



DIMENSIONS AND PREVALENCE OF DECENT WORK IN AUSTRALIA

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APPENDIX



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METHODOLOGY AND DATA

TABLE A-1

Decent work index - four different dimensions and measures from the HILDA survey

Work Conditions	Work Stress
(a) Would prefer to work more hours	(a) Worker thinks their job is more stressful than they ever imagined
(b) Would prefer to work fewer hours	(b) Worker fears the amount of stress in their job would make them ill
(c) Worker has an irregular schedule (rotating shift, split shift, on call, irregular schedule)	(c) Worker is dissatisfied with pay
(d) Works through a labour-hire firm or job agency	(d) Worker doubts that company will still be in business in 5 years
(e) Worker does not have access to sick or holiday leave	(e) Worker is dissatisfied with work-life balance
(f) Worker feels they have no time to complete all tasks in his/her job	
(g) Worker is employed on a fixed-term contract	
(h) Worker is employed on a casual contract	
Job Security	Flexibility
(a) Worker's estimated probability of losing job	(a) Worker has no flexibility in their start/finish times
(b) Worker is dissatisfied with job security	(b) Worker cannot work from home
(c) Worker thinks they have no security in their position	(c) Worker cannot decide when to take a break
(d) Worker fears the security of their future at the job	(d) Worker has no freedom to decide when to do the work
	(e) Worker has no freedom to decide what to do on the job
	(f) Worker has no freedom to decide how to do the job

TABLE A-2

HILDA questions corresponding to the variables used to build the different dimensions

Work Conditions	
(a)	Difference between two questions: (1) <i>Total hours would choose to work</i> and (2) <i>Hours per week usually worked in all jobs</i> for people who answer positively to the question: <i>Would prefer to work fewer hours</i>
(b)	Difference between two questions: (1) <i>Total hours would choose to work</i> and (2) <i>Hours per week usually worked in all jobs</i> for people who answer positively to the question: <i>Would prefer to work more hours</i>
(c)	Indicator variable equal to one if people answer positively to the question: <i>Current work schedule = a rotating shift, split shift, on call, irregular schedule</i>
(d)	Indicator variable equal to one if people answer positively to the question: <i>Employed through labour-hire firm or temporary employment agency</i>
(e)	Indicator variable equal to one if people answer positively to either of the following questions: <i>Does employer provide paid sick leave / Does the employer provide paid holiday leave</i>
(f)	Variable indicating workers' score on a scale from 1 (strongly disagree) to 7 (strongly agree) when asked to agree or disagree with the following statement: "I don't have enough time to do everything in my job"
(g)	Indicator variable equal to one if people answer positively to the question: <i>Employment contract - Employed on a fixed-term contract</i>
(h)	Indicator variable equal to one if people answer positively to the question: <i>Employment contract - Employed on a casual basis</i>
Work Stress	
(a)	Variable indicating workers' score on a scale from 1 (strongly disagree) to 7 (strongly agree) when asked to agree or disagree with the following statement: "My work is more stressful than I ever imagined"
(b)	Variable indicating workers' score on a scale from 1 (strongly disagree) to 7 (strongly agree) when asked to agree or disagree with the following statement: "I fear that the amount of stress in my job will make me physically ill"
(c)	Variable indicating workers' score on a scale of 0 (totally satisfied) to 10 (totally dissatisfied) when asked about: " <i>Total pay satisfaction</i> "
(d)	Variable indicating workers' score on a scale from 1 (strongly disagree) to 7 (strongly agree) when asked to agree or disagree with the following statement: "The company I work for will still be in business 5 years from now"
(e)	Variable indicating workers' score on a scale of 0 (totally satisfied) to 10 (totally dissatisfied) when asked about: "Satisfaction with work-life balance"
Job Security	
(a)	Percentage value of worker's probability to lose their job: " <i>Percent chance of losing job in next 12 months</i> "
(b)	Variable indicating workers' score on a scale of 0 (totally satisfied) to 10 (totally dissatisfied) when asked about: "Job security satisfaction"
(c)	Variable indicating workers' score on a scale from 1 (strongly disagree) to 7 (strongly agree) when asked to agree or disagree with the following statement: "I have a secure future in my job"
(d)	Variable indicating workers' score on a scale from 1 (strongly disagree) to 7 (strongly agree) when asked to agree or disagree with the following statement: "I worry about the future of my job"
Flexibility	
(a)	Indicator variable equal to one if people answer positively to the question: <i>Workplace entitlements: flexible start/finish times - Yes</i>
(b)	Indicator variable equal to one if people answer positively to the question: <i>Workplace entitlements: home-based work</i>
(c)	Variable indicating workers' score on a scale from 1 (strongly disagree) to 7 (strongly agree) when asked to agree or disagree with the following statement: " <i>I can decide when to take a break</i> "
(d)	Variable indicating workers' score on a scale from 1 (strongly disagree) to 7 (strongly agree) when asked to agree or disagree with the following statement: " <i>I have a lot of freedom to decide when I do my work</i> "
(e)	Variable indicating workers' score on a scale from 1 (strongly disagree) to 7 (strongly agree) when asked to agree or disagree with the following statement: " <i>I have a lot of choice in deciding what I do at work</i> "
(f)	Variable indicating workers' score on a scale from 1 (strongly disagree) to 7 (strongly agree) when asked to agree or disagree with the following statement: " <i>I have a lot of freedom to decide how I do my own work</i> "

FIGURE A-1
Principal component analysis, four precarity domains



Note: Bankwest Curtin Economics Centre | Authors' calculations based on the Household Income and Labour Dynamics in Australia (HILDA) survey.

TABLE A-3

Count of observations by industry and gender, 1-digit ANZSIC code

Industry	Count	Male	Female
[1] Agriculture, Forestry and Fishing	142	111	31
[2] Mining	279	224	55
[3] Manufacturing	856	611	245
[4] Electricity, Gas, Water and Waste Services	173	122	51
[5] Construction	701	579	122
[6] Wholesale Trade	338	237	101
[7] Retail Trade	874	370	504
[8] Accommodation and Food Services	415	160	255
[9] Transport, Postal and Warehousing	470	346	124
[10] Information Media and Telecommunications	179	91	88
[11] Financial and Insurance Services	520	247	273
[12] Rental, Hiring and Real Estate Serv	141	54	87
[13] Professional, Scientific and Technical Services	958	509	449
[14] Administrative and Support Services	249	111	138
[15] Public Administration and Safety	1,071	537	534
[16] Education and Training	1,458	393	1,065
[17] Health Care and Social Assistance	2,319	440	1,879
[18] Arts and Recreation Services	170	94	76
[19] Other Services	315	175	140

TABLE A-4

Count of observations by occupation and gender, 1-digit ANZSCO code

Occupation	Count	Male	Female
[1] Managers	1,806	1,042	764
[2] Professionals	3,756	1,447	2,309
[3] Technicians and Trades Workers	1,160	931	229
[4] Community and Personal Service Workers	1,260	363	897
[5] Clerical and Administrative Workers	1,689	388	1,301
[6] Sales Workers	670	250	420
[7] Machinery Operators and Drivers	698	618	80
[8] Labourers	665	409	256

TABLE A-5

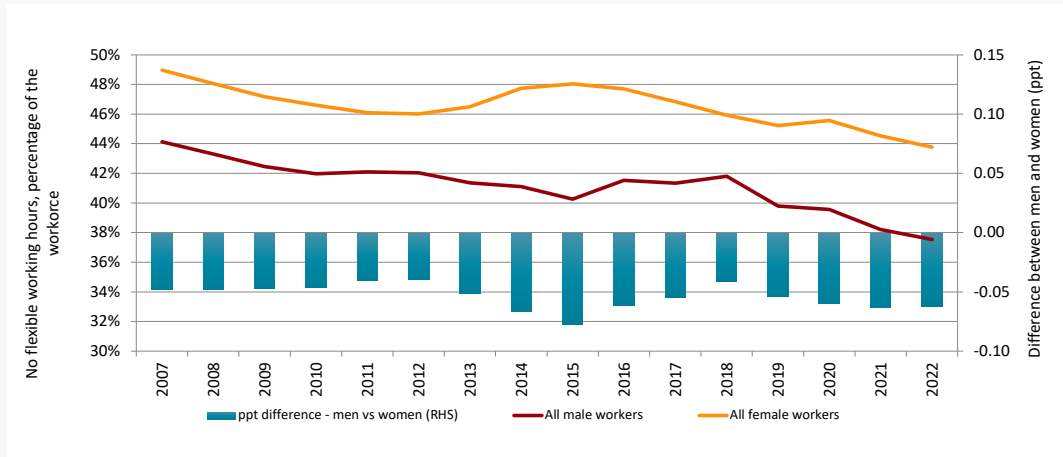
Count of observations by industry, occupation and gender, 2-digit ANZSIC and ANZSCO code

Occupation	Count	Occupation	Count
[1] Agriculture	104	[11] Chief Executives, General Managers	88
[6] Coal Mining	90	[13] Specialist Managers	1270
[8] Metal Ore Mining	116	[14] Hospitality, Retail and Service Man	416
[11] Food Product Manufacturing	139	[20] Professionals	40
[14] Wood Product Manufacturing	42	[21] Arts and Media Professionals	67
[18] Basic Chemical and Chemical Product	75	[22] Business, Human Resource and Market	835
[22] Fabricated Metal Product Manufactur	108	[23] Design, Engineering, Science and Tr	492
[23] Transport Equipment Manufacturing	95	[24] Education Professionals	865
[24] Machinery and Equipment Manufacturi	112	[25] Health Professionals	785
[26] Electricity Supply	94	[26] ICT Professionals	304
[29] Waste Collection, Treatment and Dis	45	[27] Legal, Social and Welfare Professio	368
[30] Building Construction	144	[31] Engineering, ICT and Science Techni	316
[31] Heavy and Civil Engineering Constru	142	[32] Automotive and Engineering Trades W	228
[32] Construction Services	405	[33] Construction Trades Workers	143
[33] Basic Material Wholesaling	82	[34] Electrotechnology and Telecommunica	169
[34] Machinery and Equipment Wholesaling	97	[35] Food Trades Workers	88
[36] Grocery, Liquor and Tobacco Product	41	[36] Skilled Animal and Horticultural Wo	103
[37] Other Goods Wholesaling	59	[39] Other Technicians and Trades Worker	108
[39] Motor Vehicle and Motor Vehicle Par	69	[41] Health and Welfare Support Workers	262
[41] Food Retailing	251	[42] Carers and Aides	565
[42] Other Store-Based Retailing	499	[43] Hospitality Workers	137
[44] Accommodation	89	[44] Protective Service Workers	209
[45] Food and Beverage Services	321	[45] Sports and Personal Service Workers	87
[46] Road Transport	140	[51] Office Managers and Program Adminis	250
[51] Postal and Courier Pick-up and Deli	78	[52] Personal Assistants and Secretaries	78
[52] Transport Support Services	109	[53] General Clerical Workers	279
[53] Warehousing and Storage Services	64	[54] Inquiry Clerks and Receptionists	287
[58] Telecommunications Services	48	[55] Numerical Clerks	346
[62] Finance	216	[56] Clerical and Office Support Workers	88
[63] Insurance and Superannuation Funds	173	[59] Other Clerical and Administrative W	353
[64] Auxiliary Finance and Insurance Ser	109	[61] Sales Representatives and Agents	135
[67] Property Operators and Real Estate	113	[62] Sales Assistants and Salespersons	455
[69] Professional, Scientific and Techni	735	[63] Sales Support Workers	80
[70] Computer System Design and Related	223	[71] Machine and Stationary Plant Operat	174
[72] Administrative Services	157	[72] Mobile Plant Operators	185
[73] Building Cleaning, Pest Control and	95	[73] Road and Rail Drivers	245
[75] Public Administration	640	[74] Storepersons	93
[76] Defence	103	[81] Cleaners and Laundry Workers	137
[77] Public Order, Safety and Regulatory	348	[82] Construction and Mining Labourers	87
[80] Preschool and School Education	1,059	[83] Factory Process Workers	111
[81] Tertiary Education	318	[84] Farm, Forestry and Garden Workers	79
[82] Adult, Community and Other Education	74	[85] Food Preparation Assistants	82
[84] Hospitals	692	[89] Other Labourers	167
[85] Medical and Other Health Care Services	549		
[86] Residential Care Services	257		
[87] Social Assistance Services	767		
[91] Sports and Recreation Activities	82		
[94] Repair and Maintenance	139		
[95] Personal and Other Services	175		

DECENT WORK MEASURES BY GENDER

FIGURE A-2

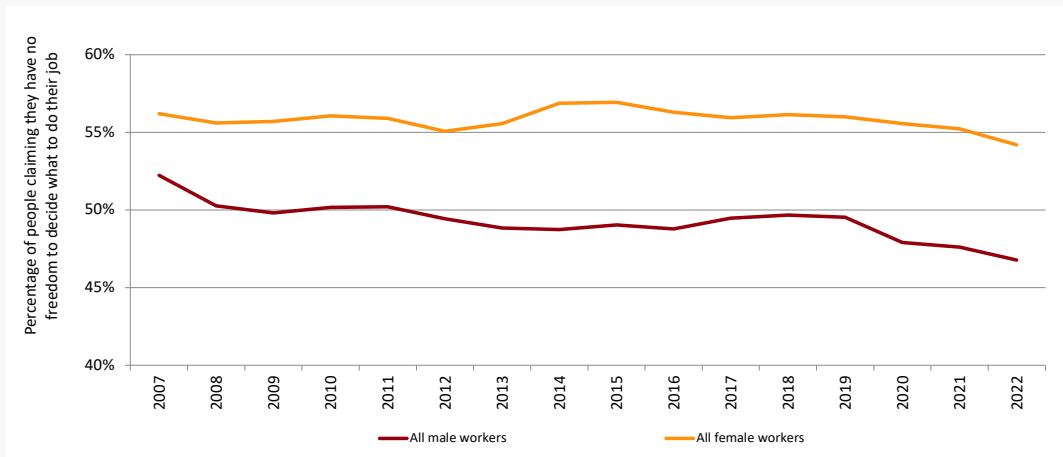
Percentage of the workforce with no flexible working hours by gender, 2007-2022



Note: Bankwest Curtin Economics Centre | Authors' calculations based on HILDA.

FIGURE A-3

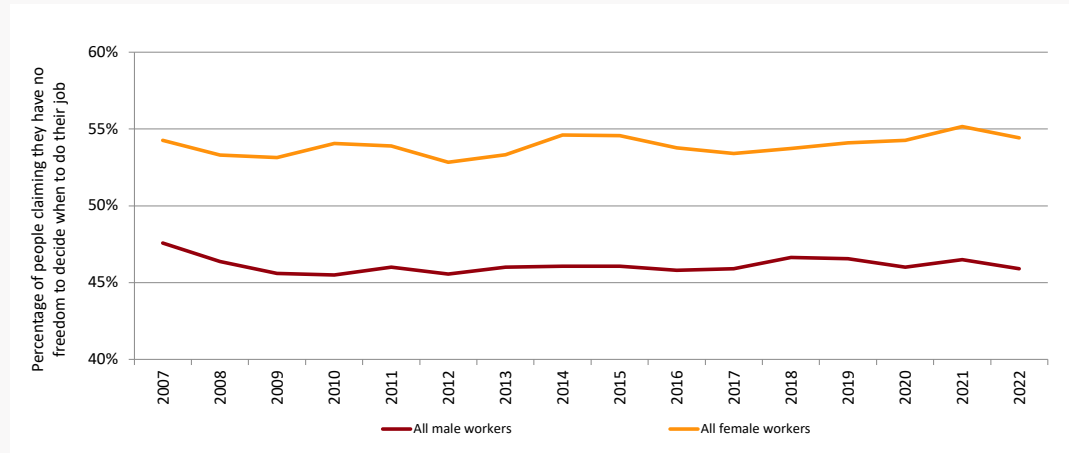
Percentage of the workforce declaring to have no freedom to decide what to do in their job by gender, 2007-2022



Note: Bankwest Curtin Economics Centre | Authors' calculations based on HILDA.

FIGURE A-4

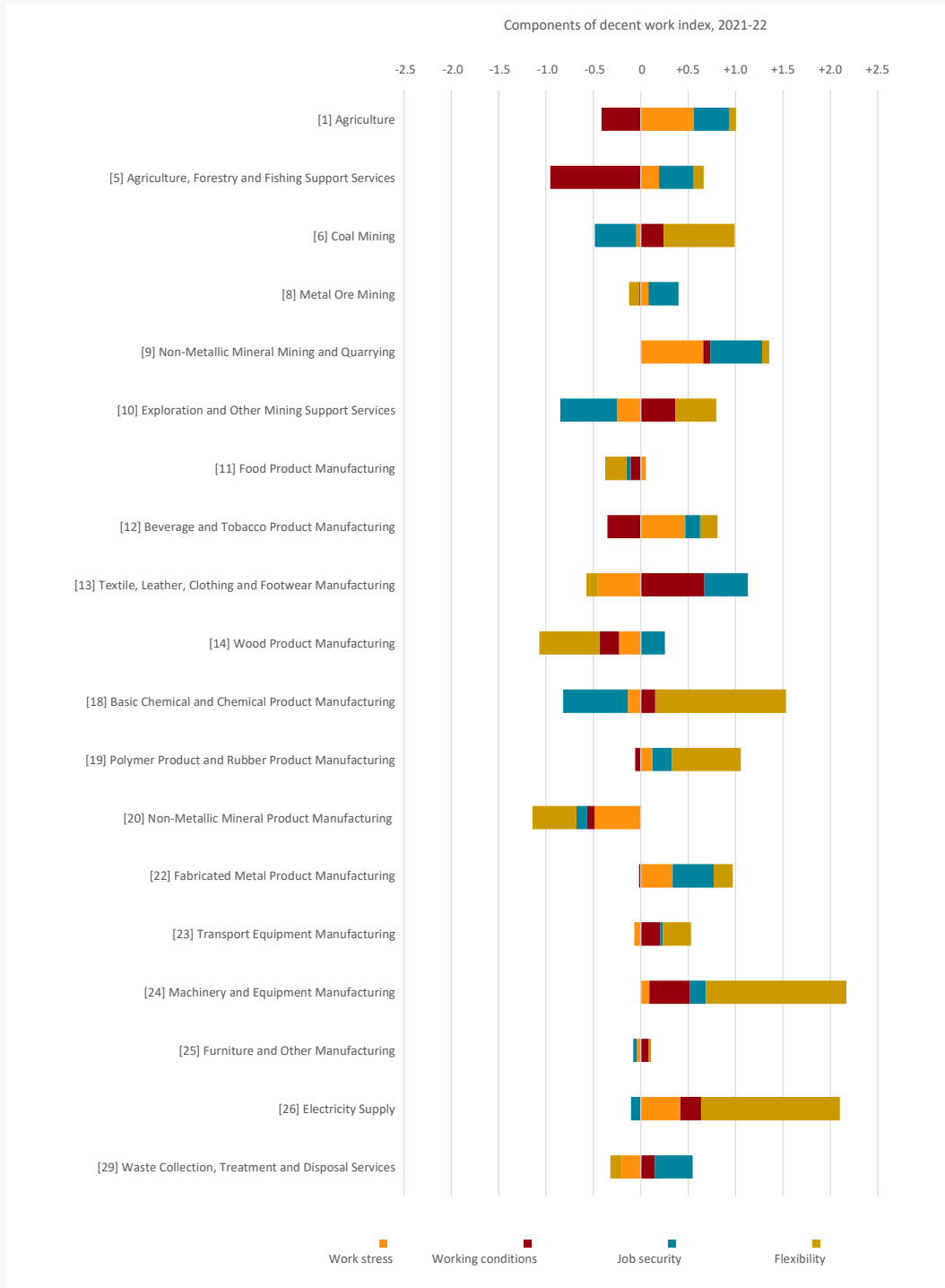
Percentage of the workforce declaring to have no freedom to decide when to do their job by gender, 2007-2022



Note: Bankwest Curtin Economics Centre | Authors' calculations based on HILDA.

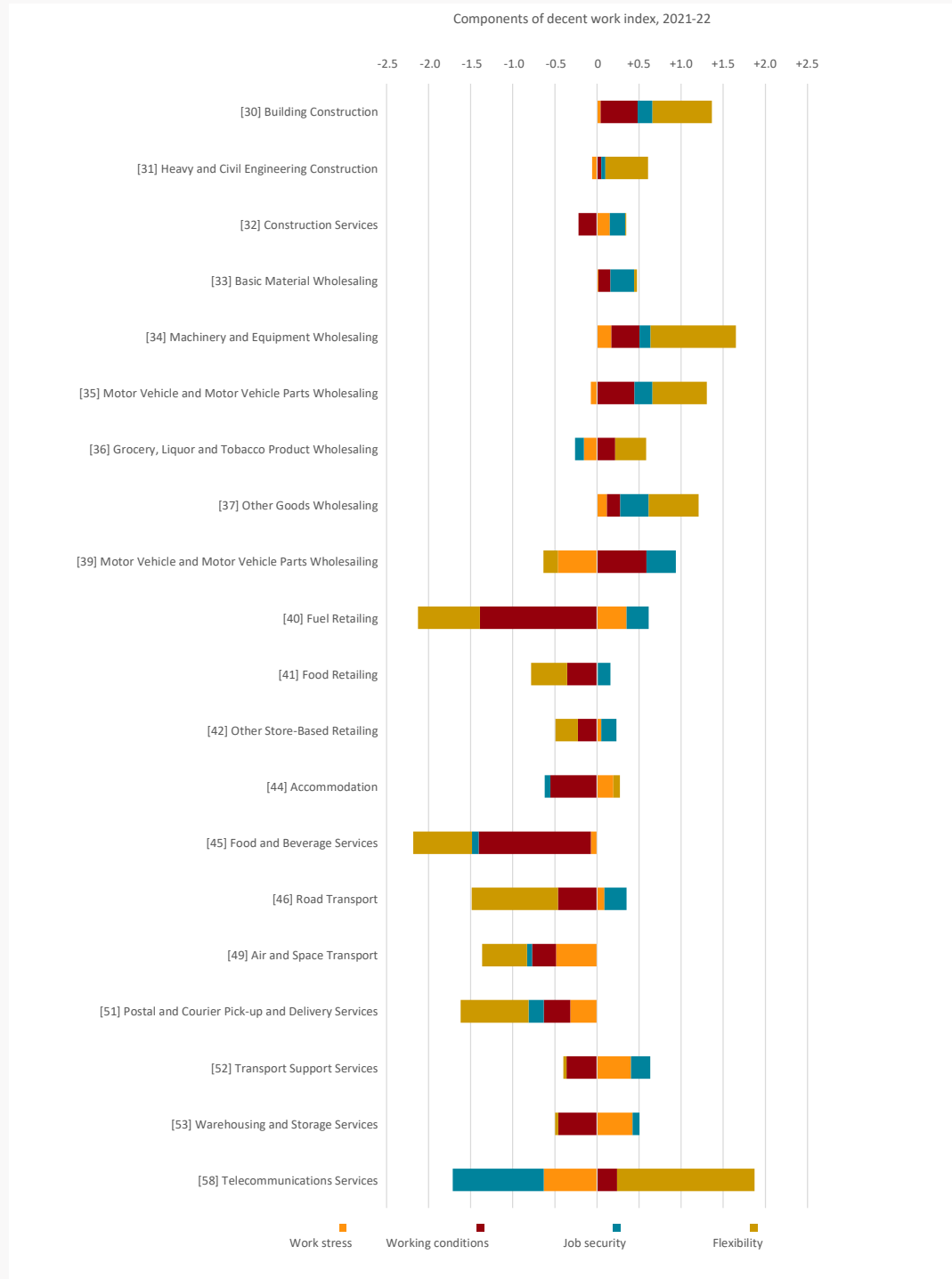
DECENT WORK INDEX BY INDUSTRY

FIGURE A-5
Components of decent work index by industry, 2-digits ANZSIC code, 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

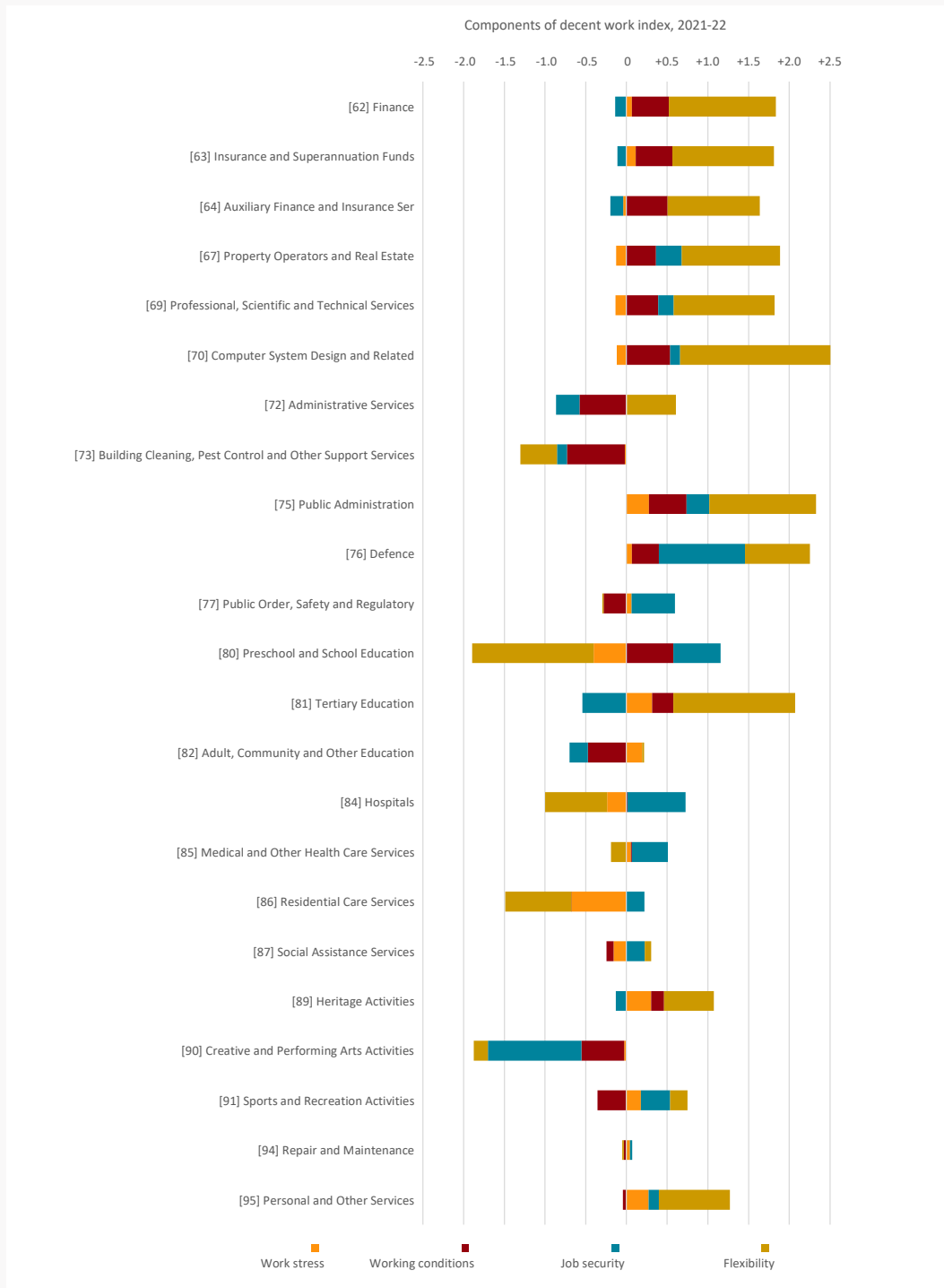
FIGURE A-5 (continued)
 Components of decent work index by industry, 2-digits ANZSIC code, 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-5 (continued)

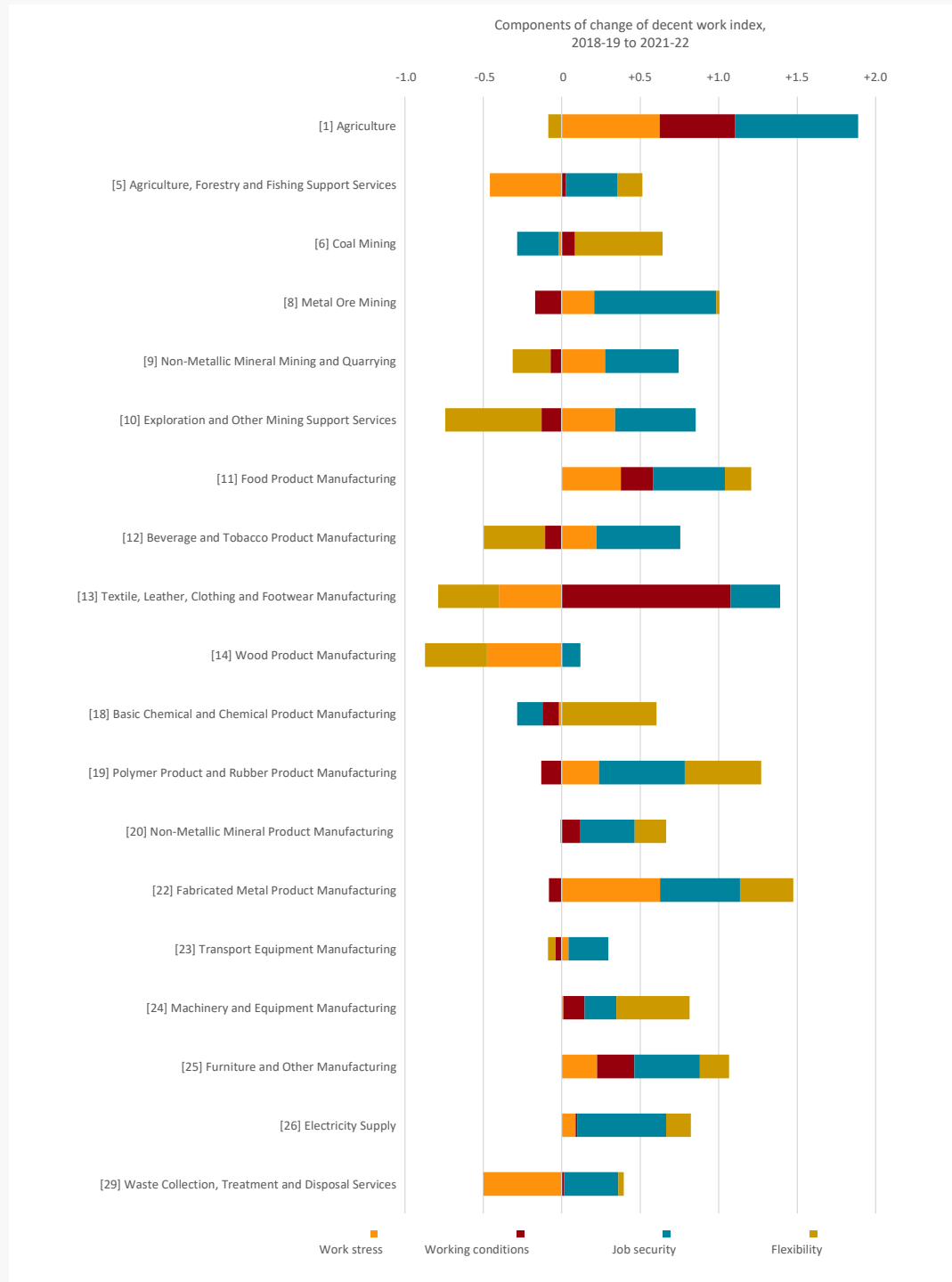
Components of decent work index by industry, 2-digits ANZSIC code, 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-6

Change of the components of the decent work index before and after COVID-19 by industry, 2-digits ANZSIC code, 2018-19 to 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-6 (continued)

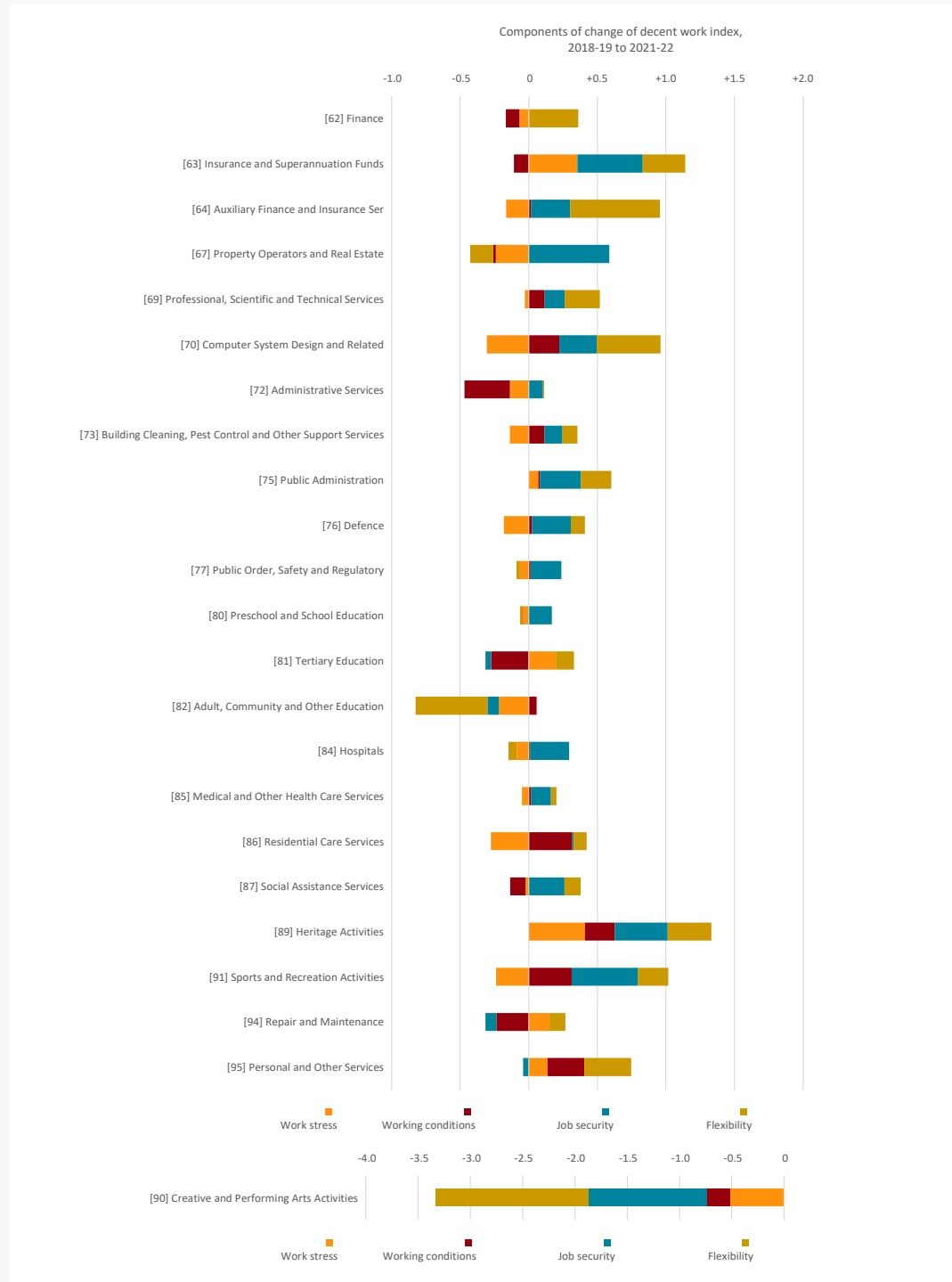
Change of the components of the decent work index before and after COVID-19 by industry, 2-digits ANZSIC code, 2018-19 to 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

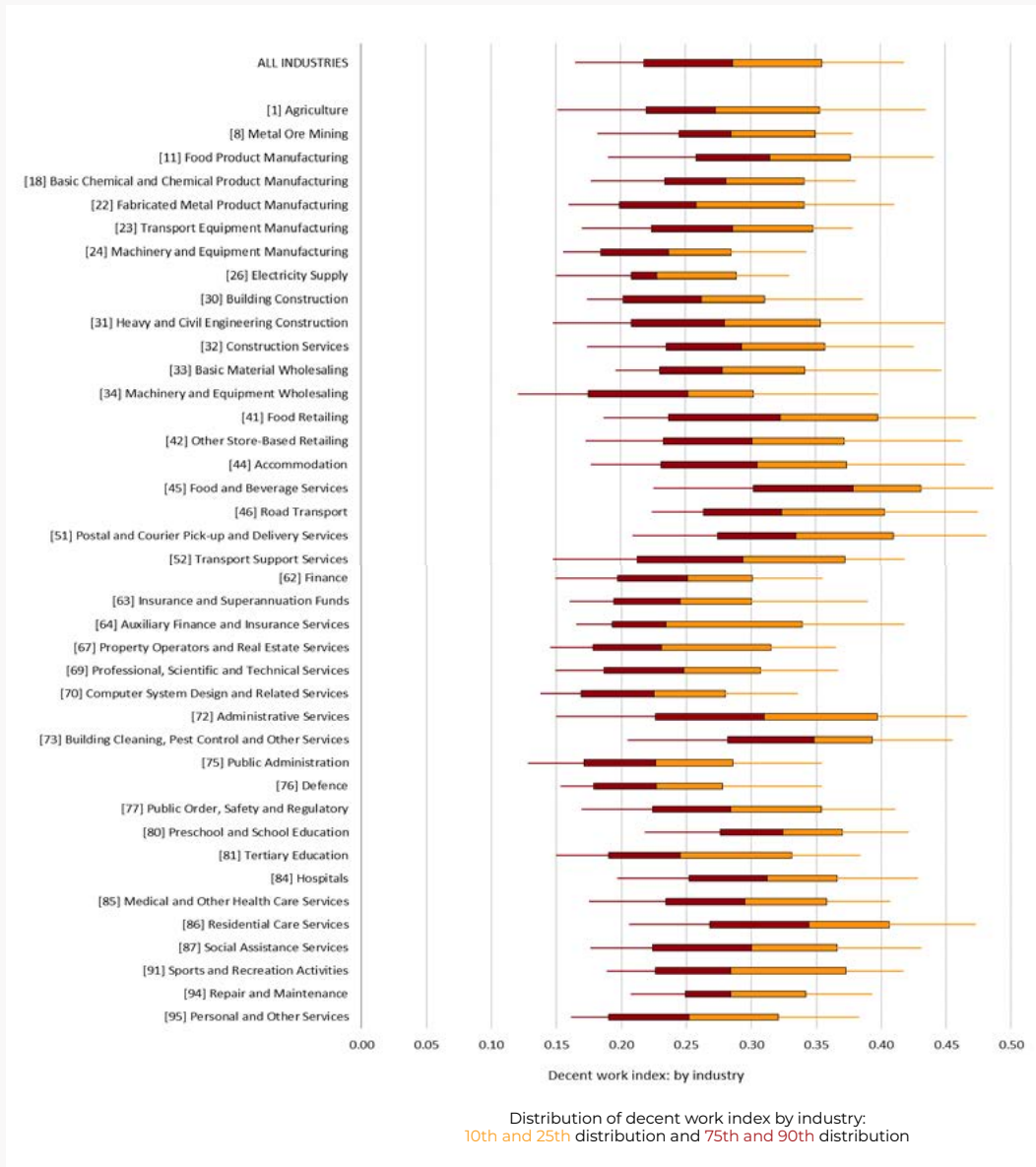
FIGURE A-6 (continued)

Change of the components of the decent work index before and after COVID-19 by industry, 2-digits ANZSIC code, 2018-19 to 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

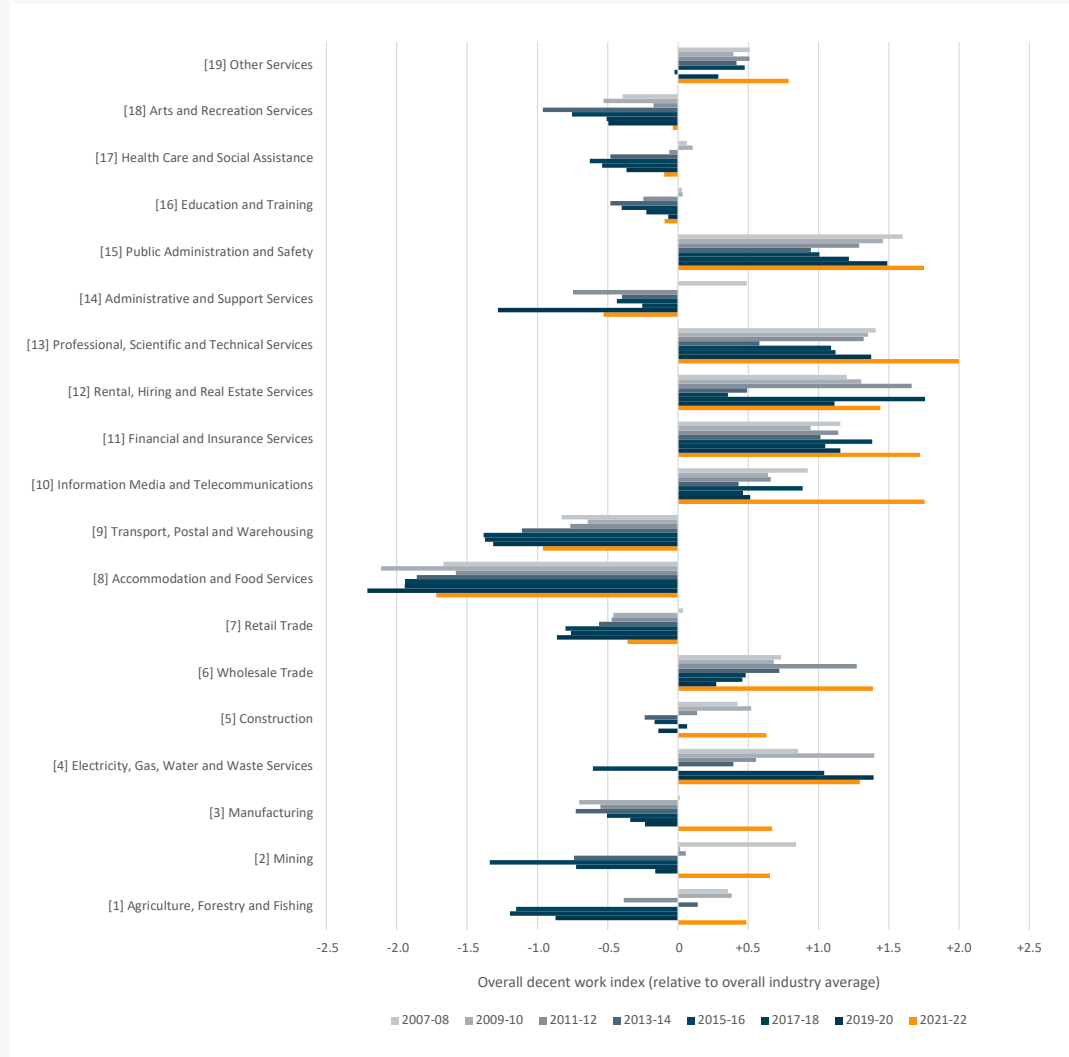
FIGURE A-7
Dispersion of decent work index by industry, 2-digit ANZSIC, 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-8

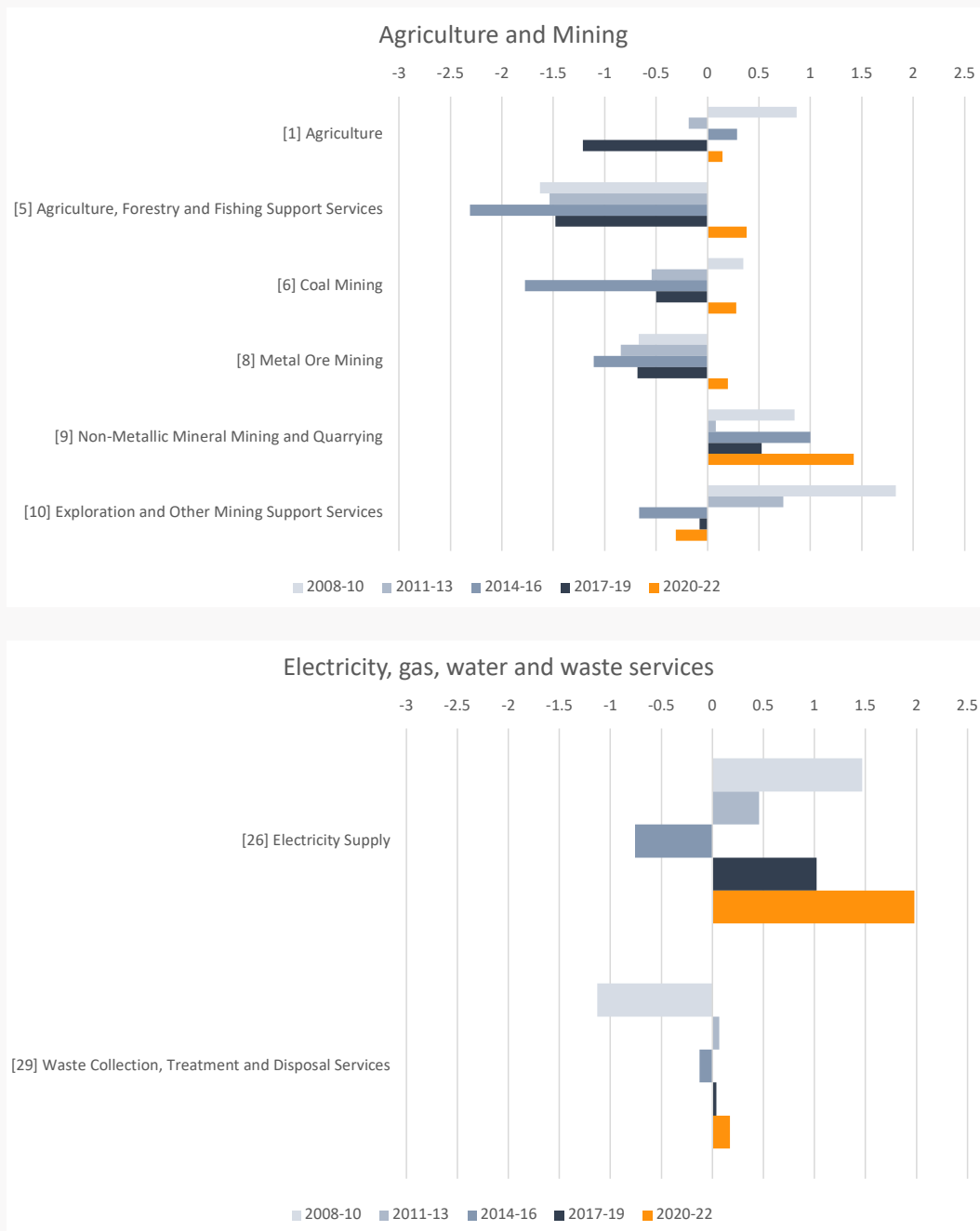
Evolution of the decent work index by industry, 1-digit ANZSIC code, 2007-08 to 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-9

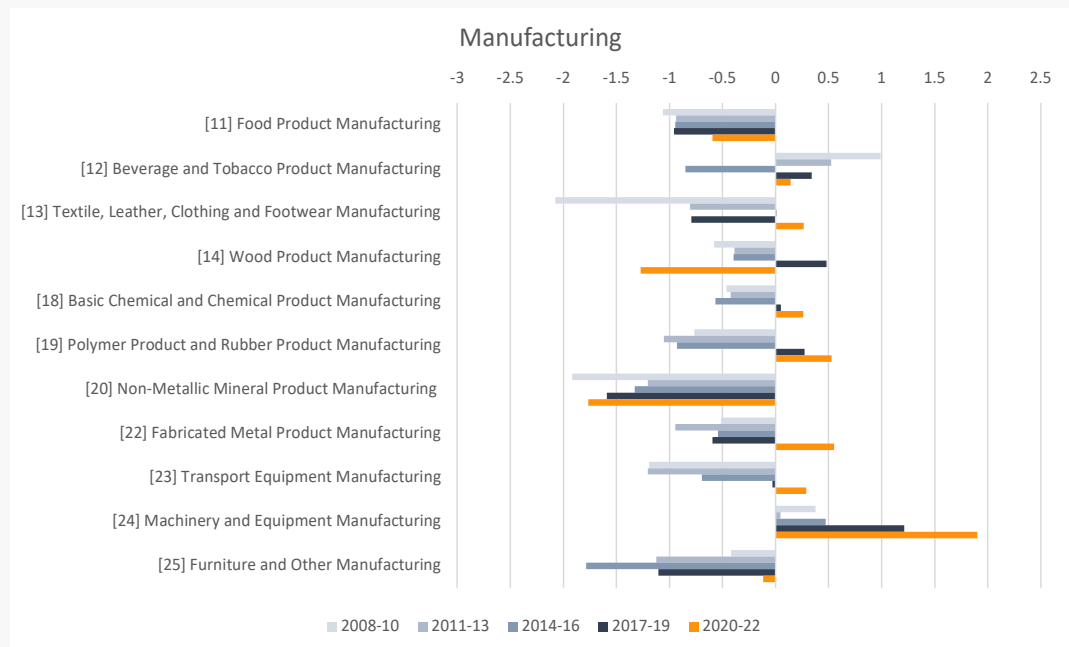
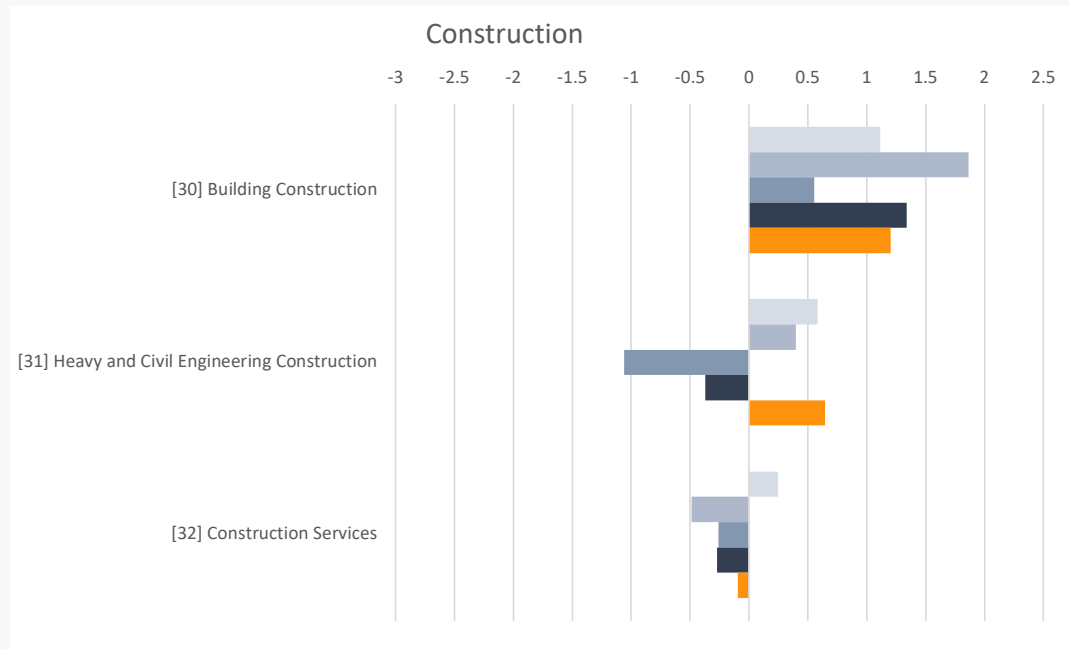
Evolution of the decent work index by industry, 2-digit ANZSIC code, 2007-08 to 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-9 (continued)

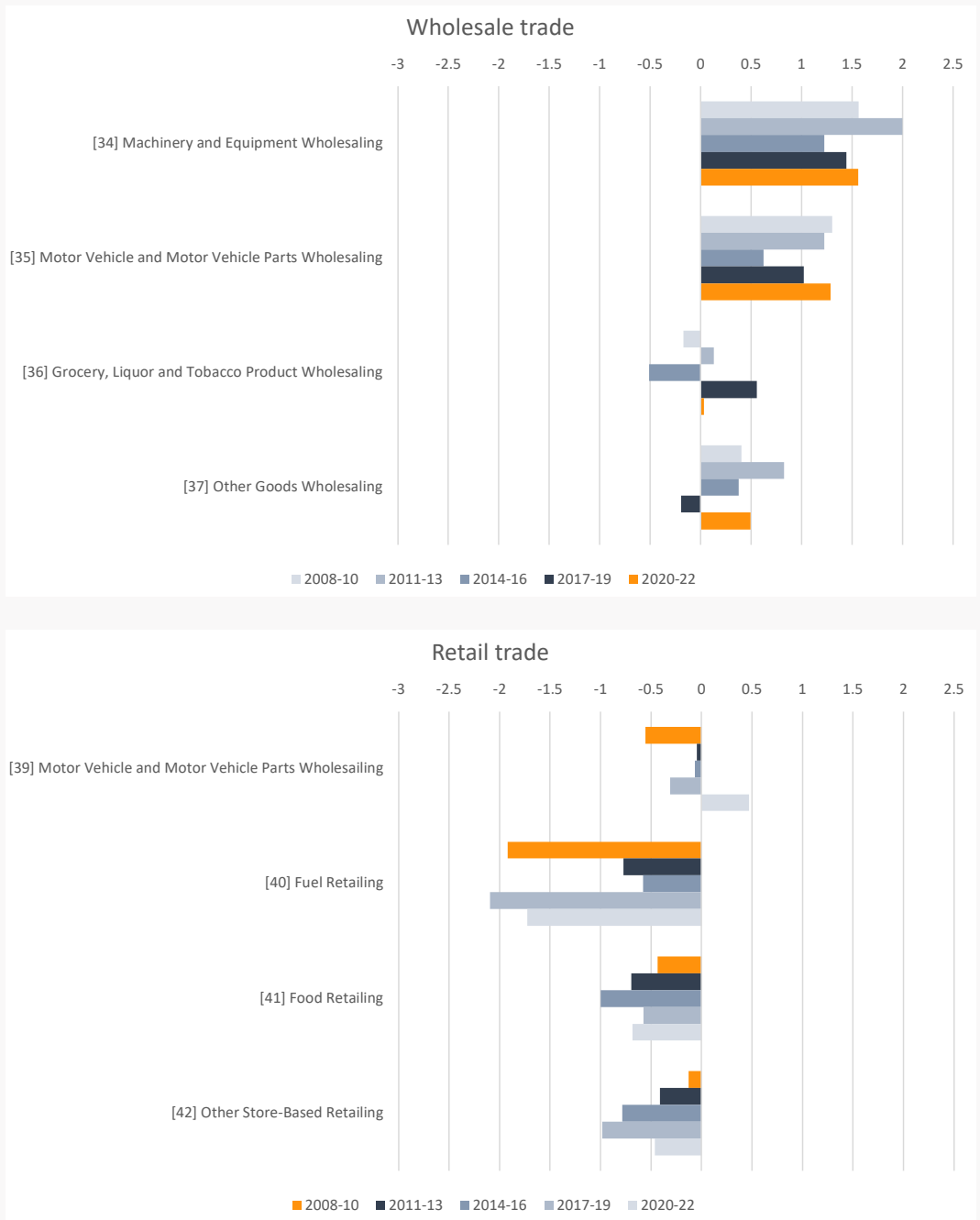
Evolution of the decent work index by industry, 2-digit ANZSIC code, 2007-08 to 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-9 (continued)

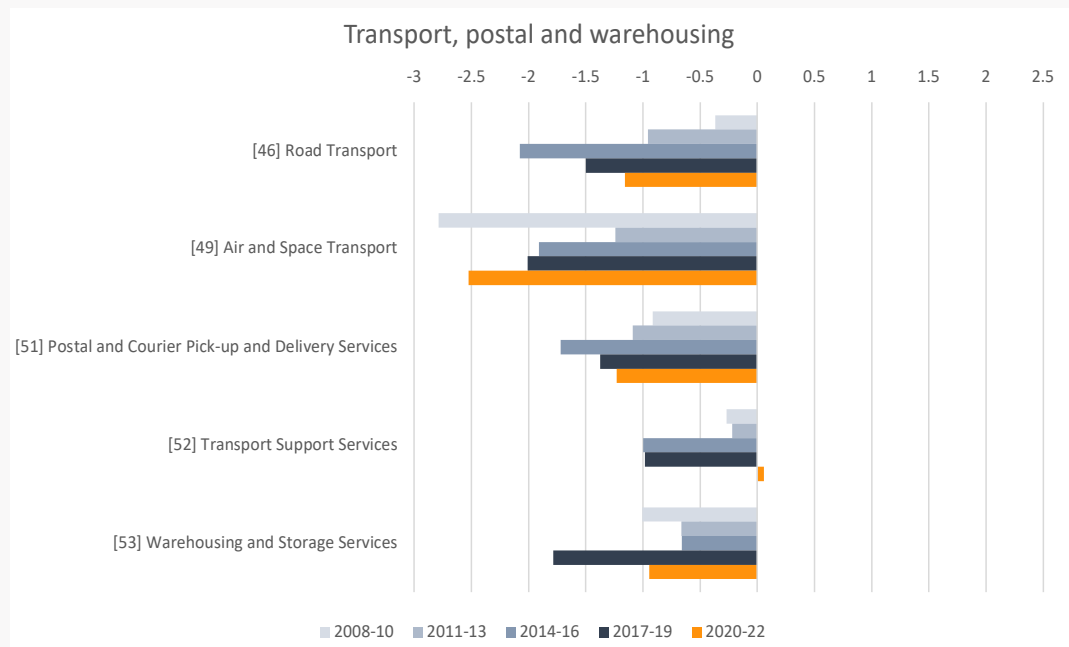
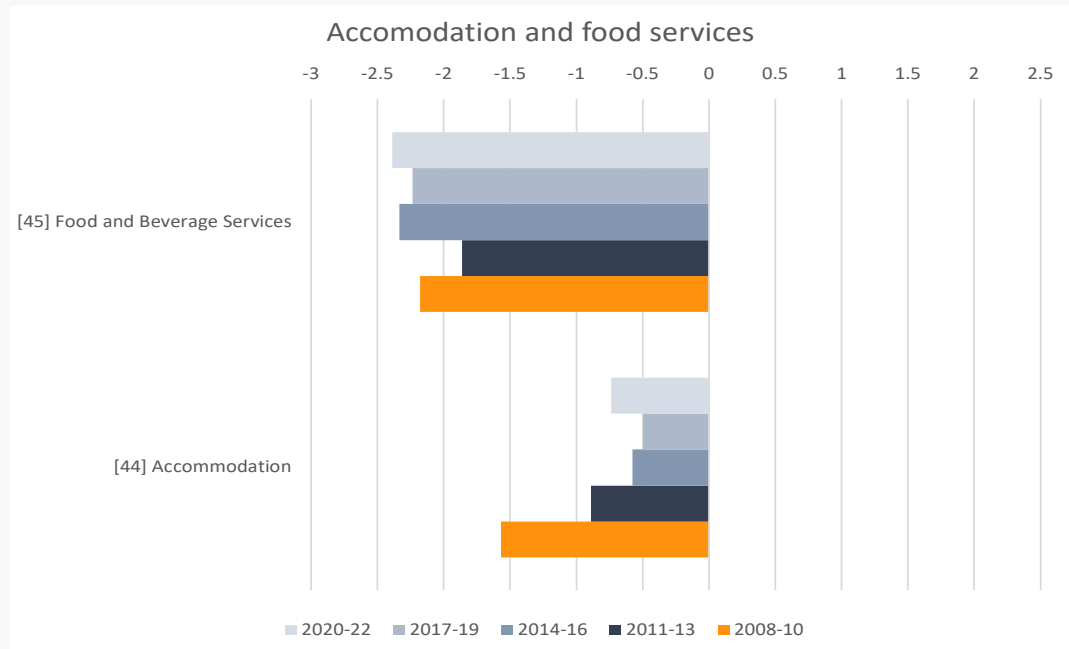
Evolution of the decent work index by industry, 2-digit ANZSIC code, 2007-08 to 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-9 (continued)

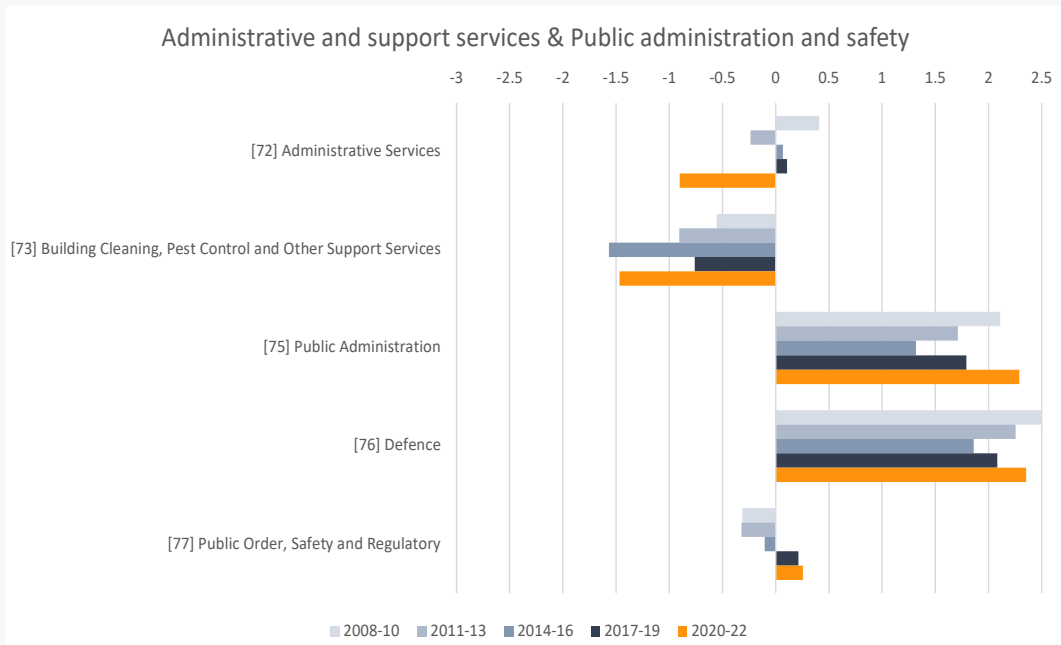
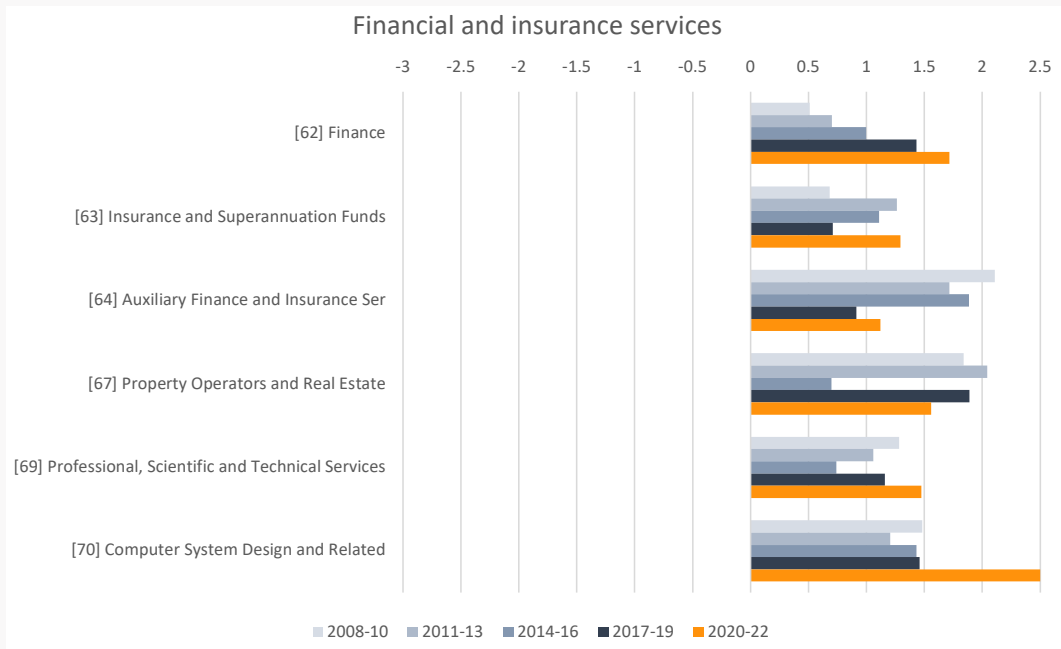
Evolution of the decent work index by industry, 2-digit ANZSIC code, 2007-08 to 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-9 (continued)

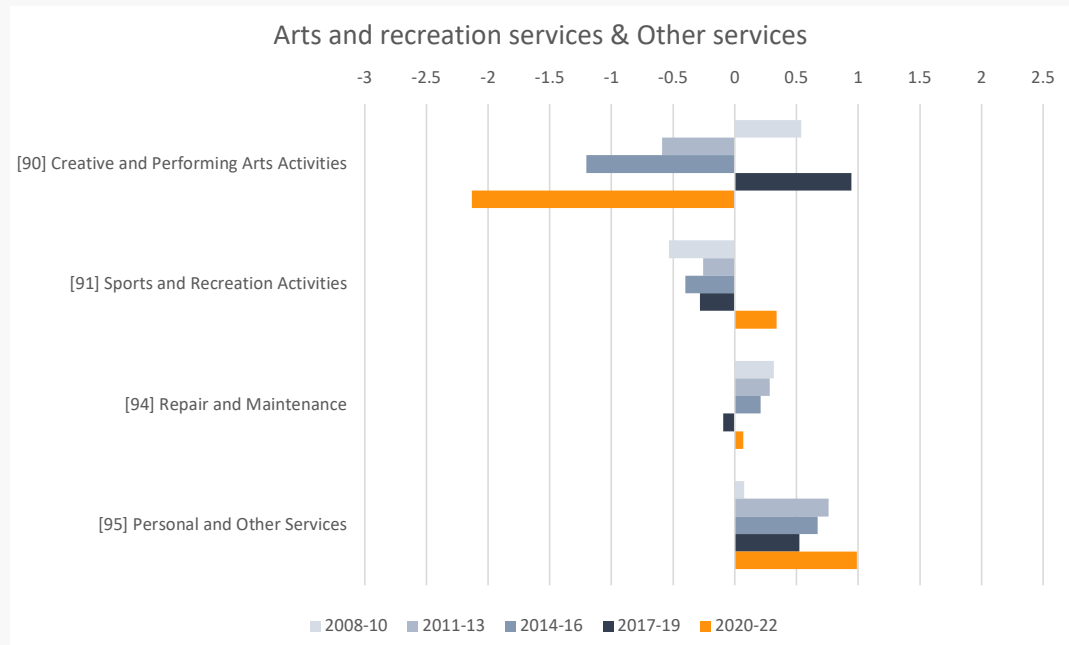
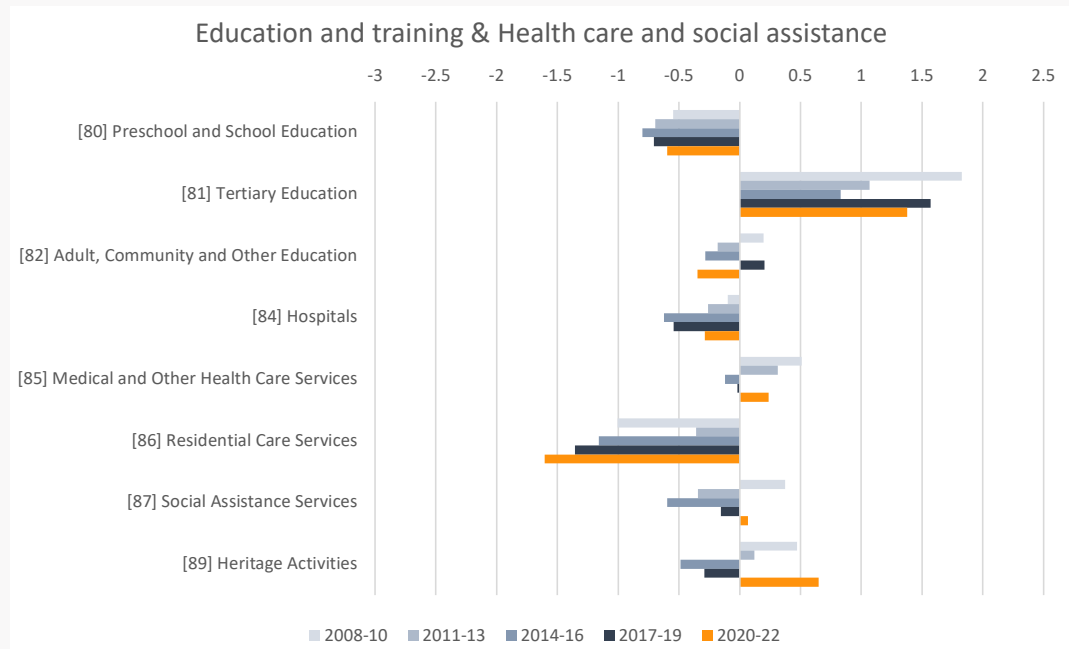
Evolution of the decent work index by industry, 2-digit ANZSIC code, 2007-08 to 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-9 (continued)

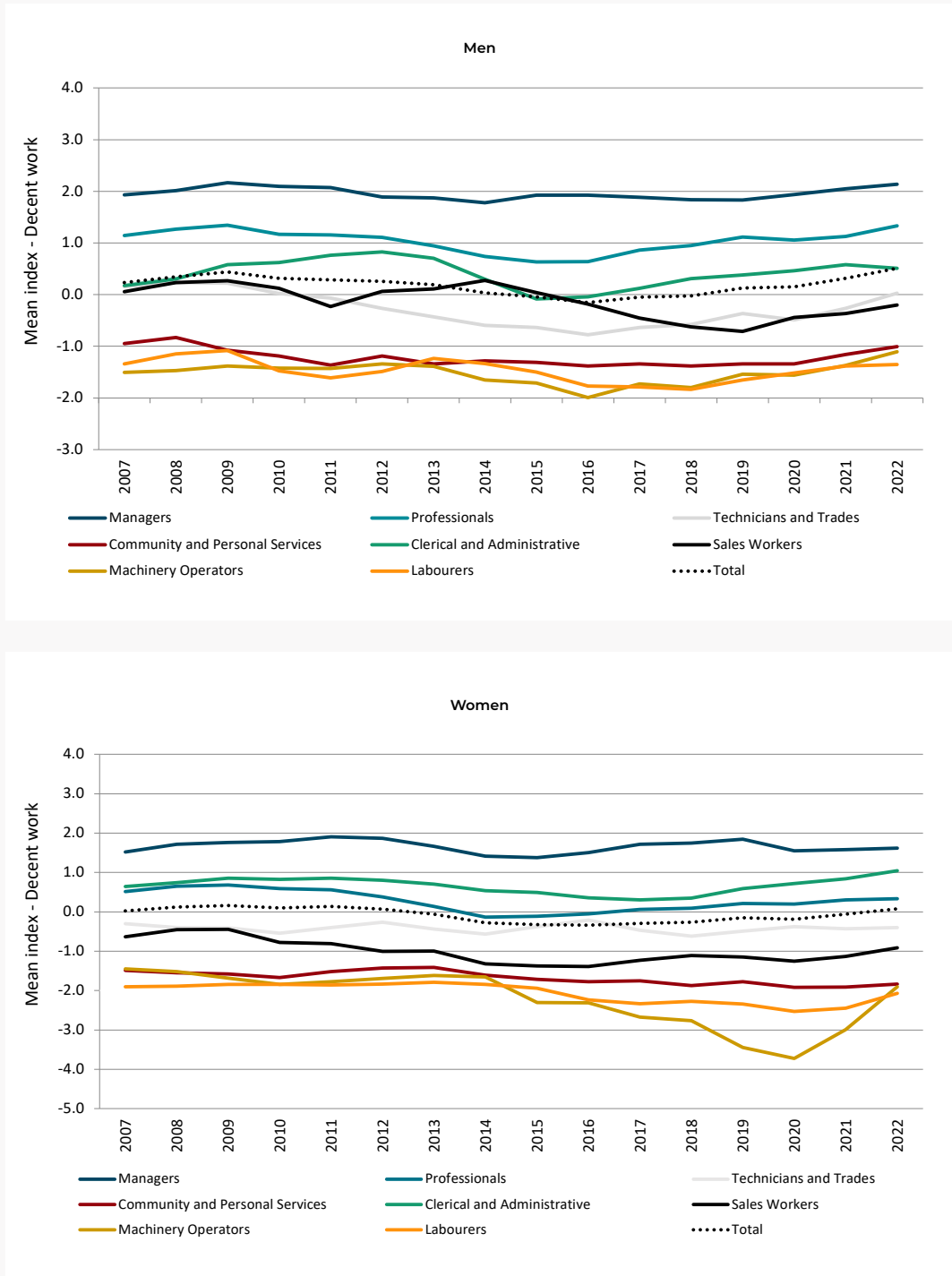
Evolution of the decent work index by industry, 2-digit ANZSIC code, 2007-08 to 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

DECENT WORK BY OCCUPATION

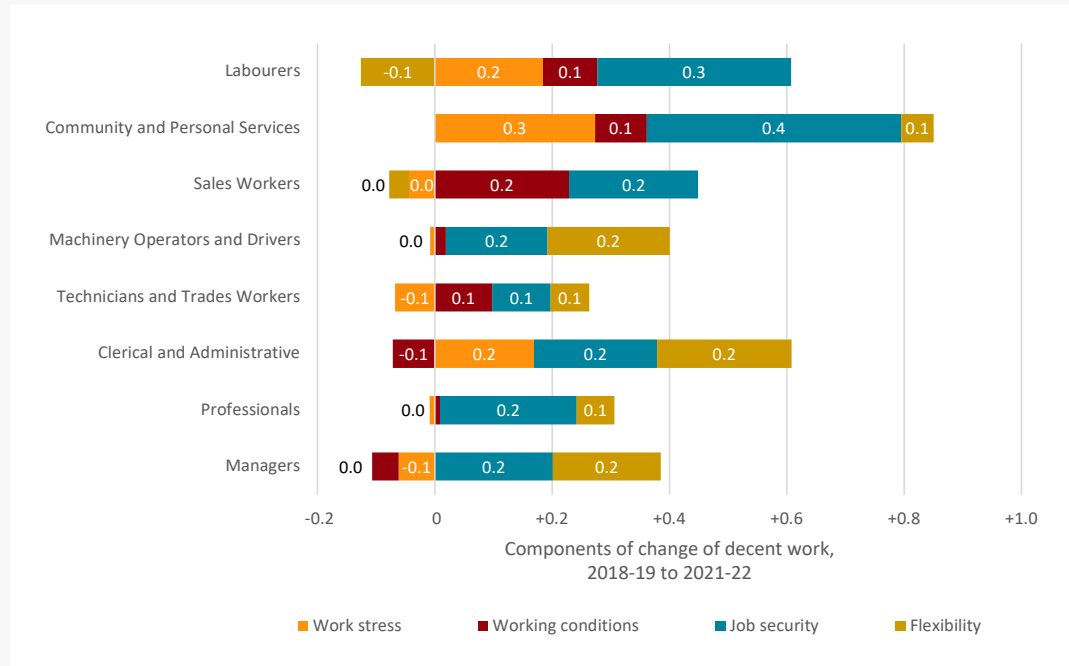
FIGURE A-10
Decent work index by occupation, 1-digit ANZSCO code, 2007-2022



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

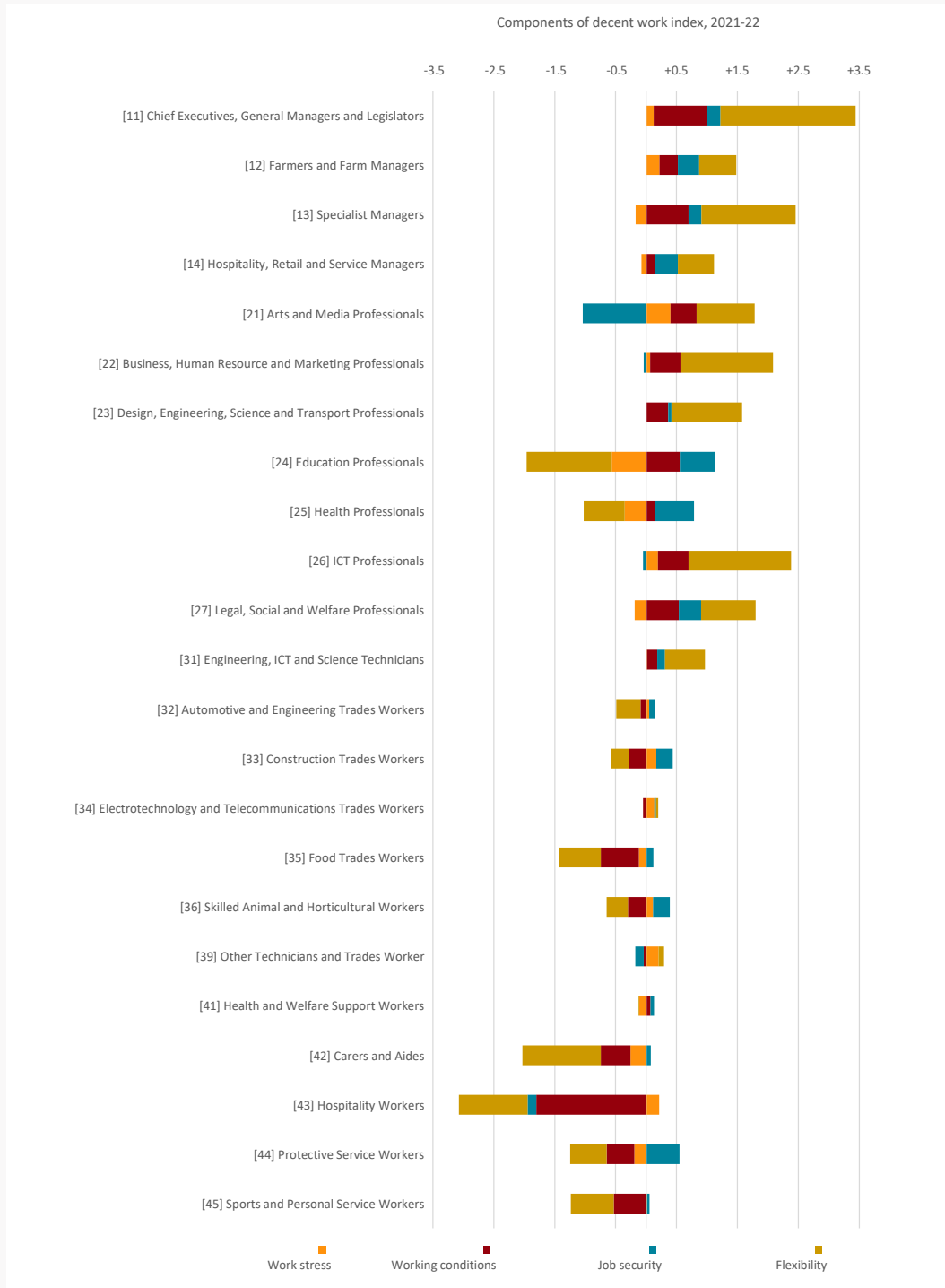
FIGURE A-11

Change of the components of the decent work index before and after COVID-19 by occupation, 1-digits ANZSCO code, 2018-19 to 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

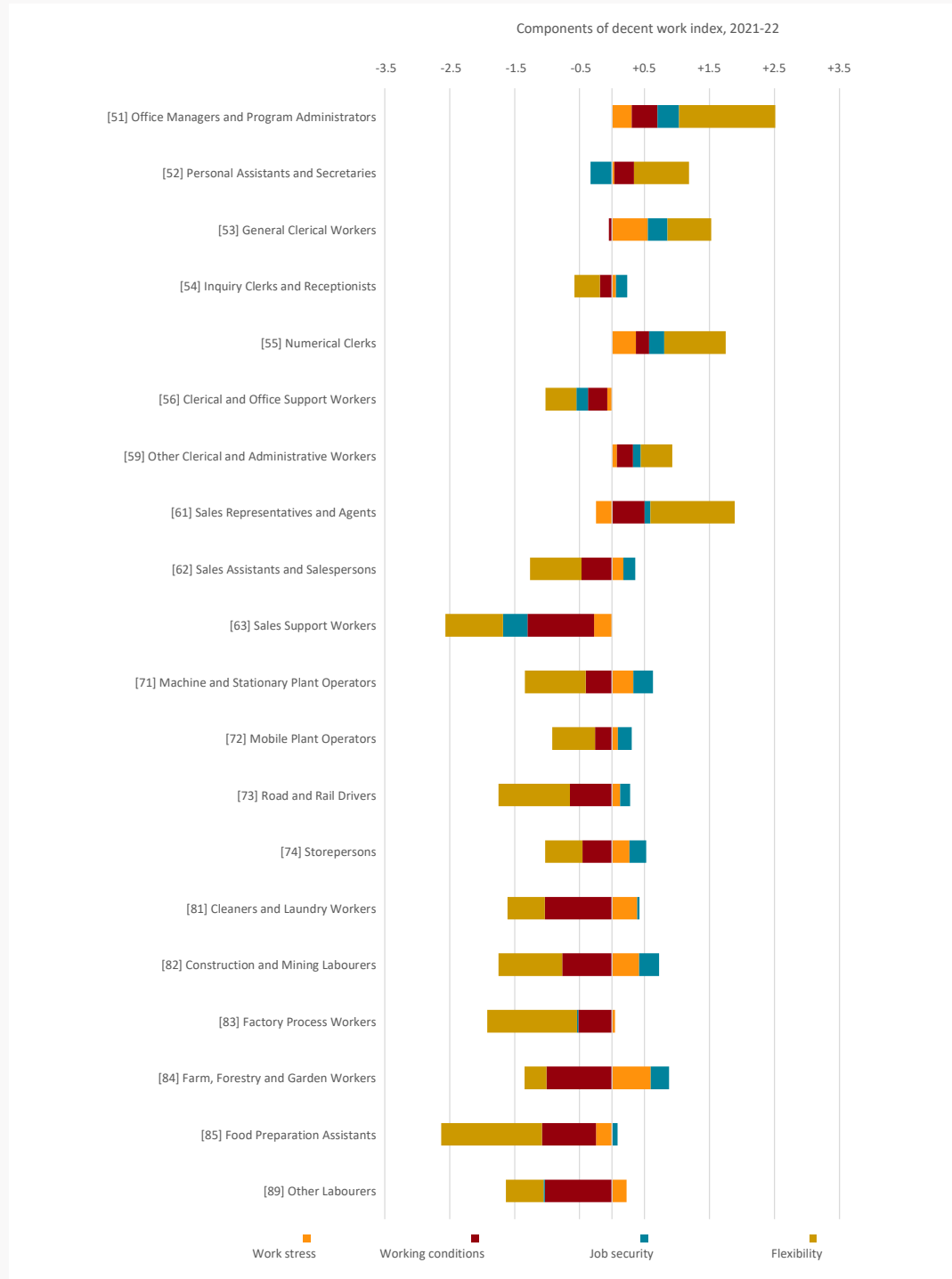
FIGURE A-12
Components of the decent work index by occupation, 2-digits ANZSCO code, 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-12 (continued)

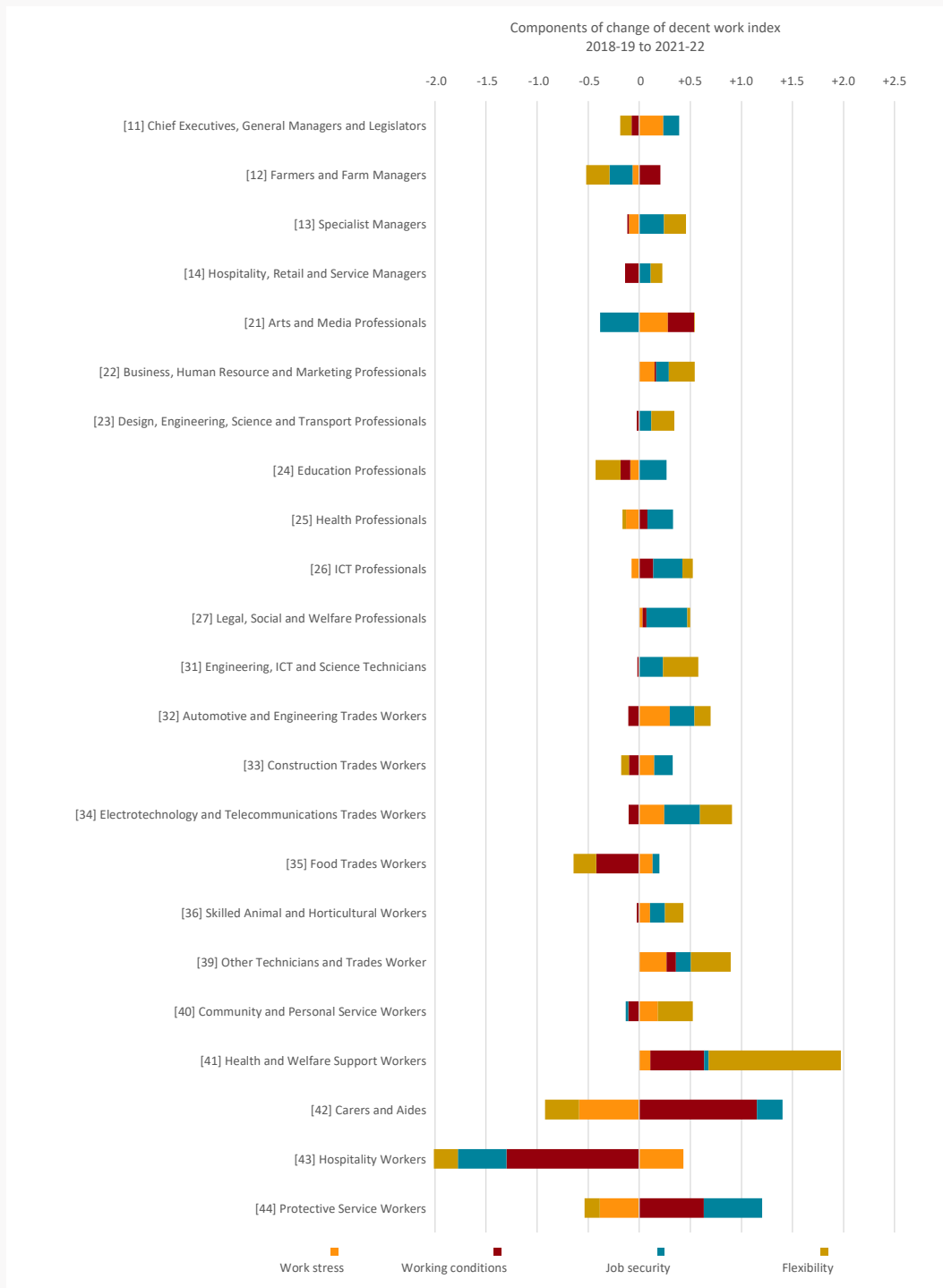
Components of the decent work index by occupation, 2-digits ANZSCO code, 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-13

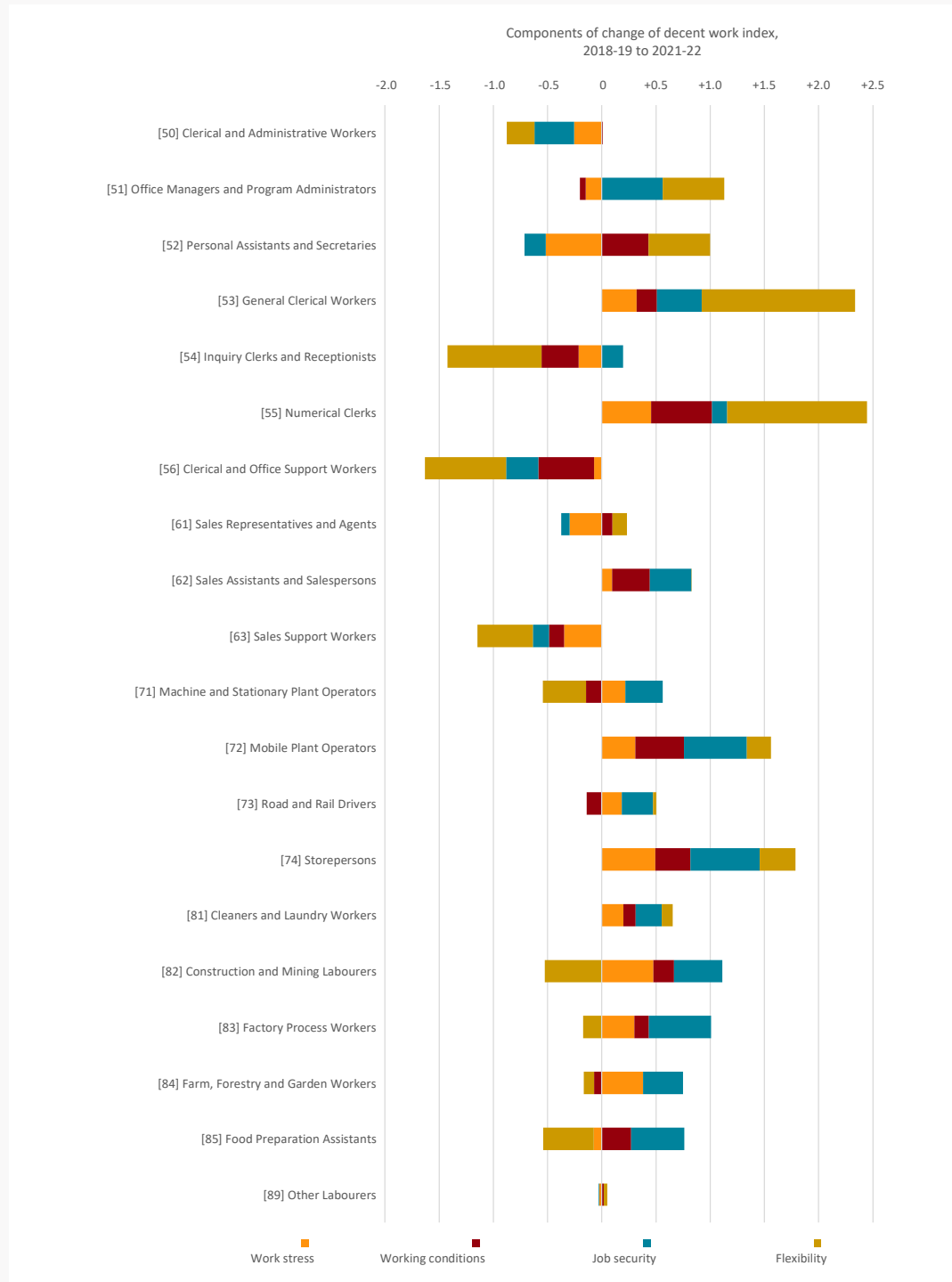
Change of the components of the decent work index before and after COVID-19 by occupation, 2-digits ANZSCO code, 2018-19 to 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-13 (continued)

Change of the components of the decent work index before and after COVID-19 by occupation, 2-digits ANZSCO code, 2018-19 to 2021-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-14

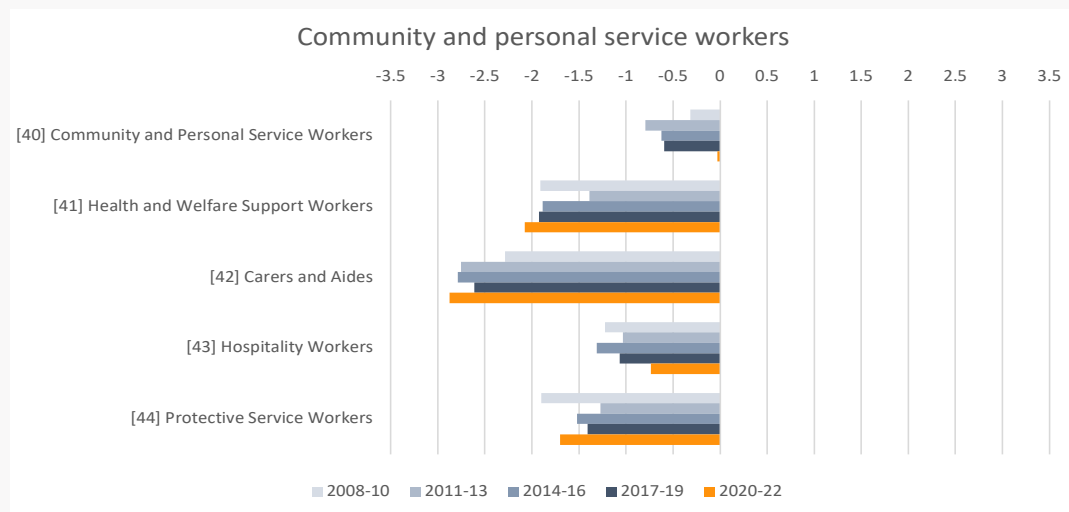
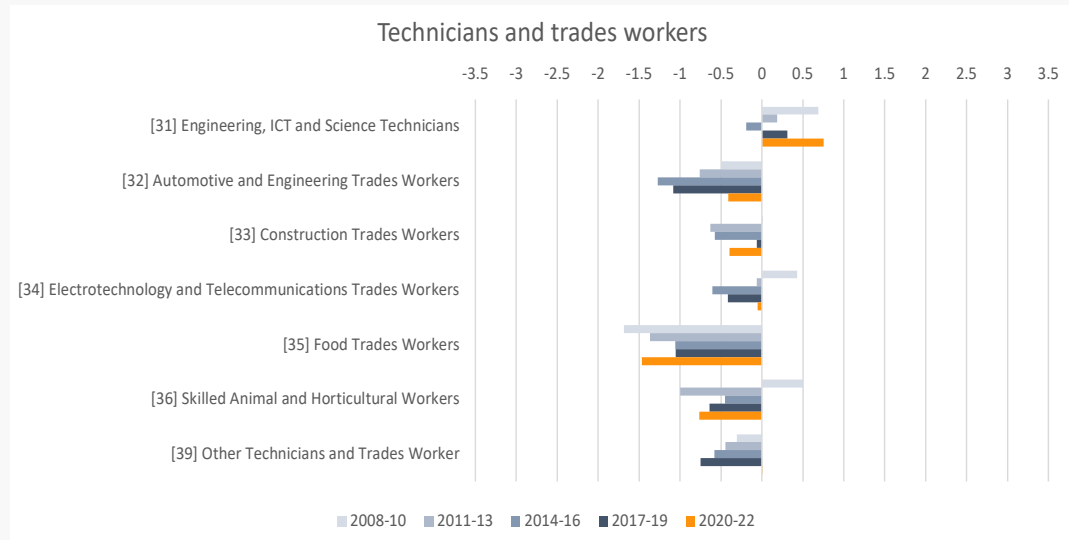
Evolution of the decent work index by industry, 2-digit ANZSCO code, 2008-09 to 2020-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-14 (continued)

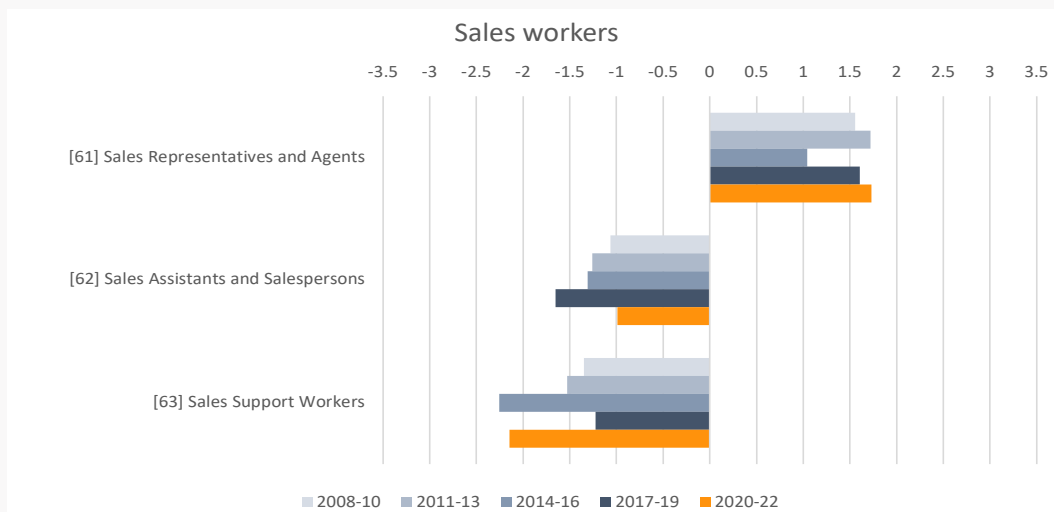
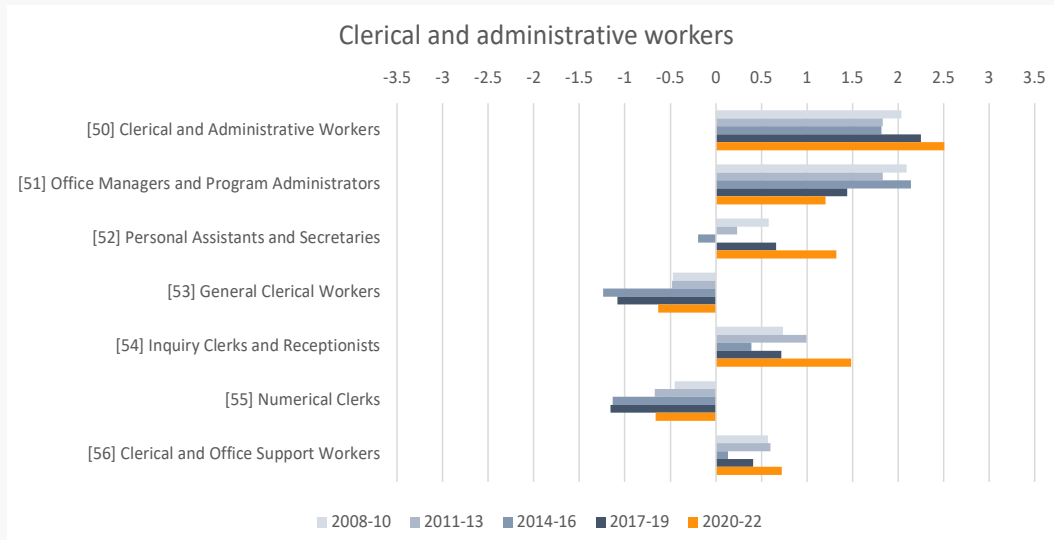
Evolution of the decent work index by industry, 2-digit ANZSCO code, 2008-09 to 2020-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-14 (continued)

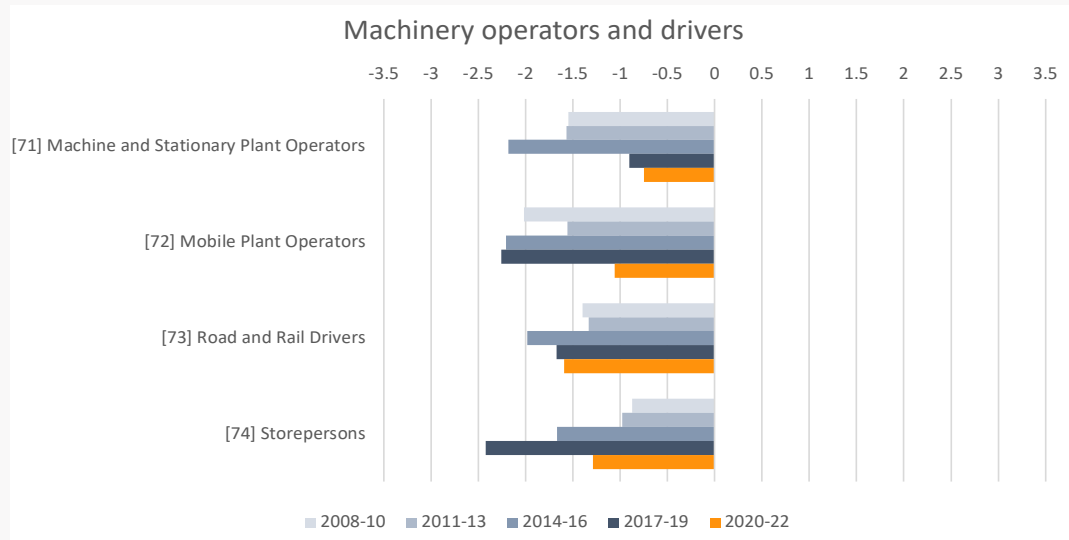
Evolution of the decent work index by industry, 2-digit ANZSCO code, 2008-09 to 2020-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.

FIGURE A-14 (continued)

Evolution of the decent work index by industry, 2-digit ANZSCO code, 2008-09 to 2020-22



Note: Bankwest Curtin Economics Centre | Calculations based on HILDA. Higher magnitude = better work outcomes.



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