

**JOB SEARCH EXPERIENCE**

AUSTRALIA

EMBARGO: 11.30AM (CANBERRA TIME) MON 12 JAN 2009

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

NOTES

ABOUT THIS PUBLICATION This publication presents information about the experiences of unemployed people in seeking work, in terms of the steps they have taken to find work and the difficulties they have encountered in finding work. It also presents information about employed people who started their current job in the previous 12 months. For this group, data on the steps taken to attain work and current job details are provided. In addition, demographic information is provided for both of these groups.

The statistics in this publication were compiled from data collected in the Job Search Experience Survey, conducted throughout Australia in July 2008 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS).

NOTES ABOUT THE ESTIMATES As a result of the sample reductions in the Labour Force Survey, (see *Information Paper: Labour Force Survey Sample Design, Nov 2007 (Second edition)* (cat. no. 6269.0)) the sample for the Job Search Experience Survey was approximately one-third smaller than the sample size in July 2007.

This has resulted in higher relative standard errors associated with the estimates. See the Technical Note for more details.

CHANGES IN THIS ISSUE Data are now published separately for the population group, 'Employees (excluding owner managers of incorporated enterprises) who started their current job in the previous 12 months' (Population 3). Data items have also been amended to reflect this change. Please refer to the data item list for the affected items.

As a result, the content and structure of tables 9, 10, 11 and 13 have changed from last year.

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

Brian Pink
Australian Statistician

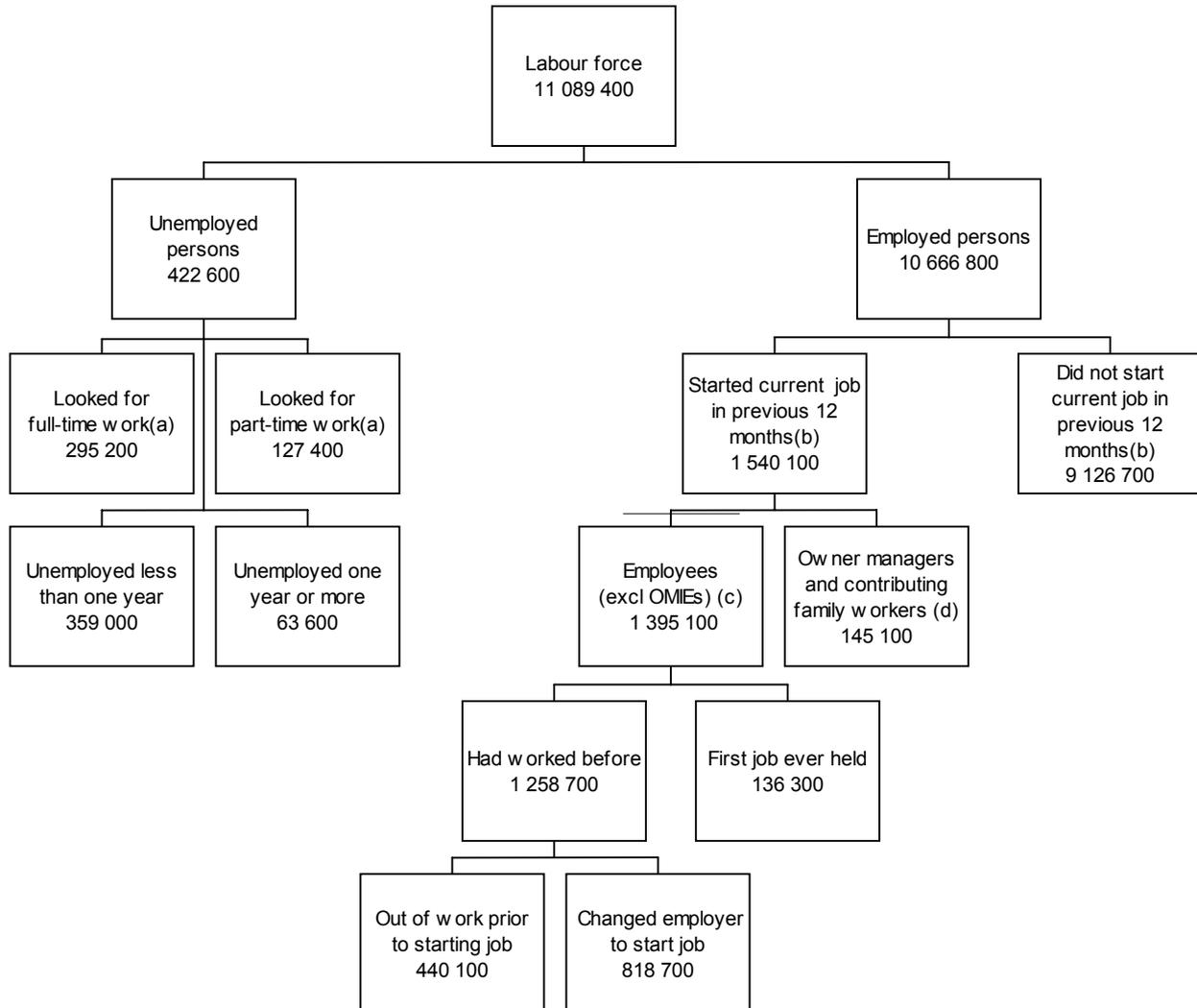
CONCEPTUAL FRAMEWORK

CONCEPTUAL FRAMEWORK

The following diagram illustrates the conceptual framework for the 2008 Job Search Experience Survey. It presents two mutually exclusive groups in the labour force as at July 2008:

- unemployed persons
- employed persons who started their current job in the previous 12 months.

In July 2008, there were 422,600 unemployed people, and 1.5 million employed people who had started their current job in the previous 12 months.



(a) See Glossary for definition of unemployed looking for full-time or part-time work.

(b) See Glossary for definition of current job.

(c) Owner managers of incorporated enterprises.

(d) Includes owner managers of incorporated enterprises and owner managers of unincorporated enterprises.

SUMMARY OF FINDINGS

OVERVIEW

In July 2008, there were 422,600 unemployed people comprising 206,600 (49%) men and 216,000 (51%) women. The median duration of unemployment has continued to fall over time, from 18 weeks in July 2001 to 11 weeks in July 2008.

Almost three-quarters (70%) of unemployed people were looking for full-time work with over half (56%) of these being men. Women accounted for 69% of people looking for part-time work. Of unemployed men, 81% were looking for full-time work, while 40% of unemployed women were looking for part-time work. Nearly two-thirds (62%) of unemployed people were without a non-school qualification, while 11% reported their highest level of non-school qualification was a Bachelor Degree or above. The majority (57%) of unemployed people were aged between 15 and 34 years.

There were 1.5 million job starters (employed people who had started their current job in the previous 12 months) at July 2008 and just over half (52%) of these were men. Over two-thirds (69%) of job starters were working full-time. There were 42% of job starters without a non-school qualification, and 24% reported their highest non-school qualification was a Bachelor Degree or above.

UNEMPLOYED PEOPLE

Duration of unemployment

The majority (85%) of unemployed people had been unemployed for less than one year (i.e. short-term unemployed). The estimates of men and women who were short-term unemployed were generally evenly distributed across age groups.

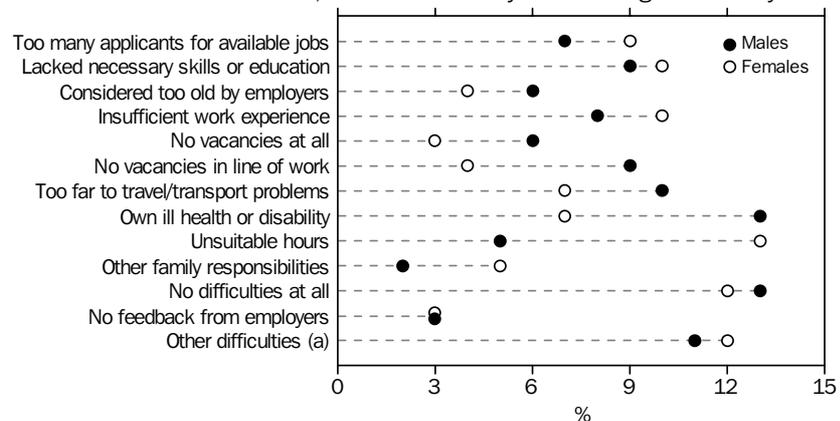
Of those unemployed people with and without a non-school qualification, there were no notable differences when comparing the long-term unemployed (unemployed for one year or more) with the short-term unemployed. However, differences were more apparent when looking at the levels of non-school qualification.

Of those unemployed people with a Diploma or above, 16% had been unemployed for one year or more, compared with 21% of unemployed people with a Certificate IV or below.

Difficulties in finding work

For unemployed people, the most commonly reported main difficulty in finding work was 'own ill-health or disability' (10%) closely followed by 'lacked necessary skills or education', 'unsuitable hours' and 'insufficient work experience' (each 9%).

UNEMPLOYED PERSONS, Main difficulty in finding work—By sex



(a) Includes people who reported 'considered too young by employers', 'language difficulties', 'difficulties with finding child care', or 'difficulties because of ethnic background'.

SUMMARY OF FINDINGS *continued*

Difficulties in finding work continued

The difficulties in finding work for unemployed people varied with whether they were men or women, what age they were, how long they have been unemployed and what type of work they were looking for (full-time or part-time).

The most common main difficulty in finding work reported by unemployed men was 'own ill health or disability' (13% compared to 7% of unemployed women). The next most common difficulties reported by men were 'too far to travel/transport problems' (10%), 'lacked necessary skills or education' and 'no vacancies in line of work' (each 9%). In comparison, for women the most common main difficulty was 'unsuitable hours' (13% compared to around 5% of unemployed men). This was followed by 'insufficient work experience' and 'lacked necessary skills or education' (both 10%).

The most frequently reported main difficulty for people looking for full-time work was 'lacked necessary skills or education' (11%), while for people looking for part-time work it was 'unsuitable hours' (20%).

For long-term unemployed people, the main difficulty reported was 'own ill-health or disability' (32%) followed by 'too far to travel/transport problems' and 'lacked necessary skills or education' (each 13%). However, short-term unemployed people most commonly reported 'unsuitable hours' or 'insufficient work experience' (each 10%) as their main difficulty.

There were 54,000 unemployed people who reported that they had 'no difficulties at all' in finding work. Of those reporting no difficulties, 62% had been unemployed for less than four weeks.

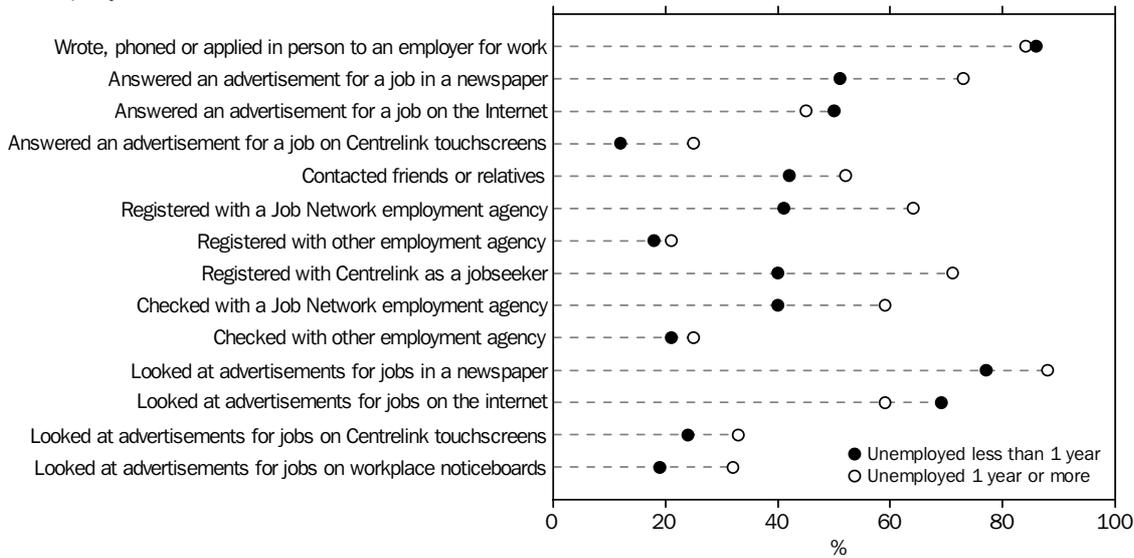
All steps taken to find work

The most common steps taken to find work reported by unemployed people in July 2008 were 'wrote, phoned or applied in person to an employer for work' (86%) and 'looked at advertisements for jobs in a newspaper' (78%). Other steps commonly taken to find work included 'looked at advertisements on the Internet' (67%) and 'answered an advertisement for a job in a newspaper' (54%).

Larger proportions of long-term unemployed people used Centrelink or a Job Network employment agency compared to short-term unemployed people.

SUMMARY OF FINDINGS *continued*

UNEMPLOYED PERSONS, Selected steps taken to find work (a)—By duration of current period of unemployment



(a) Refers to all steps taken to find work, therefore people may appear in more than one category.

All steps taken to find work continued

The largest percentage point difference in the steps taken to find work for long-term unemployed people compared to the short-term unemployed were:

- 'Registered with Centrelink as a job seeker' (71% and 40% respectively)
- 'Registered with a Job Network employment agency' (64% and 41% respectively)
- 'Answered an advertisement for a job in a newspaper' (73% and 51% respectively)
- 'Checked with a Job Network employment agency' (59% and 40% respectively)
- 'Answered an advertisement for a job on Centrelink touchscreens' (25% and 12% respectively).

The pattern of steps taken to find work also varied depending on whether job-seekers were looking for full-time or part-time work.

The largest percentage point differences between those looking for full-time work and those looking for part-time work were in the steps involving Centrelink or the Job Network employment agencies. For example:

- 'Registered with a Job Network employment agency' (54% of those looking for full-time work and 23% of those looking for part-time work)
- 'Registered with Centrelink as a job seeker' (53% and 25% respectively)
- 'Checked with a Job Network employment agency' (51% and 24% respectively)
- 'Looked at advertisements for jobs on Centrelink touchscreens' (31% and 11% respectively).

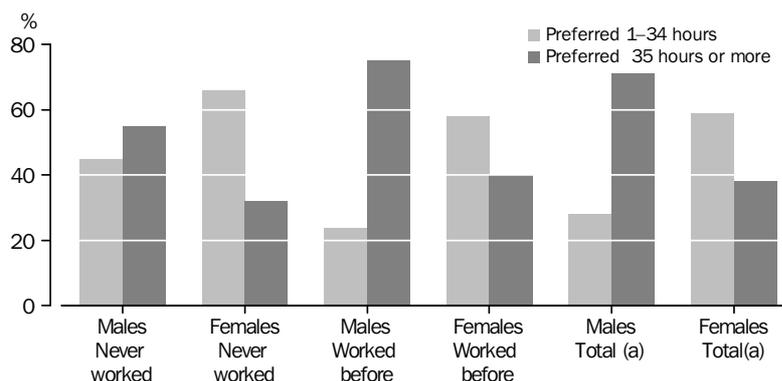
Overall, higher proportions of unemployed people who had worked before also used Centrelink and the Job Network employment agencies to find work compared to those who had not worked before. They were also more inclined to answer an advertisement for a job in a newspaper (57% compared to 43% of unemployed people who had never worked before).

SUMMARY OF FINDINGS *continued*

Preferred number of hours

Generally, unemployed men preferred to work more hours than unemployed women. In July 2008, 71% of unemployed men reported that they preferred to work 35 hours or more, compared to 38% of unemployed women. A higher proportion of unemployed men aged 25–34 years preferred 35 hours or more of work (81%) compared to 56% of those aged 15–19 years. In contrast, 49% of unemployed women aged 25–34 years and 34% of women aged 15–19 years preferred to work 35 hours or more.

UNEMPLOYED PERSONS, Preferred number of hours—By whether had worked before



(a) Includes people who did not know how many hours they preferred to work.

Women who had never worked before preferred to work less than 35 hours (66% compared to 45% of men), whereas 75% of men who had worked before preferred to work 35 hours or more (compared to 40% of women who had worked previously).

Older unemployed

In July 2008, 24% (99,600) of unemployed people were aged 45 years and over. Of these, there were 51% without a non-school qualification while 25% reported that they had a Diploma or above. The most common main difficulty in finding work reported by this age group was 'considered too old by employers' (16%). There were 76,400 older unemployed people who were unemployed for less than one year. The majority (60%) preferred to work 35 hours or more a week.

The most common steps taken to find work reported by the older unemployed were 'wrote, phoned or applied in person to an employer for work' (88%) and 'looked at advertisements for a job in the newspaper' (86%).

Younger unemployed

In July 2008, 37% (158,100) of unemployed people were aged 15–24 years. Of these, there were 82% without a non-school qualification. Of those without a non-school qualification, the majority (117,800 or 91%) had been unemployed for less than one year, and of these 38,700 (33%) had been unemployed for less than four weeks.

The main difficulty in finding work reported by unemployed people aged 15–24 years was 'insufficient work experience' (14%). Overall, 14% of the young unemployed reported no difficulties at all, as did almost one third (32%) of this age group who had been unemployed for less than four weeks.

SUMMARY OF FINDINGS *continued*

Younger unemployed continued

The most common steps taken to find work reported by the younger unemployed were 'wrote, phoned or applied in person to an employer for work' (87%) and 'looked at advertisements for a job in the newspaper' (71%).

ALL JOB STARTERS

Characteristics of current job

There were 1.5 million job starters (employed people who started their current job in the previous 12 months) at July 2008, and around 91% of these were employees and 9% were owner managers and contributing family workers. Almost one-third of job starters (33% or 511,600) usually worked part-time hours and 32% of these preferred to work more hours.

The composition of job starter occupations was:

- Managers (8%)
- Professionals (19%)
- Technicians and trades workers (15%)
- Community and personal service workers (11%)
- Clerical and administrative workers (14%)
- Sales workers (12%)
- Machinery operators and drivers (7%)
- Labourers (14%).

Over one-third (36%) of people who were classified as Sales workers, were aged 15–19, while a large proportion of Professionals (35%) were aged 25–34 years.

More than three-fifths of job starters were aged less than 35 years (33% were aged 15–24 years and 27% were aged 25–34 years). This partly reflects the transition of younger people from education into work and may also reflect the greater job mobility of younger people. In contrast, 19% were aged 45 years or older (13% were aged 45–54 years and 6% were aged 55 years and over).

Duration of looking for work

Most new job starters had either not been looking for work at all prior to commencing their new job (40%) or had been looking for less than 8 weeks (38%). Nearly one-fifth (19%) had been looking for work for greater than 8 weeks but less than one year before commencing their current job. However, 3% of all job starters had been looking for work for one year and over, of whom those aged 35–44 years made up the largest proportion (22%).

EMPLOYEE (EXCLUDING OMIES) JOB STARTERS

In July 2008 there were an estimated 1.4 million job starters who were employees (excluding OMIEs). For 10% of these, it was the first job they ever had. Close to two-thirds of first job holders (62%) were aged 15–19 years.

Of the 1.3 million employee (excluding OMIEs) job starters who had worked before, 65% had changed employer to start their current job. The remaining 35% (440,100) were out of work prior to starting their current job and these were largely younger people, with 31% aged 15–24 years and 27% aged 25–34 years.

Just over two-fifths (41%) of employee (excluding OMIEs) job starters did not have paid leave entitlements (a proxy for casual 'employment') in their current job. Almost half (46%) of these were aged 15–24 years. Over two-thirds (68%) of job starters aged 15–19 years did not have paid leave entitlements. In contrast the reverse was true for job

SUMMARY OF FINDINGS *continued*

EMPLOYEE (EXCLUDING OMIES) JOB STARTERS *continued*

starters in other age groups. For example 31% of job starters aged 25–34 years did not have paid leave entitlements.

Almost three quarters (980,700 or 70%) of employee (excluding OMIEs) job starters reported that they had prior knowledge that work was available before attaining the job. Over one-third (36%) of these were aged 15–24 years and 17% were aged 45 years and over. Overall, knowledge about the availability of work was largely sourced from friends, relatives or company contacts (45%) and advertisements on the Internet (20%).

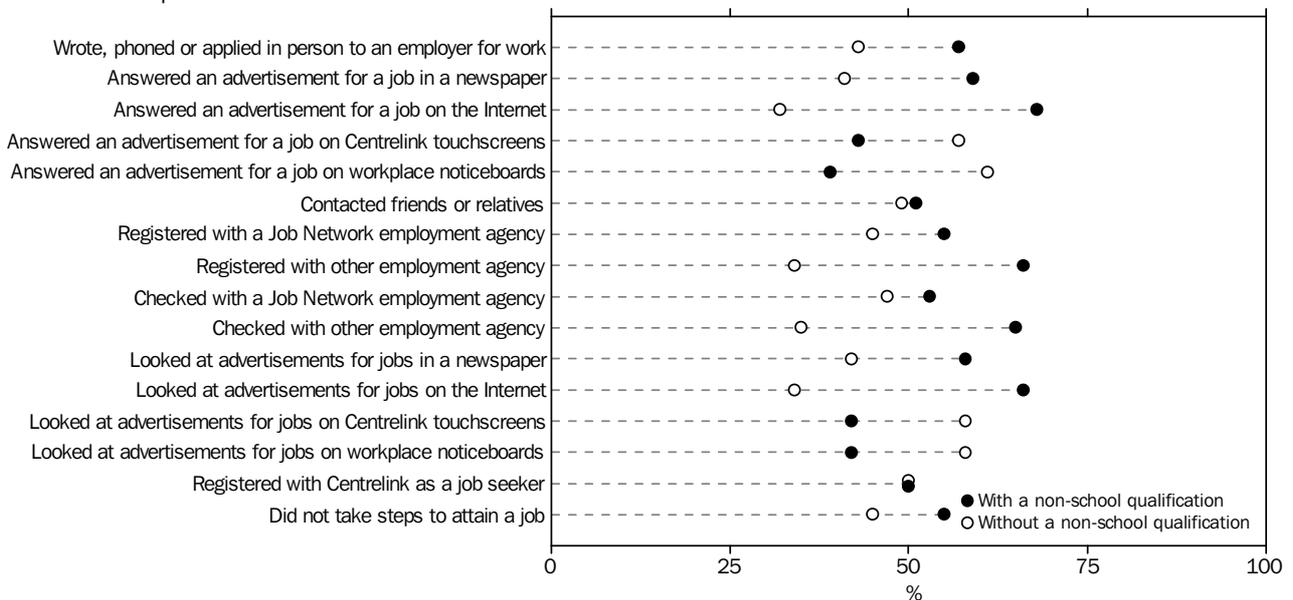
All steps taken to attain a job

The most commonly reported step to attain a job reported by employee (excluding OMIEs) job starters was 'wrote, phoned or applied in person to an employer for work' (57%). This proportion was larger (65%) for people who were out of work prior to starting their job.

A higher proportion of first job holders reported that they 'contacted friends or relatives' (33%) compared to people who had worked before (26%). However, a higher proportion of those who had worked before reported they:

- 'answered an advertisement for a job in the newspaper' (26% compared to 15% of first job holders)
- 'looked at advertisements for jobs in a newspaper' (38% compared to 28%)
- 'looked at advertisements for jobs on the Internet' (42% compared to 33%)
- 'answered an advertisement for a job on the Internet' (31% compared to 23%).

EMPLOYEE (EXCLUDING OMIES) JOB STARTERS, Selected steps to attain a job—By whether had a non-school qualification



Some 801,400 (57%) of employee (excluding OMIEs) job starters had a non-school qualification. Of the steps taken to attain a job, there were some differences between those with a non-school qualification and those without a non-school qualification. These differences include:

- 'answered an advertisement for a job on the Internet' (69% compared to 31% without a non-school qualification)

SUMMARY OF FINDINGS *continued*

All steps taken to attain a job continued

- 'looked at advertisements for jobs on the Internet' (67% compared to 33%)
- 'contacted friends or relatives' (52% compared to 48%)
- 'answered an advertisement for a job on workplace noticeboards' (42% compared to 58%)
- 'looked at advertisements for jobs on Centrelink touchscreens' (44% compared to 56%)
- 'answered an advertisement for a job on Centrelink touchscreens' (45% compared to 55%)
- 'looked at advertisements for jobs on workplace noticeboards' (47% compared to 53%).

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	UNEMPLOYED PERSONS				EMPLOYED PERSONS WHO STARTED THEIR CURRENT JOB IN THE PREVIOUS 12 MONTHS			
	Males	Females	Persons		Males	Females	Persons	
	'000	'000	'000	%	'000	'000	'000	%
Age group (years)								
15-19	44.1	48.2	92.3	21.8	117.2	110.8	228.0	14.8
20-24	30.1	35.6	65.8	15.6	135.6	146.8	282.4	18.3
25-34	42.4	42.1	84.5	20.0	224.2	192.3	416.6	27.0
35-44	37.7	42.7	80.4	19.0	163.9	162.4	326.3	21.2
45-54	28.4	37.5	65.9	15.6	105.1	95.3	200.3	13.0
55 and over	23.8	9.9	33.8	8.0	50.0	36.5	86.4	5.6
Relationship in household								
Family member	159.6	181.6	341.2	80.7	634.6	593.8	1 228.3	79.8
Husband, wife or partner	68.9	73.9	142.9	33.8	421.9	346.8	768.6	49.9
With dependants	34.3	40.4	74.7	17.7	237.4	190.0	427.3	27.7
Without dependants	34.6	33.6	68.2	16.1	184.5	156.8	341.3	22.2
Lone parent	*7.6	39.3	46.9	11.1	13.5	59.2	72.7	4.7
Dependent student	21.5	31.9	53.4	12.6	58.4	72.4	130.8	8.5
Non-dependent child	55.9	29.2	85.1	20.1	123.7	97.8	221.5	14.4
Other related individual	*5.7	*7.3	12.9	3.1	17.1	17.6	34.7	2.3
Non-family member	36.9	24.1	61.0	14.4	128.5	115.1	243.5	15.8
Relationship not determined	10.1	10.3	20.4	4.8	33.0	35.2	68.3	4.4
Level of highest non-school qualification								
With a non-school qualification(a)	72.8	88.2	161.0	38.1	453.7	445.3	899.0	58.4
Bachelor Degree or above	19.6	27.3	46.9	11.1	163.0	202.7	365.7	23.7
Advanced Diploma/Diploma	14.6	18.6	33.3	7.9	65.1	78.6	143.7	9.3
Certificate III/IV	25.8	18.0	43.8	10.4	176.9	102.2	279.1	18.1
Certificate I/II(b)	10.1	19.2	29.3	6.9	37.6	54.0	91.6	5.9
Without a non-school qualification	133.7	127.9	261.6	61.9	342.3	298.8	641.1	41.6
Number of jobs started in the previous 12 months								
None	150.0	168.5	318.4	75.4	..	..	..	..
One	39.6	35.6	75.2	17.8	585.4	569.3	1 154.7	75.0
Two	*8.1	10.7	18.8	4.4	142.2	122.6	264.9	17.2
Three or more	9.0	**1.2	10.2	2.4	68.4	52.1	120.5	7.8
All steps taken to find work/attain a job(c)(d)(e)								
Wrote, phoned or applied in person to an employer for work	177.5	185.4	362.9	85.9	377.8	414.9	792.6	56.8
Answered an advertisement for a job in a newspaper	110.6	118.1	228.7	54.1	158.3	186.4	344.8	24.7
Answered an advertisement for a job on the Internet	91.7	116.7	208.4	49.3	184.2	238.4	422.6	30.3
Answered an advertisement for a job on Centrelink touchscreens	34.5	22.5	57.0	13.5	19.0	9.0	27.9	2.0
Answered an advertisement for a job on workplace noticeboards	18.9	19.9	38.8	9.2	17.0	16.6	33.6	2.4
Contacted friends or relatives	97.0	87.3	184.3	43.6	201.1	177.5	378.6	27.1
Advertised or tendered for work	10.9	10.3	21.2	5.0	12.2	16.3	28.5	2.0
Registered with a Job Network employment agency	101.3	86.3	187.6	44.4	79.9	76.6	156.5	11.2
Registered with other employment agency	42.2	36.6	78.8	18.7	83.6	62.8	146.4	10.5
Checked with a Job Network employment agency	98.7	83.0	181.7	43.0	71.6	61.6	133.1	9.5
Checked with other employment agency	54.7	37.8	92.6	21.9	69.9	52.6	122.5	8.8
Looked at advertisements for jobs in a newspaper	159.2	172.4	331.6	78.5	239.5	282.6	522.1	37.4
Looked at advertisements for jobs on the Internet	128.4	156.5	284.9	67.4	261.2	316.0	577.2	41.4
Looked at advertisements for jobs on Centrelink touchscreens	63.0	44.2	107.2	25.4	37.0	25.3	62.3	4.5
Looked at advertisements for jobs on workplace noticeboards	46.7	41.9	88.6	21.0	33.3	34.4	67.7	4.9
Registered with Centrelink as a job seeker	97.4	91.3	188.7	44.6	59.7	68.5	128.1	9.2
Other	23.9	22.8	46.7	11.0	53.7	58.9	112.7	8.1
Did not take steps to find work/attain a job(f)	*2.7	**1.0	*3.7	*0.9	186.7	133.4	320.1	22.9
Employees (excluding OMIEs)	..	..	..	..	712.2	682.8	1 395.1	100.0

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

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

.. not applicable

(a) Includes 'level not determined'.

(b) Includes 'certificate not further defined'.

(c) Refers to all steps taken to find work/attain a job, therefore people may appear in more than one category.

(d) Refers to all steps taken to attain a job, not necessarily the current job.

(e) Owner managers and contributing family workers were not asked about steps taken to attain a job, therefore percentages for all steps taken to attain a job are calculated for Employees (excluding OMIEs) only.

(f) Includes people who were approached by their employer.

UNEMPLOYED PERSONS AND EMPLOYED PERSONS WHO STARTED THEIR CURRENT JOB IN THE PREVIOUS 12 MONTHS, Summary of characteristics *continued*

	UNEMPLOYED PERSONS				EMPLOYED PERSONS WHO STARTED THEIR CURRENT JOB IN THE PREVIOUS 12 MONTHS			
	<i>Males</i>	<i>Females</i>	<i>Persons</i>		<i>Males</i>	<i>Females</i>	<i>Persons</i>	
	'000	'000	'000	%	'000	'000	'000	%
Preferred number of hours(a)								
1-15	22.9	43.4	66.3	15.7	..	..	..	..
16-29	28.6	65.1	93.7	22.2	..	..	..	..
30-34	*5.3	19.8	25.1	5.9	..	..	..	..
35-39	67.5	54.8	122.3	28.9	..	..	..	..
40 hours or more	79.5	27.3	106.8	25.3	..	..	..	..
Did not know	*2.6	*5.7	*8.3	*2.0	..	..	..	..
Total	206.6	216.0	422.6	100.0	796.0	744.1	1 540.1	100.0

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

.. not applicable

(a) Refers to the number of hours people would like to work a week.

UNEMPLOYED PERSONS, Selected characteristics—July 2001 to July 2008

July July July July July July July July
2001 2002 2003 2004 2005 2006 2007 2008

PERSONS ('000)

Total **613.0** **554.8** **564.5** **528.2** **484.8** **462.0** **414.2** **422.6**

SELECTED CHARACTERISTICS (%)

Main difficulty in finding work								
Too many applicants for available jobs	11.5	14.7	11.9	11.3	9.5	8.9	8.6	8.0
Lacked necessary skills or education	10.4	10.6	11.3	9.4	9.5	8.9	10.1	9.4
Considered too young by employers(a)	na	na	na	1.0	1.8	*1.1	1.7	*1.6
Considered too old by employers(a)	na	na	na	10.7	9.5	9.4	6.9	5.2
Insufficient work experience	11.6	11.2	12.2	13.1	10.4	10.2	10.1	9.0
No vacancies at all	10.7	6.6	8.7	6.3	5.2	5.8	5.1	4.4
No vacancies in line of work	10.4	9.5	9.3	8.0	6.4	6.7	6.9	6.2
Too far to travel/transport problems	6.8	7.1	6.4	7.9	9.3	9.1	6.5	8.4
Own ill health or disability	5.7	6.6	5.6	6.8	7.6	9.7	9.6	10.2
Language difficulties	2.4	2.5	2.9	1.4	2.5	2.0	2.6	*2.0
Unsuitable hours	5.0	4.4	6.0	5.6	6.1	5.4	6.6	9.1
Difficulties with finding child care and other family responsibilities	2.0	1.5	1.6	3.1	3.1	2.2	3.3	4.7
No feedback from employers	na	1.9	1.6	2.0	1.7	2.9	3.3	2.7
Other difficulties(b)	3.4	3.2	3.2	4.1	7.7	7.5	7.0	6.4
No difficulties at all	8.6	6.8	6.0	9.3	9.9	10.3	11.8	12.8
Whether looked for full-time or part-time work								
Looked for full-time work	76.3	75.7	74.4	74.4	71.3	72.2	71.2	69.9
Looked for part-time work	23.7	24.3	25.6	25.6	28.7	27.8	28.8	30.1
Duration of current period of unemployment								
Under 1 year	76.5	73.7	78.2	78.6	82.0	79.5	81.2	84.9
1 and under 4 weeks	19.1	20.4	22.7	24.9	27.0	23.6	28.4	25.8
4 and under 8 weeks	13.1	10.9	13.6	9.8	11.0	12.2	13.1	15.0
8 and under 13 weeks	8.8	10.4	9.1	10.9	12.5	10.9	8.9	10.7
13 and under 26 weeks	19.9	17.5	17.9	18.1	16.9	17.7	17.1	18.8
26 and under 52 weeks	15.6	14.6	14.9	14.9	14.6	15.1	13.7	14.6
1 year and over	23.5	26.3	21.8	21.4	18.0	20.5	18.8	15.1
1 and under 2 years	8.9	11.7	8.7	7.7	6.4	8.5	9.6	7.3
2 years and over	14.6	14.5	13.2	13.7	11.6	12.1	9.2	7.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

DURATION OF CURRENT PERIOD OF UNEMPLOYMENT (wks)

Mean duration of current period of unemployment	49.8	50.9	48.8	52.2	39.7	45.0	39.0	35.7
Median duration of current period of unemployment	18	18	16	16	12	15	12	11

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

na not available

(a) Prior to July 2004, this data item was collected as part of 'considered too young or too old by employers'. See paragraph 21 of the Explanatory Notes

(b) Includes people who reported 'difficulties because of ethnic background'.

UNEMPLOYED PERSONS, Whether looked for full-time or part-time work—By selected characteristics

	LOOKED FOR FULL-TIME WORK			LOOKED FOR PART-TIME WORK			TOTAL		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	'000	'000	'000	'000	'000	'000
Age group (years)									
15–19	25.4	20.9	46.3	18.7	27.3	46.0	44.1	48.2	92.3
20–24	22.6	24.0	46.6	*7.5	11.6	19.2	30.1	35.6	65.8
25–34	38.7	28.2	66.8	*3.7	14.0	17.7	42.4	42.1	84.5
35–44	32.5	25.0	57.5	*5.2	17.7	22.9	37.7	42.7	80.4
45–54	26.3	24.6	50.9	**2.1	12.9	15.0	28.4	37.5	65.9
55 and over	21.2	*5.8	27.1	*2.6	*4.1	*6.7	23.8	9.9	33.8
Relationship in household									
Family member	131.2	103.6	234.8	28.4	78.0	106.4	159.6	181.6	341.2
Husband, wife or partner	62.6	43.7	106.3	*6.3	30.2	36.6	68.9	73.9	142.9
With dependants	32.3	20.6	52.9	**2.0	19.8	21.7	34.3	40.4	74.7
Without dependants	30.2	23.1	53.3	*4.4	10.5	14.8	34.6	33.6	68.2
Lone parent	*7.6	23.6	31.3	—	15.6	15.6	*7.6	39.3	46.9
Dependent student	*4.8	*3.6	*8.4	16.7	28.3	45.0	21.5	31.9	53.4
Non-dependent child	52.0	27.5	79.5	*3.9	**1.8	*5.7	55.9	29.2	85.1
Other related individual	*4.2	*5.1	9.4	**1.4	**2.1	*3.6	*5.7	*7.3	12.9
Non-family member	27.6	18.2	45.8	9.3	*6.0	15.3	36.9	24.1	61.0
Relationship not determined	*7.9	*6.8	14.7	**2.2	*3.5	*5.7	10.1	10.3	20.4
Country of birth(a)									
Born in Australia	115.0	90.7	205.7	28.8	60.3	89.2	143.8	151.0	294.8
Born overseas	51.7	37.9	89.5	11.1	27.1	38.2	62.8	65.0	127.8
Born in main English-speaking countries	14.9	12.2	27.1	**1.5	*7.9	9.4	16.4	20.1	36.5
Born in other than main English-speaking countries	36.8	25.7	62.4	9.6	19.3	28.8	46.4	44.9	91.3
Level of highest non-school qualification									
With a non-school qualification(b)	63.2	56.5	119.7	9.6	31.6	41.3	72.8	88.2	161.0
Bachelor Degree or above	17.7	17.7	35.5	**1.9	9.6	11.4	19.6	27.3	46.9
Advanced Diploma/Diploma	11.3	12.4	23.7	*3.3	*6.2	9.5	14.6	18.6	33.3
Certificate III/IV	22.0	11.5	33.5	*3.8	*6.5	10.3	25.8	18.0	43.8
Certificate I/II(c)	9.5	12.2	21.6	**0.7	*7.0	*7.7	10.1	19.2	29.3
Without a non-school qualification	103.4	72.0	175.5	30.3	55.8	86.1	133.7	127.9	261.6
All steps taken to find work(d) (e)									
Wrote, phoned or applied in person to an employer for work	146.1	112.7	258.9	31.4	72.6	104.1	177.5	185.4	362.9
Answered an advertisement for a job in a newspaper	98.2	76.3	174.5	12.4	41.9	54.2	110.6	118.1	228.7
Answered an advertisement for a job on the Internet	80.2	76.5	156.7	11.5	40.2	51.7	91.7	116.7	208.4
Answered an advertisement for a job on Centrelink touchscreens	33.2	16.5	49.7	**1.3	*6.0	*7.3	34.5	22.5	57.0
Answered an advertisement for a job on workplace noticeboards	16.5	11.9	28.4	*2.4	*8.0	10.4	18.9	19.9	38.8
Contacted friends or relatives	77.5	51.1	128.6	19.5	36.2	55.8	97.0	87.3	184.3
Advertised or tendered for work	10.1	*6.4	16.4	**0.8	*3.9	*4.7	10.9	10.3	21.2
Registered with a Job Network employment agency	91.8	66.5	158.3	9.5	19.8	29.3	101.3	86.3	187.6
Registered with other employment agency	38.4	26.5	64.9	*3.9	10.1	14.0	42.2	36.6	78.8
Checked with a Job Network employment agency	88.7	62.5	151.2	10.0	20.5	30.5	98.7	83.0	181.7
Checked with other employment agency	48.8	27.8	76.6	*6.0	10.0	16.0	54.7	37.8	92.6
Looked at advertisements for jobs in a newspaper	135.1	105.6	240.7	24.1	66.8	90.9	159.2	172.4	331.6
Looked at advertisements for jobs on the Internet	108.2	96.1	204.3	20.2	60.4	80.6	128.4	156.5	284.9
Looked at advertisements for jobs on Centrelink touchscreens	59.7	33.0	92.7	*3.3	11.2	14.5	63.0	44.2	107.2
Looked at advertisements for jobs on workplace noticeboards	41.9	28.5	70.4	*4.7	13.4	18.1	46.7	41.9	88.6
Registered with Centrelink as a job seeker	90.4	66.4	156.8	*7.0	24.9	31.9	97.4	91.3	188.7
Other	20.4	15.0	35.5	*3.4	*7.8	11.2	23.9	22.8	46.7
Total	166.7	128.5	295.2	39.9	87.5	127.4	206.6	216.0	422.6

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

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

— nil or rounded to zero (including null cells)

(a) Excludes 'inadequately described'.

(b) Includes 'level not determined'.

(c) Includes 'certificate not further defined'.

(d) Refers to all steps taken to find work, therefore people may appear in more than one category.

(e) Excludes people who 'did not take steps to find work'.

UNEMPLOYED PERSONS, Whether looked for full-time or part-time work—By recent labour market experience

	LOOKED FOR FULL-TIME WORK			LOOKED FOR PART-TIME WORK			TOTAL		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	PERSONS ('000)								
Number of offers of employment in the current period of unemployment									
None	129.6	102.3	231.9	29.4	66.0	95.4	159.0	168.3	327.3
One	27.3	18.9	46.2	*7.0	13.3	20.3	34.3	32.2	66.5
Two or more	9.7	*7.3	17.1	*3.6	*8.2	11.8	13.3	15.5	28.8
Whether had ever worked for two weeks or more									
Had previously worked	145.4	110.7	256.1	25.2	62.3	87.5	170.6	173.0	343.6
Last job less than 2 years ago	119.0	81.6	200.6	18.5	38.5	57.0	137.5	120.1	257.7
Last job 2 years or more ago	26.4	29.1	55.5	*6.6	23.8	30.5	33.0	52.9	86.0
Had never worked	21.3	17.8	39.1	14.7	25.2	39.9	36.0	43.0	79.0
Time spent looking for work in the previous 12 months									
1 and under 2 weeks	20.9	15.4	36.3	9.3	14.0	23.3	30.2	29.4	59.6
2 and under 4 weeks	10.3	13.3	23.6	*4.7	*7.6	12.3	14.9	21.0	35.9
4 and under 8 weeks	21.4	22.5	43.9	*4.2	10.3	14.5	25.6	32.9	58.5
8 and under 13 weeks	15.5	14.2	29.8	*2.7	10.1	12.8	18.2	24.3	42.6
13 and under 26 weeks	35.2	18.3	53.4	9.0	18.9	27.9	44.1	37.2	81.3
26 and under 39 weeks	25.4	15.4	40.7	*4.2	10.5	14.6	29.5	25.8	55.4
39 and under 52 weeks	10.9	9.5	20.4	**0.6	*4.9	*5.4	11.5	14.4	25.9
52 weeks	27.2	19.8	47.1	*5.3	11.2	16.5	32.5	31.1	63.6
Duration of current period of unemployment									
Under 1 year	139.4	108.7	248.1	34.6	76.3	110.8	174.0	185.0	359.0
1 and under 4 weeks	40.1	32.0	72.1	14.4	22.6	36.9	54.5	54.5	109.0
4 and under 8 weeks	21.9	25.0	46.8	*5.9	10.7	16.7	27.8	35.7	63.5
8 and under 13 weeks	16.6	15.2	31.8	*3.2	10.2	13.4	19.7	25.5	45.2
13 and under 26 weeks	34.0	18.8	52.8	*7.7	19.2	26.9	41.6	38.0	79.6
26 and under 39 weeks	21.9	11.6	33.5	*2.9	9.4	12.4	24.9	21.0	45.9
39 and under 52 weeks	*5.0	*6.1	11.2	**0.5	*4.1	*4.6	*5.5	10.3	15.8
1 year and over	27.2	19.8	47.1	*5.3	11.2	16.5	32.5	31.1	63.6
1 and under 2 years	10.8	10.2	21.0	*3.2	*6.6	9.8	14.0	16.8	30.8
2 years and over	16.4	9.6	26.0	**2.1	*4.7	*6.7	18.5	14.3	32.8
Total	166.7	128.5	295.2	39.9	87.5	127.4	206.6	216.0	422.6
DURATION OF CURRENT PERIOD OF UNEMPLOYMENT (wks)									
Mean duration of current period of unemployment	45.9	29.9	39.0	27.5	28.5	28.2	42.4	29.3	35.7
Median duration of current period of unemployment	16	9	11	7	13	10	13	10	11
* estimate has a relative standard error of 25% to 50% and should be used with caution									
** estimate has a relative standard error greater than 50% and is considered too unreliable for general use									

UNEMPLOYED PERSONS, All steps taken to find work(a)

AGE GROUP (YEARS)

	15-19	20-24	25-34	35-44	45-54	55 and over	Total	%
	'000	'000	'000	'000	'000	'000	'000	%

MALES

Wrote, phoned or applied in person to an employer for work	36.7	28.3	33.6	31.2	26.2	21.5	177.5	85.9
Answered an advertisement for a job in a newspaper	16.9	17.3	22.0	23.7	15.5	15.1	110.6	53.5
Answered an advertisement for a job on the Internet	15.8	18.4	19.0	18.5	10.3	9.8	91.7	44.4
Answered an advertisement for a job on Centrelink touchscreens	*4.5	*5.9	*7.4	*7.1	*5.3	*4.3	34.5	16.7
Contacted friends or relatives	20.4	15.2	15.6	19.5	15.7	10.6	97.0	47.0
Registered with a Job Network employment agency	15.0	18.7	21.2	20.6	13.0	12.7	101.3	49.0
Registered with other employment agency	*6.5	*5.2	10.8	*8.1	*7.3	*4.4	42.2	20.4
Checked with a Job Network employment agency	16.9	16.8	21.6	21.3	12.7	9.4	98.7	47.8
Checked with other employment agency	11.3	8.9	9.9	9.6	*7.9	*7.1	54.7	26.5
Looked at advertisements for jobs in a newspaper	29.1	24.2	31.4	29.8	25.0	19.7	159.2	77.1
Looked at advertisements for jobs on the Internet	26.9	22.7	25.6	24.1	16.4	12.6	128.4	62.1
Looked at advertisements for jobs on Centrelink touchscreens	10.5	11.2	10.9	14.5	9.3	*6.5	63.0	30.5
Looked at advertisements for jobs on workplace noticeboards	8.8	*8.2	*7.6	10.7	8.8	*2.6	46.7	22.6
Registered with Centrelink as a job seeker	12.8	15.7	20.8	21.4	13.5	13.2	97.4	47.2
Other(b)	8.7	10.3	*5.5	9.9	9.8	*5.6	49.9	24.2
Total(c)	44.1	30.1	42.4	37.7	28.4	23.8	206.6	100.0

FEMALES

Wrote, phoned or applied in person to an employer for work	44.2	27.7	38.0	35.1	32.1	*8.2	185.4	85.8
Answered an advertisement for a job in a newspaper	14.0	18.3	27.4	27.6	24.2	*6.5	118.1	54.7
Answered an advertisement for a job on the Internet	20.4	24.1	27.1	18.9	22.7	*3.5	116.7	54.0
Answered an advertisement for a job on Centrelink touchscreens	*3.3	*4.7	*5.6	**1.9	*5.8	**1.2	22.5	10.4
Contacted friends or relatives	17.2	16.5	16.3	19.7	13.5	*4.1	87.3	40.4
Registered with a Job Network employment agency	11.0	13.4	17.4	20.4	20.7	*3.5	86.3	40.0
Registered with other employment agency	**1.9	*5.6	11.2	*5.7	9.2	*3.0	36.6	17.0
Checked with a Job Network employment agency	9.2	12.6	16.8	20.7	20.8	*2.9	83.0	38.4
Checked with other employment agency	**2.0	*6.6	12.6	*5.8	8.7	**2.2	37.8	17.5
Looked at advertisements for jobs in a newspaper	31.0	28.5	34.9	37.1	32.2	8.8	172.4	79.8
Looked at advertisements for jobs on the Internet	31.7	28.4	33.8	28.9	28.1	*5.7	156.5	72.5
Looked at advertisements for jobs on Centrelink touchscreens	*7.6	*7.4	10.6	*5.9	11.6	**1.2	44.2	20.4
Looked at advertisements for jobs on workplace noticeboards	*8.3	*7.3	11.5	*7.3	*7.0	**0.5	41.9	19.4
Registered with Centrelink as a job seeker	11.9	12.6	20.0	20.2	22.6	*3.9	91.3	42.3
Other(b)	12.1	*7.8	12.4	*8.1	*6.7	**1.2	48.2	22.3
Total(c)	48.2	35.6	42.1	42.7	37.5	9.9	216.0	100.0

PERSONS

Wrote, phoned or applied in person to an employer for work	80.9	56.0	71.6	66.4	58.4	29.8	362.9	85.9
Answered an advertisement for a job in a newspaper	31.0	35.7	49.4	51.3	39.7	21.6	228.7	54.1
Answered an advertisement for a job on the Internet	36.1	42.5	46.1	37.4	33.0	13.2	208.4	49.3
Answered an advertisement for a job on Centrelink touchscreens	*7.8	10.6	13.0	9.1	11.1	*5.5	57.0	13.5
Contacted friends or relatives	37.6	31.7	31.9	39.2	29.1	14.7	184.3	43.6
Registered with a Job Network employment agency	26.0	32.1	38.6	41.0	33.7	16.2	187.6	44.4
Registered with other employment agency	*8.4	10.8	22.0	13.8	16.4	*7.4	78.8	18.7
Checked with a Job Network employment agency	26.1	29.3	38.4	42.0	33.5	12.3	181.7	43.0
Checked with other employment agency	13.3	15.5	22.4	15.4	16.6	9.3	92.6	21.9
Looked at advertisements for jobs in a newspaper	60.1	52.7	66.3	66.8	57.2	28.5	331.6	78.5
Looked at advertisements for jobs on the Internet	58.6	51.2	59.4	53.0	44.4	18.3	284.9	67.4
Looked at advertisements for jobs on Centrelink touchscreens	18.1	18.6	21.5	20.4	20.9	*7.7	107.2	25.4
Looked at advertisements for jobs on workplace noticeboards	17.1	15.4	19.1	18.0	15.9	*3.1	88.6	21.0
Registered with Centrelink as a job seeker	24.7	28.4	40.8	41.6	36.1	17.2	188.7	44.6
Other(b)	20.8	18.1	17.9	18.0	16.5	*6.8	98.2	23.2
Total(c)	92.3	65.8	84.5	80.4	65.9	33.8	422.6	100.0

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

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

(a) Refers to all steps taken to find work, therefore people may appear in more than one category.

(b) Includes people who 'answered an advertisement for a job on workplace noticeboards' or 'advertised or tendered for work'.

(c) Includes people who 'did not take steps to find work'.

UNEMPLOYED PERSONS, Main difficulty in finding work—By duration of current period of unemployment

DURATION OF CURRENT PERIOD OF UNEMPLOYMENT

	1 and under 8 weeks	8 and under 26 weeks	26 and under 52 weeks	1 year and over	Total	Mean duration	Median duration
	'000	'000	'000	'000	'000	wks	wks
PERSONS							
Main difficulty in finding work							
Too many applicants for available jobs	11.0	9.5	*8.2	*5.0	33.7	31.2	*13
Lacked necessary skills or education	19.4	*8.5	*3.9	*8.1	39.8	39.3	8
Considered too old by employers	*4.9	*6.9	*5.6	*4.7	22.1	60.8	*24
Insufficient work experience	14.1	9.3	10.9	*3.9	38.2	21.8	14
No vacancies at all	9.6	*4.6	**2.2	**2.1	18.4	24.8	*7
No vacancies in line of work	12.4	9.7	*3.2	**0.9	26.2	13.9	*8
Too far to travel/transport problems	9.5	11.1	*6.7	*8.2	35.5	56.7	18
Own ill health or disability	*7.2	12.7	*3.1	20.1	43.0	94.6	37
Unsuitable hours	16.2	17.1	*2.6	*2.4	38.3	16.7	9
Other family responsibilities	*7.4	*3.2	**0.7	*2.8	14.0	*39.3	*7
No feedback from employers	*3.6	*3.5	*3.9	**0.5	11.5	*67.8	**18
Other difficulties(a)	16.1	21.2	*7.1	*3.6	48.0	21.0	12
No difficulties at all	41.2	*7.6	*3.8	**1.4	54.0	7.9	2
Sex							
Males	82.3	61.4	30.4	32.5	206.6	42.4	13
Females	90.2	63.4	31.3	31.1	216.0	29.3	10
Total	172.5	124.8	61.7	63.6	422.6	35.7	11

PERSONS %

Main difficulty in finding work							
Too many applicants for available jobs	6.4	7.6	*13.3	*7.9	8.0	..	..
Lacked necessary skills or education	11.3	*6.8	*6.3	*12.7	9.4	..	..
Considered too old by employers	*2.8	*5.5	*9.2	*7.3	5.2	..	..
Insufficient work experience	8.2	7.4	17.7	*6.2	9.0	..	..
No vacancies at all	5.5	*3.7	**3.5	**3.3	4.4	..	..
No vacancies in line of work	7.2	7.8	*5.2	**1.4	6.2	..	..
Too far to travel/transport problems	5.5	8.9	*10.8	*13.0	8.4	..	..
Own ill health or disability	*4.2	10.2	*4.9	31.6	10.2	..	..
Unsuitable hours	9.4	13.7	*4.1	*3.8	9.1	..	..
Other family responsibilities	*4.3	*2.5	**1.1	*4.3	3.3	..	..
No feedback from employers	*2.1	*2.8	*6.3	**0.7	2.7	..	..
Other difficulties(a)	9.3	17.0	*11.5	*5.7	11.4	..	..
No difficulties at all	23.9	*6.1	*6.1	**2.1	12.8	..	..
Sex							
Males	47.7	49.2	49.3	51.2	48.9	..	..
Females	52.3	50.8	50.7	48.8	51.1	..	..
Total	100.0	100.0	100.0	100.0	100.0	..	..

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

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

.. not applicable

(a) Includes people who reported 'considered too young by employers', 'language difficulties', 'difficulties with finding child care', or 'difficulties because of ethnic background'.

UNEMPLOYED PERSONS, Main difficulty in finding work

Main difficulty in finding work	AGE GROUP (YEARS)					SEX		Total
	15-19	20-24	25-34	35-44	45 and over	Males	Females	
PERSONS ('000)								
Too many applicants for available jobs	9.2	*5.5	*8.0	*6.8	*4.2	14.4	19.3	33.7
Lacked necessary skills or education	*8.4	*4.4	*5.3	10.8	10.9	18.2	21.6	39.8
Considered too old by employers	**0.4	**1.0	—	*4.7	15.9	13.0	9.0	22.1
Insufficient work experience	10.1	12.6	*6.9	*5.6	*3.0	15.6	22.6	38.2
No vacancies at all	*6.7	*2.7	**1.9	*2.4	*4.8	11.8	*6.6	18.4
No vacancies in line of work	*3.1	*4.2	*5.2	*4.7	9.1	17.6	*8.6	26.2
Too far to travel/transport problems	9.0	8.9	*4.9	*4.6	*8.1	19.7	15.7	35.5
Own ill health or disability	*4.2	*6.5	12.3	*8.0	11.9	27.5	15.5	43.0
Unsuitable hours	10.2	*5.5	11.8	*7.4	*3.4	10.3	28.0	38.3
Other family responsibilities	**1.0	**0.6	*2.9	*5.2	*4.2	*3.7	10.4	14.0
No feedback from employers	*2.7	*2.8	**1.3	**1.4	*3.1	*5.4	*6.1	11.5
Other difficulties(a)	11.8	*4.1	10.9	12.1	9.0	21.8	26.2	48.0
No difficulties at all	15.5	*6.9	13.0	*6.6	12.0	27.6	26.4	54.0
Total	92.3	65.8	84.5	80.4	99.6	206.6	216.0	422.6

PERSONS (%)								
Too many applicants for available jobs	9.9	*8.4	*9.5	*8.5	*4.2	7.0	8.9	8.0
Lacked necessary skills or education	*9.1	*6.7	*6.3	13.4	11.0	8.8	10.0	9.4
Considered too old by employers	**0.4	**1.6	—	*5.9	16.0	6.3	4.2	5.2
Insufficient work experience	11.0	19.1	*8.2	*6.9	*3.0	7.6	10.4	9.0
No vacancies at all	*7.2	*4.0	**2.2	*3.0	*4.8	5.7	*3.1	4.4
No vacancies in line of work	*3.3	*6.4	*6.1	*5.8	9.1	8.5	*4.0	6.2
Too far to travel/transport problems	9.7	13.6	*5.8	*5.7	*8.1	9.6	7.3	8.4
Own ill health or disability	*4.6	*9.9	14.6	*10.0	12.0	13.3	7.2	10.2
Unsuitable hours	11.1	*8.4	13.9	*9.2	*3.4	5.0	13.0	9.1
Other family responsibilities	**1.1	**0.9	*3.5	*6.5	*4.2	*1.8	4.8	3.3
No feedback from employers	*3.0	*4.3	**1.6	**1.8	*3.2	*2.6	*2.8	2.7
Other difficulties(a)	12.8	*6.3	12.9	15.0	9.0	10.5	12.1	11.4
No difficulties at all	16.8	*10.5	15.3	*8.3	12.0	13.3	12.2	12.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

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

— nil or rounded to zero (including null cells)

(a) Includes people who reported 'considered too young by employers', 'language difficulties', 'difficulties with finding child care', or 'difficulties because of ethnic background'.

WITH A NON-SCHOOL QUALIFICATION

<i>Duration of current period of unemployment</i>	<i>Bachelor Degree or above</i>	<i>Advanced Diploma/Diploma</i>	<i>Certificate III/IV</i>	<i>Certificate I/II(a)</i>	<i>Total(b)</i>	<i>Without a non-school qualification</i>	<i>Total</i>
MALES ('000)							
Under 1 year	17.6	13.3	21.5	*8.4	62.8	111.2	174.0
1 and under 8 weeks	*7.9	*6.3	12.4	*4.1	30.8	51.4	82.3
8 and under 26 weeks	*6.9	*4.9	*7.1	*2.8	22.1	39.3	61.4
26 and under 52 weeks	*2.7	**2.1	**2.0	**1.4	9.9	20.5	30.4
1 year and over	**2.1	**1.3	*4.3	**1.7	10.0	22.5	32.5
Total	19.6	14.6	25.8	10.1	72.8	133.7	206.6
FEMALES ('000)							
Under 1 year	22.1	16.9	14.1	15.7	73.9	111.1	185.0
1 and under 8 weeks	15.1	9.8	*8.5	*7.2	42.2	48.0	90.2
8 and under 26 weeks	*5.6	*5.1	*4.4	*6.3	24.6	38.9	63.4
26 and under 52 weeks	**1.4	**1.9	**1.2	**2.2	*7.1	24.2	31.3
1 year and over	*5.2	**1.8	*3.9	*3.5	14.3	16.8	31.1
Total	27.3	18.6	18.0	19.2	88.2	127.9	216.0
PERSONS ('000)							
Under 1 year	39.7	30.2	35.6	24.1	136.7	222.3	359.0
1 and under 8 weeks	23.0	16.2	20.9	11.4	73.1	99.4	172.5
8 and under 26 weeks	12.5	10.0	11.5	9.2	46.7	78.2	124.8
26 and under 52 weeks	*4.2	*4.1	*3.2	*3.6	16.9	44.7	61.7
1 year and over	*7.2	*3.0	*8.2	*5.2	24.3	39.3	63.6
Total	46.9	33.3	43.8	29.3	161.0	261.6	422.6
PERSONS (%)							
Under 1 year	84.6	90.9	81.3	82.3	84.9	85.0	84.9
1 and under 8 weeks	49.0	48.6	47.8	38.8	45.4	38.0	40.8
8 and under 26 weeks	26.6	30.0	26.2	31.2	29.0	29.9	29.5
26 and under 52 weeks	*8.9	*12.2	*7.3	*12.3	10.5	17.1	14.6
1 year and over	*15.4	*9.1	*18.7	*17.7	15.1	15.0	15.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

(a) Includes 'certificate not further defined'.

(b) Includes 'level not determined'.

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

EMPLOYED PERSONS WHO STARTED THEIR CURRENT JOB IN THE PREVIOUS 12 MONTHS, Selected characteristics

	AGE GROUP (YEARS)						EMPLOYMENT TYPE IN CURRENT JOB			
	15-19	20-24	25-34	35-44	45-54	55 and over	Employees (excluding OMIEs)	Owner managers and contributing family workers	Total	%
	'000	'000	'000	'000	'000	'000	'000	'000	'000	%
PERSONS										
Sex										
Males	117.2	135.6	224.2	163.9	105.1	50.0	712.2	83.8	796.0	51.7
Females	110.8	146.8	192.3	162.4	95.3	36.5	682.8	61.3	744.1	48.3
Level of highest non-school qualification										
With a non-school qualification(a)	35.3	164.0	306.4	216.3	126.3	50.6	801.4	97.6	899.0	58.4
Postgraduate Degree	—	**0.4	25.9	19.2	14.2	*4.9	53.9	10.8	64.7	4.2
Graduate Diploma/Graduate Certificate	—	**1.0	9.5	11.6	*6.7	*3.0	27.8	*4.1	31.9	2.1
Bachelor Degree	—	57.7	110.0	60.3	28.9	12.2	245.2	23.9	269.1	17.5
Advanced Diploma/Diploma	*5.1	23.3	53.6	30.2	24.3	*7.2	126.9	16.9	143.7	9.3
Certificate III/IV	12.3	62.0	83.8	67.6	38.5	14.8	248.0	31.1	279.1	18.1
Certificate I/II(b)	17.9	17.9	17.2	21.5	10.8	*6.3	81.9	9.7	91.6	5.9
Without a non-school qualification	192.6	118.4	110.1	110.1	74.0	35.8	593.7	47.4	641.1	41.6
Status in employment in current job(c)										
Employees	227.2	268.3	388.7	296.5	179.6	76.1	1 395.1	41.3	1 436.3	93.3
Employers	—	**1.3	*4.7	*4.7	*3.8	**1.0	—	15.5	15.5	1.0
Own account workers	**0.8	12.0	21.3	25.2	17.0	9.3	—	85.6	85.6	5.6
Duration of looking for work before current job										
Less than 1 year	148.5	170.1	251.4	165.5	98.4	37.3	841.4	29.9	871.3	56.6
1 and under 4 weeks	70.8	75.0	111.1	66.6	43.2	9.6	364.4	12.0	376.4	24.4
4 and under 8 weeks	29.0	43.1	60.6	35.4	16.8	12.8	190.1	*7.6	197.7	12.8
8 and under 13 weeks	24.6	26.8	37.8	23.3	14.5	*3.1	125.5	*4.5	130.0	8.4
13 and under 26 weeks	14.8	14.9	27.7	22.3	14.5	*5.5	96.2	*3.4	99.6	6.5
26 and under 52 weeks	9.4	10.3	14.2	17.9	9.5	*6.3	65.2	*2.4	67.6	4.4
1 year and over	*5.7	*6.6	9.5	11.0	8.9	8.9	45.5	*5.0	50.5	3.3
Did not look for work	73.8	105.8	155.7	149.9	93.0	40.2	508.1	110.2	618.3	40.1
Occupation of current job										
Managers	**1.4	10.6	38.0	34.8	26.6	*6.7	83.2	34.8	118.0	7.7
Professionals	*6.9	51.6	104.0	72.1	42.1	17.4	264.3	29.8	294.1	19.1
Technicians and trades workers	39.7	46.2	64.7	52.1	18.8	9.8	201.8	29.6	231.3	15.0
Community and personal service workers	34.7	38.2	41.3	29.3	18.2	*4.9	163.2	*3.3	166.6	10.8
Clerical and administrative workers	20.1	46.1	55.6	47.2	32.4	18.3	203.7	16.1	219.8	14.3
Sales workers	67.0	33.5	33.7	26.1	17.0	*7.8	175.6	9.5	185.1	12.0
Machinery operators and drivers	*6.2	19.0	29.4	21.2	16.8	10.1	95.2	*7.4	102.7	6.7
Labourers	52.1	37.2	49.8	43.6	28.3	11.4	208.0	14.5	222.5	14.4
Full-time or part-time status of current employment										
Full-time workers	87.8	204.5	327.9	237.4	150.2	50.7	954.4	104.1	1 058.5	68.7
Part-time workers	140.2	78.0	88.7	89.0	50.2	35.7	440.7	41.0	481.7	31.3
Whether preferred to work more hours than usually worked										
Usually works part-time hours	147.8	82.0	97.2	94.4	53.1	37.1	468.7	42.8	511.6	33.2
Preferred to work more hours	47.6	26.8	35.9	26.2	15.7	10.4	150.2	12.5	162.6	10.6
Did not prefer to work more hours(d)	100.2	55.2	61.3	68.1	37.4	26.7	318.6	30.4	348.9	22.7
Usually worked full-time hours	80.2	200.4	319.4	232.0	147.2	49.3	926.3	102.2	1 028.5	66.8
Total	228.0	282.4	416.6	326.3	200.3	86.4	1 395.1	145.1	1 540.1	100.0

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

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

— nil or rounded to zero (including null cells)

(a) Includes 'level not determined'.

(b) Includes 'certificate not further defined'.

(c) Excludes 'contributing family workers'.

(d) Includes people who 'did not know' if they preferred to work more hours.

EMPLOYED PERSONS WHO STARTED THEIR CURRENT JOB IN THE PREVIOUS 12 MONTHS,
Duration of looking for work—By level of highest non-school qualification

WITH A NON-SCHOOL QUALIFICATION

Duration of looking for work before current job	Bachelor Degree or above	Advanced Diploma/Diploma	Certificate III/IV	Certificate I/II(a)	Total(b)	Without a non-school qualification	Total
	'000	'000	'000	'000	'000	'000	'000
MALES							
Less than 1 year	98.1	34.5	92.7	24.0	254.9	183.3	438.2
1 and under 4 weeks	32.5	14.2	50.1	11.8	110.4	88.6	199.0
4 and under 8 weeks	26.4	*4.7	16.6	**2.3	52.4	40.3	92.7
8 and under 13 weeks	16.4	*5.9	11.3	*4.1	39.1	25.0	64.2
13 and under 26 weeks	17.1	*4.4	*6.4	*3.4	31.4	18.0	49.4
26 and under 52 weeks	*5.7	*5.2	*8.3	**2.3	21.6	11.3	32.9
1 year and over	*6.2	**1.9	**2.0	*2.9	14.1	11.8	25.9
Did not look for work	58.8	28.7	82.3	10.7	184.7	147.2	331.9
Total	163.0	65.1	176.9	37.6	453.7	342.3	796.0

FEMALES

Less than 1 year	119.1	46.0	63.2	27.4	261.1	172.0	433.1
1 and under 4 weeks	44.8	23.3	26.3	10.9	108.1	69.3	177.4
4 and under 8 weeks	36.3	10.8	12.1	*7.6	67.9	37.1	105.0
8 and under 13 weeks	15.2	*6.1	10.0	**2.3	33.5	32.3	65.8
13 and under 26 weeks	13.3	*3.7	10.4	**2.3	31.3	18.9	50.2
26 and under 52 weeks	9.5	**2.1	*4.4	*4.2	20.3	14.4	34.7
1 year and over	*3.3	**0.5	*3.1	*3.8	10.7	13.8	24.6
Did not look for work	80.3	32.1	35.8	22.8	173.5	113.0	286.4
Total	202.7	78.6	102.2	54.0	445.3	298.8	744.1

PERSONS

Less than 1 year	217.2	80.4	155.9	51.4	516.0	355.3	871.3
1 and under 4 weeks	77.4	37.5	76.4	22.7	218.5	157.9	376.4
4 and under 8 weeks	62.6	15.5	28.7	9.9	120.3	77.5	197.7
8 and under 13 weeks	31.6	12.0	21.3	*6.4	72.7	57.4	130.0
13 and under 26 weeks	30.4	*8.2	16.8	*5.8	62.7	36.9	99.6
26 and under 52 weeks	15.3	*7.3	12.7	*6.6	41.9	25.7	67.6
1 year and over	9.4	*2.5	*5.1	*6.7	24.8	25.6	50.5
Did not look for work	139.1	60.8	118.1	33.5	358.2	260.1	618.3
Total	365.7	143.7	279.1	91.6	899.0	641.1	1 540.1

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

(a) Includes 'certificate not further defined'.

(b) Includes 'level not determined'.

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

	AGE GROUP (YEARS)						Total
	15-19	20-24	25-34	35-44	45-54	55 and over	
	'000	'000	'000	'000	'000	'000	
MALES							
Whether had prior knowledge that job was available							
Had prior knowledge that job or work was available	85.4	93.1	141.8	94.4	57.5	27.7	499.8
Did not have prior knowledge that job was available	31.4	32.0	60.3	42.9	29.2	16.7	212.4
Whether first job ever held lasting two weeks or more							
First job ever held	46.9	12.0	*3.4	*2.7	**2.0	**0.9	67.9
Had worked before	69.8	113.0	198.7	134.6	84.7	43.5	644.3
Out of work prior to starting job	26.0	41.1	64.6	38.4	21.8	21.3	213.1
Changed employer to start job	43.8	71.9	134.1	96.2	62.9	22.3	431.2
Whether had paid leave entitlements in current job							
With paid leave entitlements	45.2	77.9	144.3	95.5	64.7	26.6	454.1
Without paid leave entitlements	71.5	47.1	57.8	41.8	22.0	17.9	258.1
Total	116.7	125.0	202.0	137.3	86.7	44.4	712.2
FEMALES							
Whether had prior knowledge that job was available							
Had prior knowledge that job or work was available	73.9	100.0	129.8	100.4	55.8	21.0	480.9
Did not have prior knowledge that job was available	36.6	42.2	47.5	42.4	26.5	*6.8	202.0
Whether first job ever held lasting two weeks or more							
First job ever held	38.2	10.4	12.9	*3.5	*3.1	**0.3	68.4
Had worked before	72.2	131.8	164.4	139.2	79.2	27.5	614.4
Out of work prior to starting job	30.7	39.4	55.4	61.0	27.9	12.6	226.9
Changed employer to start job	41.6	92.5	109.0	78.3	51.3	14.9	387.5
Whether had paid leave entitlements in current job							
With paid leave entitlements	27.2	79.2	119.3	77.4	48.7	16.7	368.6
Without paid leave entitlements	83.3	63.0	57.9	65.3	33.6	11.0	314.2
Total	110.5	142.2	177.3	142.7	82.3	27.8	682.8
PERSONS							
Whether had prior knowledge that job was available							
Had prior knowledge that job or work was available	159.2	193.1	271.5	194.8	113.4	48.7	980.7
Did not have prior knowledge that job was available	67.9	74.2	107.8	85.2	55.7	23.5	414.4
Whether first job ever held lasting two weeks or more							
First job ever held	85.1	22.4	16.3	*6.2	*5.2	**1.2	136.3
Had worked before	142.1	244.9	363.0	273.8	163.9	71.0	1 258.7
Out of work prior to starting job	56.7	80.5	119.9	99.3	49.7	33.9	440.1
Changed employer to start job	85.4	164.4	243.1	174.5	114.1	37.2	818.7
Whether had paid leave entitlements in current job							
With paid leave entitlements	72.4	157.2	263.6	172.9	113.4	43.3	822.8
Without paid leave entitlements	154.8	110.1	115.7	107.1	55.6	28.9	572.3
Total	227.2	267.3	379.3	280.0	169.1	72.2	1 395.1

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

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

EMPLOYEES (EXCLUDING OMIES) WHO STARTED THEIR CURRENT JOB IN THE PREVIOUS 12 MONTHS, All steps taken to attain a job(a)(b)—By whether had ever worked(c)

All steps taken to attain a job(a)(b)	HAD WORKED BEFORE AND WAS OUT OF WORK PRIOR TO STARTING JOB			HAD WORKED BEFORE AND CHANGED EMPLOYER TO START JOB		
	Males	Females	Persons	Males	Females	Persons
PERSONS ('000)						
Wrote, phoned or applied in person to an employer for work	136.2	150.9	287.1	203.0	223.7	426.6
Answered an advertisement for a job in a newspaper	67.8	80.7	148.5	83.5	92.4	175.8
Answered an advertisement for a job on the Internet	75.3	88.7	163.9	98.3	129.1	227.4
Answered an advertisement for a job on Centrelink touchscreens	11.2	*6.3	17.5	*5.3	**1.6	*6.9
Answered an advertisement for a job on workplace noticeboards	*6.5	*8.3	14.8	*7.6	*5.1	12.7
Contacted friends or relatives	74.3	65.5	139.8	104.4	89.2	193.6
Advertised or tendered for work	*5.8	*6.4	12.2	*6.4	9.2	15.6
Registered with a Job Network employment agency	42.1	36.1	78.2	29.3	33.4	62.6
Registered with other employment agency	38.4	29.2	67.6	41.4	28.5	69.9
Checked with a Job Network employment agency	41.1	32.3	73.4	24.7	25.5	50.2
Checked with other employment agency	34.2	25.6	59.7	32.2	22.7	54.8
Looked at advertisements for jobs in a newspaper	103.4	117.3	220.7	121.0	141.8	262.9
Looked at advertisements for jobs on the Internet	105.9	113.2	219.0	138.1	175.1	313.3
Looked at advertisements for jobs on Centrelink touchscreens	22.8	15.8	38.6	9.6	*7.3	16.9
Looked at advertisements for jobs on workplace noticeboards	16.2	16.3	32.4	13.0	13.1	26.1
Registered with Centrelink as a job seeker	39.9	33.6	73.5	13.6	26.2	39.8
Other	14.6	19.2	33.7	30.4	32.5	62.9
Did not take steps to attain a job(d)	44.7	38.7	83.4	126.4	85.2	211.6
Total	213.1	226.9	440.1	431.2	387.5	818.7

PERSONS (%)						
Wrote, phoned or applied in person to an employer for work	63.9	66.5	65.2	47.1	57.7	52.1
Answered an advertisement for a job in a newspaper	31.8	35.6	33.7	19.4	23.8	21.5
Answered an advertisement for a job on the Internet	35.3	39.1	37.3	22.8	33.3	27.8
Answered an advertisement for a job on Centrelink touchscreens	5.3	*2.8	4.0	*1.2	**0.4	*0.8
Answered an advertisement for a job on workplace noticeboards	*3.0	*3.7	3.4	*1.8	*1.3	1.6
Contacted friends or relatives	34.9	28.8	31.8	24.2	23.0	23.7
Advertised or tendered for work	*2.7	*2.8	2.8	*1.5	2.4	1.9
Registered with a Job Network employment agency	19.8	15.9	17.8	6.8	8.6	7.7
Registered with other employment agency	18.0	12.9	15.4	9.6	7.3	8.5
Checked with a Job Network employment agency	19.3	14.2	16.7	5.7	6.6	6.1
Checked with other employment agency	16.0	11.3	13.6	7.5	5.9	6.7
Looked at advertisements for jobs in a newspaper	48.5	51.7	50.2	28.1	36.6	32.1
Looked at advertisements for jobs on the Internet	49.7	49.9	49.8	32.0	45.2	38.3
Looked at advertisements for jobs on Centrelink touchscreens	10.7	7.0	8.8	2.2	*1.9	2.1
Looked at advertisements for jobs on workplace noticeboards	7.6	7.2	7.4	3.0	3.4	3.2
Registered with Centrelink as a job seeker	18.7	14.8	16.7	3.2	6.8	4.9
Other	6.8	8.4	7.7	7.0	8.4	7.7
Did not take steps to attain a job(d)	21.0	17.1	18.9	29.3	22.0	25.9
Total	100.0	100.0	100.0	100.0	100.0	100.0

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

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

(a) Refers to all steps taken to attain a job, therefore people may appear in more than one category.

(b) Refers to all steps taken to attain a job, not necessarily the current job.

(c) Whether had ever worked for two weeks or more before commencing current job.

(d) Includes people who were approached by their employer.

All steps taken to attain a job(a)(b)	FIRST JOB EVER HELD			TOTAL		
	Males	Females	Persons	Males	Females	Persons
PERSONS ('000)						
Wrote, phoned or applied in person to an employer for work	38.6	40.3	78.9	377.8	414.9	792.6
Answered an advertisement for a job in a newspaper	*7.1	13.4	20.4	158.3	186.4	344.8
Answered an advertisement for a job on the Internet	10.6	20.6	31.2	184.2	238.4	422.6
Answered an advertisement for a job on Centrelink touchscreens	*2.5	**1.1	*3.5	19.0	9.0	27.9
Answered an advertisement for a job on workplace noticeboards	*3.0	*3.2	*6.1	17.0	16.6	33.6
Contacted friends or relatives	22.4	22.8	45.2	201.1	177.5	378.6
Advertised or tendered for work	—	**0.7	**0.7	12.2	16.3	28.5
Registered with a Job Network employment agency	*8.5	*7.2	15.6	79.9	76.6	156.5
Registered with other employment agency	*3.7	*5.2	8.9	83.6	62.8	146.4
Checked with a Job Network employment agency	*5.8	*3.8	9.6	71.6	61.6	133.1
Checked with other employment agency	*3.6	*4.3	*8.0	69.9	52.6	122.5
Looked at advertisements for jobs in a newspaper	15.0	23.5	38.5	239.5	282.6	522.1
Looked at advertisements for jobs on the Internet	17.2	27.7	44.9	261.2	316.0	577.2
Looked at advertisements for jobs on Centrelink touchscreens	*4.6	**2.2	*6.8	37.0	25.3	62.3
Looked at advertisements for jobs on workplace noticeboards	*4.1	*5.0	9.2	33.3	34.4	67.7
Registered with Centrelink as a job seeker	*6.2	*8.6	14.8	59.7	68.5	128.1
Other	8.8	*7.3	16.1	53.7	58.9	112.7
Did not take steps to attain a job(d)	15.7	9.4	25.1	186.7	133.4	320.1
Total	67.9	68.4	136.3	712.2	682.8	1 395.1

PERSONS (%)						
Wrote, phoned or applied in person to an employer for work	56.8	58.9	57.9	53.0	60.8	56.8
Answered an advertisement for a job in a newspaper	*10.4	19.6	15.0	22.2	27.3	24.7
Answered an advertisement for a job on the Internet	15.6	30.2	22.9	25.9	34.9	30.3
Answered an advertisement for a job on Centrelink touchscreens	*3.6	**1.6	*2.6	2.7	1.3	2.0
Answered an advertisement for a job on workplace noticeboards	*4.4	*4.6	*4.5	2.4	2.4	2.4
Contacted friends or relatives	32.9	33.3	33.1	28.2	26.0	27.1
Advertised or tendered for work	—	**1.0	**0.5	1.7	2.4	2.0
Registered with a Job Network employment agency	*12.5	*10.5	11.5	11.2	11.2	11.2
Registered with other employment agency	*5.5	*7.6	6.5	11.7	9.2	10.5
Checked with a Job Network employment agency	*8.5	*5.6	7.0	10.1	9.0	9.5
Checked with other employment agency	*5.4	*6.3	*5.8	9.8	7.7	8.8
Looked at advertisements for jobs in a newspaper	22.1	34.3	28.2	33.6	41.4	37.4
Looked at advertisements for jobs on the Internet	25.3	40.4	32.9	36.7	46.3	41.4
Looked at advertisements for jobs on Centrelink touchscreens	*6.8	**3.2	*5.0	5.2	3.7	4.5
Looked at advertisements for jobs on workplace noticeboards	*6.1	*7.4	6.7	4.7	5.0	4.9
Registered with Centrelink as a job seeker	*9.1	*12.6	10.9	8.4	10.0	9.2
Other	13.0	*10.6	11.8	7.5	8.6	8.1
Did not take steps to attain a job(d)	23.1	13.8	18.4	26.2	19.5	22.9
Total	100.0	100.0	100.0	100.0	100.0	100.0

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

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

— nil or rounded to zero (including null cells)

(a) Refers to all steps taken to attain a job, therefore people may appear in more than one category.

(b) Refers to all steps taken to attain a job, not necessarily the current job.

(c) Whether had ever worked for two weeks or more before commencing current job.

(d) Includes people who were approached by their employer.

	NSW	Vic.	Qld	SA	WA	Tas.	NT(a)	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
Population 1									
Unemployed persons	79.5	54.2	30.7	17.3	16.2	4.6	*0.9	3.2	206.6
Population 2									
Employed persons who started their current job in the previous 12 months	236.4	184.0	183.7	53.5	104.3	13.5	6.5	14.2	796.0
Population 3									
Employees (excluding owner managers of incorporated enterprises) who started their current job in the previous 12 months	208.6	161.6	166.7	49.5	93.9	12.4	6.0	13.5	712.2
FEMALES									
Population 1									
Unemployed persons	73.2	58.7	41.8	16.0	17.4	6.1	*1.3	*1.5	216.0
Population 2									
Employed persons who started their current job in the previous 12 months	215.5	175.0	171.2	45.5	94.0	17.0	7.0	18.8	744.1
Population 3									
Employees (excluding owner managers of incorporated enterprises) who started their current job in the previous 12 months	192.2	162.0	157.1	42.7	88.8	15.4	6.7	18.0	682.8
PERSONS									
Population 1									
Unemployed persons	152.7	112.9	72.6	33.4	33.5	10.6	2.2	4.7	422.6
Population 2									
Employed persons who started their current job in the previous 12 months	451.8	359.0	354.9	99.0	198.4	30.5	13.4	33.0	1 540.1
Population 3									
Employees (excluding owner managers of incorporated enterprises) who started their current job in the previous 12 months	400.8	323.5	323.8	92.3	182.7	27.8	12.7	31.5	1 395.1

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

(a) Refers to mainly urban areas only. See paragraph 6 of the Explanatory Notes

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this publication were compiled from data collected in the Job Search Experience Survey, conducted throughout Australia in July 2008 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

2 The publication *Labour Force, Australia* (cat. no. 6202.0) contains information about survey design, sample redesign, scope, coverage and population benchmarks relevant to the monthly LFS, which also apply to supplementary surveys. It also contains definitions of demographic and labour force characteristics, and information about telephone interviewing which are relevant to both the monthly LFS and supplementary surveys.

CONCEPTS, SOURCES AND METHODS

3 The conceptual framework used in Australia's LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001).

SCOPE

4 The scope of the LFS is restricted to people aged 15 years and over and excludes the following people:

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

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

6 This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded approximately 120,000 people living in very remote parts of Australia who would otherwise have been within the scope of the survey. The exclusion of these people will have only a minor impact on any aggregate estimates produced for individual states and territories, except the Northern Territory where such people account for around 23% of the population.

7 The survey only relates to people who were unemployed in July 2008, and people employed in July 2008 who started their current job in the previous 12 months.

COVERAGE

8 The estimates in this publication relate to people covered by the survey in July 2008. In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection in the survey. See *Labour Force, Australia* (cat. no. 6202.0) for more details.

SAMPLE SIZE

9 Supplementary surveys are not always conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

10 The LFS sample size in July 2008 was approximately one-third smaller than the sample size in July 2007. This is due to an 11% sample reduction that was implemented from November 2007 to June 2008 based on the 2006 sample design, and an additional 24% sample reduction implemented in July 2008. Detailed information about the sample reduction is provided in *Information Paper: Labour Force Survey Sample Design, Nov 2007 (Second edition)* (cat. no. 6269.0).

11 The reduced sample will still be representative, with selections made across all parts of Australia.

EXPLANATORY NOTES *continued*

SAMPLE SIZE *continued*

12 The initial sample for the July 2008 LFS consisted of 27,221 private dwelling households and special dwelling units. Of the 21,388 private dwelling households and special dwelling units that remained in the survey after sample loss (e.g. households selected in the survey which had no residents in scope for the LFS, vacant or derelict dwellings and dwellings under construction), approximately 20,535 or 96.0% were fully responding to the Job Search Experience Survey. The number of completed interviews obtained from these private dwellings and special dwelling units (after taking into account scope, coverage and sub-sampling exclusions) was 4,042.

RELIABILITY OF THE ESTIMATES

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

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

SEASONAL FACTORS

14 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.

CLASSIFICATIONS USED

15 Country of birth data are classified according to the *Standard Australian Classification of Countries (SACC), 1998* (cat. no. 1269.0).

16 From 2006, occupation data are classified according to ANZSCO—*Australian and New Zealand Standard Classification of Occupations, First Edition, 2006* (cat. no. 1220.0). This new classification replaces ASCO—*Australian Standard Classification of Occupations, Second Edition, 1997* (cat. no. 1220.0). Data classified according to ASCO can be obtained on request.

17 Also from 2006, industry data are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006* (cat. no. 1292.0). This new classification replaces the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (cat. no. 1292.0). Data classified according to ANZSIC 1993 can be obtained on request.

18 Educational attainment data are classified according to the *Australian Standard Classification of Education (ASCED)* (cat. no. 1272.0). See Appendix 1 for further information.

COMPARABILITY OF TIME SERIES

19 Revisions are made to population benchmarks for the LFS after each five-yearly Census of Population and Housing. The last such revision was made in February 2004 to take account of the results of the 2001 Census of Population and Housing. Estimates from supplementary surveys conducted from and including February 2004 are therefore based on revised population benchmarks.

COMPARABILITY WITH MONTHLY LFS STATISTICS

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

COMPARABILITY WITH PREVIOUS SURVEYS

21 From July 2004, a change has been made to the category 'considered too young or too old by employers' for the data items 'all difficulties in finding work' and 'main difficulty in finding work'. The category has been split into 'considered too young by employers' and 'considered too old by employers'. Data for 'considered too young by employers' is not published separately in all relevant tables, but are available on request.

EXPLANATORY NOTES *continued*

PREVIOUS SURVEYS

22 JSE was first conducted in July 2002. Results of similar surveys on the job search experience of unemployed people conducted in July 1984, July 1985, June 1986, July 1988, July 1990, June 1991, and annually from July 1992 to July 2001 were published in various issues of *Job Search Experience of Unemployed Persons, Australia* (cat. no. 6222.0). Information on people who had started work for an employer for wages or salary during the 12 months up to the end of the reference week was collected in June 1986, and two-yearly from July 1990 to July 2000 and were published in *Successful and Unsuccessful Job Search Experience, Australia* (cat. no. 6245.0).

NEXT SURVEY

23 The ABS plans to conduct this survey again in July 2009.

ACKNOWLEDGMENT

24 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

25 ABS publications which may also be of interest include:

- *Australian Labour Market Statistics* (cat. no. 6105.0)
- *Labour Force, Australia* (cat. no. 6202.0)
- *Labour Force Experience, Australia* (cat. no. 6206.0)
- *Labour Mobility, Australia* (cat. no. 6209.0)
- *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001)
- *Persons Not in the Labour Force, Australia* (cat. no. 6220.0)
- *Underemployed Workers, Australia* (cat. no. 6265.0)

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

ABBREVIATIONS

'000	thousand
ABS	Australian Bureau of Statistics
ABSCQ	Australian Bureau of Statistics Classification of Qualifications
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCED	Australian Standard Classification of Education
ASCO	Australian Standard Classification of Occupations
LFS	Labour Force Survey
n.f.d.	not further defined
OMIE	owner manager of incorporated enterprise
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error
wks	weeks

APPENDIX 1 CLASSIFICATION OF EDUCATION

CLASSIFICATION OF EDUCATION

In 2001, the ABS Classification of Qualifications (ABSCQ) (cat. no. 1262.0) was replaced by the Australian Standard Classification of Education (ASCED) (cat. no. 1272.0). The ASCED is a national standard classification which can be applied to all sectors of the Australian education system including schools, vocational education and training and higher education. ASCED replaces a number of classifications previously used in administrative and statistical systems, including the ABSCQ. The ASCED comprises two classifications: Level of Education and Field of Education.

Level of Highest Educational Attainment can be derived from information on Highest Year of School Completed and Level of Highest Non-school Qualification. The derivation process determines which of the 'non-school' or 'school' attainments will be regarded as the highest. Usually the higher ranking attainment will be self-evident, but in some cases some Secondary Education is regarded, for the purposes of obtaining a single measure, as higher than some Certificate level attainments.

The following decision table is used to determine which of the responses to questions on Highest Year of School Completed (coded to ASCED Broad Level 6) and Level of Highest Non-school Qualification (coded to ASCED Broad Level 5) will be regarded as the highest. It is emphasised that this table was designed for the purpose of obtaining a single value for the output variable Level of Highest Educational Attainment and is not intended to convey any other ordinality.

Decision Table: Level of Highest Educational Attainment							
ASCED LEVEL OF EDUCATION CODES	Certificate n.f.d. (500)	Certificate III or IV n.f.d. (510)	Certificate IV (511)	Certificate III (514)	Certificate I or II n.f.d. (520)	Certificate II (521)	Certificate I (524)
Secondary Education n.f.d. (600)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Senior Secondary Education n.f.d. (610)	Senior Secondary n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Senior Secondary n.f.d.	Senior Secondary n.f.d.	Senior Secondary n.f.d.
Year 12 (611)	Year 12	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Year 12	Year 12	Year 12
Year 11 (613)	Year 11	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Year 11	Year 11	Year 11
Junior Secondary Education n.f.d. (620)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Year 10 (621)	Year 10	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Year 10	Certificate II	Year 10
Year 9 (622)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Year 8 (623)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Year 7 (624)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I

The decision table is also used to rank the information provided in a survey about the qualifications and attainments of a single individual. It does not represent any basis for comparison between differing qualifications. For example, a person whose Highest Year of School Completed was Year 12, and whose Level of Highest Non-school Qualification was a Certificate III, would have those responses crosschecked on the decision table and would as a result have their Level of Highest Educational Attainment output as

APPENDIX 1 CLASSIFICATION OF EDUCATION *continued*

CLASSIFICATION OF EDUCATION *continued*

Certificate III. However, if the same person answered 'Certificate' to the highest non-school qualification question, without offering any further detail, it would be crosschecked against Year 12 on the decision table as 'Certificate not further defined'. The output would then be 'Year 12'. The decision table, therefore, does not necessarily imply that one qualification is 'higher' than the other.

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST

DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Job Search Experience Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items are also available on request.

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

For more information about ABS data available on request, contact Tracey Chester on Canberra (02) 6252 5609, or by facsimile (02) 6252 5260, or by email to <tracey.chester@abs.gov.au>.

Population 1

Unemployed persons.

Population 2

Employed persons who started their current job in the previous 12 months.

Population 3

Employees (excluding owner managers of incorporated enterprises) who started their current job in the previous 12 months.

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
1 State or territory of usual residence	All	6 Relationship in household	All
New South Wales		Non-family member	
Victoria		Lone person	
Queensland		Not living alone	
South Australia		Relationship not determined	
Western Australia		7A Country of birth and period of arrival	All
Tasmania		Born in Australia	
Northern Territory		Born overseas	
Australian Capital Territory		Arrived before 1971	
2 Area of usual residence	All	Arrived 1971–1980	
State capital city		Arrived 1981–1990	
Balance of state/territory		Arrived 1991–2000	
3 Region of usual residence	All	Arrived 2001 to survey date	
Standard labour force dissemination regions		7B Country of birth (1)	All
4 Sex	All	Born in Australia	
Males		Born overseas	
Females		Born in main English-speaking countries	
5 Marital status	All	Born in other than main English-speaking countries	
Married		7C Country of birth (2)	All
Not married		Born in Australia	
6 Relationship in household	All	Born overseas	
Family member		Oceania and Antarctica	
Husband, wife or partner		North-West Europe	
With dependants		Southern and Eastern Europe	
Without dependants		North Africa and the Middle East	
Lone parent		South-East Asia	
With dependants		North-East Asia	
Without dependants		Southern and Central Asia	
Dependent student		Americas	
Non-dependent child		Sub-Saharan Africa	
Other related individual			

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
8 Age group (years)	All	13A Number of jobs started in the previous 12 months	All
15–19		None	
20–24		One	
25–34		Two	
35–44		Three or more	
45–54			
55–59		13B Number of jobs lasting two weeks or more started in the previous 12 months	All
60–64		None	
65 and over		One	
Note: Age collected in single years.		Two	
		Three or more	
9 Level of highest educational attainment	All	14 All steps taken to find work/attain a job	1,3
Postgraduate Degree		Wrote, phoned or applied in person to an employer for work	
Graduate Diploma/Graduate Certificate		Answered an advertisement for a job in a newspaper	
Bachelor Degree		Answered an advertisement for a job on the Internet	
Advanced Diploma/Diploma		Answered an advertisement for a job on Centrelink touchscreens	
Certificate III/IV		Answered an advertisement for a job on workplace noticeboards	
Certificate I/II		Contacted friends or relatives	
Certificate not further defined		Advertised or tendered for work	
Year 12		Registered with a Job Network employment agency	
Year 11		Registered with other employment agency	
Year 10 or below		Checked with a Job Network employment agency	
Other education		Checked with other employment agency	
Level not determined		Looked at advertisements for jobs in a newspaper	
No educational attainment		Looked at advertisements for jobs on the Internet	
		Looked at advertisements for jobs on Centrelink touchscreens	
10 Level of highest non-school qualification	All	Looked at advertisements for jobs on workplace noticeboards	
With a non-school qualification		Registered with Centrelink as a job seeker	
Postgraduate Degree		Other	
Graduate Diploma/Graduate Certificate		Did not take steps to find work/attain a job	
Bachelor Degree		Note: Multiple response category. People may appear in more than one category.	
Advanced Diploma/Diploma			
Certificate III/IV		15 Whether looked for full-time or part-time work	1
Certificate I/II		Looked for full-time work	
Certificate not further defined		Looked for part-time work	
Level not determined			
Without a non-school qualification			
11 Highest year of school completed	All		
Year 12			
Year 11			
Year 10			
Year 9			
Year 8 or below			
Never attended school			
12 Highest non-school qualification and whether qualification obtained overseas or within Australia	All		
Born in Australia			
Born overseas			
With a non-school qualification			
Qualification obtained overseas			
Qualification obtained in Australia			
Without a non-school qualification			

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
16 Preferred number of hours 1-15 16-29 30-34 35-39 40 41-44 45-48 49 or more Did not know Note: Collected in single hours.	1	19A All steps taken to find work <i>cont.</i> Looked at advertisements for jobs on Centrelink touchscreens Looked at advertisements for jobs on workplace noticeboards Registered with Centrelink as a job seeker Other Did not take steps to find work Note: Multiple response category. People may appear in more than one category.	1
17 Duration of current period of unemployment Under 1 year 1 and under 4 weeks 4 and under 8 weeks 8 and under 13 weeks 13 and under 26 weeks 26 and under 39 weeks 39 and under 52 weeks 1 year and over 1 and under 2 years 2 years and over	1	19B Active steps taken to find work Wrote, phoned or applied in person to an employer for work Answered an advertisement for a job in a newspaper Answered an advertisement for a job on the Internet Answered an advertisement for a job on Centrelink touchscreens Answered an advertisement for a job on workplace noticeboards Contacted friends or relatives Advertised or tendered for work Registered with a Job Network employment agency Registered with other employment agency Registered with Centrelink as a job seeker Took no active steps Note: Multiple response category. People may appear in more than one category.	1
18 Whether has been registered with Centrelink as a job seeker Has been registered with centrelink as a job seeker Has not been registered with Centrelink as a job seeker	1	Registered with Centrelink as a job seeker Took no active steps Note: Multiple response category. People may appear in more than one category.	1
19A All steps taken to find work Wrote, phoned or applied in person to an employer for work Answered an advertisement for a job in a newspaper Answered an advertisement for a job on the Internet Answered an advertisement for a job on Centrelink touchscreens Answered an advertisement for a job on workplace noticeboards Contacted friends or relatives Advertised or tendered for work Registered with a Job Network employment agency Registered with other employment agency Checked with a Job Network employment agency Checked with other employment agency Looked at advertisements for jobs in a newspaper Looked at advertisements for jobs on the Internet	1	19C Active steps taken to find work and whether has been registered with a Job Network employment agency Has been registered with a Job Network employment agency Wrote, phoned or applied in person to an employer for work Answered an advertisement for a job in a newspaper Answered an advertisement for a job on the Internet Answered an advertisement for a job on Centrelink touchscreens Answered an advertisement for a job on workplace noticeboards Contacted friends or relatives Advertised or tendered for work Took no active steps Has not been registered with a Job Network employment agency Note: Multiple response category. People may appear in more than one category.	1

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
19D Whether has been registered with a Job Network employment agency	1	21B Main difficulty in finding work <i>cont.</i>	1
Has been registered with a Job Network employment agency		Other difficulties	
Has not been registered with a Job Network employment agency		No difficulties at all	
20 Number of offers of employment in the current period of unemployment	1	22 Number of spells of looking for work in the previous 12 months	1
None		One	
One		Two	
Two		Three or more	
Three or more		23 Time spent looking for work in the previous 12 months	1
21A All difficulties in finding work	1	1 and under 2 weeks	
Too many applicants for available jobs		2 and under 4 weeks	
Lacked necessary skills or education		4 and under 8 weeks	
Considered too young by employers		8 and under 13 weeks	
Considered too old by employers		13 and under 26 weeks	
Insufficient work experience		26 and under 39 weeks	
No vacancies at all		39 and under 52 weeks	
No vacancies in line of work		52 weeks	
Too far to travel/transport problems		24 Whether had ever worked for two weeks or more	1
Own ill health or disability		Had previously worked	
Language difficulties		Last job less than 2 years ago	
Unsuitable hours		Last job 2 years or more ago	
Difficulties with finding child care		Had never worked	
Other family responsibilities		25 Status in employment of last job	1
Difficulties because of ethnic background		Last job less than 2 years ago	
Other difficulties		Employees (including OMIEs)	
No difficulties at all		Employer	
No feed back from employers		Own account worker	
Note: Multiple response category.		Contributing family worker	
People may appear in more than one category.		Unpaid voluntary worker	
21B Main difficulty in finding work	1	Last job 2 or more years ago	
Too many applicants for available jobs		Had never worked	
Lacked necessary skills or education		26 Occupation of last job	1
Considered too young by employers		Last job less than 2 years ago	
Considered too old by employers		Managers	
Insufficient work experience		Professionals	
No vacancies at all		Associate professionals	
No vacancies in line of work		Technicians and trades workers	
Too far to travel/transport problems		Community and personal service workers	
Own ill health or disability		Clerical and administrative workers	
Language difficulties		Sales workers	
Unsuitable hours		Machinery operators and drivers	
Difficulties with finding child care		Labourers	
Other family responsibilities		Unpaid voluntary workers	
Difficulties because of ethnic background		Last job 2 or more years ago	
No feedback from employers		Had never worked	

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
27 Industry of last job	1	30 Reason for ceasing last job <i>cont.</i>	1
Last job less than 2 years ago		Last job less than 2 years ago <i>cont.</i>	
Agriculture, forestry and fishing		Job leaver	
Mining		Unsatisfactory work arrangements	
Manufacturing		Holiday job/returned to studies	
Electricity, gas, water and waste services		Other	
Construction		Unpaid voluntary worker	
Wholesale trade		Last job 2 or more years ago	
Retail trade		Had never worked	
Accommodation and food services		31 Whether had job to go to lasting two weeks or more	1
Transport, postal and warehousing		Had a job to go to	
Information media and telecommunications		Did not have a job to go to	
Financial and insurance services		32 Status in employment in current job	2
Rental, hiring and real estate services		Employees (including OMIEs)	
Professional, scientific and technical services		Employers	
Public administration and safety		Own account workers	
Education and training		Contributing family workers	
Health care and social assistance		33 Employment type in main job	2,3
Arts and recreation services		Employees (excluding OMIEs)	
Other services		Owner managers of incorporated enterprises	
Last job 2 or more years ago		Owner managers of unincorporated enterprises	
Had never worked		Contributing family workers	
28 Whether worked full-time or part-time in last job	1	34 Employment type in current job	2,3
Worked full-time		Employees (excluding OMIEs)	
Worked part-time		With paid leave entitlements	
Had never worked		Without paid leave entitlements	
29 Duration of last job	1	Owner managers of incorporated enterprises	
Last job less than 2 years ago		Owner managers of unincorporated enterprises	
Less than 1 year		Contributing family workers	
2 and under 4 weeks		35 Month started current job	2,3
4 and under 8 weeks		July 2007	
8 and under 26 weeks		August 2007	
26 and under 52 weeks		September 2007	
1 and under 2 years		October 2007	
Last job 2 or more years ago		November 2007	
2 and under 5 years		December 2007	
5 years and over		January 2008	
Unpaid voluntary worker		February 2008	
Had never worked		March 2008	
30 Reason for ceasing last job	1	April 2008	
Last job less than 2 years ago		May 2008	
Job loser		June 2008	
Laid off or retrenched		July 2008	
Job was temporary or seasonal			
Own ill health or disability			
Own business closed down for economic reasons			

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
36 Duration of looking for work before current job	2,3	42 Whether entitled to paid holiday leave in current job <i>cont.</i>	3
Less than 1 year		Not entitled to paid holiday leave	
1 and under 4 weeks		Did not know	
4 and under 8 weeks		43 Whether first job ever held lasting two weeks or more	3
8 and under 13 weeks		First job ever held	
13 and under 26 weeks		Had worked before	
26 and under 52 weeks		Out of work prior to starting job	
1 and under 2 years		Changed employer to start job	
2 and under 5 years		44 All steps taken to attain a job	3
5 years and over		Wrote, phoned or applied in person to an employer for work	
Did not look for work		Answered an advertisement for a job in a newspaper	
Note: Available in single weeks/years.		Answered an advertisement for a job on the Internet	
37 Occupation of current job	2,3	Answered an advertisement for a job on Centrelink touchscreens	
Managers		Answered an advertisement for a job on workplace noticeboards	
Professionals		Contacted friends or relatives	
Associate professionals		Advertised or tendered for work	
Technicians and trades workers		Registered with a Job Network employment agency	
Community and personal service workers		Registered with other employment agency	
Clerical and administrative workers		Checked with a Job Network employment agency	
Sales workers		Checked with other employment agency	
Machinery operators and drivers		Looked at advertisements for jobs in a newspaper	
Labourers		Looked at advertisements for jobs on the Internet	
38 Full-time or part-time status of current employment	2,3	Looked at advertisements for jobs on Centrelink touchscreens	
Full-time worker		Looked at advertisements for jobs on workplace noticeboards	
Part-time worker		Registered with Centrelink as a job seeker	
39 Whether preferred to work more hours than usually worked	2,3	Other	
Usually worked part-time hours		Did not take steps to attain a job	
Preferred to work more hours		Note: Multiple response category.	
Did not prefer to work more hours		People may appear in more than one category.	
Did not know		45 Whether job seeker approached employer	3
Usually worked full-time hours		Job seeker approached employer	
40 Whether had paid leave entitlements in current job	3	Employer approached job seeker	
With paid leave entitlements			
Without paid leave entitlements			
41 Whether entitled to paid sick leave in current job	3		
Entitled to paid sick leave			
Not entitled to paid sick leave			
Did not know			
42 Whether entitled to paid holiday leave in current job	3		
Entitled to paid holiday leave			

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
46 Whether had prior knowledge that current job was available	3	46 Whether had prior knowledge that current job was available <i>cont.</i>	3
Had prior knowledge that job or work was available		Had prior knowledge that job or work was available <i>cont.</i>	
Job Network employment agency		Other sources	
Other employment agency		Did not have prior knowledge that job was available	
School programs			
Careers service at educational institution		47 Role of Job Network in job attainment	3
Advertisements in a newspaper		Job Network helped job seeker to obtain job in some way	
Advertisements on the Internet		Job Network did not help job seeker to obtain job in any way	
Advertisements on Centrelink touchscreens		Did not know	
Advertisements on workplace noticeboards		Did not use Job Network in job attainment	
Friends, relatives or company contacts			

APPENDIX 3 SUPPLEMENTARY SURVEYS

SUPPLEMENTARY SURVEYS

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

	<i>cat. no.</i>	<i>Frequency</i>	<i>Latest issue</i>
Monthly Population Supplementary Surveys			
Child Care, Australia	4402.0	Irregular	June 2005
Child Employment, Australia	6211.0	Irregular	June 2006
Education and Work, Australia	6227.0	Annual	May 2007
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2007
Forms of Employment, Australia	6359.0	Annual	November 2007
Job Search Experience, Australia	6222.0	Annual	July 2008
Labour Force Experience, Australia	6206.0	Biennial	February 2007
Labour Force Status and Other Characteristics of Migrants, Australia	6250.0	Irregular	November 2007
Labour Mobility, Australia	6209.0	Biennial	February 2008
Locations of Work, Australia	6275.0	Irregular	November 2005
Multiple Jobholding, Australia(a)	6216.0	Irregular	August 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2007
Underemployed Workers, Australia	6265.0	Annual	September 2007
Working Time Arrangements, Australia(b)	6342.0	Irregular	November 2006
Multi-Purpose Household Surveys			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2006-2007
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2006-2007
Work-Related Injuries, Australia	6324.0	Irregular	2005-2006

(a) Latest data available on request July 2001

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

TECHNICAL NOTE DATA QUALITY

INTRODUCTION

1 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 (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

2 Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to enable readers to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to as the 'SE model', which is created using data from a number of past Labour Force Surveys. It should be noted that the SE model only gives an approximate value for the SE for any particular estimate, since there is some minor variation between SEs for different estimates of the same size.

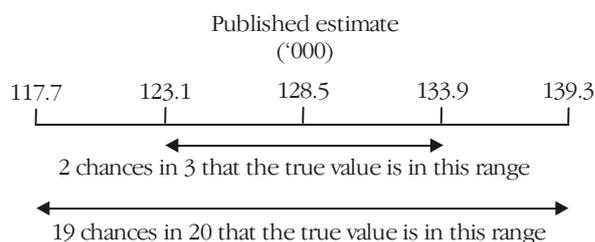
3 The LFS sample size in July 2008 was approximately one-third smaller than the sample size in July 2007. This is due to an 11% sample reduction that was implemented from November 2007 to June 2008 based on the 2006 sample design, and an additional 24% sample reduction implemented in July 2008. In combination, the two sample reductions are expected to increase the standard errors for estimates from the supplementary surveys by approximately 22% at the broad aggregate level, relative to the 2001 sample design (standard errors will vary at lower aggregate levels). Detailed information about the sample reduction is provided in *Information Paper: Labour Force Survey Sample Design, Nov 2007 (Second edition)* (cat. no. 6269.0).

CALCULATION OF STANDARD ERROR

4 An example of the calculation and the use of SEs in relation to estimates of persons is as follows. Table 4 shows the estimated number of unemployed women in Australia who were looking for full-time work was 128,500. Since this estimate is between 100,000 and 150,000, table T1 shows that the SE for Australia will lie between 4,900 and 5,700 and can be approximated by interpolation using the following general formula:

$$\begin{aligned}
 & SE \text{ of estimate} \\
 &= \text{lower SE} + \left(\left(\frac{\text{size of estimate} - \text{lower estimate}}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{upper SE} - \text{lower SE}) \right) \\
 &= 4,900 + \left(\left(\frac{128,500 - 100,000}{150,000 - 100,000} \right) \times (5,700 - 4,900) \right) \\
 &= 5,400 \text{ (rounded to the nearest 100)}
 \end{aligned}$$

5 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 within the range 123,100 to 133,900 and about 19 chances in 20 that the value will fall within the range 117,700 to 139,300. This example is illustrated in the diagram below.



CALCULATION OF STANDARD
ERROR *continued*

6 In general, the size of the SE increases as the size of the estimate increases. Conversely, the RSE decreases as the size of the estimate increases. Very small estimates are thus subject to such high RSEs that their value for most practical purposes is unreliable. In the tables in this publication, only estimates with RSEs of 25% or less are considered reliable for most purposes. Estimates with RSEs greater than 25% but less than or equal to 50% are preceded by an asterisk (e.g. *3.4) to indicate they are subject to high SEs and should be used with caution. Estimates with RSEs of greater than 50%, preceded by a double asterisk (e.g. **0.3), are considered too unreliable for general use and should only be used to aggregate with other estimates to provide derived estimates with RSEs of less than 25%. Table T2 presents the levels at which estimates have RSEs of 25% and 50%.

MEANS AND MEDIANS

7 The RSEs of estimates of mean duration of unemployment and median duration of unemployment are obtained by first finding the RSE of the estimate of the total number of persons contributing to the mean or median (see table T1) and then multiplying the resulting number by the following factors for Australian estimates:

- mean duration of unemployment: 1.6
- median duration of unemployment: 2.5

8 The following is an example of the calculation of SEs where the use of a factor is required. Table 4 shows that the estimated median duration of unemployment for unemployed women in Australia was 10 weeks and shows that the number of unemployed women was estimated as 216,000. The SE of 216,000 can be calculated from table T1 (by interpolation) as 6,600. To convert this to an RSE we express the SE as a percentage of the estimate or $6,600/216\ 000 = 3.1\%$.

9 The RSE of the estimate of median duration of unemployment for unemployed women is calculated by multiplying this number (3.1%) by the appropriate factor shown in the previous paragraph (in this case 2.5): $3.1 \times 2.5 = 7.8\%$. The SE of this estimate of median duration of unemployment for unemployed women is therefore 7.8% of 10 weeks, i.e. almost one week. Therefore, there are two chances in three that the median duration of unemployment for women that would have been obtained if all dwellings had been included in the survey would have been within the range 9 to 11 weeks and about 19 chances in 20 that it would have been within the range 8 weeks to 12 weeks.

10 Table T2 represents the minimum size of estimates, based on the SE model described in paragraph 2, required to have RSEs of less than 25% and 50% respectively. For example, an estimate of median duration of unemployment for Australia based on less than 35,100 people will have an RSE of at least 25%, and an estimate of median duration of unemployment for Australia based on less than 12,500 will have an RSE of at least 50%. For all other estimates, (i.e. those estimates based purely on number of people in a specific category), an estimate of less than 8,600 for the Australian total will have an RSE of at least 25% and an estimate of less than 5,700 will have an RSE of at least 50%.

PROPORTIONS AND
PERCENTAGES

11 Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSE of a proportion is given below. This formula is only valid when x is a subset of y:

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

12 Considering the example from the previous page, of the 128,500 unemployed women who were looking for full-time work, 19,800 or 15.4% had been unemployed for one year or more. The SE of 19,800 may be calculated by interpolation as 2,900. To convert this to an RSE we express the SE as a percentage of the estimate, or $2,900/19,800$

PROPORTIONS AND
PERCENTAGES *continued*

= 14.7%. The SE for 128,500 was calculated previously as 5,400, which converted to an RSE is $5,400/128,500 = 4.2\%$. Applying the above formula, the RSE of the proportion is:
 $RSE = \sqrt{(14.7)^2 - (4.2)^2} = 14.1\%$

13 Therefore, the SE for the proportion of unemployed women looking for full-time work who had been unemployed for one year or more is 2.2 percentage points ($= (15.4/100) \times 14.1$). Therefore, there are about two chances in three that the proportion of unemployed women looking for full-time work who have been unemployed for one year or more is between 13.2% and 17.6% and 19 chances in 20 that the proportion is within the range 11.0% to 19.8%.

DIFFERENCES

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

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

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

TECHNICAL NOTE DATA QUALITY *continued*

STANDARD ERRORS

T1 STANDARD ERRORS OF ESTIMATES

Size of estimate (persons)	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	Australia.....	
	no.	no.	no.	no.	no.	no.	no.	no.	no.	%
100	340	330	250	200	250	130	90	120	120	120.0
200	450	430	370	270	330	180	140	190	220	110.0
300	540	510	450	320	390	220	170	240	300	100.0
500	660	620	570	390	480	270	220	310	440	88.0
700	760	710	670	450	550	310	260	350	550	78.6
1,000	880	810	780	520	630	360	300	380	700	70.0
1,500	1 030	950	930	600	730	410	350	420	890	59.3
2,000	1 150	1 060	1 040	670	820	450	390	440	1 050	52.5
2,500	1 250	1 150	1 150	750	900	500	400	450	1 200	48.0
3,000	1 350	1 250	1 200	800	950	500	450	500	1 300	43.3
3,500	1 450	1 300	1 300	800	1 000	550	450	500	1 400	40.0
4,000	1 500	1 400	1 350	850	1 050	550	500	550	1 500	37.5
5,000	1 650	1 500	1 450	950	1 150	600	550	600	1 700	34.0
7,000	1 850	1 700	1 650	1 050	1 300	700	650	650	1 950	27.9
10,000	2 150	1 950	1 850	1 200	1 500	800	800	800	2 300	23.0
15,000	2 500	2 250	2 050	1 350	1 700	950	1 150	950	2 650	17.7
20,000	2 750	2 500	2 250	1 500	1 900	1 150	1 450	1 100	2 950	14.8
30,000	3 200	2 900	2 600	1 800	2 150	1 450	2 000	1 450	3 350	11.2
40,000	3 550	3 200	2 850	2 050	2 400	1 700	2 500	1 700	3 650	9.1
50,000	3 850	3 500	3 150	2 300	2 650	1 950	3 000	1 900	3 900	7.8
100,000	4 900	4 550	4 300	3 450	3 900	2 750	5 250	2 550	4 900	4.9
150,000	5 750	5 550	5 300	4 400	5 150	3 300	7 200	2 900	5 700	3.8
200,000	6 600	6 450	6 200	5 200	6 150	3 700	9 000	3 050	6 400	3.2
300,000	8 300	8 300	7 850	6 400	7 750	4 200	12 250	3 200	7 600	2.5
500,000	11 650	11 500	10 600	8 000	9 850	4 850	..	3 200	9 550	1.9
1,000,000	17 300	17 500	15 150	10 200	12 600	5 550	..	..	13 450	1.3
2,000,000	23 300	25 850	20 350	12 100	14 550	..	..	..	19 550	1.0
5,000,000	29 700	41 350	27 450	13 650	15 200	..	..	..	32 600	0.7
10,000,000	31 800	57 000	32 100	..	..	..	..	..	43 500	0.4
15,000,000	..	..	..	..	..	..	..	..	49 100	0.3

.. not applicable

T2 LEVELS AT WHICH ESTIMATES HAVE RELATIVE STANDARD ERRORS OF 25% AND 50% (a)

	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	Aust.	
	no.	no.	no.	no.	no.	no.	no.	no.	no.	
25% RSE										
Mean duration of unemployment	13 900	11 700	10 600	5 400	7 700	2 800	1 900	2 900	18 100	
Median duration of unemployment	36 800	31 800	27 800	14 800	22 300	10 300	6 400	8 500	35 100	
All other estimates	7 800	6 700	6 300	3 200	4 400	1 700	1 300	1 700	8 600	
50% RSE										
Mean duration of unemployment	4 600	3 900	3 700	1 800	2 600	1 000	600	1 200	5 700	
Median duration of unemployment	12 400	10 700	10 200	5 100	7 600	3 400	2 100	2 800	12 500	
All other estimates	2 500	2 200	2 100	1 000	1 400	600	400	700	2 300	

(a) Refers to the number of people contributing to the estimate.

GLOSSARY

Active steps taken to find work	<p>Active steps taken by unemployed people in their search for work during the current period of unemployment include:</p> <ul style="list-style-type: none">■ wrote, phoned or applied in person to an employer for work■ answered an advertisement for a job in a newspaper■ answered an advertisement for a job on the Internet■ answered an advertisement for a job on Centrelink touchscreens■ answered an advertisement for a job on workplace noticeboards■ contacted friends or relatives■ advertised or tendered for work■ registered with a Job Network employment agency■ registered with other employment agency■ registered with Centrelink as a job seeker.
All difficulties in finding work	<p>All difficulties in finding work experienced by unemployed people during the current period of unemployment.</p>
All steps taken to find work	<p>All steps taken by unemployed people in their search for work during the current period of unemployment.</p>
All steps taken to attain a job	<p>All steps taken to attain a job by people who started their current job in the previous 12 months. Refers to steps taken to attain a job, not necessarily the current job.</p>
Bachelor Degree or above	<p>Bachelor Degree or above includes qualifications at the Post Graduate Degree Level, Graduate Diploma and Graduate Certificate Level and Bachelor Degree Level.</p>
Centrelink	<p>Centrelink is a statutory authority responsible for delivering a range of Commonwealth Government services, including the registration of people for job search assistance and income support.</p>
Certificate not further defined	<p>Survey responses are coded to Certificate not further defined (n.f.d.) when there is not enough information to code them to Certificate I, II, III or IV in the <i>Australian Standard Classification of Education (ASCED), 2001</i> (cat. no. 1272.0), Level of Education classification.</p>
Contributing family workers	<p>People who work without pay in an economic enterprise operated by a relative.</p>
Current job	<p>A job that a person is currently working in, has lasted, or is likely to last for a period of two weeks or more. For people who have commenced more than one job in the previous 12 months, it is the job most recently started.</p>
Duration of current period of unemployment	<p>The period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked in any job for two weeks or more, until the end of the reference week; whichever was the shorter period. Brief periods of work (of less than two weeks) since the person began looking for work are disregarded.</p>
Duration of looking for work before current job	<p>The number of weeks or years that employed people were looking for work before being offered their current job or starting their own business. For employed people who had worked before, it includes any time they were looking for work before leaving their previous employer.</p>
Employed	<p>People aged 15 years and over who, during the reference week:</p> <ul style="list-style-type: none">■ worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or■ were employees who had a job but were not at work and were:<ul style="list-style-type: none">■ away from work for less than four weeks up to the end of the reference week; or

GLOSSARY *continued*

Employed <i>continued</i>	<ul style="list-style-type: none">■ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or■ away from work as a standard work or shift arrangement; or■ on strike or locked out; or■ on workers' compensation and expected to return to their job; or■ were employers or own account workers who had a job, business or farm, but were not at work.
Employees	People who work for a public or private employer and receive remuneration in wages, salary, a retainer fee from their employer while working on a commission basis, tips, piece rates, or payment in kind, or people who operate their own incorporated enterprise with or without hiring employees.
Employers	People who operate their own unincorporated economic enterprise or engage independently in a profession or trade, and hire one or more employees.
Employment type in current job	Classifies employed people according to the following categories on the basis of their current job: <ul style="list-style-type: none">■ Employees (excluding OMIEs)<ul style="list-style-type: none">■ With paid leave entitlements■ Without paid leave entitlements■ Owner managers of incorporated enterprises■ Owner managers of unincorporated enterprises■ Contributing family workers.
Employment type in main job	For this survey, employment type in main job classifies employed people according to the following categories on the basis of their main job (that is, the job in which the most hours were usually worked): <ul style="list-style-type: none">■ Employees (excluding owner managers of incorporated enterprises OMIEs)■ Owner managers of incorporated enterprises■ Owner managers of unincorporated enterprises■ Contributing family workers.
First job ever held lasting two weeks or more	Refers to employees (excluding OMIEs) who had never worked for two weeks or more before starting their current job.
Full-time workers	Employed people who usually worked 35 hours or more a week (in all jobs) and others who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.
Had worked before	Refers to employees (excluding OMIEs) who had worked before and were either out of work or changed their employer before starting their current job.
Incorporated enterprise	An enterprise which is registered as a separate legal entity to its members or owners (also known as a limited liability company).
Industry	An industry is a group of businesses or organisations that undertake similar economic activities to produce both goods and services. In this publication, industry refers to ANZSIC Division as classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006</i> (cat. no. 1292.0).
Job leavers	Unemployed people who have worked for two weeks or more in the past two years and left that job voluntarily.
Job losers	Unemployed people who have worked for two weeks or more in the past two years and left that job involuntarily.

GLOSSARY *continued*

Job Network employment agency	The Job Network is a national network of private, community and government organisations on contract to the government to provide employment placement services to the community. Job seekers who are registered with Centrelink for job search assistance are able to contact any Job Network provider in their area to receive this service.
Job starters	Employed people who started their current job in the previous 12 months.
Level of highest educational attainment	Level of highest educational attainment identifies the highest achievement a person has attained in any area of study. It is not a measurement of the relative importance of different fields of study but a ranking of qualifications and other educational attainments regardless of the particular area of study or the type of institution in which the study was undertaken. See Appendix 1 for an explanation of how highest level is derived.
Level of highest non-school qualification	Non-school qualifications are awarded for educational attainments other than those of pre-primary, primary or secondary education. They include qualifications at the Post Graduate Degree level, Master Degree level, Graduate Diploma and Graduate Certificate level, Bachelor Degree level, Advanced Diploma and Diploma level, and Certificates I, II, III and IV levels. Non-school qualifications may be attained concurrently with school qualifications.
Long-term unemployed	People whose duration of current period unemployment is 12 months or more.
Main difficulty in finding work	The main difficulty in finding work experienced during the current period of unemployment.
Main English-speaking countries	The list of main English-speaking countries provided here is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received, significant numbers of overseas settlers who are likely to speak English. These countries comprise the United Kingdom, the Republic of Ireland, New Zealand, Canada, South Africa and the United States of America.
Main job	The job in which most hours are usually worked.
Mean duration of current period of unemployment	The duration obtained by dividing the aggregate number of weeks a group has been unemployed by the number of people in that group.
Median duration of current period of unemployment	The duration which divides unemployed people into two groups of equal size, one comprising people whose duration of unemployment is above the mid point, and the other, people whose duration is below it.
Number of offers of employment	The number of separate offers of employment received during the current period of unemployment.
Number of spells of looking for work in the previous 12 months	The number of times people reported being out of work and looking for a job during the 12 months up to the end of the reference week.
Occupation	An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication occupation refers to Major Group as defined by ANZSCO— <i>Australian Standard Classification of Occupations, First Edition, 2006</i> (cat. no. 1220.0).
Own account workers	People who operate their own unincorporated economic enterprise or engaged independently in a profession or trade, and hired no employees.
Owner managers	People who work in their own business, with or without employees, whether or not the business is an incorporated enterprise. Comprises owner managers of incorporated enterprises and owner managers of unincorporated enterprises.

GLOSSARY *continued*

Owner managers of incorporated enterprises (OMIE)	People who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company). These people are classified as employees under 'status in employment'.
Owner managers of unincorporated enterprises	People who operate their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession. These people are classified as employers under 'status in employment' if their business has employees, or own account worker if they do not.
Part-time workers	Employed people who usually worked less than 35 hours a week (in all jobs) and who either did so during the reference week, or were not at work in the reference week.
Preferred number of hours	The number of hours unemployed people would like to work each week.
Status in employment	Employed people classified by whether they were employees, employers, own account workers or contributing family workers.
Time spent looking for work in the previous 12 months	The total number of weeks a person has been both out of work and looking for work at the same time during the 12 months up to the end of the reference week.
Unemployed	People aged 15 years and over who were not employed during the reference week, and: <ul style="list-style-type: none">■ had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week; or■ were waiting to start a new job within four weeks from the end of the reference week, and could have started in the reference week if the job had been available then. A small number of people identified as unemployed in the LFS are out of scope for this supplementary survey because they reported that they did not look for work.
Unemployed looking for full-time work	Unemployed people who: <ul style="list-style-type: none">■ actively looked for full-time work and were available for work in the reference week; or■ were not available for work in the reference week because they were waiting to start a new full-time job.
Unemployed looking for part-time work	Unemployed people who: <ul style="list-style-type: none">■ actively looked for part-time work only and were available for work in the reference week; or■ were not available for work in the reference week because they were waiting to start a new part-time job.
Usually worked full-time hours	Employed people who usually worked 35 hours or more a week (in all jobs).
Usually worked part-time hours	Employed people who usually worked less than 35 hours a week (in all jobs).
Whether had prior knowledge that job was available	Whether employed people knew that a job was available with their current employer before making an approach to that employer for a job.
Whether had ever worked for two weeks or more	Whether unemployed people had previously held a job lasting two weeks or more.
Whether out of work prior to starting job	Whether employed people were not employed immediately prior to starting their current job.
Whether preferred to work more hours than usually worked	Whether employed people who usually worked part-time hours, preferred to work more hours.

GLOSSARY *continued*

With paid leave entitlements The entitlement of employees (excluding OMIEs) to either paid holiday leave or paid sick leave (or both) in their current job. People employed in their own business or who were contributing family workers were not asked questions about paid leave entitlements.

Without paid leave entitlements Employees (excluding OMIEs) who were not entitled to paid holiday leave and paid sick leave, or did not know whether they were entitled to paid sick leave and paid holiday leave in their current job.

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