

CAREER EXPERIENCE

AUSTRALIA

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- For further information about these and related statistics, contact Jon Havelock on Canberra 02 6252 7747, facsimile 02 6252 7784, or any ABS office shown on the back cover of this publication.

NOTES

ABOUT THIS PUBLICATION

This publication presents information about the career experience of employees. By presenting a number of demographic classifications and characteristics of the jobs of employees it provides insights into career opportunities of Australian workers. It provides information on employees with family responsibilities and on issues such as workplace flexibility and barriers to career development.

Statistics in this publication were obtained from the Career Experience Survey that was conducted throughout Australia in November 1998 as a supplement to the Australian Bureau of Statistics monthly Labour Force Survey.

Data from the survey relate to persons who were employees in their main job.

This survey collects details of the current job and changes in the job such as promotions, transfers and training opportunities. Other information available includes breaks away from work for six months or more and reasons for those breaks, educational attainment, number of dependent children, type of leave taken when the youngest child was born and childcare arrangements.

SYMBOLS AND OTHER USAGES

ABS	Australian Bureau of Statistics
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASIC	Australian Standard Industrial Classification
LFS	Labour Force Survey
RSE	Relative Standard Error
SE	Standard Error
*	subject to sampling variability too high for most practical uses
. .	not applicable

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

STATE INQUIRIES

See page 41 for ABS State office contact numbers.

W. McLennan
Australian Statistician

SUMMARY OF FINDINGS

OVERVIEW

In November 1998 there were 7,006,600 employees in the Australian labour force. Of these:

- 5,100,200 had been with their current employer for one year or more and had experienced some change in their work in the previous 12 months;
- 296,300 had been with their current employer for one year or more and had no change in their work; and
- 1,610,100 employees had been with their current employer for less than one year.

CHANGES IN WORK

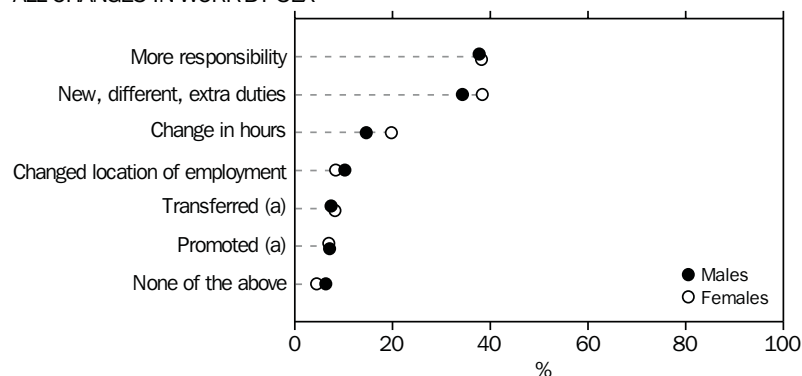
Information on changes in work in the last 12 months was collected from employees who had worked with their current employer for one year or more.

The most commonly reported changes were: 'more responsibility' (reported by 38% of these employees); 'new, different or extra duties' (36%) and 'a change in hours' (17%). Other changes include 'changed location', 'transfer' and 'promotion' (each at 7% to 9%). A small proportion reported 'no change at all' (5%).

These results are similar to those obtained in 1996.

Female employees were more likely to have had 'new, different or extra duties' (38%) and 'changed hours' (20%) than male employees (34% and 15% respectively). A similar proportion of male and female employees had been promoted (7%).

ALL CHANGES IN WORK BY SEX



(a) Excludes owner-managers of incorporated enterprises who were not asked whether they had been promoted or transferred.

The proportion of full-time employees who were 'promoted' (8%) or 'transferred' (9%) was significantly higher than that of part-time employees (2% and 4% respectively).

Full-time employees were more likely to have had 'more responsibility' (42%) and 'new, different or extra duties' (39%) than part-time employees (25% and 26% respectively).

CHANGES IN WORK
continued

The most common change for part-time employees was a 'change in hours'. More than one-quarter (27%) of part-time employees had a 'change in hours' compared to only 14% of full-time employees.

Being given 'more responsibility' was the most common change reported by employees in all age groups except those aged 55 years and over. Employees aged 20–34 years were most likely to have been given 'more responsibility' (43%) compared to (34%) for those aged 45–54 years and (22%) for those aged 55 years and over.

Younger employees were more likely to be promoted or transferred than older persons. Some 11% of employees aged 20–34 years had been promoted and 11% had been transferred. In contrast, only 2% of those aged 55 years and over were promoted and 3% transferred.

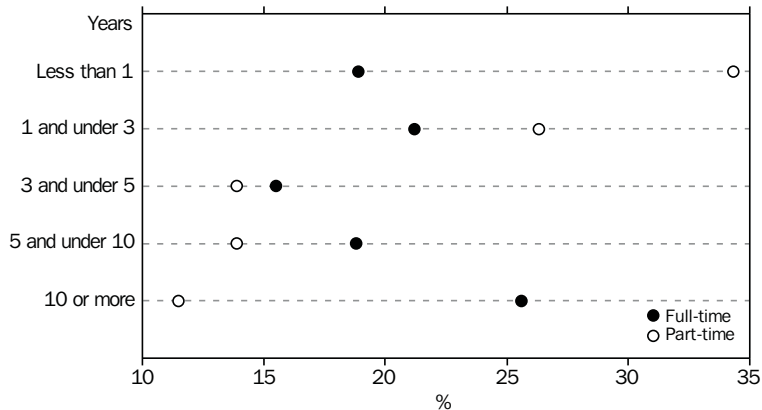
A higher proportion of managers and administrators were promoted or transferred than employees in any other occupation group (13% promoted and 11% transferred). Associate professionals (10% promoted and 10% transferred) and intermediate clerical, sales and service workers (9% and 11% respectively) also had a high rate of promotion and transfer.

LENGTH OF TIME WITH
CURRENT EMPLOYER

In November 1998, 5,396,500 employees had been with their current employer for one year or more and 1,610,100 had been with their current employer for less than one year.

Full-time employees were more likely to have worked for their current employer for a greater length of time than those working part-time. An estimated 44% of full-time employees had worked for five years or more for their current employer compared to just 25% of part-timers. In contrast, 34% of part-time employees had worked less than one year for their current employer compared to 19% of full-time employees.

LENGTH OF TIME WITH CURRENT EMPLOYER



LENGTH OF TIME WITH
CURRENT EMPLOYER
continued

Similarly, permanent employees were more likely to have worked five years or more for their current employer than casuals—46% of permanent employees compared to 21% of casuals.

EDUCATION AND TRAINING

Of those employees who had worked for their current employer for one year or more, 44% received some kind of education or formal training in the 12 months to November 1998. Employees who received some kind of education or formal training had higher rates of promotion and job transfer. Of those who received some kind of education or formal training, 11% gained a promotion and 12% transferred jobs, compared to 4% and 5% respectively for those who did not.

The majority (85%) of the 2,841,700 employees who studied for an educational qualification or attended a formal training course had received some assistance from their employer. Of those full-time employees who attended formal training or studied, a large proportion (89%) received some form of assistance from their employer. In contrast, 69% of part-time employees received assistance.

CAREER BREAKS

Of those employees who had worked for their current employer for six months or more, 182,100 (3%) had taken a break of six months or more from their current employment.

Two-thirds (66%) of employees who took a break of six months or more were women, most of whom (62%) cited family reasons as the main reason for their break. More than half (51%) of those women who had a break for family reasons had a child or children under 12 years of age.

The majority (44%) of men took their most recent break from work of six months or more for personal reasons. In comparison, personal reasons were given by only 27% of women.

CHILDCARE

Just over half (51%) of the 1,309,800 employees with children under 12 years of age reported that they used some form of childcare. Just under half (49%) of these employees used informal care only.

Employees whose youngest child was aged under six years were more likely to use childcare (59%) than those whose youngest child was aged 6–12 years (39%).

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1. EMPLOYEES: WHETHER HAD CHANGE IN WORK IN THE LAST TWELVE MONTHS

	<i>With current employer for one year or more</i>				<i>With current employer for less than one year</i>	
	<i>Had some change in work</i>		<i>Had no change in work</i>		<i>November 1996</i>	<i>November 1998</i>
	<i>November 1996</i>	<i>November 1998</i>	<i>November 1996</i>	<i>November 1998</i>		
MALES						
— '000 —						
<i>Age group (years) —</i>						
15-24	371.8	356.4	11.8	8.6	295.2	294.2
25-34	709.0	748.2	63.9	41.0	280.7	256.5
35-44	724.0	767.2	57.6	50.3	177.9	160.9
45-54	579.5	639.7	68.0	56.8	107.5	106.2
55 and over	264.7	301.1	39.3	30.9	38.8	35.1
<i>Birthplace —</i>						
Born in Australia	1,941.3	2,061.3	189.2	146.4	668.5	635.9
Born outside Australia	707.7	751.3	51.3	41.2	231.7	217.1
Born in main English-speaking countries	296.3	309.7	27.1	22.2	101.6	104.2
Born in other countries	411.4	441.7	24.2	19.0	130.1	112.9
<i>Educational attainment —</i>						
With post-school qualifications	1,324.5	1,589.4	129.7	105.7	396.6	424.9
Without post-school qualifications	1,314.8	1,211.1	108.8	82.0	503.0	427.4
Not asked(a)	9.7	12.1	*2.0	*0.0	*0.6	*0.6
<i>Full-time or part-time status —</i>						
Full-time	2,471.4	2,571.3	232.1	181.6	659.2	621.8
Part-time	177.6	241.4	8.4	*6.1	241.1	231.2
<i>Permanent or casual status —</i>						
Permanent	2,296.4	2,377.3	230.7	182.5	530.1	501.6
Casual	352.6	435.3	9.8	*5.2	370.1	351.3
<i>Sector —</i>						
Public	613.0	574.4	94.9	65.3	103.0	76.7
Private	2,036.0	2,238.2	145.6	122.3	797.2	776.3
<i>Length of time with current employer (years) —</i>						
Less than 1	..	..	..	..	900.2	852.9
1 and under 3	797.0	814.2	14.0	8.6	..	..
3 and under 5	433.1	528.1	22.2	21.1	..	..
5 and under 10	629.3	607.3	58.1	39.2	..	..
10 or more	789.7	863.0	146.2	118.7	..	..
<i>Whether had one or more positions with current employer —</i>						
One position	1,998.8	2,192.1	*0.0	*0.0	849.6	806.8
More than one position	650.2	620.5	240.5	187.6	50.6	46.1
<i>Length of time in current position —</i>						
Less than 6 months	98.7	99.2	*1.6	*0.6	506.5	529.3
6 months to less than 1 year	103.2	74.2	*1.4	*0.0	393.1	323.7
1 year to less than 3 years	886.5	934.3	85.9	67.7	*0.0	*0.0
3 years to less than 5 years	460.6	540.6	45.8	47.8	*0.0	*0.0
5 years to less than 10 years	567.1	544.2	61.8	37.5	*0.7	*0.0
10 years or more	532.9	620.2	44.1	34.0	*0.0	*0.0
<i>Whether had one or more periods of employment with current employer —</i>						
One period of employment	2,435.3	2,574.0	216.3	162.9	757.2	736.1
More than one period of employment	213.7	238.7	24.2	24.8	143.0	116.8
<i>Whether had a break from work of six months or more —</i>						
Had a break from work	60.3	58.5	8.2	*4.2	*4.8	*2.0
Did not have a break from work	2,581.3	2,749.0	232.0	183.4	396.4	327.3
Did not know	6.9	*3.4	*0.3	*0.0	3.4	*5.7
Currently on a break from work	*0.5	*1.7	*0.0	*0.0	*0.0	*0.0
With current employer for less than 6 months	..	..	..	..	495.6	517.8
Total	2,649.0	2,812.6	240.5	187.6	900.2	852.9

(a) Persons aged 70 years and over were not asked about their educational qualifications.

1. EMPLOYEES: WHETHER HAD CHANGE IN WORK IN THE LAST TWELVE MONTHS—continued

	<i>With current employer for one year or more</i>				<i>With current employer for less than one year</i>	
	<i>Had some change in work</i>		<i>Had no change in work</i>			
	<i>November 1996</i>	<i>November 1998</i>	<i>November 1996</i>	<i>November 1998</i>	<i>November 1996</i>	<i>November 1998</i>
FEMALES						
— '000 —						
<i>Age group (years) —</i>						
15-24	326.2	328.1	*6.6	*6.6	275.3	263.7
25-34	542.9	568.3	30.3	34.3	245.2	224.3
35-44	612.8	629.4	42.2	30.4	171.2	155.0
45-54	493.3	574.2	38.2	29.0	90.7	96.5
55 and over	148.6	187.7	9.0	*8.3	19.7	17.6
<i>Birthplace —</i>						
Born in Australia	1,648.4	1,752.7	100.3	86.4	623.5	581.0
Born outside Australia	490.9	534.9	26.0	22.2	178.6	176.2
Born in main English-speaking countries	221.7	245.5	14.3	11.3	79.9	85.7
Born in other countries	269.2	289.4	11.6	10.9	98.8	90.5
<i>Educational attainment —</i>						
With post-school qualifications	979.0	1,157.1	61.1	54.7	360.0	390.7
Without post-school qualifications	1,154.6	1,123.6	65.2	53.9	441.0	366.6
Not asked(a)	*5.7	*6.9	*0.0	*0.0	*1.1	*0.0
<i>Full-time or part-time status —</i>						
Full-time	1,271.6	1,362.1	97.2	76.5	377.8	359.3
Part-time	867.7	925.5	29.1	32.1	424.3	397.9
<i>Permanent or casual status —</i>						
Permanent	1,613.0	1,719.0	116.1	102.2	419.3	386.9
Casual	526.3	568.6	10.2	*6.4	382.8	370.3
<i>Sector —</i>						
Public	620.0	635.1	64.9	40.8	153.9	149.2
Private	1,519.3	1,652.6	61.3	67.9	648.2	608.0
<i>Length of time with current employer (years) —</i>						
Less than 1	..	..	..	..	802.1	757.2
1 and under 3	744.8	744.0	10.7	12.2	..	..
3 and under 5	373.2	490.5	14.5	15.6	..	..
5 and under 10	541.4	543.7	42.5	35.1	..	..
10 or more	479.9	509.4	58.6	45.7	..	..
<i>Whether had one or more positions with current employer —</i>						
One position	1,670.5	1,805.9	*0.0	*0.0	738.4	709.4
More than one position	468.8	481.7	126.3	108.6	63.7	47.8
<i>Length of time in current position —</i>						
Less than 6 months	83.7	95.1	*0.5	*1.5	461.2	467.8
6 months to less than 1 year	95.9	75.7	*4.4	*0.0	339.7	287.8
1 year to less than 3 years	786.0	813.9	44.0	52.5	*0.5	*1.1
3 years to less than 5 years	363.1	453.6	28.9	27.3	*0.7	*0.6
5 years to less than 10 years	451.0	467.1	36.1	18.1	*0.0	*0.0
10 years or more	359.6	382.1	12.4	9.2	*0.0	*0.0
<i>Whether had one or more periods of employment with current employer —</i>						
One period of employment	1,886.5	2,032.4	104.7	92.6	680.6	632.5
More than one period of employment	252.8	255.2	21.6	16.0	121.5	124.7
<i>Whether had a break from work of six months or more —</i>						
Had a break from work	125.4	107.9	14.2	9.4	9.9	*3.4
Did not have a break from work	2,008.0	2,168.4	111.0	99.3	340.7	302.1
Did not know	*4.3	*5.3	*0.6	*0.0	*3.6	*2.2
Currently on a break from work	*1.7	*6.0	*0.5	*0.0	*0.0	*0.5
With current employer for less than 6 months	..	..	..	..	447.8	449.1
Total	2,139.3	2,287.6	126.3	108.6	802.1	757.2

(a) Persons aged 70 years and over were not asked about their educational qualifications.

1. EMPLOYEES: WHETHER HAD CHANGE IN WORK IN THE LAST TWELVE MONTHS—continued

	<i>With current employer for one year or more</i>				<i>With current employer for less than one year</i>	
	<i>Had some change in work</i>		<i>Had no change in work</i>			
	<i>November 1996</i>	<i>November 1998</i>	<i>November 1996</i>	<i>November 1998</i>	<i>November 1996</i>	<i>November 1998</i>
	PERSONS					
	— '000 —					
<i>Age group (years) —</i>						
15-24	698.0	684.4	18.4	15.2	570.6	557.9
25-34	1,251.9	1,316.5	94.2	75.3	525.8	480.8
35-44	1,336.8	1,396.5	99.8	80.7	349.1	316.0
45-54	1,072.8	1,213.9	106.2	85.8	198.2	202.6
55 and over	428.9	488.8	48.2	39.2	58.6	52.8
<i>Birthplace —</i>						
Born in Australia	3,589.7	3,814.0	289.6	232.8	1,292.0	1,216.9
Born outside Australia	1,198.6	1,286.3	77.2	63.4	410.3	393.3
Born in main English-speaking countries	518.0	555.2	41.4	33.6	181.5	189.9
Born in other countries	680.6	731.0	35.8	29.9	228.8	203.4
<i>Educational attainment —</i>						
With post-school qualifications	2,303.5	2,746.5	190.8	160.3	756.6	815.6
Without post-school qualifications	2,469.4	2,334.7	174.0	135.9	944.0	793.9
Not asked(a)	15.4	19.0	*2.0	*0.0	*1.7	*0.6
<i>Full-time or part-time status —</i>						
Full-time	3,743.0	3,933.4	329.3	258.1	1,037.0	981.0
Part-time	1,045.3	1,166.8	37.5	38.2	665.3	629.1
<i>Permanent or casual status —</i>						
Permanent	3,909.4	4,096.3	346.8	284.7	949.4	888.5
Casual	878.9	1,003.9	20.0	11.5	752.9	721.6
<i>Sector —</i>						
Public	1,233.0	1,209.5	159.8	106.1	256.9	225.9
Private	3,555.4	3,890.7	207.0	190.2	1,445.4	1,384.3
<i>Length of time with current employer (years) —</i>						
Less than 1	..	..	..	..	1,702.3	1,610.1
1 and under 3	1,541.8	1,558.2	24.8	20.8	..	..
3 and under 5	806.2	1,018.6	36.7	36.7	..	..
5 and under 10	1,170.7	1,151.1	100.6	74.3	..	..
10 or more	1,269.6	1,372.3	204.7	164.4	..	..
<i>Whether had one or more positions with current employer —</i>						
One position	3,669.3	3,998.0	*0.0	*0.0	1,588.1	1,516.2
More than one position	1,119.0	1,102.2	366.8	296.3	114.2	93.9
<i>Length of time in current position —</i>						
Less than 6 months	182.4	194.3	*2.1	*2.1	967.7	997.0
6 months to less than 1 year	199.1	149.9	*5.8	*0.0	732.8	611.4
1 year to less than 3 years	1,672.5	1,748.2	129.9	120.2	*0.5	*1.1
3 years to less than 5 years	823.7	994.2	74.7	75.1	*0.7	*0.6
5 years to less than 10 years	1,018.1	1,011.3	97.9	55.6	*0.7	*0.0
10 years or more	892.5	1,002.3	56.5	43.3	*0.0	*0.0
<i>Whether had one or more periods of employment with current employer —</i>						
One period of employment	4,321.8	4,606.3	321.0	255.4	1,437.8	1,368.6
More than one period of employment	466.6	493.9	45.8	40.8	264.6	241.6
<i>Whether had a break from work of six months or more —</i>						
Had a break from work	185.7	166.4	22.3	13.6	14.7	*5.5
Did not have a break from work	4,589.3	4,917.4	343.0	282.7	737.1	629.4
Did not know	11.2	8.7	*0.9	*0.0	*7.1	*7.9
Currently on a break from work	*2.2	*7.7	*0.5	*0.0	*0.0	*0.5
With current employer for less than 6 months	..	..	..	..	943.5	966.9
Total	4,788.3	5,100.2	366.8	296.3	1,702.3	1,610.1

(a) Persons aged 70 years and over were not asked about their educational qualifications.

2. CAREER EXPERIENCE OF FULL-TIME EMPLOYEES

	Males			Females			Persons		
	Permanent	Casual	Total	Permanent	Casual	Total	Permanent	Casual	Total
— '000 —									
<i>Length of time with current employer —</i>									
Less than one year	478.8	143.0	621.8	296.3	63.0	359.3	775.1	206.0	981.0
Less than 6 months	249.2	106.2	355.4	147.0	44.2	191.2	396.2	150.4	546.6
6 and under 12 months	229.6	36.8	266.3	149.3	18.8	168.1	378.9	55.5	434.4
1 and under 3 years	597.2	92.7	689.9	372.8	33.6	406.4	970.0	126.3	1,096.3
3 and under 5 years	454.8	41.4	496.2	288.7	15.0	303.7	743.5	56.4	799.9
5 and under 10 years	561.7	47.8	609.5	340.1	20.6	360.7	901.7	68.4	970.2
10 or more	882.3	74.9	957.3	348.7	19.1	367.8	1,231.0	94.0	1,325.0
<i>Length of time in current position —</i>									
Less than one year	643.6	146.7	790.3	419.4	67.5	487.0	1,063.0	214.2	1,277.2
Less than 6 months	351.4	108.4	459.8	232.4	46.5	278.9	583.8	154.9	738.7
6 and under 12 months	292.2	38.3	330.5	187.0	21.1	208.1	479.2	59.3	538.5
1 and under 3 years	776.1	91.9	868.0	460.5	34.0	494.4	1,236.6	125.9	1,362.5
3 and under 5 years	495.6	42.1	537.7	268.0	12.8	280.7	763.6	54.9	818.4
5 and under 10 years	502.3	46.0	548.3	271.6	20.4	291.9	773.9	66.4	840.2
10 or more	557.2	73.1	630.3	227.2	16.6	243.8	784.4	89.7	874.1
<i>Whether had any change in work with current employer in the last twelve months —</i>									
With current employer for one year or more	2,496.0	256.8	2,752.8	1,350.3	88.3	1,438.6	3,846.3	345.1	4,191.4
Had some change in work	2,315.3	256.0	2,571.3	1,274.1	88.0	1,362.1	3,589.4	344.0	3,933.4
No change in work reported	180.7	*0.8	181.6	76.2	*0.3	76.5	256.9	*1.2	258.1
With current employer for less than one year	478.8	143.0	621.8	296.3	63.0	359.3	775.1	206.0	981.0
<i>Whether had a break from work of six months or more —</i>									
With current employer for six months or more	2,725.6	293.6	3,019.2	1,499.6	107.1	1,606.7	4,225.2	400.6	4,625.9
Had a break of six months or more	55.6	*5.1	60.7	56.5	*3.7	60.2	112.1	8.8	120.9
Did not have a break of six months or more	2,662.5	287.1	2,949.6	1,435.2	102.6	1,537.8	4,097.7	389.8	4,487.4
Did not know	*6.4	*0.7	*7.2	*4.6	*0.7	*5.3	11.1	*1.4	12.5
Currently away from work	*1.1	*0.7	*1.7	*3.3	*0.0	*3.3	*4.4	*0.7	*5.1
With current employer for less than six months	249.2	106.2	355.4	147.0	44.2	191.2	396.2	150.4	546.6
<i>Whether received training in the last twelve months —</i>									
Had some study or training(a)	1,851.9	133.5	1,985.3	1,135.4	69.6	1,204.9	2,987.2	203.0	3,190.3
Only one type	872.6	84.4	957.0	502.9	45.1	548.0	1,375.5	129.4	1,505.0
More than one type	979.3	49.1	1,028.3	632.4	24.5	656.9	1,611.7	73.6	1,685.3
Had no study or training	1,122.9	266.3	1,389.3	511.3	81.7	593.0	1,634.2	348.0	1,982.2
<i>Whether had one or more positions with current employer —</i>									
One position	2,179.3	379.4	2,558.7	1,201.9	138.2	1,340.1	3,381.2	517.6	3,898.8
More than one position	795.5	20.4	815.9	444.8	13.0	457.8	1,240.2	33.5	1,273.7
<i>Whether had one or more periods of employment with current employer —</i>									
One period of employment	2,715.5	350.7	3,066.1	1,479.7	131.9	1,611.5	4,195.1	482.6	4,677.7
More than one period of employment	259.3	49.1	308.4	167.0	19.4	186.4	426.3	68.5	494.8
<i>Size of location (employees) —</i>									
Less than 10	578.9	235.4	814.3	291.3	67.5	358.8	870.2	302.8	1,173.1
10-19	335.6	40.2	375.8	185.7	16.5	202.3	521.3	56.7	578.1
20-99	808.0	52.5	860.6	463.3	27.8	491.1	1,271.3	80.3	1,351.7
100 or more	1,145.3	47.9	1,193.2	660.7	30.1	690.8	1,806.0	78.0	1,884.0
Don't know	106.9	23.8	130.7	45.6	9.3	54.9	152.5	33.1	185.6
Total	2,974.8	399.8	3,374.6	1,646.6	151.3	1,797.9	4,621.4	551.1	5,172.5

(a) Includes study for an educational qualification, attending training course(s), on-the-job training and other training.

3. CAREER EXPERIENCE OF PART-TIME EMPLOYEES

	Males			Females			Persons		
	Permanent	Casual	Total	Permanent	Casual	Total	Permanent	Casual	Total
	— '000 —								
<i>Length of time with current employer —</i>									
Less than one year	22.8	208.4	231.2	90.6	307.3	397.9	113.4	515.7	629.1
Less than 6 months	13.9	148.5	162.4	48.3	210.0	258.3	62.2	358.5	420.7
6 and under 12 months	8.9	59.9	68.8	42.3	97.3	139.6	51.2	157.2	208.4
1 and under 3 years	29.5	103.4	132.9	131.7	218.1	349.7	161.2	321.5	482.7
3 and under 5 years	14.7	38.3	53.0	90.8	111.6	202.4	105.4	150.0	255.4
5 and under 10 years	11.8	25.2	37.1	120.8	97.4	218.1	132.6	122.6	255.2
10 or more	*7.8	16.7	24.4	127.7	59.6	187.3	135.5	76.2	211.7
<i>Length of time in current position —</i>									
Less than one year	24.9	211.8	236.7	120.0	321.0	440.9	144.9	532.7	677.6
Less than 6 months	16.0	153.3	169.3	62.9	222.6	285.5	78.9	375.8	454.8
6 and under 12 months	8.9	58.5	67.4	57.0	98.4	155.4	65.9	156.9	222.8
1 and under 3 years	29.4	104.5	133.9	151.3	221.8	373.1	180.7	326.3	507.0
3 and under 5 years	14.4	36.4	50.7	94.2	106.5	200.7	108.6	142.8	251.4
5 and under 10 years	10.4	23.0	33.4	103.1	90.1	193.2	113.5	113.1	226.7
10 or more	*7.6	16.3	23.9	92.9	54.7	147.6	100.5	71.0	171.4
<i>Whether had any change in work with current employer in the last twelve months —</i>									
With current employer for one year or more	63.8	183.6	247.4	470.9	486.7	957.6	534.7	670.3	1,205.0
Had some change in work	62.1	179.3	241.4	444.9	480.6	925.5	506.9	659.9	1,166.8
No change in work reported	*1.8	*4.3	*6.1	26.0	*6.1	32.1	27.8	10.4	38.2
With current employer for less than one year	22.8	208.4	231.2	90.6	307.3	397.9	113.4	515.7	629.1
<i>Whether had a break from work of six months or more —</i>									
With current employer for six months or more	72.7	243.5	316.2	513.2	584.4	1,097.6	585.9	827.9	1,413.8
Had a break of six months or more	*1.2	*3.0	*4.1	35.7	24.8	60.4	36.8	27.7	64.6
Did not have a break of six months or more	71.5	238.6	310.1	475.6	556.4	1,032.0	547.1	795.0	1,342.1
Did not know	*0.0	*1.9	*1.9	*0.0	*2.2	*2.2	*0.0	*4.1	*4.1
Currently away from work	*0.0	*0.0	*0.0	*2.0	*1.1	*3.1	*2.0	*1.1	*3.1
With current employer for less than six months	13.9	148.5	162.4	48.3	209.5	257.9	62.2	358.0	420.3
<i>Whether received training in the last twelve months —</i>									
Had some study or training(a)	47.0	154.0	201.0	375.6	325.4	701.0	422.6	479.4	902.0
Only one type	32.3	115.8	148.1	180.4	223.1	403.5	212.7	339.0	551.6
More than one type	14.7	38.1	52.9	195.2	102.3	297.5	210.0	140.4	350.4
Had no study or training	39.6	238.0	277.6	185.9	468.6	654.5	225.5	706.6	932.1
<i>Whether had one or more positions with current employer —</i>									
One position	77.3	363.0	440.3	445.9	729.2	1,175.1	523.2	1,092.2	1,615.4
More than one position	9.4	29.0	38.3	115.6	64.8	180.4	124.9	93.7	218.7
<i>Whether had one or more periods of employment with current employer —</i>									
One period of employment	76.4	330.4	406.7	481.4	664.5	1,145.9	557.8	994.8	1,552.7
More than one period of employment	10.2	61.6	71.8	80.1	129.5	209.6	90.3	191.1	281.4
<i>Size of location (employees) —</i>									
Less than 10	19.6	121.3	140.9	121.8	281.1	402.9	141.4	402.5	543.8
10-19	10.7	53.3	64.0	71.3	130.1	201.4	82.0	183.5	265.4
20-99	25.4	100.1	125.5	168.3	172.9	341.1	193.7	273.0	466.6
100 or more	22.4	72.8	95.2	185.5	157.7	343.2	207.8	230.5	438.4
Don't know	8.6	44.4	53.0	14.7	52.1	66.8	23.3	96.5	119.8
Total	86.6	392.0	478.6	561.5	794.0	1,355.5	648.1	1,186.0	1,834.1

(a) Includes study for an educational qualification, attending training course(s), on-the-job training and other training.

4. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: WHETHER HAD CHANGE IN WORK IN THE LAST TWELVE MONTHS

	<i>Had some change</i>			<i>Had no change</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	— '000 —								
<i>Industry —</i>									
Agriculture, forestry, and fishing	79.1	28.9	108.1	*0.4	*0.9	*1.3	79.5	29.8	109.3
Mining	46.4	*5.5	51.9	*3.4	*0.0	*3.4	49.8	*5.5	55.3
Manufacturing	580.0	209.2	789.2	38.7	9.7	48.4	618.7	218.9	837.6
Electricity, gas and water supply	47.4	8.9	56.4	*6.2	*1.2	*7.4	53.7	10.1	63.8
Construction	234.0	34.4	268.4	*5.5	*0.7	*6.2	239.5	35.1	274.6
Wholesale trade	229.1	81.1	310.2	20.3	*4.5	24.8	249.4	85.6	334.9
Retail trade	279.9	343.8	623.7	15.8	12.8	28.6	295.7	356.6	652.3
Accommodation, cafes and restaurants	80.3	108.8	189.1	*5.7	*5.1	10.9	86.0	113.9	200.0
Transport and storage	172.2	55.5	227.6	17.3	*3.3	20.5	189.5	58.7	248.2
Communication services	71.1	44.1	115.2	*5.6	*0.7	*6.3	76.6	44.9	121.5
Finance and insurance	110.7	128.2	238.9	*7.1	13.0	20.1	117.8	141.2	259.0
Property and business services	297.1	224.4	521.5	10.5	*5.3	15.8	307.5	229.7	537.3
Government administration and defence	141.1	113.3	254.4	16.6	10.9	27.4	157.7	124.2	281.9
Education	154.2	307.7	461.9	11.8	10.8	22.6	165.9	318.5	484.4
Health and community services	113.9	458.4	572.3	12.2	23.2	35.4	126.1	481.6	607.7
Cultural and recreational services	60.6	63.9	124.6	*3.3	*4.0	*7.4	64.0	68.0	132.0
Personal and other services	115.5	71.2	186.7	*7.3	*2.6	9.9	122.8	73.8	196.6
<i>Occupation —</i>									
Managers and administrators	236.8	55.0	291.8	24.0	*6.1	30.1	260.9	61.0	321.9
Professionals	545.6	531.2	1,076.7	34.0	24.0	58.0	579.6	555.2	1,134.8
Associate professionals	342.6	203.1	545.7	33.3	14.8	48.1	375.9	217.9	593.8
Tradespersons and related workers	583.7	49.8	633.5	24.6	*1.6	26.2	608.3	51.4	659.8
Advanced clerical and service workers	29.9	193.8	223.7	*3.3	9.6	13.0	33.2	203.5	236.7
Intermediate clerical, sales and service workers	252.0	686.7	938.7	22.0	34.4	56.4	273.9	721.1	995.1
Intermediate production and transport workers	419.2	62.4	481.6	25.5	*4.6	30.2	444.7	67.0	511.7
Elementary clerical, sales and service workers	157.4	314.0	471.5	*7.5	*6.9	14.4	165.0	320.9	485.9
Labourers and related workers	245.5	191.5	437.0	13.3	*6.6	19.9	258.8	198.1	456.9
Total	2,812.6	2,287.6	5,100.2	187.6	108.6	296.3	3,000.3	2,396.2	5,396.5

5. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: STATUS OF CURRENT POSITION

	Full-time			Part-time			Total		
	Permanent	Casual	Total	Permanent	Casual	Total	Permanent	Casual	Total
MALES									
— '000 —									
<i>All changes in work with current employer in the last twelve months —</i>									
Promoted(a)	206.2	*4.3	210.5	*1.4	*1.7	*3.1	207.7	*6.0	213.6
Transferred(a)	215.5	*2.8	218.4	*1.8	*3.2	*5.0	217.3	*6.0	223.3
Change in hours	348.9	37.0	385.9	14.4	41.4	55.8	363.3	78.5	441.8
Changed location	261.0	24.7	285.6	*4.7	15.0	19.7	265.7	39.7	305.4
New, different, extra duties	936.7	46.3	982.9	13.7	31.9	45.6	950.3	78.2	1,028.5
More responsibility	1,027.6	57.7	1,085.3	16.5	31.8	48.3	1,044.1	89.6	1,133.7
None of the above	180.7	*0.8	181.6	*1.8	*4.3	*6.1	182.5	*5.2	187.6
Total	2,496.0	256.8	2,752.8	63.8	183.6	247.4	2,559.8	440.5	3,000.3
FEMALES									
— '000 —									
<i>All changes in work with current employer in the last twelve months —</i>									
Promoted(a)	135.4	*4.8	140.1	17.4	*7.0	24.4	152.8	11.7	164.5
Transferred(a)	147.7	*3.3	151.1	33.0	13.4	46.5	180.8	16.8	197.5
Change in hours	191.8	15.6	207.4	152.7	112.6	265.3	344.5	128.2	472.7
Changed location	113.5	9.0	122.5	35.7	40.7	76.4	149.2	49.6	198.8
New, different, extra duties	622.9	23.8	646.7	167.0	103.0	270.0	789.8	126.8	916.7
More responsibility	632.1	26.5	658.6	156.9	99.4	256.3	788.9	125.9	914.9
None of the above	76.2	*0.3	76.5	26.0	*6.1	32.1	102.2	*6.4	108.6
Total	1,350.3	88.3	1,438.6	470.9	486.7	957.6	1,821.2	575.0	2,396.2
PERSONS									
— '000 —									
<i>All changes in work with current employer in the last twelve months —</i>									
Promoted(a)	341.6	9.1	350.7	18.8	8.7	27.5	360.5	17.7	378.2
Transferred(a)	363.3	*6.2	369.4	34.8	16.6	51.4	398.1	22.8	420.9
Change in hours	540.7	52.6	593.3	167.1	154.0	321.1	707.8	206.7	914.5
Changed location	374.5	33.6	408.1	40.4	55.7	96.1	414.9	89.3	504.2
New, different, extra duties	1,559.5	70.1	1,629.6	180.7	135.0	315.6	1,740.2	205.0	1,945.2
More responsibility	1,659.7	84.2	1,743.9	173.4	131.3	304.7	1,833.0	215.5	2,048.5
None of the above	256.9	*1.2	258.1	27.8	10.4	38.2	284.7	11.5	296.3
Total	3,846.3	345.1	4,191.4	534.7	670.3	1,205.0	4,381.0	1,015.4	5,396.5

(a) Excludes owner-managers of incorporated enterprises who were not asked whether they had been promoted or transferred.

6. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: AGE

	Age group (years)								Total
	15-19	20-24	25-29	30-34	35-39	40-44	45-54	55 and over	
MALES									
— '000 —									
<i>All changes in work with current employer in the last twelve months —</i>									
Promoted(a)	*4.0	23.6	44.0	43.7	30.3	27.3	35.3	*5.4	213.6
Transferred(a)	*3.9	23.4	47.0	43.7	31.9	27.8	35.4	10.3	223.3
Change in hours	14.2	46.5	60.7	80.8	60.0	58.9	86.9	33.8	441.8
Changed location	8.9	20.9	47.9	54.3	43.0	45.7	63.6	21.1	305.4
New, different, extra duties	30.2	99.5	137.9	166.1	150.0	146.7	228.1	69.9	1,028.5
More responsibility	32.0	112.7	165.5	183.3	165.1	155.6	251.7	67.9	1,133.7
None of the above	*1.3	*7.3	21.2	19.8	25.1	25.1	56.8	31.0	187.6
Total	82.2	282.9	388.7	400.5	409.9	407.5	696.5	332.1	3,000.3
FEMALES									
— '000 —									
<i>All changes in work with current employer in the last twelve months —</i>									
Promoted(a)	*5.1	33.5	36.7	25.9	13.2	21.9	22.2	*6.1	164.5
Transferred(a)	*7.0	32.6	36.0	30.2	20.7	27.6	36.8	*6.5	197.5
Change in hours	19.1	58.0	62.1	64.5	67.7	64.7	104.8	32.0	472.7
Changed location	*4.0	29.2	30.6	32.7	21.9	27.6	43.2	9.7	198.8
New, different, extra duties	25.6	117.4	135.5	127.5	116.6	145.3	199.0	49.7	916.7
More responsibility	31.2	119.8	144.3	115.3	114.9	149.1	193.5	46.7	914.9
None of the above	*1.4	*5.2	19.4	14.9	11.9	18.6	29.0	*8.3	108.6
Total	73.8	260.8	314.2	288.3	303.7	356.1	603.1	196.0	2,396.2
PERSONS									
— '000 —									
<i>All changes in work with current employer in the last twelve months —</i>									
Promoted(a)	9.1	57.1	80.7	69.6	43.5	49.1	57.5	11.5	378.2
Transferred(a)	10.9	56.0	83.0	74.0	52.6	55.4	72.2	16.8	420.9
Change in hours	33.3	104.5	122.8	145.2	127.7	123.5	191.7	65.8	914.5
Changed location	12.8	50.1	78.6	87.0	64.9	73.3	106.8	30.8	504.2
New, different, extra duties	55.8	216.8	273.5	293.6	266.5	292.1	427.2	119.6	1,945.2
More responsibility	63.1	232.5	309.8	298.6	279.9	304.7	445.2	114.7	2,048.5
None of the above	*2.7	12.5	40.6	34.7	37.0	43.7	85.8	39.3	296.3
Total	156.0	543.8	702.9	688.9	713.7	763.6	1,299.6	528.1	5,396.5

(a) Excludes owner-managers of incorporated enterprises who were not asked whether they had been promoted or transferred.

7. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE(a): WHETHER PROMOTED OR TRANSFERRED IN THE LAST TWELVE MONTHS

	<i>Whether promoted</i>		<i>Whether transferred</i>		<i>Total</i>
	<i>Promoted</i>	<i>Not promoted</i>	<i>Transferred</i>	<i>Not transferred</i>	
MALES					
— '000 —					
<i>Length of time with current employer —</i>					
1 and under 3 years	45.5	777.3	46.4	776.5	822.8
3 and under 5 years	45.8	503.4	45.1	504.1	549.2
5 and under 10 years	60.3	586.2	59.5	587.1	646.5
10 or more	62.0	919.7	72.5	909.2	981.7
<i>Occupation —</i>					
Managers and administrators	30.2	230.7	24.1	236.8	260.9
Professionals	43.5	536.1	46.6	532.9	579.6
Associate professionals	40.0	335.9	39.9	336.0	375.9
Tradespersons and related workers	24.7	583.6	23.1	585.3	608.3
Advanced clerical and service workers	*3.0	30.2	*2.3	30.9	33.2
Intermediate clerical, sales and service workers	33.7	240.3	39.2	234.8	273.9
Intermediate production and transport workers	18.2	426.5	23.1	421.6	444.7
Elementary clerical, sales and service workers	12.0	153.0	12.3	152.6	165.0
Labourers and related workers	*8.3	250.4	12.8	246.0	258.8
<i>Sector —</i>					
Public	62.9	576.9	77.1	562.7	639.8
Private	150.8	2,209.7	146.3	2,214.2	2,360.5
<i>Weekly earnings in current position (\$) —</i>					
Under 80	*0.0	22.0	*0.0	22.0	22.0
80 and under 240	*2.6	112.1	*2.6	112.0	114.6
240 and under 320	*0.7	79.7	*1.1	79.4	80.5
320 and under 480	19.6	341.9	17.1	344.4	361.5
480 and under 720	51.7	893.2	68.6	876.2	944.9
720 and over	126.0	1,125.1	124.0	1,127.1	1,251.1
Not stated, don't know	13.0	200.6	9.9	203.6	213.5
Not asked(b)	*0.0	12.1	*0.0	12.1	12.1
<i>Whether studied or attended formal training in the last twelve months —</i>					
Studied or attended formal training	161.1	1,148.5	159.5	1,150.1	1,309.5
Did not study or attended formal training	52.6	1,638.1	63.9	1,626.9	1,690.7
<i>Whether had any child(ren) under 12 years —</i>					
Had child(ren) aged under 12 years	60.2	619.2	55.6	623.8	679.4
Did not have child(ren) aged under 12 years	153.4	2,167.5	167.8	2,153.1	2,320.9
<i>Educational attainment —</i>					
With post-school qualifications	132.6	1,562.5	140.9	1,554.2	1,695.1
Without post-school qualifications	81.0	1,212.1	82.4	1,210.6	1,293.1
Not asked(c)	*0.0	12.1	*0.0	12.1	12.1
<i>Size of location (employees) —</i>					
Less than 10	20.7	695.0	16.2	699.5	715.7
10-19	12.2	297.4	9.7	299.8	309.6
20-99	59.9	702.5	55.6	706.8	762.4
100 or more	116.4	986.1	136.7	965.8	1,102.5
Don't know	*4.5	105.6	*5.1	105.0	110.1
<i>Total</i>	<i>213.6</i>	<i>2,786.6</i>	<i>223.3</i>	<i>2,776.9</i>	<i>3,000.3</i>

(a) Excludes owner-managers of incorporated enterprises who were not asked whether they had been promoted or transferred. (b) Persons aged 70 and over were not asked about their usual weekly earnings. (c) Persons aged 70 and over were not asked about their educational qualifications.

7. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE(a): WHETHER PROMOTED OR TRANSFERRED IN THE LAST TWELVE MONTHS—continued

	<i>Whether promoted</i>		<i>Whether transferred</i>		<i>Total</i>
	<i>Promoted</i>	<i>Not promoted</i>	<i>Transferred</i>	<i>Not transferred</i>	
FEMALES					
— '000 —					
<i>Length of time with current employer —</i>					
1 and under 3 years	47.5	708.7	49.7	706.5	756.2
3 and under 5 years	47.9	458.2	50.9	455.3	506.1
5 and under 10 years	42.4	536.4	52.1	526.7	578.8
10 or more	26.7	528.4	44.9	510.2	555.1
<i>Occupation —</i>					
Managers and administrators	11.8	49.3	12.0	49.1	61.0
Professionals	45.8	509.4	49.5	505.8	555.2
Associate professionals	19.8	198.1	17.9	200.0	217.9
Tradespersons and related workers	*1.7	49.7	*1.8	49.7	51.4
Advanced clerical and service workers	9.7	193.7	12.2	191.2	203.5
Intermediate clerical, sales and service workers	58.2	662.9	71.3	649.8	721.1
Intermediate production and transport workers	*1.9	65.1	*4.1	62.9	67.0
Elementary clerical, sales and service workers	12.3	308.7	22.5	298.5	320.9
Labourers and related workers	*3.3	194.8	*6.3	191.9	198.1
<i>Sector —</i>					
Public	51.0	624.9	74.7	601.1	675.8
Private	113.6	1,606.8	122.8	1,597.5	1,720.4
<i>Weekly earnings in current position (\$) —</i>					
Under 80	*0.6	63.2	*0.5	63.4	63.8
80 and under 240	*6.2	300.8	12.2	294.8	307.0
240 and under 320	*6.3	202.7	11.6	197.5	209.1
320 and under 480	23.3	502.6	34.1	491.8	525.8
480 and under 720	64.3	634.1	81.1	617.3	698.4
720 and over	58.1	405.4	52.2	411.3	463.5
Not stated, don't know	*5.7	115.9	*5.9	115.7	121.6
Not asked(b)	*0.0	*6.9	*0.0	*6.9	*6.9
<i>Whether studied or attended formal training in the last twelve months —</i>					
Studied or attended formal training	110.7	951.4	124.8	937.3	1,062.1
Did not study or attended formal training	53.8	1,280.3	72.7	1,261.4	1,334.1
<i>Whether had any child(ren) under 12 years —</i>					
Had child(ren) aged under 12 years	18.4	321.6	27.8	312.2	340.0
Did not have child(ren) aged under 12 years	146.1	1,910.1	169.8	1,886.4	2,056.2
<i>Educational attainment —</i>					
With post-school qualifications	93.0	1,118.7	102.7	1,109.1	1,211.7
Without post-school qualifications	71.5	1,106.1	94.9	1,082.7	1,177.6
Not asked(c)	*0.0	*6.9	*0.0	*6.9	*6.9
<i>Size of location (employees) —</i>					
Less than 10	16.9	534.6	13.4	538.1	551.5
10-19	16.0	269.4	19.2	266.1	285.4
20-99	57.1	595.1	62.7	589.5	652.2
100 or more	70.8	763.2	97.9	736.1	834.0
Don't know	*3.7	69.4	*4.3	68.8	73.1
Total	164.5	2,231.7	197.5	2,198.7	2,396.2

(a) Excludes owner-managers of incorporated enterprises who were not asked whether they had been promoted or transferred. (b) Persons aged 70 and over were not asked about their usual weekly earnings. (c) Persons aged 70 and over were not asked about their educational qualifications.

7. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE(a): WHETHER PROMOTED OR TRANSFERRED IN THE LAST TWELVE MONTHS—continued

	<i>Whether promoted</i>		<i>Whether transferred</i>		<i>Total</i>
	<i>Promoted</i>	<i>Not promoted</i>	<i>Transferred</i>	<i>Not transferred</i>	
	PERSONS				
	— '000 —				
<i>Length of time with current employer —</i>					
1 and under 3 years	93.0	1,486.0	96.0	1,483.0	1,579.0
3 and under 5 years	93.7	961.6	95.9	959.4	1,055.3
5 and under 10 years	102.7	1,122.6	111.6	1,113.8	1,225.4
10 or more	88.7	1,448.0	117.3	1,419.4	1,536.8
<i>Occupation —</i>					
Managers and administrators	41.9	280.0	36.1	285.8	321.9
Professionals	89.3	1,045.5	96.1	1,038.7	1,134.8
Associate professionals	59.8	534.0	57.8	536.0	593.8
Tradespersons and related workers	26.4	633.3	24.8	634.9	659.8
Advanced clerical and service workers	12.7	223.9	14.5	222.2	236.7
Intermediate clerical, sales and service workers	91.9	903.1	110.5	884.6	995.1
Intermediate production and transport workers	20.1	491.6	27.3	484.5	511.7
Elementary clerical, sales and service workers	24.2	461.7	34.8	451.1	485.9
Labourers and related workers	11.7	445.2	19.0	437.8	456.9
<i>Sector —</i>					
Public	113.8	1,201.8	151.8	1,163.8	1,315.6
Private	264.3	3,816.5	269.1	3,811.8	4,080.9
<i>Weekly earnings in current position (\$) —</i>					
Under 80	*0.6	85.2	*0.5	85.4	85.8
80 and under 240	8.8	412.9	14.8	406.9	421.7
240 and under 320	*7.1	282.5	12.7	276.9	289.6
320 and under 480	42.9	844.5	51.2	836.2	887.4
480 and under 720	116.0	1,527.3	149.7	1,493.6	1,643.3
720 and over	184.1	1,530.5	176.2	1,538.4	1,714.6
Not stated, don't know	18.6	316.5	15.8	319.4	335.1
Not asked(b)	*0.0	19.0	*0.0	19.0	19.0
<i>Whether studied or attended formal training in the last twelve months —</i>					
Studied or attended formal training	271.8	2,099.9	284.3	2,087.4	2,371.7
Did not study or attended formal training	106.4	2,918.4	136.6	2,888.2	3,024.8
<i>Whether had any child(ren) under 12 years —</i>					
Had child(ren) aged under 12 years	78.6	940.7	83.4	936.0	1,019.4
Did not have child(ren) aged under 12 years	299.5	4,077.6	337.5	4,039.6	4,377.1
<i>Educational attainment —</i>					
With post-school qualifications	225.7	2,681.1	243.6	2,663.2	2,906.8
Without post-school qualifications	152.5	2,318.1	177.3	2,293.3	2,470.6
Not asked(c)	*0.0	19.0	*0.0	19.0	19.0
<i>Size of location (employees) —</i>					
Less than 10	37.6	1,229.6	29.6	1,237.6	1,267.2
10-19	28.2	566.8	29.0	566.0	595.0
20-99	117.0	1,297.6	118.3	1,296.3	1,414.6
100 or more	187.2	1,749.2	234.6	1,701.8	1,936.4
Don't know	*8.2	175.0	9.4	173.9	183.2
Total	378.2	5,018.3	420.9	4,975.6	5,396.5

(a) Excludes owner-managers of incorporated enterprises who were not asked whether they had been promoted or transferred. (b) Persons aged 70 and over were not asked about their usual weekly earnings. (c) Persons aged 70 and over were not asked about their educational qualifications.

8. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: WHETHER PERFORMANCE FORMALLY ASSESSED BY CURRENT EMPLOYER

	<i>Formally assessed</i>	<i>Not formally assessed</i>	<i>Don't know</i>	<i>Not asked(a)</i>	<i>Total</i>
MALES					
— '000 —					
<i>Sector —</i>					
Public	376.5	217.7	44.7	*0.8	639.8
Private	890.8	947.2	204.5	318.0	2,360.5
<i>Size of location (employees) —</i>					
Less than 10	144.6	266.9	43.3	260.9	715.7
10-19	103.2	143.4	31.4	31.7	309.6
20-99	358.4	331.1	48.5	24.3	762.4
100 or more	629.7	377.4	93.9	*1.5	1,102.5
Don't know	31.4	46.1	32.2	*0.4	110.1
<i>Whether had any change in work with current employer in the last twelve months —</i>					
Had some change in work	1,182.4	1,076.7	234.8	318.8	2,812.6
No change in work reported	85.0	88.2	14.5	*0.0	187.6
Total	1,267.3	1,164.9	249.2	318.8	3,000.3
FEMALES					
— '000 —					
<i>Sector —</i>					
Public	380.7	261.5	32.8	*0.8	675.8
Private	677.2	815.6	97.5	130.0	1,720.4
<i>Size of location (employees) —</i>					
Less than 10	137.5	286.9	19.4	107.7	551.5
10-19	108.0	142.8	22.3	12.3	285.4
20-99	306.4	307.2	28.8	9.8	652.2
100 or more	478.4	306.9	47.8	*0.9	834.0
Don't know	27.7	33.3	12.1	*0.0	73.1
<i>Whether had any change in work with current employer in the last twelve months —</i>					
Had some change in work	1,000.2	1,032.4	124.2	130.8	2,287.6
No change in work reported	57.8	44.7	*6.1	*0.0	108.6
Total	1,058.0	1,077.1	130.3	130.8	2,396.2
PERSONS					
— '000 —					
<i>Sector —</i>					
Public	757.3	479.2	77.5	*1.6	1,315.6
Private	1,568.1	1,762.8	302.0	448.0	4,080.9
<i>Size of location (employees) —</i>					
Less than 10	282.1	553.9	62.6	368.6	1,267.2
10-19	211.2	286.1	53.6	44.0	595.0
20-99	664.8	638.3	77.3	34.2	1,414.6
100 or more	1,108.0	684.3	141.7	*2.4	1,936.4
Don't know	59.1	79.4	44.3	*0.4	183.2
<i>Whether had any change in work with current employer in the last twelve months —</i>					
Had some change in work	2,182.6	2,109.1	359.0	449.6	5,100.2
No change in work reported	142.7	132.9	20.6	*0.0	296.3
Total	2,325.3	2,242.0	379.6	449.6	5,396.5

(a) Owner-managers of incorporated enterprises were not asked whether their work performance had been formally assessed.

9. EMPLOYEES: TRAINING RECEIVED IN THE LAST TWELVE MONTHS, LENGTH OF TIME WITH CURRENT EMPLOYER AND EDUCATIONAL ATTAINMENT

All types of training received in the last twelve months	Length of time with current employer								Total	Total
	Less than one year			One year or more						
	Less than 6 months	6 and under 12 months	Total	1 and under 3 years	3 and under 5 years	5 and under 10 years	10 years or more	Total		
MALES, WITH POST-SCHOOL QUALIFICATIONS										
	— '000 —									
Studied or attended formal training	58.7	73.2	131.9	192.9	156.5	184.7	306.6	840.7	972.6	
Studied for an educational qualification	28.3	28.9	57.1	67.5	56.9	58.0	62.1	244.4	301.6	
Attended formal training course(s)	41.5	61.5	103.0	165.0	132.9	164.4	292.2	754.6	857.6	
Did not study or attend formal training	189.5	103.5	293.0	228.3	161.2	201.6	263.3	854.4	1,147.4	
Had on-the-job training	101.6	82.4	183.9	149.5	125.9	124.7	197.6	597.7	781.6	
Had other training	8.2	16.4	24.6	37.1	27.1	49.4	69.1	182.7	207.3	
Had no training or study	123.4	66.2	189.6	168.6	123.0	153.0	198.6	643.3	832.9	
Total	248.3	176.7	424.9	421.3	317.6	386.3	569.9	1,695.1	2,120.0	
MALES, WITHOUT POST-SCHOOL QUALIFICATIONS										
	— '000 —									
Studied or attended formal training	48.5	53.9	102.4	146.8	81.7	90.8	146.8	466.2	568.7	
Studied for an educational qualification	21.6	33.6	55.2	68.1	38.2	24.8	21.0	152.2	207.4	
Attended formal training course(s)	34.1	33.8	67.9	103.6	58.7	85.7	142.4	390.4	458.2	
Did not study or attend formal training	221.0	103.9	324.9	254.7	148.1	169.0	255.0	826.8	1,151.8	
Had on-the-job training	124.5	83.5	207.9	169.9	80.3	79.9	130.2	460.2	668.2	
Had other training	*5.4	9.8	15.2	25.0	17.5	28.2	42.6	113.3	128.5	
Had no training or study	134.7	59.9	194.6	185.4	117.9	134.4	192.0	629.8	824.4	
Total	269.6	157.8	427.4	401.6	229.9	259.8	401.8	1,293.1	1,720.4	
FEMALES, WITH POST-SCHOOL QUALIFICATIONS										
	— '000 —									
Studied or attended formal training	75.2	79.2	154.4	203.1	144.2	175.1	154.5	676.9	831.3	
Studied for an educational qualification	32.4	31.1	63.5	78.6	53.1	56.3	41.9	229.9	293.4	
Attended formal training course(s)	61.8	67.1	128.9	173.3	125.7	160.7	146.8	606.5	735.4	
Did not study or attend formal training	150.6	85.7	236.3	177.8	118.7	124.0	114.4	534.8	771.1	
Had on-the-job training	98.1	95.3	193.4	184.6	100.1	130.3	121.7	536.7	730.1	
Had other training	10.6	17.6	28.3	48.1	34.1	44.2	29.0	155.3	183.6	
Had no training or study	98.4	45.2	143.7	110.6	87.9	87.2	74.7	360.3	503.9	
Total	225.7	164.9	390.7	380.9	262.9	299.1	268.9	1,211.7	1,602.4	
FEMALES, WITHOUT POST-SCHOOL QUALIFICATIONS										
	— '000 —									
Studied or attended formal training	38.0	43.3	81.3	117.2	78.2	96.2	91.4	382.9	464.2	
Studied for an educational qualification	20.1	19.3	39.3	41.2	20.3	19.0	14.2	94.6	133.9	
Attended formal training course(s)	25.9	30.3	56.1	94.3	71.4	90.0	87.8	343.5	399.7	
Did not study or attend formal training	185.8	99.5	285.2	257.4	164.3	183.6	189.3	794.6	1,079.9	
Had on-the-job training	104.7	78.3	183.0	147.0	89.1	94.6	88.4	419.0	602.0	
Had other training	*5.3	9.2	14.6	20.9	18.1	31.2	23.1	93.3	107.9	
Had no training or study	109.7	51.9	161.6	176.6	121.6	136.8	142.4	577.4	738.9	
Total	223.8	142.8	366.6	374.6	242.5	279.8	280.7	1,177.6	1,544.1	
TOTAL(a)										
	— '000 —									
Studied or attended formal training	220.5	249.6	470.1	660.1	460.6	546.8	704.2	2,371.7	2,841.7	
Studied for an educational qualification	102.3	112.8	215.1	255.4	168.5	158.0	139.2	721.2	936.3	
Attended formal training course(s)	163.3	192.6	355.9	536.3	388.7	500.8	674.2	2,099.9	2,455.8	
Did not study or attend formal training	746.9	393.2	1,140.1	918.9	594.7	678.6	832.6	3,024.8	4,164.9	
Had on-the-job training	428.8	339.4	768.2	651.0	395.3	429.5	537.9	2,013.7	2,781.9	
Had other training	29.5	53.1	82.6	131.0	96.7	153.0	165.6	546.3	629.0	
Had no training or study	466.2	223.8	690.0	641.9	452.8	511.8	617.8	2,224.3	2,914.3	
Total	967.3	642.8	1,610.1	1,579.0	1,055.3	1,225.4	1,536.8	5,396.5	7,006.6	

(a) Includes persons aged 70 years and over who were not asked about their educational qualifications.

10. EMPLOYEES: WHETHER STUDIED OR ATTENDED FORMAL TRAINING

	<i>Studied or attended formal training</i>			<i>Did not study or attend formal training</i>			<i>Total</i>		
	<i>Full-time employees</i>	<i>Part-time employees</i>	<i>Total employees</i>	<i>Full-time employees</i>	<i>Part-time employees</i>	<i>Total employees</i>	<i>Full-time employees</i>	<i>Part-time employees</i>	<i>Total employees</i>
MALES									
— '000 —									
<i>Age group (years)—</i>									
15-19	68.8	9.3	78.1	49.8	56.6	106.4	118.6	65.9	184.4
20-24	159.6	21.4	181.0	193.1	100.8	293.8	352.6	122.2	474.8
25-34	428.3	23.4	451.6	506.4	87.6	594.0	934.7	111.0	1,045.7
35-44	406.7	15.7	422.4	505.1	50.8	556.0	911.8	66.5	978.4
45-54	300.7	10.6	311.3	447.6	43.8	491.4	748.2	54.4	802.7
55-64	88.5	*4.7	93.2	196.3	37.5	233.8	284.8	42.1	327.0
65 and over	*5.3	*1.0	*6.4	18.5	15.4	33.9	23.8	16.4	40.3
<i>Permanent or casual status —</i>									
Permanent	1,378.4	27.5	1,405.9	1,596.4	59.1	1,655.5	2,974.8	86.6	3,061.4
Casual	79.5	58.5	138.0	320.3	333.5	653.8	399.8	392.0	791.8
Total	1,457.9	86.0	1,543.9	1,916.7	392.6	2,309.3	3,374.6	478.6	3,853.2
FEMALES									
— '000 —									
<i>Age group (years)—</i>									
15-19	29.1	20.1	49.1	41.2	70.8	112.0	70.3	90.9	161.1
20-24	123.9	47.1	171.0	130.9	135.3	266.3	254.8	182.4	437.3
25-34	279.2	81.4	360.6	266.2	200.1	466.3	545.4	281.5	826.9
35-44	213.1	141.5	354.6	213.0	247.3	460.2	426.1	388.7	814.8
45-54	193.1	97.0	290.0	207.0	202.6	409.6	400.0	299.6	699.6
55-64	37.5	31.6	69.1	57.8	67.9	125.7	95.3	99.5	194.8
65 and over	*2.3	*1.1	*3.4	*3.7	11.8	15.5	*6.0	12.9	18.9
<i>Permanent or casual status —</i>									
Permanent	838.8	258.8	1,097.7	807.8	302.7	1,110.5	1,646.6	561.5	2,208.2
Casual	39.2	160.9	200.2	112.0	633.1	745.1	151.3	794.0	945.2
Total	878.1	419.8	1,297.8	919.8	935.8	1,855.6	1,797.9	1,355.5	3,153.4
PERSONS									
— '000 —									
<i>Age group (years)—</i>									
15-19	97.9	29.3	127.2	90.9	127.4	218.4	188.8	156.8	345.6
20-24	283.5	68.5	352.0	324.0	236.1	560.1	607.5	304.6	912.1
25-34	707.4	104.8	812.2	772.6	287.7	1,060.4	1,480.1	392.5	1,872.6
35-44	619.8	157.1	777.0	718.1	298.1	1,016.2	1,338.0	455.2	1,793.2
45-54	493.7	107.6	601.3	654.5	246.4	901.0	1,148.3	354.0	1,502.3
55-64	126.0	36.3	162.2	254.1	105.4	359.5	380.1	141.7	521.7
65 and over	*7.6	*2.1	9.7	22.2	27.2	49.4	29.8	29.3	59.1
<i>Permanent or casual status —</i>									
Permanent	2,217.2	286.3	2,503.5	2,404.2	361.8	2,766.0	4,621.4	648.1	5,269.6
Casual	118.8	219.4	338.2	432.3	966.5	1,398.8	551.1	1,186.0	1,737.0
Total	2,336.0	505.8	2,841.7	2,836.5	1,328.3	4,164.9	5,172.5	1,834.1	7,006.6

11. EMPLOYEES WHO HAVE ATTENDED A TRAINING COURSE OR STUDIED FOR AN EDUCATIONAL QUALIFICATION IN THE LAST TWELVE MONTHS: WHETHER EMPLOYER PROVIDED ASSISTANCE

Length of time with current employer	Full-time			Part-time			Total		
	Permanent	Casual	Total	Permanent	Casual	Total	Permanent	Casual	Total
EMPLOYER PROVIDED ASSISTANCE									
	— '000 —								
Less than 1 year	248.8	22.0	270.8	28.4	37.9	66.3	277.2	59.9	337.1
Less than 6 months	98.2	11.0	109.2	14.3	18.5	32.8	112.5	29.5	142.1
6 and under 12 months	150.6	11.0	161.6	14.1	19.4	33.5	164.6	30.4	195.0
1 and under 3 years	440.9	22.4	463.4	53.6	42.8	96.4	494.5	65.2	559.8
3 and under 5 years	333.6	10.9	344.5	39.7	19.7	59.4	373.2	30.6	403.9
5 and under 10 years	407.6	15.8	423.4	49.4	14.1	63.6	457.0	30.0	487.0
10 years or more	556.1	19.9	576.0	52.9	8.3	61.1	609.0	28.2	637.1
Total	1,987.0	91.0	2,078.1	224.0	122.8	346.8	2,211.0	213.9	2,424.8
EMPLOYER DID NOT PROVIDE ASSISTANCE									
	— '000 —								
Less than 1 year	58.7	11.6	70.3	16.3	46.4	62.7	75.0	58.0	133.0
Less than 6 months	31.6	9.4	41.0	*6.7	30.7	37.4	38.4	40.1	78.4
6 and under 12 months	27.1	*2.2	29.2	9.6	15.7	25.3	36.7	17.9	54.6
1 and under 3 years	47.2	*7.4	54.6	17.1	28.6	45.8	64.3	36.0	100.3
3 and under 5 years	36.8	*4.1	40.8	*7.9	8.1	15.9	44.6	12.1	56.7
5 and under 10 years	38.4	*2.6	41.0	10.7	8.0	18.8	49.1	10.7	59.8
10 years or more	49.1	*2.1	51.2	10.4	*5.5	15.8	59.5	*7.6	67.1
Total	230.2	27.7	257.9	62.4	96.6	159.0	292.6	124.3	416.9
TOTAL									
	— '000 —								
Less than 1 year	307.5	33.6	341.1	44.7	84.3	129.0	352.2	117.9	470.1
Less than 6 months	129.8	20.4	150.3	21.0	49.2	70.2	150.9	69.6	220.5
6 and under 12 months	177.6	13.2	190.8	23.7	35.1	58.8	201.3	48.3	249.6
1 and under 3 years	488.1	29.8	517.9	70.7	71.4	142.2	558.8	101.2	660.1
3 and under 5 years	370.3	15.0	385.3	47.5	27.8	75.3	417.9	42.7	460.6
5 and under 10 years	446.0	18.4	464.4	60.2	22.2	82.4	506.2	40.6	546.8
10 years or more	605.2	22.0	627.2	63.2	13.7	77.0	668.5	35.7	704.2
Total	2,217.2	118.8	2,336.0	286.3	219.4	505.8	2,503.5	338.2	2,841.7

12. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR SIX MONTHS OR MORE: WHETHER HAD A BREAK FROM CURRENT EMPLOYMENT OF SIX MONTHS OR MORE

	<u>Had a break from work</u>				<i>Did not have a break from work</i>	<i>Currently away from work</i>	<i>Total(a)</i>
	<u>Main reason for most recent break from work</u>						
	<i>Family</i>	<i>Personal</i>	<i>Work or other</i>	<i>Total</i>			
MALES							
— '000 —							
<i>Whether had any child(ren) aged under 12 years —</i>							
Had child(ren) aged under 12 years	12.3	*3.7	*2.5	18.6	735.5	*0.4	756.6
Did not have child(ren) aged under 12 years	*1.1	24.1	18.8	44.0	2,524.3	*1.3	2,578.7
<i>Length of time with current employer —</i>							
6 and under 12 months	*0.0	*1.1	*0.4	*1.5	327.3	*0.0	335.1
1 and under 3 years	*0.7	*1.4	*3.0	*5.2	815.3	*0.7	822.8
3 and under 5 years	*1.5	*4.9	*1.0	*7.4	540.3	*0.0	549.2
5 and under 10 years	*4.6	*5.2	*1.8	11.7	634.4	*0.4	646.5
10 years or more	*6.5	15.1	15.1	36.7	942.4	*0.6	981.7
<i>Total</i>	<i>13.4</i>	<i>27.8</i>	<i>21.4</i>	<i>62.6</i>	<i>3,259.7</i>	<i>*1.7</i>	<i>3,335.4</i>
FEMALES							
— '000 —							
<i>Whether had any child(ren) aged under 12 years —</i>							
Had child(ren) aged under 12 years	38.0	*2.2	*1.6	41.8	338.9	*2.9	384.5
Did not have child(ren) aged under 12 years	36.3	29.5	11.8	77.7	2,230.9	*3.1	2,319.4
<i>Length of time with current employer —</i>							
6 and under 12 months	*1.4	*1.5	*0.5	*3.4	302.1	*0.0	307.7
1 and under 3 years	10.7	*2.1	*0.3	13.1	740.6	*1.2	756.2
3 and under 5 years	*6.2	*5.5	*3.1	14.7	489.6	*0.6	506.1
5 and under 10 years	19.0	*6.0	*4.3	29.3	546.7	*1.4	578.8
10 years or more	37.0	16.7	*5.2	59.0	490.7	*2.8	555.1
<i>Total</i>	<i>74.3</i>	<i>31.7</i>	<i>13.5</i>	<i>119.5</i>	<i>2,569.8</i>	<i>*6.0</i>	<i>2,703.9</i>
PERSONS							
— '000 —							
<i>Whether had any child(ren) aged under 12 years —</i>							
Had child(ren) aged under 12 years	50.3	*5.9	*4.2	60.4	1,074.4	*3.3	1,141.1
Did not have child(ren) aged under 12 years	37.5	53.6	30.7	121.7	4,755.1	*4.4	4,898.1
<i>Length of time with current employer —</i>							
6 and under 12 months	*1.4	*2.6	*0.9	*4.9	629.4	*0.0	642.8
1 and under 3 years	11.5	*3.5	*3.4	18.3	1,555.9	*1.9	1,579.0
3 and under 5 years	*7.7	10.3	*4.1	22.1	1,029.9	*0.6	1,055.3
5 and under 10 years	23.6	11.3	*6.1	41.0	1,181.2	*1.8	1,225.4
10 years or more	43.5	31.8	20.4	95.7	1,433.1	*3.4	1,536.8
Total	87.7	59.5	34.9	182.1	5,829.5	*7.7	6,039.2

(a) Includes persons for whom details of breaks from work could not be determined.

**13. EMPLOYEES WITH CHILDREN UNDER SIX YEARS WHO TOOK A BREAK WHEN YOUNGEST CHILD WAS BORN:
DETAILS OF BREAK TAKEN**

<i>Length of break taken when youngest child was born</i>	<i>Took leave(a)</i>			<i>Total</i>	<i>Ceased work</i>	<i>Total</i>
	<i>Paid leave only</i>	<i>Unpaid leave only</i>	<i>Paid and unpaid leave or other arrangements</i>			
MALES						
			— '000 —			
Less than 6 weeks	338.2	43.2	29.2	410.6	*0.5	411.1
6 weeks to less than 3 months	*6.8	*0.6	*1.4	8.8	*0.0	8.8
3 months to less than 6 months	*0.8	*1.3	*1.4	*3.6	*0.0	*3.6
6 months to less than 1 year	*1.2	*0.0	*0.0	*1.2	*0.3	*1.5
1 year or more	*0.0	*0.3	*0.0	*0.3	*0.6	*0.9
<i>Total(a)</i>	<i>350.7</i>	<i>45.4</i>	<i>32.5</i>	<i>428.6</i>	<i>*1.5</i>	<i>430.1</i>
FEMALES						
			— '000 —			
Less than 6 weeks	9.1	12.4	*0.7	22.3	*1.0	23.3
6 weeks to less than 3 months	12.0	11.6	*5.0	28.6	*3.6	32.2
3 months to less than 6 months	10.7	25.9	11.3	47.8	*4.4	52.2
6 months to less than 1 year	8.7	37.6	23.5	69.8	15.8	85.7
1 year or more	*2.4	27.8	20.7	50.8	22.2	73.0
<i>Total(a)</i>	<i>50.2</i>	<i>119.0</i>	<i>63.5</i>	<i>232.7</i>	<i>47.0</i>	<i>279.7</i>
PERSONS						
			— '000 —			
Less than 6 weeks	347.4	55.6	29.8	432.8	*1.6	434.4
6 weeks to less than 3 months	18.8	12.2	*6.4	37.4	*3.6	41.0
3 months to less than 6 months	11.5	27.2	12.7	51.4	*4.4	55.8
6 months to less than 1 year	9.9	37.6	23.5	71.0	16.2	87.2
1 year or more	*2.4	28.1	20.7	51.1	22.8	73.9
Total(a)	400.9	164.4	96.0	661.3	48.5	709.8

(a) Includes persons currently on leave.

TABLE 14. EMPLOYEES WITH CHILDREN AGED UNDER 12 YEARS: CHILD CARE USE(a) AND AGE OF YOUNGEST CHILD

	Full-time			Part-time			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
YOUNGEST CHILD AGED UNDER 3 YEARS									
— '000 —									
<i>Whether used child care —</i>									
Formal care only	44.2	12.8	57.1	*3.8	19.2	23.0	48.1	32.1	80.1
Informal care only	86.5	15.9	102.4	*5.8	28.6	34.4	92.4	44.4	136.8
Both formal and informal care	42.1	10.9	53.0	*1.6	16.7	18.3	43.6	27.6	71.2
No child care used	173.9	*6.0	179.9	17.8	15.3	33.1	191.7	21.3	213.0
<i>Main reason formal child care not used —</i>									
Cost	*5.3	*0.7	*6.0	*1.3	*3.3	*4.5	*6.6	*4.0	10.5
Not available, no places available	*3.4	*0.7	*4.1	*0.6	*1.4	*2.0	*4.0	*2.1	*6.1
No need	218.2	17.4	235.6	15.5	30.4	45.9	233.7	47.8	281.5
Child(ren) too young or too old	*5.1	*0.9	*6.0	*1.3	*2.8	*4.2	*6.4	*3.8	10.2
Prefer to look after child(ren)	21.7	*0.4	22.0	*4.1	*2.7	*6.9	25.8	*3.1	28.9
Other reason (including don't know)	*6.8	*1.7	8.5	*0.8	*3.2	*4.0	*7.6	*4.9	12.5
Total	346.7	45.6	392.3	29.0	79.8	108.8	375.7	125.4	501.1
YOUNGEST CHILD AGED 3 TO 5 YEARS									
— '000 —									
<i>Whether used child care —</i>									
Formal care only	37.5	16.4	53.9	*2.4	17.1	19.5	40.0	33.5	73.4
Informal care only	32.4	*6.1	38.5	*1.9	17.8	19.7	34.4	23.8	58.2
Both formal and informal care	29.4	11.8	41.2	*1.9	16.3	18.2	31.3	28.2	59.4
No child care used	84.4	*7.6	92.0	*6.3	18.7	25.0	90.7	26.3	117.0
<i>Main reason formal child care not used —</i>									
Cost	*6.1	*0.8	*6.9	*0.6	*1.4	*2.0	*6.7	*2.2	9.0
Not available, no places available	*0.0	*0.4	*0.4	*0.0	*0.3	*0.3	*0.0	*0.7	*0.7
No need	99.4	10.7	110.2	*5.9	28.5	34.4	105.3	39.2	144.6
Child(ren) too young or too old	*0.9	*0.0	*0.9	*0.0	*0.0	*0.0	*0.9	*0.0	*0.9
Prefer to look after child(ren)	8.3	*0.5	8.8	*0.7	*2.0	*2.7	9.1	*2.5	11.6
Other reason (including don't know)	*2.0	*1.3	*3.3	*1.0	*4.2	*5.3	*3.1	*5.5	8.6
Total	183.8	41.9	225.7	12.6	69.9	82.5	196.3	111.8	308.1
YOUNGEST CHILD AGED 6 TO LESS THAN 12 YEARS									
— '000 —									
<i>Whether used child care —</i>									
Formal care only	14.3	*7.3	21.5	*0.0	9.5	9.5	14.3	16.8	31.1
Informal care only	54.1	36.9	91.0	*4.0	42.9	46.9	58.1	79.8	137.9
Both formal and informal care	11.3	*6.4	17.7	*1.3	*6.9	8.2	12.7	13.3	26.0
No child care used	173.9	33.2	207.2	16.3	82.3	98.5	190.2	115.5	305.7
<i>Main reason formal child care not used —</i>									
Cost	*3.9	*2.6	*6.5	*0.5	*4.8	*5.3	*4.5	*7.4	11.8
Not available, no places available	*0.9	*1.8	*2.7	*0.0	*1.0	*1.0	*0.9	*2.8	*3.7
No need	200.9	56.1	256.9	18.9	108.0	126.9	219.8	164.0	383.9
Child(ren) too young or too old	10.2	*5.4	15.6	*0.0	*5.9	*5.9	10.2	11.3	21.5
Prefer to look after child(ren)	*7.7	*0.8	8.5	*0.8	*3.2	*3.9	8.4	*4.0	12.4
Other reason (including don't know)	*4.5	*3.4	*7.9	*0.0	*2.3	*2.3	*4.5	*5.7	10.2
Total	253.7	83.8	337.4	21.6	141.6	163.2	275.2	225.3	500.6
TOTAL									
— '000 —									
<i>Whether used child care —</i>									
Formal care only	96.0	36.5	132.5	*6.2	45.9	52.1	102.3	82.4	184.6
Informal care only	173.1	58.8	231.9	11.8	89.2	101.0	184.8	148.0	332.9
Both formal and informal care	82.8	29.1	111.9	*4.7	40.0	44.7	87.6	69.1	156.6
No child care used	432.2	46.8	479.0	40.4	116.2	156.7	472.6	163.1	635.7
<i>Main reason formal child care not used —</i>									
Cost	15.3	*4.1	19.5	*2.4	9.4	11.9	17.8	13.6	31.3
Not available, no places available	*4.3	*2.9	*7.1	*0.6	*2.8	*3.4	*4.9	*5.6	10.5
No need	518.5	84.2	602.7	40.3	166.9	207.3	558.9	251.1	810.0
Child(ren) too young or too old	16.2	*6.3	22.5	*1.3	8.7	10.1	17.5	15.1	32.6
Prefer to look after child(ren)	37.7	*1.7	39.4	*5.6	*7.9	13.6	43.3	9.6	52.9
Other reason (including don't know)	13.3	*6.5	19.7	*1.8	9.7	11.5	15.1	16.2	31.2
Total	784.2	171.2	955.4	63.2	291.3	354.4	847.3	462.5	1,309.8

(a) Child care may have been used for any child in the family, not necessarily the youngest child.

15. POPULATIONS BY STATE OR TERRITORY OF USUAL RESIDENCE

	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Aust.</i>
	— '000 —								
<i>Population 1:</i> Employees	2,335.3	1,766.2	1,311.5	518.2	708.2	154.1	76.6	136.5	7,006.6
<i>Population 2:</i> Employees with children aged under 12 years	442.1	321.3	262.7	91.6	126.3	30.5	12.4	22.9	1,309.8
<i>Population 3:</i> Employees with children aged under six years	404.6	254.3	228.6	72.3	95.9	25.3	9.9	19.8	1,110.7
<i>Population 4:</i> Employees with children aged under six years who had a break when youngest child was born	258.4	168.5	140.1	45.7	59.8	16.3	6.0	14.9	709.8
<i>Population 5:</i> Employees who have had a break from work of six months or more	118.5	78.3	67.4	23.6	30.4	8.1	4.9	8.1	339.2

EXPLANATORY NOTES

INTRODUCTION

1 This survey was conducted as a supplement to the monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked about their career experience.

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

SCOPE

3 In addition to those already excluded from the monthly LFS, students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for the handicapped), and inmates of prisons are further excluded from all supplementary surveys.

4 There were approximately 80,000 persons living in remote and sparsely settled parts of Australia who were out of scope of this survey. The exclusion of these persons has only minor impact on any aggregate estimates that are produced for individual States and Territories, except the Northern Territory. Please contact the person listed on the front cover of this publication if you require more information.

5 This survey was restricted to persons who were employees in their main job. Persons aged 15–20 years who are still attending school were excluded from this survey.

COVERAGE

6 The estimates in this publication relate to persons covered by the survey in September 1998. In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling and hence has only one chance of selection. See Cat. no. 6203.0.

RELIABILITY OF THE ESTIMATES

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

- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For further information on sampling error, refer to the Technical Notes on page 35.
- Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient processing procedures.

SEASONAL FACTORS

8 The estimates refer to information collected in the survey month and, due to seasonal factors, may not be representative of other months of the year.

CLASSIFICATIONS USED

9 The educational attainment data item in this survey has been classified according to *ABS Classification of Qualifications (ABSCQ)* (Cat. no. 1262.0).

10 From August 1996, occupation data are classified according to *ASCO — Australian Standard Classification of Occupations, Second Edition, 1997* (Cat. no. 1220.0).

11 From August 1994, LFS industry data are classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC), a detailed description of which appears in *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (Cat. no. 1292.0). Like the previous Australian Standard Industrial Classification (ASIC), ANZSIC classifies businesses according to their economic activities, in a structure consisting of four levels (Division, Subdivision, Group and Class). Supplementary Survey data are coded at the Group level, as was the practice under ASIC.

COMPARABILITY OF SERIES

12 Revisions are made to population benchmarks for the LFS after each five-yearly Census of Population and Housing. The last such revision prior to this survey being conducted was made in February 1994 to take account of the results of the 1991 Census of Population and Housing. Estimates from supplementary surveys conducted between February 1994 and January 1999 were based on revised population benchmarks. Population benchmarks based on the results of the 1996 census were introduced to the LFS in February 1999.

COMPARABILITY WITH
MONTHLY LFS SURVEY

13 Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the sample. However, the sample for this survey has been restricted to four-eighths since the November 1996 survey. This reduction in sample size means that the standard errors for these surveys differ from those applicable to the February 1993 survey.

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

PREVIOUS SURVEYS

15 The Career Experience Survey has previously been conducted in February 1993, November 1996.

ACKNOWLEDGMENT

16 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

17 Other ABS publications which may be of interest include:

- *Child Care, Australia* (Cat. no. 4402.0)
- *Employee Earnings, Benefits and Trade Union Membership, Australia* (Cat. no. 6310.0)
- *Labour Force, Australia* (Cat. no. 6203.0)
- *Labour Force Experience, Australia* (Cat. no. 6206.0)
- *Labour Mobility, Australia* (Cat. no. 6209.0)
- *Working Arrangements, Australia* (Cat. no. 6342.0)

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

APPENDIX: POPULATIONS AND DATA ITEMS LIST

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

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

To obtain unpublished data or more information about our customised data service contact Jon Havelock on Canberra 02 6252 7747, or by facsimile on 02 6252 7784.

- POPULATION 1: Employees.
- POPULATION 2: Employees with children aged under 12 years.
- POPULATION 3: Employees with children aged under 6 years.
- POPULATION 4: Employees with children aged under 6 years who took a break when youngest child was born.
- POPULATION 5: Employees who have had a break from work of 6 months or more.

DATA ITEM	POPULATIONS	DATA ITEM	POPULATIONS
1 STATE OR TERRITORY OF USUAL RESIDENCE	ALL	6A RELATIONSHIP IN HOUSEHOLD (1)	ALL
New South Wales		Family member	
Victoria		Husband or wife	
Queensland		With dependants	
South Australia		Without dependants	
Western Australia		Lone parent	
Tasmania		With dependants	
Northern Territory		Without dependants	
Australian Capital Territory		Dependent student	
		Non-dependent child	
		Other family person	
		Non-family member	
2 AREA OF USUAL RESIDENCE	ALL	Lone person	
State Capital City		Not living alone	
Balance of State/Territory		Family status not determined	
3 REGION OF USUAL RESIDENCE	ALL	6B RELATIONSHIP IN HOUSEHOLD (2)	ALL
Standard labour force dissemination regions		Family member	
4 SEX	ALL	Husband or wife	
Male		With children under 15	
Female		Without children under 15	
5 MARITAL STATUS	ALL	Lone parent	
Married		With children under 15	
Not married		With dependent students but without children under 15	
		Without dependants	
		Dependent student	
		Non-dependent child	
		Other family person	
		Non-family member	
		Lone person	
		Not living alone	
		Family status not determined	

DATA ITEM	POPULATIONS
7A BIRTHPLACE AND PERIOD OF ARRIVAL	ALL
Born in Australia	
Born outside Australia	
Arrived before 1971	
Arrived 1971–80	
Arrived 1981–90	
Arrived 1991 to survey date	
7B BIRTHPLACE (1)	ALL
Born in Australia	
Born outside Australia	
Born in main English-speaking countries	
Born in other countries	
7C BIRTHPLACE (2)	ALL
Born in Australia	
Born outside Australia	
The Middle East and North Africa	
Africa (excluding North Africa)	
Northern America	
South America, Central America and the Caribbean	
Northeast Asia	
Southeast Asia	
Southern Asia	
Europe and the former USSR	
Former Yugoslav Republics	
Germany	
Greece	
Italy	
Netherlands	
United Kingdom and Ireland	
Oceania and Antarctica	
New Zealand	
8 AGE GROUP (YEARS)	ALL
15–19	
20–24	
25–34	
35–44	
45–54	
55–64	
65 and over	
9 FULL-TIME OR PART-TIME STATUS	ALL
Full-time	
Part-time	
10 PERMANENT OR CASUAL STATUS	ALL
Permanent	
Casual	

DATA ITEM	POPULATIONS
11 INDUSTRY	ALL
Agriculture, forestry, fishing	
Mining	
Manufacturing	
Electricity, gas and water supply	
Construction	
Wholesale trade	
Retail trade	
Accommodation, cafes and restaurants	
Transport and storage	
Communication services	
Finance and insurance	
Property and business services	
Government administration and defence	
Education	
Health and community services	
Cultural and recreational services	
Personal and other services	
12 OCCUPATION	ALL
Managers and administrators	
Professionals	
Associate professionals	
Tradespersons and related workers	
Advanced clerical and service workers	
Intermediate clerical, sales and service workers	
Intermediate production and transport workers	
Elementary clerical, sales and service workers	
Labourers and related workers	
13 SECTOR	ALL
Public	
Private	
Not determined	

DATA ITEM	POPULATIONS
14 EDUCATIONAL ATTAINMENT	ALL
With post-school qualifications	
Higher degree	
Postgraduate diploma	
Bachelor degree	
Undergraduate or Associate diploma	
Skilled vocational or basic vocational qualification	
Nursing level unknown	
Without post school qualifications	
Completed highest level of secondary school	
Didn't complete highest level of secondary school	
Left school aged 18 years or over	
Left school aged 17 years	
Left school aged 16 years	
Left school aged 15 years	
Left school aged under 15 years	
Never attended school	
Still at school	
Not asked(a)	
(a) Persons aged 70 and over were not asked about their educational qualifications.	
15A HOURS WORKED IN REFERENCE WEEK(1)	ALL
1-34 hours	
35 hours and over	
Less than one hour or no hours worked	
Not determined	
Not asked	
15B HOURS WORKED IN REFERENCE WEEK(2)	ALL
1-19 hours	
20-29 hours	
30-34 hours	
35-39 hours	
40 hours	
41-44 hours	
45-48 hours	
49 hours and over	
Less than 1 hour or no hours worked	
16 USUAL WEEKLY EARNINGS IN CURRENT POSITION (\$AUD)	ALL
Under 80	
80 and under 240	
240 and under 320	
320 and under 480	
480 and under 720	
720 and over	
Not stated, don't know	
Not asked(a)	
(a) Persons aged 70 and over were not asked about their usual weekly earnings.	

DATA ITEM	POPULATIONS
17 SIZE OF LOCATION (EMPLOYEES)	ALL
Less the 10	
10-19	
20-99	
100 or more	
Don't know	
18 WHETHER HAD ONE OR MORE PERIODS OF EMPLOYMENT WITH CURRENT EMPLOYER	ALL
One period of employment	
More than one period of employment	
19 WHETHER HAD ONE OR MORE POSITIONS WITH CURRENT EMPLOYER	ALL
One position with current employer	
More than one position with current employer	
20 LENGTH OF TIME WITH CURRENT EMPLOYER	ALL
Less than 1 year	
Less than 6 months	
6 and under 12 months	
One year or more	
1 and under 3 years	
3 and under 5 years	
5 and under 10 years	
10 years or more	
21 LENGTH OF TIME WITH CURRENT POSITION	ALL
Less than 1 year	
Less than 6 months	
6 and under 12 months	
One year or more	
1 and under 3 years	
3 and under 5 years	
5 and under 10 years	
10 years or more	
22 EXPECTED FUTURE DURATION OF MAIN JOB	ALL
Less than 1 year	
Less than 6 months	
6 and under 12 months	
More than 1 year(a)	

(a) Includes don't know.

DATA ITEM	POPULATIONS
24G WHETHER HAD ANY CHANGE IN WORK WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS	ALL
With current employer for 12 months or more	
Had some change in work	
No change in work reported	
With current employer for less than 12 months	
25 WHETHER HAD STUDIED OR RECEIVED TRAINING WITH CURRENT EMPLOYER	ALL
With current employer for 12 months or more	
Studied or attended formal training	
Did not study or attend formal training	
With current employer for less than 12 months	
Studied or attended formal training	
Did not study or attend formal training	
26 ALL TYPES OF TRAINING RECEIVED	ALL
Studied or attended formal training	
Studied for an educational qualification	
Attended formal training course(s)	
Did not study or attend formal training	
Had on-the-job training	
Had other training	
Had no training or study	
27 TRAINING SUPPORTED BY EMPLOYER	ALL
Studied or attended formal training	
Employer provided assistance	
Employer did not provide assistance	
Did not study or attend formal training	
28 WHETHER RECEIVED TRAINING WITHIN THE LAST TWELVE MONTHS	ALL
Had some study or training	
Only one type	
More than one type	
Had no study or training	
29 WHETHER WORK PERFORMANCE FORMALLY ASSESSED BY CURRENT EMPLOYER WITHIN THE LAST 12 MONTHS	3-6
Work performance formally assessed	
Work performance not formally assessed	
Don't know	
Not asked(a)	

(a) Owner manager of incorporated enterprises and employees who have not worked with their current employer for one year or more are not asked whether their work performance has been formally assessed.

DATA ITEM	POPULATION
30 AGE OF YOUNGEST CHILD	1-4
Had child(ren) under 12 years	
2 years and under	
Under 1 years	
1 to 2 years	
3 to 5 years	
6 to 11 years	
Did not have child(ren) under 12 years	
31 TYPE OF CHILDCARE USED	4
Used childcare	
Formal care only	
Informal care only	
Both formal and informal	
Did not use childcare	
32 REASON DID NOT USE FORMAL CHILDCARE	4
Did not use formal childcare	
Cost	
Not available	
No need	
Child(ren) too young or too old	
Prefer to look after child(ren)	
Other/Don't know	
Used formal childcare	
33 NUMBER OF EMPLOYEES IN HOUSEHOLD	4
Sole employee in household	
Married	
Not married	
Spouse or partner also an employee	
Not determined	
34 WHETHER HAD A BREAK FROM WORK OF SIX MONTHS OR MORE	1
With current employer for six months or more	
Had a break from work	
Did not have a break from work	
Did not know	
Currently away from work	
With current employer for less than six months	
35 NUMBER OF BREAKS FROM WORK	2
One	
Two	
Three or more	
Currently on a break from work	

DATA ITEM	POPULATIONS
36 LENGTH OF MOST RECENT BREAK FROM WORK	2
6 months and under 1 year	
1 and under 2 years	
2 and under 3 years	
3 and under 5 years	
5 years or more	
Currently away from work	
Not asked(a)	
(a) Persons whose most recent break of six months or more was taken when their youngest child was born were not asked about the length of this break.	
37 MAIN REASON FOR MOST RECENT BREAK FROM WORK	2
Family reasons	
Birth of child, care of child(ren)	
Other family reasons	
Personal reasons	
Education, study or training	
Travel, holiday	
Other personal reasons	
Work reasons	
Work related injury or illness	
Other work reasons	
Other reasons	
38 TYPE OF LEAVE TAKEN FOR MOST RECENT BREAK FROM WORK	2
Paid leave only	
Parental	
Recreation or holiday	
Sick or carer's	
Long service leave	
Unpaid leave only	
Parental	
Leave without pay	
Paid or unpaid leave or other arrangements	
Currently away from work	
Paid leave only	
Unpaid leave only	
Paid and unpaid leave or other arrangements	

DATA ITEM	POPULATIONS
39 BREAK TAKEN WHEN YOUNGEST CHILD WAS BORN	5
Took leave	
Ceased work	
Did not take leave or cease work	
Was not working at the time	
Currently on leave	
40 LENGTH OF BREAK TAKEN WHEN YOUNGEST CHILD WAS BORN	6
Less than 6 weeks	
6 weeks to less than 3 months	
3 months to less than 6 months	
6 months to less than 1 year	
1 year to less than 2 years	
2 years or more	
Currently away from work	
41 TYPE OF LEAVE TAKEN WHEN YOUNGEST CHILD WAS BORN	6
Paid leave only	
Parental	
Recreation or holiday	
Sick or carer's	
Long service	
Unpaid leave only	
Parental	
Leave without pay	
Paid and unpaid leave or other arrangements	
Currently away from work	
Paid leave only	
Unpaid leave only	
Paid and unpaid leave or other arrangements	

TECHNICAL NOTES

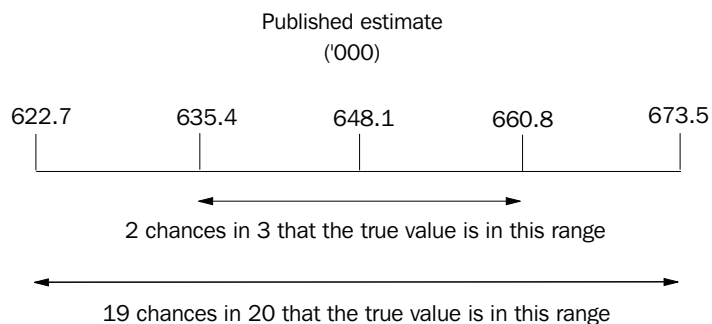
INTRODUCTION

1 Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability, that is, they may differ from those that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

2 Space does not allow for the separate indication of the SEs of all estimates in this publication. A table of SEs for general application is given on page 37. Since they are averages based on calculations for a limited number of past surveys over a wide range of labour force characteristics these numbers will not give a precise measure of the SEs of a particular estimate but they will provide an indication of its magnitude.

CALCULATION OF STANDARD ERROR

3 An example of the calculation and the use of SEs in relation to estimates of persons is as follows. Table 3 shows the estimated number of permanent part-time employees in Australia was 648,100. Since this estimate is between 500,000 and 1,000,000 the table of SEs shows that the SE for Australia will lie between 11,650 and 15,300 and can be approximated by interpolation as 12,700 (rounded to the nearest 100). Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 635,400 to 660,800 and about 19 chances in 20 that the value will fall within the range 622,700 to 673,500. This example is illustrated in the diagram below.



CALCULATION OF STANDARD
ERROR *continued*

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

PROPORTIONS AND
PERCENTAGES

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

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

6 Considering the example from paragraph 3, the 648,100 permanent part-time employees represent 35.3% of the 1,834,100 part-time employees. The SE of 1,834,100 is approximately 19,300 so the RSE is 1.1%. The RSE for 648,100 is 2.0%. Applying the above formula, the RSE of the proportion is $\sqrt{(2.0)^2 - (1.1)^2}$ or 1.7%, giving a SE for the proportion (35.3%) of 0.6 percentage point. Therefore, there are about two chances in three that the proportion of permanent part-time employees is between 34.7% and 35.9% and 19 chances in 20 that the proportion is within the range 34.1% to 36.5%.

DIFFERENCE

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

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

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

9 The imprecision due to sampling variability, which is measured by the SE, should not be confused with inaccuracies that may occur because of imperfections in reporting by interviewers and respondents, and errors made in coding and processing data. Inaccuracies of this kind are referred to as the non-sampling error, and they may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers, and efficient operating procedures.

T1. STANDARD ERRORS OF ESTIMATES

Size of estimate (Persons)	NSW no.	Vic. no.	Qld no.	SA no.	WA no.	Tas. no.	NT no.	ACT no.	Aust.	
									SE no.	RSE %
100	..	..	..	..	..	140	..	..	100	100.0
200	220	..	..	..	..	190	220	210	180	90.0
300	300	300	..	340	350	220	260	240	250	83.3
500	430	430	520	420	440	280	310	290	360	72.0
700	550	530	610	480	520	320	360	320	460	65.7
1 000	700	660	720	560	610	370	410	360	590	59.0
1 500	910	840	860	660	730	440	490	420	770	51.3
2 000	1 090	990	980	750	820	490	540	460	920	46.0
2 500	1 250	1 100	1 100	800	900	550	600	500	1 050	42.0
3 000	1 400	1 250	1 200	900	1 000	600	650	550	1 200	40.0
3 500	1 500	1 350	1 250	950	1 050	600	700	550	1 300	37.1
4 000	1 650	1 450	1 350	1 000	1 100	650	700	600	1 400	35.0
5 000	1 850	1 600	1 500	1 100	1 200	700	800	650	1 600	32.0
7 000	2 200	1 900	1 700	1 250	1 400	800	900	750	1 900	27.1
10 000	2 600	2 200	2 000	1 450	1 600	950	1 000	850	2 300	23.0
15 000	3 150	2 650	2 400	1 700	1 900	1 100	1 150	1 000	2 850	19.0
20 000	3 550	3 000	2 700	1 900	2 100	1 200	1 300	1 100	3 250	16.3
30 000	4 200	3 500	3 200	2 250	2 500	1 400	1 500	1 300	3 950	13.2
40 000	4 650	3 850	3 650	2 550	2 750	1 600	1 700	1 500	4 450	11.1
50 000	5 050	4 200	4 000	2 800	3 000	1 700	1 800	1 650	4 900	9.8
100 000	6 250	5 250	5 300	3 650	3 850	2 250	2 300	2 200	6 400	6.4
150 000	7 100	6 100	6 250	4 300	4 450	2 600	2 700	2 650	7 400	4.9
200 000	7 850	6 850	7 050	4 850	4 950	2 900	2 950	3 000	8 250	4.1
300 000	9 100	8 100	8 300	5 650	5 650	3 350	..	3 650	9 600	3.2
500 000	11 300	10 150	10 150	6 950	6 700	4 000	..	..	11 650	2.3
1 000 000	15 850	14 250	13 300	9 100	8 350	..	..	..	15 300	1.5
2 000 000	23 250	20 700	17 350	11 900	10 350	..	..	..	20 150	1.0
5 000 000	41 700	35 600	24 450	..	..	..	..	..	30 950	0.6
10 000 000	..	..	..	..	..	..	..	..	54 200	0.5

GLOSSARY

Break from work of six months or more	A period of six months or more away from current employer.
Casual employees	Employees who were not entitled to either annual leave or sick leave in their current position. Persons for whom casual or permanent employee status could not be determined were included as casual employees for the purpose of this publication.
Change in hours	Any change in the number of hours usually worked per week.
Change in work	Any of the following changes occurring in the last 12 months in the main job for employees who had worked with their current employer for 12 months or more: <ul style="list-style-type: none">▪ promoted (excluding owner-managers of incorporated enterprises);▪ transferred (excluding owner-managers of incorporated enterprises);▪ changed hours;▪ changed location;▪ new, different or extra duties; or▪ more responsibility.
Changed location of employment	In capital cities and major towns each suburb is considered to be a different location. Where an employee works at different sites for the same employer (for e.g. a construction worker) their base of operations (e.g. the employer's office, depot, yard, etc.) is considered to be their place of work. Movements within the same building or between buildings in the same complex (e.g. school, hospital) are not considered to be changes of location.
Current employer	The employer or business that the employee worked for in their main job in the reference week.
Current position	The position in which the employee worked in their main job in the reference week. A position is defined as work for an employer with a particular set of duties and level of responsibility.
Educational attainment	The highest qualification completed by the respondent, classified according to the <i>ABS Classification of Qualifications (ABSCO)</i> (Cat. no. 1262.0).

Employee	A person who works for a public or private employer and receives remuneration in wages, salary, commission, tips, or piece-rates, or in their business, either with or without employees, if that business was incorporated. School students aged 15–20 years and persons who worked solely for payment in kind, were excluded from the scope of this survey.
Expected duration of main job	Length of time the employee expects to work for current employer.
Formal assessment of performance	An assessment of an employee's work performance by the employee's supervisor or other nominated person.
Formal childcare	Includes any arrangements made for the care of children under 12 years of age in registered childcare, such as family day care or a childcare centre.
Formal training	Includes any work-related courses that the respondent attended. These training courses were required to be given with structured course notes and/or conducted by a presenter. These courses are usually conducted away from the respondent's work area, at a predetermined time and place.
Full-time employee	Employees who answer 'yes' to the question 'Is your main job full-time?'
Industry	The industry of the employer at the location where the employee works, classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993</i> (Cat. no. 1292.0).
Length of time in current position	The length of time in the position in which the employee worked during the reference week. The length of time the employee has held their current position can exceed the length of time they have worked for their employer where their employer is a business which has changed ownership but, where the employee's position has not changed.
Length of time with current employer	The length of time the employee has worked for that employer/business in all positions.
Main English-speaking countries	Comprises Canada, Ireland, New Zealand, South Africa, United Kingdom and the United States of America.
Main job	The job in which most hours were usually worked.
Most recent period of employment	Employees who had been previously employed by their current employer/business, terminated that employment through resignation, retrenchment or redundancy and then subsequently were re-employed by the same employer, are considered to have had more than one period of employment. Employees who have had extended periods of leave, whether paid or unpaid (e.g. maternity leave), are considered to have had only one period of employment with that employer.

Occupation	Classified according to the Australian Standard Classification of Occupation, <i>ASCO — Australian Standard Classification of Occupations, Second Edition</i> (Cat. no. 1220.0).
Owner managers of incorporated enterprises	Persons who reported that they worked in their own business, either with or without employees, and that business was a limited liability company. These persons are classified as employees.
Part-time employees	Employees who answered 'no' to the question 'Is your main job full-time?'.
Post-school qualifications	Any of the following educational qualifications completed by the person: bachelor degree or higher, undergraduate diploma, associate diploma, skilled vocational qualification or basic vocational qualification.
Promotion	A permanent increase in wage or salary and an increase in responsibility or complexity of work. Temporary promotions, acting and temporary higher duties are excluded from this category.
Sector	Classification of a respondent's employer as a public or private enterprise. Public sector includes local government authorities, government departments, agencies and authorities created by, or reporting to, the Commonwealth Parliament and State Parliaments. In November 1998, there were 42,503 persons for whom sector could not be determined. These persons were included in the private sector for the purpose of this publication.
Size of location	Number of persons employed at the location of the respondent's main job.
Transfer	A change of position without a change in either the level of responsibility or wages or salary. Both employer-initiated and employee-initiated transfers are included.
Weekly earnings	Amount of 'Last total pay' from wage and salary job prior to the interview (i.e. before taxation and other deductions had been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or prepayment of leave, etc.

SUPPLEMENTARY SURVEYS

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

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

FORTHCOMING SUPPLEMENTARY SURVEYS

Topic	Reference month	Expected release
Forms of Employment	August 1998	August 1999
Labour Force Experience	February 1999	August 1999
Job Search Experience of Unemployed Persons	July 1999	December 1999

INQUIRIES

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MELBOURNE	03 9615 7677	HOBART	03 6222 5841
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PERTH	08 9360 5943	CANBERRA	02 6207 0283

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