



Unveiling the nocturnal workforce:

Taking a closer look at Australia's after-hours employees

Ingenium Research

Beyond the hustle and bustle of the typical nine-to-five, there's a substantial portion of Australia's workforce burning the midnight oil. In this short report, we delve into the numbers, to shine a light on the workers operating during the night time hours.

Leveraging a mix of Australian Bureau of Statistics datasets*, we have developed an approach to understand the scale of Australia's night time workforce, drawing attention to the many Australian professionals that find themselves immersed in their roles well beyond the traditional working hours. This data is particularly pertinent given the growing interest in night time and 24-hour economies worldwide.

The night time workforce are often unsung heroes of productivity, playing a crucial role in keeping the wheels of industry turning smoothly and providing essential services. Behind these statistics are countless stories of commitment and dedication. It's about time we recognise and appreciate the silent efforts that sustains operations while most of Australians are at rest.

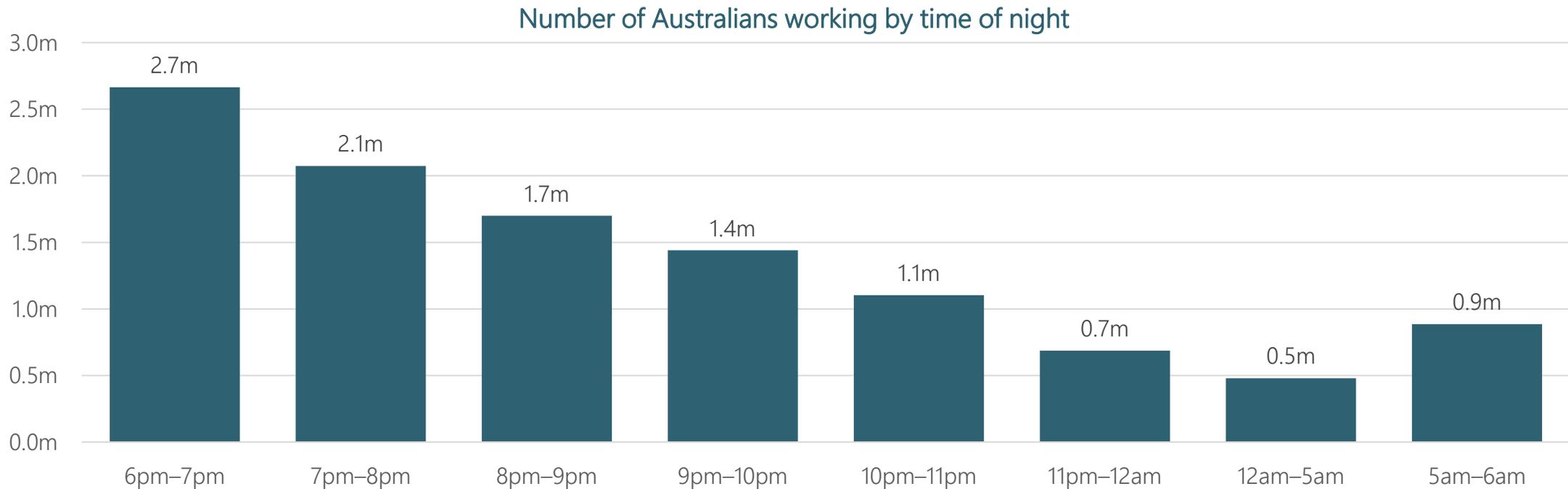
*Including analysis from the Labour Force Survey (2021) and the Time Use Survey (2020/21)

Quantifying Australia's nocturnal workforce

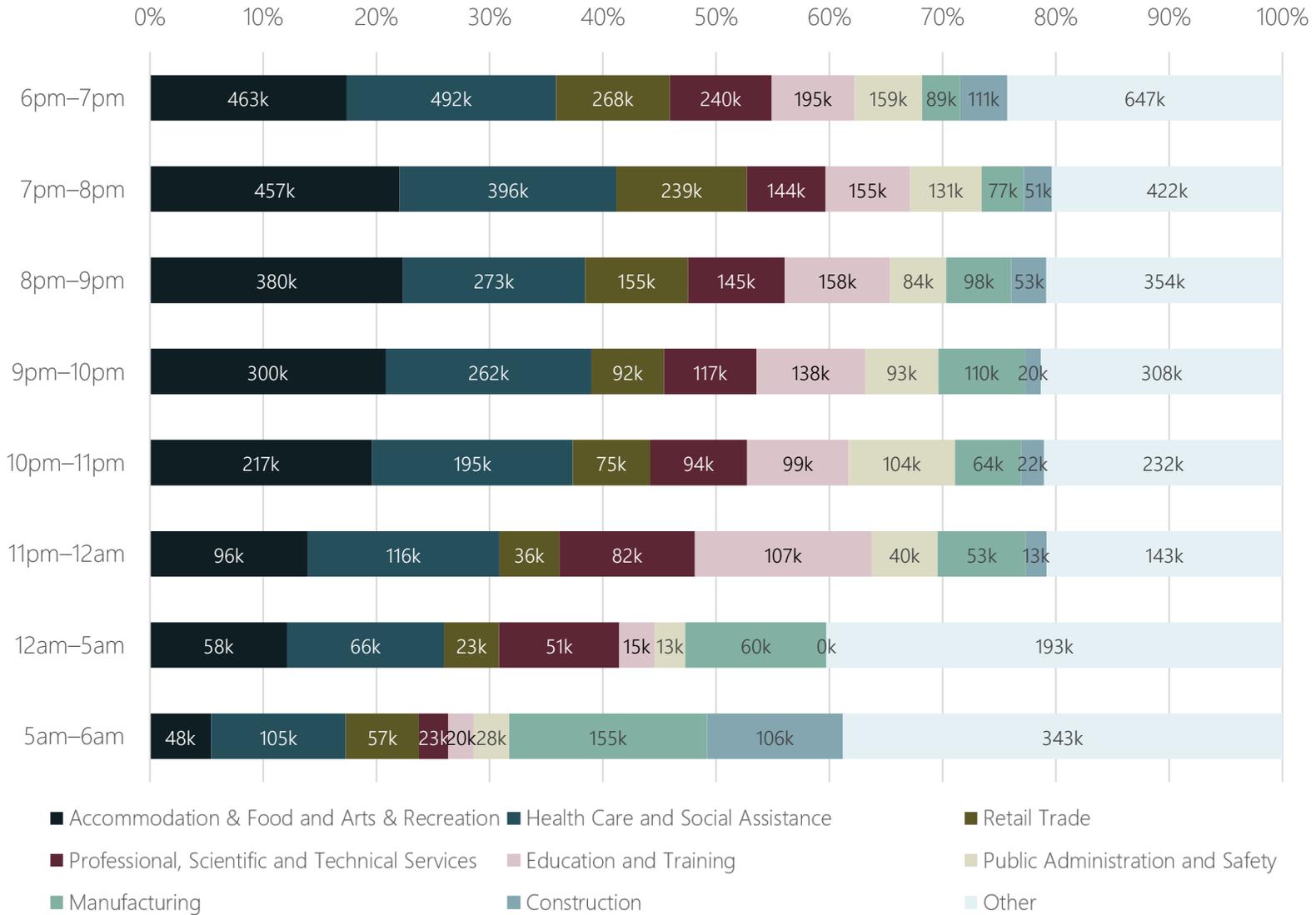
Our data shows that between the hours of 6pm and 6am, anywhere from **half a million to 2.7 million** people are at work.

Younger people are more likely than older people to work at night - particularly those aged between 15 and 24, and during the evening hours of 6pm to 9pm.

A higher proportion of females work between 6pm and midnight, while a higher proportion of males work between midnight and 6am.



Diverse sectors, diverse shifts

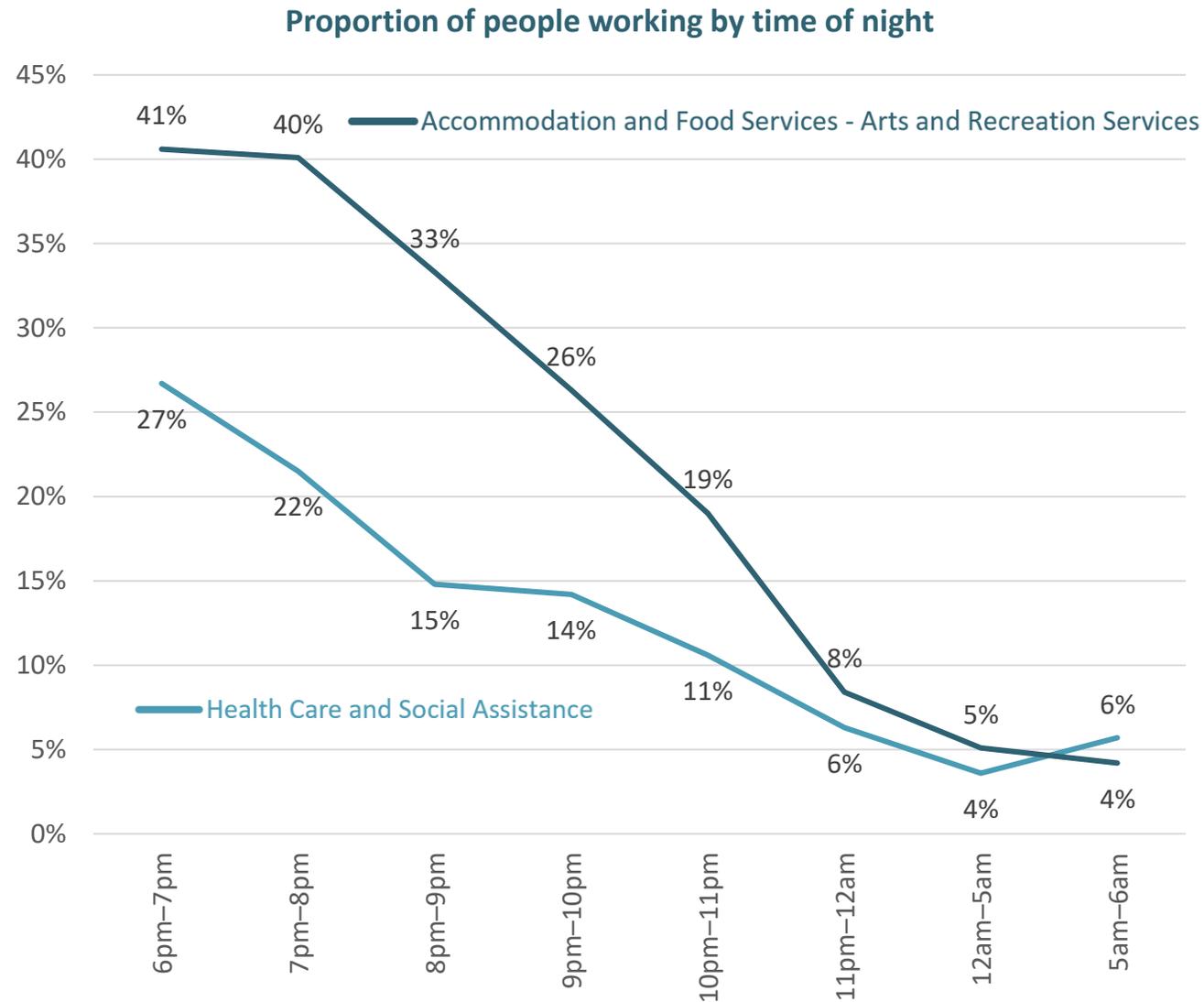


The night shift phenomenon is not just limited to a specific sector, it spans across industries. From healthcare professionals providing essential services to hospitality workers ensuring our late-night cravings are satisfied, the night time workforce comprises a range of dedicated individuals.

People who work in the **Accommodation & Food Services and Arts & Recreation Services** sectors combined are most likely to work after-hours.

This is closely followed by the **Health Care and Social Assistance** sector.

Propensity to work across the night shift



As the night progresses, the proportion of people in both the Accommodation & Food Services and Arts & Recreation Services sectors and the Health Care and Social Assistance sector declines.

For example, between 6-7pm, 41% of people working in the Accommodation & Food Services and Arts & Recreation Services sectors are at work, falling to just 4% between 5-6am.

It should be noted, however, that these figures fluctuate by day of the week, especially within the Accommodation & Food Services and Arts & Recreation Services sectors, with a higher proportion of people working at the weekend, when compared to weekdays.



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As we reflect on these numbers, it's an opportune moment to consider how businesses and government can adapt to cater for the unique challenges faced by this workforce, such as disrupted sleep patterns, increased health risks, and social isolation due to unconventional working hours. Some of these challenges have the potential to be mitigated through the likes of policy changes, workplace initiatives and public awareness campaigns – indicating an untapped potential waiting to be explored.

At Ingenium, we've always believed in staying ahead of the curve. As we celebrate the diversity and dedication of Australia's night time workforce, we're also committed to providing insights that empower organisations to make evidence-based decisions.

Let's continue this conversation. For more information about this data, contact us:

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