

## CHAPTER 3

### EMPLOYMENT AND UNDEREMPLOYMENT

This chapter provides a statistical summary of employment and underemployment in Australia. Data on employment are obtained from two main sources — the ABS Monthly Labour Force Survey (and associated supplementary surveys) and the employer based quarterly Survey of Employment and Earnings. The principal publications for employment data from these surveys are *The Labour Force, Australia* (6203.0), and *Employed Wage and Salary Earners, Australia* (6248.0) respectively.

There are conceptual and methodological reasons for differences in the estimates produced by the two surveys. These are discussed in *Employed Wage and Salary Earners* (6248.0) and in an *Information Paper: Comparison of Employment Estimates from the Labour Force Survey and the Survey of Employment and Earnings* (6263.0). The two series should be seen as complementary and movements in them have generally been broadly consistent. In recent time periods the two surveys have shown some divergence in the estimates produced. Some comments on this have been made in *Employed Wage and Salary Earners, Australia* (6248.0).

The ABS considers that the Labour Force series provides the better indicator of overall employment movements at the Australian and State level. The aggregate employment estimates in the quarterly National Accounts are based on this source.

#### All Employed Persons (Source: *The Labour Force, Australia* (6203.0))

The Monthly Labour Force Survey collects information, using personal interviews, from civilian persons aged 15 and over in a sample of private and non-private dwellings e.g. hotels, motels, institutions. The scope of the survey includes all employed persons, comprising employers, self-employed persons, unpaid helpers in family businesses and employees in private households, as well as wage and salary earners.

A person is defined as employed if he or she did at least one hour of paid work during a specific week (referred to as the reference week), or was on leave or on strike from a job during the whole of that week. In addition, a person is defined as employed if he or she worked for one hour or more without pay in a family business or on a farm. In this chapter, Labour Force Survey measures of employment are analysed according to such criteria as the demographic characteristics of employed persons, the industry in which they work, their occupation and status of worker (i.e. whether they are wage and salary earners, employers, etc.), the weekly hours they work and whether they are employed full-time or part-time. Multiple jobholding, the job-changing behaviour of the population and the educational attainment of employed persons are also highlighted. The information paper *Measuring Employment and Unemployment* (6279.0) provides additional information about the measurement of employment and unemployment.

Total employment in Australia in August 1993 was 7,621,000, comprising 4,382,700 males and 3,238,300 females.

Over the period August 1983 to August 1993, total employment increased by 1,379,900. Between August 1983 and August 1990, the estimated number of employed persons rose by 1,567,000, although by August 1990, the rate of increase had slowed. Between August 1990 and August 1992, total employment fell by 190,500. In the twelve months to August 1993, total employment increased slightly. Some 53 per cent of the increase in employment from August 1983 to August 1993 was due to a rise in the number of persons employed part time. The increase in female employment contributed to about 58 per cent of the increase in full-time employment and 71 per cent of the increase in part-time employment over the same period.

Part-time employment has made a significant contribution to growth in total employment in the ten years to August 1993. Females employed part-time comprised 18 per cent of total employment in August 1993, up from 14 per cent ten years earlier. Males employed part-time increased from 3.8 per cent to 5.9 per cent over the period. While female full-time employment also increased slightly, the contribution of male full-time employment decreased from 59 per cent of total employment in August 1983 to 52 per cent in August 1993.

The employment/population ratio increased slightly, from 53.8 per cent in August 1983 to 55.3 per cent in August 1993. For females, the ratio increased from 39.7 per cent to 46.2 per cent (6.5 percentage points) while the ratio for males decreased from 68.3 per cent to 64.6 per cent (3.7 percentage points).

TABLE 3.1. EMPLOYED PERSONS: STATUS OF WORKER, AUSTRALIA, AUGUST 1983 TO AUGUST 1993 ('000)

August	Employers	Self-employed	Wage and salary earners	Unpaid family helpers	Total
1983	321.0	653.1	5,242.5	24.5	6,241.1
1984	336.2	683.2	5,425.7	21.1	6,466.1
1985	351.9	713.5	5,582.6	27.6	6,675.6
1986(a)	346.0	749.7	5,756.9	66.0	6,918.6
1987	363.2	732.2	5,937.8	59.1	7,092.3
1988	379.9	745.2	6,161.9	66.4	7,353.4
1989 r	370.0	774.1	6,518.4	52.8	7,715.4
1990 r	388.2	786.4	6,566.8	66.6	7,808.1
1991 r	345.2	780.0	6,434.1	70.0	7,629.3
1992 r	347.7	849.4	6,345.6	74.9	7,617.6
1993	361.1	861.3	6,330.0	68.7	7,621.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.2. EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS, AUSTRALIA, AUGUST 1983 TO AUGUST 1993

August	Males				Females				Persons		
	Married		Total		Married		Total		Full-time	Part-time	Total
	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time			
NUMBER ('000)											
1983	2,547.1	107.0	3,663.4	240.2	753.3	630.7	1,486.9	850.5	5,150.3	1,090.7	6,241.1
1984	2,593.9	105.8	3,772.5	245.5	786.6	659.3	1,546.3	901.8	5,318.8	1,147.3	6,466.1
1985	2,624.6	102.3	3,856.7	254.4	804.8	703.9	1,607.3	957.2	5,464.0	1,211.6	6,675.6
1986(a)	2,664.2	112.8	3,922.3	280.3	884.5	773.4	1,686.5	1,029.5	5,608.8	1,309.8	6,918.6
1987	2,688.4	123.8	3,960.0	317.1	910.7	809.4	1,711.1	1,104.1	5,671.1	1,421.2	7,092.3
1988	2,760.4	116.8	4,076.4	305.7	958.8	861.9	1,798.1	1,173.1	5,874.6	1,478.8	7,353.4
1989 r	2,813.6	132.5	4,202.5	353.9	1,023.4	904.7	1,894.4	1,264.6	6,096.8	1,618.5	7,715.4
1990 r	2,880.1	136.1	4,197.0	365.1	1,059.1	921.8	1,944.6	1,301.4	6,141.6	1,666.5	7,808.1
1991 r	2,747.9	167.1	3,998.1	406.8	1,067.4	919.7	1,907.6	1,316.8	5,905.8	1,723.6	7,629.3
1992 r	2,703.5	187.2	3,919.1	466.0	1,039.6	966.7	1,833.1	1,399.4	5,752.2	1,865.4	7,617.6
1993	2,682.3	181.3	3,933.4	449.3	1,055.8	936.4	1,867.2	1,371.1	5,800.5	1,820.5	7,621.0
PROPORTION OF EMPLOYED PERSONS (per cent)											
1983	40.8	1.7	58.7	3.8	12.1	10.1	23.8	13.6	82.5	17.5	100.0
1984	40.1	1.6	58.3	3.8	12.2	10.2	23.9	13.9	82.3	17.7	100.0
1985	39.3	1.5	57.8	3.8	12.1	10.5	24.1	14.3	81.9	18.1	100.0
1986(a)	38.5	1.6	56.7	4.1	12.8	11.2	24.4	14.9	81.1	18.9	100.0
1987	37.9	1.7	55.8	4.5	12.8	11.4	24.1	15.6	80.0	20.0	100.0
1988	37.5	1.6	55.4	4.2	13.0	11.7	24.5	16.0	79.9	20.1	100.0
1989 r	36.5	1.7	54.5	4.6	13.3	11.7	24.6	16.4	79.0	21.0	100.0
1990 r	36.9	1.7	53.8	4.7	13.6	11.8	24.9	16.7	78.7	21.3	100.0
1991 r	36.0	2.2	52.4	5.3	14.0	12.1	25.0	17.3	77.4	22.6	100.0
1992 r	35.5	2.5	51.4	6.1	13.6	12.7	24.1	18.4	75.5	24.5	100.0
1993	35.2	2.4	51.6	5.9	13.9	12.3	24.5	18.0	76.1	23.9	100.0

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

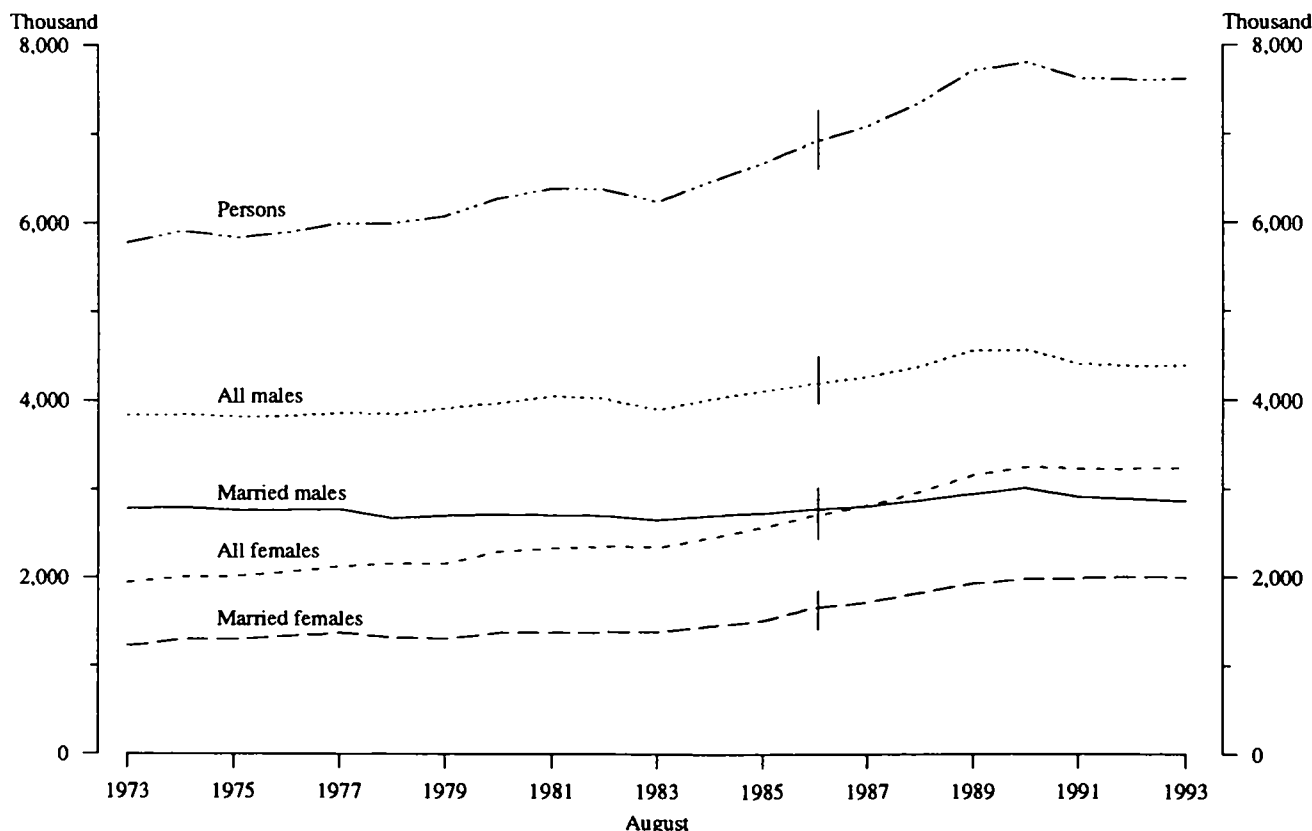
Source: *The Labour Force, Australia* (6203.0).

TABLE 3.3. EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS, BY AGE, AUSTRALIA, AUGUST 1993  
(\*000)

	Age group								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	
<b>MARRIED MALES</b>									
Full-time workers	* 1.8	75.8	693.1	882.9	717.3	182.5	94.8	34.0	2,682.3
Part-time workers	* 0.7	5.2	32.5	41.2	37.7	19.1	20.7	24.2	181.3
<b>Total</b>	<b>* 2.5</b>	<b>81.0</b>	<b>725.6</b>	<b>924.1</b>	<b>755.0</b>	<b>201.6</b>	<b>115.5</b>	<b>58.3</b>	<b>2,863.6</b>
<b>ALL MALES</b>									
Full-time workers	141.0	434.7	1,085.6	1,081.1	818.9	214.7	113.8	43.5	3,933.4
Part-time workers	123.6	71.6	71.9	58.5	47.2	22.9	23.9	29.7	449.3
<b>Total</b>	<b>264.6</b>	<b>506.4</b>	<b>1,157.5</b>	<b>1,139.6</b>	<b>866.1</b>	<b>237.6</b>	<b>137.7</b>	<b>73.2</b>	<b>4,382.7</b>
<b>MARRIED FEMALES</b>									
Full-time workers	* 2.5	82.4	301.5	342.1	261.1	46.6	14.9	4.6	1,055.8
Part-time workers	* 1.9	36.9	239.3	350.5	225.0	52.1	19.4	11.4	936.4
<b>Total</b>	<b>4.4</b>	<b>119.3</b>	<b>540.8</b>	<b>692.6</b>	<b>486.0</b>	<b>98.7</b>	<b>34.3</b>	<b>16.0</b>	<b>1,992.2</b>
<b>ALL FEMALES</b>									
Full-time workers	77.6	332.0	533.7	468.1	355.5	66.2	24.8	9.3	1,867.2
Part-time workers	168.8	129.1	303.2	397.6	264.9	62.4	25.9	19.2	1,371.1
<b>Total</b>	<b>246.3</b>	<b>461.1</b>	<b>836.9</b>	<b>865.6</b>	<b>620.5</b>	<b>128.6</b>	<b>50.7</b>	<b>28.6</b>	<b>3,238.3</b>
<b>PERSONS</b>									
Full-time workers	218.6	766.7	1,619.3	1,549.2	1,174.5	280.9	138.6	52.8	5,800.5
Part-time workers	292.4	200.8	375.1	456.1	312.1	85.3	49.8	49.0	1,820.5
<b>Total</b>	<b>510.9</b>	<b>967.5</b>	<b>1,994.4</b>	<b>2,005.3</b>	<b>1,486.6</b>	<b>366.1</b>	<b>188.4</b>	<b>101.8</b>	<b>7,621.0</b>

Source: *The Labour Force, Australia* (6203.0).

CHART 3.1. EMPLOYED PERSONS: MARITAL STATUS AND SEX, AUSTRALIA



Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

**TABLE 3.4. EMPLOYED PERSONS: ANNUAL CHANGE BY MARITAL STATUS AND SEX, AUSTRALIA, AUGUST 1988 TO AUGUST 1993**  
(per cent)

August	Males			Females			Persons		
	Full-time	Part-time	Total	Full-time	Part-time	Total	Full-time	Part-time	Total
<b>MARRIED</b>									
1988	2.7	-5.7	2.3	5.3	6.5	5.8	3.3	4.9	3.7
1989 r	1.9	13.4	2.4	6.7	5.0	5.9	3.2	6.0	3.8
1990 r	2.4	2.8	2.4	3.5	1.9	2.7	2.7	2.0	2.5
1991 r	-4.6	22.8	-3.4	0.8	-0.2	0.3	-3.1	2.7	-1.9
1992 r	-1.6	12.1	-0.8	-2.6	5.1	1.0	-1.9	6.2	-0.1
1993	-0.8	-3.2	-0.9	1.6	-3.1	-0.7	-0.1	-3.1	-0.8
<b>NOT MARRIED</b>									
1988	3.5	-2.3	2.7	4.9	5.6	5.1	4.0	2.5	3.7
1989 r	5.5	17.3	7.0	3.8	15.7	7.0	4.8	16.3	7.0
1990 r	-5.2	3.4	-4.0	1.7	5.5	2.8	-2.5	4.7	-1.1
1991 r	-5.1	4.7	-3.6	-5.1	4.6	-2.2	-5.1	4.7	-3.0
1992 r	-2.8	16.3	0.3	-5.6	9.0	-0.9	-3.9	11.7	-0.3
1993	2.9	-3.8	1.7	2.3	0.5	1.6	2.7	-1.2	1.6
<b>TOTAL</b>									
1988	2.9	-3.6	2.5	5.1	6.2	5.5	3.6	4.1	3.7
1989 r	3.1	15.8	4.0	5.4	7.8	6.3	3.8	9.5	4.9
1990 r	-0.1	3.2	0.1	2.6	2.9	2.8	0.7	3.0	1.2
1991 r	-4.7	11.4	-3.4	-1.9	1.2	-0.7	-3.8	3.4	-2.3
1992 r	-2.0	14.5	-0.5	-3.9	6.3	0.3	-2.6	8.2	-0.2
1993	0.4	-3.6	-0.1	1.9	-2.0	0.2	0.8	-2.4	0.0

Source: *The Labour Force, Australia* (6203.0).

**TABLE 3.5. EMPLOYMENT/POPULATION RATIOS(a), AUSTRALIA, AUGUST 1983 TO AUGUST 1993**  
(per cent)

August	Age group								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	
<b>MALES</b>									
1983	44.9	74.1	86.8	89.3	85.0	73.0	39.8	8.3	68.3
1984	46.0	76.6	87.8	89.9	84.9	72.6	39.9	8.8	69.1
1985	46.6	78.6	87.7	90.6	85.7	71.1	39.3	8.6	69.3
1986(b)	47.6	78.1	88.4	90.0	85.1	71.2	42.3	8.3	69.3
1987	47.1	78.2	88.0	90.0	85.7	70.2	41.6	8.4	69.1
1988	47.9	80.3	88.5	90.6	83.4	68.9	43.3	8.3	69.3
1989 r	51.9	82.1	89.9	90.0	86.1	71.5	46.1	8.4	70.8
1990 r	48.4	77.9	87.6	90.7	86.7	72.3	46.2	8.3	69.8
1991 r	41.7	72.8	85.0	86.9	84.3	65.5	43.5	9.0	66.5
1992 r	40.4	71.5	83.1	86.3	82.5	66.5	40.7	9.2	65.4
1993	40.1	70.3	83.2	85.9	81.9	61.7	38.8	8.2	64.6
<b>FEMALES</b>									
1983	44.4	62.7	47.8	54.1	46.2	27.3	11.9	2.1	39.7
1984	44.7	64.4	51.0	55.4	47.8	26.6	11.4	2.5	40.9
1985	46.4	65.9	53.3	58.2	48.0	26.1	11.1	1.9	42.0
1986(b)	45.5	67.3	55.5	60.8	52.0	27.5	12.5	1.9	43.6
1987	43.2	67.7	57.2	61.8	52.8	29.5	13.1	2.6	44.3
1988	47.1	67.6	58.0	65.0	54.8	30.5	14.0	2.5	45.8
1989 r	48.8	71.4	61.2	67.1	56.9	31.2	13.2	2.2	47.7
1990 r	47.5	71.4	60.4	68.7	58.6	32.5	16.1	2.3	48.2
1991 r	41.9	67.0	60.6	67.9	59.1	33.6	14.4	2.4	47.2
1992 r	40.8	65.4	59.4	67.0	60.8	35.5	12.4	2.2	46.7
1993	39.1	65.0	59.5	64.8	61.2	34.1	14.2	2.4	46.2
<b>PERSONS</b>									
1983	44.6	68.4	67.3	71.9	66.0	50.3	25.3	4.7	53.8
1984	45.3	70.5	69.4	72.9	66.8	49.9	25.2	5.1	54.8
1985	46.5	72.3	70.5	74.7	67.3	48.9	24.8	4.8	55.5
1986(b)	46.6	72.7	71.9	75.6	69.0	49.7	27.1	4.6	56.3
1987	45.2	73.0	72.6	76.0	69.7	50.2	27.1	5.0	56.5
1988	47.5	74.0	73.2	77.9	69.5	50.0	28.4	5.0	57.4
1989 r	50.4	76.8	75.6	78.6	71.8	51.6	29.5	4.8	59.1
1990 r	47.9	74.7	74.0	79.8	73.0	52.6	31.1	4.9	58.8
1991 r	41.8	69.9	72.7	77.4	72.0	49.8	28.9	5.3	56.7
1992 r	40.6	68.4	71.2	76.6	71.9	51.1	26.5	5.2	55.9
1993	39.6	67.7	71.3	75.3	71.8	48.0	26.5	4.9	55.3

(a) The employment/population ratio for any group is the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group. (b) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

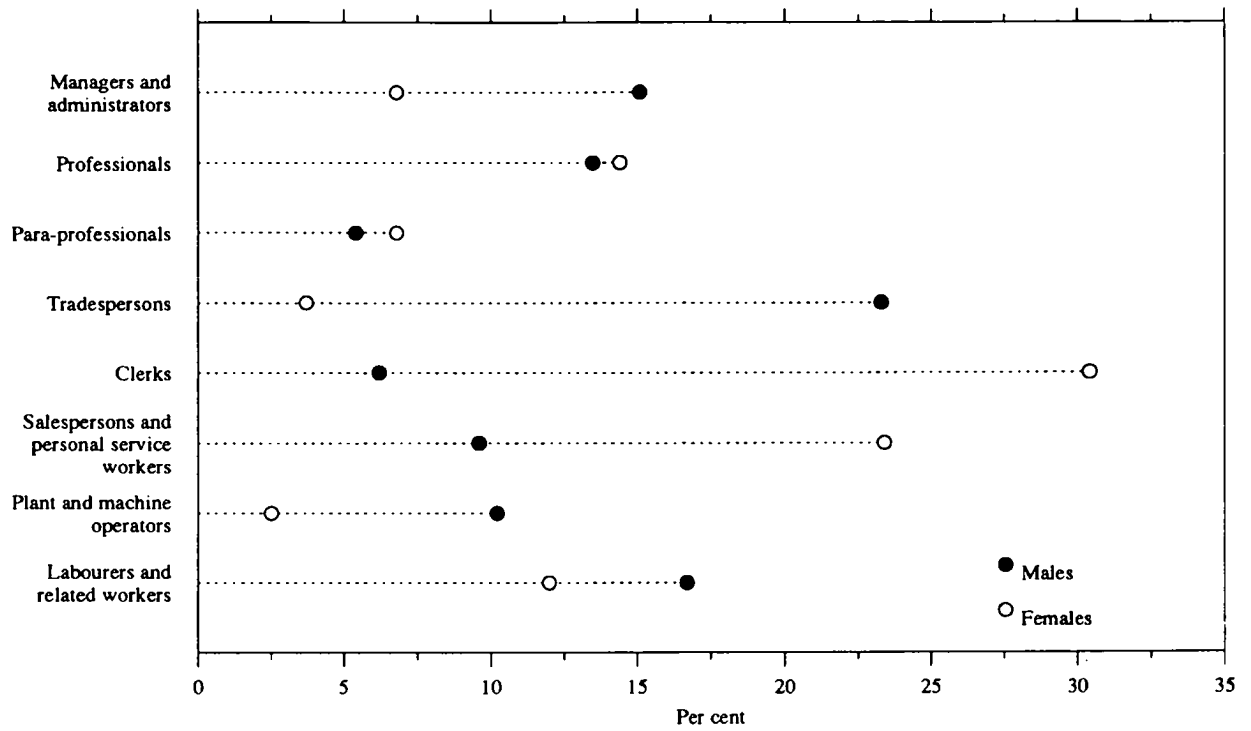
TABLE 3.6. EMPLOYED PERSONS: MAJOR AND MINOR OCCUPATION GROUPS, AUSTRALIA, AUGUST 1993  
(<sup>'000</sup>)

Occupation major and minor group(a)	Males	Females		Persons
		Married	Total	
<b>MANAGERS AND ADMINISTRATORS</b>	662.2	169.5	221.3	883.6
Legislators and government appointed officials	* 3.1	* 0.3	* 0.3	* 3.4
General managers	24.9	* 3.4	5.6	30.5
Specialist managers	164.4	20.9	36.6	201.0
Farmers and farm managers	176.7	67.0	73.6	250.3
Managing supervisors (sales and service)	180.1	67.5	90.2	270.4
Managing supervisors (other business)	113.0	10.4	15.0	128.0
<b>PROFESSIONALS</b>	593.0	296.8	464.7	1,057.7
Natural scientists	29.2	4.7	10.4	39.6
Building professionals and engineers	99.8	* 2.2	* 2.8	102.6
Health diagnosis and treatment practitioners	51.9	33.7	51.2	103.1
School teachers	80.8	133.8	186.9	267.8
Other teachers and instructors	54.5	34.2	54.6	109.2
Social professionals	51.8	15.8	27.2	79.0
Business professionals	161.0	40.1	73.8	234.8
Artists and related professionals	41.0	13.8	27.5	68.5
Miscellaneous professionals	23.0	18.6	30.3	53.2
<b>PARA-PROFESSIONALS</b>	237.3	138.2	220.0	457.3
Medical and science technical officers and technicians	20.0	9.5	14.5	34.6
Engineering and building associates and technicians	74.3	* 2.8	4.4	78.7
Air and sea transport technical workers	12.4	* 0.0	* 0.3	12.7
Registered nurses	12.4	96.8	148.1	160.4
Police	34.6	* 2.2	4.8	39.4
Miscellaneous para-professionals	83.6	26.9	47.9	131.4
<b>TRADESPERSONS</b>	1,020.4	68.3	120.1	1,140.5
Metal fitting and machining tradespersons	105.8	* 0.3	* 0.6	106.4
Other metal tradespersons	93.4	* 1.1	* 1.1	94.4
Electrical and electronics tradespersons	172.5	* 1.0	* 2.8	175.3
Building tradespersons	249.7	* 1.9	* 3.4	253.1
Printing tradespersons	29.1	4.6	7.4	36.5
Vehicle tradespersons	142.1	* 0.3	* 0.8	142.9
Food tradespersons	75.5	22.1	35.6	111.2
Amenity horticultural tradespersons	52.0	4.9	6.1	58.1
Miscellaneous tradespersons	100.3	32.2	62.4	162.7
<b>CLERKS</b>	271.2	633.3	983.9	1,255.1
Stenographers and typists	4.1	139.1	229.7	233.8
Data processing and business machine operators	25.3	47.8	79.6	104.9
Numerical clerks	107.1	253.6	349.7	456.8
Filing, sorting and copying clerks	21.3	23.7	42.0	63.3
Material recording and despatching clerks	48.0	18.5	30.1	78.2
Receptionists, telephonists and messengers	25.4	103.8	181.5	206.9
Miscellaneous clerks	40.0	46.8	71.2	111.2
<b>SALESPERSONS AND PERSONAL SERVICE WORKERS</b>	419.3	368.7	759.2	1,178.5
Investment, insurance and real estate salespersons	66.9	14.1	21.5	88.4
Sales representatives	87.6	18.7	29.5	117.2
Sales assistants	157.9	149.7	335.1	493.1
Tellers, cashiers and ticket salespersons	29.5	49.5	112.8	142.3
Miscellaneous salespersons	63.8	56.3	120.1	183.9
Personal service workers	13.5	80.5	140.2	153.7
<b>PLANT AND MACHINE OPERATORS, AND DRIVERS</b>	446.9	57.9	80.0	526.9
Road and rail transport drivers	233.7	10.6	17.0	250.7
Mobile plant operators (except transport)	96.1	* 0.0	* 0.2	96.3
Stationary plant operators	46.3	* 1.2	* 1.9	48.2
Machine operators	70.8	46.0	60.8	131.6
<b>LABOURERS AND RELATED WORKERS</b>	732.4	259.5	389.0	1,121.4
Trades assistants and factory hands	187.2	59.3	88.9	276.1
Agricultural labourers and related workers	103.7	18.0	31.3	135.0
Cleaners	78.8	98.9	126.5	205.3
Construction and mining labourers	106.5	* 0.8	* 1.9	108.4
Miscellaneous labourers and related workers	256.1	82.4	140.3	396.5
<b>TOTAL</b>	<b>4,382.7</b>	<b>1,992.2</b>	<b>3,238.3</b>	<b>7,621.0</b>

(a) Classified according to the Australian Standard Classification of Occupations, (ASCO) 1986.

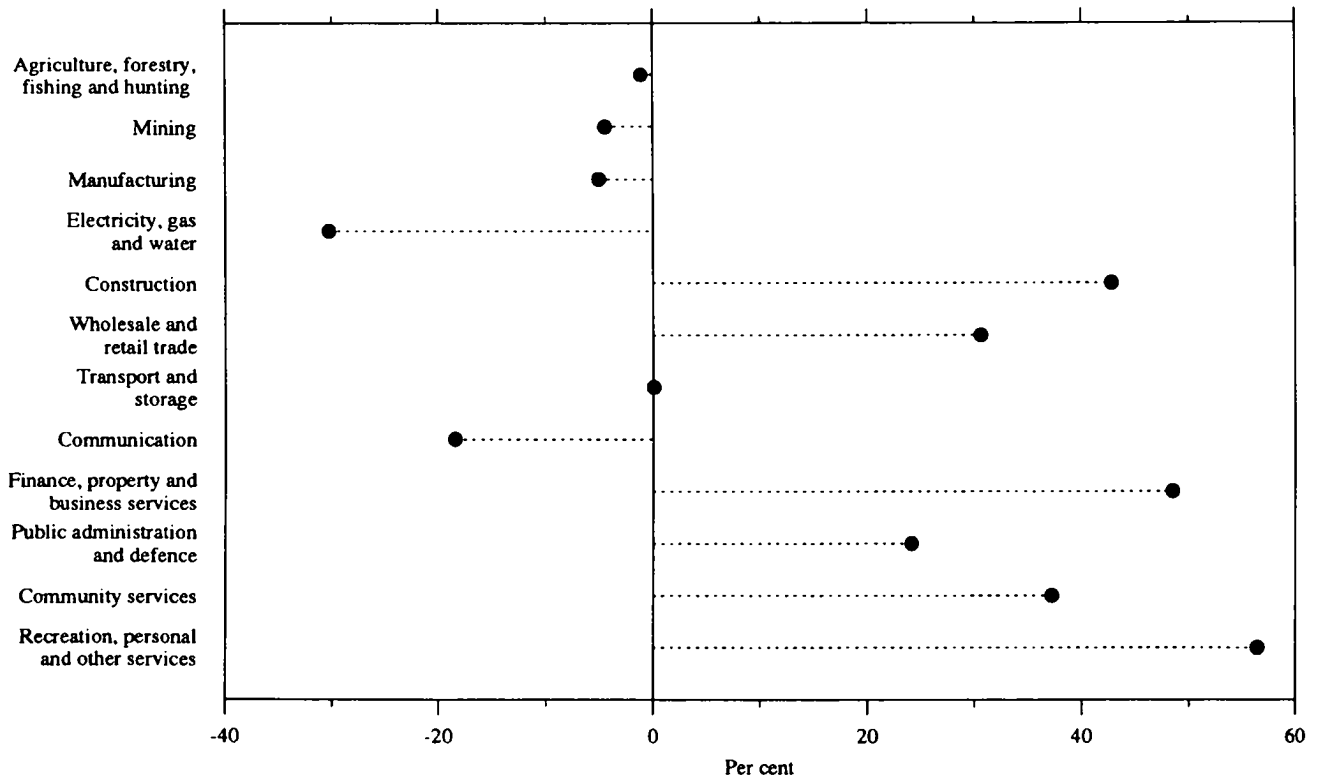
Source: *The Labour Force, Australia* (6203.0).

**CHART 3.2. EMPLOYED PERSONS: PERCENTAGE OF TOTAL EMPLOYED PERSONS BY OCCUPATION AND SEX, AUSTRALIA, AUGUST 1993**



Source: *The Labour Force, Australia* (6203.0).

**CHART 3.3. EMPLOYED PERSONS: INDUSTRY, PERCENTAGE CHANGE BETWEEN AUGUST 1983 AND AUGUST 1993, AUSTRALIA**



Note: Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.7. EMPLOYED PERSONS: INDUSTRY, AUSTRALIA, AUGUST 1983 TO AUGUST 1993  
(\*000)

Industry	August										
	1983	1984	1985	1986(a)	1987	1988	1989r	1990r	1991r	1992r	1993
MALES											
Agriculture, forestry, fishing and hunting	314.3	302.6	303.9	299.3	294.7	304.7	291.6	304.0	286.8	277.1	286.5
Mining	87.4	83.9	92.0	88.0	88.9	87.3	93.6	85.9	86.4	81.0	83.0
Manufacturing	849.7	849.4	812.6	826.5	850.3	887.0	891.1	876.3	788.5	796.7	784.8
Electricity, gas and water	124.8	134.4	127.5	123.1	106.1	102.6	102.5	91.6	90.4	90.1	81.4
Construction	346.4	380.4	412.9	427.2	427.9	462.0	524.6	508.3	443.7	452.3	474.2
Wholesale and retail trade	689.4	722.7	755.2	781.5	796.0	839.6	868.1	881.6	870.5	859.8	875.2
Transport and storage	310.3	297.4	318.7	327.2	308.2	305.6	324.5	318.3	315.1	298.9	290.9
Communication	104.4	99.9	113.0	107.4	104.1	99.3	101.1	105.9	93.4	79.4	78.8
Finance, property and business services	300.3	325.5	359.8	363.8	410.5	404.5	449.4	448.1	456.7	455.5	443.5
Public administration and defence	211.0	214.7	203.4	210.0	222.7	201.0	196.5	214.9	203.4	213.3	226.2
Community services	400.0	411.6	425.9	446.4	452.3	463.4	474.9	486.2	506.2	504.4	487.8
Recreation, personal and other services	165.5	194.5	186.3	202.1	215.3	225.1	238.5	241.0	263.9	276.7	270.2
<b>Total</b>	<b>3,903.6</b>	<b>4,018.0</b>	<b>4,111.1</b>	<b>4,202.6</b>	<b>4,277.1</b>	<b>4,382.1</b>	<b>4,556.4</b>	<b>4,562.1</b>	<b>4,405.0</b>	<b>4,385.2</b>	<b>4,382.5</b>
FEMALES											
Agriculture, forestry, fishing and hunting	97.3	97.1	111.2	116.2	107.7	123.6	116.1	121.4	118.9	117.3	120.7
Mining	6.9	8.4	9.6	7.4	9.7	8.0	11.4	9.3	7.8	8.6	7.1
Manufacturing	282.3	292.8	300.6	305.1	304.2	316.6	340.5	317.4	309.9	297.0	289.1
Electricity, gas and water	11.3	13.6	11.2	14.5	13.5	11.4	10.4	12.4	12.2	14.2	13.5
Construction	41.5	43.1	58.3	66.2	60.1	67.2	75.4	75.4	61.8	68.0	79.6
Wholesale and retail trade	527.7	548.4	569.5	609.2	615.6	662.5	735.3	727.4	711.5	724.4	714.5
Transport and storage	54.9	57.5	58.7	69.1	67.1	73.5	82.8	82.5	82.0	73.4	74.5
Communication	35.9	32.0	36.2	41.7	35.3	35.5	38.2	39.0	38.4	35.6	35.5
Finance, property and business services	274.2	294.8	308.2	339.4	360.6	401.0	424.8	456.7	434.8	438.9	409.7
Public administration and defence	103.0	107.9	121.9	115.8	129.3	121.7	126.7	149.1	152.7	127.5	163.5
Community services	677.3	727.7	734.5	775.8	831.4	845.2	881.1	935.6	954.3	977.3	989.7
Recreation, personal and other services	225.3	225.1	244.6	255.6	281.0	305.0	316.3	319.7	340.2	350.2	340.9
<b>Total</b>	<b>2,337.4</b>	<b>2,448.1</b>	<b>2,564.5</b>	<b>2,716.0</b>	<b>2,815.2</b>	<b>2,971.3</b>	<b>3,159.0</b>	<b>3,245.9</b>	<b>3,224.5</b>	<b>3,232.4</b>	<b>3,238.3</b>
PERSONS											
Agriculture, forestry, fishing and hunting	411.7	399.6	415.1	415.5	402.4	428.2	407.7	425.4	405.6	394.4	407.2
Mining	94.3	92.2	101.6	95.5	98.5	95.3	104.9	95.2	94.2	89.6	90.0
Manufacturing	1,132.0	1,142.2	1,113.2	1,131.6	1,154.4	1,203.6	1,231.6	1,193.7	1,098.4	1,093.7	1,073.9
Electricity, gas and water	136.0	148.0	138.7	137.5	119.6	113.9	112.9	104.0	102.6	104.4	94.8
Construction	388.0	423.5	471.2	493.4	487.9	529.2	600.0	583.8	505.4	520.2	553.8
Wholesale and retail trade	1,217.1	1,271.2	1,324.7	1,390.7	1,411.6	1,502.2	1,603.4	1,609.0	1,582.0	1,584.2	1,589.7
Transport and storage	365.2	354.9	377.4	396.4	375.3	379.1	407.3	400.8	397.1	372.3	365.5
Communication	140.3	131.9	149.2	149.1	139.5	134.8	139.4	144.9	131.7	115.0	114.4
Finance, property and business services	574.5	620.3	668.0	703.2	771.1	805.5	874.1	904.8	891.5	894.4	853.2
Public administration and defence	314.0	322.5	325.3	325.9	352.0	322.7	323.2	364.0	356.0	340.8	389.7
Community services	1,077.3	1,139.3	1,160.4	1,222.2	1,283.7	1,308.6	1,356.0	1,421.8	1,460.6	1,481.8	1,477.6
Recreation, personal and other services	390.8	420.6	430.9	457.7	496.3	530.2	554.8	560.7	604.1	626.9	611.2
<b>Total</b>	<b>6,241.1</b>	<b>6,466.1</b>	<b>6,675.6</b>	<b>6,918.6</b>	<b>7,092.3</b>	<b>7,353.4</b>	<b>7,715.3</b>	<b>7,808.1</b>	<b>7,629.2</b>	<b>7,617.7</b>	<b>7,621.0</b>

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 3.8. EMPLOYED PERSONS: PROPORTIONS BY INDUSTRY, AUSTRALIA, AUGUST 1983 TO AUGUST 1993  
(per cent)

Industry	August										
	1983	1984	1985	1986(a)	1987	1988	1989r	1990r	1991r	1992r	1993
MALES											
Agriculture, forestry, fishing and hunting	8.1	7.5	7.4	7.1	6.9	7.0	6.4	6.7	6.5	6.3	6.5
Mining	2.2	2.1	2.2	2.1	2.1	2.0	2.1	1.9	2.0	1.9	1.9
Manufacturing	21.8	21.1	19.8	19.7	19.9	20.2	19.6	19.2	17.9	18.2	17.9
Electricity, gas and water	3.2	3.3	3.1	2.9	2.5	2.3	2.3	2.0	2.1	2.1	1.9
Construction	8.9	9.5	10.0	10.2	10.0	10.5	11.5	11.1	10.1	10.3	10.8
Wholesale and retail trade	17.7	18.0	18.4	18.6	18.6	19.2	19.1	19.3	19.8	19.6	20.0
Transport and storage	7.9	7.4	7.8	7.8	7.2	7.0	7.1	7.0	7.1	6.8	6.6
Communication	2.7	2.5	2.7	2.6	2.4	2.3	2.2	2.3	2.1	1.8	1.8
Finance, property and business services	7.7	8.1	8.8	8.7	9.6	9.2	9.9	9.8	10.4	10.4	10.1
Public administration and defence	5.4	5.3	4.9	5.0	5.2	4.6	4.3	4.7	4.6	4.9	5.2
Community services	10.2	10.2	10.4	10.6	10.6	10.6	10.4	10.7	11.5	11.5	11.1
Recreation, personal and other services	4.2	4.9	4.5	4.8	5.0	5.1	5.2	5.3	6.0	6.3	6.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
FEMALES											
Agriculture, forestry, fishing and hunting	4.2	4.0	4.3	4.3	3.8	4.2	3.7	3.7	3.7	3.6	3.7
Mining	0.3	0.3	0.4	0.3	0.3	0.3	0.4	0.3	0.2	0.3	0.2
Manufacturing	12.1	12.0	11.7	11.2	10.8	10.7	10.8	9.8	9.6	9.2	8.9
Electricity, gas and water	0.5	0.6	0.4	0.5	0.5	0.4	0.3	0.4	0.4	0.4	0.4
Construction	1.8	1.8	2.3	2.4	2.1	2.3	2.4	2.3	1.9	2.1	2.5
Wholesale and retail trade	22.6	22.4	22.2	22.4	21.9	22.3	23.3	22.4	22.1	22.4	22.1
Transport and storage	2.3	2.3	2.3	2.5	2.4	2.5	2.6	2.5	2.5	2.3	2.3
Communication	1.5	1.3	1.4	1.5	1.3	1.2	1.2	1.2	1.2	1.1	1.1
Finance, property and business services	11.7	12.0	12.0	12.5	12.8	13.5	13.5	14.1	13.5	13.6	12.7
Public administration and defence	4.4	4.4	4.8	4.3	4.6	4.1	4.0	4.6	4.7	3.9	5.1
Community services	29.0	29.7	28.6	28.6	29.5	28.4	27.9	28.8	29.6	30.2	30.6
Recreation, personal and other services	9.6	9.2	9.5	9.4	10.0	10.3	10.0	9.9	10.6	10.8	10.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
PERSONS											
Agriculture, forestry, fishing and hunting	6.6	6.2	6.2	6.0	5.7	5.8	5.3	5.5	5.3	5.2	5.3
Mining	1.5	1.4	1.5	1.4	1.4	1.3	1.4	1.2	1.2	1.2	1.2
Manufacturing	18.1	17.7	16.7	16.4	16.3	16.4	16.0	15.3	14.4	14.4	14.1
Electricity, gas and water	2.2	2.3	2.1	2.0	1.7	1.5	1.5	1.3	1.3	1.4	1.2
Construction	6.2	6.5	7.1	7.1	6.9	7.2	7.8	7.5	6.6	6.8	7.3
Wholesale and retail trade	19.5	19.7	19.8	20.1	19.9	20.4	20.8	20.6	20.7	20.8	20.9
Transport and storage	5.9	5.5	5.7	5.7	5.3	5.2	5.3	5.1	5.2	4.9	4.8
Communication	2.2	2.0	2.2	2.2	2.0	1.8	1.8	1.9	1.7	1.5	1.5
Finance, property and business services	9.2	9.6	10.0	10.2	10.9	11.0	11.3	11.6	11.7	11.7	11.2
Public administration and defence	5.0	5.0	4.9	4.7	5.0	4.4	4.2	4.7	4.7	4.5	5.1
Community services	17.3	17.6	17.4	17.7	18.1	17.8	17.6	18.2	19.1	19.5	19.4
Recreation, personal and other services	6.3	6.5	6.5	6.6	7.0	7.2	7.2	7.2	7.9	8.2	8.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia* (6203.0).



### Employed Wage and Salary Earners (Source: Employed Wage and Salary Earners, Australia (6248.0))

The Survey of Employment and Earnings is completed by a sample of employers. The survey has two components. One is a sample survey of about 7,500 private employers in industries other than agriculture, forestry, fishing and hunting; the other is a sample of 2,500 Government agencies. In contrast to the Monthly Labour Force Survey, the Survey of Employment and Earnings is conducted by mail and, as in all ABS employer surveys, covers only wage and salary earners who receive pay for any part of the survey reference period. Employed wage and salary earner data from the Survey of Employment and Earnings are presented below and analysed according to private/public sector, industry and size of employer.

In the year to August 1993, the number of wage and salary earners decreased by 89,200 (1.5%) to 5,751,900. Most of the decrease was in the Private sector which showed a fall of 1.5 per cent to 4,093,900 persons.

During the year to August 1993 the Mining industry displayed the greatest percentage decline (16%) to 65,600, while the Wholesale Trade industry showed the largest rise (3.0%) to 399,500.

In August 1993 there were an estimated 4,167,500 full-time and 1,584,400 part-time employees in Australia - a decrease of 104,400 (2.4%) full-time and 15,200 (1.0%) part-time. The number of female wage and salary earners as a proportion of total wage and salary earners remained static between August 1992 to August 1993 at 46 per cent.

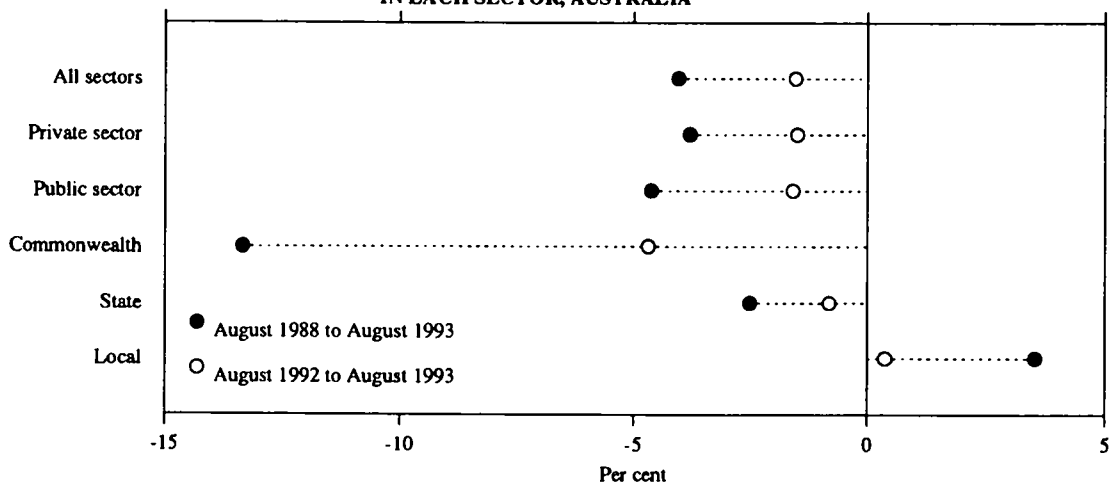
TABLE 3.9. EMPLOYED WAGE AND SALARY EARNERS: SECTOR, AUSTRALIA ('000)

August	Private sector	Public sector			Total	Total
		Commonwealth	State	Local		
1988	4,255.8	427.3	1,155.8	155.4	1,738.4	5,994.3
1989	4,481.4	396.9	1,173.6	157.2	1,727.7	6,209.1
1990	4,390.9	400.7	1,180.6	160.2	1,741.5	6,132.3
1991(a)	4,146.9	448.8	1,158.5	161.0	1,768.3	5,915.3
1992	4,156.4	388.5	1,136.0	160.3	1,684.8	5,841.1
1993	4,093.9	370.3	1,126.8	160.9	1,658.0	5,751.9

(a) Includes 42,200 temporary population census employees.

Source: Employed Wage and Salary Earners, Australia (6248.0).

CHART 3.4. EMPLOYED WAGE AND SALARY EARNERS: PERCENTAGE GROWTH IN EACH SECTOR, AUSTRALIA



Source: Employed Wage and Salary Earners, Australia (6248.0).

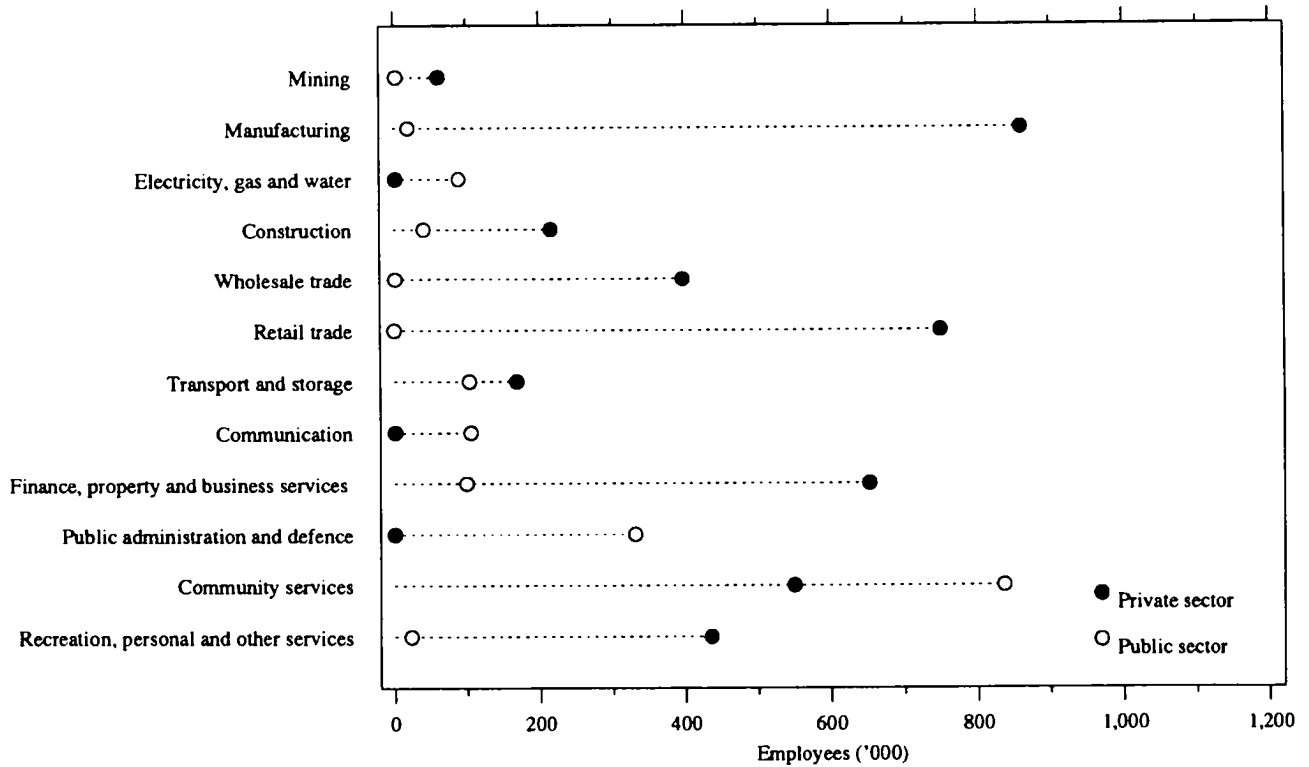
TABLE 3.10. EMPLOYED WAGE AND SALARY EARNERS: SECTOR AND INDUSTRY, AUSTRALIA, AUGUST 1993  
(<sup>'000</sup>)

Industry	Public sector			Private sector			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	3.9	0.1	4.0	55.4	6.2	61.6	59.3	6.3	65.6
Manufacturing	17.8	2.2	20.1	622.6	237.6	860.2	640.4	239.8	880.2
Electricity, gas and water	78.5	11.0	89.5	2.2	0.6	2.8	80.7	11.6	92.3
Construction	33.0	8.3	41.2	180.0	35.6	215.6	212.9	43.9	256.8
Wholesale trade	1.1	0.7	1.9	271.9	125.7	397.6	273.1	126.4	399.5
Retail trade	0.1	0.1	0.3	349.6	399.6	749.2	349.7	399.8	749.5
Transport and storage	89.5	13.8	103.3	125.8	42.6	168.4	215.3	56.4	271.7
Communication	74.6	30.5	105.2	0.8	0.3	1.1	75.4	30.8	106.2
Finance, property and business services	41.1	57.7	98.7	319.0	333.6	652.6	360.0	391.3	751.3
Public administration and defence	196.7	134.0	330.7	..	..	..	196.7	134.0	330.7
Community services	323.9	511.8	835.8	134.1	415.7	549.8	458.1	927.5	1,385.6
Recreation, personal and other services	11.1	11.5	22.6	196.5	238.5	435.0	207.6	250.0	457.6
<b>Total all industries(a)</b>	<b>875.2</b>	<b>782.7</b>	<b>1,658.0</b>	<b>2,257.8</b>	<b>1,836.1</b>	<b>4,093.9</b>	<b>3,133.0</b>	<b>2,618.9</b>	<b>5,751.9</b>

(a) Includes, for the public sector, 3,800 males and 1,000 females in Agriculture, forestry, fishing and hunting; similar data for the private sector are not collected.

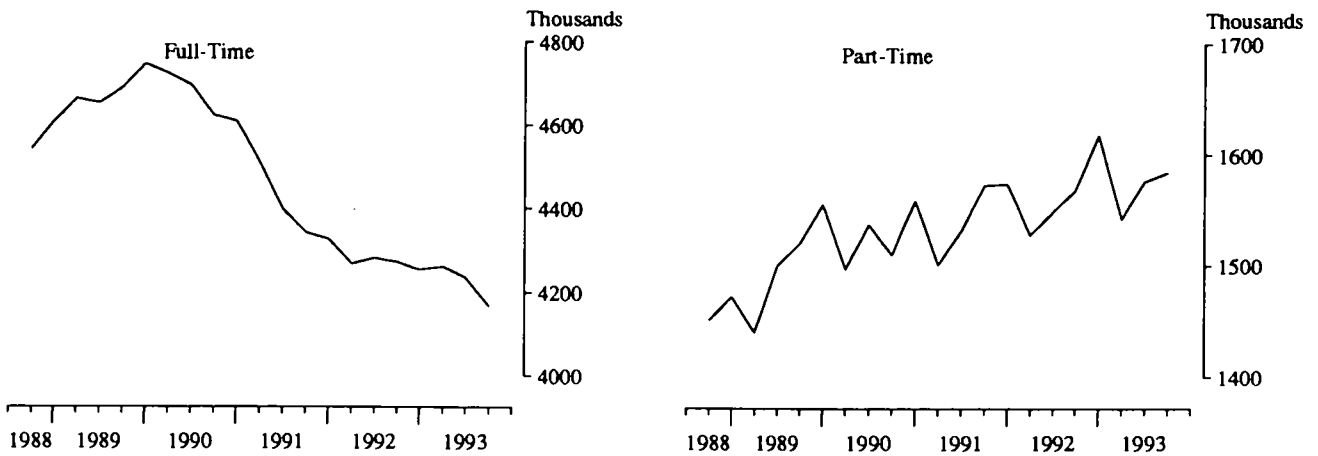
Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

CHART 3.5. EMPLOYED WAGE AND SALARY EARNERS: INDUSTRY AND SECTOR  
AUSTRALIA, AUGUST 1993



Source: *Employed Wage and Salary Earners, Australia. (6248.0)*

**CHART 3.6. EMPLOYED WAGE AND SALARY EARNERS, PERSONS, AUSTRALIA**



**CHART 3.7. EMPLOYED WAGE AND SALARY EARNERS: FULL-TIME EMPLOYEES AS A PERCENTAGE OF TOTAL, BY INDUSTRY, AUSTRALIA, AUGUST 1993**

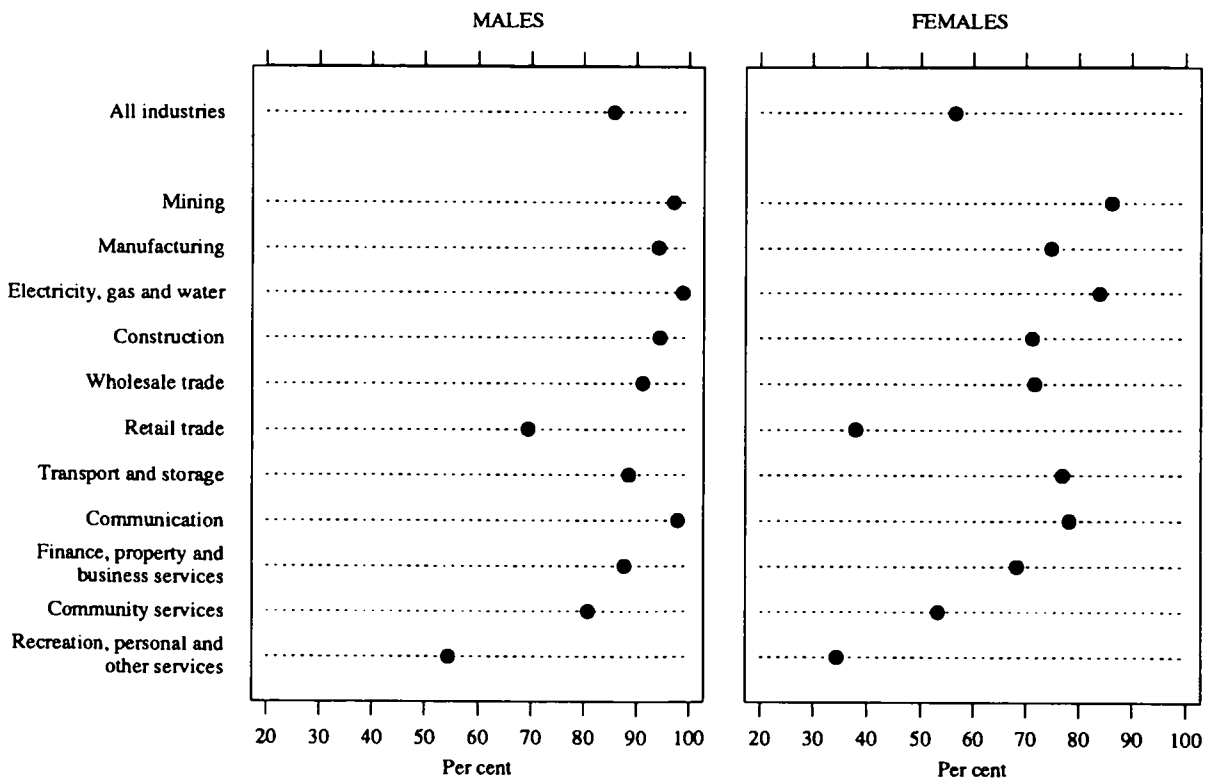


TABLE 3.11. EMPLOYED WAGE AND SALARY EARNERS: FULL-TIME AND PART-TIME STATUS, INDUSTRY AND SECTOR, AUSTRALIA

Industry/Sector	Number of employees ('000)								
	August 1991(a)			August 1992			August 1993		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<b>FULL-TIME</b>									
<i>Industry—</i>									
Mining	70.1	6.3	76.3	67.7	7.3	75.1	57.5	5.5	63.0
Manufacturing	620.6	198.9	819.5	624.1	185.0	809.1	603.0	179.3	782.3
Electricity, gas and water	93.8	11.4	105.2	88.2	10.5	98.6	79.7	9.7	89.4
Construction	218.1	34.1	252.2	198.9	31.1	229.9	200.9	31.3	232.2
Wholesale trade	236.3	89.0	325.3	239.5	92.0	331.5	249.1	90.7	339.8
Retail trade	271.6	172.9	444.5	260.1	168.4	428.4	242.7	151.8	394.5
Transport and storage	201.3	47.3	248.6	184.2	43.5	227.8	190.8	43.4	234.2
Communication	89.5	27.6	117.2	82.9	27.2	110.1	73.8	24.1	97.9
Finance, property and business services	297.3	275.7	573.0	304.6	281.5	586.1	315.8	267.7	583.5
Public administration and defence	180.2	97.0	277.1	182.1	94.9	276.9	185.2	97.2	282.5
Community services	388.9	502.9	891.9	393.9	494.8	888.6	370.5	494.6	865.1
Recreation, personal and other services	113.5	90.2	203.7	115.6	89.3	204.9	112.7	86.0	198.7
<b>Total all industries(b)</b>	<b>2,787.1</b>	<b>1,554.5</b>	<b>4,341.5</b>	<b>2,745.7</b>	<b>1,526.3</b>	<b>4,271.9</b>	<b>2,685.4</b>	<b>1,482.1</b>	<b>4,167.5</b>
<i>Sector—</i>									
Private	1,913.2	1,001.9	2,915.0	1,907.0	990.4	2,897.4	1,881.1	956.5	2,837.6
Public(b)	873.9	552.6	1,426.5	838.7	535.8	1,374.5	804.3	525.6	1,329.9
<b>PART-TIME</b>									
<i>Industry—</i>									
Mining	0.8	0.9	1.7	1.5	1.1	2.6	1.8	0.9	2.7
Manufacturing	28.8	56.3	85.1	33.8	57.8	91.6	37.4	60.5	97.9
Electricity, gas and water	3.0	2.2	5.2	0.7	2.0	2.7	1.0	1.9	2.9
Construction	13.5	17.1	30.5	11.4	15.2	26.6	12.0	12.7	24.7
Wholesale trade	19.0	35.6	54.5	19.9	36.6	56.5	24.0	35.7	59.7
Retail trade	108.7	272.0	380.7	109.0	267.9	376.8	107.0	248.0	355.0
Transport and storage	16.5	11.7	28.1	23.7	13.0	36.7	24.5	13.0	37.6
Communication	1.4	5.2	6.6	1.6	4.5	6.0	1.6	6.7	8.3
Finance, property and business services	45.5	124.7	170.2	46.6	128.4	175.1	44.2	123.6	167.8
Public administration and defence(a)	22.9	58.8	81.7	9.3	34.7	44.0	11.5	36.7	48.2
Community services	77.2	395.7	472.9	87.7	406.6	494.3	87.5	432.9	520.4
Recreation, personal and other services	83.6	172.4	256.0	90.3	165.4	255.7	94.9	164.1	258.9
<b>Total all industries(a)(b)</b>	<b>420.9</b>	<b>1,152.9</b>	<b>1,573.8</b>	<b>435.8</b>	<b>1,133.4</b>	<b>1,569.2</b>	<b>447.6</b>	<b>1,136.8</b>	<b>1,584.4</b>
<i>Sector—</i>									
Private	343.9	888.0	1,231.9	370.1	888.9	1,259.0	376.7	879.7	1,256.4
Public(a)(b)	76.9	264.9	341.8	65.7	244.5	310.3	70.9	257.1	328.1
<b>TOTAL</b>									
<i>Industry—</i>									
Mining	70.8	7.2	78.0	69.3	8.4	77.7	59.3	6.3	65.6
Manufacturing	649.4	255.2	904.6	657.9	242.8	900.7	640.4	239.8	880.2
Electricity, gas and water	96.7	13.6	110.4	88.9	12.5	101.4	80.7	11.6	92.3
Construction	231.6	51.2	282.7	210.3	46.3	256.6	212.9	43.9	256.8
Wholesale trade	255.3	124.6	379.8	259.4	128.6	388.0	273.1	126.4	399.5
Retail trade	380.3	444.9	825.2	369.0	436.2	805.3	349.7	399.8	749.5
Transport and storage	217.8	59.0	276.8	208.0	56.5	264.5	215.3	56.4	271.7
Communication	91.0	32.8	123.8	84.5	31.6	116.1	75.4	30.8	106.2
Finance, property and business services	342.7	400.4	743.2	351.2	410.0	761.2	360.0	391.3	751.3
Public administration and defence (a)	203.1	155.8	358.9	191.4	129.6	321.0	196.7	134.0	330.7
Community services	466.1	898.6	1,364.8	481.5	901.4	1,382.9	458.1	927.5	1,385.6
Recreation, personal and other services	197.1	262.6	459.7	205.9	254.7	460.6	207.6	250.0	457.6
<b>Total all industries (a)(b)</b>	<b>3,207.9</b>	<b>2,707.4</b>	<b>5,915.3</b>	<b>3,181.4</b>	<b>2,659.7</b>	<b>5,841.1</b>	<b>3,133.0</b>	<b>2,618.9</b>	<b>5,751.9</b>
<i>Sector—</i>									
Private	2,257.1	1,889.9	4,146.9	2,277.0	1,879.3	4,156.4	2,257.8	1,836.1	4,093.9
Public(a)(b)	950.8	817.5	1,768.3	904.4	780.4	1,684.8	875.2	782.7	1,658.0

(a) Includes 42,200 temporary Population Census employees for August 1991. (b) Includes employees of government agencies classified to Agriculture, forestry, fishing and hunting.

Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

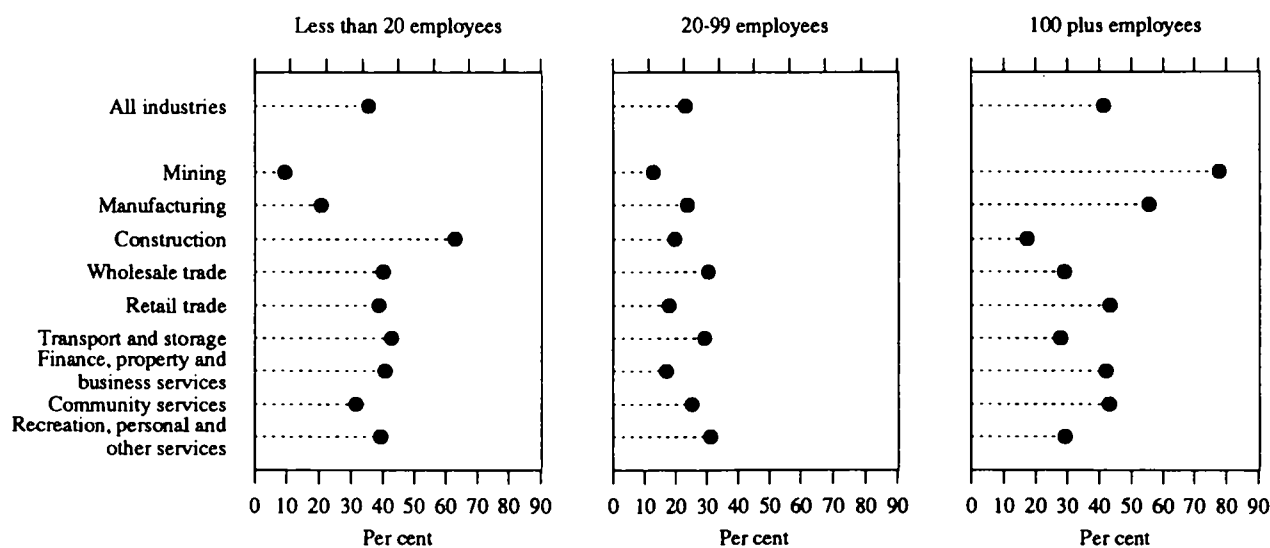
TABLE 3.12. EMPLOYED WAGE AND SALARY EARNERS: FULL-TIME AND PART-TIME STATUS ('000)

State/Territory	August 1991(a)			August 1992			August 1993		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<b>FULL-TIME</b>									
New South Wales	965.0	551.3	1,516.3	942.0	539.9	1,481.9	925.3	520.3	1,445.6
Victoria	744.3	424.6	1,168.9	721.9	408.2	1,130.1	679.8	384.1	1,064.0
Queensland	429.7	237.8	667.4	440.1	249.4	689.5	440.2	243.5	683.7
South Australia	237.6	117.8	355.3	225.5	107.7	333.2	222.8	108.9	331.6
Western Australia	248.4	129.0	377.4	264.2	128.8	392.9	267.1	133.7	400.8
Tasmania	72.1	34.3	106.4	68.1	33.4	101.5	66.2	34.5	100.7
Northern Territory	31.6	19.0	50.5	25.1	16.9	42.0	25.3	16.8	42.0
Australian Capital Territory	58.5	40.7	99.2	58.7	42.0	100.7	58.8	40.3	99.1
<b>Australia</b>	<b>2,787.1</b>	<b>1,554.5</b>	<b>4,341.5</b>	<b>2,745.7</b>	<b>1,526.3</b>	<b>4,271.9</b>	<b>2,685.4</b>	<b>1,482.1</b>	<b>4,167.5</b>
<b>PART-TIME</b>									
New South Wales	148.1	377.0	525.2	153.8	370.4	524.2	159.1	359.4	518.5
Victoria	110.3	310.2	420.5	115.6	314.6	430.2	113.9	299.3	413.2
Queensland	66.2	174.7	240.9	66.9	166.4	233.3	67.3	182.9	250.1
South Australia	38.4	119.3	157.7	35.2	103.7	138.9	37.3	106.4	143.6
Western Australia	32.5	106.7	139.2	39.4	111.9	151.3	42.7	119.1	161.8
Tasmania	11.6	33.4	45.0	10.1	32.7	42.8	13.4	36.6	50.0
Northern Territory	5.5	8.8	14.3	5.3	9.1	14.5	4.6	8.3	12.9
Australian Capital Territory	8.2	22.8	31.0	9.4	24.6	34.0	9.4	24.9	34.3
<b>Australia</b>	<b>420.9</b>	<b>1,152.9</b>	<b>1,573.8</b>	<b>435.8</b>	<b>1,133.4</b>	<b>1,569.2</b>	<b>447.6</b>	<b>1,136.8</b>	<b>1,584.4</b>
<b>TOTAL</b>									
New South Wales	1,113.2	928.3	2,041.5	1,095.8	910.3	2,006.1	1,084.4	879.7	1,964.1
Victoria	854.6	734.8	1,589.4	837.4	722.8	1,560.3	793.7	683.5	1,477.2
Queensland	495.9	412.5	908.4	507.1	415.8	922.9	507.4	426.4	933.8
South Australia	276.0	237.1	513.1	260.8	211.3	472.1	260.0	215.3	475.3
Western Australia	280.9	235.7	516.6	303.6	240.7	544.2	309.8	252.8	562.6
Tasmania	83.7	67.7	151.4	78.3	66.1	144.3	79.6	71.1	150.6
Northern Territory	37.1	27.7	64.8	30.5	26.0	56.5	29.9	25.0	54.9
Australian Capital Territory	66.7	63.4	130.1	68.1	66.7	134.8	68.1	65.2	133.4
<b>Australia</b>	<b>3,207.9</b>	<b>2,707.4</b>	<b>5,915.3</b>	<b>3,181.4</b>	<b>2,659.7</b>	<b>5,841.1</b>	<b>3,133.0</b>	<b>2,618.9</b>	<b>5,751.9</b>

(a) Includes 42,200 temporary Population Census employees.

Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

CHART 3.8. EMPLOYED WAGE AND SALARY EARNERS: PROPORTION OF EMPLOYEES BY EMPLOYER UNIT SIZE, PRIVATE SECTOR AND INDUSTRY, AUSTRALIA, AUGUST 1993



Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

## Labour Force Experience

An estimated 8,574,000 persons had worked at some time during the year ending March 1993. Of these persons 67 per cent had worked for the full 52 weeks, comprising 71 per cent of male workers and 61 per cent of female workers.

The proportion of males working at some time during the year has decreased slightly, from 83 per cent in 1990 to 79 per cent in 1993. The proportion of females working during the year has decreased from 63 per cent in 1990 to 60 per cent in 1993.

Of male workers 82 per cent had worked all their weeks on a full-time basis compared with 51 per cent for female workers.

**TABLE 3.13. PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING MARCH 1993: TIME WORKED DURING THE YEAR, MARITAL STATUS AND FULL-TIME/PART-TIME STATUS DURING THE YEAR, AUSTRALIA ('000)**

Time worked during the preceding year (weeks)	Married			Not-married			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<b>TIME WORKED WAS ALL FULL-TIME</b>									
1 and under 4	10.5	9.3	19.7	25.4	12.2	37.5	35.9	21.4	57.3
4 and under 13	34.3	27.3	61.7	61.9	36.5	98.4	96.2	63.9	160.1
13 and under 26	57.2	32.4	89.5	59.5	27.2	86.7	116.6	59.6	176.2
26 and under 39	83.4	45.0	128.3	70.3	36.6	106.9	153.7	81.5	235.2
39 and under 49	155.9	54.6	210.5	99.6	50.3	149.8	255.5	104.9	360.4
49 and under 52	111.8	39.2	151.0	45.8	27.6	73.4	157.7	66.8	224.4
52	2,292.9	878.3	3,171.1	903.2	614.8	1,518.0	3,196.0	1,493.1	4,689.1
<b>Total</b>	<b>2,746.0</b>	<b>1,085.9</b>	<b>3,831.9</b>	<b>1,265.6</b>	<b>805.1</b>	<b>2,070.7</b>	<b>4,011.6</b>	<b>1,891.1</b>	<b>5,902.6</b>
<b>TIME WORKED WAS MORE FULL-TIME THAN PART-TIME</b>									
1 and under 13	*3.3	5.0	8.2	10.7	6.0	16.7	14.0	11.0	24.9
13 and under 26	9.3	8.4	17.7	15.2	8.1	23.3	24.6	16.5	41.1
26 and under 39	17.3	13.6	30.9	20.7	13.3	34.0	38.0	26.9	64.8
39 and under 49	51.4	24.9	76.3	29.9	24.8	54.6	81.2	49.7	130.9
49 and under 52	15.7	11.1	26.9	10.0	9.8	19.8	25.8	20.9	46.7
52	65.0	56.4	121.5	32.8	34.8	67.6	97.8	91.3	189.1
<b>Total</b>	<b>162.0</b>	<b>119.5</b>	<b>281.4</b>	<b>119.3</b>	<b>96.7</b>	<b>216.1</b>	<b>281.3</b>	<b>216.2</b>	<b>497.5</b>
<b>TIME WORKED WAS MORE PART-TIME THAN FULL-TIME</b>									
1 and under 13	*2.5	*2.3	4.8	*3.8	*3.9	7.7	6.3	6.2	12.6
13 and under 26	6.0	7.2	13.2	7.4	5.6	12.9	13.4	12.8	26.1
26 and under 39	8.2	10.5	18.7	8.4	7.9	16.3	16.6	18.5	35.0
39 and under 49	16.0	20.8	36.8	14.6	14.9	29.6	30.7	35.7	66.4
49 and under 52	*3.9	7.9	11.8	4.0	7.1	11.2	8.0	15.0	23.0
52	10.4	52.4	62.8	20.6	20.8	41.4	31.0	73.2	104.2
<b>Total</b>	<b>47.1</b>	<b>101.1</b>	<b>148.2</b>	<b>58.8</b>	<b>60.3</b>	<b>119.1</b>	<b>105.8</b>	<b>161.4</b>	<b>267.3</b>
<b>TIME WORKED WAS ALL PART-TIME</b>									
1 and under 4	7.7	28.9	36.6	28.0	27.5	55.5	35.7	56.4	92.1
4 and under 13	16.7	66.1	82.9	59.1	75.2	134.4	75.9	141.4	217.2
13 and under 26	20.2	61.1	81.3	39.0	53.5	92.6	59.2	114.7	173.8
26 and under 39	21.3	93.4	114.7	35.9	58.7	94.5	57.2	152.0	209.2
39 and under 49	29.4	159.0	188.4	48.2	86.7	134.9	77.6	245.7	323.3
49 and under 52	9.5	82.6	92.0	17.3	40.6	57.9	26.8	123.2	150.0
52	59.2	461.0	520.2	79.9	140.8	220.7	139.0	601.8	740.8
<b>Total</b>	<b>164.0</b>	<b>952.1</b>	<b>1,116.1</b>	<b>307.5</b>	<b>483.0</b>	<b>790.5</b>	<b>471.4</b>	<b>1,435.1</b>	<b>1,906.6</b>
<b>TOTAL</b>									
1 and under 4	19.2	38.6	57.8	54.3	40.2	94.5	73.5	78.8	152.3
4 and under 13	55.8	100.3	156.1	134.6	121.2	255.8	190.4	221.5	411.9
13 and under 26	92.7	109.1	201.7	121.1	94.4	215.5	213.7	203.5	417.2
26 and under 39	130.1	162.5	292.6	135.3	116.4	251.7	265.4	278.9	544.3
39 and under 49	252.7	259.3	512.0	192.3	176.6	368.9	445.0	435.9	881.0
49 and under 52	141.0	140.7	281.7	77.2	85.1	162.4	218.2	225.9	444.0
52	2,427.5	1,448.1	3,875.5	1,036.3	811.3	1,847.6	3,463.8	2,259.3	5,723.2
<b>Total</b>	<b>3,119.0</b>	<b>2,258.6</b>	<b>5,377.6</b>	<b>1,751.2</b>	<b>1,445.2</b>	<b>3,196.4</b>	<b>4,870.2</b>	<b>3,703.8</b>	<b>8,574.0</b>

Source: Labour Force Experience, Australia (6206.0).

## Labour Mobility

An estimated 8,564,100 persons aged 15 to 69 years had worked at some time during the year ending February 1992. Of the 7,652,500 persons working in February 1992 —

- 80 per cent had been in their current job for the whole year
- 7.6 per cent had started their current job during the year, and had no previous job during the year
- 12 per cent had changed jobs during the year
- 4.2 per cent changed industry from previous to current job
- 3.4 per cent changed occupation from previous to current job.

The proportion of workers who were job mobile during the year ended 1992 was 20 per cent – a decrease of 2 percentage points from the 1991 survey result. The majority of those who were job mobile changed employer or business (84%). The remaining 16 per cent changed locality but not employer or business. Job mobility ratios were similar for males and females (19% and 20% respectively).

An estimated 20 per cent of persons working in February 1992 had been in their current job for less than one year. By comparison, the proportion of persons who had been in their current job for ten years or more was estimated at 24 per cent.

**TABLE 3.14. PERSONS AGED 15 TO 69 YEARS WHO WORKED AT SOME TIME DURING THE PREVIOUS TWELVE MONTHS: JOB MOBILITY, AUSTRALIA, FEBRUARY 1987 TO FEBRUARY 1992**

Job mobility	Survey conducted in February—						1992
	1987	1988	1989	1990	1991		
	—per cent—						('000)
<b>MALES</b>							
Changed employer/business or locality	17.5	18.8	20.2	22.0	21.9	19.4	948.9
Changed employer/business	13.1	13.3	14.8	18.3	18.6	16.1	787.8
Changed locality but not employer/business	4.4	5.5	5.4	3.7	3.3	3.3	161.1
Did not change employer/business or locality	82.3	81.2	79.8	78.0	78.1	80.6	3,931.2
<i>Total</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>4,880.1</i>
<b>FEMALES</b>							
Changed employer/business or locality	16.4	17.3	19.1	22.0	21.9	20.1	741.4
Changed employer/business	12.8	13.3	15.0	19.0	19.2	17.3	635.8
Changed locality but not employer/business	3.5	4.0	4.0	3.0	2.7	2.9	105.6
Did not change employer/business or locality	83.4	82.7	80.9	78.0	78.1	79.9	2,942.6
<i>Total</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>3,684.0</i>
<b>PERSONS</b>							
Changed employer/business or locality	17.1	18.2	19.7	22.0	21.9	19.7	1,690.3
Changed employer/business	13.0	13.3	14.9	18.6	18.8	16.6	1,423.6
Changed locality but not employer/business	4.1	4.9	4.8	3.4	3.1	3.1	266.7
Did not change employer/business or locality	82.8	81.8	80.3	78.0	78.1	80.3	6,873.9
<i>Total</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>8,564.1</i>

Source: Labour Mobility, Australia (6209.0).

TABLE 3.15. PERSONS WHO WERE WORKING AT THE TIME OF THE SURVEY: LABOUR MOBILITY FROM LAST JOB TO CURRENT JOB, AUSTRALIA, FEBRUARY 1987 TO FEBRUARY 1992

	Survey conducted in February—						1992
	1987(a)	1988	1989	1990	1991		
	—per cent—						
<b>MALES</b>							
Working at time of survey	100.0	100.0	100.0	100.0	100.0	100.0	4,420.7
For one year or more in current job	77.1	75.7	73.7	75.4	80.2	81.6	3,606.4
For less than one year in current job	22.7	24.3	26.3	24.6	19.8	18.4	814.2
No previous job during the year	5.7	5.9	6.4	6.9	5.5	6.3	277.0
Had a previous job during the year	17.0	18.4	19.9	17.7	14.3	12.2	537.2
Same industry	10.7	11.8	12.2	10.4	9.3	8.0	351.6
Changed industry	6.3	6.6	7.7	7.2	5.1	4.2	185.6
Same occupation	11.7	12.9	13.9	11.3	10.0	8.6	379.8
Changed occupation	5.3	5.5	6.0	6.3	4.3	3.6	157.5
<b>FEMALES</b>							
Working at time of survey	100.0	100.0	100.0	100.0	100.0	100.0	3,231.8
For one year or more in current job	71.0	71.5	69.8	70.8	76.3	78.8	2,545.4
For less than one year in current job	28.7	28.5	30.2	29.2	23.7	21.2	686.4
No previous job during the year	12.9	11.4	11.4	11.8	10.0	9.4	302.9
Had a previous job during the year	15.8	17.0	18.8	17.4	13.7	11.9	383.5
Same industry	9.2	10.8	11.3	9.8	8.1	7.8	251.0
Changed industry	6.6	6.3	7.5	7.5	5.5	4.1	132.5
Same occupation	11.2	12.4	13.2	11.6	9.7	8.7	280.3
Changed occupation	4.7	4.7	5.6	5.8	4.0	3.2	103.2
<b>PERSONS</b>							
Working at time of survey	100.0	100.0	100.0	100.0	100.0	100.0	7,652.5
For one year or more in current job	74.7	74.0	72.1	73.5	78.6	80.4	6,151.9
For less than one year in current job	25.1	26.0	27.9	26.5	21.4	19.6	1,500.6
No previous job during the year	8.6	8.1	8.5	8.9	7.4	7.6	579.9
Had a previous job during the year	16.5	17.9	19.5	17.5	14.1	12.0	920.7
Same industry	10.1	11.4	11.9	10.2	8.8	7.9	602.6
Changed industry	6.4	6.5	7.6	7.3	5.3	4.2	318.1
Same occupation	11.5	12.7	13.6	11.4	9.9	8.6	660.0
Changed occupation	5.0	5.2	5.9	6.1	4.2	3.4	260.7

(a) 'Working at time of survey' includes a small number of persons whose duration of current job could not be determined.

Source: Labour Mobility, Australia (6209.0).

TABLE 3.16. PERSONS WHO WERE WORKING AT THE TIME OF THE SURVEY: DURATION OF CURRENT JOB, AUSTRALIA, FEBRUARY 1987 TO FEBRUARY 1992

Duration of current job	Survey conducted in February—						1992
	1987(a)	1988	1989	1990	1991		
	—per cent—						
Under 1 year	25.1	26.0	27.9	26.5	21.4	19.6	1,500.6
Under 3 months	10.3	10.4	11.7	10.4	8.3	7.7	588.5
3 and under 6 months	5.9	6.4	6.4	5.8	4.9	4.6	354.5
6 and under 12 months	8.9	9.2	9.8	10.2	8.3	7.3	557.7
1 and under 2 years	12.0	11.8	11.6	13.3	13.2	10.8	825.1
2 and under 3 years	9.2	9.8	9.2	9.8	11.5	11.7	896.3
3 and under 5 years	11.9	12.9	13.5	13.2	14.4	16.4	1,256.7
5 and under 10 years	17.4	15.8	15.2	15.5	16.2	17.8	1,363.8
10 years and over	24.2	23.7	22.4	21.9	23.2	23.7	1,810.0
10 and under 20 years	15.9	15.6	14.5	14.2	15.2	15.5	1,185.7
20 years and over	8.3	8.1	7.9	7.7	8.1	8.2	624.3
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>7,652.5</b>

(a) Totals include a small number of persons whose duration of current job could not be determined.

Source: Labour Mobility, Australia (6209.0).



TABLE 3.17. PERSONS WHO CEASED A JOB DURING THE YEAR ENDING FEBRUARY 1992:  
DURATION OF LAST JOB AND REASON FOR CEASING LAST JOB, AUSTRALIA  
(\*000)

Duration of last job	Reason for ceasing last job										Total	Total	
	Job loser			Job leaver						Total			Total
	Retrenched	Job was temporary or seasonal and did not leave to return to studies	Own ill health or injury	Unsat- isfactory work conditions	Job was temporary or seasonal and left to return to studies	Other	Changed locality but not employer/ business						
<b>MALES</b>													
Under 1 year	141.6	86.2	13.8	241.6	34.1	25.5	77.4	137.1	56.5	193.6	435.2		
Under 3 months	56.6	57.8	7.7	122.1	14.6	22.9	26.9	64.3	19.5	83.9	205.9		
3 and under 6 months	37.2	16.4	*1.6	55.2	8.7	*1.9	21.2	31.8	13.1	44.9	100.1		
6 and under 12 months	47.8	12.0	4.5	64.3	10.9	*0.7	29.3	41.0	23.9	64.9	129.2		
1 and under 2 years	59.6	3.9	*2.3	65.9	8.9	*1.1	40.6	50.6	33.2	83.8	149.7		
2 and under 3 years	43.1	*2.6	3.9	49.5	9.9	*0.0	31.4	41.3	29.4	70.7	120.2		
3 and under 5 years	42.7	*1.9	3.7	48.2	5.0	*0.0	29.8	34.8	25.9	60.7	108.9		
5 and under 10 years	29.1	*1.9	*3.2	34.1	3.5	*0.1	26.8	30.4	18.1	48.5	82.7		
10 years and over	43.0	*0.7	6.0	49.6	*2.0	*0.0	35.4	37.4	12.9	50.3	99.9		
10 and under 20 years	23.3	*0.7	3.8	27.8	*1.7	*0.0	19.4	21.1	10.4	31.4	59.3		
20 years and over	19.7	*0.0	*2.1	21.8	*0.3	*0.0	16.0	16.3	*2.5	18.8	40.6		
<b>Total</b>	<b>359.0</b>	<b>97.1</b>	<b>32.8</b>	<b>488.9</b>	<b>63.4</b>	<b>26.7</b>	<b>241.4</b>	<b>331.6</b>	<b>176.1</b>	<b>507.6</b>	<b>996.7</b>		
<b>FEMALES</b>													
Under 1 year	79.0	91.1	11.0	181.1	32.8	21.9	103.0	157.7	39.5	197.3	378.4		
Under 3 months	32.3	64.8	4.2	101.4	10.1	19.6	30.1	59.7	14.0	73.8	175.2		
3 and under 6 months	18.9	13.4	*3.0	35.3	9.6	*1.1	26.1	36.8	11.1	47.9	83.2		
6 and under 12 months	27.8	12.8	3.7	44.4	13.2	*1.2	46.8	61.2	14.4	75.6	120.0		
1 and under 2 years	37.8	7.7	*2.2	47.7	12.1	*1.3	58.1	71.5	25.2	96.7	144.4		
2 and under 3 years	21.7	4.1	4.1	29.9	8.1	*0.1	41.3	49.5	17.0	66.5	96.4		
3 and under 5 years	21.0	*2.9	*1.2	25.1	4.0	*0.1	54.0	58.2	17.5	75.7	100.8		
5 and under 10 years	13.6	*2.2	*2.1	17.9	*2.6	*0.3	33.9	36.7	10.7	47.4	65.3		
10 years and over	15.2	*1.9	*2.7	19.8	*2.3	*0.0	24.4	26.7	3.9	30.6	50.4		
10 and under 20 years	11.9	*1.3	*1.9	15.2	*1.7	*0.0	19.1	20.8	3.9	24.6	39.8		
20 years and over	*3.3	*0.5	*0.8	4.6	*0.7	*0.0	5.3	5.9	*0.0	5.9	10.6		
<b>Total</b>	<b>188.5</b>	<b>109.8</b>	<b>23.4</b>	<b>321.6</b>	<b>61.9</b>	<b>23.7</b>	<b>314.6</b>	<b>400.2</b>	<b>113.9</b>	<b>514.1</b>	<b>835.7</b>		
<b>PERSONS</b>													
Under 1 year	220.6	177.3	24.7	422.7	66.9	47.4	180.4	294.8	96.1	390.9	813.5		
Under 3 months	88.9	122.6	12.0	223.5	24.7	42.5	56.9	124.1	33.6	157.7	381.1		
3 and under 6 months	56.1	29.8	4.6	90.5	18.2	*3.0	47.3	68.6	24.2	92.8	183.3		
6 and under 12 months	75.7	24.8	8.2	108.7	24.1	*1.9	76.2	102.1	38.3	140.4	249.1		
1 and under 2 years	97.4	11.6	4.6	113.6	21.0	*2.4	98.7	122.1	58.4	180.5	294.1		
2 and under 3 years	64.8	6.6	8.0	79.4	18.0	*0.1	72.7	90.8	46.5	137.2	216.6		
3 and under 5 years	63.7	4.8	4.9	73.4	9.0	*0.1	83.8	92.9	43.4	136.4	209.7		
5 and under 10 years	42.7	4.0	5.3	52.0	6.1	*0.4	60.7	67.1	28.8	95.9	148.0		
10 years and over	58.2	*2.5	8.7	69.4	4.3	*0.0	59.8	64.1	16.8	80.9	150.3		
10 and under 20 years	35.2	*2.0	5.7	43.0	*3.4	*0.0	38.5	41.9	14.2	56.1	99.1		
20 years and over	23.0	*0.5	*2.9	26.4	*0.9	*0.0	21.3	22.2	*2.5	24.8	51.2		
<b>Total</b>	<b>547.5</b>	<b>206.9</b>	<b>56.2</b>	<b>810.5</b>	<b>125.3</b>	<b>50.4</b>	<b>556.1</b>	<b>731.8</b>	<b>289.9</b>	<b>1,021.7</b>	<b>1,832.3</b>		

Source: Labour Mobility, Australia (6209.0).

### Multiple Jobholders

In July 1991, there were 331,600 persons aged 15 and over who were multiple jobholders. The proportion of employed persons who held a second job was 4.3 per cent July 1991. This ratio was 2.8 per cent in 1983.

Of the 331,600 multiple jobholders in July 1991, 51 per cent were female. About 66 per cent of multiple jobholders were married. Close to half (47%) of married multiple jobholders were either self-employed or employers in one of their jobs while 75 per cent of not-married multiple jobholders were employees in both jobs.

Over the last decade the number of persons who were employed in the Recreation, personal and other services industry in their second job as a proportion of persons employed in that industry (whether in their main or second job) has increased by 4 percentage points.

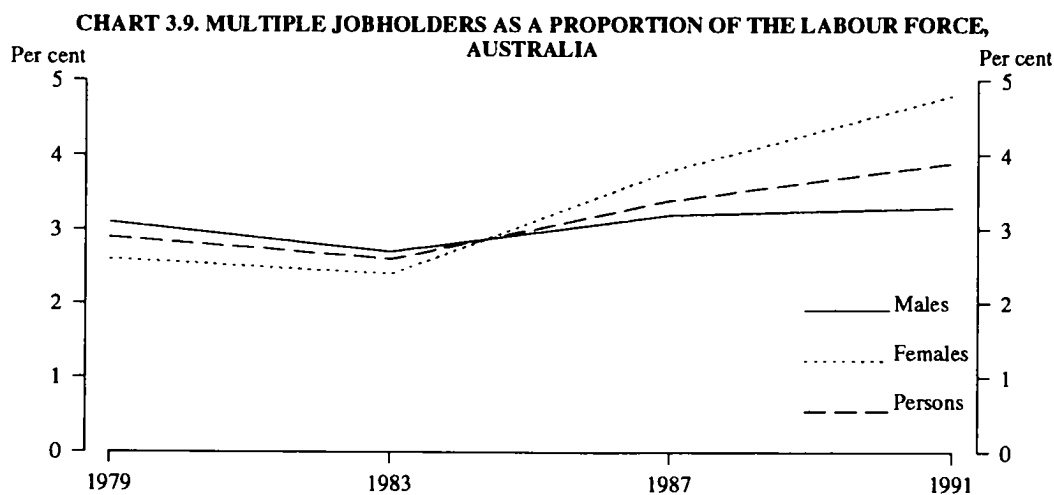
The 25-34 and 35-44 age groups had the highest proportion of multiple jobholders. Some 28 per cent of female multiple jobholders were in the 25-34 age group with 34 per cent in the 35-44 age group. These age groups accounted for 31 per cent and 29 per cent of male multiple jobholders respectively.

A greater proportion of female than male multiple jobholders worked as Clerks in their main job (28% compared to 9%). This is true also of salespersons (females 22%, males 12%) and para-professionals (females 11%, and males 8%).

**TABLE 3.18. MULTIPLE JOBHOLDERS: INDUSTRY OF SECOND JOB AS A PROPORTION OF PERSONS EMPLOYED IN THAT INDUSTRY, AUSTRALIA, AUGUST 1979 TO AUGUST 1991**  
(per cent)

Industry	August 1979	August 1981	August 1983	August 1985	August 1987	July 1991
Agriculture, forestry, fishing and hunting	7.0	6.8	6.3	7.3	7.9	7.8
Manufacturing	0.8	0.6	0.9	0.9	1.3	1.5
Construction	1.6	1.3	1.4	1.6	2.0	2.0
Wholesale and retail trade	2.4	2.3	2.8	3.0	3.2	3.8
Transport and storage	2.2	2.3	1.6	1.5	2.0	2.2
Finance, property and business services	2.6	2.8	2.6	2.5	3.4	4.4
Community services	3.2	3.7	3.8	4.0	4.7	5.7
Recreation, personal and other services	13.4	8.3	8.9	11.1	12.0	12.5
Other	0.8	0.7	0.5	0.9	0.4	1.3
<b>Total</b>	<b>3.1</b>	<b>2.9</b>	<b>2.8</b>	<b>3.3</b>	<b>3.7</b>	<b>4.3</b>

Source: Multiple Jobholding, Australia (6216.0).



Source: Multiple Jobholding, Australia (6216.0).

TABLE 3.19. MULTIPLE JOBHOLDERS: SELECTED CHARACTERISTICS, NUMBER OF MULTIPLE JOBHOLDERS, PROPORTION OF EMPLOYED PERSONS AND PROPORTION OF LABOUR FORCE, AUSTRALIA, JULY 1991

	Number ('000)			Proportion of employed persons (per cent)			Proportion of labour force (per cent)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<i>Marital status—</i>									
Married	109.0	110.0	219.1	3.7	5.6	4.4	3.4	5.2	4.2
Not-married	54.2	58.4	112.5	3.6	4.8	4.2	3.1	4.2	3.6
<i>Family status—</i>									
Member of a family	134.0	139.6	273.7	3.6	5.3	4.3	3.3	4.8	3.9
Husband or wife	106.4	107.0	213.4	3.7	5.6	4.5	3.5	5.3	4.2
With dependents present	74.8	74.8	149.5	4.2	6.8	5.2	3.9	6.3	4.8
Without dependents present	31.6	32.2	63.9	2.9	4.0	3.4	2.7	3.8	3.2
Sole parent	*1.8	7.0	8.8	*5.6	4.9	5.1	*4.8	4.2	4.3
Other family head	*0.9	*3.4	4.3	*2.1	*5.2	4.0	*1.9	*4.9	3.7
Full-time student aged 15-24	5.9	8.0	14.0	5.3	5.4	5.4	4.3	4.5	4.4
Other child of married couple or family head	17.5	13.3	30.8	3.0	3.7	3.2	2.5	3.1	2.7
Other relative of married couple or family head	*1.5	*0.9	*2.4	*3.2	*2.8	*3.0	*2.5	*2.2	*2.4
Not a member of a family	24.0	20.3	44.4	4.1	5.2	4.6	3.6	4.7	4.0
Living alone	9.3	8.0	17.3	3.4	4.7	3.9	3.0	4.3	3.5
Not living alone	14.8	12.3	27.1	4.7	5.6	5.1	4.1	5.0	4.5
Family status not determined	5.1	8.4	13.5	3.0	5.9	4.4	2.6	5.3	3.8
<i>Birthplace and period of arrival—</i>									
Born in Australia	130.2	134.4	264.6	4.0	5.5	4.6	3.6	5.1	4.2
Born outside Australia	33.0	34.0	67.0	2.8	4.5	3.5	2.5	4.0	3.1
Born in main English speaking countries	17.8	17.3	35.1	3.5	4.9	4.1	3.2	4.5	3.7
Born in other countries	15.2	16.7	31.9	2.3	4.1	3.0	2.0	3.6	2.6
Arrived before 1981	23.0	24.5	47.5	2.7	4.5	3.4	2.4	4.2	3.1
Arrived 1981 to survey date	10.0	9.5	19.5	3.2	4.4	3.7	2.6	3.7	3.0
<i>Age group (years)—</i>									
15-19	9.8	12.6	22.4	3.4	4.5	3.9	2.6	3.5	3.1
20-24	21.3	21.7	42.9	4.1	4.7	4.4	3.5	4.1	3.8
25-34	49.8	47.9	97.7	4.2	5.8	4.8	3.8	5.3	4.4
35-44	47.1	56.7	103.8	4.1	6.5	5.1	3.8	6.1	4.8
45-54	24.7	25.2	49.9	3.0	4.7	3.7	2.9	4.4	3.5
55 and over	10.5	4.3	14.9	2.2	2.3	2.2	2.0	2.2	2.1
<i>Occupation of main job—</i>									
Managers and administrators	19.3	9.2	28.5	3.1	4.4	3.4	..	..	..
Professionals	28.9	31.0	59.9	5.1	7.8	6.2	..	..	..
Para-professionals	12.9	18.7	31.6	5.2	8.4	6.7	..	..	..
Tradespersons	24.9	5.8	30.7	2.4	4.9	2.6	..	..	..
Clerks	15.2	46.6	61.8	4.8	4.6	4.7	..	..	..
Salespersons and personal service workers	20.0	36.7	56.7	5.1	5.0	5.1	..	..	..
Plant and machine operators, and drivers	12.6	*2.3	14.9	2.6	*2.5	2.6	..	..	..
Labourers and related workers	29.3	18.2	47.5	3.9	4.5	4.1	..	..	..
<i>Industry of main job—</i>									
Agriculture, forestry, fishing and hunting	13.5	5.8	19.3	4.6	5.1	4.7	..	..	..
Manufacturing	21.2	9.5	30.7	2.6	3.0	2.7	..	..	..
Construction	6.1	*1.9	8.0	1.3	*2.9	1.5	..	..	..
Wholesale and retail trade	26.4	27.2	53.7	3.0	3.8	3.4	..	..	..
Transport and storage	9.3	*2.3	11.6	2.8	*3.0	2.8	..	..	..
Finance, property and business services	19.7	21.5	41.1	4.2	5.0	4.6	..	..	..
Public administration and defence	9.4	5.1	14.5	4.6	3.6	4.2	..	..	..
Community services	31.7	71.5	103.2	6.6	7.7	7.3	..	..	..
Recreation, personal and other services	17.6	20.0	37.6	6.8	6.0	6.3	..	..	..
Other	8.3	3.6	11.9	3.2	6.3	3.8	..	..	..
<b>Total</b>	<b>163.2</b>	<b>168.4</b>	<b>331.6</b>	<b>3.7</b>	<b>5.3</b>	<b>4.3</b>	<b>3.3</b>	<b>4.8</b>	<b>3.9</b>

Source: Multiple Jobholding, Australia (6216.0).

## **Career Experience**

### *Changes in work*

Of Australia's 6.3 million wage and salary earners in February 1993, some 4.9 million had worked with their current employer for 1 year or more. Almost all (96%) of these employees reported some change in their work in the last 12 months. The most commonly reported changes in work were 'more responsibility' (42%) and 'new, different or extra duties' (39%). Another 32 per cent had 'used different computer based equipment or packages'.

Permanent full-time employees were the most likely to have reported changes in their work in the last 12 months (80% each of male and female permanent full-time employees).

Of the 4.6 million wage and salary employees (excluding owner-managers) who had worked with their current employer for 1 year or more, 7.6 per cent had been promoted in the last 12 months and 9.0 per cent had transferred to another position with their current employer within the last 12 months.

### *Length of time with current employer*

Of all employees, 60 per cent had been with their current employer for less than 5 years and 22 per cent had been with their current employer for less than one year. Of the 5.0 million employees holding permanent positions, some 55 per cent had been with their current employer for less than 5 years including 16 per cent for less than 1 year.

### *Length of time in current job*

Some 40 per cent of all employees had been in their current position for less than 2 years, including 27 per cent for less than 1 year. For male employees in permanent jobs 33 per cent had been in their current position for less than 2 years (including 21% for less than 1 year) and for females the corresponding estimates were 39 per cent and 25 per cent.

Most employees who had been with their employer for more than 10 years had been in their current position for 10 years or more (61% of males and 67% of females).

Casual employees comprise 20 per cent of all wage and salary earners and just over half of these employees (56%) had been with their current employer for less than 2 years including 44 per cent for less than 1 year.

### *Breaks from work*

An estimated 200,400 job-holders had had a break from work of 6 months or more while working with their current employer.

Of the 138,700 females who had had such a break from work, almost two-thirds gave childbirth/child care as the main reason for the most recent break from work. Some 34,600 females and 38,600 males gave other personal reasons as the main reason, of which the most common was 'travel, holiday' (15,300 females and 19,100 males).

For women who reported childbirth/child care as the main reason for the break from work, 58 per cent had been on unpaid leave throughout the break.

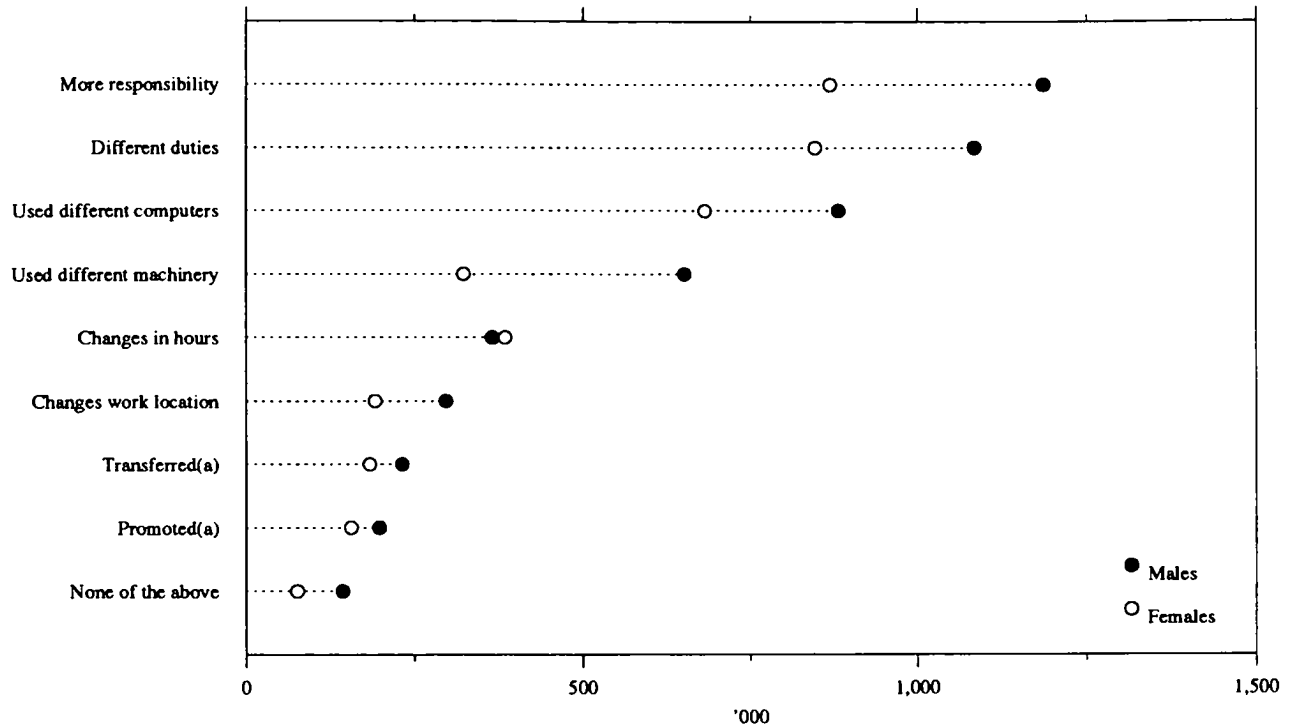
### *Performance appraisal*

Of the 4.6 million wage and salary employees (excluding owner-managers) who had worked with their current employer for 1 year or more, some 42 per cent reported that their work performance had been formally appraised in the last 12 months.

Female full-time employees were the most likely to have been formally appraised (49%), compared with 43 per cent of male full-time employees. The proportions were lower for part-time employees (31% of females and 27% of males).

Employees in the public sector were more likely to have been formally appraised (48%) than employees in the private sector (39%).

CHART 3.10. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: ALL CHANGES IN WORK BY SEX, AUSTRALIA, FEBRUARY 1993



(a) Excludes 307,000 owner-managers who were not asked whether they had been promoted or transferred.

Source: Career Experience, Australia (6254.0)

TABLE 3.20. EMPLOYEES: SELECTED CHARACTERISTICS AND WHETHER FULL-TIME/PART-TIME AND PERMANENT/CASUAL EMPLOYEE IN CURRENT POSITION, AUSTRALIA, FEBRUARY 1993 ('000)

	Full-time			Part-time			Total		
	Permanent	Casual	Total	Permanent	Casual	Total	Permanent	Casual	Total
<i>Length of time with current employer —</i>									
Less than 1 year	706.8	156.5	863.2	97.0	402.0	499.0	803.8	558.4	1,362.2
Less than 3 months	222.5	79.7	302.2	30.0	192.4	222.4	252.5	272.1	524.6
3 and under 6 months	185.4	37.4	222.8	26.3	94.3	120.6	211.7	131.7	343.4
6 and under 12 months	298.9	39.4	338.2	40.7	115.3	155.9	339.6	154.6	494.2
1 and under 2 years	411.8	40.4	452.2	53.1	117.3	170.3	464.8	157.7	622.5
2 and under 3 years	475.4	39.3	514.7	53.1	112.8	165.9	528.5	152.1	680.6
3 and under 5 years	856.4	45.0	901.3	99.4	136.8	236.1	955.7	181.7	1,137.5
5 and under 10 years	933.8	47.9	981.8	107.6	84.3	191.9	1,041.5	132.2	1,173.7
10 years or more	1,142.1	56.1	1,198.1	85.2	45.0	130.2	1,227.3	101.1	1,328.4
<i>Length of time in current position —</i>									
Less than 1 year	1,024.7	162.7	1,187.4	115.4	418.3	533.7	1,140.1	581.0	1,721.1
Less than 3 months	329.8	82.5	412.3	37.5	198.7	236.2	367.3	281.2	648.5
3 and under 6 months	256.5	38.8	295.3	31.6	99.8	131.4	288.1	138.5	426.6
6 and under 12 months	438.4	41.4	479.8	46.3	119.9	166.2	484.7	161.3	645.9
1 and under 2 years	580.4	39.7	620.1	60.8	120.3	181.0	641.2	160.0	801.1
2 and under 3 years	588.1	37.3	625.5	57.3	113.9	171.1	645.4	151.2	796.6
3 and under 5 years	881.4	44.6	926.0	100.1	124.7	224.8	981.5	169.4	1,150.8
5 and under 10 years	781.7	47.7	829.4	93.5	80.3	173.8	875.2	128.0	1,003.1
10 years or more	669.9	53.1	722.9	68.4	40.6	108.9	738.2	93.6	831.9
<b>Total</b>	<b>4,526.2</b>	<b>385.1</b>	<b>4,911.3</b>	<b>495.3</b>	<b>898.1</b>	<b>1,393.4</b>	<b>5,021.6</b>	<b>1,283.2</b>	<b>6,304.7</b>

Source: Career Experience, Australia (6254.0).

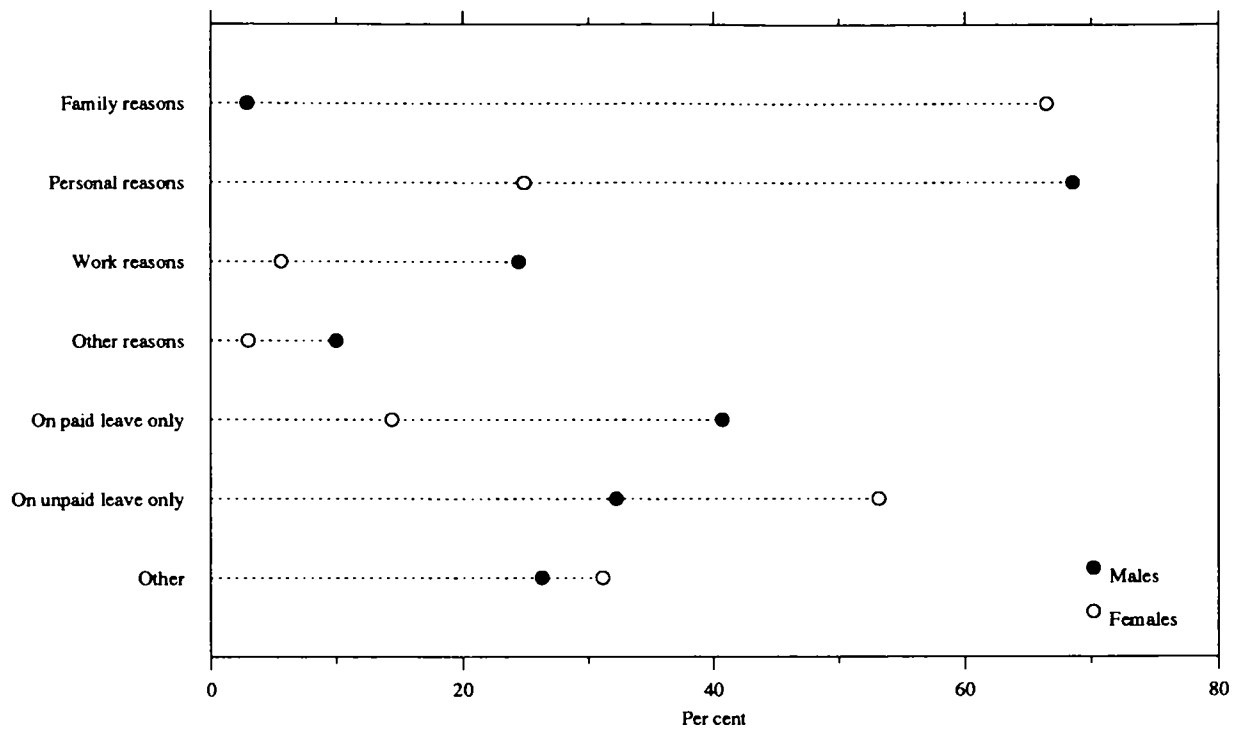
**TABLE 3.21. JOB-HOLDERS WHO HAVE HAD A BREAK FROM WORK OF SIX MONTHS OR MORE(a):  
DETAILS OF MOST RECENT BREAK FROM WORK, AUSTRALIA, FEBRUARY 1993  
(\*000)**

	<i>On paid leave only</i>	<i>On unpaid leave only</i>	<i>Paid and unpaid leave or other arrangements</i>	<i>Total(b)</i>
<b>MALES</b>				
<i>Length of most recent break from work —</i>				
6 months and under 1 year	19.4	13.2	10.8	43.8
1 and under 2 years	* 3.1	5.2	3.6	11.9
2 and under 3 years	* 1.5	* 1.0	* 1.0	* 3.4
3 and under 5 years	* 0.9	* 0.4	* 0.9	* 2.2
5 years or more	* 0.2	* 0.1	* 0.0	* 0.4
<i>Main reason for most recent break from work —</i>				
Family reasons	* 0.3	* 1.0	* 0.5	* 1.8
Birth of child, care of child(ren)	* 0.0	* 0.8	* 0.2	* 0.9
Other family reasons	* 0.3	* 0.3	* 0.3	* 0.9
Personal reasons	14.0	15.5	8.8	38.6
Education, study or training	4.3	* 3.4	* 0.9	8.6
Travel, holiday	6.9	7.7	4.5	19.1
Other personal reasons	* 2.9	4.4	* 3.4	10.8
Work reasons	7.9	* 1.7	5.3	15.1
Other reasons	* 2.8	* 1.7	* 1.7	6.2
<i>Total</i>	<i>25.1</i>	<i>19.9</i>	<i>16.2</i>	<i>61.7</i>
<b>FEMALES</b>				
<i>Length of most recent break from work —</i>				
6 months and under 1 year	15.6	47.0	27.3	90.9
1 and under 2 years	* 2.8	16.4	11.3	30.8
2 and under 3 years	* 0.8	4.2	* 1.7	6.8
3 and under 5 years	* 0.6	* 2.9	* 1.1	4.6
5 years or more	* 0.2	* 3.2	* 1.8	5.6
<i>Main reason for most recent break from work —</i>				
Family reasons	9.6	53.3	28.1	92.2
Birth of child, care of child(ren)	9.1	52.6	27.4	90.1
Other family reasons	* 0.4	* 0.7	* 0.7	* 2.1
Personal reasons	6.7	17.0	10.4	34.6
Education, study or training	* 1.5	4.0	* 1.0	6.6
Travel, holiday	* 2.8	7.1	4.9	15.3
Other personal reasons	* 2.3	5.9	4.5	12.7
Work reasons	* 3.0	* 1.8	* 3.0	7.8
Other reasons	* 0.7	* 1.7	* 1.7	4.1
<i>Total</i>	<i>20.0</i>	<i>73.8</i>	<i>43.2</i>	<i>138.7</i>
<b>PERSONS</b>				
<i>Length of most recent break from work —</i>				
6 months and under 1 year	35.0	60.2	38.0	134.7
1 and under 2 years	5.9	21.7	14.9	42.7
2 and under 3 years	* 2.3	5.2	* 2.7	10.2
3 and under 5 years	* 1.5	* 3.3	* 2.0	6.8
5 years or more	* 0.4	* 3.4	* 1.8	6.0
<i>Main reason for most recent break from work —</i>				
Family reasons	9.9	54.3	28.6	94.1
Birth of child, care of child(ren)	9.1	53.4	27.5	91.0
Other family reasons	* 0.8	* 0.9	* 1.1	* 3.0
Personal reasons	20.7	32.5	19.2	73.2
Education, study or training	5.9	7.4	* 1.9	15.2
Travel, holiday	9.7	14.8	9.5	34.4
Other personal reasons	5.2	10.2	7.8	23.5
Work reasons	10.9	3.5	8.2	22.8
Other reasons	3.5	* 3.4	* 3.4	10.4
<i>Total</i>	<i>45.1</i>	<i>93.7</i>	<i>59.4</i>	<i>200.4</i>

(a) Excludes persons currently on a break from work. (b) Includes 2,000 persons who did not know their leave arrangements.

Source: Career Experience, Australia (6254.0).

**CHART 3.11. JOB-HOLDERS WHO HAVE HAD A BREAK FROM WORK OF SIX MONTHS OR MORE(a): MAIN REASON FOR MOST RECENT BREAK FROM WORK AND TYPE OF LEAVE BY SEX, AUSTRALIA, FEBRUARY 1993**



(a) Excludes persons currently on a break from work.

Source: Career Experience, Australia (6254 0).

**TABLE 3.22. EMPLOYEES(a): PROPORTION FORMALLY APPRAISED BY CURRENT EMPLOYER IN THE LAST TWELVE MONTHS AND DETAILS OF CURRENT POSITION, AUSTRALIA, FEBRUARY 1993 (per cent)**

	Full-time			Part-time			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<i>Occupation —</i>									
Managers and administrators	52.3	58.7	53.6	* 26.4	* 26.6	* 26.6	52.2	55.7	52.9
Professionals	54.7	55.3	54.9	41.4	36.1	36.9	54.2	51.1	52.8
Para-professionals	51.4	58.7	53.9	* 65.7	46.8	47.6	51.7	53.8	52.7
Tradespersons	36.0	41.7	36.4	* 19.6	23.6	22.1	35.7	36.4	35.7
Clerks	57.2	49.1	51.6	* 24.0	30.7	30.3	55.9	44.5	47.5
Salespersons and personal service workers	50.8	48.7	49.7	24.5	28.9	28.3	46.7	38.3	41.2
Plant and machine operators, and drivers	29.0	28.0	28.9	* 26.0	* 20.1	23.3	28.9	26.6	28.5
Labourers and related workers	28.9	29.2	29.0	24.1	24.9	24.7	28.3	26.9	27.8
<i>Sector —</i>									
Public	47.1	53.5	49.5	30.0	41.3	40.3	46.7	50.3	48.3
Private	41.0	45.7	42.6	26.0	27.2	27.0	40.0	38.6	39.4
<i>Size of location (employees) —</i>									
Less than 10	34.5	41.0	36.9	22.5	22.7	22.7	33.4	32.2	32.8
10 to 19	38.8	45.8	41.6	25.3	27.5	27.2	37.9	39.5	38.7
20 to 99	43.9	48.1	45.4	25.1	32.6	31.4	43.0	42.9	42.9
100 or more	47.4	54.6	49.8	34.9	40.6	39.8	47.1	50.9	48.6
Don't know	33.7	25.3	31.7	* 30.8	29.1	29.6	33.5	26.8	31.2
<i>Whether permanent or casual employee —</i>									
Permanent	43.4	49.3	45.5	37.7	39.7	39.6	43.3	47.3	44.9
Casual	27.0	26.7	26.9	22.7	22.2	22.3	24.5	22.6	23.2
<b>Total</b>	<b>42.9</b>	<b>48.6</b>	<b>44.9</b>	<b>26.5</b>	<b>30.7</b>	<b>30.1</b>	<b>42.1</b>	<b>42.4</b>	<b>42.2</b>

(a) Excluding owner-managers and those who have worked with their current employer for less than one year.

Source: Career Experience, Australia (6254.0).

## Working Arrangements

### *Flexibility of work start and finish times*

Some two-thirds of Australia's 6,323,400 employees in August 1993 had fixed times at which they start and finish work in their main job. Of these 4,156,300 persons, 833,000 had negotiated their start and finish times with their employer.

However, for 2,167,100 employees (34%) start and finish times were not fixed, and of these persons 1,324,300 (21%) had flexible working hours in that their start and finish times were variable on a daily basis.

Male full-time employees had the greatest degree of flexibility in their start and finish times, with 24 per cent able to vary their start and finish times on a daily basis. In comparison, this level of flexibility was available to 18 per cent of male part-time employees, 19 per cent of female full-time employees and 17 per cent of female part-time employees.

### *Accumulation of time credits*

One-third of both male and female employees were able to work extra hours in order to take time off at a future date, that is they were able to accumulate time credits.

The proportion of full-time employees, whether permanent or casual, who could accumulate time credits was 36 per cent. Full-time females recorded a higher proportion able to accumulate time credits (38%) than male full-time employees (35%).

Part-time employees had less access to time credit accumulation, with only 24 per cent able to work extra hours in order to take time off. For part-time employees, the proportion able to accumulate time credits was higher for permanent employees (30% of males and 36% of females) than for casual employees (16% of males and 20% of females).

### *Rostered days off (RDOs)*

Twenty eight per cent (1,741,300) of employees in main job had a rostered day off as part of their regular working arrangements in their main job.

The proportion was higher for full-time employees (35 % or 1,676,300) than for part-time employees, at only 4 per cent (65,000).

Of the 1,193,900 males entitled to an RDO, 97 per cent were full-time permanent employees and of the 547,500 females entitled to an RDO, 89 per cent were full-time permanent employees.

### *Overtime*

Overtime was worked on a regular basis by 2,030,500 employees, or 32 per cent of all employees.

Males accounted for two thirds of those working overtime, with 39 per cent of all male employees regularly working overtime, compared with 24 per cent of female employees.

Some 40 per cent of full-time permanent employees work overtime on a regular basis (43% of males and 34% of females) while a fairly high proportion of full-time casual employees worked overtime regularly also (31% of males and 23% of females). A far lower proportion of part-time employees worked overtime regularly (10%).

### *Shift work*

In the four weeks prior to the survey, 14 per cent of employees (876,400) worked shift work. Some characteristics of shift workers were:

- 513,900 were males and 362,500 were females.
- 602,200 (69%) were permanent full-time employees.
- 22% were aged 15 to 24, 31% were aged 25 to 44, 26% were aged 35 to 44 and 21% were aged 45 and over.



- the occupation groups para-professionals (191,200 or 22%) and labourers and related workers (183,900 or 21%) had the highest representation.
- the industry groups Community services (290,300 or 33%) and Manufacturing (170,800 or 19%) had the highest frequencies.

#### Absences

An estimated 1,094,900 employees (17%) had had at least one absence from their main job of at least 3 hours' duration in the two weeks prior to the survey.

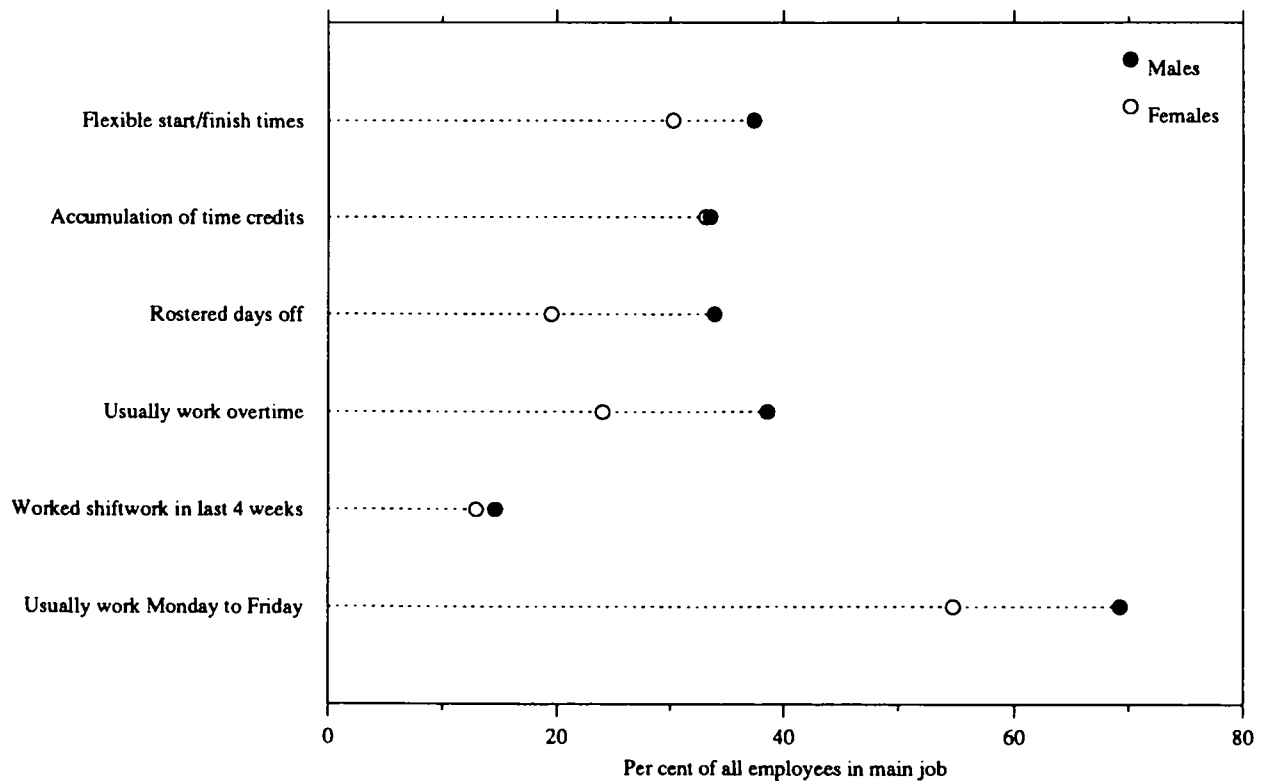
Full-time employees, both permanent and casual, had a higher rates of absences (19%) than permanent part-time employees (17%) and casual part-time employees (10%).

For full-time employees, females had higher rates of absences than males (18% of males and 21% of females). This was also the case for permanent part-time employees (14% of males and 17% of females), whereas for casual part-time employees the rate of absences was similar for males and females (11% of males and 10% of females).

Of those that had been absent from work at some time in the previous two weeks:

- Most absences had been taken using sick leave (51%) or holiday leave (25%)
- The most common reasons given for the most recent absence were 'own ill health, physical disability or pregnancy' (532,600 or 49%) and 'recreational purposes' (233,300 or 26%).
- 74% (814,600) persons were on paid leave for their most recent absence from work.

CHART 3.12. PROPORTION OF EMPLOYEES PARTICIPATING IN SELECTED WORKING ARRANGEMENTS, AUSTRALIA, AUGUST 1993



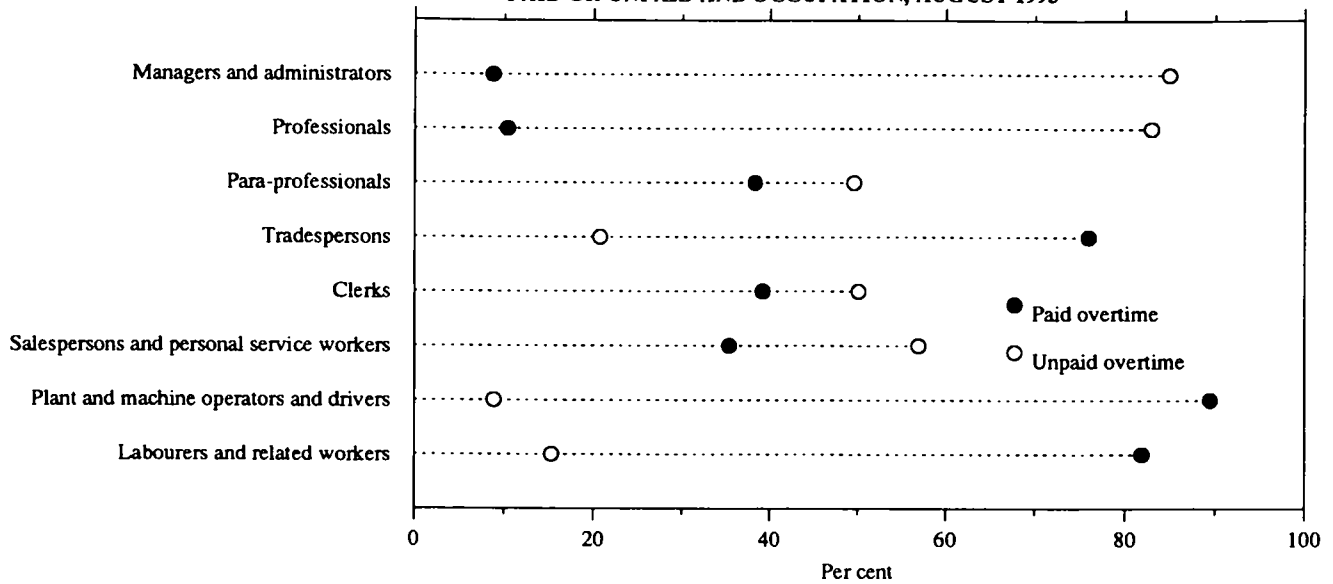
Source: Working Arrangements, Australia (6342.0).

TABLE 3.23. EMPLOYEES: WORKING ARRANGEMENTS AND WHETHER FULL-TIME OR PART-TIME, AND PERMANENT OR CASUAL EMPLOYEES IN MAIN JOB, AUSTRALIA, AUGUST 1993 ('000)

	Permanent			Casual			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<b>FULL-TIME EMPLOYEE IN MAIN JOB</b>									
<i>Whether work start/finish times are fixed —</i>									
Start and finish times are not fixed	1,013.5	403.5	1,417.1	152.5	56.5	208.9	1,166.0	460.0	1,626.0
Variable daily	650.8	269.6	920.4	103.1	31.3	134.5	753.9	301.0	1,054.9
Not variable daily	362.8	133.9	496.6	49.3	25.2	74.5	412.1	159.0	571.1
Start and finish times are fixed	1,869.5	1,098.9	2,968.4	127.7	68.0	195.7	1,997.2	1,166.9	3,164.1
Times were negotiated with employer	316.8	196.2	513.1	37.3	21.7	59.0	354.1	217.9	572.1
Times were not negotiated with employer	1,552.6	902.7	2,455.3	90.4	46.3	136.7	1,643.0	949.0	2,592.1
<i>Whether entitled to a rostered day off —</i>									
Entitled to a rostered day off	1,154.5	485.6	1,640.1	26.1	10.1	36.2	1,180.6	495.7	1,676.3
Not entitled to a rostered day off	1,728.6	1,016.8	2,745.3	254.0	114.4	368.4	1,982.6	1,131.2	3,113.8
<i>Whether overtime is worked on a regular basis —</i>									
Overtime worked on a regular basis	1,238.5	517.3	1,755.9	85.9	28.1	113.9	1,324.4	545.4	1,869.8
Overtime not worked on a regular basis	1,644.5	985.1	2,629.6	194.3	96.4	290.7	1,838.8	1,081.5	2,920.3
<i>Whether worked shiftwork in the last four weeks —</i>									
Worked shiftwork in the last four weeks	433.9	168.2	602.2	22.6	12.4	35.0	456.5	180.6	637.1
Did not work shiftwork in the last four weeks	2,449.1	1,334.2	3,783.3	257.6	112.1	369.7	2,706.6	1,446.3	4,153.0
<b>Total</b>	<b>2,883.0</b>	<b>1,502.4</b>	<b>4,385.5</b>	<b>280.2</b>	<b>124.5</b>	<b>404.7</b>	<b>3,163.2</b>	<b>1,626.9</b>	<b>4,790.1</b>
<b>PART-TIME EMPLOYEE IN MAIN JOB</b>									
<i>Whether work start/finish times are fixed —</i>									
Start and finish times are not fixed	18.9	102.9	121.8	132.6	286.8	419.3	151.5	389.7	541.1
Variable daily	10.3	65.0	75.3	54.7	139.5	194.1	65.0	204.5	269.5
Not variable daily	8.6	37.9	46.5	77.9	147.3	225.2	86.4	185.2	271.7
Start and finish times are fixed	38.9	342.2	381.1	165.3	445.8	611.0	204.2	788.0	992.2
Times were negotiated with employer	12.3	96.3	108.6	32.8	119.6	152.4	45.1	215.9	261.0
Times were not negotiated with employer	26.6	245.9	272.6	132.4	326.2	458.6	159.1	572.1	731.2
<i>Whether entitled to a rostered day off —</i>									
Entitled to a rostered day off	6.1	35.5	41.6	7.2	16.2	23.4	13.3	51.7	65.0
Not entitled to a rostered day off	51.7	409.6	461.3	290.7	716.4	1,007.0	342.4	1,125.9	1,468.3
<i>Whether overtime is worked on a regular basis —</i>									
Overtime worked on a regular basis	9.7	78.7	88.4	24.4	47.9	72.3	34.1	126.6	160.7
Overtime not worked on a regular basis	48.1	366.4	414.5	273.4	684.7	958.1	321.6	1,051.0	1,372.6
<i>Whether worked shiftwork in the last four weeks —</i>									
Worked shiftwork in the last four weeks	10.5	84.0	94.5	46.8	97.9	144.8	57.3	181.9	239.3
Did not work shiftwork in the last four weeks	47.3	361.1	408.4	251.0	634.6	885.6	298.3	995.7	1,294.0
<b>Total</b>	<b>57.8</b>	<b>445.1</b>	<b>502.9</b>	<b>297.8</b>	<b>732.6</b>	<b>1,030.4</b>	<b>355.6</b>	<b>1,177.6</b>	<b>1,533.3</b>
<b>TOTAL</b>									
<i>Whether work start/finish times are fixed —</i>									
Start and finish times are not fixed	1,032.4	506.4	1,538.9	285.0	343.2	628.3	1,317.5	849.7	2,167.1
Variable daily	661.1	334.6	995.7	157.8	170.8	328.6	818.9	505.4	1,324.3
Not variable daily	371.3	171.8	543.1	127.2	172.5	299.7	498.6	344.3	842.8
Start and finish times are fixed	1,908.4	1,441.1	3,349.5	292.9	513.8	806.8	2,201.4	1,954.9	4,156.3
Times were negotiated with employer	329.1	292.5	621.6	70.1	141.3	211.4	399.2	433.8	833.0
Times were not negotiated with employer	1,579.3	1,148.6	2,727.9	222.8	372.5	595.4	1,802.1	1,521.1	3,323.2
<i>Whether entitled to a rostered day off —</i>									
Entitled to a rostered day off	1,160.6	521.2	1,681.8	33.3	26.3	59.6	1,193.9	547.5	1,741.3
Not entitled to a rostered day off	1,780.3	1,426.4	3,206.6	544.7	830.8	1,375.5	2,324.9	2,257.1	4,582.1
<i>Whether overtime is worked on a regular basis —</i>									
Overtime worked on a regular basis	1,248.2	596.1	1,844.3	110.2	76.0	186.2	1,358.5	672.1	2,030.5
Overtime not worked on a regular basis	1,692.6	1,351.4	3,044.1	467.7	781.1	1,248.8	2,160.4	2,132.5	4,292.9
<i>Whether worked shiftwork in the last four weeks —</i>									
Worked shiftwork in the last four weeks	444.5	252.2	696.6	69.4	110.3	179.8	513.9	362.5	876.4
Did not work shiftwork in the last four weeks	2,496.4	1,695.3	4,191.7	508.6	746.7	1,255.3	3,004.9	2,442.1	5,447.0
<b>Total</b>	<b>2,940.8</b>	<b>1,947.5</b>	<b>4,888.4</b>	<b>578.0</b>	<b>857.1</b>	<b>1,435.0</b>	<b>3,518.8</b>	<b>2,804.6</b>	<b>6,323.4</b>

Source: Working Arrangements, Australia (6342.0).

CHART 3.13. PROPORTION OF EMPLOYEES WHO REGULARLY WORK OVERTIME: WHETHER MOST RECENT OVERTIME WAS PAID OR UNPAID AND OCCUPATION, AUGUST 1993



Source: Working Arrangements, Australia (6342.0).

TABLE 3.24. EMPLOYEES: WHETHER HAD AN ABSENCE FROM MAIN JOB IN THE PREVIOUS TWO WEEKS AND DETAILS OF ABSENCE, AND WHETHER HAD CHILDREN AGED UNDER TWELVE YEARS, AUSTRALIA, AUGUST 1993 ('000)

	Had child(ren) aged under twelve years			Did not have child(ren) aged under twelve years			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<i>Main reason for most recent absence —</i>									
Had an absence in the previous two weeks	183.3	116.3	299.5	413.1	382.2	795.3	596.4	498.5	1,094.9
Personal reasons	139.7	82.0	221.7	348.6	335.4	684.0	488.3	417.4	905.7
Recreational purposes	32.2	9.5	41.7	98.2	93.4	191.6	130.4	102.9	233.3
Attending a medical or dental appointment	5.1	* 2.6	7.7	12.0	9.6	21.6	17.1	12.2	29.3
Own ill health, physical disability or pregnancy	81.7	61.3	143.1	195.3	194.2	389.5	277.1	255.5	532.6
Attending a funeral, death in family	6.6	* 3.3	9.9	11.4	12.6	24.0	18.0	15.9	33.9
Attending an educational institution study or exams	* 3.6	* 2.4	5.9	12.1	9.3	21.5	15.7	11.7	27.4
Other personal reasons	10.5	* 2.9	13.4	19.5	16.3	35.8	30.0	19.2	49.2
Family reasons	23.0	23.6	46.5	12.5	13.8	26.3	35.5	37.3	72.8
Caring for aged, ill or disabled person	5.8	* 2.1	7.9	* 4.6	* 4.4	9.0	10.4	6.5	16.9
Child-related reasons	9.5	17.7	27.2	* 1.8	* 3.8	5.6	11.4	21.5	32.8
Other family reasons	7.7	* 3.7	11.4	6.1	5.6	11.7	13.7	9.3	23.0
No particular reason	* 0.3	* 0.5	* 0.8	* 3.9	* 2.7	6.6	* 4.3	* 3.1	7.4
Work related reason	11.4	5.8	17.3	28.6	17.2	45.8	40.0	23.0	63.0
Other reason	8.9	* 4.4	13.2	19.4	13.2	32.7	28.3	17.6	45.9
Did not have an absence in the previous two weeks	834.1	554.3	1,388.4	2,088.4	1,751.7	3,840.1	2,922.5	2,306.1	5,228.5
<i>Type of leave taken for most recent absence —</i>									
Had an absence in the previous two weeks	183.3	116.3	299.5	413.1	382.2	795.3	596.4	498.5	1,094.9
Holiday leave	47.9	16.4	64.3	106.6	101.1	207.7	154.5	117.5	272.0
Study leave, examination leave	* 3.5	* 2.4	5.9	13.1	9.8	22.9	16.6	12.2	28.8
Sick leave	92.6	62.0	154.6	207.3	196.4	403.8	299.9	258.4	558.4
Long service leave	* 2.2	* 1.1	* 3.3	* 2.3	* 2.1	* 4.4	* 4.4	* 3.2	7.6
Bereavement leave	* 3.5	* 1.6	5.1	7.7	8.8	16.5	11.2	10.3	21.5
Maternity, paternity and parental leave	* 4.2	10.2	14.4	* 0.4	* 2.2	* 2.7	* 4.7	12.4	17.1
More than type of leave	* 0.3	* 0.5	* 0.8	* 2.0	* 2.4	* 4.4	* 2.3	* 2.8	5.2
Unapproved leave	5.5	* 3.3	8.7	13.4	15.0	28.5	18.9	18.3	37.2
Other leave	23.5	18.9	42.5	60.3	44.4	104.7	83.8	63.3	147.1
Did not have an absence in the previous two weeks	834.1	554.3	1,388.4	2,088.4	1,751.7	3,840.1	2,922.5	2,306.1	5,228.5
<b>Total</b>	<b>1,017.4</b>	<b>670.6</b>	<b>1,688.0</b>	<b>2,501.5</b>	<b>2,134.0</b>	<b>4,635.4</b>	<b>3,518.8</b>	<b>2,804.6</b>	<b>6,323.4</b>

Source: Working Arrangements, Australia (6342.0).

### Transition from Education to Work

In May 1993, there were 232,700 persons aged 15 to 64 who had left full-time education at some time in the previous year and who were currently employed. Of these, 160,000 (69%) were employed full time.

An estimated 48 per cent (111,700) of all employed leavers were working in the Wholesale and retail trade (62,200) or Community services (49,500) industries. School leavers accounted for 65 per cent (40,500) of the employed leavers joining the Wholesale and retail trade industry group while tertiary leavers were estimated to account for 88 per cent (43,400) of those leavers employed in Community services.

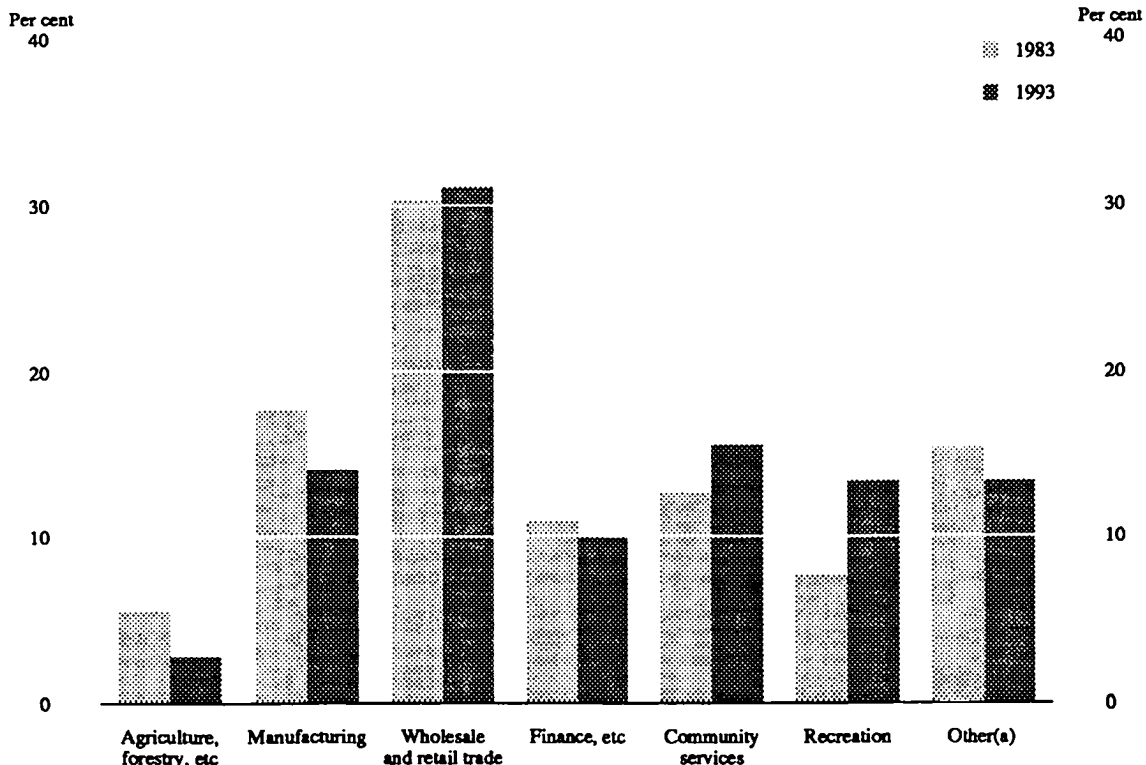
TABLE 3.25. EMPLOYED LEAVERS AGED 15 TO 64: TYPE OF EDUCATIONAL INSTITUTION ATTENDED FULL TIME IN 1992, INDUSTRY AND WHETHER FULL-TIME OR PART-TIME WORKERS, AUSTRALIA, MAY 1993 ('000)

Industry	Attended school in 1992			Attended tertiary in 1992			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Agriculture, forestry, fishing and hunting	*3.8	*0.0	*3.8	*1.5	*1.1	*2.7	5.4	*1.1	6.5
Manufacturing	12.0	*1.7	13.8	12.8	4.7	17.6	24.8	6.5	31.3
Construction	7.0	*0.9	7.9	5.3	*1.4	6.7	12.3	*2.3	14.5
Wholesale and retail trade	21.6	18.9	40.5	9.2	12.5	21.6	30.8	31.4	62.2
Finance, property and business services	*2.4	4.6	7.0	6.0	9.5	15.5	8.4	14.1	22.5
Community services	*1.8	4.3	6.0	11.2	32.2	43.4	13.0	36.5	49.5
Recreation, personal and other services	*3.9	6.2	10.2	9.3	8.9	18.2	13.2	15.1	28.4
Other(a)	*3.5	*2.5	6.0	6.3	5.6	11.9	9.8	8.0	17.8
<b>Type of employment</b>									
Full-time workers	42.9	22.3	65.2	46.1	48.7	94.8	89.0	71.0	160.0
Part-time workers	13.2	16.7	30.0	15.5	27.3	42.8	28.7	44.0	72.7
<b>All employed leavers</b>	<b>56.1</b>	<b>39.1</b>	<b>95.2</b>	<b>61.6</b>	<b>75.9</b>	<b>137.5</b>	<b>117.7</b>	<b>115.0</b>	<b>232.7</b>

(a) Comprises Mining, Electricity, gas and water, Transport and storage, Communication and Public administration and defence.

Source: Transition from Education to Work, Australia (6227.0).

CHART 3.14. EMPLOYED LEAVERS AGED 15 TO 24 BY INDUSTRY, AUSTRALIA



(a) Comprises Mining; Electricity, gas and water; Construction; Transport and storage; Communication; and Public administration and defense

Source: Transition from Education to Work, Australia (6227.0).

TABLE 3.26. APPRENTICES : YEAR OF APPRENTICESHIP BY SUMMARY OF CHARACTERISTICS, AUSTRALIA, MAY 1993  
(<sup>'000</sup>)

	First	Second	Third	Fourth(a)	Total
<i>Sex —</i>					
Males	27.5	23.5	22.8	23.1	96.9
Females	* 2.9	5.6	* 2.4	* 3.4	14.3
<i>State —</i>					
New South Wales	9.0	10.9	10.9	7.7	38.5
Victoria	8.5	7.1	5.4	7.6	28.6
Queensland	5.3	5.7	3.7	4.5	19.2
South Australia	* 2.7	* 1.6	* 1.5	* 2.6	8.4
Western Australia	3.6	* 2.2	* 2.1	* 3.0	11.0
Tasmania	* 0.6	* 0.7	* 1.1	* 0.4	* 2.8
Northern Territory	* 0.5	* 0.1	* 0.2	* 0.1	* 0.9
Australian Capital Territory	* 0.2	* 0.8	* 0.3	* 0.5	* 1.8
<i>Age group (years) —</i>					
15-19	26.8	19.8	12.4	6.6	65.6
15-17	11.7	5.3	* 0.2	* 0.0	17.1
18	9.5	6.5	4.3	* 0.7	21.0
19	5.6	8.0	7.9	6.0	27.5
20-24	* 2.5	8.7	11.7	19.7	42.5
25-34	* 1.1	* 0.6	* 1.1	* 0.2	* 3.0
<i>Birthplace —</i>					
Born in Australia	28.2	26.6	24.7	25.2	104.6
Born outside Australia	* 2.2	* 2.5	* 0.5	* 1.3	6.6
<i>Whether attended an educational institution and type of institution attended in 1992 —</i>					
Attended	23.0	26.0	24.7	24.4	98.2
School	18.0	* 0.7	* 0.0	* 0.0	18.6
Tertiary	5.1	25.4	24.7	24.4	79.6
Did not attend	7.4	* 3.1	* 0.5	* 2.0	13.0
<i>Age at time of leaving full-time education —</i>					
Attending full-time in May	* 2.6	* 1.0	* 1.7	* 1.0	6.4
Not attending full-time in May	26.6	27.4	22.4	25.2	101.7
<i>Left when aged —</i>					
15-19	26.5	27.1	22.4	23.7	99.7
15	* 3.1	4.9	* 2.5	* 3.1	13.5
16	6.7	6.1	9.3	8.5	30.6
17-19	16.6	16.1	10.6	12.2	55.5
Other(b)	* 0.2	* 0.4	* 0.0	* 1.5	* 2.1
Not asked(c)	* 1.1	* 0.6	* 1.1	* 0.2	* 3.0
<i>Industry —</i>					
Manufacturing	8.9	6.2	5.1	5.8	26.1
Construction	6.3	6.8	6.0	4.3	23.4
Wholesale and retail trade	6.5	4.6	5.3	7.0	23.4
Recreation, personal and other services	4.1	6.2	* 2.8	5.0	18.1
Other(d)	4.5	5.3	5.9	4.3	20.1
<i>Sector —</i>					
Public	* 3.2	* 2.5	* 3.4	* 3.2	12.2
Private(e)	27.2	26.6	21.8	23.3	98.9
<i>Field of trade —</i>					
Metal fitting and machining; other metal	4.9	* 3.1	3.5	3.8	15.4
Electrical and electronics	* 2.3	* 3.4	* 3.1	* 3.3	12.1
Building	7.6	6.9	7.1	4.1	25.8
Vehicle	4.1	* 3.4	4.6	6.2	18.2
Food	4.6	4.9	* 2.4	* 3.3	15.2
Hairdressing	* 1.4	* 2.6	* 1.0	* 2.1	7.1
Other	5.4	4.9	3.5	3.6	17.4
<b>All apprentices</b>	<b>30.4</b>	<b>29.1</b>	<b>25.2</b>	<b>26.5</b>	<b>111.2</b>

(a) Includes a small number of fifth year apprentices. (b) Comprises persons who left school at age 10 to 14 or 20 to 24. (c) Persons aged 25 to 34 were not asked the age at which they left full-time education. (d) Comprises Agriculture, forestry, fishing and hunting; Mining; Electricity, gas and water; Transport and storage; Communication; Finance, property and business services; Community services; and Public administration and defence. (e) Includes a small number of persons for whom sector could not be determined.

Source: *Transition from Education to Work, Australia* (6227.0).

### Educational Attainment

The number of employed persons aged 15 to 69 recorded a steady increase from 7,159,500 in February 1988 to 7,724,000 in February 1990 then decreased to 7,534,200 in 1993. Despite this fall, the number of employed persons with a post-school qualification continued to rise with an increase of 589,400 (18%) since February 1988 — those with a degree rising by 257,800 (35%). The number of employed persons without post-school qualifications increased by 221,300 (6.0%) between February 1988 and February 1990 and has since decreased by 449,000 (11.5%) to 3,462,000 in February 1993. Of these persons, the number who attended the highest level of secondary school available steadily increased by 221,900 (24%) between February 1988 and February 1993. The estimate for those who had not attended the highest level of secondary school available increased by 83,400 (3.0%) from February 1988 to February 1990 and then decreased by 529,900 (19%) to February 1993.

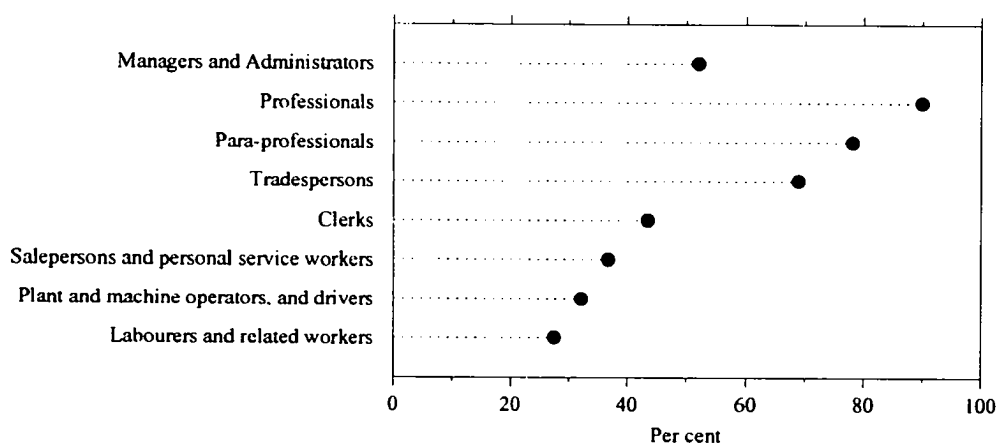
TABLE 3.27. EMPLOYED PERSONS AGED 15 TO 69 : EDUCATIONAL ATTAINMENT, AUSTRALIA, FEBRUARY 1988 TO FEBRUARY 1993 ('000)

February	With post-school qualifications				Without post-school qualifications		Total(b)	Total(c)
	Degree	Trade qualification	Certificate or diploma	Total(a)	Attended highest level of secondary school	Did not attend highest level of secondary school		
MALES								
1988	489.9	1,145.5	516.6	2,159.0	543.7	r 1,545.4	2,095.4	4,304.1
1989	503.3	1,159.4	563.7	2,233.1	549.1	r 1,602.1	2,156.1	4,405.9
1990	535.4	1,168.5	578.0	2,311.5	595.2	r 1,572.7	2,175.2	4,549.2
1991	551.5	1,151.8	608.1	2,330.0	605.0	r 1,471.4	2,081.7	4,475.5
1992	577.3	1,148.2	593.9	2,338.4	607.3	r 1,378.4	1,992.5	4,395.0
1993	600.1	1,174.8	604.3	2,409.7	615.4	r 1,271.9	1,893.3	4,354.4
FEMALES								
1988	244.6	81.5	852.1	1,190.5	385.2	r 1,204.9	1,594.3	2,855.4
1989	267.1	88.8	927.3	1,292.9	428.7	r 1,219.0	1,652.2	3,027.9
1990	299.0	87.4	954.3	1,357.4	472.9	r 1,260.9	1,735.7	3,174.8
1991	323.4	90.3	995.9	1,422.2	489.8	r 1,184.1	1,677.2	3,176.2
1992	373.2	92.6	1,016.3	1,491.8	495.2	r 1,107.0	1,606.9	3,176.1
1993	392.2	94.9	1,024.8	1,529.2	535.4	r 1,031.8	1,568.7	3,179.8
ALL PERSONS								
1988	734.5	1,227.1	1,368.7	3,349.5	928.9	r 2,750.3	3,689.7	7,159.5
1989	770.4	1,248.3	1,491.1	3,526.0	977.8	r 2,821.1	3,808.2	7,478.8
1990	834.4	1,255.9	1,532.3	3,668.9	1,068.1	r 2,833.7	3,911.0	7,724.0
1991	875.0	1,242.2	1,604.1	3,752.2	1,094.8	r 2,661.6	3,758.9	7,651.8
1992	950.5	1,240.8	1,610.2	3,830.2	1,102.5	r 2,485.4	3,599.5	7,571.1
1993	992.3	1,269.7	1,629.1	3,938.9	1,150.8	r 2,303.8	3,462.0	7,534.2

(a) Includes persons with other post-school qualifications. (b) Includes persons who never attended school. (c) Includes persons aged 15 to 20 still at school.

Source: Labour Force Status and Educational Attainment, Australia (6235.0).

CHART 3.15. PERCENTAGES OF PERSONS IN AN OCCUPATIONAL GROUP WITH POST-SCHOOL QUALIFICATIONS, AUSTRALIA, FEBRUARY 1993

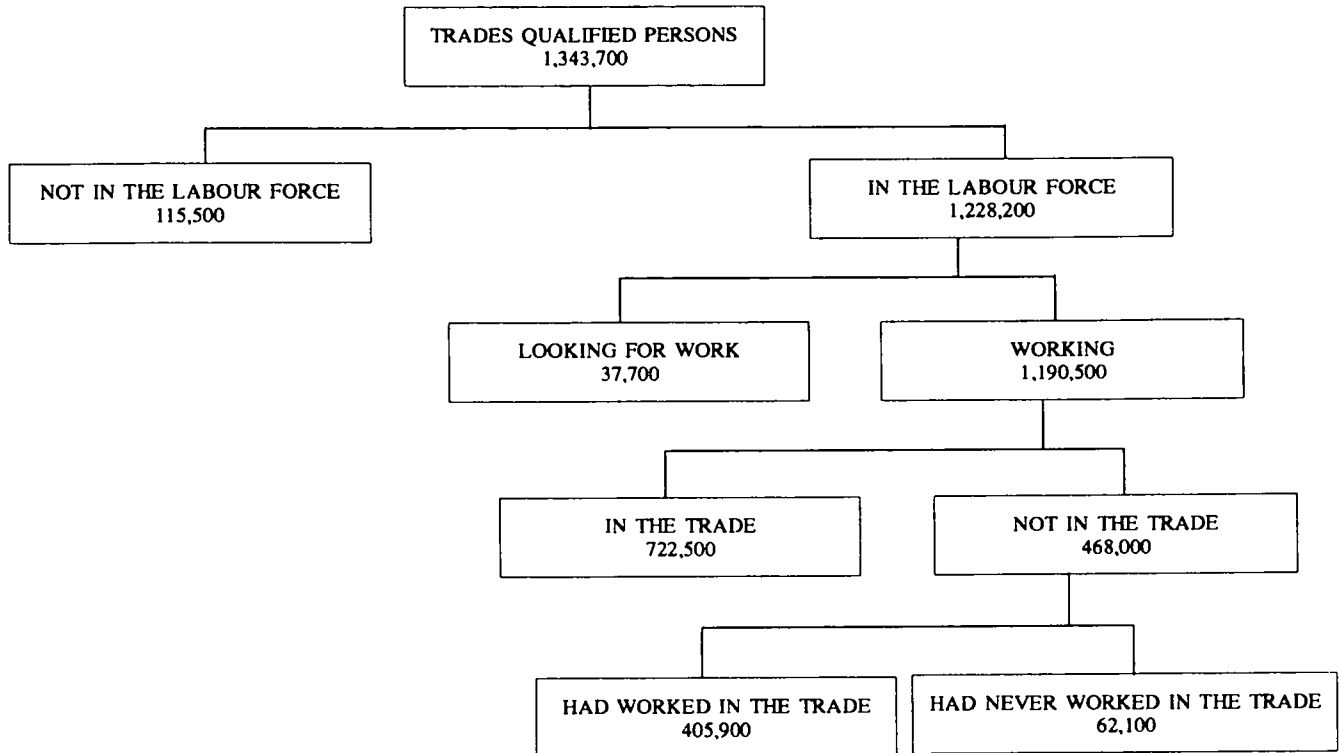


Source: Labour Force Status and Educational Attainment, Australia (6235.0).

### Career Paths of Persons With Trade Qualifications

At March to July 1989, there were an estimated 1,343,700 persons aged 15 to 64 in Australia who had qualified as a tradesperson at some time.

CHART 3.16. TRADES QUALIFIED PERSONS: EMPLOYMENT STATUS, AUSTRALIA, 1989



Source: *Career Paths of Persons with Trade Qualifications, Australia* (6243.0).

Of these people:

- 54 per cent were working in the trade of their qualification;
- 35 per cent were working outside the trade;
- 3 per cent were looking for work; and
- 9 per cent were not in the labour force.

An estimated 79 per cent (1,061,900) qualified in a trade by completing an apprenticeship in Australia. Of these persons, 39 per cent qualified before 1970 and about 30 per cent in each of the periods 1970-1979 and 1980-1989.

Some 80 per cent of trades qualified persons were born in Australia. Of those who were born overseas, about 50 per cent came from the main English speaking countries. An estimated 59 per cent of those born in main English speaking countries were working in the trade at the time of the survey compared with 53 per cent of the Australian born.

Of persons with trades qualifications, 91 per cent were males. Some 30 per cent of trades qualified persons were aged 25 to 34 years, and a further 25 per cent were between 35 and 44 years of age.

More qualified tradespersons had gained their qualification in Building (289,500) than any other field of trade.

An estimated 91 per cent of trades qualified males were working at the time of the survey compared with 69 per cent of females. Approximately 80 per cent of the 1,190,500 trades qualified persons who had a job were working in the private sector.

TABLE 3.28. TRADES QUALIFIED PERSONS: SUMMARY OF CHARACTERISTICS AND FIELD OF TRADE QUALIFICATION  
AUSTRALIA, 1989  
(<sup>'000</sup>)

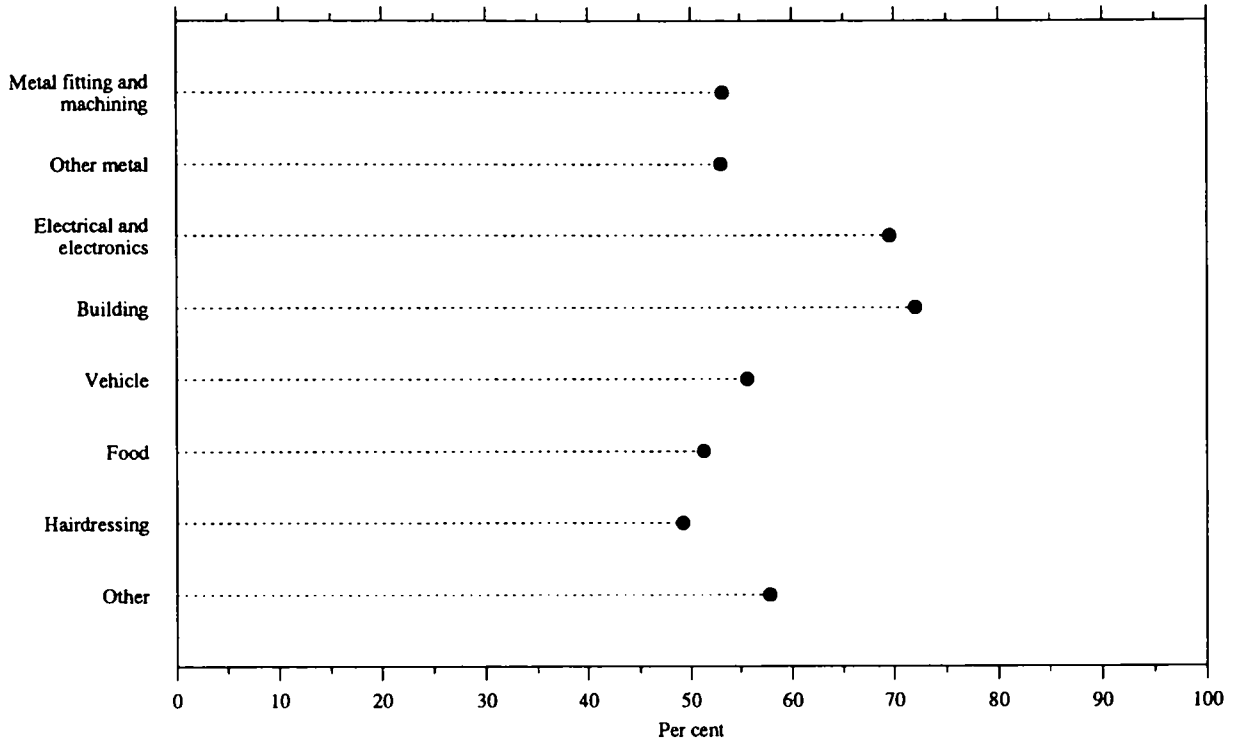
	Field of trade qualification								Total
	Metal fitting and machining	Other metal	Electrical and electronics	Building	Vehicle	Food	Hair- dressing	Other	
<i>Marital status —</i>									
Married	167.3	61.8	165.3	224.8	138.3	56.8	57.0	132.7	1,004.0
Not married	48.6	26.8	50.9	64.7	50.6	24.9	21.0	52.1	339.7
<i>Family status —</i>									
Member of a family	182.9	72.2	180.0	242.4	161.9	63.4	65.7	152.3	1,120.7
Husband or wife	163.9	60.0	161.0	216.5	136.1	55.8	55.4	130.1	979.0
With dependents present	98.4	36.5	91.0	125.7	85.4	32.6	36.2	75.6	581.4
Without dependents present	65.6	23.6	70.0	90.9	50.7	23.2	19.1	54.5	397.6
Other family member	18.9	12.1	19.0	25.9	25.7	*7.6	10.3	22.2	141.7
Not a member of a family	27.3	12.3	28.3	32.5	20.6	14.6	9.2	28.4	173.1
Family status not determined	*5.8	*4.1	*7.9	14.6	*6.4	*3.8	*3.1	*4.1	49.8
<i>Birthplace and period of arrival —</i>									
Born in Australia	155.9	69.8	167.9	233.0	148.9	68.3	65.3	151.0	1,060.1
Born outside Australia	60.0	18.8	48.3	56.5	40.0	13.5	12.6	33.7	283.6
Main English speaking countries	28.7	10.2	25.4	24.4	20.9	*6.6	*4.1	20.1	140.4
Other countries	31.3	8.6	22.9	32.1	19.1	*6.9	8.6	13.6	143.2
Arrived before 1960	17.4	*4.5	16.3	17.3	11.1	*3.0	*3.8	10.6	84.0
Arrived 1960-1969	21.9	*6.5	15.3	24.0	9.4	*4.6	*6.0	9.6	97.4
Arrived 1970-1979	11.6	*4.1	11.8	10.3	10.8	*2.8	*1.4	*7.0	59.8
Arrived 1980-1989	9.0	*3.7	*5.0	*4.9	8.7	*3.2	*1.4	*6.5	42.4
<i>Age (years) —</i>									
15-24	23.4	15.0	22.5	31.9	25.8	12.3	11.9	17.0	160.0
25-34	57.8	23.1	59.3	89.9	71.1	23.5	25.1	59.8	409.5
35-44	56.1	24.0	59.5	66.7	44.2	25.2	20.4	43.7	339.8
45-54	43.6	13.7	41.7	63.0	32.1	10.6	13.3	33.5	251.4
55-64	35.0	12.9	33.2	38.1	15.6	10.1	*7.2	30.8	183.0
<i>Employment status —</i>									
Working	195.4	80.0	197.7	262.6	174.0	71.9	56.1	152.9	1,190.5
In the trade	104.0	42.4	137.4	189.2	96.8	36.9	27.6	88.3	722.5
Not in the trade	91.4	37.6	60.3	73.4	77.2	35.0	28.5	64.6	468.0
Not working	20.5	8.7	18.5	26.9	14.9	9.9	21.8	31.9	153.2
Looking for work	*5.6	*3.0	*2.9	8.5	*6.0	*2.7	*1.5	*7.6	37.7
Not in the labour force	15.0	*5.7	15.6	18.5	8.9	*7.2	20.3	24.3	115.5
<i>Educational attainment —</i>									
With post-school qualifications(a)	214.2	86.0	214.7	284.8	186.0	80.7	77.4	181.2	1,324.9
Diploma, bachelor degree or higher	17.2	*4.7	17.2	8.3	*7.6	*3.0	*1.3	15.6	74.9
Trade qualification or apprenticeship	182.1	78.9	176.4	264.3	174.2	74.4	73.7	141.3	1,165.4
Post-secondary certificate	14.9	*2.4	19.3	11.2	*4.2	*3.3	*2.3	20.1	77.5
Without post-school qualifications	*1.7	*2.7	*1.5	*4.7	*2.9	*1.1	*0.6	*3.6	18.8
<i>State or Territory of usual residence —</i>									
New South Wales	75.5	27.0	84.0	96.3	60.9	27.3	23.2	61.9	456.0
Victoria	49.6	20.1	43.5	63.4	41.7	20.7	20.5	47.8	307.4
Queensland	35.0	17.8	40.7	61.0	36.0	14.3	13.3	27.4	245.5
South Australia	23.6	10.5	19.4	25.4	17.7	8.5	7.8	15.9	128.8
Western Australia	24.8	10.3	15.3	29.6	23.4	7.2	7.5	20.3	138.4
Tasmania	4.3	*2.0	6.1	8.3	6.6	*1.6	2.8	5.3	36.9
Northern Territory	*2.3	*0.5	*3.0	*3.0	*2.0	*1.6	*0.6	*1.8	14.8
Australian Capital Territory	*0.9	*0.5	4.1	*2.4	*0.6	*0.6	*2.2	4.4	15.8
<b>Total</b>	<b>215.9</b>	<b>88.6</b>	<b>216.2</b>	<b>289.5</b>	<b>188.9</b>	<b>81.8</b>	<b>77.9</b>	<b>184.8</b>	<b>1,343.7</b>
<i>Males</i>	<i>214.9</i>	<i>88.4</i>	<i>215.0</i>	<i>288.1</i>	<i>186.9</i>	<i>74.3</i>	<i>9.4</i>	<i>149.4</i>	<i>1,226.4</i>
<i>Females</i>	<i>*1.0</i>	<i>*0.3</i>	<i>*1.3</i>	<i>*1.4</i>	<i>*2.0</i>	<i>*7.5</i>	<i>68.5</i>	<i>35.4</i>	<i>117.3</i>

(a) Includes other post-school qualifications.

Source: Career Paths of Persons With Trade Qualifications, Australia (6243.0).

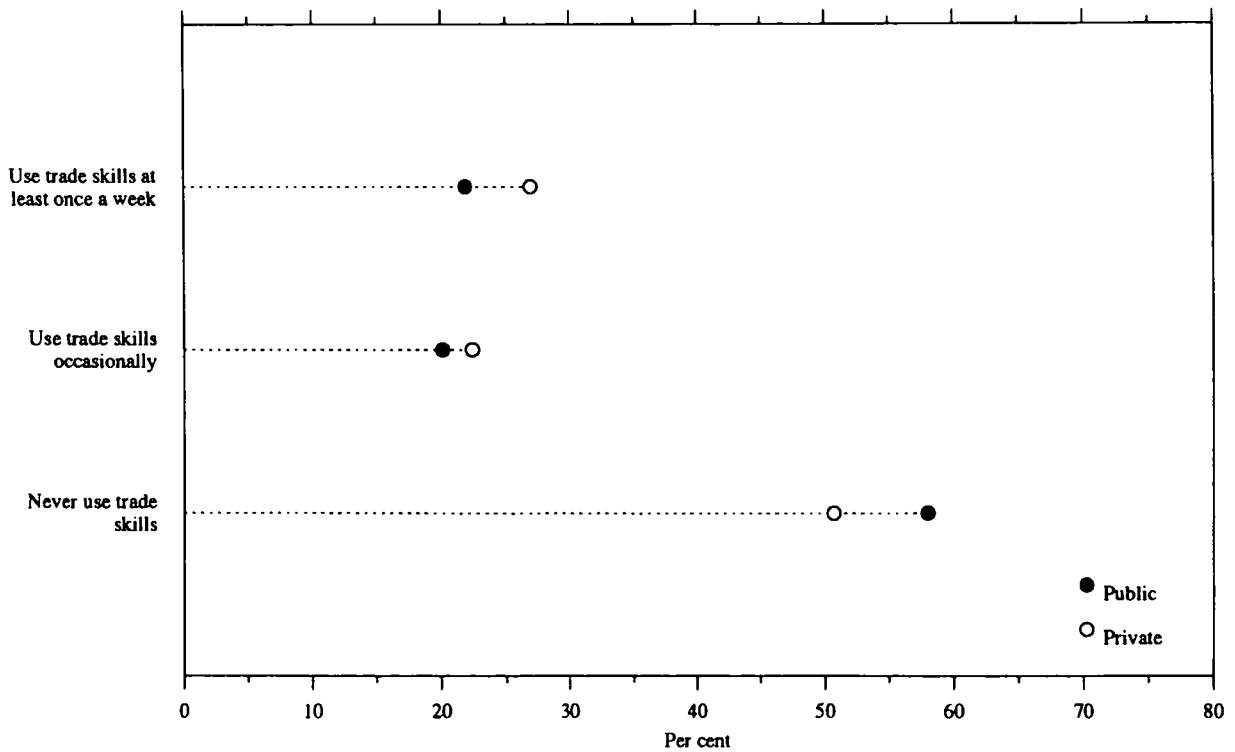


**CHART 3.17. TRADES QUALIFIED PERSONS WHO HAVE A JOB:  
PROPORTION WORKING IN THE TRADE AND FIELD OF TRADE  
QUALIFICATION, AUSTRALIA, 1989**



Source: *Career Paths of Persons With Trade Qualifications, Australia (6243.0)*.

**CHART 3.18. TRADES QUALIFIED PERSONS WORKING OUTSIDE THE  
TRADE: REPORTED FREQUENCY OF USE OF TRADE SKILLS AND  
SECTOR, AUSTRALIA, 1989**



Source: *Career Paths of Persons With Trade Qualifications, Australia (6243.0)*.

### Underemployed Workers

In May 1991 there were 7,738,900 employed persons aged 15 and over. Of these, 7,281,600 (94%) were fully employed and 457,400 (5.9%) were underemployed. The number of underemployed workers had increased by 75 per cent since May 1988.

Most of those underemployed workers (85%) were part-time workers who indicated that they would prefer to work more hours. The remaining 15 per cent were full-time workers who did not work full-time hours in the reference week due to economic reasons (short time, insufficient work and stood down for reasons other than bad weather/breakdown).

Female underemployed workers accounted for 59 per cent of the total underemployed. Some 96 per cent of female underemployed workers worked part-time, compared to 71 per cent of underemployed male workers.

Of all underemployed workers, 77 per cent were wage and salary earners and 63 per cent had been underemployed for 13 weeks or longer.

Of underemployed part-time workers, 38 per cent reported that they would have preferred to work 10 to 19 hours more per week, whereas 14 per cent would have preferred to work an extra 30 or more hours per week. Just under half (48%) expressed a preference to change occupation to work more hours. An estimated 130,800 (34%) underemployed part-time workers reported that they would prefer to change employer to work more hours rather than work more hours for their current employer. A further 184,700 (47%) preferred to work more hours for the same employer while the remaining 19 per cent had no preference.

Of all underemployed part-time workers, 353,700 persons (91%) had been looking for work with more hours or were available to start such work within four weeks. Of this group 23 per cent reported they would move interstate if offered a suitable job, some 20 per cent reported their main difficulty in finding work was that there were 'no vacancies at all' and 16 per cent stated that there were 'no vacancies in their line of work'.

TABLE 3.29. PERSONS AGED 15 AND OVER: LABOUR FORCE STATUS, WHETHER FULLY EMPLOYED OR UNDEREMPLOYED AND TYPE OF UNDEREMPLOYMENT, AUSTRALIA, MAY 1985, MAY 1988 AND MAY 1991

	May 1985		May 1988		May 1991		
	Males	Females	Males	Females	Males	Females	Persons
	— '000 —						
Persons aged 15 and over	5,868.0	6,059.3	6,243.2	6,445.9	6,649.7	6,819.3	13,469.0
Not in the labour force	1,424.0	3,263.5	1,544.6	3,226.5	1,667.0	3,250.9	4,917.9
In the labour force	4,444.0	2,795.9	4,698.6	3,219.4	4,982.7	3,568.4	8,551.1
Unemployed	361.8	245.9	327.9	263.9	486.5	325.7	812.2
Employed	4,082.3	2,550.0	4,370.6	2,955.5	4,496.2	3,242.7	7,738.9
Fully employed	4,005.2	2,400.3	4,280.2	2,784.9	4,306.5	2,975.0	7,281.6
Part-time	197.4	808.5	239.1	996.5	286.3	1,100.7	1,387.0
Full-time	3,807.9	1,591.9	4,041.1	1,788.4	4,020.2	1,874.4	5,894.6
Underemployed	77.1	149.7	90.5	170.6	189.7	267.7	457.4
Part-time	58.5	141.1	72.7	163.6	134.3	256.2	390.4
Had been looking for work with more hours or were available to start such work within four weeks	..	..	63.6	143.8	123.2	230.4	353.7
Had been looking for work with more hours and were available to start such work within four weeks	31.0	59.8	46.5	83.6	89.0	125.2	214.2
Had been looking for work with more hours but were not available to start such work within four weeks	..	..	*1.5	*2.9	*2.0	5.0	7.0
Had not been looking for work with more hours but were available to start such work within four weeks	..	..	15.6	57.2	32.3	100.2	132.5
Had not been looking for work with more hours and were not available to start such work within four weeks	..	..	9.0	19.9	11.0	25.8	36.8
Full-time	18.5	8.6	17.8	7.0	55.5	11.5	66.9
	— per cent —						
Unemployment rate	8.1	8.8	7.0	8.2	9.8	9.1	9.5
Underemployment rate	1.7	5.4	1.9	5.3	3.8	7.5	5.3
Underutilisation rate	9.9	14.1	8.9	13.5	13.6	16.6	14.8

Source: Underemployed Workers, Australia (6265.0).

TABLE 3.30. EMPLOYED PERSONS: COMPARATIVE PROFILE OF UNDEREMPLOYED AND FULLY EMPLOYED, SELECTED CHARACTERISTICS, AUSTRALIA, MAY 1991

	<i>Underemployed workers</i>				<i>Fully employed workers</i>			
	<i>Males</i>	<i>Females</i> — '000 —	<i>Persons</i>		<i>Males</i>	<i>Females</i> — '000 —	<i>Persons</i>	
			<i>(per cent)</i>				<i>(per cent)</i>	
<i>Age —</i>								
15-19	33.9	43.3	77.2	16.9	271.8	254.4	526.2	7.2
20-24	29.8	32.6	62.3	13.6	463.9	398.0	861.9	11.8
25-34	45.3	63.2	108.4	23.7	1,133.1	794.7	1,927.8	26.5
35-44	34.7	81.0	115.7	25.3	1,140.0	815.8	1,955.8	26.9
45 and over	46.0	47.6	93.6	20.5	1,297.7	712.1	2,009.8	27.6
<i>Family status —</i>								
Member of a family	153.3	225.5	378.8	82.8	3,589.8	2,478.3	6,068.0	83.3
Husband or wife	87.5	140.7	228.3	49.9	2,812.2	1,783.4	4,595.7	63.1
With dependents present	54.3	98.0	152.3	33.3	1,738.0	1,014.0	2,752.0	37.8
Without dependents present	33.2	42.8	76.0	16.6	1,074.2	769.5	1,843.7	25.3
Sole parent	* 2.3	23.8	26.2	5.7	30.4	126.2	156.6	2.2
Other family head	* 2.0	5.1	7.0	1.5	37.9	61.4	99.3	1.4
Full-time student aged 15-24	16.4	15.3	31.7	6.9	104.2	131.7	236.0	3.2
Other child of married couple or family head	43.3	36.5	79.8	17.4	554.6	343.5	898.1	12.3
Other relative of married couple or family head	* 1.8	4.0	5.9	1.3	50.5	31.9	82.4	1.1
Not a member of a family	28.7	31.9	60.6	13.2	564.1	375.6	939.8	12.9
Living alone	11.9	14.4	26.3	5.8	255.2	163.4	418.6	5.7
Not living alone	16.7	17.5	34.2	7.5	308.9	212.2	521.1	7.2
Family status not determined	7.7	10.3	18.0	3.9	152.6	121.1	273.7	3.8
<i>Birthplace and period of arrival —</i>								
Born in Australia	138.6	208.5	347.0	75.9	3,142.1	2,254.3	5,396.4	74.1
Born outside Australia	51.1	59.2	110.3	24.1	1,164.4	720.8	1,885.2	25.9
Arrived before 1981	38.8	40.0	78.8	17.2	856.4	512.4	1,368.8	18.8
Arrived 1981 to survey date	12.4	19.2	31.5	6.9	307.9	208.4	516.4	7.1
Born in main English-speaking countries	20.0	25.8	45.9	10.0	511.9	338.7	850.6	11.7
Born in other countries	31.1	33.3	64.5	14.1	652.4	382.1	1,034.6	14.2
<i>Industry —</i>								
Agriculture, forestry, fishing and hunting	10.0	10.0	20.0	4.4	280.1	113.7	393.8	5.4
Manufacturing	18.3	15.9	34.2	7.5	788.7	299.2	1,087.9	14.9
Construction	42.8	6.2	49.0	10.7	430.8	61.7	492.4	6.8
Wholesale and retail trade	43.6	72.1	115.7	25.3	853.8	652.3	1,506.1	20.7
Transport and storage	13.0	4.1	17.1	3.7	314.1	76.0	390.1	5.4
Finance, property and business services	17.6	27.8	45.3	9.9	456.6	404.0	860.6	11.8
Community services	14.0	73.0	87.0	19.0	464.9	878.6	1,343.5	18.5
Recreation, personal and other services	27.2	52.1	79.3	17.3	241.2	292.1	533.3	7.3
Other	* 3.2	6.5	9.7	2.1	476.3	197.5	673.7	9.3
<i>Occupation —</i>								
Managers and administrators	5.5	6.2	11.6	2.5	641.3	207.5	848.9	11.7
Professionals	11.7	25.7	37.4	8.2	590.8	398.3	989.0	13.6
Para-Professionals	4.2	11.4	15.6	3.4	237.0	205.8	442.8	6.1
Tradespersons	47.3	7.5	54.8	12.0	989.1	112.3	1,101.4	15.1
Clerks	7.2	53.2	60.4	13.2	306.2	973.9	1,280.1	17.6
Salespersons and personal service workers	25.5	99.6	125.1	27.4	384.7	641.2	1,025.9	14.1
Plant and machine operators, and drivers	21.6	6.3	27.9	6.1	456.7	81.5	538.1	7.4
Labourers and related workers	66.7	57.7	124.4	27.2	700.7	354.7	1,055.3	14.5
<i>Status of worker —</i>								
Employers/self-employed/unpaid family helpers	65.0	40.2	105.1	23.0	723.4	360.7	1,084.0	14.9
Wage and salary earners	124.8	227.5	352.2	77.0	3,583.2	2,614.4	6,197.5	85.1
<i>Duration of current period of underemployment (weeks) —</i>								
1 and under 4	33.3	27.0	60.3	13.2	..	..	..	..
4 and under 13	50.6	59.1	109.8	24.0	..	..	..	..
13 and under 52	69.5	96.4	165.8	36.3	..	..	..	..
52 and over	36.3	85.1	121.4	26.6	..	..	..	..
<b>Total</b>	<b>189.7</b>	<b>267.7</b>	<b>457.4</b>	<b>100.0</b>	<b>4,306.5</b>	<b>2,975.0</b>	<b>7,281.6</b>	<b>100.0</b>

Source: *Underemployed Workers, Australia (6265.0)*.

**TABLE 3.31. UNDEREMPLOYED PART-TIME WORKERS WHO HAD BEEN LOOKING FOR WORK WITH MORE HOURS OR WERE AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS: SUMMARY OF CHARACTERISTICS AND PREFERRED NUMBER OF EXTRA HOURS, AUSTRALIA, MAY 1991**

	Preferred number of extra hours				Total	Average preferred number of extra hours (hours)
	Less than 10	10-19	20-29	30 or more		
Males	25.0	38.2	32.4	27.6	123.2	19.4
Females	57.9	96.1	53.9	22.5	230.4	16.2
<i>Age —</i>			— '000 —			
15-19	25.8	17.0	15.4	10.7	68.9	15.9
20-24	8.5	20.8	14.8	9.5	53.6	18.8
25-34	16.1	35.4	19.5	12.2	83.3	17.7
35-44	19.0	36.5	21.9	8.1	85.4	16.8
45 and over	13.6	24.7	14.7	9.5	62.4	17.7
<i>Family status —</i>						
Member of a family	67.2	110.9	72.9	40.3	291.2	17.3
Husband or wife	33.8	70.3	41.0	17.3	162.4	17.0
With dependents present	24.8	49.5	26.3	10.3	111.0	16.4
Without dependents present	8.9	20.8	14.7	7.0	51.4	18.1
Sole parent	4.6	7.5	5.3	* 3.5	21.0	17.7
Other family head	* 1.0	* 2.9	* 1.1	* 0.8	5.8	17.3
Full-time student aged 15-24	19.0	4.6	* 1.8	* 1.4	26.8	9.1
Other child of married couple or family head	8.3	23.2	22.0	16.6	70.1	20.8
Other relative of married couple or family head	* 0.5	* 2.3	* 1.7	* 0.6	5.1	20.0
Not a member of a family	11.9	17.8	9.8	7.8	47.2	17.3
Living alone	5.0	8.4	* 3.5	* 3.5	20.5	17.5
Not living alone	6.9	9.4	6.3	4.3	26.7	17.1
Family status not determined	* 3.9	5.7	* 3.7	* 1.9	15.2	17.3
<i>Birthplace and period of arrival —</i>						
Born in Australia	68.4	103.6	65.1	39.1	276.2	17.0
Born outside Australia	14.5	30.8	21.2	10.9	77.5	18.1
Arrived before 1981	9.8	19.8	15.7	7.6	52.9	18.2
Arrived 1981 to survey date	4.8	10.9	5.5	* 3.3	24.6	17.5
Born in main English-speaking countries	6.8	14.1	9.2	5.2	35.4	18.1
Born in other countries	7.7	16.6	12.0	5.7	42.1	18.1
<i>Usual number of hours worked —</i>						
1-5	14.4	14.3	6.3	22.4	57.4	21.6
6-10	15.5	21.3	18.2	22.9	77.9	20.1
11-15	11.5	11.9	28.3	* 0.9	52.7	18.6
16-20	9.0	31.8	30.9	* 2.0	73.7	17.0
21-29	12.8	43.8	* 1.0	* 0.9	58.6	12.9
30 and over	19.7	11.3	* 1.6	* 0.9	33.5	9.5
<i>Whether would move interstate —</i>						
If offered a suitable job —						
Would move interstate	14.3	28.9	22.1	16.4	81.8	19.1
Would not move interstate	63.3	94.3	56.6	27.0	241.2	16.4
Might move interstate	5.3	11.2	7.7	6.6	30.7	19.5
<i>Whether would move intrastate —</i>						
If offered a suitable job —						
Would move intrastate	20.3	38.5	29.8	23.1	111.7	19.4
Would not move intrastate	56.1	78.7	45.2	21.7	201.8	16.0
Might move intrastate	6.5	17.2	11.3	5.2	40.1	17.9
<i>Main difficulty in finding work —</i>						
Considered too young or too old by employers	* 3.6	6.0	6.0	6.8	22.4	21.9
Unsuitable hours	* 3.7	5.8	* 1.7	* 0.6	11.8	14.0
Lacked necessary skills/education	* 3.0	4.9	4.6	* 3.8	16.2	19.9
Insufficient work experience	* 0.6	4.8	4.3	* 2.4	12.2	21.4
No vacancies in line of work	7.0	22.0	17.2	9.1	55.3	19.4
No vacancies at all	10.8	20.2	23.6	15.1	69.6	20.1
Other difficulties(a)	8.4	11.0	8.3	5.8	33.6	15.3
Had not been looking for work with more hours	45.9	59.6	20.6	6.4	132.5	13.4
<i>Whether registered with the C.E.S. —</i>						
Registered with the C.E.S.	8.4	30.7	35.3	31.3	105.7	22.7
Not registered with the C.E.S.	28.7	44.0	30.4	12.4	115.5	16.7
Had not been looking for work with more hours	45.9	59.6	20.6	6.4	132.5	13.4
<i>Duration of current period of underemployment (weeks) —</i>						
1 and under 4	9.3	8.8	5.5	4.7	28.4	16.3
4 and under 13	20.2	33.0	19.5	10.6	83.3	16.8
13 and under 52	32.5	47.9	36.1	22.2	138.8	17.8
52 and over	20.8	44.6	25.2	12.5	103.2	17.2
<b>Total</b>	<b>82.9</b>	<b>134.4</b>	<b>86.3</b>	<b>50.0</b>	<b>353.7</b>	<b>17.3</b>
<i>Average duration of underemployment</i>	39.4	48.1	53.7	43.2	46.8	..
<i>Median duration of underemployment</i>	19.4	24.3	21.9	21.4	21.1	..

(a) Includes 'no difficulties at all'.

Source: Underemployed Workers, Australia (6265.0).



TABLE 3.33. EMPLOYED PERSONS WHO WANTED TO WORK MORE HOURS (a), AUSTRALIA, AUGUST 1983 TO AUGUST 1993

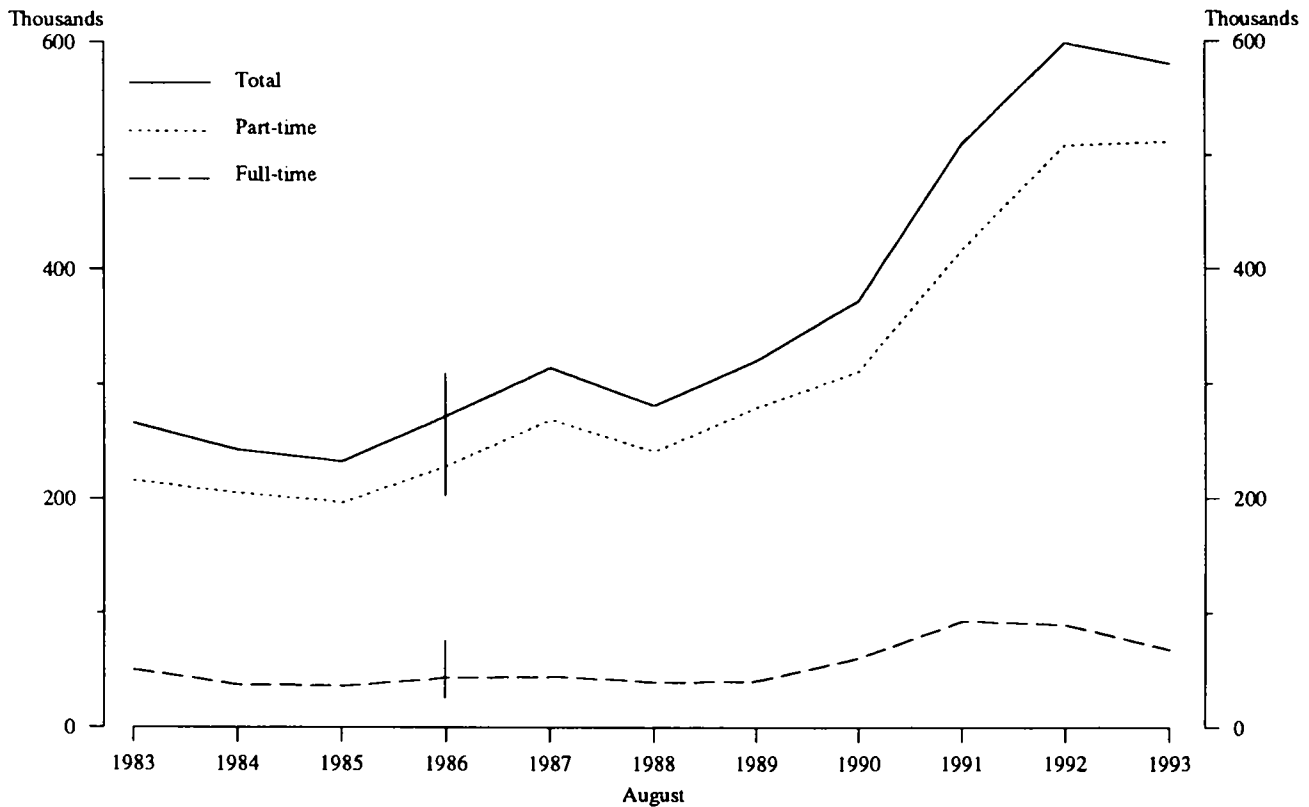
August	Males	Females	Persons	Per cent of labour force		
				Males	Females	Persons
	— '000 —			— per cent —		
1983	113.8	152.8	266.5	2.6	5.9	3.8
1984	98.5	144.3	242.8	2.2	5.4	3.4
1985	87.9	145.3	233.2	2.0	5.2	3.2
1986(a)	106.9	165.6	272.5	2.3	5.6	3.6
1987	123.6	190.5	314.0	2.7	6.2	4.1
1988	105.9	175.5	281.5	2.3	5.5	3.6
1989r	114.5	206.2	320.5	2.4	6.1	3.9
1990r	146.1	226.0	372.1	3.0	6.5	4.4
1991r	217.0	292.5	509.5	4.4	8.3	6.0
1992r	267.7	331.1	598.8	5.4	9.3	7.0
1993	250.4	330.0	580.4	5.1	9.2	6.8

(a) Includes full-time workers who worked less than 35 hours in the reference week for economic reasons and part-time workers who would prefer to work more hours.

(b) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: *The Labour Force, Australia (6203.0)*.

CHART 3.19. EMPLOYED PERSONS WHO WANTED TO WORK MORE HOURS(a): FULL-TIME AND PART-TIME STATUS, AUSTRALIA



Indicates a break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

(a) Comprises full-time workers who worked less than 35 hours in the reference week for economic reasons and part-time workers who would prefer to work more hours.

Source: *The Labour Force, Australia (6203.0)*.

TABLE 3.34. FULL-TIME WORKERS WHO WORKED LESS THAN 35 HOURS: REASONS, AUSTRALIA, AUGUST 1983 TO AUGUST 1993 ('000)

Reasons for working less than 35 hours	August										
	1983	1984	1985	1986(a)	1987	1988	1989 r	1990 r	1991 r	1992 r	1993
MALES											
Leave, holiday or flexitime	284.1	267.4	349.7	335.6	336.3	288.8	273.5	271.9	332.1	294.1	289.8
Own illness or injury	152.7	145.2	175.2	142.9	145.5	166.4	152.1	137.5	125.6	116.3	126.6
Bad weather, plant breakdown, etc.	11.6	28.2	27.4	51.9	21.6	13.4	29.0	63.0	22.8	17.6	16.4
Began or left job in the survey week	11.0	8.4	9.1	10.9	9.3	9.8	9.8	11.2	6.6	4.8	7.0
Stood down, on short time, insufficient work	39.8	29.1	28.2	32.8	33.2	29.6	31.4	45.4	73.7	73.4	54.9
Shift work, standard work arrangements	58.5	60.6	70.2	79.2	74.6	85.2	75.2	70.1	71.4	66.7	64.5
Other reasons	18.3	19.2	20.9	18.8	22.9	23.0	28.0	20.7	18.0	15.4	24.5
<b>Total</b>	<b>576.1</b>	<b>558.2</b>	<b>680.7</b>	<b>672.2</b>	<b>643.4</b>	<b>616.3</b>	<b>599.0</b>	<b>619.8</b>	<b>650.2</b>	<b>588.1</b>	<b>583.6</b>
FEMALES											
Leave, holiday or flexitime	134.2	127.8	165.3	181.9	183.9	154.2	136.8	158.8	194.7	175.2	168.4
Own illness or injury	85.6	81.9	106.9	88.7	93.4	98.3	106.2	82.3	86.2	75.3	84.7
Bad weather, plant breakdown, etc.	*	*2.9	*1.7	10.0	*1.6	*2.3	*3.4	7.7	*2.0	*1.1	0.6
Began or left job in the survey week	3.6	4.8	4.3	6.4	4.1	6.3	6.6	4.0	4.5	*2.9	4.6
Stood down, on short time, insufficient work	10.2	8.4	8.3	10.6	11.5	10.3	9.3	15.6	19.2	16.4	13.2
Shift work, standard work arrangements	17.0	23.9	23.3	27.9	24.3	40.8	35.5	31.6	36.2	29.8	33.2
Other reasons	4.2	5.0	4.9	7.2	8.1	8.0	9.1	8.0	9.9	4.0	12.5
<b>Total</b>	<b>255.6</b>	<b>254.8</b>	<b>314.8</b>	<b>332.6</b>	<b>327.0</b>	<b>320.1</b>	<b>306.9</b>	<b>308.0</b>	<b>352.8</b>	<b>304.8</b>	<b>317.2</b>
PERSONS											
Leave, holiday or flexitime	418.3	395.2	514.9	517.5	520.2	443.1	410.4	430.8	526.8	469.3	458.2
Own illness or injury	238.3	227.2	282.2	231.6	239.0	264.7	258.3	219.8	211.8	191.6	211.3
Bad weather, plant breakdown, etc.	12.5	31.1	29.1	61.9	23.2	15.7	32.3	70.7	24.8	18.6	16.9
Began or left job in the survey week	14.6	13.3	13.4	17.3	13.5	16.1	16.3	15.2	11.1	7.6	11.6
Stood down, on short time, insufficient work	50.0	37.5	36.5	43.4	44.7	39.9	40.7	61.0	92.9	89.8	68.1
Shift work, standard work arrangements	75.5	84.5	93.5	107.1	98.8	126.0	110.7	101.6	107.6	96.5	97.7
Other reasons	22.5	24.2	25.9	26.0	31.1	31.0	37.1	28.7	28.0	19.4	37.1
<b>Total</b>	<b>831.8</b>	<b>813.0</b>	<b>995.5</b>	<b>1,004.8</b>	<b>970.4</b>	<b>936.4</b>	<b>905.9</b>	<b>927.8</b>	<b>1,003.0</b>	<b>892.9</b>	<b>900.8</b>

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

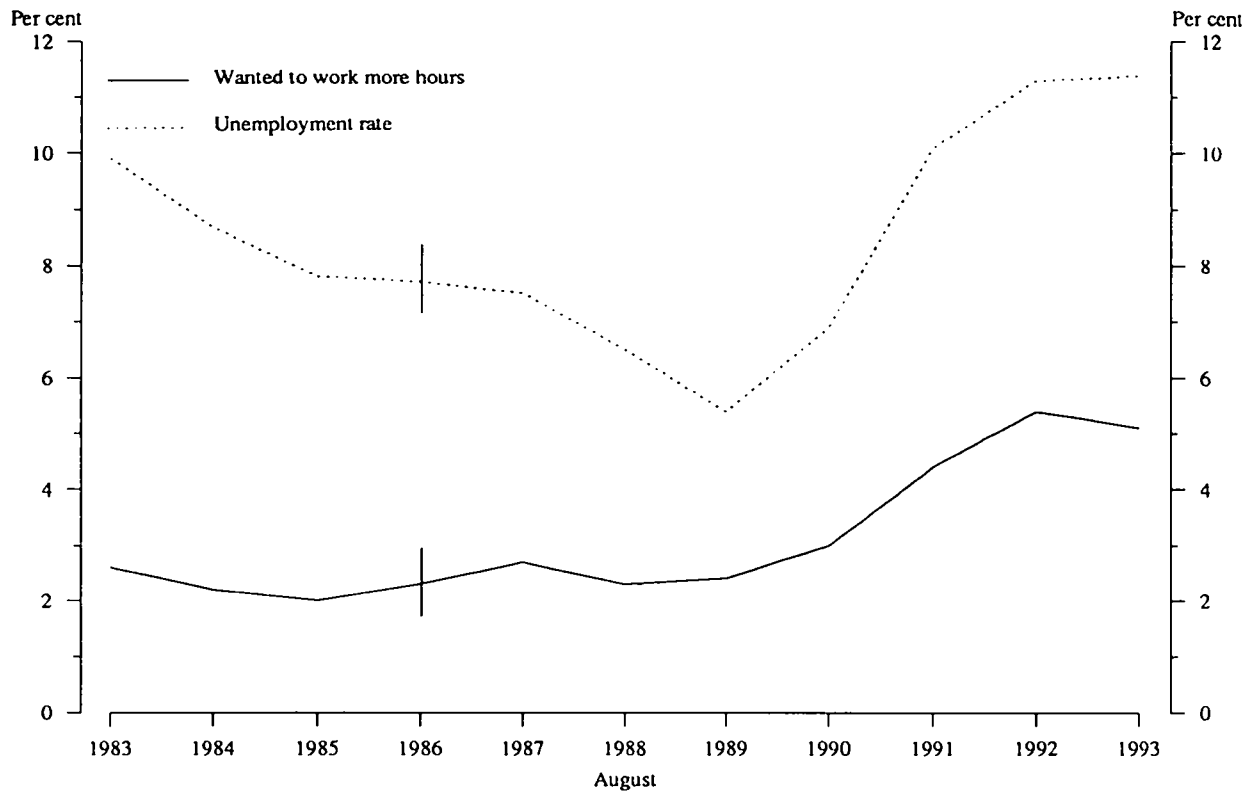
Source: *The Labour Force, Australia* (6203.0).

TABLE 3.35. PART-TIME WORKERS: WHETHER PREFERRED TO WORK MORE HOURS, BY AGE, AUSTRALIA, AUGUST 1993 ('000)

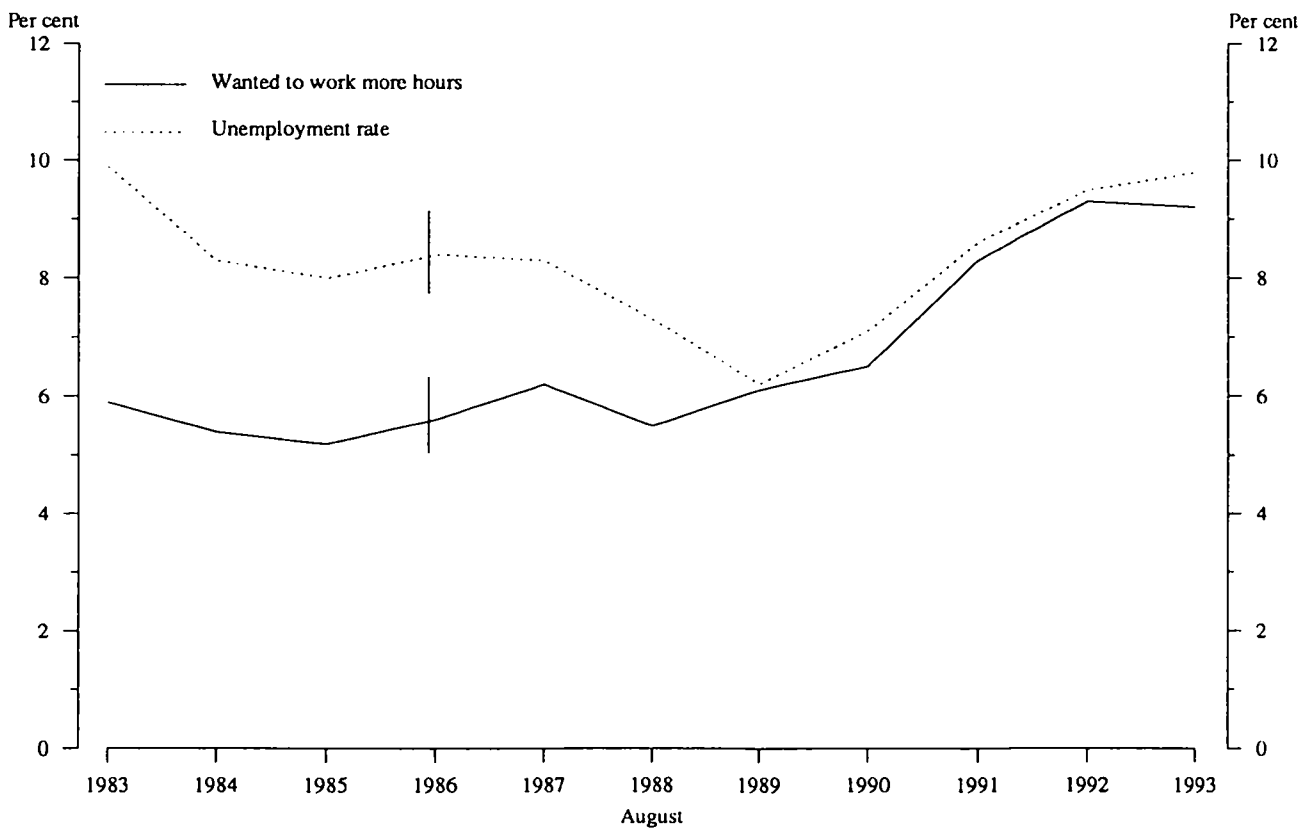
	Age group						Total
	15-19	20-24	25-34	35-44	45-54	55 and over	
MALES							
<b>Total</b>	<b>123.6</b>	<b>71.6</b>	<b>71.9</b>	<b>58.5</b>	<b>47.2</b>	<b>76.5</b>	<b>449.3</b>
Preferred not to work more hours	77.4	37.3	28.6	25.9	23.8	60.8	253.8
Preferred to work more hours	46.2	34.3	43.3	32.7	23.4	15.7	195.6
Had actively looked for full-time work in the four weeks to the end of the reference week	15.7	16.6	27.4	18.8	10.9	6.6	96.0
ALL FEMALES							
<b>Total</b>	<b>168.8</b>	<b>129.1</b>	<b>303.2</b>	<b>397.6</b>	<b>264.9</b>	<b>107.6</b>	<b>1,371.1</b>
Preferred not to work more hours	121.3	73.2	233.4	318.9	209.7	97.8	1,054.3
Preferred to work more hours	47.4	55.9	69.8	78.7	55.2	9.8	316.8
Had actively looked for full-time work in the four weeks to the end of the reference week	16.4	22.5	19.1	18.7	12.8	* 0.5	90.0
PERSONS							
<b>Total</b>	<b>292.4</b>	<b>200.8</b>	<b>375.1</b>	<b>456.1</b>	<b>312.1</b>	<b>184.1</b>	<b>1,820.5</b>
Preferred not to work more hours	198.7	110.5	262.0	344.8	233.5	158.6	1,308.1
Preferred to work more hours	93.6	90.2	113.1	111.3	78.7	25.5	512.4
Had actively looked for full-time work in the four weeks to the end of the reference week	32.1	39.1	46.5	37.5	23.7	7.1	186.0

Source: *The Labour Force, Australia* (6203.0).

**CHART 3.20. EMPLOYED PERSONS WHO WANTED TO WORK MORE HOURS (a)  
AS A PROPORTION OF THE LABOUR FORCE AND UNEMPLOYMENT RATES, AUSTRALIA  
MALES**



**FEMALES**



Indicates a break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

(a) Comprises full-time workers who worked less than 35 hours in the reference week for economic reasons and part-time workers who would prefer to work more hours.

Source: *The Labour Force, Australia* (6203.0).



### Superannuation, Australia, November 1993

In November 1993, 6,145,500 persons who were employed and 127,700 persons who were not employed were covered by superannuation, that is, belonged to a superannuation scheme to which contributions were being made.

Superannuation coverage was higher for employees (89%) compared with employers (55%) and self-employed persons (37%).

Between November 1988 and November 1993, superannuation coverage of employed persons increased by 29 percentage points. In November 1993, 80 per cent of employed persons were covered by superannuation. This was an increase from 71 per cent reported 2 years earlier, and 51 per cent in 1988.

Coverage for female full-time workers increased markedly between 1988 (47%) and 1993 (87%), to match that of male full-time workers (85% in 1993).

For part-time workers, the coverage rate for females jumped to 65 per cent in 1993 from 19 per cent in 1988. For males, the coverage rate increased from 20 per cent to 45 per cent over the same period.

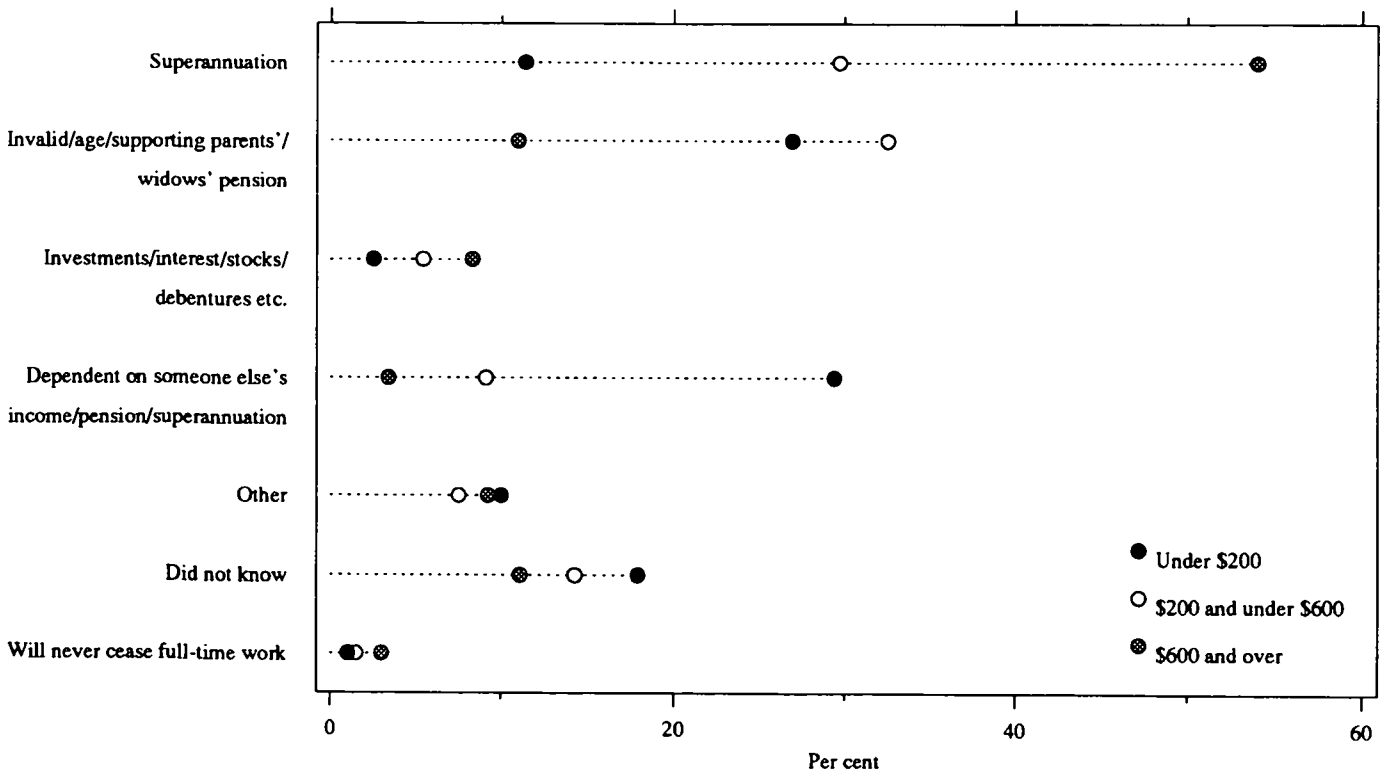
In November 1993, the level of superannuation coverage for employed males (82%) was marginally higher than that recorded for employed females (78%). (Although females have higher coverage rates in each of the full-time and part-time employment categories, males have a higher rate on average because of their greater proportion of full-time workers.)

Superannuation coverage was mostly over 80 per cent for employed persons aged 20 to 54 years (83% on average). For those aged 55 to 64 years it was 73 per cent and 63 per cent of employed persons aged 15 to 19 years were covered by superannuation.

Superannuation coverage amongst those employees who belonged to a trade union was 96 per cent, compared with 84 per cent for those who did not belong to a trade union.

The level of superannuation coverage tended to be higher as earnings increased. Of employees earning less than \$200 per week, 53 per cent were covered by a superannuation scheme. For those earning between \$200 and \$400 per week, the level of coverage was higher at 86 per cent and higher still for those earning more than \$400 per week where 96 per cent had superannuation coverage.

CHART 3.21. EMPLOYEES AGED 45 TO 74 WHO MADE PERSONAL CONTRIBUTIONS TO A SUPERANNUATION SCHEME: EXPECTED MAIN SOURCE OF INCOME AFTER CEASING FULL-TIME WORK BY USUAL GROSS WEEKLY PAY, AUSTRALIA, NOVEMBER 1993



Source: Superannuation, Australia (6319.0)

TABLE 3.36. PERSONS AGED 15 TO 74: SUMMARY OF CHARACTERISTICS AND WHETHER COVERED BY A SUPERANNUATION SCHEME, AUSTRALIA, NOVEMBER 1988, NOVEMBER 1991 AND NOVEMBER 1993 ('000)

	Covered			Not covered			Total		
	November 1988	November 1991	November 1993	November 1988	November 1991	November 1993	November 1988	November 1991	November 1993
<b>MALES</b>									
<i>Labour force status —</i>									
Employed	2,673.3	3,290.7	3,625.0	1,692.1	1,079.1	792.1	4,365.4	4,369.7	4,417.1
Full-time workers	2,626.4	3,186.0	3,457.0	1,509.6	823.6	590.3	4,136.1	4,009.7	4,047.4
Part-time workers	46.9	104.7	168.0	182.5	255.4	201.8	229.4	360.1	369.8
Unemployed	7.8	39.9	24.0	238.7	443.5	493.4	246.5	483.5	517.3
Looking for full-time work	7.8	38.8	22.0	229.3	425.2	471.8	237.1	464.0	493.8
Looking for part-time work	0.0	*1.2	*2.0	9.4	18.3	21.6	9.4	19.4	23.6
Not in the labour force	19.2	34.7	25.7	1,048.8	1,111.9	1,213.9	1,067.9	1,146.6	1,239.6
<i>Age group —</i>									
15-19	70.2	113.7	135.3	302.5	239.1	181.3	372.8	352.8	316.7
20-24	224.7	351.9	419.6	422.1	329.3	295.0	646.8	681.2	714.6
25-34	786.6	975.7	1,024.9	558.9	419.8	376.7	1,345.5	1,395.5	1,401.6
35-44	812.1	945.4	1,016.3	426.3	371.4	327.9	1,238.4	1,316.8	1,344.2
45-54	547.4	678.1	752.3	308.9	303.6	325.3	856.3	981.7	1,077.6
55-64	247.5	289.4	307.2	473.5	441.4	434.4	721.0	730.8	741.6
65-74	11.8	11.1	19.0	487.2	529.9	558.8	499.0	541.0	577.8
<b>Total</b>	<b>2,700.3</b>	<b>3,365.3</b>	<b>3,674.7</b>	<b>2,979.5</b>	<b>2,634.5</b>	<b>2,499.3</b>	<b>5,679.9</b>	<b>5,999.8</b>	<b>6,174.1</b>
<b>FEMALES</b>									
<i>Labour force status —</i>									
Employed	1,072.8	2,043.8	2,520.5	1,865.4	1,074.3	700.6	2,938.2	3,118.1	3,221.1
Full-time workers	865.4	1,439.3	1,662.6	983.1	431.0	247.8	1,848.5	1,870.3	1,910.4
Part-time workers	207.4	604.5	857.9	882.3	643.3	452.8	1,089.7	1,247.8	1,310.7
Unemployed	*4.3	12.6	12.8	195.0	278.5	340.1	199.3	291.1	352.9
Looking for part-time work	*2.3	7.8	8.5	139.4	220.4	263.0	141.7	228.3	272.5
Looking for part-time work	*2.0	4.7	*4.3	55.6	58.1	76.2	57.6	62.8	80.5
Not in the labour force	38.8	58.6	65.2	2,509.2	2,520.1	2,525.0	2,548.0	2,578.7	2,590.2
<i>Age group —</i>									
15-19	29.3	76.3	89.8	303.8	235.3	178.1	333.1	311.6	267.9
20-24	153.8	300.1	388.0	506.2	384.8	323.1	659.9	684.9	711.1
25-34	326.6	599.2	713.4	1,027.3	802.6	695.6	1,353.9	1,401.8	1,409.0
35-44	344.1	618.2	736.2	872.5	695.8	611.8	1,216.6	1,314.0	1,348.0
45-54	192.6	402.8	522.4	629.4	532.1	509.1	822.0	934.9	1,031.5
55-64	68.1	111.8	137.4	657.5	609.0	592.0	725.5	720.8	729.4
65-74	*1.4	6.5	11.3	573.0	631.3	656.0	574.4	619.8	667.4
<b>Total</b>	<b>1,115.9</b>	<b>2,114.9</b>	<b>2,598.5</b>	<b>4,569.6</b>	<b>3,872.9</b>	<b>3,565.8</b>	<b>5,685.5</b>	<b>5,987.9</b>	<b>6,164.2</b>
<b>PERSONS</b>									
<i>Labour force status —</i>									
Employed	3,746.1	5,334.5	6,145.5	3,557.5	2,153.4	1,492.7	7,303.6	7,487.9	7,638.2
Full-time workers	3,491.8	4,625.3	5,119.6	2,492.7	1,254.7	838.1	5,984.5	5,880.0	5,957.7
Part-time workers	254.3	709.2	1,025.9	1,064.8	898.7	654.6	1,319.1	1,607.9	1,680.5
Unemployed	12.1	52.5	36.8	433.7	722.0	833.5	445.8	774.5	870.3
Looking for full-time work	10.1	46.6	30.5	368.7	645.7	735.7	378.9	692.3	766.2
Looking for part-time work	*2.0	5.9	6.3	64.9	76.4	97.8	66.9	82.3	104.1
Not in the labour force	57.9	93.2	90.9	3,558.0	3,632.0	3,738.9	3,615.9	3,725.2	3,829.8
<i>Age group —</i>									
15-19	99.6	190.0	225.2	606.3	474.4	359.4	705.8	664.4	584.6
20-24	378.5	652.0	807.6	928.3	714.1	618.1	1,306.8	1,366.1	1,425.7
25-34	1,113.2	1,574.9	1,738.3	1,586.2	1,222.4	1,072.3	2,699.4	2,797.3	2,810.6
35-44	1,156.2	1,563.6	1,752.5	1,298.8	1,067.2	939.7	2,455.0	2,630.8	2,692.2
45-54	740.0	1,080.9	1,274.7	938.3	835.7	834.4	1,678.4	1,916.6	2,109.1
55-64	315.5	401.2	444.6	1,131.0	1,050.4	1,026.4	1,446.5	1,451.6	1,471.0
65-74	13.2	17.5	30.4	1,060.2	1,143.4	1,214.8	1,073.4	1,160.9	1,245.2
<b>Total</b>	<b>3,816.2</b>	<b>5,480.2</b>	<b>6,273.2</b>	<b>7,549.2</b>	<b>6,507.5</b>	<b>6,065.1</b>	<b>11,365.4</b>	<b>11,987.7</b>	<b>12,338.3</b>

Source: Superannuation, Australia (6319.0).

TABLE 3.37. EMPLOYED PERSONS AGED 15 TO 74: SUMMARY OF CHARACTERISTICS AND WHETHER COVERED BY A SUPERANNUATION SCHEME, AUSTRALIA, NOVEMBER 1993

	Covered by a superannuation scheme			Proportion covered by a superannuation scheme			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	— '000 —			— per cent —			— '000 —		
<i>Age group —</i>									
15-19	133.9	88.8	222.6	64.9	59.8	62.8	206.4	148.3	354.7
20-24	416.0	382.4	798.4	79.7	81.7	80.6	521.9	468.1	990.0
25-34	1,013.9	684.3	1,698.2	86.5	80.0	83.7	1,172.2	855.9	2,028.2
35-44	1,002.3	711.1	1,713.4	86.3	80.4	83.8	1,161.2	884.2	2,045.4
45-54	742.9	510.6	1,253.4	83.5	79.4	81.8	889.9	643.1	1,533.1
55-64	298.0	132.1	430.1	74.9	68.8	72.9	398.0	192.0	590.0
65-74	18.2	11.1	29.3	26.9	37.8	30.2	67.5	29.4	96.9
<i>Family status —</i>									
Member of a family(a)	2,982.2	2,046.2	5,028.4	82.4	77.0	80.1	3,621.2	2,655.8	6,277.0
Husband or wife	2,421.8	1,539.0	3,960.8	84.3	77.7	81.6	2,871.8	1,981.2	4,853.0
With dependants present	1,543.8	851.9	2,395.7	86.2	75.5	82.1	1,790.6	1,128.9	2,919.5
Without dependants present	877.9	687.1	1,565.0	81.2	80.6	80.9	1,081.2	852.3	1,933.5
Sole parent	27.4	130.2	157.7	78.4	73.8	74.6	35.0	176.4	211.5
Other family head	31.8	55.8	87.6	79.8	82.8	81.7	39.8	67.4	107.2
Other child of married couple or family head	444.9	271.7	716.6	75.8	79.7	77.2	587.1	340.8	927.9
Other relative of married couple or family head	39.0	22.2	61.3	82.3	84.6	83.1	47.4	26.3	73.7
Not a member of a family	524.3	384.3	908.7	81.9	85.2	83.3	640.0	450.9	1,090.9
Living alone	245.1	175.6	420.7	82.3	86.4	84.0	297.8	203.1	500.9
Not living alone	279.3	208.8	488.0	81.6	84.3	82.7	342.2	247.8	590.0
Family status not determined	118.5	90.0	208.4	76.0	78.6	77.1	156.0	114.4	270.4
<i>Birthplace —</i>									
Born in Australia	2,715.3	1,909.1	4,624.4	82.7	78.1	80.8	3,283.2	2,443.1	5,726.4
Born outside Australia	909.7	611.4	1,521.1	80.2	78.6	79.6	1,133.9	778.0	1,911.9
Born in main English speaking countries	423.1	311.5	734.6	83.8	82.9	83.4	505.1	376.0	881.1
Born in other countries	486.6	299.8	786.5	77.4	74.6	76.3	628.8	402.0	1,030.8
<i>Status of worker —</i>									
Employers	140.7	42.4	183.0	60.6	42.1	55.0	232.0	100.6	332.6
Self-employed	244.7	62.5	307.1	42.8	23.1	36.5	571.7	270.7	842.4
Employees	3,238.1	2,412.0	5,650.1	90.5	86.0	88.5	3,579.7	2,804.4	6,384.1
Payment in kind/unpaid family helpers	*1.6	*3.7	*5.3	*4.8	*8.1	*6.7	33.7	45.4	79.1
<i>Industry —</i>									
Agriculture, forestry, fishing and hunting	149.9	48.3	198.2	53.0	39.4	48.9	282.8	122.8	405.6
Mining	76.2	7.3	83.5	93.9	81.6	92.7	81.2	8.9	90.1
Manufacturing	765.5	247.3	1,012.8	91.9	83.6	89.7	832.9	295.9	1,128.8
Electricity, gas and water	81.5	12.7	94.2	98.1	96.4	97.9	83.1	13.2	96.3
Construction	354.0	46.9	400.9	73.2	55.9	70.7	483.4	84.0	567.4
Wholesale and retail trade	685.9	441.5	1,127.4	79.1	69.7	75.1	867.0	633.8	1,500.8
Transport and storage	232.6	65.9	298.5	83.8	77.4	82.3	277.6	85.1	362.8
Communication	84.3	38.5	122.8	98.8	95.6	97.8	85.4	40.2	125.6
Finance, property and business services	376.1	373.0	749.1	83.9	84.8	84.4	448.1	439.8	887.9
Public administration and defence	205.7	140.6	346.4	97.8	92.3	95.5	210.3	152.5	362.8
Community services	439.0	877.7	1,316.7	88.4	87.6	87.9	496.4	1,001.7	1,498.1
Recreation, personal and other services	174.4	220.7	395.0	64.9	64.3	64.5	268.8	343.3	612.1
<i>Occupation —</i>									
Managers and administrators	493.2	134.6	627.8	74.2	56.5	69.5	664.9	238.4	903.3
Professionals	525.6	402.9	928.5	87.0	86.6	86.8	604.3	465.1	1,069.5
Para-professionals	232.7	211.1	443.8	93.8	92.7	93.2	248.2	227.7	475.9
Tradespersons	879.1	75.7	954.8	83.0	67.1	81.5	1,059.1	112.9	1,172.0
Clerks	258.7	855.5	1,114.2	93.5	84.8	86.7	276.7	1,009.0	1,285.7
Salespersons and personal service workers	304.9	497.6	802.5	74.7	70.9	72.3	407.9	702.2	1,110.1
Plant and machine operators, and drivers	394.5	64.7	459.2	84.8	74.7	83.2	465.4	86.6	552.1
Labourers and related workers	536.4	278.3	814.7	77.7	73.4	76.2	690.7	379.0	1,069.7
<b>Total</b>	<b>3,625.0</b>	<b>2,520.5</b>	<b>6,145.5</b>	<b>82.1</b>	<b>78.2</b>	<b>80.5</b>	<b>4,417.1</b>	<b>3,221.1</b>	<b>7,638.2</b>

(a) Includes full-time students aged 15 to 24.

Source: Superannuation, Australia (6319.0).