



# MANAGING CARING RESPONSIBILITIES AND PAID EMPLOYMENT

NEW  
SOUTH  
WALES

EMBARGO: 11.30AM (CANBERRA TIME) FRI 25 MAY 2001

## CONTENTS

	<i>page</i>
Notes .....	2
Summary of findings .....	3

## TABLES

<b>1</b> Persons, whether provided care by sex .....	5
<b>2</b> Carers who are employees, whether work arrangements used to care .....	5
<b>3</b> Employees who used work arrangements to care, type of arrangements used .....	6
<b>4</b> Carers who are employees, whether wanted to use more work arrangements to care .....	7
<b>5</b> Employees who wanted to use more work arrangements to care, arrangements .....	8
<b>6</b> Employees who wanted to use more work arrangements to care, why unable .....	8
<b>7</b> Carers who are employees, changes made in the last six months to care .....	9
<b>8</b> Carers who are self employed, whether became self employed to make caring easier .....	9
<b>9</b> Carers not looking for work, whether caring main reason .....	10
<b>10</b> Carers not looking for work because of caring responsibilities, main income .....	10
<b>11</b> Women, whether resigned because sufficient maternity leave not available .....	11
<b>12</b> Women who took maternity leave, whether unpaid leave taken ..	11

## ADDITIONAL INFORMATION

Explanatory notes .....	12
Appendix: Additional data .....	14
Technical note: Sampling variability .....	15
Glossary .....	17

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

# NOTES

## INTRODUCTION

This publication contains results from the October 2000 State Supplementary Survey, Managing Caring Responsibilities and Paid Employment, New South Wales. It presents information on the relationship between peoples' caring responsibilities and their work situation. Topics covered include: type of work arrangements employees used to care for another person in the last six months; whether additional work arrangements were desired; whether caring responsibilities influenced a person's decision to become self employed; whether caring responsibilities were a reason people were not seeking paid work; and whether women aged 18–54 resigned from a job because sufficient maternity leave was not available. For a list of definitions included in the survey, refer to the Glossary.

## ROUNDING

Where figures have been rounded, discrepancies may occur between sums of the component items and totals. Published percentages are calculated prior to rounding of the figures and therefore some discrepancy may occur between these percentages and those that could be calculated from the rounded figures.



## ABBREVIATIONS

- ABS Australian Bureau of Statistics
- MPS Monthly Population Survey
- NSW New South Wales

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## SUMMARY OF FINDINGS

### CARERS IN NSW

In the 6 months to October 2000, an estimated 1,994,400 or 42% of persons aged 18 years and over in NSW, provided care for another adult or child. Of these, 1,665,900 (84%) provided care on an ongoing or continual basis. A higher proportion of females provided care (46%) than males (37%). Just over half of all carers (53%) had children under the age of 15 and were caring for their children only.

### EMPLOYEES AND CARING

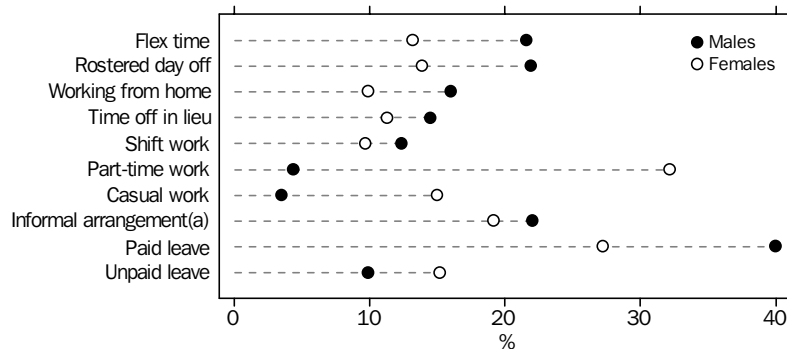
#### *Whether Working Arrangements Used for Caring*

Half of all carers (996,200 persons) were employees in paid employment. Of these 401,900 (40%) had used some form of working arrangement in the last six months to help care for another person. This varied by sex and sector of employment. Females were more likely to use work arrangements (48%) than males (33%). However, the difference between males and females appears to be in the private sector rather than the government or public service sector. In the private sector 47% of females used work arrangements to care for another person, compared to 28% of males. In the government or public service sector similar proportions of males and females used working arrangements to care (47% and 53% respectively). Males were more likely to use working arrangements for caring in the government or public service sector (47%) than the private sector (28%).

#### *Type of Working Arrangements Used for Caring*

The most common working arrangements used to care for another person were paid leave (32%), part-time work (20%), an informal arrangement with an employer (20%), a rostered day off (17%) and flex time (17%). The type of working arrangements used varied by sex. Females were more likely to use part-time work (32%) than males (4%). Males were more likely than females to use paid leave (40% compared to 27%), a rostered day off (22% compared to 14%), flex time (22% compared to 13%) and working from home (16% compared to 10%).

**1** WORKING ARRANGEMENTS USED TO CARE, Sex—2000



(a) with employer

#### *Whether Wanted to Make More Use of Working Arrangements for Caring*

Of those carers who were employees in paid employment, an estimated 117,800 (12%) wanted to make more use of some form of working arrangement to care for another person. This varied by sex and sector of employment. A higher proportion of females than males in the government and public service sector wanted to make more use of working arrangements (18% compared to 11%). Females in the government and public

## SUMMARY OF FINDINGS *continued*

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*Whether Wanted to Make  
More Use of Working  
Arrangements for Caring  
continued*

service sector also wanted to make more use of working arrangements than females in the private sector (18% compared to 12%).

*Working Arrangements  
Wanted*

Working arrangements people wanted to make more use of included flex time (29%), paid leave (26%) and working from home (20%). The main reasons for not making more use of working arrangements were did not have adequate working arrangements (36%) and work commitments (35%).

SELF EMPLOYED AND  
CARING

An estimated 307,500 or 15% of all carers were self employed. Of these 49,200 (16%) had started their own business or become a contractor because it made it easier for them to provide care for another person. Females were more likely than males to become a contractor or start their own business because it made caring responsibilities easier (29% compared to 9%).

CARERS NOT LOOKING  
FOR WORK

An estimated 573,900 or 29% of all carers were not looking for paid work. Of these 228,000 (40%) were not looking for work primarily because of their caring responsibilities. This was higher for females (47%) than males (12%). The main source of income for carers not looking for paid work were spouse or partners income (59%) and Centrelink payments (36%).

MATERNITY LEAVE

In October 2000, there were an estimated 777,500 females aged 18–54 with a child under the age of 15. Of these 39,200 (5%) had resigned from a job in the last five years because sufficient maternity leave was not available. An estimated 154,900 females aged 18–54 with a child under the age of 15 took maternity leave in the last five years. Of these 124,900 (81%) took more than 4 weeks unpaid maternity leave during their most recent pregnancy.

# 1

## PERSONS, Whether Provided Care by Sex(a)

<i>Whether provided care</i>	Males.....		Females .....		Total .....	
	'000	%	'000	%	'000	%
<b>Provided care</b>						
Once only	18.7	0.8	19.6	0.8	38.3	0.8
Occasionally	110.0	4.7	180.2	7.4	290.2	6.1
Ongoing/continual(b)	749.4	31.9	916.6	37.9	1 665.9	34.9
<b>Total provided care</b>	<b>878.1</b>	<b>37.3</b>	<b>1 116.4</b>	<b>46.1</b>	<b>1 994.4</b>	<b>41.8</b>
<i>Did not provide care</i>	1 473.3	62.7	1 303.7	53.9	2 777.0	58.2
<b>Total(c)</b>	<b>2 351.3</b>	<b>100.0</b>	<b>2 420.1</b>	<b>100.0</b>	<b>4 771.4</b>	<b>100.0</b>

(a) In the six months to October 2000.

(b) Persons with children under 15 were classified as providing care on an ongoing/continual basis.

(c) Aged 18 years and over.

# 2

## CARERS WHO ARE EMPLOYEES, Whether Work Arrangements Used to Care

<i>Sector of employment</i>	Arrangements used .....		Arrangements not used .....		Total .....	
	'000	%	'000	%	'000	%
<b>MALES</b>						
Government or public service	44.5	46.9	50.4	53.1	94.9	100.0
Private company or business	112.6	28.4	284.2	71.6	396.8	100.0
Other(a)	11.4	49.1	11.9	50.9	23.3	100.0
<b>Total</b>	<b>168.6</b>	<b>32.7</b>	<b>346.5</b>	<b>67.3</b>	<b>515.0</b>	<b>100.0</b>
<b>FEMALES</b>						
Government or public service	63.3	52.7	57.0	47.3	120.3	100.0
Private company or business	155.5	46.6	178.1	53.4	333.6	100.0
Other(a)	14.5	53.2	12.8	46.8	27.3	100.0
<b>Total</b>	<b>233.3</b>	<b>48.5</b>	<b>247.9</b>	<b>51.5</b>	<b>481.2</b>	<b>100.0</b>
<b>TOTAL</b>						
Government or public service	107.8	50.1	107.4	49.9	215.2	100.0
Private company or business	268.1	36.7	462.3	63.3	730.5	100.0
Other(a)	25.9	51.3	24.6	48.7	50.6	100.0
<b>Total</b>	<b>401.9</b>	<b>40.3</b>	<b>594.3</b>	<b>59.7</b>	<b>996.2</b>	<b>100.0</b>

(a) Includes government corporations and community based (nonprofit) organisations.

## EMPLOYEES WHO USED WORK ARRANGEMENTS TO CARE, Type of Arrangements Used

<i>Working arrangement(s) Used</i>	Males . . . . .		Females . . . . .		Total . . . . .	
	'000	%	'000	%	'000	%
Flex time	36.3	21.6	30.9	13.2	67.2	16.7
Rostered day off	36.9	21.9	32.5	13.9	69.4	17.3
Working from home	26.9	16.0	23.0	9.9	49.9	12.4
Time off in lieu	24.5	14.5	26.4	11.3	50.9	12.7
Shift work	20.9	12.4	22.7	9.7	43.6	10.9
Part-time work	7.4	4.4	75.0	32.2	82.5	20.5
Casual work	*5.9	*3.5	35.1	15.0	41.0	10.2
Informal arrangement with employer	37.1	22.0	44.8	19.2	81.9	20.4
Paid leave	67.5	40.1	63.4	27.2	130.9	32.5
Unpaid leave	16.6	9.9	35.4	15.2	52.0	12.9
Other	*4.2	*2.5	*4.3	*1.8	8.6	2.1
<b>Total(a)</b>	<b>168.6</b>	<b>..</b>	<b>233.3</b>	<b>..</b>	<b>401.9</b>	<b>..</b>

\* estimate is subject to sampling variability too high for most practical purposes

.. not applicable

(a) Figures do not sum to total as a person could use more than one type of working arrangement.

<i>Sector of employment</i>	Wanted to make more use . . . .		Did not want to make more use.		Total . . . . .	
	'000	%	'000	%	'000	%
MALES						
Government or public service	10.4	11.0	84.5	89.0	94.9	100.0
Private company or business	36.2	9.1	360.6	90.9	396.8	100.0
Other(a)	*5.8	*24.9	17.5	75.1	23.3	100.0
<b>Total</b>	<b>52.4</b>	<b>10.2</b>	<b>462.6</b>	<b>89.8</b>	<b>515.0</b>	<b>100.0</b>
FEMALES						
Government or public service	21.2	17.7	99.1	82.3	120.3	100.0
Private company or business	38.5	11.5	295.1	88.5	333.6	100.0
Other(a)	*5.6	*20.7	21.6	79.3	27.3	100.0
<b>Total</b>	<b>65.4</b>	<b>13.6</b>	<b>415.8</b>	<b>86.4</b>	<b>481.2</b>	<b>100.0</b>
TOTAL						
Government or public service	31.7	14.7	183.5	85.3	215.2	100.0
Private company or business	74.7	10.2	655.8	89.8	730.5	100.0
Other(a)	11.4	22.6	39.1	77.4	50.6	100.0
<b>Total</b>	<b>117.8</b>	<b>11.8</b>	<b>878.4</b>	<b>88.2</b>	<b>996.2</b>	<b>100.0</b>

\* estimate is subject to sampling variability too high for most practical purposes

(a) Includes government corporations and community based (nonprofit) organisations.

## 5

## EMPLOYEES WHO WANTED TO USE MORE WORK ARRANGEMENTS TO CARE, Arrangements

<i>Working arrangement(s) wanted</i>	<i>Number</i>	<i>Proportion</i>
	'000	%
Flex time	34.2	29.1
Rostered day off	16.2	13.7
Working from home	23.6	20.1
Time off in lieu	17.0	14.5
Shift work	*3.0	*2.5
Part-time work	13.5	11.4
Casual work	*2.3	*2.0
Informal arrangement with employer	18.3	15.5
Paid leave	30.2	25.7
Unpaid leave	10.2	8.6
Other	*5.5	*4.6
<b>Total(a)</b>	<b>117.8</b>	<b>..</b>

\* estimate is subject to sampling variability too high for most practical purposes

.. not applicable

(a) Figures do not sum to total as a person could want to use more than one type of working arrangement.

## 6

## EMPLOYEES WHO WANTED TO USE MORE WORK ARRANGEMENTS TO CARE, Why Unable

<i>Why unable to use work arrangements</i>	<i>Number</i>	<i>Proportion</i>
	'000	%
Applied or asked but was refused	8.7	7.4
Did not have adequate working arrangements	42.2	35.8
Did not apply as thought would say no anyway	16.8	14.3
Work commitments	40.8	34.7
Not paid for time off	11.1	9.4
Subtle or other pressure from bosses or other workers	13.5	11.5
Other	14.7	12.5
<b>Total(a)</b>	<b>117.8</b>	<b>..</b>

.. not applicable

(a) Figures do not sum to total as a person could have more than one reason.



# 7

## CARERS WHO ARE EMPLOYEES, Changes Made in the Last Six Months to Care

<i>Changes made</i>	<i>Number</i>	<i>Proportion</i>
	'000	%
.....		
Changed jobs	12.0	1.2
Resigned from a job	7.6	0.8
Permanently changed the total number of hours usually worked	36.0	3.6
Permanently changed usual start or finish times to look after someone	43.4	4.4
Other	*6.8	*0.7
None	914.0	91.7
<b>Total(a)</b>	<b>996.2</b>	<b>..</b>

\* estimate is subject to sampling variability too high for most practical purposes  
 .. not applicable  
 (a) Figures do not sum to total as a person could have made more than one change.

# 8

## CARERS WHO ARE SELF EMPLOYED, Whether Became Self Employed to Make Caring Easier

<i>Sex</i>	<i>Caring a reason.</i>		<i>Caring not a reason(a) . . . .</i>		<i>Total . . . . .</i>	
	'000	%	'000	%	'000	%
.....						
Males	18.8	9.4	182.2	90.6	201.0	100.0
Females	30.4	28.6	76.1	71.4	106.5	100.0
<b>Total</b>	<b>49.2</b>	<b>16.0</b>	<b>258.3</b>	<b>84.0</b>	<b>307.5</b>	<b>100.0</b>

(a) Includes persons for whom a reason was not known.

**9**

CARERS NOT LOOKING FOR WORK, Whether Caring Main Reason

Sex	Caring main reason . . . . .		Caring not main reason . . . . .		Total . . . . .	
	'000	%	'000	%	'000	%
Males	14.2	12.2	102.3	87.8	116.5	100.0
Females	213.8	46.7	243.6	53.3	457.4	100.0
<b>Total</b>	<b>228.0</b>	<b>39.7</b>	<b>345.9</b>	<b>60.3</b>	<b>573.9</b>	<b>100.0</b>

**10**

CARERS NOT LOOKING FOR WORK BECAUSE OF CARING RESPONSIBILITIES, Main Income

Main income source	Number	Proportion
	'000	%
Spouse or partners income	135.0	59.2
Centrelink payments	83.2	36.5
Other	9.8	4.3
<b>Total</b>	<b>228.0</b>	<b>100.0</b>

# 11

## WOMEN(a), Whether Resigned Because Sufficient Maternity Leave Not Available(b)

<i>Whether resigned from a job</i>	<i>Number</i> '000	<i>Proportion</i> %
Resigned	39.2	5.0
Did not resign	728.2	93.7
Not known	10.1	1.3
<b>Total</b>	<b>777.5</b>	<b>100.0</b>

- (a) Aged 18–54 with a child under the age of 15.  
 (b) In the last five years.

# 12

## WOMEN(a) WHO TOOK MATERNITY LEAVE(b), Whether Unpaid Leave Taken(c)

<i>Whether unpaid leave taken</i>	<i>Number</i> '000	<i>Proportion</i> %
More than four weeks unpaid leave	124.9	80.7
Not more than four weeks unpaid leave	27.1	17.5
Not known	*2.9	*1.8
<b>Total</b>	<b>154.9</b>	<b>100.0</b>

- \* estimate is subject to sampling variability too high for most practical purposes  
 (a) Aged 18–54 with a child under the age of 15.  
 (b) In the last 5 years.  
 (c) During the most recent maternity leave.

## EXPLANATORY NOTES

### INTRODUCTION

**1** This publication contains results from the 2000 NSW State Supplementary Survey, Managing Caring Responsibilities and Paid Employment. The survey was conducted throughout NSW during the two weeks commencing Monday 9 October 2000, as a supplement to the ABS Monthly Population Survey.

**2** The Monthly Population Survey is a multi-stage area sample of private dwellings and non-private dwellings (hotels, motels, caravan parks, etc). Information is obtained from the occupants of selected dwellings by specially trained interviewers.

**3** For details of the design, scope and coverage of the Monthly Population Survey, readers should refer to any recent edition of the ABS publication, *Labour Force, Australia* (Cat. no. 6203.0) and the Information Paper: *Labour Force Survey Sample Design* (Cat. no. 6269.0).

### SCOPE

**4** Information was collected by either face to face or telephone interview from one responsible adult per household for all household members aged 18 years and over. This survey was conducted using seven-eighths of the full sample of private dwellings in New South Wales that were included in the Monthly Population Survey and excluded:

- visitors to the household;
- members of the permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from censuses and surveys;
- overseas residents in Australia;
- members of non-Australian defence forces (and their dependants) stationed in Australia; and
- residents of non-private dwellings such as hospitals and motels.

**5** Information was sought from approximately 12,600 persons, of whom about 11,700 (93%) responded.

### COVERAGE

**6** Coverage rules were applied to ensure that each person was associated with only one dwelling, and hence had only one chance of selection in the survey.

### EFFECTS OF ROUNDING

**7** Estimates have been rounded and discrepancies may occur between sums of the component items and totals.

### DATA INTERPRETATION

**8** Some of the tables in this publication include a column or row which is headed 'Other'. These contain respondent answers which could not be entered into any of the pre-coded response categories. The 'Other' categories are generally made up of widely varying responses given by a small proportion of the survey population. Wherever possible, a summarised content of the 'Other' category is footnoted at the end of each relevant table. Further information is available from the Australian Bureau of Statistics (ABS) contact on the front cover of this publication.

### ACKNOWLEDGMENT

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

## EXPLANATORY NOTES *continued*

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### RELATED PUBLICATIONS

**10** The ABS produces a wide range of publications containing social and demographic statistics. Other ABS publications which relate to this survey topic include:

*Balancing Work and Caring Responsibilities, Tasmania, October 1999*

(Cat. no. 4903.6)

*Career Experience, Australia, November 1998* (Cat. no. 6254.0)

*Working Arrangements, Australia, August 1997* (Cat. no. 6342.0)

*Workers with Family Responsibilities, Western Australia, October 1993*

(Cat. no. 4408.5)

*Australia's Families — Selected findings from the Survey of Families in*

*Australia, March – May 1992* (Cat. no. 4418.0)

*Employment Arrangements and Superannuation, Australia,*

*April – June 2000* (Cat. no. 6361.0)

*Child Care, Australia, June 1999* (Cat. no. 4402.0)

## APPENDIX ADDITIONAL DATA

ADDITIONAL DATA AVAILABLE	In addition to the statistics provided in this publication, ABS can produce upon request customised tables cross-classifying any of the following information. Inquiries should be made to the contact person shown at the front of this publication. Information collected in the survey included:
<i>Demographic</i>	Type of household, e.g. person living alone, married couple only, etc. Population, Sydney/balance of state Age/sex of survey respondent
<i>Caring</i>	Whether cared for someone Frequency of care
<i>Employment</i>	Employment status Whether not looking for work Number of hours worked Whether had more than one job Sector of employment
<i>Working Arrangements</i>	Whether used working arrangements to care for another person Whether wanted to make more use of working arrangements to care for another person Reasons could not make more use of working arrangements to care for another person Changes made to care for another person Whether wanted to make any job changes but could not because of caring responsibilities Whether became self employed to make it easier to care for another person Whether this was the main reason became self employed Whether main reason not looking for work is because of caring responsibilities
<i>Maternity Leave</i>	Whether have taken maternity leave in the last five years Whether more than four weeks unpaid maternity leave was taken Sources of income during unpaid maternity leave Main source of income during unpaid maternity leave Whether resigned from a job in the last five years because sufficient maternity leave was not available Data can be classified by the following variables: <ul style="list-style-type: none"><li>■ Age</li><li>■ Sex</li><li>■ Marital status</li><li>■ Household type</li><li>■ Country of birth</li><li>■ Year of arrival in Australia</li><li>■ Labour force region (NSW only)</li></ul> To discuss your data requirements or for further information regarding this survey please contact Michael Clarke on Sydney 02 9268 4660.

## TECHNICAL NOTE SAMPLING VARIABILITY

### ESTIMATION PROCEDURE

**1** Estimates derived from this survey were obtained using a post-stratification procedure. This procedure ensured that the survey estimates for persons conformed to independent estimates of the population by age, sex and part of state.

### RELIABILITY OF ESTIMATES

**2** Estimates in this publication are subject to non-sampling and sampling errors.

#### *Non-sampling errors*

**3** Non-sampling errors may arise as a result of errors in the reporting, recording or processing of the data and can occur even if there is a complete enumeration of the population. Non-sampling errors can be introduced through inadequacies in the questionnaire, non-response, inaccurate reporting by respondents, errors in the application of survey procedures, incorrect recording of answers and errors in data entry and processing.

**4** It is difficult to measure the size of the non-sampling errors. The extent of these errors could vary considerably from survey to survey and from question to question. Every effort is made in the design of the survey and development of survey procedures to minimise the effect of these errors.

#### *Sampling errors*

**5** Sampling error is the error which occurs by chance because the data were obtained from a sample, rather than the entire population.

### ESTIMATES OF SAMPLING ERROR

**6** One measure of the variability of estimates which occurs as a result of surveying only a sample of the population is the *standard error* (see table below).

**7** There are about two chances in three (67%) that a survey estimate is within one standard error of the figure that would have been obtained if all households/persons had been included in the survey. There are about nineteen chances in twenty (95%) that the estimate will lie within two standard errors.

**8** Linear interpolation is used to calculate the standard error of estimates falling between the sizes of estimates listed in the table.

**9** The standard error can also be expressed as a percentage of the estimate. This is known as the *relative standard error* (RSE). The RSE is determined by dividing the standard error of an estimate SE(x) by the estimate x and expressing

it as a percentage. That is: 
$$RSE(x) = \frac{100SE(x)}{x}$$
 (where x is the estimate). The RSE is a measure of the error likely to have occurred due to sampling.

**10** Proportions and percentages formed from the ratio of two estimates are also subject to sampling error. The size of the error depends on the accuracy of both the numerator and the denominator. The formula for the relative standard error of a proportion or percentage is:

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 + [RSE(y)]^2}$$

**11** For all tables in this publication, only estimates with relative standard errors of 25% or less, and percentages based on such estimates, are considered sufficiently reliable for most purposes. Estimates and percentages with relative standard errors greater than 25% have been included, preceded by the symbol \* to indicate that they are subject to high standard errors and should be used with caution.

# TECHNICAL NOTE SAMPLING VARIABILITY *continued*

ESTIMATES OF SAMPLING  
ERROR *continued*

STANDARD ERRORS OF ESTIMATES OF NSW PERSONS, OCTOBER  
2000

Size of estimate (persons)	Standard error	Relative standard error
	no.	%
1 000	641	64.1
1 500	792	52.8
2 000	922	46.1
2 500	1 035	41.4
3 000	1 137	37.9
3 500	1 232	35.2
4 000	1 324	33.1
5 000	1 485	29.7
8 000	1 896	23.7
10 000	2 130	21.3
20 000	3 040	15.2
30 000	3 750	12.5
50 000	4 900	9.8
100 000	7 000	7.0
200 000	10 000	5.0
300 000	12 300	4.1
500 000	16 000	3.2
1 000 000	23 000	2.3
2 000 000	32 000	1.6



## GLOSSARY

<b>Carers</b>	<p>For the purposes of this survey a carer is defined as any persons in NSW aged 18 years or over, who, in the last 6 months:</p> <p>had a child under 15 years of age, as well as anyone who cared for someone else including:</p> <ul style="list-style-type: none"><li>■ any other child under 15 years of age</li><li>■ an elderly person</li><li>■ any person with a short or long term sickness, injury or condition</li></ul> <p>where this care is not done as part of paid work.</p> <p>It is possible for a carer to provide care to more than one person.</p>
<b>Casual work</b>	<p>Work for which the employee does not receive paid holiday leave or sick leave. A casual loading is generally paid on top of the normal permanent wage to compensate for not receiving these benefits.</p>
<b>Contractor or in own business</b>	<p>A person who nominated working as a contractor or working in their own business as being their main job.</p>
<b>Employee</b>	<p>Person who worked for one hour or more during the Labour Force reference week, for pay, profit, commission or payment-in-kind, or who had a job but was not at work.</p>
<b>Flex time</b>	<p>Arrangement whereby an employee can take time off work that must be made up at a later date or that has already been accrued by working extra hours (also known as time off in lieu).</p>
<b>Maternity leave</b>	<p>Paid or unpaid leave provided by an employer to a female employee, covering a set period preceding and immediately following the birth of a child. Only women aged between 18 and 54 who had a child under 15 and who nominated that they had taken maternity leave in the last 5 years were included. Women on maternity leave at the time of the survey were also included.</p>
<b>Not looking for work</b>	<p>Persons who are not looking for part-time or full-time work.</p>
<b>Part-time work</b>	<p>Employed persons who usually worked less than 35 hours a week.</p>
<b>Rostered day off</b>	<p>A day off work arranged to limit total time worked to standard hours.</p>
<b>Sector of employment</b>	<p>Used to classify persons according to whether their employer is a public or private enterprise. Categories used were, the Government or Public Service, a Private Company or Business and Other which included government corporations and community based (nonprofit) organisations.</p>
<b>Self employed</b>	<p>See contractor or in own business above.</p>
<b>Types of working arrangements</b>	<p>Respondents were asked about various work arrangements and types of leave used for caring. These include flex time; rostered day off; working from home; time off in lieu; shift work; part-time work; casual work; informal arrangements with employer; paid leave; and unpaid leave. Perceptions of these terms were left to the respondent. Only carers who were employees were asked questions about these working arrangements.</p>





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2490310010000  
ISBN 0 642 47765 5

**RRP \$18.00**