

CAREER EXPERIENCE

AUSTRALIA

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- For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Force and Supplementary Survey section on Canberra (02) 6252 7206.

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 the career opportunities of Australian workers. The publication provides information on employees with family responsibilities and on issues such as workplace flexibility and barriers to career development.

ABOUT THIS SURVEY The Statistics in this publication were obtained from the Career Experience Survey that was conducted throughout Australia in November 2002 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS).

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 child care arrangements.

This publication has been revised since the 1998 edition. Many of the tables have been restructured, and the amount of cross-classification has been reduced for improved presentation and ease of use.

NOTES ABOUT THE ESTIMATES Some data for 1996 and 1998 have been revised. See paragraphs 19–20 of the Explanatory Notes for more information. Revised estimates for 1996 and 1998 'Change in work' data have been used in this publication (table 1). More detailed data for 1996 and 1998 can be provided on request.

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

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ABBREVIATIONS

| | |
|--------|---|
| ABS | Australian Bureau of Statistics |
| ANZSIC | Australian and New Zealand Standard Industrial Classification |
| ASCED | Australian Standard Classification of Education |
| ASCO | Australian Standard Classification of Occupations |
| LFS | Labour Force Survey |
| RSE | relative standard error |
| SACC | Standard Australian Classification of Countries |
| SE | standard error |

Dennis Trewin
Australian Statistician

SUMMARY OF FINDINGS

OVERVIEW

In November 2002, there were 7,726,000 employees in the Australian labour force.

Approximately 3,392,800 (44%) employees had been with their current employer for one year or more and had experienced some change in their work in the previous 12 months. There were 2,952,100 (42%) employees in this category in 1998, and 2,772,300 (40%) in 1996.

Thirty-three per cent (2,583,900) of employees had been with their current employer for one year or more and had no change in their work. This compares with 2,444,400 (35%) in 1998 and 2,382,800 (35%) in 1996.

There were 1,749,400 (23%) employees who had been with their current employer for less than one year, compared with 1,610,100 (23%) in 1998, and 1,702,300 (25%) in 1996.

CHANGES IN WORK

Information on changes in work in the last 12 months is available for the estimated 5,976,600 employees who had worked with their current employer for one year or more.

The most commonly reported changes were: 'more responsibility' (reported by 40% of these employees); 'new, different or extra duties' (38%) and 'change in hours' (19%). Approximately 43% reported no change at all.

Female employees were more likely to have had 'more responsibility' (41%), 'new, different or extra duties' (40%) and 'change in hours' (24%), than male employees (38%, 35% and 15% respectively). Approximately 8% of females and 7% of males had been promoted.

The proportion of full-time employees who were 'promoted' (7%) or 'transferred' (5%) was higher than that of part-time employees (both 3%).

Full-time employees were more likely to have had 'more responsibility' (34%) and 'new, different or extra duties' (32%) than part-time employees (21% and 20% respectively).

The most common change for part-time employees was a 'change in hours'. More than one in five (22%) part-time employees had a 'change in hours' compared with only 12% of full-time employees.

Being given 'more responsibility' was one of the most common changes reported by employees in all age groups except those aged 65 years and over. Employees aged 20–24 years and 25–30 years were most likely to have been given 'more responsibility' (48% and 47% respectively), compared with 34% for those aged 45–54 years and 27% for those aged 55–64 years.

A higher proportion of associate professionals were promoted (11%) than employees in any other occupation group. This group was also the one most likely to change location (11%).

LENGTH OF TIME WITH CURRENT EMPLOYER

In November 2002, 5,976,600 employees had been with their current employer for one year or more and 1,749,400 had been with their current employer for less than one year.

SUMMARY OF FINDINGS *continued*

LENGTH OF TIME WITH CURRENT EMPLOYER *continued*

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 43% of full-time employees had worked for five years or more for their current employer compared with 30% of part-timers. In contrast, 30% of part-time employees had worked less than one year for their current employer compared with 20% of full-time employees.

Employees with leave entitlements were more likely to have worked five years or more for their current employer (46%) than employees without leave entitlements (23%).

EDUCATION AND TRAINING

Approximately 3,310,200 (43%) employees studied or attended formal education in the last 12 months while working with their current employer. Of these:

- 86% had leave entitlements in their main job
- 84% had been with their current employer for more than one year
- 43% had a bachelor degree or higher, advanced diploma, or diploma as their level of highest educational attainment
- 19% had year 12 as their level of highest educational attainment.

Of the 5,976,600 employees who had worked with their current employer for one year or more, 3,757,000 (63%) had some study or training in the last 12 months, including formal study or training as well as on-the-job and other informal training. This compares with 59% in 1998 and 57% in 1996.

CAREER BREAKS

Of the 6,736,500 employees who had worked with their current employer for six months or more, 268,400 (4%) had taken a break of six months or more while working with their current employer, and 29,400 (less than 1%) were 'currently away from work'.

Of the employees who took a break of six months or more while working with their current employer, 200,000 were females, 73% of whom cited 'family reasons' as the main reason for their most recent break. The majority (32,200 or 47%) of males took their most recent break from work of six months or more for 'personal reasons', compared with 16% of females.

LEAVE TAKEN ON MOST RECENT BREAK OF SIX MONTHS OR MORE

The most common leave types taken by females for their most recent break of six months or more were 'unpaid parental' (37%); 'leave without pay' (32%); and 'paid parental' (26%).

Among the 64,800 males who took a break of six months or more while working with their current employer, the most common leave types were 'leave without pay' (38%) and 'long service' (17%).

LEAVE TAKEN FOR THE BIRTH OF YOUNGEST CHILD

Around 690,700 employees with children aged under six years took a break from work when their youngest child was born. Of these, 393,900 (57%) were males, and 296,700 (43%) were females. Approximately 54,400 (8%) of these employees ceased work when their youngest child was born, the vast majority of whom were females (96%).

The most common leave types taken by females when the youngest child was born were 'unpaid parental' (39%) and 'paid parental' (32%). For males, the most common leave types were 'recreational/holiday/annual' (68%) and 'paid parental' (19%).

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EMPLOYEES, Whether had any change in work with current employer in the last 12 months—November 1996 to November 2002

| | HAD SOME CHANGE IN WORK | | | HAD NO CHANGE IN WORK | | | WITH CURRENT EMPLOYER FOR LESS THAN 12 MONTHS | | |
|---|-------------------------|---------|---------|-----------------------|---------|---------|---|-------|-------|
| | 1996 | 1998 | 2002 | 1996 | 1998 | 2002 | 1996 | 1998 | 2002 |
| | '000 | '000 | '000 | '000 | '000 | '000 | '000 | '000 | '000 |
| MALES | | | | | | | | | |
| Age group (years) | | | | | | | | | |
| 15–24 | 225.7 | 204.5 | 258.9 | 157.8 | 160.5 | 146.3 | 295.3 | 294.2 | 300.9 |
| 25–34 | 436.7 | 469.6 | 477.7 | 336.2 | 319.6 | 311.4 | 280.7 | 256.5 | 287.8 |
| 35–44 | 421.6 | 455.6 | 469.9 | 360.0 | 361.8 | 385.7 | 177.9 | 160.9 | 162.7 |
| 45–54 | 318.8 | 351.7 | 390.6 | 328.7 | 344.8 | 392.4 | 107.5 | 106.2 | 110.1 |
| 55 and over | 110.7 | 115.7 | 163.9 | 193.3 | 216.4 | 262.4 | 38.9 | 35.1 | 50.8 |
| Country of birth | | | | | | | | | |
| Born in Australia | 1 130.7 | 1 217.7 | 1 345.9 | 999.9 | 990.0 | 1 056.3 | 668.5 | 635.9 | 684.4 |
| Born overseas | 382.8 | 379.4 | 415.0 | 376.2 | 413.2 | 441.9 | 231.7 | 217.1 | 228.1 |
| Whether has a non-school qualification | | | | | | | | | |
| With non-school qualification | 818.4 | 955.2 | 1 121.3 | 635.8 | 739.8 | 817.5 | 396.6 | 424.9 | 480.7 |
| Without non-school qualification | 692.8 | 639.5 | 639.6 | 730.8 | 653.6 | 670.2 | 503.0 | 427.4 | 431.1 |
| Not asked(a) | *2.2 | *2.3 | — | 9.5 | 9.8 | 10.5 | **0.6 | **0.6 | **0.6 |
| Full-time or part-time status in main job | | | | | | | | | |
| Full-time employees | 1 421.5 | 1 495.2 | 1 588.6 | 1 282.0 | 1 257.6 | 1 336.8 | 659.2 | 621.8 | 699.6 |
| Part-time employees | 92.0 | 101.9 | 172.3 | 94.1 | 145.6 | 161.4 | 241.1 | 231.2 | 212.8 |
| Leave entitlements in main job | | | | | | | | | |
| With leave entitlements | 1 365.4 | 1 420.4 | 1 552.8 | 1 161.7 | 1 139.4 | 1 167.9 | 530.1 | 501.6 | 528.1 |
| Without leave entitlements | 148.0 | 176.7 | 208.2 | 214.4 | 263.8 | 330.3 | 370.1 | 351.3 | 384.3 |
| Sector of main job | | | | | | | | | |
| Public | 427.5 | 425.6 | 386.6 | 280.4 | 214.1 | 207.7 | 103.0 | 76.7 | 86.0 |
| Private(b) | 1 086.0 | 1 171.5 | 1 374.4 | 1 095.7 | 1 189.0 | 1 290.5 | 797.2 | 776.3 | 826.4 |
| Length of time with current employer | | | | | | | | | |
| Less than 1 year | .. | .. | .. | .. | .. | .. | 900.2 | 852.9 | 912.4 |
| 1 and under 3 years | 442.4 | 427.1 | 544.0 | 368.6 | 395.7 | 394.5 | .. | .. | .. |
| 3 and under 5 years | 226.6 | 297.5 | 324.4 | 228.6 | 251.7 | 248.3 | .. | .. | .. |
| 5 and under 10 years | 360.5 | 359.5 | 399.6 | 326.9 | 287.0 | 330.8 | .. | .. | .. |
| 10 years or more | 483.9 | 513.0 | 492.9 | 452.0 | 468.7 | 524.6 | .. | .. | .. |
| Whether had one or more positions with current employer(c) | | | | | | | | | |
| One position | 880.6 | 990.3 | 822.9 | 1 118.2 | 1 201.9 | 1 183.0 | 849.6 | 806.8 | 851.2 |
| More than one position | 632.8 | 606.8 | 938.1 | 257.9 | 201.3 | 315.1 | 50.6 | 46.1 | 61.2 |
| Length of time in current position(c) | | | | | | | | | |
| Less than 1 year | 201.4 | 173.4 | 384.0 | *3.5 | **0.6 | 9.8 | 899.6 | 853.0 | 912.4 |
| 1 and under 3 years | 529.0 | 544.7 | 691.5 | 443.4 | 457.3 | 513.0 | — | — | — |
| 3 and under 5 years | 252.7 | 307.9 | 259.5 | 253.7 | 280.5 | 271.8 | — | — | — |
| 5 and under 10 years | 297.6 | 296.6 | 226.0 | 331.2 | 285.1 | 333.1 | **0.7 | — | — |
| 10 years or more | 232.7 | 274.6 | 199.8 | 344.3 | 379.6 | 370.4 | — | — | — |
| Whether had one or more periods of employment with current employer | | | | | | | | | |
| One period of employment | 1 376.4 | 1 441.8 | 1 606.2 | 1 275.3 | 1 295.1 | 1 400.1 | 757.2 | 736.1 | 854.0 |
| More than one period of employment | 137.1 | 155.3 | 154.7 | 100.8 | 108.1 | 98.0 | 143.0 | 116.8 | 58.4 |
| Total | 1 513.4 | 1 597.1 | 1 761.0 | 1 376.1 | 1 403.2 | 1 498.2 | 900.2 | 852.9 | 912.4 |

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

— nil or rounded to zero (including null cells)

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

.. not applicable

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

(b) Includes persons for whom sector could not be determined. See paragraph 16 of the Explanatory Notes.

(c) Change in question wording in 2002 may have affected the estimates. See paragraph 21 of the Explanatory Notes.

EMPLOYEES, Whether had any change in work with current employer in the last 12 months—November 1996 to November 2002 *continued*

| | HAD SOME CHANGE IN WORK | | | HAD NO CHANGE IN WORK | | | WITH CURRENT EMPLOYER FOR LESS THAN 12 MONTHS | | |
|---|-------------------------|---------|---------|-----------------------|---------|---------|---|-------|-------|
| | 1996 | 1998 | 2002 | 1996 | 1998 | 2002 | 1996 | 1998 | 2002 |
| | '000 | '000 | '000 | '000 | '000 | '000 | '000 | '000 | '000 |
| FEMALES | | | | | | | | | |
| Age group (years) | | | | | | | | | |
| 15–24 | 210.4 | 210.0 | 239.6 | 122.5 | 124.6 | 127.6 | 275.3 | 263.8 | 292.0 |
| 25–34 | 358.7 | 376.3 | 425.2 | 214.5 | 226.3 | 196.9 | 245.2 | 224.3 | 233.8 |
| 35–44 | 347.4 | 383.3 | 424.8 | 307.5 | 276.5 | 287.0 | 171.2 | 155.0 | 184.5 |
| 45–54 | 272.7 | 302.7 | 401.3 | 258.8 | 300.4 | 318.0 | 90.7 | 96.5 | 99.5 |
| 55 and over | 69.7 | 82.7 | 140.9 | 103.4 | 113.3 | 156.2 | 19.7 | 17.6 | 27.2 |
| Country of birth | | | | | | | | | |
| Born in Australia | 1 006.1 | 1 089.5 | 1 294.7 | 742.6 | 749.5 | 771.1 | 623.5 | 581.0 | 670.8 |
| Born overseas | 252.8 | 265.5 | 337.1 | 264.1 | 291.7 | 314.6 | 178.6 | 176.2 | 166.1 |
| Whether has a non-school qualification | | | | | | | | | |
| With non-school qualification | 641.9 | 754.1 | 993.8 | 398.2 | 457.6 | 540.6 | 360.0 | 390.7 | 449.3 |
| Without non-school qualification | 616.0 | 600.7 | 637.7 | 603.8 | 576.9 | 544.2 | 441.0 | 366.6 | 387.1 |
| Not asked(a) | **1.0 | **0.2 | **0.3 | *4.6 | *6.7 | **0.9 | **1.1 | — | **0.5 |
| Full-time or part-time status in main job | | | | | | | | | |
| Full-time employees | 809.9 | 866.9 | 1 008.5 | 558.9 | 571.8 | 569.7 | 377.8 | 359.3 | 420.6 |
| Part-time employees | 449.0 | 488.1 | 623.4 | 447.8 | 469.4 | 516.0 | 424.3 | 397.9 | 416.4 |
| Leave entitlements in main job | | | | | | | | | |
| With leave entitlements | 1 019.8 | 1 101.6 | 1 310.4 | 709.3 | 719.6 | 757.7 | 419.3 | 386.9 | 436.3 |
| Without leave entitlements | 239.1 | 253.4 | 321.4 | 297.4 | 321.6 | 328.0 | 382.8 | 370.3 | 400.7 |
| Sector of main job | | | | | | | | | |
| Public | 423.0 | 427.9 | 497.4 | 261.9 | 247.9 | 240.3 | 153.9 | 149.2 | 151.1 |
| Private(b) | 835.9 | 927.1 | 1 134.4 | 744.8 | 793.3 | 845.5 | 648.2 | 608.0 | 685.9 |
| Length of time with current employer | | | | | | | | | |
| Less than 1 year | .. | .. | .. | .. | .. | .. | 802.1 | 757.2 | 836.9 |
| 1 and under 3 years | 427.0 | 436.6 | 546.4 | 328.5 | 319.6 | 314.7 | .. | .. | .. |
| 3 and under 5 years | 220.4 | 302.8 | 321.2 | 167.3 | 203.4 | 216.7 | .. | .. | .. |
| 5 and under 10 years | 328.5 | 321.4 | 361.9 | 255.4 | 257.4 | 256.8 | .. | .. | .. |
| 10 years or more | 283.0 | 294.2 | 402.2 | 255.5 | 260.9 | 297.5 | .. | .. | .. |
| Whether had one or more positions with current employer(c) | | | | | | | | | |
| One position | 797.7 | 886.6 | 800.6 | 872.8 | 919.3 | 874.6 | 738.4 | 709.4 | 763.4 |
| More than one position | 461.2 | 468.4 | 831.2 | 133.9 | 121.9 | 211.1 | 63.7 | 47.8 | 73.6 |
| Length of time in current position(c) | | | | | | | | | |
| Less than 1 year | 178.6 | 170.8 | 371.4 | *5.9 | **1.5 | 9.9 | 800.9 | 755.6 | 836.9 |
| 1 and under 3 years | 467.7 | 503.8 | 609.5 | 362.3 | 362.7 | 397.4 | **0.5 | **1.1 | — |
| 3 and under 5 years | 210.9 | 266.3 | 251.3 | 181.1 | 214.6 | 240.8 | **0.7 | **0.6 | — |
| 5 and under 10 years | 237.8 | 241.7 | 229.6 | 249.3 | 243.5 | 232.2 | — | — | — |
| 10 years or more | 164.0 | 172.4 | 169.9 | 208.1 | 218.9 | 205.3 | — | — | — |
| Whether had one or more periods of employment with current employer | | | | | | | | | |
| One period of employment | 1 087.7 | 1 173.0 | 1 422.8 | 903.5 | 952.0 | 973.2 | 680.6 | 632.5 | 776.0 |
| More than one period of employment | 171.2 | 182.0 | 209.0 | 103.2 | 89.2 | 112.5 | 121.5 | 124.7 | 61.0 |
| Total | 1 258.9 | 1 355.0 | 1 631.8 | 1 006.7 | 1 041.2 | 1 085.7 | 802.1 | 757.2 | 836.9 |

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

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

— nil or rounded to zero (including null cells)

.. not applicable

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

(b) Includes persons for whom sector could not be determined. See paragraph 16 of the Explanatory Notes.

(c) Change in question wording in 2002 may have affected the estimates. See paragraph 21 of the Explanatory Notes.

EMPLOYEES, Whether had any change in work with current employer in the last 12 months—November 1996 to November 2002 *continued*

| | HAD SOME CHANGE IN WORK | | | HAD NO CHANGE IN WORK | | | WITH CURRENT EMPLOYER FOR LESS THAN 12 MONTHS | | |
|---|-------------------------|----------------|----------------|-----------------------|----------------|----------------|---|----------------|----------------|
| | 1996 | 1998 | 2002 | 1996 | 1998 | 2002 | 1996 | 1998 | 2002 |
| | '000 | '000 | '000 | '000 | '000 | '000 | '000 | '000 | '000 |
| PERSONS | | | | | | | | | |
| Age group (years) | | | | | | | | | |
| 15–24 | 436.1 | 414.6 | 498.5 | 280.3 | 285.1 | 273.9 | 570.6 | 558.0 | 592.9 |
| 25–34 | 795.4 | 845.9 | 902.9 | 550.7 | 545.9 | 508.4 | 525.8 | 480.8 | 521.6 |
| 35–44 | 769.1 | 838.9 | 894.7 | 667.5 | 638.3 | 672.6 | 349.1 | 316.0 | 347.2 |
| 45–54 | 591.4 | 654.4 | 791.9 | 587.5 | 645.2 | 710.4 | 198.2 | 202.6 | 209.6 |
| 55 and over | 180.4 | 198.4 | 304.8 | 296.7 | 329.7 | 418.5 | 58.6 | 52.8 | 78.0 |
| Country of birth | | | | | | | | | |
| Born in Australia | 2 136.8 | 2 307.2 | 2 640.6 | 1 742.5 | 1 739.5 | 1 827.4 | 1 292.0 | 1 216.9 | 1 355.2 |
| Born overseas | 635.6 | 644.9 | 752.1 | 640.3 | 704.8 | 756.4 | 410.3 | 393.3 | 394.2 |
| Whether has a non-school qualification | | | | | | | | | |
| With non-school qualification | 1 460.3 | 1 709.4 | 2 115.2 | 1 034.0 | 1 197.5 | 1 358.1 | 756.6 | 815.6 | 930.0 |
| Without non-school qualification | 1 308.8 | 1 240.2 | 1 277.3 | 1 334.7 | 1 230.5 | 1 214.4 | 944.0 | 793.9 | 818.3 |
| Not asked(a) | *3.3 | *2.6 | **0.3 | 14.1 | 16.5 | 11.4 | **1.7 | **0.6 | **1.1 |
| Full-time or part-time status in main job | | | | | | | | | |
| Full-time employees | 2 231.3 | 2 362.1 | 2 597.1 | 1 840.9 | 1 829.3 | 1 906.5 | 1 037.0 | 981.0 | 1 120.2 |
| Part-time employees | 541.0 | 590.0 | 795.7 | 541.8 | 615.0 | 677.4 | 665.3 | 629.1 | 629.2 |
| Leave entitlements in main job | | | | | | | | | |
| With leave entitlements | 2 385.2 | 2 522.0 | 2 863.2 | 1 871.1 | 1 859.0 | 1 925.6 | 949.4 | 888.5 | 964.4 |
| Without leave entitlements | 387.2 | 430.0 | 529.6 | 511.7 | 585.4 | 658.3 | 752.9 | 721.6 | 785.0 |
| Sector of main job | | | | | | | | | |
| Public | 850.5 | 853.6 | 884.0 | 542.3 | 462.0 | 448.0 | 256.9 | 225.9 | 237.0 |
| Private(b) | 1 921.9 | 2 098.5 | 2 508.8 | 1 840.5 | 1 982.3 | 2 135.9 | 1 445.4 | 1 384.3 | 1 512.3 |
| Length of time with current employer | | | | | | | | | |
| Less than 1 year | .. | .. | .. | .. | .. | .. | 1 702.3 | 1 610.1 | 1 749.4 |
| 1 and under 3 years | 869.4 | 863.7 | 1 090.4 | 697.1 | 715.3 | 709.2 | .. | .. | .. |
| 3 and under 5 years | 447.1 | 600.3 | 645.7 | 395.9 | 455.1 | 465.0 | .. | .. | .. |
| 5 and under 10 years | 689.0 | 681.0 | 761.5 | 582.4 | 544.4 | 587.6 | .. | .. | .. |
| 10 years or more | 766.9 | 807.1 | 895.2 | 707.4 | 729.6 | 822.1 | .. | .. | .. |
| Whether had one or more positions with current employer(c) | | | | | | | | | |
| One position | 1 678.4 | 1 876.9 | 1 623.5 | 1 991.0 | 2 121.2 | 2 057.7 | 1 588.1 | 1 516.2 | 1 614.6 |
| More than one position | 1 094.0 | 1 075.2 | 1 769.3 | 391.8 | 323.2 | 526.2 | 114.2 | 93.9 | 134.7 |
| Length of time in current position(c) | | | | | | | | | |
| Less than 1 year | 380.0 | 344.2 | 755.5 | 9.4 | *2.1 | 19.8 | 1 700.5 | 1 608.4 | 1 749.4 |
| 1 and under 3 years | 996.7 | 1 048.4 | 1 301.1 | 805.8 | 819.9 | 910.4 | **0.5 | **1.1 | — |
| 3 and under 5 years | 463.6 | 574.2 | 510.8 | 434.8 | 495.1 | 512.6 | **0.7 | **0.6 | — |
| 5 and under 10 years | 535.4 | 538.2 | 455.7 | 580.5 | 528.6 | 565.3 | **0.7 | — | — |
| 10 years or more | 396.6 | 447.0 | 369.8 | 552.3 | 598.5 | 575.7 | — | — | — |
| Whether had one or more periods of employment with current employer | | | | | | | | | |
| One period of employment | 2 464.0 | 2 614.8 | 3 029.1 | 2 178.8 | 2 247.0 | 2 373.4 | 1 437.8 | 1 368.6 | 1 630.0 |
| More than one period of employment | 308.3 | 337.3 | 363.7 | 204.0 | 197.4 | 210.5 | 264.6 | 241.6 | 119.4 |
| Total | 2 772.3 | 2 952.1 | 3 392.8 | 2 382.8 | 2 444.4 | 2 583.9 | 1 702.3 | 1 610.1 | 1 749.4 |

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

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

.. not applicable

— nil or rounded to zero (including null cells)

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

(b) Includes persons for whom sector could not be determined. See paragraph 16 of the Explanatory Notes.

(c) Change in question wording in 2002 may have affected the estimates. See paragraph 21 of the Explanatory Notes.

EMPLOYEES, Full-time or part-time status in main job—By leave entitlements in main job and selected characteristics

| | FULL-TIME EMPLOYEES | | | PART-TIME EMPLOYEES | | | TOTAL | | |
|---|------------------------------------|---------------------------------------|---------|------------------------------------|---------------------------------------|-------|------------------------------------|---------------------------------------|---------|
| | With leave entitle- ments | Without leave entitle- ments | Total | With leave entitle- ments | Without leave entitle- ments | Total | With leave entitle- ments | Without leave entitle- ments | Total |
| | '000 | '000 | '000 | '000 | '000 | '000 | '000 | '000 | '000 |
| MALES | | | | | | | | | |
| Length of time with current employer | | | | | | | | | |
| Less than 1 year | 487.6 | 211.9 | 699.6 | 40.4 | 172.4 | 212.8 | 528.1 | 384.3 | 912.4 |
| Less than 6 months | 241.2 | 144.2 | 385.4 | 21.6 | 113.0 | 134.7 | 262.8 | 257.3 | 520.1 |
| 6 and under 12 months | 246.5 | 67.7 | 314.2 | 18.8 | 59.4 | 78.2 | 265.3 | 127.1 | 392.3 |
| One year or more | 2 584.3 | 341.2 | 2 925.4 | 136.4 | 197.3 | 333.7 | 2 720.7 | 538.4 | 3 259.1 |
| 1 and under 3 years | 665.8 | 115.2 | 781.0 | 53.0 | 104.5 | 157.5 | 718.8 | 219.6 | 938.4 |
| 3 and under 5 years | 445.1 | 59.3 | 504.4 | 29.2 | 39.2 | 68.4 | 474.3 | 98.5 | 572.8 |
| 5 and under 10 years | 608.8 | 69.9 | 678.7 | 28.5 | 23.2 | 51.7 | 637.3 | 93.1 | 730.4 |
| 10 years or more | 864.6 | 96.8 | 961.4 | 25.7 | 30.5 | 56.1 | 890.3 | 127.2 | 1 017.5 |
| Whether had any change in work with current employer in the last 12 months | | | | | | | | | |
| With current employer for 12 months or more | 2 584.3 | 341.2 | 2 925.4 | 136.4 | 197.3 | 333.7 | 2 720.7 | 538.4 | 3 259.1 |
| Had some change in work | 1 470.0 | 118.6 | 1 588.6 | 82.7 | 89.6 | 172.3 | 1 552.8 | 208.2 | 1 761.0 |
| Had no change in work | 1 114.2 | 222.6 | 1 336.8 | 53.6 | 107.7 | 161.4 | 1 167.9 | 330.3 | 1 498.2 |
| With current employer for less than 12 months | 487.6 | 211.9 | 699.6 | 40.4 | 172.4 | 212.8 | 528.1 | 384.3 | 912.4 |
| All changes in work with current employer in the last 12 months(a) | | | | | | | | | |
| Promoted(b) | 211.4 | 9.4 | 220.8 | *6.8 | *5.0 | 11.8 | 218.1 | 14.4 | 232.5 |
| Transferred(b) | 157.3 | *8.2 | 165.5 | *4.0 | *7.8 | 11.8 | 161.3 | 16.0 | 177.4 |
| Change in hours | 353.1 | 44.3 | 397.3 | 41.2 | 56.6 | 97.8 | 394.2 | 100.9 | 495.1 |
| Changed location | 227.5 | 24.6 | 252.1 | 15.0 | 11.0 | 26.0 | 242.5 | 35.5 | 278.1 |
| New, different or extra duties | 995.8 | 64.8 | 1 060.6 | 44.4 | 37.6 | 82.0 | 1 040.2 | 102.4 | 1 142.6 |
| More responsibility | 1 079.4 | 72.9 | 1 152.3 | 48.7 | 38.6 | 87.3 | 1 128.1 | 111.5 | 1 239.5 |
| Had no change in work | 1 114.2 | 222.6 | 1 336.8 | 53.6 | 107.7 | 161.4 | 1 167.9 | 330.3 | 1 498.2 |
| With current employer for less than 12 months | 487.6 | 211.9 | 699.6 | 40.4 | 172.4 | 212.8 | 528.1 | 384.3 | 912.4 |
| Whether had a break from work of six months or more while working with current employer | | | | | | | | | |
| With current employer for six months or more(c) | 2 830.7 | 408.9 | 3 239.6 | 155.2 | 256.7 | 411.9 | 2 985.9 | 665.5 | 3 651.5 |
| Had a break from work | 49.6 | *8.1 | 57.7 | *6.7 | *4.0 | 10.7 | 56.3 | 12.1 | 68.4 |
| Did not have a break from work | 2 771.3 | 399.2 | 3 170.5 | 148.2 | 252.2 | 400.3 | 2 919.5 | 651.3 | 3 570.8 |
| With current employer for less than six months | 241.2 | 144.2 | 385.4 | 21.6 | 113.0 | 134.7 | 262.8 | 257.3 | 520.1 |
| Whether had study or training with current employer in the last 12 months | | | | | | | | | |
| Had some study or training | 1 995.9 | 225.5 | 2 221.4 | 112.4 | 168.9 | 281.3 | 2 108.3 | 394.4 | 2 502.7 |
| Had no study or training | 1 076.0 | 327.6 | 1 403.6 | 64.4 | 200.8 | 265.3 | 1 140.5 | 528.4 | 1 668.9 |
| Total | 3 071.9 | 553.1 | 3 625.0 | 176.8 | 369.7 | 546.5 | 3 248.7 | 922.8 | 4 171.5 |

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

(a) Refers to all changes in work, therefore persons may appear in more than one category.

(b) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether they had been promoted or transferred.

(c) Includes 'don't know' and 'currently away from work'.

EMPLOYEES, Full-time or part-time status in main job—By leave entitlements in main job and selected characteristics *continued*

| | FULL-TIME EMPLOYEES | | | PART-TIME EMPLOYEES | | | TOTAL | | |
|---|------------------------------------|---------------------------------------|---------|------------------------------------|---------------------------------------|---------|------------------------------------|---------------------------------------|---------|
| | With leave entitle- ments | Without leave entitle- ments | Total | With leave entitle- ments | Without leave entitle- ments | Total | With leave entitle- ments | Without leave entitle- ments | Total |
| | '000 | '000 | '000 | '000 | '000 | '000 | '000 | '000 | '000 |
| FEMALES | | | | | | | | | |
| Length of time with current employer | | | | | | | | | |
| Less than 1 year | 329.7 | 90.8 | 420.6 | 106.5 | 309.8 | 416.4 | 436.3 | 400.7 | 836.9 |
| Less than 6 months | 162.0 | 58.9 | 220.9 | 47.8 | 200.7 | 248.6 | 209.8 | 259.6 | 469.4 |
| 6 and under 12 months | 167.8 | 31.9 | 199.7 | 58.7 | 109.1 | 167.8 | 226.5 | 141.0 | 367.5 |
| One year or more | 1 433.8 | 144.4 | 1 578.1 | 634.3 | 505.0 | 1 139.4 | 2 068.1 | 649.4 | 2 717.5 |
| 1 and under 3 years | 419.9 | 50.5 | 470.3 | 163.1 | 227.7 | 390.8 | 582.9 | 278.2 | 861.1 |
| 3 and under 5 years | 276.6 | 36.3 | 313.0 | 117.4 | 107.5 | 224.9 | 394.1 | 143.8 | 537.9 |
| 5 and under 10 years | 325.3 | 34.0 | 359.3 | 157.7 | 101.7 | 259.4 | 483.1 | 135.6 | 618.7 |
| 10 years or more | 411.9 | 23.6 | 435.5 | 196.1 | 68.1 | 264.2 | 608.0 | 91.8 | 699.7 |
| Whether had any change in work with current employer in the last 12 months | | | | | | | | | |
| With current employer for 12 months or more | 1 433.8 | 144.4 | 1 578.1 | 634.3 | 505.0 | 1 139.4 | 2 068.1 | 649.4 | 2 717.5 |
| Had some change in work | 935.8 | 72.7 | 1 008.5 | 374.6 | 248.7 | 623.4 | 1 310.4 | 321.4 | 1 631.8 |
| Had no change in work | 498.0 | 71.7 | 569.7 | 259.7 | 256.3 | 516.0 | 757.7 | 328.0 | 1 085.7 |
| With current employer for less than 12 months | 329.7 | 90.8 | 420.6 | 106.5 | 309.8 | 416.4 | 436.3 | 400.7 | 836.9 |
| All changes in work with current employer in the last 12 months(a) | | | | | | | | | |
| Promoted(b) | 164.7 | *7.6 | 172.2 | 31.9 | 9.5 | 41.5 | 196.6 | 17.1 | 213.7 |
| Transferred(b) | 133.1 | *6.5 | 139.6 | 32.5 | 14.1 | 46.5 | 165.6 | 20.5 | 186.1 |
| Change in hours | 246.5 | 36.5 | 282.9 | 215.1 | 154.6 | 369.7 | 461.6 | 191.1 | 652.7 |
| Changed location | 117.3 | 12.8 | 130.2 | 38.6 | 34.8 | 73.4 | 156.0 | 47.6 | 203.6 |
| New, different or extra duties | 707.0 | 43.6 | 750.6 | 228.7 | 120.1 | 348.8 | 935.7 | 163.7 | 1 099.4 |
| More responsibility | 724.4 | 48.5 | 772.9 | 228.9 | 119.6 | 348.5 | 953.3 | 168.1 | 1 121.4 |
| Had no change in work | 498.0 | 71.7 | 569.7 | 259.7 | 256.3 | 516.0 | 757.7 | 328.0 | 1 085.7 |
| With current employer for less than 12 months | 329.7 | 90.8 | 420.6 | 106.5 | 309.8 | 416.4 | 436.3 | 400.7 | 836.9 |
| Whether had a break from work of six months or more while working with current employer | | | | | | | | | |
| With current employer for six months or more(c) | 1 601.5 | 176.3 | 1 777.9 | 693.0 | 614.1 | 1 307.2 | 2 294.6 | 790.5 | 3 085.0 |
| Had a break from work | 74.5 | *4.9 | 79.4 | 86.5 | 34.1 | 120.6 | 161.0 | 39.0 | 200.0 |
| Did not have a break from work | 1 506.3 | 169.6 | 1 675.9 | 599.3 | 578.1 | 1 177.4 | 2 105.6 | 747.7 | 2 853.3 |
| With current employer for less than six months | 162.0 | 58.9 | 220.9 | 47.8 | 200.7 | 248.6 | 209.8 | 259.6 | 469.4 |
| Whether had study or training with current employer in the last 12 months | | | | | | | | | |
| Had some study or training | 1 335.9 | 122.7 | 1 458.6 | 495.9 | 409.2 | 905.2 | 1 831.9 | 531.9 | 2 363.8 |
| Had no study or training | 427.6 | 112.5 | 540.1 | 245.0 | 405.6 | 650.6 | 672.5 | 518.2 | 1 190.7 |
| Total | 1 763.5 | 235.2 | 1 998.7 | 740.9 | 814.9 | 1 555.7 | 2 504.4 | 1 050.1 | 3 554.5 |

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

(a) Refers to all changes in work, therefore persons may appear in more than one category.

(b) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether they had been promoted or transferred.

(c) Includes 'don't know' and 'currently away from work'.

EMPLOYEES, Full-time or part-time status in main job—By leave entitlements in main job and selected characteristics *continued*

| | FULL-TIME EMPLOYEES | | | PART-TIME EMPLOYEES | | | TOTAL | | |
|---|------------------------------------|---------------------------------------|----------------|------------------------------------|---------------------------------------|----------------|------------------------------------|---------------------------------------|----------------|
| | With leave entitle- ments | Without leave entitle- ments | Total | With leave entitle- ments | Without leave entitle- ments | Total | With leave entitle- ments | Without leave entitle- ments | Total |
| | '000 | '000 | '000 | '000 | '000 | '000 | '000 | '000 | '000 |
| PERSONS | | | | | | | | | |
| Length of time with current employer | | | | | | | | | |
| Less than 1 year | 817.4 | 302.8 | 1 120.2 | 147.0 | 482.2 | 629.2 | 964.4 | 785.0 | 1 749.4 |
| Less than 6 months | 403.1 | 203.1 | 606.3 | 69.5 | 313.7 | 383.2 | 472.6 | 516.9 | 989.5 |
| 6 and under 12 months | 414.2 | 99.6 | 513.9 | 77.5 | 168.5 | 246.0 | 491.7 | 268.1 | 759.8 |
| One year or more | 4 018.0 | 485.5 | 4 503.6 | 770.7 | 702.3 | 1 473.1 | 4 788.8 | 1 187.9 | 5 976.6 |
| 1 and under 3 years | 1 085.7 | 165.6 | 1 251.3 | 216.0 | 332.2 | 548.3 | 1 301.7 | 497.9 | 1 799.6 |
| 3 and under 5 years | 721.7 | 95.6 | 817.4 | 146.6 | 146.7 | 293.3 | 868.4 | 242.3 | 1 110.7 |
| 5 and under 10 years | 934.2 | 103.8 | 1 038.0 | 186.3 | 124.9 | 311.2 | 1 120.4 | 228.7 | 1 349.2 |
| 10 years or more | 1 276.5 | 120.4 | 1 396.9 | 221.8 | 98.6 | 320.4 | 1 498.3 | 219.0 | 1 717.2 |
| Whether had any change in work with current employer in the last 12 months | | | | | | | | | |
| With current employer for 12 months or more | 4 018.0 | 485.5 | 4 503.6 | 770.7 | 702.3 | 1 473.1 | 4 788.8 | 1 187.9 | 5 976.6 |
| Had some change in work | 2 405.8 | 191.3 | 2 597.1 | 457.4 | 338.3 | 795.7 | 2 863.2 | 529.6 | 3 392.8 |
| Had no change in work | 1 612.2 | 294.3 | 1 906.5 | 313.4 | 364.0 | 677.4 | 1 925.6 | 658.3 | 2 583.9 |
| With current employer for less than 12 months | 817.4 | 302.8 | 1 120.2 | 147.0 | 482.2 | 629.2 | 964.4 | 785.0 | 1 749.4 |
| All changes in work with current employer in the last 12 months(a) | | | | | | | | | |
| Promoted(b) | 376.0 | 17.0 | 393.0 | 38.7 | 14.5 | 53.2 | 414.7 | 31.5 | 446.2 |
| Transferred(b) | 290.5 | 14.7 | 305.1 | 36.4 | 21.9 | 58.4 | 326.9 | 36.6 | 363.5 |
| Change in hours | 599.5 | 80.7 | 680.3 | 256.3 | 211.2 | 467.5 | 855.8 | 291.9 | 1 147.8 |
| Changed location | 344.9 | 37.4 | 382.3 | 53.6 | 45.8 | 99.4 | 398.5 | 83.2 | 481.7 |
| New, different or extra duties | 1 702.8 | 108.4 | 1 811.2 | 273.1 | 157.7 | 430.8 | 1 975.9 | 266.1 | 2 242.0 |
| More responsibility | 1 803.7 | 121.4 | 1 925.2 | 277.6 | 158.2 | 435.8 | 2 081.3 | 279.6 | 2 360.9 |
| Had no change in work | 1 612.2 | 294.3 | 1 906.5 | 313.4 | 364.0 | 677.4 | 1 925.6 | 658.3 | 2 583.9 |
| With current employer for less than 12 months | 817.4 | 302.8 | 1 120.2 | 147.0 | 482.2 | 629.2 | 964.4 | 785.0 | 1 749.4 |
| Whether had a break from work of six months or more while working with current employer | | | | | | | | | |
| With current employer for six months or more(c) | 4 432.3 | 585.2 | 5 017.5 | 848.2 | 870.8 | 1 719.0 | 5 280.5 | 1 456.0 | 6 736.5 |
| Had a break from work | 124.1 | 13.0 | 137.1 | 93.2 | 38.1 | 131.3 | 217.3 | 51.1 | 268.4 |
| Did not have a break from work | 4 277.6 | 568.8 | 4 846.4 | 747.5 | 830.3 | 1 577.8 | 5 025.1 | 1 399.1 | 6 424.1 |
| With current employer for less than six months | 403.1 | 203.1 | 606.3 | 69.5 | 313.7 | 383.2 | 472.6 | 516.9 | 989.5 |
| Whether had study or training with current employer in the last 12 months | | | | | | | | | |
| Had some study or training | 3 331.8 | 348.2 | 3 680.0 | 608.3 | 578.1 | 1 186.4 | 3 940.1 | 926.3 | 4 866.5 |
| Had no study or training | 1 503.6 | 440.1 | 1 943.7 | 309.4 | 606.4 | 915.8 | 1 813.0 | 1 046.6 | 2 859.6 |
| Total | 4 835.4 | 788.3 | 5 623.7 | 917.7 | 1 184.6 | 2 102.3 | 5 753.1 | 1 972.9 | 7 726.0 |

(a) Refers to all changes in work, therefore persons may appear in more than one category.

(b) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether they had been promoted or transferred.

(c) Includes 'don't know' and 'currently away from work'.

EMPLOYEES, Full-time or part-time status in main job—By leave entitlements in main job and selected characteristics (proportions)

| | FULL-TIME EMPLOYEES | | | PART-TIME EMPLOYEES | | | TOTAL | | |
|---|-------------------------|----------------------------|-------|-------------------------|----------------------------|-------|-------------------------|----------------------------|-------|
| | With leave entitlements | Without leave entitlements | Total | With leave entitlements | Without leave entitlements | Total | With leave entitlements | Without leave entitlements | Total |
| | % | % | % | % | % | % | % | % | % |
| MALES | | | | | | | | | |
| Length of time with current employer | | | | | | | | | |
| Less than 1 year | 15.9 | 38.3 | 19.3 | 22.9 | 46.6 | 38.9 | 16.3 | 41.6 | 21.9 |
| Less than 6 months | 7.9 | 26.1 | 10.6 | 12.2 | 30.6 | 24.6 | 8.1 | 27.9 | 12.5 |
| 6 and under 12 months | 8.0 | 12.2 | 8.7 | 10.6 | 16.1 | 14.3 | 8.2 | 13.8 | 9.4 |
| One year or more | 84.1 | 61.7 | 80.7 | 77.1 | 53.4 | 61.1 | 83.7 | 58.4 | 78.1 |
| 1 and under 3 years | 21.7 | 20.8 | 21.5 | 30.0 | 28.3 | 28.8 | 22.1 | 23.8 | 22.5 |
| 3 and under 5 years | 14.5 | 10.7 | 13.9 | 16.5 | 10.6 | 12.5 | 14.6 | 10.7 | 13.7 |
| 5 and under 10 years | 19.8 | 12.6 | 18.7 | 16.1 | 6.3 | 9.5 | 19.6 | 10.1 | 17.5 |
| 10 years or more | 28.1 | 17.5 | 26.5 | 14.5 | 8.2 | 10.3 | 27.4 | 13.8 | 24.4 |
| Whether had any change in work with current employer in the last 12 months | | | | | | | | | |
| With current employer for 12 months or more | 84.1 | 61.7 | 80.7 | 77.1 | 53.4 | 61.1 | 83.7 | 58.4 | 78.1 |
| Had some change in work | 47.9 | 21.4 | 43.8 | 46.8 | 24.2 | 31.5 | 47.8 | 22.6 | 42.2 |
| Had no change in work | 36.3 | 40.2 | 36.9 | 30.3 | 29.1 | 29.5 | 35.9 | 35.8 | 35.9 |
| With current employer for less than 12 months | 15.9 | 38.3 | 19.3 | 22.9 | 46.6 | 38.9 | 16.3 | 41.6 | 21.9 |
| All changes in work with current employer in the last 12 months(a) | | | | | | | | | |
| Promoted(b) | 6.9 | 1.7 | 6.1 | *3.8 | *1.4 | 2.2 | 6.7 | 1.6 | 5.6 |
| Transferred(b) | 5.1 | *1.5 | 4.6 | *2.3 | *2.1 | 2.2 | 5.0 | 1.7 | 4.3 |
| Change in hours | 11.5 | 8.0 | 11.0 | 23.3 | 15.3 | 17.9 | 12.1 | 10.9 | 11.9 |
| Changed location | 7.4 | 4.4 | 7.0 | 8.5 | 3.0 | 4.8 | 7.5 | 3.9 | 6.7 |
| New, different or extra duties | 32.4 | 11.7 | 29.3 | 25.1 | 10.2 | 15.0 | 32.0 | 11.1 | 27.4 |
| More responsibility | 35.1 | 13.2 | 31.8 | 27.5 | 10.4 | 16.0 | 34.7 | 12.1 | 29.7 |
| Had no change in work | 36.3 | 40.2 | 36.9 | 30.3 | 29.1 | 29.5 | 35.9 | 35.8 | 35.9 |
| With current employer for less than 12 months | 15.9 | 38.3 | 19.3 | 22.9 | 46.6 | 38.9 | 16.3 | 41.6 | 21.9 |
| Whether had a break from work of six months or more while working with current employer | | | | | | | | | |
| With current employer for six months or more(c) | 92.1 | 73.9 | 89.4 | 87.8 | 69.4 | 75.4 | 91.9 | 72.1 | 87.5 |
| Had a break from work | 1.6 | *1.5 | 1.6 | *3.8 | *1.1 | 2.0 | 1.7 | 1.3 | 1.6 |
| Did not have a break from work | 90.2 | 72.2 | 87.5 | 83.8 | 68.2 | 73.2 | 89.9 | 70.6 | 85.6 |
| With current employer for less than six months | 7.9 | 26.1 | 10.6 | 12.2 | 30.6 | 24.6 | 8.1 | 27.9 | 12.5 |
| Whether had study or training with current employer in the last 12 months | | | | | | | | | |
| Had some study or training | 65.0 | 40.8 | 61.3 | 63.6 | 45.7 | 51.5 | 64.9 | 42.7 | 60.0 |
| Had no study or training | 35.0 | 59.2 | 38.7 | 36.4 | 54.3 | 48.5 | 35.1 | 57.3 | 40.0 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

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

(a) Refers to all changes in work, therefore persons may appear in more than one category.

(b) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether they had been promoted or transferred.

(c) Includes 'don't know' and 'currently away from work'.

EMPLOYEES, Full-time or part-time status in main job—By leave entitlements in main job and selected characteristics (proportions) *continued*

| | FULL-TIME EMPLOYEES | | | PART-TIME EMPLOYEES | | | TOTAL | | |
|---|------------------------------------|---------------------------------------|-------|------------------------------------|---------------------------------------|-------|------------------------------------|---------------------------------------|-------|
| | With leave entitle- ments | Without leave entitle- ments | Total | With leave entitle- ments | Without leave entitle- ments | Total | With leave entitle- ments | Without leave entitle- ments | Total |
| | % | % | % | % | % | % | % | % | % |
| FEMALES | | | | | | | | | |
| Length of time with current employer | | | | | | | | | |
| Less than 1 year | 18.7 | 38.6 | 21.0 | 14.4 | 38.0 | 26.8 | 17.4 | 38.2 | 23.5 |
| Less than 6 months | 9.2 | 25.0 | 11.1 | 6.5 | 24.6 | 16.0 | 8.4 | 24.7 | 13.2 |
| 6 and under 12 months | 9.5 | 13.6 | 10.0 | 7.9 | 13.4 | 10.8 | 9.0 | 13.4 | 10.3 |
| One year or more | 81.3 | 61.4 | 79.0 | 85.6 | 62.0 | 73.2 | 82.6 | 61.8 | 76.5 |
| 1 and under 3 years | 23.8 | 21.5 | 23.5 | 22.0 | 27.9 | 25.1 | 23.3 | 26.5 | 24.2 |
| 3 and under 5 years | 15.7 | 15.4 | 15.7 | 15.9 | 13.2 | 14.5 | 15.7 | 13.7 | 15.1 |
| 5 and under 10 years | 18.4 | 14.4 | 18.0 | 21.3 | 12.5 | 16.7 | 19.3 | 12.9 | 17.4 |
| 10 years or more | 23.4 | 10.0 | 21.8 | 26.5 | 8.4 | 17.0 | 24.3 | 8.7 | 19.7 |
| Whether had any change in work with current employer in the last 12 months | | | | | | | | | |
| With current employer for 12 months or more | 81.3 | 61.4 | 79.0 | 85.6 | 62.0 | 73.2 | 82.6 | 61.8 | 76.5 |
| Had some change in work | 53.1 | 30.9 | 50.5 | 50.6 | 30.5 | 40.1 | 52.3 | 30.6 | 45.9 |
| Had no change in work | 28.2 | 30.5 | 28.5 | 35.1 | 31.5 | 33.2 | 30.3 | 31.2 | 30.5 |
| With current employer for less than 12 months | 18.7 | 38.6 | 21.0 | 14.4 | 38.0 | 26.8 | 17.4 | 38.2 | 23.5 |
| All changes in work with current employer in the last 12 months(a) | | | | | | | | | |
| Promoted(b) | 9.3 | *3.2 | 8.6 | 4.3 | 1.2 | 2.7 | 7.8 | 1.6 | 6.0 |
| Transferred(b) | 7.5 | *2.7 | 7.0 | 4.4 | 1.7 | 3.0 | 6.6 | 2.0 | 5.2 |
| Change in hours | 14.0 | 15.5 | 14.2 | 29.0 | 19.0 | 23.8 | 18.4 | 18.2 | 18.4 |
| Changed location | 6.7 | 5.4 | 6.5 | 5.2 | 4.3 | 4.7 | 6.2 | 4.5 | 5.7 |
| New, different or extra duties | 40.1 | 18.5 | 37.6 | 30.9 | 14.7 | 22.4 | 37.4 | 15.6 | 30.9 |
| More responsibility | 41.1 | 20.6 | 38.7 | 30.9 | 14.7 | 22.4 | 38.1 | 16.0 | 31.5 |
| Had no change in work | 28.2 | 30.5 | 28.5 | 35.1 | 31.5 | 33.2 | 30.3 | 31.2 | 30.5 |
| With current employer for less than 12 months | 18.7 | 38.6 | 21.0 | 14.4 | 38.0 | 26.8 | 17.4 | 38.2 | 23.5 |
| Whether had a break from work of six months or more while working with current employer | | | | | | | | | |
| With current employer for six months or more(c) | 90.8 | 75.0 | 88.9 | 93.5 | 75.4 | 84.0 | 91.6 | 75.3 | 86.8 |
| Had a break from work | 4.2 | *2.1 | 4.0 | 11.7 | 4.2 | 7.8 | 6.4 | 3.7 | 5.6 |
| Did not have a break from work | 85.4 | 72.1 | 83.8 | 80.9 | 70.9 | 75.7 | 84.1 | 71.2 | 80.3 |
| With current employer for less than six months | 9.2 | 25.0 | 11.1 | 6.5 | 24.6 | 16.0 | 8.4 | 24.7 | 13.2 |
| Whether had study or training with current employer in the last 12 months | | | | | | | | | |
| Had some study or training | 75.8 | 52.2 | 73.0 | 66.9 | 50.2 | 58.2 | 73.1 | 50.7 | 66.5 |
| Had no study or training | 24.2 | 47.8 | 27.0 | 33.1 | 49.8 | 41.8 | 26.9 | 49.3 | 33.5 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

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

(a) Refers to all changes in work, therefore persons may appear in more than one category.

(b) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether they had been promoted or transferred.

(c) Includes 'don't know' and 'currently away from work'.

EMPLOYEES, Full-time or part-time status in main job—By leave entitlements in main job and selected characteristics (proportions) *continued*

| | FULL-TIME EMPLOYEES | | | PART-TIME EMPLOYEES | | | TOTAL | | |
|---|------------------------------------|---------------------------------------|--------------|------------------------------------|---------------------------------------|--------------|------------------------------------|---------------------------------------|--------------|
| | With leave entitle- ments | Without leave entitle- ments | Total | With leave entitle- ments | Without leave entitle- ments | Total | With leave entitle- ments | Without leave entitle- ments | Total |
| | % | % | % | % | % | % | % | % | % |
| PERSONS | | | | | | | | | |
| Length of time with current employer | | | | | | | | | |
| Less than 1 year | 16.9 | 38.4 | 19.9 | 16.0 | 40.7 | 29.9 | 16.8 | 39.8 | 22.6 |
| Less than 6 months | 8.3 | 25.8 | 10.8 | 7.6 | 26.5 | 18.2 | 8.2 | 26.2 | 12.8 |
| 6 and under 12 months | 8.6 | 12.6 | 9.1 | 8.4 | 14.2 | 11.7 | 8.5 | 13.6 | 9.8 |
| One year or more | 83.1 | 61.6 | 80.1 | 84.0 | 59.3 | 70.1 | 83.2 | 60.2 | 77.4 |
| 1 and under 3 years | 22.5 | 21.0 | 22.3 | 23.5 | 28.0 | 26.1 | 22.6 | 25.2 | 23.3 |
| 3 and under 5 years | 14.9 | 12.1 | 14.5 | 16.0 | 12.4 | 14.0 | 15.1 | 12.3 | 14.4 |
| 5 and under 10 years | 19.3 | 13.2 | 18.5 | 20.3 | 10.5 | 14.8 | 19.5 | 11.6 | 17.5 |
| 10 years or more | 26.4 | 15.3 | 24.8 | 24.2 | 8.3 | 15.2 | 26.0 | 11.1 | 22.2 |
| Whether had any change in work with current employer in the last 12 months | | | | | | | | | |
| With current employer for 12 months or more | 83.1 | 61.6 | 80.1 | 84.0 | 59.3 | 70.1 | 83.2 | 60.2 | 77.4 |
| Had some change in work | 49.8 | 24.3 | 46.2 | 49.8 | 28.6 | 37.8 | 49.8 | 26.8 | 43.9 |
| Had no change in work | 33.3 | 37.3 | 33.9 | 34.1 | 30.7 | 32.2 | 33.5 | 33.4 | 33.4 |
| With current employer for less than 12 months | 16.9 | 38.4 | 19.9 | 16.0 | 40.7 | 29.9 | 16.8 | 39.8 | 22.6 |
| All changes in work with current employer in the last 12 months(a) | | | | | | | | | |
| Promoted(b) | 7.8 | 2.2 | 7.0 | 4.2 | 1.2 | 2.5 | 7.2 | 1.6 | 5.8 |
| Transferred(b) | 6.0 | 1.9 | 5.4 | 4.0 | 1.8 | 2.8 | 5.7 | 1.9 | 4.7 |
| Change in hours | 12.4 | 10.2 | 12.1 | 27.9 | 17.8 | 22.2 | 14.9 | 14.8 | 14.9 |
| Changed location | 7.1 | 4.7 | 6.8 | 5.8 | 3.9 | 4.7 | 6.9 | 4.2 | 6.2 |
| New, different or extra duties | 35.2 | 13.8 | 32.2 | 29.8 | 13.3 | 20.5 | 34.3 | 13.5 | 29.0 |
| More responsibility | 37.3 | 15.4 | 34.2 | 30.2 | 13.4 | 20.7 | 36.2 | 14.2 | 30.6 |
| Had no change in work | 33.3 | 37.3 | 33.9 | 34.1 | 30.7 | 32.2 | 33.5 | 33.4 | 33.4 |
| With current employer for less than 12 months | 16.9 | 38.4 | 19.9 | 16.0 | 40.7 | 29.9 | 16.8 | 39.8 | 22.6 |
| Whether had a break from work of six months or more while working with current employer | | | | | | | | | |
| With current employer for six months or more(c) | 91.7 | 74.2 | 89.2 | 92.4 | 73.5 | 81.8 | 91.8 | 73.8 | 87.2 |
| Had a break from work | 2.6 | 1.6 | 2.4 | 10.2 | 3.2 | 6.2 | 3.8 | 2.6 | 3.5 |
| Did not have a break from work | 88.5 | 72.2 | 86.2 | 81.5 | 70.1 | 75.1 | 87.3 | 70.9 | 83.1 |
| With current employer for less than six months | 8.3 | 25.8 | 10.8 | 7.6 | 26.5 | 18.2 | 8.2 | 26.2 | 12.8 |
| Whether had study or training with current employer in the last 12 months | | | | | | | | | |
| Had some study or training | 68.9 | 44.2 | 65.4 | 66.3 | 48.8 | 56.4 | 68.5 | 47.0 | 63.0 |
| Had no study or training | 31.1 | 55.8 | 34.6 | 33.7 | 51.2 | 43.6 | 31.5 | 53.0 | 37.0 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

(a) Refers to all changes in work, therefore persons may appear in more than one category.

(b) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether they had been promoted or transferred.

(c) Includes 'don't know' and 'currently away from work'.

EMPLOYEES, Whether studied or attended formal training—By selected characteristics

| | FULL-TIME EMPLOYEES | | | PART-TIME EMPLOYEES | | | TOTAL | | |
|--|---|---|----------------|---|---|----------------|---|---|----------------|
| | Studied or attended formal training | Did not study or attend formal training | Total | Studied or attended formal training | Did not study or attend formal training | Total | Studied or attended formal training | Did not study or attend formal training | Total |
| | '000 | '000 | '000 | '000 | '000 | '000 | '000 | '000 | '000 |
| Sex | | | | | | | | | |
| Males | 1 570.8 | 2 054.2 | 3 625.0 | 149.5 | 397.0 | 546.5 | 1 720.3 | 2 451.2 | 4 171.5 |
| Females | 1 032.0 | 966.7 | 1 998.7 | 557.8 | 997.9 | 1 555.7 | 1 589.9 | 1 964.6 | 3 554.5 |
| Age group (years) | | | | | | | | | |
| 15–19 | 93.4 | 99.9 | 193.2 | 51.3 | 148.6 | 199.9 | 144.7 | 248.4 | 393.1 |
| 20–24 | 303.4 | 360.7 | 664.1 | 90.5 | 217.6 | 308.1 | 393.9 | 578.3 | 972.2 |
| 25–34 | 737.6 | 804.2 | 1 541.7 | 147.8 | 243.3 | 391.1 | 885.4 | 1 047.4 | 1 932.8 |
| 35–44 | 695.9 | 711.6 | 1 407.5 | 198.4 | 308.6 | 507.0 | 894.4 | 1 020.2 | 1 914.6 |
| 45–54 | 589.1 | 690.6 | 1 279.8 | 145.8 | 286.4 | 432.2 | 734.9 | 977.1 | 1 712.0 |
| 55–64 | 178.0 | 323.0 | 501.0 | 69.7 | 158.6 | 228.3 | 247.7 | 481.5 | 729.3 |
| 65 and over | *5.4 | 31.0 | 36.4 | *3.7 | 31.9 | 35.6 | 9.2 | 62.9 | 72.1 |
| Level of highest educational attainment(a) | | | | | | | | | |
| Postgraduate degree | 132.3 | 87.2 | 219.5 | 15.7 | 18.0 | 33.7 | 148.0 | 105.2 | 253.3 |
| Graduate diploma/Graduate certificate | 131.3 | 47.7 | 178.9 | 30.6 | 29.7 | 60.3 | 161.9 | 77.4 | 239.3 |
| Bachelor degree | 617.3 | 412.6 | 1 029.9 | 153.1 | 162.4 | 315.6 | 770.4 | 575.0 | 1 345.5 |
| Advanced diploma/Diploma | 269.1 | 225.2 | 494.3 | 71.4 | 82.2 | 153.5 | 340.5 | 307.4 | 647.9 |
| Certificate III/IV | 425.6 | 617.6 | 1 043.1 | 82.2 | 127.8 | 209.9 | 507.7 | 745.3 | 1 253.1 |
| Certificate I/II | 20.4 | 17.8 | 38.2 | *5.6 | 17.1 | 22.7 | 26.0 | 34.9 | 60.9 |
| Certificate not further defined | *2.9 | *4.0 | *6.8 | *2.4 | *2.8 | *5.2 | *5.2 | *6.8 | 12.1 |
| Year 12 | 474.2 | 595.7 | 1 069.9 | 167.5 | 413.2 | 580.7 | 641.6 | 1 009.0 | 1 650.6 |
| Year 11 | 140.2 | 213.7 | 353.9 | 52.9 | 122.9 | 175.8 | 193.0 | 336.6 | 529.7 |
| Year 10 or below | 363.3 | 761.4 | 1 124.7 | 117.1 | 395.9 | 513.0 | 480.4 | 1 157.3 | 1 637.7 |
| Level not determined | 26.1 | 33.8 | 59.9 | 8.7 | 14.7 | 23.4 | 34.8 | 48.6 | 83.3 |
| Not asked(b) | **0.3 | *4.2 | *4.5 | **0.3 | *8.0 | *8.3 | **0.6 | 12.3 | 12.8 |
| Leave entitlements in main job | | | | | | | | | |
| With leave entitlements | 2 419.4 | 2 416.0 | 4 835.4 | 427.0 | 490.7 | 917.7 | 2 846.4 | 2 906.7 | 5 753.1 |
| Without leave entitlements | 183.4 | 604.9 | 788.3 | 280.3 | 904.2 | 1 184.6 | 463.8 | 1 509.1 | 1 972.9 |
| Length of time with current employer | | | | | | | | | |
| Less than 1 year | 373.7 | 746.5 | 1 120.2 | 156.3 | 472.9 | 629.2 | 530.0 | 1 219.4 | 1 749.4 |
| 1 and under 5 years | 1 058.2 | 1 010.4 | 2 068.7 | 310.4 | 531.1 | 841.5 | 1 368.7 | 1 541.6 | 2 910.2 |
| 5 years and over | 1 170.9 | 1 264.0 | 2 434.9 | 240.6 | 390.9 | 631.5 | 1 411.5 | 1 654.9 | 3 066.4 |
| Total | 2 602.8 | 3 020.9 | 5 623.7 | 707.3 | 1 394.9 | 2 102.3 | 3 310.2 | 4 415.8 | 7 726.0 |

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

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

(a) The levels of education are not necessarily listed in order from highest to lowest. See paragraph 15 of the Explanatory Notes for further details on how level of highest educational attainment is determined.

(b) Persons aged 70 years and over were not asked about their educational attainment.

EMPLOYEES, Whether studied or attended formal training—By selected characteristics

| | FULL-TIME EMPLOYEES | | | PART-TIME EMPLOYEES | | | TOTAL | | |
|---|---|--|--------------|---|--|--------------|---|--|--------------|
| | Studied or attended formal training | Did not study or attend formal training | Total | Studied or attended formal training | Did not study or attend formal training | Total | Studied or attended formal training | Did not study or attend formal training | Total |
| | % | % | % | % | % | % | % | % | % |
| Sex | | | | | | | | | |
| Males | 60.3 | 68.0 | 64.5 | 21.1 | 28.5 | 26.0 | 52.0 | 55.5 | 54.0 |
| Females | 39.7 | 32.0 | 35.5 | 78.9 | 71.5 | 74.0 | 48.0 | 44.5 | 46.0 |
| Age group (years) | | | | | | | | | |
| 15–19 | 3.6 | 3.3 | 3.4 | 7.3 | 10.7 | 9.5 | 4.4 | 5.6 | 5.1 |
| 20–24 | 11.7 | 11.9 | 11.8 | 12.8 | 15.6 | 14.7 | 11.9 | 13.1 | 12.6 |
| 25–34 | 28.3 | 26.6 | 27.4 | 20.9 | 17.4 | 18.6 | 26.7 | 23.7 | 25.0 |
| 35–44 | 26.7 | 23.6 | 25.0 | 28.1 | 22.1 | 24.1 | 27.0 | 23.1 | 24.8 |
| 45–54 | 22.6 | 22.9 | 22.8 | 20.6 | 20.5 | 20.6 | 22.2 | 22.1 | 22.2 |
| 55–64 | 6.8 | 10.7 | 8.9 | 9.9 | 11.4 | 10.9 | 7.5 | 10.9 | 9.4 |
| 65 and over | *0.2 | 1.0 | 0.6 | *0.5 | 2.3 | 1.7 | 0.3 | 1.4 | 0.9 |
| Level of highest educational attainment(a) | | | | | | | | | |
| Postgraduate degree | 5.1 | 2.9 | 3.9 | 2.2 | 1.3 | 1.6 | 4.5 | 2.4 | 3.3 |
| Graduate diploma/Graduate certificate | 5.0 | 1.6 | 3.2 | 4.3 | 2.1 | 2.9 | 4.9 | 1.8 | 3.1 |
| Bachelor degree | 23.7 | 13.7 | 18.3 | 21.6 | 11.6 | 15.0 | 23.3 | 13.0 | 17.4 |
| Advanced diploma/Diploma | 10.3 | 7.5 | 8.8 | 10.1 | 5.9 | 7.3 | 10.3 | 7.0 | 8.4 |
| Certificate III/IV | 16.3 | 20.4 | 18.5 | 11.6 | 9.2 | 10.0 | 15.3 | 16.9 | 16.2 |
| Certificate I/II | 0.8 | 0.6 | 0.7 | *0.8 | 1.2 | 1.1 | 0.8 | 0.8 | 0.8 |
| Certificate not further defined | *0.1 | *0.1 | *0.1 | *0.3 | *0.2 | *0.2 | *0.2 | *0.2 | 0.2 |
| Year 12 | 18.2 | 19.7 | 19.0 | 23.7 | 29.6 | 27.6 | 19.4 | 22.8 | 21.4 |
| Year 11 | 5.4 | 7.1 | 6.3 | 7.5 | 8.8 | 8.4 | 5.8 | 7.6 | 6.9 |
| Year 10 or below | 14.0 | 25.2 | 20.0 | 16.6 | 28.4 | 24.4 | 14.5 | 26.2 | 21.2 |
| Level not determined | 1.0 | 1.1 | 1.1 | 1.2 | 1.1 | 1.1 | 1.1 | 1.1 | 1.1 |
| Not asked(b) | **0.0 | *0.1 | *0.1 | **0.0 | *0.6 | *0.4 | **0.0 | 0.3 | 0.2 |
| Leave entitlements in main job | | | | | | | | | |
| With leave entitlements | 93.0 | 80.0 | 86.0 | 60.4 | 35.2 | 43.7 | 86.0 | 65.8 | 74.5 |
| Without leave entitlements | 7.0 | 20.0 | 14.0 | 39.6 | 64.8 | 56.3 | 14.0 | 34.2 | 25.5 |
| Length of time with current employer | | | | | | | | | |
| Less than 1 year | 14.4 | 24.7 | 19.9 | 22.1 | 33.9 | 29.9 | 16.0 | 27.6 | 22.6 |
| 1 and under 5 years | 40.7 | 33.4 | 36.8 | 43.9 | 38.1 | 40.0 | 41.3 | 34.9 | 37.7 |
| 5 years and over | 45.0 | 41.8 | 43.3 | 34.0 | 28.0 | 30.0 | 42.6 | 37.5 | 39.7 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

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

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

(a) The levels of education are not necessarily listed in order from highest to lowest. See paragraph 15 of the Explanatory Notes for further details on how level of highest educational attainment is determined.

(b) Persons aged 70 years and over were not asked about their educational attainment.

EMPLOYEES, Length of time with current employer—By training characteristics

| | FULL-TIME EMPLOYEES | | | PART-TIME EMPLOYEES | | | TOTAL | | |
|---|---------------------|---------------------|------------------|---------------------|---------------------|------------------|------------------|---------------------|------------------|
| | Less than 1 year | 1 and under 5 years | 5 years and over | Less than 1 year | 1 and under 5 years | 5 years and over | Less than 1 year | 1 and under 5 years | 5 years and over |
| MALES ('000) | | | | | | | | | |
| Whether studied or attended formal training | | | | | | | | | |
| Studied or attended formal training | 206.0 | 612.4 | 752.4 | 44.7 | 72.4 | 32.5 | 250.7 | 684.8 | 784.8 |
| Did not study or attend formal training | 493.6 | 672.9 | 887.7 | 168.1 | 153.5 | 75.4 | 661.7 | 826.4 | 963.1 |
| All types of training received in the last 12 months(a) | | | | | | | | | |
| Studied for an educational qualification | 90.2 | 254.9 | 182.3 | 23.2 | 28.8 | 8.8 | 113.4 | 283.7 | 191.1 |
| Attended formal training course(s) | 161.3 | 511.8 | 701.9 | 27.5 | 58.2 | 30.1 | 188.8 | 570.0 | 732.0 |
| Had on-the-job training | 364.7 | 574.1 | 556.3 | 102.1 | 76.5 | 26.7 | 466.8 | 650.5 | 583.0 |
| Had other training | 43.3 | 147.5 | 199.5 | *6.1 | 17.3 | *7.8 | 49.5 | 164.9 | 207.3 |
| Had no study or training | 273.7 | 463.1 | 666.8 | 91.7 | 110.3 | 63.2 | 365.4 | 573.4 | 730.0 |
| Training supported by employer | | | | | | | | | |
| Employer provided assistance | 164.6 | 515.6 | 656.6 | 20.5 | 49.4 | 25.8 | 185.0 | 565.1 | 682.4 |
| Employer did not provide assistance | 41.4 | 96.8 | 95.8 | 24.2 | 22.9 | *6.7 | 65.6 | 119.7 | 102.4 |
| Did not study or attend formal training | 493.6 | 672.9 | 887.7 | 168.1 | 153.5 | 75.4 | 661.7 | 826.4 | 963.1 |
| Whether has a non-school qualification | | | | | | | | | |
| With non-school qualification | 388.5 | 775.6 | 1 018.4 | 92.2 | 86.9 | 57.8 | 480.7 | 862.5 | 1 076.3 |
| Without non-school qualification | 311.1 | 509.3 | 617.9 | 120.0 | 136.4 | 46.3 | 431.1 | 645.7 | 664.2 |
| Not asked(b) | — | **0.5 | *3.7 | *0.6 | *2.5 | *3.8 | *0.6 | *3.0 | *7.5 |
| Total | 699.6 | 1 285.4 | 1 640.1 | 212.8 | 225.8 | 107.9 | 912.4 | 1 511.2 | 1 747.9 |

| | | | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| MALES (%) | | | | | | | | | |
| Whether studied or attended formal training | | | | | | | | | |
| Studied or attended formal training | 29.4 | 47.6 | 45.9 | 21.0 | 32.0 | 30.1 | 27.5 | 45.3 | 44.9 |
| Did not study or attend formal training | 70.6 | 52.4 | 54.1 | 79.0 | 68.0 | 69.9 | 72.5 | 54.7 | 55.1 |
| All types of training received in the last 12 months(a) | | | | | | | | | |
| Studied for an educational qualification | 12.9 | 19.8 | 11.1 | 10.9 | 12.7 | 8.2 | 12.4 | 18.8 | 10.9 |
| Attended formal training course(s) | 23.1 | 39.8 | 42.8 | 12.9 | 25.8 | 27.9 | 20.7 | 37.7 | 41.9 |
| Had on-the-job training | 52.1 | 44.7 | 33.9 | 48.0 | 33.9 | 24.7 | 51.2 | 43.0 | 33.4 |
| Had other training | 6.2 | 11.5 | 12.2 | *2.9 | 7.7 | *7.2 | 5.4 | 10.9 | 11.9 |
| Had no study or training | 39.1 | 36.0 | 40.7 | 43.1 | 48.9 | 58.6 | 40.1 | 37.9 | 41.8 |
| Training supported by employer | | | | | | | | | |
| Employer provided assistance | 23.5 | 40.1 | 40.0 | 9.6 | 21.9 | 23.9 | 20.3 | 37.4 | 39.0 |
| Employer did not provide assistance | 5.9 | 7.5 | 5.8 | 11.4 | 10.2 | *6.2 | 7.2 | 7.9 | 5.9 |
| Did not study or attend formal training | 70.6 | 52.4 | 54.1 | 79.0 | 68.0 | 69.9 | 72.5 | 54.7 | 55.1 |
| Whether has a non-school qualification | | | | | | | | | |
| With non-school qualification | 55.5 | 60.3 | 62.1 | 43.3 | 38.5 | 53.6 | 52.7 | 57.1 | 61.6 |
| Without non-school qualification | 44.5 | 39.6 | 37.7 | 56.4 | 60.4 | 42.9 | 47.3 | 42.7 | 38.0 |
| Not asked(b) | — | **0.0 | *0.2 | *0.3 | *1.1 | *3.5 | *0.1 | *0.2 | *0.4 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

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

— nil or rounded to zero (including null cells)

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

(a) Refers to all types of training received, therefore persons may appear in more than one category.

(b) Persons aged 70 and over were not asked about their educational attainment.

| | FULL-TIME EMPLOYEES | | | PART-TIME EMPLOYEES | | | TOTAL | | |
|---|---------------------|---------------------|------------------|---------------------|---------------------|------------------|------------------|---------------------|------------------|
| | Less than 1 year | 1 and under 5 years | 5 years and over | Less than 1 year | 1 and under 5 years | 5 years and over | Less than 1 year | 1 and under 5 years | 5 years and over |
| FEMALES ('000) | | | | | | | | | |
| Whether studied or attended formal training | | | | | | | | | |
| Studied or attended formal training | 167.7 | 445.8 | 418.5 | 111.6 | 238.1 | 208.2 | 279.3 | 683.9 | 626.7 |
| Did not study or attend formal training | 252.8 | 337.5 | 376.3 | 304.8 | 377.7 | 315.5 | 557.6 | 715.2 | 691.8 |
| All types of training received in the last 12 months(a) | | | | | | | | | |
| Studied for an educational qualification | 62.5 | 173.2 | 107.8 | 49.0 | 86.2 | 50.3 | 111.5 | 259.3 | 158.1 |
| Attended formal training course(s) | 139.2 | 398.7 | 387.6 | 80.5 | 197.3 | 193.7 | 219.6 | 596.0 | 581.3 |
| Had on-the-job training | 259.4 | 456.2 | 377.4 | 214.6 | 246.9 | 195.7 | 474.0 | 703.2 | 573.1 |
| Had other training | 48.8 | 124.5 | 132.2 | 19.0 | 50.6 | 59.8 | 67.8 | 175.0 | 192.0 |
| Had no study or training | 107.4 | 188.6 | 244.1 | 167.0 | 255.0 | 228.6 | 274.4 | 443.5 | 472.7 |
| Training supported by employer | | | | | | | | | |
| Employer provided assistance | 137.4 | 378.0 | 354.5 | 66.8 | 165.5 | 166.8 | 204.2 | 543.5 | 521.4 |
| Employer did not provide assistance | 30.3 | 67.8 | 64.0 | 44.8 | 72.6 | 41.3 | 75.1 | 140.4 | 105.3 |
| Did not study or attend formal training | 252.8 | 337.5 | 376.3 | 304.8 | 377.7 | 315.5 | 557.6 | 715.2 | 691.8 |
| Whether has a non-school qualification | | | | | | | | | |
| With non-school qualification | 259.5 | 491.7 | 465.2 | 189.8 | 303.3 | 274.3 | 449.3 | 795.0 | 739.5 |
| Without non-school qualification | 161.1 | 291.7 | 329.3 | 226.1 | 312.0 | 248.8 | 387.1 | 603.7 | 578.2 |
| Not asked(b) | — | — | **0.3 | **0.5 | **0.4 | **0.6 | **0.5 | **0.4 | **0.8 |
| Total | 420.6 | 783.3 | 794.8 | 416.4 | 615.7 | 523.6 | 836.9 | 1 399.1 | 1 318.5 |

| | | | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| FEMALES (%) | | | | | | | | | |
| Whether studied or attended formal training | | | | | | | | | |
| Studied or attended formal training | 39.9 | 56.9 | 52.7 | 26.8 | 38.7 | 39.8 | 33.4 | 48.9 | 47.5 |
| Did not study or attend formal training | 60.1 | 43.1 | 47.3 | 73.2 | 61.3 | 60.2 | 66.6 | 51.1 | 52.5 |
| All types of training received in the last 12 months(a) | | | | | | | | | |
| Studied for an educational qualification | 14.9 | 22.1 | 13.6 | 11.8 | 14.0 | 9.6 | 13.3 | 18.5 | 12.0 |
| Attended formal training course(s) | 33.1 | 50.9 | 48.8 | 19.3 | 32.0 | 37.0 | 26.2 | 42.6 | 44.1 |
| Had on-the-job training | 61.7 | 58.2 | 47.5 | 51.5 | 40.1 | 37.4 | 56.6 | 50.3 | 43.5 |
| Had other training | 11.6 | 15.9 | 16.6 | 4.6 | 8.2 | 11.4 | 8.1 | 12.5 | 14.6 |
| Had no study or training | 25.5 | 24.1 | 30.7 | 40.1 | 41.4 | 43.7 | 32.8 | 31.7 | 35.9 |
| Training supported by employer | | | | | | | | | |
| Employer provided assistance | 32.7 | 48.3 | 44.6 | 16.0 | 26.9 | 31.9 | 24.4 | 38.8 | 39.5 |
| Employer did not provide assistance | 7.2 | 8.7 | 8.0 | 10.7 | 11.8 | 7.9 | 9.0 | 10.0 | 8.0 |
| Did not study or attend formal training | 60.1 | 43.1 | 47.3 | 73.2 | 61.3 | 60.2 | 66.6 | 51.1 | 52.5 |
| Whether has a non-school qualification | | | | | | | | | |
| With non-school qualification | 61.7 | 62.8 | 58.5 | 45.6 | 49.3 | 52.4 | 53.7 | 56.8 | 56.1 |
| Without non-school qualification | 38.3 | 37.2 | 41.4 | 54.3 | 50.7 | 47.5 | 46.3 | 43.2 | 43.9 |
| Not asked(b) | — | — | **0.0 | **0.1 | **0.1 | **0.1 | **0.1 | **0.0 | **0.1 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

— nil or rounded to zero (including null cells)

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

(a) Refers to all types of training received, therefore persons may appear in more than one category.

(b) Persons aged 70 and over were not asked about their educational attainment.

| | FULL-TIME EMPLOYEES | | | PART-TIME EMPLOYEES | | | TOTAL | | |
|---|---------------------|---------------------|------------------|---------------------|---------------------|------------------|------------------|---------------------|------------------|
| | Less than 1 year | 1 and under 5 years | 5 years and over | Less than 1 year | 1 and under 5 years | 5 years and over | Less than 1 year | 1 and under 5 years | 5 years and over |
| PERSONS ('000) | | | | | | | | | |
| Whether studied or attended formal training | | | | | | | | | |
| Studied or attended formal training | 373.7 | 1 058.2 | 1 170.9 | 156.3 | 310.4 | 240.6 | 530.0 | 1 368.7 | 1 411.5 |
| Did not study or attend formal training | 746.5 | 1 010.4 | 1 264.0 | 472.9 | 531.1 | 390.9 | 1 219.4 | 1 541.6 | 1 654.9 |
| All types of training received in the last 12 months(a) | | | | | | | | | |
| Studied for an educational qualification | 152.7 | 428.1 | 290.1 | 72.2 | 114.9 | 59.1 | 224.9 | 543.0 | 349.2 |
| Attended formal training course(s) | 300.5 | 910.5 | 1 089.6 | 108.0 | 255.5 | 223.8 | 408.4 | 1 166.1 | 1 313.4 |
| Had on-the-job training | 624.2 | 1 030.3 | 933.7 | 316.7 | 323.4 | 222.3 | 940.8 | 1 353.7 | 1 156.0 |
| Had other training | 92.2 | 272.0 | 331.8 | 25.2 | 67.9 | 67.6 | 117.3 | 339.9 | 399.4 |
| Had no study or training | 381.1 | 651.7 | 910.9 | 258.7 | 365.3 | 291.8 | 639.9 | 1 017.0 | 1 202.7 |
| Training supported by employer | | | | | | | | | |
| Employer provided assistance | 302.0 | 893.6 | 1 011.1 | 87.3 | 214.9 | 192.6 | 389.3 | 1 108.5 | 1 203.7 |
| Employer did not provide assistance | 71.7 | 164.6 | 159.7 | 69.0 | 95.5 | 48.0 | 140.7 | 260.1 | 207.7 |
| Did not study or attend formal training | 746.5 | 1 010.4 | 1 264.0 | 472.9 | 531.1 | 390.9 | 1 219.4 | 1 541.6 | 1 654.9 |
| Whether has a non-school qualification | | | | | | | | | |
| With non-school qualification | 648.0 | 1 267.3 | 1 483.6 | 282.0 | 390.2 | 332.1 | 930.0 | 1 657.5 | 1 815.7 |
| Without non-school qualification | 472.2 | 800.9 | 947.2 | 346.1 | 448.4 | 295.1 | 818.3 | 1 249.4 | 1 242.3 |
| Not asked(b) | — | **0.5 | *4.0 | **1.1 | *2.9 | *4.3 | **1.1 | *3.4 | *8.3 |
| Total | 1 120.2 | 2 068.7 | 2 434.9 | 629.2 | 841.5 | 631.5 | 1 749.4 | 2 910.2 | 3 066.4 |

| | | | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| PERSONS (%) | | | | | | | | | |
| Whether studied or attended formal training | | | | | | | | | |
| Studied or attended formal training | 33.4 | 51.2 | 48.1 | 24.8 | 36.9 | 38.1 | 30.3 | 47.0 | 46.0 |
| Did not study or attend formal training | 66.6 | 48.8 | 51.9 | 75.2 | 63.1 | 61.9 | 69.7 | 53.0 | 54.0 |
| All types of training received in the last 12 months(a) | | | | | | | | | |
| Studied for an educational qualification | 13.6 | 20.7 | 11.9 | 11.5 | 13.7 | 9.4 | 12.9 | 18.7 | 11.4 |
| Attended formal training course(s) | 26.8 | 44.0 | 44.7 | 17.2 | 30.4 | 35.4 | 23.3 | 40.1 | 42.8 |
| Had on-the-job training | 55.7 | 49.8 | 38.3 | 50.3 | 38.4 | 35.2 | 53.8 | 46.5 | 37.7 |
| Had other training | 8.2 | 13.1 | 13.6 | 4.0 | 8.1 | 10.7 | 6.7 | 11.7 | 13.0 |
| Had no study or training | 34.0 | 31.5 | 37.4 | 41.1 | 43.4 | 46.2 | 36.6 | 34.9 | 39.2 |
| Training supported by employer | | | | | | | | | |
| Employer provided assistance | 27.0 | 43.2 | 41.5 | 13.9 | 25.5 | 30.5 | 22.3 | 38.1 | 39.3 |
| Employer did not provide assistance | 6.4 | 8.0 | 6.6 | 11.0 | 11.4 | 7.6 | 8.0 | 8.9 | 6.8 |
| Did not study or attend formal training | 66.6 | 48.8 | 51.9 | 75.2 | 63.1 | 61.9 | 69.7 | 53.0 | 54.0 |
| Whether has a non-school qualification | | | | | | | | | |
| With non-school qualification | 57.8 | 61.3 | 60.9 | 44.8 | 46.4 | 52.6 | 53.2 | 57.0 | 59.2 |
| Without non-school qualification | 42.2 | 38.7 | 38.9 | 55.0 | 53.3 | 46.7 | 46.8 | 42.9 | 40.5 |
| Not asked(b) | — | **0.0 | *0.2 | **0.2 | *0.3 | *0.7 | **0.1 | *0.1 | *0.3 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

— nil or rounded to zero (including null cells)

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

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

(a) Refers to all types of training received, therefore persons may appear in more than one category.

(b) Persons aged 70 and over were not asked about their educational attainment.

EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE, Selected employment characteristics—November 1996 to November 2002

| | MALES | | | FEMALES | | | PERSONS | | |
|---|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
| | 1996 | 1998 | 2002 | 1996 | 1998 | 2002 | 1996 | 1998 | 2002 |
| '000 | | | | | | | | | |
| All changes in work with current employer in the last 12 months(a) | | | | | | | | | |
| Promoted(b) | 209.2 | 213.6 | 232.5 | 165.7 | 164.5 | 213.7 | 374.9 | 378.2 | 446.2 |
| Transferred(b) | 222.4 | 223.3 | 177.4 | 176.7 | 197.5 | 186.1 | 399.2 | 420.9 | 363.5 |
| Change in hours | 443.5 | 441.8 | 495.1 | 499.4 | 472.7 | 652.7 | 942.9 | 914.5 | 1 147.8 |
| Changed location | 291.8 | 305.4 | 278.1 | 191.2 | 198.8 | 203.6 | 482.9 | 504.2 | 481.7 |
| New, different or extra duties | 934.1 | 1 028.5 | 1 142.6 | 812.5 | 916.7 | 1 099.4 | 1 746.6 | 1 945.2 | 2 242.0 |
| More responsibility | 1 054.4 | 1 133.7 | 1 239.5 | 853.4 | 914.9 | 1 121.4 | 1 907.8 | 2 048.5 | 2 360.9 |
| Had no change in work | 1 376.1 | 1 403.2 | 1 498.2 | 1 006.7 | 1 041.2 | 1 085.7 | 2 382.8 | 2 444.4 | 2 583.9 |
| All types of training received in last 12 months(c) | | | | | | | | | |
| Studied for an educational qualification | 385.0 | 396.6 | 474.7 | 341.0 | 324.5 | 417.5 | 726.0 | 721.2 | 892.2 |
| Attended formal training course(s) | 1 060.1 | 1 147.6 | 1 302.1 | 862.9 | 952.3 | 1 177.4 | 1 923.0 | 2 099.9 | 2 479.4 |
| Had on-the-job training | 920.9 | 1 057.9 | 1 233.5 | 809.1 | 955.8 | 1 276.2 | 1 729.9 | 2 013.7 | 2 509.7 |
| Had other training | 197.1 | 297.7 | 372.2 | 141.4 | 248.6 | 367.1 | 338.5 | 546.3 | 739.3 |
| Had no study or training | 1 305.5 | 1 282.1 | 1 303.4 | 933.1 | 942.2 | 916.2 | 2 238.6 | 2 224.3 | 2 219.7 |
| Whether had study or training with current employer in the last 12 months | | | | | | | | | |
| Had some study or training | 1 584.0 | 1 718.1 | 1 955.7 | 1 332.5 | 1 454.0 | 1 801.3 | 2 916.5 | 3 172.1 | 3 757.0 |
| Only one type | 850.7 | 820.9 | 928.5 | 710.0 | 696.0 | 781.9 | 1 560.7 | 1 516.9 | 1 710.4 |
| More than one type | 733.3 | 897.2 | 1 027.2 | 622.5 | 758.0 | 1 019.4 | 1 355.9 | 1 655.2 | 2 046.5 |
| Had no study or training | 1 305.5 | 1 282.1 | 1 303.4 | 933.1 | 942.2 | 916.2 | 2 238.6 | 2 224.3 | 2 219.7 |
| Total | 2 889.5 | 3 000.3 | 3 259.1 | 2 265.6 | 2 396.2 | 2 717.5 | 5 155.1 | 5 396.5 | 5 976.6 |
| % | | | | | | | | | |
| All changes in work with current employer in the last 12 months(a) | | | | | | | | | |
| Promoted(b) | 7.2 | 7.1 | 7.1 | 7.3 | 6.9 | 7.9 | 7.3 | 7.0 | 7.5 |
| Transferred(b) | 7.7 | 7.4 | 5.4 | 7.8 | 8.2 | 6.8 | 7.7 | 7.8 | 6.1 |
| Change in hours | 15.3 | 14.7 | 15.2 | 22.0 | 19.7 | 24.0 | 18.3 | 16.9 | 19.2 |
| Changed location | 10.1 | 10.2 | 8.5 | 8.4 | 8.3 | 7.5 | 9.4 | 9.3 | 8.1 |
| New, different or extra duties | 32.3 | 34.3 | 35.1 | 35.9 | 38.3 | 40.5 | 33.9 | 36.0 | 37.5 |
| More responsibility | 36.5 | 37.8 | 38.0 | 37.7 | 38.2 | 41.3 | 37.0 | 38.0 | 39.5 |
| Had no change in work | 47.6 | 46.8 | 46.0 | 44.4 | 43.5 | 40.0 | 46.2 | 45.3 | 43.2 |
| All types of training received in last 12 months(c) | | | | | | | | | |
| Studied for an educational qualification | 13.3 | 13.2 | 14.6 | 15.1 | 13.5 | 15.4 | 14.1 | 13.4 | 14.9 |
| Attended formal training course(s) | 36.7 | 38.2 | 40.0 | 38.1 | 39.7 | 43.3 | 37.3 | 38.9 | 41.5 |
| Had on-the-job training | 31.9 | 35.3 | 37.8 | 35.7 | 39.9 | 47.0 | 33.6 | 37.3 | 42.0 |
| Had other training | 6.8 | 9.9 | 11.4 | 6.2 | 10.4 | 13.5 | 6.6 | 10.1 | 12.4 |
| Had no study or training | 45.2 | 42.7 | 40.0 | 41.2 | 39.3 | 33.7 | 43.4 | 41.2 | 37.1 |
| Whether had study or training with current employer in the last 12 months | | | | | | | | | |
| Had some study or training | 54.8 | 57.3 | 60.0 | 58.8 | 60.7 | 66.3 | 56.6 | 58.8 | 62.9 |
| Only one type | 29.4 | 27.4 | 28.5 | 31.3 | 29.0 | 28.8 | 30.3 | 28.1 | 28.6 |
| More than one type | 25.4 | 29.9 | 31.5 | 27.5 | 31.6 | 37.5 | 26.3 | 30.7 | 34.2 |
| Had no study or training | 45.2 | 42.7 | 40.0 | 41.2 | 39.3 | 33.7 | 43.4 | 41.2 | 37.1 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

(a) Refers to all changes in work, therefore persons may appear in more than one category.

(b) Persons working in their own limited liability company (i.e. owner-managers of incorporated enterprises) were not asked whether they had been promoted or transferred.

(c) Refers to all types of training, therefore persons may appear in more than one category.

EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE, All changes in work—By selected characteristics

ALL CHANGES IN WORK WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS (a) (b)

| | Pro- moted(c) | Trans- ferred(c) | Change in hours | Changed location | New, different or extra duties | More respon- sibility | Had no change in work | Had no change in work | Total |
|--|------------------|---------------------|-----------------------|---------------------|---|-----------------------------|-----------------------------|-----------------------------|---------|
| | % | % | % | % | % | % | % | '000 | '000 |
| MALES | | | | | | | | | |
| Age group (years) | | | | | | | | | |
| 15–19 | 11.2 | *6.2 | 19.9 | *4.8 | 32.5 | 45.6 | 38.4 | 34.7 | 90.5 |
| 20–24 | 11.6 | 8.1 | 18.6 | 9.7 | 40.6 | 47.1 | 35.5 | 111.6 | 314.7 |
| 25–34 | 10.1 | 7.7 | 18.1 | 10.1 | 39.2 | 45.1 | 39.5 | 311.4 | 789.1 |
| 35–44 | 7.3 | 5.2 | 14.6 | 8.7 | 38.4 | 40.6 | 45.1 | 385.7 | 855.6 |
| 45–54 | 4.6 | 4.2 | 13.3 | 8.1 | 31.9 | 32.0 | 50.1 | 392.4 | 783.0 |
| 55–64 | *2.0 | *2.2 | 11.4 | 6.1 | 24.4 | 24.4 | 59.6 | 226.6 | 379.9 |
| 65 and over | — | — | *7.8 | *5.7 | *11.7 | *8.2 | 77.2 | 35.8 | 46.3 |
| Country of birth | | | | | | | | | |
| Born in Australia | 7.2 | 5.7 | 15.8 | 8.5 | 36.7 | 39.8 | 44.0 | 1 056.3 | 2 402.2 |
| Born overseas | 7.0 | 4.7 | 13.3 | 8.5 | 30.6 | 33.1 | 51.6 | 441.9 | 856.9 |
| Whether has child(ren) aged under 12 years | | | | | | | | | |
| Has child(ren) aged under 12 years | 8.0 | 5.9 | 15.0 | 9.5 | 38.4 | 40.6 | 43.2 | 384.5 | 889.7 |
| Does not have child(ren) aged under 12 years | 6.8 | 5.3 | 15.2 | 8.2 | 33.8 | 37.1 | 47.0 | 1 113.6 | 2 369.4 |
| Level of highest educational attainment(d) | | | | | | | | | |
| Postgraduate degree | 7.9 | *3.9 | 17.5 | 10.8 | 44.9 | 46.7 | 37.4 | 49.0 | 131.1 |
| Graduate diploma/Graduate certificate | 11.8 | *7.9 | 20.2 | *8.3 | 49.1 | 43.0 | 35.4 | 29.9 | 84.6 |
| Bachelor degree | 9.4 | 7.4 | 16.5 | 9.8 | 45.9 | 44.8 | 36.7 | 190.1 | 517.3 |
| Advanced diploma/Diploma | 7.6 | 6.4 | 18.6 | 10.7 | 43.7 | 48.0 | 35.8 | 92.1 | 257.0 |
| Certificate(e) | 5.3 | 4.2 | 15.8 | 7.3 | 30.4 | 36.6 | 49.0 | 383.8 | 783.6 |
| Year 12 | 9.3 | 6.7 | 15.2 | 9.9 | 33.9 | 38.6 | 44.4 | 259.7 | 585.2 |
| Year 11 | 6.3 | *4.4 | 12.8 | 6.5 | 36.0 | 41.4 | 46.3 | 88.1 | 190.2 |
| Year 10 or below | 4.9 | 4.3 | 11.9 | 7.3 | 26.7 | 27.4 | 56.9 | 373.5 | 656.9 |
| Level not determined | *10.0 | *4.2 | *16.1 | *8.0 | 29.6 | 36.1 | 50.3 | 21.5 | 42.7 |
| Not asked(f) | — | — | — | — | — | — | 100.0 | 10.5 | 10.5 |
| Total | 7.1 | 5.4 | 15.2 | 8.5 | 35.1 | 38.0 | 46.0 | 1 498.2 | 3 259.1 |

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

— nil or rounded to zero (including null cells)

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

(a) Refers to all changes in work, therefore persons may appear in more than one category.

(b) Each category of change is represented as a proportion of those in each group (e.g. age).

(c) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether they had been promoted or transferred.

(d) The levels of education are not necessarily listed in order from highest to lowest. See paragraph 15 of the Explanatory Notes for further details on how level of highest educational attainment is determined.

(e) Includes certificate III/IV, certificate I/II, and certificate not further defined.

(f) Persons aged 70 years and over were not asked about their educational attainment.

EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE, All changes in work—By selected characteristics *continued*

ALL CHANGES IN WORK WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS (a)(b)

| | Pro- moted(c) | Trans- ferred(c) | Change in hours | Changed location | New, different or extra duties | More respon- sibility | Had no change in work | Had no change in work | Total |
|--|------------------|---------------------|-----------------------|---------------------|---|-----------------------------|-----------------------------|-----------------------------|---------|
| | % | % | % | % | % | % | % | '000 | '000 |
| FEMALES | | | | | | | | | |
| Age group (years) | | | | | | | | | |
| 15–19 | 11.3 | *9.7 | 26.7 | *7.4 | 41.8 | 44.3 | 36.1 | 31.5 | 87.2 |
| 20–24 | 14.8 | 9.6 | 26.1 | 9.1 | 42.6 | 48.2 | 34.3 | 96.1 | 280.0 |
| 25–34 | 12.8 | 10.4 | 26.9 | 10.2 | 48.1 | 49.7 | 31.7 | 196.9 | 622.1 |
| 35–44 | 7.5 | 7.8 | 24.7 | 6.4 | 40.4 | 41.4 | 40.3 | 287.0 | 711.8 |
| 45–54 | 3.1 | 3.7 | 22.2 | 6.2 | 38.0 | 36.2 | 44.2 | 318.0 | 719.3 |
| 55–64 | *2.5 | *1.5 | 17.6 | 5.8 | 29.1 | 29.6 | 51.8 | 144.1 | 278.0 |
| 65 and over | — | — | *25.5 | **7.2 | *11.8 | *6.4 | 63.5 | 12.1 | 19.1 |
| Country of birth | | | | | | | | | |
| Born in Australia | 8.4 | 7.3 | 25.8 | 8.1 | 42.2 | 43.0 | 37.3 | 771.1 | 2 065.8 |
| Born overseas | 6.1 | 5.5 | 18.5 | 5.5 | 35.0 | 35.8 | 48.3 | 314.6 | 651.7 |
| Whether has child(ren) aged under 12 years | | | | | | | | | |
| Has child(ren) aged under 12 years | 7.3 | 7.2 | 30.9 | 7.5 | 40.0 | 38.9 | 39.3 | 244.6 | 622.4 |
| Does not have child(ren) aged under 12 years | 8.0 | 6.7 | 22.0 | 7.5 | 40.6 | 42.0 | 40.1 | 841.1 | 2 095.1 |
| Level of highest educational attainment(d) | | | | | | | | | |
| Postgraduate degree | 10.8 | *7.8 | 22.8 | *7.9 | 56.1 | 50.7 | 29.3 | 23.6 | 80.5 |
| Graduate diploma/Graduate certificate | 7.8 | 8.3 | 24.6 | *6.4 | 48.7 | 48.9 | 35.7 | 44.2 | 123.8 |
| Bachelor degree | 9.4 | 7.7 | 25.1 | 7.8 | 47.2 | 46.6 | 33.8 | 183.6 | 542.5 |
| Advanced diploma/Diploma | 8.7 | 7.5 | 24.9 | 8.6 | 42.2 | 44.3 | 38.4 | 103.8 | 270.7 |
| Certificate(e) | 9.0 | 6.1 | 29.5 | 8.6 | 43.0 | 46.7 | 35.8 | 92.8 | 259.2 |
| Year 12 | 8.8 | 7.6 | 22.9 | 8.6 | 40.4 | 40.3 | 39.2 | 227.6 | 580.9 |
| Year 11 | 6.5 | 7.0 | 26.4 | 7.9 | 35.4 | 38.5 | 41.4 | 83.4 | 201.4 |
| Year 10 or below | 5.0 | 5.3 | 20.7 | 5.4 | 30.8 | 32.4 | 50.0 | 319.0 | 637.7 |
| Level not determined | **5.4 | **1.8 | *27.2 | *3.6 | 48.9 | *39.1 | *34.6 | *6.8 | 19.7 |
| Not asked(f) | — | — | — | — | **21.5 | **21.5 | **78.5 | **0.9 | **1.2 |
| Total | 7.9 | 6.8 | 24.0 | 7.5 | 40.5 | 41.3 | 40.0 | 1 085.7 | 2 717.5 |

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

— nil or rounded to zero (including null cells)

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

(a) Refers to all changes in work, therefore persons may appear in more than one category.

(b) Each category of change is represented as a proportion of those in each group (e.g. age).

(c) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether they had been promoted or transferred.

(d) The levels of education are not necessarily listed in order from highest to lowest. See paragraph 15 of the Explanatory Notes for further details on how level of highest educational attainment is determined.

(e) Includes certificate III/IV, certificate I/II, and certificate not further defined.

(f) Persons aged 70 years and over were not asked about their educational attainment.

EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE, All changes in work—By selected characteristics *continued*

ALL CHANGES IN WORK WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS (a) (b)

| | Pro- moted(c) | Trans- ferred(c) | Change in hours | Changed location | New, different or extra duties | More respon- sibility | Had no change in work | Had no change in work | Total |
|--|------------------|---------------------|-----------------------|---------------------|---|-----------------------------|-----------------------------|-----------------------------|----------------|
| | % | % | % | % | % | % | % | '000 | '000 |
| PERSONS | | | | | | | | | |
| Age group (years) | | | | | | | | | |
| 15–19 | 11.3 | 7.9 | 23.3 | 6.1 | 37.1 | 44.9 | 37.3 | 66.2 | 177.7 |
| 20–24 | 13.1 | 8.8 | 22.1 | 9.4 | 41.5 | 47.6 | 34.9 | 207.7 | 594.7 |
| 25–34 | 11.3 | 8.9 | 22.0 | 10.1 | 43.1 | 47.2 | 36.0 | 508.4 | 1 411.2 |
| 35–44 | 7.4 | 6.4 | 19.2 | 7.7 | 39.3 | 40.9 | 42.9 | 672.6 | 1 567.4 |
| 45–54 | 3.9 | 4.0 | 17.6 | 7.2 | 34.8 | 34.0 | 47.3 | 710.4 | 1 502.4 |
| 55–64 | 2.2 | 1.9 | 14.0 | 5.9 | 26.4 | 26.6 | 56.3 | 370.7 | 657.9 |
| 65 and over | — | — | *12.9 | *6.1 | *11.7 | *7.6 | 73.2 | 47.9 | 65.4 |
| Country of birth | | | | | | | | | |
| Born in Australia | 7.8 | 6.4 | 20.4 | 8.3 | 39.2 | 41.3 | 40.9 | 1 827.4 | 4 468.1 |
| Born overseas | 6.6 | 5.0 | 15.6 | 7.2 | 32.5 | 34.3 | 50.1 | 756.4 | 1 508.6 |
| Whether has child(ren) aged under 12 years | | | | | | | | | |
| Has child(ren) aged under 12 years | 7.7 | 6.4 | 21.6 | 8.7 | 39.1 | 39.9 | 41.6 | 629.1 | 1 512.1 |
| Does not have child(ren) aged under 12 years | 7.4 | 6.0 | 18.4 | 7.8 | 37.0 | 39.4 | 43.8 | 1 954.8 | 4 464.6 |
| Level of highest educational attainment(d) | | | | | | | | | |
| Postgraduate degree | 9.0 | 5.4 | 19.5 | 9.7 | 49.2 | 48.2 | 34.3 | 72.6 | 211.5 |
| Graduate diploma/Graduate certificate | 9.4 | 8.2 | 22.8 | 7.1 | 48.9 | 46.5 | 35.5 | 74.1 | 208.4 |
| Bachelor degree | 9.4 | 7.5 | 20.9 | 8.8 | 46.6 | 45.7 | 35.3 | 373.7 | 1 059.8 |
| Advanced diploma/Diploma | 8.2 | 7.0 | 21.8 | 9.6 | 42.9 | 46.1 | 37.1 | 195.9 | 527.7 |
| Certificate(e) | 6.2 | 4.7 | 19.2 | 7.6 | 33.5 | 39.1 | 45.7 | 476.6 | 1 042.8 |
| Year 12 | 9.0 | 7.1 | 19.0 | 9.3 | 37.1 | 39.4 | 41.8 | 487.3 | 1 166.1 |
| Year 11 | 6.4 | 5.7 | 19.8 | 7.2 | 35.7 | 39.9 | 43.8 | 171.5 | 391.6 |
| Year 10 or below | 4.9 | 4.8 | 16.3 | 6.4 | 28.7 | 29.8 | 53.5 | 692.5 | 1 294.6 |
| Level not determined | *8.6 | *3.4 | 19.6 | *6.6 | 35.7 | 37.0 | 45.4 | 28.3 | 62.5 |
| Not asked(f) | — | — | — | — | **2.2 | **2.2 | 97.8 | 11.4 | 11.7 |
| Total | 7.5 | 6.1 | 19.2 | 8.1 | 37.5 | 39.5 | 43.2 | 2 583.9 | 5 976.6 |

— nil or rounded to zero (including null cells)

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

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

(a) Refers to all changes in work, therefore persons may appear in more than one category.

(b) Each category of change is represented as a proportion of those in each group (e.g. age).

(c) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether they had been promoted or transferred.

(d) The levels of education are not necessarily listed in order from highest to lowest. See paragraph 15 of the Explanatory Notes for further details on how level of highest educational attainment is determined.

(e) Includes certificate III/IV, certificate I/II, and certificate not further defined.

(f) Persons aged 70 years and over were not asked about their educational attainment.

EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE, All changes in work—By industry, occupation and other job characteristics

ALL CHANGES IN WORK WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS(a)(b)

| | Pro- moted(c) | Trans- ferred(c) | Change in hours | Changed location | New, different or extra duties | More respon- sibility | Had no change in work | Had no change in work | Total |
|---|------------------|---------------------|-----------------------|---------------------|---|-----------------------------|-----------------------------|-----------------------------|----------------|
| | % | % | % | % | % | % | % | '000 | '000 |
| MALES | | | | | | | | | |
| Industry of main job | | | | | | | | | |
| Agriculture, forestry and fishing | *4.4 | *2.8 | 13.4 | *5.8 | 24.7 | 32.0 | 56.5 | 48.8 | 86.3 |
| Mining | *8.6 | *9.9 | 15.8 | *6.3 | 42.1 | 45.2 | 42.2 | 24.7 | 58.7 |
| Manufacturing | 6.0 | 5.1 | 16.7 | 5.3 | 34.7 | 35.7 | 48.7 | 298.2 | 612.1 |
| Electricity, gas and water supply | *11.5 | *6.9 | *11.8 | *12.3 | 47.5 | 51.5 | 37.3 | 16.5 | 44.3 |
| Construction | 4.0 | *2.8 | 12.6 | 9.6 | 23.0 | 32.8 | 52.7 | 144.5 | 274.1 |
| Wholesale trade | 7.9 | 6.7 | 11.0 | 7.3 | 29.1 | 33.4 | 55.8 | 123.4 | 221.0 |
| Retail trade | 6.3 | 6.1 | 15.1 | 9.1 | 24.4 | 31.7 | 52.2 | 200.0 | 383.4 |
| Accommodation, cafes and restaurants | 8.1 | *6.8 | 20.0 | *3.2 | 29.1 | 36.2 | 51.2 | 56.9 | 111.1 |
| Transport and storage | 4.3 | *3.9 | 14.4 | 7.4 | 29.2 | 32.5 | 51.8 | 107.1 | 206.8 |
| Communication services | *7.3 | **1.9 | 15.7 | *9.2 | 38.7 | 44.0 | 44.7 | 35.0 | 78.3 |
| Finance and insurance | 14.0 | 9.2 | 12.4 | 11.6 | 52.5 | 54.1 | 31.5 | 38.2 | 121.1 |
| Property and business services | 6.8 | 5.2 | 17.0 | 12.4 | 39.9 | 41.4 | 39.2 | 147.4 | 376.6 |
| Government administration and defence | 9.7 | 8.0 | 12.7 | 8.1 | 48.4 | 44.4 | 36.5 | 67.8 | 185.7 |
| Education | 8.2 | *4.6 | 17.3 | 6.1 | 49.3 | 44.0 | 34.6 | 55.9 | 161.3 |
| Health and community services | 6.1 | *3.7 | 18.6 | 10.9 | 36.2 | 37.9 | 43.5 | 65.4 | 150.4 |
| Cultural and recreational services | 17.7 | *8.5 | 19.5 | *4.6 | 48.8 | 49.1 | 35.2 | 20.8 | 59.1 |
| Personal and other services | 9.5 | *6.4 | 12.2 | 18.2 | 41.3 | 43.6 | 36.9 | 47.5 | 128.8 |
| Occupation of main job | | | | | | | | | |
| Managers and administrators | 6.9 | 5.9 | 14.9 | 9.1 | 38.5 | 42.4 | 43.5 | 136.0 | 312.8 |
| Professionals | 8.7 | 5.7 | 16.6 | 10.1 | 46.2 | 47.4 | 33.8 | 211.5 | 625.1 |
| Associate professionals | 10.6 | 6.9 | 17.2 | 12.3 | 40.5 | 42.4 | 41.3 | 185.9 | 450.0 |
| Tradespersons and related workers | 4.9 | 2.6 | 13.1 | 6.9 | 28.3 | 35.4 | 51.5 | 314.3 | 610.5 |
| Advanced clerical and service workers | *10.2 | *7.7 | *18.2 | *9.6 | 37.2 | 49.5 | 42.3 | 13.1 | 30.9 |
| Intermediate clerical, sales and service workers | 9.1 | 6.0 | 14.0 | 8.2 | 41.3 | 43.7 | 42.1 | 141.1 | 334.9 |
| Intermediate production and transport workers | 4.5 | 5.8 | 12.1 | 6.0 | 25.2 | 26.0 | 56.9 | 251.5 | 441.9 |
| Elementary clerical, sales and service workers | *4.0 | *4.4 | 19.7 | 7.7 | 21.7 | 28.9 | 52.1 | 94.0 | 180.3 |
| Labourers and related workers | 6.4 | 7.6 | 16.7 | 6.7 | 28.5 | 27.6 | 55.3 | 150.7 | 272.7 |
| Sector of main job | | | | | | | | | |
| Public | 8.4 | 7.0 | 13.7 | 11.1 | 47.0 | 45.8 | 35.0 | 207.7 | 594.3 |
| Private(d) | 6.9 | 5.1 | 15.5 | 8.0 | 32.4 | 36.3 | 48.4 | 1 290.5 | 2 664.9 |
| Size of location (employees) | | | | | | | | | |
| Less than 10 | 3.4 | 2.0 | 14.4 | 8.2 | 22.4 | 29.1 | 56.5 | 440.4 | 779.8 |
| 10–19 | 5.7 | 2.8 | 15.3 | 8.5 | 28.0 | 34.0 | 50.5 | 187.0 | 370.5 |
| 20–99 | 9.2 | 6.1 | 14.9 | 9.1 | 38.0 | 41.5 | 43.7 | 368.5 | 844.1 |
| 100 or more | 8.6 | 8.0 | 15.9 | 8.2 | 44.0 | 43.3 | 38.9 | 457.2 | 1 175.9 |
| Don't know | *6.3 | *7.4 | 14.0 | 10.6 | 28.7 | 31.3 | 50.8 | 45.1 | 88.7 |
| Total | 7.1 | 5.4 | 15.2 | 8.5 | 35.1 | 38.0 | 46.0 | 1 498.2 | 3 259.1 |

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

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

(a) Refers to all changes in work, therefore persons may appear in more than one category.

(b) Each category of change is represented as a proportion of those in each group (e.g. industry).

(c) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether they had been promoted or transferred.

(d) Includes persons for whom sector could not be determined. See paragraph 16 of the Explanatory Notes.

EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE, All changes in work—By industry, occupation and other job characteristics

continued

ALL CHANGES IN WORK WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS(a)(b)

| | Pro- moted(c) | Trans- ferred(c) | Change in hours | Changed location | New, different or extra duties | More respon- sibility | Had no change in work | Had no change in work | Total |
|---|------------------|---------------------|-----------------------|---------------------|---|-----------------------------|-----------------------------|-----------------------------|---------|
| | % | % | % | % | % | % | % | '000 | '000 |
| FEMALES | | | | | | | | | |
| Industry of main job | | | | | | | | | |
| Agriculture, forestry and fishing | **4.3 | **0.9 | *19.5 | **1.8 | *23.6 | *20.2 | 60.1 | 18.5 | 30.8 |
| Mining | *26.0 | **20.6 | **25.4 | **13.1 | *76.2 | *67.5 | **9.5 | **0.6 | *6.3 |
| Manufacturing | 8.0 | 9.1 | 17.4 | 5.0 | 38.3 | 33.5 | 47.5 | 102.0 | 214.9 |
| Electricity, gas and water supply | **9.0 | **5.5 | *23.0 | — | *46.4 | *48.4 | *32.7 | *4.3 | 13.0 |
| Construction | **1.2 | **3.0 | 24.9 | *12.5 | 38.9 | 35.4 | 43.1 | 17.3 | 40.1 |
| Wholesale trade | *7.1 | *6.4 | 16.9 | 9.9 | 40.0 | 37.0 | 44.9 | 45.8 | 102.1 |
| Retail trade | 7.5 | 7.3 | 27.1 | 8.8 | 30.0 | 36.8 | 44.5 | 174.9 | 393.2 |
| Accommodation, cafes and restaurants | *2.0 | *3.3 | 29.6 | *3.9 | 29.1 | 32.3 | 48.6 | 63.9 | 131.5 |
| Transport and storage | *11.4 | *7.7 | 17.7 | *4.4 | 47.9 | 48.4 | 39.2 | 19.3 | 49.3 |
| Communication services | *10.9 | *11.7 | *17.1 | *5.6 | 56.3 | 47.8 | 33.8 | 11.7 | 34.7 |
| Finance and insurance | 16.4 | 14.2 | 25.7 | 12.2 | 51.8 | 54.0 | 29.1 | 43.9 | 150.6 |
| Property and business services | 9.8 | 5.8 | 21.2 | 9.8 | 42.1 | 41.9 | 39.1 | 110.2 | 281.9 |
| Government administration and defence | 13.3 | 15.0 | 20.2 | 9.8 | 50.8 | 52.1 | 30.1 | 49.7 | 165.1 |
| Education | 4.8 | 5.9 | 23.5 | 7.9 | 46.3 | 44.3 | 37.2 | 130.5 | 350.4 |
| Health and community services | 5.8 | 4.4 | 27.8 | 5.3 | 38.7 | 40.5 | 39.5 | 225.9 | 571.4 |
| Cultural and recreational services | 12.5 | *5.3 | 30.0 | *7.4 | 46.5 | 46.7 | 31.7 | 24.6 | 77.6 |
| Personal and other services | 8.5 | *3.2 | 20.2 | *6.6 | 41.2 | 43.2 | 40.8 | 42.6 | 104.5 |
| Occupation of main job | | | | | | | | | |
| Managers and administrators | 16.7 | *9.4 | 20.6 | *8.0 | 55.8 | 49.9 | 33.8 | 29.4 | 87.2 |
| Professionals | 8.5 | 7.6 | 23.8 | 7.8 | 47.8 | 48.3 | 33.5 | 223.0 | 665.6 |
| Associate professionals | 10.7 | 7.5 | 22.9 | 8.0 | 42.2 | 46.8 | 38.4 | 122.1 | 317.7 |
| Tradespersons and related workers | *3.6 | **1.0 | 20.6 | *4.1 | 29.4 | 32.5 | 49.4 | 29.2 | 59.1 |
| Advanced clerical and service workers | 4.3 | 5.0 | 20.2 | 7.6 | 38.2 | 39.7 | 42.2 | 93.2 | 220.9 |
| Intermediate clerical, sales and service workers | 8.3 | 7.7 | 25.1 | 7.5 | 42.9 | 42.4 | 38.0 | 295.1 | 776.4 |
| Intermediate production and transport workers | *9.1 | *9.4 | 23.2 | *7.2 | 28.7 | 24.2 | 53.0 | 35.1 | 66.2 |
| Elementary clerical, sales and service workers | 6.7 | 6.3 | 27.9 | 7.8 | 30.7 | 34.5 | 44.8 | 149.6 | 334.0 |
| Labourers and related workers | *2.4 | *2.4 | 22.7 | 5.7 | 22.1 | 21.6 | 57.2 | 108.9 | 190.5 |
| Sector of main job | | | | | | | | | |
| Public | 8.2 | 8.0 | 23.6 | 7.9 | 48.7 | 48.6 | 32.6 | 240.3 | 737.7 |
| Private(d) | 7.7 | 6.4 | 24.2 | 7.3 | 37.4 | 38.5 | 42.7 | 845.5 | 1 979.9 |
| Size of location (employees) | | | | | | | | | |
| Less than 10 | 4.7 | 2.1 | 23.1 | 8.9 | 27.1 | 31.2 | 51.1 | 310.1 | 607.2 |
| 10–19 | 6.8 | 4.9 | 24.6 | 7.3 | 37.3 | 37.5 | 41.8 | 137.8 | 329.8 |
| 20–99 | 7.2 | 7.2 | 25.4 | 7.3 | 43.3 | 45.5 | 36.9 | 277.0 | 750.3 |
| 100 or more | 10.7 | 10.3 | 23.5 | 6.8 | 48.5 | 46.4 | 34.1 | 333.5 | 979.2 |
| Don't know | *7.2 | *4.3 | 20.5 | *7.2 | 22.8 | 23.4 | 53.7 | 27.4 | 51.0 |
| Total | 7.9 | 6.8 | 24.0 | 7.5 | 40.5 | 41.3 | 40.0 | 1 085.7 | 2 717.5 |

- ** estimate has a relative standard error greater than 50% and is considered too unreliable for general use
- * estimate has a relative standard error of between 25% and 50% and should be used with caution
- nil or rounded to zero (including null cells)
- (a) Refers to all changes in work, therefore persons may appear in more than one category.

- (b) Each category of change is represented as a proportion of those in each group (e.g. industry).
- (c) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether they had been promoted or transferred.
- (d) Includes persons for whom sector could not be determined. See paragraph 16 of the Explanatory Notes.

EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE, All changes in work—By industry, occupation and other job characteristics

continued

ALL CHANGES IN WORK WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS(a)(b)

| | Pro- moted(c) | Trans- ferred(c) | Change in hours | Changed location | New, different or extra duties | More respon- sibility | Had no change in work | Had no change in work | Total |
|---|------------------|---------------------|-----------------------|---------------------|---|-----------------------------|-----------------------------|-----------------------------|----------------|
| | % | % | % | % | % | % | % | '000 | '000 |
| PERSONS | | | | | | | | | |
| Industry of main job | | | | | | | | | |
| Agriculture, forestry and fishing | *4.4 | *2.3 | 15.0 | *4.8 | 24.4 | 28.9 | 57.4 | 67.3 | 117.1 |
| Mining | *10.3 | *10.9 | 16.7 | *7.0 | 45.3 | 47.4 | 39.0 | 25.3 | 65.0 |
| Manufacturing | 6.5 | 6.1 | 16.9 | 5.2 | 35.6 | 35.1 | 48.4 | 400.2 | 827.0 |
| Electricity, gas and water supply | *11.0 | *6.6 | *14.3 | *9.5 | 47.3 | 50.8 | 36.3 | 20.8 | 57.3 |
| Construction | 3.7 | 2.8 | 14.1 | 10.0 | 25.0 | 33.2 | 51.5 | 161.8 | 314.2 |
| Wholesale trade | 7.6 | 6.6 | 12.9 | 8.1 | 32.5 | 34.6 | 52.4 | 169.2 | 323.1 |
| Retail trade | 6.9 | 6.7 | 21.2 | 9.0 | 27.3 | 34.3 | 48.3 | 374.9 | 776.6 |
| Accommodation, cafes and restaurants | 4.8 | 4.9 | 25.2 | 3.5 | 29.1 | 34.0 | 49.8 | 120.8 | 242.6 |
| Transport and storage | 5.7 | 4.7 | 15.1 | 6.8 | 32.8 | 35.5 | 49.4 | 126.4 | 256.1 |
| Communication services | 8.4 | *4.9 | 16.2 | 8.1 | 44.1 | 45.2 | 41.4 | 46.8 | 113.1 |
| Finance and insurance | 15.3 | 12.0 | 19.8 | 11.9 | 52.1 | 54.1 | 30.2 | 82.1 | 271.7 |
| Property and business services | 8.1 | 5.5 | 18.8 | 11.3 | 40.8 | 41.6 | 39.1 | 257.6 | 658.5 |
| Government administration and defence | 11.4 | 11.3 | 16.2 | 8.9 | 49.5 | 48.0 | 33.5 | 117.5 | 350.8 |
| Education | 5.9 | 5.5 | 21.5 | 7.3 | 47.3 | 44.2 | 36.4 | 186.4 | 511.7 |
| Health and community services | 5.9 | 4.2 | 25.9 | 6.4 | 38.2 | 39.9 | 40.4 | 291.3 | 721.8 |
| Cultural and recreational services | 14.8 | 6.7 | 25.5 | *6.2 | 47.5 | 47.7 | 33.2 | 45.4 | 136.7 |
| Personal and other services | 9.1 | 5.0 | 15.8 | 13.0 | 41.3 | 43.4 | 38.6 | 90.1 | 233.3 |
| Occupation of main job | | | | | | | | | |
| Managers and administrators | 9.0 | 6.7 | 16.1 | 8.8 | 42.3 | 44.0 | 41.4 | 165.5 | 400.0 |
| Professionals | 8.6 | 6.7 | 20.4 | 8.9 | 47.0 | 47.8 | 33.7 | 434.5 | 1 290.7 |
| Associate professionals | 10.6 | 7.2 | 19.6 | 10.5 | 41.2 | 44.2 | 40.1 | 308.0 | 767.7 |
| Tradespersons and related workers | 4.8 | 2.5 | 13.8 | 6.7 | 28.4 | 35.1 | 51.3 | 343.5 | 669.6 |
| Advanced clerical and service workers | 5.0 | 5.3 | 19.9 | 7.8 | 38.1 | 40.9 | 42.2 | 106.3 | 251.8 |
| Intermediate clerical, sales and service workers | 8.5 | 7.2 | 21.8 | 7.8 | 42.4 | 42.8 | 39.3 | 436.2 | 1 111.3 |
| Intermediate production and transport workers | 5.1 | 6.2 | 13.5 | 6.1 | 25.6 | 25.8 | 56.4 | 286.6 | 508.1 |
| Elementary clerical, sales and service workers | 5.8 | 5.6 | 25.0 | 7.8 | 27.6 | 32.5 | 47.4 | 243.6 | 514.3 |
| Labourers and related workers | 4.8 | 5.5 | 19.2 | 6.3 | 25.9 | 25.1 | 56.1 | 259.6 | 463.2 |
| Sector of main job | | | | | | | | | |
| Public | 8.3 | 7.5 | 19.2 | 9.3 | 47.9 | 47.4 | 33.6 | 448.0 | 1 331.9 |
| Private(d) | 7.2 | 5.7 | 19.2 | 7.7 | 34.5 | 37.2 | 46.0 | 2 135.9 | 4 644.7 |
| Size of location (employees) | | | | | | | | | |
| Less than 10 | 4.0 | 2.0 | 18.2 | 8.5 | 24.5 | 30.0 | 54.1 | 750.5 | 1 387.0 |
| 10–19 | 6.2 | 3.8 | 19.7 | 8.0 | 32.4 | 35.7 | 46.4 | 324.8 | 700.3 |
| 20–99 | 8.3 | 6.6 | 19.9 | 8.2 | 40.5 | 43.4 | 40.5 | 645.4 | 1 594.5 |
| 100 or more | 9.6 | 9.0 | 19.4 | 7.6 | 46.1 | 44.7 | 36.7 | 790.6 | 2 155.1 |
| Don't know | 6.6 | 6.3 | 16.4 | 9.3 | 26.6 | 28.4 | 51.9 | 72.5 | 139.7 |
| Total | 7.5 | 6.1 | 19.2 | 8.1 | 37.5 | 39.5 | 43.2 | 2 583.9 | 5 976.6 |

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

(a) Refers to all changes in work, therefore persons may appear in more than one category.

(b) Each category of change is represented as a proportion of those in each group (e.g. industry).

(c) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether they had been promoted or transferred.

(d) Includes persons for whom sector could not be determined. See paragraph 16 of the Explanatory Notes.

EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE, All changes in work—By selected job characteristics

ALL CHANGES IN WORK WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS(a)(b)

| | Pro- moted(c) | Trans- ferred(c) | Change in hours | Changed location | New, different or extra duties | More respon- sibility | Had no change in work | Had no change in work | Total |
|---|------------------|---------------------|-----------------------|---------------------|---|-----------------------------|-----------------------------|-----------------------------|---------|
| | % | % | % | % | % | % | % | '000 | '000 |
| MALES | | | | | | | | | |
| Full-time or part-time status in main job | | | | | | | | | |
| Full-time employees | 7.5 | 5.7 | 13.6 | 8.6 | 36.3 | 39.4 | 45.7 | 1 336.8 | 2 925.4 |
| Part-time employees | 3.5 | 3.5 | 29.3 | 7.8 | 24.6 | 26.1 | 48.4 | 161.4 | 333.7 |
| Length of time with current employer | | | | | | | | | |
| 1 and under 3 years | 9.8 | 6.9 | 17.7 | 8.9 | 38.0 | 41.1 | 42.0 | 394.5 | 938.4 |
| 3 and under 5 years | 8.5 | 5.2 | 15.9 | 9.2 | 34.8 | 39.4 | 43.4 | 248.3 | 572.8 |
| 5 and under 10 years | 6.3 | 6.3 | 14.5 | 9.4 | 35.5 | 40.3 | 45.3 | 330.8 | 730.4 |
| 10 years or more | 4.5 | 3.6 | 12.9 | 7.2 | 32.2 | 32.8 | 51.6 | 524.6 | 1 017.5 |
| Usual weekly earnings in main job (\$) | | | | | | | | | |
| Under 500 | 3.9 | 3.3 | 19.7 | 5.8 | 24.9 | 29.0 | 52.8 | 243.6 | 461.1 |
| 500 and under 700 | 7.8 | 6.2 | 13.7 | 8.0 | 30.0 | 33.9 | 51.1 | 358.2 | 701.3 |
| 700 and under 900 | 8.0 | 5.6 | 13.7 | 8.5 | 36.6 | 41.6 | 43.3 | 252.7 | 584.2 |
| 900 and under 1,200 | 7.7 | 5.8 | 15.4 | 9.7 | 40.5 | 43.7 | 40.9 | 261.8 | 640.6 |
| 1,200 and under 1,600 | 7.9 | 7.1 | 15.7 | 10.4 | 45.8 | 46.4 | 36.8 | 122.4 | 332.3 |
| 1,600 and over | 10.8 | 6.2 | 16.2 | 10.0 | 47.7 | 48.3 | 34.9 | 83.3 | 238.3 |
| Not stated/don't know/not asked(d) | 3.8 | 3.1 | 12.9 | 8.4 | 25.8 | 25.2 | 58.4 | 176.2 | 301.4 |
| Whether had study or training with current employer in the last 12 months | | | | | | | | | |
| Had some study or training | 10.0 | 7.8 | 17.2 | 10.2 | 47.5 | 50.1 | 33.6 | 656.5 | 1 955.7 |
| Only one type | 7.3 | 5.9 | 15.4 | 7.3 | 36.7 | 38.8 | 43.8 | 407.1 | 928.5 |
| More than one type | 12.5 | 9.5 | 18.7 | 12.7 | 57.3 | 60.3 | 24.3 | 249.3 | 1 027.2 |
| Had no study or training | 2.8 | 1.9 | 12.2 | 6.1 | 16.3 | 19.9 | 64.6 | 841.7 | 1 303.4 |
| Whether work performance formally assessed by current employer in the last 12 months | | | | | | | | | |
| Work performance formally assessed | 11.6 | 8.6 | 17.4 | 11.0 | 49.2 | 51.7 | 31.7 | 452.2 | 1 428.5 |
| Work performance not formally assessed | 4.6 | 3.6 | 14.0 | 6.4 | 26.4 | 30.8 | 53.9 | 652.5 | 1 209.8 |
| Don't know | 4.3 | 4.3 | 9.1 | 6.5 | 27.0 | 30.0 | 56.1 | 136.0 | 242.4 |
| Not asked(e) | — | — | 14.6 | 7.4 | 14.4 | 14.5 | 68.0 | 257.5 | 378.3 |
| Total | 7.1 | 5.4 | 15.2 | 8.5 | 35.1 | 38.0 | 46.0 | 1 498.2 | 3 259.1 |

— nil or rounded to zero (including null cells)

(a) Refers to all changes in work, therefore persons may appear in more than one category.

(b) Each category of change is represented as a proportion of those in each group (e.g. full-time or part-time status in main job).

(c) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether they had been promoted or transferred.

(d) Persons aged 70 and over were not asked about their usual weekly earnings.

(e) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether their work performance was formally assessed by their current employer.

EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE, All changes in work—By selected job characteristics *continued*

ALL CHANGES IN WORK WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS(a)(b)

| | Pro- moted(c) | Trans- ferred(c) | Change in hours | Changed location | New, different or extra duties | More respon- sibility | Had no change in work | Had no change in work | Total |
|---|------------------|---------------------|-----------------------|---------------------|---|-----------------------------|-----------------------------|-----------------------------|---------|
| | % | % | % | % | % | % | % | '000 | '000 |
| FEMALES | | | | | | | | | |
| Full-time or part-time status in main job | | | | | | | | | |
| Full-time employees | 10.9 | 8.8 | 17.9 | 8.2 | 47.6 | 49.0 | 36.1 | 569.7 | 1 578.1 |
| Part-time employees | 3.6 | 4.1 | 32.5 | 6.4 | 30.6 | 30.6 | 45.3 | 516.0 | 1 139.4 |
| Length of time with current employer | | | | | | | | | |
| 1 and under 3 years | 11.2 | 8.9 | 27.6 | 8.1 | 43.1 | 42.5 | 36.5 | 314.7 | 861.1 |
| 3 and under 5 years | 8.8 | 6.3 | 24.2 | 7.0 | 40.4 | 42.8 | 40.3 | 216.7 | 537.9 |
| 5 and under 10 years | 6.9 | 6.5 | 21.8 | 8.5 | 39.6 | 39.2 | 41.5 | 256.8 | 618.7 |
| 10 years or more | 3.8 | 5.0 | 21.5 | 6.3 | 38.0 | 40.4 | 42.5 | 297.5 | 699.7 |
| Usual weekly earnings in main job (\$) | | | | | | | | | |
| Under 500 | 4.4 | 4.6 | 31.2 | 6.2 | 30.7 | 31.2 | 45.3 | 453.9 | 1 001.0 |
| 500 and under 700 | 9.4 | 7.6 | 20.7 | 7.0 | 43.7 | 45.0 | 38.6 | 256.8 | 665.5 |
| 700 and under 900 | 11.4 | 10.2 | 20.3 | 9.0 | 50.0 | 52.7 | 32.5 | 125.3 | 386.0 |
| 900 and under 1,200 | 11.4 | 9.5 | 18.5 | 8.5 | 52.9 | 53.7 | 31.9 | 104.4 | 327.3 |
| 1,200 and under 1,600 | 12.4 | 10.6 | 17.2 | 11.6 | 54.2 | 52.4 | 27.2 | 25.4 | 93.2 |
| 1,600 and over | *12.2 | *6.7 | 22.1 | *12.6 | 60.6 | 58.1 | 27.5 | 16.5 | 60.0 |
| Not stated/don't know/not asked(d) | *3.4 | *2.6 | 18.6 | 7.7 | 25.9 | 25.0 | 56.1 | 103.4 | 184.3 |
| Whether had study or training with current employer in the last 12 months | | | | | | | | | |
| Had some study or training | 10.5 | 9.2 | 26.3 | 8.8 | 51.6 | 52.2 | 29.3 | 527.3 | 1 801.3 |
| Only one type | 7.3 | 6.2 | 24.2 | 6.8 | 40.0 | 39.4 | 38.6 | 301.8 | 781.9 |
| More than one type | 13.0 | 11.4 | 27.9 | 10.3 | 60.5 | 62.1 | 22.1 | 225.5 | 1 019.4 |
| Had no study or training | 2.6 | 2.3 | 19.6 | 4.9 | 18.6 | 19.7 | 60.9 | 558.4 | 916.2 |
| Whether work performance formally assessed by current employer in the last 12 months | | | | | | | | | |
| Work performance formally assessed | 11.4 | 9.6 | 24.0 | 8.6 | 51.8 | 53.6 | 30.0 | 405.3 | 1 350.1 |
| Work performance not formally assessed | 5.3 | 5.0 | 25.5 | 6.6 | 31.8 | 31.6 | 46.1 | 493.8 | 1 071.2 |
| Don't know | *2.8 | *2.1 | 15.1 | *4.6 | 22.3 | 21.5 | 61.2 | 86.5 | 141.3 |
| Not asked(e) | — | — | 21.5 | 6.5 | 17.7 | 18.4 | 64.6 | 100.1 | 155.0 |
| Total | 7.9 | 6.8 | 24.0 | 7.5 | 40.5 | 41.3 | 40.0 | 1 085.7 | 2 717.5 |

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

— nil or rounded to zero (including null cells)

(a) Refers to all changes in work, therefore persons may appear in more than one category.

(b) Each category of change is represented as a proportion of those in each group (e.g. full-time or part-time status in main job).

(c) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether they had been promoted or transferred.

(d) Persons aged 70 and over were not asked about their usual weekly earnings.

(e) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether their work performance was formally assessed by their current employer.

EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE, All changes in work—By selected job characteristics *continued*

ALL CHANGES IN WORK WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS(a)(b)

| | Pro- moted(c) | Trans- ferred(c) | Change in hours | Changed location | New, different or extra duties | More respon- sibility | Had no change in work | Had no change in work | Total |
|---|------------------|---------------------|-----------------------|---------------------|---|-----------------------------|-----------------------------|-----------------------------|---------|
| | % | % | % | % | % | % | % | '000 | '000 |
| PERSONS | | | | | | | | | |
| Full-time or part-time status in main job | | | | | | | | | |
| Full-time employees | 8.7 | 6.8 | 15.1 | 8.5 | 40.2 | 42.7 | 42.3 | 1 906.5 | 4 503.6 |
| Part-time employees | 3.6 | 4.0 | 31.7 | 6.7 | 29.2 | 29.6 | 46.0 | 677.4 | 1 473.1 |
| Length of time with current employer | | | | | | | | | |
| 1 and under 3 years | 10.5 | 7.9 | 22.5 | 8.5 | 40.4 | 41.8 | 39.4 | 709.2 | 1 799.6 |
| 3 and under 5 years | 8.7 | 5.8 | 19.9 | 8.1 | 37.5 | 41.0 | 41.9 | 465.0 | 1 110.7 |
| 5 and under 10 years | 6.6 | 6.4 | 17.8 | 9.0 | 37.4 | 39.8 | 43.6 | 587.6 | 1 349.2 |
| 10 years or more | 4.2 | 4.2 | 16.4 | 6.8 | 34.6 | 35.9 | 47.9 | 822.1 | 1 717.2 |
| Usual weekly earnings in main job (\$) | | | | | | | | | |
| Under 500 | 4.3 | 4.2 | 27.5 | 6.1 | 28.9 | 30.5 | 47.7 | 697.5 | 1 462.1 |
| 500 and under 700 | 8.6 | 6.9 | 17.1 | 7.5 | 36.7 | 39.3 | 45.0 | 614.9 | 1 366.8 |
| 700 and under 900 | 9.4 | 7.4 | 16.3 | 8.7 | 42.0 | 46.0 | 39.0 | 378.0 | 970.2 |
| 900 and under 1,200 | 9.0 | 7.1 | 16.5 | 9.3 | 44.7 | 47.1 | 37.8 | 366.3 | 967.9 |
| 1,200 and under 1,600 | 8.8 | 7.9 | 16.0 | 10.7 | 47.7 | 47.7 | 34.7 | 147.8 | 425.5 |
| 1,600 and over | 11.1 | 6.3 | 17.4 | 10.5 | 50.3 | 50.3 | 33.5 | 99.8 | 298.3 |
| Not stated/don't know/not asked(d) | 3.7 | 2.9 | 15.1 | 8.1 | 25.8 | 25.2 | 57.6 | 279.6 | 485.8 |
| Whether had study or training with current employer in the last 12 months | | | | | | | | | |
| Had some study or training | 10.3 | 8.4 | 21.5 | 9.5 | 49.5 | 51.1 | 31.5 | 1 183.8 | 3 757.0 |
| Only one type | 7.3 | 6.0 | 19.4 | 7.1 | 38.2 | 39.1 | 41.4 | 708.9 | 1 710.4 |
| More than one type | 12.8 | 10.5 | 23.3 | 11.5 | 58.9 | 61.2 | 23.2 | 474.8 | 2 046.5 |
| Had no study or training | 2.7 | 2.1 | 15.3 | 5.6 | 17.3 | 19.8 | 63.1 | 1 400.1 | 2 219.7 |
| Whether work performance formally assessed by current employer in the last 12 months | | | | | | | | | |
| Work performance formally assessed | 11.5 | 9.1 | 20.6 | 9.8 | 50.5 | 52.6 | 30.9 | 857.5 | 2 778.6 |
| Work performance not formally assessed | 4.9 | 4.3 | 19.4 | 6.5 | 28.9 | 31.2 | 50.3 | 1 146.3 | 2 281.0 |
| Don't know | 3.7 | 3.5 | 11.3 | 5.8 | 25.3 | 26.9 | 58.0 | 222.5 | 383.7 |
| Not asked(e) | — | — | 16.6 | 7.1 | 15.3 | 15.6 | 67.0 | 357.6 | 533.3 |
| Total | 7.5 | 6.1 | 19.2 | 8.1 | 37.5 | 39.5 | 43.2 | 2 583.9 | 5 976.6 |

— nil or rounded to zero (including null cells)

(a) Refers to all changes in work, therefore persons may appear in more than one category.

(b) Each category of change is represented as a proportion of those in each group (e.g. full-time or part-time status in main job).

(c) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether they had been promoted or transferred.

(d) Persons aged 70 and over were not asked about their usual weekly earnings.

(e) Persons working in their own limited liability company (i.e. owner managers of incorporated enterprises) were not asked whether their work performance was formally assessed by their current employer.

EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR SIX MONTHS OR MORE, Whether had a break from work of six months or more(a)

| | <i>Had a break from work(b)</i> | | <i>Did not have a break from work(c)</i> | | <i>Total</i> | |
|--|-------------------------------------|--------------|--|--------------|----------------|--------------|
| | '000 | % | '000 | % | '000 | % |
| MALES | | | | | | |
| Age group (years) | | | | | | |
| 15-19 | — | — | 137.6 | **3.8 | 137.6 | 3.8 |
| 20-24 | *1.8 | **2.3 | 384.4 | 10.7 | 386.1 | 10.6 |
| 25-34 | 19.5 | 25.7 | 898.3 | 25.1 | 917.8 | 25.1 |
| 35-44 | 24.6 | 32.4 | 907.9 | 25.4 | 932.5 | 25.5 |
| 45-54 | 18.6 | 24.5 | 811.2 | 22.7 | 829.8 | 22.7 |
| 55-64 | 11.6 | 15.2 | 389.2 | 10.9 | 400.8 | 11.0 |
| 65 and over | — | — | 46.8 | 1.3 | 46.8 | 1.3 |
| Whether has child(ren) aged under 12 years | | | | | | |
| Has child(ren) aged under 12 years | 23.0 | 30.2 | 956.2 | 26.7 | 979.2 | 26.8 |
| Does not have children aged under 12 years | 53.0 | 69.8 | 2 619.2 | 73.3 | 2 672.2 | 73.2 |
| Full-time or part-time status in main job | | | | | | |
| Full-time employees | 65.0 | 85.5 | 3 174.6 | 88.8 | 3 239.6 | 88.7 |
| Part-time employees | 11.0 | 14.5 | 400.9 | 11.2 | 411.9 | 11.3 |
| Sector of main job | | | | | | |
| Public | 30.7 | 40.4 | 606.6 | 17.0 | 637.3 | 17.5 |
| Private(d) | 45.3 | 59.6 | 2 968.9 | 83.0 | 3 014.2 | 82.5 |
| Size of location (employees) | | | | | | |
| Less than 10 | 14.5 | 19.1 | 856.3 | 23.9 | 870.8 | 23.8 |
| 10-19 | *5.0 | *6.6 | 423.5 | 11.8 | 428.5 | 11.7 |
| 20-99 | 17.5 | 23.0 | 939.5 | 26.3 | 957.0 | 26.2 |
| 100 or more | 36.3 | 47.8 | 1 257.4 | 35.2 | 1 293.7 | 35.4 |
| Don't know | *2.6 | *3.5 | 98.7 | 2.8 | 101.3 | 2.8 |
| Length of time with current employer | | | | | | |
| 6 months and under 1 year | *3.2 | *4.2 | 389.2 | 10.9 | 392.3 | 10.7 |
| 1 and under 3 years | *8.2 | *10.8 | 930.3 | 26.0 | 938.4 | 25.7 |
| 3 and under 5 years | 13.1 | 17.3 | 559.6 | 15.7 | 572.8 | 15.7 |
| 5 and under 10 years | 16.8 | 22.1 | 713.6 | 20.0 | 730.4 | 20.0 |
| 10 years or more | 34.7 | 45.7 | 982.8 | 27.5 | 1 017.5 | 27.9 |
| Total | 76.0 | 100.0 | 3 575.5 | 100.0 | 3 651.5 | 100.0 |

— nil or rounded to zero (including null cells)

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

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

(a) While working with their current employer.

(b) Includes 'currently away from work'.

(c) Includes 'don't know'.

(d) Includes persons for whom sector could not be determined. See paragraph 16 of the Explanatory Notes.

EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR SIX MONTHS OR MORE, Whether had a break from work of six months or more(a) *continued*

| | Had a break from work(b) | | Did not have a break from work(c) | | Total | |
|--|-----------------------------|-------|---|-------|---------|-------|
| | '000 | % | '000 | % | '000 | % |
| FEMALES | | | | | | |
| Age group (years) | | | | | | |
| 15-19 | **0.9 | **0.4 | 131.2 | 4.6 | 132.1 | 4.3 |
| 20-24 | *7.1 | *3.2 | 352.2 | 12.3 | 359.3 | 11.6 |
| 25-34 | 72.1 | 32.5 | 651.4 | 22.7 | 723.5 | 23.5 |
| 35-44 | 98.1 | 44.2 | 698.1 | 24.4 | 796.2 | 25.8 |
| 45-54 | 34.8 | 15.7 | 729.5 | 25.5 | 764.2 | 24.8 |
| 55-64 | 8.7 | 3.9 | 281.3 | 9.8 | 290.1 | 9.4 |
| 65 and over | **0.1 | **0.1 | 19.5 | 0.7 | 19.6 | 0.6 |
| Whether has child(ren) aged under 12 years | | | | | | |
| Has child(ren) aged under 12 years | 159.6 | 71.9 | 553.1 | 19.3 | 712.7 | 23.1 |
| Does not have children aged under 12 years | 62.3 | 28.1 | 2 310.1 | 80.7 | 2 372.4 | 76.9 |
| Full-time or part-time status in main job | | | | | | |
| Full-time employees | 96.1 | 43.3 | 1 681.8 | 58.7 | 1 777.9 | 57.6 |
| Part-time employees | 125.7 | 56.7 | 1 181.4 | 41.3 | 1 307.2 | 42.4 |
| Sector of main job | | | | | | |
| Public | 103.7 | 46.7 | 716.4 | 25.0 | 820.0 | 26.6 |
| Private(d) | 118.2 | 53.3 | 2 146.8 | 75.0 | 2 265.0 | 73.4 |
| Size of location (employees) | | | | | | |
| Less than 10 | 33.2 | 15.0 | 671.0 | 23.4 | 704.2 | 22.8 |
| 10-19 | 22.4 | 10.1 | 363.2 | 12.7 | 385.5 | 12.5 |
| 20-99 | 65.8 | 29.7 | 783.4 | 27.4 | 849.2 | 27.5 |
| 100 or more | 97.7 | 44.0 | 985.5 | 34.4 | 1 083.2 | 35.1 |
| Don't know | *2.7 | *1.2 | 60.2 | 2.1 | 62.9 | 2.0 |
| Length of time with current employer | | | | | | |
| 6 months and under 1 year | *7.5 | 3.4 | 360.0 | 12.6 | 367.5 | 11.9 |
| 1 and under 3 years | 25.9 | 11.7 | 835.3 | 29.2 | 861.1 | 27.9 |
| 3 and under 5 years | 30.2 | 13.6 | 507.7 | 17.7 | 537.9 | 17.4 |
| 5 and under 10 years | 62.7 | 28.3 | 556.0 | 19.4 | 618.7 | 20.1 |
| 10 years or more | 95.6 | 43.1 | 604.1 | 21.1 | 699.7 | 22.7 |
| Total | 221.8 | 100.0 | 2 863.2 | 100.0 | 3 085.0 | 100.0 |

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

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

(a) While working with their current employer.

(b) Includes 'currently away from work'.

(c) Includes 'don't know'.

(d) Includes persons for whom sector could not be determined. See paragraph 16 of the Explanatory Notes.

EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR SIX MONTHS OR MORE, Whether had a break from work of six months or more(a) *continued*

| | <i>Had a break from work(b)</i> | | <i>Did not have a break from work(c)</i> | | <i>Total</i> | |
|--|-------------------------------------|--------------|--|--------------|----------------|--------------|
| | '000 | % | '000 | % | '000 | % |
| PERSONS | | | | | | |
| Age group (years) | | | | | | |
| 15-19 | **0.9 | **0.3 | 268.8 | 4.2 | 269.8 | 4.0 |
| 20-24 | 8.9 | 3.0 | 736.6 | 11.4 | 745.4 | 11.1 |
| 25-34 | 91.6 | 30.7 | 1 549.7 | 24.1 | 1 641.3 | 24.4 |
| 35-44 | 122.6 | 41.2 | 1 606.0 | 24.9 | 1 728.6 | 25.7 |
| 45-54 | 53.3 | 17.9 | 1 540.7 | 23.9 | 1 594.1 | 23.7 |
| 55-64 | 20.3 | 6.8 | 670.5 | 10.4 | 690.8 | 10.3 |
| 65 and over | **0.1 | **0.0 | 66.3 | 1.0 | 66.5 | 1.0 |
| Whether has child(ren) aged under 12 years | | | | | | |
| Has child(ren) aged under 12 years | 182.5 | 61.3 | 1 509.3 | 23.4 | 1 691.9 | 25.1 |
| Does not have children aged under 12 years | 115.3 | 38.7 | 4 929.3 | 76.6 | 5 044.6 | 74.9 |
| Full-time or part-time status in main job | | | | | | |
| Full-time employees | 161.1 | 54.1 | 4 856.4 | 75.4 | 5 017.5 | 74.5 |
| Part-time employees | 136.7 | 45.9 | 1 582.3 | 24.6 | 1 719.0 | 25.5 |
| Sector of main job | | | | | | |
| Public | 134.4 | 45.1 | 1 322.9 | 20.5 | 1 457.3 | 21.6 |
| Private(d) | 163.4 | 54.9 | 5 115.8 | 79.5 | 5 279.2 | 78.4 |
| Size of location (employees) | | | | | | |
| Less than 10 | 47.7 | 16.0 | 1 527.3 | 23.7 | 1 575.0 | 23.4 |
| 10-19 | 27.4 | 9.2 | 786.7 | 12.2 | 814.0 | 12.1 |
| 20-99 | 83.3 | 28.0 | 1 722.9 | 26.8 | 1 806.2 | 26.8 |
| 100 or more | 134.0 | 45.0 | 2 242.9 | 34.8 | 2 376.9 | 35.3 |
| Don't know | *5.4 | *1.8 | 158.9 | 2.5 | 164.2 | 2.4 |
| Length of time with current employer | | | | | | |
| 6 months and under 1 year | 10.6 | 3.6 | 749.2 | 11.6 | 759.8 | 11.3 |
| 1 and under 3 years | 34.0 | 11.4 | 1 765.5 | 27.4 | 1 799.6 | 26.7 |
| 3 and under 5 years | 43.3 | 14.5 | 1 067.4 | 16.6 | 1 110.7 | 16.5 |
| 5 and under 10 years | 79.5 | 26.7 | 1 269.7 | 19.7 | 1 349.2 | 20.0 |
| 10 years or more | 130.4 | 43.8 | 1 586.9 | 24.6 | 1 717.2 | 25.5 |
| Total | 297.8 | 100.0 | 6 438.7 | 100.0 | 6 736.5 | 100.0 |

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

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

(a) While working with their current employer.

(b) Includes 'currently away from work'.

(c) Includes 'don't know'.

(d) Includes persons for whom sector could not be determined. See paragraph 16 of the Explanatory Notes.

EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR SIX MONTHS OR MORE AND HAD A BREAK FROM WORK OF SIX MONTHS OR MORE(a)(b)

| | Males | Females | Persons |
|--|-------------|--------------|--------------|
| | '000 | '000 | '000 |
| Main reason for most recent break from work of six months or more | | | |
| Took a break from work of six months or more | 68.4 | 200.0 | 268.4 |
| Family reasons | *6.5 | 145.1 | 151.6 |
| Birth of child, care of child(ren) | *2.7 | 134.6 | 137.3 |
| Other family reasons | *3.9 | 10.4 | 14.3 |
| Personal reasons | 32.2 | 32.7 | 64.9 |
| Education, study or training | *7.3 | *3.6 | 10.9 |
| Travel, holiday | 14.5 | 17.5 | 32.0 |
| Other personal reasons | 10.5 | 11.6 | 22.0 |
| Work reasons | 23.7 | 16.9 | 40.7 |
| Work related injury or illness | 14.2 | *6.8 | 21.0 |
| Other work reasons | 9.5 | 10.1 | 19.6 |
| Other reasons | *5.9 | *5.4 | 11.3 |
| Currently away from work | *7.6 | 21.8 | 29.4 |
| All types of leave taken for most recent break from work of six months or more | | | |
| Took leave(c) | 68.4 | 197.5 | 265.9 |
| Paid parental | **0.3 | 52.2 | 52.5 |
| Recreation/holiday/annual | *5.9 | 24.9 | 30.8 |
| Sick or carer's | 10.2 | 10.8 | 21.0 |
| Long service | 11.9 | 20.7 | 32.6 |
| Unpaid parental | **0.8 | 74.6 | 75.4 |
| Leave without pay | 25.9 | 63.0 | 88.9 |
| Other | 20.6 | 28.9 | 49.4 |
| Currently away from work | *7.6 | 21.8 | 29.4 |
| Ceased work for six months or more for birth of child | — | *2.5 | *2.5 |
| Type of leave taken for most recent break from work of six months or more | | | |
| Took leave | 68.4 | 197.5 | 265.9 |
| Paid leave only | 21.2 | 32.4 | 53.6 |
| Unpaid leave only | 23.0 | 87.9 | 110.9 |
| Combined paid and unpaid leave or other arrangements | 24.2 | 77.1 | 101.3 |
| Currently away from work | *7.6 | 21.8 | 29.4 |
| Ceased work for six months or more for birth of child | — | *2.5 | *2.5 |
| Length of most recent break from work of six months or more | | | |
| 6 months and under 1 year | 52.1 | 129.1 | 181.1 |
| 1 and under 2 years | 13.8 | 51.7 | 65.5 |
| 2 and under 3 years | **1.1 | 8.6 | 9.7 |
| 3 and under 5 years | **1.2 | *6.4 | *7.7 |
| 5 years or more | **0.2 | *4.2 | *4.4 |
| Currently away from work | *7.6 | 21.8 | 29.4 |
| Total | 76.0 | 221.8 | 297.8 |

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

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

— nil or rounded to zero (including null cells)

(a) While working with their current employer.

(b) Includes persons currently away from work.

(c) Refers to all types of leave taken on most recent break, therefore persons may appear in more than one category.

EMPLOYEES WITH CHILDREN AGED UNDER SIX YEARS WHO TOOK A BREAK WHEN YOUNGEST CHILD WAS BORN(a), Selected break characteristics

TYPE OF LEAVE TAKEN WHEN YOUNGEST CHILD WAS BORN

| <i>Length of break taken when youngest child was born</i> | <i>Paid leave only</i> | <i>Unpaid leave only</i> | <i>Combined paid and unpaid leave or other arrangements</i> | <i>Ceased work</i> | <i>Total</i> |
|---|--------------------------------|----------------------------------|---|------------------------|--------------|
| | '000 | '000 | '000 | '000 | '000 |
| MALES | | | | | |
| Less than 6 weeks | 309.4 | 44.5 | 15.0 | *2.0 | 370.9 |
| 6 weeks to less than 3 months | 9.1 | *1.7 | **0.8 | — | 11.6 |
| 3 months to less than 1 year | *3.3 | **0.7 | **1.5 | — | *5.5 |
| 1 year or more | — | — | — | **0.4 | **0.4 |
| Currently away from work | *4.3 | **0.6 | **0.6 | — | *5.6 |
| Total | 326.1 | 47.5 | 17.9 | *2.4 | 393.9 |
| FEMALES | | | | | |
| Less than 6 weeks | *7.9 | *7.1 | *2.4 | *2.2 | 19.6 |
| 6 weeks to less than 3 months | 10.7 | 15.6 | *4.2 | *4.8 | 35.4 |
| 3 months to less than 1 year | 27.7 | 68.6 | 35.2 | 19.2 | 150.8 |
| 1 year or more | 11.0 | 21.9 | 14.1 | 25.8 | 72.8 |
| Currently away from work | 11.1 | *3.2 | *3.8 | — | 18.1 |
| Total | 68.4 | 116.5 | 59.8 | 52.1 | 296.7 |
| PERSONS | | | | | |
| Less than 6 weeks | 317.3 | 51.6 | 17.5 | *4.1 | 390.5 |
| 6 weeks to less than 3 months | 19.8 | 17.3 | *5.0 | *4.8 | 47.0 |
| 3 months to less than 1 year | 31.0 | 69.3 | 36.7 | 19.2 | 156.3 |
| 1 year or more | 11.0 | 21.9 | 14.1 | 26.2 | 73.3 |
| Currently away from work | 15.4 | *3.9 | *4.4 | — | 23.7 |
| Total | 394.5 | 164.0 | 77.7 | 54.4 | 690.7 |

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

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

— nil or rounded to zero (including null cells)

(a) Includes persons currently away from work for birth of their youngest child.

EMPLOYEES WITH CHILDREN AGED UNDER SIX YEARS WHO TOOK A BREAK WHEN YOUNGEST CHILD WAS BORN(a), All types of leave taken

| <i>All types of leave taken when youngest child was born(b)</i> | <i>Males</i> | | <i>Females</i> | | <i>Persons</i> | |
|---|--------------|--------------|----------------|--------------|----------------|--------------|
| | '000 | % | '000 | % | '000 | % |
| Paid parental | 73.5 | 18.7 | 95.5 | 32.2 | 169.0 | 24.5 |
| Recreational/holiday/annual | 268.6 | 68.2 | 42.8 | 14.4 | 311.4 | 45.1 |
| Sick/carer's | 9.6 | 2.4 | *2.4 | *0.8 | 12.1 | 1.7 |
| Long service | *7.5 | *1.9 | 20.1 | 6.8 | 27.5 | 4.0 |
| Unpaid parental | 23.3 | 5.9 | 115.3 | 38.8 | 138.6 | 20.1 |
| Leave without pay | 30.7 | 7.8 | 51.3 | 17.3 | 82.0 | 11.9 |
| Other | 12.4 | 3.1 | 9.9 | 3.3 | 22.3 | 3.2 |
| Total(c) | 393.9 | 100.0 | 296.7 | 100.0 | 690.7 | 100.0 |

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

(a) Includes persons currently away from work for birth of their youngest child.

(b) Refers to all types of leave when the youngest child was born, therefore persons may appear in more than one category.

(c) This total represents the total number of persons in the category represented by the column heading (e.g. males), and not the sum of the rows above. Includes persons who ceased work.

| | NSW | Vic. | Qld | SA | WA | Tas. | NT(a) | ACT | Aust. |
|--|---------|---------|---------|-------|-------|-------|-------|-------|---------|
| | '000 | '000 | '000 | '000 | '000 | '000 | '000 | '000 | '000 |
| Population 1: Employees | 2 584.5 | 2 010.1 | 1 403.5 | 561.2 | 767.3 | 165.4 | 81.3 | 152.8 | 7 726.0 |
| Population 2: Employees with children aged under 12 years | 650.9 | 492.7 | 348.7 | 140.4 | 175.5 | 41.3 | 19.4 | 37.7 | 1 906.6 |
| Population 3: Employees with children aged under six years | 381.0 | 265.4 | 197.1 | 85.0 | 99.0 | 22.1 | 11.8 | 22.9 | 1 084.3 |
| Population 4: Employees with children aged under six years who took a break from work when their youngest child was born(b) | 243.6 | 171.6 | 118.4 | 54.4 | 63.6 | 14.8 | 6.1 | 18.2 | 690.7 |
| Population 5: Employees who have had a break from work of six months or more(c)(d)(e) | 123.4 | 96.3 | 58.7 | 29.3 | 41.2 | 8.7 | 6.3 | 8.6 | 372.6 |
| Population 6: Employees who have worked with their current employer for one year or more | 2 035.5 | 1 552.3 | 1 048.4 | 438.6 | 594.8 | 134.2 | 56.8 | 116.1 | 5 976.6 |
| Population 7: Employees who have worked with their current employer for six months or more | 2 269.3 | 1 757.3 | 1 206.1 | 490.4 | 665.0 | 148.9 | 66.1 | 133.4 | 6 736.5 |
| Population 8: Employees who have worked with their current employer for six months or more, and had a break from work of six months or more(d)(e) | 118.8 | 90.4 | 54.3 | 28.0 | 37.9 | 8.3 | 5.9 | 8.1 | 351.7 |
| Population 9: Employees who have worked with their current employer for six months or more, and had a break from work of six months or more while working with their current employer(d) | 99.4 | 79.6 | 43.4 | 22.2 | 33.8 | 7.3 | 5.2 | 6.8 | 297.8 |

- (a) Refers to mainly urban areas only. For more information see paragraph 6 of the Explanatory Notes.
- (b) Includes persons currently away from work for birth of their youngest child.
- (c) This population is included for consistency with previous publications. Includes persons who have worked with their current employer for less than six months, if their break was for the birth of their youngest child. Populations 8 and 9 omit all persons who have not worked with their current employer for six months or more.

- (d) Includes 29,400 persons currently away from work.
- (e) Includes persons with a child aged under six years, who took a break of six months or more when their youngest child was born (regardless of whether they were working with their current employer at the time), and persons who took another type of break of six months or more while working with their current employer.

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this publication were compiled from data collected in the Career Experience Survey conducted throughout Australia in November 2002, 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 further questions.

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

CONCEPTS SOURCES AND METHODS

3 The conceptual framework used in Australia's LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's Labour force statistics, and the sources and methods used in compiling these estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0) which is also available on the ABS web site <<http://www.abs.gov.au>> (About Statistics-Concepts and Classifications).

SCOPE

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

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

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

6 This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded around 80,000 persons living in remote and sparsely settled parts of Australia who would otherwise have been within the scope of the survey. The exclusion of these persons will have only a minor impact on any aggregate estimates that are produced for individual states and territories, except the Northern Territory where such persons account for over 20% of the population.

7 Persons aged 70 years and over were included in the survey, but were not asked about their usual weekly earnings or their educational attainment. This survey was restricted to persons who were employees in their main job. Persons aged 15–19 years who are still attending school were excluded from this survey

COVERAGE

8 The estimates in this publication relate to persons covered by the survey in November 2002. In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling and hence has only one chance of selection in the survey. See *Labour Force, Australia* (cat. no. 6202.0) for more details.

EXPLANATORY NOTES *continued*

RELIABILITY OF THE ESTIMATES

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

SEASONAL FACTORS

- 10** The estimates are based on information collected in the survey month, and due to seasonal factors they may not be representative of other months of the year.

CLASSIFICATIONS USED

- 11** Occupation data are classified according to the ASCO—*Australian Standard Classification of Occupations, Second Edition, 1997* (cat. no. 1220.0).
- 12** Industry data are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (cat. no. 1292.0).
- 13** Country of birth data are classified according to the *Standard Australian Classification of Countries (SACC), 1998* (cat. no. 1269.0).
- 14** Educational attainment data are classified according to the *Australian Standard Classification of Education (ASCED)* (cat. no. 1272.0).
- 15** In 2001, the *ABS Classification of Qualifications (ABSCQ)* (cat. no. 1262.0) was replaced by the *Australian Standard Classification of Education (ASCED)* (cat. no. 1272.0). The ASCED is a national standard classification which can be applied to all sectors of the Australian education system including schools, vocational education and training and higher education. ASCED replaces a number of classifications previously used in administrative and statistical systems, including the ABSCQ. The ASCED comprises two classifications: Level of Education and Field of Education. See Appendix 1 for further information.

NOTES ON ESTIMATES

- 16** In November 2002 there were approximately 31,400 persons for whom sector of main job could not be determined. These persons were included in the private sector for the purpose of this publication.

COMPARABILITY OF TIME SERIES

- 17** Revisions are made to population benchmarks for the LFS after each five-yearly Census of Population and Housing. The last such revision was made in February 1999 to take account of the results of the 1996 Census of Population and Housing. Estimates from supplementary surveys conducted from and including February 1999 are therefore based on revised population benchmarks.
- 18** Supplementary surveys are not always conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample. Since 1996, this survey has been conducted on one-half of the LFS sample. Therefore, sampling errors associated with the 1993 survey may vary from the sampling errors for the 1996, 1998 and 2002 surveys.

EXPLANATORY NOTES *continued*

COMPARABILITY OF TIME SERIES *continued*

19 Previous estimates for the following data items have been revised in the current data:

- Population 2 (Population 4 in 1996)—Employees with children aged under 12 years
- Age of youngest child
- Whether used child care
- Main reason formal child care not used
- All changes in work with current employer in the last 12 months ('None of the above' category)
- Whether had any change in work with current employer in the last 12 months
- Whether had a break from work of six months or more
- Length of most recent break from work
- Main reason for most recent break from work
- Type of leave taken for most recent break from work
- Type of leave taken when youngest child was born.

20 Categories for these items were incorrectly derived in previous collections of Career Experience, and they have been amended in the 2002 data. For further information about these revisions, refer to the contact details on the front cover of this publication.

21 In 2002, a change was made in the way information was collected in relation to the data items whether a person had one or more positions with their current employer, and length of time in their current position. Please contact the ABS on Canberra (02) 6252 7206 for further information.

COMPARABILITY WITH MONTHLY LFS STATISTICS

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

PREVIOUS SURVEYS

23 The Career Experience Survey has previously been conducted in February 1993, November 1996 and November 1998.

NEXT SURVEY

24 The ABS plans to conduct this survey again in November 2008.

ACKNOWLEDGMENT

25 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

26 Other ABS publications which may be of interest include:

- *Australian Labour Market Statistics*, cat. no. 6105.0
- *Child Care, Australia*, cat. no. 4402.0
- *Employee Earnings, Benefits and Trade Union Membership, Australia*, cat. no. 6310.0
- *Labour Force, Australia*, cat. no. 6202.0
- *Labour Force Experience, Australia*, cat. no. 6206.0
- *Labour Mobility, Australia*, cat. no. 6209.0
- *Working Arrangements, Australia*, cat. no. 6342.0

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

APPENDIX 1 CLASSIFICATION OF EDUCATION

CLASSIFICATION OF EDUCATION

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

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

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

| DECISION TABLE: ASCED LEVEL OF EDUCATION | | | | | | | |
|--|---------------------------------------|---|----------------------|-----------------------|---|--------------------------------------|--------------------------------------|
| | Certificate not further defined (500) | Certificate III or IV not further defined (510) | Certificate IV (511) | Certificate III (514) | Certificate I or II not further defined (520) | Certificate II (521) | Certificate I (524) |
| Secondary Education not further defined (600) | Certificate not further defined | Certificate III or IV not further defined | Certificate IV | Certificate III | Certificate II or I not further defined | Certificate II | Certificate I |
| Senior Secondary Education not further defined (610) | Senior Secondary not further defined | Certificate III or IV not further defined | Certificate IV | Certificate III | Senior Secondary not further defined | Senior Secondary not further defined | Senior Secondary not further defined |
| Year 12 (612) | Year 12 | Certificate III or IV not further defined | Certificate IV | Certificate III | Year 12 | Year 12 | Year 12 |
| Year 11 (613) | Year 11 | Certificate III or IV not further defined | Certificate IV | Certificate III | Year 11 | Year 11 | Year 11 |
| Junior Secondary Education not further defined (620) | Certificate not further defined | Certificate III or IV not further defined | Certificate IV | Certificate III | Certificate I or II not further defined | Certificate II | Certificate I |
| Year 10 (621) | Year 10 | Certificate III or IV not further defined | Certificate IV | Certificate III | Year 10 | Certificate II | Year 10 |
| Year 9 (622) | Certificate not further defined | Certificate III or IV not further defined | Certificate IV | Certificate III | Certificate I or II not further defined | Certificate II | Certificate I |
| Year 8 (623) | Certificate not further defined | Certificate III or IV not further defined | Certificate IV | Certificate III | Certificate I or II not further defined | Certificate II | Certificate I |
| Year 7 (624) | Certificate not further defined | Certificate III or IV not further defined | Certificate IV | Certificate III | Certificate I or II not further defined | Certificate II | Certificate I |

APPENDIX 1 CLASSIFICATION OF EDUCATION *continued*

CLASSIFICATION OF EDUCATION *continued*

4 The decision table is also used to rank the information provided in a survey about the qualifications and attainments of a single individual. It does not represent any basis for comparison between differing qualifications. For example, a person whose Highest Year of School Completed was Year 12, and whose Level of Highest Non-school Qualification was a Certificate III, would have those responses crosschecked on the decision table and would as a result have their Level of Highest Educational Attainment output as Certificate III. However, if the same person answered 'Certificate' to the highest non-school qualification question, without offering any further detail, it would be crosschecked against Year 12 on the decision table as 'Certificate not further defined'. The output would then be 'Year 12'. The decision table, therefore, does not necessarily imply that one qualification is 'higher' than the other.

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST

DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Career Experience Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items may also be available on request. The population(s) for a particular item refers to the person in the survey to whom the data item relates.

To obtain data available on request, or for more information about our customised data service, contact Sue Barker on Canberra (02) 6252 7206, or by facsimile on (02) 6252 5172, or email to <sue.barker@abs.gov.au>.

| | |
|----------------------|--|
| <i>Population 1:</i> | Employees |
| <i>Population 2:</i> | Employees with children aged under 12 years |
| <i>Population 3:</i> | Employees with children aged under six years |
| <i>Population 4:</i> | Employees with children aged under six years who took a break when their youngest child born |
| <i>Population 5:</i> | Employees who have had a break from work of six months or more |
| <i>Population 6:</i> | Employees who have worked with their current employer for one year or more |
| <i>Population 7:</i> | Employees who have worked with their current employer for six months or more |
| <i>Population 8:</i> | Employees who have worked with their current employer for six months or more and had a break from work of six months or more |
| <i>Population 9:</i> | Employees who have worked with their current employer for six months or more and had a break from work of six months or more while working with their current employer |

| <i>Data items</i> | <i>Populations</i> | <i>Data items</i> | <i>Populations</i> |
|--|--------------------|------------------------------------|--------------------|
| 1 State or territory of usual residence | All | 5 Marital status | All |
| New South Wales | | Married | |
| Victoria | | Not married | |
| Queensland | | | |
| South Australia | | 6 Relationship in household | All |
| Western Australia | | Family member | |
| Tasmania | | Husband, wife or partner | |
| Northern Territory | | With dependants | |
| Australian Capital Territory | | Without dependants | |
| 2 Area of usual residence | All | Lone parent | |
| State capital city | | With dependants | |
| Balance of state/territory | | Without dependants | |
| 3 Region of usual residence | All | Dependent student | |
| Standard labour force dissemination regions | | Non-dependent child | |
| 4 Sex | All | Other family person | |
| Males | | Non-family member | |
| Females | | Lone person | |
| | | Not living alone | |
| | | Relationship not determined | |

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

continued

| <i>Data items</i> | <i>Populations</i> | <i>Data items</i> | <i>Populations</i> |
|--|--------------------|--|--------------------|
| 7A Country of birth and period of arrival | All | 10B Provision of paid holiday leave | All |
| Born in Australia | | Entitled to paid holiday leave | |
| Born overseas | | Not entitled to paid holiday leave | |
| Arrived before 1971 | | Don't know | |
| Arrived 1971 to 1980 | | | |
| Arrived 1981 to 1990 | | 10C Provision of paid maternity/paternity leave | All |
| Arrived 1991 to 2000 | | Entitled to paid maternity/paternity leave | |
| Arrived 2001 to survey date | | Not entitled to paid maternity/paternity leave | |
| | | Don't know | |
| 7B Country of birth | All | 11 Occupation of main job | All |
| Born in Australia | | Managers and administrators | |
| Born overseas | | Professionals | |
| Oceania and Antarctica | | Associate professionals | |
| North-West Europe | | Tradespersons and related workers | |
| Southern and Eastern Europe | | Advanced clerical and service workers | |
| North Africa and the Middle East | | Intermediate clerical, sales and service workers | |
| South-East Asia | | Intermediate production and transport workers | |
| North-East Asia | | Elementary clerical, sales and service workers | |
| Southern and Central Asia | | Labourers and related workers | |
| Americas | | | |
| Sub-Saharan Africa | | | |
| 8 Age group (years) | All | 12 Industry of main job | All |
| 15–19 | | Agriculture, forestry and fishing | |
| 20–24 | | Mining | |
| 25–34 | | Manufacturing | |
| 35–44 | | Electricity, gas and water supply | |
| 45–54 | | Construction | |
| 55–64 | | Wholesale trade | |
| 65 and over | | Retail trade | |
| 9 Full-time or part-time status in main job | All | Accommodation, cafes and restaurants | |
| Full-time employees | | Transport and storage | |
| Part-time employees | | Communication services | |
| 10 Leave entitlements in main job | All | Finance and insurance | |
| With leave entitlements | | Property and business services | |
| Without leave entitlements | | Government administration and defence | |
| 10A Provision of paid sick leave | All | Education | |
| Entitled to paid sick leave | | Health and community services | |
| Not entitled to paid sick leave | | Cultural and recreational services | |
| Don't know | | Personal and other services | |

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

continued

| <i>Data items</i> | | <i>Populations</i> | <i>Data items</i> | | <i>Populations</i> |
|-------------------|---|--------------------|-------------------|---|--------------------|
| 13 | Sector of main job | All | 16 | Highest year of school completed (ASCED) | All |
| | Public | | | Year 12 | |
| | Private | | | Year 11 | |
| | Could not be determined | | | Year 10 | |
| 14 | Level of highest educational attainment (ASCED) | All | | Year 9 | |
| | Postgraduate degree | | | Year 8 or below | |
| | Graduate diploma/Graduate certificate | | | Never attended school | |
| | Bachelor degree | | | Not asked (a) | |
| | Advanced diploma / Diploma | | | (a) Persons aged 70 years and over were not asked about their educational attainment. | |
| | Certificate III/IV | | 17 | Whether has a non-school qualification | All |
| | Certificate I/II | | | With non-school qualification | |
| | Certificate not further defined | | | Without non-school qualification | |
| | Year 12 | | | Not asked(a) | |
| | Year 11 | | | (a) Persons aged 70 years and over were not asked about their educational attainment. | |
| | Year 10 or below | | 18 | Hours worked in reference week in main job | All |
| | Level not determined | | | 1–19 hours | |
| | Not asked(a) | | | 20–29 hours | |
| | (a) Persons aged 70 years and over were not asked about their educational attainment. | | | 30–34 hours | |
| 15 | Level of highest non-school qualification (ASCED) | All | | 35–39 hours | |
| | Postgraduate degree | | | 40 hours | |
| | Graduate diploma/Graduate certificate | | | 41–44 hours | |
| | Bachelor degree | | | 45–48 hours | |
| | Advanced diploma / Diploma | | | 49 hours and over | |
| | Certificate III/IV | | | Less than 1 hour or no hours worked | |
| | Certificate I/II | | | | |
| | Certificate not further defined | | | | |
| | Level not determined | | | | |
| | No non-school qualification | | | | |
| | Not asked(a) | | | | |
| | (a) Persons aged 70 years and over were not asked about their educational attainment. | | | | |

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

continued

| <i>Data items</i> | | <i>Populations</i> | <i>Data items</i> | | <i>Populations</i> |
|-------------------|--|--------------------|-------------------|---|--------------------|
| 19 | Usual weekly earnings in main job (\$) | All | 24 | Length of time in current position | All |
| | Under 100 | | | Less than one year | |
| | 100 and under 200 | | | One year or more | |
| | 200 and under 300 | | | 1 and under 3 years | |
| | 300 and under 400 | | | 3 and under 5 years | |
| | 400 and under 500 | | | 5 and under 10 years | |
| | 500 and under 600 | | | 10 years or more | |
| | 600 and under 700 | | 25 | Reason expected duration of main job was less than 12 months | All |
| | 700 and under 800 | | | Less than 12 months | |
| | 800 and under 900 | | | Changing jobs/seeking other employment | |
| | 900 and under 1000 | | | Return to study/travel/family reasons | |
| | 1000 and under 1200 | | | Retiring | |
| | 1200 and under 1600 | | | Seasonal/temporary job/fixed term contract | |
| | 1600 and over | | | Employer/business closing down/downsizing | |
| | Not stated, don't know | | | Other | |
| | Not asked(a) | | | 12 months or more(a) | |
| | (a) Persons aged 70 years and over were not asked about their usual weekly earnings. | | | (a) Includes don't know | |
| 20 | Size of location (employees) | All | 26 | All changes in work with current employer in the last 12 months | All |
| | Less than 10 | | | Promoted(a) | |
| | 10–19 | | | Transferred(a) | |
| | 20–99 | | | Change in hours | |
| | 100 or more | | | Changed location | |
| | Don't know | | | New, different or extra duties | |
| 21 | Whether had one or more periods of employment with current employer | All | | More responsibility | |
| | One period of employment | | | Had no change in work | |
| | More than one period of employment | | | With current employer for less than 12 months | |
| 22 | Whether had one or more positions with current employer | All | | (a) Persons working in their own limited liability company (i.e. owner-managers of incorporated enterprises) were not asked whether they had been promoted. | |
| | One position | | | | |
| | More than one position | | | | |
| 23 | Length of time with current employer | All | | | |
| | Less than one year | | | | |
| | Less than 6 months | | | | |
| | 6 months and under 1 year | | | | |
| | One year or more | | | | |
| | 1 and under 3 years | | | | |
| | 3 and under 5 years | | | | |
| | 5 and under 10 years | | | | |
| | 10 years or more | | | | |

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

continued

| <i>Data items</i> | | <i>Populations</i> | <i>Data items</i> | | <i>Populations</i> |
|-------------------|---|--------------------|-------------------|---|--------------------|
| 27 | Whether promoted with current employer in the last 12 months With current employer for 12 months or more Promoted Not promoted Not asked(a) With current employer for less than 12 months (a) Persons working in their own limited liability company (i.e. owner-managers of incorporated enterprises) were not asked whether they had been promoted. | All | 30 | Whether changed hours usually worked with current employer in the last 12 months With current employer for 12 months or more Change in hours No change in hours Did not know or hours usually worked varied With current employer for less than 12 months | All |
| 28 | Whether transferred with current employer in the last 12 months With current employer for 12 months or more Transferred Not transferred Not asked(a) With current employer for less than 12 months (a) Persons working in their own limited liability company (i.e. owner-managers of incorporated enterprises) were not asked whether they had been transferred. | All | 31 | Whether changed location of employment with current employer in the last 12 months With current employer for 12 months or more Changed location No change of location With current employer for less than 12 months | All |
| 29 | Whether promoted or transferred with current employer in the last 12 months With current employer for 12 months or more Transferred or promoted Not transferred or promoted Not asked(a) With current employer for less than 12 months (a) Persons working in their own limited liability company (i.e. owner-managers of incorporated enterprises) were not asked whether they had been promoted. | All | 32 | Whether changed hours or location With current employer for 12 months or more Change in hours or location No change in hours or location Did not know hours, or hours usually worked varied With current employer for less than 12 months | All |
| | | | 33 | Whether new, different or extra duties with current employer in the last 12 months With current employer for 12 months or more New, different or extra duties No change in duties With current employer for less than 12 months | All |
| | | | 34 | Whether had more responsibility with current employer in the last 12 months With current employer for 12 months or more Had more responsibility Did not have more responsibility With current employer for less than 12 months | All |

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

continued

| <i>Data items</i> | | <i>Populations</i> | <i>Data items</i> | | <i>Populations</i> |
|-------------------|--|--------------------|-------------------|---|--------------------|
| 35 | Whether had any change in work with current employer in the last 12 months With current employer for 12 months or more Had some change in work Had no change in work With current employer for less than 12 months | All | 40 | Whether had study or training with current employer in the last 12 months Had some study or training Only one type More than one type Had no study or training | All |
| 36 | Whether studied or attended formal training with current employer in the last 12 months 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 | All | 41 | Whether work performance formally assessed by current employer in the last 12 months Work performance formally assessed Work performance not formally assessed Don't know Not asked(a) (a) Persons working in their own limited liability company (i.e. owner-managers of incorporated enterprises) were not asked whether their work performance was assessed by their current employer. | All |
| 37 | Whether studied or attended formal training Studied or attended formal training Did not study or attend formal training | All | 42 | Age of youngest child Has child(ren) aged under 12 years 1 year and under 2–5 years 6–11 years Does not have child(ren) aged under 12 years | All |
| 38 | All types of training received in the last 12 months Studied or attended formal training Studied for an educational qualification Attended formal training course(s) Had non-formal training Had on-the-job training Had other training Had no study or training | All | 43 | Whether has child(ren) aged under 12 years Has child(ren) aged under 12 years Does not have child(ren) aged under 12 years | All |
| 39 | Training supported by employer Studied or attended formal training Employer provided assistance Employer did not provide assistance Did not study or attend training | All | 44 | Type of child care used Employees with children aged under 12 years Used child care Formal care only Informal care only Both formal and informal Did not use child care Employees with no children aged under 12 years | All |

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

continued

| <i>Data items</i> | <i>Populations</i> | <i>Data items</i> | <i>Populations</i> |
|-------------------|---|-------------------|---|
| 45 | Main reason did not use formal child care | 47B | Whether had a break from work of six months or more while working with current employer |
| | Did not use formal child care | | With current employer for six months or more |
| | Cost | | Had a break from work |
| | Not available | | Did not have a break from work |
| | No need | | Don't know |
| | Child(ren) too young or too old | | Currently away from work |
| | Prefer to look after child(ren) | | |
| | Other/Don't know | | |
| | Used formal child care | | With current employer for less than six months |
| 46 | Employee characteristics of parents | 48A | Number of breaks from work(a) |
| | Sole employee in a partnership | | One |
| | Sole parent employee | | Two |
| | In a dual employee partnership | | Three or more |
| | Relationship not determined | | Currently on a break from work |
| 47A | Whether had a break from work of six months or more (a) | | (a) Includes breaks of six months or more for the birth of youngest child aged under six years, (regardless of whether working with current employer at the time), and other breaks of six months or more while working with current employer |
| | With current employer for six months or more | | |
| | Had a break from work | | |
| | Did not have a break from work | | |
| | Don't know | | |
| | Currently away from work | 48B | Number of breaks from work while working with current employer |
| | | | One |
| | | | Two |
| | | | Three or more |
| | | | Currently on a break from work |
| | With current employer for less than six months | 49 | Length of most recent break from work of six months or more |
| | (a) Includes breaks of six months or more for the birth of youngest child aged under six years, (regardless of whether working with current employer at the time), and other breaks of six months or more while working with current employer | | 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 |

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

continued

| <i>Data items</i> | <i>Populations</i> | <i>Data items</i> | <i>Populations</i> |
|-------------------|--|-------------------|--|
| 50 | Main reason for most recent break from work of six months or more | 51B | Type of leave taken for most recent break from work of six months or more (mutually exclusive categories) |
| | Took a break from work of six months or more | | Took leave |
| | Family reasons | | Paid leave only |
| | Birth of child, care of child(ren) | | Unpaid leave only |
| | Other family reasons | | Combined paid and unpaid leave or other arrangements |
| | Personal reasons | | Currently away from work |
| | Education, study or training | | Paid leave only |
| | Travel, holiday | | Unpaid leave only |
| | Other personal reasons | | Combined paid and unpaid leave or other arrangements |
| | Work reasons | | Ceased work for six months or more for birth of child |
| | Work related injury or illness | | |
| | Other work reasons | 52 | Break taken when youngest child was born |
| | Other reasons | | Took leave |
| | Currently away from work | | Ceased work |
| 51A | All types of leave taken for most recent break from work of six months or more (multiple-response categories) | | Did not take leave or cease work |
| | Took leave | | Was not working at the time |
| | Paid parental | | Currently away from work |
| | Recreation/holiday/annual | 53 | Length of break taken when youngest child was born |
| | Sick/carer's | | Less than 6 weeks |
| | Long service | | 6 weeks to less than 3 months |
| | Unpaid parental | | 3 months to less than 6 months |
| | Leave without pay | | 6 months to less than 1 year |
| | Other | | 1 year to less than 2 years |
| | Currently away from work | | 2 years or more |
| | Paid parental | | Currently away from work |
| | Recreation/holiday/annual | | |
| | Sick/carer's | | |
| | Long service | | |
| | Unpaid parental | | |
| | Leave without pay | | |
| | Other | | |
| | Ceased work for six months or more for birth of child | | |

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

continued

| <i>Data items</i> | <i>Populations</i> | <i>Data items</i> | <i>Populations</i> |
|---|--------------------|---|--------------------|
| 54A | 4 | 54B | 4 |
| All types of leave taken when youngest child was born (multiple-response categories) | | Type of leave taken when youngest child was born (mutually exclusive categories) | |
| Took leave | | Took leave | |
| Paid parental | | Paid leave only | |
| Recreation/holiday/annual | | Unpaid leave only | |
| Sick/carer's | | Combined paid and unpaid leave or other arrangements | |
| Long service | | Currently away from work | |
| Unpaid parental | | Paid leave only | |
| Leave without pay | | Unpaid leave only | |
| Other | | Combined paid and unpaid leave or other arrangements | |
| Currently away from work | | Ceased work | |
| Paid parental | | | |
| Recreation/holiday/annual | | | |
| Sick/carer's | | | |
| Long service | | | |
| Unpaid parental | | | |
| Leave without pay | | | |
| Other | | | |
| Ceased work | | | |

APPENDIX 3 SUPPLEMENTARY SURVEYS

SUPPLEMENTARY SURVEYS

The Monthly Population Survey program collects data on particular aspects of the labour force. The following is an historical list of supplementary surveys to the monthly labour force surveys. Data are available in publication form, by subscription or on request. Additional data from these surveys is available on request and can be obtained by contacting the ABS.

| | <i>cat. no.</i> | <i>Frequency</i> | <i>Latest issue</i> |
|---|-----------------|------------------|---------------------|
| Career Experience, Australia | 6254.0 | Irregular | November 2002 |
| Career Paths of Persons with Trade Qualifications, Australia | 6243.0 | Discontinued | Final issue 1993 |
| Child Care, Australia | 4402.0 | Irregular | June 2002 |
| Education and Work, Australia | 6227.0 | Annual | May 2002 |
| Employee Earnings, Benefits, and Trade Union Membership, Australia | 6310.0 | Annual | August 2002 |
| Forms of Employment, Australia | 6359.0 | Irregular | November 2001 |
| Job Search Experience, Australia(a) | 6222.0 | Annual | July 2002 |
| Labour Force Experience, Australia | 6206.0 | Biennial | February 2003 |
| Labour Force Status and Educational Attainment, Australia | 6235.0 | Discontinued | Final issue 1994 |
| Labour Force Status and Other Characteristics of Families, Australia(b) | 6224.0 | Discontinued | Final issue 2000 |
| Labour Force Status and Other Characteristics of Migrants, Australia | 6250.0 | Irregular | November 1999 |
| Labour Mobility, Australia | 6209.0 | Biennial | February 2002 |
| Locations of Work, Australia | 6275.0 | Irregular | June 2000 |
| Multiple Jobholding, Australia(c) | 6216.0 | Irregular | August 1997 |
| Participation in Education, Australia | 6272.0 | Discontinued | Final issue 1999 |
| Persons Not in the Labour Force, Australia | 6220.0 | Annual | September 2002 |
| Persons Who had Re-entered the Labour Force, Australia | 6264.0.40.001 | Discontinued | Final issue 1995 |
| Persons Who Have Left the Labour Force, Australia | 6267.0.40.001 | Discontinued | Final issue 1994 |
| Retirement and Retirement Intentions, Australia | 6238.0 | Irregular | November 1997 |
| Retrenchment and Redundancy, Australia | 6266.0 | Irregular | July 2001 |
| Successful and Unsuccessful Job Search Experience, Australia | 6245.0 | Discontinued | Final issue 2000 |
| Superannuation, Australia | 6319.0 | Discontinued | Final issue 1995 |
| Underemployed Workers, Australia | 6265.0 | Annual | September 2002 |
| Working Arrangements, Australia | 6342.0 | Irregular | November 2000 |
| Work-Related Injuries, Australia | 6324.0 | Irregular | September 2000 |

(a) This product replaces the publications *Job Search Experience of Unemployed Persons, Australia* (cat. no. 6222.0) and *Successful and Unsuccessful Job Search Experience, Australia* (cat. no. 6245.0).

(b) Latest data available June 2003, from the ABS web site cat. no. 6291.0.55.001 annual, or on request.

(c) Latest data available on request July 2001.

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 2 chances in 3 (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

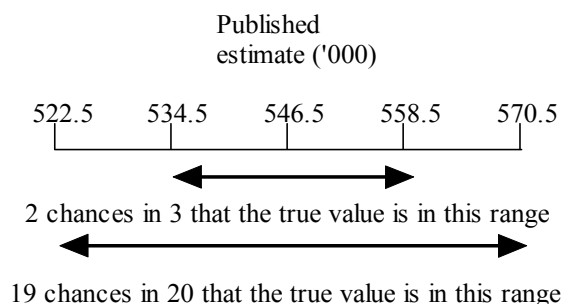
2 Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to enable readers to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to as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

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 4 shows the estimated number of part-time male employees in Australia was 546,500. 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 using the following general formula:

$$\begin{aligned}
 &SE \text{ of estimate} \\
 &= \text{lower SE} + \left(\left(\frac{\text{size of estimate} - \text{lower estimate}}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{upper SE} - \text{lower SE}) \right) \\
 &= 11,650 + \left(\left(\frac{546,500 - 500,000}{1,000,000 - 500,000} \right) \times (15,300 - 11,650) \right) \\
 &= 12,000 (\text{rounded to the nearest 100})
 \end{aligned}$$

4 Therefore, there are about 2 chances in 3 that the value that would have been produced if all dwellings had been included in the survey will fall in the range 534,500 to 558,500 and about 19 chances in 20 that the value will fall within the range 522,500 to 570,500. This example is illustrated in the diagram below.



CALCULATION OF STANDARD
ERROR *continued*

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

PROPORTIONS AND
PERCENTAGES

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

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

7 Considering the example from paragraph 3, the 546,500 males who were part-time employees represent 26% of the total 2,102,300 part-time employees. The SE of 546,500 may be calculated by interpolation as 12,000. To convert this to a RSE we express the SE as a percentage of the estimate, or $12,000/546,500 = 2.2\%$. The SE for 2,102,300 is approximately 20,500 which converted to a RSE is $20,500/2,102,300 = 1.0\%$. Applying the above formula, the RSE of the proportion is

$$RSE = \sqrt{(2.2)^2 - (1.0)^2} = 2.0\%$$

8 Therefore the SE for the proportion (26.0%) is 0.5 percentage points ($= (26.0/100) \times 2.0$). Therefore, there are about two chances in three that the proportion of part-time male employees is between 25.5% and 26.5% and 19 chances in 20 that the proportion is within the range 25.0% to 27.0%.

DIFFERENCES

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

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

10 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.

11 SEs contained in table T1 are applicable to all estimates from this survey.

TECHNICAL NOTE DATA QUALITY *continued*

DIFFERENCES *continued*

T1 STANDARD ERRORS OF ESTIMATES

| | | | | | | | | | AUST. | |
|----------------------------------|--------|--------|--------|--------|--------|-------|-------|-------|----------------|-------|
| | NSW | Vic. | Qld. | SA | WA | Tas. | NT | ACT | SE | RSE |
| Size of estimate (persons) | no. | no. | no. | no. | no. | no. | no. | no. | no. | % |
| 100 | .. | .. | .. | .. | .. | 140 | .. | .. | 100 | 100.0 |
| 200 | 220 | .. | .. | .. | .. | 190 | 190 | 210 | 180 | 90.0 |
| 300 | 300 | 300 | .. | 340 | 350 | 220 | 220 | 240 | 250 | 83.3 |
| 500 | 430 | 430 | 520 | 420 | 440 | 280 | 270 | 290 | 360 | 72.0 |
| 700 | 550 | 530 | 610 | 480 | 520 | 320 | 310 | 320 | 460 | 65.7 |
| 1,000 | 700 | 660 | 720 | 560 | 610 | 370 | 360 | 360 | 590 | 59.0 |
| 1,500 | 910 | 840 | 860 | 660 | 730 | 440 | 420 | 420 | 770 | 51.3 |
| 2,000 | 1 090 | 990 | 980 | 750 | 820 | 490 | 470 | 460 | 920 | 46.0 |
| 2,500 | 1 250 | 1 100 | 1 100 | 800 | 900 | 550 | 500 | 500 | 1 050 | 42.0 |
| 3,000 | 1 400 | 1 250 | 1 200 | 900 | 1 000 | 600 | 550 | 550 | 1 200 | 40.0 |
| 3,500 | 1 500 | 1 350 | 1 250 | 950 | 1 050 | 600 | 600 | 550 | 1 300 | 37.1 |
| 4,000 | 1 650 | 1 450 | 1 350 | 1 000 | 1 100 | 650 | 600 | 600 | 1 400 | 35.0 |
| 5,000 | 1 850 | 1 600 | 1 500 | 1 100 | 1 200 | 700 | 650 | 650 | 1 600 | 32.0 |
| 7,000 | 2 200 | 1 900 | 1 700 | 1 250 | 1 400 | 800 | 750 | 750 | 1 900 | 27.1 |
| 10,000 | 2 600 | 2 200 | 2 000 | 1 450 | 1 600 | 950 | 900 | 850 | 2 300 | 23.0 |
| 15,000 | 3 150 | 2 650 | 2 400 | 1 700 | 1 900 | 1 100 | 1 000 | 1 000 | 2 850 | 19.0 |
| 20,000 | 3 550 | 3 000 | 2 700 | 1 900 | 2 100 | 1 200 | 1 150 | 1 100 | 3 250 | 16.3 |
| 30,000 | 4 200 | 3 500 | 3 200 | 2 250 | 2 500 | 1 400 | 1 300 | 1 300 | 3 950 | 13.2 |
| 40,000 | 4 650 | 3 850 | 3 650 | 2 550 | 2 750 | 1 600 | 1 450 | 1 500 | 4 450 | 11.1 |
| 50,000 | 5 050 | 4 200 | 4 000 | 2 800 | 3 000 | 1 700 | 1 600 | 1 650 | 4 900 | 9.8 |
| 100,000 | 6 250 | 5 250 | 5 300 | 3 650 | 3 850 | 2 250 | 2 000 | 2 200 | 6 400 | 6.4 |
| 150,000 | 7 100 | 6 100 | 6 250 | 4 300 | 4 450 | 2 600 | 2 350 | 2 650 | 7 400 | 4.9 |
| 200,000 | 7 850 | 6 850 | 7 050 | 4 850 | 4 950 | 2 900 | 2 550 | 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 |

.. not applicable

GLOSSARY

| | |
|--|---|
| Break from work of six months or more while working with their current employer | A period of six months or more away from current employer taken for any purpose, including the birth of the employee's youngest child aged under six years. |
| Break taken when youngest child was born | A break of any length taken when the employees' youngest child aged under six years was born, including current absence from work for this purpose. Employees need not have been working for their current employer at the time of the break. |
| 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) ■ change in hours ■ changed location ■ new, different or extra duties ■ 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 (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. |
| 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 own 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. In this publication, employee relates to persons who were employees in their main job. |
| Expected duration of main job | Whether the employee expects to be working for their current employer in 12 months time. |
| Formal assessment of performance | An assessment of an employee's work performance by the employee's supervisor or other nominated person. |
| Formal child care | Includes any arrangements made for the care of children under 12 years of age in registered child care, such as family day care or a child care 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 employees in main job | Persons who were employees in their main job and: <ul style="list-style-type: none"> ■ (for single job-holders) usually work 35 hours or more a week, or usually work less than 35 hours but worked 35 hours or more in the reference week. ■ (for multiple job holders) actually worked 35 hours or more in main job in the reference week, or were away from their main job but usually work 35 hours or more in all jobs. |

GLOSSARY *continued*

| | |
|---|--|
| 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. |
| Level of highest educational attainment | The highest qualification completed by the respondent, classified according to the <i>Australian Standard Classification of Education (ASCED)</i> (cat. no. 1272.0). See Appendix 1 for further information. |
| Main job | The job in which a person usually works the most hours. |
| 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 with that employer. 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. |
| Non-school qualifications | Any of the following educational qualifications completed by the person: bachelor degree or higher, advanced diploma, diploma or certificate, classified according to the <i>Australian Standard Classification of Education (ASCED)</i> (cat. no. 1272.0). See Appendix 1 for further information. |
| Occupation | Classified according to the <i>ASCO—Australian Standard Classification of Occupations, Second Edition, 1997</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 in main job | Persons who were employees in their main job and: <ul style="list-style-type: none"> ■ (for single job holders) usually work less than 35 hours a week, and did so in the reference week ■ (for multiple job holders) actually worked less than 35 hours in their main job in the reference week, or were away from their main job but usually worked less than 35 hours a week in all jobs. |
| 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 2002, there were 31,400 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. |
| Study | Study for an educational qualification related to the employee's work. |
| 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. |

GLOSSARY *continued*

| | |
|--|--|
| 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. |
| Whether had study or training with current employer in the last 12 months | Includes the following study and training types: <ul style="list-style-type: none">■ study for educational qualifications■ formal training courses■ on-the-job training■ other training. |
| With leave entitlements in main job | Employees who were entitled to either paid holiday leave or paid sick leave (or both) in their main job. |
| Without leave entitlements in main job | Employees who were entitled to neither paid holiday leave nor paid sick leave in their main job. |

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- DIAL-A-STATISTIC** For the latest figures for National Accounts, Balance of Payments, Labour Force, Average Weekly Earnings, Estimated Resident Population and the Consumer Price Index call 1900 986 400 (call cost 77c per minute).

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