MANAGING PAID EMPLOYMENT AND UNPAID CARING RESPONSIBILITIES



QUEENSLAND

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

NOTES

INTRODUCTION

This publication contains results from the October 2002 State Supplementary Survey, Managing Paid Employment and Unpaid Caring Responsibilities, Queensland. It presents information on the labour force experience of those who currently have or have had caring responsibilities. The focus is on the use of leave and flexible work arrangements. The survey also looked at whether caring responsibilities have an impact on labour force participation.

Topics covered include: number of people who cared for someone; type of work arrangements employees used to care for another person in the last six months; whether additional work arrangements were desired; and length of paid maternity leave. For a list of definitions included in the survey, refer to the Glossary.

Current publications and other products released by the Australian Bureau of Statistics (ABS) are listed in the Catalogue of Publications and Products, (cat. no. 1101.0). The Catalogue is available from any ABS office or the ABS web site http://www.abs.gov.au. The ABS also issues a daily Release Advice on the web site which details products to be released in the week ahead.

EFFECTS OF ROUNDING

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

ABBREVIATIONS AND **SYMBOLS**

ABS	Australian Bureau of Statistics
MPS	Monthly Population Survey
RSE	Relative standard error
SE	Standard error
Qld	Queensland
*	estimate has a relative standard error of between 25%
	and 50% and should be used with caution
**	estimate has a relative standard error greater than 50%
	and is subject to sampling variability too high for most
	practical purposes
	not applicable

nil or rounded to zero (including null cells)

Brian Doyle Regional Director, Queensland

SUMMARY OF FINDINGS

CARERS IN QUEENSLAND

In the six months to October 2002, an estimated 1,068,300 or 47.1% of persons aged 18 years and over in Queensland provided unpaid care for another adult or child. More than half of all females provided care (52.8%), while 41.4% of males provided care.

Of the total care provided, the majority (68.6%) was on an ongoing or continual basis. Occasional care was provided in just over a quarter of all cases (26.3%) and once only care was used in only 5.1% of cases.

For the purposes of this survey a carer is defined as any person in Queensland aged 18 years or over who, in the last six months had a child under 15 years of age, as well as anyone who cared for someone else where this care is not done as part of paid work.

Type of Care Provided

Of the care provided, 20.7% was for children aged under six and 20.2% for children aged 6 years to under 15. Elderly persons received 9.4% of the total care with a further 13.4% provided to any other person (including family members). A significant amount (36.3%) of all care was concerned with persons caring for their own children only.

EMPLOYEES AND CARING

Whether Working Arrangements Used for Caring

Nearly half of all carers (an estimated 518,700 persons) were employees in paid employment, with 73.8% of these permanent employees and 26.2% casual. Of the carers who were also employees, 36.4% had used some form of working arrangement in the last six months to help care for another person. This varied by sex and sector of employment.

Females were more likely to use work arrangements (42.0%) than males (31.2%). However, the difference between females and males appears to be significant in the private sector rather than the government or public service sector. In the private sector, 39.1% of females used work arrangements to care for another person compared to 27.5% of males. In the government or public service sector similar proportions of females and males used working arrangements to care (47.6% and 44.0%, respectively).

Type of Working Arrangements Used for Caring

Taking paid leave (45.8%) was the most common working arrangement used to care for another person, followed by using flex-time, rostered day off, or time in lieu (39.2%), informal arrangements with employer (27.3%), temporarily reducing hours of work (16.1%), working from home (15.9%) and unpaid leave (15.7%).

There were variations in the type of arrangements used by males and females. Males were more likely than females to use paid leave (52.7% compared to 40.6%), while females were more likely than males to use temporarily reduced hours (21.2% compared to 9.5%) and unpaid leave (20.8% compared to 9.1%).





Whether Wanted to Make More Use of Working Arrangements for Caring Of those carers who were employees in paid employment, an estimated 68,700 (13.2%) wanted to make more use of some form of working arrangement to care for another person. This varied by sex and sector of employment.

A higher proportion of females than males in the government and public service sector wanted to make more use of working arrangements (20.9% compared to 12.6%). Females in the government and public service sector also wanted to make more use of working arrangements than females in the private sector (20.9% compared to 13.7%).

Working Arrangements Wanted

Working arrangements people wanted to make more use of included flex-time, rostered day off, or time in lieu (46.4%), paid leave (33.1%) and working from home (17.7%). The main reasons for not making more use of working arrangements were lack of adequate working arrangements (41.6%) and work commitments (25.6%).

Impact on Employment

In the six months to October 2002, an estimated 39,500 or 7.6% of carers who are employees made a change in employment in order to care for someone. Of these changed arrangements, 4.3% permanently changed usual start time or finish times, 3.2% permanently reduced the number of hours and 1.3% changed jobs.

On the other hand, an estimated 32,700 or 6.3% of carers who are employees were unable to make a change in employment because of their caring responsibilities. Of the changes wanted, 3.6% were unable to change the total number of hours worked, 2.4% were unable to change jobs and 2.0% were unable to apply for a promotion.

MATERNITY LEAVE

In October 2002, there were an estimated 48,700 women, who were employees, aged 18-54 with a child under the age of six who had taken some form of maternity leave in the last five years. Of these, 24,500 (50.3%) had taken a mix of paid and unpaid leave during their most recent pregnancy and 17,700 (36.3%) had taken unpaid leave, with 66.0% of the women taking more than 26 weeks leave.

Of women who had taken maternity leave in the last five years, 67.6% had returned to work by October 2002, 17.2% did not return to work and 15.2% were still on maternity leave. Of women who returned to work, 43.2% were in exactly the same job with the same employer, 43.6% were in the same job with the same employer but with reduced hours, 2.5% with the same employer but in a different job and 6.9% with a different employer.

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PERSONS, WHETHER PROVIDED CARE(a)

		Males		Females		Persons
Whether provided care	'000	%	'000	%	'000	%
Persons who provided care	465.5	41.4	602.8	52.8	1 068.3	47.1
Persons who did not provide care	658.3	58.6	539.5	47.2	1 197.8	52.9
Total persons(b)	1 123.8	100.0	1 142.3	100.0	2 266.1	100.0
Provided care(c)						
Once only	24.5	4.8	37.4	5.3	61.9	5.1
Occasionally	112.8	22.3	205.7	29.2	318.5	26.3
Ongoing or continual(d)	369.2	72.9	460.2	65.4	829.4	68.6
Total Responses	506.5	100.0	703.3	100.0	1 209.8	100.0

⁽a) In the six months to October 2002.

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TYPE OF CARE PROVIDED

		Males		Females		Persons
Care provided for	'000	%	'000	%	'000	%
Child aged under 6	88.1	16.2	188.2	23.9	276.3	20.7
Child aged 6 years to under 15	93.5	17.2	176.0	22.3	269.6	20.2
Elderly person	43.6	8.0	81.9	10.4	125.5	9.4
Any other person (including family members)	63.1	11.6	114.7	14.5	177.8	13.4
Own children only	255.3	47.0	227.6	28.9	482.9	36.3
Total(a)	543.6	100.0	788.4	100.0	1 332.0	100.0

⁽a) Figures do not reflect actual persons, as carers could have provided more than one type of care with the exception of own children only.

⁽b) Aged 18 years and over.

⁽c) One person may provide more than one type of care.

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

CARERS BY EMPLOYMENT STATUS

		Males		Females		Persons
Type of employment	'000	%	'000	%	'000	%
Employees						
Permanent	216.7	46.6	166.3	27.6	383.0	35.9
Casual	45.4	9.8	90.3	15.0	135.7	12.7
Total Employment(a)	376.2		331.2		707.5	
Unemployed	18.0	3.9	25.6	4.2	43.6	4.1
Not in the labour force	71.3	15.3	246.0	40.8	317.3	29.7
Total	465.5	100.0	602.8	100.0	1 068.3	100.0

(a) Total employment includes other categories of employment such as employers, own account workers, etc.

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CARERS WHO ARE EMPLOYEES, WHETHER WORK ARRANGEMENTS USED TO PROVIDE CARE

_	Arrangem	ents used(a)	Arrangeme	nts not used		Total
Sector of employment	'000	%	'000	%	'000	%
		MALES				
Government or public service	24.9	44.0	31.7	56.0	56.5	100.0
Private company or business	52.4	27.5	138.4	72.5	190.8	100.0
Other(b)	4.8	31.2	10.7	68.8	15.5	100.0
Total Responses	82.1	31.2	180.7	68.8	262.9	100.0
		FEMALES				
Government or public service	32.7	47.6	36.0	52.4	68.7	100.0
Private company or business	66.0	39.1	103.0	60.9	169.0	100.0
Other(b)	9.4	47.3	10.5	52.7	19.9	100.0
Total Responses	108.1	42.0	149.4	58.0	257.5	100.0
		PERSONS				
Government or public service	57.5	46.0	67.6	54.0	125.2	100.0
Private company or business	118.5	32.9	241.4	67.1	359.9	100.0
Other(b)	14.2	40.3	21.1	59.7	35.4	100.0
Total Responses	190.2	36.5	330.1	63.4	520.5	100.0
Total(c)	188.6	36.4	330.1	63.6	518.7	100.0

⁽a) Includes work arrangements categories such as flex-time, paid leave, reduced hours, etc.

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

⁽c) Total represents the number of carers who are employees. This is less than the number of arrangements used as carers could have used more than one type of working arrangement.

EMPLOYEES WHO USE WORK ARRANGEMENTS TO CARE, TYPE OF ARRANGEMENTS USED

_		Males		Females		Persons
Working arrangements used	'000	%	'000	%	'000	%
Flex-time, rostered day off, time in lieu	34.1	41.9	39.8	37.1	74.0	39.2
Working from home	14.8	18.2	15.2	14.2	30.0	15.9
Temporarily reduce hours of work	7.7	9.5	22.7	21.2	30.3	16.1
Informal arrangements with employer	20.6	25.3	30.9	28.8	51.4	27.3
Paid leave	42.9	52.7	43.5	40.6	86.4	45.8
Unpaid leave	7.4	9.1	22.3	20.8	29.7	15.7
Other	*1.9	*2.3	*3.2	*3.0	5.1	2.7
Total(a)	81.4		107.2		188.6	

⁽a) Total represents employees who use work arrangements to care. This is less than the number of arrangements used as carers could have used more than one type of working arrangement.

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CARERS WHO ARE EMPLOYEES, WHETHER WANTED TO USE MORE WORK ARRANGEMENTS TO CARE

	Wanted to mak	e more use <u>l</u>	Did not want to make	e more use		Total
Sector of employment	'000	%	'000	%	'000	%
		MALES				
Government or public service	7.0	12.6	49.0	87.4	56.0	100.0
Private company or business	21.0	11.0	169.6	89.0	190.6	100.0
Other(a)	**1	**6.4	14.5	93.6	15.5	100.0
Total	29.1	11.1	233.1	88.9	262.1	100.0
		FEMALES				
Government or public service	14.3	20.9	54.1	79.1	68.4	100.0
Private company or business	23.1	13.7	145.4	86.3	168.5	100.0
Other(a)	*2.3	*11.6	17.4	88.4	19.6	100.0
Total	39.6	15.5	216.9	84.5	256.6	100.0
		PERSONS	;			
Government or public service	21.3	17.2	103.1	82.8	124.5	100.0
Private company or business	44.1	12.3	315.0	87.7	359.1	100.0
Other(a)	*3.3	*9.3	31.9	90.7	35.1	100.0
Total	68.7	13.2	450.0	86.8	518.7	100.0

⁽a) Includes government corporations and community based (non-profit) organisations.

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

_		Males		Females		Persons
Working arrangements wanted	'000	%	'000	%	'000	%
Flex time, rostered day off, time in lieu	16.0	55.1	15.9	40.1	31.9	46.4
Working from home	*3.8	*13.1	8.3	21.1	12.1	17.7
Temporarily reduce hours of work	*3.9	*13.4	4.7	12.0	8.6	12.5
Informal arrangements with employer	*4.2	*14.4	4.6	11.6	8.8	12.8
Paid leave	8.1	27.9	14.6	36.9	22.7	33.1
Unpaid leave	*3.5	*12.1	*2.8	*7.0	6.3	9.2
Other	*2.0	*6.8	*1.5	*3.8	*3.5	*5.1
Total(a)	29.1		39.6		68.7	

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

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EMPLOYEES WHO WANTED TO USE MORE WORK ARRANGEMENTS TO CARE, WHY UNABLE

		Males		Females		Persons
Why unable to use work arrangements	'000	%	'000	%	'000	%
Applied or asked and was refused	*2.3	*7.9	*3.0	*7.6	5.3	7.7
Do not have adequate working arrangements	11.1	38.2	17.5	44.1	28.6	41.6
Did not apply as thought they would say no anyway	*3.8	*13.1	*3.6	*9.0	7.4	10.7
Work commitments	9.9	34.2	7.7	19.3	17.6	25.6
Not paid for time off	*2.4	*8.3	8.6	21.6	11.0	16.0
Subtle or other pressure from bosses or other workers	*3.1	*10.5	*4.1	*10.2	7.1	10.3
Any other reason	*3.0	*10.4	4.8	12.1	7.8	11.4
Total(a)	29.1		39.6		68.7	
(a) Figures do not sum to total as a person could have more than	one reason.					

9 CARERS WHO ARE EMPLOYEES, CHANGES MADE IN THE LAST SIX MONTHS TO CARE

		Males		Females		Persons
Changes made	'000	%	'000	%	'000	%
Changed jobs	*2.2	*0.8	*4.5	*1.7	6.7	1.3
Left a job to look after someone	**0.8	**0.3	*2.8	*1.1	*3.6	*0.7
Permanently reduced the total number of hours usually worked	*2.5	*0.9	14.1	5.5	16.5	3.2
Permanently changed usual start or finish times	8.3	3.2	13.8	5.4	22.1	4.3
Any other change	*1.6	*0.6	*2.5	*1.0	*4.1	*0.8
No change made	249.5	95.2	229.6	89.5	479.2	92.4
Total(a)	262.1		256.6		518.7	
(a) Figures do not sum to total as a person could have made more than o	ne change.					

10 CARERS WHO ARE EMPLOYEES, WHETHER CARING INHIBITED CHANGES TO EMPLOYMENT

		Males		Females		Persons
Change wanted to make	'000	%	'000	%	'000	%
Changed jobs	*3.2	*1.2	9.0	3.5	12.2	2.4
Apply for a promotion	*2.6	*1.0	8.0	3.1	10.6	2.0
Change total number of hours	5.7	2.2	13.0	5.1	18.6	3.6
Any other change	**0.2	**0.1	**1.3	**0.5	*1.5	*0.3
Did not want to make change	252.7	96.4	233.2	90.9	486.0	93.7
Total(a)	262.1		256.6		518.7	

11 WOMEN(a) WHO TOOK MATERNITY LEAVE(b), AMOUNT OF LEAVE TAKEN IN TOTAL

	Number	Proportion
Amount of leave	'000	%
0-4 weeks	**1.1	**2.2
4-13 weeks	4.8	9.9
14-26 weeks	10.7	21.9
More than 26 weeks	32.1	66.0
Total	48.7	100.0
(a) Aged 18–54 with a child under the age of six.		
(b) The most recent maternity leave taken in the last five years.		

12 WOMEN(a) WHO TOOK MATERNITY LEAVE(b)(c), WHETHER THEY TOOK PAID AND UNPAID LEAVE

	0–26 weeks	More than 26 weeks	Total
Weeks of paid leave	'000	'000	'000
Taken a mix of paid leave types	*2.5	*1.3	*3.8
Taken paid maternity leave only	*2.2	**0.5	*2.7
Taken a mix of paid and unpaid leave	6.1	18.4	24.5
Taken unpaid leave	5.8	11.9	17.7
Total	16.6	32.1	48.7
(a) Aged 18–54 with a child under the age of six.			

⁽b) The most recent maternity leave taken in the last five years. $\,$

⁽c) All categories are mutually exclusive.

	Average time on leave
Women who took maternity leave	Weeks
Taken a mix of paid leave types	20.1
Taken paid maternity leave only	13.6
Taken a mix of paid and unpaid leave	23.6
Taken unpaid leave only	22.3
(a) Aged 18–54 with a child under the age of six.	
(b) The most recent maternity leave taken in the last five years.	
(c) All categories are mutually exclusive.	

14 WOMEN(a) WHO TOOK MATERNITY LEAVE, WHETHER THEY RETURNED TO WORK(b)

	Number	Proportion
Return to work after maternity leave	'000	%
Returned to work	32.9	67.6
Did not return to work	8.4	17.2
Still on maternity leave	7.4	15.2
Total	48.7	100.0
(a) Aged 18-54 with a child under the age of six.		
(b) After most recent period of maternity leave.		

15 WOMEN(a) WHO TOOK MATERNITY LEAVE, POSITION WHEN RETURNED TO WORK(b)

_	Number	Proportion
Position returned to	'000	%
In exactly the same job with the same employer	14.2	43.2
In the same job with the same employer but with reduced hours	14.3	43.6
With the same employer but in a different job	**0.8	**2.5
With a different employer	*2.3	*6.9
Other	**1.2	**3.8
Total	32.9	100.0
(a) Aged 18-54 with a child under the age of six.		
(b) After most recent period of maternity leave.		

EXPLANATORY NOTES

INTRODUCTION

- This publication contains results from the 2002 Queensland State Supplementary Survey, Managing Paid Employment and Unpaid Caring Responsibilities. The survey was conducted throughout Queensland during the two weeks commencing Monday 7 October 2002, as a supplement to the ABS Monthly Population Survey (MPS).
- The MPS is a multi-stage area sample of private dwellings and 2 non-private dwellings (hotels, motels, caravan parks, etc.). Information is obtained from the occupants of selected dwellings by specially trained interviewers.
- For details of the design, scope and coverage of the Monthly Population Survey, readers should refer to any recent edition of the ABS publication, Australian Labour Market Statistics (cat. no. 6105.0) and the Information Paper: Labour Force Survey Sample Design (cat. no. 6269.0).
- Information was collected by either face-to-face or telephone interview from one responsible adult per household for all household members aged 18 years and over. This survey was conducted using seven-eighths of the full sample of private dwellings in Queensland that were included in the Monthly Population Survey and excluded:
- visitors to the household
- members of the permanent defence forces
- certain diplomatic personnel of overseas governments, customarily excluded from censuses and surveys
- overseas residents in Australia
- members of non-Australian defence forces (and their dependants) stationed in Australia
- residents of non-private dwellings such as hospitals and motels.
- Information was sought from approximately 9,200 persons, of whom about 9,000 (97%) responded.
- Coverage rules were applied to ensure that each person was associated with only one dwelling and hence had only one chance of selection in the survey.
- Estimates have been rounded and discrepancies may occur between sums of the component items and totals. Published percentages are calculated prior to rounding of the figures and therefore some discrepancy may occur between these percentages and those that could be calculated from the rounded figures.

SCOPE

COVERAGE

EFFECTS OF ROUNDING

DATA INTERPRETATION

Some of the tables in this publication include a column or row which is headed 'Other'. These contain respondent answers which could not be entered into any of the pre-coded response categories. The 'Other' categories are generally made up of widely varying responses given by a small proportion of the survey population.

ACKNOWLEDGMENT

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

RELATED PUBLICATIONS

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

Managing Caring Responsibilities and Paid Employment, New South Wales, October 2000, cat. no. 4903.1

Balancing Work and Caring Responsibilities, New South Wales, October 1999, cat. no. 4903.1

Balancing Work and Caring Responsibilities, Tasmania, October 1999, cat. no. 4903.6

Career Experience, Australia, November 1998, cat. no. 6254.0.

Working Arrangements, Australia, August 1997, cat. no. 6342.0

Workers with Family Responsibilities, Western Australia, October 1993, cat. no. 4408.5

Australia's Families — Selected findings from the Survey of Families in Australia, March - May 1992, cat. no. 4418.0

Employment Arrangements and Superannuation, Australia, April - June 2000, cat. no. 6361.0

Child Care, Australia, June 1999, cat. no. 4402.0.

PREVIOUS STATE SUPPLEMENTARY SURVEYS

11 Previous Queensland State Supplementary Survey publications are:

Safety in the Home, Queensland, October 2001, cat. no. 4387.3

Population Mobility, Queensland, October 2000, cat. no. 3237.3

Working Hours of Wage and Salary Earners, Queensland, October 1999, cat. no. 6344.3

Persons Aged Fifty Years and Over, Queensland, October 1998, cat. no. 4139.3

Travel to and from Work and Place of Study, Brisbane and Moreton Statistical Divisions, Queensland, October 1997, cat. no. 9201.3

PREVIOUS STATE SUPPLEMENTARY SURVEYS continued

Survey of Safety in the Home, Queensland, October 1996, cat. no. 4387.3

Knowledge and Use of the Queensland Government Seniors Card, October 1995, cat. no. 8178.3

Overseas and Interstate Visitors to Queensland Households and Interstate Trips by Queenslanders, October 1994, cat. no. 8633.3

Participation in Sporting and Physical Recreational Activities, Queensland, October 1993, cat. no. 4110.3

Housing Intentions, Preferences and Attitudes, Queensland, October 1991, cat. no. 8710.3

Consumer Credit, Queensland, October 1990, cat. no. 5670.3.

ADDITIONAL DATA

- 12 Additional data for this current survey (Managing Paid Employment and Unpaid Caring Responsibilities, Queensland 2002) are available subject to confidentiality and data quality restrictions.
- 13 The data are available on a fee-for-service basis. For further information about this service, please contact Lipan Rahman, ABS State and Territory Statistical Services, email lipan.rahman@abs.gov.au> or 07 3222 6235.

TECHNICAL NOTES

RELIABILITY OF ESTIMATES

The estimates provided in this publication are based on a sample of approximately 9,200 persons who were aged 18 years and over in Queensland in October 2002. Therefore, the estimates may be subject to two types of error: sampling and non-sampling.

Sampling error

Sampling error is the difference which would be expected between the estimate from a sample and the corresponding figure that would have been obtained from a survey using the same questionnaire and procedures involving the entire population.

Non-sampling error

- Non-sampling errors may arise as a result of errors in the reporting, recording or processing of the data and can occur even if there is a complete enumeration of the population. Non-sampling errors can be introduced through inadequacies in the questionnaire, non-response, inaccurate reporting by respondents, errors in the application of survey procedures, incorrect recording of answers and errors in data entry and processing.
- It is difficult to measure the size of the non-sampling errors. The extent of these errors could vary considerably from survey to survey and from question to question. Every effort is made in the design of the survey and development of survey procedures to minimise the effect of these errors.

ESTIMATES OF SAMPLING **ERROR**

- One measure of the variability of estimates which occurs as a result of surveying only a sample of the population is the standard error (SE).
- There are about two chances in three (67%) that a survey estimate is within one standard error of the figure that would have been obtained if all households/persons had been included in the survey. There are about nineteen chances in twenty (95%) that the estimate will lie within two standard errors.
- The standard error can also be expressed as a percentage of the estimate. This is known as the relative standard error (RSE). The RSE is determined by dividing the standard error of an estimate SE(x) by the estimate x and expressing it as a percentage. That is:

RSE(x) = 100*SE(x)/x (where x is the estimate).

The RSE is a measure of the percentage error likely to have occurred due to sampling.

- Table T1 gives approximate RSEs for this survey, for general application to estimates. These figures will not give a precise measure of the SE of a particular estimate, but they will provide an indication of its magnitude.
- Linear interpolation is used to calculate the standard error of estimates falling between the sizes of estimates listed in the table.

ESTIMATES OF SAMPLING **ERROR** continued

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

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

11 Estimates derived from very small sample sizes are subject to such high RSEs as to detract seriously from their value for most reasonable uses. Only estimates with an RSE less than 25% are considered sufficiently reliable for most purposes. In this survey, estimates between 4,582 and 1,300 have a RSE between 25% and 50% and have been indicated with the symbol '*'. Estimates smaller than 1,300 have a RSE greater than 50% and have been indicated with the symbol '**'. Any estimate preceded by '*' or '**' symbol should be used with caution.

STANDARD ERRORS OF ESTIMATES OF QUEENSLAND PERSONS, **T1** OCTOBER 2002

Size of estimate	Standard error	Relative standard error
(persons)	no.	%
500	420	83.7
700	490	69.9
1 000	580	57.6
1 500	690	46.3
2 000	790	39.5
2 500	850	35.0
3 000	950	31.6
3 500	1 000	29.0
4 000	1 100	27.0
5 000	1 200	23.8
7 000	1 400	19.7
10 000	1 600	16.1
15 000	1 900	12.8
20 000	2 200	10.9
30 000	2 600	8.6
40 000	2 900	7.3
50 000	3 200	6.4
100 000	4 250	4.3
150 000	5 050	3.4
200 000	5 650	2.8
300 000	6 650	2.2
500 000	8 150	1.6
1 000 000	10 700	1.1
2 000 000	13 950	0.7
5 000 000	19 650	0.4

GLOSSARY

Carers

For the purposes of this survey a carer is defined as any person in Queensland aged 18 years or over who, in the last six months had a child under 15 years of age, as well as anyone who cared for someone else including:

- any other child under 15 years of age
- an elderly person
- any person with a short or long term sickness, injury or condition where this care is not done as part of paid work.

It is possible for a carer to provide care to more than one person.

Casual work

Work for which the employee does not receive paid holiday leave or sick leave. A casual loading is generally paid on top of the normal permanent wage to compensate for not receiving these benefits.

Employee

Person (aged 18 years and over) who worked for one hour or more during the Labour Force reference week, for pay, profit, commission or payment-in-kind, or who had a job but was not at work.

Flex-time

Arrangement whereby an employee can take time off work that must be made up at a later date or that has already been accrued by working extra hours (also known as time off in lieu).

Maternity leave

Paid or unpaid leave provided by an employer to a female employee, covering a set period preceding and immediately following the birth of a child. Only women aged between 18 and 54 who had a child under 15 and who nominated that they had taken maternity leave in the last five years were included. Women on maternity leave at the time of the survey were also included.

Not in the Labour Force

Person (aged 18 years and over) who was not actively looking for part-time or full-time work.

Part-time work

Employed persons who usually worked less than 35 hours a week.

Rostered day off

A day off work arranged to limit total time worked to standard hours.

Sector of employment

Used to classify persons according to whether their employer is a public or private enterprise. Categories used are, the Government or Public Service, a Private Company or Business, and Other which included government corporations and community based (nonprofit) organisations.

Types of working arrangements

Respondents were asked about various work arrangements and types of leave used for caring. These include flex-time, rostered day off or time off in lieu; working from home; temporarily reduce hours of work; informal arrangements with employer; paid leave; and unpaid leave. Perceptions of these terms were left to the respondent. Only carers who were employees were asked questions about these working arrangements.

Unemployed

Person (aged 18 years and over) who was not employed during the Labour Force reference week.

For further information, please refer to any recent edition of the ABS publication, Australian Labour Market Statistics (cat. no. 6105.0).

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Payments, Labour Force, Average Weekly Earnings, Estimated Resident Population and the Consumer Price Index call 1900 986 400 (call cost 77c per minute).

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