

MATURE AGE PERSONS STATISTICAL PROFILE: LABOUR FORCE

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- For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070.

ABOUT THIS PUBLICATION

Over recent years the issues associated with the structural ageing of the population have received increased attention by governments and researchers. Broad issues affecting the ageing population include ensuring adequate retirement incomes, labour force participation, healthy ageing, and provision of community support, health services and aged care. Challenges in relation to population ageing include improving the capacity of older people for work through better education and health, identifying better incentives for people to remain in the labour force, and improved flexibility in the workplace.

Mature age persons, i.e. persons aged 45-64 years, have been identified as a key population group in terms of policy development to address these challenges. The older members of this group are nearing the traditional retirement age of 65 years and some have already withdrawn from the labour force. Younger mature age persons are part of the baby boom cohort which has special significance due to the large number of people involved.

This profile is a part of the series of Mature Age Persons Statistical Profiles developed to draw on relevant data sources to provide a comprehensive analysis of the characteristics of mature age persons. The complete set of profiles covers the following topics:

Population and Cultural Diversity

Labour Force

Health

Housing

Living Arrangements

Education and Training

Community Life

This profile focuses on the labour force characteristics of the mature age population.



ABBREVIATIONS

ABS Australian Bureau of Statistics

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OVERVIEW

INTRODUCTION

Australia is undergoing extensive demographic change and, as a consequence, the size and age composition of the labour force is also changing. With a relatively large number of people approaching retirement age over the next few decades as a result of an ageing population, and fewer younger people entering the labour force as a result of continuing decreased fertility rates, the current employment to population ratio will not be sustained. Additionally, there is a possibility of an overall shortage of labour and a shortage of particular skills to meet future demands.

Over recent years the Commonwealth Government has released several strategic documents addressing the challenges associated with the ageing of the Australian population. One of the strategies identified by both the *National Strategy for an Ageing Australia* (Department of Health and Aged Care, 2001) and the *Intergenerational Report* (Department of the Treasury, 2002) is to encourage an increased participation of mature age people in the labour force.

This profile focuses on the labour force characteristics of mature age people i.e. those aged 45–64 years inclusive, as they are most likely to move from the workforce into retirement over the next two decades. It describes current labour force participation compared to twenty years ago, and for those employed, looks at hours of work, type of employment and the industries and occupations where they are employed. It also describes the extent to which their labour may be underutilised.

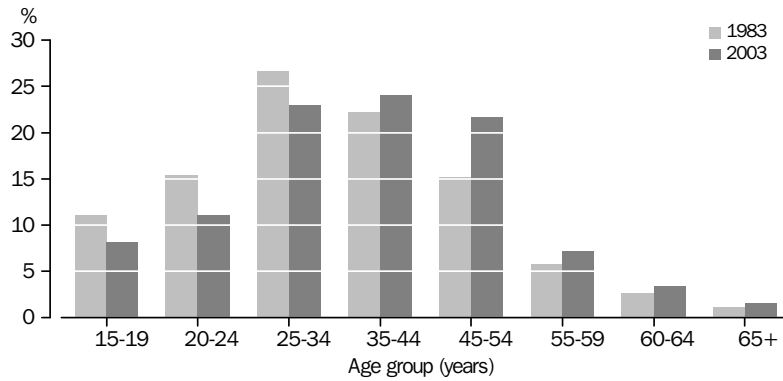
More information about the demographic characteristics of mature age people is available in *Mature Age Persons Statistical Profile: Population and Cultural Diversity* (ABS cat no. 4905.0.55.001).

LABOUR FORCE CHARACTERISTICS

INTRODUCTION

The Australian labour force is ageing. In 2003, people aged 45–64 years numbered 4.7 million with 3.3 million in the labour force, representing almost a third (32%) of the total labour force, that is, they were either employed or unemployed (refer to Glossary for more details). This compares to 1983, when there were 2.9 million people aged 45–64 years in the population with 1.6 million in labour force being less than a quarter (23%) of the total labour force.

2.1 AGE PROFILE OF THE LABOUR FORCE (a)



(a) Annual average of monthly original data.

Source: *Labour Force, Australia, Detailed – Electronic Delivery*, 6291.0.55.001.

LABOUR FORCE PARTICIPATION

The overall labour force participation rate of people aged 45–64 years has increased steadily over the last twenty years, from 56% in 1983 to 69% in 2003. As well, the unemployment rate for of people aged 45–64 years has decreased from 5.8% in 1983 to only 3.8% in 2003.

LABOUR FORCE CHARACTERISTICS *continued*

2.2 LABOUR FORCE CHARACTERISTICS (a)—1983 and 2003

	<i>Employed</i>	<i>Unemployed</i>	<i>Labour Force</i>	<i>Not in Labour force</i>	<i>Civilian Population</i>	<i>Participation rate</i>	<i>Unemployment rate</i>
	'000	'000	'000	'000	'000	%	%
1983							
Males							
45–64	1 066.5	72.1	1 138.6	328.6	1 467.2	77.6	6.3
All ages	3 946.8	424.8	4 371.6	1 327.0	5 698.6	76.7	9.7
Females							
45–64	482.8	22.7	505.4	951.7	1 457.1	34.7	4.5
All ages	2 353.5	272.3	2 625.8	3 253.6	5 879.4	44.7	10.4
Persons							
45–64	1 549.3	94.7	1 644.0	1 280.3	2 924.2	56.2	5.8
All ages	6 300.4	697.0	6 997.4	4 580.6	11 578.0	60.4	10.0
2003							
Males							
45–64	1 759.2	74.0	1 833.3	536.9	2 370.2	77.3	4.0
All ages	5 245.6	333.9	5 579.4	2 213.3	7 792.7	71.6	6.0
Females							
45–64	1 366.6	50.7	1 417.3	948.6	2 365.9	59.9	3.6
All ages	4 235.7	277.0	4 512.8	3 556.6	8 069.4	55.9	6.1
Persons							
45–64	3 125.8	124.7	3 250.6	1 485.5	4 736.1	68.6	3.8
All ages	9 481.3	610.9	10 092.2	5 769.9	15 862.1	63.6	6.1

(a) Annual average of monthly original data

Source: ABS data available on request, Australian Labour Market Statistics, 6105.0

LABOUR FORCE PARTICIPATION *continued*

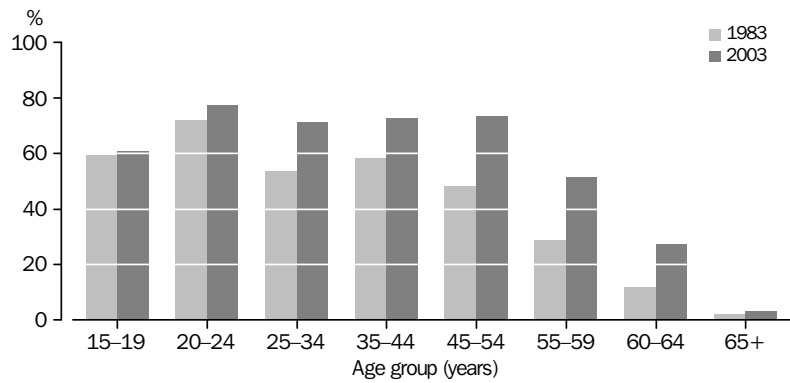
This increase in participation has been driven largely by the increased participation of women in the labour force, reflecting a range of social changes, including greater acceptance of, and opportunities for, women in the workforce. In 2003, the participation rate for women aged 45–64 years was 60%, well above the proportion participating in the labour force in 1983 (35%).

Graphs 2.3 and 2.4 show a decline in participation rates for men and women in the older age groups after the 45–54 years age group. In 2003, most men (88%) and women (74%) aged 45–54 years were participating in the labour force. For those aged 60–64 years, the participation rates for men and women were 50% and 27% respectively. However, labour force participation decreases markedly in the older age groups as some people retire or leave the labour force well before their sixties. This is reflected in lower labour force participation rates for both men and women in their forties and fifties.

LABOUR FORCE CHARACTERISTICS *continued*

LABOUR FORCE
PARTICIPATION *continued*

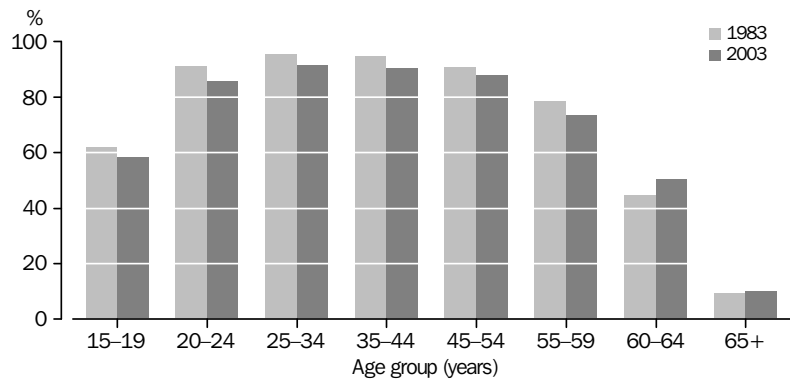
2.3 FEMALE LABOUR FORCE PARTICIPATION (a)



(a) Annual average of monthly original data.

Source: *Labour Force, Australia, Detailed – Electronic Delivery*, 6291.0.55.001.

2.4 MALE LABOUR FORCE PARTICIPATION (a)



(a) Annual average of monthly original data.

Source: *Labour Force, Australia, Detailed – Electronic Delivery*, 6291.0.55.001.

EMPLOYMENT CHARACTERISTICS

INTRODUCTION

For employed people, there has been a shift to part-time employment across all age groups and in particular those aged 45-64 years, influenced by various changes in the economy and society. Examples of such changes include: the growth in service industries, the relaxation of trading hour restrictions, the introduction of new technologies that have allowed the extension of production schedules and operating times, and the increased participation of women in the labour force with the associated need to balance work and family responsibilities.

With changes occurring to the nature of employment itself, consideration of the types of employment, of those aged 45-64 years should be considered as well as the particular industry and occupation of their employment.

HOURS WORKED

The proportion of employed people aged 45-64 years working part-time increased from 16% in 1983 to 26% in 2003. People aged 24-44 years experienced a similar increase, from 17% in 1983 to 23% in 2003.

As people move into the older age groups they are increasingly likely to work part-time and this may be due, in part, to the choice made by some workers to reduce their working hours to facilitate a gradual transition to retirement. Of employed people aged 45-54 years, 8% of men and 43% of women worked part-time. The rate of part-time work was higher for employed people aged 55-64 years, with 17% of men and 52% of women working part-time in 2003.

In September 2003 only 16% of part time employees aged 55-64 years and 24% of part time employees aged 45-54 years wanted to work more hours. In comparison, 27% of part-time workers aged 25-44 years wanted to work more hours.

TYPES OF EMPLOYMENT

Labour Market Statistics, October 2004 (ABS cat no 6105.0) included a special article, 'Changes in Types of Employment' which analysed how the nature of employment has changed in Australia over the past few decades, with considerable attention given to the rise in part-time and 'casual' employment. Related to changes in types of employment are changes in the types of benefits for employees, such as leave entitlements, and the extent of self-employment.

The following types of employment were identified:

- employee (not an owner manager of an incorporated enterprise)
 - employee with paid leave entitlements
 - employee without paid leave entitlements
- owner manager
 - owner manager of an incorporated enterprise
 - owner manager of an unincorporated enterprise
- contributing family worker.

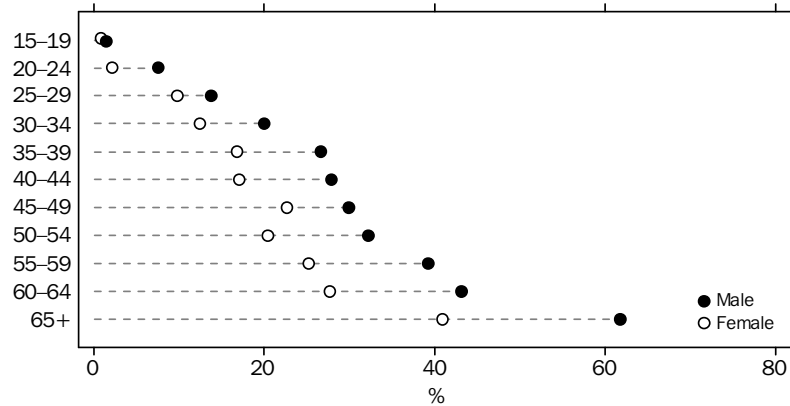
A comparison of mature age workers with younger workers aged 25-44 years shows some differences in the relative proportions of some types of employment. Compared to 65% of younger workers aged 25-44 years in August 2003, 58% of workers aged 45-64 years were employees with leave entitlements (excluding owner managers of incorporated enterprises). Owner managers formed the next largest group of workers aged 45-64 years (28%), compared with only 19% of workers aged 25-44 years. The likelihood of this employment type increased with age and was more common among

EMPLOYMENT CHARACTERISTICS *continued*

TYPES OF EMPLOYMENT *continued*

men than women. Men aged 55–64 years were the most likely to be owner managers (40%). In comparison, just over one-quarter (26%) of employed women in this age group were owner managers.

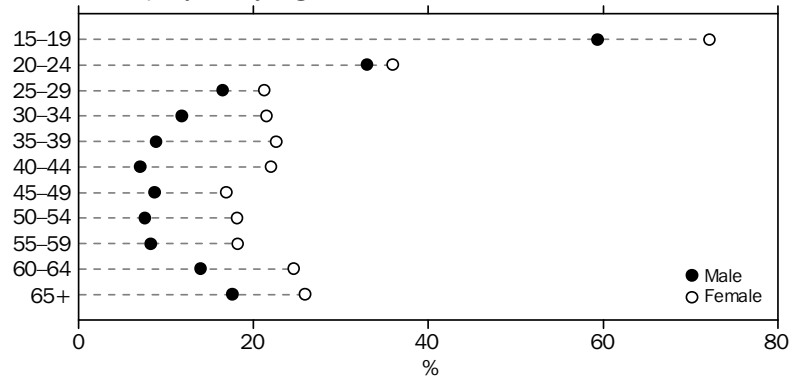
3.1 OWNER MANAGERS, Proportion of employed by age and sex—2003



Source: Australian Labour Market Statistics October 2004 (ABS cat.no. 6105.0)

The proportion who were employees without leave entitlements (excluding owner managers of incorporated enterprises) was slightly lower (13%) for workers aged 45–64 years than for people aged 25–44 (16%). Employed women aged 45–64 years were twice as likely (18%) to be employees without entitlements as men of that age (9%).

3.2 EMPLOYEES (a) WITHOUT PAID LEAVE ENTITLEMENTS, Proportion of employed by age and sex—2003



(a) Excluding owner managers of incorporated enterprises

Source: Australian Labour Market Statistics Oct 2004 (ABS cat.no. 6105.0)

INDUSTRY AND OCCUPATION

Workers with many years in the workforce have generally gained valuable skills and experience. These workers may be concentrated in particular occupations and industries, and their retirement may have implications for recruitment and staffing levels in these occupations and industries in the future.

In 2003, the Education industry employed the highest proportion of workers aged 45–64 years (47%) followed by Health and community services (42%) and Agriculture, forestry and fishing (41%) industries. The high proportion in the Agriculture, forestry and fishing industry is consistent with the trend for fewer young people to enter farming and with farmers often working beyond the age of 65 years (*Australian Social Trends, 2003* (ABS cat no 4120.0), Farming families, pp 45–49).

The highest concentrations of male workers aged 45–64 years were in the Education industry with 49% of men (108,400) working in this industry aged between 45 and 64 years, followed by Government, administration and defence (46% or 105,700) and Electricity, gas and water supply (44% or 26,500). Women aged 45–64 years represented a high proportion of workers in Agriculture, forestry and fishing (representing 51,100 or 46% of all women in that industry); Education (211,300 or 46%); and Health and community services (303,700 or 42%).

Many occupations with relatively high proportions of workers aged 45–64 years are those that require higher skill levels. In the broad occupation group, Managers and administrators, 46% (318,000 people) were aged 45–64 years in 2003, followed by 38% (146,200 people) in Advanced clerical and service workers and 37% (432,100 people) in the Associate professionals group.

The Professionals occupation group is a large group encompassing numerous occupations, and is the occupation group which contained the largest number of workers aged 45–64 years (640,900 people). Of these mature age workers, 12% were registered nurses, 9% were secondary school teachers and 9% were primary school teachers.

Some occupations with lesser skill requirements also contained large numbers of workers aged 45–64 years. In 2003, 485,700 Intermediate clerical, sales and service workers, and 288,900 Intermediate production and transport workers were aged between 45 and 64 years.

UNDERUTILISATION OF LABOUR

INTRODUCTION

Measures of the underutilisation of labour of mature age population provide an indicator of the potential of this age group to address the expected shortfalls in the Australian labour market. See Glossary for definitions of the terms used.

UNDEREMPLOYMENT

The proportion of those working part-time who wanted to work more hours decreases as retirement age approaches. The proportion of 25-44 year old part-time workers seeking additional hours was 27% compared to 24% of 45-54 year olds and only 16% of 55-64 year old part time workers. This suggests that mature age workers who are working part-time have chosen to do so. See Employment Characteristics - Hours Worked above.

UNEMPLOYMENT

The unemployment rate for those aged 45-64 years (3.8%) was lower than for those aged 25-44 years (5.0%). In September 2003, there were 125,700 persons aged 45-64 years who were unemployed.

As with the total unemployed population, male jobseekers aged 45-64 years were more likely to be looking for full-time work than their female counterparts (90% compared with 73%). Unemployed women aged 45-54 years were more likely than any other female age group to be seeking full-time work (74%). Similarly, unemployed men aged 45-54 years were most likely (93%) to be looking for full-time work.

LONG-TERM UNEMPLOYMENT

While the unemployment rate for people aged 45-64 years is relatively low, once unemployed, they tend to remain unemployed longer than their younger counterparts. In September 2003, there were 48,600 people aged 45-64 years who had been unemployed for 12 months or longer.

More than two-fifths (43%) of unemployed people aged 55-64 years had been unemployed for 12 months or longer, compared with just under one-third (33%) of 45-54 year olds and 23% of 25-44 year olds. Unemployed men were more likely to be in long-term unemployment than unemployed women. In September 2003, 45% of unemployed men aged 45-64 years had been unemployed for 12 months or longer compared with 25% of women in this age group.

Long term unemployment may make finding employment more difficult because of a loss of relevant skills and employers' perceptions of their 'employability'. This may lead to the unemployed becoming discouraged and choosing to leave the labour force altogether rather than remain unemployed.

DISCOURAGED JOBSEEKERS

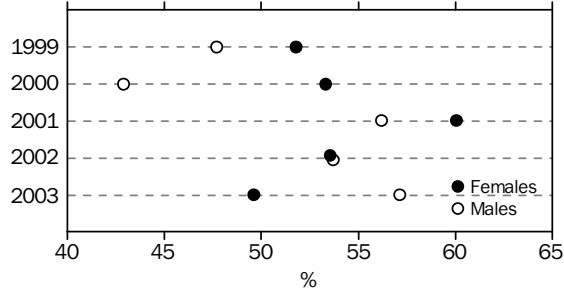
In September 2003, there were 41,600 people aged 45-64 years who wanted to work and were available to work but did not actively look for work for labour market reasons, that is, they were discouraged jobseekers. This represents 52% of the total 79,000 discouraged job seekers in September 2003, and is considerably higher than the number for people aged 25-44 years (23,200). About half of the discouraged jobseekers aged 45-64 years (51%) reported they were discouraged because they felt they were considered too old by employers, while 22% felt there were no jobs in the locality or in their line of work, and a further 18% felt they lacked the necessary schooling, training, skills or experience.

UNDERUTILISATION OF LABOUR *continued*

**DISCOURAGED
JOBSEEKERS *continued***

The total number of discouraged male jobseekers has decreased by 10,300 since 1999, however, the proportion of mature aged male discouraged jobseekers has increased by more than 9.4% in that time. For females, the total number of discouraged jobseekers has also decreased by 15,700 but the proportion of discouraged mature age females job seekers has decreased slightly by 2.2% since 1999.

4.1 DISCOURAGED JOBSEEKERS AGED 45-64 YEARS, percentage of all aged by sex, 1999-2003



Source: Persons Not in the Labour Force (ABS cat. no. 6220.0)

EXPLANATORY NOTES

INTRODUCTION

1 *Mature Age Persons Statistical Profile* brings together a range of ABS labour statistics to present a statistical summary of the labour force characteristics of mature age persons (those aged 45–65 years).

LABOUR STATISTICS CONCEPTS, SOURCES AND METHODS

2 The concepts and definitions underpinning ABS labour statistics align closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts of Australia's labour market statistics, and the sources and methods used in compiling the estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001), which is available on the ABS web site at <<http://www.abs.gov.au>> [Themes–People–Labour–*Labour Statistics: Concepts, Sources and Methods*].

3 For an explanation of terms used in this report, refer to Glossary.

LABOUR STATISTICS THEME PAGE

4 The Labour Statistics theme page is a portal to all labour statistics and related information residing on the ABS web site. The page contains hyperlinks to *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001); information about labour related surveys; and a help page for respondents to ABS labour related surveys. The Labour Theme Page can be accessed at <<http://www.abs.gov.au>> [Themes–People–Labour].

LABOUR FORCE SURVEY DATA *Description of the survey*

5 Data in tables are obtained from the Labour Force Survey (LFS), which provides extensive information about the labour market on a monthly basis. The LFS is a component of the Monthly Population Survey (MPS), which includes the LFS and supplementary surveys.

Monthly Population Survey

6 The MPS is a population survey based on a multi-stage area sample of private dwellings (currently about 30,000 houses, flats, etc.), and list samples of discrete Indigenous communities and non-private dwellings (hospitals, hotels, motels, etc.), and covers about 0.5% of the population of Australia. The information is obtained from occupants of selected dwellings by interviewers, with the first interview conducted face-to-face and subsequent interviews over the telephone. Once selected, households are included for eight consecutive months before being replaced.

Labour Force Survey

7 The LFS has been conducted on a monthly basis since February 1978. Prior to that, from 1964 to 1978, a national survey was conducted quarterly. Telephone interviewing was introduced between 1996 and February 1997. New questionnaires have been introduced periodically, most recently in April 2001.

8 The LFS includes all usual residents of Australia aged 15 and over except:

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

Reference period

9 Interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month, with questions relating to the week prior to the interview (the reference week).

Notes on data

10 From time to time, changes to survey methodology affect the time series produced. Some examples of changes to this survey are: new questions added to the LFS questionnaire in April 2001; and the introduction of telephone interviewing in 1996–97.

EXPLANATORY NOTES *continued*

Notes on data continued

11 In February 2004 the definition of unemployed persons was changed to include all persons who were waiting to start work and were available to start in the reference week, with consequent revisions to data from April 2001 to January 2004. For further details, see *Information Paper: Forthcoming Changes to Labour Force Statistics* (cat. no. 6292.0).

Population benchmarks

12 LFS estimates of persons employed, unemployed and not in the labour force are calculated in such a way as to add up to independently estimated counts (benchmarks) of the civilian population aged 15 years and over. These benchmarks are based on census data adjusted for under-enumeration and updated for births, deaths, interstate migration, and net permanent and long-term migration. This procedure compensates for under-enumeration in the survey, and leads to more reliable estimates.

13 From February 2004, labour force estimates have been compiled using benchmarks based on the results of the 2001 Census of Population and Housing. Revisions were made to historical estimates from January 1999 to January 2004. These revisions affect original, seasonally adjusted and trend estimates. The next revision is scheduled for February 2009 to take account of the results from the 2006 census.

Further information and data on the LFS

14 LFS estimates are published monthly in *Labour Force, Australia* (cat. no. 6202.0). A series of time series spreadsheets are released at the same time as this publication under cat. no. 6202.0.55.001. More detailed estimates are released, in electronic format, one week later, under cat. no. 6291.0.55.001. All electronic data can be accessed via the ABS web site at <<http://www.abs.gov.au>>. Additional data are available on request.

15 For further information about the range of LFS products and services, and the concepts and methodology used in the LFS, refer to *Information Paper: Changes to Labour Force Survey Products* (cat. no. 6297.0), *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001).

GLOSSARY

Active steps to find work	Includes writing, telephoning or applying in person to an employer for work; answering an advertisement for a job; checking factory noticeboards or the touchscreens at Centrelink offices; being registered with Centrelink as a jobseeker; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.
Baby boomers	Australian residents who were born in Australia or overseas during the years 1946 to 1965 inclusive. This group includes people in the 'baby boom' age cohort who immigrated to Australia from countries which did not experience a post World War II 'baby boom'.
Civilian population	All usual residents of Australia except members of the permanent defence forces, certain diplomatic personnel of overseas governments customarily excluded from census and estimated population counts, overseas residents in Australia, and members of non-Australian defence forces (and their dependants) stationed in Australia.
Discouraged jobseekers	Persons with marginal attachment to the labour force who wanted to work and were available to start work within the next four weeks but whose main reason for not actively looking for work was that they believed they would not find a job for any of the following reasons: <ul style="list-style-type: none">■ considered to be too young/too old by employers■ lacked necessary schooling, training, skills or experience■ difficulties because of language or ethnic background■ no jobs in their locality or line of work■ no jobs available at all.
Duration of unemployment	The period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked in any job for two weeks or more, until the end of the reference week; whichever has the shorter period.
Employed	Employed persons include all persons aged 15 years and over who, during the reference week: <ul style="list-style-type: none">■ worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (comprising employees, employers and own account workers)■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers)■ were employees who had a job but were not at work and were<ul style="list-style-type: none">■ away from work for less than four weeks up to the end of the reference week■ 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■ away from work as a standard work or shift arrangement■ on strike or locked out■ on workers' compensation and expected to return to their job■ were employers or own account workers, who had a job, business or farm, but were not at work.
Full-time employed	Persons employed full-time are those employed persons who usually worked 35 hours or more a week (in all jobs) and those who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.
Industry	An industry is a group of businesses or organisations that perform similar sets of activities in terms of the production of goods and services. Industry is classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993</i> (cat. no. 1292.0). The industry assigned to an employed person is the industry of the organisation in which the person's main job is located.

GLOSSARY *continued*

Labour force	The labour force is the labour supply available for the production of economic goods and services in a given period, and is the most widely used measure of the economically active population. Persons in the labour force are classified as either employed or unemployed according to their activities during the reference period by using a specific set of priority rules.
Labour force participation rate	The labour force participation rate for any group within the population is the labour force component of that population, expressed as a percentage of the population in that group.
Labour force underutilisation rate	The unemployed plus the underemployed, as a percentage of the labour force.
Long-term unemployed	Persons unemployed for 12 months or more. See <i>duration of unemployment</i> for details of the calculation of duration of unemployment.
Long-term unemployment rate	The number of long-term unemployed persons expressed as a percentage of the labour force.
Marginal attachment to the labour force	<p>Persons who were not in the labour force in the reference week, wanted to work, and:</p> <ul style="list-style-type: none"> ■ were actively looking for work but did not meet the availability criteria to be classified as unemployed or ■ were not actively looking for work but were available to start work within four weeks or could start work within four weeks if child care was available. <p>The criteria for determining those in the labour force are based on activity (i.e. working or looking for work) and availability to start work during the reference week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work and reasons for not actively looking for work, are more subjective. Hence, the measurement against these criteria is affected by the respondent's own interpretation of the concepts used. An individual respondent's interpretation may be affected by their work aspirations, as well as family, economic and other commitments.</p>
Mature age persons	Persons aged between 45 and 64 years.
Mature age workers	Employed persons aged between 45 and 64 years.
Not in the labour force	Persons who were not classified as employed or unemployed.
Occupation	An occupation is a collection of jobs that are sufficiently similar in their main tasks to be grouped together for the purposes of classification. Occupation is classified according to the <i>ASCO Australian Standard Classification of Occupations, Second Edition</i> (cat. no. 1220.0). The occupation assigned to an employed person relates to the person's main job.
Part-time employed	Persons employed part-time are those employed persons who usually worked less than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work in the reference week.
Retirement age	Traditionally, the retirement age is 65 years for males and 60 years for females. The retirement age for females is now between 60 and 65 years, depending on their date of birth.
Self-employed	The aggregation of the 'Employer', 'Own account worker' and 'Contributing family worker' categories of the Status in Employment data item. Mention 'owner managers of unincorporated enterprises' and 'owner managers of incorporated enterprises'?
Status in employment	Employed persons classified by whether they were employees, employers, own account workers or contributing family workers.
Underemployed	Underemployed workers are employed persons who want, and are available for, more hours of work than they currently have. They comprise:

GLOSSARY *continued*

Underemployed *continued*

- persons employed part-time who want to work more hours and are available to start work with more hours, either in the reference week or in the four weeks subsequent to the survey
- persons employed full-time who worked part-time hours in the reference week for economic reasons (such as being stood down or insufficient work being available). It is assumed that those people wanted to work full-time in the reference week and would have been available to do so.

Underutilised Labour Underutilised labour comprises those currently in the labour force who are employed but are seeking more hours and the unemployed who are actively seeking work; it also includes a component of those currently not in the labour force namely discouraged job seekers

Unemployed Persons aged 15 years and over who were not employed during the reference week, and

- had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week, or
- were waiting to start a new job within four weeks from the end of the reference week and could have started in the reference week if the job had been available then.

Unemployment rate The number of unemployed persons expressed as a percentage of the labour force.

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