

Table S1: Retail Workers Demographics

Description	Mean	SD	Min	Max
Age (years)	43.1	14.9	18	78
Work experience in the retail sector (years)	14.8	6.698	1	55
Years working at the specific retail business	8.5	5.781	1	42
Average shift length, including paid breaks (hours)	7.2	1.725	1	12

Description	Categories	N	% of sample (% in ABS ¹)
Gender	Female	145	53.5% (ABS 54.7%)
	Male	125	46.1% (ABS 45.3%)
	Non-binary/third gender	1	0.4%
Retail worker category	Skilled	225	83.6%
	Student worker	29	10.8%
	Sabbatical year/working holidays	5	1.9%
	Apprentice	4	1.5%
	School dropout	6	2.2%
English as first/mother language	Yes	223	82.6%
	No	47	17.4%
Australian citizen or permanent resident	Yes	259	95.6%
	No	12	4.4%
More than one job/employer	No	205	75.6%
	Yes	66	24.4%
Type of retail business	Global/national	153	56.7%
	Independent	76	28.1%
	Regional	41	15.2%
Size of retail business	Large	120	44.3%
	Medium	79	29.2%
	Small	72	26.6%
Retail business group	Supermarket and grocery store or convenience store	53	19.6%
	Any other store (e.g., stationary, antique and used goods, flowers)	40	14.8%
	Clothing store	27	10.0%
	Department store	26	9.6%
	Liquor store	23	8.5%
	Hardware, building and garden supplies store	21	7.7%
	Electrical and electronic goods store	19	7.0%
	Other recreational goods store (e.g., sports and camping, entertainment media, toys and games)	16	5.9%
	Pharmaceutical, cosmetic and toiletry goods store	12	4.4%
	Other specialised food store (e.g., fresh meat, fish and poultry, fruits and vegetables)	12	4.4%
	Footwear and other personal accessory store	11	4.1%
	Furniture, floor coverings, houseware and textile goods store	9	3.3%
Location of work	New South Wales	77	28.5%
	Victoria	72	26.7%
	Queensland	62	23.0%
	South Australia	23	8.5%
	Western Australia	22	8.1%
	Tasmania	7	2.6%
	Australian Capital Territory	5	1.9%
	Northern Territory	2	0.7%
Type of employment	Full-time	141	52.2% (ABS 42.06%)
	Part-time	69	25.6% ABS 19.29%)

¹ <https://www.abs.gov.au/statistics/microdata-tablebuilder/tablebuilder>

Supplementary file to the article: Supporting sustainable futures in retail: an exploratory study on worker health, safety and wellbeing in Australia

Description	Categories	N	% of sample (% in ABS ¹)
	Casual	60	22.2% (ABS 38.65%)
Regular split shifts	No	242	89.3%
	Yes	29	10.7%
Work on Sundays/Public Holidays twice a month or more	Yes	138	51.1%
	No	132	48.9%
Time of shifts	Mornings/afternoons	160	59.5%
	Distributed	53	19.7%
	Evenings/early nights	31	11.5%
	Rotation	13	4.8%
	Nights/very early mornings	12	4.5%
Work alone or with others	With other staff members	207	77.0%
	Alone	62	23.0%
Shifts reasonably predictable	Yes	215	79.3% (ABS 74.8%)
	No	56	20.7% (ABS 25.2%)
Supervisory responsibilities	Mixed	132	48.7%
	No	101	37.3%
	Fully	38	14.0%
Nature of tasks	Not office tasks	130	48.1%
	Office tasks within a store	91	33.7%
	Office tasks in locations other than a store (e.g., headquarters)	49	18.1%
Job security	Yes	214	79.0% (ABS 87.3%)
	No	57	21.0% (ABS 12.7%)

Table S2: Retail Managers/owners Demographics

Description	Mean	SD	Min	Max
Age (years)	50.0	13.3	20	75
Ownership (years)	11.3	9.3	1	35
Management work experience (years)	13.9	12.2	1	45
Total work experience in retail (years)	18.2	13.3	1	48

Description	Categories	N	Percentage
Role	Manager	59	54.1%
	(Co)owner	50	45.9%
Type of retail business	Independent	63	57.8%
	Global/national	33	30.3%
	Regional	13	11.9%
Size of retail business	Small	56	51.4%
	Medium	34	31.2%
	Large	19	17.4%
Retail business group	Any other store (e.g., stationary, antique and used goods, flowers)	28	25.7%
	Clothing store	15	13.8%
	Supermarket and grocery store or convenience store	11	10.1%
	Other recreational goods store (e.g., sports and camping, entertainment media, toys and games)	10	9.2%
	Liquor store	8	7.3%
	Hardware, building and garden supplies store	7	6.4%
	Pharmaceutical, cosmetic and toiletry goods store	7	6.4%
	Department store	6	5.5%
	Electrical and electronic goods store	4	3.7%
	Other specialised food store (e.g., fresh meat, fish and poultry, fruits and vegetables)	4	3.7%
	Footwear and other personal accessory store	4	3.7%
	Furniture, floor coverings, houseware and textile goods store	3	2.8%
	Newspaper and book store	2	1.8%
	Victoria	52	47.7%
Presence of retailer (multiple locations for national chains)	New South Wales	46	42.2%
	Queensland	44	40.4%
	South Australia	28	25.7%
	Western Australia	22	20.2%
	Australian Capital Territory	20	18.3%
	Tasmania	19	17.4%
	Northern Territory	14	12.8%