

**FORMS OF EMPLOYMENT**

AUSTRALIA

EMBARGO: 11.30AM (CANBERRA TIME) FRI 19 APR 2013

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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 Supplementary Survey Section on Canberra (02) 6252 7206, email <labour.statistics@abs.gov.au>.

# NOTES

## ABOUT THIS PUBLICATION

This publication presents information about the nature of employment arrangements in the Australian workforce. It also presents information about different types of employment which can be cross-classified by characteristics such as hours worked, industry, occupation, and demographic characteristics.

The statistics in this publication were compiled from data collected in the Forms of Employment Survey, conducted throughout Australia in November 2012 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 people, except those who were contributing family workers in their main job.

## ROUNDING

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



## ABBREVIATIONS

'000	thousand
ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ERP	estimated resident population
FOES	Forms of Employment Survey
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

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# CONCEPTUAL FRAMEWORK

## INTRODUCTION

Australia's workforce is diverse. There is diversity in employment arrangements, flexible working time patterns, and in the extent of part-time and casual employment. The rate of casual employment (those without either paid sick leave and paid holiday leave entitlements) has remained relatively steady over the last 10 years.

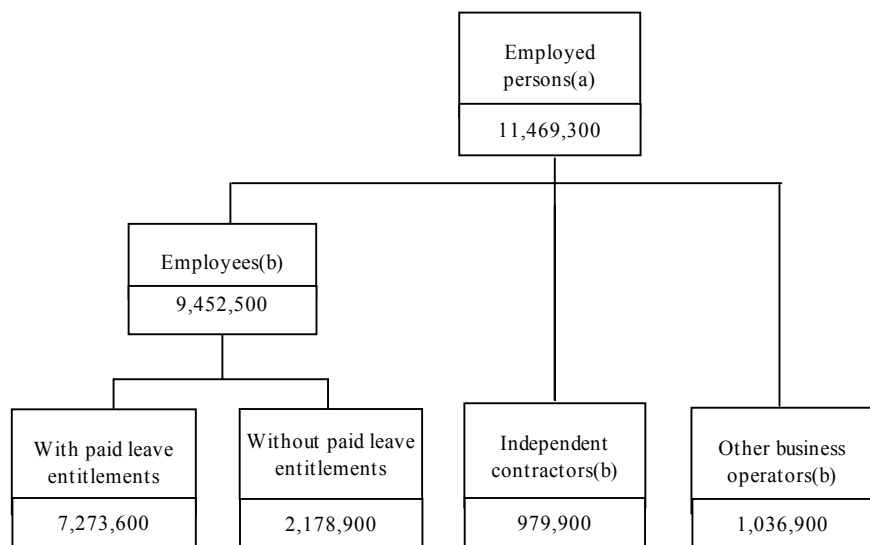
The Forms of Employment Survey (FOES) provides information on some of the key factors relating to the nature of employment arrangements in the Australian labour market. The survey also describes some of the employment and demographic characteristics of people in different forms of employment.

## THE FORM OF EMPLOYMENT FRAMEWORK

This conceptual framework classifies jobholders to a 'Form of employment' on the basis of their main job, that is, the job in which they usually worked the most hours. The form of employment category groups are:

- Employees;
- Independent contractors; and
- Other business operators.

Employees are then further classified according to whether they had paid leave entitlements, that is, whether they had paid sick and/or paid holiday leave.



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

(b) In main job.

Employees in the Forms of Employment survey are defined as people who work for a public or private employer and receive remuneration as wages or salary. Employees are engaged under a contract of service (an employment contract) and take directions from their employer/supervisor/manager/foreman on how the work is performed. This definition of employees is different from that used in the monthly Labour Force Survey and other ABS household surveys (see Glossary and Appendix 1).

Independent contractors are defined as people who operate their own business and who are contracted to perform services for others without having the legal status of an employee, i.e. people who are engaged by a client, rather than an employer to undertake the work. Independent contractors are engaged under a contract for services

## CONCEPTUAL FRAMEWORK *continued*

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### THE FORM OF EMPLOYMENT FRAMEWORK *continued*

(a commercial contract), whereas employees are engaged under a contract of service (an employment contract). Independent contractors' employment may take a variety of forms, for example, they may have a direct relationship with a client or they may work through an intermediary. Independent contractors may have employees, however they spend most of their time directly engaged with clients or on client tasks, rather than managing their staff.

Other business operators are defined as people who operate their own business, with or without employees, but who are not operating as independent contractors. Other business operators are distinguished from independent contractors in that they generally generate their income from managing their staff or from selling goods or services to the public, rather than providing a labour service directly to a client. Other business operators spend little time working on client tasks with most of their time spent on managing their employees and/or business.

## SUMMARY OF FINDINGS

### OVERVIEW

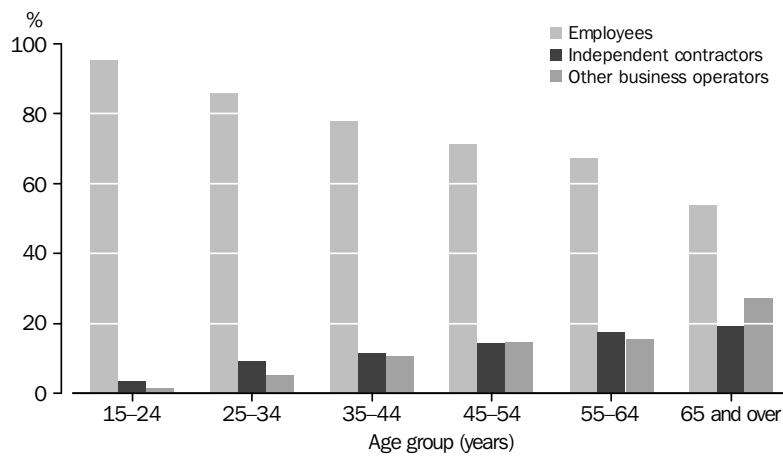
In November 2012, the Forms of Employment Survey (FOES) found there were nearly 11.5 million employed persons aged 15 years and over.<sup>1</sup> Of these, 7.3 million (63%) were employees with paid leave entitlements in their main job, that is, they were entitled to paid sick and/or paid holiday leave. Of the remaining employed persons:

- nearly 2.2 million were employees without paid leave entitlements (19%);
- 980,000 were independent contractors (9%); and
- just over 1.0 million were other business operators (9%) (Table 1).

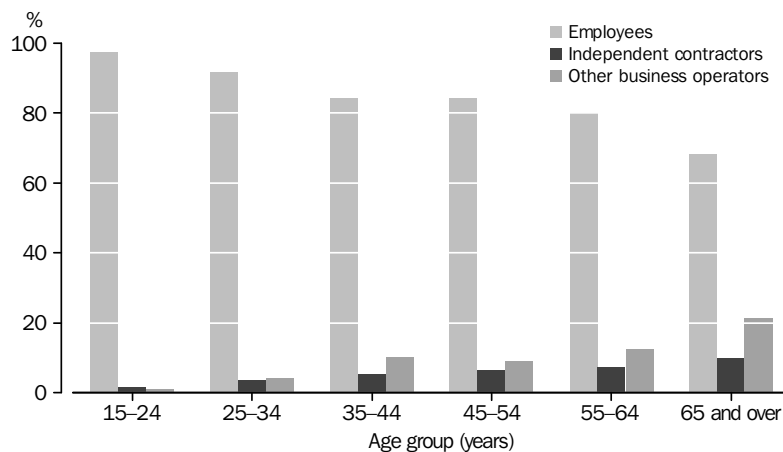
### ALL EMPLOYED PERSONS

Employed men were more likely than women to be independent contractors (12% compared to 5%) or other business operators (10% compared to 8%). As a result, employed women were more likely to be employees (87% compared to 78% for males).

FORM OF EMPLOYMENT, By age group (years)—Males, 2012



FORM OF EMPLOYMENT, By age group (years)—Females, 2012



## SUMMARY OF FINDINGS *continued*

### ALL EMPLOYED PERSONS *continued*

Younger persons were most likely to be employees rather than independent contractors or other business operators. As age increases, generally the proportion of employees decreases, while the proportion of independent contractors and other business operators increase. However, being an employee was the most common form of employment for employed persons for all age ranges. For example:

- 96% of employed persons aged 15–24 years were employees, 3% were independent contractors and 1% were other business operators;
- 79% of employed persons aged 35–54 years were employees, 10% were independent contractors and 11% were other business operators; and
- 59% of employed persons aged 65 years and over were employees, 16% were independent contractors and 25% were other business operators (Table 3).

### EMPLOYEES

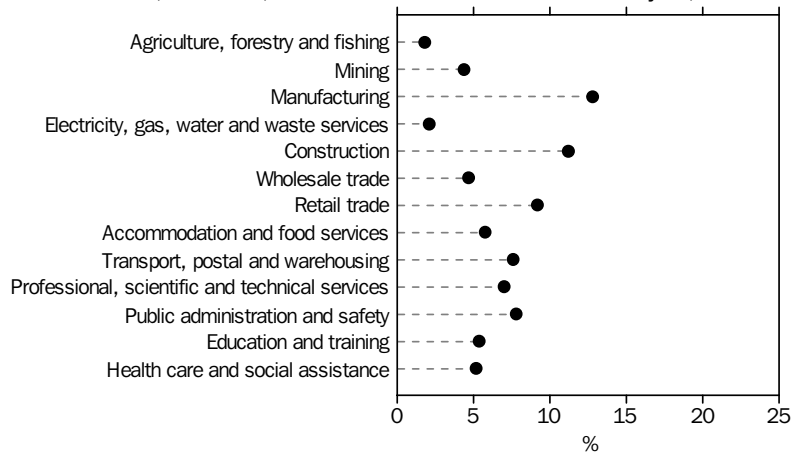
Of the 9.5 million persons who were employees, 52% were male.

Of the 7.3 million employees with paid leave entitlements, 54% were male (Table 1).

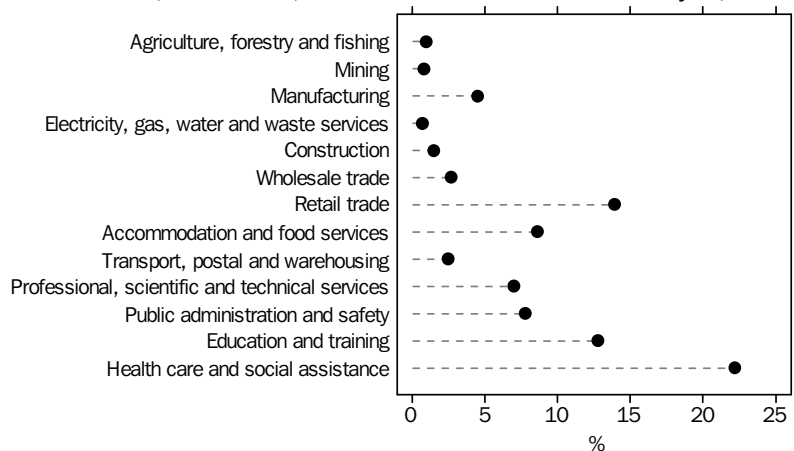
Four out of five (80%) male employees had paid leave entitlements, compared to three out of four female employees (74%) (Table 7).

### Industry

#### EMPLOYEES, MALES, Selected industries of main job, 2012



#### EMPLOYEES, FEMALES, Selected industries of main job, 2012



## SUMMARY OF FINDINGS *continued*

### *Industry continued*

For males, the industry division with the most employees was Manufacturing (13%) followed by Construction (11%). However for females, the industry division with the most employees was Health care and social assistance (22%), followed by Retail trade (14%), and Education and training (13%) (Table 4).

The industry divisions with the highest proportion of males and females with paid leave entitlements were Financial and insurance services, and Mining (93% for both males and females in both industries). The industry division with the lowest proportion of males and females with paid leave entitlements was Accommodation and food services (42% and 32% respectively) (Table 7).

### *Occupation*

Male employees were most likely to be in the occupations Technicians and trade workers (22%), and Professionals (19%). In contrast half of all female employees were concentrated in two occupations – Professionals (26%) and Clerical and administrative workers (24%) (Table 4).

For both male and female employees, the occupation group with the highest proportion of paid leave entitlements was Managers (95% and 91% respectively). This was followed by Professionals for both males and females (92% and 89% respectively).

The occupation group with the lowest proportion of male employees with paid leave entitlements was Labourers (56%). By comparison, for females it was the occupations of Sales workers, and Labourers (both 49%) (Table 7).

### *Full-time/Part-time Status*

An estimated 6.6 million (70%) employees worked full-time in their main job. Most employees who worked full-time in their main job had paid leave entitlements (90%). By comparison, of the 2.8 million part-time employees, less than half (47%) had paid leave entitlements (Table 7).

### *Other employment characteristics*

Other characteristics of employees in November 2012 included:

- 22% had been with their current employer for less than one year, while 21% had been with their current employer for 10 years or more (Table 2);
- 19% were aged 15–24 years, and 15% were aged 55 years and over (Table 3);
- 39% had some say in their start and finish times (Table 5);
- 69% worked weekdays only in their job/s<sup>2</sup>, while a further 30% worked both weekdays and weekends (Table 5); and
- Only 4% worked on a fixed-term contract, of whom 53% were in the occupation of Professionals (Table 6).

### INDEPENDENT CONTRACTORS

There were 980,000 persons who were independent contractors in their main job in November 2012. Independent contractors made up 9% of all employed people. The number of independent contractors had declined by 47,000 since November 2011, after a decline of 83,600 between 2010 and 2011 (Table 1).

The decrease was mostly driven by the decline in the number of male contractors between 2010 and 2012, down from 824,400 to 716,500 or 13%. In contrast, over the same period female contractors had declined from 286,100 to 263,400 (8%).

## SUMMARY OF FINDINGS *continued*

### Hours Worked

Nearly three-quarters (73%) of independent contractors were male. Almost half (47%) of all independent contractors worked 40 hours or more in their main job in the week before they were interviewed (56% of males and 23% of females). While male independent contractors were more likely to have worked 40 hours or more compared to male employees (56% compared to 50%), female independent contractors were not more likely to have worked 40 hours or more than female employees (23% compared to 25%) (Table 2).

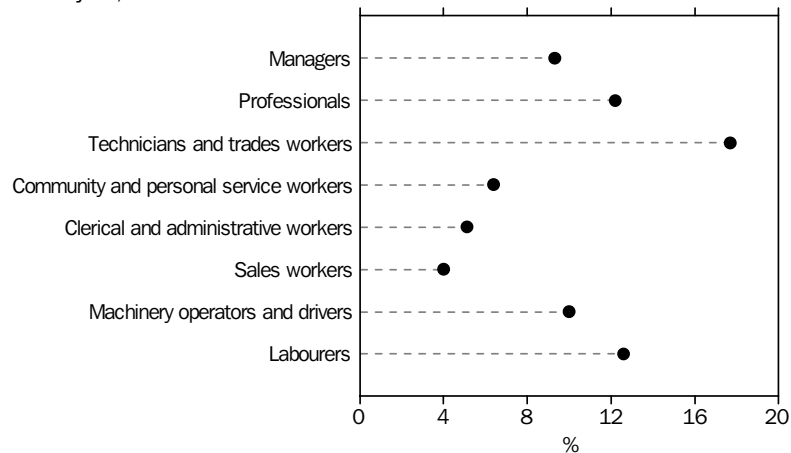
Male independent contractors were more likely to have worked longer hours than females. For example, 29% of male independent contractors worked 49 hours or more in their main job in the week before interview, compared with 12% of female independent contractors. This was higher than for employees (18% of men and 6% of women) (Table 2).

### Industry

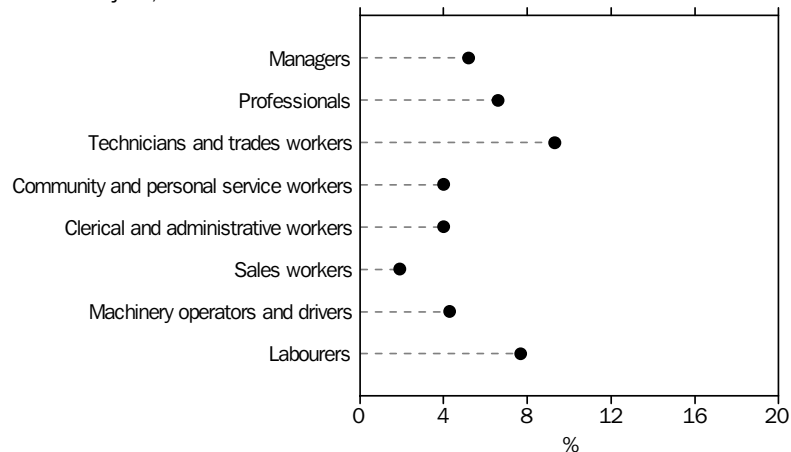
Independent contractors were most prevalent in the Construction industry (29%) followed by the Administrative and support services industry (21%). The industries with the highest proportion of male independent contractors were Construction (31%), followed by Administrative and support services (25%). These industries also had the highest proportion of female independent contractors (17% for both) (Table 4).

### Occupation

PROPORTION OF INDEPENDENT CONTRACTORS, MALES, Occupation of main job, 2012



PROPORTION OF INDEPENDENT CONTRACTORS, FEMALES, Occupation of main job, 2012





## SUMMARY OF FINDINGS *continued*

### *Occupation continued*

For males, the occupations with the highest proportion of independent contractors were Technicians and trades workers (18%), followed by Labourers (13%) and Professionals (12%). These were also the same occupations for woman, but at lower rates (9%, 8% and 7% respectively) (Table 4).

### *Other employment characteristics*

Three-quarters (76%) of independent contractors were usually able to work on more than one active contract at a time, however only just under half (48%) of all independent contractors had more than one active contract in the week before interview (Table 10).

Other characteristics of independent contractors in November 2012 included:

- 61% had authority over their own work (62% of males and 58% of females) (Table 10);
- 63% were able to (sub)contract their own work (66% of males and 57% of females);
- 80% had no employees (77% of males and 86% of females) (Table 10);
- 14% had been with their current business for less than one year, while 37% had been with their current business for 10 years or more (Table 2);
- 83% had some say in their start or finish times (Table 5); and
- 58% usually only worked weekdays in all of their job/s<sup>2</sup>, while a further 42% usually worked on both weekdays and weekends (Table 5).

### OTHER BUSINESS OPERATORS

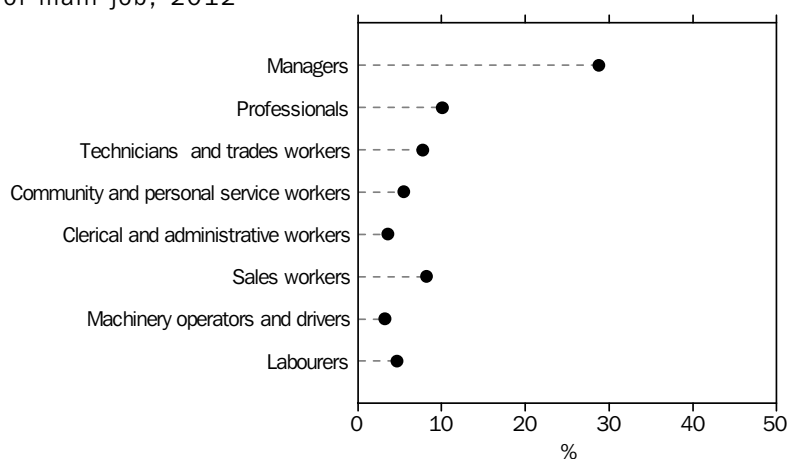
There were just over 1.0 million other business operators in November 2012 or 9% of employed persons, of whom 61% were male (Table 1).

### *Industry*

Half of those employed in the Agriculture, forestry and fishing industry were other business operators (49% of males and 52% of females) (Table 4).

### *Occupation*

PROPORTION OF OTHER BUSINESS OPERATORS, MALES, Occupation of main job, 2012



## SUMMARY OF FINDINGS *continued*

### *Occupation continued*

#### PROPORTION OF OTHER BUSINESS OPERATORS, FEMALES, Occupation of main job, 2012



The most common occupation of other business operators for both males and females was Managers (43% and 31% respectively) (Table 4). This is in line with the definition of other business operators – that they operate their own business and generally generate their income from managing their staff or selling goods or services to the public.

Over a quarter of all managers were other business operators (29% of males and 25% of females) (Table 4).

### *Other employment characteristics*

Other characteristics of other business operators in November 2012 included:

- 57% actually worked 40 hours or more in their main job in the reference week (71% of males and 34% of females), while almost two-thirds (65%) of these actually worked 49 or more hours in the reference week (Table 2);
- 8% had been in their current business for less than one year, while almost half (49%) had been with their current business for 10 years or more (Table 2);
- 87% had some say in their start or finish times (Table 5); and
- 46% usually only worked weekdays in all of their job/s<sup>2</sup>, while a further 53% worked on both weekdays and weekends (Table 5).

### END NOTE

1. Excluding contributing family workers.
2. See paragraph 19 of the Explanatory Notes for more information.

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	<u>November 2009</u>		<u>November 2010</u>		<u>November 2011</u>		<u>November 2012</u>	
	'000	%	'000	%	'000	%	'000	%
MALES								
Employees	4 430.0	76.3	4 719.9	76.2	4 797.1	77.6	4 886.3	78.4
With paid leave entitlements	3 518.2	60.6	3 758.0	60.7	3 811.4	61.6	3 913.1	62.8
Without paid leave entitlements	911.8	15.7	961.9	15.5	985.7	15.9	973.2	15.6
Independent contractors	772.1	13.3	824.4	13.3	745.3	12.0	716.5	11.5
Other business operators	601.5	10.4	648.1	10.5	642.9	10.4	629.1	10.1
<b>Total</b>	<b>5 803.6</b>	<b>100.0</b>	<b>6 192.4</b>	<b>100.0</b>	<b>6 185.3</b>	<b>100.0</b>	<b>6 231.8</b>	<b>100.0</b>
FEMALES								
Employees	4 230.9	87.0	4 445.8	86.6	4 489.2	86.9	4 566.2	87.2
With paid leave entitlements	3 027.6	62.3	3 217.5	62.7	3 278.0	63.4	3 360.5	64.2
Without paid leave entitlements	1 203.3	24.8	1 228.4	23.9	1 211.1	23.4	1 205.7	23.0
Independent contractors	256.9	5.3	286.1	5.6	281.6	5.4	263.4	5.0
Other business operators	373.5	7.7	398.9	7.8	397.4	7.7	407.8	7.8
<b>Total</b>	<b>4 861.3</b>	<b>100.0</b>	<b>5 130.9</b>	<b>100.0</b>	<b>5 168.2</b>	<b>100.0</b>	<b>5 237.4</b>	<b>100.0</b>
PERSONS								
Employees	8 660.9	81.2	9 165.7	80.9	9 286.2	81.8	9 452.5	82.4
With paid leave entitlements	6 545.9	61.4	6 975.5	61.6	7 089.4	62.4	7 273.6	63.4
Without paid leave entitlements	2 115.1	19.8	2 190.2	19.3	2 196.8	19.3	2 178.9	19.0
Independent contractors	1 029.0	9.6	1 110.5	9.8	1 026.9	9.0	979.9	8.5
Other business operators	975.0	9.1	1 047.0	9.2	1 040.3	9.2	1 036.9	9.0
<b>Total</b>	<b>10 664.9</b>	<b>100.0</b>	<b>11 323.2</b>	<b>100.0</b>	<b>11 353.4</b>	<b>100.0</b>	<b>11 469.3</b>	<b>100.0</b>

EMPLOYED PERSONS, Form of employment in main job—By hours actually worked in main job and other employment characteristics—By sex

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
MALES							
Hours actually worked in main job							
Less than 1 hour/no hours	277.1	39.2	21.5	337.8	5.7	5.5	3.4
1–14	280.2	56.5	29.2	365.9	5.7	7.9	4.6
15–19	152.1	33.0	11.5	196.7	3.1	4.6	1.8
20–24	275.1	37.3	27.7	340.1	5.6	5.2	4.4
25–29	122.7	24.8	18.6	166.2	2.5	3.5	3.0
30–34	385.0	60.9	33.4	479.3	7.9	8.5	5.3
35	88.3	26.1	18.5	132.8	1.8	3.6	2.9
36–39	842.4	36.4	18.8	897.6	17.2	5.1	3.0
40	861.4	118.8	76.5	1 056.7	17.6	16.6	12.2
41–44	254.0	19.2	14.9	288.1	5.2	2.7	2.4
45–48	463.6	58.9	51.2	573.6	9.5	8.2	8.1
49 or more	884.4	205.4	307.1	1 396.9	18.1	28.7	48.8
Continuous duration with current employer/business in main job							
Fewer than 12 months	1 080.8	90.9	48.2	1 220.0	22.1	12.7	7.7
Under 3 months	300.2	27.2	11.8	339.2	6.1	3.8	1.9
3 and under 6 months	311.1	26.1	11.7	349.0	6.4	3.6	1.9
6 and under 12 months	469.5	37.6	24.7	531.8	9.6	5.3	3.9
1–2 years	1 153.1	116.0	62.8	1 331.9	23.6	16.2	10.0
3–5 years	1 026.4	133.5	101.0	1 260.9	21.0	18.6	16.1
6–9 years	568.4	93.4	83.5	745.3	11.6	13.0	13.3
10–19 years	658.6	143.7	149.1	951.3	13.5	20.1	23.7
20 years and over	399.1	139.0	184.5	722.6	8.2	19.4	29.3
Expected future duration with current employer/business in main job							
Expected to be with current employer or business in 12 months	4 445.6	671.1	606.5	5 723.2	91.0	93.7	96.4
Did not expect to be with current employer or business in 12 months	440.7	45.3	22.6	508.7	9.0	6.3	3.6
<i>Total</i>	<i>4 886.3</i>	<i>716.5</i>	<i>629.1</i>	<i>6 231.8</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>

EMPLOYED PERSONS, Form of employment in main job—By hours actually worked in main job and other employment characteristics—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
FEMALES							
Hours actually worked in main job							
Less than 1 hour/no hours	330.0	21.3	24.5	375.8	7.2	8.1	6.0
1–14	591.0	69.5	81.4	741.9	12.9	26.4	20.0
15–19	379.3	20.2	32.6	432.1	8.3	7.7	8.0
20–24	520.2	35.4	44.5	600.1	11.4	13.4	10.9
25–29	270.5	18.2	24.2	313.0	5.9	6.9	5.9
30–34	505.9	20.9	34.4	561.2	11.1	7.9	8.4
35	130.7	7.6	19.0	157.3	2.9	2.9	4.7
36–39	715.6	9.3	10.3	735.2	15.7	3.5	2.5
40	530.3	18.2	39.2	587.7	11.6	6.9	9.6
41–44	152.7	*2.7	7.0	162.5	3.3	*1.0	1.7
45–48	184.0	9.3	17.5	210.8	4.0	3.5	4.3
49 or more	255.8	30.8	73.3	359.9	5.6	11.7	18.0
Continuous duration with current employer/business in main job							
Fewer than 12 months	1 015.0	48.9	37.1	1 101.0	22.2	18.6	9.1
Under 3 months	269.6	12.1	10.8	292.4	5.9	4.6	2.6
3 and under 6 months	275.6	12.2	9.9	297.7	6.0	4.6	2.4
6 and under 12 months	469.8	24.6	16.5	510.8	10.3	9.4	4.0
1–2 years	1 042.0	48.9	51.6	1 142.5	22.8	18.6	12.7
3–5 years	984.4	53.6	84.3	1 122.3	21.6	20.4	20.7
6–9 years	577.0	33.5	62.8	673.3	12.6	12.7	15.4
10–19 years	631.7	49.4	94.9	776.0	13.8	18.8	23.3
20 years and over	316.2	29.0	77.0	422.2	6.9	11.0	18.9
Expected future duration with current employer/business in main job							
Expected to be with current employer or business in 12 months	4 121.3	246.3	384.4	4 752.0	90.3	93.5	94.3
Did not expect to be with current employer or business in 12 months	444.9	17.1	23.4	485.4	9.7	6.5	5.7
<b>Total</b>	<b>4 566.2</b>	<b>263.4</b>	<b>407.8</b>	<b>5 237.4</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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

EMPLOYED PERSONS, Form of employment in main job—By hours actually worked in main job and other employment characteristics—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
PERSONS							
Hours actually worked in main job							
Less than 1 hour/no hours	607.1	60.5	46.0	713.6	6.4	6.2	4.4
1–14	871.2	126.0	110.6	1 107.9	9.2	12.9	10.7
15–19	531.5	53.2	44.0	628.8	5.6	5.4	4.2
20–24	795.4	72.7	72.2	940.2	8.4	7.4	7.0
25–29	393.3	43.0	42.8	479.1	4.2	4.4	4.1
30–34	890.9	81.8	67.8	1 040.6	9.4	8.4	6.5
35	218.9	33.7	37.5	290.1	2.3	3.4	3.6
36–39	1 558.0	45.7	29.1	1 632.8	16.5	4.7	2.8
40	1 391.6	137.1	115.8	1 644.5	14.7	14.0	11.2
41–44	406.8	21.9	21.9	450.5	4.3	2.2	2.1
45–48	647.6	68.2	68.7	784.4	6.9	7.0	6.6
49 or more	1 140.1	236.3	380.5	1 756.8	12.1	24.1	36.7
Continuous duration with current employer/business in main job							
Fewer than 12 months	2 095.7	139.9	85.4	2 321.0	22.2	14.3	8.2
Under 3 months	569.8	39.3	22.5	631.6	6.0	4.0	2.2
3 and under 6 months	586.7	38.4	21.6	646.7	6.2	3.9	2.1
6 and under 12 months	939.2	62.3	41.2	1 042.7	9.9	6.4	4.0
1–2 years	2 195.0	165.0	114.4	2 474.4	23.2	16.8	11.0
3–5 years	2 010.8	187.1	185.4	2 383.2	21.3	19.1	17.9
6–9 years	1 145.4	126.9	146.3	1 418.6	12.1	12.9	14.1
10–19 years	1 290.3	193.1	244.0	1 727.3	13.7	19.7	23.5
20 years and over	715.2	168.0	261.6	1 144.8	7.6	17.1	25.2
Expected future duration with current employer/business in main job							
Expected to be with current employer or business in 12 months	8 566.8	917.4	990.9	10 475.2	90.6	93.6	95.6
Did not expect to be with current employer or business in 12 months	885.6	62.5	46.0	994.1	9.4	6.4	4.4
<b>Total</b>	<b>9 452.5</b>	<b>979.9</b>	<b>1 036.9</b>	<b>11 469.3</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

EMPLOYED PERSONS, Form of employment in main job—By selected personal characteristics—By sex

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
MALES							
Relationship in household							
Family member	4 034.2	601.3	568.8	5 204.3	82.6	83.9	90.4
Husband, wife or partner	3 005.7	537.5	530.2	4 073.3	61.5	75.0	84.3
With dependants	1 646.1	283.3	284.7	2 214.1	33.7	39.5	45.3
Without dependants	1 359.6	254.2	245.5	1 859.2	27.8	35.5	39.0
Lone parent	83.6	16.4	13.9	113.8	1.7	2.3	2.2
With dependants	55.0	10.6	9.4	75.0	1.1	1.5	1.5
Without dependants	28.6	*5.7	*4.5	38.8	0.6	*0.8	*0.7
Dependent student	204.6	*3.0	**1.6	209.3	4.2	*0.4	**0.3
Non-dependent child	620.4	35.4	15.6	671.5	12.7	4.9	2.5
Other family person	119.9	9.0	7.5	136.4	2.5	1.3	1.2
Non-family member	800.4	105.6	55.3	961.4	16.4	14.7	8.8
Lone person	469.7	72.8	43.7	586.2	9.6	10.2	7.0
Not living alone	330.8	32.7	11.6	375.1	6.8	4.6	1.8
Relationship not determined	51.6	9.6	*5.0	66.1	1.1	1.3	*0.8
Age group (years)							
15–19	302.7	*6.0	*1.8	310.4	6.2	*0.8	*0.3
20–24	597.4	27.2	11.2	635.9	12.2	3.8	1.8
25–34	1 231.0	131.9	71.9	1 434.9	25.2	18.4	11.4
35–44	1 098.3	161.5	150.1	1 409.9	22.5	22.5	23.9
45–54	925.6	186.2	189.4	1 301.2	18.9	26.0	30.1
55–59	355.4	88.4	71.5	515.3	7.3	12.3	11.4
60–64	244.3	68.4	66.8	379.6	5.0	9.5	10.6
65 and over	131.4	47.0	66.3	244.7	2.7	6.6	10.5
Country of birth							
Born in Australia	3 490.2	489.9	458.2	4 438.2	71.4	68.4	72.8
Born overseas	1 396.1	226.6	170.9	1 793.6	28.6	31.6	27.2
Born in main English-speaking Countries	566.3	99.3	56.3	721.9	11.6	13.9	8.9
Born in other than main English-speaking countries	829.5	126.7	114.6	1 070.8	17.0	17.7	18.2
State or territory of usual residence							
New South Wales	1 519.2	221.9	214.9	1 956.0	31.1	31.0	34.2
Victoria	1 183.5	187.2	172.7	1 543.5	24.2	26.1	27.5
Queensland	1 007.2	149.3	110.7	1 267.2	20.6	20.8	17.6
South Australia	344.6	43.2	49.2	437.0	7.1	6.0	7.8
Western Australia	583.9	85.2	59.5	728.6	11.9	11.9	9.5
Tasmania	96.5	14.8	12.3	123.6	2.0	2.1	2.0
Northern Territory	58.2	7.0	2.7	68.0	1.2	1.0	0.4
Australian Capital Territory	93.1	7.7	7.1	107.9	1.9	1.1	1.1
<i>Total(a)</i>	4 886.3	716.5	629.1	6 231.8	100.0	100.0	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

(a) Includes persons whose country of birth was inadequately described.



EMPLOYED PERSONS, Form of employment in main job—By selected personal characteristics—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
FEMALES							
Relationship in household							
Family member	3 893.0	221.4	371.7	4 486.0	85.3	84.0	91.1
Husband, wife or partner	2 697.0	185.0	338.4	3 220.4	59.1	70.2	83.0
With dependants	1 313.0	95.0	185.8	1 593.8	28.8	36.0	45.6
Without dependants	1 384.0	90.0	152.6	1 626.6	30.3	34.2	37.4
Lone parent	375.7	21.9	19.0	416.5	8.2	8.3	4.7
With dependants	284.6	17.9	14.6	317.1	6.2	6.8	3.6
Without dependants	91.1	*3.9	*4.4	99.4	2.0	*1.5	*1.1
Dependent student	292.8	*2.9	*1.9	297.6	6.4	*1.1	*0.5
Non-dependent child	433.3	10.2	10.4	453.9	9.5	3.9	2.5
Other family person	94.1	**1.4	*2.1	97.6	2.1	**0.5	*0.5
Non-family member	632.4	38.0	31.1	701.5	13.8	14.4	7.6
Lone person	398.5	25.5	26.8	450.9	8.7	9.7	6.6
Not living alone	233.8	12.4	*4.3	250.6	5.1	4.7	*1.1
Relationship not determined	40.8	*4.1	*5.1	49.9	0.9	*1.5	*1.2
Age group (years)							
15–19	335.2	*2.9	**1.6	339.8	7.3	*1.1	**0.4
20–24	532.6	10.1	8.6	551.3	11.7	3.8	2.1
25–34	1 070.8	44.4	51.9	1 167.1	23.5	16.9	12.7
35–44	990.6	64.5	121.4	1 176.5	21.7	24.5	29.8
45–54	975.3	76.3	106.7	1 158.3	21.4	29.0	26.2
55–59	352.6	30.4	47.9	430.9	7.7	11.5	11.8
60–64	214.7	20.9	40.1	275.7	4.7	7.9	9.8
65 and over	94.3	13.8	29.6	137.8	2.1	5.3	7.3
Country of birth							
Born in Australia	3 334.5	183.8	300.4	3 818.7	73.0	69.8	73.7
Born overseas	1 231.7	79.6	107.5	1 418.7	27.0	30.2	26.3
Born in main English-speaking Countries	489.6	36.6	39.5	565.7	10.7	13.9	9.7
Born in other than main English-speaking countries	741.6	43.0	67.9	852.5	16.2	16.3	16.7
State or territory of usual residence							
New South Wales	1 434.7	72.1	135.6	1 642.4	31.4	27.4	33.2
Victoria	1 135.5	71.8	103.9	1 311.2	24.9	27.3	25.5
Queensland	915.6	71.2	80.6	1 067.4	20.1	27.0	19.8
South Australia	332.5	13.4	30.8	376.7	7.3	5.1	7.6
Western Australia	507.2	25.0	41.8	573.9	11.1	9.5	10.2
Tasmania	92.9	5.7	7.7	106.2	2.0	2.1	1.9
Northern Territory	53.8	2.2	3.3	59.3	1.2	0.8	0.8
Australian Capital Territory	94.0	2.1	4.2	100.3	2.1	0.8	1.0
<i>Total(a)</i>	4 566.2	263.4	407.8	5 237.4	100.0	100.0	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

(a) Includes persons whose country of birth was inadequately described.

EMPLOYED PERSONS, Form of employment in main job—By selected personal characteristics—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
PERSONS							
Relationship in household							
Family member	7 927.2	822.7	940.4	9 690.4	83.9	84.0	90.7
Husband, wife or partner	5 702.7	722.5	868.5	7 293.7	60.3	73.7	83.8
With dependants	2 959.1	378.3	470.5	3 807.9	31.3	38.6	45.4
Without dependants	2 743.6	344.2	398.0	3 485.8	29.0	35.1	38.4
Lone parent	459.3	38.2	32.9	530.4	4.9	3.9	3.2
With dependants	339.6	28.5	24.0	392.1	3.6	2.9	2.3
Without dependants	119.7	9.7	8.8	138.2	1.3	1.0	0.9
Dependent student	497.4	*6.0	*3.5	506.9	5.3	*0.6	*0.3
Non-dependent child	1 053.8	45.7	26.0	1 125.4	11.1	4.7	2.5
Other family person	214.1	10.4	9.6	234.0	2.3	1.1	0.9
Non-family member	1 432.8	143.6	86.5	1 662.8	15.2	14.6	8.3
Lone person	868.2	98.4	70.6	1 037.1	9.2	10.0	6.8
Not living alone	564.6	45.2	15.9	625.7	6.0	4.6	1.5
Relationship not determined	92.4	13.6	10.0	116.1	1.0	1.4	1.0
Age group (years)							
15–19	637.9	8.9	*3.4	650.2	6.7	0.9	*0.3
20–24	1 130.0	37.3	19.8	1 187.1	12.0	3.8	1.9
25–34	2 301.8	176.3	123.9	2 602.0	24.4	18.0	11.9
35–44	2 089.0	226.0	271.5	2 586.4	22.1	23.1	26.2
45–54	1 900.9	262.5	296.1	2 459.5	20.1	26.8	28.6
55–59	708.1	118.7	119.4	946.3	7.5	12.1	11.5
60–64	459.0	89.3	106.9	655.3	4.9	9.1	10.3
65 and over	225.7	60.8	95.9	382.4	2.4	6.2	9.3
Country of birth							
Born in Australia	6 824.6	673.7	758.6	8 257.0	72.2	68.8	73.2
Born overseas	2 627.8	306.2	278.3	3 212.3	27.8	31.2	26.8
Born in main English-speaking Countries	1 055.9	136.0	95.8	1 287.7	11.2	13.9	9.2
Born in other than main English-speaking countries	1 571.1	169.7	182.5	1 923.3	16.6	17.3	17.6
State or territory of usual residence							
New South Wales	2 954.0	294.0	350.5	3 598.4	31.3	30.0	33.8
Victoria	2 319.0	259.1	276.6	2 854.7	24.5	26.4	26.7
Queensland	1 922.8	220.6	191.4	2 334.7	20.3	22.5	18.5
South Australia	677.1	56.6	80.0	813.8	7.2	5.8	7.7
Western Australia	1 091.0	110.2	101.3	1 302.4	11.5	11.2	9.8
Tasmania	189.3	20.5	19.9	229.8	2.0	2.1	1.9
Northern Territory	112.0	9.2	6.0	127.3	1.2	0.9	0.6
Australian Capital Territory	187.1	9.8	11.3	208.2	2.0	1.0	1.1
<b>Total (a)</b>	<b>9 452.5</b>	<b>979.9</b>	<b>1 036.9</b>	<b>11 469.3</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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

(a) Includes persons whose country of birth was inadequately described.

EMPLOYED PERSONS, Form of employment in main job—By industry and occupation of main job—By sex

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators	Total
	'000	'000	'000	'000	%	%	%	%
MALES								
Industry of main job								
Agriculture, forestry and fishing	86.7	22.8	106.1	215.6	40.2	10.6	49.2	100.0
Mining	215.8	np	np	223.2	96.7	np	np	100.0
Manufacturing	627.3	39.2	52.5	719.0	87.2	5.5	7.3	100.0
Electricity, gas, water and waste services	103.7	np	np	108.5	95.5	np	np	100.0
Construction	546.4	271.6	65.1	883.1	61.9	30.8	7.4	100.0
Wholesale trade	231.8	12.4	35.3	279.5	82.9	4.5	12.6	100.0
Retail trade	448.8	11.0	56.9	516.7	86.9	2.1	11.0	100.0
Accommodation and food services	284.4	7.9	43.4	335.6	84.7	2.3	12.9	100.0
Transport, postal and warehousing	372.1	66.9	27.9	466.8	79.7	14.3	6.0	100.0
Information media and telecommunications	119.1	9.2	4.9	133.2	89.4	6.9	3.7	100.0
Financial and insurance services	155.6	18.0	19.0	192.6	80.8	9.3	9.9	100.0
Rental, hiring and real estate services	71.8	11.5	14.9	98.1	73.1	11.7	15.1	100.0
Professional, scientific and technical services	340.3	82.9	77.9	501.1	67.9	16.5	15.5	100.0
Administrative and support services	121.2	49.3	23.3	193.8	62.6	25.4	12.0	100.0
Public administration and safety	379.4	np	np	389.7	97.4	np	np	100.0
Education and training	264.4	17.3	12.4	294.1	89.9	5.9	4.2	100.0
Health care and social assistance	252.7	22.2	30.3	305.2	82.8	7.3	9.9	100.0
Arts and recreation services	90.6	20.7	8.5	119.8	75.6	17.3	7.1	100.0
Other services	174.2	35.7	46.2	256.1	68.0	13.9	18.1	100.0
Occupation of main job								
Managers	579.9	87.2	269.9	937.0	61.9	9.3	28.8	100.0
Professionals	947.0	149.0	122.9	1 219.0	77.7	12.2	10.1	100.0
Technicians and trades workers	1 070.2	253.4	110.5	1 434.0	74.6	17.7	7.7	100.0
Community and personal service workers	318.4	23.2	20.0	361.7	88.0	6.4	5.5	100.0
Clerical and administrative workers	371.2	20.6	14.8	406.7	91.3	5.1	3.6	100.0
Sales workers	348.7	16.0	32.8	397.5	87.7	4.0	8.2	100.0
Machinery operators and drivers	629.2	72.5	23.0	724.7	86.8	10.0	3.2	100.0
Labourers	621.5	94.5	35.3	751.3	82.7	12.6	4.7	100.0
<i>Total</i>	4 886.3	716.5	629.1	6 231.8	78.4	11.5	10.1	100.0

np not available for publication but included in totals where applicable, unless otherwise indicated

EMPLOYED PERSONS, Form of employment in main job—By industry and occupation of main job—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators	Total
	'000	'000	'000	'000	%	%	%	%
FEMALES								
Industry of main job								
Agriculture, forestry and fishing	43.5	7.5	54.1	105.0	41.4	7.1	51.5	100.0
Mining	34.6	np	np	36.5	94.9	np	np	100.0
Manufacturing	206.8	9.9	30.8	247.4	83.6	4.0	12.4	100.0
Electricity, gas, water and waste services	31.0	np	np	32.9	94.2	np	np	100.0
Construction	69.9	19.0	25.5	114.3	61.1	16.6	22.3	100.0
Wholesale trade	123.0	5.8	22.2	151.0	81.5	3.8	14.7	100.0
Retail trade	635.8	13.7	57.4	706.9	89.9	1.9	8.1	100.0
Accommodation and food services	392.8	7.6	32.0	432.4	90.8	1.8	7.4	100.0
Transport, postal and warehousing	115.7	8.0	9.5	133.1	86.9	6.0	7.1	100.0
Information media and telecommunications	80.1	6.3	1.9	88.3	90.8	7.1	2.2	100.0
Financial and insurance services	208.9	4.9	6.7	220.5	94.8	2.2	3.0	100.0
Rental, hiring and real estate services	77.2	5.8	13.0	96.1	80.4	6.0	13.5	100.0
Professional, scientific and technical services	305.4	52.7	38.5	396.5	77.0	13.3	9.7	100.0
Administrative and support services	149.9	34.7	16.8	201.4	74.4	17.2	8.3	100.0
Public administration and safety	298.5	np	np	300.5	99.3	np	np	100.0
Education and training	586.6	19.2	12.6	618.4	94.9	3.1	2.0	100.0
Health care and social assistance	1 011.5	37.8	32.0	1 081.3	93.5	3.5	3.0	100.0
Arts and recreation services	68.7	9.5	7.4	85.6	80.3	11.0	8.6	100.0
Other services	126.3	17.8	45.2	189.3	66.7	9.4	23.9	100.0
Occupation of main job								
Managers	344.0	25.8	126.5	496.2	69.3	5.2	25.5	100.0
Professionals	1 173.6	86.3	51.7	1 311.6	89.5	6.6	3.9	100.0
Technicians and trades workers	178.2	22.1	37.4	237.7	74.9	9.3	15.7	100.0
Community and personal service workers	689.6	30.4	33.8	753.9	91.5	4.0	4.5	100.0
Clerical and administrative workers	1 103.6	51.1	118.5	1 273.2	86.7	4.0	9.3	100.0
Sales workers	645.7	13.1	23.8	682.7	94.6	1.9	3.5	100.0
Machinery operators and drivers	66.9	3.2	2.7	72.8	92.0	4.3	3.6	100.0
Labourers	364.4	31.4	13.5	409.3	89.0	7.7	3.3	100.0
<i>Total</i>	4 566.2	263.4	407.8	5 237.4	87.2	5.0	7.8	100.0

np not available for publication but included in totals where applicable, unless otherwise indicated

EMPLOYED PERSONS, Form of employment in main job—By industry and occupation of main job—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators	Total
	'000	'000	'000	'000	%	%	%	%
PERSONS								
Industry of main job								
Agriculture, forestry and fishing	130.2	30.3	160.2	320.7	40.6	9.4	50.0	100.0
Mining	250.4	6.4	2.8	259.6	96.4	2.5	1.1	100.0
Manufacturing	834.0	49.1	83.3	966.5	86.3	5.1	8.6	100.0
Electricity, gas, water and waste services	134.7	4.9	1.8	141.5	95.2	3.5	1.3	100.0
Construction	616.2	290.6	90.6	997.4	61.8	29.1	9.1	100.0
Wholesale trade	354.8	18.2	57.5	430.5	82.4	4.2	13.4	100.0
Retail trade	1 084.6	24.7	114.3	1 223.6	88.6	2.0	9.3	100.0
Accommodation and food services	677.3	15.5	75.4	768.1	88.2	2.0	9.8	100.0
Transport, postal and warehousing	487.8	74.8	37.3	599.9	81.3	12.5	6.2	100.0
Information media and telecommunications	199.2	15.5	6.8	221.4	89.9	7.0	3.1	100.0
Financial and insurance services	364.5	22.9	25.7	413.1	88.2	5.5	6.2	100.0
Rental, hiring and real estate services	149.0	17.3	27.9	194.2	76.7	8.9	14.3	100.0
Professional, scientific and technical services	645.7	135.6	116.3	897.6	71.9	15.1	13.0	100.0
Administrative and support services	271.1	84.0	40.1	395.2	68.6	21.3	10.1	100.0
Public administration and safety	677.9	10.0	2.3	690.3	98.2	1.5	0.3	100.0
Education and training	851.0	36.5	25.0	912.4	93.3	4.0	2.7	100.0
Health care and social assistance	1 264.2	60.0	62.3	1 386.5	91.2	4.3	4.5	100.0
Arts and recreation services	159.4	30.1	15.9	205.3	77.6	14.7	7.7	100.0
Other services	300.5	53.5	91.4	445.4	67.5	12.0	20.5	100.0
Occupation of main job								
Managers	924.0	113.0	396.3	1 433.2	64.5	7.9	27.7	100.0
Professionals	2 120.7	235.3	174.6	2 530.5	83.8	9.3	6.9	100.0
Technicians and trades workers	1 248.4	275.5	147.9	1 671.8	74.7	16.5	8.8	100.0
Community and personal service workers	1 008.1	53.7	53.8	1 115.5	90.4	4.8	4.8	100.0
Clerical and administrative workers	1 474.9	71.7	133.3	1 679.9	87.8	4.3	7.9	100.0
Sales workers	994.4	29.2	56.6	1 080.2	92.1	2.7	5.2	100.0
Machinery operators and drivers	696.2	75.6	25.6	797.4	87.3	9.5	3.2	100.0
Labourers	985.9	125.9	48.8	1 160.6	84.9	10.9	4.2	100.0
<b>Total</b>	<b>9 452.5</b>	<b>979.9</b>	<b>1 036.9</b>	<b>11 469.3</b>	<b>82.4</b>	<b>8.5</b>	<b>9.0</b>	<b>100.0</b>

EMPLOYED PERSONS, Form of employment in main job—By work patterns and other working arrangements—By sex

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators	Total
	'000	'000	'000	'000	%	%	%	%
MALES								
Days of the week usually worked in all jobs(a)								
Monday to Friday(b)	3 297.4	451.7	373.6	4 122.7	67.5	63.0	59.4	66.2
Monday	443.4	89.8	126.3	659.5	9.1	12.5	20.1	10.6
Tuesday	488.7	101.1	127.9	717.7	10.0	14.1	20.3	11.5
Wednesday	504.7	104.2	132.3	741.3	10.3	14.5	21.0	11.9
Thursday	516.4	103.7	128.5	748.6	10.6	14.5	20.4	12.0
Friday	492.4	96.9	127.6	716.9	10.1	13.5	20.3	11.5
Saturday	741.9	180.4	254.3	1 176.6	15.2	25.2	40.4	18.9
Sunday	415.3	77.2	155.2	647.7	8.5	10.8	24.7	10.4
Days varied	830.7	141.4	108.3	1 080.4	17.0	19.7	17.2	17.3
Number of days of the week usually worked in all jobs(c)								
1 day	71.8	13.3	*4.6	89.6	1.5	1.9	*0.7	1.4
2 days	165.1	20.4	7.0	192.4	3.4	2.8	1.1	3.1
3 days	204.2	27.4	18.0	249.7	4.2	3.8	2.9	4.0
4 days	323.4	31.9	20.9	376.2	6.6	4.4	3.3	6.0
5 days	3 433.8	405.2	274.9	4 113.9	70.3	56.6	43.7	66.0
6 days	435.5	135.3	141.0	711.8	8.9	18.9	22.4	11.4
7 days	252.6	82.9	162.8	498.3	5.2	11.6	25.9	8.0
Whether usually worked weekdays and/or weekends in all jobs(c)								
Weekdays only	3 303.7	408.7	266.1	3 978.4	67.6	57.0	42.3	63.8
Weekends only	55.8	*2.5	*2.7	61.0	1.1	*0.3	*0.4	1.0
Both weekdays and weekends	1 526.8	305.3	360.3	2 192.4	31.2	42.6	57.3	35.2
Whether usually required to be on call or standby in main job								
Usually required to be on call or standby	1 225.4	241.3	293.2	1 759.9	25.1	33.7	46.6	28.2
Not usually required to be on call or standby	3 660.9	475.1	335.8	4 471.9	74.9	66.3	53.4	71.8
Whether usually worked the same number of hours each week in main job								
Usually worked the same number of hours	3 708.6	380.2	415.3	4 504.2	75.9	53.1	66.0	72.3
Did not usually work the same number of hours	1 177.6	336.2	213.8	1 727.6	24.1	46.9	34.0	27.7
Whether had any say in start and finish times in main job								
Had some say	1 873.4	589.7	546.1	3 009.2	38.3	82.3	86.8	48.3
Did not have any say	3 012.9	126.8	83.0	3 222.7	61.7	17.7	13.2	51.7
<b>Total</b>	<b>4 886.3</b>	<b>716.5</b>	<b>629.1</b>	<b>6 231.8</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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

(a) More than one response can be provided therefore components do not sum to total. See paragraphs 18 and 19 of the Explanatory Notes for more information.

(b) Comprises persons who usually work on all days Monday to Friday and 550,600 males who also worked on Saturday and/or Sunday. These males are also included in the Saturday and/or Sunday categories.

(c) See paragraph 19 of the Explanatory Notes for more information.

EMPLOYED PERSONS, Form of employment in main job—By work patterns and other working arrangements—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators	Total
	'000	'000	'000	'000	%	%	%	%
FEMALES								
Days of the week usually worked in all jobs(a)								
Monday to Friday(b)	2 364.2	119.6	195.3	2 679.1	51.8	45.4	47.9	51.2
Monday	762.3	43.5	91.1	896.9	16.7	16.5	22.3	17.1
Tuesday	833.5	50.3	100.5	984.3	18.3	19.1	24.6	18.8
Wednesday	850.4	45.2	103.7	999.3	18.6	17.2	25.4	19.1
Thursday	860.6	52.7	102.0	1 015.2	18.8	20.0	25.0	19.4
Friday	738.9	41.5	91.4	871.8	16.2	15.7	22.4	16.6
Saturday	607.1	53.9	132.9	794.0	13.3	20.5	32.6	15.2
Sunday	383.8	34.9	88.0	506.7	8.4	13.3	21.6	9.7
Days varied	768.5	64.7	71.4	904.5	16.8	24.6	17.5	17.3
Number of days of the week usually worked in all jobs(c)								
1 day	149.6	14.2	12.5	176.3	3.3	5.4	3.1	3.4
2 days	360.7	25.7	31.2	417.7	7.9	9.8	7.6	8.0
3 days	573.5	40.3	44.1	657.9	12.6	15.3	10.8	12.6
4 days	531.4	20.5	26.6	578.5	11.6	7.8	6.5	11.0
5 days	2 664.5	108.9	161.6	2 935.1	58.4	41.4	39.6	56.0
6 days	178.1	24.7	52.6	255.5	3.9	9.4	12.9	4.9
7 days	108.3	29.0	79.3	216.6	2.4	11.0	19.4	4.1
Whether usually worked weekdays and/or weekends in all jobs(c)								
Weekdays only	3 206.0	157.5	208.8	3 572.3	70.2	59.8	51.2	68.2
Weekends only	96.4	*2.5	*5.2	104.2	2.1	*0.9	*1.3	2.0
Both weekdays and weekends	1 263.8	103.4	193.7	1 561.0	27.7	39.3	47.5	29.8
Whether usually required to be on call or standby in main job								
Usually required to be on call or standby	897.7	79.1	150.1	1 126.9	19.7	30.0	36.8	21.5
Not usually required to be on call or standby	3 668.5	184.3	257.7	4 110.5	80.3	70.0	63.2	78.5
Whether usually worked the same number of hours each week in main job								
Usually worked the same number of hours	3 549.5	139.5	278.2	3 967.2	77.7	53.0	68.2	75.7
Did not usually work the same number of hours	1 016.7	123.9	129.6	1 270.2	22.3	47.0	31.8	24.3
Whether had any say in start and finish times in main job								
Had some say	1 794.6	224.6	352.3	2 371.5	39.3	85.3	86.4	45.3
Did not have any say	2 771.6	38.8	55.5	2 865.9	60.7	14.7	13.6	54.7
<b>Total</b>	<b>4 566.2</b>	<b>263.4</b>	<b>407.8</b>	<b>5 237.4</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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

(a) More than one response can be provided therefore components do not sum to total. See paragraphs 18 and 19 of the Explanatory Notes for more information.

(b) Comprises persons who usually work on all days Monday to Friday and 216,600 females who also worked on Saturday and/or Sunday. These females are also included in the Saturday and/or Sunday categories.

(c) See paragraph 19 of the Explanatory Notes for more information.

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators	Total
	'000	'000	'000	'000	%	%	%	%
PERSONS								
Days of the week usually worked in all jobs(a)								
Monday to Friday(b)	5 661.5	571.3	568.9	6 801.8	59.9	58.3	54.9	59.3
Monday	1 205.7	133.3	217.3	1 556.4	12.8	13.6	21.0	13.6
Tuesday	1 322.2	151.4	228.4	1 702.0	14.0	15.5	22.0	14.8
Wednesday	1 355.1	149.4	236.1	1 740.6	14.3	15.3	22.8	15.2
Thursday	1 377.0	156.3	230.5	1 763.9	14.6	16.0	22.2	15.4
Friday	1 231.2	138.4	219.0	1 588.6	13.0	14.1	21.1	13.9
Saturday	1 349.0	234.3	387.2	1 970.6	14.3	23.9	37.3	17.2
Sunday	799.1	112.1	243.2	1 154.4	8.5	11.4	23.5	10.1
Days varied	1 599.1	206.1	179.7	1 985.0	16.9	21.0	17.3	17.3
Number of days of the week usually worked in all jobs(c)								
1 day	221.3	27.5	17.1	265.9	2.3	2.8	1.6	2.3
2 days	525.8	46.1	38.2	610.1	5.6	4.7	3.7	5.3
3 days	777.7	67.7	62.1	907.5	8.2	6.9	6.0	7.9
4 days	854.8	52.4	47.5	954.6	9.0	5.3	4.6	8.3
5 days	6 098.3	514.2	436.5	7 048.9	64.5	52.5	42.1	61.5
6 days	613.6	160.0	193.6	967.2	6.5	16.3	18.7	8.4
7 days	360.9	112.0	242.1	715.0	3.8	11.4	23.3	6.2
Whether usually worked weekdays and/or weekends in all jobs(c)								
Weekdays only	6 509.6	566.2	474.9	7 550.8	68.9	57.8	45.8	65.8
Weekends only	152.2	*4.9	8.0	165.1	1.6	*0.5	0.8	1.4
Both weekdays and weekends	2 790.6	408.8	554.0	3 753.4	29.5	41.7	53.4	32.7
Whether usually required to be on call or standby in main job								
Usually required to be on call or standby	2 123.1	320.4	443.4	2 886.9	22.5	32.7	42.8	25.2
Not usually required to be on call or standby	7 329.4	659.5	593.5	8 582.4	77.5	67.3	57.2	74.8
Whether usually worked the same number of hours each week in main job								
Usually worked the same number of hours	7 258.1	519.7	693.5	8 471.4	76.8	53.0	66.9	73.9
Did not usually work the same number of hours	2 194.3	460.2	343.4	2 997.8	23.2	47.0	33.1	26.1
Whether had any say in start and finish times in main job								
Had some say	3 667.9	814.3	898.4	5 380.6	38.8	83.1	86.6	46.9
Did not have any say	5 784.5	165.6	138.5	6 088.6	61.2	16.9	13.4	53.1
<b>Total</b>	<b>9 452.5</b>	<b>979.9</b>	<b>1 036.9</b>	<b>11 469.3</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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

(a) More than one response can be provided therefore components do not sum to total. See paragraphs 18 and 19 of the Explanatory Notes for more information.

(b) Comprises persons who usually work on all days Monday to Friday and 767,200 persons who also worked on Saturday and/or Sunday. These persons are also included in the Saturday and/or Sunday categories.

(c) See paragraph 19 of the Explanatory Notes for more information.



EMPLOYEES, Whether worked on a fixed-term contract in main job—By industry and occupation of main job—By sex

	<i>Worked on a fixed-term contract</i>	<i>Did not work on a fixed-term contract</i>	<i>Total</i>	<i>Worked on a fixed-term contract</i>	<i>Did not work on a fixed-term contract</i>	<i>Total</i>
	'000	'000	'000	%	%	%
MALES						
Industry of main job						
Agriculture, forestry and fishing	np	np	86.7	np	np	100.0
Mining	*6.8	209.0	215.8	*3.1	96.9	100.0
Manufacturing	12.9	614.4	627.3	2.1	97.9	100.0
Electricity, gas, water and waste services	*5.1	98.6	103.7	*4.9	95.1	100.0
Construction	np	np	546.4	np	np	100.0
Wholesale Trade	*2.4	229.4	231.8	*1.0	99.0	100.0
Retail Trade	*2.2	446.7	448.8	*0.5	99.5	100.0
Accommodation and food services	**0.9	283.5	284.4	**0.3	99.7	100.0
Transport, postal and warehousing	*6.4	365.7	372.1	*1.7	98.3	100.0
Information media and telecommunications	*3.3	115.7	119.1	*2.8	97.2	100.0
Financial and insurance services	8.7	146.9	155.6	5.6	94.4	100.0
Rental, hiring and real estate services	—	71.8	71.8	—	100.0	100.0
Professional, scientific and technical services	10.3	330.0	340.3	3.0	97.0	100.0
Administrative and support services	*3.4	117.8	121.2	*2.8	97.2	100.0
Public administration and safety	23.0	356.4	379.4	6.1	93.9	100.0
Education and training	36.2	228.2	264.4	13.7	86.3	100.0
Health care and social assistance	16.1	236.6	252.7	6.4	93.6	100.0
Arts and recreation services	8.2	82.4	90.6	9.1	90.9	100.0
Other services	*3.1	171.1	174.2	*1.8	98.2	100.0
Occupation of main job						
Managers	17.0	563.0	579.9	2.9	97.1	100.0
Professionals	81.5	865.6	947.0	8.6	91.4	100.0
Technicians and trades workers	24.9	1 045.3	1 070.2	2.3	97.7	100.0
Community and personal service workers	*5.1	313.3	318.4	*1.6	98.4	100.0
Clerical and administrative workers	13.9	357.3	371.2	3.7	96.3	100.0
Sales workers	**1.2	347.5	348.7	**0.4	99.6	100.0
Machinery operators and drivers	np	np	629.2	np	np	100.0
Labourers	np	np	621.5	np	np	100.0
<i>Total</i>	164.5	4 721.8	4 886.3	3.4	96.6	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)

np not available for publication but included in totals where

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

applicable, unless otherwise indicated

EMPLOYEES, Whether worked on a fixed-term contract in main job—By industry and occupation of main job—By sex *continued*

	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total
	'000	'000	'000	%	%	%
FEMALES						
Industry of main job						
Agriculture, forestry and fishing	np	np	43.5	np	np	100.0
Mining	*1.7	32.9	34.6	*4.9	95.1	100.0
Manufacturing	*4.8	202.0	206.8	*2.3	97.7	100.0
Electricity, gas, water and waste services	*2.7	28.3	31.0	*8.6	91.4	100.0
Construction	np	np	69.9	np	np	100.0
Wholesale trade	**1.4	121.7	123.0	**1.1	98.9	100.0
Retail trade	7.5	628.3	635.8	1.2	98.8	100.0
Accommodation and food services	**1.3	391.5	392.8	**0.3	99.7	100.0
Transport, postal and warehousing	*2.9	112.8	115.7	*2.5	97.5	100.0
Information media and telecommunications	*4.1	76.0	80.1	*5.1	94.9	100.0
Financial and insurance services	*4.3	204.6	208.9	*2.1	97.9	100.0
Rental, hiring and real estate services	**1.0	76.2	77.2	**1.3	98.7	100.0
Professional, scientific and technical services	11.2	294.2	305.4	3.7	96.3	100.0
Administrative and support services	*5.0	144.9	149.9	*3.4	96.6	100.0
Public administration and safety	18.3	280.2	298.5	6.1	93.9	100.0
Education and training	85.2	501.4	586.6	14.5	85.5	100.0
Health care and social assistance	44.5	967.0	1 011.5	4.4	95.6	100.0
Arts and recreation services	*4.1	64.6	68.7	*6.0	94.0	100.0
Other services	*3.3	123.0	126.3	*2.6	97.4	100.0
Occupation of main job						
Managers	16.4	327.7	344.0	4.8	95.2	100.0
Professionals	113.4	1 060.2	1 173.6	9.7	90.3	100.0
Technicians and trades workers	*3.9	174.3	178.2	*2.2	97.8	100.0
Community and personal service workers	23.5	666.2	689.6	3.4	96.6	100.0
Clerical and administrative workers	38.7	1 065.0	1 103.6	3.5	96.5	100.0
Sales workers	*6.3	639.4	645.7	*1.0	99.0	100.0
Machinery operators and drivers	np	np	66.9	np	np	100.0
Labourers	np	np	364.4	np	np	100.0
<i>Total</i>	204.7	4 361.5	4 566.2	4.5	95.5	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

np not available for publication but included in totals where applicable, unless otherwise indicated

EMPLOYEES, Whether worked on a fixed-term contract in main job—By industry and occupation of main job—By sex *continued*

	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total
	'000	'000	'000	%	%	%
PERSONS						
Industry of main job						
Agriculture, forestry and fishing	*2.6	127.6	130.2	*2.0	98.0	100.0
Mining	8.5	242.0	250.4	3.4	96.6	100.0
Manufacturing	17.7	816.4	834.0	2.1	97.9	100.0
Electricity, gas, water and waste services	7.8	126.9	134.7	5.8	94.2	100.0
Construction	14.2	602.0	616.2	2.3	97.7	100.0
Wholesale trade	*3.8	351.0	354.8	*1.1	98.9	100.0
Retail trade	9.6	1 075.0	1 084.6	0.9	99.1	100.0
Accommodation and food services	*2.3	675.0	677.3	*0.3	99.7	100.0
Transport, postal and warehousing	9.3	478.4	487.8	1.9	98.1	100.0
Information media and telecommunications	7.4	191.7	199.2	3.7	96.3	100.0
Financial and insurance services	13.1	351.5	364.5	3.6	96.4	100.0
Rental, hiring and real estate services	**1.0	148.0	149.0	**0.7	99.3	100.0
Professional, scientific and technical services	21.5	624.2	645.7	3.3	96.7	100.0
Administrative and support services	8.4	262.7	271.1	3.1	96.9	100.0
Public administration and safety	41.3	636.6	677.9	6.1	93.9	100.0
Education and training	121.3	729.6	851.0	14.3	85.7	100.0
Health care and social assistance	60.7	1 203.6	1 264.2	4.8	95.2	100.0
Arts and recreation services	12.3	147.0	159.4	7.7	92.3	100.0
Other services	*6.4	294.1	300.5	*2.1	97.9	100.0
Occupation of main job						
Managers	33.3	890.6	924.0	3.6	96.4	100.0
Professionals	194.9	1 925.8	2 120.7	9.2	90.8	100.0
Technicians and trades workers	28.7	1 219.7	1 248.4	2.3	97.7	100.0
Community and personal service workers	28.6	979.5	1 008.1	2.8	97.2	100.0
Clerical and administrative workers	52.6	1 422.3	1 474.9	3.6	96.4	100.0
Sales workers	7.5	986.9	994.4	0.8	99.2	100.0
Machinery operators and drivers	9.9	686.2	696.2	1.4	98.6	100.0
Labourers	13.5	972.4	985.9	1.4	98.6	100.0
<i>Total</i>	369.1	9 083.3	9 452.5	3.9	96.1	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

EMPLOYEES, Full-time or part-time status in main job—By whether had paid leave entitlements in main job—By industry and occupation of main job—By sex

	FULL-TIME WORKERS		PART-TIME WORKERS		TOTAL			
	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>With paid leave entitlements</i>		<i>Without paid leave entitlements</i>	
	'000	'000	'000	'000	'000	%	'000	%
MALES								
Industry of main job								
Agriculture, forestry and fishing	49.8	25.9	*3.4	7.6	53.2	61.4	33.5	38.6
Mining	np	np	np	np	200.3	92.8	15.5	7.2
Manufacturing	517.7	67.8	14.1	27.7	531.8	84.8	95.5	15.2
Electricity, gas, water and waste services	np	np	np	np	95.9	92.5	7.8	7.5
Construction	430.4	85.2	7.8	23.0	438.2	80.2	108.2	19.8
Wholesale trade	193.3	16.0	9.7	12.8	202.9	87.6	28.8	12.4
Retail trade	267.0	25.3	39.2	117.2	306.3	68.2	142.5	31.8
Accommodation and food services	101.0	36.7	19.3	127.5	120.2	42.3	164.2	57.7
Transport, postal and warehousing	268.8	48.7	17.3	37.3	286.1	76.9	86.0	23.1
Information media and telecommunications	102.2	*5.8	*3.1	8.1	105.2	88.4	13.8	11.6
Financial and insurance services	139.5	8.0	*5.1	*2.9	144.7	93.0	10.9	7.0
Rental, hiring and real estate services	50.6	11.7	*3.3	*6.1	53.9	75.2	17.8	24.8
Professional, scientific and technical services	296.9	13.2	11.2	19.1	308.1	90.5	32.3	9.5
Administrative and support services	64.2	19.4	10.8	26.8	75.0	61.9	46.2	38.1
Public administration and safety	334.6	15.3	11.4	18.2	345.9	91.2	33.5	8.8
Education and training	203.2	8.8	22.0	30.4	225.2	85.2	39.2	14.8
Health care and social assistance	169.2	14.1	41.0	28.5	210.2	83.2	42.6	16.8
Arts and recreation services	55.0	8.0	*6.6	21.1	61.6	68.0	29.0	32.0
Other services	138.2	11.6	10.2	14.2	148.4	85.2	25.8	14.8
Occupation of main job								
Managers	535.2	23.8	12.6	8.3	547.8	94.5	32.1	5.5
Professionals	820.5	38.5	47.7	40.3	868.2	91.7	78.8	8.3
Technicians and trades workers	881.1	113.6	30.3	45.2	911.4	85.2	158.8	14.8
Community and personal service workers	175.9	30.8	28.0	83.7	203.9	64.0	114.5	36.0
Clerical and administrative workers	299.5	17.5	21.8	32.4	321.4	86.6	49.9	13.4
Sales workers	183.9	17.9	34.5	112.4	218.4	62.6	130.3	37.4
Machinery operators and drivers	473.0	90.2	18.2	47.8	491.2	78.1	138.0	21.9
Labourers	304.5	109.7	46.3	161.0	350.8	56.4	270.8	43.6
<i>Total</i>	3 673.6	441.9	239.5	531.2	3 913.1	80.1	973.2	19.9

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

np not available for publication but included in totals where applicable, unless otherwise indicated

## 7

EMPLOYEES, Full-time or part-time status in main job—By whether had paid leave entitlements in main job—By industry and occupation of main job—By sex *continued*

	FULL-TIME WORKERS		PART-TIME WORKERS		TOTAL			
	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>With paid leave entitlements</i>		<i>Without paid leave entitlements</i>	
	'000	'000	'000	'000	'000	%	'000	%
FEMALES								
Industry of main job								
Agriculture, forestry and fishing	15.6	8.5	*6.0	13.4	21.6	49.6	21.9	50.4
Mining	np	np	np	np	32.1	92.8	*2.5	*7.2
Manufacturing	125.8	15.1	29.4	36.5	155.1	75.0	51.6	25.0
Electricity, gas, water and waste services	np	np	np	np	26.0	84.0	*5.0	*16.0
Construction	44.5	*2.5	13.6	9.2	58.2	83.2	11.7	16.8
Wholesale trade	78.1	7.0	22.7	15.2	100.8	81.9	22.3	18.1
Retail Trade	202.6	24.2	158.8	250.2	361.4	56.8	274.4	43.2
Accommodation and food services	79.5	40.5	44.9	227.9	124.4	31.7	268.4	68.3
Transport, postal and warehousing	66.9	7.1	20.5	21.2	87.4	75.6	28.3	24.4
Information media and telecommunications	50.6	*5.6	13.3	10.5	63.9	79.8	16.2	20.2
Financial and insurance services	147.0	*6.6	47.9	7.5	194.9	93.3	14.1	6.7
Rental, hiring and real estate services	48.5	*6.1	12.2	10.4	60.7	78.6	16.5	21.4
Professional, scientific and technical services	198.0	8.5	61.8	37.1	259.8	85.1	45.6	14.9
Administrative and support services	74.3	17.9	27.7	30.1	101.9	68.0	48.0	32.0
Public administration and safety	208.6	8.1	65.9	15.8	274.5	92.0	24.0	8.0
Education and training	315.2	16.0	172.8	82.5	488.1	83.2	98.5	16.8
Health care and social assistance	475.2	33.4	356.9	146.1	832.0	82.3	179.5	17.7
Arts and recreation services	20.9	*5.0	12.7	30.1	33.7	49.0	35.1	51.0
Other services	63.5	9.1	20.4	33.3	83.9	66.4	42.4	33.6
Occupation of main job								
Managers	275.9	11.3	37.7	19.1	313.6	91.2	30.4	8.8
Professionals	743.3	35.9	299.2	95.3	1 042.5	88.8	131.2	11.2
Technicians and trades workers	89.9	12.5	45.0	30.8	134.9	75.7	43.3	24.3
Community and personal service workers	192.3	43.5	207.8	246.0	400.1	58.0	289.5	42.0
Clerical and administrative workers	654.5	41.0	277.2	131.0	931.7	84.4	172.0	15.6
Sales workers	170.7	28.5	145.0	301.6	315.7	48.9	330.0	51.1
Machinery operators and drivers	35.1	11.5	8.8	11.5	43.9	65.6	23.0	34.4
Labourers	103.3	42.1	74.9	144.1	178.1	48.9	186.2	51.1
<i>Total</i>	2 264.9	226.4	1 095.5	979.3	3 360.5	73.6	1 205.7	26.4

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

np not available for publication but included in totals where applicable, unless otherwise indicated

EMPLOYEES, Full-time or part-time status in main job—By whether had paid leave entitlements in main job—By industry and occupation of main job—By sex *continued*

	FULL-TIME WORKERS		PART-TIME WORKERS		TOTAL			
	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>With paid leave entitlements</i>		<i>Without paid leave entitlements</i>	
	'000	'000	'000	'000	'000	%	'000	%
PERSONS								
Industry of main job								
Agriculture, forestry and fishing	65.4	34.4	9.4	21.0	74.8	57.4	55.4	42.6
Mining	226.6	16.4	*5.9	**1.6	232.4	92.8	18.0	7.2
Manufacturing	643.4	82.9	43.5	64.3	686.9	82.4	147.2	17.6
Electricity, gas, water and waste services	115.6	9.3	*6.3	*3.4	122.0	90.5	12.8	9.5
Construction	475.0	87.7	21.4	32.2	496.4	80.5	119.9	19.5
Wholesale trade	271.3	23.0	32.4	28.1	303.7	85.6	51.1	14.4
Retail trade	469.7	49.5	198.0	367.4	667.7	61.6	416.9	38.4
Accommodation and food services	180.5	77.2	64.1	355.4	244.7	36.1	432.6	63.9
Transport, postal and warehousing	335.7	55.8	37.8	58.5	373.5	76.6	114.2	23.4
Information media and telecommunications	152.8	11.4	16.4	18.6	169.1	84.9	30.0	15.1
Financial and insurance services	286.5	14.6	53.0	10.4	339.6	93.2	25.0	6.8
Rental, hiring and real estate services	99.1	17.8	15.6	16.5	114.7	77.0	34.3	23.0
Professional, scientific and technical services	494.9	21.6	73.0	56.2	567.9	87.9	77.8	12.1
Administrative and support services	138.4	37.3	38.5	56.9	176.9	65.3	94.2	34.7
Public administration and safety	543.2	23.4	77.3	34.0	620.4	91.5	57.4	8.5
Education and training	518.4	24.8	194.8	112.9	713.2	83.8	137.7	16.2
Health care and social assistance	644.3	47.5	397.9	174.5	1 042.2	82.4	222.0	17.6
Arts and recreation services	75.9	12.9	19.3	51.2	95.2	59.8	64.1	40.2
Other services	201.7	20.6	30.6	47.6	232.3	77.3	68.2	22.7
Occupation of main job								
Managers	811.1	35.1	50.3	27.5	861.4	93.2	62.6	6.8
Professionals	1 563.8	74.4	346.9	135.6	1 910.7	90.1	210.0	9.9
Technicians and trades workers	971.0	126.1	75.3	76.0	1 046.3	83.8	202.1	16.2
Community and personal service workers	368.2	74.3	235.8	329.7	604.0	59.9	404.0	40.1
Clerical and administrative workers	954.0	58.5	299.0	163.3	1 253.0	85.0	221.9	15.0
Sales workers	354.6	46.4	179.5	414.0	534.1	53.7	460.3	46.3
Machinery operators and drivers	508.2	101.7	27.0	59.3	535.2	76.9	161.0	23.1
Labourers	407.7	151.8	121.2	305.2	528.9	53.6	457.0	46.4
<b>Total</b>	<b>5 938.6</b>	<b>668.3</b>	<b>1 335.0</b>	<b>1 510.6</b>	<b>7 273.6</b>	<b>76.9</b>	<b>2 178.9</b>	<b>23.1</b>

\* 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

EMPLOYEES, Whether had paid leave entitlements in main job—By selected employment characteristics—By sex

	With paid leave entitlements	Without paid leave entitlements	Total	With paid leave entitlements	Without paid leave entitlements	Total
	'000	'000	'000	%	%	%
MALES						
Length of set employment completion date/event in main job(a)						
Had a set completion date/event	182.5	71.6	254.1	4.7	7.4	5.2
Fewer than 12 months	112.7	63.7	176.4	2.9	6.5	3.6
Under 3 months	61.9	47.5	109.4	1.6	4.9	2.2
3 and under 6 months	19.5	*6.8	26.2	0.5	*0.7	0.5
6 and under 12 months	31.3	9.5	40.8	0.8	1.0	0.8
1 year	26.8	*3.2	30.0	0.7	*0.3	0.6
2 years and over	43.0	*4.7	47.7	1.1	*0.5	1.0
Did not have a set completion date	3 730.6	901.6	4 632.2	95.3	92.6	94.8
Whether worked on a fixed-term contract in main job						
Worked on a fixed-term contract	121.4	43.1	164.5	3.1	4.4	3.4
Did not work on a fixed-term contract	3 791.7	930.1	4 721.8	96.9	95.6	96.6
<b>Total</b>	<b>3 913.1</b>	<b>973.2</b>	<b>4 886.3</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
FEMALES						
Length of set employment completion date/event in main job(a)						
Had a set completion date/event	205.8	74.9	280.8	6.1	6.2	6.1
Fewer than 12 months	159.0	69.9	228.9	4.7	5.8	5.0
Under 3 months	108.1	59.3	167.4	3.2	4.9	3.7
3 and under 6 months	14.7	7.4	22.1	0.4	0.6	0.5
6 and under 12 months	36.2	*3.2	39.3	1.1	*0.3	0.9
1 year	23.4	*3.9	27.3	0.7	*0.3	0.6
2 years and over	23.4	**1.2	24.6	0.7	**0.1	0.5
Did not have a set completion date	3 154.6	1 130.8	4 285.4	93.9	93.8	93.9
Whether worked on a fixed-term contract in main job						
Worked on a fixed-term contract	161.6	43.0	204.7	4.8	3.6	4.5
Did not work on a fixed-term contract	3 198.8	1 162.7	4 361.5	95.2	96.4	95.5
<b>Total</b>	<b>3 360.5</b>	<b>1 205.7</b>	<b>4 566.2</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
PERSONS						
Length of set employment completion date/event in main job(a)						
Had a set completion date/event	388.4	146.5	534.9	5.3	6.7	5.7
Fewer than 12 months	271.7	133.6	405.3	3.7	6.1	4.3
Under 3 months	170.0	106.8	276.8	2.3	4.9	2.9
3 and under 6 months	34.2	14.2	48.4	0.5	0.7	0.5
6 and under 12 months	67.5	12.7	80.2	0.9	0.6	0.8
1 year	50.3	7.1	57.3	0.7	0.3	0.6
2 years and over	66.4	*5.9	72.2	0.9	*0.3	0.8
Did not have a set completion date	6 885.2	2 032.3	8 917.6	94.7	93.3	94.3
Whether worked on a fixed-term contract in main job						
Worked on a fixed-term contract	283.0	86.1	369.1	3.9	4.0	3.9
Did not work on a fixed-term contract	6 990.6	2 092.8	9 083.3	96.1	96.0	96.1
<b>Total</b>	<b>7 273.6</b>	<b>2 178.9</b>	<b>9 452.5</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

\* 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) From the date of interview.

## EMPLOYEES, Leave entitlements in main job—By sex

	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	'000	'000	'000	%	%	%
.....						
Whether entitled to paid holiday leave in main job						
Entitled to paid holiday leave	3 870.3	3 319.5	7 189.8	79.2	72.7	76.1
Not entitled to paid holiday leave	951.2	1 193.5	2 144.7	19.5	26.1	22.7
Did not know	64.8	53.1	117.9	1.3	1.2	1.2
Whether entitled to paid sick leave in main job						
Entitled to paid sick leave	3 876.9	3 337.8	7 214.7	79.3	73.1	76.3
Not entitled to paid sick leave	931.8	1 169.4	2 101.3	19.1	25.6	22.2
Did not know	77.5	58.9	136.5	1.6	1.3	1.4
Whether entitled to long service leave in main job						
Entitled to long service leave	3 572.2	3 110.8	6 683.0	73.1	68.1	70.7
Not entitled to long service leave	936.3	1 147.3	2 083.7	19.2	25.1	22.0
Did not know	377.8	308.1	685.8	7.7	6.7	7.3
Whether entitled to paid maternity/paternity leave in main job						
Entitled to paid maternity/paternity leave	2 510.9	2 623.2	5 134.1	51.4	57.4	54.3
Not entitled to paid maternity/paternity leave	1 322.4	1 379.7	2 702.1	27.1	30.2	28.6
Did not know	1 053.0	563.2	1 616.3	21.6	12.3	17.1
<b>Total</b>	<b>4 886.3</b>	<b>4 566.2</b>	<b>9 452.5</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
.....						



	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	%	%	%
.....						
Number of employees						
None	553.8	225.5	779.3	77.3	85.6	79.5
1-4	108.0	25.8	133.9	15.1	9.8	13.7
5-9	32.6	*6.5	39.1	4.6	*2.5	4.0
10-19	14.2	*3.9	18.1	2.0	*1.5	1.8
20 or more	7.8	*1.8	9.5	1.1	*0.7	1.0
Whether usually able to work on more than one active contract						
Usually able to	538.6	207.2	745.8	75.2	78.6	76.1
Not usually able to	177.8	56.3	234.1	24.8	21.4	23.9
Whether had more than one active contract in reference week						
Had only one active contract	370.4	134.9	505.2	51.7	51.2	51.6
Had more than one active contract	346.1	128.6	474.7	48.3	48.8	48.4
Whether able to (sub)contract own work						
Able to (sub)contract own work	470.5	150.0	620.5	65.7	56.9	63.3
Was not able to (sub)contract own work	246.0	113.4	359.4	34.3	43.1	36.7
Who had authority over own working procedures						
Did not have authority over own work	269.8	109.6	379.4	37.7	41.6	38.7
Employer/supervisor/manager/foreman	93.2	40.1	133.3	13.0	15.2	13.6
Business/person contracted to	78.0	26.8	104.7	10.9	10.2	10.7
Customer	44.8	17.8	62.6	6.3	6.8	6.4
Business partner	*5.0	*3.3	8.2	*0.7	*1.2	0.8
Board of management/chairman of the board	np	np	*5.9	np	np	*0.6
Franchising company	*4.7	*2.5	7.2	*0.7	*1.0	0.7
Government or other regulation/standard	34.7	15.2	49.9	4.8	5.8	5.1
Other	np	np	7.5	np	np	0.8
Had authority over own work	446.7	153.8	600.5	62.3	58.4	61.3
<b>Total</b>	<b>716.5</b>	<b>263.4</b>	<b>979.9</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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

np not available for publication but included in totals where applicable, unless otherwise indicated

	Usually able to	Not usually able to	Total	Usually able to	Not usually able to	Total
	'000	'000	'000	%	%	%
MALES						
Industry of main job						
Agriculture, forestry and fishing	15.7	7.1	22.8	68.7	31.3	100.0
Mining	np	np	np	np	np	np
Manufacturing	31.5	7.8	39.2	80.2	19.8	100.0
Electricity, gas, water and waste services	np	np	np	np	np	np
Construction	211.6	60.0	271.6	77.9	22.1	100.0
Wholesale trade	7.9	*4.5	12.4	63.6	36.4	100.0
Retail trade	*6.4	*4.6	11.0	58.1	41.9	100.0
Accommodation and food services	*4.4	*3.4	7.9	56.1	43.9	100.0
Transport, postal and warehousing	30.7	36.2	66.9	45.9	54.1	100.0
Information media and telecommunications	*6.0	*3.3	9.2	64.7	35.3	100.0
Financial and insurance services	14.1	*3.9	18.0	78.2	21.8	100.0
Rental, hiring and real estate services	8.8	*2.7	11.5	76.8	23.2	100.0
Professional, scientific and technical services	69.6	13.3	82.9	83.9	16.1	100.0
Administrative and support services	44.3	*5.0	49.3	89.8	10.2	100.0
Public administration and safety	np	np	8.6	np	np	100.0
Education and training	15.1	*2.2	17.3	87.4	12.6	100.0
Health care and social assistance	17.8	*4.4	22.2	80.1	19.9	100.0
Arts and recreation services	np	np	20.7	np	np	100.0
Other services	26.4	9.3	35.7	74.1	25.9	100.0
Occupation of main job						
Managers	65.6	21.6	87.2	75.2	24.8	100.0
Professionals	120.1	28.9	149.0	80.6	19.4	100.0
Technicians and trades workers	200.0	53.4	253.4	78.9	21.1	100.0
Community and personal service workers	15.4	7.9	23.2	66.1	33.9	100.0
Clerical and administrative workers	12.4	8.2	20.6	60.2	39.8	100.0
Sales workers	10.4	*5.6	16.0	65.1	34.9	100.0
Machinery operators and drivers	37.6	34.8	72.5	51.9	48.1	100.0
Labourers	77.1	17.3	94.5	81.6	18.4	100.0
<b>Total</b>	<b>538.6</b>	<b>177.8</b>	<b>716.5</b>	<b>75.2</b>	<b>24.8</b>	<b>100.0</b>

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

np not available for publication but included in totals where applicable, unless otherwise indicated

	Usually able to	Not usually able to	Total	Usually able to	Not usually able to	Total
	'000	'000	'000	%	%	%
FEMALES						
Industry of main job						
Agriculture, forestry and fishing	*5.0	*2.4	7.5	67.6	32.4	100.0
Mining	np	np	np	np	np	np
Manufacturing	8.2	*1.7	9.9	83.0	17.0	100.0
Electricity, gas, water and waste services	np	np	np	np	np	np
Construction	14.0	*4.9	19.0	74.0	26.0	100.0
Wholesale trade	*4.4	**1.4	*5.8	75.8	24.2	100.0
Retail trade	10.1	*3.7	13.7	73.4	26.6	100.0
Accommodation and food services	*4.1	*3.5	7.6	53.9	46.1	100.0
Transport, postal and warehousing	*3.7	*4.2	8.0	46.7	53.3	100.0
Information media and telecommunications	*4.3	*1.9	*6.3	68.9	31.1	100.0
Financial and insurance services	*3.5	**1.4	*4.9	70.9	29.1	100.0
Rental, hiring and real estate services	*4.0	*1.8	*5.8	69.6	30.4	100.0
Professional, scientific and technical services	47.0	*5.7	52.7	89.2	10.8	100.0
Administrative and support services	31.7	*3.0	34.7	91.4	8.6	100.0
Public administration and safety	np	np	**1.4	np	np	100.0
Education and training	15.1	*4.2	19.2	78.3	21.7	100.0
Health care and social assistance	26.2	11.6	37.8	69.3	30.7	100.0
Arts and recreation services	np	np	9.5	np	np	100.0
Other services	14.0	*3.8	17.8	78.9	21.1	100.0
Occupation of main job						
Managers	19.1	*6.6	25.8	74.2	25.8	100.0
Professionals	73.7	12.5	86.3	85.5	14.5	100.0
Technicians and trades workers	16.9	*5.2	22.1	76.5	23.5	100.0
Community and personal service workers	22.0	8.4	30.4	72.2	27.8	100.0
Clerical and administrative workers	38.2	12.9	51.1	74.8	25.2	100.0
Sales workers	10.0	*3.2	13.1	75.9	24.1	100.0
Machinery operators and drivers	**1.5	**1.6	*3.2	48.1	51.9	100.0
Labourers	25.7	*5.8	31.4	81.7	18.3	100.0
<b>Total</b>	<b>207.2</b>	<b>56.3</b>	<b>263.4</b>	<b>78.6</b>	<b>21.4</b>	<b>100.0</b>

\* 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

np not available for publication but included in totals where applicable, unless otherwise indicated

	Usually able to	Not usually able to	Total	Usually able to	Not usually able to	Total
	'000	'000	'000	%	%	%
PERSONS						
Industry of main job						
Agriculture, forestry and fishing	20.7	9.6	30.3	68.4	31.6	100.0
Mining	*2.5	*3.8	*6.4	39.8	60.2	100.0
Manufacturing	39.7	9.4	49.1	80.8	19.2	100.0
Electricity, gas, water and waste services	*2.9	*2.0	*4.9	59.4	40.6	100.0
Construction	225.6	64.9	290.6	77.7	22.3	100.0
Wholesale trade	12.3	*5.9	18.2	67.5	32.5	100.0
Retail trade	16.4	8.3	24.7	66.6	33.4	100.0
Accommodation and food services	8.5	7.0	15.5	55.0	45.0	100.0
Transport, postal and warehousing	34.4	40.4	74.8	46.0	54.0	100.0
Information media and telecommunications	10.3	*5.2	15.5	66.4	33.6	100.0
Financial and insurance services	17.5	*5.3	22.9	76.7	23.3	100.0
Rental, hiring and real estate services	12.9	*4.4	17.3	74.4	25.6	100.0
Professional, scientific and technical services	116.6	19.0	135.6	86.0	14.0	100.0
Administrative and support services	76.0	8.0	84.0	90.5	9.5	100.0
Public administration and safety	np	np	10.0	np	np	100.0
Education and training	30.2	*6.3	36.5	82.6	17.4	100.0
Health care and social assistance	44.0	16.0	60.0	73.3	26.7	100.0
Arts and recreation services	np	np	30.1	np	np	100.0
Other services	40.5	13.0	53.5	75.7	24.3	100.0
Occupation of main job						
Managers	84.7	28.3	113.0	75.0	25.0	100.0
Professionals	193.8	41.5	235.3	82.4	17.6	100.0
Technicians and trades workers	216.9	58.6	275.5	78.7	21.3	100.0
Community and personal service workers	37.3	16.3	53.7	69.6	30.4	100.0
Clerical and administrative workers	50.6	21.1	71.7	70.6	29.4	100.0
Sales workers	20.4	8.8	29.2	70.0	30.0	100.0
Machinery operators and drivers	39.1	36.5	75.6	51.7	48.3	100.0
Labourers	102.8	23.1	125.9	81.7	18.3	100.0
<i>Total</i>	<i>745.8</i>	<i>234.1</i>	<i>979.9</i>	<i>76.1</i>	<i>23.9</i>	<i>100.0</i>

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

np not available for publication but included in totals where applicable, unless otherwise indicated

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
<b>Population 1</b>									
Employed persons	1 956.0	1 543.5	1 267.2	437.0	728.6	123.6	68.0	107.9	6 231.8
<b>Population 2</b>									
Employees	1 519.2	1 183.5	1 007.2	344.6	583.9	96.5	58.2	93.1	4 886.3
<b>Population 3</b>									
Employees with paid leave entitlements	1 209.4	971.6	780.4	269.0	479.4	75.2	49.0	79.1	3 913.1
<b>Population 4</b>									
Employees without paid leave entitlements	309.9	212.0	226.8	75.6	104.4	21.2	9.2	14.0	973.2
<b>Population 5</b>									
Independent contractors	221.9	187.2	149.3	43.2	85.2	14.8	7.0	7.7	716.5
<b>Population 6</b>									
Other business operators	214.9	172.7	110.7	49.2	59.5	12.3	2.7	7.1	629.1
FEMALES									
<b>Population 1</b>									
Employed persons	1 642.4	1 311.2	1 067.4	376.7	573.9	106.2	59.3	100.3	5 237.4
<b>Population 2</b>									
Employees	1 434.7	1 135.5	915.6	332.5	507.2	92.9	53.8	94.0	4 566.2
<b>Population 3</b>									
Employees with paid leave entitlements	1 061.7	842.6	654.9	230.8	384.3	67.0	43.8	75.4	3 360.5
<b>Population 4</b>									
Employees without paid leave entitlements	373.1	292.9	260.6	101.7	122.9	25.9	10.1	18.6	1 205.7
<b>Population 5</b>									
Independent contractors	72.1	71.8	71.2	13.4	25.0	5.7	2.2	2.1	263.4
<b>Population 6</b>									
Other business operators	135.6	103.9	80.6	30.8	41.8	7.7	3.3	4.2	407.8
PERSONS									
<b>Population 1</b>									
Employed persons	3 598.4	2 854.7	2 334.7	813.8	1 302.4	229.8	127.3	208.2	11 469.3
<b>Population 2</b>									
Employees	2 954.0	2 319.0	1 922.8	677.1	1 091.0	189.3	112.0	187.1	9 452.5
<b>Population 3</b>									
Employees with paid leave entitlements	2 271.1	1 814.1	1 435.3	499.8	863.7	142.2	92.8	154.5	7 273.6
<b>Population 4</b>									
Employees without paid leave entitlements	682.9	504.9	487.4	177.3	227.3	47.1	19.3	32.6	2 178.9
<b>Population 5</b>									
Independent contractors	294.0	259.1	220.6	56.6	110.2	20.5	9.2	9.8	979.9
<b>Population 6</b>									
Other business operators	350.5	276.6	191.4	80.0	101.3	19.9	6.0	11.3	1 036.9

## EXPLANATORY NOTES

### INTRODUCTION

**1** The statistics in this publication were compiled from data collected in the Forms of Employment Survey (FOES), conducted throughout Australia in November 2012 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

**2** Information about survey design, scope, coverage and population benchmarks relevant to the monthly LFS, which also applies to supplementary surveys, can be found in the publication *Labour Force, Australia* (cat. no. 6202.0)

### CONCEPTS, SOURCES AND METHODS

**3** 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).

### SCOPE

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

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

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

**6** This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded persons living in Aboriginal and Torres Strait Islander communities in very remote parts of Australia.

**7** This survey was restricted to employed persons aged 15 years and over who were not contributing family workers in their main job.

### COVERAGE

**8** The estimates in this publication relate to persons covered by the survey in November 2012. 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.

### SAMPLE SIZE

**9** Supplementary surveys are not 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.

**10** The sample for FOES is a subsample of the 36,803 private dwelling households and special dwelling units included in the monthly LFS in November 2012. The final sample on which estimates are based is composed of 29,655 persons aged 15 years and over who, in November 2012, were:

- employed:
  - employees;
  - independent contractors;
  - other business operators.

### RELIABILITY OF THE ESTIMATES

**11** 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.

## EXPLANATORY NOTES *continued*

### RELIABILITY OF THE ESTIMATES *continued*

- 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 effective processing procedures.

### SEASONAL FACTORS

- 12** The estimates are based on information collected in the survey month (November) and, due to seasonal factors, may not be representative of other months of the year.

### CLASSIFICATIONS USED

- 13** Country of birth data are classified according to the *Standard Australian Classification of Countries (SACC), 2011* (cat. no. 1269.0).

- 14** Occupation data are classified according to the *ANZSCO – Australian and New Zealand Standard Classification of Occupations, First Edition, 2006 Revision 1* (cat. no. 1220.0).

- 15** Industry data are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 Revision 1.0* (cat. no. 1292.0).

### NOTES ON ESTIMATES

- 16** People 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 actually worked in main job'.

- 17** Employees have been classified as 'With paid leave entitlements' if they were entitled to paid sick leave and/or paid holiday leave. In all other cases, employees have been classified 'Without paid leave entitlements'.

- 18** For the data item 'Days of the week usually worked in all jobs', people who reported that they worked all days from Monday to Friday, inclusive, were categorised as working Monday to Friday. These people may have reported that they also worked on Saturday and/or Sunday in their job/s. These people are counted in both 'Monday to Friday' and 'Saturday' and/or 'Sunday' depending on which days they worked. In addition, for those who did not work on all of the days Monday to Friday, these people would be counted in each day (e.g. Monday, Tuesday, Wednesday, Thursday, Friday, Saturday or Sunday) that they usually work. People who reported that the days of the week usually worked varied were categorised only to 'Days varied'. A response of 'Days varied' could not be provided with any other response.

- 19** The responses given by multiple jobholders for the data items 'Days of the week usually worked in all jobs', 'Number of days of the week usually worked in all jobs', and 'Whether worked weekdays and/or weekends in all jobs' does not imply that this was their usual pattern of work in each of their jobs, rather this was their total usual pattern of work in all of their jobs.

### COMPARABILITY OF TIME SERIES

- 20** The Labour Force Survey estimates, and estimates from the supplementary surveys, are calculated in such a way as to sum to independent estimates of the civilian population aged 15 years and over (population benchmarks). These population benchmarks are based on Estimated Resident Population (ERP) data. Generally, revisions are made to population benchmarks for the LFS following the final rebasing of population estimates to the latest five yearly Census of Population and Housing, or when the need arises.

- 21** From February 2009 Labour Force Survey estimates have been compiled during population benchmarks based on the 2006 Census of Population and Housing. Revisions were applied to the LFS population benchmarks in July 2010 and December 2012 to take into account the latest available population estimates. The latest revision undertaken in December 2012 is not reflected in the estimates presented in this issue.

## EXPLANATORY NOTES *continued*

### COMPARABILITY OF TIME SERIES *continued*

**22** Changes to the LFS population benchmarks impact primarily on the magnitude of the Labour Force Survey estimates (i.e. employment and unemployment) that are directly related to the underlying size of the population. For more details on population benchmarks, see the Explanatory Notes in *Labour Force, Australia* (cat. no. 6202.0) and for details about the revisions made, see the article in the November 2012 issue of *Labour Force, Australia* (cat. no. 6202.0) and the article in the September 2010 issue of *Labour Force, Australia* (cat. no. 6202.0).

**23** Care should be taken when comparing results from the 2012 Forms of Employment Survey to surveys prior to 2008. See *Forms of Employment, Australia, November 2011* (cat. no. 6359.0) for details of changes to previous FOES.

**24** From 2009, the survey included people in very remote areas of Australia except for people living in Aboriginal and Torres Strait Islander communities in very remote parts of Australia.

### COMPARABILITY WITH MONTHLY LFS STATISTICS

**25** Due to differences in the scope of this supplementary survey and that of the monthly LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

### PREVIOUS SURVEYS

**26** The Forms of Employment Survey was first conducted in August 1998 then in November 2001, November 2004 and annually since November 2006 under the catalogue number 6359.0. Other surveys on employment arrangements have been published in:

- *Employment Arrangements, Retirement and Superannuation, Australia* (cat. no. 6361.0);
- *Working Time Arrangements, Australia* (cat. no. 6342.0); and
- *Pregnancy and Employment Transitions, Australia* (cat. no. 4913.0).

### ACKNOWLEDGEMENT

**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:

- *Australian Labour Market Statistics* (cat. no. 6105.0);
- *Employment Arrangements, Retirement and Superannuation, Australia* (cat. no. 6361.0);
- *Employee Earnings, Benefits and Trade Union Membership, Australia* (cat. no. 6310.0);
- *Employee Earnings and Hours, Australia* (cat. no. 6306.0);
- *Labour Force, Australia* (cat. no. 6202.0);
- *Labour Force Experience, Australia* (cat. no. 6206.0);
- *Labour Mobility, Australia* (cat. no. 6209.0);
- *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001);
- *Locations of Work, Australia* (cat. no. 6275.0);
- *Pregnancy and Employment Transitions, Australia* (cat. no. 4913.0); and
- *Working Time Arrangements, Australia* (cat. no. 6342.0).

**29** Current publications and other products released by the ABS are available from the *Statistics Page* on the ABS website. The ABS also issues a daily Release Advice on the website which details products to be released in the week ahead.



## APPENDIX 1 FORM OF EMPLOYMENT

### FORM OF EMPLOYMENT

The following provides an outline of how people are classified in the 'Form of employment in main job' data item.

Persons are classified as employees (excluding owner managers of incorporated enterprises (OMIEs)), owner managers of incorporated enterprises and owner managers of unincorporated enterprises (OMUEs) based on their responses to questions in the monthly Labour Force survey (LFS).

Employees (excluding OMIEs) from the LFS are persons who:

- work for a public or private employer; and
- receive remuneration in wages or salary; or are paid a retainer fee by their employer and worked on a commission basis, for tips, piece-rates or payment in kind.

Owner managers of incorporated enterprises from the LFS are 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 from the LFS are 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. This category includes those engaged independently in a trade or profession.

These people from the LFS are then asked questions in the FOES to identify key characteristics of employees, independent contractors and other business operators. The responses to these questions are then used to determine how people are classified as employees, independent contractors and other business operators in the 'Form of employment' data item.

These questions are:

"Do you work as an independent contractor in your job?"

"Do you receive a pay slip/advice?"

"Do you/Does your business invoice or bill clients/employers?"

"Excluding wages and salary, are you able to make drawings from your employer/business?"

**APPENDIX 1 FORM OF EMPLOYMENT *continued***

FORM OF EMPLOYMENT  
*continued*

The following decision table, shows how people are classified in the 'Form of employment' data item.

<b>Decision table: Form of employment</b>							
	<b>Whether considered to be independent contractor?</b>	<b>Whether received pay slip/advice?</b>	<b>Whether invoices/bills clients/ employers?</b>	<b>Whether able to make drawings from employer/ business</b>	<b>Result</b>		
<b>Employees (excluding OMIEs)</b>	Yes	Yes	Yes		Independent Contractor		
			No	Yes	Independent Contractor		
		No	No	Yes		Employee	
				No		Independent Contractor	
	No	Yes	Yes		Independent Contractor		
			No	Yes		Employee	
				No		Independent Contractor	
	<b>Owner managers (OMIEs and OMUEs)</b>	Yes	Yes	Yes		Independent Contractor	
				No	Yes	Independent Contractor	
No			No	Yes		Employee	
				No		Independent Contractor	
No		Yes	Yes	Yes		Independent Contractor	
				No	Yes	Other Business Operator	
			No	No	Yes	Yes	Other Business Operator
		Yes			No		Employee
					No	No	Other Business Operator
		No	No	Yes		Other Business Operator	
No				Other Business Operator			



Sufficient information was obtained from respondents after answering the second or third questions to determine their 'Form of employment', therefore people were not asked these questions to reduce respondent burden.

## APPENDIX 1 FORM OF EMPLOYMENT *continued*

### COMPARISON WITH EMPLOYMENT TYPE

The data item 'Employment type in main job' that classifies persons according to the following broad categories:

- Employees (excluding OMIEs);
- Owner managers of incorporated enterprises; or
- Owner managers of unincorporated enterprises.

is commonly used in other Labour Supplementary Surveys.

The following table shows a comparison of the data items 'Employment type in main job' and 'Form of employment in main job'.

### EMPLOYED PERSONS, Form of employment in main job—By employment type in main job—By sex

<i>Form of employment in main job</i>	EMPLOYEES (EXCLUDING OMIES)			<i>Owner managers of incorporated enterprises</i>	<i>Owner managers of unincorporated enterprises</i>	<i>Total</i>
	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>Total</i>			
	'000	'000	'000			
MALES						
Employees	3 901.7	954.5	4 856.3	13.4	16.6	4 886.3
With paid leave entitlements	3 901.7	—	3 901.7	7.7	*3.6	3 913.1
Without paid leave entitlements	—	954.5	954.5	*5.7	12.9	973.2
Independent contractors	13.9	71.2	85.1	236.7	394.7	716.5
Other business operators	—	—	—	315.0	314.1	629.1
<b>Total</b>	<b>3 915.6</b>	<b>1 025.7</b>	<b>4 941.3</b>	<b>565.1</b>	<b>725.4</b>	<b>6 231.8</b>
FEMALES						
Employees	3 351.7	1 193.3	4 545.0	9.3	11.9	4 566.2
With paid leave entitlements	3 351.7	—	3 351.7	*5.3	*3.5	3 360.5
Without paid leave entitlements	—	1 193.3	1 193.3	*4.0	8.4	1 205.7
Independent contractors	8.0	33.1	41.0	54.5	167.9	263.4
Other business operators	—	—	—	182.2	225.6	407.8
<b>Total</b>	<b>3 359.6</b>	<b>1 226.4</b>	<b>4 586.0</b>	<b>246.1</b>	<b>405.3</b>	<b>5 237.4</b>
PERSONS						
Employees	7 253.4	2 147.8	9 401.2	22.7	28.5	9 452.5
With paid leave entitlements	7 253.4	—	7 253.4	13.0	7.1	7 273.6
Without paid leave entitlements	—	2 147.8	2 147.8	9.7	21.3	2 178.9
Independent contractors	21.9	104.2	126.1	291.3	562.5	979.9
Other business operators	—	—	—	497.2	539.7	1 036.9
<b>Total</b>	<b>7 275.3</b>	<b>2 252.1</b>	<b>9 527.3</b>	<b>811.2</b>	<b>1 130.8</b>	<b>11 469.3</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution      — nil or rounded to zero (including null cells)

The table shows, there were 126,100 employees (excluding OMIEs) from 'Employment type' who were further defined as independent contractors in 'Form of employment' (comprising 85,100 males and 41,000 females). Similarly there were 51,200 owner managers (22,700 OMIEs and 28,500 OMUEs) from 'Employment type' who were further defined as employees in 'Form of employment'.

## APPENDIX 1 FORM OF EMPLOYMENT *continued*

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COMPARISON WITH  
EMPLOYMENT TYPE *continued*

Of OMIEs (in 'Employment type'), 61% were further defined as other business operators in 'Form of employment' and 36% of OMIEs were further defined as independent contractors. By comparison, half (50%) of OMUEs (in 'Employment type') were further defined as independent contractors in 'Form of employment', and 48% were further defined as other business operators.

## APPENDIX 2 POPULATIONS AND DATA ITEMS LIST

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### 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 persons 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 Client Services Section in Canberra on 1300 135 070 or via email <client.services@abs.gov.au> or contact Labour Supplementary Survey Section on (02) 6252 7206 or via email <labour.statistics@abs.gov.au>.

<i>Population 1</i>	Employed persons
<i>Population 2</i>	Employees
<i>Population 3</i>	Employees with paid leave entitlements
<i>Population 4</i>	Employees without paid leave entitlements
<i>Population 5</i>	Independent contractors
<i>Population 6</i>	Other business operators

## APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
<b>1 State or territory of usual residence</b>	All
New South Wales	
Victoria	
Queensland	
South Australia	
Western Australia	
Tasmania	
Northern Territory	
Australian Capital Territory	
<b>2 Area of usual residence</b>	All
State capital city	
Balance of state/territory	
<b>3 Region of usual residence</b>	All
Standard labour force dissemination regions	
<b>4 Sex</b>	All
Males	
Females	
<b>5 Social marital status</b>	All
Married	
Not married	
<b>6 Relationship in household</b>	All
Family member	
Husband, wife or partner	
With dependants	
Without dependants	
Lone parent	
With dependants	
Without dependants	
Dependent student	
Non-dependent child	
Other family person	
Non-family member	
Lone person	
Not living alone	
Relationship not determined	
<b>7A Country of birth and period of arrival</b>	All
Born in Australia	
Born overseas	
Arrived before 1971	
Arrived 1971–1980	
Arrived 1981–1990	
Arrived 1991–2000	
Arrived 2001–2010	
Arrived 2011 to survey date	
Inadequately described	

## APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
<b>7B Country of birth (1)</b>	All
Born in Australia	
Born overseas	
Born in main English-speaking countries	
Born in other than main English-speaking countries	
Inadequately described	
<b>7C Country of birth (2)</b>	All
Born in Australia	
Born overseas	
Oceania and Antarctica	
North-West Europe	
Southern and Eastern Europe	
North Africa and the Middle East	
South-East Asia	
North-East Asia	
Southern and Central Asia	
Americas	
Sub-Saharan Africa	
Inadequately described	
<b>8 Age group (years)</b>	All
15–19	
20–24	
25–34	
35–44	
45–54	
55–59	
60–64	
65 and over	
Note: Age collected in single years	
<b>9 Whether had any child(ren) under 15 years</b>	All
Had child(ren) under 15 years	
1 child	
2 children	
3 children	
4 children	
5 children	
6 or more children	
Did not have children under 15 years	
<b>10 Full-time or part-time status in main job</b>	All
Full-time workers	
Part-time workers	
<b>11 Full-time or part-time status of employment</b>	All
Full-time workers	
Part-time workers	

## APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

### Data items

### Populations

#### 12 Occupation of main job

All

Managers  
 Professionals  
 Technicians and trades workers  
 Community and personal service workers  
 Clerical and administrative workers  
 Sales workers  
 Machinery operators and drivers  
 Labourers

#### 13 Industry of main job

All

Agriculture, forestry and fishing  
 Mining  
 Manufacturing  
 Electricity, gas, water and waste services  
 Construction  
 Wholesale trade  
 Retail trade  
 Accommodation and food services  
 Transport, postal and warehousing  
 Information media and telecommunications  
 Financial and insurance services  
 Rental, hiring and real estate services  
 Professional, scientific and technical services  
 Administrative and support services  
 Public administration and safety  
 Education and training  
 Health care and social assistance  
 Arts and recreation services  
 Other services

#### 14 Hours actually worked in main job

All

Less than 1 hour/no hours  
 1–14  
 15–19  
 20–24  
 25–29  
 30–34  
 35  
 36–39  
 40  
 41–44  
 45–48  
 49 or more

Note: Collected in single hours



## APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

*Data items*

*Populations*

**15 Hours usually worked in main job**

All

- Less than 1
- 1–14
- 15–19
- 20–24
- 25–29
- 30–34
- 35
- 36–39
- 40
- 41–44
- 45–48
- 49 or more

Note: Collected in single hours

**16 Hours actually worked in all jobs**

All

- Less than 1 hour/no hours
- 1–14
- 15–19
- 20–24
- 25–29
- 30–34
- 35
- 36–39
- 40
- 41–44
- 45–48
- 49 or more

Note: Collected in single hours

**17 Hours usually worked in all jobs**

All

- Less than 1
- 1–14
- 15–19
- 20–24
- 25–29
- 30–34
- 35
- 36–39
- 40
- 41–44
- 45–48
- 49 or more

Note: Collected in single hours

**18 Form of employment in main job**

All

- Employees
  - With paid leave entitlements
  - Without paid leave entitlements
- Independent contractors
- Other business operators

## APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
<b>19 Employment type in main job<sup>(a)</sup></b>	1
Employees (excluding OMIEs)	
With paid leave entitlements	
Without paid leave entitlements	
Owner managers of incorporated enterprises	
Owner managers of unincorporated enterprises	
<b>20 Status in employment in main job<sup>(a)</sup></b>	1
Employees (including OMIEs)	
Employers	
Own account workers	
<b>21 Continuous duration with current employer/business in main job</b>	All
Fewer than 12 months	
Under 3 months	
3 and under 6 months	
6 and under 12 months	
1–2 years	
3–5 years	
6–9 years	
10–19 years	
20 years and over	
<b>22 Expected future duration with current employer/business in main job</b>	All
Expected to be with current employer/business in 12 months	
Did not expect to be with current employer/business in 12 months	
<b>23 Reason expected duration with current employer/business less than 12 months in main job</b>	All
Changing jobs/seeking other employment	
Return to study/travel/family reasons	
Retiring	
Seasonal/temporary job/fixed contract	
Employer/business closing down/downsizing	
Other	
<b>24 Educational Attendance</b>	All
Full-time student	
Not a full-time student	
Did not know	
<b>25 Whether considered to be an independent contractor in main job</b>	All
Considered to be an independent contractor	
Did not consider to be an independent contractor	
<b>26 Number of employees in main job</b>	5–6
Fewer than 10	
10–19	
20–99	
100–199	
200 or more	
Note: Collected in single employees.	
<b>27 Whether employment had a set completion date/event in main job</b>	2–4
Had a set completion date	
Had a set completion event	
Did not have a set completion date/event	

(a) This item uses standard labour force definitions. See the Glossary description of 'Employees' for more information.

## APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
<b>28 Length of set employment completion date/event in main job</b>	2-4
Had a set completion date/event	
Fewer than 12 months	
Under 3 months	
3 and under 6 months	
6 and under 12 months	
1 year	
2 years	
3 years or more	
Did not have a set completion date/event	
<b>29 Whether worked on a fixed-term contract in main job</b>	2-4
Worked on a fixed-term contract	
Did not work on a fixed-term contract	
<b>30 Whether expected contract to be renewed in main job</b>	2-4
Whether worked on a fixed-term contract	
Expected contract to be renewed	
Did not expect contract to be renewed	
Did not work on a fixed-term contract	
<b>31 Whether had paid leave entitlements in main job</b>	2-4
With paid leave entitlements	
Without paid leave entitlements	
<b>32 Whether entitled to paid sick leave in main job</b>	2-4
Entitled to paid sick leave	
Not entitled to paid sick leave	
Did not know	
<b>33 Whether entitled to paid holiday leave in main job</b>	2-4
Entitled to paid holiday leave	
Not entitled to paid holiday leave	
Did not know	
<b>34 Whether entitled to paid maternity/paternity leave in main job</b>	2-4
Entitled to paid maternity/paternity leave	
Not entitled to paid maternity/paternity leave	
Did not know	
<b>35 Whether entitled to long service leave in main job</b>	2-4
Entitled to long service leave	
Not entitled to long service leave	
Did not know	
<b>36 Whether considered job to be casual in main job</b>	2-4
Considered job to be casual	
Did not consider job to be casual	
<b>37 Whether usually able to work on more than one active contract</b>	5
Usually able to	
Not usually able to	
<b>38 Whether had more than one active contract in reference week</b>	5
Had only one active contract	
Had more than one active contract	

## APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
<b>39 Whether contract prevented doing similar work for multiple clients/employers</b>	5
Had only one contract	
Contract prevented doing similar work for multiple clients/employers	
Contract did not prevent doing similar work for multiple clients/employers	
Had more than one contract	
<b>40 Whether able to (sub)contract own work</b>	5
Able to (sub)contract own work	
Was not able to (sub)contract own work	
<b>41 Main reason unable to (sub)contract own work</b>	5
Was not able to (sub)contract own work	
Part of contract/conditions	
Nature of work	
Other	
Able to (sub)contract own work	
<b>42 Whether had authority over own working procedures</b>	5
Had authority over own work	
Did not have authority over own work	
<b>43 Who had authority over own working procedures</b>	5
Did not have authority over own work	
Employer/supervisor/manager/foreman	
Business/person contracted to	
Customer	
Business partner	
Board of management/chairman of the board	
Franchising company	
Government or other regulation/standard	
Other	
Had authority over own work	
<b>44 Whether responsible for organising own workers' compensation</b>	5
Was responsible	
Was not responsible	
<b>45 Whether responsible for organising own liability insurance</b>	5
Was responsible	
Was not responsible	
<b>46 Whether responsible for organising own superannuation contributions</b>	5
Was responsible	
Was not responsible	
<b>47 Whether earnings/income varied from one pay period to the next in main job</b>	All
Earnings/income varied	
Earnings/income did not vary	
<b>48 Whether usually worked the same number of hours each week in main job</b>	All
Usually worked the same number of hours	
Did not usually work the same number of hours	
<b>49 Whether usually required to be on call or standby in main job</b>	All
Usually required to be on call or standby	
Not usually required to be on call or standby	
<b>50 Whether had any say in start and finish times in main job</b>	All
Had some say	
Did not have any say	

## APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

*Data items*

*Populations*

**51 Days of the week usually worked in all jobs<sup>(a)</sup>**

All

Monday to Friday<sup>(b)</sup>

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

Sunday

Days varied

Note: Multiple response category. People may appear in more than one category.

**52 Number of days of the week usually worked in all jobs**

All

1 day

2 days

3 days

4 days

5 days

6 days

7 days

**53 Whether usually worked weekdays and/or weekends in all jobs**

All

Weekdays only

Weekends only

Both weekdays and weekends

(a) See paragraphs 18–19 of the Explanatory Notes for more information.

(b) Comprises people who usually work on all days Monday to Friday and who also worked on Saturday and/or Sunday. These people are also included in the Saturday and/or Sunday categories.

## APPENDIX 3 SUPPLEMENTARY SURVEYS

### SUPPLEMENTARY SURVEYS

The Monthly Population Survey program and Multi-Purpose Household Survey program collect data on various aspects of the labour force. The following is an historical list of supplementary surveys collected in these programs. 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>
<b>Monthly Population Supplementary Surveys</b>			
Characteristics of Recent Migrants, Australia(a)	6250.0	Irregular	November 2010
Child Employment, Australia	6211.0	Irregular	June 2006
Childhood Education and Care, Australia	4402.0	Irregular	June 2011
Education and Work, Australia	6227.0	Annual	May 2012
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2011
Forms of Employment, Australia	6359.0	Annual	November 2012
Job Search Experience, Australia	6222.0	Annual	July 2012
Labour Force Experience, Australia	6206.0	Biennial	February 2011
Labour Mobility, Australia	6209.0	Biennial	February 2012
Locations of Work, Australia	6275.0	Irregular	November 2008
Multiple Jobholding, Australia(b)	6216.0	Irregular	August 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2012
Pregnancy and Employment Transitions, Australia	4913.0	Irregular	November 2011
Underemployed Workers, Australia	6265.0	Annual	September 2012
Working Time Arrangements, Australia(c)	6342.0	Irregular	November 2009
<b>Multi-Purpose Household Surveys</b>			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2010–2011
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2010–2011
Work-Related Injuries, Australia	6324.0	Irregular	2009–2010

- (a) This product replaces the publication Labour Force Status and Other Characteristics of Migrants, Australia (cat. no. 6250.0).
- (b) Data available on request for July 2001 or see Employment Arrangements, Retirement and Superannuation, Australia, Apr to Jul 2007 (Re-issue) (cat. no. 6361.0).
- (c) This product replaces the publication Working Arrangements, Australia (cat. no. 6342.0).

## TECHNICAL NOTE DATA QUALITY

### INTRODUCTION

**1** 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.

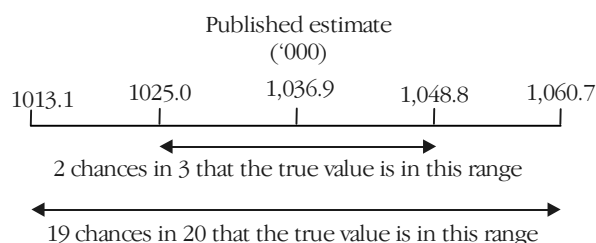
**2** Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to enable readers to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to 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 people is as follows. Table 2 shows that the estimated number of persons in Australia who were other business operators was 1,036,900. Since this estimate is between 1,000,000 and 2,000,000, table T1 shows the SE for Australia will be between 11,750 and 17,050 and can be approximated by interpolation using the following general formula:

$$\begin{aligned}
 & SE \text{ of estimate} \\
 &= \text{lower SE} + \left( \left( \frac{\text{size of estimate} - \text{lower estimate}}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{upper SE} - \text{lower SE}) \right) \\
 &= 11,750 + \left( \left( \frac{1,036,900 - 1,000,000}{2,000,000 - 1,000,000} \right) \times (17,050 - 11,750) \right) \\
 &= 11,900 \text{ (rounded to the nearest 100)}
 \end{aligned}$$

**4** 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 1,025,000 to 1,048,800, and about 19 chances in 20 that the value will fall within the range 1,013,100 to 1,060,700. This example is illustrated in the diagram below:



CALCULATION OF STANDARD ERRORS *continued*

**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 that 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 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 1,036,900 persons who were other business operators, 407,800 or 39.3% were female. The SE of 407,800, may be calculated by interpolation as 7,500. To convert this to an RSE we express the SE as a percentage of the estimate, or 7,500/407,800 = 1.8%. The SE for 1,036,900 was calculated previously as 11,900, which converted to an RSE is 11,900/1,036,900 = 1.1%. Applying the above formulae, the RSE of the proportion is:

$$RSE = \sqrt{(1.8)^2 - (1.1)^2} = 1.4\%$$

**8** The SE for the proportion of females who were other business operators, is 0.6 percentage points, calculated as (39.3/100)x1.4. There are about two chances in three that the proportion of female business operators is between 38.7% and 39.9% and 19 chances in 20 that the proportion is within the range 38.1% to 40.4%.

**9** All other estimates produced from population estimates smaller than the values in T2 have RSEs larger than 25% and should be used with caution. T2 also indicates the size of the population estimates that would produce all other estimates with RSEs greater than 50% are considered too unreliable for general use.

DIFFERENCES

**10** 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 appropriate SE of the difference between two estimates (x-y) may be calculated by the following formulae:

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

**11** While this formulae 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*

### STANDARD ERRORS

#### T1 STANDARD ERRORS OF ESTIMATES

Size of estimate	AUST.									RSE
	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	SE	
	no.	no.	no.	no.	no.	no.	no.	no.	no.	%
100	290	290	220	180	220	110	80	100	110	110.0
200	400	380	320	240	290	160	120	170	190	95.0
300	470	440	390	280	340	190	150	210	260	86.7
500	580	540	500	340	420	240	190	270	380	76.0
700	660	620	580	390	480	270	230	300	480	68.6
1000	760	710	680	450	550	310	260	330	610	61.0
1500	900	830	810	530	640	360	310	360	780	52.0
2000	1 010	930	910	590	710	390	340	390	920	46.0
2500	1 100	1 000	1 000	650	800	400	350	400	1 050	42.0
3000	1 200	1 100	1 050	700	850	450	400	450	1 150	38.3
3500	1 250	1 150	1 100	700	900	450	400	450	1 250	35.7
4000	1 300	1 200	1 200	750	900	500	450	450	1 350	33.8
5000	1 450	1 300	1 250	800	1 000	500	450	500	1 500	30.0
7000	1 650	1 500	1 450	900	1 150	600	550	600	1 700	24.3
10000	1 850	1 700	1 600	1 050	1 300	700	700	700	2 000	20.0
15000	2 150	1 950	1 800	1 200	1 500	850	1 000	850	2 350	15.7
20000	2 400	2 200	1 950	1 350	1 650	1 000	1 250	1 000	2 550	12.8
30000	2 800	2 550	2 250	1 550	1 900	1 250	1 750	1 250	2 900	9.7
40000	3 100	2 800	2 500	1 800	2 100	1 500	2 250	1 500	3 150	7.9
50000	3 350	3 050	2 750	2 000	2 300	1 700	2 650	1 650	3 400	6.8
100000	4 250	4 000	3 750	3 000	3 400	2 400	4 650	2 250	4 300	4.3
150000	5 000	4 850	4 600	3 850	4 450	2 850	6 350	2 500	5 000	3.3
200000	5 750	5 650	5 400	4 550	5 350	3 200	7 950	2 650	5 600	2.8
300000	7 250	7 250	6 850	5 550	6 750	3 700	10 850	2 800	6 650	2.2
500000	10 150	10 050	9 250	7 000	8 600	4 250	..	2 800	8 350	1.7
1000000	15 100	15 250	13 200	8 900	10 950	4 850	..	..	11 750	1.2
2000000	20 350	22 550	17 700	10 600	12 700	..	..	..	17 050	0.9
5000000	25 900	36 100	23 900	11 900	13 250	..	..	..	28 450	0.6
10000000	27 750	49 750	27 950	..	..	..	..	..	37 950	0.4
15000000	..	..	..	..	..	..	..	..	42 850	0.3

.. not applicable

#### T2 POPULATION LEVELS AT WHICH ESTIMATES HAVE RSES OF 25% AND 50%

	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	Aust.
	no.	no.	no.	no.	no.	no.	no.	no.	no.
Relative Standard Error (RSE) of 25%	6 300	5 400	5 100	2 600	3 500	1 400	1 100	1 400	6 800
Relative Standard Error (RSE) of 50%	2 000	1 800	1 700	800	1 200	500	300	600	1 600

## GLOSSARY

<b>Born in Australia</b>	Includes persons born in Australia, Norfolk Island and Australian External Territories.
<b>Considered job to be casual</b>	Employees who considered their job to be casual, regardless of any entitlements that they may receive.
<b>Continuous duration with current employer/business</b>	The length of the current period of employment people had with their employer or in their own business. The length of time includes periods of paid leave, unpaid leave or strike.
<b>Drawings</b>	Drawings are where the owner of a business withdraws money from the business for their personal use, or where an employee withdraws money from their employer for their personal use.
<b>Employed</b>	<p>People aged 15 years and over who, during the reference week:</p> <ul style="list-style-type: none"><li>■ 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</li><li>■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or</li><li>■ were employees who had a job but were not at work and were:<ul style="list-style-type: none"><li>■ away from work for less than four weeks up to the end of the reference week;</li><li>■ 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;</li><li>■ away from work as a standard work or shift arrangement;</li><li>■ on strike or locked out;</li><li>■ on workers' compensation and expected to return to their job; or</li></ul></li><li>■ were employers or own account workers who had a job, business or farm, but were not at work.</li></ul> <p>Contributing family workers in their main job were excluded from the Forms of Employment Survey.</p>
<b>Employees</b>	<p>From November 2008, the Forms of Employment Survey definition of employees differs from the definition used in the Labour Force Survey, other household surveys (including earlier FOES), and employer surveys.</p> <ul style="list-style-type: none"><li>■ <i>Forms of Employment Survey (from November 2008)</i>: Employees are people who work for a public or private employer and receive remuneration in wages or salary. Employees are engaged under a contract of service (an employment contract) and take directions from their employer/supervisor/manager/foreman on how the work is performed.</li><li>■ <i>Labour Force Survey and other household surveys (including FOES prior to 2008)</i>: Employees are persons who:<ul style="list-style-type: none"><li>■ worked for a public or private employer; and</li><li>■ received remuneration in wages or salary; or are paid a retainer fee by their employer and worked on a commission basis, for tips, piece-rates or payment in kind; or</li><li>■ operated their own incorporated enterprise with or without hiring employees.</li></ul></li><li>■ <i>Employer surveys</i>: Employees are wage and salary earners who received pay for any part of the reference period.</li></ul>
<b>Fixed-term contract</b>	A contract of employment which specifies that the employment will be terminated on a particular date/event.

## GLOSSARY *continued*

<b>Form of employment</b>	<p>Classifies employed persons according to the following categories on the basis of their main job (that is, the job in which the most hours were usually worked):</p> <ul style="list-style-type: none"><li>■ Employees;<ul style="list-style-type: none"><li>■ With paid leave entitlements;</li><li>■ Without paid leave entitlements;</li></ul></li><li>■ Independent contractors; or</li><li>■ Other business operators.</li></ul> <p>See Appendix 1 for more information.</p>
<b>Full-time workers in main job</b>	<p>Employed persons who usually worked 35 hours or more a week (in their main job) and others who, although usually worked fewer than 35 hours a week, worked 35 hours or more during the reference week.</p>
<b>Holiday leave</b>	<p>Provision by an employer of paid holiday, vacation or recreation leave.</p>
<b>Hours usually worked</b>	<p>The number of hours usually worked in a week.</p>
<b>Hours worked</b>	<p>The number of hours actually worked during the reference week.</p>
<b>Independent contractors</b>	<p>Independent contractors are persons who operate their own business and who are contracted to perform services for others without having the legal status of an employee, i.e. persons who are engaged by a client, rather than an employer to undertake the work. Independent contractors are engaged under a contract for services (a commercial contract), whereas employees are engaged under a contract of service (an employment contract).</p> <p>Independent contractors' employment may take a variety of forms, for example, they may have a direct relationship with a client or work through an intermediary. Independent contractors may have employees, however they spend most of their time directly engaged with clients or on client tasks, rather than managing their staff. See Appendix 1 for more information.</p>
<b>Industry</b>	<p>An industry is a group of businesses or organisations that undertake similar economic activities to produce goods and services. In this publication, industry of main job refers to ANZSIC Division as classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006</i> (cat. no. 1292.0).</p>
<b>Long service leave</b>	<p>Provision by an employer or industry body of paid long service leave.</p>
<b>Main English-speaking countries</b>	<p>The list of main English-speaking countries provided here is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received, significant numbers of overseas settlers who are likely to speak English. These countries comprise the United Kingdom, the Republic of Ireland, New Zealand, Canada, South Africa and the United States of America.</p>
<b>Main job</b>	<p>The job in which the most hours were usually worked.</p>
<b>Maternity/paternity leave</b>	<p>The provision by an employer of paid maternity/paternity leave.</p>
<b>Multiple job holders</b>	<p>Employed people who, during the reference week worked in more than one job. Only information about second job was collected. Multiple jobholders exclude those who changed employer in the reference week. People who were contributing family workers or unpaid voluntary workers in their second job were excluded from the Multiple jobholder population.</p>
<b>Occupation</b>	<p>An occupation is a collection of jobs that are sufficiently similar in their title, tasks, skill level and skill specialisation, which are grouped together for the purposes of classification. In this publication, occupation refers to Major Group as defined by the <i>ANZSCO – Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009</i> (cat. no. 1220.0).</p>

## GLOSSARY *continued*

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<b>Other business operators</b>	People who operate their own business, with or without employees, but who are not operating as independent contractors. Other business operators are distinguished from independent contractors in that they tend to generate their income from managing their staff or from selling goods or services to the public, rather than providing a labour service directly to a client. Other business operators spend little time working on client tasks with most of their time spent on managing their employees and/or business. See Appendix 1 for more information.
<b>Part-time workers in main job</b>	Employed persons who usually worked fewer than 35 hours a week (in their main job) and who did so during the reference week.
<b>Reference week</b>	The week preceding the week in which the interview was conducted.
<b>Sick leave</b>	Provision by an employer of paid sick leave.
<b>With paid leave entitlements</b>	Employees who were entitled to either paid holiday leave or paid sick leave (or both) in their main job. For more information see paragraph 17 of the Explanatory Notes.
<b>Without paid leave entitlements</b>	Employees who were not entitled to either paid holiday leave or paid sick leave, or did not know whether they were entitled to paid holiday leave or paid sick leave in their main job. For more information, see paragraph 17 of the Explanatory Notes.
<b>Worked on a fixed-term contract</b>	Employees with a contract of employment which specifies that the employment will be terminated on a particular date/event.







## FOR MORE INFORMATION . . .

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