

FORMS OF EMPLOYMENT

AUSTRALIA

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I N Q U I R I E S

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Household Surveys on Canberra (02) 6252 7206.

NOTES

ABOUT THIS PUBLICATION

This publication presents information about the nature of employment arrangements in the Australian workforce.

The statistics in this publication were compiled from data collected in the Forms of Employment Survey (FOES), that was conducted throughout Australia in November 2004 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Questions were asked about employment arrangements in the main job of all employed persons, except contributing family workers.

This survey provides information on the structure and incidence of different employment arrangements, aspects of job tenure and job security. The publication presents cross-classification of different types of employment by selected employment characteristics (such as hours worked, industry and occupation) and demographic characteristics (such as age, sex and country of birth).

NOTES ABOUT THE ESTIMATES

The FOES was conducted for the first time in August 1998. The survey underwent a redesign in 2001 to reflect the changes in the labour market that had occurred. The redesign also restricted the scope of the survey to persons aged 15–69 years. For the most recent FOES, the scope includes all persons aged 15 years and over, which aligns with the 1998 survey. Table 1 provides a time series of persons aged between 15 and 69 years. The remaining tables in the publication are based on the age scope of 15 years and over.

Information on self-identified casuals collected in the latest survey is no longer considered to be an employment type for this survey. For the 2004 FOES, the conceptual framework for Employed persons has been altered to reflect this change.

The employment type classification used in FOES 2004 accords with the LFS status in employment classification. The LFS status in employment classification is a classification of employed persons and is based on the International Labour Organisation's 1993 *International Classification of Status in Employment* (ICSE). The ICSE notes that while it is consistent with the System of National Accounts to classify people working in their own incorporated enterprise as employees - Owner managers of incorporated enterprises (OMIEs), in many respects they have more in common with Owner managers of unincorporated enterprises (OMUEs). See Appendix 1 for further information.

ROUNDING

As estimates have been rounded, discrepancies may occur between sums of the component items and totals.

Dennis Trewin
Australian Statistician

CONCEPTUAL FRAMEWORK

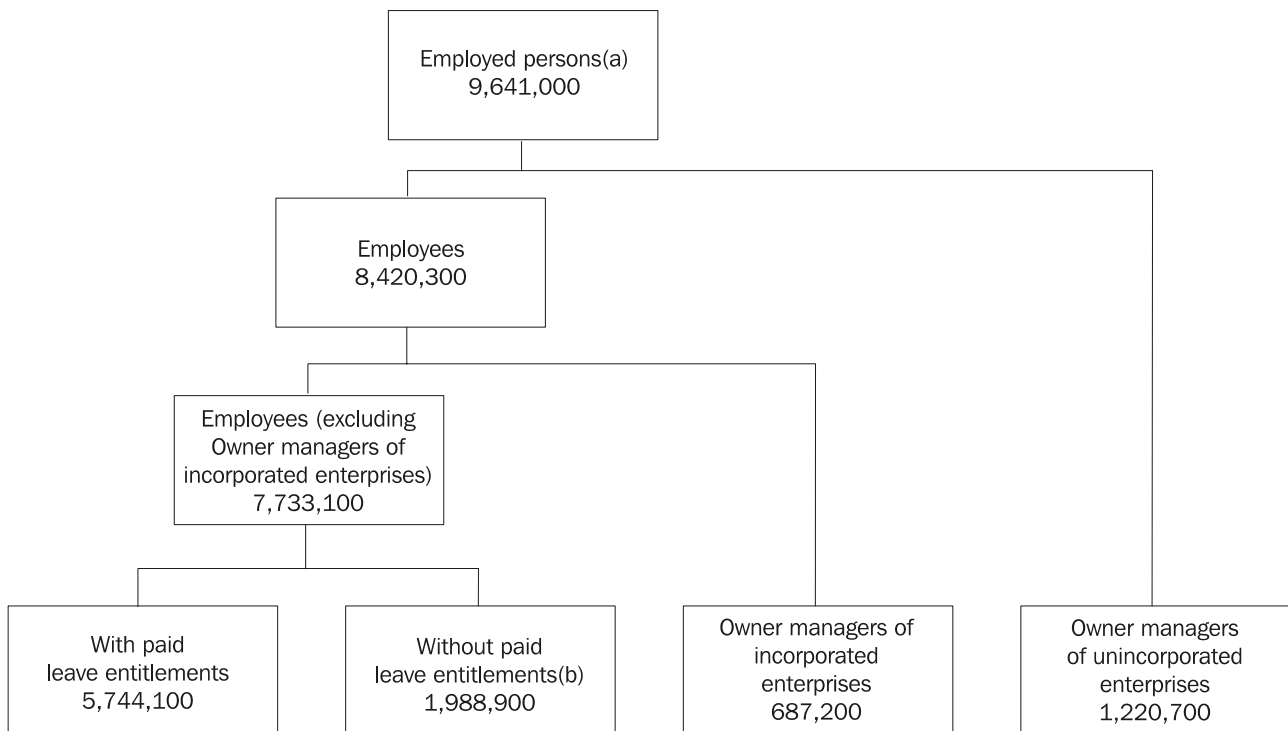
INTRODUCTION

Australia's workforce continues to change. There is an increasing diversity of employment arrangements, more flexible working time patterns, and significant increases in the extent of part-time and casual employment.

The Forms of Employment Survey (FOES) describes forms of employment and working arrangements in the Australian labour market. The FOES also describes some of the employment and demographic characteristics of people in different employment types.

THE FRAMEWORK

The FOES conceptual framework classifies jobholders to an employment type category on the basis of their main job, that is, the job in which they usually worked the most hours. Under this framework, Owner managers of incorporated enterprises (OMIEs) are presented separately from other employees. Employees (excluding OMIEs) are classified according to their paid leave entitlements. Unlike the conceptual framework used for the 2001 FOES, employees who are self-identified casuals are not separately identified in the 2004 framework.



(a) Excludes persons who were contributing family workers in their main job.

(b) Includes 64,300 persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job. For more information see paragraph 19 of the Explanatory Notes.

SUMMARY OF FINDINGS

OVERVIEW

In November 2004, there were 9,641,000 persons aged 15 years and over who were employed. Of these, 60% were Employees (excluding OMIEs) with paid leave entitlements. Of the remaining employed persons:

- 1,988,900 were Employees (excluding OMIEs) without paid leave entitlements
- 687,200 were Owner managers of incorporated enterprises
- 1,220,700 were Owner managers of unincorporated enterprises.

EMPLOYMENT TYPE

Employees (excluding OMIEs) with paid leave entitlements

Of the 5,744,100 persons who were Employees (excluding OMIEs) with paid leave entitlements, 67% worked 35 hours or more in their main job. The industry with the highest proportion of Employees (excluding OMIEs) with paid leave entitlements was Government administration and defence (91%). Fourteen per cent of Employees (excluding OMIEs) with paid leave entitlements were in the Manufacturing industry, and a further 12% were in the Health and community services industry. Employees (excluding OMIEs) with paid leave entitlements were more likely to be Professionals (23%) than any other occupation group.

Employees (excluding OMIEs) without paid leave entitlements

There were 1,988,900 persons who were Employees (excluding OMIEs) without paid leave entitlements in November 2004. Just over three-quarters (1,512,300) worked less than 35 hours in their main job, with 818,800 persons working 15 hours or less. The majority (84%) of Employees (excluding OMIEs) without paid leave entitlements considered their job to be casual (91% of females and 84% of males). Twenty-nine per cent of Employees (excluding OMIEs) without paid leave entitlements were in the Retail trade industry. Employees (excluding OMIEs) without paid leave entitlements were more likely to be Elementary clerical, sales and service workers (26%) than any other occupation group.

Owner managers of incorporated enterprises

Of the 687,200 Owner managers of incorporated enterprises, 72% worked 35 hours or more in their main job, with 42% working 49 hours or more. This compares with 12% of Employees (excluding OMIEs) working 49 hours or more. Almost three-quarters (73%) of Owner managers of incorporated enterprises were males. Almost one-third (32%) were aged 45–54 years. Slightly less than one-quarter (23%) of OMIEs were in the Property and business services industry. Of the occupation groups, OMIEs were more likely to be Associate professionals (23%).

Owner managers of unincorporated enterprises

Of the 9,641,000 employed people, 13% were Owner managers of unincorporated enterprises (OMUEs). Of these, 58% worked 35 hours or more in their main job, with just under one-third (31%) working 49 hours or more. Two-thirds of OMUEs were males. Twenty-two per cent of OMUEs were in the Construction industry. Almost one-quarter (23%) of OMUEs were Tradespersons and related workers.

EMPLOYED PERSONS

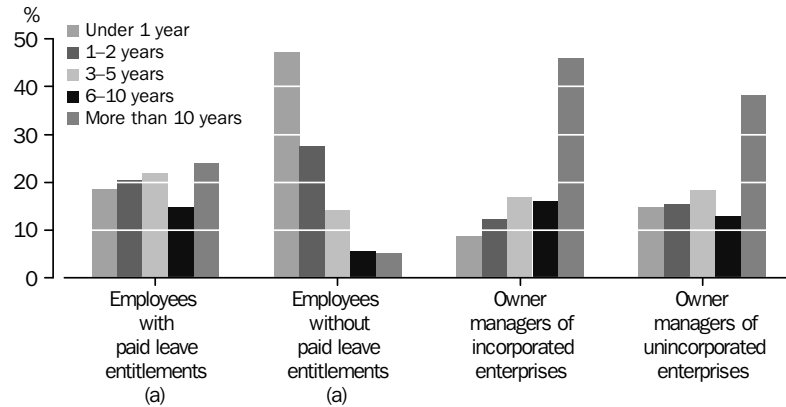
Length of time with employer or business

Of the 9,641,000 employed persons aged 15 years and over, 24% had been with their employer or business for more than 10 years. This length of time with an employer or business was most commonly reported for all employment types, except Employees (excluding OMIEs) without paid leave entitlements, where nearly half (47%) reported a duration of less than 1 year.

SUMMARY OF FINDINGS *continued*

Length of time with employer or business
continued

CONTINUOUS DURATION WITH CURRENT EMPLOYER OR BUSINESS—November 2004



(a) Excludes Owner managers of incorporated enterprises.

Hours worked in main job

Approximately one in four (24%) Employed persons worked 45 hours or more in their main job in the reference week. Of these, 35% were Owner managers and 59% were Employees (excluding OMIEs) with paid leave entitlements.

Tenure of employment

Nearly all (90%) Employed persons in November 2004 expected to be with their current employer or business in 12 months time.

Almost one-quarter (23%) of Employees (excluding OMIEs) without paid leave entitlements did not expect to be with their current employer in 12 months. This compares with 8% of Employees (excluding OMIEs) with paid leave entitlements, 5% for OMUEs, and 3% for OMIEs.

Contract work

Of the 221,000 Employees (excluding OMIEs) who said they worked on a contract basis, 19% worked in the Property and business services industry and 18% worked in Education. Almost one-third (31%) of Employees (excluding OMIEs) who said they worked on a contract basis were Professionals.

More than one-third (35%) of the 450,200 Owner managers who said they worked on a contract basis were working in the Construction industry. More than one-quarter (29%) of Owner managers working on a contract basis were Tradespersons and related workers.

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EMPLOYED PERSONS AGED 15–69 YEARS(a)(b), Employment type—August 1998 to November 2004

<i>Employment type</i>	August 1998		November 2001		November 2004	
	'000	%	'000	%	'000	%
MALES						
Employees with paid leave entitlements(c)						
Works on a fixed-term contract	97.9	2.1	96.6	1.9	91.7	1.7
Does not work on a fixed-term contract	2 807.1	59.6	2 960.5	58.8	3 049.6	57.7
Employees without paid leave entitlements(c)(d)						
Works on a fixed-term contract	28.1	0.6	31.2	0.6	34.1	0.6
Does not work on a fixed-term contract	681.4	14.5	731.2	14.5	819.1	15.5
Owner managers of incorporated enterprises						
Whether works on a contract basis						
Works on a contract basis	156.0	3.3	132.2	2.6	116.1	2.2
Does not work on a contract basis	210.3	4.5	318.0	6.3	374.3	7.1
Whether has employees						
Has employees	232.3	4.9	288.6	5.7	305.4	5.8
Does not have employees	133.9	2.8	161.7	3.2	185.1	3.5
Owner managers of unincorporated enterprises						
Whether works on a contract basis						
Works on a contract basis	288.3	6.1	242.1	4.8	247.2	4.7
Does not work on a contract basis	443.0	9.4	522.9	10.4	549.4	10.4
Whether has employees						
Has employees	196.5	4.2	222.8	4.4	191.4	3.6
Does not have employees	534.8	11.4	542.2	10.8	605.2	11.5
<i>Total</i>	4 712.1	100.0	5 034.8	100.0	5 281.5	100.0
FEMALES						
Employees with paid leave entitlements(c)						
Works on a fixed-term contract	100.4	2.8	116.2	2.9	109.8	2.6
Does not work on a fixed-term contract	2 074.0	57.0	2 324.4	57.8	2 487.7	57.8
Employees without paid leave entitlements(c)(d)						
Works on a fixed-term contract	39.7	1.1	44.2	1.1	48.0	1.1
Does not work on a fixed-term contract	932.4	25.6	997.1	24.8	1 076.2	25.0
Owner managers of incorporated enterprises						
Whether works on a contract basis						
Works on a contract basis	49.1	1.3	23.9	0.6	16.8	0.4
Does not work on a contract basis	103.8	2.9	1 536.0	3.8	169.8	3.9
Whether has employees						
Has employees	103.9	2.9	124.9	3.1	126.8	2.9
Does not have employees	48.9	1.3	52.6	1.3	59.8	1.4
Owner managers of unincorporated enterprises						
Whether works on a contract basis						
Works on a contract basis	81.2	2.2	53.6	1.3	66.9	1.6
Does not work on a contract basis	258.3	7.1	310.8	7.7	326.3	7.6
Whether has employees						
Has employees	97.5	2.7	116.6	2.9	96.9	2.3
Does not have employees	242.0	6.7	247.8	6.2	296.3	6.9
<i>Total</i>	3 638.8	100.0	4 023.7	100.0	4 301.5	100.0

- (a) Excludes persons who were contributing family workers in their main job.
- (b) Scope of 2001 Survey was restricted to persons aged 15–69 years. For more information see paragraph 22 of the Explanatory Notes.

- (c) Excludes Owner managers of incorporated enterprises.
- (d) Includes persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job. For more information see paragraph 19 of the Explanatory Notes.

<i>Employment type</i>	August 1998		November 2001		November 2004	
	'000	%	'000	%	'000	%
PERSONS						
Employees with paid leave entitlements(c)						
Works on a fixed-term contract	198.3	2.4	212.7	2.3	201.5	2.1
Does not work on a fixed-term contract	4 881.1	58.4	5 284.9	58.3	5 537.6	57.8
Employees without paid leave entitlements(c)(d)						
Works on a fixed-term contract	67.8	0.8	75.4	0.8	82.1	0.9
Does not work on a fixed-term contract	1 613.9	19.3	1 728.3	19.1	1 895.4	19.8
Owner managers of incorporated enterprises						
Whether works on a contract basis						
Works on a contract basis	205.1	2.5	156.2	1.7	132.9	1.4
Does not work on a contract basis	314.1	3.8	471.6	5.2	544.2	5.7
Whether has employees						
Has employees	336.3	4.0	413.5	4.6	432.1	4.5
Does not have employees	182.9	2.2	214.3	2.4	244.9	2.6
Owner managers of unincorporated enterprises						
Whether works on a contract basis						
Works on a contract basis	369.4	4.4	295.7	3.3	314.1	3.3
Does not work on a contract basis	701.3	8.4	833.7	9.2	875.6	9.1
Whether has employees						
Has employees	293.9	3.5	339.3	3.7	288.3	3.0
Does not have employees	776.9	9.3	790.1	8.7	901.4	9.4
Total	8 351.0	100.0	9 058.5	100.0	9 583.0	100.0

(a) Excludes persons who were contributing family workers in their main job.

(b) Scope of 2001 Survey was restricted to persons aged 15–69 years. For more information see paragraph 22 of the Explanatory Notes.

(c) Excludes Owner managers of incorporated enterprises.

(d) Includes persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job. For more information see paragraph 19 of the Explanatory Notes.

EMPLOYED PERSONS(a), Employment type—By selected personal characteristics

	EMPLOYEES (b)		OWNER MANAGERS		TOTAL EMPLOYED				
	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements(c)</i>	<i>Incorporated enterprises</i>	<i>Unincorporated enterprises</i>			<i>Employees without paid leave entitlements(b)(c)</i>	<i>Owner managers(d)</i>	
	'000	'000	'000	'000	'000	%	%	%	
MALES									
Relationship in household									
Family member	2 574.1	678.6	436.8	686.5	4 376.0	82.2	15.5	25.7	
Husband, wife or partner	2 038.9	315.5	416.0	610.9	3 381.3	63.5	9.3	30.4	
With dependants	1 161.9	149.1	247.9	325.1	1 884.0	35.4	7.9	30.4	
Without dependants	877.0	166.4	168.2	285.8	1 497.3	28.1	11.1	30.3	
Lone parent	47.0	14.3	7.5	18.5	87.4	1.6	16.4	29.8	
With dependants	30.6	11.1	*4.6	12.0	58.3	1.1	19.1	28.4	
Without dependants	16.4	*3.2	*2.9	6.5	29.1	0.5	*11.0	32.5	
Dependent student	20.0	166.0	**0.7	*3.0	189.6	3.6	87.5	*1.9	
Non-dependent child	413.1	155.9	8.4	46.0	623.6	11.7	25.0	8.7	
Other family person	55.1	26.9	*4.1	8.1	94.2	1.8	28.5	12.9	
Non-family member	488.8	150.0	48.6	107.8	795.2	14.9	18.9	19.7	
Lone person	305.1	65.0	37.1	83.2	490.3	9.2	13.3	24.5	
Not living alone	183.7	85.1	11.5	24.7	305.0	5.7	27.9	11.9	
Relationship not determined	81.9	33.7	13.0	25.5	154.1	2.9	21.8	25.0	
Age group (years)									
15–19	123.5	205.1	*1.1	4.9	334.5	6.3	61.3	1.8	
20–24	334.9	176.9	5.9	29.0	546.6	10.3	32.4	6.4	
25–34	827.9	180.9	65.1	154.7	1 228.5	23.1	14.7	17.9	
35–44	793.2	117.0	144.5	219.4	1 274.1	23.9	9.2	28.6	
45–54	697.6	90.7	158.9	211.6	1 158.8	21.8	7.8	32.0	
55–59	231.0	43.5	64.1	94.6	433.2	8.1	10.1	36.6	
60–64	112.6	26.7	33.0	53.7	225.9	4.2	11.8	38.4	
65 and over	24.3	21.5	25.8	52.1	123.6	2.3	17.4	63.0	
Country of birth									
Born in Australia	2 370.3	644.1	346.7	598.6	3 959.7	74.4	16.3	23.9	
Born overseas	774.5	218.2	151.6	221.4	1 365.6	25.6	16.0	27.3	
Born in main English-speaking countries	334.4	75.4	66.5	93.6	569.9	10.7	13.2	28.1	
Born in other than main English-speaking countries	440.1	142.8	85.1	127.8	795.7	14.9	17.9	26.7	
<i>Total</i>	<i>3 144.8</i>	<i>862.3</i>	<i>498.3</i>	<i>819.9</i>	<i>5 325.3</i>	<i>100.0</i>	<i>16.2</i>	<i>24.8</i>	

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes persons who were contributing family workers in their main job.

(b) Excludes Owner managers of incorporated enterprises.

(c) Includes persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job. For more information see paragraph 19 of the Explanatory Notes.

(d) Includes Owner managers of incorporated enterprises and Owner managers of unincorporated enterprises.

	EMPLOYEES (b)		OWNER MANAGERS		TOTAL EMPLOYED		Employees without paid leave entitlements(b)(c)	Owner managers(d)
	With paid leave entitlements	Without paid leave entitlements(c)	Incorporated enterprises	Unincorporated enterprises	'000	%		
	'000	'000	'000	'000	'000	%		
FEMALES								
Relationship in household								
Family member	2 117.6	962.8	173.4	350.5	3 604.3	83.5	26.7	14.5
Husband, wife or partner	1 563.7	505.8	164.8	306.8	2 541.0	58.9	19.9	18.6
With dependants	738.6	267.6	90.4	164.2	1 260.7	29.2	21.2	20.2
Without dependants	825.1	238.2	74.4	142.6	1 280.3	29.7	18.6	17.0
Lone parent	205.7	95.3	6.3	28.2	335.5	7.8	28.4	10.3
With dependants	155.6	79.8	5.4	20.8	261.5	6.1	30.5	10.0
Without dependants	50.1	15.6	*1.0	7.4	74.0	1.7	21.0	11.3
Dependent student	27.0	223.3	—	*2.2	252.6	5.9	88.4	*0.9
Non-dependent child	265.9	109.4	*0.8	11.2	387.3	9.0	28.2	3.1
Other family person	55.4	29.1	*1.4	*2.1	88.0	2.0	33.0	*4.0
Non-family member	395.6	118.8	10.8	36.7	561.8	13.0	21.1	8.4
Lone person	251.2	61.8	8.7	27.0	348.7	8.1	17.7	10.3
Not living alone	144.3	57.1	*2.0	9.7	213.1	4.9	26.8	5.5
Relationship not determined	86.1	45.0	4.8	13.7	149.6	3.5	30.1	12.3
Age group (years)								
15–19	90.0	250.9	—	*2.5	343.4	8.0	73.1	*0.7
20–24	292.5	192.5	—	11.8	496.8	11.5	38.7	2.4
25–34	674.3	195.0	21.9	77.6	968.7	22.4	20.1	10.3
35–44	633.2	202.7	63.8	115.0	1 014.8	23.5	20.0	17.6
45–54	650.0	180.4	63.0	105.4	998.8	23.1	18.1	16.9
55–59	179.0	61.1	19.9	43.9	303.9	7.0	20.1	21.0
60–64	67.7	28.6	13.1	26.8	136.2	3.2	21.0	29.3
65 and over	12.6	15.6	7.2	17.9	53.2	1.2	29.2	47.1
Country of birth								
Born in Australia	1 964.4	886.7	134.7	300.8	3 286.5	76.2	27.0	13.3
Born overseas	635.0	240.0	54.2	100.0	1 029.2	23.8	23.3	15.0
Born in main								
English-speaking countries	265.0	85.3	18.6	42.5	411.5	9.5	20.7	14.9
Born in other than main								
English-speaking countries	369.9	154.7	35.6	57.5	617.7	14.3	25.0	15.1
<i>Total</i>	<i>2 599.3</i>	<i>1 126.6</i>	<i>188.9</i>	<i>400.8</i>	<i>4 315.7</i>	<i>100.0</i>	<i>26.1</i>	<i>13.7</i>

* estimate has a relative standard error of 25% to 50% and should be used with caution

— nil or rounded to zero (including null cells)

(a) Excludes persons who were contributing family workers in their main job.

(b) Excludes Owner managers of incorporated enterprises.

(c) Includes persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job. For more information see paragraph 19 of the Explanatory Notes.

(d) Includes Owner managers of incorporated enterprises and Owner managers of unincorporated enterprises.

	EMPLOYEES(b)		OWNER MANAGERS		TOTAL EMPLOYED		Employees without paid leave entitlements(b)(c)	Owner managers(d)
	With paid leave entitlements	Without paid leave entitlements(c)	Incorporated enterprises	Unincorporated enterprises	'000	%		
	'000	'000	'000	'000				
PERSONS								
Relationship in household								
Family member	4 691.7	1 641.4	610.1	1 037.0	7 980.3	82.8	20.6	20.6
Husband, wife or partner	3 602.5	821.3	580.8	917.7	5 922.3	61.4	13.9	25.3
With dependants	1 900.4	416.7	338.3	489.3	3 144.7	32.6	13.3	26.3
Without dependants	1 702.1	404.6	242.6	428.4	2 777.6	28.8	14.6	24.2
Lone parent	252.7	109.6	13.8	46.7	422.9	4.4	25.9	14.3
With dependants	186.2	90.9	9.9	32.8	319.8	3.3	28.4	13.4
Without dependants	66.5	18.7	*3.9	13.9	103.1	1.1	18.2	17.3
Dependent student	46.9	389.3	**0.7	5.3	442.1	4.6	88.0	1.3
Non-dependent child	679.0	265.3	9.3	57.2	1 010.8	10.5	26.2	6.6
Other family person	110.5	55.9	5.5	10.2	182.2	1.9	30.7	8.6
Non-family member	884.4	268.8	59.3	144.5	1 357.0	14.1	19.8	15.0
Lone person	556.3	126.7	45.8	110.2	839.0	8.7	15.1	18.6
Not living alone	328.1	142.1	13.5	34.3	518.0	5.4	27.4	9.2
Relationship not determined	168.0	78.7	17.7	39.2	303.7	3.1	25.9	18.8
Age group (years)								
15–19	213.4	456.0	*1.1	7.4	677.9	7.0	67.3	1.3
20–24	627.4	369.4	5.9	40.8	1 043.4	10.8	35.4	4.5
25–34	1 502.2	375.9	87.0	232.2	2 197.2	22.8	17.1	14.5
35–44	1 426.4	319.7	208.3	334.4	2 288.8	23.7	14.0	23.7
45–54	1 347.6	271.1	221.9	317.0	2 157.6	22.4	12.6	25.0
55–59	410.0	104.6	83.9	138.5	737.1	7.6	14.2	30.2
60–64	180.2	55.3	46.1	80.5	362.2	3.8	15.3	35.0
65 and over	36.9	37.0	33.0	69.9	176.8	1.8	20.9	58.2
Country of birth								
Born in Australia	4 334.7	1 530.8	481.4	899.4	7 246.2	75.2	21.1	19.1
Born overseas	1 409.5	458.1	205.8	321.4	2 394.8	24.8	19.1	22.0
Born in main English-speaking countries	599.4	160.7	85.2	136.1	981.3	10.2	16.4	22.5
Born in other than main English-speaking countries	810.1	297.5	120.7	185.3	1 413.5	14.7	21.0	21.6
Total	5 744.1	1 988.9	687.2	1 220.7	9 641.0	100.0	20.6	19.8

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes persons who were contributing family workers in their main job.

(b) Excludes Owner managers of incorporated enterprises.

(c) Includes persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job. For more information see paragraph 19 of the Explanatory Notes.

(d) Includes Owner managers of incorporated enterprises and Owner managers of unincorporated enterprises.

EMPLOYED PERSONS(a), Employment type—By industry and occupation

	EMPLOYEES(b)		OWNER MANAGERS		TOTAL EMPLOYED			
	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements(c)</i>	<i>Incorporated enterprises</i>	<i>Unincorporated enterprises</i>			<i>Employees without paid leave entitlements(b)(c)</i>	<i>Owner managers(d)</i>
	'000	'000	'000	'000	'000	%	%	%
MALES								
Industry								
Agriculture, forestry and fishing	52.2	40.0	28.8	108.1	229.1	4.3	17.4	59.8
Mining	69.3	9.9	4.7	*1.1	85.0	1.6	11.7	6.9
Manufacturing	607.9	81.7	47.5	52.1	789.3	14.8	10.4	12.6
Electricity, gas and water supply	54.4	*4.4	*0.8	*1.4	61.0	1.1	*7.1	*3.6
Construction	296.0	95.4	94.5	239.5	725.5	13.6	13.2	46.0
Wholesale trade	212.4	30.6	37.0	29.4	309.4	5.8	9.9	21.5
Retail trade	343.1	221.2	62.9	88.4	715.6	13.4	30.9	21.1
Accommodation, cafes and restaurants	97.4	89.4	11.8	22.7	221.3	4.2	40.4	15.6
Transport and storage	198.3	56.6	24.3	49.0	328.2	6.2	17.2	22.3
Communication services	79.2	15.7	7.5	16.3	118.7	2.2	13.3	20.0
Finance and insurance	116.9	7.5	20.3	13.1	157.8	3.0	4.8	21.2
Property and business services	297.7	93.5	113.0	108.2	612.4	11.5	15.3	36.1
Government administration and defence	209.0	16.1	*1.5	*1.4	228.0	4.3	7.1	*1.3
Education	172.1	28.2	*2.3	9.7	212.4	4.0	13.3	5.7
Health and community services	140.2	24.2	19.5	24.1	207.9	3.9	11.6	20.9
Cultural and recreational services	69.5	29.1	10.2	20.1	128.8	2.4	22.6	23.5
Personal and other services	129.3	18.8	11.5	35.3	194.8	3.7	9.7	24.0
Occupation								
Managers and administrators	280.0	14.3	123.4	149.4	567.1	10.6	2.5	48.1
Professionals	598.7	66.8	98.1	109.3	872.9	16.4	7.7	23.8
Associate professionals	425.1	46.6	98.4	106.2	676.4	12.7	6.9	30.3
Tradespersons and related workers	655.6	118.8	86.0	255.0	1 115.3	20.9	10.6	30.6
Advanced clerical and service workers	27.6	5.2	*4.1	*3.5	40.5	0.8	12.9	18.9
Intermediate clerical, sales and service workers	333.2	80.5	20.0	24.0	457.6	8.6	17.6	9.6
Intermediate production and transport workers	432.7	170.7	41.1	83.6	728.1	13.7	23.4	17.1
Elementary clerical, sales and service workers	141.5	158.8	9.3	18.0	327.6	6.2	48.5	8.3
Labourers and related workers	250.5	200.4	18.0	70.9	539.7	10.1	37.1	16.5
Total	3 144.8	862.3	498.3	819.9	5 325.3	100.0	16.2	24.8

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes persons who were contributing family workers in their main job.

(b) Excludes Owner managers of incorporated enterprises.

(c) Includes persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job. For more information see paragraph 19 of the Explanatory Notes.

(d) Includes Owner managers of incorporated enterprises and Owner managers of unincorporated enterprises.

EMPLOYED PERSONS(a), Employment type—By industry and occupation *continued*

	EMPLOYEES (b)		OWNER MANAGERS		TOTAL EMPLOYED		Employees without paid leave entitlements(b)(c)	Owner managers(d)
	With paid leave entitlements	Without paid leave entitlements(c)	Incorporated enterprises	Unincorporated enterprises	'000	%		
	'000	'000	'000	'000	'000	%		
FEMALES								
Industry								
Agriculture, forestry and fishing	15.0	23.9	10.4	57.2	106.5	2.5	22.4	63.5
Mining	10.1	*1.7	*1.5	**0.5	13.8	0.3	*12.5	*14.4
Manufacturing	192.6	64.4	15.2	18.3	290.5	6.7	22.2	11.5
Electricity, gas and water supply	11.8	**0.7	**0.4	—	12.9	0.3	**5.3	**3.2
Construction	34.6	13.9	22.2	25.9	96.7	2.2	14.4	49.8
Wholesale trade	92.9	23.9	14.1	13.3	144.1	3.3	16.6	19.0
Retail trade	311.9	352.0	30.3	61.3	755.5	17.5	46.6	12.1
Accommodation, cafes and restaurants	89.7	163.6	10.0	19.1	282.4	6.5	57.9	10.3
Transport and storage	69.1	22.3	11.1	7.6	110.1	2.6	20.3	17.0
Communication services	41.3	8.6	*1.2	4.8	55.8	1.3	15.4	10.7
Finance and insurance	169.2	15.2	5.7	*3.6	193.8	4.5	7.9	4.8
Property and business services	286.4	101.2	43.0	69.3	500.0	11.6	20.3	22.5
Government administration and defence	212.9	21.3	—	*1.1	235.3	5.5	9.1	*0.5
Education	341.6	81.4	*3.2	19.3	445.4	10.3	18.3	5.0
Health and community services	568.6	140.6	12.9	47.2	769.3	17.8	18.3	7.8
Cultural and recreational services	52.3	56.5	*2.2	15.7	126.7	2.9	44.6	14.1
Personal and other services	99.4	35.3	5.4	36.8	176.9	4.1	20.0	23.8
Occupation								
Managers and administrators	131.2	11.8	27.4	58.2	228.6	5.3	5.2	37.4
Professionals	717.1	112.1	26.8	69.8	925.8	21.5	12.1	10.4
Associate professionals	342.1	65.4	59.5	80.2	547.2	12.7	11.9	25.5
Tradespersons and related workers	49.3	30.5	*3.2	29.1	112.1	2.6	27.3	28.8
Advanced clerical and service workers	171.6	36.9	40.8	49.3	298.7	6.9	12.4	30.2
Intermediate clerical, sales and service workers	760.6	327.6	20.2	60.9	1 169.3	27.1	28.0	6.9
Intermediate production and transport workers	51.2	35.9	*2.8	6.9	96.8	2.2	37.1	10.0
Elementary clerical, sales and service workers	238.7	367.5	*4.4	19.8	630.4	14.6	58.3	3.8
Labourers and related workers	137.6	138.9	*3.8	26.6	306.8	7.1	45.3	9.9
Total	2 599.3	1 126.6	188.9	400.8	4 315.7	100.0	26.1	13.7

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

(a) Excludes persons who were contributing family workers in their main job.

(b) Excludes Owner managers of incorporated enterprises.

(c) Includes persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job. For more information see paragraph 19 of the Explanatory Notes.

(d) Includes Owner managers of incorporated enterprises and Owner managers of unincorporated enterprises.

EMPLOYED PERSONS(a), Employment type—By industry and occupation *continued*

	EMPLOYEES(b)		OWNER MANAGERS		TOTAL EMPLOYED		Employees without paid leave entitlements(b)(c)	Owner managers(d)
	With paid leave entitlements	Without paid leave entitlements(c)	Incorporated enterprises	Unincorporated enterprises				
	'000	'000	'000	'000	'000	%		
PERSONS								
Industry								
Agriculture, forestry and fishing	67.2	63.8	39.2	165.3	335.5	3.5	19.0	61.0
Mining	79.4	11.7	6.3	*1.6	98.9	1.0	11.8	7.9
Manufacturing	800.4	146.1	62.7	70.5	1 079.7	11.2	13.5	12.3
Electricity, gas and water supply	66.2	5.0	*1.2	*1.4	73.9	0.8	6.8	*3.6
Construction	330.7	109.4	116.7	265.4	822.2	8.5	13.3	46.5
Wholesale trade	305.3	54.5	51.1	42.7	453.6	4.7	12.0	20.7
Retail trade	655.0	573.2	93.1	149.8	1 471.1	15.3	39.0	16.5
Accommodation, cafes and restaurants	187.1	253.0	21.8	41.8	503.7	5.2	50.2	12.6
Transport and storage	267.4	78.9	35.4	56.6	438.4	4.5	18.0	21.0
Communication services	120.5	24.3	8.7	21.0	174.5	1.8	13.9	17.0
Finance and insurance	286.1	22.8	26.0	16.7	351.5	3.6	6.5	12.1
Property and business services	584.2	194.7	156.0	177.5	1 112.4	11.5	17.5	30.0
Government administration and defence	421.9	37.5	*1.5	*2.5	463.3	4.8	8.1	*0.9
Education	513.7	109.6	5.5	29.0	657.7	6.8	16.7	5.2
Health and community services	708.8	164.8	32.4	71.2	977.2	10.1	16.9	10.6
Cultural and recreational services	121.7	85.6	12.5	35.7	255.5	2.7	33.5	18.9
Personal and other services	228.7	54.2	16.9	72.0	371.8	3.9	14.6	23.9
Occupation								
Managers and administrators	411.2	26.2	150.9	207.5	795.8	8.3	3.3	45.0
Professionals	1 315.8	179.0	124.8	179.1	1 798.7	18.7	10.0	16.9
Associate professionals	767.2	112.0	158.0	186.4	1 223.6	12.7	9.2	28.1
Tradespersons and related workers	704.9	149.3	89.1	284.1	1 227.4	12.7	12.2	30.4
Advanced clerical and service workers	199.2	42.2	45.0	52.9	339.2	3.5	12.4	28.8
Intermediate clerical, sales and service workers	1 093.8	408.1	40.2	84.9	1 627.0	16.9	25.1	7.7
Intermediate production and transport workers	484.0	206.6	43.9	90.5	824.9	8.6	25.0	16.3
Elementary clerical, sales and service workers	380.2	526.3	13.7	37.8	958.0	9.9	54.9	5.4
Labourers and related workers	388.0	339.3	21.7	97.5	846.5	8.8	40.1	14.1
Total	5 744.1	1 988.9	687.2	1 220.7	9 641.0	100.0	20.6	19.8

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes persons who were contributing family workers in their main job.

(b) Excludes Owner managers of incorporated enterprises.

(c) Includes persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job. For more information see paragraph 19 of the Explanatory Notes.

(d) Includes Owner managers of incorporated enterprises and Owner managers of unincorporated enterprises.

EMPLOYED PERSONS (a), Whether works on a contract basis—By industry and occupation

	EMPLOYEES(b)		OWNER MANAGERS(c)		TOTAL EMPLOYED		Owner managers	
	Works on a contract basis	Does not work on a contract basis(d)	Works on a contract basis	Does not work on a contract basis			Employees working on a contract basis(b)	working on a contract basis(c)
	'000	'000	'000	'000	'000	%	%	%
Industry								
Agriculture, forestry and fishing	*4.4	126.6	13.9	190.6	335.5	3.5	*1.3	4.1
Mining	5.4	85.6	*3.0	4.8	98.9	1.0	5.4	*3.1
Manufacturing	17.7	928.9	24.4	108.8	1 079.7	11.2	1.6	2.3
Electricity, gas and water supply	*2.6	68.6	*1.7	*0.9	73.9	0.8	*3.5	*2.4
Construction	15.8	424.3	158.3	223.9	822.2	8.5	1.9	19.2
Wholesale trade	5.3	354.4	10.5	83.3	453.6	4.7	1.2	2.3
Retail trade	14.6	1 213.6	18.3	224.6	1 471.1	15.3	1.0	1.2
Accommodation, cafes and restaurants	6.9	433.1	*2.7	60.9	503.7	5.2	1.4	*0.5
Transport and storage	7.1	339.2	30.3	61.7	438.4	4.5	1.6	6.9
Communication services	6.1	138.7	18.6	11.2	174.5	1.8	3.5	10.6
Finance and insurance	6.1	302.7	6.8	35.9	351.5	3.6	1.7	1.9
Property and business services	41.7	737.2	107.2	226.3	1 112.4	11.5	3.7	9.6
Government administration and defence	13.2	446.2	*1.4	*2.6	463.3	4.8	2.8	*0.3
Education	40.0	583.3	11.4	23.1	657.7	6.8	6.1	1.7
Health and community services	20.2	853.4	14.9	88.8	977.2	10.1	2.1	1.5
Cultural and recreational services	6.6	200.7	13.6	34.6	255.5	2.7	2.6	5.3
Personal and other services	7.3	275.6	13.2	75.7	371.8	3.9	2.0	3.5
Occupation								
Managers and administrators	7.0	430.4	39.4	319.0	795.8	8.3	0.9	5.0
Professionals	68.1	1 426.6	89.1	214.8	1 798.7	18.7	3.8	5.0
Associate professionals	18.7	860.4	40.5	303.9	1 223.6	12.7	1.5	3.3
Tradespersons and related workers	24.5	829.7	129.2	244.0	1 227.4	12.7	2.0	10.5
Advanced clerical and service workers	*3.7	237.7	16.2	81.7	339.2	3.5	*1.1	4.8
Intermediate clerical, sales and service workers	43.2	1 458.7	17.7	107.4	1 627.0	16.9	2.7	1.1
Intermediate production and transport workers	17.2	673.4	58.1	76.3	824.9	8.6	2.1	7.0
Elementary clerical, sales and service workers	23.3	883.1	15.0	36.4	958.0	9.9	2.4	1.6
Labourers and related workers	15.3	712.0	44.9	74.3	846.5	8.8	1.8	5.3
Total	221.0	7 512.0	450.2	1 457.8	9 641.0	100.0	2.3	4.7

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes persons who were contributing family workers in their main job.

(b) Excludes Owner managers of incorporated enterprises.

(c) Includes Owner managers of incorporated enterprises and Owner managers of unincorporated enterprises.

(d) Includes Employees who received both paid holiday and paid sick leave as these are considered to not work on a contract basis.

EMPLOYED PERSONS(a), Employment type—By selected employment characteristics

	EMPLOYEES(b)		OWNER MANAGERS		TOTAL EMPLOYED		Employees without paid leave entitlements(b)(c)	Owner managers(d)
	With paid leave entitlements	Without paid leave entitlements(c)	Incorporated enterprises	Unincorporated enterprises	'000	%		
	'000	'000	'000	'000					'000	%
MALES								
Hours worked in main job(e)								
Worked less than 35 hours	719.3	556.5	89.3	264.8	1 629.9	30.6	34.1	21.7
Less than 1 hour/no hours(f)	167.2	45.5	13.1	39.4	265.1	5.0	17.2	19.8
1–15	54.8	242.4	17.1	73.5	387.8	7.3	62.5	23.4
16–19	39.2	49.1	*3.6	16.4	108.3	2.0	45.4	18.5
20–24	125.8	99.8	16.7	43.0	285.3	5.4	35.0	20.9
25–29	75.8	51.5	9.1	31.6	168.0	3.2	30.7	24.2
30–34	256.6	68.1	29.7	61.0	415.4	7.8	16.4	21.8
Worked 35 hours or more	2 425.5	305.7	409.0	555.1	3 695.4	69.4	8.3	26.1
35	64.9	22.4	14.7	23.0	125.1	2.3	17.9	30.2
36–39	516.0	67.7	14.5	24.8	623.1	11.7	10.9	6.3
40	602.9	77.8	64.7	109.0	854.4	16.0	9.1	20.3
41–44	218.8	26.9	8.4	18.0	272.1	5.1	9.9	9.7
45–48	359.9	44.6	52.1	71.2	527.8	9.9	8.4	23.4
49 and over	663.1	66.3	254.6	309.0	1 293.0	24.3	5.1	43.6
Continuous duration with current employer or business								
Under 1 year	581.7	435.9	44.7	115.4	1 177.7	22.1	37.0	13.6
1–2 years	630.5	245.6	62.8	118.5	1 057.4	19.9	23.2	17.1
3–5 years	684.5	110.7	80.0	146.0	1 021.1	19.2	10.8	22.1
6–10 years	458.5	38.6	79.1	105.0	681.2	12.8	5.7	27.0
More than 10 years	789.6	31.5	231.7	335.0	1 387.9	26.1	2.3	40.8
Expected future duration with current employer or business								
Expects to be with current employer or business in 12 months	2 910.2	653.1	482.0	779.1	4 824.5	90.6	13.5	26.1
Does not expect to be with current employer or business in 12 months	234.6	209.1	16.3	40.8	500.9	9.4	41.8	11.4
Total	3 144.8	862.3	498.3	819.9	5 325.3	100.0	16.2	24.8

* estimate has a relative standard error of 25% to 50% and should be used with caution

- (a) Excludes persons who were contributing family workers in their main job.
 (b) Excludes Owner managers of incorporated enterprises.
 (c) Includes persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job. For more information see paragraph 19 of the Explanatory Notes.

(d) Includes Owner managers of incorporated enterprises and Owner managers of unincorporated enterprises.

(e) Refers to the number of hours actually worked in main job during the reference week.

(f) Includes persons who were away from work during the reference week. For more information see paragraph 20 of the Explanatory Notes.

continued

	EMPLOYEES(b)		OWNER MANAGERS		TOTAL EMPLOYED				
	With paid leave entitlements	Without paid leave entitlements(c)	Incorporated enterprises	Unincorporated enterprises			Employees without paid leave entitlements(b)(c)	Owner managers(d)	
	'000	'000	'000	'000	'000	%	%	%	
FEMALES									
Hours worked in main job(e)									
Worked less than 35 hours	1 148.1	955.8	101.5	252.2	2 457.6	56.9	38.9	14.4	
Less than 1 hour/no hours(f)	158.2	68.4	12.1	23.9	262.6	6.1	26.0	13.7	
1–15	174.6	462.4	40.0	120.4	797.4	18.5	58.0	20.1	
16–19	103.7	107.0	5.7	17.6	234.1	5.4	45.7	10.0	
20–24	247.8	150.2	19.8	42.9	460.7	10.7	32.6	13.6	
25–29	152.9	74.3	9.9	20.0	257.1	6.0	28.9	11.6	
30–34	310.9	93.4	14.0	27.5	445.8	10.3	20.9	9.3	
Worked 35 hours or more	1 451.2	170.9	87.4	148.6	1 858.1	43.1	9.2	12.7	
35	93.7	26.5	5.7	14.2	140.2	3.2	18.9	14.2	
36–39	449.5	60.8	*4.4	9.5	524.1	12.1	11.6	2.6	
40	417.0	40.3	23.3	28.9	509.4	11.8	7.9	10.2	
41–44	121.6	13.0	*4.1	5.7	144.4	3.3	9.0	6.8	
45–48	162.4	15.5	12.8	18.1	208.8	4.8	7.4	14.8	
49 and over	207.1	14.8	37.2	72.1	331.2	7.7	4.5	33.0	
Continuous duration with current employer or business									
Under 1 year	481.4	507.2	15.5	64.9	1 069.0	24.8	47.4	7.5	
1–2 years	548.7	302.1	21.1	72.4	944.3	21.9	32.0	9.9	
3–5 years	581.1	173.8	35.3	79.0	869.1	20.1	20.0	13.1	
6–10 years	390.8	72.2	32.0	53.8	548.8	12.7	13.2	15.6	
More than 10 years	597.3	71.3	85.0	130.8	884.5	20.5	8.1	24.4	
Expected future duration with current employer or business									
Expects to be with current employer or business in 12 months	2 392.3	881.4	182.8	376.3	3 832.8	88.8	23.0	14.6	
Does not expect to be with current employer or business in 12 months	207.0	245.3	6.1	24.5	482.9	11.2	50.8	6.3	
Total	2 599.3	1 126.6	188.9	400.8	4 315.7	100.0	26.1	13.7	

* estimate has a relative standard error of 25% to 50% and should be used with caution

- (a) Excludes persons who were contributing family workers in their main job.
 (b) Excludes Owner managers of incorporated enterprises.
 (c) Includes persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job. For more information see paragraph 19 of the Explanatory Notes.

(d) Includes Owner managers of incorporated enterprises and Owner managers of unincorporated enterprises.

- (e) Refers to the number of hours actually worked in main job during the reference week.
 (f) Includes persons who were away from work during the reference week. For more information see paragraph 20 of the Explanatory Notes.

continued

	EMPLOYEES(b)		OWNER MANAGERS		TOTAL EMPLOYED		Employees without paid leave entitlements(b)(c)	Owner managers(d)
	With paid leave entitlements	Without paid leave entitlements(c)	Incorporated enterprises	Unincorporated enterprises	'000	%		
	'000	'000	'000	'000				
PERSONS								
Hours worked in main job(e)								
Worked less than 35 hours	1 867.4	1 512.3	190.8	517.0	4 087.6	42.4	37.0	17.3
Less than 1 hour/no hours(f)	325.3	113.9	25.2	63.2	527.7	5.5	21.6	16.8
1–15	229.4	704.9	57.0	193.9	1 185.2	12.3	59.5	21.2
16–19	142.9	156.2	9.3	34.0	342.4	3.6	45.6	12.7
20–24	373.6	250.0	36.5	85.9	746.0	7.7	33.5	16.4
25–29	228.7	125.9	19.0	51.5	425.1	4.4	29.6	16.6
30–34	567.5	161.5	43.8	88.5	861.2	8.9	18.8	15.4
Worked 35 hours or more	3 876.7	476.6	496.4	703.7	5 553.4	57.6	8.6	21.6
35	158.6	48.9	20.5	37.3	265.2	2.8	18.4	21.8
36–39	965.5	128.5	18.9	34.3	1 147.1	11.9	11.2	4.6
40	1 019.9	118.1	87.9	137.9	1 363.8	14.1	8.7	16.6
41–44	340.4	39.9	12.5	23.7	416.5	4.3	9.6	8.7
45–48	522.3	60.1	64.9	89.4	736.6	7.6	8.2	20.9
49 and over	870.2	81.1	291.7	381.2	1 624.2	16.8	5.0	41.4
Continuous duration with current employer or business								
Under 1 year	1 063.0	943.1	60.2	180.4	2 246.7	23.3	42.0	10.7
1–2 years	1 179.2	547.7	83.9	190.9	2 001.7	20.8	27.4	13.7
3–5 years	1 265.6	284.5	115.2	225.0	1 890.3	19.6	15.1	18.0
6–10 years	849.3	110.8	111.1	158.8	1 230.0	12.8	9.0	21.9
More than 10 years	1 386.9	102.9	316.7	465.8	2 272.4	23.6	4.5	34.4
Expected future duration with current employer or business								
Expects to be with current employer or business in 12 months	5 302.5	1 534.5	664.8	1 155.5	8 657.3	89.8	17.7	21.0
Does not expect to be with current employer or business in 12 months	441.6	454.4	22.4	65.3	983.7	10.2	46.2	8.9
Total	5 744.1	1 988.9	687.2	1 220.7	9 641.0	100.0	20.6	19.8

- (a) Excludes persons who were contributing family workers in their main job.
 (b) Excludes Owner managers of incorporated enterprises.
 (c) Includes persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job. For more information see paragraph 19 of the Explanatory Notes.

- (d) Includes Owner managers of incorporated enterprises and Owner managers of unincorporated enterprises.
 (e) Refers to the number of hours actually worked in main job during the reference week.
 (f) Includes persons who were away from work during the reference week. For more information see paragraph 20 of the Explanatory Notes.

EMPLOYED PERSONS(a), Whether works on a contract basis—By selected employment characteristics

	EMPLOYEES(b)		OWNER MANAGERS(c)		TOTAL EMPLOYED		Employees working on a contract basis(b)	Owner managers working on a contract basis(c)
	Works on a contract basis	Does not work on a contract basis(d)	Works on a contract basis	Does not work on a contract basis				
		'000		'000				
MALES								
Hours worked in main job(e)								
Worked less than 35 hours	47.2	1 228.6	113.2	240.9	1 629.9	30.6	2.9	6.9
Less than 1 hour/no hours(f)	4.8	207.9	13.6	38.9	265.1	5.0	1.8	5.1
1–15	13.6	283.6	24.6	65.9	387.8	7.3	3.5	6.3
16–19	*4.3	84.0	5.7	14.3	108.3	2.0	*4.0	5.2
20–24	8.4	217.2	18.9	40.8	285.3	5.4	2.9	6.6
25–29	5.9	121.4	13.3	27.4	168.0	3.2	3.5	7.9
30–34	10.2	314.5	37.2	53.6	415.4	7.8	2.5	8.9
Worked 35 hours or more	60.4	2 670.9	252.5	711.6	3 695.4	69.4	1.6	6.8
35	*2.8	84.5	9.2	28.6	125.1	2.3	*2.2	7.4
36–39	11.1	572.7	16.6	22.7	623.1	11.7	1.8	2.7
40	18.1	662.6	61.1	112.5	854.4	16.0	2.1	7.2
41–44	5.0	240.7	10.2	16.2	272.1	5.1	1.8	3.7
45–48	8.6	395.8	36.5	86.8	527.8	9.9	1.6	6.9
49 and over	14.8	714.6	118.8	444.8	1 293.0	24.3	1.1	9.2
Continuous duration with current employer or business								
Under 1 year	59.2	958.4	54.4	105.7	1 177.7	22.1	5.0	4.6
1–2 years	25.7	850.5	59.8	121.5	1 057.4	19.9	2.4	5.7
3–5 years	11.5	783.7	71.0	155.0	1 021.1	19.2	1.1	6.9
6–10 years	6.1	490.9	49.1	135.0	681.2	12.8	0.9	7.2
More than 10 years	5.2	815.9	131.4	435.3	1 387.9	26.1	0.4	9.5
Expected future duration with current employer or business								
Expects to be with current employer or business in 12 months	77.5	3 485.8	346.6	914.5	4 824.5	90.6	1.6	7.2
Does not expect to be with current employer or business in 12 months	30.2	413.6	19.1	38.0	500.9	9.4	6.0	3.8
Total	107.7	3 899.4	365.7	952.5	5 325.3	100.0	2.0	6.9

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes persons who were contributing family workers in their main job.

(b) Excludes Owner managers of incorporated enterprises.

(c) Includes Owner managers of incorporated enterprises and Owner managers of unincorporated enterprises.

(d) Includes Employees who received both paid holiday and paid sick leave as these are considered to not work on a contract basis.

(e) Refers to the number of hours actually worked in main job during the reference week.

(f) Includes persons who were away from work during the reference week. For more information see paragraph 20 of the Explanatory Notes.

	EMPLOYEES(b)		OWNER MANAGERS(c)		TOTAL EMPLOYED		Employees working on a contract basis(b)	Owner managers working on a contract basis(c)
	Works on a contract basis	Does not work on a contract basis(d)	Works on a contract basis	Does not work on a contract basis	'000	%		
		'000		'000				
FEMALES								
Hours worked in main job(e)								
Worked less than 35 hours	80.6	2 023.2	60.3	293.4	2 457.6	56.9	3.3	2.5
Less than 1 hour/no hours(f)	6.0	220.6	5.3	30.7	262.6	6.1	2.3	2.0
1–15	35.4	601.6	25.8	134.6	797.4	18.5	4.4	3.2
16–19	10.6	200.1	6.2	17.1	234.1	5.4	4.5	2.7
20–24	15.7	382.3	12.1	50.6	460.7	10.7	3.4	2.6
25–29	5.0	222.2	*2.8	27.1	257.1	6.0	2.0	*1.1
30–34	7.9	396.4	8.2	33.3	445.8	10.3	1.8	1.8
Worked 35 hours or more	32.7	1 589.4	24.2	211.8	1 858.1	43.1	1.8	1.3
35	5.1	115.2	*1.7	18.2	140.2	3.2	3.6	*1.2
36–39	9.7	500.5	*2.8	11.1	524.1	12.1	1.9	*0.5
40	8.4	448.9	4.7	47.4	509.4	11.8	1.7	0.9
41–44	*2.4	132.2	*1.4	8.4	144.4	3.3	*1.6	*1.0
45–48	*3.3	174.6	*3.4	27.4	208.8	4.8	*1.6	*1.7
49 and over	*3.8	218.0	10.1	99.2	331.2	7.7	*1.2	3.1
Continuous duration with current employer or business								
Under 1 year	51.3	937.2	17.2	63.2	1 069.0	24.8	4.8	1.6
1–2 years	22.8	828.0	15.3	78.2	944.3	21.9	2.4	1.6
3–5 years	22.2	732.7	18.4	95.9	869.1	20.1	2.6	2.1
6–10 years	10.4	452.6	13.6	72.1	548.8	12.7	1.9	2.5
More than 10 years	6.5	662.1	20.0	195.9	884.5	20.5	0.7	2.3
Expected future duration with current employer or business								
Expects to be with current employer or business in 12 months	81.0	3 192.7	78.3	480.8	3 832.8	88.8	2.1	2.0
Does not expect to be with current employer or business in 12 months	32.3	419.9	6.2	24.4	482.9	11.2	6.7	1.3
Total	113.4	3 612.6	84.5	505.2	4 315.7	100.0	2.6	2.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes persons who were contributing family workers in their main job.

(b) Excludes Owner managers of incorporated enterprises.

(c) Includes Owner managers of incorporated enterprises and Owner managers of unincorporated enterprises.

(d) Includes Employees who received both paid holiday and paid sick leave as these are considered to not work on a contract basis.

(e) Refers to the number of hours actually worked in main job during the reference week.

(f) Includes persons who were away from work during the reference week. For more information see paragraph 20 of the Explanatory Notes.

EMPLOYED PERSONS(a), Whether works on a contract basis—By selected employment characteristics *continued*

	EMPLOYEES(b)		OWNER MANAGERS(c)		TOTAL EMPLOYED		Employees working on a contract basis(b)	Owner managers working on a contract basis(c)
	Works on a contract basis	Does not work on a contract basis(d)	Works on a contract basis	Does not work on a contract basis				
PERSONS								
Hours worked in main job(e)								
Worked less than 35 hours	127.9	3 251.8	173.5	534.3	4 087.6	42.4	3.1	4.2
Less than 1 hour/no hours(f)	10.7	428.5	18.9	69.6	527.7	5.5	2.0	3.6
1–15	49.0	885.2	50.4	200.5	1 185.2	12.3	4.1	4.3
16–19	14.9	284.1	11.9	31.4	342.4	3.6	4.4	3.5
20–24	24.1	599.5	31.0	91.4	746.0	7.7	3.2	4.2
25–29	11.0	343.6	16.0	54.5	425.1	4.4	2.6	3.8
30–34	18.1	710.9	45.3	86.9	861.2	8.9	2.1	5.3
Worked 35 hours or more	93.1	4 260.2	276.7	923.4	5 553.4	57.6	1.7	5.0
35	7.8	199.7	10.9	46.8	265.2	2.8	2.9	4.1
36–39	20.8	1 073.2	19.4	33.8	1 147.1	11.9	1.8	1.7
40	26.5	1 111.5	65.8	160.0	1 363.8	14.1	1.9	4.8
41–44	7.4	372.9	11.6	24.6	416.5	4.3	1.8	2.8
45–48	11.9	570.5	40.0	114.3	736.6	7.6	1.6	5.4
49 and over	18.7	932.6	128.9	544.0	1 624.2	16.8	1.2	7.9
Continuous duration with current employer or business								
Under 1 year	110.5	1 895.6	71.7	168.9	2 246.7	23.3	4.9	3.2
1–2 years	48.5	1 678.4	75.1	199.7	2 001.7	20.8	2.4	3.8
3–5 years	33.7	1 516.4	89.3	250.9	1 890.3	19.6	1.8	4.7
6–10 years	16.6	943.6	62.8	207.1	1 230.0	12.8	1.3	5.1
More than 10 years	11.8	1 478.0	151.3	631.2	2 272.4	23.6	0.5	6.7
Expected future duration with current employer or business								
Expects to be with current employer or business in 12 months	158.5	6 678.5	424.9	1 395.4	8 657.3	89.8	1.8	4.9
Does not expect to be with current employer or business in 12 months	62.5	833.5	25.3	62.4	983.7	10.2	6.4	2.6
Total	221.0	7 512.0	450.2	1 457.8	9 641.0	100.0	2.3	4.7

(a) Excludes persons who were contributing family workers in their main job.

(b) Excludes Owner managers of incorporated enterprises.

(c) Includes Owner managers of incorporated enterprises and Owner managers of unincorporated enterprises.

(d) Includes Employees who received both paid holiday and paid sick leave as these are considered to not work on a contract basis.

(e) Refers to the number of hours actually worked in main job during the reference week.

(f) Includes persons who were away from work during the reference week. For more information see paragraph 20 of the Explanatory Notes.

	NSW	Vic.	Qld	SA	WA	Tas.	NT(b)	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
Hours worked in main job(c)									
Worked less than 35 hours	483.2	546.2	277.7	109.3	137.8	42.0	9.0	24.8	1 629.9
Less than 1 hour/no hours(d)	82.8	71.6	52.4	17.5	28.5	6.1	1.7	4.5	265.1
1–15	129.1	98.3	71.7	34.2	37.1	8.5	1.8	7.1	387.8
16–19	34.7	35.5	19.2	5.9	9.9	1.7	*0.5	*0.9	108.3
20–24	75.3	116.1	43.9	13.6	23.2	6.9	1.6	4.7	285.3
25–29	52.7	58.2	27.5	10.4	12.1	3.6	1.1	2.3	168.0
30–34	108.6	166.6	63.0	27.7	26.9	15.2	2.2	5.3	415.4
Worked 35 hours or more	1 277.4	783.3	761.4	286.0	409.7	75.6	34.7	67.3	3 695.4
35	47.6	32.5	21.1	8.2	9.3	3.3	*0.9	2.2	125.1
36–39	194.3	143.1	129.6	55.6	62.4	15.7	8.1	14.2	623.1
40	317.3	182.7	154.2	63.8	95.5	17.2	5.8	17.8	854.4
41–44	93.6	53.5	59.3	24.6	27.7	5.3	3.2	4.9	272.1
45–48	181.7	105.0	116.4	45.4	55.9	9.5	4.2	9.7	527.8
49 and over	442.9	266.5	280.8	88.4	158.9	24.7	12.5	18.4	1 293.0
Continuous duration with current employer or business									
Under 1 year	381.5	269.4	264.4	73.1	131.4	23.5	12.5	21.9	1 177.7
1–2 years	351.0	265.9	204.8	79.2	106.7	20.8	8.2	20.9	1 057.4
3–5 years	352.6	265.6	183.8	74.4	97.4	20.6	9.5	17.1	1 021.1
6–10 years	209.5	183.7	129.0	51.4	75.9	15.8	5.7	10.2	681.2
More than 10 years	466.0	344.9	257.1	117.2	136.0	36.9	7.8	22.1	1 387.9
Total	1 760.6	1 329.5	1 039.1	395.3	547.5	117.6	43.7	92.1	5 325.3
FEMALES									
Hours worked in main job(c)									
Worked less than 35 hours	736.3	709.5	455.1	184.3	253.3	59.7	16.6	42.8	2 457.6
Less than 1 hour/no hours(d)	82.2	78.6	44.6	19.9	25.8	4.5	2.1	4.8	262.6
1–15	224.6	228.7	153.1	60.5	92.1	19.5	4.0	14.8	797.4
16–19	73.7	63.4	44.6	19.2	21.2	7.0	1.2	3.8	234.1
20–24	147.4	138.3	76.2	32.7	45.5	10.0	3.0	7.6	460.7
25–29	77.6	63.9	55.3	23.1	24.4	6.6	2.3	3.8	257.1
30–34	130.8	136.6	81.3	28.9	44.2	12.2	4.0	7.9	445.8
Worked 35 hours or more	666.9	380.8	399.1	133.0	176.3	36.8	21.8	43.4	1 858.1
35	54.7	26.8	32.2	8.6	10.5	2.7	1.4	3.3	140.2
36–39	165.2	113.3	121.9	44.8	46.0	11.9	7.9	13.1	524.1
40	204.1	103.5	102.2	27.5	48.2	8.3	4.2	11.5	509.4
41–44	46.4	27.3	29.3	14.1	19.1	3.2	1.7	3.3	144.4
45–48	79.2	40.2	40.5	15.7	21.3	4.0	2.1	5.7	208.8
49 and over	117.3	69.6	73.1	22.3	31.1	6.8	4.6	6.5	331.2
Continuous duration with current employer or business									
Under 1 year	344.1	257.7	218.5	74.3	117.8	23.9	12.1	20.7	1 069.0
1–2 years	300.7	234.4	202.3	73.1	90.4	18.2	7.9	17.2	944.3
3–5 years	275.8	240.4	171.4	57.2	79.9	17.8	6.7	19.9	869.1
6–10 years	175.6	151.6	101.8	39.4	48.4	15.6	5.8	10.6	548.8
More than 10 years	307.1	206.3	160.4	73.2	93.0	21.0	5.8	17.7	884.5
Total	1 403.3	1 090.3	854.3	317.3	429.6	96.5	38.4	86.1	4 315.7

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes persons who were contributing family workers in their main job.

(b) Refers to mainly urban areas only. For more information see paragraph 9 of the Explanatory Notes.

(c) Refers to the number of hours actually worked in main job during the reference week.

(d) Includes persons who were away from work during the reference week. For more information see paragraph 20 of the Explanatory Notes.

	NSW	Vic.	Qld	SA	WA	Tas.	NT(b)	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
PERSONS									
Hours worked in main job(c)									
Worked less than 35 hours	1 219.6	1 255.7	732.8	293.6	391.0	101.7	25.6	67.6	4 087.6
Less than 1 hour/no hours(d)	165.0	150.1	97.0	37.4	54.3	10.6	3.9	9.4	527.7
1–15	353.8	327.1	224.8	94.7	129.1	27.9	5.9	21.9	1 185.2
16–19	108.4	98.8	63.8	25.1	31.2	8.7	1.7	4.7	342.4
20–24	222.7	254.4	120.1	46.3	68.7	16.8	4.6	12.3	746.0
25–29	130.3	122.1	82.8	33.5	36.6	10.2	3.4	6.2	425.1
30–34	239.4	303.2	144.3	56.6	71.1	27.4	6.1	13.1	861.2
Worked 35 hours or more	1 944.3	1 164.1	1 160.6	418.9	586.0	112.4	56.5	110.7	5 553.4
35	102.2	59.4	53.3	16.8	19.8	5.9	2.3	5.5	265.2
36–39	359.5	256.5	251.5	100.4	108.4	27.6	16.0	27.3	1 147.1
40	521.4	286.2	256.4	91.3	143.7	25.5	10.0	29.4	1 363.8
41–44	140.1	80.8	88.6	38.7	46.8	8.4	4.9	8.1	416.5
45–48	260.9	145.2	157.0	61.1	77.3	13.4	6.3	15.5	736.6
49 and over	560.2	336.0	353.8	110.6	190.1	31.5	17.1	24.9	1 624.2
Continuous duration with current employer or business									
Under 1 year	725.5	527.1	482.8	147.4	249.2	47.4	24.5	42.6	2 246.7
1–2 years	651.8	500.3	407.0	152.3	197.1	39.0	16.1	38.1	2 001.7
3–5 years	628.4	506.0	355.2	131.6	177.4	38.4	16.2	37.0	1 890.3
6–10 years	385.1	335.2	230.8	90.9	124.3	31.4	11.5	20.8	1 230.0
More than 10 years	773.1	551.2	417.5	190.3	229.0	57.8	13.6	39.7	2 272.4
Total	3 163.9	2 419.8	1 893.4	712.5	977.1	214.1	82.1	178.3	9 641.0

(a) Excludes persons who were contributing family workers in their main job.

(b) Refers to mainly urban areas only. For more information see paragraph 9 of the Explanatory Notes.

(c) Refers to the number of hours actually worked in main job during the reference week.

(d) Includes persons who were away from work during the reference week. For more information see paragraph 20 of the Explanatory Notes.

	Employees with paid leave entitlements		Employees without paid leave entitlements(c)		Total	
	'000	%	'000	%	'000	%
MALES						
Whether entitled to paid holiday leave						
Entitled to paid holiday leave	3 106.0	98.8	—	—	3 106.0	77.5
Not entitled to paid holiday leave	30.7	1.0	820.1	95.1	850.8	21.2
Did not know	8.2	0.3	42.2	4.9	50.3	1.3
Whether entitled to paid sick leave						
Entitled to paid sick leave	3 114.5	99.0	—	—	3 114.5	77.7
Not entitled to paid sick leave	20.6	0.7	815.8	94.6	836.4	20.9
Did not know	9.7	0.3	46.5	5.4	56.2	1.4
Whether entitled to long service leave						
Entitled to long service leave	2 790.2	88.7	43.4	5.0	2 833.7	70.7
Not entitled to long service leave	117.1	3.7	758.3	87.9	875.4	21.8
Did not know	237.5	7.6	60.6	7.0	298.1	7.4
Whether entitled to paid maternity/paternity leave						
Entitled to paid maternity/paternity leave	1 439.9	45.8	*1.3	*0.1	1 441.2	36.0
Not entitled to paid maternity/paternity leave	624.7	19.9	814.4	94.4	1 439.1	35.9
Did not know	1 080.2	34.3	46.6	5.4	1 126.8	28.1
Whether employment has a set completion date or event						
Set completion date or event	149.5	4.8	60.4	7.0	209.9	5.2
Under 1 year	87.1	2.8	55.1	6.4	142.3	3.6
1–5 years	57.8	1.8	4.7	0.5	62.5	1.6
More than 5 years	*4.5	*0.1	**0.5	**0.1	5.1	0.1
No set completion date or event	2 995.4	95.2	801.9	93.0	3 797.2	94.8
Whether works on a fixed-term contract						
Works on a fixed-term contract	91.7	2.9	34.9	4.0	126.5	3.2
Expects contract to be renewed	68.4	2.2	19.9	2.3	88.3	2.2
Does not expect contract to be renewed	23.3	0.7	15.0	1.7	38.2	1.0
Does not work on a fixed-term contract	3 053.1	97.1	827.4	96.0	3 880.6	96.8
Whether considers job to be casual						
Considers job to be casual	73.4	2.3	727.8	84.4	801.2	20.0
Does not consider job to be casual	3 071.4	97.7	134.5	15.6	3 205.9	80.0
Total	3 144.8	100.0	862.3	100.0	4 007.1	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

(a) Excludes persons who were contributing family workers in their main job.

(b) Excludes Owner managers of incorporated enterprises.

(c) Includes persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job. For more information see paragraph 19 of the Explanatory Notes.

	Employees with paid leave entitlements		Employees without paid leave entitlements(c)		Total	
	'000	%	'000	%	'000	%
FEMALES						
Whether entitled to paid holiday leave						
Entitled to paid holiday leave	2 565.2	98.7	—	—	2 565.2	68.8
Not entitled to paid holiday leave	30.0	1.2	1 099.2	97.6	1 129.2	30.3
Did not know	*4.1	*0.2	27.5	2.4	31.6	0.8
Whether entitled to paid sick leave						
Entitled to paid sick leave	2 574.2	99.0	—	—	2 574.2	69.1
Not entitled to paid sick leave	18.8	0.7	1 097.7	97.4	1 116.5	30.0
Did not know	6.3	0.2	28.9	2.6	35.2	0.9
Whether entitled to long service leave						
Entitled to long service leave	2 302.8	88.6	49.9	4.4	2 352.7	63.1
Not entitled to long service leave	96.3	3.7	1 026.1	91.1	1 122.4	30.1
Did not know	200.2	7.7	50.6	4.5	250.8	6.7
Whether entitled to paid maternity/paternity leave						
Entitled to paid maternity/paternity leave	1 666.8	64.1	*2.6	*0.2	1 669.4	44.8
Not entitled to paid maternity/paternity leave	402.6	15.5	1 086.2	96.4	1 488.7	40.0
Did not know	530.0	20.4	37.9	3.4	567.8	15.2
Whether employment has a set completion date or event						
Set completion date or event	141.8	5.5	83.3	7.4	225.1	6.0
Under 1 year	105.0	4.0	78.0	6.9	183.1	4.9
1–5 years	32.4	1.2	*4.5	*0.4	36.9	1.0
More than 5 years	*4.3	*0.2	*0.8	*0.1	5.0	0.1
No set completion date or event	2 457.5	94.5	1 043.4	92.6	3 500.9	94.0
Whether works on a fixed-term contract						
Works on a fixed-term contract	109.8	4.2	48.0	4.3	157.8	4.2
Expects contract to be renewed	83.1	3.2	29.5	2.6	112.6	3.0
Does not expect contract to be renewed	26.7	1.0	18.5	1.6	45.2	1.2
Does not work on a fixed-term contract	2 489.5	95.8	1 078.6	95.7	3 568.1	95.8
Whether considers job to be casual						
Considers job to be casual	110.5	4.3	1 026.0	91.1	1 136.6	30.5
Does not consider job to be casual	2 488.8	95.7	100.6	8.9	2 589.4	69.5
Total	2 599.3	100.0	1 126.6	100.0	3 726.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

— nil or rounded to zero (including null cells)

(a) Excludes persons who were contributing family workers in their main job.

(b) Excludes Owner managers of incorporated enterprises.

(c) Includes persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job. For more information see paragraph 19 of the Explanatory Notes.

	Employees with paid leave entitlements		Employees without paid leave entitlements(c)		Total	
	'000	%	'000	%	'000	%
PERSONS						
Whether entitled to paid holiday leave						
Entitled to paid holiday leave	5 671.2	98.7	—	—	5 671.2	73.3
Not entitled to paid holiday leave	60.7	1.1	1 919.3	96.5	1 979.9	25.6
Did not know	12.2	0.2	69.7	3.5	81.9	1.1
Whether entitled to paid sick leave						
Entitled to paid sick leave	5 688.8	99.0	—	—	5 688.8	73.6
Not entitled to paid sick leave	39.4	0.7	1 913.5	96.2	1 952.9	25.3
Did not know	16.0	0.3	75.4	3.8	91.4	1.2
Whether entitled to long service leave						
Entitled to long service leave	5 093.1	88.7	93.3	4.7	5 186.4	67.1
Not entitled to long service leave	213.4	3.7	1 784.4	89.7	1 997.8	25.8
Did not know	437.7	7.6	111.2	5.6	548.9	7.1
Whether entitled to paid maternity/paternity leave						
Entitled to paid maternity/paternity leave	3 106.7	54.1	*3.9	*0.2	3 110.6	40.2
Not entitled to paid maternity/paternity leave	1 027.3	17.9	1 900.5	95.6	2 927.9	37.9
Did not know	1 610.1	28.0	84.5	4.2	1 694.6	21.9
Whether employment has a set completion date or event						
Set completion date or event	291.2	5.1	143.7	7.2	434.9	5.6
Under 1 year	192.2	3.3	133.2	6.7	325.4	4.2
1–5 years	90.2	1.6	9.2	0.5	99.5	1.3
More than 5 years	8.8	0.2	*1.3	*0.1	10.1	0.1
No set completion date or event	5 452.9	94.9	1 845.2	92.8	7 298.1	94.4
Whether works on a fixed-term contract						
Works on a fixed-term contract	201.5	3.5	82.9	4.2	284.4	3.7
Expects contract to be renewed	151.5	2.6	49.4	2.5	200.9	2.6
Does not expect contract to be renewed	50.0	0.9	33.5	1.7	83.5	1.1
Does not work on a fixed-term contract	5 542.6	96.5	1 906.1	95.8	7 448.7	96.3
Whether considers job to be casual						
Considers job to be casual	183.9	3.2	1 753.8	88.2	1 937.7	25.1
Does not consider job to be casual	5 560.2	96.8	235.1	11.8	5 795.3	74.9
Total	5 744.1	100.0	1 988.9	100.0	7 733.1	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

— nil or rounded to zero (including null cells)

(a) Excludes persons who were contributing family workers in their main job.

(b) Excludes Owner managers of incorporated enterprises.

(c) Includes persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job. For more information see paragraph 19 of the Explanatory Notes.

STATE OR TERRITORY OF USUAL RESIDENCE, Populations(a)

	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT(b)</i>	<i>ACT</i>	<i>Aust.</i>
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
Population 1:									
Employees with paid leave entitlements(c)	1 037.2	811.7	593.8	225.2	314.8	72.2	27.8	62.1	3 144.8
Population 2:									
Employees without paid leave entitlements(c)(d)	281.7	203.7	180.6	71.8	84.0	19.1	7.1	14.3	862.3
Population 3:									
Owner managers of incorporated enterprises	186.4	130.1	91.2	26.3	47.9	6.8	4.2	5.3	498.3
Population 4:									
Owner managers of unincorporated enterprises	255.3	184.0	173.5	71.9	100.7	19.5	4.6	10.4	819.9
Population 5:									
Employed persons	1 760.6	1 329.5	1 039.1	395.3	547.5	117.6	43.7	92.1	5 325.3
FEMALES									
Population 1:									
Employees with paid leave entitlements(c)	866.9	687.5	482.0	174.1	247.8	55.1	25.4	60.4	2 599.3
Population 2:									
Employees without paid leave entitlements(c)(d)	351.3	265.2	241.0	99.7	111.7	28.7	9.3	19.8	1 126.6
Population 3:									
Owner managers of incorporated enterprises	62.1	45.6	43.6	11.4	18.9	3.3	2.1	1.9	188.9
Population 4:									
Owner managers of unincorporated enterprises	123.0	92.0	87.6	32.1	51.2	9.4	1.6	4.0	400.8
Population 5:									
Employed persons	1 403.3	1 090.3	854.3	317.3	429.6	96.5	38.4	86.1	4 315.7
PERSONS									
Population 1:									
Employees with paid leave entitlements(c)	1 904.2	1 499.2	1 075.8	399.3	562.6	127.3	53.2	122.5	5 744.1
Population 2:									
Employees without paid leave entitlements(c)(d)	633.0	468.8	421.6	171.5	195.7	47.8	16.4	34.1	1 988.9
Population 3:									
Owner managers of incorporated enterprises	248.5	175.7	134.8	37.7	66.8	10.0	6.3	7.3	687.2
Population 4:									
Owner managers of unincorporated enterprises	378.3	276.0	261.1	104.0	151.9	28.9	6.1	14.4	1 220.7
Population 5:									
Employed persons	3 163.9	2 419.8	1 893.4	712.5	977.1	214.1	82.1	178.3	9 641.0

(a) Excludes persons who were contributing family workers in their main job.

(b) Refers to mainly urban areas only. For more information see paragraph 9 of the Explanatory Notes.

(c) Excludes Owner managers of incorporated enterprises.

(d) Includes persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job. For more information see paragraph 19 of the Explanatory Notes.

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this publication were compiled from data collected in the Forms of Employment Survey (FOES) that was conducted throughout Australia in November 2004 as a supplement to the monthly Labour Force Survey (LFS). Respondents to the LFS who were in scope of the supplementary survey were asked further questions.

2 The publication *Labour Force, Australia* (cat. no. 6202.0) contains information about survey design, sample redesign, scope, coverage and population benchmarks relevant to the monthly LFS, which also apply to supplementary surveys. It also contains definitions of demographic and labour force characteristics, and information about telephone interviewing which are relevant to both the monthly LFS and supplementary surveys.

3 From April 2001, the LFS has been conducted using a redesigned questionnaire containing additional questions and some minor definitional changes. These changes also affect the supplementary surveys. For further details, see *Information Paper: Implementing the Redesigned Labour Force Survey Questionnaire* (cat. no. 6295.0) and *Information Paper: Questionnaires Used in the Labour Force Survey* (cat. no. 6232.0).

CAI IMPLEMENTATION

4 Information for this survey was collected using computer assisted interviewing (CAI), whereby responses are recorded directly onto an electronic questionnaire in a notebook computer.

5 The change of interviewing method is not expected to have affected the estimates in any meaningful way.

CONCEPTS SOURCES AND METHODS

6 The conceptual framework used in Australia's LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001) which is available on the ABS web site <<http://www.abs.gov.au>> (Methods, Classifications, Concepts & Standards).

SCOPE

7 The scope of the LFS is restricted to persons aged 15 years and over and excludes the following persons:

- members of the permanent defence forces
- certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations
- overseas residents in Australia
- members of non-Australian defence forces (and their dependants).

8 Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for persons with disabilities), and inmates of prisons are excluded from all supplementary surveys.

9 This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded approximately 120,000 persons living in very remote parts of Australia who would otherwise have been within the scope of the survey. The exclusion of these persons will have only a minor impact on any aggregate estimates that are produced for individual states and territories, except the Northern Territory where such persons account for over 20% of the population.

10 This survey is restricted to employed persons aged 15 years and over who are not contributing family workers in their main job.

COVERAGE

11 The estimates in this publication relate to persons covered by the survey in November 2004. In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling and hence has only one chance of selection in the survey. See *Labour Force, Australia* (cat. no. 6202.0) for more details.

EXPLANATORY NOTES *continued*

SAMPLE SIZE

12 Supplementary surveys are not always conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

13 The initial sample for the November 2004 LFS consisted of 40,756 private dwelling households and special dwelling units. Of the 33,338 private dwelling households and special dwelling units that remained in the survey after sample loss (e.g. households selected in the survey which had no residents in scope for the LFS, vacant or derelict dwellings and dwellings under construction), approximately 31,312 or 93.9% were fully responding to the Forms of Employment survey. The number of completed interviews obtained from these private dwelling households and special dwelling units (after taking into account scope, coverage and subsampling exclusions) was 31,500.

RELIABILITY OF THE ESTIMATES

14 Estimates in this publication are subject to sampling and non-sampling errors:

- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For more information see the Technical Note.
- Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient processing procedures.

SEASONAL FACTORS

15 The estimates are based on information collected in the survey month, and, due to seasonal factors, may not be representative of other months of the year.

CLASSIFICATIONS USED

16 Occupation data are classified according to the *Australian Standard Classification of Occupations, Second Edition (ASCO), 1997* (cat. no. 1220.0).

17 Industry data are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (cat. no. 1292.0).

18 Country of birth data are classified according to the *Standard Australian Classification of Countries (SACC), 1998* (cat. no. 1269.0).

NOTES ON ESTIMATES

19 Persons who said 'yes' to either of the following:

- whether entitled to paid holiday leave;
- whether entitled to paid sick leave;

are categorised as 'with leave entitlements'. In all other cases, Employees are categorised as 'without leave entitlements'. In FOES 2004, there were 64,300 persons who did not know whether they were entitled to paid holiday leave and paid sick leave in their main job.

20 Persons who were away from work during the reference week were included in the 'Less than 1 hour/no hours' category for the data item 'Hours worked in main job in the reference week'. For FOES 2004, there were 505,700 persons who were away from work in the reference week.

COMPARABILITY OF TIME SERIES

21 Revisions are made to population benchmarks for the LFS after each five-yearly Census of Population and Housing. The last such revision was made in February 2004 to take account of the results of the 2001 Census of Population and Housing. Estimates from supplementary surveys conducted from and including February 2004 are therefore based on revised population benchmarks.

COMPARABILITY WITH PREVIOUS SURVEYS

22 The FOES 2001 was conducted on a more restricted age scope (15-69 years inclusive) than the 1998 and 2004 surveys which collected information from persons aged 15 and over.

EXPLANATORY NOTES *continued*

- 23** In FOES 2001, persons working for payment in kind were excluded from the survey. This group has been included in the 2004 survey.
- COMPARABILITY WITH MONTHLY LFS STATISTICS**
- 24** Due to differences in the scope and sample size of this supplementary survey and that of the LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.
- PREVIOUS SURVEYS**
- 25** The FOES was first conducted in August 1998 and again in November 2001. Results of previous surveys on employment arrangements have been published in:
- *Forms of Employment, Australia* (cat.no.6359.0)
 - *Employment Arrangements and Superannuation, Australia* (cat.no.6361.0).
- NEXT SURVEY**
- 26** The ABS plans to conduct this survey again in November 2010.
- ACKNOWLEDGMENT**
- 27** ABS publications draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the *Census and Statistics Act 1905*.
- RELATED PUBLICATIONS**
- 28** ABS publications which may be of interest include:
- *Labour Force, Australia* (cat. no. 6202.0)
 - *Labour Statistics: Concepts, Sources and Methods, 2001* (cat. no. 6102.0)
 - *Australian Labour Market statistics* (cat. no. 6105.0).
- 29** Current publications and other products released by the ABS are listed in the *Catalogue of Publications and Products* (cat. no. 1101.0). The Catalogue is available from any ABS office or the ABS web site <<http://www.abs.gov.au>>. The ABS also issues a daily Release Advice on the web site which details products to be released in the week ahead.
- ABBREVIATIONS**
- '000 thousand
ABS Australian Bureau of Statistics
ANZSIC Australian and New Zealand Standard Industrial Classification
ASCO Australian Standard Classification of Occupations
CAI computer assisted interviewing
FOES Forms of Employment Survey
ICSE International Classification of Status in Employment
LFS Labour Force Survey
OMIE owner manager of incorporated enterprise
OMUE owner manager of unincorporated enterprise
RSE relative standard error
SACC Standard Australian Classification of Countries
SE standard error

APPENDIX 1 EMPLOYMENT CLASSIFICATIONS

INTRODUCTION

The ABS publishes statistics about people in different types of employment, and their working arrangements. These statistics are derived from a number of household surveys including the Labour Force Survey (LFS) and the Forms of Employment Survey (FOES). In these surveys, employed people are classified using categories which capture the essential nature of their employment arrangements.

This appendix describes how people are classified to different employment categories in FOES and compares these employment categories with the standard ABS status in employment classification.

FOES has been designed to examine the changing nature of the Australian labour market, to chart the emergence of different forms of employment, and to provide a source of information about people's working arrangements that are not effectively measured by existing classifications and definitions.

STATUS IN EMPLOYMENT

The LFS status in employment classification is a classification of employed persons, based on the International Labour Organisation's 1993 *International Classification of Status in Employment* (ICSE). Within the ICSE, employed persons are allocated to five mutually exclusive categories according to the type of job held:

- employees;
- employers;
- own account workers;
- contributing family workers; and
- members of producers' cooperatives.

The ABS adopts the broad level ICSE classification, but excludes the 'members of producers' cooperatives' category due to its lack of relevance to the Australian situation.

Below the broad level of classification, the ICSE is not prescriptive but gives some guidance on the more detailed types of employment situations that countries might be interested in identifying. Prior to FOES, the ABS had not attempted to identify more detailed categories, with the exception of its long-standing permanent/casual measure for employees.

The groups in the ABS status in employment classification are:

- Employee: a person who works for a public or private employer and receives remuneration in wages, salary, a retainer fee by their employer while working on a commission basis, tips, piece-rates or payment in kind, or a person who operates his or her own incorporated enterprise with or without hiring employees.
- Employer: a person who operates his or her own unincorporated economic enterprise or engages independently in a profession or trade, and hires one or more employees.
- Own Account Worker: a person who operates his or her own unincorporated enterprise or engages independently in a profession or trade, and hires no employees.
- Contributing Family Worker: a person who works without pay in an economic enterprise operated by a relative. This group was excluded from the FOES.

Use of the status in employment classification in the Labour Force Survey

The main source of regular status in employment statistics is the LFS, a large-scale household survey which yields official monthly estimates of employment and unemployment. Status in employment is determined largely on the basis of a person's perception of their relationship to the establishment or enterprise in which they work. It is expected that most people would be classified to an appropriate category using this approach. However, in cases where people's working arrangements are less clear-cut, more objective criteria may give different results.

APPENDIX 1 EMPLOYMENT CLASSIFICATIONS *continued*

EMPLOYMENT TYPES IN FORMS OF EMPLOYMENT SURVEY

The employment type classification used in FOES 2004 accords with the status in employment classification at the broad level. The following describes the ways in which the FOES employment classification expands on the existing status in employment classification used in the LFS.

The ICSE notes that while it is consistent with the System of National Accounts to classify people working in their own incorporated enterprise as employees (OMIEs), in many respects they have more in common with Owner managers, for example in terms of their authority in, and responsibility for, the business, and may be best classified this way for labour market analysis. In this publication OMIEs are presented as a separate category, as are Owner managers of unincorporated enterprises (OMUEs). Owner managers of unincorporated enterprises can be further classified into two groups: Employers (i.e. hires one or more employees); and Own account workers (i.e. hires no employees). It is important to note that on occasion these two populations (OMIEs and OMUEs) have been combined to create the group 'Owner managers'.

Employees (excluding OMIEs) were divided into categories according to their leave entitlements.

The four employment types that have been identified in FOES 2004 are:

- Employees (excluding OMIEs) with paid leave entitlements;
- Employees (excluding OMIEs) without paid leave entitlements;
- Owner managers of incorporated enterprises; and
- Owner managers of unincorporated enterprises.

The Conceptual Framework section of this publication describes how responses in the FOES were used to determine employment type.

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST

DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Forms of Employment Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items may also be available on request. The population(s) for a particular data item refers to the person in the survey to whom the data item relates. Where alternative output categories are available for the same data item, these are shown and the data item name is followed by a bracketed numeral (e.g. Country of birth (2)).

For more information about ABS data available on request, contact Debbie Hansard on Canberra (02) 6252 7206, or by facsimile on (02) 6252 7512, or by email to <d.hansard@abs.gov.au>.

<i>Population 1</i>	Employees (excluding OMIEs) with paid leave entitlements
<i>Population 2</i>	Employees (excluding OMIEs) without paid leave entitlements
<i>Population 3</i>	Owner managers of incorporated enterprises
<i>Population 4</i>	Owner managers of unincorporated enterprises
<i>Population 5</i>	Employed persons

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
1 State or Territory of usual residence	All	6 Relationship in household <i>cont.</i>	All
New South Wales		Family member <i>cont.</i>	
Victoria		Lone parent <i>cont.</i>	
Queensland		Without dependants	
South Australia		Dependent student	
Western Australia		Non-dependent child	
Tasmania		Other family person	
Northern Territory		Non-family member	
Australian Capital Territory		Lone person	
2 Area of usual residence	All	Not living alone	
State capital city		Relationship not determined	
Balance of state/territory			
3 Region of usual residence	All	7A Country of birth and period of arrival	All
Standard labour force dissemination regions		Born in Australia	
4 Sex	All	Born overseas	
Males		Arrived before 1971	
Females		Arrived 1971–1980	
5 Marital status	All	Arrived 1981–1990	
Married		Arrived 1991–2000	
Not married		Arrived 2001 to survey date	
6 Relationship in household	All	Note: Year of arrival collected in single years	
Family member		7B Country of birth (1)	All
Husband, wife or partner		Born in Australia	
With dependants		Born overseas	
Without dependants		Born in main English-speaking countries	
Lone parent		Born in other than main English-speaking countries	
With dependants			

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
7C Country of birth (2)	All	11 Industry cont.	All
Born in Australia		Communication services	
Born overseas		Finance and insurance	
Oceania and Antarctica		Property and business services	
North-West Europe		Government administration and defence	
Southern and Eastern Europe		Education	
North Africa and the Middle East		Health and community services	
South-East Asia		Cultural and recreational services	
North-East Asia		Personal and other services	
Southern and Central Asia		12 Whether has employees	3,4
Americas		Not applicable	
Sub-Saharan Africa		Has employees	
Other		Does not have employees	
8 Age group (years)	All	13 Whether has paid leave entitlements in main job	1,2
15-19		With paid leave entitlements	
20-24		Without paid leave entitlements	
25-34		Did not know	
35-44		14 Whether entitled to paid holiday leave	1,2
45-54		Entitled to paid holiday leave	
55-59		Not entitled to paid holiday leave	
60-64		Did not know	
65 and over		15 Whether entitled to paid sick leave	1,2
Note: Age collected in single years.		Entitled to paid sick leave	
9 Full-time or part-time status	All	Not entitled to paid sick leave	
Full-time workers		Did not know	
Part-time workers		16 Whether entitled to long service leave	1,2
10 Occupation	All	Entitled to long service leave	
Managers and administrators		Not entitled to long service leave	
Professionals		Did not know	
Associate professionals		17 Whether entitled to paid maternity/paternity leave	1,2
Tradespersons and related workers		Entitled to paid maternity/paternity leave	
Advanced clerical and service workers		Not entitled to paid maternity/paternity leave	
Intermediate clerical, sales and service workers		Did not know	
Intermediate production and transport workers		18 Whether works on a contract basis	All
Elementary clerical, sales and service workers		Works on a contract basis	
Labourers and related workers		Does not work on a contract basis	
11 Industry	All	19 Continuous duration with current employer or business	All
Agriculture, forestry and fishing		Under 1 year	
Mining		1-2 years	
Manufacturing		3-5 years	
Electricity, gas and water supply		6-10 years	
Construction		More than 10 years	
Wholesale trade			
Retail trade			
Accommodation, cafes and restaurants			
Transport and storage			

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
20 Reason expected duration with current employer or business less than 1 year	All	26 Employment type	All
Changing jobs/seeking other employment		Employee (excluding OMIEs)	
Return to study/travel/family reasons		With paid leave entitlements	
Retiring		Without paid leave entitlements	
Seasonal/temporary job/fixed contract		Owner managers of incorporated enterprises	
Employer/business closing down/downsizing		Owner managers of unincorporated enterprises	
Other		27 Hours worked in main job in the reference week	All
21 Whether employment has a set completion date or event	1,2	Worked less than 35 hours	
Set completion date		Less than 1 hour/no hours	
Set completion event		1–15	
No set completion date or event		16–19	
22 Length of set employment completion date or event	1,2	20–24	
Employment has a set completion date or event		25–29	
Under 1 year		30–34	
1–5 years		Worked 35 hours or more	
More than 5 years		35	
Employment does not have a set completion date or event		36–39	
23 Whether works on a fixed-term contract	1,2	40	
Works on a fixed-term contract		41–44	
Does not work on a fixed-term contract		45–48	
24 Whether expects contract to be renewed	1,2	49 and over	
Expects contract to be renewed		28 Educational attendance	All
Does not expect contract to be renewed		Currently a full-time student	
25 Status in employment	All	Not currently a full-time student	
Employee (including OMIEs)		Did not know	
Employer		29 Expected future duration with current employer or business	All
Own account worker		Expects to be with current employer or business in 12 months	
		Does not expect to be with current employer or business in 12 months	
		30 Whether considers job to be casual	1,2
		Considers job to be casual	
		Does not consider job to be casual	

APPENDIX 3 SUPPLEMENTARY SURVEYS

SUPPLEMENTARY SURVEYS

The Monthly Population Survey program collects data on particular aspects of the labour force. The following is an historical list of supplementary surveys to the monthly labour force survey. Data from these surveys are available on request and can be obtained by contacting the ABS.

	<i>cat. no.</i>	<i>Frequency</i>	<i>Latest issue</i>
Career Experience, Australia	6254.0	Irregular	November 2002
Career Paths of Persons with Trade Qualifications, Australia	6243.0	Discontinued	Final issue 1993
Child Care, Australia	4402.0	Irregular	June 2002
Education and Work, Australia	6227.0	Annual	May 2004
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2004
Forms of Employment, Australia	6359.0	Irregular	November 2004
Job Search Experience, Australia	6222.0	Annual	July 2004
Labour Force Experience, Australia	6206.0	Biennial	February 2003
Labour Force Status and Educational Attainment, Australia	6235.0	Discontinued	Final issue 1994
Labour Force Status and Other Characteristics of Families, Australia(a)	6224.0	Discontinued	Final issue 2000
Labour Force Status and Other Characteristics of Migrants, Australia	6250.0	Irregular	November 1999
Labour Mobility, Australia	6209.0	Biennial	February 2004
Locations of Work, Australia	6275.0	Irregular	June 2000
Multiple Jobholding, Australia(b)	6216.0	Irregular	August 1997
Participation in Education, Australia	6272.0	Discontinued	Final issue 1999
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2004
Persons Who had Re-entered the Labour Force, Australia	6264.0.40.001	Discontinued	Final issue 1995
Persons Who Have Left the Labour Force, Australia	6267.0.40.001	Discontinued	Final issue 1994
Retirement and Retirement Intentions, Australia	6238.0	Irregular	November 1997
Retrenchment and Redundancy, Australia	6266.0	Irregular	July 2001
Successful and Unsuccessful Job Search Experience, Australia	6245.0	Discontinued	Final issue 2000
Superannuation, Australia	6319.0	Discontinued	Final issue 1995
Underemployed Workers, Australia	6265.0	Annual	September 2004
Working Arrangements, Australia	6342.0	Irregular	November 2003
Work-Related Injuries, Australia	6324.0	Irregular	September 2000

(a) Latest data available June 2004, from the ABS web site cat. no. 6291.0.55.001 annual, or on request. (b) Latest data available on request July 2001.

INTRODUCTION

1 Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability. That is, they may differ from those estimates that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

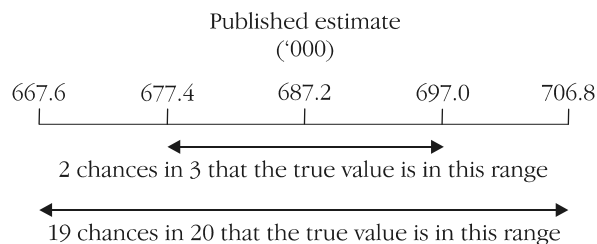
2 Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to enable readers to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to as the 'SE model', which is created using data from a number of past Labour Force Surveys. It should be noted that the SE model only gives an approximate value for the SE for any particular estimate, since there is some minor variation between SEs for different estimates of the same size.

CALCULATION OF STANDARD ERRORS

3 An example of the calculation and the use of SEs in relation to estimates of persons is as follows. Table 2 shows that the estimated number of persons in Australia who were Owner managers of incorporated enterprises was 687,200. Since this estimate is between 500,000 and 1,000,000, table T1 shows the SE for Australia will be between 8,800 and 11,550 and can be approximated by interpolation using the following general formula:

$$\begin{aligned}
 & SE \text{ of estimate} \\
 &= \text{lower SE} + \left(\left(\frac{\text{size of estimate} - \text{lower estimate}}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{upper SE} - \text{lower SE}) \right) \\
 &= 8,800 + \left(\left(\frac{687,200 - 500,000}{1,000,000 - 500,000} \right) \times (11,550 - 8,800) \right) \\
 &= 9,800 \text{ (rounded to the nearest 100)}
 \end{aligned}$$

4 Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 677,400 to 697,000, and about 19 chances in 20 that the value will fall within the range 667,600 to 706,800. This example is illustrated in the diagram below.



5 In general, the size of the SE increases as the size of the estimate increases. Conversely, the RSE decreases as the size of the estimate increases. Very small estimates are thus subject to such high RSEs that their value for most practical purposes is unreliable. In the tables in this publication, only estimates with RSEs of 25% or less are considered reliable for most purposes. Estimates with RSEs greater than 25% but less than or equal to 50% are preceded by an asterisk (e.g.*3.4) to indicate they are subject to high SEs and should be used with caution. Estimates with RSEs of greater than 50%, preceded by a double asterisk (e.g.**0.3), are considered too unreliable for general use

CALCULATION OF STANDARD ERRORS *continued*

and should only be used to aggregate with other estimates to provide derived estimates with RSEs of 25% or less.

PROPORTIONS AND PERCENTAGES

6 Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSE of a proportion is given below. This formula is only valid when x is a subset of y.

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 - [RSE(y)]^2}$$

7 Considering the example above, of the 687,200 persons who were Owner managers of incorporated enterprises, 188,900 or 27.5% were females. The SE of 188,900 may be calculated by interpolation as 6,100. To convert this to an RSE we express the SE as a percentage of the estimate, or 6,100/188,900 = 3.2%. The SE for 687,200 was calculated previously as 9,800, which converted to an RSE is 9,800/687,200 = 1.4%. Applying the above formula, the RSE of the proportion is

$$RSE = \sqrt{(3.2)^2 - (1.4)^2} = 2.9\%$$

8 Therefore, the SE for the proportion of females who were Owner managers of incorporated enterprises, is 0.8 percentage points (= (27.5/100)x2.9). Therefore, there are about two chances in three that the proportion of females who were Owner managers of incorporated enterprises is between 26.7% and 28.3% and 19 chances in 20 that the proportion is within the range 25.9% to 29.1%.

DIFFERENCES

9 Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their SEs and the relationship (correlation) between them. An approximate SE of the difference between two estimates (x-y) may be calculated by the following formula:

$$SE(x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

10 While this formula will only be exact for differences between separate and uncorrelated characteristics or subpopulations, it is expected to provide a good approximation for all differences likely to be of interest in this publication.

TECHNICAL NOTE DATA QUALITY *continued*

DIFFERENCES *continued*

T1 STANDARD ERRORS OF ESTIMATES

Size of estimates (persons)	NSW '000	Vic. '000	Qld '000	SA '000	WA '000	Tas. '000	NT '000	ACT '000	AUST.	
									SE '000	RSE %
100	90	100	180	160	160	110	100	130	80	80.0
200	160	170	260	220	220	140	130	160	140	70.0
300	220	230	310	260	260	170	160	180	190	63.3
500	330	320	390	320	340	210	190	220	270	54.0
700	420	400	460	370	390	240	220	240	350	50.0
1,000	530	500	540	420	460	280	250	270	440	44.0
1,500	690	630	650	500	550	330	300	310	580	38.7
2,000	820	750	740	570	620	370	330	350	700	35.0
2,500	950	850	800	600	700	400	350	400	800	32.0
3,000	1 050	950	900	650	750	450	400	400	900	30.0
3,500	1 150	1 000	950	700	800	450	400	450	1 000	28.6
4,000	1 250	1 100	1 000	750	850	500	450	450	1 050	26.3
5,000	1 400	1 200	1 100	850	900	550	500	500	1 200	24.0
7,000	1 650	1 400	1 300	950	1 050	600	550	550	1 450	20.7
10,000	1 950	1 700	1 500	1 100	1 200	700	600	650	1 750	17.5
15,000	2 350	2 000	1 800	1 300	1 450	800	700	750	2 150	14.3
20,000	2 700	2 250	2 050	1 450	1 600	900	800	850	2 450	12.3
30,000	3 150	2 650	2 450	1 700	1 850	1 050	950	1 000	2 950	9.8
40,000	3 500	2 900	2 750	1 900	2 100	1 200	1 050	1 100	3 350	8.4
50,000	3 800	3 150	3 000	2 100	2 250	1 300	1 100	1 250	3 700	7.4
100,000	4 750	4 000	4 000	2 750	2 900	1 700	1 450	1 650	4 850	4.9
150,000	5 350	4 600	4 750	3 250	3 350	1 950	1 650	2 000	5 600	3.7
200,000	5 900	5 150	5 300	3 650	3 750	2 150	1 800	2 300	6 250	3.1
300,000	6 900	6 100	6 250	4 300	4 300	2 500	2 100	2 750	7 250	2.4
500,000	8 550	7 700	7 650	5 250	5 050	3 050	..	3 500	8 800	1.8
1,000,000	11 950	10 800	10 050	6 850	6 350	..	..	..	11 550	1.2
2,000,000	17 600	15 650	13 100	9 000	7 800	..	..	..	15 250	0.8
5,000,000	31 550	26 900	18 450	..	..	..	..	..	23 400	0.5
10,000,000	..	..	..	..	..	..	..	..	40 950	0.4

.. not applicable

T2 LEVELS AT WHICH ESTIMATES HAVE RELATIVE STANDARD ERRORS OF 25% AND 50% (a)

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
	no.	no.	no.	no.	no.	no.	no.	no.	no.
RSE of 25%	6 200	4 700	4 100	2 500	2 900	1 200	1 000	1 100	4 600
RSE of 50%	1 200	1 000	1 200	800	900	400	300	400	700

(a) Refers to the number of persons contributing to the estimate.

GLOSSARY

Continuous duration with current employer or business	The length of the current period of employment a person has had with their employer or own business. The length of time includes periods of paid leave, unpaid leave or strike.
Contract	See 'Works on a contract basis' and 'Works on a fixed-term contract'.
Contributing family workers	A person who works without pay, in an economic enterprise operated by a relative.
Employed	Persons aged 15 and over who, during the reference week: <ul style="list-style-type: none">■ worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or■ were employees who had a job but were not at work and were:<ul style="list-style-type: none">■ away from work for less than four weeks up to the end of the reference week; or■ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or■ away from work as a standard work or shift arrangement; or■ on strike or locked out; or■ on workers' compensation and expected to return to their job; or■ were employers or own account workers who had a job, business or farm, but were not at work.
Employees	Contributing family workers in their main job are excluded from the scope of FOES. Persons who: <ul style="list-style-type: none">■ work for a public or private employer; and■ receive remuneration in wages, salary, or are paid a retainer fee by their employer and work on a commission basis, or for tips or piece-rates or payment in kind; or■ operate their own incorporated enterprise with or without hiring employees.
Employees (excluding OMIEs) with paid leave entitlements	Employees excluding Owner managers of incorporated enterprises, who were entitled to either paid sick leave or paid holiday leave (or both).
Employees (excluding OMIEs) without paid leave entitlements	Employees excluding Owner managers of incorporated enterprises, who were not entitled to, or did not know whether they were entitled to, paid sick and paid holiday leave.
Employment types	Classification of employed persons according to the following employment type categories on the basis of their main job (that is, the job in which they usually work the most hours): Employees <ul style="list-style-type: none">■ with paid leave entitlements■ without paid leave entitlements■ Owner managers of incorporated enterprises. Owner managers of unincorporated enterprises.
Fixed-term contract	See 'Works on a fixed-term contract'.
Full-time workers	Employed persons who usually worked 35 hours or more a week (in all jobs) and those who, although usually worked less than 35 hours a week, worked 35 hours or more during the reference week.
Holiday leave	Provision by an employer of paid holiday, vacation or recreation leave.
Hours worked	The number of hours actually worked in main job during the reference week.
Incorporated enterprise	An enterprise which is registered as a separate legal entity to its members or owners. Also known as a limited liability company.

GLOSSARY *continued*

Industry	Classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993</i> (cat. no. 1292.0). In this publication, industry relates to the main job and is shown at the ANZSIC Division level.
Long Service Leave	Provision by an employer or industry body of long service leave.
Main English-speaking countries	Comprises the United Kingdom, Ireland, Canada, South Africa, the United States of America and New Zealand.
Main job	The job in which most hours were usually worked.
Maternity/paternity leave	The entitlement of an employee to paid maternity/paternity leave.
Occupation	Classified according to <i>ASCO — Australian Standard Classification of Occupations, Second Edition</i> (cat. no. 1220.0). In this publication, occupation relates to the main job and is shown at the Major Group level.
Owner managers	Persons who work in their own business, with or without employees, whether or not the business is of limited liability.
Owner managers of incorporated enterprises	Persons who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company).
Owner managers of unincorporated enterprises	Persons who operate their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession.
Part-time workers	Employed persons who usually worked less than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work during the reference week.
Self-identified casuals	Employees (excluding Owner managers of incorporated enterprises) who identified themselves as casual.
Sick leave	Provision by an employer of paid sick leave.
Unincorporated enterprise	A business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred.
Works on a contract basis	Employed persons who were engaged by an organisation to provide a particular service or undertake a particular task at an agreed price or rate, and generally for a specified period.
Works on a fixed-term contract	Employees with a contract of employment which specifies that the employment will be terminated on a particular date or on completion of a specific task.

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