



SPECIAL EDITION  
**Essential Report**

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## Introduction

This special edition Essential Report summarises the combined results of a weekly omnibus conducted by Essential Research for the Victorian Trades Hall Council (VTHC).

The polling was conducted online over two weekly cycles, between the 12<sup>th</sup> September and 23<sup>rd</sup> September 2012.

The results are based on the combined results of the two weekly cycles, totalling a national sample of 2014 respondents, post-weighted to ABS on gender, age and location.

Of the 2014 that were polled, 1097 qualified for the VTHC questions by being either employed full time (more than 35 hours per week) or employed part time (less than 35 hours per week). Respondents that were self-employed, unemployed, retired, students, home duties or on welfare payments were filtered out of the sample.

All results in this report and therefore based on a filtered sample of 1097 respondents. For two of the questions, the results are based on a sub-sample of 142 respondents. Caution should be applied to the statistical reliability of these results, noting a higher margin of error of around 7% (see Survey Reliability over page).

The general omnibus methodology used to carry out this research is available in the appendix on page 10.

Note that due to rounding, not all tables necessarily total 100% and subtotals may also vary.

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## Survey reliability

Properly constructed sample surveys can provide results that are described as statistically reliable. The level of statistical reliability is dependent upon the sample size and (except where it is extremely small) the size of the population has no practical effect.

A survey that has 1000 respondents will provide results that are – at the 95% confidence level – subject to a sampling variation of between 2% and 3% at the total response level. Sub-samples, because of their smaller size, will exhibit larger sampling variances.

Overall the confidence level was set as 95%. In this report where variation in sub-samples is statistically significant a comment has been made.

For the purposes of simplicity we have rounded percentages to the nearest whole number. This may result in some percentage totals being 99% or 101%.

The following table shows the sampling variances at the 95% confidence level for a range of sample sizes and response levels.

Sample Size	Variation where the answer is near the percentage of				
	10% or 90%	20% or 80%	30% or 70%	40% or 60%	50%
100	6%	8%	9%	9%	10%
200	4%	5%	6%	7%	7%
300	3%	5%	5%	6%	6%
400	3%	4%	4%	5%	5%
500	3%	4%	4%	4%	4%
600	2%	3%	4%	4%	4%
700	2%	3%	3%	4%	4%
800	2%	3%	3%	3%	3%
900	2%	3%	3%	3%	3%
1000	2%	3%	3%	3%	3%

## Cash in hand work

Q. Have you been paid cash-in-hand by an employer for a job in the last 3 years? Please be assured that your responses will remain confidential and that you cannot be personally identified.

	%	Male	Female
<b>Total cash in hand job:</b>	<b>13%</b>	<b>17%</b>	<b>9%</b>
Yes in one or more of my current jobs	5%	6%	3%
Yes for a past job in the last 3 years	8%	11%	6%
Yes but my employer pays / paid tax before giving me the net amount in cash	1%	1%	1%
No not currently nor in the last 3 years	86%	82%	90%

In total, 13% of respondents were either currently employed in a cash-in-hand job or had been in the last 3 years. The majority of respondents did not currently work in a cash-in-hand job or had worked in one over the last 3 years (86%).

Male respondents were more likely to work or have worked in cash-in-hand jobs (17%), compared with female respondents (9%).

### Looking at the results by age:

	%	18-29	30-39	40-49	50-59	60+
<b>Total cash in cash job:</b>	<b>13%</b>	<b>24%</b>	<b>11%</b>	<b>12%</b>	<b>7%</b>	<b>-</b>
Yes in one or more of my current jobs	5%	10%	3%	4%	3%	-
Yes for a past job in the last 3 years	8%	14%	8%	6%	4%	9%
Yes but my employer pays / paid tax before giving me the net amount in cash	1%	3%	1%	*	1%	-
No not currently nor in the last 3 years	86%	72%	88%	89%	92%	91%

Respondents aged 18-29 were almost twice as likely as the rest of the sample to work, or have worked, in a cash-in-hand job.

There were no other significant variations by age.

## Length of time in cash-in-hand job

Q. How long were you, or have you been, employed in that cash-in-hand job?

	n=142	%
Less than 3 months		34%
Between 3-12 months		24%
Between 1-2 years		16%
More than 2 years		14%
Don't know		12%

Those respondents that worked, or had worked, in a cash-in-hand job (n=142) were asked the length of time they were employed in that job.

The largest portion of this sub-sample had worked in their cash-in-hand job for less than 3 months (34%), followed by between 3-12 months (24%). Combining these two categories, 58% of the sub-sample had worked in their cash-in-hand job for up to 12 months.

Sixteen per cent (16%) had worked in their cash-in-hand job for between 1-2 years and 14% had worked in their cash in hand job for more than 2 years.

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## Working conditions

Q. In your job, are you, or were you, entitled to receive or paid, any of the following from your employer (not the government).

	Yes	No	Don't know	Not applicable to my job*
<b>Superannuation</b>	<b>82%</b>	<b>11%</b>	<b>4%</b>	<b>4%</b>
<i>Cash in hand (current and past)</i>	<i>29%</i>	<i>48%</i>	<i>10%</i>	<i>14%</i>
<i>Regular employment</i>	<i>90%</i>	<i>5%</i>	<i>2%</i>	<i>2%</i>
<b>Annual leave</b>	<b>69%</b>	<b>21%</b>	<b>3%</b>	<b>6%</b>
<i>Cash in hand (current and past)</i>	<i>24%</i>	<i>56%</i>	<i>7%</i>	<i>14%</i>
<i>Regular employment</i>	<i>76%</i>	<i>17%</i>	<i>2%</i>	<i>5%</i>
<b>Sick leave</b>	<b>69%</b>	<b>22%</b>	<b>3%</b>	<b>6%</b>
<i>Cash in hand (current and past)</i>	<i>23%</i>	<i>55%</i>	<i>7%</i>	<i>15%</i>
<i>Regular employment</i>	<i>76%</i>	<i>17%</i>	<i>2%</i>	<i>5%</i>
<b>Long service leave</b>	<b>57%</b>	<b>30%</b>	<b>6%</b>	<b>7%</b>
<i>Cash in hand (current and past)</i>	<i>18%</i>	<i>52%</i>	<i>15%</i>	<i>15%</i>
<i>Regular employment</i>	<i>63%</i>	<i>27%</i>	<i>5%</i>	<i>5%</i>
<b>Paid parental leave</b>	<b>44%</b>	<b>35%</b>	<b>10%</b>	<b>11%</b>
<i>Cash in hand (current and past)</i>	<i>19%</i>	<i>57%</i>	<i>7%</i>	<i>17%</i>
<i>Regular employment</i>	<i>48%</i>	<i>32%</i>	<i>10%</i>	<i>10%</i>
<b>Penalty rates for early morning, evening or weekend work</b>	<b>35%</b>	<b>45%</b>	<b>5%</b>	<b>15%</b>
<i>Cash in hand (current and past)</i>	<i>20%</i>	<i>57%</i>	<i>8%</i>	<i>16%</i>
<i>Regular employment</i>	<i>38%</i>	<i>43%</i>	<i>4%</i>	<i>15%</i>
<b>Job and/or skills training paid for by the employer</b>	<b>50%</b>	<b>35%</b>	<b>7%</b>	<b>8%</b>
<i>Cash in hand (current and past)</i>	<i>15%</i>	<i>60%</i>	<i>9%</i>	<i>16%</i>
<i>Regular employment</i>	<i>55%</i>	<i>32%</i>	<i>6%</i>	<i>6%</i>
<b>2 weeks or more notice of termination</b>	<b>50%</b>	<b>28%</b>	<b>15%</b>	<b>8%</b>
<i>Cash in hand (current and past)</i>	<i>17%</i>	<i>57%</i>	<i>9%</i>	<i>17%</i>
<i>Regular employment</i>	<i>55%</i>	<i>23%</i>	<i>15%</i>	<i>6%</i>

All those employed were asked to indicate whether they received the various payments and entitlements in their job, detailed in the table above. This included those that were currently in a cash-in-hand job, those had had worked a cash-in-hand job in the last 3 years and those that worked in regular (i.e. non cash) employment.

The respondents that worked, or had worked, in cash-in-hand work were combined to form one segment: 'cash in hand (current and past)'.

The other segment, called 'regular employment', included the 1% of respondents that were paid cash after tax were as well as those that did not, or had not, worked in a cash-in-hand job.

The results show that those that work, or worked, in cash-in-hand jobs were far **less** likely to be

- Paid superannuation (29% cash in hand, 90% regular)
- Entitled to annual leave (24% cash in hand, 76% regular)
- Entitled to sick leave (23% cash in hand, 76% regular)
- Entitled to penalty rates (20% cash in hand, 38% regular)
- Entitled to job and/or skills training (15% cash in hand, 55% regular)
- Entitled to 2 weeks or more notice of termination (17% cash in hand, 55% regular)

Cash in hand respondents were more likely to select 'don't know' about whether they were eligible for the following entitlements:

- Superannuation (10% cash in hand, 2% regular)
- Annual leave (7% cash in hand, 2% regular)
- Sick leave (7% cash in hand, 2% regular)
- Long service leave (15% cash in hand, 5% regular)
- Penalty rates (8% cash in hand, 4% regular)
- Job and/or skills training (9% cash in hand, 6% regular)

## Earnings from cash-in-hand work

Q. What is or was your average fortnight wage in your cash in hand job?

Those that were, or had been, employed in cash-in-hand work were asked what their average fortnight wage was in that job.

The following table collates the open-ended responses by length of time in the job.

Less than 3 months	<p><i>cant remember it varied too much</i>            600            200  <i>varied greatly, but was casual only so an odd hour here or there</i>            100  <i>16 dollars an hour</i>            \$1500            2000            100            NA            800  <i>not say</i>            2000            \$1500  <i>one off of 200 dollars</i>            s  <i>It was only a one off job performed for one day.</i>            100  <i>irregular payments for various jobs, less than \$50 fortnight on average</i>            \$1000  <i>not wage - called in extra hours</i>  <i>lump sum \$1000</i>            250            1000            \$200            \$100  <i>not steady work - varies</i>  <i>wasn't a cash in hand job</i>            \$1000            \$400            2000            \$1800 tax free            AUD1,500            very little            40            -  <i>1 off bonus \$1000</i>            \$50            2000            50  <i>about \$720, limited hours.</i>            150</p>
Between 3-12 months	<p>25            \$250  <i>I was paid overtime cash in hand, varied week to week from \$0 to \$100</i>            none            200            \$1500</p>

	<p>1500  Na  500  \$100  1200  270.00  2000  50  1500.00  dont remember  2000  200  500  700  a  \$100  1200  \$500  10  no  \$50  200  60</p>
Between 1-2 years	<p>2500  500  30  50  \$100  500  200.00  700  3000  15  60  800  none  I only did it one day a week, to help a friend who owned a shop. It was just \$150 a day.  10  \$200  300  f  no comment  2</p>
More than 2 years	<p>2000  IM only paid cash in hand once I have reached my allowed hours for the week I dont feel like answering this question  \$100  not telling  dont know  \$1600  not sure..only part of it was cash  It depends perhaps \$160  n/a  \$240  \$300  varies... casual hours  no  -  \$140</p>

	<p>\$2,500 1000</p>
Don't know	<p><i>it doesn't work like that</i> <i>dont want tell</i> 20 \$50.00 \$2000 2000 <i>i never had a job like that</i> 40 <i>it was baby sitting jobs that werent on a regular basis</i> 100 No idea 20 100 1500</p>

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## Omnibus Methodology

The data gathered for this report is gathered from a weekly online omnibus conducted by Your Source. Your Source is an Australian social and market research company specializing in recruitment, field research, data gathering and data analysis. Your Source holds Interviewer Quality Control Australia (IQCA) accreditation, Association Market and Social Research Organisations (AMSRO) membership and World Association of Opinion and Marketing Research Professionals (ESOMAR) membership. Senior Your Source staff hold Australian Market and Social Research Society (AMSRS) membership and are bound by professional codes of behaviour.

Essential Research has been utilizing the Your Source online panel to conduct research on a week by week basis since November 2007. Each Monday, the team at Essential Media Communications discusses issues that are topical. From there a series of questions are devised to put to the Australian public. Some questions are repeated each week (such as political preference and social perspective), while others are unique to each week and reflect prominent media and social issues that are present at the time.

Your Source has a self-managed consumer online panel of over 100,000 members. The majority of panel members have been recruited using off line methodologies, effectively ruling out concerns associated with online self-selection. Your Source has validation methods in place that prevent panelist over use and ensure member authenticity. Your Source randomly selects 18+ males and females (with the aim of targeting 50/50 males/females) from its Australia wide panel. An invitation is sent out to approximately 7000 – 8000 of their panel members. The response rate varies each week, but usually delivers 1000+ responses. The Your Source online omnibus is live from the Wednesday night of each week and closed on the following Sunday. Incentives are offered to participants in the form of points.

EMC uses the Statistical Package for the Social Sciences (SPSS) software to analyse the data. The data is weighted against Australian Bureau of Statistics (ABS) data.

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