

**FORMS OF EMPLOYMENT**

AUSTRALIA

EMBARGO: 11.30AM (CANBERRA TIME) FRI 29 APR 2011

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**I N Q U I R I E S**

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

# NOTES

## ABOUT THIS PUBLICATION

This publication presents information about the nature of employment arrangements in the Australian workforce. It also presents information about different types of employment which can be cross-classified by characteristics such as hours worked, industry and 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 2010 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Questions were asked about employment arrangements in the main job of all employed people, except those who were contributing family workers in their main job.

## ROUNDING

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



## ABBREVIATIONS

'000	thousand
ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
ERP	estimated resident population
FOES	Forms of Employment Survey
LFS	Labour Force Survey
OMIE	owner manager of incorporated enterprise
OMUE	owner manager of unincorporated enterprise
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error

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# CONCEPTUAL FRAMEWORK

## INTRODUCTION

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

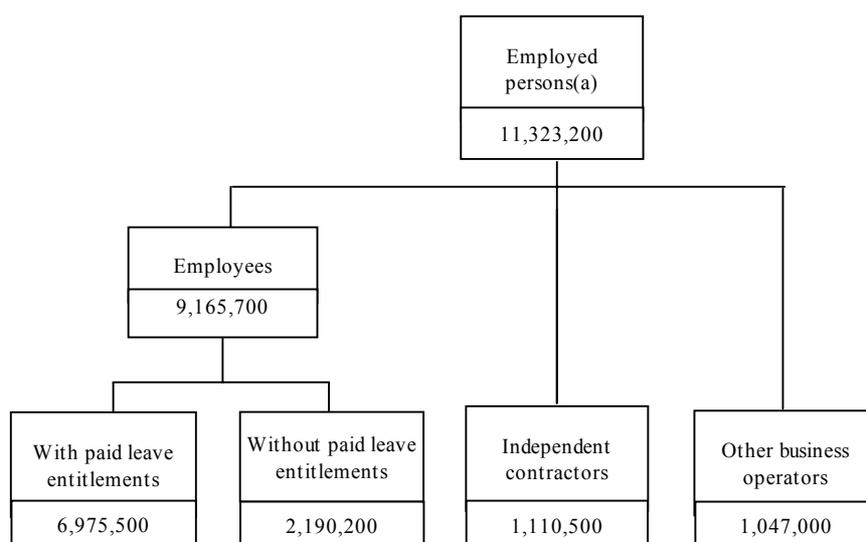
The Forms of Employment Survey (FOES) provides information on some of the key factors relating to the nature of employment arrangements in the Australian labour market. The survey also describes some of the employment and demographic characteristics of people in different forms of employment.

## THE FORM OF EMPLOYMENT FRAMEWORK

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

Employees in this survey are defined as 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. This definition of employees is different from that used in the monthly Labour Force Survey (see Glossary).

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

## CONCEPTUAL FRAMEWORK *continued*

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### THE FORM OF EMPLOYMENT FRAMEWORK *continued*

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.

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

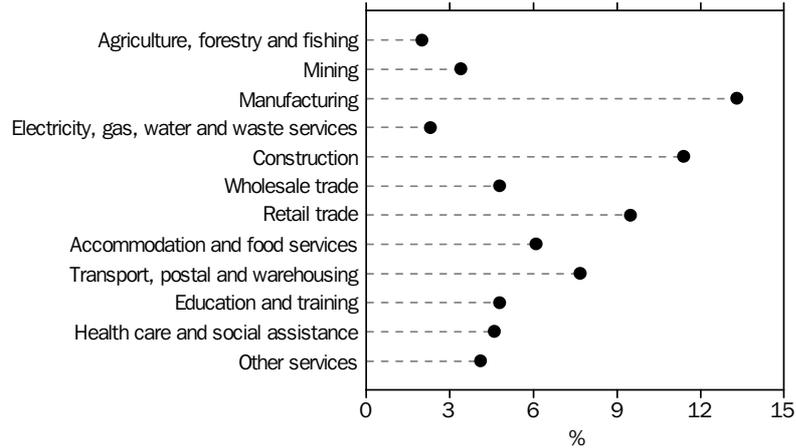
### OVERVIEW

In November 2010, there were approximately 11.3 million employed persons aged 15 years and over. Of these, 7.0 million (62%) were employees with paid leave entitlements, that is, they were entitled to paid sick and/or paid holiday leave. Of the remaining employed persons:

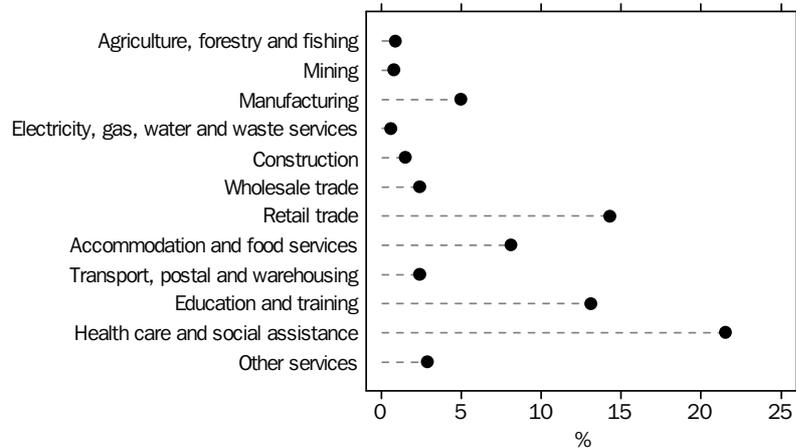
- 2.2 million were employees without paid leave entitlements;
- 1.1 million were independent contractors; and
- 1.0 million were other business operators.

### EMPLOYEES

#### EMPLOYEES, MALES, By selected industries of main job



#### EMPLOYEES, FEMALES, By selected industries of main job



For males, the industry Division with the most employees was Manufacturing (13%) followed by Construction (11%). However for females, the industry Division with the most employees was Health care and social assistance (21%), followed by Retail trade (14%), and Education and training (13%).

Of the 7.0 million persons who were employees with paid leave entitlements, 54% were males. The industry Division with the highest proportion of males and females with paid leave entitlements was Financial and insurance services (93% and 94% respectively). The industry Division with the lowest proportion of males and females with paid leave entitlements was Accommodation and food services (42% and 29% respectively).

## SUMMARY OF FINDINGS *continued*

### EMPLOYEES *continued*

For both males and females, the occupation group with the highest proportion of employees with paid leave entitlements was Managers (95% and 90% respectively). This was followed by Professionals for both males and females (92% and 88% respectively). The occupation group with the lowest proportion of males with paid leave entitlements was Labourers (57%). By comparison, the occupation group with the lowest proportion of females with paid leave entitlements was Sales workers (45%).

An estimated 6.4 million (70%) employees were full-time workers in their main job. Most employees who were full-time workers in their main job, had paid leave entitlements (90%). By comparison, of the 2.8 million part-time workers, less than half (45%) had paid leave entitlements.

Other characteristics of employees in November 2010 include:

- 23% had been with their current employer for less than 1 year, while 20% had been with their current employer for 10 years or more;
- 20% were aged 15–24 years, and 14% were aged 55 years and over;
- 40% had some say in their start and finish times;
- 69% worked weekdays only in their job/s<sup>1</sup>, while a further 30% worked both weekdays and weekends; and
- Only 4% worked on a fixed-term contract, and just over half of these (53%) were Professionals.

### INDEPENDENT CONTRACTORS

There were 1.1 million persons who were independent contractors in their main job in November 2010, the majority (74%) of these were males. Almost half (47%) of all independent contractors actually worked 40 hours or more in their main job (56% of males and 22% of females).

Female independent contractors were more likely to work fewer hours than males. For example, more than one-third (34%) of female independent contractors worked fewer than 15 hours in their main job, compared to 12% of male independent contractors. A further 22% of females worked 15–24 hours in their main job compared to 11% of males.

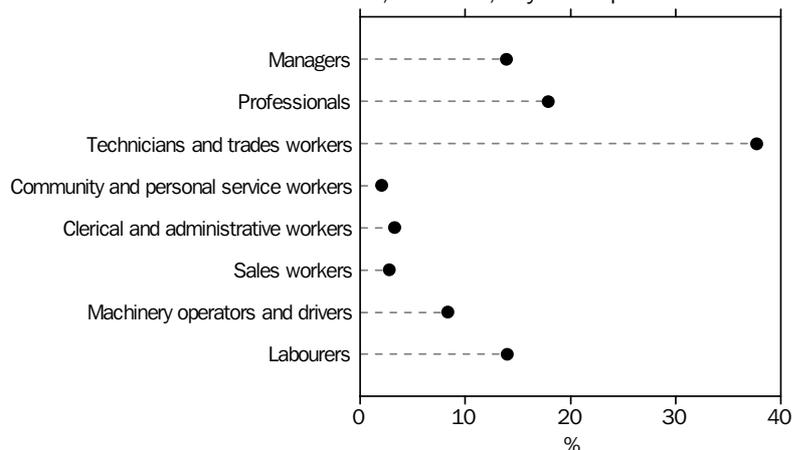
Around half of all independent contractors (49% of males and 54% of females) were in the 35–54 year age groups.

Independent contractors were most likely to work in the Construction industry Division (31%) followed by the Professional, scientific and technical services industry (14%). Male independent contractors were more likely to work in the Construction industry Division (39%) followed by the Professional, scientific and technical services industry (13%). By comparison, female independent contractors were most likely to work in the Professional, scientific and technical services industry Division (18%), followed by the Administrative and support services industry (15%).

## SUMMARY OF FINDINGS *continued*

### INDEPENDENT CONTRACTORS *continued*

#### INDEPENDENT CONTRACTORS, MALES, By occupation of main job



#### INDEPENDENT CONTRACTORS, FEMALES, By occupation of main job



For males, the occupation group with the most independent contractors was Technicians and trades workers (38%), followed by Professionals (18%). However, for females the most independent contractors worked as Professionals (32%), followed by Clerical and administrative workers (21%).

Most independent contractors (77%), were usually able to work on more than one active contract, however, just under half (47%) of all independent contractors had more than one active contract in the reference week.

Other characteristics of independent contractors in November 2010 include:

- 60% had authority over their own work (61% of males and 59% of females);
- 68% were able to (sub)contract their own work (71% of males and 60% of females);
- 79% had no employees (78% of males and 84% of females);
- 14% had been with their current business for less than 1 year, while 38% had been with their current business for 10 years or more;
- 85% had some say in their start or finish times; and
- 61% worked weekdays only in their job/s<sup>1</sup>, while a further 39% worked on both weekdays and weekends.

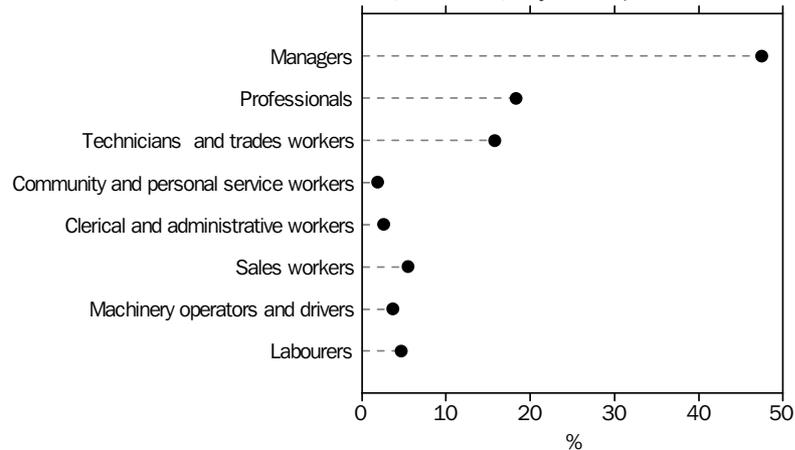
## SUMMARY OF FINDINGS *continued*

### OTHER BUSINESS OPERATORS

There were approximately 1.0 million other business operators in November 2010, of whom 62% were males. For both males and females, over half of business operators were in the 35–54 year age group (53% and 58% respectively).

Other business operators who were males were most likely to work in the Agriculture, forestry and fishing industry Division (18%), followed by the Professional, scientific and technical services industry (11%), retail trade industry (11%) and construction industry (10%). For females, the most common industry Divisions were Agriculture, forestry and fishing (17%), and Retail trade (13%).

#### OTHER BUSINESS OPERATORS, MALES, By occupation of main job



#### OTHER BUSINESS OPERATORS, FEMALES, By occupation of main job



The most common occupation of other business operators for males and females was Managers (47% and 35% respectively).

For males, the next most common occupations were Professionals (18%) and Technicians and trades workers (16%). For females, the second most common occupation was clerical and administrative workers (25%).

Other characteristics of other business operators in November 2010 include:

- 59% actually worked 40 hours or more in their main job (73% of males and 36% of females) in the reference week, while almost two-thirds (64%) of these, actually worked 49 or more hours in the reference week;

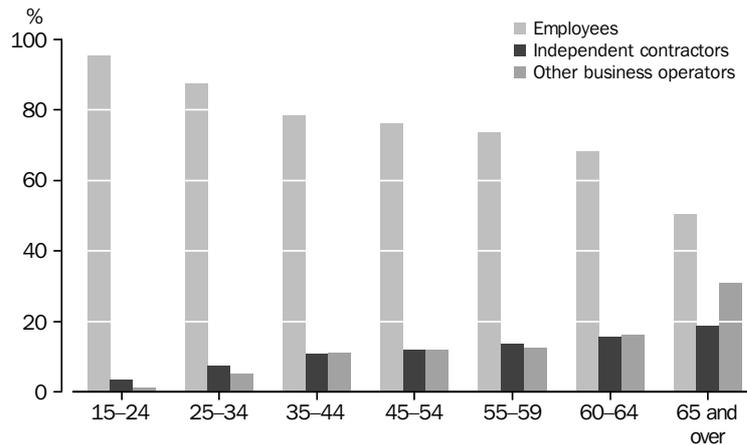
## SUMMARY OF FINDINGS *continued*

OTHER BUSINESS OPERATORS *continued*

- Almost half (49%) had been with their current employer/business for 10 years or more;
- 90% had some say in their start or finish times; and
- 44% worked weekdays only in their job/s<sup>1</sup>, while a further 55% worked on both weekdays and weekends.

ALL EMPLOYED PERSONS

ALL EMPLOYED PEOPLE, Proportion of type of employment—By age group (years)



Persons who were younger in age were most likely to be employees compared with independent contractors and 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 likely form of employment for employed persons for all age ranges. For example:

- 95% of persons aged 15–24 years were employees, 4% were independent contractors and 1% were other business operators;
- 78% of persons aged 35–44 years were employees, 11% were independent contractors and 11% were other business operators; and
- 50% of persons aged 65 years and over were employees, 19% were independent contractors and 31% were other business operators.

END NOTE

1. See paragraph 20 of the Explanatory Notes for more information.

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EMPLOYED PERSONS, Form of employment—By sex—November 2008 to November 2010

<i>Form of employment</i>	<i>November 2008</i>		<i>November 2009</i>		<i>November 2010</i>	
	'000	%	'000	%	'000	%
MALES						
Employees	4 466.8	76.4	4 430.0	76.3	4 719.9	76.2
With paid leave entitlements	3 583.6	61.3	3 518.2	60.6	3 758.0	60.7
Without paid leave entitlements	883.2	15.1	911.8	15.7	961.9	15.5
Independent contractors	727.0	12.4	772.1	13.3	824.4	13.3
Other business operators	654.7	11.2	601.5	10.4	648.1	10.5
<b>Total</b>	<b>5 848.5</b>	<b>100.0</b>	<b>5 803.6</b>	<b>100.0</b>	<b>6 192.4</b>	<b>100.0</b>
FEMALES						
Employees	4 152.8	86.5	4 230.9	87.0	4 445.8	86.6
With paid leave entitlements	3 000.8	62.5	3 027.6	62.3	3 217.5	62.7
Without paid leave entitlements	1 152.0	24.0	1 203.3	24.8	1 228.4	23.9
Independent contractors	240.1	5.0	256.9	5.3	286.1	5.6
Other business operators	409.6	8.5	373.5	7.7	398.9	7.8
<b>Total</b>	<b>4 802.5</b>	<b>100.0</b>	<b>4 861.3</b>	<b>100.0</b>	<b>5 130.9</b>	<b>100.0</b>
PERSONS						
Employees	8 619.6	80.9	8 660.9	81.2	9 165.7	80.9
With paid leave entitlements	6 584.4	61.8	6 545.9	61.4	6 975.5	61.6
Without paid leave entitlements	2 035.2	19.1	2 115.1	19.8	2 190.2	19.3
Independent contractors	967.1	9.1	1 029.0	9.6	1 110.5	9.8
Other business operators	1 064.4	10.0	975.0	9.1	1 047.0	9.2
<b>Total</b>	<b>10 651.1</b>	<b>100.0</b>	<b>10 664.9</b>	<b>100.0</b>	<b>11 323.2</b>	<b>100.0</b>

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

	<i>Employees</i>	<i>Independent contractors</i>	<i>Other business operators</i>	<i>Total</i>	<i>Employees</i>	<i>Independent contractors</i>	<i>Other business operators</i>
	'000	'000	'000	'000	%	%	%
MALES							
Hours actually worked in main job							
Less than 1 hour	253.5	49.0	19.1	321.5	5.4	5.9	2.9
1–14	285.8	52.6	22.5	361.0	6.1	6.4	3.5
15–19	165.7	31.0	8.1	204.9	3.5	3.8	1.3
20–24	274.5	58.5	28.3	361.4	5.8	7.1	4.4
25–29	128.9	34.4	20.9	184.2	2.7	4.2	3.2
30–34	383.7	71.4	40.3	495.3	8.1	8.7	6.2
35	94.1	29.7	18.4	142.3	2.0	3.6	2.8
36–39	798.6	40.0	18.6	857.2	16.9	4.9	2.9
40	836.4	127.4	83.9	1 047.7	17.7	15.5	12.9
41–44	246.2	21.5	11.0	278.7	5.2	2.6	1.7
45–48	447.3	67.1	60.1	574.5	9.5	8.1	9.3
49 or more	805.1	241.7	316.9	1 363.6	17.1	29.3	48.9
Continuous duration with current employer/business							
Fewer than 12 months	1 092.0	106.6	46.9	1 245.5	23.1	12.9	7.2
Under 3 months	309.2	29.3	10.1	348.6	6.6	3.6	1.6
3 and under 6 months	303.2	27.3	9.9	340.5	6.4	3.3	1.5
6 and under 12 months	479.6	49.9	26.9	556.3	10.2	6.1	4.1
1–2 years	1 037.7	123.8	72.2	1 233.7	22.0	15.0	11.1
3–5 years	1 063.2	155.8	109.7	1 328.7	22.5	18.9	16.9
6–9 years	537.2	92.9	84.0	714.1	11.4	11.3	13.0
10–19 years	596.1	185.2	151.4	932.7	12.6	22.5	23.4
20 years and over	393.7	160.1	183.9	737.7	8.3	19.4	28.4
Expected future duration with current employer/business							
Expected to be with current employer/business in 12 months	4 265.7	770.7	624.2	5 660.6	90.4	93.5	96.3
Did not expect to be with current employer/business in 12 months	454.2	53.7	23.9	531.8	9.6	6.5	3.7
<i>Total</i>	<i>4 719.9</i>	<i>824.4</i>	<i>648.1</i>	<i>6 192.4</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>

EMPLOYED PERSONS, Form of employment—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	309.4	21.4	19.0	349.8	7.0	7.5	4.8
1–14	602.8	76.1	88.6	767.5	13.6	26.6	22.2
15–19	359.3	31.9	25.5	416.7	8.1	11.1	6.4
20–24	499.7	30.6	43.0	573.4	11.2	10.7	10.8
25–29	259.7	18.1	20.1	297.9	5.8	6.3	5.0
30–34	485.8	23.1	28.1	536.9	10.9	8.1	7.0
35	125.7	12.0	18.8	156.4	2.8	4.2	4.7
36–39	686.4	9.8	13.6	709.9	15.4	3.4	3.4
40	498.1	19.9	39.8	557.8	11.2	6.9	10.0
41–44	153.2	*5.0	8.3	166.5	3.4	*1.8	2.1
45–48	206.9	11.0	18.5	236.4	4.7	3.9	4.6
49 or more	258.8	27.3	75.5	361.7	5.8	9.5	18.9
Continuous duration with current employer/business							
Fewer than 12 months	985.4	45.1	34.5	1 064.9	22.2	15.8	8.6
Under 3 months	267.8	16.7	9.3	293.8	6.0	5.8	2.3
3 and under 6 months	259.3	11.4	10.1	280.8	5.8	4.0	2.5
6 and under 12 months	458.2	17.0	15.1	490.3	10.3	5.9	3.8
1–2 years	1 058.7	53.0	58.5	1 170.2	23.8	18.5	14.7
3–5 years	1 012.4	64.4	75.2	1 152.0	22.8	22.5	18.9
6–9 years	504.1	42.2	55.8	602.1	11.3	14.8	14.0
10–19 years	580.4	47.2	89.9	717.5	13.1	16.5	22.5
20 years and over	304.9	34.2	85.0	424.1	6.9	11.9	21.3
Expected future duration with current employer/business							
Expected to be with current employer/business in 12 months	3 983.6	260.0	383.9	4 627.4	89.6	90.9	96.2
Did not expect to be with current employer/business in 12 months	462.2	26.1	15.1	503.4	10.4	9.1	3.8
<b>Total</b>	<b>4 445.8</b>	<b>286.1</b>	<b>398.9</b>	<b>5 130.9</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

EMPLOYED PERSONS, Form of employment—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	562.9	70.4	38.0	671.3	6.1	6.3	3.6
1–14	888.6	128.7	111.1	1 128.5	9.7	11.6	10.6
15–19	525.0	62.9	33.7	621.6	5.7	5.7	3.2
20–24	774.2	89.2	71.4	934.7	8.4	8.0	6.8
25–29	388.6	52.4	41.0	482.1	4.2	4.7	3.9
30–34	869.5	94.4	68.4	1 032.3	9.5	8.5	6.5
35	219.8	41.7	37.2	298.7	2.4	3.8	3.6
36–39	1 485.0	49.8	32.3	1 567.1	16.2	4.5	3.1
40	1 334.5	147.3	123.7	1 605.4	14.6	13.3	11.8
41–44	399.4	26.5	19.2	445.2	4.4	2.4	1.8
45–48	654.2	78.1	78.6	811.0	7.1	7.0	7.5
49 or more	1 063.9	269.0	392.4	1 725.3	11.6	24.2	37.5
Continuous duration with current employer/business							
Fewer than 12 months	2 077.4	151.7	81.3	2 310.4	22.7	13.7	7.8
Under 3 months	577.1	46.1	19.3	642.5	6.3	4.1	1.8
3 and under 6 months	562.5	38.7	20.0	621.3	6.1	3.5	1.9
6 and under 12 months	937.8	66.9	42.0	1 046.7	10.2	6.0	4.0
1–2 years	2 096.4	176.8	130.7	2 403.9	22.9	15.9	12.5
3–5 years	2 075.6	220.2	185.0	2 480.7	22.6	19.8	17.7
6–9 years	1 041.2	135.2	139.8	1 316.2	11.4	12.2	13.4
10–19 years	1 176.6	232.4	241.3	1 650.2	12.8	20.9	23.0
20 years and over	698.6	194.3	268.9	1 161.7	7.6	17.5	25.7
Expected future duration with current employer/business							
Expected to be with current employer/business in 12 months	8 249.3	1 030.7	1 008.0	10 288.0	90.0	92.8	96.3
Did not expect to be with current employer/business in 12 months	916.5	79.8	39.0	1 035.2	10.0	7.2	3.7
<b>Total</b>	<b>9 165.7</b>	<b>1 110.5</b>	<b>1 047.0</b>	<b>11 323.2</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
MALES							
Relationship in household							
Family member	3 936.2	684.5	578.9	5 199.6	83.4	83.0	89.3
Husband, wife or partner	2 885.6	601.9	533.9	4 021.4	61.1	73.0	82.4
With dependants	1 591.2	306.3	277.3	2 174.7	33.7	37.2	42.8
Without dependants	1 294.4	295.6	256.6	1 846.7	27.4	35.9	39.6
Lone parent	90.9	22.6	14.5	128.0	1.9	2.7	2.2
With dependants	58.3	11.3	11.6	81.2	1.2	1.4	1.8
Without dependants	32.5	11.3	*2.9	46.7	0.7	1.4	*0.5
Dependent student	215.6	*4.5	**1.0	221.1	4.6	*0.5	**0.2
Non-dependent child	625.5	46.6	21.2	693.3	13.3	5.7	3.3
Other family person	118.6	8.9	8.3	135.8	2.5	1.1	1.3
Non-family member	726.0	133.3	62.7	922.0	15.4	16.2	9.7
Lone person	407.2	87.2	47.2	541.6	8.6	10.6	7.3
Not living alone	318.9	46.1	15.5	380.4	6.8	5.6	2.4
Relationship not determined	57.7	*6.6	*6.5	70.7	1.2	*0.8	**1.0
Age group (years)							
15–19	331.1	9.1	**1.5	341.7	7.0	1.1	**0.2
20–24	579.5	43.9	9.9	633.3	12.3	5.3	1.5
25–34	1 207.0	140.0	76.1	1 423.1	25.6	17.0	11.7
35–44	1 026.8	197.8	162.7	1 387.3	21.8	24.0	25.1
45–54	913.3	210.0	179.3	1 302.6	19.3	25.5	27.7
55–59	345.4	95.0	75.7	516.1	7.3	11.5	11.7
60–64	221.4	80.1	64.8	366.3	4.7	9.7	10.0
65 and over	95.4	48.3	78.2	221.9	2.0	5.9	12.1
Country of birth (a)							
Born in Australia	3 415.8	600.2	468.9	4 484.9	72.4	72.8	72.4
Born overseas	1 302.9	224.2	179.1	1 706.3	27.6	27.2	27.6
Born in main English-speaking countries	525.1	99.8	61.8	686.7	11.1	12.1	9.5
Born in other than main English-speaking countries	777.9	124.4	117.3	1 019.6	16.5	15.1	18.1
State or territory of usual residence							
New South Wales	1 483.0	255.0	222.4	1 960.3	31.4	30.9	34.3
Victoria	1 190.7	210.3	165.8	1 566.8	25.2	25.5	25.6
Queensland	959.6	171.0	120.4	1 251.0	20.3	20.7	18.6
South Australia	328.5	60.2	43.6	432.3	7.0	7.3	6.7
Western Australia	524.8	95.7	69.0	689.4	11.1	11.6	10.6
Tasmania	95.2	14.1	15.8	125.1	2.0	1.7	2.4
Northern Territory	48.9	8.1	4.0	61.0	1.0	1.0	*0.6
Australian Capital Territory	89.3	10.0	7.1	106.4	1.9	1.2	1.1
<i>Total</i>	4 719.9	824.4	648.1	6 192.4	100.0	100.0	100.0

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

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

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

continued

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
FEMALES							
Relationship in household							
Family member	3 761.1	246.6	367.3	4 375.0	84.6	86.2	92.1
Husband, wife or partner	2 595.6	207.5	332.6	3 135.7	58.4	72.5	83.4
With dependants	1 244.9	113.1	168.4	1 526.4	28.0	39.5	42.2
Without dependants	1 350.7	94.4	164.2	1 609.3	30.4	33.0	41.2
Lone parent	356.4	25.1	22.8	404.2	8.0	8.8	5.7
With dependants	286.3	22.1	15.9	324.3	6.4	7.7	4.0
Without dependants	70.1	*3.0	*6.8	79.9	1.6	*1.0	*1.7
Dependent student	287.0	*2.3	**0.5	289.9	6.5	*0.8	**0.1
Non-dependent child	416.9	10.9	8.5	436.3	9.4	3.8	2.1
Other family person	105.1	**0.8	*3.0	108.8	2.4	**0.3	*0.7
Non-family member	634.8	36.8	27.4	699.0	14.3	12.9	6.9
Lone person	401.8	28.2	22.6	452.6	9.0	9.9	5.7
Not living alone	233.0	8.6	*4.8	246.4	5.2	3.0	*1.2
Relationship not determined	49.9	*2.7	*4.2	56.8	1.1	*0.9	*1.1
Age group (years)							
15–19	341.4	4.8	—	346.2	7.7	1.7	—
20–24	539.7	9.4	9.8	558.9	12.1	3.3	2.5
25–34	1 007.1	47.0	53.1	1 107.1	22.7	16.4	13.3
35–44	957.5	74.4	116.6	1 148.4	21.5	26.0	29.2
45–54	966.7	81.4	113.2	1 161.3	21.7	28.5	28.4
55–59	351.3	34.9	42.5	428.7	7.9	12.2	10.7
60–64	203.7	18.0	35.4	257.0	4.6	6.3	8.9
65 and over	78.5	16.3	28.3	123.1	1.8	5.7	7.1
Country of birth (a)							
Born in Australia	3 261.0	200.8	290.4	3 752.2	73.4	70.2	72.8
Born overseas	1 183.7	85.2	108.6	1 377.5	26.6	29.8	27.2
Born in main English-speaking countries	471.9	38.0	39.0	548.8	10.6	13.3	9.8
Born in other than main English-speaking countries	711.9	47.2	69.6	828.7	16.0	16.5	17.4
State or territory of usual residence							
New South Wales	1 389.3	95.5	135.9	1 620.7	31.2	33.4	34.1
Victoria	1 113.3	71.2	92.4	1 277.0	25.0	24.9	23.2
Queensland	919.1	65.4	81.6	1 066.2	20.7	22.9	20.5
South Australia	325.6	20.6	29.7	376.0	7.3	7.2	7.4
Western Australia	465.2	23.6	41.9	530.6	10.5	8.2	10.5
Tasmania	95.9	3.3	10.1	109.2	2.2	1.2	2.5
Northern Territory	47.2	2.7	2.7	52.6	1.1	0.9	0.7
Australian Capital Territory	90.2	3.7	4.6	98.5	2.0	1.3	1.1
<b>Total</b>	<b>4 445.8</b>	<b>286.1</b>	<b>398.9</b>	<b>5 130.9</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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— nil or rounded to zero (including null cells)

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

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

continued

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
PERSONS							
Relationship in household							
Family member	7 697.3	931.1	946.3	9 574.6	84.0	83.8	90.4
Husband, wife or partner	5 481.2	809.5	866.4	7 157.1	59.8	72.9	82.8
With dependants	2 836.1	419.4	445.6	3 701.2	30.9	37.8	42.6
Without dependants	2 645.1	390.1	420.8	3 456.0	28.9	35.1	40.2
Lone parent	447.3	47.6	37.3	532.2	4.9	4.3	3.6
With dependants	344.6	33.3	27.5	405.5	3.8	3.0	2.6
Without dependants	102.6	14.3	9.8	126.7	1.1	1.3	0.9
Dependent student	502.6	*6.8	**1.6	511.0	5.5	*0.6	**0.1
Non-dependent child	1 042.4	57.5	29.7	1 129.6	11.4	5.2	2.8
Other family person	223.7	9.7	11.3	244.7	2.4	0.9	1.1
Non-family member	1 360.8	170.2	90.0	1 621.0	14.8	15.3	8.6
Lone person	809.0	115.5	69.7	994.2	8.8	10.4	6.7
Not living alone	551.8	54.7	20.3	626.8	6.0	4.9	1.9
Relationship not determined	107.6	9.3	10.7	127.6	1.2	0.8	1.0
Age group (years)							
15–19	672.5	13.9	**1.5	687.9	7.3	1.3	**0.1
20–24	1 119.2	53.4	19.7	1 192.2	12.2	4.8	1.9
25–34	2 214.0	187.0	129.2	2 530.2	24.2	16.8	12.3
35–44	1 984.3	272.2	279.2	2 535.7	21.6	24.5	26.7
45–54	1 880.0	291.4	292.5	2 463.9	20.5	26.2	27.9
55–59	696.7	129.9	118.3	944.8	7.6	11.7	11.3
60–64	425.1	98.0	100.2	623.3	4.6	8.8	9.6
65 and over	173.9	64.7	106.5	345.1	1.9	5.8	10.2
Country of birth (a)							
Born in Australia	6 676.8	801.0	759.3	8 237.1	72.8	72.1	72.5
Born overseas	2 486.7	309.4	287.7	3 083.7	27.1	27.9	27.5
Born in main English-speaking countries	996.9	137.8	100.8	1 235.5	10.9	12.4	9.6
Born in other than main English-speaking countries	1 489.7	171.6	186.9	1 848.2	16.3	15.5	17.9
State or territory of usual residence							
New South Wales	2 872.3	350.5	358.3	3 581.1	31.3	31.6	34.2
Victoria	2 304.0	281.5	258.2	2 843.8	25.1	25.4	24.7
Queensland	1 878.8	236.4	202.0	2 317.2	20.5	21.3	19.3
South Australia	654.1	80.9	73.3	808.3	7.1	7.3	7.0
Western Australia	989.9	119.3	110.9	1 220.1	10.8	10.7	10.6
Tasmania	191.0	17.5	25.9	234.4	2.1	1.6	2.5
Northern Territory	96.0	10.7	6.8	113.5	1.0	1.0	0.6
Australian Capital Territory	179.6	13.7	11.6	204.9	2.0	1.2	1.1
<b>Total</b>	<b>9 165.7</b>	<b>1 110.5</b>	<b>1 047.0</b>	<b>11 323.2</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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

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

	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	95.2	29.3	118.8	243.3	2.0	3.6	18.3	3.9
Mining	160.4	*3.8	*1.9	166.0	3.4	*0.5	*0.3	2.7
Manufacturing	629.7	46.0	51.9	727.6	13.3	5.6	8.0	11.7
Electricity, gas, water and waste services	107.2	np	np	115.1	2.3	*0.5	*0.6	1.9
Construction	539.8	322.7	66.4	929.0	11.4	39.1	10.2	15.0
Wholesale trade	225.9	14.5	37.0	277.4	4.8	1.8	5.7	4.5
Retail trade	449.1	16.0	71.9	537.0	9.5	1.9	11.1	8.7
Accommodation and food services	289.9	8.7	47.8	346.4	6.1	1.1	7.4	5.6
Transport, postal and warehousing	364.9	71.3	26.4	462.6	7.7	8.6	4.1	7.5
Information media and telecommunications	101.3	13.5	*4.2	119.0	2.1	1.6	*0.6	1.9
Financial and insurance services	156.2	12.3	21.7	190.2	3.3	1.5	3.3	3.1
Rental, hiring and real estate services	73.1	14.4	15.5	103.1	1.5	1.7	2.4	1.7
Professional, scientific and technical services	310.6	106.9	74.0	491.5	6.6	13.0	11.4	7.9
Administrative and support services	140.1	54.8	22.0	217.0	3.0	6.7	3.4	3.5
Public administration and safety	359.6	np	np	367.1	7.6	*0.7	*0.3	5.9
Education and training	226.2	16.6	10.8	253.5	4.8	2.0	1.7	4.1
Health care and social assistance	218.7	21.9	23.8	264.4	4.6	2.7	3.7	4.3
Arts and recreation services	78.2	16.1	*6.6	100.9	1.7	1.9	*1.0	1.6
Other services	193.6	46.3	41.3	281.2	4.1	5.6	6.4	4.5
Occupation of main job								
Managers	544.2	114.3	307.6	966.1	11.5	13.9	47.5	15.6
Professionals	861.2	147.7	118.8	1 127.7	18.2	17.9	18.3	18.2
Technicians and trades workers	1 048.2	310.4	102.3	1 460.9	22.2	37.7	15.8	23.6
Community and personal service workers	302.8	17.2	12.2	332.2	6.4	2.1	1.9	5.4
Clerical and administrative workers	381.9	26.8	17.1	425.8	8.1	3.2	2.6	6.9
Sales workers	371.6	23.1	35.4	430.1	7.9	2.8	5.5	6.9
Machinery operators and drivers	560.6	69.1	24.2	654.0	11.9	8.4	3.7	10.6
Labourers	649.4	115.8	30.4	795.6	13.8	14.0	4.7	12.8
Total	4 719.9	824.4	648.1	6 192.4	100.0	100.0	100.0	100.0

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

	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	40.0	*4.6	66.0	110.6	0.9	*1.6	16.6	2.2
Mining	34.4	**0.4	—	34.8	0.8	**0.1	—	0.7
Manufacturing	221.9	11.1	22.9	256.0	5.0	3.9	5.7	5.0
Electricity, gas, water and waste services	28.2	np	np	29.1	0.6	—	**0.2	0.6
Construction	68.7	18.0	26.8	113.6	1.5	6.3	6.7	2.2
Wholesale trade	108.5	7.1	16.0	131.6	2.4	2.5	4.0	2.6
Retail trade	633.9	19.6	52.4	705.9	14.3	6.8	13.1	13.8
Accommodation and food services	358.6	8.7	39.1	406.4	8.1	3.0	9.8	7.9
Transport, postal and warehousing	105.2	11.6	9.9	126.7	2.4	4.1	2.5	2.5
Information media and telecommunications	87.9	*2.4	**1.6	91.9	2.0	*0.8	**0.4	1.8
Financial and insurance services	183.6	*5.6	7.4	196.6	4.1	*2.0	1.9	3.8
Rental, hiring and real estate services	86.1	7.8	11.0	104.9	1.9	2.7	2.8	2.0
Professional, scientific and technical services	276.0	52.9	37.7	366.6	6.2	18.5	9.4	7.1
Administrative and support services	156.3	41.9	14.5	212.7	3.5	14.7	3.6	4.1
Public administration and safety	316.3	np	np	317.9	7.1	**0.4	**0.1	6.2
Education and training	582.7	22.6	18.4	623.7	13.1	7.9	4.6	12.2
Health care and social assistance	955.3	36.9	29.5	1 021.7	21.5	12.9	7.4	19.9
Arts and recreation services	74.4	11.2	9.2	94.8	1.7	3.9	2.3	1.8
Other services	127.8	22.5	35.1	185.5	2.9	7.9	8.8	3.6
Occupation of main job								
Managers	313.7	28.9	140.2	482.8	7.1	10.1	35.1	9.4
Professionals	1 132.5	91.9	59.7	1 284.0	25.5	32.1	15.0	25.0
Technicians and trades workers	169.3	22.3	26.1	217.7	3.8	7.8	6.5	4.2
Community and personal service workers	692.4	32.0	26.1	750.5	15.6	11.2	6.5	14.6
Clerical and administrative workers	1 071.7	60.7	99.7	1 232.1	24.1	21.2	25.0	24.0
Sales workers	662.4	15.8	25.0	703.2	14.9	5.5	6.3	13.7
Machinery operators and drivers	67.8	*4.0	*1.8	73.6	1.5	*1.4	*0.5	1.4
Labourers	336.0	30.5	20.4	386.9	7.6	10.7	5.1	7.5
Total	4 445.8	286.1	398.9	5 130.9	100.0	100.0	100.0	100.0

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

	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	135.2	33.9	184.8	354.0	1.5	3.1	17.7	3.1
Mining	194.8	*4.2	*1.9	200.8	2.1	*0.4	*0.2	1.8
Manufacturing	851.6	57.2	74.8	983.5	9.3	5.1	7.1	8.7
Electricity, gas, water and waste services	135.4	*3.8	*5.0	144.2	1.5	*0.3	*0.5	1.3
Construction	608.5	340.8	93.2	1 042.5	6.6	30.7	8.9	9.2
Wholesale trade	334.5	21.5	53.0	409.0	3.6	1.9	5.1	3.6
Retail trade	1 083.0	35.6	124.4	1 242.9	11.8	3.2	11.9	11.0
Accommodation and food services	648.4	17.4	86.9	752.8	7.1	1.6	8.3	6.6
Transport, postal and warehousing	470.1	82.9	36.4	589.3	5.1	7.5	3.5	5.2
Information media and telecommunications	189.2	15.9	*5.7	210.9	2.1	1.4	*0.5	1.9
Financial and insurance services	339.9	17.8	29.1	386.8	3.7	1.6	2.8	3.4
Rental, hiring and real estate services	159.3	22.2	26.5	208.0	1.7	2.0	2.5	1.8
Professional, scientific and technical services	586.6	159.8	111.7	858.0	6.4	14.4	10.7	7.6
Administrative and support services	296.5	96.8	36.5	429.8	3.2	8.7	3.5	3.8
Public administration and safety	675.9	*6.7	*2.4	685.0	7.4	*0.6	*0.2	6.0
Education and training	808.9	39.1	29.2	877.2	8.8	3.5	2.8	7.7
Health care and social assistance	1 174.0	58.7	53.3	1 286.0	12.8	5.3	5.1	11.4
Arts and recreation services	152.6	27.3	15.8	195.8	1.7	2.5	1.5	1.7
Other services	321.5	68.8	76.4	466.7	3.5	6.2	7.3	4.1
Occupation of main job								
Managers	857.9	143.2	447.8	1 448.9	9.4	12.9	42.8	12.8
Professionals	1 993.7	239.6	178.5	2 411.7	21.8	21.6	17.0	21.3
Technicians and trades workers	1 217.6	332.7	128.3	1 678.7	13.3	30.0	12.3	14.8
Community and personal service workers	995.2	49.1	38.3	1 082.6	10.9	4.4	3.7	9.6
Clerical and administrative workers	1 453.6	87.5	116.8	1 657.9	15.9	7.9	11.2	14.6
Sales workers	1 034.0	39.0	60.4	1 133.3	11.3	3.5	5.8	10.0
Machinery operators and drivers	628.5	73.1	26.1	727.6	6.9	6.6	2.5	6.4
Labourers	985.4	146.3	50.8	1 182.5	10.8	13.2	4.9	10.4
Total	9 165.7	1 110.5	1 047.0	11 323.2	100.0	100.0	100.0	100.0

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

# 5

## EMPLOYED PERSONS, Form of employment—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–Friday	3 449.3	658.5	536.4	4 644.3	73.1	79.9	82.8	75.0
Monday	252.7	30.4	19.2	302.3	5.4	3.7	3.0	4.9
Tuesday	284.1	32.8	26.9	343.8	6.0	4.0	4.2	5.6
Wednesday	302.5	31.8	29.2	363.6	6.4	3.9	4.5	5.9
Thursday	316.5	36.5	32.7	385.7	6.7	4.4	5.0	6.2
Friday	308.9	32.3	28.0	369.2	6.5	3.9	4.3	6.0
Saturday	800.4	240.1	322.6	1 363.1	17.0	29.1	49.8	22.0
Sunday	463.8	105.2	197.5	766.5	9.8	12.8	30.5	12.4
Days varied	692.3	109.9	69.7	871.9	14.7	13.3	10.8	14.1
Number of days of the week usually worked in all jobs(b)								
1 day	71.2	9.5	*5.6	86.3	1.5	1.2	*0.9	1.4
2 days	170.5	17.1	*4.4	191.9	3.6	2.1	*0.7	3.1
3 days	201.4	30.4	18.9	250.7	4.3	3.7	2.9	4.0
4 days	308.7	33.4	18.5	360.5	6.5	4.0	2.9	5.8
5 days	3 298.8	475.1	263.9	4 037.8	69.9	57.6	40.7	65.2
6 days	451.5	170.7	162.5	784.7	9.6	20.7	25.1	12.7
7 days	217.8	88.3	174.3	480.4	4.6	10.7	26.9	7.8
Whether worked weekdays and/or weekends in all jobs(b)								
Weekdays only	3 193.5	491.4	256.6	3 941.5	67.7	59.6	39.6	63.7
Weekends only	58.3	*3.4	**1.3	62.9	1.2	*0.4	**0.2	1.0
Both weekdays and weekends	1 468.2	329.6	390.2	2 188.0	31.1	40.0	60.2	35.3
Whether usually required to be on call or standby								
Usually required to be on call or standby	1 248.1	304.7	311.7	1 864.5	26.4	37.0	48.1	30.1
Not usually required to be on call or standby	3 471.8	519.7	336.4	4 327.9	73.6	63.0	51.9	69.9
Whether usually worked the same number of hours each week								
Usually worked the same number of hours	3 601.7	441.9	424.4	4 468.0	76.3	53.6	65.5	72.2
Did not usually work the same number of hours	1 118.2	382.4	223.7	1 724.3	23.7	46.4	34.5	27.8
Whether had some say in start and finish times								
Had some say	1 865.9	695.7	586.1	3 147.7	39.5	84.4	90.4	50.8
Did not have any say	2 854.0	128.7	62.0	3 044.7	60.5	15.6	9.6	49.2
<b>Total</b>	<b>4 719.9</b>	<b>824.4</b>	<b>648.1</b>	<b>6 192.4</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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

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

(a) Refers to the days of the week persons usually work, therefore persons may appear in more than one category. See paragraphs 19 and 20 of the Explanatory Notes for more information.

(b) See paragraph 20 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	%	%	%	%
FEMALES								
Days of the week usually worked in all jobs(a)								
Monday–Friday	2 437.1	148.1	228.2	2 813.5	54.8	51.8	57.2	54.8
Monday	654.1	40.0	46.8	740.9	14.7	14.0	11.7	14.4
Tuesday	707.0	43.9	62.0	812.8	15.9	15.3	15.5	15.8
Wednesday	711.1	46.9	71.0	829.1	16.0	16.4	17.8	16.2
Thursday	759.5	42.3	67.1	868.9	17.1	14.8	16.8	16.9
Friday	632.5	35.1	53.2	720.9	14.2	12.3	13.3	14.1
Saturday	665.3	58.2	141.7	865.2	15.0	20.4	35.5	16.9
Sunday	440.2	35.1	89.1	564.5	9.9	12.3	22.3	11.0
Days varied	682.3	60.7	68.7	811.7	15.3	21.2	17.2	15.8
Number of days of the week usually worked in all jobs(b)								
1 day	145.9	16.3	18.1	180.3	3.3	5.7	4.5	3.5
2 days	369.7	26.5	29.7	425.9	8.3	9.3	7.4	8.3
3 days	531.7	40.1	41.3	613.1	12.0	14.0	10.4	12.0
4 days	516.9	27.2	31.1	575.2	11.6	9.5	7.8	11.2
5 days	2 568.5	125.4	147.1	2 841.1	57.8	43.8	36.9	55.4
6 days	188.8	24.5	61.0	274.3	4.2	8.6	15.3	5.3
7 days	124.4	26.1	70.5	220.9	2.8	9.1	17.7	4.3
Whether worked weekdays and/or weekends in all jobs(b)								
Weekdays only	3 090.5	185.1	204.1	3 479.7	69.5	64.7	51.2	67.8
Weekends only	101.4	**1.5	*4.7	107.7	2.3	**0.5	*1.2	2.1
Both weekdays and weekends	1 253.9	99.5	190.1	1 543.4	28.2	34.8	47.6	30.1
Whether usually required to be on call or standby								
Usually required to be on call or standby	892.5	90.0	151.6	1 134.1	20.1	31.5	38.0	22.1
Not usually required to be on call or standby	3 553.4	196.1	247.3	3 996.8	79.9	68.5	62.0	77.9
Whether usually worked the same number of hours each week								
Usually worked the same number of hours	3 458.7	152.2	274.0	3 884.8	77.8	53.2	68.7	75.7
Did not usually work the same number of hours	987.2	133.9	125.0	1 246.0	22.2	46.8	31.3	24.3
Whether had some say in start and finish times								
Had some say	1 833.3	242.7	356.6	2 432.6	41.2	84.8	89.4	47.4
Did not have any say	2 612.6	43.4	42.4	2 698.3	58.8	15.2	10.6	52.6
<b>Total</b>	<b>4 445.8</b>	<b>286.1</b>	<b>398.9</b>	<b>5 130.9</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) Refers to the days of the week persons usually work, therefore persons may appear in more than one category. See paragraphs 19 and 20 of the Explanatory Notes for more information.

(b) See paragraph 20 of the Explanatory Notes for more information.

EMPLOYED PERSONS, Form of employment—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	%	%	%	%
PERSONS								
Days of the week usually worked in all jobs(a)								
Monday–Friday	5 886.5	806.6	764.7	7 457.8	64.2	72.6	73.0	65.9
Monday	906.8	70.4	66.0	1 043.3	9.9	6.3	6.3	9.2
Tuesday	991.1	76.6	88.9	1 156.6	10.8	6.9	8.5	10.2
Wednesday	1 013.7	78.8	100.3	1 192.7	11.1	7.1	9.6	10.5
Thursday	1 076.0	78.8	99.7	1 254.6	11.7	7.1	9.5	11.1
Friday	941.5	67.5	81.2	1 090.2	10.3	6.1	7.8	9.6
Saturday	1 465.7	298.3	464.3	2 228.3	16.0	26.9	44.3	19.7
Sunday	904.0	140.3	286.6	1 331.0	9.9	12.6	27.4	11.8
Days varied	1 374.6	170.6	138.4	1 683.6	15.0	15.4	13.2	14.9
Number of days of the week usually worked in all jobs(b)								
1 day	217.1	25.8	23.7	266.6	2.4	2.3	2.3	2.4
2 days	540.2	43.6	34.1	617.8	5.9	3.9	3.3	5.5
3 days	733.2	70.5	60.2	863.9	8.0	6.3	5.8	7.6
4 days	825.6	60.6	49.6	935.8	9.0	5.5	4.7	8.3
5 days	5 867.3	600.5	411.1	6 878.9	64.0	54.1	39.3	60.8
6 days	640.3	195.2	223.5	1 059.0	7.0	17.6	21.4	9.4
7 days	342.1	114.3	244.8	701.2	3.7	10.3	23.4	6.2
Whether worked weekdays and/or weekends in all jobs(b)								
Weekdays only	6 284.0	676.5	460.7	7 421.2	68.6	60.9	44.0	65.5
Weekends only	159.7	*4.9	*6.0	170.6	1.7	*0.4	*0.6	1.5
Both weekdays and weekends	2 722.0	429.1	580.3	3 731.4	29.7	38.6	55.4	33.0
Whether usually required to be on call or standby								
Usually required to be on call or standby	2 140.5	394.7	463.4	2 998.6	23.4	35.5	44.3	26.5
Not usually required to be on call or standby	7 025.2	715.8	583.7	8 324.6	76.6	64.5	55.7	73.5
Whether usually worked the same number of hours each week								
Usually worked the same number of hours	7 060.4	594.2	698.4	8 352.9	77.0	53.5	66.7	73.8
Did not usually work the same number of hours	2 105.4	516.3	348.7	2 970.3	23.0	46.5	33.3	26.2
Whether had some say in start and finish times								
Had some say	3 699.1	938.4	942.7	5 580.2	40.4	84.5	90.0	49.3
Did not have any say	5 466.6	172.1	104.3	5 743.0	59.6	15.5	10.0	50.7
<b>Total</b>	<b>9 165.7</b>	<b>1 110.5</b>	<b>1 047.0</b>	<b>11 323.2</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) Refers to the days of the week persons usually work, therefore persons may appear in more than one category. See paragraphs 19 and 20 of the Explanatory Notes for more information.

(b) See paragraph 20 of the Explanatory Notes for more information.

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

	<i>Worked on a fixed-term contract</i>	<i>Did not work on a fixed-term contract</i>	<i>Total</i>	<i>Worked on a fixed-term contract</i>	<i>Did not work on a fixed-term contract</i>	<i>Total</i>
	'000	'000	'000	%	%	%
MALES						
Industry of main job						
Agriculture, forestry and fishing	*2.7	92.6	95.2	*1.8	2.0	2.0
Mining	*2.3	158.1	160.4	*1.6	3.5	3.4
Manufacturing	9.0	620.7	629.7	6.2	13.6	13.3
Electricity, gas, water and waste services	*4.5	102.6	107.2	*3.1	2.2	2.3
Construction	11.1	528.7	539.8	7.6	11.6	11.4
Wholesale trade	*2.3	223.7	225.9	*1.5	4.9	4.8
Retail trade	**0.9	448.2	449.1	**0.6	9.8	9.5
Accommodation and food services	**1.0	288.9	289.9	**0.7	6.3	6.1
Transport, postal and warehousing	*4.4	360.5	364.9	*3.0	7.9	7.7
Information media and telecommunications	*3.6	97.8	101.3	*2.4	2.1	2.1
Financial and insurance services	7.9	148.3	156.2	5.4	3.2	3.3
Rental, hiring and real estate services	**1.4	71.7	73.1	**1.0	1.6	1.5
Professional, scientific and technical services	11.1	299.4	310.6	7.6	6.5	6.6
Administrative and support services	*2.7	137.5	140.1	*1.8	3.0	3.0
Public administration and safety	21.8	337.8	359.6	14.9	7.4	7.6
Education and training	37.6	188.6	226.2	25.7	4.1	4.8
Health care and social assistance	13.7	205.0	218.7	9.4	4.5	4.6
Arts and recreation services	*4.7	73.5	78.2	*3.2	1.6	1.7
Other services	*3.5	190.1	193.6	*2.4	4.2	4.1
Occupation of main job						
Managers	19.6	524.5	544.2	13.4	11.5	11.5
Professionals	68.1	793.0	861.2	46.6	17.3	18.2
Technicians and trades workers	18.8	1 029.4	1 048.2	12.9	22.5	22.2
Community and personal service workers	11.4	291.4	302.8	7.8	6.4	6.4
Clerical and administrative workers	11.6	370.3	381.9	7.9	8.1	8.1
Sales workers	**1.5	370.2	371.6	**1.0	8.1	7.9
Machinery operators and drivers	7.3	553.4	560.6	5.0	12.1	11.9
Labourers	7.9	641.5	649.4	5.4	14.0	13.8
<i>Total</i>	146.2	4 573.7	4 719.9	100.0	100.0	100.0

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

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

EMPLOYEES, Whether worked on a fixed-term contract—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	**1.5	38.5	40.0	**0.7	0.9	0.9
Mining	**1.1	33.2	34.4	**0.5	0.8	0.8
Manufacturing	*2.2	219.7	221.9	*1.1	5.2	5.0
Electricity, gas, water and waste services	*2.7	25.5	28.2	*1.3	0.6	0.6
Construction	*2.2	66.4	68.7	*1.1	1.6	1.5
Wholesale trade	**0.9	107.7	108.5	**0.4	2.5	2.4
Retail trade	*2.8	631.1	633.9	*1.3	14.9	14.3
Accommodation and food services	**1.6	357.0	358.6	**0.8	8.4	8.1
Transport, postal and warehousing	*1.7	103.5	105.2	*0.8	2.4	2.4
Information media and telecommunications	*4.2	83.7	87.9	*2.0	2.0	2.0
Financial and insurance services	*4.8	178.9	183.6	*2.3	4.2	4.1
Rental, hiring and real estate services	*2.2	83.9	86.1	*1.0	2.0	1.9
Professional, scientific and technical services	8.5	267.5	276.0	4.0	6.3	6.2
Administrative and support services	*5.8	150.6	156.3	*2.7	3.6	3.5
Public administration and safety	24.2	292.1	316.3	11.5	6.9	7.1
Education and training	96.7	486.0	582.7	46.0	11.5	13.1
Health care and social assistance	42.8	912.5	955.3	20.3	21.5	21.5
Arts and recreation services	*1.9	72.5	74.4	*0.9	1.7	1.7
Other services	*2.6	125.3	127.8	*1.2	3.0	2.9
Occupation of main job						
Managers	11.1	302.6	313.7	5.3	7.1	7.1
Professionals	120.6	1 011.9	1 132.5	57.4	23.9	25.5
Technicians and trades workers	*3.3	166.1	169.3	*1.6	3.9	3.8
Community and personal service workers	24.6	667.8	692.4	11.7	15.8	15.6
Clerical and administrative workers	42.1	1 029.6	1 071.7	20.0	24.3	24.1
Sales workers	*4.7	657.7	662.4	*2.2	15.5	14.9
Machinery operators and drivers	**0.4	67.5	67.8	**0.2	1.6	1.5
Labourers	*3.5	332.5	336.0	*1.7	7.8	7.6
<b>Total</b>	<b>210.2</b>	<b>4 235.6</b>	<b>4 445.8</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

EMPLOYEES, Whether worked on a fixed-term contract—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	%	%	%
<b>PERSONS</b>						
<b>Industry of main job</b>						
Agriculture, forestry and fishing	*4.1	131.1	135.2	*1.2	1.5	1.5
Mining	*3.5	191.3	194.8	*1.0	2.2	2.1
Manufacturing	11.2	840.4	851.6	3.1	9.5	9.3
Electricity, gas, water and waste services	7.2	128.1	135.4	2.0	1.5	1.5
Construction	13.4	595.1	608.5	3.8	6.8	6.6
Wholesale trade	*3.1	331.3	334.5	*0.9	3.8	3.6
Retail trade	*3.7	1 079.3	1 083.0	*1.0	12.3	11.8
Accommodation and food services	*2.6	645.9	648.4	*0.7	7.3	7.1
Transport, postal and warehousing	*6.1	464.0	470.1	*1.7	5.3	5.1
Information media and telecommunications	7.7	181.5	189.2	2.2	2.1	2.1
Financial and insurance services	12.7	327.2	339.9	3.6	3.7	3.7
Rental, hiring and real estate services	*3.6	155.7	159.3	*1.0	1.8	1.7
Professional, scientific and technical services	19.6	567.0	586.6	5.5	6.4	6.4
Administrative and support services	8.5	288.0	296.5	2.4	3.3	3.2
Public administration and safety	45.9	629.9	675.9	12.9	7.2	7.4
Education and training	134.3	674.6	808.9	37.7	7.7	8.8
Health care and social assistance	56.5	1 117.5	1 174.0	15.8	12.7	12.8
Arts and recreation services	*6.6	146.0	152.6	*1.9	1.7	1.7
Other services	*6.1	315.4	321.5	*1.7	3.6	3.5
<b>Occupation of main job</b>						
Managers	30.7	827.2	857.9	8.6	9.4	9.4
Professionals	188.7	1 805.0	1 993.7	52.9	20.5	21.8
Technicians and trades workers	22.1	1 195.5	1 217.6	6.2	13.6	13.3
Community and personal service workers	36.0	959.2	995.2	10.1	10.9	10.9
Clerical and administrative workers	53.7	1 399.9	1 453.6	15.1	15.9	15.9
Sales workers	*6.2	1 027.8	1 034.0	*1.7	11.7	11.3
Machinery operators and drivers	7.7	620.8	628.5	2.2	7.0	6.9
Labourers	11.4	974.0	985.4	3.2	11.1	10.8
<b>Total</b>	<b>356.4</b>	<b>8 809.3</b>	<b>9 165.7</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

EMPLOYEES, Full-time or part-time status in main job—By whether had paid leave entitlements—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	52.2	27.0	**1.5	14.5	53.8	56.4	41.5	43.6
Mining	np	np	np	np	144.8	90.3	15.6	9.7
Manufacturing	522.7	66.6	13.2	27.1	536.0	85.1	93.7	14.9
Electricity, gas, water and waste services	np	np	np	np	99.1	92.4	8.1	7.6
Construction	428.7	80.8	*6.4	24.0	435.1	80.6	104.8	19.4
Wholesale trade	196.8	13.6	*6.7	8.8	203.5	90.1	22.4	9.9
Retail trade	251.5	16.0	51.1	130.6	302.5	67.4	146.6	32.6
Accommodation and food services	100.0	35.2	21.1	133.6	121.0	41.8	168.8	58.2
Transport, postal and warehousing	272.6	45.8	11.9	34.7	284.5	78.0	80.5	22.0
Information media and telecommunications	85.3	*4.2	*4.9	6.9	90.2	89.0	11.1	11.0
Financial and insurance services	141.1	8.9	*4.3	*1.9	145.5	93.1	10.8	6.9
Rental, hiring and real estate services	51.4	*6.8	*4.3	10.6	55.7	76.2	17.4	23.8
Professional, scientific and technical services	268.1	14.6	11.5	16.3	279.6	90.0	31.0	10.0
Administrative and support services	69.2	30.7	16.5	23.8	85.7	61.1	54.4	38.9
Public administration and safety	310.8	19.4	11.1	18.3	321.9	89.5	37.7	10.5
Education and training	166.2	7.7	23.8	28.6	190.0	84.0	36.2	16.0
Health care and social assistance	158.9	8.9	30.4	20.5	189.3	86.5	29.5	13.5
Arts and recreation services	50.3	7.0	*4.0	16.9	54.3	69.5	23.9	30.5
Other services	152.7	17.0	13.0	11.0	165.7	85.6	28.0	14.4
Occupation of main job								
Managers	507.7	20.0	10.0	*6.4	517.7	95.1	26.4	4.9
Professionals	744.1	32.3	48.4	36.4	792.5	92.0	68.7	8.0
Technicians and trades workers	871.6	101.2	33.5	42.0	905.0	86.3	143.2	13.7
Community and personal service workers	170.5	26.2	26.6	79.5	197.1	65.1	105.7	34.9
Clerical and administrative workers	306.1	26.4	24.1	25.2	330.2	86.5	51.7	13.5
Sales workers	194.6	22.4	36.0	118.6	230.6	62.1	141.0	37.9
Machinery operators and drivers	404.7	86.5	9.7	59.7	414.4	73.9	146.2	26.1
Labourers	321.8	116.3	48.7	162.6	370.5	57.0	278.9	43.0
<i>Total</i>	<i>3 521.0</i>	<i>431.5</i>	<i>237.0</i>	<i>530.4</i>	<i>3 758.0</i>	<i>79.6</i>	<i>961.9</i>	<i>20.4</i>

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

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

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—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	12.5	8.7	*5.8	13.0	18.4	45.9	21.6	54.1
Mining	np	np	np	np	31.1	90.5	*3.3	*9.5
Manufacturing	137.4	17.1	24.7	42.7	162.1	73.1	59.8	26.9
Electricity, gas, water and waste services	np	np	np	np	24.3	86.2	*3.9	*13.8
Construction	45.9	*2.4	10.5	9.9	56.4	82.1	12.3	17.9
Wholesale trade	69.5	*5.2	14.4	19.5	83.9	77.3	24.6	22.7
Retail trade	198.6	32.8	145.1	257.4	343.8	54.2	290.2	45.8
Accommodation and food services	71.2	39.2	32.1	216.1	103.3	28.8	255.3	71.2
Transport, postal and warehousing	65.7	*6.0	17.4	16.2	83.1	79.0	22.1	21.0
Information media and telecommunications	53.6	*4.9	15.8	13.6	69.4	78.9	18.5	21.1
Financial and insurance services	138.5	*6.3	33.4	*5.5	171.9	93.6	11.8	6.4
Rental, hiring and real estate services	54.6	*3.6	7.7	20.2	62.3	72.4	23.8	27.6
Professional, scientific and technical services	171.7	11.2	57.9	35.2	229.6	83.2	46.4	16.8
Administrative and support services	75.0	14.7	32.9	33.8	107.8	69.0	48.5	31.0
Public administration and safety	224.6	10.4	65.0	16.3	289.6	91.6	26.7	8.4
Education and training	319.6	13.1	170.1	80.0	489.6	84.0	93.1	16.0
Health care and social assistance	441.8	34.9	331.9	146.7	773.6	81.0	181.6	19.0
Arts and recreation services	28.1	*5.8	10.3	30.2	38.4	51.7	36.0	48.3
Other services	56.2	13.9	22.7	35.0	78.9	61.7	49.0	38.3
Occupation of main job								
Managers	248.5	12.5	34.4	18.3	282.9	90.2	30.8	9.8
Professionals	724.2	30.5	276.1	101.7	1 000.3	88.3	132.2	11.7
Technicians and trades workers	89.6	14.7	27.5	37.6	117.1	69.1	52.3	30.9
Community and personal service workers	214.9	50.6	202.1	224.8	416.9	60.2	275.4	39.8
Clerical and administrative workers	632.8	46.2	253.4	139.3	886.2	82.7	185.5	17.3
Sales workers	166.0	37.9	133.5	325.0	299.5	45.2	362.9	54.8
Machinery operators and drivers	40.3	7.4	7.6	12.6	47.9	70.6	19.9	29.4
Labourers	94.9	35.9	71.8	133.4	166.7	49.6	169.3	50.4
<i>Total</i>	<i>2 211.2</i>	<i>235.6</i>	<i>1 006.3</i>	<i>992.7</i>	<i>3 217.5</i>	<i>72.4</i>	<i>1 228.4</i>	<i>27.6</i>

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

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

EMPLOYEES, Full-time or part-time status in main job—By whether had paid leave entitlements—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	%
TOTAL								
Industry of main job								
Agriculture, forestry and fishing	64.7	35.6	7.4	27.5	72.1	53.3	63.1	46.7
Mining	173.0	16.9	*2.9	*1.9	175.9	90.3	18.9	9.7
Manufacturing	660.2	83.7	37.9	69.8	698.1	82.0	153.5	18.0
Electricity, gas, water and waste services	116.4	10.0	6.9	*2.0	123.4	91.1	12.0	8.9
Construction	474.6	83.2	16.9	33.9	491.4	80.8	117.1	19.2
Wholesale trade	266.3	18.8	21.1	28.3	287.4	85.9	47.1	14.1
Retail trade	450.1	48.8	196.2	387.9	646.3	59.7	436.7	40.3
Accommodation and food services	171.1	74.4	53.2	349.7	224.3	34.6	424.1	65.4
Transport, postal and warehousing	338.2	51.7	29.3	50.9	367.5	78.2	102.6	21.8
Information media and telecommunications	138.9	9.1	20.7	20.5	159.6	84.3	29.6	15.7
Financial and insurance services	279.7	15.2	37.7	7.3	317.3	93.4	22.5	6.6
Rental, hiring and real estate services	106.0	10.5	12.0	30.7	118.0	74.1	41.2	25.9
Professional, scientific and technical services	439.8	25.8	69.4	51.5	509.2	86.8	77.4	13.2
Administrative and support services	144.1	45.4	49.4	57.6	193.5	65.3	102.9	34.7
Public administration and safety	535.4	29.8	76.1	34.6	611.5	90.5	64.3	9.5
Education and training	485.8	20.8	193.8	108.5	679.6	84.0	129.3	16.0
Health care and social assistance	600.7	43.9	362.3	167.2	962.9	82.0	211.1	18.0
Arts and recreation services	78.5	12.8	14.3	47.1	92.8	60.8	59.9	39.2
Other services	208.9	30.9	35.7	46.0	244.5	76.1	76.9	23.9
Occupation of main job								
Managers	756.2	32.5	44.4	24.7	800.6	93.3	57.3	6.7
Professionals	1 468.4	62.7	324.5	138.1	1 792.8	89.9	200.8	10.1
Technicians and trades workers	961.2	115.9	60.9	79.6	1 022.1	83.9	195.5	16.1
Community and personal service workers	385.4	76.8	228.7	304.3	614.0	61.7	381.1	38.3
Clerical and administrative workers	938.9	72.7	277.6	164.5	1 216.4	83.7	237.2	16.3
Sales workers	360.6	60.3	169.5	443.6	530.1	51.3	503.9	48.7
Machinery operators and drivers	445.0	93.9	17.3	72.2	462.3	73.6	166.2	26.4
Labourers	416.7	152.2	120.5	296.1	537.1	54.5	448.3	45.5
<b>Total</b>	<b>5 732.2</b>	<b>667.1</b>	<b>1 243.3</b>	<b>1 523.1</b>	<b>6 975.5</b>	<b>76.1</b>	<b>2 190.2</b>	<b>23.9</b>

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

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

	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>Total</i>	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>Total</i>
	'000	'000	'000	%	%	%
<b>MALES</b>						
Length of set employment completion date/event(a)						
Had a set completion date/event	162.6	61.0	223.5	4.3	6.3	4.7
Fewer than 12 months	103.1	55.9	159.0	2.7	5.8	3.4
Under 3 months	62.7	42.1	104.8	1.7	4.4	2.2
3 and under 6 months	11.9	*5.0	17.0	0.3	*0.5	0.4
6 and under 12 months	28.5	8.8	37.2	0.8	0.9	0.8
1 year	25.3	*2.8	28.1	0.7	*0.3	0.6
2 years	16.2	*1.7	17.9	0.4	*0.2	0.4
3 years and over	18.0	**0.5	18.5	0.5	**0.1	0.4
Did not have a set completion date/event	3 595.5	900.9	4 496.4	95.7	93.7	95.3
Whether worked on a fixed-term contract						
Worked on a fixed-term contract	108.6	37.7	146.2	2.9	3.9	3.1
Did not work on a fixed-term contract	3 649.5	924.2	4 573.7	97.1	96.1	96.9
<b>Total</b>	<b>3 758.0</b>	<b>961.9</b>	<b>4 719.9</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>FEMALES</b>						
Length of set employment completion date/event(a)						
Had a set completion date/event	211.7	70.7	282.4	6.6	5.8	6.4
Fewer than 12 months	167.3	67.4	234.7	5.2	5.5	5.3
Under 3 months	120.2	55.6	175.8	3.7	4.5	4.0
3 and under 6 months	17.3	*5.2	22.5	0.5	*0.4	0.5
6 and under 12 months	29.8	*6.5	36.3	0.9	*0.5	0.8
1 year	23.1	**1.2	24.3	0.7	**0.1	0.5
2 years	12.8	**0.9	13.7	0.4	**0.1	0.3
3 years and over	8.5	**1.2	9.7	0.3	**0.1	0.2
Did not have a set completion date/event	3 005.8	1 157.7	4 163.4	93.4	94.2	93.6
Whether worked on a fixed-term contract						
Worked on a fixed-term contract	166.0	44.2	210.2	5.2	3.6	4.7
Did not work on a fixed-term contract	3 051.5	1 184.1	4 235.6	94.8	96.4	95.3
<b>Total</b>	<b>3 217.5</b>	<b>1 228.4</b>	<b>4 445.8</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>PERSONS</b>						
Length of set employment completion date/event(a)						
Had a set completion date/event	374.3	131.6	505.9	5.4	6.0	5.5
Fewer than 12 months	270.4	123.3	393.7	3.9	5.6	4.3
Under 3 months	182.9	97.7	280.6	2.6	4.5	3.1
3 and under 6 months	29.2	10.3	39.5	0.4	0.5	0.4
6 and under 12 months	58.3	15.3	73.6	0.8	0.7	0.8
1 year	48.4	*4.0	52.4	0.7	*0.2	0.6
2 years	28.9	*2.6	31.6	0.4	*0.1	0.3
3 years and over	26.6	*1.7	28.3	0.4	*0.1	0.3
Did not have a set completion date/event	6 601.2	2 058.6	8 659.8	94.6	94.0	94.5
Whether worked on a fixed-term contract						
Worked on a fixed-term contract	274.6	81.9	356.4	3.9	3.7	3.9
Did not work on a fixed-term contract	6 700.9	2 108.3	8 809.3	96.1	96.3	96.1
<b>Total</b>	<b>6 975.5</b>	<b>2 190.2</b>	<b>9 165.7</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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

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

(a) From the date of interview.

EMPLOYEES, Leave entitlements—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						
Entitled to paid holiday leave	3 720.6	3 178.8	6 899.4	78.8	71.5	75.3
Not entitled to paid holiday leave	946.9	1 221.6	2 168.5	20.1	27.5	23.7
Did not know	52.4	45.4	97.8	1.1	1.0	1.1
Whether entitled to paid sick leave						
Entitled to paid sick leave	3 728.0	3 196.2	6 924.1	79.0	71.9	75.5
Not entitled to paid sick leave	929.1	1 198.8	2 127.9	19.7	27.0	23.2
Did not know	62.9	50.8	113.7	1.3	1.1	1.2
Whether entitled to long service leave						
Entitled to long service leave	3 409.8	2 973.5	6 383.2	72.2	66.9	69.6
Not entitled to long service leave	953.8	1 179.7	2 133.5	20.2	26.5	23.3
Did not know	356.4	292.6	649.0	7.6	6.6	7.1
Whether entitled to paid maternity/paternity leave						
Entitled to paid maternity/paternity leave	2 002.9	2 241.4	4 244.4	42.4	50.4	46.3
Not entitled to paid maternity/paternity leave	1 424.3	1 494.8	2 919.1	30.2	33.6	31.8
Did not know	1 292.7	709.6	2 002.3	27.4	16.0	21.8
<b>Total</b>	<b>4 719.9</b>	<b>4 445.8</b>	<b>9 165.7</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
.....						

	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	'000	'000	'000	%	%	%
<b>Number of employees</b>						
None	641.1	239.4	880.5	77.8	83.7	79.3
1-4	127.9	31.2	159.1	15.5	10.9	14.3
5-9	32.6	8.2	40.8	4.0	2.9	3.7
10-19	11.6	*4.0	15.7	1.4	*1.4	1.4
20 or more	11.2	*3.2	14.4	1.4	*1.1	1.3
<b>Whether usually able to work on more than one active contract</b>						
Usually able to	639.9	216.8	856.8	77.6	75.8	77.2
Not usually able to	184.5	69.2	253.7	22.4	24.2	22.8
<b>Whether had more than one active contract in reference week</b>						
Had only one active contract	439.3	153.0	592.3	53.3	53.5	53.3
Had more than one active contract	385.1	133.1	518.2	46.7	46.5	46.7
<b>Whether able to (sub)contract own work</b>						
Able to (sub)contract own work	586.8	171.2	758.0	71.2	59.8	68.3
Was not able to (sub)contract own work	237.6	114.9	352.5	28.8	40.2	31.7
<b>Who had authority over own working procedures</b>						
Independent contractor did not have authority over own work	322.9	118.5	441.5	39.2	41.4	39.8
Employer/supervisor/manager/foreman	97.1	32.4	129.5	11.8	11.3	11.7
Business/person contracted to	102.4	35.7	138.1	12.4	12.5	12.4
Customer	56.9	18.7	75.6	6.9	6.5	6.8
Business partner	7.0	7.4	14.4	0.8	2.6	1.3
Board of management/Chairman of the board	*4.7	*1.9	*6.6	*0.6	*0.7	*0.6
Franchising company	*4.8	*3.0	7.8	*0.6	*1.1	0.7
Government or other regulation/standard	45.2	17.6	62.7	5.5	6.1	5.6
Other	*4.9	*1.8	*6.7	*0.6	*0.6	*0.6
Independent contractor had authority over own work	501.5	167.6	669.0	60.8	58.6	60.2
<b>Total</b>	<b>824.4</b>	<b>286.1</b>	<b>1 110.5</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

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

INDEPENDENT CONTRACTORS, Whether usually able to work on more than one active contract—By industry and occupation in 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	21.9	7.4	29.3	74.7	25.3	100.0
Mining	np	np	np	np	np	np
Manufacturing	38.9	7.1	46.0	84.5	15.5	100.0
Electricity, gas, water and waste services	np	np	np	np	np	np
Construction	250.2	72.5	322.7	77.5	22.5	100.0
Wholesale trade	11.1	*3.4	14.5	76.8	*23.2	100.0
Retail trade	12.7	*3.3	16.0	79.2	*20.8	100.0
Accommodation and food services	7.3	**1.5	8.7	83.2	**16.8	100.0
Transport, postal and warehousing	38.8	32.5	71.3	54.5	45.5	100.0
Information media and telecommunications	11.0	*2.5	13.5	81.8	*18.2	100.0
Financial and insurance services	10.5	*1.8	12.3	85.5	*14.5	100.0
Rental, hiring and real estate services	10.9	*3.5	14.4	75.5	*24.5	100.0
Professional, scientific and technical services	91.0	15.9	106.9	85.1	14.9	100.0
Administrative and support services	46.9	7.9	54.8	85.5	14.5	100.0
Public administration and safety	*3.7	*1.8	*5.5	*66.8	*33.2	*100.0
Education and training	12.8	*3.8	16.6	77.0	*23.0	100.0
Health care and social assistance	15.4	*6.4	21.9	70.5	*29.5	100.0
Arts and recreation services	13.5	*2.5	16.1	84.4	*15.6	100.0
Other services	39.5	*6.8	46.3	85.3	*14.7	100.0
Occupation of main job						
Managers	92.3	22.1	114.3	80.7	19.3	100.0
Professionals	123.7	24.0	147.7	83.8	16.2	100.0
Technicians and trades workers	249.5	60.9	310.4	80.4	19.6	100.0
Community and personal service workers	13.3	*3.9	17.2	77.4	*22.6	100.0
Clerical and administrative workers	14.8	11.9	26.8	55.4	44.6	100.0
Sales workers	18.4	*4.7	23.1	79.5	*20.5	100.0
Machinery operators and drivers	36.9	32.3	69.1	53.3	46.7	100.0
Labourers	91.1	24.7	115.8	78.7	21.3	100.0
<b>Total</b>	<b>639.9</b>	<b>184.5</b>	<b>824.4</b>	<b>77.6</b>	<b>22.4</b>	<b>100.0</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

	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	*2.8	*1.8	*4.6	*61.1	*38.9	*100.0
Mining	np	np	np	np	np	np
Manufacturing	8.4	*2.7	11.1	75.4	*24.6	100.0
Electricity, gas, water and waste services	np	np	np	np	np	np
Construction	15.2	*2.8	18.0	84.4	*15.6	100.0
Wholesale trade	*4.7	*2.3	7.1	*66.8	*33.2	100.0
Retail trade	11.8	7.8	19.6	60.1	39.9	100.0
Accommodation and food services	*4.6	*4.1	8.7	*52.6	*47.4	100.0
Transport, postal and warehousing	7.8	*3.8	11.6	67.5	*32.5	100.0
Information media and telecommunications	**1.4	**1.1	*2.4	**56.4	**43.6	*100.0
Financial and insurance services	*3.9	*1.7	*5.6	*69.8	*30.2	*100.0
Rental, hiring and real estate services	7.1	**0.8	7.8	90.2	**9.8	100.0
Professional, scientific and technical services	45.5	7.3	52.9	86.1	13.9	100.0
Administrative and support services	35.5	*6.4	41.9	84.7	*15.3	100.0
Public administration and safety	np	np	np	np	np	np
Education and training	18.3	*4.3	22.6	81.0	*19.0	100.0
Health care and social assistance	25.4	11.5	36.9	68.9	31.1	100.0
Arts and recreation services	7.9	*3.3	11.2	70.8	*29.2	100.0
Other services	15.5	7.0	22.5	69.0	31.0	100.0
Occupation of main job						
Managers	18.6	10.3	28.9	64.3	35.7	100.0
Professionals	74.5	17.4	91.9	81.0	19.0	100.0
Technicians and trades workers	18.5	*3.8	22.3	83.0	*17.0	100.0
Community and personal service workers	20.9	11.1	32.0	65.2	34.8	100.0
Clerical and administrative workers	46.7	14.0	60.7	76.9	23.1	100.0
Sales workers	10.5	*5.4	15.8	66.1	*33.9	100.0
Machinery operators and drivers	*2.2	*1.7	*4.0	*55.9	*44.1	*100.0
Labourers	25.1	*5.5	30.5	82.1	*17.9	100.0
<i>Total</i>	216.8	69.2	286.1	75.8	24.2	100.0

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

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

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

	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	24.7	9.2	33.9	72.9	27.1	100.0
Mining	**1.2	*3.0	*4.2	**28.2	*71.8	*100.0
Manufacturing	47.3	9.9	57.2	82.7	17.3	100.0
Electricity, gas, water and waste services	np	np	np	np	np	np
Construction	265.4	75.3	340.8	77.9	22.1	100.0
Wholesale trade	15.9	*5.7	21.5	73.6	*26.4	100.0
Retail trade	24.4	11.2	35.6	68.7	31.3	100.0
Accommodation and food services	11.8	*5.6	17.4	67.9	*32.1	100.0
Transport, postal and warehousing	46.6	36.2	82.9	56.3	43.7	100.0
Information media and telecommunications	12.4	*3.5	15.9	77.9	*22.1	100.0
Financial and insurance services	14.4	*3.5	17.8	80.6	*19.4	100.0
Rental, hiring and real estate services	17.9	*4.3	22.2	80.7	*19.3	100.0
Professional, scientific and technical services	136.6	23.2	159.8	85.5	14.5	100.0
Administrative and support services	82.4	14.4	96.8	85.2	14.8	100.0
Public administration and safety	np	np	np	np	np	np
Education and training	31.0	8.1	39.1	79.3	20.7	100.0
Health care and social assistance	40.8	17.9	58.7	69.5	30.5	100.0
Arts and recreation services	21.5	*5.8	27.3	78.8	*21.2	100.0
Other services	55.1	13.8	68.8	80.0	20.0	100.0
Occupation of main job						
Managers	110.8	32.4	143.2	77.4	22.6	100.0
Professionals	198.2	41.4	239.6	82.7	17.3	100.0
Technicians and trades workers	268.0	64.7	332.7	80.5	19.5	100.0
Community and personal service workers	34.1	15.0	49.1	69.5	30.5	100.0
Clerical and administrative workers	61.5	25.9	87.5	70.3	29.7	100.0
Sales workers	28.8	10.1	39.0	74.0	26.0	100.0
Machinery operators and drivers	39.1	34.0	73.1	53.5	46.5	100.0
Labourers	116.2	30.1	146.3	79.4	20.6	100.0
<b>Total</b>	<b>856.8</b>	<b>253.7</b>	<b>1 110.5</b>	<b>77.2</b>	<b>22.8</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

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

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
<b>Population 1</b>									
Employed persons	1 960.3	1 566.8	1 251.0	432.3	689.4	125.1	61.0	106.4	6 192.4
<b>Population 2</b>									
Employees	1 483.0	1 190.7	959.6	328.5	524.8	95.2	48.9	89.3	4 719.9
<b>Population 3</b>									
Employees with paid leave entitlements	1 180.6	964.9	747.0	250.4	426.3	74.9	39.7	74.2	3 758.0
<b>Population 4</b>									
Employees without paid leave entitlements	302.4	225.8	212.6	78.1	98.5	20.3	9.1	15.1	961.9
<b>Population 5</b>									
Independent contractors	255.0	210.3	171.0	60.2	95.7	14.1	8.1	10.0	824.4
<b>Population 6</b>									
Other business operators	222.4	165.8	120.4	43.6	69.0	15.8	4.0	7.1	648.1
FEMALES									
<b>Population 1</b>									
Employed persons	1 620.7	1 277.0	1 066.2	376.0	530.6	109.2	52.6	98.5	5 130.9
<b>Population 2</b>									
Employees	1 389.3	1 113.3	919.1	325.6	465.2	95.9	47.2	90.2	4 445.8
<b>Population 3</b>									
Employees with paid leave entitlements	999.7	830.4	647.7	216.3	347.6	67.5	37.0	71.3	3 217.5
<b>Population 4</b>									
Employees without paid leave entitlements	389.6	283.0	271.4	109.3	117.6	28.3	10.1	19.0	1 228.4
<b>Population 5</b>									
Independent contractors	95.5	71.2	65.4	20.6	23.6	3.3	2.7	3.7	286.1
<b>Population 6</b>									
Other business operators	135.9	92.4	81.6	29.7	41.9	10.1	2.7	4.6	398.9
TOTAL									
<b>Population 1</b>									
Employed persons	3 581.1	2 843.8	2 317.2	808.3	1 220.1	234.4	113.5	204.9	11 323.2
<b>Population 2</b>									
Employees	2 872.3	2 304.0	1 878.8	654.1	989.9	191.0	96.0	179.6	9 165.7
<b>Population 3</b>									
Employees with paid leave entitlements	2 180.3	1 795.2	1 394.7	466.7	773.8	142.4	76.8	145.5	6 975.5
<b>Population 4</b>									
Employees without paid leave entitlements	692.0	508.8	484.0	187.4	216.1	48.6	19.3	34.1	2 190.2
<b>Population 5</b>									
Independent contractors	350.5	281.5	236.4	80.9	119.3	17.5	10.7	13.7	1 110.5
<b>Population 6</b>									
Other business operators	358.3	258.2	202.0	73.3	110.9	25.9	6.8	11.6	1 047.0

## EXPLANATORY NOTES

### INTRODUCTION

**1** The statistics in this publication were compiled from data collected in the Forms of Employment Survey, conducted throughout Australia in November 2010 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** The publication *Labour Force, Australia* (cat. no. 6202.0) contains information about survey design, sample redesign, scope, coverage and population benchmarks relevant to the monthly LFS, which also applies to supplementary surveys. It also contains definitions of demographic and labour force characteristics, and information about telephone interviewing which are relevant to both the monthly LFS and supplementary surveys.

### 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 Indigenous 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 2010. 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 LFS sample size in November 2010 was approximately 6% higher than the sample size in November 2009. This is due to the re-instatement of sample that was reduced from the LFS and supplementary surveys from July 2008 to November 2009. Detailed information about the sample re-instatement is provided in *Information Paper: Labour Force Survey Sample Design, Nov 2007 (Third edition)* (cat. no. 6269.0).

## EXPLANATORY NOTES *continued*

### SAMPLE SIZE *continued*

**11** The initial sample for the November 2010 LFS consisted of 36,288 private dwelling households and special dwelling units. Of the 29,317 private dwelling households and special dwelling units that remained in the survey after sample loss (e.g. households selected in the survey which had no residents in scope for the LFS, vacant or derelict dwellings and dwellings under construction), 28,027 or 95.6% were fully responding to the Forms of Employment Survey. The number of completed interviews obtained from these private dwellings and special dwelling units (after taking into account scope and coverage exclusions) was 29,941.

### RELIABILITY OF THE ESTIMATES

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

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

### SEASONAL FACTORS

**13** 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

**14** Country of birth data are classified according to the *Standard Australian Classification of Countries (SACC), Second Edition, 2008* (cat. no. 1269.0).

**15** From 2006, occupation data are classified according to the *ANZSCO—Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009* (cat. no. 1220.0). This classification replaced the *ASCO—Australian Standard Classification of Occupations, Second Edition, 1997* (cat. no. 1220.0).

**16** Also from 2006, industry data are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006* (cat. no. 1292.0). This classification replaced the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (cat. no. 1292.0).

### NOTES ON ESTIMATES

**17** People who were away from work during the reference week, were included in the 'Less than 1 hour' category for the data item 'Hours actually worked in main job'.

**18** Employees are classified as 'With paid leave entitlements' if they said 'yes' to either of the following questions:

- 'Does your employer provide you with paid sick leave?'
- 'Does your employer provide you with paid holiday leave?'

In all other cases, employees are categorised as 'Without paid leave entitlements'.

**19** For the data item 'Days of the week usually worked in all jobs', people who reported that they worked from Monday to Friday, inclusive, were categorised as working Monday to Friday. These people may have reported that they also worked on Saturday and Sunday in their job/s. In addition, for those who did not work Monday to Friday, inclusive, 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.

## EXPLANATORY NOTES *continued*

### NOTES ON ESTIMATES

*continued*

**20** 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 pattern of work in all their jobs.

### COMPARABILITY OF TIME SERIES

**21** 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 after each five-yearly Census of Population and Housing (Census), however in the second half of 2010 revisions were applied to population benchmarks, including those used for the 2010 Forms of Employment Survey, to take into account more up to date information about Net Overseas Migration (a component of the ERP). 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 September 2010 issue of *Labour Force, Australia* (cat. no. 6202.0).

**22** Care should be taken when comparing results from 2010 Forms of Employment Survey to surveys prior to 2008.

**23** In November 2008, the Forms of Employment Survey was redeveloped to better capture information about independent contractors, other business operators and employees. The change has resulted in a break in series for employees and users need to exercise caution when comparing data about employees prior to the 2008 publication.

**24** The data items 'Status in employment' and 'Employment type in main job' presented in the 2007 Forms of Employment publication are no longer presented in this publication, however are available on request. The main data item used to classify employed persons is 'Form of employment in main job'.

**25** Further, prior to 2004, people working for payment in kind were excluded from the survey. From 2004 onwards, this group has been included. In addition, the 2001 survey excluded persons aged 70 years and over.

### COMPARABILITY WITH MONTHLY LFS STATISTICS

**26** Due to differences in the scope and sample size 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

**27** The Forms of Employment Survey was first conducted in August 1998 then in November 2001, November 2004 and annually since November 2006. Results of previous surveys on employment arrangements have been published in:

- *Employment Arrangements, Retirement and Superannuation, Australia* (cat. no. 6361.0); and
- *Forms of Employment, Australia* (cat. no. 6359.0).

### NEXT SURVEY

**28** The ABS plans to conduct this survey again in November 2011.

**29** The ABS plans to collect information of people who found their current job through a labour hire firm/employment agency again in November 2011.

### ACKNOWLEDGEMENT

**30** 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*

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### RELATED PUBLICATIONS

**31** ABS publications which may be of interest include:

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

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

## APPENDIX 1 FORM OF EMPLOYMENT

### FORM OF EMPLOYMENT

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

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

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

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

Owner managers of incorporated enterprises from the LFS are persons who:

- work in their own incorporated enterprise, that is, a business entity in 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	Employee
			No	Yes	Independent Contractor
			No		Independent Contractor
	No	Yes			Employee
			No	Yes	Independent Contractor
			No		Employee
<b>Owner managers (OMIEs and OMUEs)</b>	Yes	Yes	Yes		Independent Contractor
			No	Yes	Independent Contractor
				No	Employee
			No	Yes	Independent Contractor
			No		Independent Contractor
	No	Yes	Yes		Other Business Operator
			No	Yes	Other Business Operator
				No	Employee
		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

Form of employment in main job	EMPLOYEES (excluding OMIEs)			Owner managers of incorporated enterprises	Owner managers of unincorporated enterprises	Total
	With paid leave entitlements	Without paid leave entitlements	Total			
	'000	'000	'000			
MALES						
Employees	3 745.1	942.0	4 687.2	12.9	19.9	4 719.9
With paid leave entitlements	3 745.1	—	3 745.1	9.2	*3.7	3 758.0
Without paid leave entitlements	—	942.0	942.0	*3.7	16.1	961.9
Independent contractors	21.0	63.3	84.3	245.8	494.3	824.4
Other business operators	—	—	—	316.1	332.0	648.1
<b>Total</b>	<b>3 766.1</b>	<b>1 005.4</b>	<b>4 771.5</b>	<b>574.7</b>	<b>846.2</b>	<b>6 192.4</b>
FEMALES						
Employees	3 211.5	1 212.2	4 423.7	7.0	15.1	4 445.8
With paid leave entitlements	3 211.5	—	3 211.5	*3.4	*2.5	3 217.5
Without paid leave entitlements	—	1 212.2	1 212.2	*3.5	12.6	1 228.4
Independent contractors	*6.1	28.0	34.0	59.7	192.3	286.1
Other business operators	—	—	—	164.2	234.7	398.9
<b>Total</b>	<b>3 217.6</b>	<b>1 240.2</b>	<b>4 457.8</b>	<b>230.9</b>	<b>442.2</b>	<b>5 130.9</b>
PERSONS						
Employees	6 956.6	2 154.2	9 110.9	19.8	35.0	9 165.7
With paid leave entitlements	6 956.6	—	6 956.6	12.6	*6.2	6 975.5
Without paid leave entitlements	—	2 154.2	2 154.2	7.2	28.7	2 190.2
Independent contractors	27.1	91.3	118.4	305.5	686.6	1 110.5
Other business operators	—	—	—	480.2	566.8	1 047.0
<b>Total</b>	<b>6 983.7</b>	<b>2 245.5</b>	<b>9 229.3</b>	<b>805.6</b>	<b>1 288.4</b>	<b>11 323.2</b>

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

The table shows, there were 118,400 employees (excluding OMIEs) from 'Employment type' who were further defined as independent contractors in 'Form of employment' (comprising 84,300 males and 34,000 females). Similarly there were 54,800 owner managers (19,800 OMIEs and 35,000 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'), 60% were further defined as other business operators in 'Form of employment' and 38% of OMIEs were further defined as independent contractors. By comparison, over half (53%) of OMUEs (in 'Employment type') were further defined as independent contractors in 'Form of employment', and 44% were further defined as other business operators.

## APPENDIX 2 POPULATIONS AND DATA ITEMS LIST

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### DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Forms of Employment Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items may also be available on request.

The population(s) for a particular data item refers to the persons in the survey to whom the data item relates. Where alternative output categories are available for the same data item, these are shown and the data item name is followed by a bracketed numeral (e.g. Country of birth (2)).

For more information about ABS data available on request, contact Client Services Section on Canberra (02) 6252 7400, or via email <[information.consultancy@abs.gov.au](mailto:information.consultancy@abs.gov.au)>.

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

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

<i>Data items</i>	<i>Populations</i>
<b>1 State or territory of usual residence</b>	All
New South Wales	
Victoria	
Queensland	
South Australia	
Western Australia	
Tasmania	
Northern Territory	
Australian Capital Territory	
<b>2 Area of usual residence</b>	All
State capital city	
Balance of state/territory	
<b>3 Region of usual residence</b>	All
Standard labour force dissemination regions	
<b>4 Sex</b>	All
Males	
Females	
<b>5 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 to survey date	
<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	

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

<i>Data items</i>	<i>Populations</i>
<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	
<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	
<b>12 Occupation of main job</b>	All
Managers	
Professionals	
Technicians and trades workers	
Community and personal service workers	
Clerical and administrative workers	
Sales workers	
Machinery operators and drivers	
Labourers	

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

### Data items

### Populations

#### 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  
 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

#### 15 Hours usually worked in main job

All

Less than 1 hour  
 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*

<i>Data items</i>	<i>Populations</i>
<b>16 Hours actually worked in all jobs</b>	All
Less than 1 hour	
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	
<b>17 Hours usually worked in all jobs</b>	All
Less than 1 hour	
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	
<b>18 Form of employment in main job</b>	All
Employees	
With paid leave entitlements	
Without paid leave entitlements	
Independent contractors	
Business operators	
<b>19 Employment type in main job<sup>(a)</sup></b>	All
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<sup>(a)</sup></b>	All
Employees (including OMIEs)	
Employers	
Own account workers	

(a) This item uses standard labour force definitions. For more information see the Glossary description of 'Employees' and paragraph 24 of the Explanatory Notes.

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

<i>Data items</i>	<i>Populations</i>
<b>21 Continuous duration with current employer/business</b> 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	All
<b>22 Expected future duration with current employer/business</b> Expected to be with current employer/business in 12 months Did not expect to be with current employer/business in 12 months	All
<b>23 Reason expected duration with current employer/business less than 12 months</b> Changing jobs/seeking other employment Return to study/travel/family reasons Retiring Seasonal/temporary job/fixed contract Employer/business closing down/downsizing Other	All
<b>24 Educational Attendance</b> Was a full-time student Was not a full-time student Did not know	All
<b>25 Whether considered to be an independent contractor in main job</b> Considered to be an independent contractor Did not consider to be an independent contractor	All
<b>26 Number of employees</b> None 1–4 5–9 10–19 20 or more Note: Collected in single employees.	5–6
<b>27 Whether employment had a set completion date/event</b> Had a set completion date Had a set completion event Did not have a set completion date/event	2–4
<b>28 Length of set employment completion date/event</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 and over  Did not have a set completion date/event	2–4

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

<i>Data items</i>	<i>Populations</i>
<b>29 Whether worked on a fixed-term contract</b>	2-4
Worked on a fixed-term contract	
Did not work on a fixed-term contract	
<b>30 Whether expected contract to be renewed</b>	2-4
Whether worked on a fixed-term contract	
Expected contract to be renewed	
Did not expect contract to be renewed	
Did not work on a fixed-term contract	
<b>31 Whether had paid leave entitlements</b>	2-4
With paid leave entitlements	
Without paid leave entitlements	
<b>32 Whether entitled to paid sick leave</b>	2-4
Entitled to paid sick leave	
Not entitled to paid sick leave	
Did not know	
<b>33 Whether entitled to paid holiday leave</b>	2-4
Entitled to paid holiday leave	
Not entitled to paid holiday leave	
Did not know	
<b>34 Whether entitled to paid maternity/paternity leave</b>	2-4
Entitled to paid maternity/paternity leave	
Not entitled to paid maternity/paternity leave	
Did not know	
<b>35 Whether entitled to long service leave</b>	2-4
Entitled to long service leave	
Not entitled to long service leave	
Did not know	
<b>36 Whether considered job to be casual</b>	2-4
Considered job to be casual	
Did not consider job to be casual	
<b>37 Whether usually able to work on more than one active contract</b>	5
Usually able to	
Not usually able to	
<b>38 Whether had more than one active contract for work in reference week</b>	5
Had only one active contract	
Had more than one active contract	
<b>39 Whether contract prevented doing similar work for multiple clients/employers</b>	5
Had only one contract	
Contract did not prevent doing similar work for multiple clients/employers	
Contract prevented 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	

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

<i>Data items</i>	<i>Populations</i>
<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
Independent contractor 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	
Independent contractor 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</b>	All
Earnings/income varied	
Earnings/income did not vary	
<b>48 Whether usually works the same number of hours each week</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</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</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**

All

Monday–Friday

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 worked weekdays and/or weekends in all jobs**

All

Weekdays only

Weekends only

Both weekdays and weekends

## APPENDIX 3 SUPPLEMENTARY SURVEYS

### SUPPLEMENTARY SURVEYS

The Monthly Population Survey program and Multi-Purpose Household Survey program collect data on various aspects of the labour force. The following is an historical list of supplementary surveys collected in these programs. Data from these surveys are available on request and can be obtained by contacting the ABS.

	<i>cat. no.</i>	<i>Frequency</i>	<i>Latest issue</i>
<b>Monthly Population Supplementary Surveys</b>			
Childhood Education and Care, Australia	4402.0	Irregular	June 2008 (Reissue)
Child Employment, Australia	6211.0	Irregular	June 2006
Education and Work, Australia	6227.0	Annual	May 2010
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2009
Forms of Employment, Australia	6359.0	Annual	November 2010
Job Search Experience, Australia	6222.0	Annual	July 2010
Labour Force Experience, Australia	6206.0	Biennial	February 2009
Labour Force Status and Other Characteristics of Migrants, Australia	6250.0	Irregular	November 2007
Labour Mobility, Australia	6209.0	Biennial	February 2010
Locations of Work, Australia	6275.0	Irregular	November 2008
Multiple Jobholding, Australia(a)	6216.0	Irregular	August 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2010
Underemployed Workers, Australia	6265.0	Annual	September 2010
Working Time Arrangements, Australia(b)	6342.0	Irregular	November 2009
<b>Multi-Purpose Household Surveys</b>			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2008–2009
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2008–2009
Work-Related Injuries, Australia	6324.0	Irregular	2009–2010

(a) Latest data available on request July 2001.

(b) This product replaces the publication Working Arrangements, Australia (cat. no. 6342.0).

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.

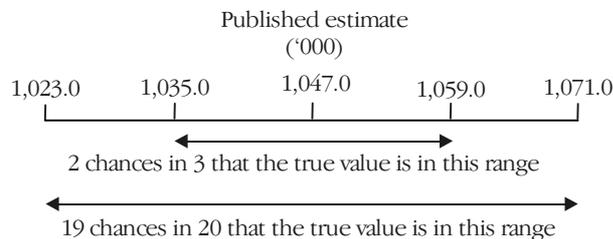
**2** Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to enable readers to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to 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 1,047,000. Since this estimate is between 1,000,000 and 2,000,000, table T1 shows the SE for Australia will be between 11,750 and 17,050 and can be approximated by interpolation using the following general formula:

$$\begin{aligned}
 & SE \text{ of estimate} \\
 &= \text{lower SE} + \left( \left( \frac{\text{size of estimate} - \text{lower estimate}}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{upper SE} - \text{lower SE}) \right) \\
 &= 11,750 + \left( \left( \frac{1,047,000 - 1,000,000}{1,000,000 - 2,000,000} \right) \times (17,050 - 11,750) \right) \\
 &= 12,000 \text{ (rounded to the nearest 100)}
 \end{aligned}$$

**4** There are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 1,035,000 to 1,059,000, and about 19 chances in 20 that the value will fall within the range 1,023,000 to 1,071,000. 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 formulae to approximate the RSE of a proportion is given below. This formulae 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 1,047,000 persons who were other business operators, 398,900 or 38.1% were female. The SE of 398,900, may be calculated by interpolation as 7,500. To convert this to an RSE we express the SE as a percentage of the estimate, or  $7,500/398,000 = 1.9\%$ . The SE for 1,047,000 was calculated previously as 12,000, which converted to an RSE is  $12,000/1,047,000 = 1.1\%$ . Applying the above formulae, the RSE of the proportion is:

$$RSE = \sqrt{(1.9)^2 - (1.1)^2} = 1.5\%$$

**8** The SE for the proportion of females who were other business operators, is 0.6 percentage points, calculated as  $(38.1/100) \times 1.5$ . There are about two chances in three that the proportion of female business operators is between 37.5% and 38.7% and 19 chances in 20 that the proportion is within the range 36.9% to 39.3%.

**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 (persons)	AUST.									RSE
	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	SE	
	no.	no.	no.	no.	no.	no.	no.	no.	no.	
100	290	290	220	180	220	110	80	100	110	110.0
200	400	380	320	240	290	160	120	170	190	95.0
300	470	440	390	280	340	190	150	210	260	86.7
500	580	540	500	340	420	240	190	270	380	76.0
700	660	620	580	390	480	270	230	300	480	68.6
1,000	760	710	680	450	550	310	260	330	610	61.0
1,500	900	830	810	530	640	360	310	360	780	52.0
2,000	1 010	930	910	590	710	390	340	390	920	46.0
2,500	1 100	1 000	1 000	650	800	400	350	400	1 050	42.0
3,000	1 200	1 100	1 050	700	850	450	400	450	1 150	38.3
3,500	1 250	1 150	1 100	700	900	450	400	450	1 250	35.7
4,000	1 300	1 200	1 200	750	900	500	450	450	1 350	33.8
5,000	1 450	1 300	1 250	800	1 000	500	450	500	1 500	30.0
7,000	1 650	1 500	1 450	900	1 150	600	550	600	1 700	24.3
10,000	1 850	1 700	1 600	1 050	1 300	700	700	700	2 000	20.0
15,000	2 150	1 950	1 800	1 200	1 500	850	1 000	850	2 350	15.7
20,000	2 400	2 200	1 950	1 350	1 650	1 000	1 250	1 000	2 550	12.8
30,000	2 800	2 550	2 250	1 550	1 900	1 250	1 750	1 250	2 900	9.7
40,000	3 100	2 800	2 500	1 800	2 100	1 500	2 250	1 500	3 150	7.9
50,000	3 350	3 050	2 750	2 000	2 300	1 700	2 650	1 650	3 400	6.8
100,000	4 250	4 000	3 750	3 000	3 400	2 400	4 650	2 250	4 300	4.3
150,000	5 000	4 850	4 600	3 850	4 450	2 850	6 400	2 500	5 000	3.3
200,000	5 750	5 650	5 400	4 550	5 350	3 200	7 950	2 650	5 600	2.8
300,000	7 250	7 250	6 850	5 550	6 750	3 700	10 900	2 800	6 650	2.2
500,000	10 150	10 050	9 250	7 000	8 600	4 250	..	2 800	8 350	1.7
1,000,000	15 100	15 250	13 200	8 900	10 950	4 850	..	..	11 750	1.2
2,000,000	20 350	22 550	17 700	10 600	12 700	..	..	..	17 050	0.9
5,000,000	25 900	36 100	23 900	11 900	13 250	..	..	..	28 450	0.6
10,000,000	27 750	49 750	27 950	..	..	..	..	..	37 950	0.4
15,000,000	..	..	..	..	..	..	..	..	42 850	0.3

.. not applicable

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

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

## GLOSSARY

<b>Born in Australia</b>	Includes persons born in Australia, Norfolk Island and Australian External Territories.
<b>Considered job to be casual</b>	Employees who considered their job to be casual, regardless of any entitlements that they may receive.
<b>Continuous duration with current employer/business</b>	The length of the current period of employment people had with their employer or in their own business. The length of time includes periods of paid leave, unpaid leave or strike.
<b>Drawings</b>	Drawings are where the owner of a business withdraws money from the business for their personal use, or where an employee withdraws money from their employer for their personal use.
<b>Employed</b>	<p>People aged 15 years and over who, during the reference week:</p> <ul style="list-style-type: none"><li>■ worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or</li><li>■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or</li><li>■ were employees who had a job but were not at work and were:<ul style="list-style-type: none"><li>■ away from work for less than four weeks up to the end of the reference week;</li><li>■ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week;</li><li>■ away from work as a standard work or shift arrangement;</li><li>■ on strike or locked out;</li><li>■ on workers' compensation and expected to return to their job; or</li></ul></li><li>■ were employers or own account workers who had a job, business or farm, but were not at work.</li></ul> <p>Contributing family workers in their main job were excluded from the Forms of Employment Survey.</p>
<b>Employees</b>	<p>From November 2008, the Forms of Employment Survey definition of employees differs from the definition used in the Labour Force Survey, other household surveys (including earlier FOES), and employer surveys.</p> <p><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.</p> <p><i>Labour Force Survey and other household surveys (including FOES prior to 2008).</i> Employees are persons who:</p> <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> <p><i>Employer surveys.</i> Employees are wage and salary earners who received pay for any part of the reference period.</p>
<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>	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): <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>
<b>Full-time workers in main job</b>	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.
<b>Holiday leave</b>	Provision by an employer of paid holiday, vacation or recreation leave.
<b>Hours usually worked</b>	The number of hours usually worked in a week.
<b>Hours worked</b>	The number of hours actually worked during the reference week.
<b>Independent contractors</b>	Independent contractors are persons who operate their own business and who contract to perform services for others without having the legal status of an employee, i.e. persons who are engaged by a client, rather than an employer. Independent contractors are engaged under a contract for services (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 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.
<b>Industry</b>	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).
<b>Long service leave</b>	Provision by an employer or industry body of paid long service leave.
<b>Main English-speaking countries</b>	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.
<b>Main job</b>	The job in which the most hours were usually worked.
<b>Maternity/paternity leave</b>	The provision by an employer of paid maternity/paternity leave.
<b>Occupation</b>	An occupation is a collection of jobs that are sufficiently similar in their title, tasks, skill level and skill specialisation, which are grouped together for the purposes of classification. In this publication, occupation refers to Major Group as defined by the <i>ANZSCO—Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009</i> (cat. no. 1220.0).
<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.

**GLOSSARY** *continued*

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<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 preceeding 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 18 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 18 of the Explanatory Notes.







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