

Appendix B. Variable definitions

Variable name	Variable description
<i>Family-friendly work practices</i>	
Control over start and finish times	Variable that takes the value of 1 if the employee has a lot or some finish times influence over when they start and finish work and zero otherwise.
Access to permanent part-time work	A variable that takes the value of 1 if the employee can get permanent part-time work part-time work at their current workplace if needed and zero otherwise.
Access to telephone for family reasons	A variable that takes the value of 1 if the employee, if needed, would be able to access a telephone at work for family reasons and zero otherwise.
Usual way time taken to care for sick family member	
Holiday leave	A variable that takes the value of 1 if the employee usually used holiday leave and zero otherwise.
Paid family leave	A variable that takes the value of 1 if the employee usually used paid family leave and zero otherwise.
Own sick leave	A variable that takes the value of 1 if the employee usually used own sick leave and zero otherwise.
Make up time later	A variable that takes the value of 1 if the employee usually takes time off and makes it up later and zero otherwise.
Leave without pay	A variable that takes the value of 1 if the employee usually goes on leave without pay and zero otherwise.
No time taken	A variable that takes the value of 1 if the employee can't take any time off and zero otherwise.
<i>Training</i>	A variable that takes the value of 1 if the employee received training in the last 12 months which was provided or paid for by their employer and zero otherwise. "Not relevant to me" responses are coded as "did not receive training".
<i>Part-time employment</i>	A variable that takes the value of 1 if the employee usually works less than 35 hours per week and zero otherwise. Usual hours of work includes overtime hours that are normally worked.
<i>Age</i>	A variable which measures age in five-year age groups, ranging from 15 to 20 years of age to 55 years or older.
<i>Educational attainment</i>	
Postgraduate	A variable that takes the value of 1 if highest level of completed education is a postgraduate degree or diploma and zero otherwise.
Degree	A variable that takes the value of 1 if highest level of completed education is an undergraduate degree or diploma and zero otherwise.
Associate Diploma	A variable that takes the value of 1 if highest level of completed education is an associate diploma or advanced certificate and zero otherwise.
Skilled vocational	A variable that takes the value of 1 if highest level of completed education is a skilled vocational qualification (e.g. trade certificate, apprenticeship) and zero otherwise.
Basic vocational	A variable that takes the value of 1 if highest level of completed education is a basic vocational qualification (e.g. pre-vocational certificate) and zero otherwise.

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Variable name	Variable description
Completed secondary	A variable that takes the value of 1 if highest level of completed education is completion of secondary school and zero otherwise.
Incomplete secondary	A variable that takes the value of 1 if highest level of completed education is attendance at secondary school level up to Year 11 and zero otherwise.
Primary	A variable that takes the value of 1 if highest level of completed education is attendance at primary school level and zero otherwise.
Tenure	Number of years worked at the workplace.
Disabled	A variable that takes the value of 1 if a worker has a health condition or disability likely to last for more than 6 months and zero otherwise.
Female	A variable that takes the value of 1 if the employee is female and zero otherwise.
Dependents	
Child under 4 years	A variable that takes the value of 1 if the respondent has a dependent child and the youngest dependent child is aged less than 4 years of age and zero otherwise.
Child 4-12 years	A variable that takes the value of 1 if the respondent has a dependent child and the youngest dependent child is aged 4 to 12 years and zero otherwise.
Child over 13 years	A variable that takes the value of 1 if the respondent has a dependent child and the youngest dependent child is aged 13 years or older and zero otherwise.
Other dependent	A variable that takes the value of 1 if the respondent has a non-child dependent family member (including aged, disabled or long-term sick family members) they have to care for and zero otherwise.
Indigenous	A variable that takes the value of 1 if the employees is of Aboriginal or Torres Strait Islander origin and zero otherwise.
NESB	A variable that takes the value of 1 if a language other than English is usually spoken at home and zero otherwise.
Migrant-ESB	A variable that takes the value of 1 if born overseas in an English-speaking country and zero otherwise.
Migrant-NESB	A variable that takes the value of 1 if born overseas in a non-English speaking country and zero otherwise.
Occupation	
Labourers	A variable that takes the value of 1 if employed as a labourer and zero otherwise.
Plant & machinery operators & drivers	A variable that takes the value of 1 if employed as a plant and machinery operator or driver and zero otherwise.
Clerks	A variable that takes the value of 1 if employed as a clerk
Tradespeople	A variable that takes the value of 1 if employed as a tradesperson and zero otherwise.
Paraprofessionals	A variable that takes the value of 1 if employed as a paraprofessional and zero otherwise.

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Variable name	Variable description
Professionals	A variable that takes the value of 1 if employed as a professional and zero otherwise.
Managers & administrators	A variable that takes the value of 1 if employed as a manager and administrator and zero otherwise.
Other occupation	A variable that takes the value of 1 if employed as other occupation and zero otherwise.
Workplace characteristics	
Proportion female	A variable which measures the proportion of employees in the workplace who are female.
Manager female	A variable which measures the proportion of managers who are female.
Active trade union	A variable that takes the value of 1 if there is an active trade union present in the workplace. An active trade union is defined to exist if: <ul style="list-style-type: none"> • the senior delegate from the union with most members spends one hour or more each work on union activities; and a general meeting of members is held at least once every six months; or • a joint or single union committee exists and meets regularly with management; or • delegates meet with management at least once a month.
Size of workplace	A variable which measures the total number of employees at the workplace in August 1995.
Size of firm (FS1–FS7)	A set of dummy variables that measures the number of employees working for the whole firm throughout Australia. FS1 takes the value of 1 if less than 100 employees, and zero otherwise. Similarly, FS2 – 100 to less than 500 employees; FS3 – 500 to less than 1,000 employees; FS4 – 1,000 to less than 5,000 employees; FS5 – 5,000 to less than 10,000 employees; FS6 – 10,000 to less than 20,000 employees; and FS7 – more than 20,000 employees.
EEO	A variable which takes the value of 1 if the workplace is covered by a written policy on equal employment opportunity or affirmative action policy and zero otherwise.
Sector	
Government	A variable that takes the value of 1 if the workplace was a government business organisation, commercial statutory authority, non-commercial, federal public service department or state public service department and zero otherwise.
Private	A variable that takes the value of 1 if the workplace was a private sector organisation and zero otherwise.
Non-commercial	A variable that takes the value of 1 if the workplace was non-government and did not operate on a for-profit basis and zero otherwise.
24 hours / 7 days	A variable that takes the value of 1 if the workplace operates 24 hours a day, 7 days a week and zero otherwise.