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# FORMS OF EMPLOYMENT

AUSTRALIA

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## INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Force and Supplementary Survey Section on Canberra (02) 6252 7206, email <labour.statistics@abs.gov.au>.

**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 2013 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.

**FINAL ISSUE** As foreshadowed in the information paper, *Outcomes of the Labour Household Surveys Content Review* (cat. no. 6107.0), this is the final issue of *Forms of Employment, Australia* publication.

This publication will be replaced by a new publication titled *Characteristics of Employment, Australia* (cat. no. 6333.0). The first release of 6333.0 will be in respect of August 2014 and will be released in mid 2015.

**CHANGES IN THIS ISSUE** From December 2012 to April 2013, the ABS conducted a trial of online data collection. Respondents in one rotation group (i.e. one-eighth of the survey sample) were offered the option of self completing their labour force survey questionnaire online instead of via face-to-face or telephone interview. From May 2013, ABS expanded the offer of online electronic collection to 50% of each new incoming rotation group. For more information see the article in the April 2013 issue of *Labour Force, Australia* (cat. no. 6202.0). From September 2013 online electronic collection is offered to 100% of private dwellings in each incoming rotation group.

A measurement strategy was used to identify impacts on the LFS data. No statistical impact has been identified.

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

Jonathan Palmer  
Acting Australian Statistician

# 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.

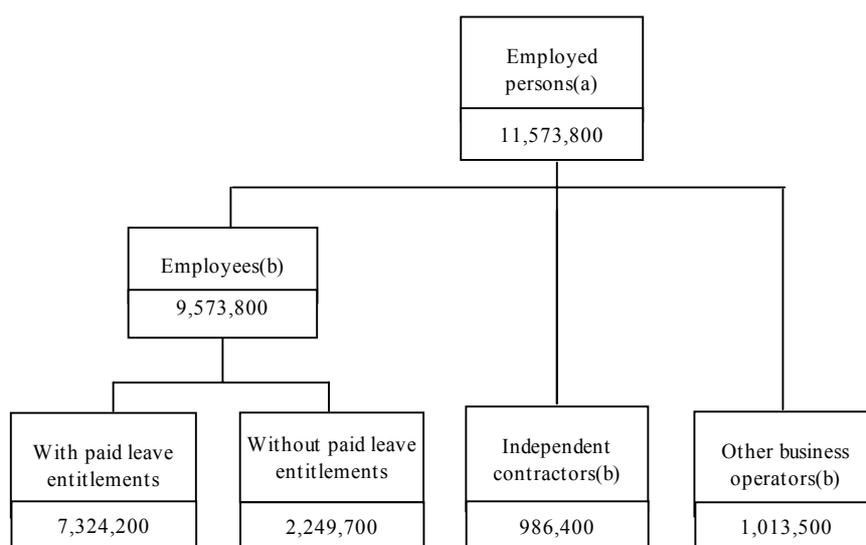
The Forms of Employment Survey provides information on some of the key factors relating to the nature of employment arrangements in the Australian labour market. The survey also describes some of the employment and demographic characteristics of people in different forms of employment.

## 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 provide labour type 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

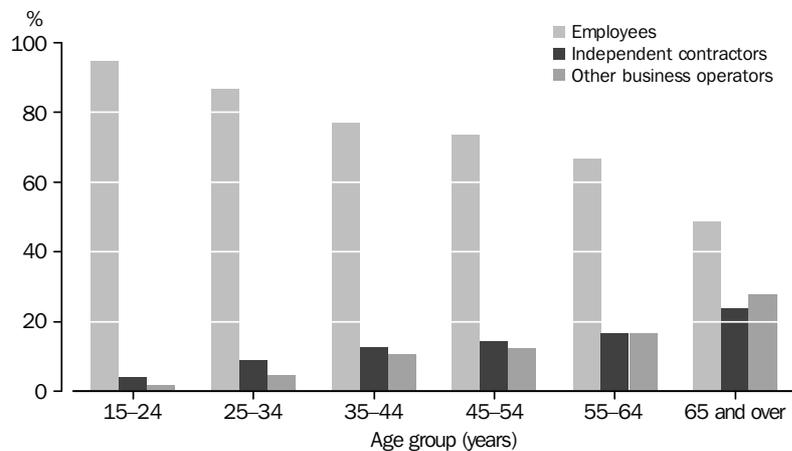
In November 2013, the Forms of Employment Survey found there were nearly 11.6 million employed persons aged 15 years and over<sup>1</sup>. Of these, 7.3 million (63%) were employees with paid leave entitlements in their main job, that is, they were entitled to paid sick and/or paid holiday leave. Of the remaining employed persons:

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

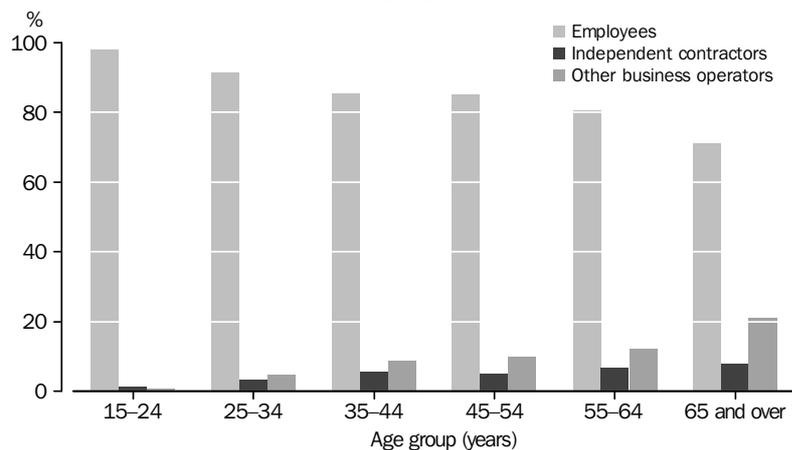
### ALL EMPLOYED PERSONS

Employed males were more likely than females 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 (88% compared to 78% for males).

FORM OF EMPLOYMENT, By age group (years)—Males, 2013



FORM OF EMPLOYMENT, By age group (years)—Females, 2013



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;

<sup>1</sup> Excluding contributing family workers.

## SUMMARY OF FINDINGS *continued*

### ALL EMPLOYED PERSONS *continued*

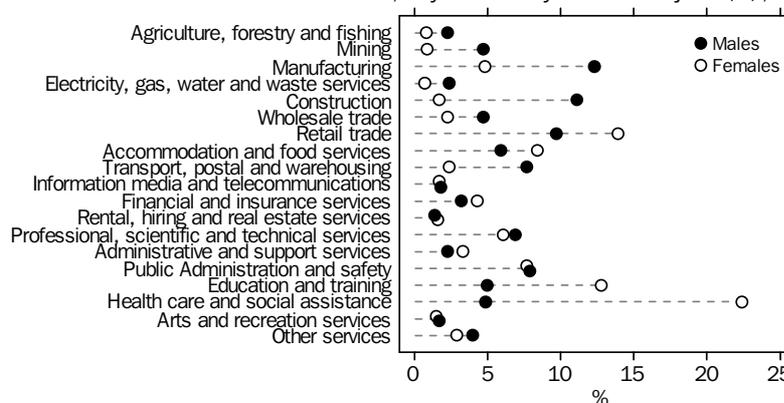
- 80% of employed persons aged 35–54 years were employees, 10% were independent contractors and other business operators respectively;
- 57% of employed persons aged 65 years and over were employees, 18% were independent contractors and 25% were other business operators; and
- more than half of employed males (52%) aged 65 years and over were either independent contractors or other business operators (Table 3).

### EMPLOYEES

Of the 9.6 million persons who were employees, 51% were male. Of the 7.3 million employees with paid leave entitlements, 53% were male (Table 1). Nearly four out of five (79%) male employees had paid leave entitlements, compared to almost three out of four female employees (74%) (Table 7).

### Industry

#### DISTRIBUTION OF EMPLOYEES, By industry of main job (a), 2013



(a) As a proportion of total male and total female employees respectively.

The largest proportion of employees worked in the Health care and social assistance industry (13%). This industry also employed the highest proportion of female employees (22%), compared with only 5% of male employees working in this industry. Other industries employing a higher proportion of female employees include Retail trade (14%) and Education and training (13%).

Of all male employees, the highest proportion worked in Manufacturing industry (12%) followed by Construction industry (11%). In contrast, of all female employees 5% and 2% worked in these industries respectively.

The industry with the highest proportion of male and female employees without paid leave entitlements was Accommodation and food services (60% and 68% respectively). Female employees made up 57% of employees working in this industry.

## SUMMARY OF FINDINGS *continued*

### Occupation

DISTRIBUTION OF EMPLOYEES, By occupation of main job (a), 2013



(a) As a proportion of total male and total female employees respectively.

Male employees were most likely to be in the occupation of Technicians and trades 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%).

For both male and female employees, the occupation with the highest proportion of paid leave entitlements was Managers (93%). This was followed by Professionals for both males and females (91% and 89% respectively).

The occupation with the highest proportion of employees without leave entitlements was Labourers (48%). This was also the occupation with the highest proportion of male employees working without leave entitlements (46%). By comparison, for female employees it was the occupation of Sales workers (53%) followed by Labourers (52%).

### Full-time/Part-time Status

An estimated 6.6 million (69%) 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 2.9 million part-time employees, less than half (47%) had paid leave entitlements.

### Other employment characteristics

Other characteristics of employees in November 2013 included:

- 20% had been with their current employer for less than one year, while 22% had been with their current employer for 10 years or more;
- 13% of females worked less than 15 hours a week compared to 6% of males in their main job in the week before they were interviewed;
- almost half (49%) of males worked 40 hours or more compared to 24% of females in their main job in the week before they were interviewed;
- 18% were aged 15–24 years, and 15% were aged 55 years and over;
- 2% were aged 65 years and over;
- 41% had some say in their start and finish times;
- 68% 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 52% were in the occupation of Professionals, and 33% worked in the Education and training industry.

<sup>2</sup> See paragraph 19 of the Explanatory Notes for more information.

## SUMMARY OF FINDINGS *continued*

### INDEPENDENT CONTRACTORS

There were 986,000 persons who were independent contractors in their main job in November 2013. Independent contractors made up 9% of all employed people, and three quarters (75%) of all independent contractors were males. More than half (53%) of the independent contractors were aged 45 years and over compared to 35% of employees in this age group.

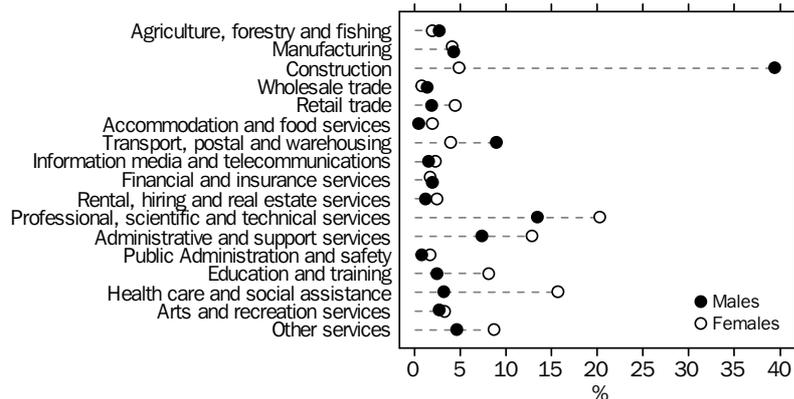
#### Hours Worked

Almost half (47%) of all independent contractors worked 40 hours or more in their main job in the week before they were interviewed, with almost a quarter of them (24%) working 49 hours or more. In comparison 37% of all employees reported working 40 hours or more (12% reporting 49 hours or more) in their main job in the week before they were interviewed.

Male independent contractors were more likely to have worked longer hours than female independent contractors. For example, 28% of male independent contractors worked 49 hours or more in their main job in the week before interview, compared with 10% of female independent contractors. This was higher than for employees (17% of males and 6% of females).

#### Industry

**DISTRIBUTION OF INDEPENDENT CONTRACTORS, By selected industry of main job (a), 2013**



(a) As a proportion of total male and total female independent contractors respectively.

Of all independent contractors, the highest proportion worked in the Construction industry (31%) followed by the Professional, scientific and technical services industry (15%). These industries were also employing the highest proportion of male independent contractors (39% and 13% respectively). Of all female independent contractors, the highest proportion worked in the Professional, scientific and technical services industry (20%) followed by Health care and social assistance industry (16%).

## SUMMARY OF FINDINGS *continued*

### Occupation

#### DISTRIBUTION OF INDEPENDENT CONTRACTORS, By occupation of main job (a), 2013



(a) As a proportion of total male and total female independent contractors respectively.

The highest proportion of independent contractors worked as Technicians and trades workers (30%) and Professionals (23%). These occupations also employed the highest proportions of male independent contractors (37% and 20% respectively). In contrast, of all female independent contractors, the highest proportion were Professionals (34%), followed by Clerical and administrative workers (20%).

### Other employment characteristics

Three-quarters (75%) of independent contractors were usually able to work on more than one active contract at a time, however, under half (47%) of all independent contractors had more than one active contract in the week before interview (Table 10).

Other characteristics of independent contractors in November 2013 included:

- 62% had authority over their own work (63% of males and 61% of females) (Table 10);
- 64% were able to (sub)contract their own work (68% of males and 53% of females);
- 80% had no employees (78% of males and 86% of females) (Table 10);
- 13% had been with their current business for less than one year, while 39% had been with their current business for 10 years or more (Table 2);
- 85% had some say in their start or finish times (Table 5);
- 56% usually only worked weekdays in all of their jobs<sup>3</sup>, while a further 44% usually worked on both weekdays and weekends (Table 5); and
- 73% reported their relationship in the household as Husband, wife or partner, compared to 60% of employees (Table 3).

### OTHER BUSINESS OPERATORS

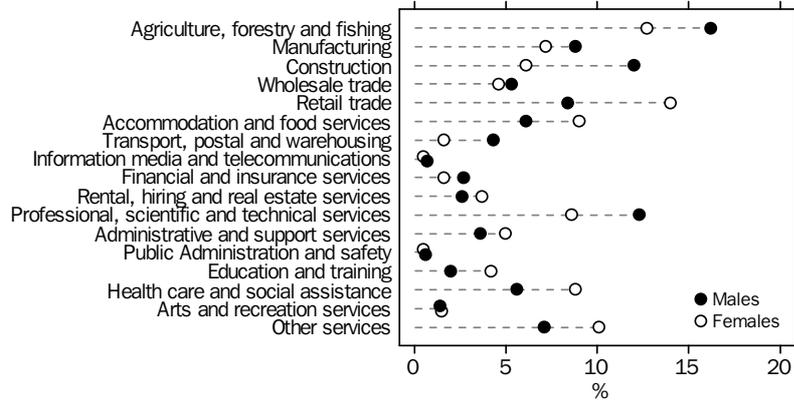
There were just over 1 million other business operators in November 2013 or 9% of employed persons, of whom 60% were male. There has been a steady decline in the number of other business operators from November 2010 (Table 1).

<sup>3</sup> See paragraph 19 of the Explanatory Notes for more information.

## SUMMARY OF FINDINGS *continued*

### Industry

#### DISTRIBUTION OF OTHER BUSINESS OPERATORS, By selected industry of main job (a), 2013



(a) As a proportion of total male and total female other business operators respectively.

Almost half (46%) of those employed in Agriculture, forestry and fishing industry were other business operators. This industry employed 15% of all other business operators. For male other business operators, the industry that employed the highest proportion was Agriculture, forestry and fishing industry (16%) and for female other business operators, the industry that employed the highest proportion was Retail trade (14%).

### Occupation

#### DISTRIBUTION OF OTHER BUSINESS OPERATORS, By occupation of main job (a), 2013



(a) As a proportion of total male and total female other business operators respectively.

Of all other business operators, the highest proportion worked in the occupation of Managers (46% and 36% of males and females 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 28% of females) (Table 4).

### Other employment characteristics

Other characteristics of other business operators in November 2013 included:

- 56% actually worked 40 hours or more in their main job in the week before they were interviewed (70% of males and 35% of females), while almost two-thirds (65%) of these actually worked 49 or more hours (Table 2);

## SUMMARY OF FINDINGS *continued*

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*Other employment  
characteristics continued*

- 8% had been in their current business for less than one year, while half (50%) had been with their current business for 10 years or more (Table 2);
- 90% had some say in their start or finish times (Table 5);
- 52% were aged between 35 and 54 years;
- 84% reported their relationship in the household as Husband, wife or partner; and
- 45% usually only worked weekdays in all of their job/s<sup>4</sup> (Table 5).

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<sup>4</sup> See paragraph 19 of the Explanatory Notes for more information.

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EMPLOYED PERSONS, Form of employment in main job—By sex—November 2009 to  
November 2013

	<i>November 2009</i>		<i>November 2010</i>		<i>November 2011</i>		<i>November 2012</i>		<i>November 2013</i>	
	'000	%	'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	4 916.9	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	3 899.6	62.2
Without paid leave entitlements	911.8	15.7	961.9	15.5	985.7	15.9	973.2	15.6	1 017.3	16.2
Independent contractors	772.1	13.3	824.4	13.3	745.3	12.0	716.5	11.5	743.4	11.9
Other business operators	601.5	10.4	648.1	10.5	642.9	10.4	629.1	10.1	609.4	9.7
<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>	<b>6 269.8</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	4 656.9	87.8
With paid leave entitlements	3 027.6	62.3	3 217.5	62.7	3 278.0	63.4	3 360.5	64.2	3 424.5	64.6
Without paid leave entitlements	1 203.3	24.8	1 228.4	23.9	1 211.1	23.4	1 205.7	23.0	1 232.4	23.2
Independent contractors	256.9	5.3	286.1	5.6	281.6	5.4	263.4	5.0	243.0	4.6
Other business operators	373.5	7.7	398.9	7.8	397.4	7.7	407.8	7.8	404.0	7.6
<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>	<b>5 304.0</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	9 573.8	82.7
With paid leave entitlements	6 545.9	61.4	6 975.5	61.6	7 089.4	62.4	7 273.6	63.4	7 324.2	63.3
Without paid leave entitlements	2 115.1	19.8	2 190.2	19.3	2 196.8	19.3	2 178.9	19.0	2 249.7	19.4
Independent contractors	1 029.0	9.6	1 110.5	9.8	1 026.9	9.0	979.9	8.5	986.4	8.5
Other business operators	975.0	9.1	1 047.0	9.2	1 040.3	9.2	1 036.9	9.0	1 013.5	8.8
<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>	<b>11 573.8</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	257.6	41.2	20.4	319.2	5.2	5.5	3.4
1–14	303.9	61.5	28.9	394.3	6.2	8.3	4.7
15–19	155.7	32.2	*8.6	196.6	3.2	4.3	*1.4
20–24	296.2	57.5	25.4	379.1	6.0	7.7	4.2
25–29	137.6	22.5	12.4	172.5	2.8	3.0	2.0
30–34	396.8	65.6	42.7	505.1	8.1	8.8	7.0
35	101.8	30.9	19.5	152.3	2.1	4.2	3.2
36–39	843.5	31.7	24.1	899.3	17.2	4.3	4.0
40	885.7	122.9	87.1	1 095.7	18.0	16.5	14.3
41–44	259.8	14.7	12.1	286.7	5.3	2.0	2.0
45–48	440.2	54.4	42.6	537.2	9.0	7.3	7.0
49 or more	837.9	208.2	285.5	1 331.7	17.0	28.0	46.9
Continuous duration with current employer/business in main job							
Fewer than 12 months	1 010.0	85.5	35.1	1 130.7	20.5	11.5	5.8
Under 3 months	290.4	22.8	*5.4	318.6	5.9	3.1	*0.9
3 and under 6 months	265.2	29.5	10.7	305.4	5.4	4.0	1.8
6 and under 12 months	454.5	33.3	19.0	506.7	9.2	4.5	3.1
1–2 years	1 133.7	108.1	60.0	1 301.9	23.1	14.5	9.8
3–5 years	1 061.9	138.5	92.0	1 292.5	21.6	18.6	15.1
6–9 years	638.6	98.3	88.6	825.5	13.0	13.2	14.5
10–19 years	673.9	160.5	153.4	987.8	13.7	21.6	25.2
20 years and over	398.7	152.4	180.3	731.4	8.1	20.5	29.6
Expected future duration with current employer/business in main job							
Expected to be with current employer or business in 12 months	4 393.8	692.4	589.9	5 676.0	89.4	93.1	96.8
Did not expect to be with current employer or business in 12 months	523.1	51.0	19.6	593.7	10.6	6.9	3.2
<b>Total</b>	<b>4 916.9</b>	<b>743.4</b>	<b>609.4</b>	<b>6 269.8</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	%	%	%
FEMALES							
Hours actually worked in main job							
Less than 1 hour/no hours	354.0	18.4	19.6	392.1	7.6	7.6	4.9
1–14	613.0	63.1	83.6	759.7	13.2	25.9	20.7
15–19	380.9	20.9	29.7	431.4	8.2	8.6	7.3
20–24	535.7	28.6	45.6	609.9	11.5	11.8	11.3
25–29	276.5	14.1	21.2	311.7	5.9	5.8	5.3
30–34	513.7	20.3	33.3	567.3	11.0	8.4	8.2
35	146.9	*4.4	15.7	167.0	3.2	*1.8	3.9
36–39	739.5	10.0	14.6	764.1	15.9	4.1	3.6
40	492.1	25.5	31.0	548.6	10.6	10.5	7.7
41–44	149.1	*3.3	*4.6	157.0	3.2	*1.4	*1.1
45–48	191.5	9.2	21.0	221.7	4.1	3.8	5.2
49 or more	264.2	25.2	84.2	373.6	5.7	10.4	20.8
Continuous duration with current employer/business in main job							
Fewer than 12 months	945.5	38.5	41.4	1 025.4	20.3	15.8	10.3
Under 3 months	229.3	10.4	*7.5	247.2	4.9	4.3	*1.9
3 and under 6 months	263.0	11.4	15.1	289.5	5.6	4.7	3.7
6 and under 12 months	453.2	16.7	18.9	488.8	9.7	6.9	4.7
1–2 years	1 078.9	46.2	65.6	1 190.7	23.2	19.0	16.2
3–5 years	1 011.9	55.7	72.9	1 140.6	21.7	22.9	18.0
6–9 years	627.5	30.8	53.3	711.6	13.5	12.7	13.2
10–19 years	679.3	43.6	88.8	811.6	14.6	17.9	22.0
20 years and over	313.7	28.3	82.0	424.1	6.7	11.7	20.3
Expected future duration with current employer/business in main job							
Expected to be with current employer or business in 12 months	4 146.1	220.7	389.8	4 756.6	89.0	90.8	96.5
Did not expect to be with current employer or business in 12 months	510.8	22.4	14.2	547.4	11.0	9.2	3.5
<b>Total</b>	<b>4 656.9</b>	<b>243.0</b>	<b>404.0</b>	<b>5 304.0</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

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	611.6	59.7	40.1	711.3	6.4	6.0	4.0
1–14	916.9	124.6	112.4	1 154.0	9.6	12.6	11.1
15–19	536.6	53.1	38.3	628.0	5.6	5.4	3.8
20–24	831.9	86.2	71.0	989.0	8.7	8.7	7.0
25–29	414.1	36.5	33.6	484.2	4.3	3.7	3.3
30–34	910.5	85.9	76.0	1 072.4	9.5	8.7	7.5
35	248.7	35.3	35.2	319.3	2.6	3.6	3.5
36–39	1 583.0	41.7	38.7	1 663.4	16.5	4.2	3.8
40	1 377.8	148.4	118.1	1 644.3	14.4	15.0	11.7
41–44	408.9	18.1	16.8	443.7	4.3	1.8	1.7
45–48	631.8	63.6	63.6	759.0	6.6	6.4	6.3
49 or more	1 102.1	233.4	369.7	1 705.3	11.5	23.7	36.5
Continuous duration with current employer/business in main job							
Fewer than 12 months	1 955.6	124.0	76.5	2 156.1	20.4	12.6	7.6
Under 3 months	519.7	33.1	12.9	565.7	5.4	3.4	1.3
3 and under 6 months	528.2	40.9	25.8	594.9	5.5	4.1	2.5
6 and under 12 months	907.7	50.0	37.8	995.5	9.5	5.1	3.7
1–2 years	2 212.7	154.3	125.6	2 492.6	23.1	15.6	12.4
3–5 years	2 073.9	194.3	164.9	2 433.1	21.7	19.7	16.3
6–9 years	1 266.2	129.0	141.9	1 537.1	13.2	13.1	14.0
10–19 years	1 353.1	204.1	242.2	1 799.4	14.1	20.7	23.9
20 years and over	712.4	180.8	262.3	1 155.5	7.4	18.3	25.9
Expected future duration with current employer/business in main job							
Expected to be with current employer or business in 12 months	8 539.9	913.0	979.7	10 432.6	89.2	92.6	96.7
Did not expect to be with current employer or business in 12 months	1 034.0	73.4	33.8	1 141.2	10.8	7.4	3.3
<b>Total</b>	<b>9 573.8</b>	<b>986.4</b>	<b>1 013.5</b>	<b>11 573.8</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	4 085.7	636.7	547.4	5 269.8	83.1	85.6	89.8
Husband, wife or partner	3 052.9	554.0	505.1	4 112.0	62.1	74.5	82.9
With dependants	1 704.7	299.9	263.5	2 268.1	34.7	40.3	43.2
Without dependants	1 348.2	254.1	241.7	1 843.9	27.4	34.2	39.7
Lone parent	84.7	20.7	16.7	122.1	1.7	2.8	2.7
With dependants	60.6	13.4	*8.4	82.3	1.2	1.8	*1.4
Without dependants	24.1	*7.3	*8.3	39.7	0.5	*1.0	*1.4
Dependent student	221.0	np	np	226.2	4.5	np	np
Non-dependent child	602.7	49.9	21.5	674.1	12.3	6.7	3.5
Other family person	124.5	np	np	135.4	2.5	np	np
Non-family member	766.6	96.3	54.1	917.0	15.6	13.0	8.9
Lone person	430.0	66.9	44.5	541.4	8.7	9.0	7.3
Not living alone	336.6	29.4	9.6	375.6	6.8	4.0	1.6
Relationship not determined	64.6	10.4	*8.0	83.0	1.3	1.4	*1.3
Age group (years)							
15–19	297.8	np	np	305.7	6.1	np	np
20–24	574.0	np	np	617.8	11.7	np	np
25–34	1 289.9	133.8	67.9	1 491.6	26.2	18.0	11.1
35–44	1 080.7	177.2	147.7	1 405.5	22.0	23.8	24.2
45–54	951.5	186.5	159.4	1 297.4	19.4	25.1	26.1
55–59	374.1	78.6	79.9	532.7	7.6	10.6	13.1
60–64	228.0	72.2	69.6	369.8	4.6	9.7	11.4
65 and over	120.8	59.1	69.4	249.3	2.5	7.9	11.4
Country of birth							
Born in Australia	3 466.2	518.4	419.7	4 404.3	70.5	69.7	68.9
Born overseas	1 450.8	224.5	189.7	1 865.0	29.5	30.2	31.1
Born in main English-speaking countries	576.6	87.1	65.6	729.3	11.7	11.7	10.8
Born in other than main English-speaking countries	874.1	137.4	124.1	1 135.7	17.8	18.5	20.4
State or territory of usual residence							
New South Wales	1 528.7	211.8	224.8	1 965.3	31.1	28.5	36.9
Victoria	1 178.6	213.6	166.5	1 558.7	24.0	28.7	27.3
Queensland	1 013.9	157.1	98.5	1 269.6	20.6	21.1	16.2
South Australia	341.1	48.1	40.8	430.0	6.9	6.5	6.7
Western Australia	605.0	84.7	58.5	748.3	12.3	11.4	9.6
Tasmania	95.6	11.3	10.9	117.7	1.9	1.5	1.8
Northern Territory	59.4	7.7	3.7	70.9	1.2	1.0	0.6
Australian Capital Territory	94.5	9.0	5.7	109.1	1.9	1.2	0.9
<b>Total (a)</b>	<b>4 916.9</b>	<b>743.4</b>	<b>609.4</b>	<b>6 269.8</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

(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	3 959.4	210.5	373.5	4 543.4	85.0	86.6	92.4
Husband, wife or partner	2 736.5	169.3	340.8	3 246.6	58.8	69.7	84.3
With dependants	1 356.0	86.2	187.4	1 629.6	29.1	35.5	46.4
Without dependants	1 380.5	83.1	153.4	1 616.9	29.6	34.2	38.0
Lone parent	402.4	24.6	22.8	449.8	8.6	10.1	5.6
With dependants	316.0	20.9	18.7	355.6	6.8	8.6	4.6
Without dependants	86.4	*3.7	*4.1	94.2	1.9	*1.5	*1.0
Dependent student	299.5	np	np	303.6	6.4	np	np
Non-dependent child	401.1	10.0	*3.2	414.4	8.6	4.1	*0.8
Other family person	119.9	np	np	129.0	2.6	np	np
Non-family member	642.9	28.6	27.6	699.1	13.8	11.8	6.8
Lone person	393.5	22.7	20.4	436.6	8.5	9.3	5.0
Not living alone	249.4	*5.9	*7.2	262.5	5.4	*2.4	*1.8
Relationship not determined	54.5	*3.9	*3.0	61.4	1.2	*1.6	*0.7
Age group (years)							
15–19	319.8	np	np	322.0	6.9	np	np
20–24	552.8	np	np	568.1	11.9	np	np
25–34	1 114.8	44.2	59.1	1 218.1	23.9	18.2	14.6
35–44	988.7	64.6	102.6	1 155.8	21.2	26.6	25.4
45–54	994.5	60.0	116.3	1 170.8	21.4	24.7	28.8
55–59	370.2	30.9	52.0	453.0	7.9	12.7	12.9
60–64	218.0	21.3	38.8	278.0	4.7	8.8	9.6
65 and over	98.2	10.7	29.1	138.0	2.1	4.4	7.2
Country of birth							
Born in Australia	3 358.5	161.3	286.8	3 806.5	72.1	66.4	71.0
Born overseas	1 298.3	81.7	117.3	1 497.3	27.9	33.6	29.0
Born in main English-speaking countries	493.9	39.4	42.3	575.5	10.6	16.2	10.5
Born in other than main English-speaking countries	804.5	42.3	75.0	921.8	17.3	17.4	18.6
State or territory of usual residence							
New South Wales	1 465.3	68.6	123.8	1 657.8	31.5	28.2	30.6
Victoria	1 148.0	65.7	116.8	1 330.5	24.7	27.0	28.9
Queensland	964.0	60.5	78.1	1 102.6	20.7	24.9	19.3
South Australia	328.0	12.6	31.3	371.9	7.0	5.2	7.7
Western Australia	510.0	26.3	39.3	575.5	11.0	10.8	9.7
Tasmania	95.3	4.7	7.7	107.7	2.0	1.9	1.9
Northern Territory	54.7	2.0	2.5	59.2	1.2	0.8	0.6
Australian Capital Territory	91.6	2.7	4.5	98.8	2.0	1.1	1.1
<b>Total (a)</b>	<b>4 656.9</b>	<b>243.0</b>	<b>404.0</b>	<b>5 304.0</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

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

(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	8 045.2	847.2	920.9	9 813.2	84.0	85.9	90.9
Husband, wife or partner	5 789.4	723.3	845.9	7 358.5	60.5	73.3	83.5
With dependants	3 060.7	386.1	450.9	3 897.7	32.0	39.1	44.5
Without dependants	2 728.7	337.2	395.0	3 460.9	28.5	34.2	39.0
Lone parent	487.1	45.3	39.5	571.9	5.1	4.6	3.9
With dependants	376.6	34.3	27.1	438.0	3.9	3.5	2.7
Without dependants	110.5	11.0	12.4	134.0	1.2	1.1	1.2
Dependent student	520.4	*7.7	**1.6	529.8	5.4	*0.8	**0.2
Non-dependent child	1 003.8	59.9	24.7	1 088.5	10.5	6.1	2.4
Other family person	244.4	10.9	9.1	264.5	2.6	1.1	0.9
Non-family member	1 409.6	124.9	81.7	1 616.2	14.7	12.7	8.1
Lone person	823.6	89.6	64.9	978.0	8.6	9.1	6.4
Not living alone	586.0	35.4	16.8	638.1	6.1	3.6	1.7
Relationship not determined	119.1	14.4	11.0	144.4	1.2	1.5	1.1
Age group (years)							
15–19	617.7	*8.0	**2.1	627.8	6.5	*0.8	**0.2
20–24	1 126.8	39.5	19.7	1 185.9	11.8	4.0	1.9
25–34	2 404.7	178.0	127.0	2 709.7	25.1	18.0	12.5
35–44	2 069.4	241.7	250.3	2 561.4	21.6	24.5	24.7
45–54	1 946.0	246.5	275.6	2 468.2	20.3	25.0	27.2
55–59	744.3	109.5	131.9	985.7	7.8	11.1	13.0
60–64	445.9	93.4	108.5	647.8	4.7	9.5	10.7
65 and over	219.0	69.8	98.5	387.3	2.3	7.1	9.7
Country of birth							
Born in Australia	6 824.6	679.8	706.5	8 210.8	71.3	68.9	69.7
Born overseas	2 749.1	306.3	307.0	3 362.4	28.7	31.0	30.3
Born in main English-speaking countries	1 070.5	126.5	107.9	1 304.9	11.2	12.8	10.6
Born in other than main English-speaking countries	1 678.6	179.7	199.1	2 057.5	17.5	18.2	19.6
State or territory of usual residence							
New South Wales	2 994.1	280.5	348.6	3 623.1	31.3	28.4	34.4
Victoria	2 326.7	279.3	283.3	2 889.2	24.3	28.3	28.0
Queensland	1 977.9	217.6	176.7	2 372.2	20.7	22.1	17.4
South Australia	669.1	60.7	72.1	801.9	7.0	6.2	7.1
Western Australia	1 115.0	111.0	97.9	1 323.9	11.6	11.3	9.7
Tasmania	190.8	16.0	18.6	225.4	2.0	1.6	1.8
Northern Territory	114.1	9.7	6.2	130.1	1.2	1.0	0.6
Australian Capital Territory	186.1	11.6	10.2	208.0	1.9	1.2	1.0
<b>Total (a)</b>	<b>9 573.8</b>	<b>986.4</b>	<b>1 013.5</b>	<b>11 573.8</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) 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	113.4	19.8	98.4	231.7	49.0	8.5	42.5	100.0
Mining	233.4	np	np	240.7	97.0	np	np	100.0
Manufacturing	603.3	32.3	53.5	689.1	87.6	4.7	7.8	100.0
Electricity, gas, water and waste services	119.1	np	np	123.6	96.3	np	np	100.0
Construction	546.5	292.9	72.9	912.3	59.9	32.1	8.0	100.0
Wholesale trade	231.2	10.5	32.2	273.8	84.4	3.8	11.8	100.0
Retail trade	476.7	14.4	51.0	542.1	87.9	2.7	9.4	100.0
Accommodation and food services	291.5	*3.6	37.0	332.0	87.8	*1.1	11.1	100.0
Transport, postal and warehousing	377.1	67.2	25.9	470.2	80.2	14.3	5.5	100.0
Information media and telecommunications	88.1	11.9	*4.5	104.6	84.2	11.4	*4.3	100.0
Financial and insurance services	155.8	14.7	16.5	187.0	83.3	7.9	8.8	100.0
Rental, hiring and real estate services	70.3	8.8	16.0	95.2	73.9	9.2	16.9	100.0
Professional, scientific and technical services	337.9	100.1	75.2	513.2	65.8	19.5	14.6	100.0
Administrative and support services	115.0	55.2	22.1	192.3	59.8	28.7	11.5	100.0
Public administration and safety	388.8	*6.2	*3.9	398.9	97.5	*1.6	*1.0	100.0
Education and training	245.3	18.3	12.0	275.6	89.0	6.6	4.4	100.0
Health care and social assistance	241.9	23.9	34.4	300.2	80.6	8.0	11.5	100.0
Arts and recreation services	85.1	19.9	*8.7	113.7	74.8	17.5	*7.6	100.0
Other services	196.7	34.0	43.0	273.7	71.9	12.4	15.7	100.0
Occupation of main job								
Managers	599.7	100.9	279.3	979.9	61.2	10.3	28.5	100.0
Professionals	931.9	149.7	119.8	1 201.3	77.6	12.5	10.0	100.0
Technicians and trades workers	1 101.6	276.6	105.5	1 483.6	74.2	18.6	7.1	100.0
Community and personal service workers	318.4	18.6	18.6	355.6	89.5	5.2	5.2	100.0
Clerical and administrative workers	378.2	22.7	11.8	412.7	91.6	5.5	2.9	100.0
Sales workers	355.5	16.1	22.1	393.8	90.3	4.1	5.6	100.0
Machinery operators and drivers	614.5	68.7	22.5	705.8	87.1	9.7	3.2	100.0
Labourers	617.2	90.1	29.8	737.1	83.7	12.2	4.0	100.0
<b>Total</b>	<b>4 916.9</b>	<b>743.4</b>	<b>609.4</b>	<b>6 269.8</b>	<b>78.4</b>	<b>11.9</b>	<b>9.7</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

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	35.4	*4.8	51.2	91.4	38.7	*5.2	56.1	100.0
Mining	42.2	np	np	43.3	97.6	np	np	100.0
Manufacturing	221.5	9.9	28.9	260.4	85.1	3.8	11.1	100.0
Electricity, gas, water and waste services	33.5	np	np	35.2	95.2	np	np	100.0
Construction	78.2	12.0	24.8	115.0	68.0	10.4	21.6	100.0
Wholesale trade	107.9	**1.9	18.7	128.4	84.0	**1.4	14.5	100.0
Retail trade	645.8	10.9	56.6	713.2	90.5	1.5	7.9	100.0
Accommodation and food services	389.6	*4.8	36.3	430.7	90.5	*1.1	8.4	100.0
Transport, postal and warehousing	111.1	9.7	*6.5	127.3	87.3	7.6	*5.1	100.0
Information media and telecommunications	78.2	*5.6	**1.9	85.7	91.3	*6.5	**2.2	100.0
Financial and insurance services	199.2	*4.1	*6.7	210.0	94.9	*2.0	*3.2	100.0
Rental, hiring and real estate services	73.7	*6.1	14.9	94.7	77.8	*6.5	15.7	100.0
Professional, scientific and technical services	283.1	49.2	34.8	367.1	77.1	13.4	9.5	100.0
Administrative and support services	153.4	31.5	20.2	205.1	74.8	15.3	9.8	100.0
Public administration and safety	358.8	*4.1	**1.9	364.8	98.3	*1.1	**0.5	100.0
Education and training	595.6	19.8	16.9	632.3	94.2	3.1	2.7	100.0
Health care and social assistance	1 044.3	38.1	35.7	1 118.1	93.4	3.4	3.2	100.0
Arts and recreation services	71.8	*7.9	*6.1	85.8	83.6	*9.2	*7.1	100.0
Other services	133.7	21.1	41.0	195.7	68.3	10.8	20.9	100.0
Occupation of main job								
Managers	347.8	27.4	143.8	519.0	67.0	5.3	27.7	100.0
Professionals	1 215.3	81.9	64.6	1 361.8	89.2	6.0	4.7	100.0
Technicians and trades workers	197.8	16.4	27.1	241.3	82.0	6.8	11.2	100.0
Community and personal service workers	744.8	29.7	31.1	805.7	92.4	3.7	3.9	100.0
Clerical and administrative workers	1 112.0	48.4	88.2	1 248.7	89.1	3.9	7.1	100.0
Sales workers	642.0	9.7	27.6	679.4	94.5	1.4	4.1	100.0
Machinery operators and drivers	62.6	*4.7	*4.2	71.4	87.6	*6.5	*5.9	100.0
Labourers	334.5	24.8	17.4	376.7	88.8	6.6	4.6	100.0
<b>Total</b>	<b>4 656.9</b>	<b>243.0</b>	<b>404.0</b>	<b>5 304.0</b>	<b>87.8</b>	<b>4.6</b>	<b>7.6</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

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	148.8	24.6	149.7	323.1	46.1	7.6	46.3	100.0
Mining	275.6	*7.1	**1.2	283.9	97.1	*2.5	**0.4	100.0
Manufacturing	824.8	42.2	82.5	949.5	86.9	4.4	8.7	100.0
Electricity, gas, water and waste services	152.6	*4.2	**2.0	158.8	96.1	*2.7	**1.3	100.0
Construction	624.6	304.8	97.7	1 027.2	60.8	29.7	9.5	100.0
Wholesale trade	339.0	12.3	50.9	402.2	84.3	3.1	12.6	100.0
Retail trade	1 122.5	25.2	107.5	1 255.3	89.4	2.0	8.6	100.0
Accommodation and food services	681.1	*8.3	73.3	762.7	89.3	*1.1	9.6	100.0
Transport, postal and warehousing	488.2	76.9	32.5	597.6	81.7	12.9	5.4	100.0
Information media and telecommunications	166.3	17.5	*6.4	190.2	87.4	9.2	*3.4	100.0
Financial and insurance services	355.0	18.9	23.1	397.0	89.4	4.8	5.8	100.0
Rental, hiring and real estate services	144.0	14.9	30.9	189.8	75.9	7.9	16.3	100.0
Professional, scientific and technical services	621.0	149.3	109.9	880.3	70.5	17.0	12.5	100.0
Administrative and support services	268.4	86.7	42.3	397.4	67.5	21.8	10.6	100.0
Public administration and safety	747.5	10.3	*5.8	763.7	97.9	1.4	*0.8	100.0
Education and training	840.9	38.1	28.9	907.9	92.6	4.2	3.2	100.0
Health care and social assistance	1 286.1	62.0	70.1	1 418.3	90.7	4.4	4.9	100.0
Arts and recreation services	156.9	27.8	14.8	199.5	78.6	14.0	7.4	100.0
Other services	330.4	55.1	84.0	469.4	70.4	11.7	17.9	100.0
Occupation of main job								
Managers	947.5	128.3	423.1	1 498.9	63.2	8.6	28.2	100.0
Professionals	2 147.2	231.6	184.4	2 563.1	83.8	9.0	7.2	100.0
Technicians and trades workers	1 299.4	293.0	132.6	1 724.9	75.3	17.0	7.7	100.0
Community and personal service workers	1 063.2	48.3	49.7	1 161.3	91.6	4.2	4.3	100.0
Clerical and administrative workers	1 490.3	71.1	100.1	1 661.4	89.7	4.3	6.0	100.0
Sales workers	997.6	25.9	49.7	1 073.1	93.0	2.4	4.6	100.0
Machinery operators and drivers	677.1	73.4	26.7	777.2	87.1	9.4	3.4	100.0
Labourers	951.7	114.9	47.2	1 113.9	85.4	10.3	4.2	100.0
<b>Total</b>	<b>9 573.8</b>	<b>986.4</b>	<b>1 013.5</b>	<b>11 573.8</b>	<b>82.7</b>	<b>8.5</b>	<b>8.8</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

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)	3 589.2	543.5	488.6	4 621.3	73.0	73.1	80.2	73.7
Monday	473.8	82.0	105.8	661.6	9.6	11.0	17.4	10.6
Tuesday	513.8	87.8	111.2	712.8	10.4	11.8	18.2	11.4
Wednesday	524.9	90.1	110.7	725.7	10.7	12.1	18.2	11.6
Thursday	539.1	87.1	117.2	743.3	11.0	11.7	19.2	11.9
Friday	502.3	88.8	110.1	701.1	10.2	11.9	18.1	11.2
Saturday	798.0	198.7	269.7	1 266.4	16.2	26.7	44.3	20.2
Sunday	475.8	98.6	162.6	737.0	9.7	13.3	26.7	11.8
Days varied	739.0	142.9	74.7	956.6	15.0	19.2	12.3	15.3
Number of days of the week usually worked in all jobs(c)								
1 day	77.9	10.3	*2.8	91.0	1.6	1.4	*0.5	1.5
2 days	152.0	21.6	*7.0	180.5	3.1	2.9	*1.1	2.9
3 days	208.7	32.0	14.8	255.5	4.2	4.3	2.4	4.1
4 days	314.2	31.6	20.3	366.2	6.4	4.3	3.3	5.8
5 days	3 464.9	408.4	269.5	4 142.8	70.5	54.9	44.2	66.1
6 days	423.1	141.7	144.8	709.5	8.6	19.1	23.8	11.3
7 days	276.1	97.7	150.4	524.2	5.6	13.1	24.7	8.4
Whether usually worked weekdays and/or weekends in all jobs(c)								
Weekdays only	3 335.4	405.4	265.1	4 005.9	67.8	54.5	43.5	63.9
Weekends only	52.9	*2.7	**1.9	57.5	1.1	*0.4	**0.3	0.9
Both weekdays and weekends	1 528.6	335.4	342.4	2 206.4	31.1	45.1	56.2	35.2
Whether usually required to be on call or standby in main job								
Usually required to be on call or standby	1 235.1	266.4	303.8	1 805.3	25.1	35.8	49.9	28.8
Not usually required to be on call or standby	3 681.8	477.0	305.6	4 464.5	74.9	64.2	50.1	71.2
Whether usually worked the same number of hours each week in main job								
Usually worked the same number of hours	3 716.3	381.5	394.7	4 492.6	75.6	51.3	64.8	71.7
Did not usually work the same number of hours	1 200.6	361.9	214.7	1 777.1	24.4	48.7	35.2	28.3
Whether had any say in start and finish times in main job								
Had some say	2 012.9	629.3	540.6	3 182.8	40.9	84.7	88.7	50.8
Did not have any say	2 904.0	114.1	68.9	3 087.0	59.1	15.3	11.3	49.2
<b>Total</b>	<b>4 916.9</b>	<b>743.4</b>	<b>609.4</b>	<b>6 269.8</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

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

(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 978,500 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)	2 457.1	118.1	225.3	2 800.6	52.8	48.6	55.8	52.8
Monday	819.9	54.9	80.0	954.9	17.6	22.6	19.8	18.0
Tuesday	890.1	55.0	93.9	1 039.1	19.1	22.6	23.2	19.6
Wednesday	915.7	62.5	99.9	1 078.1	19.7	25.7	24.7	20.3
Thursday	897.9	55.2	96.6	1 049.8	19.3	22.7	23.9	19.8
Friday	741.3	45.8	86.7	873.8	15.9	18.8	21.5	16.5
Saturday	664.1	51.1	138.3	853.5	14.3	21.0	34.2	16.1
Sunday	463.3	27.1	85.1	575.6	9.9	11.2	21.1	10.9
Days varied	792.4	52.8	86.4	931.5	17.0	21.7	21.4	17.6
Number of days of the week usually worked in all jobs(c)								
1 day	146.3	14.4	14.8	175.5	3.1	5.9	3.7	3.3
2 days	373.7	26.3	30.9	430.8	8.0	10.8	7.6	8.1
3 days	600.4	28.7	45.2	674.4	12.9	11.8	11.2	12.7
4 days	585.2	27.2	25.7	638.0	12.6	11.2	6.4	12.0
5 days	2 614.6	94.7	151.8	2 861.1	56.1	39.0	37.6	53.9
6 days	194.7	27.4	65.2	287.4	4.2	11.3	16.1	5.4
7 days	142.1	24.2	70.4	236.7	3.1	10.0	17.4	4.5
Whether usually worked weekdays and/or weekends in all jobs(c)								
Weekdays only	3 195.0	147.2	188.0	3 530.1	68.6	60.6	46.5	66.6
Weekends only	96.5	**1.6	*5.3	103.5	2.1	**0.7	*1.3	2.0
Both weekdays and weekends	1 365.4	94.2	210.7	1 670.4	29.3	38.8	52.2	31.5
Whether usually required to be on call or standby in main job								
Usually required to be on call or standby	904.1	76.5	158.5	1 139.1	19.4	31.5	39.2	21.5
Not usually required to be on call or standby	3 752.8	166.5	245.5	4 164.9	80.6	68.5	60.8	78.5
Whether usually worked the same number of hours each week in main job								
Usually worked the same number of hours	3 609.4	133.4	257.4	4 000.2	77.5	54.9	63.7	75.4
Did not usually work the same number of hours	1 047.5	109.7	146.6	1 303.8	22.5	45.1	36.3	24.6
Whether had any say in start and finish times in main job								
Had some say	1 937.5	207.7	367.0	2 512.2	41.6	85.5	90.8	47.4
Did not have any say	2 719.4	35.3	37.0	2 791.7	58.4	14.5	9.2	52.6
<b>Total</b>	<b>4 656.9</b>	<b>243.0</b>	<b>404.0</b>	<b>5 304.0</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

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

(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 396,900 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)	6 046.3	661.7	713.9	7 421.9	63.2	67.1	70.4	64.1
Monday	1 293.8	136.9	185.8	1 616.4	13.5	13.9	18.3	14.0
Tuesday	1 403.9	142.8	205.1	1 751.9	14.7	14.5	20.2	15.1
Wednesday	1 440.6	152.6	210.6	1 803.8	15.0	15.5	20.8	15.6
Thursday	1 437.0	142.3	213.8	1 793.0	15.0	14.4	21.1	15.5
Friday	1 243.6	134.6	196.8	1 574.9	13.0	13.6	19.4	13.6
Saturday	1 462.1	249.8	408.0	2 119.9	15.3	25.3	40.3	18.3
Sunday	939.1	125.7	247.7	1 312.5	9.8	12.7	24.4	11.3
Days varied	1 531.3	195.7	161.1	1 888.1	16.0	19.8	15.9	16.3
Number of days of the week usually worked in all jobs(c)								
1 day	224.2	24.7	17.6	266.5	2.3	2.5	1.7	2.3
2 days	525.6	47.9	37.8	611.3	5.5	4.9	3.7	5.3
3 days	809.1	60.7	60.0	929.8	8.5	6.2	5.9	8.0
4 days	899.4	58.8	46.0	1 004.2	9.4	6.0	4.5	8.7
5 days	6 079.5	503.1	421.3	7 004.0	63.5	51.0	41.6	60.5
6 days	617.8	169.1	210.0	997.0	6.5	17.1	20.7	8.6
7 days	418.1	122.0	220.8	760.9	4.4	12.4	21.8	6.6
Whether usually worked weekdays and/or weekends in all jobs(c)								
Weekdays only	6 530.4	552.5	453.1	7 536.0	68.2	56.0	44.7	65.1
Weekends only	149.4	*4.3	*7.3	161.0	1.6	*0.4	*0.7	1.4
Both weekdays and weekends	2 894.0	429.6	553.2	3 876.7	30.2	43.5	54.6	33.5
Whether usually required to be on call or standby in main job								
Usually required to be on call or standby	2 139.2	342.9	462.3	2 944.4	22.3	34.8	45.6	25.4
Not usually required to be on call or standby	7 434.6	643.6	551.2	8 629.3	77.7	65.2	54.4	74.6
Whether usually worked the same number of hours each week in main job								
Usually worked the same number of hours	7 325.7	514.9	652.2	8 492.8	76.5	52.2	64.3	73.4
Did not usually work the same number of hours	2 248.1	471.5	361.3	3 081.0	23.5	47.8	35.7	26.6
Whether had any say in start and finish times in main job								
Had some say	3 950.4	837.0	907.6	5 695.0	41.3	84.9	89.6	49.2
Did not have any say	5 623.4	149.4	105.9	5 878.7	58.7	15.1	10.4	50.8
<b>Total</b>	<b>9 573.8</b>	<b>986.4</b>	<b>1 013.5</b>	<b>11 573.8</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 1.4 million 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	%	%	%
<b>MALES</b>						
<b>Industry of main job</b>						
Agriculture, Forestry and Fishing	**2.0	111.4	113.4	**1.8	98.2	100.0
Mining	10.6	222.8	233.4	4.5	95.5	100.0
Manufacturing	*8.7	594.6	603.3	*1.4	98.6	100.0
Electricity, Gas, Water and Waste Services	*5.3	113.8	119.1	*4.4	95.6	100.0
Construction	13.2	533.3	546.5	2.4	97.6	100.0
Wholesale Trade	*2.7	228.5	231.2	*1.2	98.8	100.0
Retail Trade	*3.1	473.6	476.7	*0.7	99.3	100.0
Accommodation and Food Services	*2.6	288.9	291.5	*0.9	99.1	100.0
Transport, Postal and Warehousing	*6.4	370.7	377.1	*1.7	98.3	100.0
Information Media and Telecommunications	*3.3	84.8	88.1	*3.7	96.3	100.0
Financial and Insurance Services	*6.9	148.9	155.8	*4.4	95.6	100.0
Rental, Hiring and Real Estate Services	*2.5	67.8	70.3	*3.6	96.4	100.0
Professional, Scientific and Technical Services	11.9	326.0	337.9	3.5	96.5	100.0
Administrative and Support Services	*5.3	109.7	115.0	*4.6	95.4	100.0
Public Administration and Safety	18.6	370.2	388.8	4.8	95.2	100.0
Education and Training	35.0	210.3	245.3	14.3	85.7	100.0
Health Care and Social Assistance	15.6	226.2	241.9	6.5	93.5	100.0
Arts and Recreation Services	*8.0	77.1	85.1	*9.4	90.6	100.0
Other Services	**1.7	195.0	196.7	**0.9	99.1	100.0
<b>Occupation of main job</b>						
Managers	18.3	581.4	599.7	3.0	97.0	100.0
Professionals	72.3	859.6	931.9	7.8	92.2	100.0
Technicians and trades workers	29.0	1 072.6	1 101.6	2.6	97.4	100.0
Community and personal service workers	10.3	308.0	318.4	3.2	96.8	100.0
Clerical and administrative workers	13.2	365.0	378.2	3.5	96.5	100.0
Sales workers	*3.6	351.9	355.5	*1.0	99.0	100.0
Machinery operators and drivers	np	np	614.5	np	np	100.0
Labourers	np	np	617.2	np	np	100.0
<b>Total</b>	<b>163.4</b>	<b>4 753.6</b>	<b>4 916.9</b>	<b>3.3</b>	<b>96.7</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

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	**1.8	33.6	35.4	**5.1	94.9	100.0
Mining	**1.0	41.2	42.2	**2.4	97.6	100.0
Manufacturing	**2.2	219.3	221.5	**1.0	99.0	100.0
Electricity, Gas, Water and Waste Services	**1.8	31.7	33.5	**5.4	94.6	100.0
Construction	**1.7	76.4	78.2	**2.2	97.8	100.0
Wholesale Trade	**2.1	105.7	107.9	**2.0	98.0	100.0
Retail Trade	*4.4	641.4	645.8	*0.7	99.3	100.0
Accommodation and Food Services	**2.2	387.4	389.6	**0.6	99.4	100.0
Transport, Postal and Warehousing	**1.2	109.9	111.1	**1.1	98.9	100.0
Information Media and Telecommunications	*3.8	74.4	78.2	*4.9	95.1	100.0
Financial and Insurance Services	*4.2	195.0	199.2	*2.1	97.9	100.0
Rental, Hiring and Real Estate Services	**1.3	72.4	73.7	**1.8	98.2	100.0
Professional, Scientific and Technical Services	10.5	272.5	283.1	3.7	96.3	100.0
Administrative and Support Services	*2.4	151.1	153.4	*1.5	98.5	100.0
Public Administration and Safety	31.4	327.3	358.8	8.8	91.2	100.0
Education and Training	87.4	508.3	595.6	14.7	85.3	100.0
Health Care and Social Assistance	37.8	1 006.5	1 044.3	3.6	96.4	100.0
Arts and Recreation Services	**1.9	69.9	71.8	**2.6	97.4	100.0
Other Services	*4.6	129.1	133.7	*3.5	96.5	100.0
Occupation of main job						
Managers	12.9	335.0	347.8	3.7	96.3	100.0
Professionals	118.1	1 097.2	1 215.3	9.7	90.3	100.0
Technicians and trades workers	*7.3	190.5	197.8	*3.7	96.3	100.0
Community and personal service workers	24.7	720.1	744.8	3.3	96.7	100.0
Clerical and administrative workers	36.0	1 076.0	1 112.0	3.2	96.8	100.0
Sales workers	*2.4	639.6	642.0	*0.4	99.6	100.0
Machinery operators and drivers	np	np	62.6	np	np	100.0
Labourers	np	np	334.5	np	np	100.0
<b>Total</b>	<b>203.8</b>	<b>4 453.1</b>	<b>4 656.9</b>	<b>4.4</b>	<b>95.6</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

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	*3.8	145.0	148.8	*2.6	97.4	100.0
Mining	11.6	264.1	275.6	4.2	95.8	100.0
Manufacturing	10.9	813.9	824.8	1.3	98.7	100.0
Electricity, Gas, Water and Waste Services	*7.1	145.5	152.6	*4.6	95.4	100.0
Construction	14.9	609.7	624.6	2.4	97.6	100.0
Wholesale Trade	*4.8	334.2	339.0	*1.4	98.6	100.0
Retail Trade	*7.5	1 115.0	1 122.5	*0.7	99.3	100.0
Accommodation and Food Services	*4.8	676.3	681.1	*0.7	99.3	100.0
Transport, Postal and Warehousing	*7.6	480.6	488.2	*1.6	98.4	100.0
Information Media and Telecommunications	*7.1	159.2	166.3	*4.3	95.7	100.0
Financial and Insurance Services	11.1	343.9	355.0	3.1	96.9	100.0
Rental, Hiring and Real Estate Services	*3.8	140.2	144.0	*2.6	97.4	100.0
Professional, Scientific and Technical Services	22.4	598.6	621.0	3.6	96.4	100.0
Administrative and Support Services	*7.6	260.8	268.4	*2.8	97.2	100.0
Public Administration and Safety	50.0	697.5	747.5	6.7	93.3	100.0
Education and Training	122.4	718.5	840.9	14.6	85.4	100.0
Health Care and Social Assistance	53.4	1 232.8	1 286.1	4.2	95.8	100.0
Arts and Recreation Services	9.9	147.0	156.9	6.3	93.7	100.0
Other Services	*6.3	324.0	330.4	*1.9	98.1	100.0
Occupation of main job						
Managers	31.1	916.4	947.5	3.3	96.7	100.0
Professionals	190.4	1 956.8	2 147.2	8.9	91.1	100.0
Technicians and trades workers	36.3	1 263.1	1 299.4	2.8	97.2	100.0
Community and personal service workers	35.1	1 028.1	1 063.2	3.3	96.7	100.0
Clerical and administrative workers	49.2	1 441.0	1 490.3	3.3	96.7	100.0
Sales workers	*6.1	991.5	997.6	*0.6	99.4	100.0
Machinery operators and drivers	*7.1	669.9	677.1	*1.1	98.9	100.0
Labourers	11.9	939.8	951.7	1.2	98.8	100.0
<b>Total</b>	<b>367.2</b>	<b>9 206.7</b>	<b>9 573.8</b>	<b>3.8</b>	<b>96.2</b>	<b>100.0</b>

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

## 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

	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	60.4	33.0	*4.0	16.0	64.4	56.8	49.0	43.2
Mining	210.7	19.0	**1.2	*2.5	211.9	90.8	21.5	9.2
Manufacturing	499.2	55.4	16.3	32.3	515.5	85.5	87.8	14.5
Electricity, gas, water and waste services	103.1	11.3	**2.1	*2.6	105.2	88.3	13.9	11.7
Construction	423.5	91.3	12.0	19.7	435.5	79.7	111.0	20.3
Wholesale trade	196.6	11.3	*7.0	16.2	203.6	88.1	27.5	11.9
Retail trade	261.3	28.5	56.3	130.6	317.6	66.6	159.2	33.4
Accommodation and food services	95.1	34.7	21.1	140.6	116.2	39.9	175.3	60.1
Transport, postal and warehousing	264.7	52.9	21.7	37.8	286.4	76.0	90.7	24.0
Information media and telecommunications	77.5	*3.4	**1.4	*5.9	78.9	89.5	9.2	10.5
Financial and insurance services	np	np	np	np	147.8	94.9	*8.0	5.1
Rental, hiring and real estate services	np	np	np	np	54.4	77.3	16.0	22.7
Professional, scientific and technical services	293.5	17.9	13.4	13.1	306.8	90.8	31.1	9.2
Administrative and support services	64.9	18.8	12.3	18.9	77.2	67.2	37.7	32.8
Public administration and safety	335.5	17.7	17.5	18.1	353.1	90.8	35.7	9.2
Education and training	178.2	11.8	19.2	36.1	197.4	80.5	47.9	19.5
Health care and social assistance	155.7	17.9	39.9	28.4	195.6	80.9	46.3	19.1
Arts and recreation services	50.6	*7.6	*7.1	19.8	57.7	67.8	27.4	32.2
Other services	169.7	10.7	*4.8	11.5	174.5	88.7	22.2	11.3
Occupation of main job								
Managers	545.2	27.6	13.4	13.5	558.6	93.1	41.1	6.9
Professionals	793.7	47.9	49.7	40.6	843.4	90.5	88.5	9.5
Technicians and trades workers	904.8	114.0	32.1	50.7	936.9	85.1	164.7	14.9
Community and personal service workers	177.9	28.0	32.4	80.1	210.3	66.0	108.1	34.0
Clerical and administrative workers	304.7	25.0	23.8	24.8	328.5	86.9	49.7	13.1
Sales workers	180.8	17.7	37.7	119.3	218.5	61.5	137.0	38.5
Machinery operators and drivers	442.6	91.8	25.7	54.4	468.3	76.2	146.2	23.8
Labourers	287.4	104.4	47.7	177.7	335.1	54.3	282.1	45.7
<b>Total</b>	<b>3 637.1</b>	<b>456.3</b>	<b>262.5</b>	<b>561.0</b>	<b>3 899.6</b>	<b>79.3</b>	<b>1 017.3</b>	<b>20.7</b>

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\*\* 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, 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	12.0	9.3	**2.2	11.8	14.2	40.2	21.1	59.8
Mining	33.8	*3.6	*3.6	**1.2	37.4	88.6	*4.8	11.4
Manufacturing	131.0	16.6	40.1	33.9	171.1	77.2	50.4	22.8
Electricity, gas, water and waste services	24.5	*3.3	*4.1	**1.7	28.6	85.2	*4.9	14.8
Construction	45.3	*4.4	13.8	14.7	59.0	75.5	19.1	24.5
Wholesale trade	78.3	*3.2	14.9	11.5	93.2	86.4	14.7	13.6
Retail trade	209.9	25.9	144.1	265.9	354.0	54.8	291.8	45.2
Accommodation and food services	81.8	38.0	43.2	226.7	124.9	32.1	264.7	67.9
Transport, postal and warehousing	70.1	*5.8	19.2	16.0	89.4	80.4	21.8	19.6
Information media and telecommunications	42.8	*2.6	21.0	11.8	63.8	81.5	14.4	18.5
Financial and insurance services	np	np	np	np	187.1	93.9	12.1	6.1
Rental, hiring and real estate services	np	np	np	np	63.2	85.8	10.4	14.2
Professional, scientific and technical services	178.2	*6.5	59.8	38.7	237.9	84.1	45.1	15.9
Administrative and support services	69.7	14.4	33.6	35.7	103.3	67.3	50.2	32.7
Public administration and safety	248.4	9.5	76.7	24.1	325.1	90.6	33.6	9.4
Education and training	316.4	14.9	171.4	93.0	487.8	81.9	107.9	18.1
Health care and social assistance	453.0	42.8	398.6	149.9	851.6	81.5	192.7	18.5
Arts and recreation services	20.9	*4.9	13.0	33.0	33.9	47.3	37.8	52.7
Other services	68.2	*8.5	30.8	26.2	99.0	74.0	34.7	26.0
Occupation of main job								
Managers	279.1	8.8	43.5	16.4	322.6	92.8	25.2	7.2
Professionals	738.2	30.2	342.6	104.3	1 080.8	88.9	134.5	11.1
Technicians and trades workers	104.2	9.0	44.1	40.4	148.3	75.0	49.5	25.0
Community and personal service workers	222.4	53.1	217.2	252.1	439.6	59.0	305.2	41.0
Clerical and administrative workers	649.8	47.1	271.3	143.8	921.1	82.8	190.9	17.2
Sales workers	159.6	28.6	143.8	310.0	303.4	47.3	338.6	52.7
Machinery operators and drivers	40.2	*8.2	*7.6	*6.5	47.8	76.4	14.8	23.6
Labourers	81.7	37.4	79.2	136.4	160.8	48.1	173.7	51.9
<b>Total</b>	<b>2 275.2</b>	<b>222.5</b>	<b>1 149.4</b>	<b>1 009.9</b>	<b>3 424.5</b>	<b>73.5</b>	<b>1 232.4</b>	<b>26.5</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

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	72.3	42.4	*6.3	27.8	78.6	52.8	70.2	47.2
Mining	244.6	22.5	*4.8	*3.8	249.3	90.5	26.3	9.5
Manufacturing	630.2	72.0	56.4	66.2	686.6	83.2	138.2	16.8
Electricity, gas, water and waste services	127.6	14.5	*6.2	*4.3	133.7	87.6	18.8	12.4
Construction	468.8	95.7	25.8	34.4	494.5	79.2	130.1	20.8
Wholesale trade	274.9	14.5	22.0	27.7	296.8	87.6	42.2	12.4
Retail trade	471.2	54.5	200.4	396.5	671.6	59.8	451.0	40.2
Accommodation and food services	176.9	72.7	64.2	367.2	241.2	35.4	440.0	64.6
Transport, postal and warehousing	334.9	58.7	40.9	53.8	375.8	77.0	112.4	23.0
Information media and telecommunications	120.3	*6.0	22.4	17.7	142.7	85.8	23.7	14.2
Financial and insurance services	285.1	11.5	49.8	*8.6	334.9	94.3	20.1	5.7
Rental, hiring and real estate services	102.7	9.7	14.9	16.7	117.6	81.7	26.4	18.3
Professional, scientific and technical services	471.6	24.4	73.1	51.8	544.8	87.7	76.2	12.3
Administrative and support services	134.6	33.3	45.9	54.7	180.5	67.2	87.9	32.8
Public administration and safety	584.0	27.2	94.2	42.1	678.2	90.7	69.3	9.3
Education and training	494.6	26.7	190.6	129.0	685.2	81.5	155.8	18.5
Health care and social assistance	608.7	60.7	438.5	178.2	1 047.2	81.4	239.0	18.6
Arts and recreation services	71.6	12.4	20.1	52.8	91.6	58.4	65.2	41.6
Other services	237.9	19.2	35.6	37.7	273.5	82.8	56.9	17.2
Occupation of main job								
Managers	824.3	36.4	56.9	29.9	881.2	93.0	66.3	7.0
Professionals	1 532.0	78.1	392.2	144.8	1 924.2	89.6	223.0	10.4
Technicians and trades workers	1 008.9	123.0	76.3	91.1	1 085.2	83.5	214.1	16.5
Community and personal service workers	400.2	81.1	249.6	332.2	649.9	61.1	413.3	38.9
Clerical and administrative workers	954.5	72.0	295.2	168.5	1 249.7	83.9	240.6	16.1
Sales workers	340.4	46.3	181.5	429.3	521.9	52.3	475.6	47.7
Machinery operators and drivers	482.8	100.0	33.3	61.0	516.1	76.2	161.0	23.8
Labourers	369.1	141.7	126.8	314.0	495.9	52.1	455.8	47.9
<b>Total</b>	<b>5 912.3</b>	<b>678.7</b>	<b>1 411.9</b>	<b>1 571.0</b>	<b>7 324.2</b>	<b>76.5</b>	<b>2 249.7</b>	<b>23.5</b>

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

EMPLOYEES, Whether had paid leave entitlements in main job—By age group (years) and 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						
Age group (years)						
15–19	110.3	187.5	297.8	2.8	18.4	6.1
20–24	356.5	217.5	574.0	9.1	21.4	11.7
25–34	1 053.8	236.1	1 289.9	27.0	23.2	26.2
35–44	962.2	118.5	1 080.7	24.7	11.7	22.0
45–54	829.6	121.9	951.5	21.3	12.0	19.4
55–59	322.7	51.5	374.1	8.3	5.1	7.6
60–64	189.5	38.5	228.0	4.9	3.8	4.6
65 and over	75.0	45.8	120.8	1.9	4.5	2.5
Length of set employment completion date/event in main job(a)						
Had a set completion date/event	169.4	69.5	238.8	4.3	6.8	4.9
Fewer than 12 months	109.4	58.9	168.3	2.8	5.8	3.4
Under 3 months	68.6	42.6	111.2	1.8	4.2	2.3
3 and under 6 months	15.6	*8.7	24.3	0.4	*0.9	0.5
6 and under 12 months	25.2	*7.6	32.8	0.6	*0.7	0.7
1 year	24.6	*4.9	29.5	0.6	*0.5	0.6
2 years and over	35.4	*5.7	41.1	0.9	*0.6	0.8
Did not have a set completion date/event	3 730.3	947.8	4 678.1	95.7	93.2	95.1
Whether worked on a fixed-term contract in main job						
Worked on a fixed-term contract	119.1	44.3	163.4	3.1	4.4	3.3
Did not work on a fixed-term contract	3 780.6	973.0	4 753.6	96.9	95.6	96.7
<b>Total</b>	<b>3 899.6</b>	<b>1 017.3</b>	<b>4 916.9</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

FEMALES						
Age group (years)						
15–19	66.3	253.5	319.8	1.9	20.6	6.9
20–24	316.6	236.2	552.8	9.2	19.2	11.9
25–34	899.6	215.2	1 114.8	26.3	17.5	23.9
35–44	798.9	189.8	988.7	23.3	15.4	21.2
45–54	804.5	190.1	994.5	23.5	15.4	21.4
55–59	304.6	65.5	370.2	8.9	5.3	7.9
60–64	166.7	51.3	218.0	4.9	4.2	4.7
65 and over	67.4	30.8	98.2	2.0	2.5	2.1
Length of set employment completion date/event in main job(a)						
Had a set completion date/event	206.0	67.2	273.2	6.0	5.5	5.9
Fewer than 12 months	168.0	60.3	228.3	4.9	4.9	4.9
Under 3 months	106.4	51.2	157.6	3.1	4.2	3.4
3 and under 6 months	24.1	*4.2	28.3	0.7	*0.3	0.6
6 and under 12 months	37.5	*4.9	42.4	1.1	*0.4	0.9
1 year	22.0	*5.1	27.1	0.6	*0.4	0.6
2 years and over	16.0	**1.8	17.8	0.5	**0.1	0.4
Did not have a set completion date/event	3 218.5	1 165.2	4 383.7	94.0	94.5	94.1
Whether worked on a fixed-term contract in main job						
Worked on a fixed-term contract	164.7	39.1	203.8	4.8	3.2	4.4
Did not work on a fixed-term contract	3 259.8	1 193.3	4 453.1	95.2	96.8	95.6
<b>Total</b>	<b>3 424.5</b>	<b>1 232.4</b>	<b>4 656.9</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

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

(a) From the date of interview.

EMPLOYEES, Whether had paid leave entitlements in main job—By age group (years) and selected employment characteristics—By sex *continued*

	With paid leave entitlements	Without paid leave entitlements	Total	With paid leave entitlements	Without paid leave entitlements	Total
	'000	'000	'000	%	%	%
PERSONS						
Age group (years)						
15–19	176.6	441.1	617.7	2.4	19.6	6.5
20–24	673.1	453.7	1 126.8	9.2	20.2	11.8
25–34	1 953.4	451.2	2 404.7	26.7	20.1	25.1
35–44	1 761.0	308.3	2 069.4	24.0	13.7	21.6
45–54	1 634.1	312.0	1 946.0	22.3	13.9	20.3
55–59	627.3	117.0	744.3	8.6	5.2	7.8
60–64	356.2	89.7	445.9	4.9	4.0	4.7
65 and over	142.4	76.6	219.0	1.9	3.4	2.3
Length of set employment completion date/event in main job(a)						
Had a set completion date/event	375.4	136.6	512.1	5.1	6.1	5.3
Fewer than 12 months	277.4	119.2	396.6	3.8	5.3	4.1
Under 3 months	175.0	93.8	268.8	2.4	4.2	2.8
3 and under 6 months	39.7	12.9	52.6	0.5	0.6	0.5
6 and under 12 months	62.6	12.5	75.2	0.9	0.6	0.8
1 year	46.6	10.0	56.6	0.6	0.4	0.6
2 years and over	51.4	*7.5	58.9	0.7	*0.3	0.6
Did not have a set completion date/event	6 948.7	2 113.0	9 061.8	94.9	93.9	94.7
Whether worked on a fixed-term contract in main job						
Worked on a fixed-term contract	283.8	83.4	367.2	3.9	3.7	3.8
Did not work on a fixed-term contract	7 040.3	2 166.3	9 206.7	96.1	96.3	96.2
<b>Total</b>	<b>7 324.2</b>	<b>2 249.7</b>	<b>9 573.8</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) 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	3 852.8	3 370.3	7 223.1	78.4	72.4	75.4
Not entitled to paid holiday leave	954.9	1 207.8	2 162.7	19.4	25.9	22.6
Did not know	109.2	78.9	188.1	2.2	1.7	2.0
Whether entitled to paid sick leave in main job						
Entitled to paid sick leave	3 865.7	3 397.7	7 263.4	78.6	73.0	75.9
Not entitled to paid sick leave	941.7	1 180.4	2 122.1	19.2	25.3	22.2
Did not know	109.5	78.8	188.3	2.2	1.7	2.0
Whether entitled to long service leave in main job						
Entitled to long service leave	3 469.9	3 134.4	6 604.3	70.6	67.3	69.0
Not entitled to long service leave	925.7	1 114.9	2 040.6	18.8	23.9	21.3
Did not know	521.3	407.6	929.0	10.6	8.8	9.7
Whether entitled to paid maternity/paternity leave in main job						
Entitled to paid maternity/paternity leave	2 334.4	2 604.2	4 938.5	47.5	55.9	51.6
Not entitled to paid maternity/paternity leave	1 266.1	1 364.1	2 630.2	25.7	29.3	27.5
Did not know	1 316.5	688.6	2 005.1	26.8	14.8	20.9
<b>Total</b>	<b>4 916.9</b>	<b>4 656.9</b>	<b>9 573.8</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	580.0	208.2	788.2	78.0	85.7	79.9
1-4	118.1	21.5	139.5	15.9	8.8	14.1
5-9	26.3	*7.5	33.9	3.5	*3.1	3.4
10-19	10.4	*2.4	12.8	1.4	*1.0	1.3
20 or more	*8.6	*3.5	12.0	*1.2	*1.4	1.2
Whether usually able to work on more than one active contract						
Usually able to	560.5	176.8	737.4	75.4	72.8	74.8
Not usually able to	182.9	66.2	249.1	24.6	27.2	25.2
Whether had more than one active contract in reference week						
Had only one active contract	396.6	125.1	521.6	53.3	51.5	52.9
Had more than one active contract	346.8	118.0	464.8	46.7	48.5	47.1
Whether able to (sub)contract own work						
Able to (sub)contract own work	505.4	129.9	635.3	68.0	53.4	64.4
Was not able to (sub)contract own work	238.0	113.2	351.2	32.0	46.6	35.6
Who had authority over own working procedures						
Did not have authority over own work	277.9	95.8	373.7	37.4	39.4	37.9
Employer/supervisor/manager/foreman	89.8	30.3	120.1	12.1	12.5	12.2
Business/person contracted to	91.4	31.1	122.5	12.3	12.8	12.4
Customer	43.6	12.4	56.0	5.9	5.1	5.7
Business partner	*5.4	*3.3	*8.7	*0.7	*1.3	*0.9
Board of management/chairman of the board	*4.3	*2.7	*7.0	*0.6	*1.1	*0.7
Franchising company	*4.0	**2.0	*6.0	*0.5	**0.8	*0.6
Government or other regulation/standard	34.1	12.6	46.6	4.6	5.2	4.7
Other	*5.4	**1.4	*6.8	*0.7	**0.6	*0.7
Had authority over own work	465.5	147.2	612.7	62.6	60.6	62.1
<b>Total</b>	<b>743.4</b>	<b>243.0</b>	<b>986.4</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

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

INDEPENDENT CONTRACTORS, Whether usually able to work on more than one active contract—By industry and occupation of main job—By sex

	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	14.9	*4.9	19.8	75.3	*24.7	100.0
Mining	np	np	np	np	np	100.0
Manufacturing	22.4	9.8	32.3	69.6	30.4	100.0
Electricity, gas, water and waste services	np	np	np	np	np	100.0
Construction	234.2	58.7	292.9	80.0	20.0	100.0
Wholesale trade	*7.1	*3.3	10.5	*68.3	*31.7	100.0
Retail trade	10.0	*4.3	14.4	69.9	*30.1	100.0
Accommodation and food services	**1.7	**1.8	*3.6	**48.9	**51.1	100.0
Transport, postal and warehousing	32.5	34.7	67.2	48.3	51.7	100.0
Information media and telecommunications	np	np	11.9	np	np	100.0
Financial and insurance services	np	np	14.7	np	np	100.0
Rental, hiring and real estate services	np	np	8.8	np	np	100.0
Professional, scientific and technical services	80.9	19.2	100.1	80.8	19.2	100.0
Administrative and support services	45.8	9.5	55.2	82.9	17.1	100.0
Public administration and safety	np	np	*6.2	np	np	100.0
Education and training	11.4	*6.9	18.3	62.2	*37.8	100.0
Health care and social assistance	16.0	*7.9	23.9	67.0	*33.0	100.0
Arts and recreation services	18.4	**1.5	19.9	92.3	**7.7	100.0
Other services	25.7	*8.3	34.0	75.7	*24.3	100.0
Occupation of main job						
Managers	82.5	18.4	100.9	81.8	18.2	100.0
Professionals	115.8	33.9	149.7	77.4	22.6	100.0
Technicians and trades workers	215.7	60.9	276.6	78.0	22.0	100.0
Community and personal service workers	13.1	*5.5	18.6	70.3	*29.7	100.0
Clerical and administrative workers	16.5	*6.1	22.7	73.0	*27.0	100.0
Sales workers	11.6	*4.5	16.1	72.1	*27.9	100.0
Machinery operators and drivers	40.2	28.5	68.7	58.5	41.5	100.0
Labourers	65.1	25.0	90.1	72.2	27.8	100.0
<b>Total</b>	<b>560.5</b>	<b>182.9</b>	<b>743.4</b>	<b>75.4</b>	<b>24.6</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	%	%	%
FEMALES						
Industry of main job						
Agriculture, forestry and fishing	*4.0	**0.8	*4.8	*83.7	**16.3	100.0
Mining	np	np	np	np	np	100.0
Manufacturing	*8.4	**1.6	9.9	*84.0	**16.0	100.0
Electricity, gas, water and waste services	np	np	np	np	np	100.0
Construction	9.7	**2.3	12.0	81.1	**18.9	100.0
Wholesale trade	**1.4	*0.5	**1.9	*74.4	**25.6	100.0
Retail trade	*5.1	*5.8	10.9	*46.7	*53.3	100.0
Accommodation and food services	**1.8	*3.0	*4.8	**36.9	*63.1	100.0
Transport, postal and warehousing	*4.1	*5.6	9.7	*42.3	*57.7	100.0
Information media and telecommunications	np	np	*5.6	np	np	100.0
Financial and insurance services	np	np	*4.1	np	np	100.0
Rental, hiring and real estate services	np	np	*6.1	np	np	100.0
Professional, scientific and technical services	43.8	*5.4	49.2	88.9	*11.1	100.0
Administrative and support services	21.2	10.2	31.5	67.5	32.5	100.0
Public administration and safety	np	np	*4.1	np	np	100.0
Education and training	16.9	*2.9	19.8	85.5	*14.5	100.0
Health care and social assistance	26.1	12.0	38.1	68.4	31.6	100.0
Arts and recreation services	*5.1	*2.8	*7.9	*64.3	*35.7	100.0
Other services	14.2	*6.8	21.1	67.6	*32.4	100.0
Occupation of main job						
Managers	16.4	11.0	27.4	59.8	40.2	100.0
Professionals	67.9	14.0	81.9	82.9	17.1	100.0
Technicians and trades workers	13.0	*3.4	16.4	79.1	*20.9	100.0
Community and personal service workers	19.6	10.2	29.7	65.9	34.1	100.0
Clerical and administrative workers	37.7	10.7	48.4	77.9	22.1	100.0
Sales workers	*5.2	*4.5	9.7	*53.6	*46.4	100.0
Machinery operators and drivers	**2.1	*2.6	*4.7	**44.1	*55.9	100.0
Labourers	15.0	9.8	24.8	60.4	39.6	100.0
<b>Total</b>	<b>176.8</b>	<b>66.2</b>	<b>243.0</b>	<b>72.8</b>	<b>27.2</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	18.9	*5.7	24.6	76.9	*23.1	100.0
Mining	*3.6	*3.4	*7.1	*51.5	*48.5	100.0
Manufacturing	30.8	11.4	42.2	73.0	27.0	100.0
Electricity, gas, water and waste services	*3.0	**1.2	*4.2	*70.7	**29.3	100.0
Construction	243.9	61.0	304.8	80.0	20.0	100.0
Wholesale trade	*8.5	*3.8	12.3	*69.2	*30.8	100.0
Retail trade	15.1	10.1	25.2	59.9	40.1	100.0
Accommodation and food services	*3.5	*4.8	*8.3	*42.0	*58.0	100.0
Transport, postal and warehousing	36.6	40.3	76.9	47.6	52.4	100.0
Information media and telecommunications	15.1	*2.4	17.5	86.2	*13.8	100.0
Financial and insurance services	13.7	*5.2	18.9	72.6	*27.4	100.0
Rental, hiring and real estate services	11.9	*3.0	14.9	79.8	*20.2	100.0
Professional, scientific and technical services	124.6	24.7	149.3	83.5	16.5	100.0
Administrative and support services	67.0	19.7	86.7	77.3	22.7	100.0
Public administration and safety	*7.2	*3.2	10.3	*69.2	*30.8	100.0
Education and training	28.3	9.8	38.1	74.3	25.7	100.0
Health care and social assistance	42.1	19.9	62.0	67.9	32.1	100.0
Arts and recreation services	23.5	*4.4	27.8	84.3	*15.7	100.0
Other services	40.0	15.1	55.1	72.6	27.4	100.0
Occupation of main job						
Managers	98.9	29.4	128.3	77.1	22.9	100.0
Professionals	183.7	47.9	231.6	79.3	20.7	100.0
Technicians and trades workers	228.7	64.3	293.0	78.1	21.9	100.0
Community and personal service workers	32.6	15.7	48.3	67.6	32.4	100.0
Clerical and administrative workers	54.3	16.8	71.1	76.3	23.7	100.0
Sales workers	16.9	9.0	25.9	65.1	34.9	100.0
Machinery operators and drivers	42.3	31.1	73.4	57.6	42.4	100.0
Labourers	80.1	34.8	114.9	69.7	30.3	100.0
<b>Total</b>	<b>737.4</b>	<b>249.1</b>	<b>986.4</b>	<b>74.8</b>	<b>25.2</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

	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	1 965.3	1 558.7	1 269.6	430.0	748.3	117.7	70.9	109.1	6 269.8
<b>Population 2</b>									
Employees	1 528.7	1 178.6	1 013.9	341.1	605.0	95.6	59.4	94.5	4 916.9
<b>Population 3</b>									
Employees with paid leave entitlements	1 225.7	944.9	785.3	260.2	480.2	74.7	49.2	79.4	3 899.6
<b>Population 4</b>									
Employees without paid leave entitlements	303.0	233.7	228.7	81.0	124.8	20.9	10.2	15.1	1 017.3
<b>Population 5</b>									
Independent contractors	211.8	213.6	157.1	48.1	84.7	11.3	7.7	9.0	743.4
<b>Population 6</b>									
Other business operators	224.8	166.5	98.5	40.8	58.5	10.9	3.7	5.7	609.4
FEMALES									
<b>Population 1</b>									
Employed persons	1 657.8	1 330.5	1 102.6	371.9	575.5	107.7	59.2	98.8	5 304.0
<b>Population 2</b>									
Employees	1 465.3	1 148.0	964.0	328.0	510.0	95.3	54.7	91.6	4 656.9
<b>Population 3</b>									
Employees with paid leave entitlements	1 079.7	870.1	685.2	223.9	378.9	69.4	42.8	74.6	3 424.5
<b>Population 4</b>									
Employees without paid leave entitlements	385.6	278.0	278.8	104.1	131.1	25.9	11.9	17.1	1 232.4
<b>Population 5</b>									
Independent contractors	68.6	65.7	60.5	12.6	26.3	4.7	2.0	2.7	243.0
<b>Population 6</b>									
Other business operators	123.8	116.8	78.1	31.3	39.3	7.7	2.5	4.5	404.0
PERSONS									
<b>Population 1</b>									
Employed persons	3 623.1	2 889.2	2 372.2	801.9	1 323.9	225.4	130.1	208.0	11 573.8
<b>Population 2</b>									
Employees	2 994.1	2 326.7	1 977.9	669.1	1 115.0	190.8	114.1	186.1	9 573.8
<b>Population 3</b>									
Employees with paid leave entitlements	2 305.4	1 815.0	1 470.5	484.1	859.1	144.0	92.1	153.9	7 324.2
<b>Population 4</b>									
Employees without paid leave entitlements	688.6	511.7	507.4	185.0	255.9	46.8	22.1	32.2	2 249.7
<b>Population 5</b>									
Independent contractors	280.5	279.3	217.6	60.7	111.0	16.0	9.7	11.6	986.4
<b>Population 6</b>									
Other business operators	348.6	283.3	176.7	72.1	97.9	18.6	6.2	10.2	1 013.5

## 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 2013 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 2013. 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 33,939 private dwelling households and special dwelling units included in the monthly LFS in November 2013. The final sample on which estimates are based is composed of 26,321 persons aged 15 years and over who, in November 2013, 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, 2013, Version 1.2* (cat. no. 1220.0).

- 15** Industry data are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 2.0)* (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. However, the estimates from the supplementary surveys are not normally revised to reflect the latest benchmarks.

- 21** From January 2014 Labour Force Estimates have been compiled using population benchmarks based on the 2011 Census of Population and Housing. However, the estimates in this publication were compiled using the April 2013 revision to the population benchmarks based on the 2006 Census of Population and Housing.

## 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 April 2013 issue of Labour Force, Australia (cat.no.6202.0) and the article in the November 2012 issue of Labour Force, Australia (cat. no. 6202.0).

**23** Care should be taken when comparing results from the 2013 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.

**25** From December 2012 to April 2013, the ABS conducted a trial of online data collection. Respondents in one rotation group (i.e. one-eighth of the survey sample) were offered the option of self-completing their labour force survey questionnaire online instead of via face-to-face or telephone interview. From May 2013, the ABS expanded the offer of online electronic collection to 50% of each new incoming rotation group. For more information, see the article in the April 2013 issue of Labour Force, Australia (cat.no.6202.0).

**26** A measurement strategy was used to identify impacts on the LFS data. No statistical impact has been identified.

### COMPARABILITY WITH MONTHLY LFS STATISTICS

**27** 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

**28** 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).

### NEXT SURVEY

**29** As foreshadowed in the information paper, *Outcomes of the Labour Household Surveys Content Review* (cat. no. 6107.0), this is the final issue of *Forms of Employment, Australia* publication.

**30** This publication will be replaced by a new publication titled *Characteristics of Employment, Australia* (cat. no. 6333.0). The first release of 6333.0 will be in respect of August 2014 and will be released in mid 2015.

### ACKNOWLEDGEMENT

**31** 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*.

## EXPLANATORY NOTES *continued*

### RELATED PUBLICATIONS

**32** 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);
- *Information paper: Outcomes of the Labour Household Surveys Content Review, 2012* (cat. no. 6107.0);
- *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).

**33** 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.

### 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

## 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	No	Employee	
		No	No	Yes		Independent Contractor
				No		Independent Contractor
				Yes		Employee
	<b>Owner managers (OMIEs and OMUEs)</b>	Yes	Yes	Yes		Independent Contractor
				No	Yes	Independent Contractor
			No	No	No	Employee
No			No	Yes		Independent Contractor
				No		Independent Contractor
				Yes		Other Business Operator
No		Yes	Yes		Other Business Operator	
			No	Yes	Other Business Operator	
		No	No	No	Employee	
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	3 889.5	990.4	4 879.9	16.3	20.7	4 916.9
With paid leave entitlements	3 889.5	—	3 889.5	*7.4	*2.7	3 899.6
Without paid leave entitlements	—	990.4	990.4	8.9	18.0	1 017.3
Independent contractors	13.6	60.2	73.8	229.7	439.8	743.4
Other business operators	—	—	—	317.6	291.8	609.4
<b>Total</b>	<b>3 903.1</b>	<b>1 050.7</b>	<b>4 953.7</b>	<b>563.7</b>	<b>752.4</b>	<b>6 269.8</b>
FEMALES						
Employees	3 419.4	1 220.8	4 640.2	*4.2	12.5	4 656.9
With paid leave entitlements	3 419.4	—	3 419.4	**1.7	*3.4	3 424.5
Without paid leave entitlements	—	1 220.8	1 220.8	*2.5	9.1	1 232.4
Independent contractors	10.1	30.9	41.0	50.4	151.7	243.0
Other business operators	—	—	—	164.4	239.6	404.0
<b>Total</b>	<b>3 429.6</b>	<b>1 251.7</b>	<b>4 681.2</b>	<b>218.9</b>	<b>403.8</b>	<b>5 304.0</b>
PERSONS						
Employees	7 308.9	2 211.2	9 520.2	20.5	33.2	9 573.8
With paid leave entitlements	7 308.9	—	7 308.9	9.1	*6.1	7 324.2
Without paid leave entitlements	—	2 211.2	2 211.2	11.3	27.1	2 249.7
Independent contractors	23.7	91.1	114.8	280.1	591.5	986.4
Other business operators	—	—	—	482.0	531.5	1 013.5
<b>Total</b>	<b>7 332.7</b>	<b>2 302.3</b>	<b>9 635.0</b>	<b>782.6</b>	<b>1 156.2</b>	<b>11 573.8</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

— nil or rounded to zero (including null cells)

The table shows, there were 114,800 employees (excluding OMIEs) from 'Employment type' who were further defined as independent contractors in 'Form of employment' (comprising 73,800 males and 41,000 females). Similarly there were 53,700 owner managers (20,500 OMIEs and 33,200 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'), 62% were further defined as other business operators in 'Form of employment' and 36% of OMIEs were further defined as independent contractors. By comparison, just over half (51%) of OMUEs (in 'Employment type') were further defined as independent contractors in 'Form of employment', and 46% 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 people 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 National Information Referral Service in Canberra on 1300 135 070 or via email to <client.services@abs.gov.au> or contact Labour Force and Supplementary Survey Section on (02) 6252 7206 or via email to <labour.statistics@abs.gov.au>.

The *ABS Privacy Policy* outlines how the ABS will handle any personal information that you provide to us.

<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
None	
1–4	
5–9	
10–19	
20 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> 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	2-4
<b>29 Whether worked on a fixed-term contract in main job</b> Worked on a fixed-term contract Did not work on a fixed-term contract	2-4
<b>30 Whether expected contract to be renewed in main job</b> 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	2-4
<b>31 Whether had paid leave entitlements in main job</b> With paid leave entitlements Without paid leave entitlements	2-4
<b>32 Whether entitled to paid sick leave in main job</b> Entitled to paid sick leave Not entitled to paid sick leave Did not know	2-4
<b>33 Whether entitled to paid holiday leave in main job</b> Entitled to paid holiday leave Not entitled to paid holiday leave Did not know	2-4
<b>34 Whether entitled to paid maternity/paternity leave in main job</b> Entitled to paid maternity/paternity leave Not entitled to paid maternity/paternity leave Did not know	2-4
<b>35 Whether entitled to long service leave in main job</b> Entitled to long service leave Not entitled to long service leave Did not know	2-4
<b>36 Whether considered job to be casual in main job</b> Considered job to be casual Did not consider job to be casual	2-4
<b>37 Whether usually able to work on more than one active contract</b> Usually able to Not usually able to	5
<b>38 Whether had more than one active contract in reference week</b> Had only one active contract Had more than one active contract	5

## 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 labour 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 2013
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2012
Forms of Employment, Australia	6359.0	Annual	November 2013
Job Search Experience, Australia	6222.0	Annual	July 2013
Labour Force Experience, Australia	6206.0	Biennial	February 2011
Labour Mobility, Australia	6209.0	Biennial	February 2013
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 2013
Pregnancy and Employment Transitions, Australia	4913.0	Irregular	November 2011
Underemployed Workers, Australia	6265.0	Annual	September 2013
Working Time Arrangements, Australia(c)	6342.0	Irregular	November 2012
<b>Multi-Purpose Household Surveys</b>			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2012–2013
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2012–2013
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).

## APPENDIX 4 FORTHCOMING CHANGES TO ABS LABOUR FORCE AND SUPPLEMENTARY SURVEYS

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### INTRODUCTION

From July 2014 the ABS is improving the content of the Labour Force Survey (LFS) and labour supplementary surveys. The improvements will result in:

- the key measures of underemployment and labour underutilisation released monthly rather than quarterly;
- more information released monthly and quarterly;
- a less fragmented labour supplementary survey program; and
- datasets with interrelated topics combined to better enable analysis of key labour market linkages between groups and topics.

The improved program has three key components:

- the monthly and quarterly LFS with expanded content collected from July and August, 2014, respectively;
- the Characteristics of Employment (CoE) supplementary survey to be conducted annually each August from 2014; and
- the Participation, Job Search and Labour Mobility supplementary survey to be conducted annually each February from 2015.

These improvements were previously outlined in July 2012 in the Information Paper: *Outcomes of the Labour Household Surveys Content Review* (cat. no. 6107.0), but details of the key components are summarised below.

### MONTHLY AND QUARTERLY LABOUR FORCE SURVEY

The improvements to the content of the LFS will result in more information being available with key measures released more frequently. They will also improve the conceptual robustness and relevance of the survey and better enable the identification of critical labour market linkages.

The main improvements being made to the LFS are summarised below:

- increased frequency of underemployment and labour underutilisation rates, from quarterly to monthly;
- new items introduced into the LFS
  - monthly educational attainment;
  - quarterly volume measures of labour underutilisation;
  - quarterly leave entitlements;
  - quarterly employment by public and private sector; and
  - quarterly retrenchments.
- more detailed duration with current employer/business for those with their employer for one year or more;
- conceptual improvements
  - consolidating key elements of the Employment Type classification into a revised Status in Employment classification, to provide a single labour market relevant classification that will be used in outputs of the ABS' household survey program;
  - refinement to the collection of full-time and part-time job search; and
  - making the LFS gross flows data more representative of the full sample.

To allow analysis of new data items before they are first published, new monthly data items will be assessed for at least six months, and new quarterly items for at least three quarters, before being published.

## APPENDIX 4 FORTHCOMING CHANGES TO ABS LABOUR FORCE AND SUPPLEMENTARY SURVEYS *continued*

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### CHARACTERISTICS OF EMPLOYMENT (COE) SUPPLEMENTARY SURVEY

The new CoE supplementary survey will integrate key elements of the Employee Earnings, Benefits and Trade Union Membership (EEBTUM) survey and the Forms of Employment (FOE) survey (including Working Time Arrangements and Labour Hire modules).

The supplementary survey will describe the key features of people's employment and inform users on the following labour market issues:

- earnings - in main job and second job;
- employment arrangements;
- independent contracting;
- fixed-term employment;
- trade union membership;
- labour hire;
- working patterns;
- job stability;
- job flexibility; and
- overwork.

Including this data in a single survey will enable analysis of the key elements of people's employment and related outcomes. While the EEBTUM and FOE surveys have each collected information describing people's employment, each only provided a partial picture of people's employment and related outcomes. As the CoE survey will be conducted as a supplement to the labour force survey in August each year, the items collected each quarter in the LFS will be included on the dataset and incorporated in survey output where appropriate.

With additional content added to the monthly and quarterly LFS it has been necessary to reduce the content in CoE compared to the previous labour supplementary survey program. Data items with a relatively lower priority compared to others will cease being collected in the labour supplementary survey program. These items are outlined in Table 3 within this appendix. Many of these items will be collected in the Work, Life and Family Survey, which is planned to next be conducted in 2019.

To minimise respondent burden and enable the planned content to fit within the available resources for the survey, the CoE supplementary survey will comprise a core annual component and two biennial components included on a rotating basis. This approach also reflects that some data items do not change significantly from year to year.

The core component will contain information on earnings (weekly and hourly earnings in main job and second job), fixed term employment and independent contracting. The first of the two biennial components will contain information on trade union membership, labour hire, job stability and more detail on independent contracting. The second of the two biennial components will contain information on overwork, job flexibility and working patterns. The data items to be collected in the LFS and CoE are outlined in Tables 1 and 2 respectively within this appendix.

# APPENDIX 4 FORTHCOMING CHANGES TO ABS LABOUR FORCE AND SUPPLEMENTARY SURVEYS *continued*

## DATA ITEMS

Table 1

The data items to be collected in the LFS from July 2014 are outlined below:

### DATA ITEMS TO BE COLLECTED IN THE LABOUR FORCE SURVEY

	<i>Data items</i>
<b>LABOUR FORCE SURVEY, MONTHLY ITEMS - COLLECTED FROM JULY 2014</b>	
<b>All persons</b>	
Age	1
Sex	2
Social marital status	3
State or territory of usual residence	4
Region (SA4) of usual residence	5
Country of birth	6
Period since arrival	7
Relationship in household	8
Number of dependents aged 15 to 24 years	9
Number of dependents aged 0 to 24 years	10
Educational attendance	11
Current study	12
Level of highest educational attainment	13
Level of highest non-school qualification	14
Highest year of school completed	15
Main field of highest educational attainment	16
Main field of highest non-school qualification	17
Labour force status - current month	18
Labour force status - previous month	19
<b>Employed persons</b>	
Status in employment in main job	20
Whether held more than one job	21
Number of jobs or businesses held last week (held concurrently)	22
Main reason for absence from work	23
Hours actually worked in main job	24
Hours actually worked in all jobs	25
Hours usually worked in main job	26
Hours usually worked in all jobs	27
Full-time or part-time status in all jobs	28
Full-time or part-time status in main job	29
Underemployment status	30
Reason worked less hours than usual	31
Whether preferred to work more hours than usual	32
Whether available to start work with more hours	33
Whether prefer and available for more full-time or part-time hours	34

## APPENDIX 4 FORTHCOMING CHANGES TO ABS LABOUR FORCE AND SUPPLEMENTARY SURVEYS *continued*

Table 1 *continued*

### DATA ITEMS TO BE COLLECTED IN THE LABOUR FORCE SURVEY *continued*

	<i>Data items</i>
<b>LABOUR FORCE SURVEY, MONTHLY ITEMS - COLLECTED FROM JULY 2014</b>	
<b>Unemployed persons</b>	
Duration of job search	35
Full-time or part-time status of unemployment	36
Steps taken to find work	37
<b>Persons not in the labour force</b>	
Not in the labour force status	38
Time until available to start work (if actively looking for work)	39
<b>Derived measures</b>	
Employment to population ratio	40
Labour force participation rate	41
Unemployment rate	42
Underemployment rate	43
Labour force underutilisation rate	44
Aggregate monthly hours worked	45
<b>LABOUR FORCE SURVEY, QUARTERLY ITEMS - COLLECTED FROM AUGUST 2014</b>	
<b>All persons</b>	
Whether ceased any job in the previous 3 months	46
Reasons ceased working in each job or business in the previous 3 months	47
Whether retrenched from any job in the previous 3 months	48
<b>Employed persons</b>	
Continuous duration with current employer/business	49
Expected future duration with current employer/business	50
Reason expected future duration with current employer/business < 1 year	51
Sector of main job	52
Occupation of main job	53
Industry of main job	54
Preferred total number of weekly hours	55
Preferred number of extra weekly hours	56
<b>Employees</b>	
Whether entitled to paid holiday leave	57
Whether entitled to paid sick leave	58
Whether had paid leave entitlements	59
<b>Unemployed persons</b>	
Preferred number of hours of work	60
Industry of last job (if less than 2 years ago)	61
Occupation of last job (if less than 2 years ago)	62
Reason for leaving last job (if less than 2 years ago)	63
<b>Derived measures</b>	
Retrenchment rate	64
Volume unemployment rate	65
Volume underemployment rate	66
Volume labour underutilisation rate	67

# APPENDIX 4 FORTHCOMING CHANGES TO ABS LABOUR FORCE AND SUPPLEMENTARY SURVEYS *continued*

Table 2

In addition to the regular monthly and quarterly LFS items, the data items to be collected in the CoE survey are outlined below:

## DATA ITEMS TO BE COLLECTED IN CHARACTERISTICS OF EMPLOYMENT

	<i>Data items</i>
<b>CHARACTERISTICS OF EMPLOYMENT AUGUST 2014</b>	
<b>Annual core items</b>	
Earnings	
Weekly earnings in main job	1
Weekly earnings in second job	2
Weekly earnings in all jobs	3
Hours paid for in main job	4
Hours paid for in second job	5
Hours paid for in all jobs	6
Hourly earnings in main job	7
Hourly earnings in second job	8
Hourly earnings in all jobs	9
Frequency of pay in main job	10
Employment arrangements	
Employment arrangements in main job	11
Status in employment of second job	12
Whether an independent contractor in main job	13
Fixed-term employment	
Whether employment had a set completion date/event	14
Whether worked on a fixed term basis in main job	15
Length of fixed term contract	16
Time until set completion date/event	17
<b>Biennial items</b>	
Trade union membership	
Trade union membership	18
Length of current trade union membership	19
Trade union member history	20
Independent contracting	
Whether has more than one active contract	21
Whether usually able to work on more than one active contract	22
Whether able to sub-contract own work	23
Whether has authority over own working procedures	24
Labour hire	
Whether paid by an employment agency/labour hire firm, outsource company	25
Whether currently registered with an employment agency/labour hire firm	26
Whether registered with a labour hire firm/employment agency in the last 12 months	27
Whether found current job/assignment through employment agency or labour hire firm	28
Job stability	
Whether earnings varied from one pay period to the next	29
Whether guaranteed a minimum number of hours each week	30
Whether usually works the same number of hours each week	31
Whether considered main job to be casual	32

# APPENDIX 4 FORTHCOMING CHANGES TO ABS LABOUR FORCE AND SUPPLEMENTARY SURVEYS *continued*

Table 2 *continued*

## DATA ITEMS TO BE COLLECTED IN CHARACTERISTICS OF EMPLOYMENT *continued*

	<i>Data items</i>
<b>CHARACTERISTICS OF EMPLOYMENT AUGUST 2015</b>	
<b>Annual core items</b>	
Earnings	
Weekly earnings in main job	1
Weekly earnings in second job	2
Weekly earnings in all jobs	3
Hours paid for in main job	4
Hours paid for in second job	5
Hours paid for in all jobs	6
Hourly earnings in main job	7
Hourly earnings in second job	8
Hourly earnings in all jobs	9
Frequency of pay in main job	10
Employment arrangements	
Employment arrangements in main job	11
Status in employment of second job	12
Whether an independent contractor in main job	13
Fixed-term employment	
Whether employment had a set completion date/event	14
Whether worked on a fixed term basis in main job	15
Length of fixed term contract	16
Time until set completion date/event	17
<b>Biennial items</b>	
Overwork	
Whether would prefer to work less hours (in all jobs)	33
Number of hours would prefer to work (in all jobs)	34
Job flexibility	
Whether had agreement with employer to work flexible hours	35
Whether usually worked at home in main job	36
Main reason for working at home in main job	37
Working patterns	
Whether usually works shift work	38
Type of shift usually worked	39
Whether usually works extra hours or overtime	40
Whether usually required to be on-call or standby	41
Days of the week on which person usually works (all jobs)	42
Number of days a week that person usually does some work (all jobs)	43
Whether usually works weekdays and/or weekends (all jobs)	44

## APPENDIX 4 FORTHCOMING CHANGES TO ABS LABOUR FORCE AND SUPPLEMENTARY SURVEYS *continued*

Table 3

With additional content added to the monthly and quarterly LFS it has been necessary to reduce the content in CoE compared to the previous labour supplementary survey program. Data items with a relatively lower priority compared to others will cease being collected in the labour supplementary survey program. These items are outlined below. Many of these items will be collected in the Work, Life and Family Survey, which is planned to next be conducted in 2019.

### DATA ITEMS NO LONGER COLLECTED IN LABOUR SUPPLEMENTARY SURVEYS

	<i>Data items</i>
<b>Employee Earnings Benefits and Trade Union Membership items (annual)</b>	
Whether received casual loading as part of pay in main job	1
Whether paid a set amount or by the hour	2
Whether paid at the full adult rate	3
Whether salary sacrificed to superannuation in last pay period	4
Whether salary sacrificed to superannuation in last 12 months	5
Whether able to choose when holidays are taken in main job	6
Whether entitled to paid long service leave in main job	7
Whether entitled to paid maternity/paternity leave in main job	8
Type of paid leave entitlement in main job	9
Number of paid leave entitlements in main job	10
Duration since previously a trade union member	11
Size of location in main job	12
Whether current employer made superannuation contributions on behalf of employee in main job	13
Employment type in main job (redundant with revision to Status in Employment classification)	14
<b>Forms of employment items (annual)</b>	
Form of employment in main job (Independent Contractors identified in COE annually)	15
Employment type in main job (redundant with revision to Status in Employment classification)	16
Number of employees in main job	17
Whether expects contract/employment to be renewed	18
Whether entitled to paid maternity/paternity leave in main job	19
Whether entitled to paid long service leave in main job	20
Whether current contract prevents similar work for another client	21
Main reason unable to subcontract own work	22
Who has authority over own working procedures	23
Whether responsible for arranging own workers' compensation	24
Whether responsible for arranging own liability insurance	25
Whether responsible for arranging own superannuation contributions	26
Whether had a say in start/finish times	27
<b>Forms of employment; Working time arrangements module items (3 yearly)</b>	
Whether had any say in the days in which worked	28
Whether received casual loading as part of pay	29
Whether had a say in start/finish times	30
Whether able to choose to work extra hours to take time off	31
Whether able to choose when holidays are taken	32
How far in advance work schedule was known	33
How compensated for overtime / extra hours worked	34
Hours usually worked in a shift in main job	35
Whether usually worked any hours between 7pm and 7am in all jobs	36
<b>Forms of employment; Labour hire module items (3 yearly)</b>	
Whether still registered with the same agency, firm or company	37
Number of work assignments through labour hire form/employment agency in the last 12 months	38
Whether usually had continuous/ongoing work from a labour hire firm/employment agency	39
All reasons for using a labour hire firm/employment agency	40
Main reason for using a labour hire firm/employment agency	41

**APPENDIX 4 FORTHCOMING CHANGES TO ABS LABOUR FORCE AND SUPPLEMENTARY SURVEYS** *continued*

Table 3 *continued*

DATA ITEMS NO LONGER COLLECTED IN LABOUR SUPPLEMENTARY SURVEYS *continued*

	<i>Data items</i>
<b>Forms of employment; Locations of work module items (6 yearly)</b>	
All locations of work in main job	42
Main location of work in main job	43
Number of locations of work in main job	44
State or territory of workplace in main job	45
Region of workplace in main job	46
Whether had an arrangement with employer to work at home in main job	47
Hours actually worked from home in main job	48
Hours usually worked from home in main job	49
Use of information technology at home in main job	50
Occupation of second job	51
Industry of second job	52
All locations of work in second job	53
Main location of work in second job	54
Number of locations of work in second job	55
Whether usually worked at home in second job	56
Whether worked at home in second job	57
Whether had an arrangement with employer to work at home in second job	58
Hours actually worked in second job	59
Hours actually worked at home in second job	60
Hours usually worked at home in second job	61
Main reason for working at home in second job	62
Whether entitled to paid holiday leave in second job	63
Whether entitled to paid sick leave in second job	64
Whether had paid leave entitlements in second job	65
Use of information technology at home in second job	66
Occupation in job worked at home	67
Industry in job worked at home	68
Status in employment in job worked at home	69
Whether worked at home in main or second job	70
Whether had an arrangement with employer to work at home in main or second job	71
Hours actually worked at home in main and second job	72
Use of information technology at home in main or second job	73

## 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.

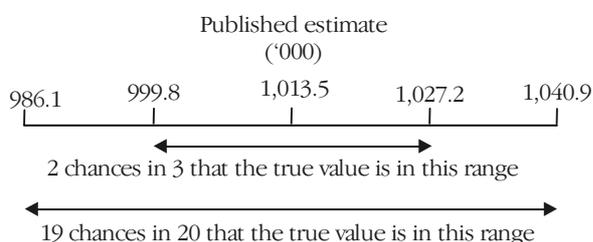
**2** Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to enable readers to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to 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 1,013,500. Since this estimate is between 1,000,000 and 2,000,000, table T1 shows the SE for Australia will be between 13,600 and 19,750 and can be approximated by interpolation using the following general formula:

$$\begin{aligned}
 & SE \text{ of estimate} \\
 &= \text{lower SE} + \left( \left( \frac{\text{size of estimate} - \text{lower estimate}}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{upper SE} - \text{lower SE}) \right) \\
 &= 13,600 + \left( \left( \frac{1,013,500 - 1,000,000}{2,000,000 - 1,000,000} \right) \times (19,750 - 13,600) \right) \\
 &= 13,700 \text{ (rounded to the nearest 100)}
 \end{aligned}$$

**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 999,800 to 1,013,500, and about 19 chances in 20 that the value will fall within the range 986,100 to 1,040,900. 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 1,013,500 persons who were other business operators, 404,000 or 39.9% were female. The SE of 404,000, may be calculated by interpolation as 8,700. To convert this to an RSE we express the SE as a percentage of the estimate, or  $8,700/404,000 = 2.2\%$ . The SE for 1,013,500 was calculated previously as 13,700, which converted to an RSE is  $13,700/1,013,500 = 1.4\%$ . Applying the above formulae, the RSE of the proportion is:

$$RSE = \sqrt{(2.2)^2 - (1.4)^2} = 1.7\%$$

**8** The SE for the proportion of females who were other business operators, is 0.6 percentage points, calculated as  $(39.9/100) \times 1.7$ . There are about two chances in three that the proportion of female business operators is between 39.2% and 40.6% and 19 chances in 20 that the proportion is within the range 38.5% to 41.3%.

**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	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	AUST.	
	no.	no.	no.	no.	no.	no.	no.	no.	no.	%
100	360	250	250	190	240	110	50	120	130	130.0
200	480	320	360	260	320	150	80	200	220	110.0
300	570	380	440	310	380	190	100	250	310	103.3
500	700	470	560	380	460	230	120	320	440	88.0
700	810	530	650	430	530	270	140	360	560	80.0
1000	930	610	760	490	610	310	170	400	700	70.0
1500	1 100	710	900	580	710	350	200	430	900	60.0
2000	1 230	800	1 010	640	790	390	220	460	1 070	53.5
2500	1 350	850	1 100	700	850	400	250	500	1 200	48.0
3000	1 450	950	1 200	750	900	450	250	500	1 350	45.0
3500	1 550	1 000	1 250	800	1 000	450	250	550	1 450	41.4
4000	1 600	1 050	1 300	850	1 050	500	250	550	1 550	38.8
5000	1 750	1 150	1 400	900	1 100	500	300	600	1 700	34.0
7000	2 000	1 300	1 600	1 000	1 250	600	350	700	2 000	28.6
10000	2 300	1 450	1 800	1 150	1 450	700	450	800	2 300	23.0
15000	2 650	1 700	2 000	1 300	1 650	850	650	1 000	2 700	18.0
20000	2 950	1 900	2 200	1 450	1 850	950	800	1 150	3 000	15.0
30000	3 400	2 200	2 500	1 700	2 100	1 250	1 150	1 500	3 350	11.2
40000	3 800	2 400	2 800	1 950	2 350	1 450	1 450	1 750	3 650	9.1
50000	4 100	2 600	3 050	2 200	2 550	1 650	1 700	2 000	3 950	7.9
100000	5 200	3 450	4 200	3 300	3 750	2 400	2 950	2 650	4 950	5.0
150000	6 100	4 150	5 150	4 250	4 950	2 850	4 050	3 000	5 800	3.9
200000	7 050	4 850	6 000	4 950	5 950	3 150	5 100	3 150	6 500	3.3
300000	8 850	6 250	7 650	6 100	7 500	3 650	6 950	3 300	7 700	2.6
500000	12 400	8 650	10 300	7 650	9 550	4 200	..	3 300	9 650	1.9
1000000	18 400	13 150	14 700	9 750	12 150	4 800	..	..	13 600	1.4
2000000	24 800	19 450	19 800	11 600	14 100	..	..	..	19 750	1.0
5000000	31 600	31 100	26 700	13 050	14 700	..	..	..	32 950	0.7
10000000	33 850	42 900	31 200	..	..	..	..	..	44 000	0.4
15000000	..	..	..	..	..	..	..	..	49 600	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%	8 600	4 200	6 100	3 000	4 200	1 400	500	1 800	8 800
Relative Standard Error (RSE) of 50%	2 800	1 400	2 000	1 000	1 400	400	100	700	2 300

## 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 provide 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, 2013, Version 1.2</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.

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