

## Appendix D. Variable means and standard deviations

	Control over start and finish times		Access to a telephone for family reasons		Access to permanent part-time employment	
	Mean	Mean	Mean	Mean	Mean	Mean
Primary	0.020	(0.14)	0.019	(0.14)	0.0185	(0.13)
Incomplete secondary	0.265	(0.44)	0.264	(0.44)	0.2460	(0.43)
Basic vocational	0.043	(0.20)	0.042	(0.20)	0.0424	(0.20)
Skilled vocational	0.115	(0.32)	0.119	(0.32)	0.1238	(0.33)
Associate Diploma	0.097	(0.30)	0.097	(0.30)	0.1002	(0.30)
Degree	0.145	(0.35)	0.145	(0.35)	0.1548	(0.36)
Postgraduate	0.102	(0.30)	0.107	(0.31)	0.1142	(0.32)
Other qualification	0.019	(0.14)	0.019	(0.14)	0.0180	(0.13)
NESB	0.056	(0.23)	0.054	(0.23)	0.0602	(0.24)
Migrant – ESB	0.121	(0.33)	0.119	(0.32)	0.1282	(0.33)
Migrant – NESB	0.117	(0.32)	0.118	(0.32)	0.1179	(0.32)
Female	0.441	(0.50)	0.436	(0.50)	0.4068	(0.49)
Indigenous	0.010	(0.10)	0.010	(0.10)	0.0107	(0.10)
Disabled	0.080	(0.27)	0.084	(0.28)	0.0838	(0.28)
Child under 4 years	0.148	(0.35)	0.157	(0.36)	0.1530	(0.36)
Child 4-12 years	0.160	(0.37)	0.169	(0.37)	0.1521	(0.36)
Child over 13 years	0.117	(0.32)	0.121	(0.33)	0.1093	(0.31)
Other dependent	0.085	(0.28)	0.089	(0.28)	0.0876	(0.28)
Tenure	7.262	(6.79)	7.445	(6.81)	7.3448	(6.71)
Training	0.641	(0.48)	0.644	(0.48)	0.6534	(0.48)
Part-time	0.186	(0.39)	0.176	(0.38)	0.0000	(0.00)
Casual	0.068	(0.25)	0.061	(0.24)	0.0187	(0.14)
Trade union	0.522	(0.50)	0.539	(0.50)	0.5349	(0.50)
Size of workplace	308	(500.25)	309	(496.19)	323	(509.43)
Size of firm FS1	0.070	(0.26)	0.069	(0.25)	0.0687	(0.25)
FS2	0.222	(0.42)	0.217	(0.41)	0.2269	(0.42)
FS3	0.106	(0.31)	0.105	(0.31)	0.1108	(0.31)
FS5	0.081	(0.27)	0.083	(0.28)	0.0832	(0.28)
FS6	0.083	(0.28)	0.084	(0.28)	0.0888	(0.28)
FS7	0.185	(0.39)	0.187	(0.39)	0.1568	(0.36)
Manager female	0.214	(0.27)	0.212	(0.27)	0.1867	(0.25)
Proportion female	0.418	(0.26)	0.415	(0.26)	0.3890	(0.25)
EEO	0.876	(0.33)	0.880	(0.32)	0.8815	(0.32)
Government sector	0.384	(0.49)	0.389	(0.49)	0.4164	(0.49)
Private sector	0.553	(0.50)	0.547	(0.50)	0.5290	(0.50)
Active trade union	0.664	(0.47)	0.675	(0.47)	0.6748	(0.47)
24hrs /7days	0.214	(0.41)	0.222	(0.42)	0.2133	(0.41)
Labourers	0.121	(0.33)	0.120	(0.32)	0.1066	(0.31)
Plant & machinery operators & drivers	0.089	(0.29)	0.093	(0.29)	0.0951	(0.29)
Clerks	0.198	(0.40)	0.191	(0.39)	0.2078	(0.41)
Tradespeople	0.079	(0.27)	0.083	(0.28)	0.0891	(0.28)
Paraprofessionals	0.125	(0.33)	0.129	(0.34)	0.1323	(0.34)
Professionals	0.169	(0.38)	0.173	(0.38)	0.1904	(0.39)
Managers & administrators	0.090	(0.29)	0.092	(0.29)	0.0951	(0.29)
Other occupation	0.006	(0.08)	0.006	(0.08)	0.0059	(0.08)
Number of observations	12,863		10,666		8,286	

Notes: Standard deviation in brackets. The sample used to estimate the probability of having access to a telephone for family reasons is smaller than that used to estimate the determinants of control over start and finish times due to “not relevant” responses. The sample used to estimate the probability of availability of permanent part-time employment excludes “not relevant” responses and part-time employees.  
Source: Estimates from AWIRS95 data set.