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QWIRS Report:

Queensland Workplace
Industrial Relations Survey

A Report for the
Queensland Department of Industrial Relations by

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Preface

The results of the 2005 *Queensland Industrial Relations Survey* are presented in this report. They largely take the form of a set of detailed tables and a short commentary of the key findings. There is also considerable technical information on the conduct of the survey, which is placed in appendices. A copy of the questionnaire, and a detailed codebook of the variables found in the dataset, can also be found in the appendices.

A number of people contributed to the survey and many thanks are due to them. The design of the questionnaire was carried out by Kerry Stephen and Ian Watson, with assistance from Gillian Considine. The fieldwork was conducted by Field Works Market Research, based in Melbourne, and was supervised by Janet Brookes. Richard Driscoll prepared the CATI system and provided acirrt with the data. Assistance with coding open-ended questions was provided by Tanja Stevenson and Sue Bearfield at acirrt and by Kerry Stephen.

The tables in this report were specified by Kerry Stephen, and produced by Ian Watson using a combination of Stata and LaTeX. The report has been written by Ian Watson, with very useful feedback from Kerry Stephen and Gillian Considine.

Finally, thanks to those managers in Queensland workplaces who generously assisted with the piloting of the survey questionnaire. Their input and feedback was invaluable in the design of the questionnaire.

1 Introduction

The *Queensland Industrial Relations Survey* (*QWIRS* from now on) was conducted during October and November 2005. It consisted of a 20 minute telephone interview with managers of Queensland workplaces employing five or more employees. It excluded workplaces in agriculture, forestry and fishing, and in public administration. The survey aimed to collect data on a range of issues including:

- the workforce and workplace profile;
- methods of setting pay and conditions in the workplace;
- wages and entitlements of the workforce;
- information on union membership and industrial relations within the workplace;
- workforce additions and reductions;
- profits, labour costs and productivity;
- various policies in place; and
- various attitudes held by managers.

As a workplace survey, *QWIRS* followed in the tradition of the Australian Workplace Industrial Relations Survey (AWIRS), a national survey conducted in 1990 and 1995. However, in the ten years since 1995, the prospects for conducting workplace—as opposed to enterprise—surveys has diminished because an adequate sampling frame of workplaces no longer exists. It needs to be kept in mind throughout this report that the respondents for *QWIRS* were businesses, but they were asked questions about their workplaces. Where the business and the workplace were equivalent—which is the case for most small and medium businesses—this was not a problem. However, for multi-workplace organisations, *QWIRS* sought answers for the site which had the *largest number of employees* and this was deemed the ‘workplace’. The terms ‘workplace’ and ‘business’ are generally used interchangeably throughout this report, except where the

lack of equivalence between the two concepts is an issue (as is the case in Appendices B and C).

The businesses in *QWIRS* were based on a sample of industry and workplace size characteristics similar to the *AWIRS* sample. The size bands were 5 to 19 employees, 20 to 99 employees, and 100 plus employees. The industry groupings were based on aggregating industry sub-groups classified according to the American SIC system (which was used by the Dun and Bradstreet (*D&B*) database, which provided the records for the sample). While this classification system does not match ANZSIC exactly, the grouping used in this report comes close to categories which are well known to Australian audiences. In all, 661 respondents provided complete responses to the survey, and a response rate of 41 per cent was achieved.

2 Key Findings

Methods of setting pay

How do Queensland employees have their pay and conditions determined? This was one of the key questions asked in *QWIRS*, as well as one of the most difficult to answer. It is an important question and this chapter presents a summary of the pay setting methods found in workplaces. Tables showing a much greater level of detail are found in Appendix A, and a methodological discussion of some of the problems is found in Appendix B.

Workplaces

All of the tables in this report concentrate on workplaces as the unit of analysis. The one exception to this is Table 2.3 below, which provides employee estimates. For workplaces, pay setting information is presented in two ways:

1. as the dominant method of setting pay in a workplace.
2. as the average proportion of employees in workplaces coming under various methods of pay setting;

Taking the first approach, *QWIRS* found that the most common method of setting pay in Queensland workplaces is over-award payments, followed by individual agreements and awards-only. In 38 per cent of workplaces, over-awards are the dominant pay setting method; in 18 per cent of workplaces individual agreements are dominant, and in 17 per cent of workplaces awards-only are dominant. Collective agreements are dominant in only 13 per cent of workplaces, though this figure rises to 35 per cent in the larger workplaces, those with 100 or more employees. Not surprisingly, over-awards are even more common in smaller workplaces— a figure of 41 per cent—and much less common in the largest workplaces: just 14 per cent. About 13 per cent of workplaces have no dominant method, with a number of methods spread across the workforce. These figures are sum-

marised in Table 2.1 and more detailed findings can be found in Table A.26.

Table 2.1: Dominant pay setting method in workplaces

Dominant pay method	Number	Per cent
Award only >60 %	2,956	15
Over-award >60 %	7,632	39
Collective agree >60 %	2,538	13
Individual >60 %	3,541	18
Other >60 %	134	1
No dominant system	2,582	13
Total	19,383	100

Note: Dominant is defined by more than 60 per cent of the workplace workforce being on that method..

Source: QWIRS 2005. *Population:* All wps (n=643).

Turning now to the proportion of employees within workplaces on different pay setting methods, QWIRS found that over-awards have the highest figures, followed by individual agreements and awards. As Table 2.2 shows, an average of 40 per cent of the workforce in workplaces are on over-awards, with 25 per cent on individual agreements and 18 per cent on an award-only arrangement.

Table 2.2: Average percentage of workplace workforce on different pay setting methods

Pay setting method	Workforce %
Award only	18
Over-award	40
Collective agree	13
Individual	25
Other	4

Note: Mean percentage of each workplace's workforce on that method. How to read: Workplaces have an average of 18% of their employees on award-only and 40% of their employees on over-awards.

Source: QWIRS 2005 *Population:* All wps (n=661).

Employees

It is important to distinguish this last set of figures from the figures for employee coverage which surveys such as the ABS *Employee Earnings and Hours* survey report. The latter present the proportion of the State-wide workforce on different pay setting methods, whereas the data in the last section presented the proportion of the workforce

within the workplace. It is, however, possible to produce employee estimates similar to the ABS approach by multiplying the workplace counts of employees by that workplace's sample weight. The results of this are shown in Table 2.3, and comparable ABS figures are also shown in Appendix Table B.1.

Table 2.3: Methods of setting pay, employee estimates

Pay setting method	QWIRS %
Collective agreements	28
Award only	17
Over-award	31
Individual agreements	22
Other	2
Total	100
By jurisdiction	
Federal collective agreement	9
State collective agreement	16
Federal individual agreement	2
State individual agreement	1
Other	72
Total	100
Union/non-union	
Union collective agreements	23
Non-union collective agreements	5
Other	72
Total	100

Source: QWIRS

Table 2.3 suggests that while over-awards are still the most common form of agreement-making in the Queensland workforce (31 per cent), collective agreements are also very common (28 per cent). In terms of jurisdiction, State collective agreements are about twice as common among the workforce as Federal collective agreements. Union collective agreements, at 23 per cent, are more than four times more prevalent than non-union agreements (5 per cent).

Unions and industrial action

The presence of unions in Queensland workplaces is very low. Some 82 per cent of all workplaces have no union members present. In 11 per cent of workplaces union members are present, but there are no delegates, and in only 6 per cent of workplaces are there union members and delegates. These figures are summarised in Table 2.4

and full details are shown in Table A.29. Union membership is much stronger in health and education where only 60 per cent of workplaces lack union members, and in construction where 66 per cent of workplaces are non-union. Health and education are also noteworthy for the presence of delegates: some 27 per cent of workplaces have delegates present compared with the all-industry average of 6 per cent.

Table 2.4: Union presence in the workplace by industry

Industry group	Union status			Total
	No unions	Unions, no delegates	Unions & delegates	
Mining & utilities	77	16	7	100
Manufacturing	79	11	10	100
Construction	66	20	14	100
Trans & wholesale trade	89	10	1	100
Retail trade	97	3	0	100
Fin, insur & bus services	84	13	3	100
Health & education	60	13	27	100
Rec & pers services	83	12	4	100
Total	82	11	6	100

Note: Questions asked for number of union members at the workplace and number of delegates..

Source: QWIRS 2005. *Population:* All wps (n=659).

There is very little to be said about industrial action: 97 per cent of Queensland workplaces reported no industrial action during the last year. At an industry level construction departs from this pattern, with 86 per cent of workplaces reporting no action. Some 14 per cent of construction workplaces reported stop work meetings in the last year, and 4 per cent reported strikes (see Table A.30).

There was very little dissatisfaction among workplace managers when it came to their relationship with unions. Of those workplaces with a union presence, only 5 per cent reported poor or very poor relations, whereas 62 per cent reported good or very good relations. The industry where the union-management relationship was at its worst was construction. Here some 18 per cent of managers reported poor or very poor relations, and only 40 per cent reported relations as good or very good. The industry where it was at its best was health and education, where 82 per cent of managers described relations as either good or very good and none described the relationship as poor or very poor (see Table A.48).

Despite this pattern of good relations with trade unions, workplace managers overwhelmingly expressed the desire to deal directly with their workforce, by passing unions. Some 80 per cent strongly agreed,

and 16 per cent agreed, with the question: ‘Does management at this workplace prefer to deal with employees directly, not through trade unions?’ There was little industry variability in this sentiment, except that the ‘strongly agree’ attitude was somewhat weaker in manufacturing (72 per cent). It was also weaker in workplaces which had unions and delegates present (67 per cent). (For more details, see Table A.51.)

Profits, labour costs and productivity

As Table 2.5 shows Queensland workplaces¹ were considerably more likely to have seen their profits rise in the last year than fall. Some 45 per cent of workplaces reported a rise, whereas 27 per cent reported a fall. The industries with the best results were construction and transport / wholesale trade. One industry grouping—mining and utilities—saw more workplaces reporting a fall than a rise.

Table 2.5: Profits, costs and productivity

Industry group	Profits		Labour costs		Productivity	
	Up %	Down %	Up %	Down %	Up %	Down %
Mining & utilities	32	44	79	9	41	1
Manufacturing	47	37	74	14	55	7
Construction	54	10	86	2	33	13
Trans & wholesale trade	52	27	81	7	46	7
Retail trade	30	37	72	9	26	18
Fin, insur & bus services	48	23	80	6	47	6
Health & education	45	9	61	7	43	4
Rec & pers services	47	19	67	10	41	6
Total	45	27	76	8	43	9

Note: Category *stayed the same* omitted. Can be calculated: 100 minus (up + down). How to read: 44% of small wps reported their profits had risen in the last year.

Source: QWIRS 2005. *Population:* All wps (n=661), except wps with profit information (n=638).

Labour costs rose in about three quarters of Queensland workplaces over the last year. Construction saw the largest proportion of workplaces reporting a rise (86 per cent) and health and education saw the smallest proportion (61 per cent). In manufacturing, labour costs fell in 14 per cent of workplaces.

¹ While profits are a business concept, not a workplace concept, they were dealt with in QWIRS by asking multi-workplace organisations: ‘Compared to a year ago, has the contribution of this workplace to the organisation’s profit/surplus increased, decreased or stayed the same?’

Productivity was also on the rise in Queensland workplaces, with 43 per cent of workplaces reporting this result. Only 9 per cent of workplaces reported a fall in productivity, though in retail trade the proportion was twice this figure. The industry with the highest proportion of workplaces reporting rises in productivity was manufacturing (55 per cent). (For more details on profits, labour costs and productivity see Tables A.40 and A.41.)

Wages and entitlements

QWIRS collected a range of information on wages paid in workplaces. These can be found in Tables A.32 through to A.37. Table 2.6 below shows the lowest hourly rates of pay in Queensland workplaces. The lowest rate of pay in 7 per cent of all workplaces is under \$12 an hour, but in some industries the proportion of workplaces is considerably more: in retail 21 per cent of workplaces pay under \$12 an hour, and in recreation and personal services the figure is 11 per cent. On the other hand, in industries like mining, utilities and construction there are a considerable proportion of workplaces where the lowest rates of pay are quite high. In mining and utilities, for example, a third of all workplaces have their lowest paid employees earning more than \$20 an hour and in construction the proportion of workplaces is 28 per cent.

Table 2.6: Lowest hourly rate of pay at workplace

Industry group	Range in dollars per hour				
	<12 %	12<15 %	15<17 %	17<20 %	>20 %
Mining & utilities	0	31	20	15	33
Manufacturing	5	26	35	30	4
Construction	1	11	28	32	28
Trans & wholesale trade	1	25	43	22	8
Retail trade	21	23	24	32	0
Fin, insur & bus services	7	28	20	20	24
Health & education	4	26	42	19	9
Rec & pers services	11	37	33	16	2
Total	7	25	30	25	12

Note: How to read: 7% of wps had rates of pay under \$12 an hour and 18% has rates between 12-14.99. Qu excluded apprentices & trainees.
Source: QWIRS 2005. Population: All wps (n=657).

Workplaces were also asked about the range of entitlements to which their non-managerial employees had access. These responses are summarised in Table 2.7 and show that two-thirds of Queensland

workplaces paid over-time rates and more than half paid weekend penalty rates. Three quarters paid an annual leave loading. Weekend penalty rates were particularly common in retail workplaces (67 per cent) and in manufacturing (73 per cent). Overtime was also very common in manufacturing (85 per cent).

Table 2.7: Entitlements of non-managerial employees

Industry group	A %	B %	C %	D %	E %	F %	G %	H %	I %
Mining & utilities	69	65	36	65	72	49	47	8	29
Manufacturing	85	73	17	76	52	30	36	14	38
Construction	66	53	20	80	35	32	49	9	47
Trans & wholesale trade	63	48	18	83	43	49	41	22	29
Retail trade	69	67	14	75	39	27	56	29	34
Fin, insur & bus services	46	36	34	74	58	54	50	21	19
Health & education	46	52	31	86	34	47	48	25	40
Rec & pers services	56	56	15	64	33	24	44	31	44
Total	64	55	22	76	47	39	46	20	33

Note: How to read: 64% of wps pay their non-managerial employees overtime rates and 55% pay weekend penalty rates. Multiples possible (%s may not total 100).

Key: **A** = Overtime rates; **B** = Weekend penalty rates; **C** = Paid maternity; **D** = Annual leave loading; **E** = Performance pay; **F** = Annualised salary; **G** = Paying out hols; **H** = Paying out sick; **I** = RDOs.

Source: QWIRS 2005. *Population:* All wps (n=661).

Workforce changes

About one fifth of Queensland workplaces reduced their workforce during the last year. Some industries fell below this average—notably construction, health and education, and recreation and personal services—but only one was considerably above. The mining and utilities grouping saw 38 per cent of its workplaces reduce their workforce. (For more details, see Table A.42.)

The most common reason for reductions was the pursuit of efficiency and reduction of costs, followed by organisational restructuring. The most common method used to achieve these reductions was natural wastage and attrition, though redundancies (both voluntary and compulsory) also played a role. (For more details, see Tables A.42 and A.43.)

Dismissals of employees did not seem to feature much in Queensland workplaces. Some 69 per cent of workplaces reported making no dismissals in the last year, and among those that did, the average dismissal rate was 4 per cent. Smaller and medium workplaces were

more likely to dismiss employees than large workplaces. Some 15 per cent of workplaces reported an unfair dismissal claim, but this was with reference to any time in the last *five* years. (For more details, see Table A.45.)

Finding new staff was a major problem in Queensland workplaces. Some 61 per cent reported difficulties in recruitment in the last year, though in some industries this reached over 70 per cent (see Table 2.8). The most common difficulty was finding suitable, skilled or qualified staff, a problem reported by 73 per cent of workplaces facing difficulties in recruitment. In health and education, where 41 per cent of workplaces reported difficulties in recruitment, they were almost entirely (94 per cent) due to problems in finding suitable, skilled or qualified staff. Even finding *any staff at all*,² was reported as a difficulty in 34 per cent of workplaces, with the proportion rising to 46 per cent in retail trade and 43 per cent in transport and wholesale trade.

Table 2.8: Difficulties in recruitment of staff in last year

Industry group	Diff [§] %	Difficulties in recruitment [‡]								
		A	B	C	D	E	F	G	H	I
Mining & utilities	70	73	13	0	15	3	0	3	0	9
Manufacturing	59	65	39	2	3	1	0	2	1	21
Construction	71	90	21	6	4	0	0	5	0	3
Trans & wholesale trade	71	71	43	0	6	12	5	9	0	13
Retail trade	58	70	46	8	29	17	21	37	7	16
Fin, insur & bus services	55	75	26	5	0	1	0	15	0	15
Health & education	41	94	26	8	19	17	11	10	0	15
Rec & pers services	61	68	29	15	2	7	7	8	0	13
Total	61	73	34	5	9	6	5	13	1	14

Note: § faced diffs. How to read: 61% of wps faced diff recruit staff in last yr, & for these wps, 73% desc the diff as finding suitable, skilled staff. Multiples possible.

Key: **A** = Finding suitable, skilled or qualified staff; **B** = Finding staff, full-stop; **C** = Lack of sales or demand for product or service; **D** = Cost of employing new staff (eg. overheads); **E** = government IR policies; **F** = Lack of capital; **G** = Too much red tape or regulation; **H** = Lack of space or capacity; **I** = Other.

Source: QWIRS 2005. Population: § All wps (n=661); ‡ wps with diffs (n=422).

Management attitudes

Most workplace managers in Queensland regarded their relationships with their employees as very good (63 per cent) or good (35 per cent).

² This was asked as: 'Finding staff, full-stop', in order to emphasise labour shortages, irrespective of skill and suitability.

None reported poor relationships. The inclination towards *very good* relations was stronger in small workplaces (73 per cent) than in medium or large workplace (46 per cent and 41 per cent respectively). The industries with the highest reporting for the very good category were: health and education (78 per cent), retail trade (76 per cent), and recreation and personal services (70 per cent). (For a summary see Table

Most workplace managers were satisfied with the industrial relations arrangements operating at their workplaces. Some 85 per cent were either satisfied or very satisfied, and only 5 per cent were dissatisfied. Levels of dissatisfaction were higher than average in transport and wholesale trade (at 12 per cent) but few other industry patterns were evident. (For a summary see Table 2.9 and for more details, see Table A.50.)

Table 2.9: Attitudes of managers in workplace: summary (%s)

Relationship between employees and managers [†]	V gd	Good	Neut	Poor	V pr	Total
	63	35	2	0	0	100
Satisfaction of managers with IR arrangements [‡]	V sat	Sat	Neut	Dissat	V dis	Total
	41	44	10	5	0	100
Employer responses to IR system in Qld [§]	Works	Unitary	Dismiss	Complex	Other	Total
	32	2	18	11	38	100

Note: † Qu: How would you rate the relationship between employees and management at this workplace?

‡ Qu: How satisfied are the managers with the industrial relations arrangements which operate at this workplace?

§ Five most common responses to the question: Do you have any comments about the industrial relations system which operates in Queensland? includes remaining responses.

Key: **Works** = IR system works for us; **Unitary** = unitary system positive for this wp; **Dismiss** = current unfair dismissal problematic/ should be easier to dismiss; **Complex** = too complex/more flexibility (for small business);

Source: QWIRS 2005. Population: All wps (n=661) except open-ended[§] where n = those who answered (n=122).

Managers were also asked about the wider industrial relations system prevailing in Queensland (see Tables 2.9 and A.52). This was an open-ended question and only 122 respondents (out of 661) answered. It is likely that this group is not random, but reflects managers with stronger opinions about the topic of IR. Of this group of respondents, about 32 per cent indicated that they felt the IR system in Queensland worked for them; another 18 per cent expressed frustration with the current unfair dismissal procedures, wanting a system which would make it easier to dismiss employees; and 11 per cent reported that the IR system was too complex for them and required more flexibility. Only 2 per cent of respondents expressed support for a unity IR system.

A Appendix: tables

The tables in this appendix generally follow a similar pattern whereby a set of 'standard' variables are cross-tabulated against other variables of interest. Frequency tables for these 'standard' variables are presented first.

In most tables, the counts given in the body of the table are population estimates (in 00s) and represent the weighted counts of workplaces to which the percentages apply. The actual sample size for the table is given in the notes at the bottom of the table, for example (n=661). The population for these tables are workplaces with 5 or more employees in Queensland, a population abbreviated to 'All wps'. Where a subpopulation is involved, this is indicated.

Finally, where the percentages in the table are self-explanatory (such as row percentages adding to 100), no comments are provided. However, for other tables where multiple responses are presented, or where other summary statistics (such as means or medians) are involved, a short 'how to read' explanation is provided in the notes at the bottom of the table. For conciseness, these notes use self-evident abbreviations, and sometimes terms are used interchangeably (eg. 'staff' and 'employees').

Table A.1: Workplace size

Number of employees	Number	Per cent
Under 20	12,544	63
20 to 99	6,391	32
100 or over	974	5
Total	19,909	100

Note: Question asked for number employees, including managers, but excluded contractors and agency workers.
Source: QWIRS 2005. *Population:* All wps (n=661).

Table A.2: Sector

Sector	Number	Per cent
Private sector	18,946	95
Government sector	320	2
Not-for-profit sector	643	3
Total	19,909	100

Note: Question asked which sector workplace was located within.
Source: QWIRS 2005. *Population:* All wps (n=661).

Table A.3: Industry grouping

Industry group	Number	Per cent
Mining & utilities	736	4
Manufacturing	3,923	20
Construction	1,968	10
Trans & wholesale trade	2,982	15
Retail trade	3,336	17
Fin, insur & bus services	4,490	23
Health & education	1,064	5
Rec & pers services	1,409	7
Total	19,909	100

Note: Industry grouping was based on aggregating SIC codes. See Appendix B.
Source: QWIRS 2005. *Population:* All wps (n=661).

Table A.4: Type of legal entity

Type of legal entity	Number	Per cent
Incorporated	15,543	78
Unincorporated	4,366	22
Total	19,909	100

Note: Question asked whether organisation was incorporated or not.

Source: QWIRS 2005. *Population:* All wps (n=661).

Table A.5: Organisational status

Organisational status	Number	Per cent
Single wp organisation	14,365	72
Part of larger organisation	2,066	10
Head office of organisation	3,478	17
Total	19,909	100

Note: Question distinguished between single-site and multi-site organisations, and within the latter, between head-office and other sites.

Source: QWIRS 2005. *Population:* All wps (n=661).

Table A.6: Geographical location

Location	Number	Per cent
Metropolitan	14,572	73
Non-metro	5,337	27
Total	19,909	100

Note: Location was coded according to postcode (see Appendix B).

Source: QWIRS 2005. *Population:* All wps (n=661).

Table A.7: Union presence in the workplace

Union status	Number	Per cent
No unions	16,398	82
Unions, no delegates	2,254	11
Unions & delegates	1,239	6
Total	19,890	100

Note: Questions asked for number of union members at the workplace and number of delegates.

Source: QWIRS 2005. *Population:* All wps (n=659).

Table A.8: Dominant pay setting method

Dominant pay method	Number	Per cent
Award only >60 %	2,956	15
Over-award >60 %	7,632	39
Collective agree >60 %	2,538	13
Individual >60 %	3,541	18
Other >60 %	134	1
No dominant system	2,582	13
Total	19,383	100

Note: Defined according to whether 60% or more of employees were on that method..

Source: QWIRS 2005. *Population:* All wps (n=643).

Table A.9: Employee counts

	Employees at wp			Across Aust		Across Qld		
	Mean No.	Med No.	Wps [†] 00s	Mean No.	Med No.	Mean No.	Med No.	Wps [‡] 00s
All wps	33	14	199	1,276	70	844	28	55
Number of employees								
Under 20	10	9	125	1,079	22	923	14	30
20 to 99	39	30	64	766	120	469	60	19
100 or over	292	190	10	3,718	1,000	1,611	300	6
Sector								
Private sector	31	14	189	563	70	160	25	52
Government sector	118	16	3	26,127	4,000	24,421	1,200	2
Not-for-profit sector	61	28	6	331	97	236	15	1
Industry group								
Mining & utilities	56	13	7	593	180	249	30	4
Manufacturing	47	20	39	338	120	233	25	8
Construction	25	14	20	714	30	196	15	6
Trans & wholesale trade	20	14	30	346	120	90	20	10
Retail trade	21	9	33	327	60	91	48	9
Fin, insur & bus services	30	12	45	939	40	183	15	13
Health & education	59	15	11	15,267	450	14,109	90	3
Rec & pers services	45	20	14	524	70	208	70	3
Type of legal entity								
Incorporated	34	14	155	559	70	162	23	49
Unincorporated	32	13	44	7,125	150	6,404	65	6
Organisational status								
Single wp organisation	25	14	144	.	.	.	.	0
Part of larger organisation	44	20	21	2,575	140	2,000	33	21
Head office of organisation	62	18	35	504	60	157	24	35
Location								
Metropolitan	34	15	146	572	83	190	25	43
Non-metro	32	12	53	3,680	48	3,077	30	13
Union status								
No unions	21	13	164	310	55	94	20	44
Unions, no delegates	58	26	23	1,046	300	310	120	6
Unions & delegates	154	65	12	8,457	550	6,741	250	6
Dominant pay method								
Award only >60 %	34	20	30	1,522	65	1,235	65	6
Over-award >60 %	23	14	76	614	30	92	20	16
Collective agree >60 %	70	16	25	3,992	130	3,502	45	10
Individual >60 %	27	10	35	469	130	125	20	15
Other >60 %	10	9	1	150	150	7	7	0
No dominant system	28	15	26	708	120	141	40	6

Note: Med=Median. Based on questions asking for employee numbers for both the workplace and the organisation.

Source: QWIRS 2005. Population: † All wps (n=661); ‡ All wps part of a larger organisation (n=301).

Table A.10: Workplace size

	Number of employees				Wps 00s
	Under 20 %	20 to 99 %	100 or over %	Total %	
All wps	63	32	5	100	199
Sector					
Private sector	65	31	4	100	189
Government sector	55	21	24	100	3
Not-for-profit sector	23	63	15	100	6
Industry group					
Mining & utilities	58	30	12	100	7
Manufacturing	48	47	6	100	39
Construction	64	34	2	100	20
Trans & wholesale trade	69	30	1	100	30
Retail trade	69	29	2	100	33
Fin, insur & bus services	74	21	5	100	45
Health & education	57	27	16	100	11
Rec & pers services	48	41	10	100	14
Type of legal entity					
Incorporated	63	32	5	100	155
Unincorporated	62	34	4	100	44
Organisational status					
Single wp organisation	67	31	2	100	144
Part of larger organisation	46	45	9	100	21
Head office of organisation	58	29	13	100	35
Location					
Metropolitan	60	35	5	100	146
Non-metro	70	25	5	100	53
Union status					
No unions	69	29	2	100	164
Unions, no delegates	41	48	11	100	23
Unions & delegates	21	44	34	100	12
Dominant pay method					
Award only >60 %	49	46	5	100	30
Over-award >60 %	67	32	2	100	76
Collective agree >60 %	52	34	13	100	25
Individual >60 %	70	25	5	100	35
Other >60 %	100	0	0	100	1
No dominant system	67	30	3	100	26

Note: Question asked for number employees, including managers, but excluded contractors and agency workers.

Source: QWIRS 2005. Population: All wps (n=661).

Table A.11: Sector

	Sector				Wps 00s
	Private %	Govt %	Not for profit %	Total %	
All wps	95	2	3	100	199
Number of employees					
Under 20	97	1	1	100	125
20 to 99	93	1	6	100	64
100 or over	82	8	10	100	10
Industry group					
Mining & utilities	97	1	2	100	7
Manufacturing	100	0	0	100	39
Construction	100	0	0	100	20
Trans & wholesale trade	99	1	0	100	30
Retail trade	98	0	2	100	33
Fin, insur & bus services	97	0	2	100	45
Health & education	60	17	23	100	11
Rec & pers services	78	5	16	100	14
Type of legal entity					
Incorporated	96	1	4	100	155
Unincorporated	93	5	2	100	44
Organisational status					
Single wp organisation	95	1	4	100	144
Part of larger organisation	92	6	2	100	21
Head office of organisation	96	1	3	100	35
Location					
Metropolitan	97	1	2	100	146
Non-metro	90	4	6	100	53
Union status					
No unions	97	0	3	100	164
Unions, no delegates	94	2	4	100	23
Unions & delegates	74	17	9	100	12
Dominant pay method					
Award only >60 %	86	3	11	100	30
Over-award >60 %	99	1	0	100	76
Collective agree >60 %	89	6	5	100	25
Individual >60 %	96	0	4	100	35
Other >60 %	100	0	0	100	1
No dominant system	99	0	0	100	26

Note: Question asked which sector workplace was located within.
Source: QWIRS 2005. Population: All wps (n=661).

Table A.12: Industry

	Industry group								Total %	Wps 00s
	A %	B %	C %	D %	E %	F %	G %	H %		
All wps	4	20	10	15	17	23	5	7	100	199
Number of employees										
Under 20	3	15	10	16	18	26	5	5	100	125
20 to 99	3	29	10	14	15	15	4	9	100	64
100 or over	9	24	4	3	6	23	17	15	100	10
Sector										
Private sector	4	21	10	16	17	23	3	6	100	189
Government sector	3	3	0	9	0	6	56	22	100	3
Not-for-profit sector	2	0	0	0	10	14	38	36	100	6
Type of legal entity										
Incorporated	3	21	10	13	17	25	4	6	100	155
Unincorporated	5	14	9	21	18	14	9	10	100	44
Organisational status										
Single wp organisation	3	22	10	14	17	22	6	8	100	144
Part of larger organisation	7	15	10	17	20	23	7	2	100	21
Head office of organisation	6	13	11	20	13	24	4	8	100	35
Location										
Metropolitan	4	26	10	15	15	21	4	5	100	146
Non-metro	4	4	10	14	21	28	8	12	100	53
Union status										
No unions	3	19	8	16	20	23	4	7	100	164
Unions, no delegates	5	19	17	13	4	27	6	8	100	23
Unions & delegates	4	32	22	3	1	10	23	5	100	12
Dominant pay method										
Award only >60 %	0	12	1	12	38	5	11	22	100	30
Over-award >60 %	3	25	11	20	18	15	2	5	100	76
Collective agree >60 %	3	31	20	13	3	18	9	4	100	25
Individual >60 %	5	7	8	8	7	60	3	2	100	35
Other >60 %	0	23	59	0	0	18	0	0	100	1
No dominant system	6	15	8	20	21	20	7	3	100	26

Note: Industry grouping was based on aggregating SIC codes. See Appendix B.

Key: **A** = Mining & utilities; **B** = Manufacturing; **C** = Construction; **D** = Trans & wholesale trade; **E** = Retail trade; **F** = Fin, insur & bus services; **G** = Health & education; **H** = Rec & pers services.

Source: QWIRS 2005. Population: All wps (n=661).

Table A.13: Organisational status

	Organisational status				Wps
	Single %	Part of org %	Head office %	Total 00s	
All wps	72	10	17	100	199
Number of employees					
Under 20	76	8	16	100	125
20 to 99	70	15	16	100	64
100 or over	34	20	46	100	10
Sector					
Private sector	72	10	18	100	189
Government sector	51	41	8	100	3
Not-for-profit sector	79	5	16	100	6
Industry group					
Mining & utilities	51	19	30	100	7
Manufacturing	80	8	12	100	39
Construction	71	10	19	100	20
Trans & wholesale trade	65	12	23	100	30
Retail trade	74	12	13	100	33
Fin, insur & bus services	70	11	19	100	45
Health & education	75	13	12	100	11
Rec & pers services	77	2	21	100	14
Type of legal entity					
Incorporated	68	11	21	100	155
Unincorporated	86	9	5	100	44
Location					
Metropolitan	71	12	18	100	146
Non-metro	76	7	17	100	53
Union status					
No unions	73	9	18	100	164
Unions, no delegates	76	14	10	100	23
Unions & delegates	51	20	29	100	12
Dominant pay method					
Award only >60 %	80	12	8	100	30
Over-award >60 %	79	7	15	100	76
Collective agree >60 %	61	18	22	100	25
Individual >60 %	57	14	29	100	35
Other >60 %	77	23	0	100	1
No dominant system	77	9	14	100	26

Note: Question distinguished between single-site and multi-site organisations, and within the latter, between head-office and other sites.

Source: QWIRS 2005. Population: All wps (n=661).

Table A.14: Main occupational group in the workplace

	Occupation										Wps 00s
	Man %	Pro %	AP %	Tra %	Adv %	IC %	IT %	EC %	Lab %	Total %	
All wps	3	11	3	27	1	22	10	8	15	100	199
Number of employees											
Under 20	5	12	4	25	2	24	7	7	13	100	125
20 to 99	1	6	1	31	0	20	16	9	17	100	64
100 or over	1	33	0	13	1	15	6	8	22	100	10
Sector											
Private sector	3	10	3	28	1	21	10	8	15	100	189
Government sector	0	58	1	1	2	35	0	0	3	100	3
Not-for-profit sector	0	35	5	8	0	46	0	4	3	100	6
Industry group											
Mining & utilities	4	15	2	46	0	10	15	4	4	100	7
Manufacturing	0	5	0	30	1	6	18	0	39	100	39
Construction	3	5	0	72	0	10	7	0	4	100	20
Trans & wholesale trade	0	1	0	28	0	29	31	6	5	100	30
Retail trade	9	4	0	13	0	28	0	31	15	100	33
Fin, insur & bus services	6	24	13	20	4	20	1	4	8	100	45
Health & education	0	44	0	3	5	43	1	3	0	100	11
Rec & pers services	0	9	0	11	1	49	1	7	22	100	14
Type of legal entity											
Incorporated	4	11	3	26	2	22	9	7	15	100	155
Unincorporated	0	12	4	29	0	20	13	9	13	100	44
Organisational status											
Single wp organisation	4	11	4	27	1	21	12	7	13	100	144
Part of larger organisation	1	13	1	19	0	30	3	16	16	100	21
Head office of organisation	3	12	1	30	2	19	5	7	21	100	35
Location											
Metropolitan	4	11	3	27	2	21	10	7	16	100	146
Non-metro	3	13	3	26	0	24	9	11	13	100	53
Union status											
No unions	4	11	4	24	1	23	10	8	16	100	164
Unions, no delegates	0	7	0	43	7	19	8	7	9	100	23
Unions & delegates	0	24	0	35	1	12	13	2	14	100	12
Dominant pay method											
Award only >60 %	0	6	1	19	2	32	9	19	12	100	30
Over-award >60 %	0	6	2	30	1	24	10	6	21	100	76
Collective agree >60 %	0	9	0	34	0	18	18	3	17	100	25
Individual >60 %	13	29	7	24	4	14	4	2	3	100	35
Other >60 %	0	0	0	59	0	23	18	0	0	100	1
No dominant system	7	4	6	21	0	23	12	15	12	100	26

Note: Qu: What is the occupation at this workplace with the largest number of employees? Coded to ASCO2 Major groups.

Key: **Man** = Managers; **Pro** = Professionals; **AP** = Assoc professionals; **Tra** = Tradespersons; **Adv** = Advanced clerical, sales, serv; **IC** = Intermed clerical, sales, serv; **IT** = Intermediate trans & production; **EC** = Elementary clerical, sales, serv; **Lab** = Labourers; **U** = Spread across occupations.

Source: QWIRS 2005. Population: All wps (n=661).

Table A.15: Main female occupational group in the workplace

	Occupation											Total %	Wps 00s
	Man %	Pro %	AP %	Tra %	Adv %	IC %	IT %	EC %	Lab %	U %			
All wps	6	7	4	1	3	57	3	10	8	0	100	186	
Number of employees													
Under 20	8	8	5	0	4	56	0	10	9	0	100	115	
20 to 99	2	4	3	4	2	61	9	9	6	0	100	62	
100 or over	1	21	1	1	3	45	2	9	17	1	100	10	
Sector													
Private sector	6	6	4	1	4	58	3	10	9	0	100	177	
Government sector	3	55	0	0	0	30	0	9	2	1	100	3	
Not-for-profit sector	7	25	0	0	0	60	4	2	2	0	100	6	
Industry group													
Mining & utilities	5	12	1	0	3	72	1	5	0	0	100	7	
Manufacturing	7	1	3	3	1	52	12	0	21	0	100	35	
Construction	6	2	1	0	6	85	0	0	0	0	100	18	
Trans & wholesale trade	6	1	5	5	6	62	5	10	1	0	100	27	
Retail trade	9	1	0	0	0	45	1	35	9	0	100	33	
Fin, insur & bus services	5	14	10	0	5	57	1	3	6	0	100	42	
Health & education	2	42	0	0	8	41	1	6	0	0	100	11	
Rec & pers services	2	10	1	0	1	57	0	14	15	0	100	13	
Type of legal entity													
Incorporated	6	6	5	1	4	58	3	8	9	0	100	144	
Unincorporated	3	10	1	3	0	55	4	16	7	0	100	43	
Organisational status													
Single wp organisation	6	7	5	2	4	56	4	9	9	0	100	138	
Part of larger organisation	4	9	2	0	0	51	0	24	10	0	100	19	
Head office of organisation	7	7	0	1	2	68	1	7	7	0	100	29	
Location													
Metropolitan	5	6	5	2	4	58	3	9	7	0	100	137	
Non-metro	8	9	0	0	0	54	3	13	11	0	100	50	
Union status													
No unions	7	6	3	1	3	58	3	10	8	0	100	153	
Unions, no delegates	0	4	8	5	8	53	0	10	11	0	100	21	
Unions & delegates	1	23	0	0	1	49	9	2	13	0	100	11	
Dominant pay method													
Award only >60 %	0	7	1	1	2	33	3	28	25	0	100	29	
Over-award >60 %	8	1	2	3	4	67	4	7	4	0	100	73	
Collective agree >60 %	0	10	1	0	2	69	6	5	8	0	100	21	
Individual >60 %	10	15	13	0	6	52	1	2	1	0	100	32	
Other >60 %	23	0	0	0	0	77	0	0	0	0	100	1	
No dominant system	6	10	4	0	1	49	4	15	11	0	100	26	

Note: Qu: What would be the main occupation held by female employees? Coded to ASCO2 Major groups.
Key: **Man** = Managers; **Pro** = Professionals; **AP** = Assoc professionals; **Tra** = Tradespersons; **Adv** = Advanced clerical, sales, serv; **IC** = Intermed clerical, sales, serv; **IT** = Intermediate trans & production; **EC** = Elementary clerical, sales, serv; **Lab** = Labourers; **U** = Spread across occupations.
Source: QWIRS 2005. Population: All wps with female employees (n=633).

Table A.16: Female, part-time and casual employment

	Female		Part-time		Casual		Wp 00s
	<10% %	>60% %	<10% %	>40% %	<10% %	>40% %	
All wps	19	24	74	5	59	18	199
Number of employees							
Under 20	16	22	71	4	59	17	125
20 to 99	24	28	80	7	58	20	64
100 or over	26	17	75	6	54	20	10
Sector							
Private sector	20	22	76	4	60	18	189
Government sector	2	54	28	22	42	3	3
Not-for-profit sector	2	57	36	20	41	31	6
Industry group							
Mining & utilities	26	1	91	0	79	6	7
Manufacturing	41	14	85	0	62	15	39
Construction	30	0	80	4	71	4	20
Trans & wholesale trade	18	16	68	2	60	14	30
Retail trade	6	38	79	7	40	37	33
Fin, insur & bus services	13	20	77	1	73	6	45
Health & education	0	70	29	29	44	14	11
Rec & pers services	5	56	54	18	27	51	14
Type of legal entity							
Incorporated	20	21	76	4	62	14	155
Unincorporated	14	35	70	8	48	32	44
Organisational status							
Single wp organisation	18	26	72	6	55	21	144
Part of larger organisation	18	26	82	5	71	16	21
Head office of organisation	24	12	78	2	66	7	35
Location							
Metropolitan	21	21	76	4	61	15	146
Non-metro	13	31	70	7	52	25	53
Union status							
No unions	16	25	74	5	57	19	164
Unions, no delegates	29	17	79	6	64	14	23
Unions & delegates	35	20	63	8	74	4	12
Dominant pay method							
Award only >60 %	4	65	71	9	10	65	30
Over-award >60 %	23	17	76	6	66	8	76
Collective agree >60 %	41	22	71	4	66	13	25
Individual >60 %	14	12	79	0	77	5	35
Other >60 %	0	0	41	0	100	0	1
No dominant system	8	22	71	7	62	15	26

Note: How to read: 16% of small wps have women making up less than 10% of their workforce, while 22% of such wps have women making up more than 60%.

Source: QWIRS 2005. Population: All wps (n=661).

Table A.17: Proportion of casual workforce who are female

	Proportion who are female (as % range)					Total 00s	Wps
	None %	<20 %	20<50 %	50<75 %	>75 %		
All wps	33	3	7	14	42	100	113
Number of employees							
Under 20	34	2	6	9	50	100	59
20 to 99	36	1	8	19	36	100	45
100 or over	9	26	12	30	24	100	8
Sector							
Private sector	35	3	7	13	41	100	105
Government sector	6	0	3	50	41	100	2
Not-for-profit sector	5	0	5	25	65	100	5
Industry group							
Mining & utilities	40	7	7	26	20	100	2
Manufacturing	60	2	9	2	26	100	25
Construction	51	9	2	19	20	100	9
Trans & wholesale trade	25	2	12	27	33	100	13
Retail trade	26	1	3	23	47	100	23
Fin, insur & bus services	28	4	11	2	54	100	20
Health & education	5	0	0	17	78	100	7
Rec & pers services	9	6	7	22	56	100	12
Type of legal entity							
Incorporated	38	4	9	8	41	100	86
Unincorporated	16	1	3	34	46	100	26
Organisational status							
Single wp organisation	31	2	7	15	45	100	84
Part of larger organisation	30	3	3	11	54	100	11
Head office of organisation	45	8	8	15	24	100	17
Location							
Metropolitan	40	3	6	13	36	100	80
Non-metro	15	2	9	17	57	100	33
Union status							
No unions	33	2	8	14	44	100	93
Unions, no delegates	37	9	2	11	41	100	12
Unions & delegates	31	6	8	28	27	100	7
Dominant pay method							
Award only >60 %	4	2	11	20	62	100	28
Over-award >60 %	49	1	1	12	37	100	40
Collective agree >60 %	34	3	6	21	36	100	13
Individual >60 %	37	10	4	9	41	100	14
No dominant system	30	0	21	13	36	100	14

Note: How to read: 34% of small workplaces have no female casual employees, while in 50% of such workplaces more than 75% of their casual workforce are women.

Source: QWIRS 2005. Population: All wps employing casuals (n=400).

Table A.18: Use of external consultants

	Sources of advice								Wps 00s
	LF %	MC %	EM %	SG %	WL %	FG %	O %	N %	
All wps	28	15	11	28	55	7	8	17	199
Number of employees									
Under 20	22	12	11	26	56	4	6	20	125
20 to 99	34	19	11	30	54	10	13	12	64
100 or over	61	34	9	40	43	26	9	9	10
Sector									
Private sector	28	14	11	28	55	7	8	17	189
Government sector	15	31	0	44	22	6	15	20	3
Not-for-profit sector	38	39	5	17	48	2	6	4	6
Industry group									
Mining & utilities	41	32	10	22	59	18	9	10	7
Manufacturing	22	18	4	27	47	2	24	15	39
Construction	33	19	12	39	38	18	6	26	20
Trans & wholesale trade	21	20	12	31	63	5	5	13	30
Retail trade	20	5	17	30	64	4	1	17	33
Fin, insur & bus services	43	12	10	29	59	8	4	16	45
Health & education	22	21	9	18	36	6	15	18	11
Rec & pers services	18	20	12	16	56	7	0	20	14
Type of legal entity									
Incorporated	28	14	12	29	55	8	8	16	155
Unincorporated	27	22	6	25	54	4	9	18	44
Organisational status									
Single wp organisation	23	14	12	24	54	3	9	17	144
Part of larger organisation	37	19	4	35	42	12	5	29	21
Head office of organisation	44	18	10	40	64	21	6	8	35
Location									
Metropolitan	27	16	11	27	52	7	10	17	146
Non-metro	29	13	11	31	63	7	4	16	53
Union status									
No unions	25	14	11	27	56	7	7	17	164
Unions, no delegates	34	18	15	33	53	7	13	18	23
Unions & delegates	53	26	3	35	32	16	17	10	12
Dominant pay method									
Award only >60 %	17	7	11	21	55	2	6	16	30
Over-award >60 %	25	13	12	26	60	5	10	14	76
Collective agree >60 %	31	27	5	35	46	16	11	17	25
Individual >60 %	34	19	5	26	48	9	4	27	35
Other >60 %	59	59	0	59	59	0	23	18	1
No dominant system	35	16	22	30	59	5	10	10	26

Note: How to read: In 22% of small wps, law firms provided advice to employers. Qu asked for which consultants had been used for advice on empoloyee relations. Multiples possible (%s may not total 100).

Key: **LF** = Law firms; **MC** = Management consultants or private IR/HR consultants; **EM** = Employer or industry associations; **SG** = State Govt DIR; **WL** = Wageline; **FG** = Federal Govt DWR; **O** = Other; **N** = None.

Source: QWIRS 2005. Population: All wps (n=661).

Table A.19: Procedures in place at the workplace

	All wps					Workplaces with CAs				
	GH %	PA %	DI %	ST %	Wps 00s	GH %	PA %	DI %	ST %	Wps 00s
All wps	46	57	66	73	199	63	60	79	80	28
Number of employees										
Under 20	37	53	55	68	125	39	41	59	81	11
20 to 99	56	63	82	80	64	70	72	88	85	12
100 or over	95	81	100	79	10	96	70	99	66	5
Sector										
Private sector	43	56	64	72	189	59	57	78	80	24
Government sector	91	65	97	85	3	87	70	95	87	2
Not-for-profit sector	91	87	87	86	6	93	92	78	79	2
Industry group										
Mining & utilities	49	86	63	95	7	88	78	100	94	1
Manufacturing	50	56	74	78	39	74	61	77	91	9
Construction	23	39	57	66	20	21	48	70	87	5
Trans & wholesale trade	36	50	67	62	30	42	60	74	72	4
Retail trade	38	48	55	66	33	95	91	100	91	1
Fin., insur & bus services	54	72	67	78	45	86	55	82	69	2
Health & education	75	76	78	81	11	88	79	74	66	3
Rec & pers services	52	49	64	70	14	66	44	94	64	3
Type of legal entity										
Incorporated	48	59	66	72	155	63	57	80	81	21
Unincorporated	37	52	65	76	44	64	68	77	77	7
Organisational status										
Single wp organisation	38	52	60	72	144	53	54	70	80	17
Part of larger organisation	67	74	80	63	21	75	64	89	79	5
Head office of organisation	65	68	80	79	35	80	74	96	81	7
Location										
Metropolitan	46	60	69	72	146	62	57	78	80	18
Non-metro	45	50	57	75	53	65	65	81	80	10
Union status										
No unions	40	58	62	72	164	48	59	62	86	11
Unions, no delegates	68	48	76	66	23	77	57	92	62	7
Unions & delegates	76	66	93	86	12	71	63	91	85	10
Dominant pay method										
Award only >60 %	49	50	56	63	30	75	86	100	79	1
Over-award >60 %	38	50	62	74	76	64	13	97	94	1
Collective agree >60 %	66	63	89	77	25	69	62	89	78	16
Individual >60 %	50	69	69	69	35	100	45	100	94	0
Other >60 %	23	41	41	23	1	.	.	.	.	0
No dominant system	39	72	64	84	26	66	92	72	100	4

Note: How to read: In 46% of small wps with CAs, grievance handling procedures are in place. Qu asked for programs which apply to majority of non-managerial employees. Multiples possible.

Key: **GH** = Grievance handling; **PA** = Performance assessment; **DI** = Disciplinary procedures; **ST** = Skills based training.

Source: QWIRS 2005. Population: All wps (n=661) and wps with CAs (n=189).

Table A.20: Operating hours at the workplace

	Operating hours						Wps 00s
	Mean No.	<=40 %	41-48 %	49-56 %	56-167 %	24 by 7 %	
All wps	59	38	15	17	24	6	196
Number of employees							
Under 20	54	42	19	16	20	4	125
20 to 99	64	32	9	20	33	6	62
100 or over	89	29	8	5	31	27	9
Sector							
Private sector	59	38	16	17	24	5	187
Government sector	56	55	25	4	6	11	3
Not-for-profit sector	66	45	5	8	32	10	6
Industry group							
Mining & utilities	70	30	34	12	3	21	7
Manufacturing	57	49	15	11	19	6	37
Construction	46	51	19	22	8	0	20
Trans & wholesale trade	62	33	13	16	35	3	30
Retail trade	58	22	23	16	38	0	33
Fin, insur & bus services	54	44	11	19	20	5	45
Health & education	72	33	16	18	12	20	11
Rec & pers services	77	29	0	19	41	11	14
Type of legal entity							
Incorporated	59	37	16	17	24	6	153
Unincorporated	58	43	15	14	25	3	44
Organisational status							
Single wp organisation	59	37	16	17	24	5	142
Part of larger organisation	57	42	11	6	36	5	20
Head office of organisation	59	39	17	19	18	7	34
Location							
Metropolitan	58	41	13	18	23	5	143
Non-metro	62	31	23	12	28	6	53
Union status							
No unions	57	39	17	17	22	5	163
Unions, no delegates	64	34	5	19	36	6	23
Unions & delegates	72	33	10	12	33	12	11
Dominant pay method							
Award only >60 %	74	20	10	9	53	8	30
Over-award >60 %	51	43	21	18	17	1	76
Collective agree >60 %	73	30	14	9	33	14	25
Individual >60 %	54	57	13	16	6	8	35
Other >60 %	45	82	0	0	18	0	1
No dominant system	59	26	14	25	32	3	24

Note: How to read: 42% of small wps operated for 40 hours or less per week; the average for all small wps was 54 hours. Qu excluded maintenance and cleaning time.

Source: QWIRS 2005. Population: All wps (n=652).

Table A.21: Shift work and lengths of shifts

	Shifts		Length of shifts (hrs)				Wps [†] 00s
	Yes %	Wps [‡] 00s	Mean No.	<8 %	8<10 %	>=10 %	
All wps	25	199	8	32	57	11	50
Number of employees							
Under 20	15	125	8	26	65	8	18
20 to 99	39	64	8	38	50	11	25
100 or over	71	10	8	27	58	15	7
Sector							
Private sector	24	189	8	31	58	11	46
Government sector	48	3	8	26	71	4	2
Not-for-profit sector	37	6	7	61	37	2	2
Industry group							
Mining & utilities	42	7	10	24	29	46	3
Manufacturing	33	39	9	5	90	5	13
Construction	9	20	8	0	90	10	2
Trans & wholesale trade	33	30	8	30	62	8	10
Retail trade	26	33	6	83	12	4	9
Fin, insur & bus services	7	45	8	26	56	19	3
Health & education	28	11	8	23	61	17	3
Rec & pers services	52	14	7	44	46	9	7
Type of legal entity							
Incorporated	24	155	8	25	62	13	37
Unincorporated	29	44	7	53	44	3	13
Organisational status							
Single wp organisation	24	144	8	38	53	9	34
Part of larger organisation	29	21	8	14	76	10	6
Head office of organisation	30	35	8	25	59	16	10
Location							
Metropolitan	25	146	8	28	63	9	37
Non-metro	25	53	8	44	40	16	14
Union status							
No unions	21	164	8	37	56	8	34
Unions, no delegates	42	23	9	26	54	20	9
Unions & delegates	52	12	8	21	68	11	6
Dominant pay method							
Award only >60 %	39	30	7	63	32	5	11
Over-award >60 %	17	76	8	21	68	11	13
Collective agree >60 %	38	25	8	26	62	12	10
Individual >60 %	12	35	9	10	68	21	4
Other >60 %	0	1	.	.	.	.	0
No dominant system	39	26	8	33	63	5	10

Note: How to read: 15% of small wps had shifts, and in those workplaces 26% of them had shifts of less than 8 hrs duration. Qu asked for length of most common shift.

Source: QWIRS 2005. Population: † All wps (n=661); ‡ Wps with shifts (n=285).

Table A.22: Total working hours for FT employees

	Hours worked						Wps 00s
	Mean No.	<=35 %	36<=38 %	39<=40 %	41<=49 %	>=50 %	
All wps	40	9	31	30	21	9	199
Number of employees							
Under 20	40	14	29	32	16	8	125
20 to 99	41	1	32	28	29	10	64
100 or over	41	4	43	19	24	9	10
Sector							
Private sector	40	9	31	30	21	9	189
Government sector	38	29	28	34	2	7	3
Not-for-profit sector	40	15	30	39	10	6	6
Industry group							
Mining & utilities	43	0	21	23	37	19	7
Manufacturing	41	5	27	28	33	7	39
Construction	43	0	18	37	32	13	20
Trans & wholesale trade	41	9	31	29	20	11	30
Retail trade	38	13	37	30	20	1	33
Fin, insur & bus services	41	7	35	35	9	14	45
Health & education	39	31	37	16	8	8	11
Rec & pers services	37	23	34	32	11	1	14
Type of legal entity							
Incorporated	41	7	32	29	22	10	155
Unincorporated	39	20	25	35	14	6	44
Organisational status							
Single wp organisation	40	12	30	29	21	8	144
Part of larger organisation	40	5	40	33	15	7	21
Head office of organisation	42	1	30	35	22	12	35
Location							
Metropolitan	40	6	35	29	23	7	146
Non-metro	40	18	19	35	15	14	53
Union status							
No unions	40	8	30	34	19	8	164
Unions, no delegates	41	16	33	15	27	9	23
Unions & delegates	41	12	32	16	30	10	12
Dominant pay method							
Award only >60 %	38	23	35	25	12	5	30
Over-award >60 %	40	10	36	31	18	6	76
Collective agree >60 %	42	7	38	24	11	19	25
Individual >60 %	41	1	28	39	21	11	35
Other >60 %	42	0	0	82	0	18	1
No dominant system	41	9	15	31	37	8	26

Note: How to read: In small wps the average working hrs are 40, and in 14% of small wps the average hours are 35 or less. Qu asked for usual total weekly hrs for most ft employees, including overtime.
Source: QWIRS 2005. Population: All wps (n=661).

Table A.23: Pay setting methods in the workplace

	Average percentage of workforce							Wps 00s
	A %	B %	C %	D %	E %	F %	G %	
All wps	18	40	8	8	5	23	4	194
Number of employees								
Under 20	16	42	4	4	5	26	5	122
20 to 99	23	40	13	13	4	17	2	63
100 or over	18	18	37	37	5	22	2	9
Sector								
Private sector	17	42	7	7	5	23	4	184
Government sector	28	17	49	49	0	4	0	3
Not-for-profit sector	45	12	21	19	1	21	1	6
Industry group								
Mining & utilities	7	38	9	9	3	28	1	7
Manufacturing	11	48	12	12	3	16	2	37
Construction	4	45	16	16	6	22	6	19
Trans & wholesale trade	14	52	9	9	4	17	3	30
Retail trade	38	41	2	2	6	11	6	33
Fin, insur & bus services	8	30	2	2	8	45	4	44
Health & education	35	24	22	21	4	15	2	10
Rec & pers services	48	30	9	8	0	8	0	13
Type of legal entity								
Incorporated	16	41	7	7	5	26	3	150
Unincorporated	26	37	13	12	6	11	5	44
Organisational status								
Single wp organisation	20	42	6	6	5	20	5	140
Part of larger organisation	19	32	17	17	5	20	2	20
Head office of organisation	11	36	11	11	3	33	1	33
Location								
Metropolitan	15	44	7	7	4	24	3	141
Non-metro	26	30	12	12	9	17	6	53
Union status								
No unions	19	43	3	3	5	24	4	160
Unions, no delegates	15	41	18	18	6	18	5	22
Unions & delegates	14	8	58	58	3	15	2	12
Dominant pay method								
Award only >60 %	85	7	1	0	2	6	2	30
Over-award >60 %	5	85	0	0	3	6	3	76
Collective agree >60 %	3	2	54	54	1	10	1	25
Individual >60 %	1	4	0	0	6	83	1	35
Other >60 %	0	6	0	0	87	6	87	1
No dominant system	19	35	6	6	12	22	8	26

Note: How to read: In small workplaces, on average 16% of the workforce are on awards and 42% are on over-awards. That is, these numbers are the average percentage of each workplace's workforce on that method.

Key: **A** = Award only; **B** = Overaward; **C** = Registered collective agreement; **D** = Unregistered collective agreement; **E** = Registered individual agreement; **F** = Unregistered individual agreement; **G** = Other.

Source: QWIRS 2005. Population: All wps (n=643).

Table A.24: Pay setting methods in the workplace (jurisdiction)

	Average percentage of workforce									Wps 00s
	A %	B %	C %	D %	E %	F %	G %	H %	I %	
All wps	18	40	5	3	8	2	1	23	4	194
Number of employees										
Under 20	16	42	2	1	4	2	0	26	5	122
20 to 99	23	40	8	4	13	2	1	17	2	63
100 or over	18	18	25	11	37	1	4	22	2	9
Sector										
Private sector	17	42	4	2	7	2	1	23	4	184
Government sector	28	17	37	11	49	0	0	4	0	3
Not-for-profit sector	45	12	17	4	19	0	0	21	1	6
Industry group										
Mining & utilities	7	38	5	3	9	1	2	28	1	7
Manufacturing	11	48	7	4	12	0	2	16	2	37
Construction	4	45	14	1	16	0	1	22	6	19
Trans & wholesale trade	14	52	4	5	9	1	0	17	3	30
Retail trade	38	41	1	0	2	2	0	11	6	33
Fin, insur & bus services	8	30	1	1	2	4	0	45	4	44
Health & education	35	24	19	2	21	3	0	15	2	10
Rec & pers services	48	30	4	5	8	0	0	8	0	13
Type of legal entity										
Incorporated	16	41	4	2	7	2	1	26	3	150
Unincorporated	26	37	9	3	12	1	0	11	5	44
Organisational status										
Single wp organisation	20	42	4	2	6	1	0	20	5	140
Part of larger organisation	19	32	9	5	17	2	1	20	2	20
Head office of organisation	11	36	7	4	11	3	2	33	1	33
Location										
Metropolitan	15	44	4	2	7	1	0	24	3	141
Non-metro	26	30	7	4	12	3	1	17	6	53
Union status										
No unions	19	43	2	1	3	2	0	24	4	160
Unions, no delegates	15	41	7	10	18	0	1	18	5	22
Unions & delegates	14	8	41	14	58	1	1	15	2	12
Dominant pay method										
Award only >60 %	85	7	0	0	0	0	0	6	2	30
Over-award >60 %	5	85	0	0	0	1	0	6	3	76
Collective agree >60 %	3	2	32	17	54	0	0	10	1	25
Individual >60 %	1	4	0	0	0	4	2	83	1	35
Other >60 %	0	6	0	0	0	0	0	6	87	1
No dominant system	19	35	5	2	6	4	1	22	8	26

Note: How to read: In small workplaces, on average 16% of the workforce are on awards and 42% are on over-awards. That is, these numbers are the average percentage of each workplace's workforce on that method.

Key: **A** = Award only; **B** = Overaward; **C** = Registered State collective agreement; **D** = Registered Federal collective agreement; **E** = Unregistered collective agreement; **F** = Registered State individual agreement (QWA); **G** = Registered individual agreement (AWA); **H** = Unregistered individual agreement; **I** = Other.

Source: QWIRS 2005. Population: All wps (n=643).

Table A.25: Union and non-union collective agreements

	Union %	Non-union %	Wps 00s
All wps	48	25	28
Number of employees			
Under 20	39	29	11
20 to 99	45	28	12
100 or over	71	8	5
Sector			
Private sector	43	29	24
Government sector	64	2	2
Not-for-profit sector	81	6	2
Industry group			
Mining & utilities	55	22	1
Manufacturing	42	25	9
Construction	59	19	5
Trans & wholesale trade	19	47	4
Retail trade	76	1	1
Fin, insur & bus services	55	22	2
Health & education	85	3	3
Rec & pers services	33	28	3
Type of legal entity			
Incorporated	49	23	21
Unincorporated	47	28	7
Organisational status			
Single wp organisation	41	27	17
Part of larger organisation	69	14	5
Head office of organisation	48	27	7
Location			
Metropolitan	50	26	18
Non-metro	45	23	10
Union status			
No unions	27	44	11
Unions, no delegates	35	33	7
Unions & delegates	71	6	10
Dominant pay method			
Award only >60 %	31	1	1
Over-award >60 %	4	29	1
Collective agree >60 %	56	30	16
Individual >60 %	26	0	0
No dominant system	31	8	4

Note: How to read: In small wps with CAs, on average 39% of the workforce are on union CAs and 29% are on non-union CAs. Total is not 100% because other pay setting methods also operate in wps with CAs.

Source: QWIRS 2005. *Population:* All wps with CAs. (n=189).

Table A.26: Dominant method of setting pay in the workplace

	Dominant pay method						Total %	Wps 00s
	A %	B %	C %	D %	E %	F %		
All wps	15	39	13	18	1	13	100	194
Number of employees								
Under 20	12	42	11	20	1	14	100	122
20 to 99	22	38	14	14	0	12	100	63
100 or over	17	15	39	20	0	9	100	9
Sector								
Private sector	14	41	12	18	1	14	100	184
Government sector	29	18	48	4	0	1	100	3
Not-for-profit sector	51	6	20	22	0	2	100	6
Industry group								
Mining & utilities	1	37	10	29	0	23	100	7
Manufacturing	10	52	21	6	1	10	100	37
Construction	1	43	26	15	4	10	100	19
Trans & wholesale trade	12	51	11	9	0	17	100	30
Retail trade	33	41	2	8	0	16	100	33
Fin, insur & bus services	3	26	10	48	1	12	100	44
Health & education	31	17	22	11	0	18	100	10
Rec & pers services	50	31	8	5	0	6	100	13
Type of legal entity								
Incorporated	12	40	11	21	0	16	100	150
Unincorporated	26	39	20	9	2	5	100	44
Organisational status								
Single wp organisation	17	43	11	14	1	14	100	140
Part of larger organisation	17	25	22	24	1	11	100	20
Head office of organisation	7	34	17	31	0	11	100	33
Location								
Metropolitan	13	43	12	19	0	12	100	141
Non-metro	21	29	17	15	1	17	100	53
Union status								
No unions	15	42	8	20	0	13	100	160
Unions, no delegates	15	36	19	12	4	13	100	22
Unions & delegates	14	5	62	3	0	15	100	12

Note: Dominant is defined by more than 60 per cent, as shown below.

Key: **A** = Award only >60%; **B** = Over-award >60%; **C** = Collective agree >60; **D** = Individual >60%; **E** = Other >60%; **F** = No dominant system.

Source: QWIRS 2005. Population: All wps (n=643).

Table A.27: Preferred method of setting wages and conditions

	Preferred method						Total %	Wps 00s
	UNC %	NUC %	AWD %	OAW %	IND %	AWA %		
All wps	6	7	13	26	40	8	100	197
Number of employees								
Under 20	4	5	13	24	47	6	100	125
20 to 99	6	10	14	32	30	9	100	62
100 or over	29	6	13	14	24	13	100	10
Sector								
Private sector	5	7	12	26	41	8	100	187
Government sector	37	0	26	0	24	13	100	3
Not-for-profit sector	9	8	26	32	22	2	100	6
Industry group								
Mining & utilities	9	2	6	17	42	25	100	7
Manufacturing	12	5	6	25	38	14	100	37
Construction	6	9	5	29	38	13	100	20
Trans & wholesale trade	7	8	13	33	36	2	100	30
Retail trade	0	6	34	29	28	2	100	33
Fin, insur & bus services	1	6	2	18	65	7	100	45
Health & education	16	4	24	26	25	4	100	11
Rec & pers services	8	14	24	33	19	1	100	14
Type of legal entity								
Incorporated	6	7	10	25	45	7	100	153
Unincorporated	6	6	26	30	24	8	100	44
Organisational status								
Single wp organisation	5	7	15	28	37	7	100	142
Part of larger organisation	13	6	10	16	50	5	100	20
Head office of organisation	5	7	8	23	47	12	100	35
Location								
Metropolitan	6	6	10	25	46	7	100	144
Non-metro	7	9	20	29	25	10	100	53
Union status								
No unions	4	5	14	28	42	7	100	163
Unions, no delegates	8	16	7	21	39	8	100	22
Unions & delegates	36	17	12	2	15	18	100	12
Dominant pay method								
Award only >60 %	4	1	57	29	4	6	100	30
Over-award >60 %	3	5	6	41	37	9	100	74
Collective agree >60 %	27	29	4	10	24	7	100	25
Individual >60 %	0	2	0	2	88	7	100	35
Other >60 %	0	0	0	0	100	0	100	1
No dominant system	7	7	16	29	33	8	100	26

Note: Qu: Which of the following is your preferred method of dealing with the setting of wages and conditions in this workplace?

Key: **UNC** = Union collective agreements **NUC** = Non-union collective agreements **AWD** = Award-only rates of pay **OAW** = Over-awards **IND** = Informal individual agreements **AWA** = AWAs

Source: QWIRS 2005. Population: All wps (n=656).

Table A.28: Preferred wage setting by actual coverage

	Preferred method						Total %	Wps 00s
	UNC %	NUC %	AWD %	OAW %	IND %	AWA %		
All wps	6	7	13	26	40	8	100	197
Wps without CAs								
Yes	4	4	14	28	43	7	100	169
No	22	24	8	13	25	9	100	28
Wps with union CAs								
Yes	28	17	5	12	28	11	100	20
No	4	6	14	28	42	7	100	176
Wps with non-union CAs								
Yes	5	30	9	20	35	2	100	14
No	6	5	13	27	41	8	100	183
Wps with award only								
Yes	3	1	29	37	27	3	100	75
No	8	10	3	19	48	10	100	122
Wps with over-awards								
Yes	3	5	9	37	38	9	100	125
No	12	11	20	7	45	5	100	72
Wps with reg indiv agree								
Yes	2	6	14	30	37	12	100	34
No	7	7	13	25	41	7	100	163
Wps with unreg indiv agree								
Yes	8	7	9	15	57	5	100	98
No	4	7	18	37	24	10	100	98

Note: Q1: Which of the following is your preferred method of dealing with the setting of wages and conditions in this workplace?

Key: **UNC** = Union collective agreements **NUC** = Non-union collective agreements **AWD** = Award-only rates of pay **OAW** = Over-awards **IND** = Informal individual agreements **AWA** = AWAs

Source: QWIRS 2005. Population: All wps (n=656).

Table A.29: Union presence in the workplace

	Union [†]	Deleg [‡]	Union density (as % range)						Wps [§] 00s
	Mean No.	Mean No.	None %	<10 %	10–25 %	26–50 %	51–99 %	100 %	
All wps	1.6	2.6	84	4	4	4	3	0	199
Number of employees									
Under 20	1.0	1.0	92	2	2	1	3	0	125
20 to 99	1.6	1.5	77	7	6	8	3	0	64
100 or over	2.3	5.1	33	22	15	13	17	0	10
Sector									
Private sector	1.5	2.5	86	4	4	3	2	0	189
Government sector	2.2	3.5	21	4	7	18	50	0	3
Not-for-profit sector	2.2	2.0	71	8	6	7	8	0	6
Industry group									
Mining & utilities	1.6	5.4	78	7	5	7	2	0	7
Manufacturing	1.7	3.2	82	3	5	7	3	0	39
Construction	1.5	1.1	67	7	8	9	8	1	20
Trans & wholesale trade	1.2	1.5	89	2	7	2	1	0	30
Retail trade	1.2	1.0	97	1	2	0	0	0	33
Fin, insur & bus services	1.3	4.8	87	4	3	2	4	0	45
Health & education	2.3	2.3	61	8	4	11	15	0	11
Rec & pers services	1.3	1.4	85	14	1	0	0	0	14
Type of legal entity									
Incorporated	1.5	2.6	84	5	4	4	3	0	155
Unincorporated	1.9	2.6	84	2	6	2	6	0	44
Organisational status									
Single wp organisation	1.5	2.2	86	4	4	3	3	0	143
Part of larger organisation	1.7	3.1	74	6	3	10	7	0	21
Head office of organisation	1.8	3.1	84	3	5	5	2	1	35
Location									
Metropolitan	1.6	2.5	85	4	4	3	4	0	146
Non-metro	1.5	2.9	82	5	5	5	3	0	53
Union status									
No unions	.	.	100	0	0	0	0	0	164
Unions, no delegates	1.4	.	0	39	33	13	13	1	23
Unions & delegates	1.9	2.6	0	8	14	43	35	0	12
Dominant pay method									
Award only >60 %	1.7	1.9	83	4	7	3	3	0	30
Over-award >60 %	1.4	2.5	90	7	1	0	2	0	76
Collective agree >60 %	1.7	3.0	55	5	10	15	15	1	25
Individual >60 %	1.2	2.1	96	1	2	1	0	0	35
Other >60 %	1.0	.	41	0	59	0	0	0	1
No dominant system	1.4	2.1	83	2	4	10	1	0	26

Note: How to read: In small wps with a union presence, the avg no. of unions is 1. Overall, 92% of small wps have no union members.

Source: QWIRS 2005. Population: § All wps (n=659); † wps with unions (n=235); ‡ wps with delegates (n=127).

Table A.30: Industrial action in the workplace

	Strikes	Stop works	Bans	Other	None	Wps
	%	%	%	%	%	00s
All wps	1	2	0	1	97	199
Number of employees						
Under 20	0	1	0	1	98	125
20 to 99	1	4	1	1	96	64
100 or over	5	6	3	4	88	10
Sector						
Private sector	1	2	0	1	97	189
Government sector	0	1	1	0	99	3
Not-for-profit sector	0	1	0	1	99	6
Industry group						
Mining & utilities	2	0	0	0	98	7
Manufacturing	1	4	0	0	95	39
Construction	4	14	3	2	86	20
Trans & wholesale trade	0	0	0	0	100	30
Retail trade	0	0	0	0	100	33
Fin, insur & bus services	0	0	0	4	96	45
Health & education	0	1	0	1	99	11
Rec & pers services	0	0	0	0	100	14
Type of legal entity						
Incorporated	1	2	1	1	97	155
Unincorporated	0	3	0	0	97	44
Organisational status						
Single wp organisation	1	2	0	1	96	144
Part of larger organisation	1	1	1	1	98	21
Head office of organisation	1	1	1	1	98	35
Location						
Metropolitan	1	3	0	2	96	146
Non-metro	1	1	0	0	99	53
Union status						
No unions	0	0	0	0	100	164
Unions, no delegates	2	7	1	8	86	23
Unions & delegates	4	18	3	3	77	12
Dominant pay method						
Award only >60 %	0	0	0	0	99	30
Over-award >60 %	0	0	0	2	97	76
Collective agree >60 %	4	11	2	2	87	25
Individual >60 %	0	0	0	0	100	35
Other >60 %	0	0	0	0	100	1
No dominant system	1	4	0	0	96	26

Note: How to read: 4% of wps in construction reported that strikes took place in the last year and 14% reported stop work meetings. Multiples possible (%s may not total 100).

Source: QWIRS 2005. Population: All wps (n=661).

Table A.31: Reasons for industrial action

	EBA [†] %	Other %	Wps 00s
All wps	28	77	6
Number of employees			
Under 20	31	69	3
20 to 99	25	83	3
100 or over	31	80	1
Sector			
Private sector	27	78	6
Government sector	100	0	0
Not-for-profit sector	100	0	0
Industry group			
Mining & utilities	19	100	0
Manufacturing	13	95	2
Construction	54	52	3
Trans & wholesale trade	0	100	0
Fin, insur & bus services	0	100	2
Health & education	100	0	0
Rec & pers services	0	100	0
Type of legal entity			
Incorporated	15	91	5
Unincorporated	92	8	1
Organisational status			
Single wp organisation	29	74	5
Part of larger organisation	31	92	1
Head office of organisation	19	90	1
Location			
Metropolitan	29	76	6
Non-metro	25	90	1
Union status			
No unions	70	100	0
Unions, no delegates	10	90	3
Unions & delegates	42	64	3
Dominant pay method			
Award only >60 %	0	100	0
Over-award >60 %	8	92	2
Collective agree >60 %	52	59	3
No dominant system	0	100	1

Note: † negotiations over EBA. How to read: In 31% of small wps which had industrial action, the reasons were related to EBA negotiations. Multiples possible.

Source: QWIRS 2005. Population: All wps where industrial action took place in the last year. (n=36).

Table A.32: Lowest hourly rate of pay at workplace

	Med [†] \$	Range in dollars per hour					Wps 00s
		<12 %	12<15 %	15<17 %	17<20 %	>20 %	
All wps	16.00	7	25	30	25	12	199
Number of employees							
Under 20	16.25	8	18	30	30	15	125
20 to 99	15.00	7	38	30	18	7	64
100 or over	15.00	7	38	33	13	9	10
Sector							
Private sector	16.00	8	24	30	26	12	189
Government sector	15.53	3	37	38	9	13	3
Not-for-profit sector	14.14	1	57	26	7	9	6
Industry group							
Mining & utilities	16.50	0	31	20	15	33	7
Manufacturing	16.00	5	26	35	30	4	39
Construction	17.00	1	11	28	32	28	20
Trans & wholesale trade	16.00	1	25	43	22	8	30
Retail trade	15.15	21	23	24	32	0	33
Fin, insur & bus services	16.00	7	28	20	20	24	45
Health & education	15.99	4	26	42	19	9	11
Rec & pers services	15.00	11	37	33	16	2	14
Type of legal entity							
Incorporated	16.00	7	25	30	26	12	155
Unincorporated	16.00	10	25	30	22	12	44
Organisational status							
Single wp organisation	16.00	8	25	29	28	10	143
Part of larger organisation	15.50	8	34	24	14	20	21
Head office of organisation	16.00	3	22	39	18	18	35
Location							
Metropolitan	16.00	7	24	33	25	12	145
Non-metro	15.40	8	30	23	25	13	53
Union status							
No unions	16.00	8	24	31	26	11	164
Unions, no delegates	16.22	5	28	27	22	19	22
Unions & delegates	15.50	2	39	30	19	10	12
Dominant pay method							
Award only >60 %	15.99	12	29	33	26	0	30
Over-award >60 %	16.00	6	30	29	28	7	76
Collective agree >60 %	16.25	7	18	35	12	29	25
Individual >60 %	17.00	3	17	28	33	19	35
Other >60 %	22.00	0	0	0	18	82	1
No dominant system	15.30	14	28	27	20	11	26

Note: † Median. How to read: In small wps the median lowest hourly rate of pay was \$16.25, and 8% of small wps had rates of pay under \$12 an hour. Qu excluded apprentices & trainees.
Source: QWIRS 2005. Population: All wps (n=657).

Table A.33: Occupations earning lowest hourly rate

Occupation	Med† \$	Range in dollars per hour					Wps 00s
		<12 %	12<15 %	15<17 %	17<20 %	>20 %	
Managers	18.50	0	0	0	100	0	0
Professionals	16.00	0	22	28	31	19	6
Assoc professionals	17.00	0	6	17	55	22	3
Tradespersons	18.00	0	22	13	33	32	10
Adv cler, sales, serv	20.25	0	23	11	8	58	4
Int cler, sales, serv	16.00	9	30	26	21	14	56
Int trans & prodn	16.39	0	25	34	25	17	19
El cler, sales, serv	15.10	21	20	27	29	4	26
Labourers	16.00	6	26	38	24	6	75
Total	16.00	7	25	30	25	12	199

Note: † Median. How to read: In wps where labourers received the lowest hourly rate of pay, the median rate was \$16.00, and 6% of these wps had rates of pay under \$12 an hour. Qu excluded apprentices & trainees.
Source: QWIRS 2005. Population: All wps (n=657).

Table A.34: Average weekly wage at workplace

	Med [†] \$	Range in dollars per week					Wps 00s
		<400 %	400<599 %	600<699 %	800<999 %	>1000 %	
All wps	740.00	8	19	29	18	26	199
Number of employees							
Under 20	740.00	10	17	27	18	28	125
20 to 99	705.00	4	22	34	18	21	64
100 or over	800.00	2	14	28	19	36	10
Sector							
Private sector	740.00	8	18	30	18	25	189
Government sector	1,040.00	0	23	0	20	57	3
Not-for-profit sector	635.00	3	36	21	15	25	6
Industry group							
Mining & utilities	1,040.00	0	4	17	5	74	7
Manufacturing	700.00	10	18	44	7	21	39
Construction	900.00	0	6	15	41	38	20
Trans & wholesale trade	700.00	0	22	42	21	14	30
Retail trade	600.00	23	26	33	12	5	33
Fin, insur & bus services	950.00	4	7	17	27	45	45
Health & education	675.00	6	28	22	14	31	11
Rec & pers services	550.00	12	48	23	10	6	14
Type of legal entity							
Incorporated	760.00	7	16	29	21	27	155
Unincorporated	630.00	11	29	32	8	21	44
Organisational status							
Single wp organisation	700.00	10	21	29	15	26	144
Part of larger organisation	800.00	8	10	32	25	25	20
Head office of organisation	817.00	0	15	30	28	27	35
Location							
Metropolitan	750.00	7	15	33	20	26	146
Non-metro	700.00	11	29	20	14	27	53
Union status							
No unions	700.00	9	19	30	19	23	164
Unions, no delegates	920.00	1	17	24	12	46	22
Unions & delegates	828.00	2	18	26	22	32	12
Dominant pay method							
Award only >60 %	566.00	31	28	30	6	6	29
Over-award >60 %	700.00	6	22	32	18	22	76
Collective agree >60 %	768.00	0	16	36	17	31	25
Individual >60 %	925.00	0	6	15	32	47	35
Other >60 %	1,100.00	0	0	18	0	82	1
No dominant system	700.00	6	19	29	21	25	26

Note: † Median. How to read: In small wps the avg wkly wage of the largest occup group is \$740.00; in 10% of small wps their avg wage is under \$400 per wk. Qu asked for gross wkly wage for FT adult in largest occup grp.
Source: QWIRS 2005. Population: All wps (n=657).

Table A.35: Occupations earning average weekly wage

Occupation	Med [†] \$	Range in dollars per hour					Wps 00s
		<400 %	400<599 %	600<699 %	800<999 %	>1000 %	
Managers	1,040.00	0	0	3	29	68	7
Professionals	900.00	0	12	22	24	42	23
Assoc professionals	1,200.00	0	5	2	31	63	6
Tradespersons	849.00	4	11	28	28	30	53
Adv cler, sales, serv	1,175.00	0	3	17	1	79	3
Int cler, sales, serv	650.00	11	23	29	16	20	44
Int trans & prodn	700.00	1	21	45	15	18	20
El cler, sales, serv	565.00	28	30	32	6	4	15
Labourers	600.00	15	31	40	5	10	30
Total	740.00	8	19	29	18	26	199

Note: † Median. How to read: In wps where profs were largest occup grp, their avg wkly wage was \$900.00; 42% of these wps had profs on more than \$1000 a wk. Qu asked for gross wkly wage for FT adult in largest occup grp.

Source: QWIRS 2005. Population: All wps (n=657).

Table A.36: Casual hourly rates of pay at workplace

	Med [†] \$	Range in dollars per hour					Wps 00s
		<12 %	12<15 %	15<17 %	17<20 %	>20 %	
All wps	18.00	4	4	25	45	23	112
Number of employees							
Under 20	18.00	3	5	14	52	26	59
20 to 99	17.20	5	2	38	40	15	45
100 or over	18.70	2	3	27	25	42	7
Sector							
Private sector	18.00	3	4	25	45	22	105
Government sector	18.00	0	0	27	27	46	2
Not-for-profit sector	18.90	11	5	11	50	23	5
Industry group							
Mining & utilities	22.00	0	0	18	17	64	2
Manufacturing	18.00	0	0	35	41	23	25
Construction	20.00	0	0	0	29	71	9
Trans & wholesale trade	17.50	0	0	35	58	6	13
Retail trade	17.00	14	8	26	50	2	23
Fin, insur & bus services	18.00	0	10	11	42	37	20
Health & education	18.91	0	2	31	38	30	7
Rec & pers services	17.50	6	2	27	57	8	12
Type of legal entity							
Incorporated	18.00	3	5	23	46	24	86
Unincorporated	17.52	6	1	31	44	19	26
Organisational status							
Single wp organisation	17.90	4	4	27	43	21	84
Part of larger organisation	18.00	3	0	21	61	16	11
Head office of organisation	18.50	2	3	15	48	32	17
Location							
Metropolitan	18.00	4	3	28	42	23	79
Non-metro	17.90	3	6	16	53	22	33
Union status							
No unions	18.00	4	4	23	49	20	93
Unions, no delegates	18.00	0	3	37	24	36	12
Unions & delegates	18.80	1	0	28	32	38	7
Dominant pay method							
Award only >60 %	17.50	8	1	27	59	4	27
Over-award >60 %	18.00	4	1	26	46	23	40
Collective agree >60 %	18.00	1	0	18	45	36	13
Individual >60 %	19.00	2	3	14	33	49	14
Other >60 %	.	.	.	.	.	.	0
No dominant system	16.59	0	21	33	37	10	14

Note: † Median. How to read: In small wps with casuals, their avg hrly rate was \$18; in 26% of such wps avg hrly rate for casuals was over \$20. Qu asked for rate for most common grp of casuals.

Source: QWIRS 2005. Population: All wps with casuals & earnings data (n=396).

Table A.37: Casual loadings at workplace

	Pays loadings			Range in % loading			Wps‡ 00s
	Load§ %	Wps† 00s	Mean* %	<=20 %	21<24 %	>=25 %	
All wps	80	113	21	32	46	21	62
Number of employees							
Under 20	81	59	21	30	43	27	27
20 to 99	78	45	20	37	51	11	29
100 or over	90	8	23	15	40	45	6
Sector							
Private sector	80	105	21	32	47	21	57
Government sector	92	2	23	11	49	39	1
Not-for-profit sector	90	5	19	47	32	21	4
Industry group							
Mining & utilities	78	2	21	54	10	37	1
Manufacturing	94	25	19	42	47	10	12
Construction	74	9	22	23	70	7	5
Trans & wholesale trade	80	13	21	39	35	26	9
Retail trade	67	23	21	41	42	17	13
Fin, insur & bus services	82	20	21	20	58	23	12
Health & education	77	7	21	19	72	9	4
Rec & pers services	81	12	22	19	25	56	7
Type of legal entity							
Incorporated	83	86	21	27	49	24	50
Unincorporated	71	26	21	52	37	11	13
Organisational status							
Single wp organisation	80	84	21	31	49	20	45
Part of larger organisation	70	11	22	32	42	26	6
Head office of organisation	90	17	20	37	40	23	12
Location							
Metropolitan	80	80	21	32	49	19	47
Non-metro	80	33	20	31	39	29	16
Union status							
No unions	78	93	21	35	45	20	48
Unions, no delegates	85	12	20	26	39	35	8
Unions & delegates	98	7	22	17	71	11	6
Dominant pay method							
Award only >60 %	78	28	20	44	36	20	16
Over-award >60 %	85	40	19	35	48	17	25
Collective agree >60 %	83	13	22	34	48	18	5
Individual >60 %	79	14	24	15	43	42	7
Other >60 %	.	0	.	.	.	.	0
No dominant system	73	14	22	16	68	16	9

Note: § % of wps (with casuals) which pay loading. * Mean casual loading as %.

Source: QWIRS 2005. Population: † All wps with casuals (n=400); ‡ Wps paying casual loadings who reported the size of the loading (n=250).

Table A.38: Entitlements of non-managerial employees

	A	B	C	D	E	F	G	H	I	Wps
	%	%	%	%	%	%	%	%	%	00s
All wps	64	55	22	76	47	39	46	20	33	199
Number of employees										
Under 20	55	50	20	75	50	36	46	20	27	125
20 to 99	78	63	25	78	40	44	48	21	41	64
100 or over	76	75	34	70	47	45	38	11	55	10
Sector										
Private sector	64	56	21	76	47	39	46	21	32	189
Government sector	54	56	63	100	20	44	28	1	55	3
Not-for-profit sector	48	50	23	77	37	53	52	14	44	6
Industry group										
Mining & utilities	69	65	36	65	72	49	47	8	29	7
Manufacturing	85	73	17	76	52	30	36	14	38	39
Construction	66	53	20	80	35	32	49	9	47	20
Trans & wholesale trade	63	48	18	83	43	49	41	22	29	30
Retail trade	69	67	14	75	39	27	56	29	34	33
Fin, insur & bus services	46	36	34	74	58	54	50	21	19	45
Health & education	46	52	31	86	34	47	48	25	40	11
Rec & pers services	56	56	15	64	33	24	44	31	44	14
Type of legal entity										
Incorporated	64	56	22	78	47	42	45	18	32	155
Unincorporated	60	54	23	69	45	27	51	28	35	44
Organisational status										
Single wp organisation	66	56	22	75	46	37	48	21	33	144
Part of larger organisation	62	62	33	80	48	50	37	15	34	21
Head office of organisation	53	47	18	77	48	41	44	20	33	35
Location										
Metropolitan	64	58	20	75	50	43	45	19	34	146
Non-metro	63	49	27	79	39	29	49	22	30	53
Union status										
No unions	60	52	21	73	48	40	48	22	29	164
Unions, no delegates	84	75	20	90	46	34	39	7	43	23
Unions & delegates	70	64	40	93	31	33	30	14	60	12
Dominant pay method										
Award only >60 %	54	71	17	67	25	28	36	18	45	30
Over-award >60 %	77	54	17	85	52	36	47	17	27	76
Collective agree >60 %	65	62	26	78	36	26	46	35	52	25
Individual >60 %	31	30	35	62	63	63	62	26	20	35
Other >60 %	77	18	0	100	41	41	23	23	59	1
No dominant system	75	70	27	84	46	43	40	9	34	26

Note: How to read: 55% of small wps pay their non-managerial employees overtime rates and 50% pay weekend penalty rates. Multiples possible (%s may not total 100).

Key: **A** = Overtime rates; **B** = Weekend penalty rates; **C** = Paid maternity; **D** = Annual leave loading; **E** = Performance pay; **F** = Annualised salary; **G** = Paying out hols; **H** = Paying out sick; **I** = RDOs.

Source: QWIRS 2005. Population: All wps (n=661).

Table A.39: Work and family policies and practices

	Policies [§]		Type of leave available*							Wps [‡] 00s
	Yes %	Wps [†] 00s	A %	B %	C %	D %	E %	F %	G %	
All wps	27	92	51	75	80	84	55	6	10	199
Number of employees										
Under 20	27	18	45	69	76	81	59	7	11	125
20 to 99	23	64	58	84	87	89	48	6	8	64
100 or over	51	10	84	86	89	93	55	0	3	10
Sector										
Private sector	25	84	50	74	80	83	55	7	10	189
Government sector	93	2	67	95	69	94	57	0	3	3
Not-for-profit sector	26	5	68	84	82	92	57	2	14	6
Industry group										
Mining & utilities	33	4	77	89	89	73	53	14	15	7
Manufacturing	25	24	63	83	91	98	54	0	1	39
Construction	11	9	49	79	80	82	57	8	9	20
Trans & wholesale trade	14	14	56	76	83	77	46	14	15	30
Retail trade	24	13	26	62	72	80	56	5	11	33
Fin, insur & bus services	37	15	54	76	81	83	67	8	13	45
Health & education	48	5	61	83	67	82	56	3	15	11
Rec & pers services	41	7	35	54	70	80	35	3	8	14
Type of legal entity										
Incorporated	25	73	55	78	84	86	57	7	11	155
Unincorporated	34	18	35	61	66	77	47	5	7	44
Organisational status										
Single wp organisation	19	48	46	71	78	83	56	5	8	144
Part of larger organisation	39	18	62	81	81	76	42	14	17	21
Head office of organisation	32	26	62	85	91	93	57	7	13	35
Location										
Metropolitan	25	73	51	78	83	86	54	7	9	146
Non-metro	34	19	49	66	72	79	57	6	12	53
Union status										
No unions	23	67	47	72	79	82	57	7	11	164
Unions, no delegates	25	15	64	83	92	91	53	4	4	23
Unions & delegates	52	10	71	89	83	96	36	0	3	12
Dominant pay method										
Award only >60 %	26	15	39	63	65	76	41	6	9	30
Over-award >60 %	17	33	53	72	86	82	63	9	12	76
Collective agree >60 %	35	14	55	78	82	94	51	0	5	25
Individual >60 %	28	16	53	80	76	88	59	7	12	35
Other >60 %	100	0	41	77	100	100	100	0	0	1
No dominant system	45	10	56	86	85	83	52	6	7	26

Note: § Has written policy (not asked of small businesses). * Qu: If employee needed time off to look after family members, what type of leave available?

Key: **A** = Family or carer's; **B** = Paid sick leave; **C** = Annual leave; **D** = Unpaid leave; **E** = Flex time; **F** = Informal individual arrangements; **G** = Other.

Source: QWIRS 2005. Population: † All wps not small businesses (n=505); ‡ All wps (n=661).

Table A.40: Profits, costs and productivity

	Profits			Labour costs			Productivity		
	Up %	Down %	Wps 00s	Up %	Down %	Wps 00s	Up %	Down %	Wps 00s
All wps	45	27	196	76	8	199	43	9	199
Number of employees									
Under 20	44	26	123	77	8	125	41	8	125
20 to 99	46	31	64	74	10	64	45	11	64
100 or over	61	18	9	79	1	10	40	6	10
Sector									
Private sector	45	28	188	77	8	189	43	9	189
Government sector	34	4	2	50	3	3	22	0	3
Not-for-profit sector	50	6	6	71	13	6	44	14	6
Industry group									
Mining & utilities	32	44	7	79	9	7	41	1	7
Manufacturing	47	37	39	74	14	39	55	7	39
Construction	54	10	19	86	2	20	33	13	20
Trans & wholesale trade	52	27	30	81	7	30	46	7	30
Retail trade	30	37	32	72	9	33	26	18	33
Fin, insur & bus services	48	23	45	80	6	45	47	6	45
Health & education	45	9	9	61	7	11	43	4	11
Rec & pers services	47	19	14	67	10	14	41	6	14
Type of legal entity									
Incorporated	47	28	154	79	9	155	46	10	155
Unincorporated	40	24	42	66	5	44	31	6	44
Organisational status									
Single wp organisation	45	26	141	79	7	144	43	9	144
Part of larger organisation	44	36	20	55	16	21	43	10	21
Head office of organisation	48	28	35	78	8	35	39	7	35
Location									
Metropolitan	44	32	145	74	10	146	45	7	146
Non-metro	48	13	51	82	3	53	36	15	53
Union status									
No unions	45	28	162	75	9	164	43	9	164
Unions, no delegates	44	30	22	84	6	23	46	11	23
Unions & delegates	56	17	11	77	1	12	35	4	12
Dominant pay method									
Award only >60 %	27	24	29	53	14	30	38	10	30
Over-award >60 %	50	31	76	86	5	76	41	6	76
Collective agree >60 %	42	35	25	75	9	25	31	15	25
Individual >60 %	43	16	35	71	9	35	48	6	35
Other >60 %	77	0	1	100	0	1	41	59	1
No dominant system	60	25	24	77	11	26	51	11	26

Note: Category stayed the same omitted. Can be calculated: 100 minus (up + down). How to read: 44% of small wps reported their profits had risen in the last year.

Source: QWIRS 2005. Population: All wps (n=661), except wps with profit information (n=638).

Table A.41: Labour costs as percentage of total costs

	Mean No.	Labour costs (as % range)				Wps 00s
		<=25 %	26-50 %	51-75 %	76-100 %	
All wps	40	30	45	20	5	146
Number of employees						
Under 20	41	26	47	21	5	93
20 to 99	37	38	40	19	3	47
100 or over	48	18	46	20	17	6
Sector						
Private sector	39	31	45	19	5	138
Government sector	61	0	41	29	30	2
Not-for-profit sector	53	4	42	49	4	6
Industry group						
Mining & utilities	43	13	64	5	18	5
Manufacturing	33	47	40	12	0	32
Construction	37	25	62	12	1	13
Trans & wholesale trade	36	33	52	9	6	19
Retail trade	28	48	48	3	1	25
Fin, insur & bus services	52	14	31	46	9	35
Health & education	58	8	40	35	17	7
Rec & pers services	44	6	61	27	5	11
Type of legal entity						
Incorporated	41	28	44	23	4	116
Unincorporated	36	37	47	9	7	30
Organisational status						
Single wp organisation	40	32	42	21	5	107
Part of larger organisation	34	37	43	15	4	14
Head office of organisation	43	15	59	20	5	25
Location						
Metropolitan	38	32	46	17	5	112
Non-metro	45	21	42	31	6	34
Union status						
No unions	38	31	47	18	4	123
Unions, no delegates	49	15	41	30	14	15
Unions & delegates	44	39	18	34	9	9
Dominant pay method						
Award only >60 %	35	30	52	15	3	23
Over-award >60 %	36	32	52	15	1	58
Collective agree >60 %	42	34	35	22	9	20
Individual >60 %	47	14	43	38	6	26
Other >60 %	13	100	0	0	0	0
No dominant system	43	34	30	21	15	14

Note: How to read: In small wps labour costs make up, on average, 41% of total costs; in 26% of small wps labour costs make up 25% or less of total costs..

Source: QWIRS 2005. Population: All wps who could answer (n=461).

Table A.42: Workforce reductions in the last year

	Red [§] %	Wps [†] 00s	Reasons for reductions						Wps [‡] 00s
			Dem %	Tec %	Org %	Fin %	Eff %	Oth %	
All wps	19	199	32	7	26	11	54	6	39
Number of employees									
Under 20	21	125	30	8	27	9	50	7	26
20 to 99	16	64	42	2	19	15	63	5	10
100 or over	20	10	6	23	40	7	53	5	2
Sector									
Private sector	20	189	32	7	25	11	54	6	38
Government sector	8	3	0	34	59	34	49	26	0
Not-for-profit sector	10	6	31	0	51	4	31	31	1
Industry group									
Mining & utilities	38	7	23	3	14	2	78	1	3
Manufacturing	21	39	72	11	21	13	26	4	8
Construction	12	20	28	0	45	0	39	1	2
Trans & wholesale trade	15	30	10	0	33	24	33	0	4
Retail trade	25	33	23	0	20	16	90	3	8
Fin, insur & bus services	22	45	22	16	25	0	53	17	10
Health & education	10	11	38	0	46	35	92	0	1
Rec & pers services	11	14	18	7	52	10	24	0	2
Type of legal entity									
Incorporated	21	155	37	7	29	12	47	7	32
Unincorporated	14	44	6	6	7	2	88	1	6
Organisational status									
Single wp organisation	18	144	26	9	22	12	65	3	25
Part of larger organisation	12	21	45	11	72	44	63	0	2
Head office of organisation	32	35	43	1	24	0	26	16	11
Location									
Metropolitan	22	146	37	3	25	9	58	1	32
Non-metro	12	53	9	29	32	18	33	31	6
Union status									
No unions	21	164	33	6	26	11	54	6	35
Unions, no delegates	5	23	40	7	14	0	43	8	1
Unions & delegates	22	12	17	20	27	4	49	3	3
Dominant pay method									
Award only >60 %	11	30	21	14	11	4	56	6	3
Over-award >60 %	21	76	30	1	29	15	50	2	16
Collective agree >60 %	18	25	46	8	15	3	37	4	4
Individual >60 %	14	35	23	0	25	7	43	32	5
Other >60 %	0	1	.	.	.	.	.	.	0
No dominant system	27	26	21	24	38	15	91	0	7

Note: § had reductions in last yr. † All wps; ‡ wps with reductns. How to read: 21% of small wps reduced staff in the last yr, & 27% of them did so b/c of org restructuring. Multiples poss.

Key: **Dem** = Lack of demand for product or service; **Tec** = Technological change; **Org** = Organisational restructuring; **Fin** = Financial problems or difficulties; **Eff** = To decrease costs or increase efficiency; **Oth** = Other.

Source: QWIRS 2005. Population: All wps (n=661); wps with reductions (n=118).

Table A.43: Methods of reducing workforce

	Att %	Red %	Ret %	Vol %	Com %	Oth %	Wps 00s
All wps	61	4	2	19	21	6	39
Number of employees							
Under 20	65	3	1	18	12	6	26
20 to 99	51	2	2	23	44	7	10
100 or over	62	21	6	12	26	1	2
Sector							
Private sector	61	3	1	19	21	6	38
Government sector	64	60	45	49	0	0	0
Not-for-profit sector	44	0	0	7	31	18	1
Industry group							
Mining & utilities	40	11	12	68	23	11	3
Manufacturing	32	3	1	28	37	3	8
Construction	33	6	0	35	31	1	2
Trans & wholesale trade	76	8	0	3	13	0	4
Retail trade	79	0	2	0	5	16	8
Fin, insur & bus services	71	2	0	19	28	0	10
Health & education	96	0	0	4	4	0	1
Rec & pers services	75	9	0	6	3	16	2
Type of legal entity							
Incorporated	64	3	2	14	23	6	32
Unincorporated	49	5	2	40	10	3	6
Organisational status							
Single wp organisation	57	2	1	25	14	9	25
Part of larger organisation	77	10	4	5	18	0	2
Head office of organisation	66	5	3	6	38	0	11
Location							
Metropolitan	56	4	2	22	24	5	32
Non-metro	88	4	0	0	5	7	6
Union status							
No unions	64	2	1	16	20	6	35
Unions, no delegates	49	33	0	0	44	26	1
Unions & delegates	28	11	4	57	27	0	3
Dominant pay method							
Award only >60 %	75	1	0	4	15	8	3
Over-award >60 %	63	0	1	12	23	3	16
Collective agree >60 %	58	13	3	28	16	1	4
Individual >60 %	41	9	0	33	49	0	5
Other >60 %	.	.	.	.	.	.	0
No dominant system	80	0	0	0	1	20	7

Note: How to read: In small wps where staff reductions took place, 65% of them took place through natural attrition. Multiples possible (%s may not total 100).

Key: **Att** = Natural wastage or attrition; **Red** = Redeployment; **Ret** = Early retirement; **Vol** = Voluntary redundancies; **Com** = Compulsory redundancies or retrenchments; **Oth** = Other.

Source: QWIRS 2005. Population: All wps with reductions in last year (n=118).

Table A.44: Difficulties in recruitment of staff in last year

	Diff [§] %	Wps [†] 00s	Difficulties in recruitment									Wps [‡] 00s
			A %	B %	C %	D %	E %	F %	G %	H %	I %	
All wps	61	199	73	34	5	9	6	5	13	1	14	121
Number of employees												
Under 20	57	125	73	29	5	11	8	5	14	2	19	71
20 to 99	66	64	75	41	3	5	4	5	11	0	5	42
100 or over	75	10	68	40	10	6	5	3	6	3	17	7
Sector												
Private sector	61	189	74	34	4	9	6	5	13	1	14	116
Government sector	53	3	65	17	5	2	7	8	2	0	27	2
Not-for-profit sector	47	6	48	45	19	4	13	20	3	0	24	3
Industry group												
Mining & utilities	70	7	73	13	0	15	3	0	3	0	9	5
Manufacturing	59	39	65	39	2	3	1	0	2	1	21	23
Construction	71	20	90	21	6	4	0	0	5	0	3	14
Trans & wholesale trade	71	30	71	43	0	6	12	5	9	0	13	21
Retail trade	58	33	70	46	8	29	17	21	37	7	16	19
Fin, insur & bus services	55	45	75	26	5	0	1	0	15	0	15	25
Health & education	41	11	94	26	8	19	17	11	10	0	15	4
Rec & pers services	61	14	68	29	15	2	7	7	8	0	13	9
Type of legal entity												
Incorporated	57	155	72	36	6	10	5	3	11	0	13	89
Unincorporated	72	44	77	30	0	5	10	12	16	4	16	32
Organisational status												
Single wp organisation	61	144	70	37	5	10	7	6	14	2	15	88
Part of larger organisation	48	21	84	41	1	3	6	15	18	0	8	10
Head office of organisation	65	35	80	21	6	5	3	0	7	1	14	22
Location												
Metropolitan	61	146	72	36	5	11	9	6	12	2	13	88
Non-metro	61	53	76	30	3	3	1	2	13	0	18	32
Union status												
No unions	61	164	73	33	4	9	7	6	14	1	15	100
Unions, no delegates	52	23	67	49	9	7	4	0	5	0	11	12
Unions & delegates	68	12	86	30	2	4	4	2	3	3	8	8
Dominant pay method												
Award only >60 %	57	30	74	45	5	19	16	20	33	8	8	17
Over-award >60 %	67	76	74	33	5	10	7	5	14	0	11	51
Collective agree >60 %	65	25	87	18	1	2	3	1	5	1	29	17
Individual >60 %	46	35	71	35	9	4	5	2	9	0	7	16
Other >60 %	77	1	24	76	0	0	0	0	0	0	0	1
No dominant system	58	26	74	45	0	7	1	0	1	0	11	15

Note: § faced diffs. How to read: 57% of small wps faced diff recruit staff in last yr, & for these wps, 73% desc the diff as finding suitable, skilled staff. Multiples possible.

Key: **A** = Finding suitable, skilled or qualified staff; **B** = Finding staff, full-stop; **C** = Lack of sales or demand for product or service; **D** = Cost of employing new staff (eg. overheads); **E** = government IR policies; **F** = Lack of capital; **G** = Too much red tape or regulation; **H** = Lack of space or capacity; **I** = Other.

Source: QWIRS 2005. Population: † All wps (n=661); ‡ wps with diffs (n=422).

Table A.45: Dismissals & unfair dismissal claims

	Dismissals in last 12 months (as % of wp workforce) [†]							Unfair [§] %	Wps 00s
	Mean No.	None %	<1 %	1<2 %	2<5 %	5<10 %	>=10 %		
All wps	4.0	69	1	2	6	11	12	15	199
Number of employees									
Under 20	4.0	78	0	0	0	7	14	6	125
20 to 99	4.6	55	0	3	15	18	8	28	64
100 or over	1.4	33	22	26	12	7	1	43	10
Sector									
Private sector	4.2	68	1	2	5	11	12	15	189
Government sector	0.2	86	6	5	4	0	0	8	3
Not-for-profit sector	0.9	79	5	4	9	0	3	21	6
Industry group									
Mining & utilities	2.4	71	2	3	10	5	9	19	7
Manufacturing	5.7	51	2	4	9	24	10	24	39
Construction	5.3	75	0	1	2	8	14	3	20
Trans & wholesale trade	4.0	71	0	0	3	8	17	10	30
Retail trade	4.2	64	0	2	4	11	19	11	33
Fin, insur & bus services	3.8	78	1	1	6	5	8	18	45
Health & education	0.6	87	4	2	2	3	1	15	11
Rec & pers services	1.5	73	1	8	8	5	4	10	14
Type of legal entity									
Incorporated	4.0	69	1	3	5	10	12	16	155
Unincorporated	4.2	67	1	1	7	12	12	11	44
Organisational status									
Single wp organisation	4.6	70	1	2	5	11	12	13	144
Part of larger organisation	3.2	61	2	3	7	17	10	21	21
Head office of organisation	2.2	69	2	5	8	5	11	18	35
Location									
Metropolitan	4.8	65	1	3	6	13	13	15	146
Non-metro	1.9	80	1	2	4	4	8	15	53
Union status									
No unions	4.4	70	0	1	4	12	13	14	164
Unions, no delegates	2.3	69	1	6	8	8	7	12	23
Unions & delegates	1.0	57	10	13	18	2	0	37	12
Dominant pay method									
Award only >60 %	3.2	67	2	3	9	7	13	12	30
Over-award >60 %	3.5	70	0	1	2	15	11	10	76
Collective agree >60 %	5.2	62	4	2	14	1	17	20	25
Individual >60 %	5.6	77	1	3	6	4	9	12	35
Other >60 %	13.1	41	0	0	0	0	59	0	1
No dominant system	2.5	70	0	5	3	12	10	24	26

Note: † Mean, none & % range. § Unfair dismissal claims in last 5 yrs. How to read: Small wps dismissed, on avg, 4% of their staff in last yr; 78% had no dismissals; and 6% had unfair dis claims against them in last 5 yrs.

Source: QWIRS 2005. Population: All wps (n=661).

Table A.46: OH&S incidents & workplace policies & committees

	Incid [§] %	Wps [†] 00s	Type of incident			Wps [‡] 00s	OH&S in wp		
			Fatal %	Perm %	Neither %		Policy %	Comm %	Wps* 00s
All wps	26	199	0	6	94	51	91	42	92
Number of employees									
Under 20	15	125	0	2	98	19	93	31	18
20 to 99	41	64	0	6	94	26	90	38	64
100 or over	63	10	3	16	82	6	99	82	10
Sector									
Private sector	26	189	0	6	94	49	91	41	84
Government sector	30	3	4	16	84	1	100	61	2
Not-for-profit sector	28	6	0	1	99	2	99	53	5
Industry group									
Mining & utilities	50	7	1	7	92	4	100	68	4
Manufacturing	32	39	1	8	91	13	85	49	24
Construction	36	20	0	3	97	7	98	45	9
Trans & wholesale trade	15	30	0	20	80	4	82	40	14
Retail trade	26	33	0	2	98	9	100	25	13
Fin, insur & bus services	18	45	0	4	96	8	92	37	15
Health & education	25	11	1	5	95	3	100	62	5
Rec & pers services	32	14	0	4	96	5	94	29	7
Type of legal entity									
Incorporated	26	155	0	7	93	41	90	44	73
Unincorporated	24	44	0	2	98	10	97	34	18
Organisational status									
Single wp organisation	22	144	0	6	94	32	87	35	48
Part of larger organisation	40	21	0	4	96	8	94	49	18
Head office of organisation	33	35	0	8	92	11	97	50	26
Location									
Metropolitan	28	146	0	6	94	40	91	41	73
Non-metro	21	53	1	8	91	11	91	45	19
Union status									
No unions	22	164	0	5	95	35	91	34	67
Unions, no delegates	47	23	0	6	93	11	90	55	15
Unions & delegates	44	12	2	13	86	5	95	72	10
Dominant pay method									
Award only >60 %	27	30	0	2	98	8	99	34	15
Over-award >60 %	24	76	0	8	92	18	88	28	33
Collective agree >60 %	25	25	1	8	92	6	94	65	14
Individual >60 %	23	35	1	5	93	8	93	47	16
Other >60 %	59	1	0	0	100	1	100	100	0
No dominant system	38	26	0	3	97	10	84	57	10

Note: § Incident in last year. Types of incident: fatality; permanent or long-term damage; and neither.

Source: QWIRS 2005. Population: ‡ Wps with OH&S incident (n=252); * policies & committee qu only asked if not small business (n=505); † all wps (n=661).

Table A.47: Communication & staff involvement in wps

	Methods of communication						Committees			Wps† 00s
	A %	B %	C %	D %	E %	F %	G %	H %	I %	
All wps	83	52	43	32	25	96	46	30	42	92
Number of employees										
Under 20	91	67	60	21	27	96	39	25	31	18
20 to 99	79	44	35	30	19	95	42	28	39	64
100 or over	89	80	66	69	61	97	82	50	77	10
Sector										
Private sector	82	50	41	30	22	95	44	31	40	84
Government sector	98	74	82	63	68	100	89	31	58	2
Not-for-profit sector	94	78	62	52	54	94	56	22	63	5
Industry group										
Mining & utilities	96	72	69	56	44	98	74	45	61	4
Manufacturing	78	47	23	40	14	93	54	37	45	24
Construction	77	54	31	22	14	96	58	45	40	9
Trans & wholesale trade	83	61	49	18	25	98	32	22	29	14
Retail trade	84	34	39	14	21	97	26	22	27	13
Fin, insur & bus services	82	52	65	41	36	92	46	26	51	15
Health & education	99	81	71	62	70	99	69	38	64	5
Rec & pers services	85	54	37	27	12	98	31	12	36	7
Type of legal entity										
Incorporated	82	55	45	35	26	95	49	31	46	73
Unincorporated	85	41	36	22	21	97	33	26	27	18
Organisational status										
Single wp organisation	76	39	28	28	18	97	39	28	38	48
Part of larger organisation	93	66	65	51	36	93	60	34	46	18
Head office of organisation	88	68	56	27	30	95	49	30	46	26
Location										
Metropolitan	81	51	44	33	24	95	46	32	41	73
Non-metro	87	57	41	30	29	97	43	23	43	19
Union status										
No unions	83	50	42	27	21	95	37	26	35	67
Unions, no delegates	83	51	39	38	31	97	62	41	52	15
Unions & delegates	83	66	52	63	42	99	82	45	72	10
Dominant pay method										
Award only >60 %	92	47	35	21	25	94	35	21	29	15
Over-award >60 %	77	42	31	26	12	96	34	23	35	33
Collective agree >60 %	93	63	42	45	32	96	71	42	56	14
Individual >60 %	81	65	73	35	40	99	47	26	42	16
Other >60 %	100	100	100	100	100	100	100	100	100	0
No dominant system	78	55	39	45	26	90	64	53	53	10

Note: How to read: 89% of large wps had regular staff meetings and 82% had OH&S committees which met in the last yr. Multiples possible (%s may not total 100).

Key: **A** = regular staff meetings; **B** = newsletters or staff bulletins; **C** = email updates; **D** = staff committees; **E** = staff surveys; **F** = senior managers or executives walking around; **G** = OH&S committees; **H** = quality circles; **I** = joint consultative or staff committees.

Source: QWIRS 2005. Population: † Both qus only asked of wps not small businesses (n=505).

Table A.48: Relationship between unions and managers in wps

	V good %	Good %	Neut %	Poor %	V poor %	Total %	Wps 00s
All wps	28	34	34	4	1	100	35
Number of employees							
Under 20	30	23	40	7	0	100	12
20 to 99	26	35	35	1	3	100	16
100 or over	28	50	18	3	1	100	7
Sector							
Private sector	27	32	35	4	2	100	30
Government sector	39	38	23	0	0	100	3
Not-for-profit sector	25	47	28	0	0	100	2
Industry group							
Mining & utilities	16	60	24	0	0	100	2
Manufacturing	36	31	28	2	3	100	8
Construction	21	19	43	15	3	100	7
Trans & wholesale trade	36	13	49	3	0	100	3
Retail trade	10	54	31	0	4	100	1
Fin, insur & bus services	29	37	33	0	1	100	7
Health & education	29	53	19	0	0	100	4
Rec & pers services	14	46	40	0	0	100	2
Type of legal entity							
Incorporated	28	37	31	1	2	100	28
Unincorporated	25	20	42	13	0	100	7
Organisational status							
Single wp organisation	27	30	38	4	2	100	23
Part of larger organisation	21	40	36	3	0	100	6
Head office of organisation	38	43	15	2	3	100	6
Location							
Metropolitan	28	35	31	4	2	100	24
Non-metro	25	32	40	2	0	100	10
Union status							
No unions	.	.	.	.	.	100	0
Unions, no delegates	21	28	47	2	2	100	23
Unions & delegates	39	44	10	7	1	100	12
Dominant pay method							
Award only >60 %	45	28	26	0	1	100	5
Over-award >60 %	20	14	63	1	3	100	9
Collective agree >60 %	31	35	23	9	2	100	12
Individual >60 %	12	66	17	5	0	100	3
Other >60 %	0	0	100	0	0	100	1
No dominant system	35	44	21	0	0	100	5

Note: Qu: How would you rate overall the relationship between management and unions at this workplace?
Source: QWIRS 2005. Population: Unionised wps (n=235).

Table A.49: Relationship between employees and managers in wps

	V good %	Good %	Neut %	V poor %	Total %	Wps 00s
All wps	63	35	2	0	100	199
Number of employees						
Under 20	73	27	0	0	100	125
20 to 99	46	48	6	0	100	64
100 or over	41	51	8	0	100	10
Sector						
Private sector	63	34	2	0	100	189
Government sector	38	61	1	0	100	3
Not-for-profit sector	56	42	2	0	100	6
Industry group						
Mining & utilities	64	34	2	0	100	7
Manufacturing	48	46	6	0	100	39
Construction	59	38	2	2	100	20
Trans & wholesale trade	54	45	1	0	100	30
Retail trade	76	24	0	0	100	33
Fin, insur & bus services	68	30	2	0	100	45
Health & education	78	22	1	0	100	11
Rec & pers services	70	29	2	0	100	14
Type of legal entity						
Incorporated	63	34	3	0	100	155
Unincorporated	62	38	1	0	100	44
Organisational status						
Single wp organisation	63	35	2	0	100	144
Part of larger organisation	59	39	2	0	100	21
Head office of organisation	64	32	3	1	100	35
Location						
Metropolitan	63	35	2	0	100	146
Non-metro	63	35	2	0	100	53
Union status						
No unions	64	34	2	0	100	164
Unions, no delegates	67	30	2	0	100	23
Unions & delegates	38	58	4	0	100	12
Dominant pay method						
Award only >60 %	62	35	3	0	100	30
Over-award >60 %	66	31	3	0	100	76
Collective agree >60 %	53	45	3	0	100	25
Individual >60 %	67	30	2	1	100	35
Other >60 %	100	0	0	0	100	1
No dominant system	56	43	1	0	100	26

Note: Qu: How would you rate the relationship between employees and management at this workplace?
Source: QWIRS 2005. Population: All wps (n=661).

Table A.50: Satisfaction of managers with IR arrangements

	V sat %	Sat %	Neut %	Dissat %	V dis %	Total %	Wps 00s
All wps	41	44	10	5	0	100	199
Number of employees							
Under 20	49	37	8	6	0	100	125
20 to 99	28	55	13	3	1	100	64
100 or over	21	63	9	7	1	100	10
Sector							
Private sector	41	43	10	5	0	100	189
Government sector	38	48	6	7	0	100	3
Not-for-profit sector	34	61	1	4	0	100	6
Industry group							
Mining & utilities	51	44	4	0	0	100	7
Manufacturing	40	43	15	2	0	100	39
Construction	43	36	19	2	0	100	20
Trans & wholesale trade	32	43	13	11	1	100	30
Retail trade	35	52	6	6	0	100	33
Fin, insur & bus services	42	45	5	7	0	100	45
Health & education	52	41	6	1	0	100	11
Rec & pers services	54	40	2	3	2	100	14
Type of legal entity							
Incorporated	41	43	10	5	0	100	155
Unincorporated	40	48	8	4	0	100	44
Organisational status							
Single wp organisation	40	42	12	6	0	100	144
Part of larger organisation	42	47	7	4	0	100	21
Head office of organisation	42	51	4	3	0	100	35
Location							
Metropolitan	40	43	12	5	0	100	146
Non-metro	42	47	5	6	0	100	53
Union status							
No unions	41	44	10	4	0	100	164
Unions, no delegates	43	41	3	12	0	100	23
Unions & delegates	32	49	15	4	1	100	12
Dominant pay method							
Award only >60 %	45	39	6	10	0	100	30
Over-award >60 %	32	48	13	6	1	100	76
Collective agree >60 %	34	47	9	11	0	100	25
Individual >60 %	53	36	11	0	0	100	35
Other >60 %	100	0	0	0	0	100	1
No dominant system	46	48	5	1	0	100	26

Note: Qu: How satisfied are the managers with the industrial relations arrangements which operate at this workplace?

Source: QWIRS 2005. Population: All wps (n=661).

Table A.51: Management preference for dealing directly with employees

	S ag %	Agree %	Neut %	Disag %	S dis %	Total %	Wps 00s
All wps	80	16	3	0	0	100	199
Number of employees							
Under 20	81	16	3	0	1	100	125
20 to 99	81	16	4	0	0	100	64
100 or over	67	23	8	2	0	100	10
Sector							
Private sector	81	16	3	0	0	100	189
Government sector	41	41	16	1	0	100	3
Not-for-profit sector	80	16	5	0	0	100	6
Industry group							
Mining & utilities	78	16	2	4	0	100	7
Manufacturing	72	27	1	0	0	100	39
Construction	84	9	2	0	4	100	20
Trans & wholesale trade	86	13	1	0	0	100	30
Retail trade	83	9	8	0	0	100	33
Fin, insur & bus services	80	18	2	0	0	100	45
Health & education	85	9	6	0	0	100	11
Rec & pers services	77	17	6	0	0	100	14
Type of legal entity							
Incorporated	79	17	4	0	1	100	155
Unincorporated	85	13	1	0	0	100	44
Organisational status							
Single wp organisation	78	19	3	0	0	100	144
Part of larger organisation	79	11	4	2	4	100	21
Head office of organisation	90	8	2	0	0	100	35
Location							
Metropolitan	80	17	2	0	1	100	146
Non-metro	80	12	6	1	0	100	53
Union status							
No unions	82	14	3	0	0	100	164
Unions, no delegates	72	23	4	1	0	100	23
Unions & delegates	67	25	6	2	0	100	12
Dominant pay method							
Award only >60 %	72	18	10	0	0	100	30
Over-award >60 %	80	18	0	0	1	100	76
Collective agree >60 %	79	19	2	0	0	100	25
Individual >60 %	91	7	2	0	0	100	35
Other >60 %	100	0	0	0	0	100	1
No dominant system	74	18	6	1	0	100	26

Note: Qu: Does management at this workplace prefer to deal with employees directly, not through trade unions?

Source: QWIRS 2005. Population: All wps (n=661).

Table A.52: IR System in Queensland: employer responses

	Open-ended responses to IR in Qld					Total %	Wps 00s
	Works %	Unitary %	Dismiss %	Complex %	Other %		
All wps	32	2	18	11	38	100	41
Number of employees							
Under 20	29	1	17	14	39	100	28
20 to 99	44	1	21	3	30	100	11
100 or over	6	23	12	4	55	100	2
Sector							
Private sector	30	2	18	11	38	100	39
Government sector	84	0	0	0	16	100	1
Not-for-profit sector	59	0	0	0	41	100	1
Industry group							
Mining & utilities	23	17	0	0	60	100	2
Manufacturing	50	2	8	14	26	100	14
Construction	7	1	25	0	67	100	4
Trans & wholesale trade	42	0	18	6	34	100	6
Retail trade	23	2	30	28	18	100	6
Fin, insur & bus services	11	1	24	0	64	100	6
Health & education	40	0	6	23	31	100	2
Rec & pers services	7	2	55	2	34	100	1
Type of legal entity							
Incorporated	31	2	18	11	37	100	36
Unincorporated	35	0	14	7	45	100	5
Organisational status							
Single wp organisation	30	0	14	13	42	100	31
Part of larger organisation	51	2	10	0	38	100	2
Head office of organisation	34	8	32	5	22	100	8
Location							
Metropolitan	36	2	13	11	37	100	34
Non-metro	11	1	40	7	41	100	7
Union status							
No unions	34	2	15	13	37	100	34
Unions, no delegates	20	2	34	0	44	100	3
Unions & delegates	25	9	27	2	36	100	3
Dominant pay method							
Award only >60 %	11	1	0	5	82	100	2
Over-award >60 %	40	1	26	6	27	100	23
Collective agree >60 %	39	4	17	5	35	100	6
Individual >60 %	26	2	5	10	57	100	3
No dominant system	3	3	0	0	95	100	4

Note: Five most common responses to the question: Do you have any comments about the industrial relations system which operates in Queensland? *Other* includes remaining responses.

Key: **Works** = IR system works for us; **Unitary** = unitary system positive for this wp; **Dismiss** = current unfair dismissal problematic/ should be easier to dismiss; **Complex** = too complex/more flexibility (for small business);

Source: QWIRS 2005. Population: All wps who answered (n=122).

B Appendix: comparisons and definitions

Comparisons of QWIRS with EEH

While there is little current data for comparing the QWIRS workplace estimates of pay setting—the last AWIRS data is now 10 years old—there are figures for comparison of the employee estimates. These come from the ABS survey, *Employer Earnings and Hours* (Cat.6306.0), conducted in May every two years. This is a survey of 55,000 employees, working in 9,000 enterprises across Australia. The Queensland figures from this survey, alongside the QWIRS figures, are shown in Table B.1.

The discrepancies between the EEH figures and the QWIRS figures should come as no surprise. The collection of accurate pay setting information is fraught with difficulties. Many small employers, for example, do not always understand the intricacies of the IR system and regard most of their employees as covered by an individual arrangement, even though they may be basing their arrangements on the award system. In QWIRS a number of decisions were made to deal with the same employees coming under ‘multiple’ forms of coverage. In essence, all employees were allocated to a method of setting pay which prioritised their coverage by collective agreements, awards and individual agreements in that order. In this respect, employees on awards who also had a collective agreement were allocated to collective agreements. Similarly, most employees on individual agreements which were under-pinned by the award system were allocated to over-awards, rather than to individual agreements. Thus there is bound to be some slippage in whether individuals more correctly belong on individual agreements or on over-awards. The ABS classifies the latter as individual agreements anyway, and this approach has been followed in Table B.1 below. This allow us to compare the award-only estimates from QWIRS with those from the EEH. Elsewhere in this report, however, we keep the over-awards as a separate category.

The largest discrepancy between the EEH and *QWIRS* figures lies in the area of collective agreements, with the *QWIRS* figures considerably lower than the EEH figures. There are a couple of possible reasons for this.

First, the sample for *QWIRS* was drawn from a sampling frame which was not equivalent to all Queensland workplaces. As discussed in Appendix C, only about 40 per cent of small businesses in Queensland were in the sampling frame, and only about 67 per cent of medium size businesses were there. Overall, *QWIRS* provided pay setting estimates for a population of about 630,000 employees in Queensland, yet the ABS estimates the number of employees in that State as equivalent to 1,564,400 (ABS *Employee earnings, benefits and trade union membership*, 2004, Cat. 6310.0). Despite the obvious shortfall in the small and medium size workplaces, there are also some omissions among the large workplaces which are likely to influence the estimates for collective agreements. In general, the *D&B* database has good coverage for large companies but some of the omissions in the *QWIRS* sample are unusual. A perusal of the respondents in the sample shows that there are no major universities, banks nor insurance companies included. Given that these are the kinds of workplaces with large concentrations of staff on collective agreements, it is possible that *QWIRS* may have under-sampled workplaces with collective agreements.

Secondly, the unit of analysis differs: the ABS collects business level data for EEH, whereas *QWIRS* collected workplace level data. The reason that this matters here is that the *QWIRS* weights are based on business counts, but the employee estimates for pay setting methods are based on workplace counts. The weights in *QWIRS* were based on businesses, since this was the basis of their inclusion in the *D&B* database. For most small businesses, the difference between a *business* and a *workplace* is not an issue, since the workplace and the business are equivalent. However, for large businesses, there can be a considerable difference between a workplace and a business, since many large businesses own a number of moderately sized or small workplaces.

This distinction between businesses and workplaces becomes relevant to the pay setting estimates when a workplace which is weighted to the 100 plus category actually falls into the under 100 workplace size. While this can happen due to error in the *D&B* database, it is more likely to be due to the fact that the *business* has been (correctly) weighted to a size of 100 plus, but the *workplace* is actually one of several smaller workplaces owned by that business. In the case of the *QWIRS* sample, some 92 workplaces were given the weights of the 100 plus category, but actually had numbers of employees falling

Table B.1: Methods of setting pay, employee estimates: QWIRS and EEH

Pay setting method	QWIRS		EEH
	Weighted %	Unweighted %	%
Collective agreements	28	45	41
Award only	17	18	23
Individual agreements	53	36	36
Other	2	2	
Total	100	1005	100
By jurisdiction			
Federal collective agreement	9	14	16
State collective agreement	16	29	23
Federal individual agreement	2	3	1
State individual agreement	1	1	np
Other	70	53	60
Total	100	100	100

Note: np = not available for publication. Note that the ABS categorises over-awards to individual agreements. This has been followed for the QWIRS data here for comparability, though elsewhere in the report over-awards are included within awards.

Sources: QWIRS and ABS, *Employee Earnings and Hours*, May 2004, Catalogue 6306.0

below 100. Some 67 of these businesses were multi-workplace organisations.

There is no way of correcting this mismatch, since there is no population count of *workplaces* against which these sample workplaces can be weighted. Moreover, the sample design requires that weights be based on the original sampling frame characteristics, not those of the achieved sample (see Appendix C below).

The implications of this problem become evident when calculating estimates sensitive to business size and which involve actual employee numbers. This is particularly so for collective agreement *employee* estimates, as will be evident shortly. As Table C.4 shows, the weights vary considerably between different business sizes, consistent with the sampling strategy of over-sampling large businesses and under-sampling small businesses. The average weight for the 5 to 19 size businesses was 55.8, for the 20 to 99 size business it was 23.2 and for the 100 plus size business it was 6.1. In practice, what this means is that some workplaces with under 100 employees (and even some with under 20) are given weights of 6.1 (on average) because they are part of the large business sampling frame. Consequently, the employee estimates for pay setting methods in these workplaces are not 'expanded' as much as are those for workplaces which receive weights (on average) of 23.2 or 55.8. The workplaces in which this

under-enumeration takes places are more likely to be those workplaces belonging to multi-workplace employers, that is, businesses with higher levels of collective agreement pay setting methods. The *QWIRS* data suggests these kinds of employers are twice as likely to have collective agreements as their dominant pay setting method than are the single-workplace employers. Consequently, it is no surprise to compare the weighted and unweighted employee estimates for the *QWIRS* data and find that collective agreements shrink considerably when they are weighted. Table B.1 shows, for example, that the unweighted estimates are much closer to the EEH estimates than are the weighted *QWIRS* estimates.

Of course, this result partly reflects the normal diminution in all large workplace characteristics which weighting small workplaces by larger expansion weights will produce. However, within this phenomenon also lies this anomaly of a likely under-enumeration of employee estimates (as opposed to workplace characteristics). After all, a weight of 6.1 applied to workplaces with say, 800 employees, on collective agreements, leads to quite different population totals than a weight of 6.1 applied to workplaces with only 55 employees on such agreements.

Definitions of selected variables

Two definitions were used in the appendix tables. The first was a 'simple' coding based on:

- award only
- overaward
- registered collective agreement
- unregistered collective agreement
- registered individual agreement
- unregistered individual agreement

and the second was a jurisdictional one based on:

- award only
- overaward
- registered state collective agreement
- registered federal collective agreement
- unregistered collective agreement
- registered state individual agreement - QWA
- registered individual agreement - AWA
- unregistered individual agreement

Because multiple pay setting methods operated in workplaces, it was useful to be able to define a workplace as belonging exclusively to one pay setting method. This was called the 'dominant' pay setting method and was defined as follows:

- award only: > 60 per cent of employees on this method
- overaward: > 60 per cent of employees on this method
- collective agreement: > 60 per cent of employees on this method
- individual agreement: > 60 per cent of employees on this method
- other: > 60 per cent of employees on this method

The abbreviation 'CA' is also used in some tables in the report and stands for 'certified agreement', that is, a collective agreement which is registered with an industrial tribunal.

Industry groupings

The *D&B* database on which *QWIRS* drew for its records of businesses categorises industry according to the American Standard Industry Classification system, which does not correspond with the Australian ANZSIC system. The following recodes were used to try to bring the data into closer alignment with the Australian ANZSIC system.

Table B.2: Industry coding

QWIRS industry groups	D&B SIC
Construction	Construction (15-17)
Manufacturing	Manufacturing (20-39)
Transport and Wholesale Trade	Transport (40-46)
	Wholesale trade (50-51)
Mining and Utilities	Mining (10-14)
	Communications (48)
	Electric, gas and sanitary services (49)
Retail Trade	Retail trade (52-59)
Finance, insurance and business services	Finance, insurance and real estate (60-67)
	Parts of Services, (73-76, 81 and 87)
Health and education	Health services (80)
	Education services (82)
Recreational and Personal services	Services (70, 72, 78, 79, 84, 88, 89)

Sources: *Standard Industrial Classification Australia*, booklet published by Dun and Bradstreet.

Wages

Lowest hourly rate was defined as ordinary hours pay, excluding apprentices or trainees from the lowest paid employees. **Average weekly wages** was defined as the average gross wage that an adult full-time employee in the largest occupational group would earn. **Casual hourly rate** was defined as the average hourly rate of pay that a casual employee earns, and if several casuals work in different jobs, the job that was the most common one.

Small business

Small business was defined by the use of screening questions at the start of questionnaire (see Appendix E). If a workplace had less than 20 employees and was not part of a larger organisation then it was defined as a small business. Some of the questions concerning policies and committees were not asked of small businesses.

Location

Location was categorised using postcodes into metropolitan and non-metropolitan areas. The former were defined as shown in Table B.3 and the latter consisted of all other postcodes.

Table B.3: Postcodes to define metropolitan

Suburb	Postcodes
Brisbane	4000–4209
Gold Coast	4210–4299; 9726; 9728; 9729
Ipswich	4300–4305
Toowoomba	4350; 4352
Strathpine/Caboolture	4500–4510; 4520
Sunshine Coast	4550–4601

C Appendix: Sampling issues

Sampling frames

During the 1990s it was possible to sample *workplaces* using the ABS Business Register because it maintained a database of 'Business Locations', a category which corresponded to a workplace in IR terms. Both of the AWIRS samples drew upon this sampling frame.¹ After 1998 the ABS no longer provided such a category and in subsequent years the ABS has moved towards basing its Business Register on Australian Business Numbers (ABNs) obtained from the Australian Taxation Office (ATO). Consequently, surveys of workplaces must now sample from a sampling frame of businesses, and make use of screening questions to locate workplaces within multi-site businesses. In *QWIRS* the sampling frame was a list of businesses, and workplaces were located using the initial screening questions (see Appendix E).

Over the past few years there have been three main sampling frames available for researchers wishing to sample businesses:

1. the ABS Business Register, based on ATO lists of ABNs;
2. the electronic phone number database maintained by Desktop Marketing Systems;
3. the business database maintained by Dun and Bradstreet (D&B).

There are problems with each of these sources, such that any final decision on sampling businesses represents an inevitable compromise.

ABS Business Register

The ABS maintains a business register which is sourced from the ATO. Because ABNs represent such a diverse collection of accoun-

¹ A 'sampling frame' is a list of all possible elements in a population which are available to be sampled. The ideal sampling frame corresponds with the population of interest, but in practice, such correspondence is rare, and some elements in the population are not listed, such as silent numbers in a phone book.

tancy entities, the ABS extracts a subset of ABNs which employ persons and uses this for its employment related surveys.² By modelling some of the data in this population (such as payroll figures), the ABS estimates the number of employees. The ABS has some concerns about the quality of these size estimates, particularly around the boundaries. While the ABS uses the Business Register for its own surveys (such as EEH), outside agencies are required to undertake a long, costly³ and arduous process (including parliamentary approval) to obtain samples for their own surveys. (See Figure C.1.)

Desktop Marketing Systems (DTMS)

The *DTMS* database was a very useful sampling frame, containing up-to-date information available at a modest cost. It categorised businesses by industry, but not by employment size. It drew on data from both the yellow pages and the white pages of all Australian telephone directories.

However, in 2004 *DTMS* ceased operations due to legal action by Telstra. *Sensis*, the Telstra business which markets Telstra's own electronic databases, does not provide a service similar to *DTMS*. It provides a service of checking the accuracy of a client's existing business contact details, but not providing new contact details for them.

Dun and Bradstreet (D&B)

The *D&B* database contains records on a large range of businesses in Australia, and categorises them by both industry and employment size. The industry categories, however, do not correspond with the ANZSIC system, but implement the American SIC system. The *D&B* database has a reputation for good coverage of private sector businesses with 20 or more employees but only limited coverage for smaller businesses. The *D&B* database also contains information on the local branches of large businesses. This is useful if the head-office is in a different state to the one being surveyed.

The main records of the *D&B* database contain business contact information, including the name of the relevant contact person (such as the HR manager). This is useful for targeting the mailing out of approach letters and for locating the correct person during the telephone survey. The branch records do not contain such information.

² For information on ABNs and the Business Register, see *Improvements in ABS Economic Statistics (Arising from The New Tax System) 2002*, ABS Catalogue no. 1372.0.

³ The ABS advises: 'As a guide, the range is \$12,000 to \$20,000. However most list releases to date have cost in the vicinity of \$12,500.'

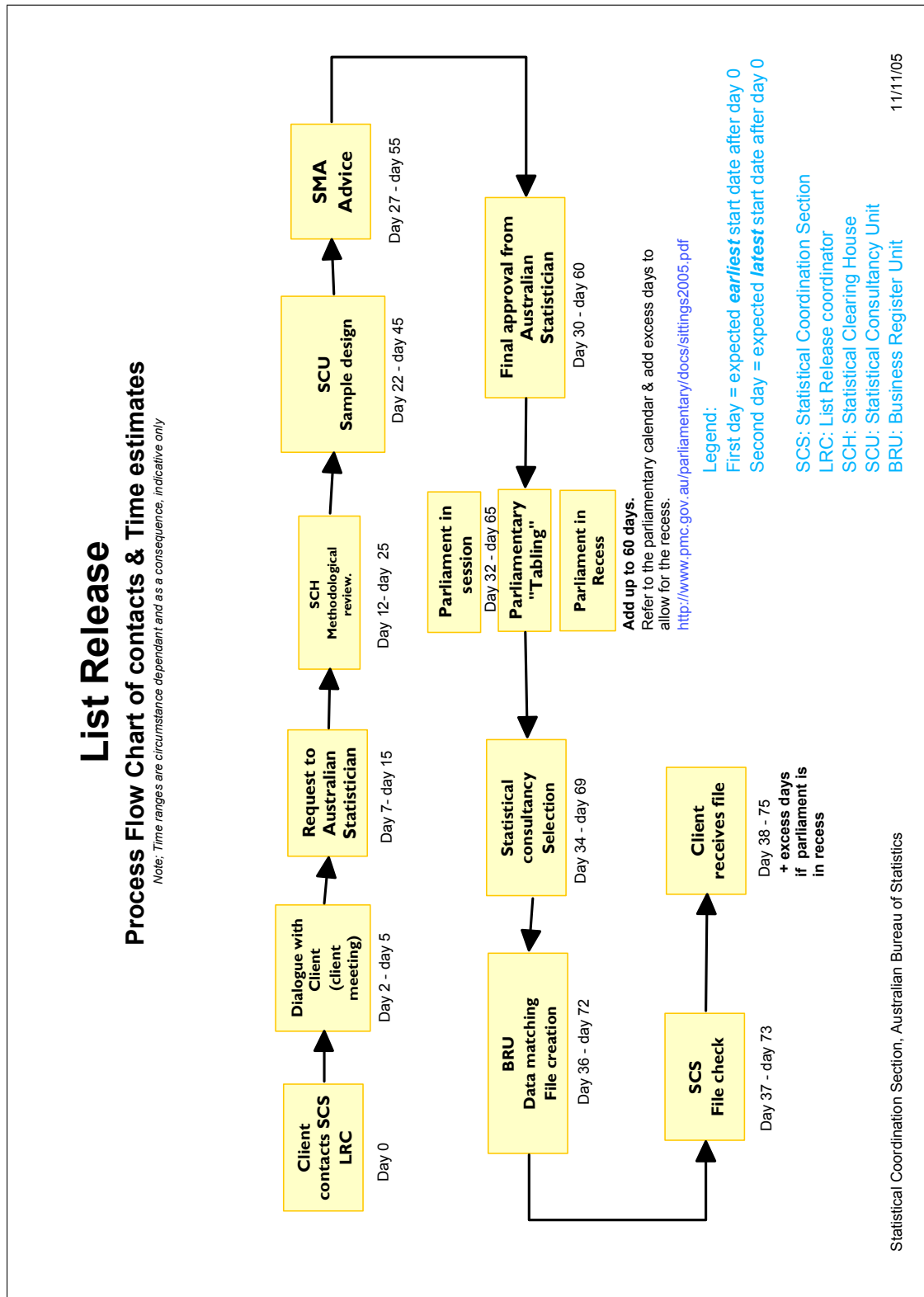


Figure C.1: Obtaining access to the ABS Business Register

Compromises

A sampling frame is an important part of the survey process because it provides both a source of contacts for sampling businesses, and a count of the population which the survey hopes to represent. Where the sampling frame largely captures the population of interest (as it does with the ABS Business Register), then population counts from the sample frame can be used to weight the data. Weighting is necessary for taking account of the sample design—particularly over- and under-sampling of some categories—as well as for dealing with differential non-response (more on this below).

In the past, acirrt has supplemented the *D&B* database with data from the *DTMS* database and then used a table of location counts from the ABS Business Register as a source of population counts for weighting purposes. This strategy is no longer viable because *DTMS* no longer exists and the ABS Business Register counts do not line up with the employment size bands used for most IR surveys, nor do the industry categories correspond (because of the ANZSIC and SIC differences).

In more recent times, acirrt has used the *D&B* database as both a sampling frame and as source of population counts for weighting purposes. This was the approach used for the *Victorian Industrial Relations Survey*.

This is the same approach used for *QWIRS*. As a consequence, the results reported for this survey are representative of Queensland businesses which are found in the *D&B* database. This does not mean that the results are representative of *all* businesses in Queensland, but only those captured by the *D&B* database. That subset of businesses not found in the *D&B* database have a zero probability of inclusion in the *QWIRS* sample, and while post-survey weighting can compensate for unequal selection probabilities, it cannot compensate for non-zero probabilities.

In order to assess how successfully the *D&B* database captures businesses in Queensland, alternative business counts were sought. The most useful publication which corresponded to the employment size categories used in *QWIRS* was the ABS publication *Small Business in Australia, 2001*, published in 2002 (Catalogue 1320.0). This data is survey-based and is now four years old. A comparison of the *D&B* database with this source, as well as with the earlier ABS Business Register is shown in Table C.1. The Business Register counts in this table are quite old now (1998) but are included because they do at least offer a non-survey source of counts.⁴ More recent Business

⁴ Note, however, that these are counts of business locations, not businesses.

Register counts (such as 2004) do not match the *QWIRS* employment size categories, and are therefore not comparable. Taking account of these various caveats, Table C.1 clearly shows that the *D&B* database does not fully capture small and medium size businesses. It appears that the sampling frame used in *QWIRS* captures about 40 per cent of all small businesses in Queensland and about 67 per cent of medium size businesses. Its coverage of large businesses appears to be very good. It is worth noting that because the *D&B* database maintains a separate listing of branches, the data in Table C.1 under-estimates the *D&B* counts by about 1,969. This suggests that the estimates of 40 per cent and 67 per cent should probably be increased slightly.

Table C.1: Comparison of population counts

Employment category	Sources of data		
	Bus Reg 1998	Small Bus 2001	D&B 2005
5 to 19 employees	40,329	29,300	12,379
20 to 99 employees	8,691	6,600	4,428
100 plus employees	1,496	1,200	1,135

Note: Business Register is for business locations, others are for businesses.
Sources: ABS Business Register, Sept 1998 Extract; *Small Business in Australia, 2001* Catalogue 1320.0; and D&B database extract, October 2005.

Sampling, fieldwork and weighting

The sample design for the *QWIRS* was a stratified, non-proportional random sample.⁵ Stratification was based on both industry and business size. The goal was to achieve sample counts in each of the industry / size cells of a certain magnitude. Ideally, roughly equal standard errors are a useful benchmark to aim for, though in practice differential response rates usually mean that this ideal is rarely achieved. (There is further discussion on standard errors below.)

The sampling strategy entailed both over-sampling and under-sampling of certain categories, something which was corrected in the post-survey weighting of the data. Without oversampling, many industries would have been dominated by the smaller businesses. In

⁵ As mentioned earlier, the aim of *QWIRS* was to sample workplaces, but the sampling frame was based on business. This has implications for the weighting, which were discussed in Appendix B. In the following discussion, I explain how the sample of businesses was drawn and how 'business weights' were constructed. As noted in Appendix B, for most workplaces the difference between their (potential) workplace weight and their business weight was not an issue, but for a small subset of workplaces this was problematic.

general, we sought a good representation of industries within the *D&B* database in order to ensure that smaller businesses did not dominate the sample. By necessity, this led to a particular pattern in over-sampling and under-sampling. Comparing Tables C.2 and C.3 illustrates this outcome. Finance, insurance and business services in the 5 to 19 size range represented about 18 per cent of the of the *D&B* database population, but our sample reduced this to about 4 per cent. To have done otherwise would have seen the small business sample of *QWIRS* swamped by this industry category. On the other hand, health and education in the 100 plus employment size range represented less than one per cent of the *D&B* database, but our sample increased this to about 6 per cent. Without over-sampling, there were have been insufficient observations to say anything meaningful about this industry category.

In developing the sample design the *D&B* database was stratified as shown in Table C.2 and a sample of 3,430 records was randomly drawn. In addition, another 1,055 records were randomly drawn from the branches database. For weighting purposes these branch records were regarded as a separate 'size' category because the *D&B* database contained no employment numbers for these records. Of course, in the final achieved sample they were coded according to their actual sizes. All of the *D&B* database records were provided to Field Works Market Research and loaded into their CATI system. A large number of records was needed to allow for the likelihood of a considerable number of out of scope, out-of-date, and non-contactable businesses. In the end, a final sample of 596 businesses, and 65 branches, was achieved to provide a total of 661 businesses. This represented a response rate of 41 per cent.⁶

Counts for the achieved sample are shown in Table C.3. This table excludes the branch data (which was weighted separately) and shows both industry and size categories as found in the *D&B* database. Some of these categories proved to be incorrect and the records were recoded into their appropriate categories. In particular, a number of businesses classified to transport and wholesale trade by Dun and Bradstreet were, in fact, manufacturing businesses. In terms of employee numbers, a considerable number of workplaces belonged to different size categories than those found in the *D&B* database. This was less a problem due to mis-coding and more the result of multi-

⁶ This figure was calculated as follows. Discarding various out-of-scope and non-contactable numbers, the remainder were sorted into: completed survey (661); refused (702); respondent unavailable for duration of survey (200); and company policy of no surveys (36). This gave a total of 1,599 businesses. Regarding all but the completed as a form of non-response gives a response rate of 661 over 1,599, that is, 41 per cent.

Table C.2: Population counts by industry & employment size

Industry	Employment size			Total
	5–19	20–99	100 plus	
Cell counts				
Mining & utilities	143	90	70	303
Manufacturing	1,869	995	236	3,100
Construction	1,339	459	59	1,857
Trans & wholesale trade	1,703	784	202	2,689
Retail trade	2,450	622	124	3,196
Fin, insur & bus services	3,300	882	235	4,417
Health & education	647	260	132	1,039
Rec & pers services	928	336	77	1,341
Total	12,379	4,428	1,135	17,942
Cell percentages				
Mining & utilities	0.8	0.5	0.4	1.7
Manufacturing	10.4	5.5	1.3	17.3
Construction	7.5	2.6	0.3	10.4
Trans & wholesale trade	9.5	4.4	1.1	15.0
Retail trade	13.7	3.5	0.7	17.8
Fin, insur & bus services	18.4	4.9	1.3	24.6
Health & education	3.6	1.4	0.7	5.8
Rec & pers services	5.2	1.9	0.4	7.5
Total	69.0	24.7	6.3	100.0

Source: D&B database counts, October 2005.

workplace businesses being assigned a business weight in the 100 plus category, which was appropriate for the business as a whole, but not for the workplace which was chosen for the sample (which fell into a category of under 100 employees). However, for weighting purposes it is important to use the classifications as found in the original sample frame, and so these are shown in Table C.3 and in the table of weights (Table C.4).⁷ These weights are derived by simply dividing the population counts in each cell by the corresponding sample counts. In the case of branches, which were not stratified by industry and were regarded as a 'size' category, the weight was a direct division of the population count by the sample count (a division of 1,969 by 65 to give a weight of 30.3). All of the tables in this report present weighted population estimates, though the actual number of observations for each population or sub-population is shown in the notes at the bottom of each table.

Following the recoding of respondents to their correct industry and size categories, the dataset was finalised. The industry and size breakdown of this sample, and its corresponding population es-

⁷ This was the approach taken in AWIRS also.

Table C.3: Sample counts by industry & employment size, original categories

Industry	Employment size			Total
	5-19	20-99	100 plus	
Cell counts				
Mining & utilities	19	28	25	72
Manufacturing	10	10	26	46
Construction	17	29	24	70
Trans & wholesale trade	16	32	33	81
Retail trade	18	32	30	80
Fin, insur & bus services	21	32	34	87
Health & education	18	30	34	82
Rec & pers services	16	30	32	78
Total	135	223	238	596
Cell percentages				
Mining & utilities	3.2	4.7	4.2	12.1
Manufacturing	1.7	1.7	4.4	7.7
Construction	2.9	4.9	4.0	11.7
Trans & wholesale trade	2.7	5.4	5.5	13.6
Retail trade	3.0	5.4	5.0	13.4
Fin, insur & bus services	3.5	5.4	5.7	14.6
Health & education	3.0	5.0	5.7	13.8
Rec & pers services	2.7	5.0	5.4	13.1
Total	22.7	37.4	39.9	100.0

Note: These counts are coded to their original industry and size categories, as recorded in the D&B database.

Source: QWIRS sample of non-branch businesses, October 2005.

Table C.4: QWIRS Weights

Industry	Employment size		
	5-19	20-99	100 plus
Mining & utilities	7.5	3.2	2.8
Manufacturing	186.9	99.5	9.1
Construction	78.8	15.8	2.5
Trans & wholesale trade	106.4	24.5	6.1
Retail trade	136.1	19.4	4.1
Fin, insur & bus services	157.1	27.6	6.9
Health & education	35.9	8.7	3.9
Rec & pers services	58.0	11.2	2.4

Note: These counts are coded to their original industry and size categories, as recorded in the D&B database.

Source: QWIRS sample of non-branch businesses, October 2005.

timates, are shown in Table C.5. Cleaning the data and coding to appropriate categories was also undertaken, as was the creation of derived variables. All of these variables are shown in the Codebook (see Appendix D). One of the advantages of telephone interviewing with a CATI system is that the data is of high quality, with very few missings, and with useful verbatim explanations for anomalies. This is evident in the small number of missings for most of the variables, as shown in the Codebook.

Table C.5: Sample counts & population estimates

Industry	Employment size			Total
	5-19	20-99	100 plus	
Sample counts				
Mining & utilities	22	31	19	72
Manufacturing	22	40	29	91
Construction	26	36	10	72
Trans & wholesale trade	36	37	5	78
Retail trade	33	40	12	85
Fin, insur & bus services	41	37	19	97
Health & education	24	23	37	84
Rec & pers services	20	33	29	82
Total	224	277	160	661
Population estimates				
Mining & utilities	426	222	88	736
Manufacturing	1,865	1,826	232	3,923
Construction	1,265	669	34	1,968
Trans & wholesale trade	2,063	892	27	2,982
Retail trade	2,314	960	63	3,336
Fin, insur & bus services	3,311	958	220	4,490
Health & education	611	287	167	1,064
Rec & pers services	683	584	142	1,409
Total	12,537	6,398	974	19,909

Note: These counts are coded to the categories which responded reported they belonged to. Note that branches are included in their appropriate size categories.

Source: QWIRS sample of all respondents, October 2005.

Standard errors and design effects

The population estimates provided by sample surveys are always subject to a margin of error (termed the 'sampling error'). This results from the fact that were the same questionnaire administered to a different sample, the estimates would vary slightly. However, if such a survey were administered repeatedly (and the surveys were all genuine probability surveys), the mean estimate across all of these surveys would be equal to the 'true' population mean. In practice, no one

ever repeatedly administers a survey, but statistical theory makes use of this phenomenon to provide a method for calculating the extent of sampling error in any particular survey. The sampling error is expressed in terms of 'standard errors' and 'confidence intervals'. If we are using a 95 per cent confidence interval, for example, we can be confident that if we continued to sample over and over again, in 95 per cent of those samples we would find that the 'true' population value would lie within two standard errors of the estimate provided by our sample. In other words, for any particular survey, a margin of error exists around all the population estimates made from the sample, but we can calculate what that margin of error is. The extent of sampling error (the standard error) depends on two main factors:

1. sample size; and
2. variability within the sample.

One can reduce the standard errors by increasing the sample size and/or reducing the amount of variability in the sample. Reduction of variability is one of the main reasons for using stratified sample designs. (The other factor which influences the size of the standard error is the finite population correction factor (fpc), but this is only influential when the sample constitutes a large fraction of the population.

In practice, one rarely uses simple random sampling because of the need to stratify and (sometimes) cluster. In some cases, multi-stage sampling procedures are also used. A sample of businesses might be drawn (based on stratification) and then a sample of employees within those businesses might be selected using simple random sampling (this was the approach for the employee survey in AWIRS). Whenever the sample design departs from a simple random sample (SRS), a 'design effect' (deff) comes into play (Kish 1965, p. 258). The deff is essentially the ratio between the estimated variance in the SRS design (without replacement) and the estimated variance from the more complex sample design (Stata Corporation 2005, p. 29). If the deff is below one, then the standard errors in the sample design used are actually less than would have been achieved using a SRS. In practice, the deff is usually greater than one, and this means that the standard errors are greater (by that ratio) than would be the case in a survey which had been based on SRS. In AWIRS95, for example, the median deff for the main workplace survey was 1.7 and for the employee survey it was 1.3 (AWIRS 1997).

Each variable in the survey has a particular deff associated with it. Some statistical software (eg. Stata and SUDAAN) allows for the estimation of survey- corrected standard errors (which take account

of the deff) each time calculations on the data are undertaken, but most statistical software does not provide this facility. In the absence of such software, the user of the *QWIRS* dataset has two options. Making use of the median deff for the dataset (discussed below), the user may:

1. multiply all standard errors produced by the software (eg. SPSS) by the median deff, and then re-calculate confidence intervals (or t-values or z-values in regression results); or
2. make use of a revised weight (sometimes called an 'effective sample size' weight) which incorporates the median deff as a reduction factor.

The second approach was taken by the AWIRS team and is implemented here. A variable, **rw**, has been produced as follows:

1. the weight provided in the dataset has been divided by 30.1 (that is, 19,909/661) to remove the 'expansion' component, leaving a set of weights which sum to 661, the original sample size.
2. this new weight has been divided by the median deff to create an effective sample size weight. These weights now sum to a figure which represents 661 divided by the median deff.

It is important to keep in mind that the deff has no relevance to the actual point estimates calculated by statistical software, things like means, proportions, percentages and regression coefficients. It only affects the precision of these estimates, that is, the standard errors which are attached to these point estimates. The deff will influence the size of the confidence intervals around the point estimates, and it will influence whether the variables in a regression are statistically significant or not.

In the case of the *QWIRS*, the median design effect has been calculated using Stata and this calculation has been used to create the **rw** variable as described above. It is important to appreciate that this is only a median figure, and there is considerable variation in the size of the deff for different variables and different sub-populations. In particular, the inclusion of small businesses (those in the 5 to 19 employee size band) influences the deff for the sample. In creating the weights, small businesses were allocated quite large weights (sometimes as large as 150 to 190) in order to adjust for their under-sampling in the sample design (which was a stratified, non-proportional random sample design, as discussed earlier). As Kalton notes, when discussing this kind of sample design: 'When a marked

variation in weights is needed to adjust for unequal selection probabilities, a substantial loss in precision can result.' (1983, p. 77). In other words, a large deff is inevitable if there is considerable non-proportionality in the sample design. It is important to keep in mind that in the population of Queensland businesses, some 12,379 businesses fall into the small size category (ie. 5 to 19 employees). Yet in *QWIRS* this population of small businesses was represented by just 224 respondents in the sample. This under-sampling is an inevitable part of any survey design which attempts to capture a wide range of phenomena (such as business sizes). The over-sampling of the large businesses is the other side of the coin, and is equally justified by the need to gain precision in the estimates for businesses which are not likely to be sampled in large numbers if a SRS design were to be used. In other words, a large design effect for some sub-populations or some variables does not imply weaknesses in sampling, field work, or any other aspect of the survey. It simply reflects the ambitions of the survey team to capture small businesses as well as medium and large businesses.

References

- AWIRS (1997)** *The 1995 Australian Workplace Industrial Relations Survey* (AWIRS 95) Technical Report and Data Release, Canberra: SSDA.
- Kalton, G. (1983)** *Introduction to Survey Sampling*, Newbury Park: Sage.
- Kish, L. (1965)** *Survey Sampling*, New York: John Wiley.
- Stata Corporation (2005)** *Survey Data Release 9*, College Station: Stata Press.

D List of variables

Original variables

In the following codebook the question numbers correspond with the numbers in the questionnaire shown in Appendix E. Note that a quX_ indicates the variable is exactly as provided from the CATI system, whereas quX indicates it has been recoded (usually from 1/2 to 100/0). Where variables have been considerably changed, they are regarded as Derived Variables and are shown in the codebook for the next section.

```
=====
id                ID number
=====

      type: numeric (float)
      range: [1,810]                units: 1
unique values: 661                  missing .: 0/661
      mean: 406.07
      std. dev: 236.995

      percentiles:    10%    25%    50%    75%    90%
                    81     194    407    611    735

=====
q1_              q1. part of a larger organisation
=====

      type: numeric (byte)
      label: q1_
      range: [1,2]                units: 1
unique values: 2                  missing .: 0/661

      tabulation: Freq.  Numeric  Label
                 301     1  yes
                 360     2  no

=====
q2              q2. number of employees throughout australia
=====

      type: numeric (long)
      range: [0,72000]            units: 1
unique values: 131              missing .: 0/661
      mean: 966.201
      std. dev: 6029.87
```

percentiles: 10% 25% 50% 75% 90%
 0 0 0 160 700

=====
 q3 q3. number of employees in queensland
 =====

 type: numeric (long)
 range: [0,72000] units: 1
 unique values: 137 missing .: 0/661
 mean: 591.964
 std. dev: 5138.53
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 80 340

=====
 q4_ q4. administrative head office
 =====

 type: numeric (byte)
 label: q4_
 range: [1,2] units: 1
 unique values: 2 missing .: 360/661
 tabulation: Freq. Numeric Label
 208 1 yes
 93 2 no
 360 . .

=====
 q4a q4a. site location
 =====

 type: string (str46)
 unique values: 94 missing "": 453/661
 examples: ""
 ""
 ""
 "BRISBANE"
 warning: variable has embedded blanks

=====
 q4a2_ q4a2. can answer questions about the workplace
 =====

 type: numeric (byte)
 label: q4a2_
 range: [1,1] units: 1
 unique values: 1 missing .: 453/661
 tabulation: Freq. Numeric Label
 208 1 yes
 453 . .

=====
 q5 Number of employees
 =====

 type: numeric (int)
 range: [1,2507] units: 1
 unique values: 159 missing .: 0/661
 mean: 94.7973
 std. dev: 199.468

percentiles:	10%	25%	50%	75%	90%
7	14	30	90	245	

=====
q6 Type of legal entity
=====

```

      type: numeric (byte)
      label: q6

      range: [1,2]                units: 1
unique values: 2                  missing .: 0/661

      tabulation: Freq.  Numeric  Label
521             1  Incorporated
140             2  Unincorporated
    
```

=====
q7_ q7. industry type
=====

```

      type: numeric (byte)
      label: q7_

      range: [1,2]                units: 1
unique values: 2                  missing .: 0/661

      tabulation: Freq.  Numeric  Label
490             1  yes
171             2  no
    
```

=====
q7b q7b. what the workplace makes or does
=====

```

      type: string (str60)

unique values: 146                missing "": 490/661

      examples: ""
               ""
               ""
               "FASHION RETAIL"

      warning: variable has embedded blanks
    
```

=====
q8_ q8. years workplace has been undertaking main activity
=====

```

      type: numeric (int)

      range: [0,180]              units: 1
unique values: 90                missing .: 0/661

      mean: 29.7322
      std. dev: 27.129

      percentiles:    10%    25%    50%    75%    90%
6             8       12    21    33    70
    
```

=====
q9_ q9. sector
=====

```

      type: numeric (byte)
      label: q9_

      range: [1,3]                units: 1
unique values: 3                  missing .: 0/661

      tabulation: Freq.  Numeric  Label
571             1  private sector
31              2  government sector
    
```

59 3 not-for-profit sector

=====

q10_ q10. member of an industry or employer association

=====

type: numeric (byte)
label: q10_

range: [1,3] units: 1
unique values: 3 missing .: 0/661

tabulation: Freq. Numeric Label		
423	1	yes
206	2	no
32	3	dont know

=====

q11_ q11. industrial relations/human resource management decision maker

=====

type: numeric (byte)
label: q11_

range: [1,2] units: 1
unique values: 2 missing .: 0/661

tabulation: Freq. Numeric Label		
521	1	yourself, or
140	2	someone else (specify)

=====

q12_a q12. sources of external employee relations advice in the last year - law firms

=====

type: numeric (byte)
label: q12_a

range: [0,1] units: 1
unique values: 2 missing .: 0/661

tabulation: Freq. Numeric Label		
398	0	no
263	1	yes

=====

q12_b q12. sources of external employee relations advice in the last year - management

=====

type: numeric (byte)
label: q12_b

range: [0,1] units: 1
unique values: 2 missing .: 0/661

tabulation: Freq. Numeric Label		
509	0	no
152	1	yes

=====

q12_c q12. sources of external employee relations advice in the last year - state gove

=====

type: numeric (byte)
label: q12_c

range: [0,1] units: 1
unique values: 2 missing .: 0/661

tabulation: Freq. Numeric Label		
459	0	no
202	1	yes

=====

q12_d q12. sources of external employee relations advice in the last year - wageline

```

=====
type: numeric (byte)
label: q12_d

range: [0,1]                units: 1
unique values: 2            missing .: 0/661

tabulation: Freq.  Numeric  Label
342         0      no
319         1      yes
    
```

q12_e q12. sources of external employee relations advice in the last year - federal go

```

=====
type: numeric (byte)
label: q12_e

range: [0,1]                units: 1
unique values: 2            missing .: 0/661

tabulation: Freq.  Numeric  Label
580         0      no
81          1      yes
    
```

q12_f q12. sources of external employee relations advice in the last year - placement

```

=====
type: numeric (byte)
label: q12_f

range: [0,1]                units: 1
unique values: 2            missing .: 0/661

tabulation: Freq.  Numeric  Label
606         0      no
55          1      yes
    
```

q12_g q12. sources of external employee relations advice in the last year - other (spe

```

=====
type: numeric (byte)
label: q12_g

range: [0,1]                units: 1
unique values: 2            missing .: 0/661

tabulation: Freq.  Numeric  Label
533         0      no
128         1      yes
    
```

q12_cs q12. sources of external employee relations advice in the last year - none

```

=====
type: numeric (byte)
label: q12_cs

range: [0,1]                units: 1
unique values: 2            missing .: 0/661

tabulation: Freq.  Numeric  Label
565         0      no
96          1      yes
    
```

q12b q12b. confirm no external employee relations advise in the last year

```

=====
type: numeric (byte)
    
```

```

label: q12b
range: [1,1] units: 1
unique values: 1 missing .: 565/661

tabulation: Freq. Numeric Label
96 1 correct - no has been used for
advice
565 .
    
```

=====
q13_a q13. procedure/program in the workplace - formal grievance handling
=====

```

type: numeric (byte)
label: q13_a

range: [1,3] units: 1
unique values: 3 missing .: 0/661

tabulation: Freq. Numeric Label
444 1 yes
201 2 no
16 3 not applicable
    
```

=====
q13_b q13. procedure/program in the workplace - formal performance assessment
=====

```

type: numeric (byte)
label: q13_b

range: [1,3] units: 1
unique values: 3 missing .: 0/661

tabulation: Freq. Numeric Label
457 1 yes
195 2 no
9 3 not applicable
    
```

=====
q13_c q13. procedure/program in the workplace - formal disciplinary procedures
=====

```

type: numeric (byte)
label: q13_c

range: [1,3] units: 1
unique values: 3 missing .: 0/661

tabulation: Freq. Numeric Label
544 1 yes
110 2 no
7 3 not applicable
    
```

=====
q13_d q13. procedure/program in the workplace - formal system of job rotation
=====

```

type: numeric (byte)
label: q13_d

range: [1,3] units: 1
unique values: 3 missing .: 519/661

tabulation: Freq. Numeric Label
46 1 yes
88 2 no
8 3 not applicable
519 .
    
```

=====
q13_e q13. procedure/program in the workplace - pre-employment testing
=====

```

type: numeric (byte)
label: q13_e

range: [1,3]                units: 1
unique values: 3            missing .: 519/661

tabulation: Freq.  Numeric  Label
68         1  yes
71         2  no
3          3  not applicable
519        .
    
```

=====
q13_f q13. procedure/program in the workplace - formal skills-based training for most
=====

```

type: numeric (byte)
label: q13_f

range: [1,3]                units: 1
unique values: 3            missing .: 0/661

tabulation: Freq.  Numeric  Label
515        1  yes
137        2  no
9          3  not applicable
    
```

=====
q14a q14a. workplace hours of operations per week
=====

```

type: numeric (int)

range: [24,168]            units: 1
unique values: 70          missing .: 9/661

mean: 72.7883
std. dev: 45.6106

percentiles:    10%    25%    50%    75%    90%
38      40      50      85.5    168
    
```

=====
q14b q14b. workplace other amount of time of operations per week
=====

```

type: string (str55)

unique values: 95          missing "": 494/661

examples: ""
          ""
          ""
          "24 BY 7"

warning: variable has embedded blanks
    
```

=====
q15_ q15. employees include shift workers
=====

```

type: numeric (byte)
label: q15_

range: [1,2]                units: 1
unique values: 2            missing .: 0/661

tabulation: Freq.  Numeric  Label
285        1  yes
376        2  no
    
```

=====
q16 q16. number of hours in the most common shift
=====

```
=====
                type: numeric (float)
                range: [0,13]                units: .01
unique values: 22                missing .: 0/661

                mean: 3.50879
                std. dev: 4.2482

percentiles:    10%    25%    50%    75%    90%
                0      0      8      9
=====
```

```
=====
q17                q17. usual amount of hours per week worked
=====
```

```
                type: numeric (byte)
                range: [20,85]                units: 1
unique values: 34                missing .: 0/661

                mean: 40.9818
                std. dev: 6.29884

percentiles:    10%    25%    50%    75%    90%
                37     38     40     44     50
=====
```

```
=====
q18a                q18a. occupation with the largest number of employees
=====
```

```
                type: string (str64)
unique values: 464                missing "": 0/661

examples: "CONSTRUCTION"
           "HOUSE MAIDS - CLEANING STAFF"
           "PLANT OPERATORS"
           "SECURITY"

warning: variable has embedded blanks
=====
```

```
=====
q18b                q18b. number of employees in the largest occupation group
=====
```

```
                type: numeric (int)
                range: [1,2200]                units: 1
unique values: 113                missing .: 0/661

                mean: 50.8033
                std. dev: 131.768

percentiles:    10%    25%    50%    75%    90%
                4      7      16     45     106
=====
```

```
=====
q19a                q19a. occupation with the second largest number of employees
=====
```

```
                type: string (str54)
unique values: 81                missing "": 569/661

examples: ""
           ""
           ""
           ""

warning: variable has embedded blanks
=====
```

q19b q19b. number of employees in the second largest occupation group

```

=====
type: numeric (int)
range: [0,120] units: 1
unique values: 25 missing .: 0/661
mean: 1.83056
std. dev: 9.36184
percentiles: 10% 25% 50% 75% 90%
0 0 0 0 3
=====
    
```

q20a q20a. occupation with the third largest number of employees

```

=====
type: string (str55)
unique values: 70 missing "": 572/661
examples: ""
          ""
          ""
          ""
warning: variable has embedded blanks
=====
    
```

q20b q20b. number of employees in the third largest occupation group

```

=====
type: numeric (byte)
range: [0,80] units: 1
unique values: 17 missing .: 0/661
mean: .826021
std. dev: 4.8023
percentiles: 10% 25% 50% 75% 90%
0 0 0 1
=====
    
```

q21 Number female employees

```

=====
type: numeric (int)
range: [0,1215] units: 1
unique values: 115 missing .: 0/661
mean: 36.357
std. dev: 98.4939
percentiles: 10% 25% 50% 75% 90%
1 3 8 25 83
=====
    
```

q22_ q22. main occupation held by female employees

```

=====
type: string (str60)
unique values: 322 missing "": 28/661
examples: "ADMINISTRATION"
          "CLERICAL"
          "MANAGERS"
          "PROJECT SERVICE SUPPORT"
warning: variable has embedded blanks
=====
    
```



```

=====
q26           Female casuals
=====
           type: numeric (int)
           range: [0,470]           units: 1
unique values: 60           missing .: 0/661
           mean: 8.22844
           std. dev: 28.5344
           percentiles:      10%    25%    50%    75%    90%
                             0      0      4     20
=====
    
```

```

=====
q27_         q27. have employees on fixed term contracts
=====
           type: numeric (byte)
           label: q27_
           range: [1,2]           units: 1
unique values: 2           missing .: 0/661
           tabulation: Freq.  Numeric  Label
178           1  yes
483           2  no
=====
    
```

```

=====
q27b         q27b. number of employees on fixed term contracts
=====
           type: numeric (int)
           range: [0,203]         units: 1
unique values: 33           missing .: 0/661
           mean: 2.94554
           std. dev: 12.7317
           percentiles:      10%    25%    50%    75%    90%
                             0      0      1      6
=====
    
```

```

=====
q28_         q28. number of female employees on fixed term contracts
=====
           type: numeric (byte)
           range: [0,50]          units: 1
unique values: 21           missing .: 0/661
           mean: 1.14523
           std. dev: 5.31323
           percentiles:      10%    25%    50%    75%    90%
                             0      0      0      2
=====
    
```

```

=====
q29_         q29. have contractors/labour hire/agency workers
=====
           type: numeric (byte)
           label: q29_
           range: [1,2]           units: 1
unique values: 2           missing .: 0/661
           tabulation: Freq.  Numeric  Label
222           1  yes
439           2  no
=====
    
```

```

=====
q29b         q29b. number of contractors/labour hire/agency workers
=====
    
```

```

=====
                type: numeric (int)
                range: [0,600]                units: 1
unique values: 40                missing .: 0/661

                mean: 7.39032
                std. dev: 39.0051

                percentiles:    10%    25%    50%    75%    90%
                                0      2     10     10     0
=====
q30_                q30. number of female contractors/labour hire/agency workers
=====
                type: numeric (int)
                range: [0,290]                units: 1
unique values: 23                missing .: 0/661

                mean: 1.68079
                std. dev: 12.597

                percentiles:    10%    25%    50%    75%    90%
                                0      0     2     0     0
=====
q31_                q31. have apprentices/trainees
=====
                type: numeric (byte)
                label: q31_
                range: [1,2]                units: 1
unique values: 2                missing .: 0/661

                tabulation: Freq.  Numeric  Label
                280          1  yes
                381          2  no
=====
q31b                q31b. number of apprentices/trainees
=====
                type: numeric (int)
                range: [0,800]                units: 1
unique values: 29                missing .: 0/661

                mean: 3.65961
                std. dev: 31.8677

                percentiles:    10%    25%    50%    75%    90%
                                0      2     6     6     0
=====
q32                q32. number absent on average working day
=====
                type: numeric (float)
                range: [0,50]                units: .001
unique values: 38                missing .: 1/661

                mean: 1.74026
                std. dev: 4.51748

                percentiles:    10%    25%    50%    75%    90%
                                0      1     4     4     0
=====
q33_                q33. pay rate set by a collective agreement
=====

```

```

=====
                type: numeric (byte)
                label: q33_

                range: [1,2]                units: 1
unique values: 2                            missing .: 0/661

                tabulation: Freq.  Numeric  Label
                192          1  yes
                469          2  no
    
```

```

=====
q33a                q33a. number of collective agreements
=====
    
```

```

                type: numeric (byte)
                label: q33a

                range: [1,6]                units: 1
unique values: 6                            missing .: 469/661

                tabulation: Freq.  Numeric  Label
                147          1  1
                24           2  2
                10           3  3
                 7           4  4
                 3           5  5
                 1           6  6
                469          .
    
```

```

=====
q34_a                q34. number of employees covered by collective agreement - first
=====
    
```

```

                type: numeric (int)

                range: [1,2200]            units: 1
unique values: 95                            missing .: 469/661

                mean: 122.406
                std. dev: 234.64

                percentiles:      10%      25%      50%      75%      90%
                5           15      40.5      119      340
    
```

```

=====
q34_b                q34. number of employees covered by collective agreement - second
=====
    
```

```

                type: numeric (int)

                range: [1,400]             units: 1
unique values: 28                            missing .: 616/661

                mean: 63.8889
                std. dev: 98.4958

                percentiles:      10%      25%      50%      75%      90%
                3           12      20      90      160
    
```

```

=====
q34_c                q34. number of employees covered by collective agreement - third
=====
    
```

```

                type: numeric (int)

                range: [1,181]            units: 1
unique values: 14                            missing .: 640/661

                mean: 37.5238
                std. dev: 55.1558

                percentiles:      10%      25%      50%      75%      90%
    
```

2 3 10 50 100

=====
q34_d q34. number of employees covered by collective agreement - fourth
=====

type: numeric (int)
range: [1,163] units: 1
unique values: 9 missing .: 650/661

tabulation: Freq. Value
1 1
3 3
1 10
1 17
1 25
1 40
1 50
1 100
1 163
650 .

=====
q34_e q34. number of employees covered by collective agreement - fifth
=====

type: numeric (byte)
range: [1,80] units: 1
unique values: 4 missing .: 657/661

tabulation: Freq. Value
1 1
1 14
1 15
1 80
657 .

=====
q34_f q34. number of employees covered by collective agreement - sixth
=====

type: numeric (byte)
range: [10,10] units: 10
unique values: 1 missing .: 660/661

tabulation: Freq. Value
1 10
660 .

=====
q34_g q34. number of employees covered by collective agreement - seventh
=====

type: numeric (byte)
range: [.,.] units: .
unique values: 0 missing .: 661/661

tabulation: Freq. Value
661 .

=====
q34_h q34. number of employees covered by collective agreement - eighth
=====

type: numeric (byte)
range: [.,.] units: .
unique values: 0 missing .: 661/661

tabulation: Freq. Value

661 .

```
=====
q34_i          q34. number of employees covered by collective agreement - ninth
=====
                type: numeric (byte)
                range: [.,.]                units: .
unique values: 0                missing .: 661/661
                tabulation: Freq. Value
                661 .
```

```
=====
q34_j          q34. number of employees covered by collective agreement - tenth
=====
                type: numeric (byte)
                range: [.,.]                units: .
unique values: 0                missing .: 661/661
                tabulation: Freq. Value
                661 .
```

```
=====
q35_a          q35. collective agreement was negotiated with a union - first
=====
                type: numeric (byte)
                label: q35_a
                range: [1,2]                units: 1
unique values: 2                missing .: 469/661
                tabulation: Freq. Numeric Label
                136    1  yes
                56     2  no
                469    .
```

```
=====
q35_b          q35. collective agreement was negotiated with a union - second
=====
                type: numeric (byte)
                label: q35_b
                range: [1,2]                units: 1
unique values: 2                missing .: 616/661
                tabulation: Freq. Numeric Label
                37     1  yes
                8      2  no
                616    .
```

```
=====
q35_c          q35. collective agreement was negotiated with a union - third
=====
                type: numeric (byte)
                label: q35_c
                range: [1,2]                units: 1
unique values: 2                missing .: 640/661
                tabulation: Freq. Numeric Label
                16     1  yes
                5      2  no
                640    .
```

```
=====
q35_d          q35. collective agreement was negotiated with a union - fourth
=====
```

```

type: numeric (byte)
label: q35_d

range: [1,2]          units: 1
unique values: 2      missing .: 650/661

tabulation: Freq.  Numeric  Label
8          1  yes
3          2  no
650       .
    
```

=====
q35_e q35. collective agreement was negotiated with a union - fifth
=====

```

type: numeric (byte)
label: q35_e

range: [1,2]          units: 1
unique values: 2      missing .: 657/661

tabulation: Freq.  Numeric  Label
3          1  yes
1          2  no
657       .
    
```

=====
q35_f q35. collective agreement was negotiated with a union - sixth
=====

```

type: numeric (byte)
label: q35_f

range: [1,1]          units: 1
unique values: 1      missing .: 660/661

tabulation: Freq.  Numeric  Label
1          1  yes
660       .
    
```

=====
q35_g q35. collective agreement was negotiated with a union - seventh
=====

```

type: numeric (byte)
label: q35_g

range: [.,.]          units: .
unique values: 0      missing .: 661/661

tabulation: Freq.  Numeric  Label
661       .
    
```

=====
q35_h q35. collective agreement was negotiated with a union - eighth
=====

```

type: numeric (byte)
label: q35_h

range: [.,.]          units: .
unique values: 0      missing .: 661/661

tabulation: Freq.  Numeric  Label
661       .
    
```

=====
q35_i q35. collective agreement was negotiated with a union - ninth
=====

```

type: numeric (byte)
label: q35_i
    
```

```

range: [,.]          units: .
unique values: 0      missing .: 661/661

tabulation: Freq.  Numeric  Label
661          .
    
```

```

=====
q35_j          q35. collective agreement was negotiated with a union - tenth
=====
    
```

```

type: numeric (byte)
label: q35_j

range: [,.]          units: .
unique values: 0      missing .: 661/661

tabulation: Freq.  Numeric  Label
661          .
    
```

```

=====
q36_a          q36. collective agreement registered/certified with tribunal/commission - first
=====
    
```

```

type: numeric (byte)
label: q36_a

range: [1,2]         units: 1
unique values: 2      missing .: 469/661

tabulation: Freq.  Numeric  Label
167          1  yes
25           2  no
469          .
    
```

```

=====
q36_b          q36. collective agreement registered/certified with tribunal/commission - second
=====
    
```

```

type: numeric (byte)
label: q36_b

range: [1,2]         units: 1
unique values: 2      missing .: 616/661

tabulation: Freq.  Numeric  Label
41           1  yes
4            2  no
616          .
    
```

```

=====
q36_c          q36. collective agreement registered/certified with tribunal/commission - third
=====
    
```

```

type: numeric (byte)
label: q36_c

range: [1,2]         units: 1
unique values: 2      missing .: 640/661

tabulation: Freq.  Numeric  Label
17           1  yes
4            2  no
640          .
    
```

```

=====
q36_d          q36. collective agreement registered/certified with tribunal/commission - fourth
=====
    
```

```

type: numeric (byte)
label: q36_d

range: [1,2]         units: 1
unique values: 2      missing .: 650/661
    
```

```

tabulation: Freq.  Numeric  Label
8           1  yes
3           2  no
650        .
    
```

=====
q36_e q36. collective agreement registered/certified with tribunal/commission - fifth
=====

```

type: numeric (byte)
label: q36_e

range: [1,2]                            units: 1
unique values: 2                        missing .: 657/661
    
```

```

tabulation: Freq.  Numeric  Label
3           1  yes
1           2  no
657        .
    
```

=====
q36_f q36. collective agreement registered/certified with tribunal/commission - sixth
=====

```

type: numeric (byte)
label: q36_f

range: [1,1]                            units: 1
unique values: 1                        missing .: 660/661
    
```

```

tabulation: Freq.  Numeric  Label
1           1  yes
660        .
    
```

=====
q36_g q36. collective agreement registered/certified with tribunal/commission - seventh
=====

```

type: numeric (byte)
label: q36_g

range: [.,.]                            units: .
unique values: 0                        missing .: 661/661
    
```

```

tabulation: Freq.  Numeric  Label
661        .
    
```

=====
q36_h q36. collective agreement registered/certified with tribunal/commission - eighth
=====

```

type: numeric (byte)
label: q36_h

range: [.,.]                            units: .
unique values: 0                        missing .: 661/661
    
```

```

tabulation: Freq.  Numeric  Label
661        .
    
```

=====
q36_i q36. collective agreement registered/certified with tribunal/commission - ninth
=====

```

type: numeric (byte)
label: q36_i

range: [.,.]                            units: .
unique values: 0                        missing .: 661/661
    
```

```

tabulation: Freq.  Numeric  Label
661        .
    
```

=====

q36_j q36. collective agreement registered/certified with tribunal/commission - tenth

```

=====
type: numeric (byte)
label: q36_j

range: [.,.]          units: .
unique values: 0      missing .: 661/661

tabulation: Freq.  Numeric  Label
661          .
    
```

q37_a q37. collective agreement registered with state/federally - first

```

=====
type: numeric (byte)
label: q37_a

range: [1,3]          units: 1
unique values: 3      missing .: 494/661

tabulation: Freq.  Numeric  Label
105         1  state
46          2  federal
16          3  dont know
494         .
    
```

q37_b q37. collective agreement registered with state/federally - second

```

=====
type: numeric (byte)
label: q37_b

range: [1,3]          units: 1
unique values: 3      missing .: 620/661

tabulation: Freq.  Numeric  Label
34          1  state
5           2  federal
2           3  dont know
620         .
    
```

q37_c q37. collective agreement registered with state/federally - third

```

=====
type: numeric (byte)
label: q37_c

range: [1,2]          units: 1
unique values: 2      missing .: 644/661

tabulation: Freq.  Numeric  Label
16          1  state
1           2  federal
644         .
    
```

q37_d q37. collective agreement registered with state/federally - fourth

```

=====
type: numeric (byte)
label: q37_d

range: [1,2]          units: 1
unique values: 2      missing .: 653/661

tabulation: Freq.  Numeric  Label
7           1  state
1           2  federal
653         .
    
```

=====
q37_e q37. collective agreement registered with state/federally - fifth
=====

```

                type: numeric (byte)
                label: q37_e

                range: [1,1]                units: 1
unique values: 1                missing .: 658/661

                tabulation: Freq.  Numeric  Label
                        3      1  state
                658      .
    
```

=====
q37_f q37. collective agreement registered with state/federally - sixth
=====

```

                type: numeric (byte)
                label: q37_f

                range: [1,1]                units: 1
unique values: 1                missing .: 660/661

                tabulation: Freq.  Numeric  Label
                        1      1  state
                660      .
    
```

=====
q37_g q37. collective agreement registered with state/federally - seventh
=====

```

                type: numeric (byte)
                label: q37_g

                range: [.,.]                units: .
unique values: 0                missing .: 661/661

                tabulation: Freq.  Numeric  Label
                661      .
    
```

=====
q37_h q37. collective agreement registered with state/federally - eighth
=====

```

                type: numeric (byte)
                label: q37_h

                range: [.,.]                units: .
unique values: 0                missing .: 661/661

                tabulation: Freq.  Numeric  Label
                661      .
    
```

=====
q37_i q37. collective agreement registered with state/federally - ninth
=====

```

                type: numeric (byte)
                label: q37_i

                range: [.,.]                units: .
unique values: 0                missing .: 661/661

                tabulation: Freq.  Numeric  Label
                661      .
    
```

=====
q37_j q37. collective agreement registered with state/federally - tenth
=====

```

                type: numeric (byte)
                label: q37_j
    
```



```

                type: numeric (byte)
                label: q40aa

                range: [1,3]                units: 1
unique values: 3                missing .: 225/661

                tabulation: Freq.  Numeric  Label
335                1  state
86                 2  federal
15                 3  dont know
225                .
    
```

=====
q40ab q40a. award is a state/federal award - second
=====

```

                type: numeric (byte)
                label: q40ab

                range: [1,3]                units: 1
unique values: 3                missing .: 404/661

                tabulation: Freq.  Numeric  Label
212                1  state
36                 2  federal
9                  3  dont know
404                .
    
```

=====
q40ac q40a. award is a state/federal award - third
=====

```

                type: numeric (byte)
                label: q40ac

                range: [1,3]                units: 1
unique values: 3                missing .: 535/661

                tabulation: Freq.  Numeric  Label
107                1  state
11                 2  federal
8                  3  dont know
535                .
    
```

=====
q40ad q40a. award is a state/federal award - fourth
=====

```

                type: numeric (byte)
                label: q40ad

                range: [1,3]                units: 1
unique values: 3                missing .: 613/661

                tabulation: Freq.  Numeric  Label
40                 1  state
4                  2  federal
4                  3  dont know
613                .
    
```

=====
q40ae q40a. award is a state/federal award - fifth
=====

```

                type: numeric (byte)
                label: q40ae

                range: [1,3]                units: 1
unique values: 2                missing .: 646/661

                tabulation: Freq.  Numeric  Label
13                 1  state
2                  3  dont know
    
```

646 .

```

=====
q40af          q40a. award is a state/federal award - sixth
=====
          type: numeric (byte)
          label: q40af

          range: [1,3]                units: 1
unique values: 2                    missing .: 654/661

          tabulation: Freq.  Numeric  Label
                    6      1  state
                    1      3  dont know
                    654      .
    
```

```

=====
q40ag          q40a. award is a state/federal award - seventh
=====
          type: numeric (byte)
          label: q40ag

          range: [1,3]                units: 1
unique values: 2                    missing .: 655/661

          tabulation: Freq.  Numeric  Label
                    5      1  state
                    1      3  dont know
                    655      .
    
```

```

=====
q40ah          q40a. award is a state/federal award - eighth
=====
          type: numeric (byte)
          label: q40ah

          range: [1,1]                units: 1
unique values: 1                    missing .: 658/661

          tabulation: Freq.  Numeric  Label
                    3      1  state
                    658      .
    
```

```

=====
q40ai          q40a. award is a state/federal award - ninth
=====
          type: numeric (byte)
          label: q40ai

          range: [.,.]                units: .
unique values: 0                    missing .: 661/661

          tabulation: Freq.  Numeric  Label
                    661      .
    
```

```

=====
q40aj          q40a. award is a state/federal award - tenth
=====
          type: numeric (byte)
          label: q40aj

          range: [.,.]                units: .
unique values: 0                    missing .: 661/661

          tabulation: Freq.  Numeric  Label
                    661      .
    
```

```

=====
q40ba          q40b. number of employees covered by award - first
    
```

```
=====
                type: numeric (int)
                range: [1,550]                units: 1
unique values: 92                missing .: 226/661

                mean: 34.1563
                std. dev: 64.7714

percentiles:      10%    25%    50%    75%    90%
                 2      4     12     30     85
```

```
=====
q40bb          q40b. number of employees covered by award - second
=====
```

```
                type: numeric (int)
                range: [1,200]                units: 1
unique values: 39                missing .: 404/661

                mean: 11.393
                std. dev: 20.985

percentiles:      10%    25%    50%    75%    90%
                 1      2      5     11     30
```

```
=====
q40bc          q40b. number of employees covered by award - third
=====
```

```
                type: numeric (int)
                range: [1,160]                units: 1
unique values: 29                missing .: 535/661

                mean: 14.0873
                std. dev: 27.6793

percentiles:      10%    25%    50%    75%    90%
                 1      2      5     10     34
```

```
=====
q40bd          q40b. number of employees covered by award - fourth
=====
```

```
                type: numeric (byte)
                range: [1,87]                 units: 1
unique values: 25                missing .: 613/661

                mean: 15.6458
                std. dev: 19.6366

percentiles:      10%    25%    50%    75%    90%
                 2      4      8     18     42
```

```
=====
q40be          q40b. number of employees covered by award - fifth
=====
```

```
                type: numeric (int)
                range: [1,130]                units: 1
unique values: 11                missing .: 646/661

                mean: 22.4667
                std. dev: 38.5039

percentiles:      10%    25%    50%    75%    90%
                 1      3      6     20     94
```

```

=====
q40bf          q40b. number of employees covered by award - sixth
=====
                type: numeric (byte)
                range: [1,23]          units: 1
unique values: 6                missing .: 654/661

tabulation: Freq. Value
2 1
1 3
1 4
1 10
1 13
1 23
654 .
=====
    
```

```

=====
q40bg          q40b. number of employees covered by award - seventh
=====
                type: numeric (byte)
                range: [1,22]          units: 1
unique values: 5                missing .: 655/661

tabulation: Freq. Value
2 1
1 3
1 18
1 20
1 22
655 .
=====
    
```

```

=====
q40bh          q40b. number of employees covered by award - eighth
=====
                type: numeric (int)
                range: [1,309]         units: 1
unique values: 3                missing .: 658/661

tabulation: Freq. Value
1 1
1 9
1 309
658 .
=====
    
```

```

=====
q40bi          q40b. number of employees covered by award - ninth
=====
                type: numeric (byte)
                range: [.,.]           units: .
unique values: 0                missing .: 661/661

tabulation: Freq. Value
661 .
=====
    
```

```

=====
q40bj          q40b. number of employees covered by award - tenth
=====
                type: numeric (byte)
                range: [.,.]           units: .
unique values: 0                missing .: 661/661

tabulation: Freq. Value
661 .
=====
    
```

=====
q41_ q41. have employees paid according to an individual agreement
=====

```

type: numeric (byte)
label: q41_

range: [1,2]          units: 1
unique values: 2      missing .: 0/661

tabulation: Freq.  Numeric  Label
382         1  yes
279         2  no
    
```

=====
q42a q42a. number of employees paid under individual agreements
=====

```

type: numeric (int)

range: [0,800]        units: 1
unique values: 80     missing .: 0/661

mean: 18.6415
std. dev: 58.9273

percentiles:    10%    25%    50%    75%    90%
0              0      2      12     40
    
```

=====
q42b q42b. number of managerial staff paid under individual agreements
=====

```

type: numeric (int)

range: [0,400]        units: 1
unique values: 35     missing .: 0/661

mean: 6.04841
std. dev: 21.4954

percentiles:    10%    25%    50%    75%    90%
0              0      1      5      12
    
```

=====
q43_a q43. individual agreement registered with a state/federal tribunal - state
=====

```

type: numeric (byte)
label: q43_a

range: [0,1]          units: 1
unique values: 2      missing .: 279/661

tabulation: Freq.  Numeric  Label
371         0  no
11          1  yes
279         .
    
```

=====
q43_b q43. individual agreement registered with a state/federal tribunal - federal
=====

```

type: numeric (byte)
label: q43_b

range: [0,1]          units: 1
unique values: 2      missing .: 279/661

tabulation: Freq.  Numeric  Label
355         0  no
27          1  yes
279         .
    
```

q43_c q43. individual agreement registered with a state/federal tribunal - not registe

```

=====
type: numeric (byte)
label: q43_c

range: [0,1] units: 1
unique values: 2 missing .: 279/661

tabulation: Freq. Numeric Label
57 0 no
325 1 yes
279 .
    
```

q43_i q43. individual agreement registered with a state/federal tribunal - dont know

```

=====
type: numeric (byte)
label: q43_i

range: [0,1] units: 1
unique values: 2 missing .: 279/661

tabulation: Freq. Numeric Label
356 0 no
26 1 yes
279 .
    
```

q43ba q43b. number falling under tribunal category - state

```

=====
type: numeric (int)

range: [1,130] units: 1
unique values: 10 missing .: 650/661

mean: 33.6364
std. dev: 43.4034

percentiles: 10% 25% 50% 75% 90%
5 7 16 40 105
    
```

q43bb q43b. number falling under tribunal category - federal

```

=====
type: numeric (int)

range: [1,374] units: 1
unique values: 22 missing .: 634/661

mean: 51.1852
std. dev: 73.4763

percentiles: 10% 25% 50% 75% 90%
6 12 30 60 115
    
```

q43bc q43b. number falling under tribunal category - not registered at all

```

=====
type: numeric (int)

range: [1,800] units: 1
unique values: 72 missing .: 336/661

mean: 30.84
std. dev: 76.6362

percentiles: 10% 25% 50% 75% 90%
1 4 9 20 70
    
```

=====
q44_ q44. have employees whose pay is set by some other method
=====

```

      type: numeric (byte)
      label: q44_

      range: [1,2]                units: 1
unique values: 2                  missing .: 0/661

      tabulation: Freq.  Numeric  Label
      87         1  yes
      574        2  no
    
```

=====
q44a1_ q44a1. other method of setting pay
=====

```

      type: numeric (byte)
      label: q44a1_

      range: [1,2]                units: 1
unique values: 2                  missing .: 0/661

      tabulation: Freq.  Numeric  Label
      87         1  answered
      574        2  not answered
    
```

=====
q44a2_ q44a2.number of employees under other method of setting pay
=====

```

      type: numeric (int)

      range: [0,288]              units: 1
unique values: 38                missing .: 0/661

      mean: 3.4826
      std. dev: 21.2024

      percentiles:    10%    25%    50%    75%    90%
                     0      0      0      2
    
```

=====
q44b q44b. reason total on various payment systems do not equal total employees
=====

```

      type: numeric (byte)
      label: q44b

      range: [1,2]                units: 1
unique values: 2                  missing .: 0/661

      tabulation: Freq.  Numeric  Label
      48         1  answered
      613        2  not answered
    
```

=====
q45 Number of unions
=====

```

      type: numeric (int)

      range: [0,45]               units: 1
unique values: 11                missing .: 2/661

      mean: .742033
      std. dev: 2.19634

      percentiles:    10%    25%    50%    75%    90%
                     0      0      1      2
    
```

=====
q46_ q46. number of employees that are union members
=====

```

=====
                type: numeric (int)
                range: [0,1320]                units: 1
unique values: 62                                missing .: 21/661

                mean: 20.2328
                std. dev: 86.1211

                percentiles:    10%    25%    50%    75%    90%
                                0      0      3.5   40
=====

```

q47_ Number delegates

```

=====
                type: numeric (byte)
                range: [0,30]                units: 1
unique values: 14                                missing .: 0/661

                mean: .688351
                std. dev: 2.49782

                percentiles:    10%    25%    50%    75%    90%
                                0      0      0      2
=====

```

q48 Relationship between management and unions

```

=====
                type: numeric (byte)
                label: good
                range: [1,5]                units: 1
unique values: 5                                missing .: 426/661

                tabulation: Freq. Numeric Label
                67          1 Very good
                97          2 Good
                58          3 Neutral
                7           4 Poor
                6           5 Very poor
                426         .
=====

```

q49_a q49. industrial action in the last year - strikes or picketing

```

=====
                type: numeric (byte)
                label: q49_a
                range: [0,1]                units: 1
unique values: 2                                missing .: 0/661

                tabulation: Freq. Numeric Label
                646         0 no
                15         1 yes
=====

```

q49_b q49. industrial action in the last year - stop work meetings

```

=====
                type: numeric (byte)
                label: q49_b
                range: [0,1]                units: 1
unique values: 2                                missing .: 0/661

                tabulation: Freq. Numeric Label
                637         0 no
                24         1 yes
=====

```

=====
q49_c q49. industrial action in the last year - overtime bans, restrictions, work to r
=====

```

      type: numeric (byte)
      label: q49_c

      range: [0,1]                units: 1
unique values: 2                  missing .: 0/661

      tabulation: Freq.  Numeric  Label
651             0  no
10              1  yes
    
```

=====
q49_d q49. industrial action in the last year - other bans
=====

```

      type: numeric (byte)
      label: q49_d

      range: [0,1]                units: 1
unique values: 2                  missing .: 0/661

      tabulation: Freq.  Numeric  Label
650             0  no
11              1  yes
    
```

=====
q49_e q49. industrial action in the last year - no industrial action has occurred
=====

```

      type: numeric (byte)
      label: q49_e

      range: [0,1]                units: 1
unique values: 2                  missing .: 0/661

      tabulation: Freq.  Numeric  Label
36              0  no
625             1  yes
    
```

=====
q50_ q50. number of working days lost in the last year from industrial action
=====

```

      type: numeric (byte)

      range: [0,20]              units: 1
unique values: 11                missing .: 0/661

      mean: .198185
      std. dev: 1.38007

      percentiles:      10%      25%      50%      75%      90%
0                   0          0          0          0
    
```

=====
q51_a q51. most common reason for industrial action - negotiations over a enterprise a
=====

```

      type: numeric (byte)
      label: q51_a

      range: [0,1]                units: 1
unique values: 2                  missing .: 625/661

      tabulation: Freq.  Numeric  Label
23              0  no
13              1  yes
625             .
    
```

=====
q51_b q51. most common reason for industrial action - outsourcing, use of contractors
=====

```

=====
                type: numeric (byte)
                label: q51_b

                range: [0,1]                units: 1
unique values: 2                            missing .: 625/661

                tabulation: Freq.  Numeric  Label
                35          0  no
                1          1  yes
                625         .

=====
q51_c          q51. most common reason for industrial action - health and safety issues
=====
                type: numeric (byte)
                label: q51_c

                range: [0,1]                units: 1
unique values: 2                            missing .: 625/661

                tabulation: Freq.  Numeric  Label
                32          0  no
                4          1  yes
                625         .

=====
q51_d          q51. most common reason for industrial action - implementation /interpretation o
=====
                type: numeric (byte)
                label: q51_d

                range: [0,1]                units: 1
unique values: 2                            missing .: 625/661

                tabulation: Freq.  Numeric  Label
                30          0  no
                6          1  yes
                625         .

=====
q51_e          q51. most common reason for industrial action - dismissal, discipline
=====
                type: numeric (byte)
                label: q51_e

                range: [0,1]                units: 1
unique values: 2                            missing .: 625/661

                tabulation: Freq.  Numeric  Label
                35          0  no
                1          1  yes
                625         .

=====
q51_f          q51. most common reason for industrial action - management decisions or proposal
=====
                type: numeric (byte)
                label: q51_f

                range: [0,1]                units: 1
unique values: 2                            missing .: 625/661

                tabulation: Freq.  Numeric  Label
                33          0  no
                3          1  yes
                625         .

=====

```

q51_g q51. most common reason for industrial action - industry or state wide issue

```

=====
type: numeric (byte)
label: q51_g

range: [0,1] units: 1
unique values: 2 missing .: 625/661

tabulation: Freq. Numeric Label
34 0 no
2 1 yes
625 .
=====
    
```

q51_h q51. most common reason for industrial action - redundancy

```

=====
type: numeric (byte)
label: q51_h

range: [0,0] units: 1
unique values: 1 missing .: 625/661

tabulation: Freq. Numeric Label
36 0 no
625 .
=====
    
```

q51_i q51. most common reason for industrial action - other (specify)

```

=====
type: numeric (byte)
label: q51_i

range: [0,1] units: 1
unique values: 2 missing .: 625/661

tabulation: Freq. Numeric Label
20 0 no
16 1 yes
625 .
=====
    
```

q52a q52a. lowest hourly rate of pay

```

=====
type: numeric (float)

range: [5,71] units: .001
unique values: 255 missing .: 16/661

mean: 16.084
std. dev: 4.11339

percentiles: 10% 25% 50% 75% 90%
12.74 14 15.53 17.3 20
=====
    
```

q52b q52b. rate

```

=====
type: numeric (float)

range: [9.58,962] units: .01
unique values: 12 missing .: 649/661

mean: 565.853
std. dev: 316.509

percentiles: 10% 25% 50% 75% 90%
112.22 384.92 561.8 831.5 961
=====
    
```

```

=====
q52c          q52c. length of time
=====
                type:  string (str20)
unique values:  11                missing "":  649/661
examples:      ""
                ""
                ""
                ""
warning:       variable has embedded blanks
=====
    
```

```

=====
q53_          q53. occupation of employees on the lowest hourly rate
=====
                type:  string (str60)
unique values:  438                missing "":  0/661
examples:      "CLEANERS"
                "GENERAL HAND/FACTORY SWEEPER"
                "MOTOR BODY BUILDERS"
                "SALESPERSON"
warning:       variable has embedded blanks
=====
    
```

```

=====
q54a          q54a. average weekly adult wage in largest occupational group
=====
                type:  numeric (int)
                range:  [100,3846]                units:  1
unique values:  210                missing .:  148/661
                mean:   848.942
                std. dev: 389.424
                percentiles:  10%    25%    50%    75%    90%
                500    600    750    1000    1326
=====
    
```

```

=====
q54b1_        q54b1. average weekly adult wage range in largest occupational group
=====
                type:  numeric (int)
                range:  [200,6000]                units:  1
unique values:  50                missing .:  517/661
                mean:   837.743
                std. dev: 612.611
                percentiles:  10%    25%    50%    75%    90%
                400    570    747    987    1200
=====
    
```

```

=====
q54b2_        q54b2. average weekly adult wage range in largest occupational group
=====
                type:  numeric (int)
                range:  [250,7000]                units:  1
unique values:  60                missing .:  517/661
                mean:   1165.24
                std. dev: 791.838
                percentiles:  10%    25%    50%    75%    90%
                543    700    1000    1421    2000
=====
    
```

```
=====
q55_          q55. average hourly rate for a casual employee
=====
```

```

type: numeric (float)
range: [0,100]          units: .01
unique values: 171      missing .: 4/661
mean: 11.8839
std. dev: 11.5391

percentiles:    10%    25%    50%    75%    90%
0              0      16    18.4   22.14

```

```
=====
q56_          q56. average hourly rate includes a casual loading
=====
```

```

type: numeric (byte)
label: q56_
range: [1,2]          units: 1
unique values: 2      missing .: 261/661

tabulation: Freq.  Numeric  Label
335         1  yes
65          2  no
261         .

```

```
=====
q56a         q56a. casual loading
=====
```

```

type: numeric (float)
range: [0,35]         units: .1
unique values: 21     missing .: 85/661
mean: 9.54427
std. dev: 11.3773

percentiles:    10%    25%    50%    75%    90%
0              0      0      23    25

```

```
=====
q57_a        q57. non-managerial employee entitlements - a higher rate of pay when they work
=====
```

```

type: numeric (byte)
label: q57_a
range: [0,1]         units: 1
unique values: 2     missing .: 0/661

tabulation: Freq.  Numeric  Label
234         0  no
427         1  yes

```

```
=====
q57_b        q57. non-managerial employee entitlements - penalty rates when they work on week
=====
```

```

type: numeric (byte)
label: q57_b
range: [0,1]         units: 1
unique values: 2     missing .: 0/661

tabulation: Freq.  Numeric  Label
277         0  no
384         1  yes

```

q57_c q57. non-managerial employee entitlements - paid maternity leave

```

=====
type: numeric (byte)
label: q57_c

range: [0,1] units: 1
unique values: 2 missing .: 0/661

tabulation: Freq. Numeric Label
474 0 no
187 1 yes
=====
    
```

q57_d q57. non-managerial employee entitlements - annual leave loadings

```

=====
type: numeric (byte)
label: q57_d

range: [0,1] units: 1
unique values: 2 missing .: 0/661

tabulation: Freq. Numeric Label
173 0 no
488 1 yes
=====
    
```

q57_e q57. non-managerial employee entitlements - performance related pay component

```

=====
type: numeric (byte)
label: q57_e

range: [0,1] units: 1
unique values: 2 missing .: 0/661

tabulation: Freq. Numeric Label
370 0 no
291 1 yes
=====
    
```

q57_f q57. non-managerial employee entitlements - annualised salary

```

=====
type: numeric (byte)
label: q57_f

range: [0,1] units: 1
unique values: 2 missing .: 0/661

tabulation: Freq. Numeric Label
353 0 no
308 1 yes
=====
    
```

q57_g q57. non-managerial employee entitlements - paying out accrued holidays

```

=====
type: numeric (byte)
label: q57_g

range: [0,1] units: 1
unique values: 2 missing .: 0/661

tabulation: Freq. Numeric Label
370 0 no
291 1 yes
=====
    
```

q57_h q57. non-managerial employee entitlements - paying out accrued sick leave

```

=====
type: numeric (byte)
=====
    
```

label: q57_h
 range: [0,1] units: 1
 unique values: 2 missing .: 0/661
 tabulation: Freq. Numeric Label
 540 0 no
 121 1 yes

=====
 q57_i q57. non-managerial employee entitlements - rostered days off
 =====

type: numeric (byte)
 label: q57_i
 range: [0,1] units: 1
 unique values: 2 missing .: 0/661
 tabulation: Freq. Numeric Label
 393 0 no
 268 1 yes

=====
 q57_j q57. non-managerial employee entitlements - none of these
 =====

type: numeric (byte)
 label: q57_cs
 range: [0,1] units: 1
 unique values: 2 missing .: 0/661
 tabulation: Freq. Numeric Label
 647 0 no
 14 1 yes

=====
 q58 Preferred method of setting wages and conditions
 =====

type: numeric (byte)
 label: q58, but 1 nonmissing value is not labeled
 range: [1,4] units: 1
 unique values: 4 missing .: 0/661
 tabulation: Freq. Numeric Label
 145 1 Collective agreements
 237 2 Awards
 274 3 Individual agreements
 5 4

=====
 q59 q59. union involvement with collective agreement negotiation
 =====

type: numeric (byte)
 label: q59_, but 1 nonmissing value is not labeled
 range: [0,3] units: 1
 unique values: 4 missing .: 515/661
 tabulation: Freq. Numeric Label
 1 0
 55 1 take place with the involvement
 of the union, or
 55 2 take place without the
 involvement of the union, or
 35 3 it doesnt matter
 515 .

=====
 q60 q60. pay rate guidance of the award
 =====

```

=====
                type: numeric (byte)
                label: q60_

                range: [1,2]                units: 1
unique values: 2                missing .: 424/661

                tabulation: Freq. Numeric Label
                92          1 provide the exact rate of pay,
                or
                145         2 leave room for you to provide
                additional payments, sometimes
                424          .
    
```

```

=====
q61_          q61. preferred form of individual agreements
=====
    
```

```

                type: numeric (byte)
                label: q61_

                range: [1,2]                units: 1
unique values: 2                missing .: 387/661

                tabulation: Freq. Numeric Label
                211         1 take the form of informal
                negotiations with employees, or
                63          2 take the form of offering
                employees an australian
                workplace
                387          .
    
```

```

=====
q62          Change in profit since year ago
=====
    
```

```

                type: numeric (byte)
                label: q62

                range: [1,4]                units: 1
unique values: 4                missing .: 23/661

                tabulation: Freq. Numeric Label
                309         1 Increased
                131         2 Decreased
                173         3 Stayed the same
                25          4 Don't know
                23          .
    
```

```

=====
q63          Labour costs as percentage of total
=====
    
```

```

                type: numeric (float)

                range: [2,100]              units: .1
unique values: 69                missing .: 200/661

                mean: 41.6258
                std. dev: 20.912

                percentiles: 10%    25%    50%    75%    90%
                15         25     40     55     75
    
```

```

=====
q64          Change in labour costs since a year ago
=====
    
```

```

                type: numeric (byte)
                label: q64

                range: [1,4]                units: 1
unique values: 4                missing .: 0/661
    
```

```

tabulation: Freq. Numeric Label
499      1  Increased
38       2  Decreased
110     3  Stayed same
14      4  Don't know
    
```

```

=====
q65      Change in productivity since a year ago
=====
    
```

```

      type: numeric (byte)
      label: q65

      range: [1,4]          units: 1
unique values: 4          missing .: 0/661

      tabulation: Freq. Numeric Label
282      1  Increased
55       2  Decreased
305     3  Stayed same
19      4  Don't know
    
```

```

=====
q66_     q66. regularly measure to monitor the quality of goods and services produced
=====
    
```

```

      type: numeric (byte)
      label: q66_

      range: [1,2]          units: 1
unique values: 2          missing .: 0/661

      tabulation: Freq. Numeric Label
528      1  yes
133     2  no
    
```

```

=====
q67_     q67. intentional reduction of workforce in the last year
=====
    
```

```

      type: numeric (byte)
      label: q67_

      range: [1,2]          units: 1
unique values: 2          missing .: 0/661

      tabulation: Freq. Numeric Label
118      1  yes
543     2  no
    
```

```

=====
q68_a     q68. reason for last reduction in workforce - lack of demand for the product or
=====
    
```

```

      type: numeric (byte)
      label: q68_a

      range: [0,1]          units: 1
unique values: 2          missing .: 543/661

      tabulation: Freq. Numeric Label
88       0  no
30       1  yes
543     .
    
```

```

=====
q68_b     q68. reason for last reduction in workforce - technological change
=====
    
```

```

      type: numeric (byte)
      label: q68_b

      range: [0,1]          units: 1
    
```

unique values: 2 missing .: 543/661

tabulation: Freq. Numeric Label			
107	0	no	
11	1	yes	
543	.		

=====
q68_c q68. reason for last reduction in workforce - organisational restructuring
=====

type: numeric (byte)
label: q68_c

range: [0,1] units: 1
unique values: 2 missing .: 543/661

tabulation: Freq. Numeric Label			
85	0	no	
33	1	yes	
543	.		

=====
q68_d q68. reason for last reduction in workforce - financial problems or difficulties
=====

type: numeric (byte)
label: q68_d

range: [0,1] units: 1
unique values: 2 missing .: 543/661

tabulation: Freq. Numeric Label			
109	0	no	
9	1	yes	
543	.		

=====
q68_e q68. reason for last reduction in workforce - to decrease costs or increase effi
=====

type: numeric (byte)
label: q68_e

range: [0,1] units: 1
unique values: 2 missing .: 543/661

tabulation: Freq. Numeric Label			
71	0	no	
47	1	yes	
543	.		

=====
q68_f q68. reason for last reduction in workforce - other (specify)
=====

type: numeric (byte)
label: q68_f

range: [0,1] units: 1
unique values: 2 missing .: 543/661

tabulation: Freq. Numeric Label			
98	0	no	
20	1	yes	
543	.		

=====
q68_g q68. reason for last reduction in workforce - dont know
=====

type: numeric (byte)
label: q68_g

range: [0,1] units: 1
 unique values: 2 missing .: 543/661

tabulation:	Freq.	Numeric	Label
117	0	no	
1	1	yes	
543	.		

=====
 q69_a q69. method of last reduction in the workforce - natural wastage or attrition
 =====

type: numeric (byte)
 label: q69_a

range: [0,1] units: 1
 unique values: 2 missing .: 543/661

tabulation:	Freq.	Numeric	Label
52	0	no	
66	1	yes	
543	.		

=====
 q69_b q69. method of last reduction in the workforce - redeployment
 =====

type: numeric (byte)
 label: q69_b

range: [0,1] units: 1
 unique values: 2 missing .: 543/661

tabulation:	Freq.	Numeric	Label
106	0	no	
12	1	yes	
543	.		

=====
 q69_c q69. method of last reduction in the workforce - early retirement
 =====

type: numeric (byte)
 label: q69_c

range: [0,1] units: 1
 unique values: 2 missing .: 543/661

tabulation:	Freq.	Numeric	Label
114	0	no	
4	1	yes	
543	.		

=====
 q69_d q69. method of last reduction in the workforce - voluntary redundancies
 =====

type: numeric (byte)
 label: q69_d

range: [0,1] units: 1
 unique values: 2 missing .: 543/661

tabulation:	Freq.	Numeric	Label
100	0	no	
18	1	yes	
543	.		

=====
 q69_e q69. method of last reduction in the workforce - compulsory redundancies or retr
 =====

type: numeric (byte)
 label: q69_e

range: [0,1] units: 1
 unique values: 2 missing .: 543/661

tabulation:	Freq.	Numeric	Label
87	0	no	
31	1	yes	
543	.		

=====
 q69_f q69. method of last reduction in the workforce - other (specified)
 =====

type: numeric (byte)
 label: q69_f

range: [0,1] units: 1
 unique values: 2 missing .: 543/661

tabulation:	Freq.	Numeric	Label
106	0	no	
12	1	yes	
543	.		

=====
 q69_g q69. method of last reduction in the workforce - dont know
 =====

type: numeric (byte)
 label: q69_g

range: [0,0] units: 1
 unique values: 1 missing .: 543/661

tabulation:	Freq.	Numeric	Label
118	0	no	
543	.		

=====
 q70_ q70. recruited/attempted to recruit employees in the last year
 =====

type: numeric (byte)
 label: q70_

range: [1,2] units: 1
 unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
603	1	yes	
58	2	no	

=====
 q71_ q71. face difficulties in taking on new employees
 =====

type: numeric (byte)
 label: q71_

range: [1,2] units: 1
 unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
422	1	yes	
239	2	no	

=====
 q72_a q72. difficulties in taking on new employees - finding staff that were suitable,
 =====

type: numeric (byte)
 label: q72_a

range: [0,1] units: 1

unique values: 2 missing .: 239/661

tabulation: Freq. Numeric Label		
99	0	no
323	1	yes
239	.	.

=====
q72_b q72. difficulties in taking on new employees - finding staff, full-stop
=====

type: numeric (byte)
label: q72_b

range: [0,1] units: 1
unique values: 2 missing .: 239/661

tabulation: Freq. Numeric Label		
288	0	no
134	1	yes
239	.	.

=====
q72_c q72. difficulties in taking on new employees - a lack of work, sales or demand f
=====

type: numeric (byte)
label: q72_c

range: [0,1] units: 1
unique values: 2 missing .: 239/661

tabulation: Freq. Numeric Label		
409	0	no
13	1	yes
239	.	.

=====
q72_d q72. difficulties in taking on new employees - cost of employing new staff, such
=====

type: numeric (byte)
label: q72_d

range: [0,1] units: 1
unique values: 2 missing .: 239/661

tabulation: Freq. Numeric Label		
388	0	no
34	1	yes
239	.	.

=====
q72_e q72. difficulties in taking on new employees - government industrial relations p
=====

type: numeric (byte)
label: q72_e

range: [0,1] units: 1
unique values: 2 missing .: 239/661

tabulation: Freq. Numeric Label		
394	0	no
28	1	yes
239	.	.

=====
q72_f q72. difficulties in taking on new employees - lack of money or capital
=====

type: numeric (byte)
label: q72_f

range: [0,1] units: 1
 unique values: 2 missing .: 239/661

tabulation:	Freq.	Numeric	Label
412	0	no	
10	1	yes	
239	.		

=====
 q72_g q72. difficulties in taking on new employees - too much red tape or regulation
 =====

type: numeric (byte)
 label: q72_g

range: [0,1] units: 1
 unique values: 2 missing .: 239/661

tabulation:	Freq.	Numeric	Label
394	0	no	
28	1	yes	
239	.		

=====
 q72_h q72. difficulties in taking on new employees - lack of space or capacity
 =====

type: numeric (byte)
 label: q72_h

range: [0,1] units: 1
 unique values: 2 missing .: 239/661

tabulation:	Freq.	Numeric	Label
418	0	no	
4	1	yes	
239	.		

=====
 q72_i q72. difficulties in taking on new employees - other (specify)
 =====

type: numeric (byte)
 label: q72_i

range: [0,1] units: 1
 unique values: 2 missing .: 239/661

tabulation:	Freq.	Numeric	Label
326	0	no	
96	1	yes	
239	.		

=====
 q73_ q73. number of dismissals in the last 12 months
 =====

type: numeric (byte)

range: [0,56] units: 1
 unique values: 17 missing .: 0/661

mean: 1.55068
 std. dev: 4.44521

percentiles:	10%	25%	50%	75%	90%
0	0	1	4		

=====
 q74_ q74. unfair dismissal experience in the last five years
 =====

type: numeric (byte)
 label: q74_

```

range: [1,3]                units: 1
unique values: 3            missing .: 0/661

tabulation: Freq.  Numeric  Label
169         1  yes
472         2  no
20          3  dont know
    
```

=====
q75_ q75. experienced occupational health and safety incident the last 12 months
=====

```

type: numeric (byte)
label: q75_

range: [1,2]                units: 1
unique values: 2            missing .: 0/661

tabulation: Freq.  Numeric  Label
252         1  yes
409         2  no
    
```

=====
q76_a q76. result of oh&s incidents - a fatality, or
=====

```

type: numeric (byte)
label: q76_a

range: [0,1]                units: 1
unique values: 2            missing .: 409/661

tabulation: Freq.  Numeric  Label
249         0  no
3           1  yes
409         .
    
```

=====
q76_b q76. result of oh&s incidents - permanent or long-term damage
=====

```

type: numeric (byte)
label: q76_b

range: [0,1]                units: 1
unique values: 2            missing .: 409/661

tabulation: Freq.  Numeric  Label
220         0  no
32          1  yes
409         .
    
```

=====
q76_c q76. result of oh&s incidents - neither
=====

```

type: numeric (byte)
label: q76_c

range: [0,1]                units: 1
unique values: 2            missing .: 409/661

tabulation: Freq.  Numeric  Label
34          0  no
218         1  yes
409         .
    
```

=====
q77_ q77. business is covered by a written oh&s policy
=====

```

type: numeric (byte)
label: q77_
    
```

```

range: [1,2] units: 1
unique values: 2 missing .: 156/661

tabulation: Freq. Numeric Label
482 1 yes
23 2 no
156 .
    
```

=====
q78_ q78. have specialist oh&s committees
=====

```

type: numeric (byte)
label: q78_

range: [1,2] units: 1
unique values: 2 missing .: 156/661

tabulation: Freq. Numeric Label
305 1 yes
200 2 no
156 .
    
```

=====
q79_a q79. managerial methods of communicating with non-managerial workforce - regular
=====

```

type: numeric (byte)
label: q79_a

range: [0,1] units: 1
unique values: 2 missing .: 156/661

tabulation: Freq. Numeric Label
57 0 no
448 1 yes
156 .
    
```

=====
q79_b q79. managerial methods of communicating with non-managerial workforce - newslet
=====

```

type: numeric (byte)
label: q79_b

range: [0,1] units: 1
unique values: 2 missing .: 156/661

tabulation: Freq. Numeric Label
177 0 no
328 1 yes
156 .
    
```

=====
q79_c q79. managerial methods of communicating with non-managerial workforce - email u
=====

```

type: numeric (byte)
label: q79_c

range: [0,1] units: 1
unique values: 2 missing .: 156/661

tabulation: Freq. Numeric Label
221 0 no
284 1 yes
156 .
    
```

=====
q79_d q79. managerial methods of communicating with non-managerial workforce - staff c
=====

```

type: numeric (byte)
    
```

label: q79_d
 range: [0,1] units: 1
 unique values: 2 missing .: 156/661
 tabulation: Freq. Numeric Label
 275 0 no
 230 1 yes
 156 .

=====
 q79_e q79. managerial methods of communicating with non-managerial workforce - staff s
 =====

type: numeric (byte)
 label: q79_e
 range: [0,1] units: 1
 unique values: 2 missing .: 156/661
 tabulation: Freq. Numeric Label
 313 0 no
 192 1 yes
 156 .

=====
 q79_f q79. managerial methods of communicating with non-managerial workforce - senior
 =====

type: numeric (byte)
 label: q79_f
 range: [0,1] units: 1
 unique values: 2 missing .: 156/661
 tabulation: Freq. Numeric Label
 25 0 no
 480 1 yes
 156 .

=====
 q79_g q79. managerial methods of communicating with non-managerial workforce - none of
 =====

type: numeric (byte)
 label: q79_g
 range: [0,1] units: 1
 unique values: 2 missing .: 156/661
 tabulation: Freq. Numeric Label
 503 0 no
 2 1 yes
 156 .

=====
 q80_a q80. committees that have met during the last year - occupational health and saf
 =====

type: numeric (byte)
 label: q80_a
 range: [0,1] units: 1
 unique values: 2 missing .: 156/661
 tabulation: Freq. Numeric Label
 183 0 no
 322 1 yes
 156 .

=====
 q80_b q80. committees that have met during the last year - quality circles
 =====

```

type: numeric (byte)
label: q80_b

range: [0,1]          units: 1
unique values: 2      missing .: 156/661

tabulation: Freq.  Numeric  Label
296         0      no
209         1      yes
156         .
    
```

=====
q80_c q80. committees that have met during the last year - joint consultative or staff
=====

```

type: numeric (byte)
label: q80_c

range: [0,1]          units: 1
unique values: 2      missing .: 156/661

tabulation: Freq.  Numeric  Label
233         0      no
272         1      yes
156         .
    
```

=====
q80_g q80. committees that have met during the last year - none of these
=====

```

type: numeric (byte)
label: q80_g

range: [0,1]          units: 1
unique values: 2      missing .: 156/661

tabulation: Freq.  Numeric  Label
395         0      no
110         1      yes
156         .
    
```

=====
q81_ q81. have written policy on work and family for non-managerial employees
=====

```

type: numeric (byte)
label: q81_

range: [1,2]          units: 1
unique values: 2      missing .: 156/661

tabulation: Freq.  Numeric  Label
185         1      yes
320         2      no
156         .
    
```

=====
q82_a q82. types of leave available to look after family/household members - family or
=====

```

type: numeric (byte)
label: q82_a

range: [0,1]          units: 1
unique values: 2      missing .: 0/661

tabulation: Freq.  Numeric  Label
238         0      no
423         1      yes
    
```

=====
q82_b q82. types of leave available to look after family/household members - paid sick
=====

```

type: numeric (byte)
label: q82_b

range: [0,1]          units: 1
unique values: 2      missing .: 0/661

tabulation: Freq.  Numeric Label
126         0 no
535         1 yes
    
```

=====
q82_c q82. types of leave available to look after family/household members - annual le
=====

```

type: numeric (byte)
label: q82_c

range: [0,1]          units: 1
unique values: 2      missing .: 0/661

tabulation: Freq.  Numeric Label
90          0 no
571         1 yes
    
```

=====
q82_d q82. types of leave available to look after family/household members - unpaid le
=====

```

type: numeric (byte)
label: q82_d

range: [0,1]          units: 1
unique values: 2      missing .: 0/661

tabulation: Freq.  Numeric Label
91          0 no
570         1 yes
    
```

=====
q82_e q82. types of leave available to look after family/household members - flex time
=====

```

type: numeric (byte)
label: q82_e

range: [0,1]          units: 1
unique values: 2      missing .: 0/661

tabulation: Freq.  Numeric Label
323         0 no
338         1 yes
    
```

=====
q82_f q82. types of leave available to look after family/household members - other (sp
=====

```

type: numeric (byte)
label: q82_f

range: [0,1]          units: 1
unique values: 2      missing .: 0/661

tabulation: Freq.  Numeric Label
598         0 no
63          1 yes
    
```

=====
q82_g q82. types of leave available to look after family/household members - none of t
=====

```

type: numeric (byte)
label: q82_cs

range: [0,1]          units: 1
    
```

unique values: 2 missing .: 0/661

tabulation: Freq. Numeric Label	
657	0 no
4	1 yes

=====
q82_ q82(2). confirmation that no leader is available to look after family/household
=====

type: numeric (byte)
label: q82_
range: [1,1] units: 1
unique values: 1 missing .: 657/661
tabulation: Freq. Numeric Label
4 1 correct - no leave is available
for this purpose
657 .

=====
q83 Relationship between employees and management
=====

type: numeric (byte)
label: good
range: [1,5] units: 1
unique values: 4 missing .: 0/661
tabulation: Freq. Numeric Label
363 1 Very good
264 2 Good
33 3 Neutral
1 5 Very poor

=====
q84 Satisfaction of management with IR arrangements at workplace
=====

type: numeric (byte)
label: satis
range: [1,5] units: 1
unique values: 5 missing .: 0/661
tabulation: Freq. Numeric Label
230 1 Very satisfied
321 2 Satisfied
71 3 Neutral
32 4 Dissatisfied
7 5 Very dissatisfied

=====
q85 Management prefers to deal with employees directly
=====

type: numeric (byte)
label: agree
range: [1,5] units: 1
unique values: 5 missing .: 0/661
tabulation: Freq. Numeric Label
529 1 Strongly agree
94 2 Agree
32 3 Neutral
5 4 Disagree
1 5 Strongly agree

=====
q86_ q86. comments
=====

```

type: numeric (byte)
label: q86_

range: [1,2]                units: 1
unique values: 2            missing .: 0/661

tabulation: Freq.  Numeric  Label
200         1  yes
461         2  no
    
```

=====
q86 (unlabeled)
=====

```

type: numeric (float)

range: [1101,1900]          units: 1
unique values: 19           missing .: 500/661

mean: 1299.6
std. dev: 201.106

percentiles:      10%      25%      50%      75%      90%
1102      1211      1242      1330      1350
    
```

=====
q1 Part of larger organisation
=====

```

type: numeric (byte)
label: q1

range: [0,100]              units: 100
unique values: 2            missing .: 0/661

tabulation: Freq.  Numeric  Label
360         0  No
301         100 Yes
    
```

=====
q4 Administrative head office
=====

```

type: numeric (byte)
label: q4

range: [0,100]              units: 100
unique values: 2            missing .: 360/661

tabulation: Freq.  Numeric  Label
93         0  No
208        100 Yes
360         .
    
```

=====
q9 Sector
=====

```

type: numeric (byte)
label: q9

range: [1,3]                units: 1
unique values: 3            missing .: 0/661

tabulation: Freq.  Numeric  Label
571         1  Private sector
31          2  Government sector
59          3  Not-for-profit sector
    
```

=====
q10 Member of an industry or employer association
=====

```

type: numeric (byte)
label: q10, but 1 nonmissing value is not labeled

range: [0,100]          units: 1
unique values: 3          missing .: 0/661

tabulation: Freq.  Numeric  Label
206         0      No
32          3
423        100   Yes
    
```

=====
q15 Employees include shift workers
=====

```

type: numeric (byte)
label: q15

range: [0,100]          units: 100
unique values: 2          missing .: 0/661

tabulation: Freq.  Numeric  Label
376         0      No
285        100   Yes
    
```

=====
q49a Strikes
=====

```

type: numeric (byte)
label: q49a

range: [0,100]          units: 100
unique values: 2          missing .: 0/661

tabulation: Freq.  Numeric  Label
646         0      No
15          100   Yes
    
```

=====
q49b Stop-works
=====

```

type: numeric (byte)
label: q49b

range: [0,100]          units: 100
unique values: 2          missing .: 0/661

tabulation: Freq.  Numeric  Label
637         0      No
24          100   Yes
    
```

=====
q49c Bans
=====

```

type: numeric (byte)
label: q49c

range: [0,100]          units: 100
unique values: 2          missing .: 0/661

tabulation: Freq.  Numeric  Label
651         0      No
10          100   Yes
    
```

=====
q49d Other
=====

```

type: numeric (byte)
label: q49d
    
```

range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation: Freq.		Numeric Label	
650	0	No	
11	100	Yes	

=====
 q49e None
 =====

type: numeric (byte)
 label: q49e

range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation: Freq.		Numeric Label	
36	0	No	
625	100	Yes	

=====
 q51a EB
 =====

type: numeric (byte)
 label: q51a

range: [0,100] units: 100
 unique values: 2 missing .: 625/661

tabulation: Freq.		Numeric Label	
23	0	No	
13	100	Yes	
625	.		

=====
 q51b Outsourcing
 =====

type: numeric (byte)
 label: q51b

range: [0,100] units: 100
 unique values: 2 missing .: 625/661

tabulation: Freq.		Numeric Label	
35	0	No	
1	100	Yes	
625	.		

=====
 q51c OH&S
 =====

type: numeric (byte)
 label: q51c

range: [0,100] units: 100
 unique values: 2 missing .: 625/661

tabulation: Freq.		Numeric Label	
32	0	No	
4	100	Yes	
625	.		

=====
 q51d Implement
 =====

type: numeric (byte)
 label: q51d

range: [0,100] units: 100

unique values: 2 missing .: 625/661

tabulation: Freq.		Numeric Label	
30	0	No	
6	100	Yes	
625	.		

=====
q51e Dismissal
=====

type: numeric (byte)
label: q51e
range: [0,100] units: 100
unique values: 2 missing .: 625/661

tabulation: Freq.		Numeric Label	
35	0	No	
1	100	Yes	
625	.		

=====
q51f Management
=====

type: numeric (byte)
label: q51f
range: [0,100] units: 100
unique values: 2 missing .: 625/661

tabulation: Freq.		Numeric Label	
33	0	No	
3	100	Yes	
625	.		

=====
q51g Industry
=====

type: numeric (byte)
label: q51g
range: [0,100] units: 100
unique values: 2 missing .: 625/661

tabulation: Freq.		Numeric Label	
34	0	No	
2	100	Yes	
625	.		

=====
q51h Redundancy
=====

type: numeric (byte)
label: q51h
range: [0,0] units: 1
unique values: 1 missing .: 625/661

tabulation: Freq.		Numeric Label	
36	0	No	
625	.		

=====
q51i Other
=====

type: numeric (byte)
label: q51i
range: [0,100] units: 100

unique values: 2 missing .: 625/661

tabulation:	Freq.	Numeric	Label
21	0	No	
15	100	Yes	
625	.		

=====
q57a Overtime rates
=====

type:	numeric (byte)		
label:	q57a		
range:	[0,100]	units:	100
unique values:	2	missing .:	0/661
tabulation:	Freq.	Numeric	Label
234	0	No	
427	100	Yes	

=====
q57b Weekend penalty rates
=====

type:	numeric (byte)		
label:	q57b		
range:	[0,100]	units:	100
unique values:	2	missing .:	0/661
tabulation:	Freq.	Numeric	Label
277	0	No	
384	100	Yes	

=====
q57c Paid maternity
=====

type:	numeric (byte)		
label:	q57c		
range:	[0,100]	units:	100
unique values:	2	missing .:	0/661
tabulation:	Freq.	Numeric	Label
474	0	No	
187	100	Yes	

=====
q57d Annual leave loading
=====

type:	numeric (byte)		
label:	q57d		
range:	[0,100]	units:	100
unique values:	2	missing .:	0/661
tabulation:	Freq.	Numeric	Label
173	0	No	
488	100	Yes	

=====
q57e Performance pay
=====

type:	numeric (byte)		
label:	q57e		
range:	[0,100]	units:	100
unique values:	2	missing .:	0/661
tabulation:	Freq.	Numeric	Label

370 0 No
291 100 Yes

=====
q57f Annualised salary
=====

type: numeric (byte)
label: q57f

range: [0,100] units: 100
unique values: 2 missing .: 0/661

tabulation: Freq. Numeric Label
353 0 No
308 100 Yes

=====
q57g Paying out hols
=====

type: numeric (byte)
label: q57g

range: [0,100] units: 100
unique values: 2 missing .: 0/661

tabulation: Freq. Numeric Label
370 0 No
291 100 Yes

=====
q57h Paying out sick
=====

type: numeric (byte)
label: q57h

range: [0,100] units: 100
unique values: 2 missing .: 0/661

tabulation: Freq. Numeric Label
540 0 No
121 100 Yes

=====
q57i RDOs
=====

type: numeric (byte)
label: q57i

range: [0,100] units: 100
unique values: 2 missing .: 0/661

tabulation: Freq. Numeric Label
393 0 No
268 100 Yes

=====
q57j None
=====

type: numeric (byte)
label: q57j

range: [0,100] units: 100
unique values: 2 missing .: 0/661

tabulation: Freq. Numeric Label
647 0 No
14 100 Yes

```

q66      Workplace benchmarks
=====
          type: numeric (byte)
          label: q66

          range: [0,100]          units: 100
unique values: 2                  missing .: 0/661

          tabulation: Freq.  Numeric  Label
                    133    0  No
                    528   100 Yes
    
```

```

q67      Workforce reductions in last year
=====
          type: numeric (byte)
          label: q67

          range: [0,100]          units: 100
unique values: 2                  missing .: 0/661

          tabulation: Freq.  Numeric  Label
                    543    0  No
                    118   100 Yes
    
```

```

q68a     Lack of demand
=====
          type: numeric (byte)
          label: q68a

          range: [0,100]          units: 100
unique values: 2                  missing .: 543/661

          tabulation: Freq.  Numeric  Label
                    83     0  No
                    35    100 Yes
                    543    .
    
```

```

q68b     Tech change
=====
          type: numeric (byte)
          label: q68b

          range: [0,100]          units: 100
unique values: 2                  missing .: 543/661

          tabulation: Freq.  Numeric  Label
                    107    0  No
                    11    100 Yes
                    543    .
    
```

```

q68c     Org restructuring
=====
          type: numeric (byte)
          label: q68c

          range: [0,100]          units: 100
unique values: 2                  missing .: 543/661

          tabulation: Freq.  Numeric  Label
                    82     0  No
                    36    100 Yes
                    543    .
    
```

```

q68d     Financial problems
=====
    
```

```

=====
                type: numeric (byte)
                label: q68d

                range: [0,100]                units: 100
unique values: 2                                missing .: 543/661

                tabulation: Freq.  Numeric  Label
                109          0  No
                9           100  Yes
                543          .
    
```

q68e Cost reduction

```

=====
                type: numeric (byte)
                label: q68e

                range: [0,100]                units: 100
unique values: 2                                missing .: 543/661

                tabulation: Freq.  Numeric  Label
                69          0  No
                49         100  Yes
                543          .
    
```

q68f Other

```

=====
                type: numeric (byte)
                label: q68f

                range: [0,100]                units: 100
unique values: 2                                missing .: 543/661

                tabulation: Freq.  Numeric  Label
                109          0  No
                9           100  Yes
                543          .
    
```

q68g Don't know

```

=====
                type: numeric (byte)
                label: q68g

                range: [0,100]                units: 100
unique values: 2                                missing .: 543/661

                tabulation: Freq.  Numeric  Label
                117          0  No
                1           100  Yes
                543          .
    
```

q69a Attrition

```

=====
                type: numeric (byte)
                label: q69a

                range: [0,100]                units: 100
unique values: 2                                missing .: 543/661

                tabulation: Freq.  Numeric  Label
                49          0  No
                69         100  Yes
                543          .
    
```

```

q69b          Redeployment
=====
                type: numeric (byte)
                label: q69b

                range: [0,100]          units: 100
unique values: 2                      missing .: 543/661

                tabulation: Freq.  Numeric  Label
                105          0  No
                13          100 Yes
                543          .
    
```

```

q69c          Early retirement
=====
                type: numeric (byte)
                label: q69c

                range: [0,100]          units: 100
unique values: 2                      missing .: 543/661

                tabulation: Freq.  Numeric  Label
                114          0  No
                4           100 Yes
                543          .
    
```

```

q69d          Voluntary redundancies
=====
                type: numeric (byte)
                label: q69d

                range: [0,100]          units: 100
unique values: 2                      missing .: 543/661

                tabulation: Freq.  Numeric  Label
                100          0  No
                18          100 Yes
                543          .
    
```

```

q69e          Compulsory redundancies
=====
                type: numeric (byte)
                label: q69e

                range: [0,100]          units: 100
unique values: 2                      missing .: 543/661

                tabulation: Freq.  Numeric  Label
                87          0  No
                31          100 Yes
                543          .
    
```

```

q69f          Other
=====
                type: numeric (byte)
                label: q69f

                range: [0,100]          units: 100
unique values: 2                      missing .: 543/661

                tabulation: Freq.  Numeric  Label
                110          0  No
                8           100 Yes
                543          .
    
```

```

=====
q69g                Don't know
=====

      type: numeric (byte)
      label: q69g

      range: [0,0]                units: 1
unique values: 1                missing .: 543/661

      tabulation: Freq.  Numeric  Label
                118      0  No
                543      .
    
```

```

=====
q70                Attempts to recruit in last year
=====

      type: numeric (byte)
      label: q70

      range: [0,100]             units: 100
unique values: 2                missing .: 0/661

      tabulation: Freq.  Numeric  Label
                58      0  No
                603     100 Yes
    
```

```

=====
q71                Face barriers in recruitment
=====

      type: numeric (byte)
      label: q71

      range: [0,100]             units: 100
unique values: 2                missing .: 0/661

      tabulation: Freq.  Numeric  Label
                239     0  No
                422     100 Yes
    
```

```

=====
q72a                Skilled labour
=====

      type: numeric (byte)
      label: q72a

      range: [0,100]             units: 100
unique values: 2                missing .: 239/661

      tabulation: Freq.  Numeric  Label
                93      0  No
                329     100 Yes
                239      .
    
```

```

=====
q72b                Labour
=====

      type: numeric (byte)
      label: q72b

      range: [0,100]             units: 100
unique values: 2                missing .: 239/661

      tabulation: Freq.  Numeric  Label
                286     0  No
                136     100 Yes
                239      .
    
```

```

=====
q72c                Lack of sales
    
```

```

=====
                type: numeric (byte)
                label: q72c

                range: [0,100]                units: 100
unique values: 2                                missing .: 239/661

                tabulation: Freq.  Numeric  Label
                409          0  No
                13          100 Yes
                239          .
    
```

```

=====
q72d                Costs
=====
    
```

```

                type: numeric (byte)
                label: q72d

                range: [0,100]                units: 100
unique values: 2                                missing .: 239/661

                tabulation: Freq.  Numeric  Label
                387          0  No
                35          100 Yes
                239          .
    
```

```

=====
q72e                IR policies
=====
    
```

```

                type: numeric (byte)
                label: q72e

                range: [0,100]                units: 100
unique values: 2                                missing .: 239/661

                tabulation: Freq.  Numeric  Label
                394          0  No
                28          100 Yes
                239          .
    
```

```

=====
q72f                Lack of capital
=====
    
```

```

                type: numeric (byte)
                label: q72f

                range: [0,100]                units: 100
unique values: 2                                missing .: 239/661

                tabulation: Freq.  Numeric  Label
                411          0  No
                11          100 Yes
                239          .
    
```

```

=====
q72g                Regulation
=====
    
```

```

                type: numeric (byte)
                label: q72g

                range: [0,100]                units: 100
unique values: 2                                missing .: 239/661

                tabulation: Freq.  Numeric  Label
                386          0  No
                36          100 Yes
                239          .
    
```

```

=====
q72h          Lack of capacity
=====
                type: numeric (byte)
                label: q72h

                range: [0,100]                units: 100
unique values: 2                                missing .: 239/661

                tabulation: Freq.  Numeric  Label
                417          0  No
                5           100 Yes
                239          .
    
```

```

=====
q72i          Other
=====
                type: numeric (byte)
                label: q72i

                range: [0,100]                units: 100
unique values: 2                                missing .: 239/661

                tabulation: Freq.  Numeric  Label
                368          0  No
                54          100 Yes
                239          .
    
```

```

=====
q73          Dismissals in last year
=====
                type: numeric (byte)
                label: q73

                range: [0,100]                units: 100
unique values: 2                                missing .: 0/661

                tabulation: Freq.  Numeric  Label
                402          0  No
                259          100 Yes
    
```

```

=====
q74          Unfair dismissals in last five years
=====
                type: numeric (byte)
                label: q74

                range: [0,100]                units: 100
unique values: 2                                missing .: 0/661

                tabulation: Freq.  Numeric  Label
                492          0  No
                169          100 Yes
    
```

```

=====
q75          OH&S incidents in last year
=====
                type: numeric (byte)
                label: q75

                range: [0,100]                units: 100
unique values: 2                                missing .: 0/661

                tabulation: Freq.  Numeric  Label
                409          0  No
                252          100 Yes
    
```

```

=====
q76a          OH&S incident resulted in fatality
=====
    
```

```

type: numeric (byte)
label: q76a

range: [0,100]          units: 100
unique values: 2        missing .: 409/661

tabulation: Freq.  Numeric  Label
249         0      No
3           100     Yes
409         .
    
```

=====
q76b OH&S incident resulted in permanent damage
=====

```

type: numeric (byte)
label: q76b

range: [0,100]          units: 100
unique values: 2        missing .: 409/661

tabulation: Freq.  Numeric  Label
220         0      No
32          100     Yes
409         .
    
```

=====
q76c OH&S incident resulted in neither fatality nor permanent damage
=====

```

type: numeric (byte)
label: q76c

range: [0,100]          units: 100
unique values: 2        missing .: 409/661

tabulation: Freq.  Numeric  Label
34          0      No
218         100     Yes
409         .
    
```

=====
q77 Written policy on OH&S
=====

```

type: numeric (byte)
label: q77

range: [0,100]          units: 100
unique values: 2        missing .: 156/661

tabulation: Freq.  Numeric  Label
23          0      No
482         100     Yes
156         .
    
```

=====
q78 OH&S committees at workplace
=====

```

type: numeric (byte)
label: q78

range: [0,100]          units: 100
unique values: 2        missing .: 156/661

tabulation: Freq.  Numeric  Label
200         0      No
305         100     Yes
156         .
    
```

=====
q79a Staff meetings
=====

```

=====
                type: numeric (byte)
                label: q79a

                range: [0,100]                units: 100
unique values: 2                                missing .: 156/661

                tabulation: Freq.  Numeric  Label
                    57      0  No
                    448     100 Yes
                    156      .
    
```

q79b Newsletters

```

=====
                type: numeric (byte)
                label: q79b

                range: [0,100]                units: 100
unique values: 2                                missing .: 156/661

                tabulation: Freq.  Numeric  Label
                    177     0  No
                    328     100 Yes
                    156      .
    
```

q79c Emails

```

=====
                type: numeric (byte)
                label: q79c

                range: [0,100]                units: 100
unique values: 2                                missing .: 156/661

                tabulation: Freq.  Numeric  Label
                    221     0  No
                    284     100 Yes
                    156      .
    
```

q79d Committees

```

=====
                type: numeric (byte)
                label: q79d

                range: [0,100]                units: 100
unique values: 2                                missing .: 156/661

                tabulation: Freq.  Numeric  Label
                    275     0  No
                    230     100 Yes
                    156      .
    
```

q79e Staff surveys

```

=====
                type: numeric (byte)
                label: q79e

                range: [0,100]                units: 100
unique values: 2                                missing .: 156/661

                tabulation: Freq.  Numeric  Label
                    313     0  No
                    192     100 Yes
                    156      .
    
```

```

q79f          Walk around
=====
                type: numeric (byte)
                label: q79f

                range: [0,100]          units: 100
unique values: 2                      missing .: 156/661

                tabulation: Freq.  Numeric  Label
                25          0  No
                480         100 Yes
                156          .
    
```

```

q79g          None
=====
                type: numeric (byte)
                label: q79g

                range: [0,100]          units: 100
unique values: 2                      missing .: 156/661

                tabulation: Freq.  Numeric  Label
                503          0  No
                2           100 Yes
                156          .
    
```

```

q80a          OH&S
=====
                type: numeric (byte)
                label: q80a

                range: [0,100]          units: 100
unique values: 2                      missing .: 156/661

                tabulation: Freq.  Numeric  Label
                183          0  No
                322         100 Yes
                156          .
    
```

```

q80b          Quality circles
=====
                type: numeric (byte)
                label: q80b

                range: [0,100]          units: 100
unique values: 2                      missing .: 156/661

                tabulation: Freq.  Numeric  Label
                296          0  No
                209         100 Yes
                156          .
    
```

```

q80c          JCCs
=====
                type: numeric (byte)
                label: q80c

                range: [0,100]          units: 100
unique values: 2                      missing .: 156/661

                tabulation: Freq.  Numeric  Label
                233          0  No
                272         100 Yes
                156          .
    
```

=====
q81 Written policy on work and family
=====

```

      type: numeric (byte)
      label: q81

      range: [0,100]                      units: 100
unique values: 2                              missing .: 156/661

      tabulation: Freq.    Numeric    Label
320            0    No
185           100   Yes
156            .

```

=====
q82a Family or carer's
=====

```

      type: numeric (byte)
      label: q82a

      range: [0,100]                      units: 100
unique values: 2                              missing .: 0/661

      tabulation: Freq.    Numeric    Label
238            0    No
423           100   Yes

```

=====
q82b Paid sick leave
=====

```

      type: numeric (byte)
      label: q82b

      range: [0,100]                      units: 100
unique values: 2                              missing .: 0/661

      tabulation: Freq.    Numeric    Label
123            0    No
538           100   Yes

```

=====
q82c Annual leave
=====

```

      type: numeric (byte)
      label: q82c

      range: [0,100]                      units: 100
unique values: 2                              missing .: 0/661

      tabulation: Freq.    Numeric    Label
90             0    No
571           100   Yes

```

=====
q82d Unpaid leave
=====

```

      type: numeric (byte)
      label: q82d

      range: [0,100]                      units: 100
unique values: 2                              missing .: 0/661

      tabulation: Freq.    Numeric    Label
91             0    No
570           100   Yes

```

=====
q82e Flex time
=====

Derived variables

The following codebook lists the derived variables used in the production of the tables. Many of the derived variables are simply the result of grouping continuous data in order to make the data more meaningful. In other cases the recodes involved making various decisions about the treatment of missings and zeroes, and for cleaning the data.

A number of these variables are 'artificial' in the sense that they make table construction easier, even though they are equivalent to other variables in the data. For example, the variable **uniongrp** can be used to create row percentages for union density in the workplace. The variables **un1** through to **un6** produce exactly the same results using a series of means. Some of these variables are not labelled in the dataset (or the codebook) because they are labelled at run-time when the tables are produced. Consulting the code for the tables production will make it clear what the labels are. Most of the tables in the report can be reproduced in several different ways. Finally, some variables, such as postcode, are omitted for confidentiality reasons.

```

=====
group                group. location
=====
                                type: numeric (byte)
                                label: group, but 4 nonmissing values are not labeled
                                range: [1,32]                                units: 1
                                unique values: 26                            missing .: 0/661
                                examples: 11    20-99 - construction
                                           15    20-99 - finance, insurance and business services
                                           23    100+ - mining and utilities
                                           27    100+ - recreational and personal services
=====
sbusi                sbusi. small business
=====
                                type: numeric (byte)
                                label: sbusi
                                range: [1,2]                                units: 1
                                unique values: 2                            missing .: 0/661
                                tabulation: Freq.  Numeric  Label
                                           156         1    small business
                                           505         2    not a small business
=====
last_action          q49e. last time industrial action took place
=====
                                type: numeric (byte)
                                range: [0,38]                                units: 1
                                unique values: 14                            missing .: 0/661
                                mean: .490166
                                std. dev: 2.55935

```

percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

=====
 lowpay_occ Occupation
 =====

type: numeric (float)
 label: occab
 range: [1,9] units: 1
 unique values: 9 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	2	1	Man
	22	2	Pro
	10	3	AP
	31	4	Tra
	18	5	Adv
	212	6	IC
	74	7	IT
	76	8	EC
	216	9	Lab

=====
 fem_occ Occupation
 =====

type: numeric (float)
 label: occab
 range: [1,10] units: 1
 unique values: 10 missing .: 28/661

examples:		
5	Adv	
6	IC	
6	IC	
8	EC	

=====
 large_occ Occupation
 =====

type: numeric (float)
 label: occab
 range: [1,9] units: 1
 unique values: 9 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	17	1	Man
	114	2	Pro
	12	3	AP
	132	4	Tra
	9	5	Adv
	162	6	IC
	78	7	IT
	47	8	EC
	90	9	Lab

=====
 entity (unlabeled)
 =====

type: numeric (byte)
 range: [1,2] units: 1
 unique values: 2 missing .: 636/661

tabulation:	Freq.	Value
	10	1
	15	2
	636	.

```

=====
indstr                ~industry
=====

      type:  string (str60), but longest is str40
unique values:  8                missing "":  0/661

      tabulation:  Freq.  Value
                   74  "Construction"
services"         114  "Finance, insurance and business"
                   83  "Health and education"
                   50  "Manufacturing"
                   74  "Mining and utilities"
                   79  "Recreational and personal services"
                   82  "Retail trade"
                   105 "Transport and wholesale trade"

      warning:  variable has embedded blanks
=====

```

```

=====
origsize              RECODE of wpsize (~wpsize)
=====

      type:  numeric (long)
      label: origsize

      range:  [1,4]                units:  1
unique values:  4                missing .:  0/661

      tabulation:  Freq.  Numeric  Label
                   135     1  5-19
                   223     2  20-99
                   238     3  100+
                   65      4  Branch
=====

```

```

=====
industry              ~industry
=====

      type:  numeric (long)
      label:  industry

      range:  [1,8]                units:  1
unique values:  8                missing .:  0/661

      tabulation:  Freq.  Numeric  Label
                   74      1  Construction
                   114     2  Finance, insurance and business
services
                   83      3  Health and education
                   50      4  Manufacturing
                   74      5  Mining and utilities
                   79      6  Recreational and personal
services
                   82      7  Retail trade
                   105     8  Transport and wholesale trade
=====

```

```

=====
origind               Industry group
=====

      type:  numeric (long)
      label: origind

      range:  [1,8]                units:  1
unique values:  8                missing .:  0/661

      tabulation:  Freq.  Numeric  Label
                   74      1  Mining & utilities
                   50      2  Manufacturing
                   74      3  Construction
                   105     4  Trans & wholesale trade
=====

```

```

82      5 Retail trade
114     6 Fin, insur & bus services
83      7 Health & education
79      8 Rec & pers services
    
```

```

=====
branch      (unlabeled)
=====
    
```

```

type: numeric (float)
range: [0,1]          units: 1
unique values: 2      missing .: 0/661

tabulation: Freq. Value
             596  0
             65  1
    
```

```

=====
altind      (unlabeled)
=====
    
```

```

type: numeric (byte)
range: [7,8]         units: 1
unique values: 2      missing .: 659/661

tabulation: Freq. Value
             1  7
             1  8
             659 .
    
```

```

=====
indnew      Industry group
=====
    
```

```

type: numeric (byte)
label: indnew
range: [1,8]         units: 1
unique values: 8      missing .: 491/661

tabulation: Freq. Numeric Label
             29      1 Mining & utilities
             41      2 Manufacturing
             10      3 Construction
             18      4 Trans & wholesale trade
             15      5 Retail trade
             34      6 Fin, insur & bus services
             5       7 Health & education
             18      8 Rec & pers services
             491     .
    
```

```

=====
ind         Industry group
=====
    
```

```

type: numeric (float)
label: indnew
range: [1,8]         units: 1
unique values: 8      missing .: 0/661

tabulation: Freq. Numeric Label
             72      1 Mining & utilities
             91      2 Manufacturing
             72      3 Construction
             78      4 Trans & wholesale trade
             85      5 Retail trade
             97      6 Fin, insur & bus services
             84      7 Health & education
             82      8 Rec & pers services
    
```

```

wt                Population weight
=====
                type: numeric (float)
                range: [2.4,186.9]          units: .1
unique values: 25                          missing .: 0/661
                mean: 30.1192
                std. dev: 42.6506
                percentiles:    10%    25%    50%    75%    90%
                                2.8    4.1    11.2   30.3   99.5
    
```

```

p_pcode           (unlabeled)
=====
                type: numeric (int)
                range: [2000,4883]          units: 1
unique values: 53                          missing .: 487/661
                mean: 4190.13
                std. dev: 530.503
                percentiles:    10%    25%    50%    75%    90%
                                4000   4000   4091.5  4567   4810
    
```

```

p_metro           (unlabeled)
=====
                type: numeric (int)
                range: [1,2]                units: 1
unique values: 2                          missing .: 644/661
                tabulation: Freq. Value
                                9 1
                                8 2
                                644 .
    
```

```

manpcodes         (unlabeled)
=====
                type: numeric (float)
                range: [4000,4810]          units: 1
unique values: 8                          missing .: 647/661
                tabulation: Freq. Value
                                6 4000
                                2 4008
                                1 4034
                                1 4113
                                1 4350
                                1 4370
                                1 4551
                                1 4810
                                647 .
    
```

```

location          Location
=====
                type: numeric (float)
                label: location
                range: [1,2]                units: 1
unique values: 2                          missing .: 0/661
                tabulation: Freq. Numeric Label
    
```

454 1 Metropolitan
 207 2 Non-metro

=====
 orgsize_aust Number of employees throughout Australia
 =====

type: numeric (long)
 label: orgsize_aust
 range: [1,5] units: 1
 unique values: 5 missing .: 0/661
 tabulation: Freq. Numeric Label
 380 1 Under 20
 74 2 20 to 99
 122 3 100 to 499
 24 4 500 to 999
 61 5 1000 or over

=====
 orgsize_qld Number of employees in Queensland
 =====

type: numeric (long)
 label: orgsize_qld
 range: [1,5] units: 1
 unique values: 5 missing .: 0/661
 tabulation: Freq. Numeric Label
 414 1 Under 20
 92 2 20 to 99
 103 3 100 to 499
 18 4 500 to 999
 34 5 1000 or over

=====
 org Organisational status
 =====

type: numeric (float)
 label: org
 range: [1,3] units: 1
 unique values: 3 missing .: 0/661
 tabulation: Freq. Numeric Label
 360 1 Single wp organisation
 93 2 Part of larger organisation
 208 3 Head office of organisation

=====
 wpsize Number of employees
 =====

type: numeric (int)
 label: wpsize
 range: [1,3] units: 1
 unique values: 3 missing .: 0/661
 tabulation: Freq. Numeric Label
 225 1 Under 20
 276 2 20 to 99
 160 3 100 or over

=====
 smallbus Small business
 =====

type: numeric (byte)
 label: smallbus

range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	505	0	No
	156	100	Yes

=====
 tenure Number of years workplace has been undertaking main activity
 =====

type: numeric (int)
 label: tenure

range: [1,6] units: 1
 unique values: 6 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	16	1	2 yrs or less
	29	2	3 to 5 yrs
	86	3	6 to 10 yrs
	199	4	11 to 20 yrs
	154	5	21 to 30 yrs
	177	6	More than 30 yrs

=====
 advice_law Law firms
 =====

type: numeric (byte)
 label: advice_law

range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	398	0	No
	263	100	Yes

=====
 advice_manage Management consultants
 =====

type: numeric (byte)
 label: advice_manage

range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	509	0	No
	152	100	Yes

=====
 advice_state State Govt DIR
 =====

type: numeric (byte)
 label: advice_state

range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	459	0	No
	202	100	Yes

=====
 advice_wageline Wageline
 =====

type: numeric (byte)
 label: advice_wageline

range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	342	0	No
	319	100	Yes

=====
 advice_fed Federal Govt DWR
 =====

type: numeric (byte)
 label: advice_fed

range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	580	0	No
	81	100	Yes

=====
 advice_other Other
 =====

type: numeric (byte)
 label: advice_other

range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	610	0	No
	51	100	Yes

=====
 advice_none None
 =====

type: numeric (byte)
 label: advice_none

range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	565	0	No
	96	100	Yes

=====
 advice_emp Employer or industry assoc
 =====

type: numeric (float)

range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation:	Freq.	Value
	584	0
	77	100

=====
 prog_grieve Grievance handling
 =====

type: numeric (byte)
 label: prog_grieve

range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	217	0	No

444 100 Yes

=====
 prog_perf Performance assessment
 =====

type: numeric (byte)
 label: prog_perf
 range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	204	0	No
	457	100	Yes

=====
 prog_disc Disciplinary procedures
 =====

type: numeric (byte)
 label: prog_disc
 range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	117	0	No
	544	100	Yes

=====
 prog_train Skills based training
 =====

type: numeric (byte)
 label: prog_train
 range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	146	0	No
	515	100	Yes

=====
 hrs Workplace hours of operations per week
 =====

type: numeric (int)
 label: hrs
 range: [1,5] units: 1
 unique values: 5 missing .: 9/661

tabulation:	Freq.	Numeric	Label
	206	1	\$<=\$40
	78	2	41--48
	101	3	49--56
	171	4	57--167
	96	5	24 by 7
	9	.	.

=====
 ophrs1 \$<=\$40
 =====

type: numeric (byte)
 range: [0,100] units: 100
 unique values: 2 missing .: 9/661

tabulation:	Freq.	Value
	446	0
	206	100

9 .

```
=====
ophrs2                                41--48
=====
```

```

type: numeric (byte)
range: [0,100]           units: 100
unique values: 2         missing .: 9/661

tabulation: Freq. Value
              574  0
              78  100
              9   .
    
```

```
=====
ophrs3                                49--56
=====
```

```

type: numeric (byte)
range: [0,100]           units: 100
unique values: 2         missing .: 9/661

tabulation: Freq. Value
              551  0
              101 100
              9   .
    
```

```
=====
ophrs4                                56--167
=====
```

```

type: numeric (byte)
range: [0,100]           units: 100
unique values: 2         missing .: 9/661

tabulation: Freq. Value
              481  0
              171 100
              9   .
    
```

```
=====
ophrs5                                24 by 7
=====
```

```

type: numeric (byte)
range: [0,100]           units: 100
unique values: 2         missing .: 9/661

tabulation: Freq. Value
              556  0
              96  100
              9   .
    
```

```
=====
shifthrs                               Number of hours in the most common shift
=====
```

```

type: numeric (float)
label: shifthrs
range: [1,3]             units: 1
unique values: 3         missing .: 376/661

tabulation: Freq. Numeric Label
              84      1 Under 8 hrs
              147     2 8 to under 10 hrs
              54      3 10 or more hrs
              376     .
    
```

```

=====
shrs1          $<$8
=====

      type: numeric (byte)
      range: [0,100]          units: 100
unique values: 2              missing .: 376/661

      tabulation: Freq. Value
                   201  0
                   84  100
                   376  .
    
```

```

=====
shrs2          8$<$10
=====

      type: numeric (byte)
      range: [0,100]          units: 100
unique values: 2              missing .: 376/661

      tabulation: Freq. Value
                   138  0
                   147  100
                   376  .
    
```

```

=====
shrs3          $>=$10
=====

      type: numeric (byte)
      range: [0,100]          units: 100
unique values: 2              missing .: 376/661

      tabulation: Freq. Value
                   231  0
                   54  100
                   376  .
    
```

```

=====
weeklyhrs          Usual amount of hours per week worked
=====

      type: numeric (byte)
      label: weeklyhrs
      range: [1,5]           units: 1
unique values: 5              missing .: 0/661

      tabulation: Freq.  Numeric  Label
                   41      1  35 or less
                   231     2  36 to 38 hrs
                   179     3  39 to 40 hrs
                   137     4  41 to 49 hrs
                   73      5  50 hrs or more
    
```

```

=====
wkhrs1          $<=$35
=====

      type: numeric (byte)
      range: [0,100]          units: 100
unique values: 2              missing .: 0/661

      tabulation: Freq. Value
                   620  0
                   41  100
    
```

```

=====
wkhrs2          36$<=$38
=====
    
```



```

tabulation: Freq.  Numeric  Label
             28         1  None
             220        2  Less than 20%
             163        3  More than 20, but less than 50%
             138        4  More than 50, but less than 75%
             112        5  75% or more
    
```

```

=====
fem10                                Fem $<$10%
=====
    
```

```

type: numeric (float)

range: [0,100]                units: 100
unique values: 2                missing .: 0/661

tabulation: Freq.  Value
             524    0
             137   100
    
```

```

=====
fem60                                Fem $>$60%
=====
    
```

```

type: numeric (float)

range: [0,100]                units: 100
unique values: 2                missing .: 0/661

tabulation: Freq.  Value
             498    0
             163   100
    
```

```

=====
ptprop                               Proportion of workforce who are part-time
=====
    
```

```

type: numeric (float)

range: [0,100]                units: .1
unique values: 169            missing .: 0/661

mean: 11.5371
std. dev: 20.8852

percentiles:    10%    25%    50%    75%    90%
0              0      2.7    12.5   33.3
    
```

```

=====
ptgrp                               Proportion of workforce who are part-time
=====
    
```

```

type: numeric (float)
label: ptgrp

range: [1,5]                units: 1
unique values: 5                missing .: 0/661

tabulation: Freq.  Numeric  Label
             284        1  None
             251        2  Less than 20%
              78        3  More than 20, but less than 50%
              24        4  More than 50, but less than 75%
              24        5  75% or more
    
```

```

=====
pt10                                PT $<$10%
=====
    
```

```

type: numeric (float)

range: [0,100]                units: 100
unique values: 2                missing .: 0/661
    
```

```

tabulation: Freq. Value
             190  0
             471 100
    
```

```

=====
pt40                PT $>$40%
=====
    
```

```

type: numeric (float)

range: [0,100]          units: 100
unique values: 2        missing .: 0/661

tabulation: Freq. Value
             608  0
             53  100
    
```

```

=====
casprop            Proportion of workforce who are casual
=====
    
```

```

type: numeric (float)

range: [0,100]          units: .1
unique values: 195      missing .: 0/661

mean: 17.5607
std. dev: 26.3756

percentiles: 10%      25%      50%      75%      90%
             0         5       22.2    66.7
    
```

```

=====
casgrp            Proportion of workforce who are casual
=====
    
```

```

type: numeric (float)
label: casgrp

range: [1,5]           units: 1
unique values: 5       missing .: 0/661

tabulation: Freq.  Numeric  Label
             261    1 None
             219    2 Less than 20%
             85     3 More than 20, but less than 50%
             45     4 More than 50, but less than 75%
             51     5 75% or more
    
```

```

=====
cas10            Cas $<$10%
=====
    
```

```

type: numeric (float)

range: [0,100]          units: 100
unique values: 2        missing .: 0/661

tabulation: Freq. Value
             268  0
             393 100
    
```

```

=====
cas40            Cas $>$40%
=====
    
```

```

type: numeric (float)

range: [0,100]          units: 100
unique values: 2        missing .: 0/661

tabulation: Freq. Value
             546  0
    
```

115 100

```
=====
fcasprop          Proportion of workforce who are female casual
=====
      type: numeric (float)
      range: [0,100]          units: .1
unique values: 159          missing .: 0/661

      mean: 9.69077
      std. dev: 18.2486

      percentiles:    10%    25%    50%    75%    90%
                     0      0      11.8  33.3
=====
```

```
=====
fcasgrp          Proportion of workforce who are female casual
=====
      type: numeric (float)
      label: fcasgrp
      range: [1,5]          units: 1
unique values: 5          missing .: 0/661

      tabulation: Freq.  Numeric  Label
                  364      1      None
                  179      2      Less than 20%
                   80      3      More than 20, but less than 50%
                   26      4      More than 50, but less than 75%
                   12      5      75% or more
=====
```

```
=====
fcasprop2       Proportion of casual workforce who are female
=====
      type: numeric (float)
      range: [0,100]          units: .1
unique values: 92          missing .: 261/661

      mean: 51.2692
      std. dev: 39.095

      percentiles:    10%    25%    50%    75%    90%
                     0      0      50    93.1  100
=====
```

```
=====
fcasgrp2       Proportion who are female (as % range)
=====
      type: numeric (float)
      label: fcasgrp2
      range: [1,5]          units: 1
unique values: 5          missing .: 261/661

      tabulation: Freq.  Numeric  Label
                  103      1      None
                   21      2      $<$20
                   41      3      20$<$50
                   91      4      50$<$75
                  144      5      $>$75
                   261      .
=====
```

```
=====
fixedprop       Proportion of workforce on fixed term contracts
=====
      type: numeric (float)
      range: [0,625]          units: .1
=====
```



```

=====
                type: numeric (float)
                label: absenteegrp

                range: [1,5]                units: 1
unique values: 5                missing .: 1/661

                tabulation: Freq.  Numeric  Label
                             402      1  1% or less
                             81      2  More than 1% to 2%
                             122     3  More than 2% to 5%
                             42      4  More than 5% to 10%
                             13      5  More than 10%
                             1      .
=====
    
```

```

=====
eba                Pay rate set by a collective agreement
=====

                type: numeric (float)

                range: [0,2300]            units: 1
unique values: 105                missing .: 18/661

                mean: 43.2644
                std. dev: 166.274

                percentiles:    10%    25%    50%    75%    90%
                0      0      0      10      100
=====
    
```

```

=====
award            Pay rate set by an award
=====

                type: numeric (float)

                range: [0,550]            units: 1
unique values: 109                missing .: 0/661

                mean: 31.0212
                std. dev: 68.9017

                percentiles:    10%    25%    50%    75%    90%
                0      0      7      26      81
=====
    
```

```

=====
indiv           Pay rate set by an individual agreement
=====

                type: numeric (float)

                range: [0,800]            units: 1
unique values: 81                missing .: 18/661

                mean: 19.4899
                std. dev: 60.382

                percentiles:    10%    25%    50%    75%    90%
                0      0      2      13      40
=====
    
```

```

=====
pothor          Pay rate set by other arrangements
=====

                type: numeric (float)

                range: [0,100]            units: 1
unique values: 29                missing .: 18/661

                mean: 1.67963
                std. dev: 9.31886

                percentiles:    10%    25%    50%    75%    90%
=====
    
```

0 0 0 0 1

```

=====
total          Pay rate setting totals
=====
          type: numeric (float)
          range: [0,2510]          units: 1
unique values: 171          missing .: 0/661

          mean: 92.4508
          std. dev: 199.251

          percentiles:    10%    25%    50%    75%    90%
                        6      12     30     90    219
    
```

```

=====
diff          Discrepancy between wpsize and pay rate total
=====
          type: numeric (float)
          range: [-278,200]        units: 1
unique values: 48          missing .: 0/661

          mean: -2.34644
          std. dev: 25.8193

          percentiles:    10%    25%    50%    75%    90%
                        -2      0      0      0      0
    
```

```

=====
union_a          (unlabeled)
=====
          type: numeric (float)
          range: [0,2200]          units: 1
unique values: 85          missing .: 0/661

          mean: 32.2769
          std. dev: 137.024

          percentiles:    10%    25%    50%    75%    90%
                        0      0      0      0     60
    
```

```

=====
union_b          (unlabeled)
=====
          type: numeric (float)
          range: [0,400]          units: 1
unique values: 26          missing .: 0/661

          mean: 4.25567
          std. dev: 30.0911

          percentiles:    10%    25%    50%    75%    90%
                        0      0      0      0      0
    
```

```

=====
union_c          (unlabeled)
=====
          type: numeric (float)
          range: [0,181]          units: 1
unique values: 14          missing .: 0/661

          mean: 1.177
          std. dev: 11.6432
    
```


=====

union_i (unlabeled)

=====

type: numeric (float)

range: [0,0] units: 1

unique values: 1 missing .: 0/661

tabulation: Freq. Value

661	0
-----	---

=====

union_j (unlabeled)

=====

type: numeric (float)

range: [0,0] units: 1

unique values: 1 missing .: 0/661

tabulation: Freq. Value

661	0
-----	---

=====

eba_union Pay rate set by union EBA

=====

type: numeric (float)

range: [0,2300] units: 1

unique values: 95 missing .: 18/661

mean: 39.7496

std. dev: 165.621

percentiles: 10% 25% 50% 75% 90%

0	0	0	0	83	
---	---	---	---	----	--

=====

nunion_a (unlabeled)

=====

type: numeric (float)

range: [0,340] units: 1

unique values: 34 missing .: 0/661

mean: 3.27837

std. dev: 21.4949

percentiles: 10% 25% 50% 75% 90%

0	0	0	0	0	
---	---	---	---	---	--

=====

nunion_b (unlabeled)

=====

type: numeric (float)

range: [0,20] units: 1

unique values: 6 missing .: 0/661

tabulation: Freq. Value

653	0
4	1
1	6
1	14
1	18
1	20

=====

nunion_c (unlabeled)

=====

```
=====
                type: numeric (float)
                range: [0,3]                units: 1
unique values: 4                missing .: 0/661

                tabulation: Freq. Value
                        656 0
                        2 1
                        1 2
                        2 3
=====
```

nunion_d (unlabeled)

```
=====
                type: numeric (float)
                range: [0,3]                units: 1
unique values: 3                missing .: 0/661

                tabulation: Freq. Value
                        658 0
                        1 1
                        2 3
=====
```

nunion_e (unlabeled)

```
=====
                type: numeric (float)
                range: [0,14]              units: 1
unique values: 2                missing .: 0/661

                tabulation: Freq. Value
                        660 0
                        1 14
=====
```

nunion_f (unlabeled)

```
=====
                type: numeric (float)
                range: [0,0]                units: 1
unique values: 1                missing .: 0/661

                tabulation: Freq. Value
                        661 0
=====
```

nunion_g (unlabeled)

```
=====
                type: numeric (float)
                range: [0,0]                units: 1
unique values: 1                missing .: 0/661

                tabulation: Freq. Value
                        661 0
=====
```

nunion_h (unlabeled)

```
=====
                type: numeric (float)
                range: [0,0]                units: 1
unique values: 1                missing .: 0/661

                tabulation: Freq. Value
=====
```

661 0

```
=====
nunion_i                (unlabeled)
=====

type: numeric (float)
range: [0,0]             units: 1
unique values: 1         missing .: 0/661

tabulation: Freq. Value
             661 0
```

```
=====
nunion_j                (unlabeled)
=====

type: numeric (float)
range: [0,0]             units: 1
unique values: 1         missing .: 0/661

tabulation: Freq. Value
             661 0
```

```
=====
eba_nunion              Pay rate set by non-union EBA
=====

type: numeric (float)
range: [0,340]           units: 1
unique values: 34        missing .: 18/661

mean: 3.51477
std. dev: 21.855

percentiles:    10%    25%    50%    75%    90%
0              0      0      0      0
```

```
=====
reg_a                   (unlabeled)
=====

type: numeric (float)
range: [0,2200]          units: 1
unique values: 94        missing .: 0/661

mean: 34.8563
std. dev: 137.951

percentiles:    10%    25%    50%    75%    90%
0              0      0      1      75
```

```
=====
reg_b                   (unlabeled)
=====

type: numeric (float)
range: [0,400]           units: 1
unique values: 29        missing .: 0/661

mean: 4.32375
std. dev: 30.1005

percentiles:    10%    25%    50%    75%    90%
0              0      0      0      0
```

```
=====
reg_c                   (unlabeled)
=====
```

```

type: numeric (float)
range: [0,181]           units: 1
unique values: 15       missing .: 0/661

mean: 1.17852
std. dev: 11.6431

percentiles:    10%    25%    50%    75%    90%
0              0      0      0      0
    
```

```

=====
reg_d                (unlabeled)
=====
    
```

```

type: numeric (float)
range: [0,163]         units: 1
unique values: 9       missing .: 0/661

tabulation: Freq. Value
            653  0
            1   3
            1  10
            1  17
            1  25
            1  40
            1  50
            1 100
            1 163
    
```

```

=====
reg_e                (unlabeled)
=====
    
```

```

type: numeric (float)
range: [0,80]          units: 1
unique values: 4       missing .: 0/661

tabulation: Freq. Value
            658  0
            1   1
            1  15
            1  80
    
```

```

=====
reg_f                (unlabeled)
=====
    
```

```

type: numeric (float)
range: [0,10]          units: 10
unique values: 2       missing .: 0/661

tabulation: Freq. Value
            660  0
            1  10
    
```

```

=====
reg_g                (unlabeled)
=====
    
```

```

type: numeric (float)
range: [0,0]           units: 1
unique values: 1       missing .: 0/661

tabulation: Freq. Value
            661  0
    
```

```

=====
reg_h                (unlabeled)
=====
    
```

```
=====
                type: numeric (float)
                range: [0,0]                units: 1
unique values: 1                missing .: 0/661

                tabulation: Freq. Value
                           661 0
=====
```

```
reg_i                (unlabeled)
=====
```

```
                type: numeric (float)
                range: [0,0]                units: 1
unique values: 1                missing .: 0/661

                tabulation: Freq. Value
                           661 0
=====
```

```
reg_j                (unlabeled)
=====
```

```
                type: numeric (float)
                range: [0,0]                units: 1
unique values: 1                missing .: 0/661

                tabulation: Freq. Value
                           661 0
=====
```

```
eba_reg                Pay rate set by registered EBA
=====
```

```
                type: numeric (float)
                range: [0,2300]            units: 1
unique values: 103            missing .: 18/661

                mean: 42.4743
                std. dev: 166.294

                percentiles:    10%    25%    50%    75%    90%
                0      0      0      4      99
=====
```

```
unreg_a                (unlabeled)
=====
```

```
                type: numeric (float)
                range: [0,2200]            units: 1
unique values: 94            missing .: 0/661

                mean: 34.8563
                std. dev: 137.951

                percentiles:    10%    25%    50%    75%    90%
                0      0      0      1      75
=====
```

```
unreg_b                (unlabeled)
=====
```

```
                type: numeric (float)
                range: [0,400]            units: 1
unique values: 29            missing .: 0/661

                mean: 4.32375
=====
```

std. dev: 30.1005
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

=====

unreg_c (unlabeled)

=====

type: numeric (float)
 range: [0,181] units: 1
 unique values: 15 missing .: 0/661
 mean: 1.17852
 std. dev: 11.6431
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

=====

unreg_d (unlabeled)

=====

type: numeric (float)
 range: [0,163] units: 1
 unique values: 9 missing .: 0/661
 tabulation: Freq. Value
 653 0
 1 3
 1 10
 1 17
 1 25
 1 40
 1 50
 1 100
 1 163

=====

unreg_e (unlabeled)

=====

type: numeric (float)
 range: [0,80] units: 1
 unique values: 4 missing .: 0/661
 tabulation: Freq. Value
 658 0
 1 1
 1 15
 1 80

=====

unreg_f (unlabeled)

=====

type: numeric (float)
 range: [0,10] units: 10
 unique values: 2 missing .: 0/661
 tabulation: Freq. Value
 660 0
 1 10

=====

unreg_g (unlabeled)

=====

type: numeric (float)

range: [0,0] units: 1
 unique values: 1 missing .. 0/661

tabulation: Freq. Value
 661 0

=====
 unreg_h (unlabeled)
 =====

type: numeric (float)

range: [0,0] units: 1
 unique values: 1 missing .. 0/661

tabulation: Freq. Value
 661 0

=====
 unreg_i (unlabeled)
 =====

type: numeric (float)

range: [0,0] units: 1
 unique values: 1 missing .. 0/661

tabulation: Freq. Value
 661 0

=====
 unreg_j (unlabeled)
 =====

type: numeric (float)

range: [0,0] units: 1
 unique values: 1 missing .. 0/661

tabulation: Freq. Value
 661 0

=====
 eba_unreg Pay rate set by an unregistered EBA
 =====

type: numeric (float)

range: [0,2300] units: 1
 unique values: 102 missing .. 18/661

mean: 42.2877
 std. dev: 165.731

percentiles:	10%	25%	50%	75%	90%
0	0	4	99		

=====
 state_a (unlabeled)
 =====

type: numeric (float)

range: [0,1100] units: 1
 unique values: 66 missing .. 0/661

mean: 22.1558
 std. dev: 98.62

percentiles:	10%	25%	50%	75%	90%
0	0	0	32		

=====
 state_b (unlabeled)
 =====

```

=====
                type: numeric (float)
                range: [0,400]                units: 1
unique values: 26                missing .: 0/661

                mean: 3.73374
                std. dev: 29.2388

                percentiles:    10%    25%    50%    75%    90%
                                0      0      0      0      0
    
```

```

=====
state_c                (unlabeled)
=====
    
```

```

                type: numeric (float)
                range: [0,170]                units: 1
unique values: 14                missing .: 0/661

                mean: .90469
                std. dev: 9.30029

                percentiles:    10%    25%    50%    75%    90%
                                0      0      0      0      0
    
```

```

=====
state_d                (unlabeled)
=====
    
```

```

                type: numeric (float)
                range: [0,100]                units: 1
unique values: 8                missing .: 0/661

                tabulation: Freq. Value
                            654 0
                            1 3
                            1 10
                            1 17
                            1 25
                            1 40
                            1 50
                            1 100
    
```

```

=====
state_e                (unlabeled)
=====
    
```

```

                type: numeric (float)
                range: [0,80]                units: 1
unique values: 4                missing .: 0/661

                tabulation: Freq. Value
                            658 0
                            1 1
                            1 15
                            1 80
    
```

```

=====
state_f                (unlabeled)
=====
    
```

```

                type: numeric (float)
                range: [0,10]                units: 10
unique values: 2                missing .: 0/661

                tabulation: Freq. Value
                            660 0
                            1 10
    
```

=====
state_g (unlabeled)
=====

type: numeric (float)
range: [0,0] units: 1
unique values: 1 missing .: 0/661
tabulation: Freq. Value
661 0

=====
state_h (unlabeled)
=====

type: numeric (float)
range: [0,0] units: 1
unique values: 1 missing .: 0/661
tabulation: Freq. Value
661 0

=====
state_i (unlabeled)
=====

type: numeric (float)
range: [0,0] units: 1
unique values: 1 missing .: 0/661
tabulation: Freq. Value
661 0

=====
state_j (unlabeled)
=====

type: numeric (float)
range: [0,0] units: 1
unique values: 1 missing .: 0/661
tabulation: Freq. Value
661 0

=====
eba_state Pay rate set by State EBA
=====

type: numeric (float)
range: [0,1710] units: 1
unique values: 77 missing .: 18/661
mean: 28.0902
std. dev: 129.416
percentiles: 10% 25% 50% 75% 90%
0 0 0 0 45

=====
fed_a (unlabeled)
=====

type: numeric (float)
range: [0,2200] units: 1
unique values: 39 missing .: 0/661
mean: 11.6263

std. dev: 99.0287
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

=====
 fed_b (unlabeled)
 =====

type: numeric (float)
 range: [0,150] units: 1
 unique values: 6 missing .: 0/661
 tabulation: Freq. Value
 656 0
 1 16
 1 20
 1 44
 1 90
 1 150

=====
 fed_c (unlabeled)
 =====

type: numeric (float)
 range: [0,181] units: 1
 unique values: 2 missing .: 0/661
 tabulation: Freq. Value
 660 0
 1 181

=====
 fed_d (unlabeled)
 =====

type: numeric (float)
 range: [0,163] units: 1
 unique values: 2 missing .: 0/661
 tabulation: Freq. Value
 660 0
 1 163

=====
 fed_e (unlabeled)
 =====

type: numeric (float)
 range: [0,0] units: 1
 unique values: 1 missing .: 0/661
 tabulation: Freq. Value
 661 0

=====
 fed_f (unlabeled)
 =====

type: numeric (float)
 range: [0,0] units: 1
 unique values: 1 missing .: 0/661
 tabulation: Freq. Value
 661 0

=====
 fed_g (unlabeled)
 =====

```
=====
                type: numeric (float)
                range: [0,0]                units: 1
unique values: 1                               missing .: 0/661

                tabulation: Freq. Value
                             661 0
=====
```

```
fed_h                (unlabeled)
=====
```

```
                type: numeric (float)
                range: [0,0]                units: 1
unique values: 1                               missing .: 0/661

                tabulation: Freq. Value
                             661 0
=====
```

```
fed_i                (unlabeled)
=====
```

```
                type: numeric (float)
                range: [0,0]                units: 1
unique values: 1                               missing .: 0/661

                tabulation: Freq. Value
                             661 0
=====
```

```
fed_j                (unlabeled)
=====
```

```
                type: numeric (float)
                range: [0,0]                units: 1
unique values: 1                               missing .: 0/661

                tabulation: Freq. Value
                             661 0
=====
```

```
eba_fed                Pay rate set by Federal EBA
=====
```

```
                type: numeric (float)
                range: [0,2200]            units: 1
unique values: 41                               missing .: 18/661

                mean: 13.1695
                std. dev: 104.107

                percentiles: 10% 25% 50% 75% 90%
                             0 0 0 0 0
=====
```

```
award_exact                Number of employees paid at exactly the award rate
=====
```

```
                type: numeric (float)
                range: [0,450]            units: 1
unique values: 87                               missing .: 18/661

                mean: 17.1431
                std. dev: 52.0056

                percentiles: 10% 25% 50% 75% 90%
=====
```

0 0 0 6 40

```
=====
award_over          Number of employees on over-award payments
=====
      type: numeric (float)
      range: [0,550]          units: 1
unique values: 69          missing .: 0/661
      mean: 15.2995
      std. dev: 45.8799
      percentiles:    10%    25%    50%    75%    90%
                     0      0      1     12     34
```

```
=====
award_over2        Number of employees on over-award payments
=====
      type: numeric (float)
      range: [0,550]          units: 1
unique values: 69          missing .: 18/661
      mean: 15.3779
      std. dev: 45.7819
      percentiles:    10%    25%    50%    75%    90%
                     0      0      2     13     35
```

```
=====
astate_a           (unlabeled)
=====
      type: numeric (float)
      range: [0,408]          units: 1
unique values: 77          missing .: 0/661
      mean: 14.4599
      std. dev: 39.7106
      percentiles:    10%    25%    50%    75%    90%
                     0      0      1     10     32
```

```
=====
astate_b           (unlabeled)
=====
      type: numeric (float)
      range: [0,200]          units: 1
unique values: 38          missing .: 0/661
      mean: 3.6823
      std. dev: 13.4259
      percentiles:    10%    25%    50%    75%    90%
                     0      0      0      2      8
```

```
=====
astate_c           (unlabeled)
=====
      type: numeric (float)
      range: [0,160]          units: 1
unique values: 27          missing .: 0/661
      mean: 2.25416
      std. dev: 12.3017
```

percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 3

=====
 astate_d (unlabeled)
 =====

type: numeric (float)
 range: [0,87] units: 1
 unique values: 23 missing .: 0/661
 mean: 1.04992
 std. dev: 6.56314

percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

=====
 astate_e (unlabeled)
 =====

type: numeric (float)
 range: [0,130] units: 1
 unique values: 12 missing .: 0/661
 mean: .503782
 std. dev: 6.53072

percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

=====
 astate_f (unlabeled)
 =====

type: numeric (float)
 range: [0,23] units: 1
 unique values: 7 missing .: 0/661

tabulation:	Freq.	Value
	655	0
	1	1
	1	3
	1	4
	1	10
	1	13
	1	23

=====
 astate_g (unlabeled)
 =====

type: numeric (float)
 range: [0,22] units: 1
 unique values: 6 missing .: 0/661

tabulation:	Freq.	Value
	656	0
	1	1
	1	3
	1	18
	1	20
	1	22

=====
 astate_h (unlabeled)
 =====

type: numeric (float)

range: [0,309] units: 1
 unique values: 4 missing .: 0/661

tabulation: Freq. Value
 658 0
 1 1
 1 9
 1 309

=====
 astate_i (unlabeled)
 =====

type: numeric (float)
 range: [0,0] units: 1
 unique values: 1 missing .: 0/661

tabulation: Freq. Value
 661 0

=====
 astate_j (unlabeled)
 =====

type: numeric (float)
 range: [0,0] units: 1
 unique values: 1 missing .: 0/661

tabulation: Freq. Value
 661 0

=====
 award_state Pay rate set by State award
 =====

type: numeric (float)
 range: [0,500] units: 1
 unique values: 94 missing .: 0/661

mean: 21.7292
 std. dev: 52.2161

percentiles:	10%	25%	50%	75%	90%
0	0	4	20	60	

=====
 afed_a (unlabeled)
 =====

type: numeric (float)
 range: [0,550] units: 1
 unique values: 52 missing .: 0/661

mean: 7.79274
 std. dev: 40.9292

percentiles:	10%	25%	50%	75%	90%
0	0	0	0	9	

=====
 afed_b (unlabeled)
 =====

type: numeric (float)
 range: [0,90] units: 1
 unique values: 19 missing .: 0/661

mean: .698941
 std. dev: 5.17762

percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

=====
 afed_c (unlabeled)
 =====

type: numeric (float)
 range: [0,118] units: 1
 unique values: 12 missing .: 0/661
 mean: .378215
 std. dev: 5.09061
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

=====
 afed_d (unlabeled)
 =====

type: numeric (float)
 range: [0,14] units: 1
 unique values: 5 missing .: 0/661
 tabulation: Freq. Value
 657 0
 1 2
 1 6
 1 10
 1 14

=====
 afed_e (unlabeled)
 =====

type: numeric (float)
 range: [0,0] units: 1
 unique values: 1 missing .: 0/661
 tabulation: Freq. Value
 661 0

=====
 afed_f (unlabeled)
 =====

type: numeric (float)
 range: [0,0] units: 1
 unique values: 1 missing .: 0/661
 tabulation: Freq. Value
 661 0

=====
 afed_g (unlabeled)
 =====

type: numeric (float)
 range: [0,0] units: 1
 unique values: 1 missing .: 0/661
 tabulation: Freq. Value
 661 0

=====
 afed_h (unlabeled)
 =====

```

type: numeric (float)
range: [0,0] units: 1
unique values: 1 missing .: 0/661

tabulation: Freq. Value
             661 0
    
```

```

=====
afed_i (unlabeled)
=====
    
```

```

type: numeric (float)
range: [0,0] units: 1
unique values: 1 missing .: 0/661

tabulation: Freq. Value
             661 0
    
```

```

=====
afed_j (unlabeled)
=====
    
```

```

type: numeric (float)
range: [0,0] units: 1
unique values: 1 missing .: 0/661

tabulation: Freq. Value
             661 0
    
```

```

=====
award_fed Pay rate set by Federal award
=====
    
```

```

type: numeric (float)
range: [0,550] units: 1
unique values: 58 missing .: 0/661

mean: 8.91831
std. dev: 43.5268

percentiles: 10% 25% 50% 75% 90%
             0 0 0 0 12
    
```

```

=====
indiv_manag Managerial staff under individual agreements
=====
    
```

```

type: numeric (float)
range: [0,400] units: 1
unique values: 35 missing .: 0/661

mean: 6.04841
std. dev: 21.4954

percentiles: 10% 25% 50% 75% 90%
             0 0 1 5 12
    
```

```

=====
indiv_nonm Non-managerial staff under individual agreements
=====
    
```

```

type: numeric (float)
range: [0,760] units: 1
unique values: 75 missing .: 0/661

mean: 12.593
std. dev: 49.0005
    
```

percentiles: 10% 25% 50% 75% 90%
 0 0 0 5 25

=====
 awa Staff under AWA
 =====

type: numeric (float)
 range: [0,389] units: 1
 unique values: 23 missing .: 18/661
 mean: 2.47278
 std. dev: 19.4804
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

=====
 indiv_state Staff under State individual agreements
 =====

type: numeric (float)
 range: [0,250] units: 1
 unique values: 18 missing .: 18/661
 mean: 1.17574
 std. dev: 12.3787
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

=====
 indiv_not Staff under unregistered individual agreements
 =====

type: numeric (float)
 range: [0,800] units: 1
 unique values: 75 missing .: 18/661
 mean: 16.9425
 std. dev: 59.4989
 percentiles: 10% 25% 50% 75% 90%
 0 0 1 10 33

=====
 indiv_reg Staff under registered individual agreements
 =====

type: numeric (float)
 range: [0,389] units: 1
 unique values: 43 missing .: 18/661
 mean: 4.493
 std. dev: 22.8193
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 4

=====
 total2 Pay rate setting totals (after correction)
 =====

type: numeric (float)
 range: [0,2510] units: 1
 unique values: 170 missing .: 0/661
 mean: 92.0666

std. dev: 199.617
 percentiles: 10% 25% 50% 75% 90%
 6 12 30 89 219

=====diff2 Discrepancy between wpsize and pay rate total (after correction)=====

type: numeric (float)
 range: [-300,110] units: 1
 unique values: 37 missing .: 0/661
 mean: -2.73071
 std. dev: 23.9255
 percentiles: 10% 25% 50% 75% 90%
 -2 0 0 0 0

=====s_award (unlabeled)=====

type: numeric (float)
 range: [0,100] units: 1.000e-08
 unique values: 159 missing .: 0/661
 mean: 48.6683
 std. dev: 43.7672
 percentiles: 10% 25% 50% 75% 90%
 0 0 55.5556 98.4375 100

=====s_exaward (unlabeled)=====

type: numeric (float)
 range: [0,100] units: 1.000e-08
 unique values: 156 missing .: 18/661
 mean: 21.1936
 std. dev: 34.2004
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 34.7826 85.0746

=====s_ovaward (unlabeled)=====

type: numeric (float)
 range: [0,100] units: 1.000e-08
 unique values: 161 missing .: 18/661
 mean: 29.3019
 std. dev: 37.7415
 percentiles: 10% 25% 50% 75% 90%
 0 0 5.45455 63.3333 100

=====s_reg (unlabeled)=====

type: numeric (float)
 range: [0,116.66666] units: 1.000e-08
 unique values: 102 missing .: 18/661

mean: 20.2219
 std. dev: 36.4265

percentiles:	10%	25%	50%	75%	90%
0	0	0	18.75	92.2222	

=====
 s_unreg (unlabeled)
 =====

type: numeric (float)

range: [0,100] units: 1.000e-08
 unique values: 100 missing .: 18/661

mean: 19.9084
 std. dev: 36.1361

percentiles:	10%	25%	50%	75%	90%
0	0	0	13.0435	90.2778	

=====
 s_indreg (unlabeled)
 =====

type: numeric (float)

range: [0,161.90475] units: 1.000e-07
 unique values: 66 missing .: 18/661

mean: 5.95396
 std. dev: 20.4326

percentiles:	10%	25%	50%	75%	90%
0	0	0	0	14.6341	

=====
 s_indunreg (unlabeled)
 =====

type: numeric (float)

range: [0,100] units: 1.000e-08
 unique values: 161 missing .: 18/661

mean: 21.6394
 std. dev: 33.6884

percentiles:	10%	25%	50%	75%	90%
0	0	.588235	28.5714	98.3333	

=====
 s_eba (unlabeled)
 =====

type: numeric (float)

range: [0,116.66666] units: 1.000e-08
 unique values: 113 missing .: 18/661

mean: 22.5396
 std. dev: 37.4962

percentiles:	10%	25%	50%	75%	90%
0	0	0	48	94.1176	

=====
 s_indiv (unlabeled)
 =====

type: numeric (float)

range: [0,100] units: 1.000e-08
 unique values: 178 missing .: 18/661

mean: 25.9274
 std. dev: 35.5832
 percentiles: 10% 25% 50% 75% 90%
 0 0 8.33333 36.6667 100

=====

s_pother (unlabeled)

=====

type: numeric (float)
 range: [0,160] units: 1.000e-08
 unique values: 59 missing .: 18/661
 mean: 2.98195
 std. dev: 12.4143
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 4.16667

=====

s_indiv_state (unlabeled)

=====

type: numeric (float)
 range: [0,100] units: 1.000e-06
 unique values: 15 missing .: 18/661
 mean: 1.62835
 std. dev: 10.9558
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

=====

s_awa (unlabeled)

=====

type: numeric (float)
 range: [0,100] units: 1.000e-07
 unique values: 23 missing .: 18/661
 mean: 2.32631
 std. dev: 13.4965
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

=====

s_eba_state (unlabeled)

=====

type: numeric (float)
 range: [0,100] units: 1.000e-08
 unique values: 70 missing .: 18/661
 mean: 12.5701
 std. dev: 30.165
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 76.9231

=====

s_eba_fed (unlabeled)

=====

type: numeric (float)
 range: [0,116.66666] units: 1.000e-07

unique values: 40 missing .: 18/661
 mean: 5.71818
 std. dev: 21.1693
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

===== s_eba_union (unlabeled) =====

type: numeric (float)
 range: [0,116.66666] units: 1.000e-08
 unique values: 85 missing .: 18/661
 mean: 16.61
 std. dev: 33.9018
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 85.2941

===== s_eba_nunion (unlabeled) =====

type: numeric (float)
 range: [0,100] units: 1.000e-07
 unique values: 45 missing .: 18/661
 mean: 5.92954
 std. dev: 20.9046
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

===== wp_nca Wps without CAs =====

type: numeric (float)
 label: yn
 range: [1,2] units: 1
 unique values: 2 missing .: 0/661
 tabulation: Freq. Numeric Label
 472 1 Yes
 189 2 No

===== wp_uca Wps with union CAs =====

type: numeric (float)
 label: yn
 range: [1,2] units: 1
 unique values: 2 missing .: 0/661
 tabulation: Freq. Numeric Label
 154 1 Yes
 507 2 No

===== wp_nuca Wps with non-union CAs =====

type: numeric (float)
 label: yn
 range: [1,2] units: 1

unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	57	1	Yes
	604	2	No

=====
wp_awd Wps with awards
=====

type: numeric (float)
label: yn

range: [1,2] units: 1
unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	427	1	Yes
	234	2	No

=====
wp_exawd Wps with award only
=====

type: numeric (float)
label: yn

range: [1,2] units: 1
unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	261	1	Yes
	400	2	No

=====
wp_oawd Wps with over-awards
=====

type: numeric (float)
label: yn

range: [1,2] units: 1
unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	360	1	Yes
	301	2	No

=====
wp_rind Wps with reg indiv agree
=====

type: numeric (float)
label: yn

range: [1,2] units: 1
unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	110	1	Yes
	551	2	No

=====
wp_urind Wps with unreg indiv agree
=====

type: numeric (float)
label: yn

range: [1,2] units: 1
unique values: 2 missing .: 0/661

tabulation:	Freq.	Numeric	Label
	341	1	Yes

320 2 No

```

=====
e_award (unlabeled)
=====
type: numeric (float)
range: [0,16665] units: 1.000e-06
unique values: 340 missing .: 0/661
mean: 454.083
std. dev: 1070.41
percentiles: 10% 25% 50% 75% 90%
0 0 122 539 1035
    
```

```

=====
e_exaward (unlabeled)
=====
type: numeric (float)
range: [0,8846.5] units: 1.000e-06
unique values: 201 missing .: 18/661
mean: 166.365
std. dev: 505.042
percentiles: 10% 25% 50% 75% 90%
0 0 0 134.4 514.5
    
```

```

=====
e_ovaward (unlabeled)
=====
type: numeric (float)
range: [0,16665] units: 1.000e-07
unique values: 257 missing .: 18/661
mean: 302.893
std. dev: 932.987
percentiles: 10% 25% 50% 75% 90%
0 0 17.4 248.4 790
    
```

```

=====
e_reg (unlabeled)
=====
type: numeric (float)
range: [0,14030] units: 1.000e-06
unique values: 159 missing .: 18/661
mean: 254.632
std. dev: 924.746
percentiles: 10% 25% 50% 75% 90%
0 0 0 45 666.6
    
```

```

=====
e_unreg (unlabeled)
=====
type: numeric (float)
range: [0,14030] units: 1.000e-06
unique values: 157 missing .: 18/661
mean: 253.274
std. dev: 920.981
    
```

percentiles:	10%	25%	50%	75%	90%
0	0	0	30.5	666.6	

=====

e_indreg (unlabeled)

=====

type: numeric (float)

range: [0,2212] units: 1.000e-06

unique values: 80 missing .: 18/661

mean: 39.4224

std. dev: 164.34

percentiles:	10%	25%	50%	75%	90%
0	0	0	0	80	

=====

e_indunreg (unlabeled)

=====

type: numeric (float)

range: [0,8938.5] units: 1.000e-06

unique values: 237 missing .: 18/661

mean: 187.832

std. dev: 563.439

percentiles:	10%	25%	50%	75%	90%
0	0	2.4	138	549	

=====

e_eba (unlabeled)

=====

type: numeric (float)

range: [0,14030] units: 1.000e-06

unique values: 180 missing .: 18/661

mean: 275.673

std. dev: 933.273

percentiles:	10%	25%	50%	75%	90%
0	0	0	131.6	717.8	

=====

e_indiv (unlabeled)

=====

type: numeric (float)

range: [0,8938.5] units: 1.000e-06

unique values: 263 missing .: 18/661

mean: 216.68

std. dev: 578.65

percentiles:	10%	25%	50%	75%	90%
0	0	28	179.5	628.4	

=====

e_pother (unlabeled)

=====

type: numeric (float)

range: [0,709.20001] units: 1.000e-06

unique values: 61 missing .: 18/661

mean: 20.337

std. dev: 82.5217

percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 15.8

=====

e_indiv_state (unlabeled)

=====

type: numeric (float)

range: [0,1525] units: 1.000e-06
 unique values: 20 missing .: 18/661

mean: 14.3599
 std. dev: 117.273

percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

=====

e_awa (unlabeled)

=====

type: numeric (float)

range: [0,2212] units: 1.000e-06
 unique values: 27 missing .: 18/661

mean: 13.3157
 std. dev: 111.117

percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

=====

e_eba_state (unlabeled)

=====

type: numeric (float)

range: [0,6900] units: 1.000e-06
 unique values: 107 missing .: 18/661

mean: 156.797
 std. dev: 636.671

percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 427.7

=====

e_eba_fed (unlabeled)

=====

type: numeric (float)

range: [0,13420] units: .00001
 unique values: 49 missing .: 18/661

mean: 88.6428
 std. dev: 662.7

percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

=====

e_eba_union (unlabeled)

=====

type: numeric (float)

range: [0,14030] units: .00001
 unique values: 136 missing .: 18/661

mean: 223.024

std. dev: 883.082
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 553

=====
 e_eba_nunion (unlabeled)
 =====

type: numeric (float)
 range: [0,6467.5] units: 1.000e-06
 unique values: 57 missing .: 18/661
 mean: 52.6493
 std. dev: 330.773
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 0 0

=====
 empwt Employee weight
 =====

type: numeric (float)
 range: [12.2,16820] units: 1.000e-06
 unique values: 484 missing .: 0/661
 mean: 999.577
 std. dev: 1625
 percentiles: 10% 25% 50% 75% 90%
 96 252 552 966 2212

=====
 unionwp Union status of workplace
 =====

type: numeric (int)
 label: unionwp
 range: [0,1] units: 1
 unique values: 2 missing .: 2/661
 tabulation: Freq. Numeric Label
 424 0 Non-unionised
 235 1 Unionised
 2 .

=====
 unionden Union density
 =====

type: numeric (float)
 range: [0,100] units: .1
 unique values: 138 missing .: 21/661
 mean: 10.5022
 std. dev: 22.1508
 percentiles: 10% 25% 50% 75% 90%
 0 0 0 6.7 40.6

=====
 uniongrp Union density
 =====

type: numeric (float)
 label: uniongrp
 range: [1,6] units: 1
 unique values: 6 missing .: 21/661

tabulation:	Freq.	Numeric	Label
	427	1	None
	65	2	Some, but less than 10%
	50	3	More than 10% to 25%
	48	4	More than 25% to 50%
	46	5	More than 50% to 99%
	4	6	100%
	21	.	

=====
un1 None
=====

 type: numeric (byte)
 range: [0,100] units: 100
unique values: 2 missing .: 21/661

 tabulation: Freq. Value
 213 0
 427 100
 21 .

=====
un2 \$<\$10
=====

 type: numeric (byte)
 range: [0,100] units: 100
unique values: 2 missing .: 21/661

 tabulation: Freq. Value
 575 0
 65 100
 21 .

=====
un3 10--25
=====

 type: numeric (byte)
 range: [0,100] units: 100
unique values: 2 missing .: 21/661

 tabulation: Freq. Value
 590 0
 50 100
 21 .

=====
un4 26--50
=====

 type: numeric (byte)
 range: [0,100] units: 100
unique values: 2 missing .: 21/661

 tabulation: Freq. Value
 592 0
 48 100
 21 .

=====
un5 51--99
=====

 type: numeric (byte)
 range: [0,100] units: 100
unique values: 2 missing .: 21/661

```

tabulation: Freq. Value
              594  0
              46 100
              21  .
    
```

```

=====
un6          100
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 21/661
    
```

```

tabulation: Freq. Value
              636  0
              4  100
              21  .
    
```

```

=====
deleg          Union delegates
=====
    
```

```

type: numeric (byte)
label: deleg
range: [0,1]          units: 1
unique values: 2      missing .: 0/661
    
```

```

tabulation: Freq. Numeric Label
              534      0 Absent
              127      1 Present
    
```

```

=====
union          Union status
=====
    
```

```

type: numeric (float)
label: union
range: [1,3]          units: 1
unique values: 3      missing .: 2/661
    
```

```

tabulation: Freq. Numeric Label
              424      1 No unions
              108      2 Unions, no delegates
              127      3 Unions & delegates
              2        .
    
```

```

=====
unman1          V good
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 426/661
    
```

```

tabulation: Freq. Value
              168  0
              67 100
              426  .
    
```

```

=====
unman2          Good
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 426/661
    
```

```

tabulation: Freq. Value
    
```

138 0
 97 100
 426 .

=====

unman3 Neut

=====

type: numeric (byte)

range: [0,100] units: 100
 unique values: 2 missing .: 426/661

tabulation: Freq. Value
 177 0
 58 100
 426 .

=====

unman4 Poor

=====

type: numeric (byte)

range: [0,100] units: 100
 unique values: 2 missing .: 426/661

tabulation: Freq. Value
 228 0
 7 100
 426 .

=====

unman5 V poor

=====

type: numeric (byte)

range: [0,100] units: 100
 unique values: 2 missing .: 426/661

tabulation: Freq. Value
 229 0
 6 100
 426 .

=====

reason1 (unlabeled)

=====

type: numeric (float)

range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation: Freq. Value
 648 0
 13 100

=====

reason2 (unlabeled)

=====

type: numeric (float)

range: [0,100] units: 100
 unique values: 2 missing .: 0/661

tabulation: Freq. Value
 634 0
 27 100

=====

lowrate Lowest hourly rate of pay

```

=====
                type: numeric (float)
                range: [5,71]                units: .01
unique values: 262                missing .: 4/661

                mean: 16.092
                std. dev: 4.1452

                percentiles:    10%    25%    50%    75%    90%
                                12.6    14    15.53    17.36    20.06
=====

```

lowrategrp RECODE of lowrate (Lowest hourly rate of pay)

```

=====
                type: numeric (float)
                label: lowrategrp

                range: [1,5]                units: 1
unique values: 5                missing .: 4/661

                tabulation: Freq.  Numeric  Label
                            36        1  Under $12
                            209       2  $12 to $14.99
                            211       3  $15 to $16.99
                            115       4  $17 to $19.99
                            86        5  $20 plus
                            4         .
=====

```

lowr1 \$<\$12

```

=====
                type: numeric (byte)

                range: [0,100]             units: 100
unique values: 2                missing .: 4/661

                tabulation: Freq.  Value
                            621    0
                            36    100
                            4     .
=====

```

lowr2 12\$<\$15

```

=====
                type: numeric (byte)

                range: [0,100]             units: 100
unique values: 2                missing .: 4/661

                tabulation: Freq.  Value
                            448    0
                            209   100
                            4     .
=====

```

lowr3 15\$<\$17

```

=====
                type: numeric (byte)

                range: [0,100]             units: 100
unique values: 2                missing .: 4/661

                tabulation: Freq.  Value
                            446    0
                            211   100
                            4     .
=====

```

```

lowr4                                17$<$20
=====
                                type: numeric (byte)
                                range: [0,100]           units: 100
                                unique values: 2           missing .: 4/661
                                tabulation: Freq. Value
                                           542  0
                                           115 100
                                           4   .
    
```

```

lowr5                                $>$20
=====
                                type: numeric (byte)
                                range: [0,100]           units: 100
                                unique values: 2           missing .: 4/661
                                tabulation: Freq. Value
                                           571  0
                                           86  100
                                           4   .
    
```

```

avweek                                Average weekly wage
=====
                                type: numeric (float)
                                range: [100,6500]        units: 1
                                unique values: 253        missing .: 4/661
                                mean: 882.387
                                std. dev: 472.405
                                percentiles: 10% 25% 50% 75% 90%
                                           500  600  782 1060 1358
    
```

```

avweekgrp                            RECODE of avweek (Average weekly wage)
=====
                                type: numeric (float)
                                label: avweekgrp
                                range: [1,5]             units: 1
                                unique values: 5           missing .: 4/661
                                tabulation: Freq. Numeric Label
                                           31      1 Under $400
                                           128     2 $400 to $599
                                           170     3 $600 to $699
                                           123     4 $800 to $999
                                           205     5 $1000 plus
                                           4       .
    
```

```

avw1                                $<$400
=====
                                type: numeric (byte)
                                range: [0,100]           units: 100
                                unique values: 2           missing .: 4/661
                                tabulation: Freq. Value
                                           626  0
                                           31  100
                                           4   .
    
```



```

type: numeric (float)
range: [0,100]           units: .01
unique values: 171       missing .: 265/661
mean: 19.7164
std. dev: 8.14307
percentiles:    10%    25%    50%    75%    90%
15    16.5    18    20    25.83
    
```

```

=====
casrategrp          RECODE of casrate (Average casual rate of pay)
=====
    
```

```

type: numeric (float)
label: casrategrp
range: [1,5]           units: 1
unique values: 5       missing .: 265/661

tabulation: Freq.  Numeric  Label
             10         1  Under $12
             16         2  $12 to $14.99
             91         3  $15 to $16.99
            165         4  $17 to $19.99
             114         5  $20 plus
             265         .
    
```

```

=====
casr1              $<$12
=====
    
```

```

type: numeric (byte)
range: [0,100]         units: 100
unique values: 2       missing .: 265/661

tabulation: Freq.  Value
             386    0
              10   100
             265    .
    
```

```

=====
casr2              12$<$15
=====
    
```

```

type: numeric (byte)
range: [0,100]         units: 100
unique values: 2       missing .: 265/661

tabulation: Freq.  Value
             380    0
              16   100
             265    .
    
```

```

=====
casr3              15$<$17
=====
    
```

```

type: numeric (byte)
range: [0,100]         units: 100
unique values: 2       missing .: 265/661

tabulation: Freq.  Value
             305    0
              91   100
             265    .
    
```

```

=====
casr4              17$<$20
=====
    
```

```

=====
                type: numeric (byte)
                range: [0,100]                units: 100
unique values: 2                                missing .: 265/661

                tabulation: Freq. Value
                           231  0
                           165 100
                           265  .
    
```

```

=====
casr5          $>$20
=====
    
```

```

                type: numeric (byte)
                range: [0,100]                units: 100
unique values: 2                                missing .: 265/661

                tabulation: Freq. Value
                           282  0
                           114 100
                           265  .
    
```

```

=====
loading        Size of casual loading
=====
    
```

```

                type: numeric (float)
                range: [1,35]                units: 1
unique values: 20                                missing .: 411/661

                mean: 21.992
                std. dev: 4.90389

                percentiles: 10%    25%    50%    75%    90%
                           17.5    20     23     25     25
    
```

```

=====
loading_grp    RECODE of loading (Size of casual loading)
=====
    
```

```

                type: numeric (float)
                label: loading_grp

                range: [1,3]                units: 1
unique values: 3                                missing .: 411/661

                tabulation: Freq. Numeric Label
                           64      1  $<=$20\%
                           115     2  21$<$24\%
                           71      3  $>=$25\%
                           411     .
    
```

```

=====
load1          $<=$20
=====
    
```

```

                type: numeric (byte)
                range: [0,100]                units: 100
unique values: 2                                missing .: 411/661

                tabulation: Freq. Value
                           186  0
                           64  100
                           411  .
    
```

```

=====
load2          21$<$24
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 411/661

tabulation: Freq. Value
             135  0
             115 100
             411  .
    
```

```

=====
load3      $>=$25
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 411/661

tabulation: Freq. Value
             179  0
             71  100
             411  .
    
```

```

=====
payset      Preferred method of setting wages and conditions
=====
    
```

```

type: numeric (float)
label: payset

range: [1,6]           units: 1
unique values: 6       missing .: 5/661

tabulation: Freq.  Numeric  Label
             90      1      Union collective agreements
             55      2      Non-union collective agreements
             92      3      Award rates of pay
             145     4      Over-awards
             211     5      Informal individual agreements
             63      6      AWAs
             5       .
    
```

```

=====
prof1      Up
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 23/661

tabulation: Freq. Value
             329  0
             309 100
             23  .
    
```

```

=====
prof2      Down
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 23/661

tabulation: Freq. Value
             507  0
             131 100
             23  .
    
```

```

=====
prof3      Same
=====
    
```

```

=====
                type: numeric (byte)
                range: [0,100]                units: 100
unique values: 2                               missing .: 23/661

tabulation:  Freq.  Value
              465    0
              173   100
              23     .
    
```

```

=====
prof4                q62==Don't know
=====
                type: numeric (byte)
                range: [0,100]                units: 100
unique values: 2                               missing .: 23/661

tabulation:  Freq.  Value
              613    0
              25   100
              23     .
    
```

```

=====
labgrp                Labour costs as percentage of total
=====
                type: numeric (float)
                label: labgrp
                range: [1,4]                  units: 1
unique values: 4                               missing .: 200/661

tabulation:  Freq.  Numeric  Label
              123    1        25% or less
              208    2        More than 25 to 50%
              99     3        More than 50 to 75%
              31     4        More than 75 to 100%
              200    .
    
```

```

=====
lcost1                $<=$25
=====
                type: numeric (byte)
                range: [0,100]                units: 100
unique values: 2                               missing .: 200/661

tabulation:  Freq.  Value
              338    0
              123   100
              200     .
    
```

```

=====
lcost2                26--50
=====
                type: numeric (byte)
                range: [0,100]                units: 100
unique values: 2                               missing .: 200/661

tabulation:  Freq.  Value
              253    0
              208   100
              200     .
    
```

```

=====
lcost3                51--75
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 200/661

tabulation: Freq. Value
             362  0
             99  100
             200  .
    
```

```

=====
lcost4          76--100
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 200/661

tabulation: Freq. Value
             430  0
             31  100
             200  .
    
```

```

=====
lab1           Up
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 0/661

tabulation: Freq. Value
             162  0
             499  100
    
```

```

=====
lab2           Down
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 0/661

tabulation: Freq. Value
             623  0
             38  100
    
```

```

=====
lab3           Same
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 0/661

tabulation: Freq. Value
             551  0
             110  100
    
```

```

=====
lab4           q64==Don't know
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 0/661

tabulation: Freq. Value
    
```

647 0
14 100

=====
prod1 Up
=====

type: numeric (byte)
range: [0,100] units: 100
unique values: 2 missing .: 0/661
tabulation: Freq. Value
379 0
282 100

=====
prod2 Down
=====

type: numeric (byte)
range: [0,100] units: 100
unique values: 2 missing .: 0/661
tabulation: Freq. Value
606 0
55 100

=====
prod3 Same
=====

type: numeric (byte)
range: [0,100] units: 100
unique values: 2 missing .: 0/661
tabulation: Freq. Value
356 0
305 100

=====
prod4 q65==Don't know
=====

type: numeric (byte)
range: [0,100] units: 100
unique values: 2 missing .: 0/661
tabulation: Freq. Value
642 0
19 100

=====
dismiss Percentage of workforce dismissed
=====

type: numeric (float)
range: [0,74.1] units: .1
unique values: 99 missing .: 0/661
mean: 2.79395
std. dev: 7.61857
percentiles: 10% 25% 50% 75% 90%
0 0 0 2.1 7.5

=====
dismissgrp RECODE of dismiss (Percentage of workforce dismissed)
=====

```

type: numeric (float)
label: dismissgrp

range: [1,6]                units: 1
unique values: 6            missing .: 0/661
    
```

```

tabulation: Freq.  Numeric  Label
            402      1  None
            37       2  <1
            48       3  1 to <2
            75       4  2 to <5
            47       5  5 to < 10
            52       6  >=10
    
```

```

=====
dis1          None
=====
    
```

```

type: numeric (byte)

range: [0,100]              units: 100
unique values: 2            missing .: 0/661
    
```

```

tabulation: Freq.  Value
            259    0
            402   100
    
```

```

=====
dis2          $<$1
=====
    
```

```

type: numeric (byte)

range: [0,100]              units: 100
unique values: 2            missing .: 0/661
    
```

```

tabulation: Freq.  Value
            624    0
            37    100
    
```

```

=====
dis3          1$<$2
=====
    
```

```

type: numeric (byte)

range: [0,100]              units: 100
unique values: 2            missing .: 0/661
    
```

```

tabulation: Freq.  Value
            613    0
            48    100
    
```

```

=====
dis4          2$<$5
=====
    
```

```

type: numeric (byte)

range: [0,100]              units: 100
unique values: 2            missing .: 0/661
    
```

```

tabulation: Freq.  Value
            586    0
            75    100
    
```

```

=====
dis5          5$<$10
=====
    
```

```

type: numeric (byte)

range: [0,100]              units: 100
unique values: 2            missing .: 0/661
    
```

```

tabulation: Freq. Value
             614  0
             47  100
    
```

```

=====
dis6          $>=$10
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 0/661
    
```

```

tabulation: Freq. Value
             609  0
             52  100
    
```

```

=====
empman1          V good
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 0/661
    
```

```

tabulation: Freq. Value
             298  0
             363  100
    
```

```

=====
empman2          Good
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 0/661
    
```

```

tabulation: Freq. Value
             397  0
             264  100
    
```

```

=====
empman3          Neut
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 0/661
    
```

```

tabulation: Freq. Value
             628  0
             33  100
    
```

```

=====
empman4          V poor
=====
    
```

```

type: numeric (byte)
range: [0,100]          units: 100
unique values: 2        missing .: 0/661
    
```

```

tabulation: Freq. Value
             660  0
             1  100
    
```

```

=====
irsat1          V sat
=====
    
```

```

type: numeric (byte)
range: [0,100] units: 100
unique values: 2 missing .: 0/661

tabulation: Freq. Value
             431 0
             230 100
    
```

```

=====
irsat2      Sat
=====
    
```

```

type: numeric (byte)
range: [0,100] units: 100
unique values: 2 missing .: 0/661

tabulation: Freq. Value
             340 0
             321 100
    
```

```

=====
irsat3      Neut
=====
    
```

```

type: numeric (byte)
range: [0,100] units: 100
unique values: 2 missing .: 0/661

tabulation: Freq. Value
             590 0
             71 100
    
```

```

=====
irsat4      Dissat
=====
    
```

```

type: numeric (byte)
range: [0,100] units: 100
unique values: 2 missing .: 0/661

tabulation: Freq. Value
             629 0
             32 100
    
```

```

=====
irsat5      V dis
=====
    
```

```

type: numeric (byte)
range: [0,100] units: 100
unique values: 2 missing .: 0/661

tabulation: Freq. Value
             654 0
             7 100
    
```

```

=====
empdir1     S ag
=====
    
```

```

type: numeric (byte)
range: [0,100] units: 100
unique values: 2 missing .: 0/661

tabulation: Freq. Value
             132 0
             529 100
    
```

```
=====
empdir2                                Agree
=====
```

```

type: numeric (byte)
range: [0,100]                units: 100
unique values: 2                missing .: 0/661

tabulation: Freq. Value
              567  0
              94  100
```

```
=====
empdir3                                Neut
=====
```

```

type: numeric (byte)
range: [0,100]                units: 100
unique values: 2                missing .: 0/661

tabulation: Freq. Value
              629  0
              32  100
```

```
=====
empdir4                                Disag
=====
```

```

type: numeric (byte)
range: [0,100]                units: 100
unique values: 2                missing .: 0/661

tabulation: Freq. Value
              656  0
              5   100
```

```
=====
empdir5                                S dis
=====
```

```

type: numeric (byte)
range: [0,100]                units: 100
unique values: 2                missing .: 0/661

tabulation: Freq. Value
              660  0
              1   100
```

```
=====
dom                                     (unlabeled)
=====
```

```

type: numeric (float)
range: [0,2200]                units: 1
unique values: 160              missing .: 0/661

mean: 76.9319
std. dev: 170.329

percentiles:    10%    25%    50%    75%    90%
3             8      22     70     190
```

```
=====
dominant                                Dominant form of coverage
=====
```

```

type: numeric (float)
label: dominant
```

range: [1,6] units: 1
 unique values: 6 missing .. 0/661

tabulation:	Freq.	Numeric	Label
	121	1	State EBA
	43	2	Federal EBA
	295	3	State Award
	74	4	Federal Award
	14	5	AWA
	114	6	Informal individual

=====
 openend Open-ended comments
 =====

type: numeric (float)
 label: openend

range: [1211,1350] units: 1
 unique values: 16 missing .. 539/661

examples: .
 .
 .
 .

=====
 dominant2 Dominant pay method
 =====

type: numeric (float)
 label: dominant2

range: [1,6] units: 1
 unique values: 6 missing .. 0/661

tabulation:	Freq.	Numeric	Label
	144	1	Award only \$>\$60\%
	166	2	Over-award \$>\$60\%
	144	3	Collective agree \$>\$60\%
	123	4	Individual \$>\$60\%
	3	5	Other \$>\$60\%
	81	6	No dominant system

=====
 totale_award (unlabeled)
 =====

type: numeric (float)

range: [300148.59,300148.59] units: 1
 unique values: 1 missing .. 0/661

tabulation:	Freq.	Value
	661	300148.59

=====
 totale_exaward (unlabeled)
 =====

type: numeric (float)

range: [106972.6,106972.6] units: 1
 unique values: 1 missing .. 0/661

tabulation:	Freq.	Value
	661	106972.6

=====
 totale_ovaward (unlabeled)
 =====

type: numeric (float)

range: [194760.3,194760.3] units: 1
 unique values: 1 missing .: 0/661

tabulation: Freq. Value
 661 194760.3

=====
 totale_regeba (unlabeled)
 =====

type: numeric (float)

range: [163728.41,163728.41] units: 1
 unique values: 1 missing .: 0/661

tabulation: Freq. Value
 661 163728.41

=====
 totale_unregeba (unlabeled)
 =====

type: numeric (float)

range: [162855.11,162855.11] units: 1
 unique values: 1 missing .: 0/661

tabulation: Freq. Value
 661 162855.11

=====
 totale_indreg (unlabeled)
 =====

type: numeric (float)

range: [25348.6,25348.6] units: 1
 unique values: 1 missing .: 0/661

tabulation: Freq. Value
 661 25348.6

=====
 totale_indunreg (unlabeled)
 =====

type: numeric (float)

range: [120775.9,120775.9] units: 1
 unique values: 1 missing .: 0/661

tabulation: Freq. Value
 661 120775.9

=====
 totale_eba (unlabeled)
 =====

type: numeric (float)

range: [177257.91,177257.91] units: 1
 unique values: 1 missing .: 0/661

tabulation: Freq. Value
 661 177257.91

=====
 totale_indiv (unlabeled)
 =====

type: numeric (float)

range: [139325.2,139325.2] units: 1
 unique values: 1 missing .: 0/661

tabulation: Freq. Value
661 139325.2

=====
totale_other (unlabeled)
=====

type: numeric (float)
range: [13076.7,13076.7] units: 1
unique values: 1 missing .: 0/661

tabulation: Freq. Value
661 13076.7

=====
totale_indstate (unlabeled)
=====

type: numeric (float)
range: [9233.4004,9233.4004] units: 1
unique values: 1 missing .: 0/661

tabulation: Freq. Value
661 9233.4004

=====
totale_awa (unlabeled)
=====

type: numeric (float)
range: [8562,8562] units: 1
unique values: 1 missing .: 0/661

tabulation: Freq. Value
661 8562

=====
totale_ebastate (unlabeled)
=====

type: numeric (float)
range: [100820.7,100820.7] units: 1
unique values: 1 missing .: 0/661

tabulation: Freq. Value
661 100820.7

=====
totale_ebafed (unlabeled)
=====

type: numeric (float)
range: [56997.301,56997.301] units: 1
unique values: 1 missing .: 0/661

tabulation: Freq. Value
661 56997.301

=====
totale_ebaunion (unlabeled)
=====

type: numeric (float)
range: [143404.41,143404.41] units: 1
unique values: 1 missing .: 0/661

tabulation: Freq. Value

661 143404.41

=====
 totale_ebanunion (unlabeled)
 =====

type: numeric (float)
 range: [33853.5,33853.5] units: 1
 unique values: 1 missing .: 0/661
 tabulation: Freq. Value
 661 33853.5

=====
 totale_total (unlabeled)
 =====

type: numeric (float)
 range: [629808.38,629808.38] units: 1
 unique values: 1 missing .: 0/661
 tabulation: Freq. Value
 661 629808.38

=====
 percoll (unlabeled)
 =====

type: numeric (float)
 range: [.28144735,.28144735] units: 1
 unique values: 1 missing .: 0/661
 tabulation: Freq. Value
 661 .28144735

=====
 perexaward (unlabeled)
 =====

type: numeric (float)
 range: [.16984944,.16984944] units: 1
 unique values: 1 missing .: 0/661
 tabulation: Freq. Value
 661 .16984944

=====
 perindiv (unlabeled)
 =====

type: numeric (float)
 range: [.53045577,.53045577] units: 1
 unique values: 1 missing .: 0/661
 tabulation: Freq. Value
 661 .53045577

=====
 perother (unlabeled)
 =====

type: numeric (float)
 range: [.02076298,.02076298] units: 1
 unique values: 1 missing .: 0/661
 tabulation: Freq. Value
 661 .02076298

```

=====
unw_award                (unlabeled)
=====

      type: numeric (float)
      range: [20505,20505]          units: 1
unique values: 1                  missing .: 0/661

      tabulation: Freq. Value
                  661 20505

=====
unw_exaward              (unlabeled)
=====

      type: numeric (float)
      range: [11023,11023]         units: 1
unique values: 1                  missing .: 0/661

      tabulation: Freq. Value
                  661 11023

=====
unw_ovaward              (unlabeled)
=====

      type: numeric (float)
      range: [9888,9888]           units: 1
unique values: 1                  missing .: 0/661

      tabulation: Freq. Value
                  661 9888

=====
unw_reg                  (unlabeled)
=====

      type: numeric (float)
      range: [27311,27311]         units: 1
unique values: 1                  missing .: 0/661

      tabulation: Freq. Value
                  661 27311

=====
unw_unreg                (unlabeled)
=====

      type: numeric (float)
      range: [27191,27191]         units: 1
unique values: 1                  missing .: 0/661

      tabulation: Freq. Value
                  661 27191

=====
unw_indreg               (unlabeled)
=====

      type: numeric (float)
      range: [2889,2889]           units: 1
unique values: 1                  missing .: 0/661

      tabulation: Freq. Value
                  661 2889

=====
unw_indunreg             (unlabeled)
=====

```

```

=====
                type: numeric (float)
                range: [10894,10894]                units: 1
unique values: 1                                missing .: 0/661

                tabulation: Freq. Value
                               661 10894
=====
unw_eba                (unlabeled)
=====

                type: numeric (float)
                range: [27819,27819]                units: 1
unique values: 1                                missing .: 0/661

                tabulation: Freq. Value
                               661 27819
=====
unw_indiv                (unlabeled)
=====

                type: numeric (float)
                range: [12532,12532]                units: 1
unique values: 1                                missing .: 0/661

                tabulation: Freq. Value
                               661 12532
=====
unw_pother                (unlabeled)
=====

                type: numeric (float)
                range: [1080,1080]                units: 1
unique values: 1                                missing .: 0/661

                tabulation: Freq. Value
                               661 1080
=====
unw_indiv_state                (unlabeled)
=====

                type: numeric (float)
                range: [756,756]                units: 1
unique values: 1                                missing .: 0/661

                tabulation: Freq. Value
                               661 756
=====
unw_awa                (unlabeled)
=====

                type: numeric (float)
                range: [1590,1590]                units: 1
unique values: 1                                missing .: 0/661

                tabulation: Freq. Value
                               661 1590
=====
unw_eba_state                (unlabeled)
=====

```

```

type: numeric (float)
range: [18062,18062]           units: 1
unique values: 1             missing .: 0/661

tabulation: Freq. Value
             661 18062
    
```

=====
unw_eba_fed (unlabeled)
=====

```

type: numeric (float)
range: [8468,8468]           units: 1
unique values: 1             missing .: 0/661

tabulation: Freq. Value
             661 8468
    
```

=====
unw_eba_union (unlabeled)
=====

```

type: numeric (float)
range: [25559,25559]        units: 1
unique values: 1             missing .: 0/661

tabulation: Freq. Value
             661 25559
    
```

=====
unw_eba_nunion (unlabeled)
=====

```

type: numeric (float)
range: [2260,2260]          units: 1
unique values: 1             missing .: 0/661

tabulation: Freq. Value
             661 2260
    
```

=====
ae_award (unlabeled)
=====

```

type: numeric (float)
range: [0,16665]            units: 1.000e-06
unique values: 325          missing .: 0/661

mean: 514.326
std. dev: 1033.46

percentiles: 10% 25% 50% 75% 90%
0 0 224 679 1249.5
    
```

=====
ae_exaward (unlabeled)
=====

```

type: numeric (float)
range: [0,7462.5]           units: 1.000e-06
unique values: 201          missing .: 18/661

mean: 196.654
std. dev: 495.536

percentiles: 10% 25% 50% 75% 90%
0 0 0 191.4 612.3
    
```

```
=====
ae_ovaward          (unlabeled)
=====
```

```

type: numeric (float)
range: [0,16665]          units: 1.000e-07
unique values: 252        missing .: 18/661
mean: 335.643
std. dev: 902.157
percentiles:    10%    25%    50%    75%    90%
0              0     26.1   406   938.4

```

```
=====
ae_reg              (unlabeled)
=====
```

```

type: numeric (float)
range: [0,14030]         units: 1.000e-06
unique values: 161       missing .: 18/661
mean: 308.245
std. dev: 1046.75
percentiles:    10%    25%    50%    75%    90%
0              0      0     75   737.1

```

```
=====
ae_unreg            (unlabeled)
=====
```

```

type: numeric (float)
range: [0,14030]         units: 1.000e-06
unique values: 158       missing .: 18/661
mean: 306.894
std. dev: 1043.5
percentiles:    10%    25%    50%    75%    90%
0              0      0    71.8  737.1

```

```
=====
ae_indreg           (unlabeled)
=====
```

```

type: numeric (float)
range: [0,6467.5]        units: 1.000e-06
unique values: 78        missing .: 18/661
mean: 57.4722
std. dev: 309.613
percentiles:    10%    25%    50%    75%    90%
0              0      0      0    89.6

```

```
=====
ae_indunreg         (unlabeled)
=====
```

```

type: numeric (float)
range: [0,8938.5]        units: 1.000e-06
unique values: 232       missing .: 18/661
mean: 227.598
std. dev: 620.516
percentiles:    10%    25%    50%    75%    90%
0              0      3.9   190.4  678.6

```

```

=====
ae_eba                                (unlabeled)
=====

      type: numeric (float)
      range: [0,14030]                units: 1.000e-06
unique values: 175                    missing .: 18/661

      mean: 329.229
      std. dev: 1050.94

      percentiles:    10%    25%    50%    75%    90%
0          0          0    182.7    819

=====
ae_indiv                                (unlabeled)
=====

      type: numeric (float)
      range: [0,8938.5]               units: 1.000e-06
unique values: 258                    missing .: 18/661

      mean: 266.317
      std. dev: 675.533

      percentiles:    10%    25%    50%    75%    90%
0          0    35.9    245    770.8

=====
ae_pother                                (unlabeled)
=====

      type: numeric (float)
      range: [0,3084.5]               units: 1.000e-06
unique values: 58                     missing .: 18/661

      mean: 29.7787
      std. dev: 160.729

      percentiles:    10%    25%    50%    75%    90%
0          0          0          0    17.4

=====
ae_indiv_state                            (unlabeled)
=====

      type: numeric (float)
      range: [0,1525]                 units: .00001
unique values: 20                     missing .: 18/661

      mean: 15.0942
      std. dev: 112.482

      percentiles:    10%    25%    50%    75%    90%
0          0          0          0          0

=====
ae_awa                                    (unlabeled)
=====

      type: numeric (float)
      range: [0,6467.5]               units: 1.000e-06
unique values: 26                     missing .: 18/661

      mean: 26.8547
      std. dev: 280.151

      percentiles:    10%    25%    50%    75%    90%

```

0 0 0 0 0

```
=====
ae_eba_state (unlabeled)
=====
type: numeric (float)
range: [0,6900] units: 1.000e-06
unique values: 108 missing .: 18/661
mean: 176.695
std. dev: 678.655
percentiles: 10% 25% 50% 75% 90%
0 0 0 0 465.6
```

```
=====
ae_eba_fed (unlabeled)
=====
type: numeric (float)
range: [0,13420] units: .00001
unique values: 49 missing .: 18/661
mean: 117.485
std. dev: 798.373
percentiles: 10% 25% 50% 75% 90%
0 0 0 0 0
```

```
=====
ae_eba_union (unlabeled)
=====
type: numeric (float)
range: [0,14030] units: .00001
unique values: 135 missing .: 18/661
mean: 251.155
std. dev: 949.474
percentiles: 10% 25% 50% 75% 90%
0 0 0 0 666.6
```

```
=====
ae_eba_nunion (unlabeled)
=====
type: numeric (float)
range: [0,7164] units: 1.000e-06
unique values: 55 missing .: 18/661
mean: 78.0742
std. dev: 490.226
percentiles: 10% 25% 50% 75% 90%
0 0 0 0 0
```

```
=====
act_award (unlabeled)
=====
type: numeric (float)
range: [339969.81,339969.81] units: 1
unique values: 1 missing .: 0/661
tabulation: Freq. Value
661 339969.81
```

```

=====
act_exaward          (unlabeled)
=====

      type: numeric (float)
      range: [126448.8,126448.8]          units: 1
unique values: 1                          missing .: 0/661

      tabulation: Freq. Value
                  661 126448.8

=====
act_ovaward          (unlabeled)
=====

      type: numeric (float)
      range: [215818.41,215818.41]      units: 1
unique values: 1                          missing .: 0/661

      tabulation: Freq. Value
                  661 215818.41

=====
act_reg              (unlabeled)
=====

      type: numeric (float)
      range: [198201.61,198201.61]      units: 1
unique values: 1                          missing .: 0/661

      tabulation: Freq. Value
                  661 198201.61

=====
act_unreg            (unlabeled)
=====

      type: numeric (float)
      range: [197333.11,197333.11]      units: 1
unique values: 1                          missing .: 0/661

      tabulation: Freq. Value
                  661 197333.11

=====
act_indreg           (unlabeled)
=====

      type: numeric (float)
      range: [36954.602,36954.602]      units: 1
unique values: 1                          missing .: 0/661

      tabulation: Freq. Value
                  661 36954.602

=====
act_indunreg         (unlabeled)
=====

      type: numeric (float)
      range: [146345.41,146345.41]      units: 1
unique values: 1                          missing .: 0/661

      tabulation: Freq. Value
                  661 146345.41

=====
act_eba              (unlabeled)
=====

```

```

=====
                type: numeric (float)
                range: [211694.5,211694.5]          units: 1
unique values: 1                               missing .: 0/661

                tabulation: Freq. Value
                           661 211694.5
=====
act_indiv                (unlabeled)
=====

                type: numeric (float)
                range: [171242,171242]            units: 1
unique values: 1                               missing .: 0/661

                tabulation: Freq. Value
                           661 171242
=====
act_pother                (unlabeled)
=====

                type: numeric (float)
                range: [19147.701,19147.701]      units: 1
unique values: 1                               missing .: 0/661

                tabulation: Freq. Value
                           661 19147.701
=====
act_indiv_state          (unlabeled)
=====

                type: numeric (float)
                range: [9705.5996,9705.5996]      units: 1
unique values: 1                               missing .: 0/661

                tabulation: Freq. Value
                           661 9705.5996
=====
act_awa                (unlabeled)
=====

                type: numeric (float)
                range: [17267.6,17267.6]          units: 1
unique values: 1                               missing .: 0/661

                tabulation: Freq. Value
                           661 17267.6
=====
act_eba_state          (unlabeled)
=====

                type: numeric (float)
                range: [113615.1,113615.1]        units: 1
unique values: 1                               missing .: 0/661

                tabulation: Freq. Value
                           661 113615.1
=====
act_eba_fed            (unlabeled)
=====

```

```

type: numeric (float)
range: [75542.898,75542.898] units: 1
unique values: 1 missing .: 0/661

tabulation: Freq. Value
             661 75542.898
    
```

```

=====
act_eba_union (unlabeled)
=====
    
```

```

type: numeric (float)
range: [161492.8,161492.8] units: 1
unique values: 1 missing .: 0/661

tabulation: Freq. Value
             661 161492.8
    
```

```

=====
act_eba_nunion (unlabeled)
=====
    
```

```

type: numeric (float)
range: [50201.699,50201.699] units: 1
unique values: 1 missing .: 0/661

tabulation: Freq. Value
             661 50201.699
    
```

```

. log close derived
  log: d:\data\qwirs\derived.log
  log type: text
  closed on: 16 Dec 2005, 15:03:17
=====
    
```

E Questionnaire

The conduct of the survey made use of a telephone interview using a CATI system. The script for the CATI system is complex and difficult to follow, so the questionnaire on which the CATI script was developed (and which was used in the piloting) has been included with this report for ease of reference.

Hello, my name is () and I'm from *Fieldworks*. You, or someone in your organisation, was recently sent a letter by the Queensland government about an industrial relations survey. The Queensland government has asked us to carry out this survey for them. This research has the backing of Commerce Queensland, the peak employer body in Queensland, and they have encouraged Queensland employers to co-operate with this survey. We selected this workplace at random from a commercial database, and all the information we collect is entirely confidential. We only report on averages across many workplaces and never report on anything which would identify a workplace.

We'd be very grateful if you could assist us now to answer some questions over the phone. ESTABLISH IF ELIGIBLE FOR THE SURVEY, THAT IS, 5 OR MORE EMPLOYEES AT THE WORKPLACE.

Workplace profile

1. Is the location where you are currently working part of a larger organisation?
 - a) Yes
 - b) No \implies In the following questions, the phrase "this workplace" will refer to where you are now, that is *INSERT ADDRESS FROM DATABASE* and the phrase "this organisation" will also refer to this workplace. *NOW GO TO Q.5*

2. Approximately how many employees work for the whole organisation in Australia?
IF NUMBER IS LESS THAN 20, MARK AS "SMALL BUSINESS"

3. And approximately how many employees work for the whole organisation in Queensland?

4. Is this location the administrative head-office of an organisation which has other sites?
 - a) Yes \implies In the following questions, the phrase "this organisation" will refer to the business or organisation as a whole, and the phrase "this workplace" will refer to the site

where the largest number of your employees work. Can you tell me the town or city where that site is located:

.....
 And can you confirm that you can answer questions about that workplace. *IF UNABLE TO, OBTAIN DETAILS OF PERSON WHO CAN AND CONTACT THEM.*

- b) No \implies In the following questions, the phrase "this organisation" will refer to the organisation as a whole, and the phrase "this workplace" will refer to where you are now, that is *INSERT ADDRESS FROM DATABASE.*

- 5. How many employees work at or from this workplace, and I mean managers, full timers, part-timers and casuals, but not contractors or agency workers:

IF NUMBER IS LESS THAN 20, AND WORKPLACE IS NOT PART OF A LARGER ORGANISATION, MARK AS "SMALL BUSINESS"

- 6. Is this organisation

- a) An incorporated organisation?
- b) An unincorporated organisation?
- c) Other:
-

- 7. I understand that this workplace is part of the *INSERT FROM DATABASE* industry. Is that correct?

- a) Yes
- b) No \implies What does this workplace make or do?
-
-

- 8. How long has this workplace been undertaking its main activity, regardless of any changes of address or name? *ACCEPT NUMBER IN YEARS. IF DON'T KNOW, PRESS FOR ESTIMATE*

- 9. Is this workplace part of the private sector, the government sector, or the not-for-profit sector?

- a) Private sector
- b) Government sector
- c) Not-for-profit sector

- 10. Is this organisation a member of an industry or employer association?

- a) Yes
- b) No
- c) Don't know

Managing IR/HR

11. Who has main responsibility for making decisions about industrial relations or human resource management which apply to this workplace?

- a) yourself, or
- b) some one else:

IF SOMEONE ELSE, CONFIRM THAT RESPONDENT CAN ANSWER THE KINDS OF QUESTIONS YOU WILL BE ASKING. IF NOT, ARRANGE TO SPEAK WITH SOMEONE ELSE.

12. In the last year, which of these external consultants or agencies, if any, have been used for advice on employee relations matters at this workplace? *ACCEPT MULTIPLES*

- a) law firms
- b) management consultants or agencies
- c) State government Department of Industrial Relations
- d) Wageline
- e) Federal government Department of Workplace Relations
- f) other:

IF ALL BLANK, CONFIRM, So no-one has been used for advice?

- a) Yes
- b) No

13. Which of the following procedures or programs are in place at this workplace. Only answer "Yes" if they are applicable to the majority of your non-managerial employees? *ACCEPT AND CODE TO YES, NO AND NOT APPLICABLE.*

- a) formal grievance handling
- b) formal performance assessment
- c) formal disciplinary procedures
- d) formal skills-based training for most new employees

Working

14. How many hours a week does this workplace usually operate?
Please exclude maintenance and cleaning time but provide me with the total for the whole week: *ACCEPT PATTERN OF DAYS AND HOURS FOR CALCULATION LATER IF UNABLE TO GIVE A SINGLE FIGURE*

15. Do any of your employees work shifts, that is, they work most of their day outside the hours of 9am to 5pm?
 - a) Yes
 - b) No ⇒ *GO TO Q.17*

16. What is the length of the most common shift worked at this workplace? If you could tell me the number of hours:

17. What is the average or usual total weekly hours worked by most full-time employees at this workplace. This includes overtime hours.

Workforce profile

18. What is the occupation at this workplace with the largest number of employees?
.....
.....
IF INSUFFICIENT DETAIL ASK: And can I ask you to explain in a couple of words what a person in that job does or makes?
.....
.....
And how many employees work in that job?
NOTE THAT THIS JOB IS THE LARGEST OCCUPATIONAL GROUP FOR USE LATER IN SURVEY.

19. What is the occupation at this workplace with the second largest number of employees?
.....
.....
IF INSUFFICIENT DETAIL ASK: And can I ask you to explain in a couple of words what a person in that job does or makes?

.....

 And how many employees work in that job?

20. What is the occupation at this workplace with the third largest number of employees?

.....

IF INSUFFICIENT DETAIL ASK: And can I ask you to explain in a couple of words what a person in that job does or makes?

 And how many employees work in that job?

21. How many of your employees are women?
IF ANSWER IS 0 ⇒ GO TO Q.23

22. And what would be the main occupation held by female employees?

.....

. ACCEPT DESCRIPTION AND IF INSUFFICIENT DETAIL ASK: And can I ask you to explain in a couple of words what a person in that job does or makes?

23. Do you have any part-time employees?
 a) Yes ⇒ How many are there?

 b) No ⇒ GO TO Q.25

24. *ONLY ASK IF Q.21 > 0:* How many of your part-time employees at this workplace are female?

25. Do you have any employees who work as casuals? *IF UNCERTAINTY, OFFER THE FOLLOWING DEFINITION: CASUAL EMPLOYEES ARE EMPLOYEES OF THIS BUSINESS THAT DO NOT RECEIVE PAID SICK LEAVE OR PAID ANNUAL LEAVE :*
 a) Yes ⇒ How many are there?

 b) No ⇒ GO TO Q.27

26. *ONLY ASK IF Q.21 > 0:* How many of your casual employees at this workplace are female?

27. Do you have any employees on fixed term contracts?
- a) Yes \implies How many are there?
 -
 - b) No \implies GO TO Q.29
28. How many of your employees on fixed term contracts are female?
29. Do you have any contractors, labour hire or agency workers at this workplace?
- a) Yes \implies How many are there?
 -
 - b) No \implies GO TO Q.31
30. How many contractors, labour hire or agency workers at this workplace are female?
31. Are there any apprentices or trainees at this workplace?
- a) Yes \implies How many are there?
 -
 - b) No
32. And now a question on absenteeism. On an average working day, how many employees in this workplace are typically away from work or on sick leave without leave being approved in advance?

Pay setting methods

I'd like to ask you about what determines wages in this workplace for both your managerial and non-managerial employees. I want to ask about awards, enterprise agreements and other kinds of industrial coverage.

33. Do any employees at this workplace have their rate of pay set by a collective agreement, sometimes called an enterprise agreement or EBA.
- a) Yes
 - b) No \implies GO TO Q. 38

34. Approximately how many employees at this workplace are covered by that collective agreement? *IF MULTIPLE ENTERPRISE AGREEMENTS OPERATE, COLLECT TOTAL NUMBER OF EMPLOYEES COVERED BY ALL ENTERPRISE AGREEMENTS. ALSO, IN FOLLOWING QUESTIONS, COLLECT NUMBERS WHICH BELONG IN EACH "YES" CATEGORY AND IN EACH "STATE" AND "FEDERAL" CATEGORY ...*
35. Was that collective agreement negotiated with a union?
- a) Yes
 - b) No
36. Is that collective agreement registered or certified with an industrial tribunal or commission?
- a) Yes
 - b) No ⇒ *GO TO Q.38*
37. Was the collective agreement registered with a State tribunal (the Queensland industrial Relations Commission) or was it registered federally (the Australian Industrial Relations Commission)?
- a) State
 - b) Federal
38. Do any employees here have their pay set according to an award?
- a) Yes
 - b) No ⇒ *GO TO Q.41*
39. Approximately how many employees at this workplace are paid at **exactly** the award rate of pay and how many are paid at rates above the award? *ACCEPT NUMBERS FOR BOTH CATEGORIES. IF MULTIPLE AWARDS OPERATE, COLLECT TOTAL NUMBER OF EMPLOYEES COVERED BY ALL AWARDS*
40. Do you know if that award is a state award or a federal award?
- a) State
 - b) Federal

IF MULTIPLE AWARDS OPERATE, COLLECT TOTAL NUMBER OF EMPLOYEES FOR STATE AWARDS AND TOTAL NUMBER FOR FEDERAL AWARDS

- 41. Do any employees here have their pay set according to an individual agreement, and I don't mean over-award payments?
 - a) Yes
 - b) No \implies GO TO Q. 44

- 42. Approximately how many employees at this workplace are paid by individual agreements?
 And how many of these are managerial staff?

- 43. Is that individual agreement registered with a State tribunal (the Queensland industrial Relations Commission) a Federal tribunal (the Australian industrial relations commission), or not registered at all? *ALSO COLLECT NUMBERS WHICH FALL INTO EACH OF THESE CATEGORIES*
 - a) State
 - b) Federal
 - c) not registered at all

- 44. *CHECK THAT THE NUMBERS OF EMPLOYEES ACROSS THE VARIOUS CATEGORIES IN THIS SECTION ADD UP TO TOTAL FOR WORKPLACE. IF GREATER, THEN CONFIRM NUMBERS FOR EACH CATEGORY. IF LESS, ASK: Are there other employees at this workplace who have their pay set by some other method?*
 - a) Yes \implies How is pay set for these employees, and how many employees are involved? *ACCEPT VERBATIM HERE AND ENSURE THAT CATEGORIES NOW EQUAL TOTAL, ELSE SEEK EXPLANATION.*
 - b) No \implies *SEEK EXPLANATION FOR WHY CATEGORIES DON'T EQUAL TOTAL.*

Unions and industrial action

- 45. How many, if any, unions have members at this workplace?
IF ANSWER IS 0 \implies GO TO Q.49

- 46. As far as you can tell, how many employees in this workplace are members of a union?

- 47. How many, if any, union delegates are there at this workplace? Union delegates are employees who represent union members, but they are not full-time paid officials of unions.

48. How would you rate overall the relationship between management and unions at this workplace?
- a) Very good
 - b) Good
 - c) Neither good nor poor
 - d) Poor
 - e) Very poor
49. Have any of the following taken place at this workplace in the last year?
- a) Strikes or picketing
 - b) Stop work meetings
 - c) Overtime bans, restrictions, work to rule or go slows
 - d) Other bans
 - e) *IF NO INDUSTRIAL ACTION HAS OCCURRED* \implies When was the last time industrial action took place at this workplace, if ever? *ACCEPT NUMBER IN TERMS OF YEARS AGO, OR "NEVER" (OR EQUIVALENT).*
..... *IF NO INDUSTRIAL ACTION, GO TO Q.52*
50. How many, if any, working days were lost in the last year as a result of these actions?
51. What have been the most common reasons for the industrial action, or actions, at this workplace over the past year? *ACCEPT MULTIPLES*
- a) Negotiations over a enterprise agreement
 - b) Outsourcing, use of contractors or labour hire
 - c) Health and Safety issues
 - d) Implementation /interpretation of agreement/award
 - e) Dismissal, discipline
 - f) Management decisions or proposals
 - g) Industry or state wide issue
 - h) Redundancy
 - i) Other:
.....
.....

Wages and entitlements

52. What is the **lowest hourly** rate of ordinary hours pay that an adult employee at this workplace earns. Don't include apprentices or trainees when you give your answer. *CLARIFY IF HOURLY OR WEEKLY RATE. IF WEEKLY, ASK NUMBER OF HOURS USUALLY WORKED, IF ONLY HAVE CASUALS OR PART-TIMERS, ASK FOR THE BASE HOURLY RATE OF PAY WITHOUT LOADINGS.*
 REPEAT The **lowest hourly** rate:
53. What is the occupation of the employees who earn this lowest pay?
54. What is the **average weekly** gross wage that an adult full-time employee **in the largest occupational group**, that is, *INSERT FROM Q. 18* at this workplace earns.
 REPEAT The **average weekly** gross wage: ... *ACCEPT A RANGE IF NECESSARY: THAT IS, UPPER AND LOWER FIGURE.*
55. *ONLY ASK IF Q.25 > 0*: What is the **average hourly** rate of pay that a casual employee at this workplace earns. If you have casuals in different jobs, pick the job that is the most common one.
56. *ONLY ASK IF Q.25 > 0*: Does this hourly rate include a casual loading:
- Yes \implies What is the loading:
 - No
57. During the last year, which of the following were the majority of your **non-managerial** employees entitled to?
- a higher rate of pay when they work overtime
 - penalty rates when they work on weekends
 - paid maternity leave
 - annual leave loadings
 - performance related pay component
 - annualised salary
 - paying out accrued holidays
 - paying out accrued sick leave
 - rostered days off

58. Which of the following is your **preferred** method of dealing with the setting of wages and conditions in this workplace? *READ OUT AND ACCEPT ONLY ONE ITEM*
- a) negotiating a collective workplace or enterprise agreement, sometimes called an EBA ⇒ GO TO Q.59
 - b) relying on the awards which cover the workforce ⇒ GO TO Q.60
 - c) negotiating individual agreements with each worker ⇒ GO TO Q.61
59. Do you prefer that negotiating the collective agreement should:
- a) take place **with** the involvement of the union, or
 - b) take place **without** the involvement of the union, or
 - c) it doesn't matter
- NOW GO TO Q.62
60. Do you prefer that the award should:
- a) provide the exact rate of pay, or
 - b) leave room for you to provide additional payments, sometimes called overawards
- NOW GO TO Q.62
61. Do you prefer that the individual agreements should:
- a) take the form of informal negotiations with employees, or
 - b) take the form of offering employees an Australian Workplace Agreement, usually called an AWA

Profit, costs and productivity

62. Compared to a year ago, has the gross *USE THE WORD "PROFIT" IF ANSWERED Q.9 WITH 1 OR 2, AND THE WORD "SURPLUS" IS ANSWERED Q.9 WITH 3.* of this workplace increased, decreased or stayed the same? *IF OBJECT THAT PART OF A LARGER ORGANISATION, REPHRASE AS: Compared to a year ago, has the contribution of this workplace to the organisation's PROFIT/SURPLUS increased, decreased or stayed the same?*
- a) increased

- b) decreased
 - c) stayed the same
 - d) don't know
 - e) not applicable
63. Approximately what percentage of your total operating costs do labour costs represent?
64. Compared to a year ago, have the labour costs of this workplace increased, decreased or stayed the same?
- a) increased
 - b) decreased
 - c) stayed the same
 - d) don't know
65. Compared to a year ago, has productivity at this workplace increased, decreased or stayed the same?
- a) increased
 - b) decreased
 - c) stayed the same
 - d) don't know
66. Now a question on benchmarking. Does this workplace use a regular procedure to measure or monitor the quality of the goods or services that it produces to try to improve their quality?
- a) Yes
 - b) No

Workforce reductions & additions

67. Has management intentionally reduced the size of the workforce at this workplace at any time in the last year?
- a) Yes
 - b) No \implies GO TO Q.70
68. What was the reason or reasons for this reduction on the last occasion? *ACCEPT MULTIPLES*
- a) Lack of demand for the product or service

- b) Technological change
- c) Organisational restructuring
- d) Financial problems or difficulties
- e) To decrease costs or increase efficiency
- f) Other:
- g) Don't know

69. How was this reduction carried out on the last occasion?
ACCEPT MULTIPLES

- a) Natural wastage or attrition
- b) Redeployment
- c) Early retirement
- d) Voluntary redundancies
- e) Compulsory redundancies or retrenchments
- f) Other:
- g) Don't know

70. Has management recruited or attempted to recruit any new employees during the last year?

- a) Yes
- b) No

71. Do you feel that you face any difficulties or barriers in taking on new employees?

- a) Yes
- b) No ⇒ *GO TO Q.73*

72. What are these difficulties? *ACCEPT MULTIPLES*

- a) finding staff that were suitable, skilled or appropriately qualified
- b) finding staff, full-stop
- c) a lack of work, sales or demand for your product or service
- d) cost of employing new staff, such as extra overheads or loadings
- e) government industrial relations policies
- f) lack of money or capital
- g) too much red tape or regulation
- h) lack of space or capacity

i) other:

IF ALL BLANK, QUERY So what is the difficulty you face?

73. How many, if any, of your employees have been dismissed in the last twelve months? I mean sacked and not retrenched.
74. Has this workplace had any experience with a claim for an unfair dismissal at any time in the last five years?
- a) Yes
 - b) No
 - c) don't know

OH&S

75. Has this workplace had any occupational health and safety incidents in the last 12 months?
- a) Yes
 - b) No ⇒ GO TO Q.77
76. Did this incident *OR IF MULTIPLE INCIDENTS, PHRASE AS: any of these incidents* result in?
- a) a fatality, or
 - b) permanent or long-term damage
77. *ONLY ASK IF NOT A SMALL BUSINESS:* Is this workplace covered by a written policy dealing with occupational health and safety?
- a) Yes
 - b) No
78. *ONLY ASK IF NOT A SMALL BUSINESS:* Are there any specialist occupational health and safety committees at this workplace?
- a) Yes
 - b) No

Communication/staff involvement

79. *ONLY ASK IF NOT A SMALL BUSINESS*: Which of these methods, if any, are currently used by management to communicate with the non-managerial workforce? *ACCEPT MULTIPLES*
- a) regular staff meetings
 - b) newsletters or staff bulletins
 - c) email updates
 - d) staff committees
 - e) staff surveys
 - f) senior managers or executives walking around the workplace and talking to employees
80. *ONLY ASK IF NOT A SMALL BUSINESS*: Have any committees of the following kind met during the last year? *ACCEPT MULTIPLES*
- a) occupational health and safety committees
 - b) quality circles
 - c) joint consultative or staff committees

Policies in action

81. *ONLY ASK IF NOT A SMALL BUSINESS*: Does this organisation have a written policy on work and family which covers non-managerial employees at this workplace?
- a) Yes
 - b) No
82. Thinking of the non-managerial employees at this workplace, if an employee needed some time off to look after family or household members, which types of leave could they use? *ACCEPT MULTIPLES*
- a) family or carer's leave
 - b) paid sick leave
 - c) annual leave
 - d) unpaid leave
 - e) flex time, where they make up the time later

- f) other:
-
-

IF ALL BLANK, CONFIRM, So no leave is available for this purpose?

- a) Yes
- b) No

Attitudes of management

- 83. How would you rate the relationship between employees and management at this workplace?
 - a) Very good
 - b) Good
 - c) Neither good nor poor
 - d) Poor
 - e) Very poor

- 84. How satisfied are the managers with the industrial relations arrangements which operate at this workplace?
 - a) Very satisfied
 - b) Satisfied
 - c) Neither satisfied nor dissatisfied
 - d) Dissatisfied
 - e) Very dissatisfied

- 85. Does management at this workplace prefer to deal with employees directly, not through trade unions. *DON'T PAUSE, BUT READ OUT THE SCALE OF AGREEMENT AS YOU ASK: Do you SA A N D or SD with this statement?*
 - a) Strongly agree
 - b) Agree
 - c) Neither agree nor disagree
 - d) Disagree
 - e) Strongly disagree

- 86. Do you have any comments about the survey or about the industrial relations system which operates in Queensland?