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# FORMS OF EMPLOYMENT

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- For further information about these and related statistics, contact Michael Giess on Canberra 02 6252 6085 or facsimile 02 6252 7784, or Client Services in any ABS office as shown on the back cover of this publication.



## NOTES

### ABOUT THIS PUBLICATION

In recent years, observers of the Australian labour market have shown considerable interest in changes in the nature and extent of employment arrangements. Much of this interest has focused on employment arrangements that lie on the boundary between paid employment jobs, i.e. those where an employer–employee relationship exists, and self-employment jobs. With impacts on the labour market such as workplace reform, micro-economic reform, globalisation of markets, and technological change, these arrangements have assumed a greater importance for labour market analysts.

This publication presents the results of a survey conducted in August 1998 that examined some of the key factors relating to the nature of employment arrangements. Questions were asked about the employment arrangements in the main job of all employed persons surveyed, except contributing family workers and persons working only for payment in kind.

A conceptual framework and a number of definitions have been developed specifically for this survey. The publication outlines the framework and its relationship to that used by the Australian Bureau of Statistics (ABS) in producing statistics from its monthly Labour Force Survey. It is not intended that the classifications and definitions used in producing statistics from this new survey replace any existing ones. Rather, it is hoped that the information provided by this survey will assist labour statistics users to focus on future requirements for data relating to employment arrangements. The views of users will enable the ABS to undertake further development of classifications and definitions. Persons interested in providing comments should contact the Director, Labour Force Statistics at ABS, PO Box 10, Belconnen ACT 2616.

### SYMBOLS AND OTHER USAGES

ABS	Australian Bureau of Statistics
FOES	Forms of Employment Survey
ICSE	International Classification of Status in Employment
LFS	Labour Force Survey
PAYE	pay as you earn
RSE	relative standard error
SE	standard error
*	subject to sampling variability too high for most practical uses
. .	not applicable

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

### STATE INQUIRIES

For State office contact numbers see the supplementary surveys list in the back of this publication.

W McLennan  
Australian Statistician

## CONCEPTUAL FRAMEWORK

### INTRODUCTION

The Australian Bureau of Statistics (ABS) publishes a range of data on employment arrangements collected in the Labour Force Survey (LFS) and various supplementary surveys. However, the classifications and definitions used by the ABS are quite broad and do not fully address some of the employment arrangements that are of interest to labour statistics users. The Forms of Employment Survey (FOES) was developed to examine the nature of working arrangements that are not effectively measured by existing classifications and definitions.

Respondents to the FOES were asked a number of questions about the nature of their work relationship with their employer, or with the business in which they worked. A conceptual framework for the presentation of results of the survey was designed around the responses to these questions. This conceptual framework is shown in the diagram on page 4, together with the numbers of employed persons recorded for each employment type. This framework differs in a number of fundamental ways from the Status in Employment classification used in the LFS. A reconciliation of the two frameworks is provided in Appendix 1 of this publication.

### THE FORMS OF EMPLOYMENT CONCEPTUAL FRAMEWORK

The FOES was conducted as a supplement to the LFS in August 1998. The FOES provides information about an estimated 8,395,800 employed persons (excluding contributing family workers and persons who worked only for payment in kind).

The starting point for questioning in the FOES was the person's response to the standard LFS question 'Did you work for an employer for wages or salary?' or 'Did you work in your own business?' (asked if a negative response was given to the first question).

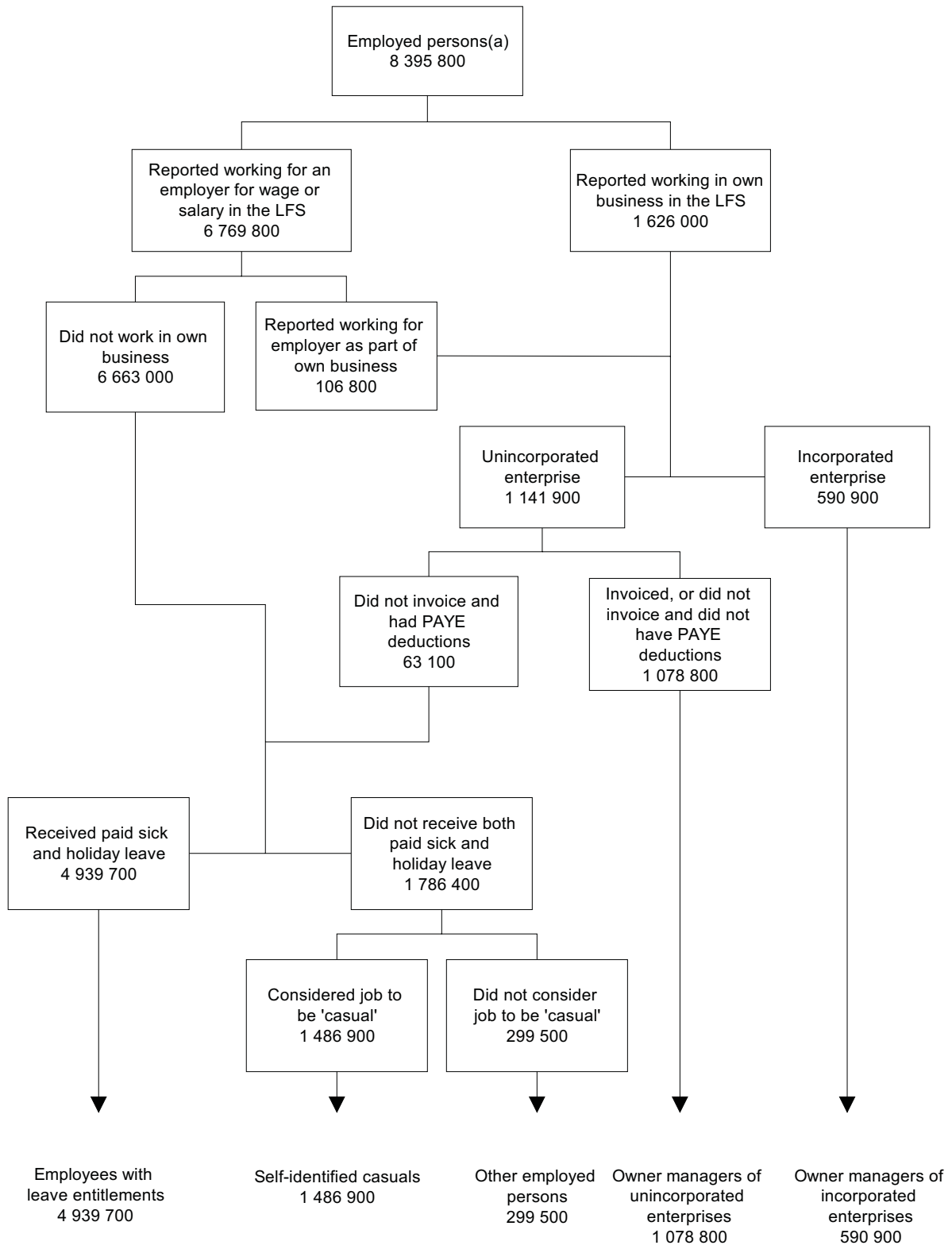
In the FOES, a check was undertaken for both groups ('wage and salary earners' and those 'in their own business') to confirm the initial employment status given.

#### Working in own business

Some persons reporting as wage and salary earners may work in their own business. Persons working in their own incorporated enterprise who pay themselves a wage or salary may respond (correctly) that they are employed by their business, which is a separate legal entity. Other persons may be engaged on a contract for service basis with a single client and consider the arrangement as working for an employer.

To enable a more detailed examination of these types of arrangements, a check was made for those who reported working for an employer for a wage or salary (6,769,800 persons) to determine whether they undertook the work as part of their own business. Those wage and salary earners who reported that they undertook the work as part of their own business (106,800 persons) were streamed into the group who reported in the LFS that they worked in their own business (1,626,000 persons). The combined group (1,732,800 persons) was then separated according to whether their business was incorporated or not. At this stage, all owner managers or incorporated enterprises were identified (590,900 persons).

CONCEPTUAL FRAMEWORK FOR THE FORMS OF EMPLOYMENT SURVEY



(a) Excludes contributing family workers and persons who worked only for payment in kind.

THE FORMS OF  
EMPLOYMENT CONCEPTUAL  
FRAMEWORK *continued*

Considerable interest has been expressed by labour market analysts in persons who may report working in their own business but have characteristics that make them more like employees (i.e. in paid employment). A two-stage test was applied to those who reported that they worked in their own unincorporated enterprise (1,141,900 persons) to test this. The first check was whether the person invoiced or billed their client for their own payment. This was seen as a clear indication of payment for a service provided rather than for employment.

However, not all payments for service (or for the provision of goods) would be made on the basis of invoicing or billing. Therefore, a second check was made to determine whether any of those who did not invoice or bill for their services were receiving wage-like payments. To test this, those not invoicing or billing for their own payment were asked whether PAYE tax was deducted from their payments. Persons who did not invoice or bill for their own payment and had PAYE deductions (63,100 persons) were streamed into the group of employed persons who did not work in their own business. All other persons working in their own unincorporated enterprise were classified as owner managers of unincorporated enterprises (1,078,800 persons).

**Leave entitlements** All persons not working in their own business (6,726,100 persons) were then separated according to whether or not they were entitled to receive both paid holiday and paid sick leave. Those who did have both these entitlements formed the employment type 'employees with leave entitlements' (4,939,700 persons). This group differs in concept from the ABS's existing 'permanent' employees category. First, the group of workers asked about leave entitlements is different to the LFS 'employees' category. Second, the 'permanent' concept includes those who are entitled to only paid holiday leave or only paid sick leave. Persons with only one of these entitlements were not included in the FOES category 'Employees with leave entitlements' as some casually employed persons are now entitled to holiday leave or sick leave under relevant awards. (For further discussion see Appendix 1.)

**Casuals** Those who were not entitled to both paid holiday and paid sick leave (1,786,400 persons), were asked whether they considered themselves to be employed as a casual. This test of the person's perception of their work situation was adopted because of the lack of a simple and objective indicator of casual status that could be asked of an employee in the survey. Persons who did consider themselves to be employed on a casual basis formed the employment type 'self-identified casuals' (1,486,900 persons).

'Other employed persons' Persons who responded that they were not employed on a casual basis formed the employment type 'other employed persons' (299,500 persons). The relationship of these people to their employer is not as clear as it is for employees with leave entitlements and for self-identified casuals. While all other persons in this category exhibit certain employee-like characteristics, some also possess characteristics more associated with self-employment. Such characteristics include being able to subcontract their own work, or their employer not having control over their working procedures.

This group includes some persons who reported working in their own unincorporated business, did not invoice anyone for their work, but did have PAYE tax deducted from their earnings. It may also include those who worked in a traditional employee relationship but had traded off their leave entitlements. Not all persons in this group have PAYE tax deducted from their earnings (despite in some cases reporting earnings above the normal threshold for which such deductions apply).

#### OTHER INFORMATION COLLECTED ON EMPLOYMENT ARRANGEMENTS

Further information on employment arrangements was collected in the survey, but was not used in determining employment type. Aspects of employment arrangements that were examined included:

- the temporary nature of the work;
- whether paid by an employment agency; and
- whether owner managers pay PAYE tax or draw a wage or salary.

Dependence on client A further aspect examined was the level of dependence of owner managers on their client(s). Owner managers were classified as being 'in some way dependent' if they satisfied one or more of the following criteria:

- do not have control over their own working procedures;
- contract prevents them from doing similar work for another client;
- contract prevents them subcontracting their own work.

Owner managers who were not subject to any of these restrictions were classified as being 'independent'.

## SUMMARY OF FINDINGS

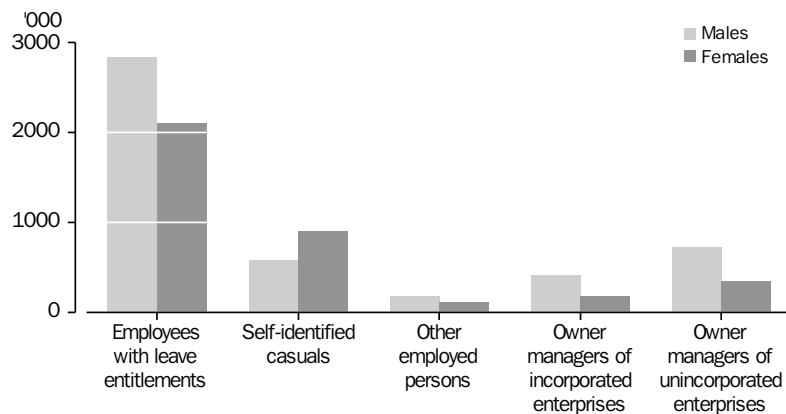
### OVERVIEW

There were 8,395,800 employed persons in August 1998 (excluding contributing family workers and persons who worked only for payment in kind). Among these employed persons, five employment types have been identified:

- 4,939,700 employees with leave entitlements (59% of employed persons);
- 1,486,900 self-identified casuals (18%);
- 299,500 'other employed persons' (4%);
- 590,900 owner managers of incorporated enterprises (7%); and
- 1,078,800 owner managers of unincorporated enterprises (13%) (table 1).

Note: All information relates to a person's main job unless otherwise specified.

#### EMPLOYMENT TYPES



### EMPLOYEES WITH LEAVE ENTITLEMENTS

Employees with leave entitlements made up 59% of all employed persons. The majority (57%) of this group were males. Over half (55%) of employees with leave entitlements were aged 25–44 years compared to 51% of all employed persons (table 2).

Employees with leave entitlements formed the majority of employed persons in most industries. Industries with particularly high concentrations of this group were Electricity, gas and water supply (95%); Government administration and defence (90%); and Finance and insurance (85%). Industries with relatively low proportions of employees with leave entitlements were Agriculture, forestry and fishing (16%); Accommodation, cafes and restaurants (35%); and Construction (36%) (table 1).



## EMPLOYEES WITH LEAVE ENTITLEMENTS

*continued*

Employees with leave entitlements were the majority of persons employed in most occupation groups. They comprised 71% of Professionals; 66% of Intermediate clerical, sales and service workers; and 62% of Intermediate production and transport workers. Lower proportions of employees with leave entitlements were observed among Managers and administrators (44%); Elementary clerical, sales and service workers (44%); and Labourers and related workers (46%) (table 1).

On average, employees with leave entitlements earned \$678 per week at an average hourly rate of just over \$18. Two thirds (66%) had weekly earnings of between \$400 and \$1000 (table 13). A relatively low proportion of employees with leave entitlements (14%) had earnings which varied from month to month (table 1).

## SELF-IDENTIFIED CASUALS

There were 1,486,900 self-identified casuals. This was the only employment group where females outnumbered males (61% of this group were females) (table 2).

Almost one-quarter of self-identified casuals were aged 15–19 years (23%) and most of the self-identified casuals in this age group were attending school or a tertiary institution full-time (78%) (table 3). Some 29% of self-identified casuals worked in the Retail trade industry and a further 13% in the Accommodation, cafes and restaurants industry (table 1).

Other findings about self-identified casuals include:

- 72% worked part-time (across all jobs), in comparison to 26% of all employed persons (table 1);
- 62% had variable earnings from month to month, compared to 34% of all employed persons (table 1);
- 19% looked for permanent employment in the last three months (table 12); and
- 4% were paid through an employment agency (table 1).

## 'OTHER EMPLOYED PERSONS'

There were 299,500 'other employed persons' in August 1998. Almost two-thirds (61%) of this group were males. Only 7% were aged 15–19 years, and the majority (52%) were aged 25–44 years (table 2). Almost one-third (32%) of 'other employed persons' were part-time workers (across all jobs) and 62% had been in their current job for two years or less, compared to 42% overall. The most common occupations of 'other employed persons' were Professionals (16%); Intermediate clerical, sales and service workers (15%); and Tradepersons and related workers (15%).

The most common industries in which 'other employed persons' worked, were: Property and business services (14%); Construction (14%); Retail trade (9%); and Manufacturing (9%) (table 1).

## OWNER MANAGERS

There were 590,900 owner managers of incorporated enterprises and 1,078,800 owner managers of unincorporated enterprises in August 1998. Together they made up 20% of employed persons. These two groups had a similar age and sex profile to each other. Among owner managers:

- 69% were males, in comparison to 57% of all employed persons; and
- 49% were aged 45 years and over, in comparison with 31% of all employed persons (table 2).

The most common occupation groups in which owner managers worked were: Tradespersons and related workers (20% of owner managers); Managers and administrators (19%); Professionals (15%); and Associate professionals (15%).

The most common industries in which owner managers of unincorporated enterprises worked were Construction and Agriculture, forestry and fishing (each with 19% of all owner managers of unincorporated enterprises). The most common industries worked in by owner managers of incorporated enterprises were Property and business services (24% of all owner managers of incorporated enterprises) and Construction (16%).

A high proportion of owner managers of unincorporated enterprises had variable earnings (84%), a much higher level than all other employment groups (table 1).

### Dependence on client

There were 253,600 owner managers (15%) who were in some way dependent on their client. Some 29% of these worked in Construction, with a further 21% in Property and business services. The most common occupations reported were Tradespersons and related workers (25%) and Intermediate production and transport workers (18%).

There were 1,416,100 owner managers (85%) who were independent of their client. Of these workers, 17% were in Property and business services and 16% each were in Construction and in Retail trade. Some 21% of this group worked as Managers and administrators and 19% as Tradespersons and related workers.

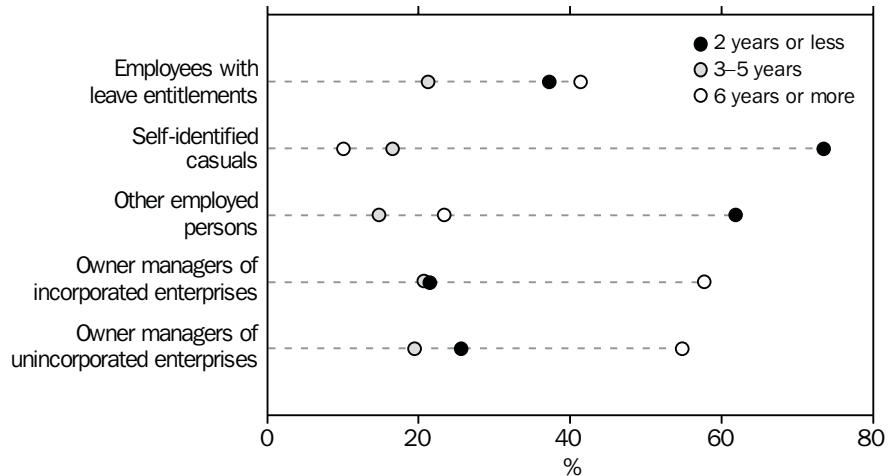
Owner managers who were in some way dependent on their client were more likely to undertake contract work. Almost three-quarters (74%) of this group undertook contract work compared to 30% of those who were independent of their clients (table 9).

## JOB PERMANENCY

### Duration with current employer or business

In August 1998, 21% of employed persons had worked for their current employer/business for less than one year and a further 21% had worked for their current employer/business for one to two years. Some 38% of employed persons had worked for their current employer/business for over five years. The majority of self-identified casuals and 'other employed persons' had worked for their current employer/business for two years or less, whereas the majority of owner managers had worked in their business for over five years (table 1).

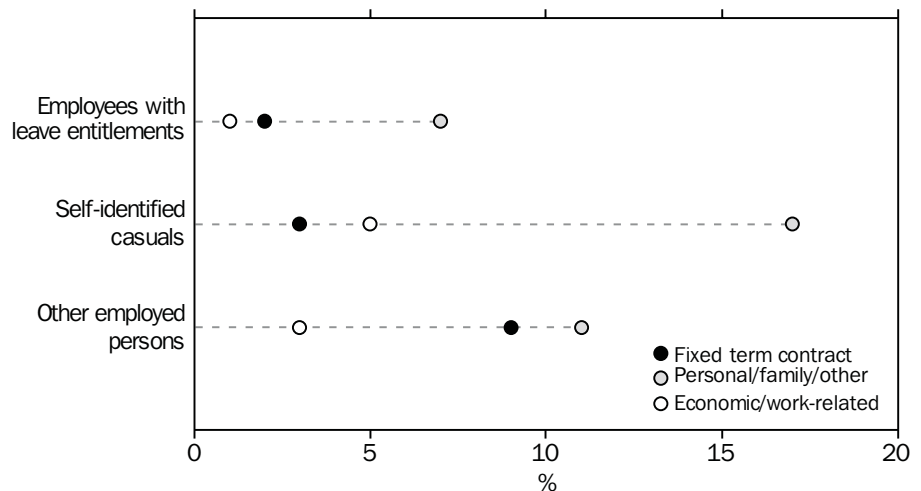
### CONTINUOUS DURATION WITH CURRENT EMPLOYER OR BUSINESS



### Expected future employment in current job

There were 190,900 employees with leave entitlements, self-identified casuals and 'other employed persons' working on fixed-term contracts which were due to finish within one year. This represented 2% of employees with leave entitlements, 3% of self-identified casuals and 9% of 'other employed persons'. Most persons on fixed-term contracts finishing within one year expected their contracts to be renewed (67%).

### REASON THAT JOB IS EXPECTED TO FINISH WITHIN 12 MONTHS



Expected future employment  
in current job  
*continued*

There were a further 756,000 employees with leave entitlements, self-identified casuals and 'other employed persons' who did not expect to be with their current employer in 12 months time. This group excludes persons who were not sure whether they would be with their current employer in twelve months time. Of self-identified casuals, 22% were not on a fixed-term contract and did not expect to be in their job in 12 months time, almost half of them due to 'changing jobs or seeking other employment'.

Some 88,400 owner managers did not expect to be in their current business in 12 months time (5% of all owner managers). The most common reasons were 'retiring', and 'changing jobs or seeking other employment' (table 4).

PERSONS PAID BY AN  
EMPLOYMENT AGENCY

An estimated 84,300 persons reported that they were paid by an employment agency. Some 65% of these persons were self-identified casuals, 53% were female and 38% were aged 25–34 years.

The majority of this group were full-time workers (79%). The most common industry of employment was Property and business services (44%), with the most common occupations being Intermediate clerical, sales and service workers (25%) and Professionals (16%) (table 12).

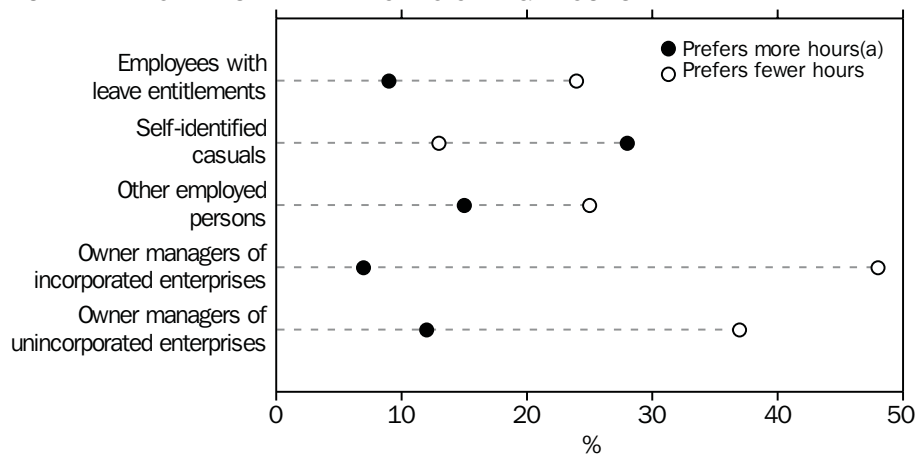
PREFERENCE TO CHANGE  
HOURS

Full-time workers were more likely to want to work fewer hours than more hours. Some 27% of full-time workers would have preferred to work fewer hours than they did last week. In comparison, 10% of full-time workers would have preferred to work more hours. A high proportion of full-time owner managers wanted to work fewer hours (48% of owner managers of incorporated enterprises and 37% of owner managers of unincorporated enterprises).

In contrast, part-time workers were more likely to want to work more hours. A much higher proportion of part-time workers wanted to increase their hours (36%) than wanted to decrease their hours (6%).

A relatively high proportion of part-time self-identified casuals preferred more hours (45%) (table 3).

FULL-TIME WORKERS: PREFERENCE TO CHANGE HOURS



(a) See paragraphs 8 and 9 of the Explanatory Notes.

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**1. EMPLOYED PERSONS(a): EMPLOYMENT TYPES BY SELECTED EMPLOYMENT CHARACTERISTICS**

	<i>Employment types</i>					<i>Total</i>
	<i>Employees with leave entitlements</i>	<i>Self-identified casuals</i>	<i>Other employed persons</i>	<i>Owner managers of incorporated enterprises</i>	<i>Owner managers of unincorporated enterprises</i>	
	— '000 —					
<i>Industry —</i>						
Agriculture, forestry and fishing	58.3	65.4	10.3	33.4	199.7	367.1
Mining	65.3	*4.1	*3.9	*2.3	*1.4	77.0
Manufacturing	820.4	114.9	27.8	67.3	74.2	1,104.6
Electricity, gas and water supply	65.2	*2.0	*1.3	*0.0	*0.0	68.4
Construction	220.0	52.2	40.7	96.7	207.7	617.4
Wholesale trade	352.9	55.4	11.1	45.4	32.0	496.8
Retail trade	511.6	438.2	28.3	83.9	157.3	1,219.3
Accommodation, cafes and restaurants	136.9	192.6	19.6	16.1	27.9	393.1
Transport and storage	236.1	42.4	17.1	23.7	53.6	372.8
Communication services	119.0	9.2	9.5	5.6	9.7	153.0
Finance and insurance	274.4	13.3	12.1	14.9	7.1	321.9
Property and business services	464.3	135.9	43.1	141.5	150.0	934.8
Government administration and defence	296.4	24.3	8.9	*0.0	*0.5	330.1
Education	464.1	94.0	23.3	*1.7	16.9	600.1
Health and community services	582.3	139.8	22.6	28.9	40.9	814.4
Cultural and recreational services	86.8	56.2	6.8	14.6	29.4	193.9
Personal and other services	185.8	46.9	13.0	14.7	70.5	330.9
<i>Occupation —</i>						
Managers and administrators	260.2	*4.7	11.7	115.3	206.0	597.9
Professionals	1,078.7	136.6	47.6	120.2	137.0	1,520.2
Associate professionals	529.8	48.4	34.9	109.3	145.9	868.3
Tradespersons and related workers	672.4	89.3	45.7	78.8	261.1	1,147.3
Advanced clerical and service workers	224.3	41.2	15.1	55.6	46.8	382.9
Intermediate clerical, sales and service workers	939.8	324.3	46.4	48.0	73.7	1,432.1
Intermediate production and transport workers	484.0	135.0	38.6	32.2	89.6	779.5
Elementary clerical, sales and service workers	368.2	398.6	23.9	14.8	36.6	842.2
Labourers and related workers	382.3	308.7	35.5	16.7	82.1	825.4
<i>Continuous duration with current employer or business —</i>						
Less than 12 months	785.9	671.2	110.3	49.9	113.7	1,730.9
From one to two years	1,056.7	421.9	74.8	77.4	162.8	1,793.7
From three to five years	1,053.9	245.0	44.4	122.4	210.6	1,676.2
From six to ten years	866.0	93.3	34.6	113.2	189.5	1,296.6
More than ten years	1,177.2	55.5	35.4	228.0	402.2	1,898.3
<i>Full-time or part-time status(b) —</i>						
Full-time workers	4,340.5	417.3	202.7	487.3	799.6	6,247.5
Part-time workers	599.2	1,069.5	96.8	103.6	279.1	2,148.2
<i>Whether paid by an employment agency —</i>						
Paid by an employment agency	16.5	55.0	12.8	..	..	84.3
Not paid by an employment agency	4,923.3	1,431.8	286.7	..	..	6,641.8
Not applicable	..	..	..	590.9	1,078.8	1,669.7
<i>Whether earnings vary —</i>						
Earnings vary	670.4	919.5	127.4	265.2	902.6	2,885.0
Earnings do not vary	4,269.3	567.4	172.1	325.7	176.2	5,510.7
<b>Total</b>	<b>4,939.7</b>	<b>1,486.9</b>	<b>299.5</b>	<b>590.9</b>	<b>1,078.8</b>	<b>8,395.8</b>

(a) Excludes contributing family workers and employees who work only for payment in kind. (b) In all jobs.

## 2. EMPLOYED PERSONS(a): EMPLOYMENT TYPES BY AGE AND SEX

Age group (years)	Employment types					Total
	Employees with leave entitlements	Self-identified casuals	Other employed persons	Owner managers of incorporated enterprises	Owner managers of unincorporated enterprises	
MALES						
— '000 —						
15-19	119.0	142.0	14.7	*0.2	*2.6	278.5
20-24	322.9	124.6	25.9	*4.6	27.0	504.9
25-34	815.3	134.5	55.5	63.5	140.0	1,208.8
35-44	755.4	80.6	38.2	123.9	210.9	1,209.1
45-54	591.7	52.9	32.4	133.0	197.6	1,007.8
55-59	154.8	21.3	6.6	46.6	70.9	300.3
60-64	66.9	15.0	6.9	21.2	45.3	155.3
65 and over	9.7	9.4	*2.5	16.8	41.1	79.5
<b>Total</b>	<b>2,835.7</b>	<b>580.4</b>	<b>182.8</b>	<b>409.8</b>	<b>735.5</b>	<b>4,744.2</b>
FEMALES						
— '000 —						
15-19	68.0	204.8	6.4	*0.0	*1.7	280.8
20-24	276.1	137.5	14.7	*3.3	10.9	442.5
25-34	610.9	173.0	27.9	31.7	65.3	908.8
35-44	541.0	200.5	33.1	64.7	104.7	944.0
45-54	474.8	141.9	26.3	57.4	102.2	802.6
55-59	96.6	29.2	*5.1	12.8	26.3	170.0
60-64	30.2	12.6	*2.4	6.0	17.2	68.4
65 and over	6.4	6.9	*0.9	5.2	15.0	34.5
<b>Total</b>	<b>2,104.0</b>	<b>906.5</b>	<b>116.7</b>	<b>181.1</b>	<b>343.3</b>	<b>3,651.6</b>
PERSONS						
— '000 —						
15-19	187.0	346.8	21.1	*0.2	*4.2	559.2
20-24	599.0	262.1	40.6	7.8	37.9	947.4
25-34	1,426.3	307.5	83.4	95.2	205.2	2,117.6
35-44	1,296.5	281.1	71.3	188.7	315.6	2,153.1
45-54	1,066.6	194.8	58.7	190.4	299.9	1,810.4
55-59	251.4	50.6	11.7	59.4	97.3	470.3
60-64	97.0	27.7	9.3	27.3	62.5	223.8
65 and over	16.1	16.3	*3.4	22.0	56.2	114.0
<b>Total</b>	<b>4,939.7</b>	<b>1,486.9</b>	<b>299.5</b>	<b>590.9</b>	<b>1,078.8</b>	<b>8,395.8</b>

(a) Excludes contributing family workers and employees who work only for payment in kind.

### 3. EMPLOYED PERSONS(a): EMPLOYMENT TYPES BY SELECTED PERSONAL CHARACTERISTICS

	<i>Employment types</i>					<i>Total</i>
	<i>Employees with leave entitlements</i>	<i>Self-identified casuals</i>	<i>Other employed persons</i>	<i>Owner managers of incorporated enterprises</i>	<i>Owner managers of unincorporated enterprises</i>	
	— '000 —					
<i>Birthplace —</i>						
Born in Australia	3,725.4	1,186.5	217.4	417.2	796.9	6,343.4
Born outside Australia	1,214.3	300.4	82.0	173.7	281.9	2,052.4
Born in main English-speaking countries	549.8	129.2	40.0	77.2	110.6	906.7
Born in other countries	664.6	171.2	42.1	96.5	171.3	1,145.7
<i>Relationship in household —</i>						
Family member	3,986.1	1,216.7	241.1	527.2	916.4	6,887.5
Parent	3,248.2	694.5	183.8	515.5	851.0	5,493.0
With dependants	1,837.2	441.7	112.4	318.2	482.4	3,192.0
Without dependants	1,410.9	252.8	71.3	197.4	368.6	2,301.0
Other family member	737.9	522.2	57.3	11.7	65.4	1,394.5
Non-family member	806.2	206.3	45.8	42.3	125.7	1,226.4
Family status not determined	147.4	63.9	12.5	21.4	36.7	281.9
<i>Area —</i>						
State capital city	3,342.7	887.3	185.2	399.8	541.9	5,356.9
Balance of State/Territory	1,597.0	599.6	114.2	191.1	536.9	3,038.8
<i>Educational attendance —</i>						
Aged 15-19 years	187.0	346.8	21.1	*0.2	*4.2	559.2
Attending school	10.3	184.8	6.4	*0.0	*1.5	203.0
Attending a tertiary educational institution full-time	11.7	84.1	*2.0	*0.1	*1.3	99.2
Attending neither school nor a tertiary educational institution full-time	165.0	77.9	12.6	*0.1	*1.4	257.0
Aged 20-24 years	599.0	262.1	40.6	7.8	37.9	947.4
Attending a tertiary educational institution full-time	22.9	93.7	*2.8	*0.0	*2.7	122.0
Not attending a tertiary educational institution full-time	576.1	168.4	37.8	7.8	35.3	825.4
Aged 25 or more years	4,153.8	878.0	237.8	582.9	1,036.6	6,889.1
<i>Preference to change hours —</i>						
Full-time workers(b)	4,340.5	417.3	202.7	487.3	799.6	6,247.5
Prefers more hours	380.3	115.2	29.4	34.2	96.8	655.9
Prefers fewer hours	1,060.3	55.1	51.2	233.7	299.1	1,699.5
Prefers no change	2,680.7	239.2	113.4	203.8	370.4	3,607.5
Did not work last week	219.2	7.8	8.7	15.6	33.3	284.7
Part-time workers(b)	599.2	1,069.5	96.8	103.6	279.1	2,148.2
Prefers more hours(c)	145.5	483.0	35.3	18.4	84.1	766.2
Prefers fewer hours	45.5	45.9	*3.9	13.3	19.4	128.0
Prefers no change	376.2	505.3	52.5	65.5	145.6	1,145.1
Did not work last week	32.0	35.3	*5.1	6.4	30.1	108.9
<b>Total</b>	<b>4,939.7</b>	<b>1,486.9</b>	<b>299.5</b>	<b>590.9</b>	<b>1,078.8</b>	<b>8,395.8</b>

(a) Excludes contributing family workers and employees who work only for payment in kind. (b) In all jobs. (c) This category combines responses to different questions asked of two groups of part-time workers. For more information see paragraphs 8 and 9 of the Explanatory Notes.



**4. EMPLOYED PERSONS(a): EMPLOYMENT TYPES BY EXPECTED FUTURE DURATION WITH CURRENT EMPLOYER OR BUSINESS**

	Employment types					Total
	Employees with leave entitlements	Self-identified casuals	Other employed persons	Owner managers of incorporated enterprises	Owner managers of unincorporated enterprises	
	— '000 —					
<i>On a fixed-term contract —</i>						
Fixed-term contract ends in less than 12 months						
Expects contract to be renewed	85.0	26.5	16.1	..	..	127.6
Does not expect contract to be renewed	32.8	20.7	9.8	..	..	63.3
Total	117.8	47.2	25.9	..	..	190.9
Fixed-term contract ends in one to five years						
Expects contract to be renewed	50.0	*2.3	*2.1	..	..	54.4
Does not expect contract to be renewed	20.0	*1.4	*1.6	..	..	23.0
Total	70.0	*3.7	*3.7	..	..	77.4
Total	187.8	50.9	29.6	..	..	268.3
<i>Not on a fixed-term contract —</i>						
Does not expect to be with current employer or business in 12 months						
Reason for leaving employer/business						
Personal/family						
Return to study or completing study	16.2	51.5	*2.3	*0.0	*0.7	70.8
Travel or holiday	20.0	17.2	*2.4	*0.9	*1.0	41.5
Maternity, paternity reasons or looking after family members	24.1	12.7	*0.8	*0.1	*1.5	39.2
Retiring	33.8	5.8	*1.7	7.6	13.1	61.9
Changing jobs or seeking other employment	187.8	154.2	19.7	*4.3	16.0	381.9
Total	281.9	241.4	26.8	12.8	32.3	595.3
Economic/work-related						
Seasonal or temporary job	9.1	45.8	*5.1	*0.0	*1.8	61.9
Completing current work	7.4	13.0	*3.6	*0.4	*1.3	25.7
Employer or business closing down or downsizing	40.9	8.9	*1.7	5.4	13.9	70.7
Total	57.4	67.8	10.3	5.8	17.0	158.3
Other reasons	46.7	18.2	5.5	*4.6	15.8	90.8
Total	385.9	327.4	42.7	23.3	65.1	844.4
Expects to be with current employer or business in 12 months(b)	4,366.0	1,108.5	227.2	567.6	1,013.7	7,283.1
Total	4,751.9	1,435.9	269.9	590.9	1,078.8	8,127.4
<b>Total</b>	<b>4,939.7</b>	<b>1,486.9</b>	<b>299.5</b>	<b>590.9</b>	<b>1,078.8</b>	<b>8,395.8</b>

(a) Excludes contributing family workers and employees who work only for payment in kind. (b) Includes persons who did not know if they would be with current employer/business in 12 months time.

**5. EMPLOYED PERSONS(a): STATE OR TERRITORY OF USUAL RESIDENCE BY SELECTED EMPLOYMENT CHARACTERISTICS**

	NSW	Vic.	Qld	SA	WA	Tas.	NT(b)	ACT	Aust.
	— '000 —								
<i>Employment types —</i>									
Employees with leave entitlements	1,685.1	1,299.1	851.4	357.7	491.0	103.6	49.3	102.6	4,939.7
Self-identified casuals	472.5	333.9	334.2	134.6	133.9	38.4	10.8	28.6	1,486.9
Other employed persons	85.9	80.4	51.4	21.6	44.3	7.6	*2.8	5.5	299.5
Owner managers of incorporated enterprises	195.9	172.5	102.4	30.9	66.0	10.8	*4.8	7.6	590.9
Owner managers of unincorporated enterprises	349.9	244.7	219.6	90.8	124.0	28.6	8.5	12.8	1,078.8
<i>Continuous duration with current employer or business —</i>									
Less than 12 months	543.1	427.7	356.8	119.4	197.3	32.8	20.2	33.7	1,730.9
From one to two years	587.4	473.1	328.5	123.0	197.2	35.0	17.0	32.5	1,793.7
From three to five years	574.0	430.6	297.8	116.5	173.7	40.6	14.1	28.8	1,676.2
From six to ten years	445.3	329.0	240.7	103.8	112.5	31.3	9.9	24.0	1,296.6
More than ten years	639.5	470.2	335.2	172.8	178.4	49.1	14.9	38.3	1,898.3
<i>Whether earnings vary —</i>									
Earnings vary	906.8	698.7	591.7	239.6	306.6	68.9	24.6	48.1	2,885.0
Earnings do not vary	1,882.5	1,431.9	967.3	396.0	552.5	120.0	51.5	109.0	5,510.7
<i>Preference to change hours —</i>									
Full-time workers	2,129.5	1,571.7	1,146.3	463.2	629.2	132.2	61.6	113.9	6,247.5
Prefers more hours	230.3	134.0	142.6	47.2	70.2	13.3	8.4	9.9	655.9
Prefers fewer hours	551.2	443.9	319.4	119.4	183.5	31.9	15.8	34.3	1,699.5
Prefers no change	1,255.8	920.6	626.6	278.3	346.3	80.5	34.5	64.9	3,607.5
Did not work last week	92.2	73.3	57.8	18.4	29.1	6.4	*2.8	*4.8	284.7
Part-time workers	659.9	558.9	412.7	172.3	230.0	56.7	14.5	43.2	2,148.2
Prefers more hours(c)	223.4	193.6	167.1	62.4	77.4	21.3	*5.0	15.9	766.2
Prefers fewer hours	40.6	31.9	23.6	10.4	14.8	*2.2	*1.2	*3.4	128.0
Prefers no change	359.0	308.0	198.9	91.7	127.3	30.8	7.6	21.8	1,145.1
Did not work last week	36.9	25.3	23.1	7.8	10.5	*2.4	*0.7	*2.1	108.9
<b>Total</b>	<b>2,789.3</b>	<b>2,130.6</b>	<b>1,559.0</b>	<b>635.6</b>	<b>859.1</b>	<b>188.9</b>	<b>76.1</b>	<b>157.2</b>	<b>8,395.8</b>

(a) Excludes contributing family workers and employers who work only for payment in kind. (b) Refers to mainly urban areas only. For further information see paragraph 3 of the Explanatory Notes. (c) This category combines responses to two separate questions by different groups of employed persons. For more information see paragraphs 8 and 9 of the Explanatory Notes.

**6. EMPLOYED PERSONS(a): STATE OR TERRITORY OF USUAL RESIDENCE BY EXPECTED FUTURE DURATION WITH CURRENT EMPLOYER OR BUSINESS**

	NSW	Vic.	Qld	SA	WA	Tas.	NT(b)	ACT	Aust.
	— '000 —								
<i>On a fixed-term contract —</i>									
Fixed-term contract ends in less than 12 months									
Expects contract to be renewed	24.2	38.1	23.3	12.1	18.5	*3.6	*2.7	*5.1	127.6
Does not expect contract to be renewed	11.3	16.2	14.0	7.1	9.9	*1.6	*1.3	*1.8	63.3
<i>Total</i>	35.5	54.3	37.3	19.2	28.5	5.2	*4.0	6.8	190.9
Fixed-term contract ends in one to five years									
Expects contract to be renewed	9.9	18.3	8.7	*4.2	7.9	*2.3	*1.0	*2.0	54.4
Does not expect contract to be renewed	8.2	*4.3	*2.8	*3.0	*2.7	*1.1	*0.1	*0.8	23.0
<i>Total</i>	18.2	22.6	11.5	7.2	10.6	*3.3	*1.1	*2.8	77.4
<b>Total</b>	53.7	76.9	48.9	26.5	39.1	8.6	*5.1	9.6	268.3
<i>Not on a fixed-term contract —</i>									
Does not expect to be with current employer or business in 12 months									
Reason for leaving employer/business									
Personal/family									
Return to study or completing study	22.0	20.9	12.5	*4.4	6.8	*1.4	*0.5	*2.3	70.8
Travel or holiday	11.6	9.3	7.1	*2.8	7.4	*1.0	*1.3	*1.0	41.5
Maternity, paternity reasons or looking after family members	13.4	9.2	7.2	*2.7	*3.2	*1.0	*1.0	*1.4	39.2
Retiring	17.9	17.7	12.8	5.4	*4.8	*1.3	*0.3	*1.7	61.9
Changing jobs or seeking other employment	120.6	101.3	72.8	24.4	44.0	5.6	*3.9	9.4	381.9
<i>Total</i>	185.4	158.2	112.4	39.8	66.3	10.3	6.9	15.9	595.3
Economic/work-related									
Seasonal or temporary job	18.6	15.1	15.4	*5.0	*4.8	*1.6	*0.8	*0.6	61.9
Completing current work	8.6	*5.1	6.7	*1.6	*2.8	*0.7	*0.0	*0.3	25.7
Employer or business closing down or downsizing	18.9	22.1	12.8	5.9	7.6	*2.0	*0.4	*1.1	70.7
<i>Total</i>	46.1	42.4	34.9	12.4	15.2	*4.2	*1.1	*2.0	158.3
Other reasons	26.4	18.8	20.0	7.3	11.6	*2.4	*1.1	*3.2	90.8
<i>Total</i>	257.9	219.4	167.3	59.5	93.0	17.0	9.2	21.1	844.4
Expects to be with current employer or business in 12 months(c)	2,477.7	1,834.3	1,342.9	549.5	727.0	163.4	61.8	126.4	7,283.1
<b>Total</b>	2,735.6	2,053.7	1,510.2	609.1	820.0	180.3	71.0	147.6	8,127.4
<b>Total</b>	<b>2,789.3</b>	<b>2,130.6</b>	<b>1,559.0</b>	<b>635.6</b>	<b>859.1</b>	<b>188.9</b>	<b>76.1</b>	<b>157.2</b>	<b>8,395.8</b>

(a) Excludes contributing family workers and employees who work only for payment in kind. (b) Refers to mainly urban areas only. For further information see paragraph 3 of the Explanatory Notes. (c) Includes persons who did not know if they would be with current employer/business in 12 months time.

**7. SELECTED EMPLOYMENT TYPES(a): EXPECTED FUTURE DURATION WITH CURRENT EMPLOYER OR BUSINESS BY CONTINUOUS DURATION WITH CURRENT EMPLOYER OR BUSINESS**

	<i>Continuous duration with current employer or business</i>					<i>Total</i>
	<i>Less than 12 months</i>	<i>From one to two years</i>	<i>From three to five years</i>	<i>From six to ten years</i>	<i>More than ten years</i>	
<b>EMPLOYEES WITH LEAVE ENTITLEMENTS</b>						
			— '000 —			
Fixed-term contract ends in less than 12 months	57.0	29.8	22.1	*4.5	*4.5	117.8
Other(b)						
Does not expect to be with current employer or business in 12 months	93.3	98.5	87.3	48.7	58.1	385.9
Economic/work-related	12.7	9.9	10.9	8.9	14.9	57.4
Personal/family/other reasons	80.6	88.5	76.4	39.8	43.2	328.5
Expects to be with current employer or business in 12 months(c)	635.6	928.4	944.5	812.8	1,114.6	4,436.0
<b>Total</b>	<b>785.9</b>	<b>1,056.7</b>	<b>1,053.9</b>	<b>866.0</b>	<b>1,177.2</b>	<b>4,939.7</b>
<b>SELF-IDENTIFIED CASUALS</b>						
			— '000 —			
Fixed-term contract ends in less than 12 months	31.5	6.7	*3.1	*2.7	*3.2	47.2
Other(b)						
Does not expect to be with current employer or business in 12 months	188.6	91.8	36.5	6.8	*3.7	327.4
Economic/work-related	52.6	9.8	*3.0	*1.1	*1.3	67.8
Personal/family/other reasons	136.0	82.0	33.5	5.7	*2.4	259.7
Expects to be with current employer or business in 12 months(c)	451.0	323.4	205.4	83.8	48.6	1,112.3
<b>Total</b>	<b>671.2</b>	<b>421.9</b>	<b>245.0</b>	<b>93.3</b>	<b>55.5</b>	<b>1,486.9</b>
<b>OTHER EMPLOYED PERSONS(d)</b>						
			— '000 —			
Fixed-term contract ends in less than 12 months	15.9	7.1	*1.9	*0.5	*0.6	25.9
Other(b)						
Does not expect to be with current employer or business in 12 months	23.5	9.3	*3.8	*3.1	*3.0	42.7
Economic/work-related	7.0	*1.0	*0.5	*1.0	*0.8	10.3
Personal/family/other reasons	16.5	8.4	*3.3	*2.1	*2.2	32.3
Expects to be with current employer or business in 12 months(c)	70.9	58.4	38.7	31.1	31.8	230.9
<b>Total</b>	<b>110.3</b>	<b>74.8</b>	<b>44.4</b>	<b>34.6</b>	<b>35.4</b>	<b>299.5</b>
<b>TOTAL(a)</b>						
			— '000 —			
Fixed-term contract ends in less than 12 months	104.4	43.6	27.0	7.6	8.3	190.9
Expects contract to be renewed	62.5	32.3	20.4	6.4	5.9	127.6
Does not expect contract to be renewed	41.8	11.3	6.7	*1.2	*2.4	63.3
Other(b)						
Does not expect to be with current employer or business in 12 months	305.4	199.6	127.6	58.6	64.8	756.0
Economic/work-related	72.3	20.7	14.4	11.0	17.0	135.5
Personal/family/other reasons	233.1	178.9	113.2	47.6	47.7	620.5
Expects to be with current employer or business in 12 months(c)	1,157.6	1,310.2	1,188.6	927.7	1,195.0	5,779.2
<b>Total</b>	<b>1,567.3</b>	<b>1,553.4</b>	<b>1,343.3</b>	<b>993.9</b>	<b>1,268.1</b>	<b>6,726.1</b>

(a) Excludes owner managers (b) Not on a fixed-term contract or on a fixed-term contract ending in one to five years. (c) Includes persons who did not know if they would be with current employer/business in 12 months time, and persons on a fixed-term contract ending in one to five years. (d) The employment type 'other employed persons'. See Glossary.

**8. OWNER MANAGERS: DEPENDENCE ON CLIENT, WHETHER UNDERTAKES CONTRACT WORK AND WHETHER HAS EMPLOYEES**

	<i>Owner managers of incorporated enterprises</i>	<i>Owner managers of unincorporated enterprises</i>	<i>Total</i>
		— '000 —	
<i>Dependence on client —</i>			
Independent	515.3	900.8	1,416.1
In some way dependent(a)	75.6	178.0	253.6
Contract prevents subcontracting own work	21.4	49.5	70.9
Contract prevents working for multiple clients	19.5	30.0	49.5
Client has control over working procedures	52.5	139.7	192.2
<i>Whether undertakes contract work —</i>			
Undertakes contract work			
Has one contract	94.7	200.2	294.9
Has more than one contract	139.0	177.0	316.0
<i>Total</i>	233.7	377.2	610.9
Does not undertake contract work	357.2	701.6	1,058.8
<i>Whether has employees</i>			
Has employees	386.2	293.6	679.8
Does not have employees	204.7	785.2	989.9
<b>Total</b>	<b>590.9</b>	<b>1,078.8</b>	<b>1,669.7</b>

(a) Factors indicating some dependence on the client are not mutually exclusive.

## 9. OWNER MANAGERS: DEPENDENCE ON CLIENT BY SELECTED EMPLOYMENT CHARACTERISTICS

	<i>Dependence on client</i>		<i>Total</i>
	<i>Independent</i>	<i>In some way dependent</i>	
		— '000 —	
<i>Industry —</i>			
Agriculture, forestry and fishing	217.7	15.4	233.1
Mining	*3.1	*0.7	*3.8
Manufacturing	124.0	17.5	141.5
Electricity, gas and water supply	*0.0	*0.0	*0.0
Construction	231.0	73.5	304.5
Wholesale trade	70.9	6.5	77.4
Retail trade	225.4	15.8	241.2
Accommodation, cafes and restaurants	40.8	*3.3	44.1
Transport and storage	50.5	26.8	77.2
Communication services	6.5	8.8	15.3
Finance and insurance	19.3	*2.7	22.0
Property and business services	238.6	52.9	291.5
Government administration and defence	*0.5	*0.0	*0.5
Education	16.6	*2.0	18.6
Health and community services	60.7	9.1	69.7
Cultural and recreational services	35.1	8.9	44.1
Personal and other services	75.4	9.8	85.2
<i>Occupation —</i>			
Managers and administrators	301.8	19.4	321.3
Professionals	222.4	34.8	257.3
Associate professionals	233.2	22.1	255.2
Tradespersons and related workers	276.0	63.9	339.9
Advanced clerical and service workers	92.4	10.0	102.4
Intermediate clerical, sales and service workers	98.6	23.1	121.6
Intermediate production and transport workers	77.1	44.7	121.9
Elementary clerical, sales and service workers	38.5	12.9	51.4
Labourers and related workers	76.1	22.7	98.8
<i>Continuous duration with current business —</i>			
Less than 12 months	128.9	34.7	163.6
From one to two years	189.8	50.5	240.3
From three to five years	273.8	59.1	332.9
From six to ten years	259.7	43.0	302.7
More than ten years	563.9	66.3	630.2
<i>Whether undertakes contract work —</i>			
Undertakes contract work	423.2	187.7	610.9
Does not undertake contract work	992.8	65.9	1,058.8
<i>Whether has PAYE tax deducted from earnings —</i>			
Has PAYE tax deducted	378.0	73.5	451.5
Does not have PAYE deducted	1,038.0	180.2	1,218.2
<i>Whether earnings vary —</i>			
Earnings vary	983.3	184.5	1,167.8
Earnings do not vary	432.8	69.1	501.9
<i>Preference to change hours —</i>			
Full-time workers(a)	1,088.7	198.3	1,287.0
Prefers more hours	99.0	32.0	131.0
Prefers fewer hours	478.5	54.4	532.8
Prefers no change	473.5	100.7	574.2
Did not work last week	37.8	11.1	48.9
Part-time workers(a)	327.4	55.3	382.7
Prefers more hours(b)	84.6	17.9	102.5
Prefers fewer hours	29.2	*3.4	32.7
Prefers no change	180.8	30.3	211.1
Did not work last week	32.7	*3.8	36.5
<b>Total</b>	<b>1,416.1</b>	<b>253.6</b>	<b>1,669.7</b>

(a) In all jobs. (b) This category combines responses to two different questions asked of two groups of part-time workers. For more information see paragraphs 8 and 9 of the Explanatory Notes.

**10. OWNER MANAGERS: DEPENDENCE ON CLIENT BY SELECTED PERSONAL CHARACTERISTICS**

	<i>Dependence on client</i>		<i>Total</i>
	<i>Independent</i>	<i>In some way dependent</i>	
	— '000 —		
<i>Sex —</i>			
Males	955.7	189.5	1,145.3
Females	460.3	64.1	524.4
<i>Age(years) —</i>			
15-19	*2.6	*1.8	*4.4
20-24	34.2	11.5	45.8
25-34	238.2	62.2	300.4
35-44	429.0	75.3	504.2
45-54	423.8	66.5	490.3
55-59	137.3	19.4	156.6
60-64	79.6	10.2	89.8
65 and over	71.5	6.7	78.2
<i>Birthplace —</i>			
Born in Australia	1,031.6	182.5	1,214.1
Born outside Australia	384.5	71.1	455.6
Born in main English-speaking countries	152.0	35.8	187.8
Born in other countries	232.5	35.3	267.8
<i>Area —</i>			
State capital city	777.4	164.3	941.7
Balance of State/Territory	638.6	89.3	728.0
<b>Total</b>	<b>1,416.1</b>	<b>253.6</b>	<b>1,669.7</b>

**11. OTHER EMPLOYED PERSONS: FULL-TIME OR PART-TIME STATUS BY SELECTED PERSONAL CHARACTERISTICS**

	<i>Full-time or part-time status(a)</i>		<i>Total</i>
	<i>Full-time workers</i>	<i>Part-time workers</i>	
	— '000 —		
<i>Sex —</i>			
Males	151.9	30.9	182.8
Females	50.8	65.9	116.7
<i>Age group (years) —</i>			
15-19	10.3	10.8	21.1
20-24	28.4	12.2	40.6
25-34	65.1	18.3	83.4
35-44	45.0	26.3	71.3
45-54	40.2	18.5	58.7
55-59	6.6	*5.1	11.7
60-64	5.8	*3.5	9.3
65 and over	*1.2	*2.2	*3.4
<i>Area —</i>			
State capital city	124.4	60.8	185.2
Balance of State/Territory	78.3	35.9	114.2
<i>Industry —</i>			
Agriculture, forestry and fishing	9.4	*1.0	10.3
Mining	*3.6	*0.2	*3.9
Manufacturing	24.1	*3.7	27.8
Electricity, gas and water supply	*0.9	*0.4	*1.3
Construction	37.1	*3.6	40.7
Wholesale trade	8.3	*2.8	11.1
Retail trade	13.2	15.1	28.3
Accommodation, cafes and restaurants	12.7	6.9	19.6
Transport and storage	14.5	*2.6	17.1
Communication services	7.7	*1.8	9.5
Finance and insurance	9.2	*3.0	12.1
Property and business services	32.0	11.2	43.1
Government administration and defence	5.9	*3.0	8.9
Education	7.7	15.6	23.3
Health and community services	7.8	14.8	22.6
Cultural and recreational services	*2.2	*4.7	6.8
Personal and other services	6.5	6.5	13.0
<i>Occupation —</i>			
Managers and administrators	10.8	*1.0	11.7
Professionals	29.3	18.2	47.6
Associate professionals	27.9	7.0	34.9
Tradespersons and related workers	40.3	5.4	45.7
Advanced clerical and service workers	6.6	8.5	15.1
Intermediate clerical, sales and service workers	23.9	22.5	46.4
Intermediate production and transport workers	33.3	5.3	38.6
Elementary clerical, sales and service workers	8.4	15.6	23.9
Labourers and related workers	22.3	13.3	35.5
<i>Continuous duration with current employer or business —</i>			
Less than 12 months	77.0	33.3	110.3
From one to two years	53.1	21.7	74.8
From three to five years	27.8	16.6	44.4
From six to ten years	20.9	13.7	34.6
More than ten years	23.9	11.5	35.4
<i>Whether earnings vary —</i>			
Earnings vary	90.7	36.7	127.4
Earnings do not vary	112.0	60.0	172.1
<i>Preference to change hours —</i>			
Prefers more hours(b)	29.4	35.3	64.7
Prefers fewer hours	51.2	*3.9	55.1
Prefers no change	113.4	52.5	165.9
Did not work last week	8.7	*5.1	13.7
<i>Whether has PAYE tax deducted from earnings —</i>			
Has PAYE tax deducted	180.4	80.3	260.7
Does not have PAYE deducted	22.3	16.4	38.8
<b>Total</b>	<b>202.7</b>	<b>96.8</b>	<b>299.5</b>

(a) In all jobs. (b) This category combines responses to two separate questions by different groups of employed persons. For more information see paragraphs 8 and 9 of the Explanatory Notes.



12. EMPLOYED PERSONS(a): SELECTED EMPLOYMENT GROUPS BY SELECTED PERSONAL CHARACTERISTICS

	<i>On a fixed-term contract</i>	<i>Earnings vary</i>	<i>Paid by an employment agency</i>	<i>Prefers to work fewer hours</i>	<i>Prefers to work more hours</i>	<i>Self- identified casuals who looked for permanent employment</i>	<i>All employed persons</i>
	— '000 —						
<i>Sex —</i>							
Males	127.2	1,655.8	39.5	1,129.6	779.1	147.2	4,744.2
Females	141.1	1,229.3	44.8	697.9	643.0	138.3	3,651.6
<i>Age(years) —</i>							
15-19	19.9	276.3	*4.7	34.6	178.7	42.2	559.2
20-24	36.1	308.2	17.0	113.1	228.8	69.5	947.4
25-34	81.7	641.3	32.2	441.7	360.1	67.7	2,117.6
35-44	72.2	737.4	16.6	574.8	313.7	60.8	2,153.1
45-54	42.4	598.7	9.6	470.3	246.1	38.0	1,810.4
55-59	9.7	165.4	*2.9	120.2	60.9	5.5	470.3
60-64	*4.4	91.5	*1.4	48.0	25.4	*1.6	223.8
65 and over	*1.9	66.3	*0.0	24.9	8.3	*0.0	114.0
<i>Relationship in household —</i>							
Family member	209.0	2,372.7	63.8	1,516.8	1,120.9	213.1	6,887.5
Parent	156.5	1,852.9	43.2	1,378.5	782.2	124.1	5,493.0
With dependants	93.7	1,095.7	22.8	803.7	485.4	77.7	3,192.0
Without dependants	62.8	757.2	20.4	574.7	296.7	46.4	2,301.0
Other family member	52.5	519.7	20.6	138.4	338.8	89.0	1,394.5
Non-family member	46.6	404.1	16.6	251.9	246.6	58.1	1,226.4
Family status not determined	12.7	108.3	*3.9	58.8	54.5	14.2	281.9
<i>Industry —</i>							
Agriculture, forestry and fishing	*4.1	251.1	*0.4	88.2	54.3	11.9	367.1
Mining	*3.7	18.4	*1.6	19.8	6.8	*1.9	77.0
Manufacturing	13.9	243.1	11.3	225.2	180.4	24.1	1,104.6
Electricity, gas and water supply	*1.5	9.0	*1.0	13.0	9.1	*0.0	68.4
Construction	7.9	333.4	*1.6	136.3	117.9	12.0	617.4
Wholesale trade	6.2	117.6	6.6	131.2	62.6	11.9	496.8
Retail trade	5.9	509.8	*3.9	235.1	268.3	65.6	1,219.3
Accommodation, cafes and restaurants	7.4	194.2	*0.6	68.6	103.2	38.3	393.1
Transport and storage	6.3	147.4	*3.5	89.6	55.2	11.5	372.8
Communication services	*4.1	38.4	*1.1	26.9	24.2	*3.3	153.0
Finance and insurance	6.1	39.9	6.3	84.0	27.2	*2.0	321.9
Property and business services	28.4	344.3	37.1	240.0	154.0	36.9	934.8
Government administration and defence	26.0	33.3	*4.3	67.8	33.1	6.7	330.1
Education	85.5	91.8	*1.7	147.1	81.6	18.1	600.1
Health and community services	41.6	299.8	*2.6	154.1	138.3	23.3	814.4
Cultural and recreational services	9.5	88.2	*0.0	35.5	47.2	9.9	193.9
Personal and other services	10.2	125.4	*0.6	65.2	58.6	8.1	330.9
<i>Occupation —</i>							
Managers and administrators	11.9	252.4	*0.6	235.4	38.4	*0.8	597.9
Professionals	119.9	428.8	13.3	439.9	163.9	26.1	1,520.2
Associate professionals	27.2	272.0	*3.8	297.3	74.3	8.8	868.3
Tradespersons and related workers	22.4	432.0	8.0	222.1	201.6	18.9	1,147.3
Advanced clerical and service workers	10.7	98.3	11.3	76.9	37.1	6.1	382.9
Intermediate clerical, sales and service workers	47.4	408.2	21.0	244.2	243.7	63.7	1,432.1
Intermediate production and transport workers	7.3	291.0	10.8	135.9	173.5	33.7	779.5
Elementary clerical, sales and service workers	10.1	367.3	*3.7	97.2	231.7	59.6	842.2
Labourers and related workers	11.4	334.9	11.7	78.7	258.0	67.9	825.4
<i>Full-time or part-time status(b) —</i>							
Full-time workers	200.7	1,768.4	66.6	1,699.5	655.9	96.1	6,247.5
Part-time workers	67.6	1,116.6	17.8	128.0	766.2	189.4	2,148.2
<b>Total</b>	<b>268.3</b>	<b>2,885.0</b>	<b>84.3</b>	<b>1,827.5</b>	<b>1,422.0</b>	<b>285.4</b>	<b>8,395.8</b>

(a) Excludes contributing family workers and employees who work only for payment in kind. (b) In all jobs.

**13. LFS EMPLOYEES(a): EMPLOYMENT TYPES BY SELECTED EMPLOYMENT CHARACTERISTICS**

	<i>Employment types</i>				<i>Total</i>
	<i>Employees with leave entitlements</i>	<i>Self-identified casuals</i>	<i>Other employed persons</i>	<i>Owner managers of incorporated enterprises</i>	
	— '000 —				
<i>Weekly earnings in main job (\$) —</i>					
Under 200	120.4	651.9	39.8	30.4	842.5
200 and under 400	613.8	379.6	60.3	93.5	1,147.2
400 and under 600	1,507.6	247.5	60.0	112.8	1,927.9
600 and under 800	1,095.9	82.1	32.5	76.8	1,287.3
800 and under 1,000	660.5	29.6	20.8	33.5	744.3
1,000 and under 1,200	299.5	6.8	10.2	30.1	346.6
1,200 and under 1,400	151.1	7.0	6.7	12.4	177.3
1,400 and under 1,600	61.8	*0.3	*3.9	6.5	72.5
1,600 and over	111.0	*2.7	5.6	25.3	144.7
Could not be determined(b)	308.7	73.4	22.8	115.3	520.3
<i>Whether earnings vary —</i>					
Earnings vary	669.0	914.2	97.1	245.7	1,926.0
Earnings do not vary	4,261.4	566.8	165.5	290.8	5,284.5
<i>Superannuation coverage —</i>					
Covered	4,858.9	1,043.6	212.6	472.3	6,587.5
Not covered	71.5	437.4	50.0	64.2	623.0
<i>Provision of paid holiday leave —</i>					
Receives paid holiday leave	4,930.4	14.1	32.3	241.7	5,218.5
Does not receive paid holiday leave	. .	1,440.8	203.8	286.6	1,931.2
Does not know	. .	26.1	26.5	8.2	60.8
<i>Provision of paid sick leave —</i>					
Receives paid sick leave	4,930.4	27.2	30.6	236.9	5,225.1
Does not receive paid sick leave	. .	1,421.8	197.6	288.7	1,908.1
Does not know	. .	32.0	34.3	11.0	77.3
<i>Provision of long service leave —</i>					
Receives long service leave	4,234.2	91.6	42.5	118.4	4,486.8
Does not receive long service leave	234.1	1,259.2	170.5	374.7	2,038.6
Does not know	462.1	130.2	49.5	43.4	685.1
<i>Sector —</i>					
Public	1,354.5	151.6	36.2	*2.8	1,545.1
Private	3,546.6	1,320.6	222.8	533.8	5,623.7
Does not know	29.3	8.8	*3.6	*0.0	41.7
<i>Trade union membership —</i>					
Member of a trade union	1,775.0	199.3	28.1	32.0	2,034.4
Not a member of a trade union	3,050.5	1,257.1	222.5	500.6	5,030.7
Does not know	104.8	24.7	11.9	*4.0	145.4
<b>Total</b>	<b>4,930.4</b>	<b>1,481.0</b>	<b>262.6</b>	<b>536.5</b>	<b>7,210.5</b>
— \$ —					
Median weekly earnings	600	213	450	520	527
Mean weekly earnings	678	275	539	692	589
— hours —					
Mean hours worked last week(c)	37.5	20.0	32.8	42.9	34.0

(a) Employees as identified in the August 1998 Labour Force Survey, excluding: 34,300 persons who as a result of further questioning in the Forms of Employment Survey were classified as owner managers of unincorporated enterprises; and 12,500 persons who reported at interview that their business was an unincorporated enterprise, but were later classified as employees as a result of the Business Register check. See Appendix 1 for further details. (b) Comprises persons who refused to answer questions about their weekly earnings and persons working in their own limited liability company who did not draw a wage or salary. For more information see paragraph 10 of the Explanatory Notes. (c) Respondents for whom earnings could not be determined were excluded from the calculation of mean hours. For more information see paragraph 11 of the Explanatory Notes.

**14. POPULATIONS: STATE OR TERRITORY OF USUAL RESIDENCE**

	NSW	Vic.	Qld	SA	WA	Tas.	NT(a)	ACT	Aust.
<b>MALES</b>									
— '000 —									
<i>Population 1:</i> Employed persons(b)	1,588.1	1,193.0	880.8	364.4	485.8	107.3	40.4	84.4	4,744.2
<i>Population 2:</i> LFS Employees(c)	1,321.8	1,012.0	716.0	298.9	390.4	86.7	34.1	74.7	3,934.7
<i>Population 3:</i> Employees with leave entitlements	971.8	724.2	502.5	216.4	277.9	62.7	24.5	55.6	2,835.7
<i>Population 4:</i> Self-identified casuals	184.8	132.0	129.8	52.3	51.4	14.3	*4.8	11.0	580.4
<i>Population 5:</i> Other employed persons	50.6	47.3	35.8	12.7	27.2	*3.9	*1.8	*3.6	182.8
<i>Population 6:</i> Owner managers of incorporated enterprises	137.7	123.3	64.3	22.4	45.6	7.7	*3.5	5.3	409.8
<i>Population 7:</i> Owner managers of unincorporated enterprises	243.2	166.2	148.4	60.5	83.7	18.6	5.8	9.0	735.5
<i>Population 8:</i> Owner managers	380.9	289.5	212.7	83.0	129.3	26.4	9.3	14.2	1,145.3
<b>FEMALES</b>									
— '000 —									
<i>Population 1:</i> Employed persons(b)	1,201.3	937.6	678.3	271.1	373.3	81.6	35.7	72.7	3,651.6
<i>Population 2:</i> LFS Employees(c)	1,086.6	849.4	600.0	239.0	328.7	70.9	32.5	68.7	3,275.8
<i>Population 3:</i> Employees with leave entitlements	713.3	574.9	348.8	141.2	213.0	40.9	24.8	47.1	2,104.0
<i>Population 4:</i> Self-identified casuals	287.7	201.9	204.5	82.3	82.5	24.1	6.0	17.6	906.5
<i>Population 5:</i> Other employed persons	35.4	33.1	15.6	8.9	17.1	*3.7	*1.0	*1.9	116.7
<i>Population 6:</i> Owner managers of incorporated enterprises	58.2	49.2	38.2	8.5	20.4	*3.0	*1.3	*2.4	181.1
<i>Population 7:</i> Owner managers of unincorporated enterprises	106.7	78.5	71.2	30.3	40.2	9.9	*2.7	*3.8	343.3
<i>Population 8:</i> Owner managers	164.9	127.7	109.3	38.7	60.6	12.9	*3.9	6.2	524.4

**14. POPULATIONS: STATE OR TERRITORY OF USUAL RESIDENCE—continued**

	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT(a)</i>	<i>ACT</i>	<i>Aust.</i>
	PERSONS								
	— '000 —								
<i>Population 1:</i> Employed persons(b)	2,789.3	2,130.6	1,559.0	635.6	859.1	188.9	76.1	157.2	8,395.8
<i>Population 2:</i> LFS Employees(c)	2,408.4	1,861.5	1,316.0	537.9	719.1	157.6	66.7	143.5	7,210.5
<i>Population 3:</i> Employees with leave entitlements	1,685.1	1,299.1	851.4	357.7	491.0	103.6	49.3	102.6	4,939.7
<i>Population 4:</i> Self-identified casuals	472.5	333.9	334.2	134.6	133.9	38.4	10.8	28.6	1,486.9
<i>Population 5:</i> Other employed persons	85.9	80.4	51.4	21.6	44.3	7.6	*2.8	5.5	299.5
<i>Population 6:</i> Owner managers of incorporated enterprises	195.9	172.5	102.4	30.9	66.0	10.8	*4.8	7.6	590.9
<i>Population 7:</i> Owner managers of unincorporated enterprises	349.9	244.7	219.6	90.8	124.0	28.6	8.5	12.8	1,078.8
<i>Population 8:</i> Owner managers	545.8	417.2	322.0	121.7	190.0	39.3	13.2	20.4	1,669.7

(a) Refers to mainly urban areas only. For more information see paragraph 3 of the Explanatory Notes. (b) Excludes contributing family workers and employees who work only for payment in kind. (c) Employees as identified in the August 1998 Labour Force Survey, excluding: 34,300 persons who as a result of further questioning in the Forms of Employment Survey were classified as owner managers of unincorporated enterprises; and 12,500 persons who reported at interview that their business was an unincorporated enterprise, but were later classified as employees as a result of the Business Register check. See Appendix 1 for further details.

## EXPLANATORY NOTES

### INTRODUCTION

**1** The Forms of Employment Survey (FOES) was conducted as a supplement to the monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

**2** For further information about the LFS, see *Labour Force, Australia* (Cat. no. 6203.0). This monthly publication contains information about survey design, scope, coverage and population benchmarks relevant to the LFS, which also apply to supplementary surveys. It also contains definitions of demographic and labour force characteristics which are relevant to both the monthly LFS and supplementary surveys.

### SCOPE

**3** In addition to persons excluded from the LFS, there were approximately 80,000 persons living in remote and sparsely settled parts of Australia who were out of scope of this survey. The exclusion of these persons has only a minor impact on any aggregate estimates produced for individual States and Territories, except the Northern Territory. More information can be obtained by contacting the person listed on the front cover of this publication.

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

### COVERAGE

**5** The estimates in this publication relate to persons covered by the survey in August 1998. 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. 6203.0).

### RELIABILITY OF THE ESTIMATES

**6** 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 in scope of the survey had been included. For more information see the Technical Notes.
- Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers, and efficient processing procedures.

## SEASONAL FACTORS

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

## NOTES ON ESTIMATES

**8** The 'Preference to change hours' data item combines responses to two separate questions by two different groups of employed persons. The first question was asked of part-time workers only. It read 'Would you prefer a job in which you worked more hours a week?' Positive responses were classified to the 'Prefers more hours' category of this data item. The second question was asked of part-time workers who answered 'no' or 'don't know' to the first question and of full-time workers. It read 'Would you prefer to work more, less or the same number of hours as you worked last week?' Responses were recorded, as appropriate, against the categories 'Prefers more hours', 'Prefers fewer hours' and 'Prefers no change'. Employed persons who were away from work in the reference week were not asked either question.

**9** Not all part-time workers who responded positively to the first question, and thus were assigned to the 'Prefers more hours' category, would have been assigned to the 'Prefers more hours' category, if asked the second question. *Last week* some may have worked a higher than usual number of hours. This number of hours may have been more than or equal to the number of hours they would have preferred to work. Under these circumstances either the 'Prefers fewer hours' or the 'Prefers no change' category would have been assigned had they been asked the second question. Analysis of the 'Preference to change hours' data item should keep this in mind. Of the part-time workers' estimate, 71% for the 'Prefers more hours' category is made up of part-time workers who would prefer a job with more hours (ie: answered positively to the first question).

**10** Employees refusing to answer questions about their weekly earnings and persons working in their own limited liability company who did not draw a wage or salary represented approximately 520,000 people in the population. These persons have been classified to the 'Could not be determined' earnings category in this publication, and have been excluded from estimates of mean weekly earnings.

**11** Estimates of mean hours worked per week in main job also exclude employees whose weekly earnings in main job could not be determined. On average, this 'Could not be determined' group worked more hours than other employees, however it is not known if they had a higher or lower hourly rate of pay. It is worth noting that levels of non-response to the earnings variable differed significantly by employment type. The degree (and possibly the direction) of bias in the estimates may also differ by employment type. For more information contact the person named on the front cover of this publication.

COMPARABILITY WITH  
LABOUR FORCE SURVEY  
STATISTICS

**12** Due to differences in the scope and sample size of this supplementary survey and that of the LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS for August 1998.

ACKNOWLEDGMENT

**13** ABS publications draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the *Census and Statistics Act 1905*.

RELATED PUBLICATIONS

**14** Other publications which may be of interest include:

- *Career Experience, Australia* (Cat. no. 6254.0)
- *Labour Mobility, Australia* (Cat. no. 6209.0)
- *Persons Employed at Home, Australia* (Cat. no. 6275.0)
- *Working Arrangements* (Cat. no. 6342.0)
- *Underemployed Workers, Australia* (Cat. no. 6265.0)

**15** The ABS is planning to conduct a more extensive survey on employment arrangements, the Survey of Employment Arrangements and Superannuation. This survey will be conducted from April to June 2000 and results will be available in 2001. For more information contact the person named on the front cover of this publication.

**16** Current publications produced by the ABS are listed in the *Catalogue of Publications and Products* (Cat. no. 1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (Cat. no. 1105.0) which lists publications to be released in the next few days. The Catalogue and Release Advice are available from any ABS office or from the ABS Information Service on the Internet at, <http://www.abs.gov.au>

## APPENDIX 1: RELATIONSHIP BETWEEN EMPLOYMENT CLASSIFICATIONS

### INTRODUCTION

This appendix describes the relationship between the status in employment classification used in the Labour Force Survey (LFS) and the employment types used in the Forms of Employment Survey (FOES). The appendix also discusses the relationship between the standard Australian Bureau of Statistics (ABS) definition of casual employees and definitions used in the FOES.

### STATUS IN EMPLOYMENT

The LFS status in employment classification is a classification of employed persons and is based on the International Labour Organisation's 1993 International Classification of Status in Employment (ICSE). Within the ICSE, employed persons are allocated to five mutually exclusive categories according to the type of job held: employees; employers; own account workers; contributing family workers; and members of producers' cooperatives. The ABS adopts the broad level ICSE classification, but excludes the 'members of producers' cooperatives' category due to its lack of relevance to the Australian situation.

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

The ICSE recommends that, where possible, objective criteria are to be used to determine the classification of a person's status in employment. Given the limited interview time available in the LFS, however, the status in employment classification is based heavily on the person's self-perception of his or her relationship to the enterprise. For most persons, an appropriate classification is obtained using this approach. However, for some workers the character of their working arrangements is not clear-cut and their perception of their situation may differ from a more objective classification.

The groups in the ABS status in employment classification are:

- Employee—A person who works for a public or private employer and receives remuneration in wages, salary, a retainer fee by their employer while working on a commission basis, tips, piece-rates or payment in kind, or a person who operates his or her own incorporated enterprise with or without hiring employees. Persons who received only payment in kind were excluded from the FOES.



## STATUS IN EMPLOYMENT

*continued*

- Employer—A person who operates his or her own unincorporated economic enterprise or engages independently in a profession or trade, and hires one or more employees.
- Own Account Worker—A person who operates his or her own unincorporated enterprise or engages independently in a profession or trade, and hires no employees.
- Contributing Family Worker—A person who works without pay in an economic enterprise operated by a relative. This group was excluded from the FOES.

Status in employment in the LFS is determined by an individual's first affirmative response to a category offered by the interviewer. These are offered in the order: working for an employer for wages or salary; working in own business with or without employees; and working without pay in a family business.

Persons indicating they work in their own business are asked whether the business is a limited liability company. A check is made against the ABS Business Register to confirm the incorporated status of businesses. Persons confirmed as working in their own limited liability company are classified as employees. This treatment is in line with recommendations of the United Nations System of National Accounts which recognises the separate legal status of the company and the employment relationship that exists between the individual and the company. The ABS status in employment classification does not identify all persons working in their own incorporated business, as some of these persons respond that they work for a wage or salary, and hence do not get an opportunity to report that they work in their own business.

Persons who operate their own unincorporated businesses are classified as employers or own account workers, depending on whether they have employees or not. Data on status in employment is collected quarterly in the LFS, along with industry and occupation data.

## EMPLOYMENT TYPES IN FORMS OF EMPLOYMENT SURVEY

Responses to the status in employment questions in the LFS were used as the starting point in the FOES. In the LFS, employed persons indicated that they worked either for an employer for wages or salary or in their own business. Depending on their responses, they were then asked additional and more detailed questions in the FOES about their employment arrangements. Persons who reported that they worked without pay in a family business or that they received only payment in kind were excluded from the FOES.

Five employment types have been identified in the FOES: employees with leave entitlements; self-identified casuals; 'other employed persons'; owner managers of incorporated enterprises; and owner managers of unincorporated enterprises.

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

RECONCILIATION BETWEEN  
THE TWO CLASSIFICATIONS

The table below shows the correspondence between the LFS status in employment classification and FOES employment types.

**A1.1. EMPLOYED PERSONS: STATUS IN EMPLOYMENT (LFS) BY EMPLOYMENT TYPES**

	<i>Status in employment</i>			<i>Total</i>
	<i>Employees(a)</i>	<i>Employers</i>	<i>Own account workers</i>	
	- '000 -			
<i>Employment types—</i>				
Employees with leave entitlements	4,930.7	5.2	*3.9	4,939.7
Self-identified casuals	1,481.0	*0.5	5.3	1,486.9
'Other employed person'	262.6	8.7	28.2	299.5
Owner managers of incorporated enterprises	536.5	43.9	10.5	590.9
Owner managers of unincorporated enterprises	46.6	279.4	752.8	1,078.8
<b>Total</b>	<b>7,257.3</b>	<b>337.7</b>	<b>800.8</b>	<b>8,395.8</b>

(a) Includes 12,500 persons who reported at interview that their business was an unincorporated enterprise, but were later classified as employees as a result of the Business Register check. Also includes 34,300 persons who as a result of further questioning in the Forms of Employment Survey were classified as owner managers of unincorporated enterprises.

There was a difference between the two classifications in the way that the legal status of business data was determined. The FOES used information reported by the respondent only. The LFS status in employment classification uses a check against the ABS Business Register. Businesses are classified as incorporated or unincorporated in the LFS according to information contained in the register (even if this conflicts with the information provided during the interview by the respondent). Businesses which cannot be matched to the register are classified according to the respondent's answer during the interview.

CASUAL EMPLOYEES

The ABS collects the casual/permanent status of employees each August. A 'casual' is defined as an employee who is not entitled to either paid holiday or paid sick leave. All other employees are defined as 'permanent'. In August 1998, there were 1,946,100 casual employees and 5,298,700 permanent employees.

In the FOES, 'self-identified casuals' (1,486,900 persons) are those persons who were not entitled to receive both paid holiday and paid sick leave, and considered themselves to be casual. The FOES included persons with only one of these leave entitlements in the 'self-identified casuals' group because some casual employees are now entitled to holiday leave or sick leave under relevant awards.

**A1.2. LFS PERMANENT OR CASUAL EMPLOYEES BY EMPLOYMENT TYPES**

<i>Permanent or casual employees</i>				
	<i>Permanent</i>	<i>Casual</i>	<i>Not deter- mined</i>	<i>Total</i>
		- '000 -		
<i>Employment types-</i>				
Employees with leave entitlements	4,930.4	.	(a)0.3	4,930.7
Self-identified casuals	41.3	1,439.7	*0.0	1,481.0
'Other employed persons'	62.9	199.7	*0.0	262.6
Owner managers of incorporated enterprises	256.5	280.0	*0.0	536.5
Owner managers of unincorporated enterprises	(b)7.6	(b)26.7	(a)12.3	46.6
<b>Total</b>	<b>5,298.7</b>	<b>1,946.1</b>	<b>12.5</b>	<b>7,257.3</b>

(a) Comprises persons who reported that their business was an unincorporated enterprise, but were later classified as employees as a result of the Business register check. LFS 'Permanent or casual employee' status was therefore not determined. (b) Comprises persons who were identified as employees in the August 1998 Labour Force Survey but as a result of further questioning in the Forms of Employment Survey were classified as owner managers of unincorporated enterprises.

## APPENDIX 2: POPULATIONS AND DATA ITEMS LIST

The Australian Bureau of Statistics (ABS) has available a range of unpublished data 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 are 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. BIRTHPLACE (2)).

To obtain unpublished data or more information about our customised data service, contact Michael Giess on Canberra 02 6252 6085, or by facsimile on 02 6252 7784.

POPULATION 1	Employed (excludes contributing family workers and employees who work only for payment in kind)
POPULATION 2	LFS Employees
POPULATION 3	Employees with leave entitlements
POPULATION 4	Self-identified casuals
POPULATION 5	'Other employed persons'
POPULATION 6	Owner managers of incorporated enterprises
POPULATION 7	Owner managers of unincorporated enterprises
POPULATION 8	Owner managers

DATA ITEM	POPULATIONS
<b>1 STATE OR TERRITORY OF USUAL RESIDENCE</b>	<b>ALL</b>
New South Wales	
Victoria	
Queensland	
South Australia	
Western Australia	
Tasmania	
Northern Territory	
Australian Capital Territory	
<b>2 AREA OF USUAL RESIDENCE</b>	<b>ALL</b>
State capital city	
Balance of State/Territory	
<b>3 REGION OF USUAL RESIDENCE</b>	<b>ALL</b>
Standard labour force dissemination regions	
<b>4 SEX</b>	<b>ALL</b>
Males	
Females	
<b>5 MARITAL STATUS</b>	<b>ALL</b>
Married	
Not married	
<b>6A RELATIONSHIP IN HOUSEHOLD (1) ALL</b>	<b>ALL</b>
Family member	
Husband or wife	
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	
Not determined	
<b>6A RELATIONSHIP IN HOUSEHOLD (2) ALL</b>	<b>ALL</b>
Family member	
Parent	
With dependants	
Without dependants	
Other family member	
Non-family member	
Family status not determined	

DATA ITEM	POPULATIONS
<b>6B RELATIONSHIP IN HOUSEHOLD (3) ALL</b>	<b>ALL</b>
Family member	
Husband or wife	
With children under 15	
Without children under 15	
Lone parent	
With children under 15	
With dependent students but without children under 15	
Without dependants	
Dependent student	
Non-dependent child	
Other family person	
Non-family member	
Lone person	
Not living alone	
Not determined	
<b>7A BIRTHPLACE AND PERIOD OF ARRIVAL</b>	<b>ALL</b>
Born in Australia	
Born outside Australia	
Arrived before 1971	
Arrived 1971–80	
Arrived 1981–90	
Arrived 1991 to survey date	
<b>7B BIRTHPLACE (1)</b>	<b>ALL</b>
Born in Australia	
Born outside Australia	
Born in main English-speaking countries	
Born in other countries	
<b>8 AGE GROUP (YEARS)</b>	<b>ALL</b>
15–19	
20–24	
25–34	
35–44	
45–54	
55–59	
60–64	
65 and over	
<b>9 FULL-TIME OR PART-TIME STATUS</b>	<b>ALL</b>
Full-time workers	
Part-time workers	
<b>10 OCCUPATION</b>	<b>ALL</b>
Managers and administrators	
Professionals	
Associate professionals	
Tradespersons and related workers	
Advanced clerical and service workers	
Intermediate clerical, sales and service workers	
Intermediate production and transport workers	
Elementary clerical, sales and service workers	
Labourers and related workers	

DATA ITEM	POPULATIONS
<b>11 INDUSTRY</b>	<b>ALL</b>
Agriculture, forestry and fishing	
Mining	
Manufacturing	
Electricity, gas and water supply	
Construction	
Wholesale trade	
Retail trade	
Accommodation, cafes and restaurants	
Transport and storage	
Communication services	
Finance and insurance	
Property and business services	
Government administration and defence	
Education	
Health and community services	
Cultural and recreational services	
Personal and other services	
<b>12 SECTOR</b>	<b>2-6</b>
Public	
Private	
Does not know	
Not asked	
<b>13 WHETHER HAS EMPLOYEES</b>	<b>6-8</b>
Has employees	
Does not have employees	
Not asked	
<b>14 WHETHER INVOICES OR BILLS FOR OWN PAYMENT</b>	<b>7</b>
Invoices or bills others for own payment	
Does not invoice or bill others for own payment	
<b>15 WHETHER HAS PAYE TAX DEDUCTED FROM EARNINGS</b>	<b>ALL</b>
Has PAYE tax deducted	
Does not have PAYE tax deducted	
<b>16 PERMANENT OR CASUAL EMPLOYEES</b>	<b>2-6</b>
Permanent	
Casual	
<b>17 PROVISION OF PAID HOLIDAY LEAVE</b>	<b>2-6</b>
Receives paid holiday leave	
Does not receive paid holiday leave	
Does not know	
<b>18 PROVISION OF PAID SICK LEAVE</b>	<b>2-6</b>
Receives paid sick leave	
Does not receive paid sick leave	
Does not know	

DATA ITEM	POPULATIONS
<b>19 PROVISION OF LONG SERVICE LEAVE</b>	<b>2-6</b>
Receives long service leave	
Does not receive long service leave	
Does not know	
Not asked	
<b>20 SUPERANNUATION COVERAGE</b>	<b>2-6</b>
Covered	
Not covered	
Not asked	
<b>21 TRADE UNION MEMBERSHIP</b>	<b>2-6</b>
Member of a trade union	
Not a member of a trade union	
Does not know	
Not asked	
<b>22 WHETHER UNDERTAKES CONTRACT WORK</b>	<b>5-8</b>
Undertakes contract work	
Does not undertake contract work	
<b>23 WHETHER HAS MORE THAN ONE CONTRACT</b>	<b>5-8</b>
Has one contract	
Has more than one contract	
Does not work on contract	
<b>24 WHETHER ABLE TO SUBCONTRACT OWN WORK</b>	<b>5-8</b>
Able to subcontract own work	
Unable to subcontract own work	
<b>25 MAIN REASON UNABLE TO SUBCONTRACT OWN WORK</b>	<b>5-8</b>
Part of employment contract	
Nature of work	
Other reason	
Not applicable	
<b>26 WHETHER CONTRACT PREVENTS WORKING FOR MULTIPLE CLIENTS</b>	<b>5-8</b>
Contract does not prevent working for multiple clients	
Contract prevents working for multiple clients	
Does not work on contract	
<b>27 WHETHER HAS CONTROL OVER OWN WORKING PROCEDURES</b>	<b>5-8</b>
Has control over own working procedures	
Employer/client has control over working procedures	
<b>28 DEPENDENCE ON CLIENT</b>	<b>6-8</b>
Independent	
In some way dependent	

DATA ITEM	POPULATIONS
<b>29 CONTINUOUS DURATION WITH CURRENT EMPLOYER OR BUSINESS</b>	<b>ALL</b>
Less than 12 months	
From one to two years	
From three to five years	
From six to ten years	
More than ten years	
<b>30 EXPECTED FUTURE DURATION WITH CURRENT EMPLOYER OR BUSINESS</b>	<b>ALL</b>
Expects to be with current employer or business in 12 months	
Does not expect to be working with current employer or business in 12 months time	
Employment has a set completion date	
<b>31 REASON FOR LEAVING EMPLOYER OR BUSINESS</b>	<b>ALL</b>
Personal/family	
Return to study or completing study	
Travel or holiday	
Maternity, paternity reasons or looking after family members	
Retiring	
Changing jobs or seeking other employment	
Economic/work related	
Seasonal or temporary job	
Completing current work	
Employer or business closing down or downsizing	
Other	
Not applicable	
<b>32 WHETHER EMPLOYMENT HAS A SET COMPLETION DATE</b>	<b>3-5</b>
Employment has a set completion date	
Employment does not have a set completion date	
<b>33 SET EMPLOYMENT COMPLETION DATE</b>	<b>3-5</b>
Employment has a set completion date	
Less than 12 months	
From one to five years	
More than five years	
Employment does not have a set completion date	
<b>34 WHETHER ON A FIXED-TERM CONTRACT</b>	<b>3-5</b>
On a fixed-term contract	
Not on a fixed-term contract	
Not applicable	

DATA ITEM	POPULATIONS
<b>35 WHETHER EXPECTS CONTRACT TO BE RENEWED</b>	<b>3-5</b>
Expects contract to be renewed	
Does not expect contract to be renewed	
Not applicable	
<b>36 WHETHER LOOKED FOR ALTERNATIVE EMPLOYMENT IN LAST THREE MONTHS</b>	<b>4</b>
Looked for alternative employment	
Did not look for alternative employment	
Does not know	
<b>37 EMPLOYMENT CHARACTERISTICS OF EMPLOYMENT LOOKED FOR</b>	<b>4</b>
Looked for permanent employment	
Did not look for permanent employment	
Did not look for alternative employment	
<b>38 WHETHER EARNINGS VARY</b>	<b>ALL</b>
Earnings vary	
Earnings do not vary	
<b>39 WHETHER RECEIVES A PAYSIP</b>	<b>5</b>
Receives a payslip	
Does not receive a payslip	
Does not know	
<b>40 WHETHER PAID BY AN EMPLOYMENT AGENCY</b>	<b>3-5</b>
Paid by an employment agency	
Not paid by an employment agency	
Not applicable	
<b>41 WEEKLY EARNINGS IN MAIN JOB (\$)</b>	<b>2-6</b>
Under 200	
200 and under 400	
400 and under 600	
600 and under 800	
800 and under 1,000	
1,000 and under 1,200	
1,200 and under 1,400	
1,400 and under 1,600	
1,600 and over	
Could not be determined	

DATA ITEM	POPULATIONS
<b>42 HOURS WORKED IN MAIN JOB LAST WEEK</b>	<b>ALL</b>
0 or less than 1	
1 or more	
1-14	
15-19	
20-24	
25-29	
30-34	
35	
36-39	
40	
41-44	
45-48	
49 and over	
<b>43 EMPLOYMENT TYPES</b>	<b>1</b>
Employees with leave entitlements	
Self-identified casuals	
Other employed persons	
Owner managers of incorporated enterprises	
Owner managers of unincorporated enterprises	
<b>44 EDUCATIONAL ATTENDANCE</b>	<b>ALL</b>
Aged 15-19 years	
Attending school	
Attending a tertiary educational institution full-time	
Attending neither school nor a tertiary educational institution full-time	
Aged 20-24	
Attending a tertiary educational institution full-time	
Not attending a tertiary educational institution full-time	
Aged 25 or more years	

DATA ITEM	POPULATIONS
<b>45 STATUS IN EMPLOYMENT</b>	<b>ALL</b>
Employees	
Employers	
Own account workers	
<b>46 WHETHER DRAWS A WAGE FROM BUSINESS</b>	<b>6-8</b>
Draws a wage or salary	
Does not draw a wage or salary	
<b>47 PREFERENCE TO CHANGE HOURS</b>	<b>ALL</b>
Prefers more hours	
Prefers fewer hours	
Prefers no change	
Did not work last week	
<b>48 HOURS PAID FOR IN MAIN JOB</b>	<b>2-6</b>
1-14	
15-19	
20-29	
30-34	
35-39	
40	
41-44	
45-48	
49 and over	
Could not be determined	





## TECHNICAL NOTES

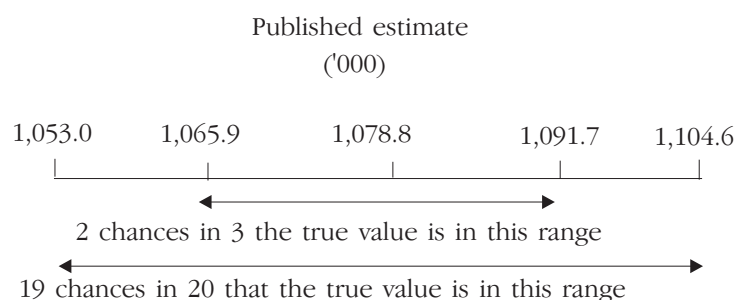
### INTRODUCTION

Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability, that is, they may differ from those estimates that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three 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 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.

SEs for general application are given in table T1. Since they are based on calculations for a limited number of past surveys over a wide range of labour force characteristics, these numbers will not give a precise measure of the SE of a particular estimate but they will provide an indication of its magnitude.

### CALCULATION OF STANDARD ERROR

An example of the calculation and the use of SEs in relation to estimates of persons is as follows. Table 1 shows the estimated number of owner managers of unincorporated enterprises in Australia was 1,078,800. Since this estimate is between 1,000,000 and 2,000,000 table T1 shows the SE for Australia will be between 12,600 and 16,300 and can be approximated by interpolation as 12,900 (rounded to the nearest 100). Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 1,065,900 to 1,091,700 and about 19 chances in 20 that the value will fall within the range 1,053,000 to 1,104,600. This example is illustrated in the diagram below.



As can be seen from the SE table, the smaller the estimate the higher is the RSE. Very small estimates are thus subject to such high SEs (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In the tables in this publication, only estimates with RSEs less than or equal to 25% are considered sufficiently reliable for most purposes. However, estimates with larger RSEs have been included and are preceded by an asterisk (e.g. \*3.4) to indicate they are subject to high SEs and should be used with caution.

## AVERAGES AND MEDIANS

The RSEs of estimates of mean and median weekly earnings are obtained by first finding the RSE of the estimate of the total number of persons contributing to the estimate (see Table T1) and then multiplying the number so obtained by the following relevant factors:

Mean weekly earnings: 0.9

Median weekly earnings: 1.0

The following is an example of the calculation of SEs where the use of a factor is required. Table 13 shows an estimate of 1,407,600 self-identified casuals with median weekly earnings of \$213<sup>1</sup>. From table T1 it can be calculated that this estimate (1,407,600) has a SE of about 14,100 and therefore a RSE of about 1.0%. The RSE of the estimate of median earnings is calculated by multiplying this number (1.0) by the appropriate factor shown in the previous paragraph (in this case 1.0):

$1.0 \times 1.0 = 1.0\%$ . The SE of the estimate of median weekly earnings is therefore 1.0% of \$213, i.e. about \$2 (rounded to the nearest dollar).

Therefore there are about two chances in three that the median weekly earnings of self-identified casuals was between \$211 and \$215, and 19 chances in 20 that median earnings was within the range \$209 to \$217.

## PROPORTIONS AND PERCENTAGES

Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSE of a proportion is:

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

Considering the example from the previous page, 1,078,800 owner managers of unincorporated enterprises represent 12.8% of the 8,395,800 employed persons. The SE of 8,395,800 is approximately 26,400 so the RSE is 0.3%. The RSE for 1,078,800 is 1.2%. Applying the above formula, the RSE of the proportion is  $\sqrt{(1.2)^2 - (0.3)^2}$  or 1.2%, giving a SE for the proportion (12.8%) of 0.2 percentage points. Therefore, there are about two chances in three that the proportion of owner managers was between 12.6% and 13.0% and 19 chances in 20 the proportion was within the range 12.4% to 13.2%.

1: Table 13 shows that of the 1,481,000 self-identified casuals, 73,400 persons had earnings that could not be determined. Therefore 1,407,600 persons contributed to the median estimate.

## DIFFERENCES

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

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

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

T1 STANDARD ERRORS OF ESTIMATES

Size of estimate (persons)	NSW no.	Vic. no.	Qld no.	SA no.	WA no.	Tas. no.	NT no.	ACT no.	Aust.	
									SE no.	RSE %
100	..	..	..	..	..	100	140	90	..	..
200	..	..	220	200	210	140	190	120	200	100.0
300	340	310	280	240	250	170	230	150	260	86.7
500	440	410	360	310	320	230	290	190	340	68.0
700	520	480	430	370	380	270	340	220	420	60.0
1 000	630	580	510	440	450	320	400	260	510	51.0
1 500	770	710	620	530	550	380	480	310	630	42.0
2 000	880	820	720	610	620	430	540	350	740	37.0
2 500	980	920	800	670	690	470	600	390	830	33.2
3 000	1 070	1 000	870	730	750	510	650	420	920	30.7
3 500	1 150	1 080	930	790	800	550	700	450	990	28.3
4 000	1 230	1 150	990	830	850	580	740	470	1 060	26.5
5 000	1 350	1 300	1 100	900	950	650	800	500	1 200	24.0
7 000	1 600	1 500	1 300	1 050	1 100	700	950	600	1 400	20.0
10 000	1900	1 750	1 500	1 250	1 300	800	1 150	700	1 700	17.0
15 000	2 250	2100	1 800	1 500	1 500	950	1 350	800	2 050	13.7
20 000	2 550	2 400	2 050	1 700	1 700	1 050	1 550	900	2 350	11.8
30 000	3 050	2 850	2 450	2 000	2 050	1 200	1 900	1 050	2 850	9.5
40 000	3 450	3 250	2 750	2 200	2 300	1 300	2 150	1 200	3 250	8.1
50 000	3 750	3 550	3 000	2 450	2 500	1 400	2 400	1 300	3 600	7.2
100 000	5 000	4 700	4 000	3 200	3 300	1 650	3 350	1 650	4 900	4.9
150 000	5 900	5 550	4 700	3 700	3 850	1 850	4 050	1 900	5 850	3.9
200 000	6 600	6 200	5 250	4 100	4 250	1 950	4 650	2 100	6 600	3.3
300 000	7 700	7 200	6 100	4 750	4 950	2 150	..	2 400	7 850	2.6
500 000	9 300	8 700	7 400	5 700	6 000	2 400	..	..	9 650	1.9
1 000 000	11 900	11 100	9 450	7 150	7 650	..	..	..	12 600	1.3
2 000 000	15 150	14 050	12 000	8 950	9 650	..	..	..	16 300	0.8
5 000 000	20 400	18 800	16 200	..	..	..	..	..	22 500	0.5
10 000 000	..	..	..	..	..	..	..	..	28 300	0.3

T2 LEVELS AT WHICH ESTIMATES HAVE A RELATIVE STANDARD ERROR OF 25%

	NSW no.	Vic. no.	Qld no.	SA no.	WA no.	Tas. no.	NT no.	ACT no.	Aust. no.
Median weekly earnings	5 900	5 200	3 950	2 850	3 000	1 550	2 300	1 100	4 550
Mean weekly earnings	5 300	4 700	3 550	2 600	2 700	1 400	2 100	950	4 100

## GLOSSARY

<b>Able to subcontract work</b>	Persons who, if they wanted to, could subcontract their own work.
<b>Able to work for more than one client</b>	Persons who did not work on contract or whose contract for work did not prevent them doing similar work for another client or employer.
<b>Casual employees</b>	Employees who were not entitled to either paid holiday leave or paid sick leave. This is the ABS standard definition of casuals. See also <i>Self-identified casuals</i> .
<b>Continuous duration with current employer or business</b>	The length of the current period of employment a person has had with their employer. The length of time includes periods of paid leave, unpaid leave or strike.
<b>Contract</b>	An agreement between parties for one party to provide the other with a defined service and/or quantity of goods. This would usually be for a specified period, and fee or rate of pay.
<b>Control over own working procedures</b>	Owner managers were deemed to have control over their working procedures if somebody other than their client, or no-one had the authority to tell them how to do their work.
<b>Dependence on client</b>	<p>A person's level of dependence on their client. Owner managers were classified as being 'in some way dependent' if they satisfied one or more of the following criteria:</p> <ul style="list-style-type: none"><li>■ does not have control over own working procedures;</li><li>■ terms of contract prevent doing similar work for another client; and</li><li>■ contract prevents subcontracting own work.</li></ul> <p>Owner managers were classified as being 'independent' of their client if they did not satisfy any of the above criteria.</p>
<b>Earnings vary</b>	Earnings in main job (excluding overtime) varied from one month to the next. See also <i>Weekly earnings</i> .
<b>Employees with leave entitlements</b>	<p>Persons who:</p> <ul style="list-style-type: none"><li>■ worked in someone else's business; or</li><li>■ reported that they worked in their own unincorporated business but did not invoice clients for own payment and paid PAYE tax;</li></ul> <p>and were entitled to receive paid holiday leave and paid sick leave.</p>

<b>Employed persons</b>	Persons aged 15 years and over who during the reference week: <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>■ were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to the end of the reference week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the end of the reference week; on strike or locked out; on worker's compensation, and expected to be returning to their job; or receiving wages or salary while undertaking full-time study; or</li> <li>■ were employers, own account workers or contributing family workers who had a job, business or farm, but were not at work; or</li> <li>■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers). These persons were excluded from the scope of FOES.</li> </ul>
<b>Employment agency</b>	An organisation engaged in obtaining employees for employers and/or employment placements for employees.
<b>Employment types</b>	Groupings of employed persons used in the FOES. The employment types are: employees with leave entitlements; self-identified casuals; 'other employed persons'; owner managers of incorporated enterprises; and owner managers of unincorporated enterprises. For a reconciliation of the FOES employment types and the LFS Status in Employment classification see Appendix 1.
<b>Fixed-term contract</b>	A contract of employment which has a specified termination date or event e.g. completion of task or project.
<b>Full-time workers</b>	Employed persons who usually worked 35 or more hours a week (in all jobs) and others who, although usually working less than 35 hours a week, worked 35 hours or more during the survey reference week.
<b>Holiday leave</b>	Provision by an employer of paid holiday, vacation or recreation leave.
<b>Hours worked</b>	The number of hours actually worked during the reference week.
<b>Incorporated enterprise</b>	An enterprise which is registered as a separate legal entity to its members or owners. Also known as a limited liability company.
<b>Industry</b>	Classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993</i> (Cat. no. 1292.0). In this publication, industry relates to the main job and is shown at the ANZSIC Division level.
<b>Invoice</b>	A document submitted to a client or customer, which sets out details of goods or services provided and the charge.

<b>Long service leave</b>	Provision by an employer or industry body of long service leave to an employee.
<b>Main English-speaking countries</b>	Comprises the United Kingdom, Ireland, Canada, South Africa, the United States of America and New Zealand.
<b>Main job</b>	The job in which most hours were usually worked.
<b>Occupation</b>	Classified according to <i>ASCO — Australian Standard Classification of Occupations, Second Edition</i> (Cat. no. 1220.0). In this publication, occupation relates to the main job and is shown at the Major Group level.
<b>'Other employed persons'</b>	<p>Persons who:</p> <ul style="list-style-type: none"> <li>■ worked in someone else's business; or</li> <li>■ reported that they worked in their own unincorporated business but did not invoice clients for own payment and paid PAYE tax;</li> </ul> <p>and were not entitled to receive both paid holiday and paid sick leave and did not consider their job to be casual.</p>
<b>Owner managers</b>	Owner managers are persons who work in their own incorporated or unincorporated enterprises, either with or without employees.
<b>Owner managers of incorporated enterprises</b>	Persons who work in their own incorporated enterprise. This includes persons who draw a wage and salary for their work in their own incorporated enterprise.
<b>Owner managers of unincorporated enterprises</b>	Persons who operate their own unincorporated enterprise, including those engaged independently in a trade or profession.
<b>Part-time workers</b>	Employed persons who usually worked less than 35 hours a week and who did so during the reference week.
<b>PAYE tax</b>	A tax which employers are required to deduct at prescribed proportions from their employee's salary or wages each pay and forward to the Australian Taxation Office.
<b>Permanent employees</b>	Employees who were entitled to paid holiday leave or paid sick leave.
<b>Sector</b>	Classification of a person's employer as a public or private enterprise. Public sector includes local government authorities, and government departments, agencies and authorities created by, or reporting to, the Commonwealth Parliament and State Parliaments. Private sector includes all employers not classified to the public sector.



**Self-identified casuals** Persons who:

- worked in someone else's business; or
- reported that they worked in their own unincorporated business but did not invoice clients for own payment and paid PAYE tax;

and were not entitled to receive both paid holiday and paid sick leave and considered their job to be casual.

Note that this definition differs from the standard ABS definition of 'casual' employee. For more information see Appendix 1.

**Self-identified casuals who looked for permanent employment** Self-identified casuals who looked for permanent employment in the last three months.

**Sick leave** Provision by an employer of paid sick leave.

**Subcontract** A contract in which one person or firm (the subcontractor) agrees to render services or provide materials necessary for the performance of another contract.

**Superannuation coverage** Membership of superannuation or retirement benefits scheme regardless of whether the scheme was arranged or provided by the person's current employer.

**Trade union membership** An employee's membership in a trade union, other union or employee association in conjunction with their current job.

**Unincorporated enterprise** A business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred.

**Weekly earnings** Amount of 'last total pay' from wage and salary jobs prior to the interview (i.e. before taxation and other deductions had been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or repayment of leave, etc.

## SUPPLEMENTARY SURVEYS

Supplementary and special supplementary surveys collect data on particular aspects of the labour force. The following is an historical list of supplementary and special labour force surveys. Data are available in publication form, by subscription or on request. It may be possible to order unpublished data from these surveys by contacting the Australian Bureau of Statistics.

TITLE	CATALOGUE NUMBER
■ Career Experience. Irregular. Latest issue November 1998	6254.0
■ Career Paths of Persons with Trade Qualifications. Final issue 1993 (Discontinued)	6243.0
■ Child Care. Irregular. Latest issue March 1996	4402.0
■ Education and Training Experience. Irregular. Latest issue 1997	6278.0
■ Employee Earnings, Benefits and Trade Union Membership. Annual. Latest issue August 1998	6310.0
■ Employment Benefits. Final issue August 1994 (Discontinued)	6334.0.40.001
■ Job Search Experience of Unemployed Persons. Annual. Latest issue July 1999	6222.0
■ Forms of Employment, Irregular. Latest issue August 1998	6359.0
■ Labour Force Experience. Two-yearly. Latest issue February 1999	6206.0
■ Labour Force Status and Educational Attainment. Final issue February 1994 (Discontinued)	6235.0
■ Labour Force Status and Other Characteristics of Families. Annual. Latest issue June 1999	6224.0
■ Labour Force Status and Other Characteristics of Migrants. Irregular. Latest issue November 1996	6250.0
■ Labour Mobility. Two-yearly. Latest issue February 1998	6209.0
■ Multiple Jobholding. Irregular. Latest issue August 1997	6216.0
■ Participation in Education. Annual. Latest issue September 1998	6272.0
■ Persons Employed at Home. Irregular. Latest issue September 1995	6275.0
■ Persons Not in the Labour Force. Annual. Latest issue September 1998	6220.0
■ Persons Who had Re-entered the Labour Force. Final issue July 1995 (Discontinued)	6264.0.40.001
■ Persons Who Have Left the Labour Force. Final issue September 1994 (Discontinued)	6267.0.40.001
■ Retirement and Retirement Intentions. Irregular. Latest issue November 1997	6238.0
■ Retrenchment and Redundancy. Irregular. Latest issue July 1997	6266.0
■ Successful and Unsuccessful Job Search Experience. Two-yearly. Latest issue July 1998	6245.0
■ Superannuation. Irregular. Latest issue November 1995	6319.0
■ Trade Union Members. Two-yearly. August 1996 (Discontinued)	6325.0
■ Transition from Education to Work. Annual. Latest issue May 1999.	6227.0
■ Underemployed Workers. Annual. Latest issue September 1998	6265.0
■ Working Arrangements. Irregular. Latest issue August 1997	6342.0

### FORTHCOMING SUPPLEMENTARY SURVEYS

Topic	Reference month	Expected release
Employee Earnings, Benefits and Trade Union Membership	August 1999	February 2000
Persons Not in the Labour Force	September 1999	March 2000

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