

**RETRENCHMENT
AND REDUNDANCY**

AUSTRALIA

EMBARGO: 11:30AM (CANBERRA TIME) TUES 8 SEPT 1998

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- For more information about these and related statistics, contact Tim Wardrop on Canberra 02 6252 7204, facsimile 02 6252 7784 or refer to the back cover of this publication.

NOTES

ABOUT THIS PUBLICATION

This publication presents information on the labour force status and other characteristics of people who had been retrenched or made redundant in the three years to 30 June 1997. Information is provided on the jobs from which people were retrenched or made redundant, the people affected by retrenchment and redundancy and their subsequent labour force outcomes.

In this publication, no distinction is made between the terms 'retrenched' and 'redundant'. The term 'retrenched' is used to describe people who responded that they were either retrenched or made redundant in the reference period.

RETRENCHMENT AND REDUNDANCY SURVEY

The statistics in this publication are compiled from data collected in the Retrenchment and Redundancy Survey that was conducted throughout Australia in July 1997 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey. This is the first time these data have been collected nationally.

Data were collected from persons aged 18–64 years who had been retrenched in the three years to 30 June 1997. The survey collected details about the job from which they were retrenched, such as industry and occupation; personal characteristics such as job tenure; and some employer details such as reason for retrenchment. Where a person was retrenched more than once in the reference period, job details were only collected for the respondent's most recent retrenchment.

Information is also available on the subsequent labour market experience of persons retrenched, covering the period between their retrenchment and July 1997. This information includes labour force status, employment details and job search activities. Demographic details such as age, sex and educational attainment were also collected.

SYMBOLS AND OTHER USAGES

CES	Commonwealth Employment Service
DEETYA	Department of Employment, Education, Training and Youth Affairs
LFS	Labour Force Survey
n.a.	not available
RSE	Relative Standard Error
SE	Standard Error
*	subject to sampling variability too high for most practical uses
. .	not applicable

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

STATE INQUIRIES

For State office contact numbers see the Supplementary Surveys list at the back of this publication.

T. J. Skinner
Acting Australian Statistician

SUMMARY OF FINDINGS

OVERVIEW

In July 1997, the number of people aged 18–64 years who had held a job in the three years to 30 June 1997 was estimated at 9,339,200. Of these, 685,400 (7%) had been retrenched or made redundant on one or more occasions in that three year period.

In this publication, no distinction is made between the terms 'retrenched' and 'redundant'. In the following discussion, the term 'retrenched' is used to describe people who responded that they were either retrenched or made redundant. Where a person was retrenched from more than one job in the reference period, characteristics of the job from which retrenched were only collected for the respondent's most recent retrenchment.

Survey results reveal the following major differences between retrenched workers and the total employee population aged 18–64 years:

- 68% were male, compared to 56% of all employees in July 1997;¹
- higher proportions of retrenched workers were found in the 18–24 years and 55–64 years age groups, and a lower proportion in the 35–44 years age group;
- 56% of retrenched workers did not have post-school qualifications, compared to 50% of all employees in May 1997;² and
- 38% had spent less than one year in the job from which they were most recently retrenched, compared to 21% of all employees who had held their job for less than one year in February 1997.³

In relation to the job from which persons were retrenched:

- 71% of jobs affected were permanent, and 84% were full-time;
- the industries where the greatest number of retrenchments occurred were the Manufacturing, Retail trade and Construction industries; and
- the majority of retrenchments were in occupations with low and medium skill levels.

In July 1997, of the people who had been retrenched in the three years to 30 June 1997:

- 55% were employed again;
- 29% were unemployed; and
- 16% were not in the labour force.

1 Data for employees aged 18–64 years are from *Labour Force, Australia, July 1997* (Cat. no. 6203.0).

2 Educational attainment data were not collected for employees in July 1997. Data for employees aged 18–64 years are from *Transition from Education to Work, Australia, May 1997* (Cat. no. 6227.0).

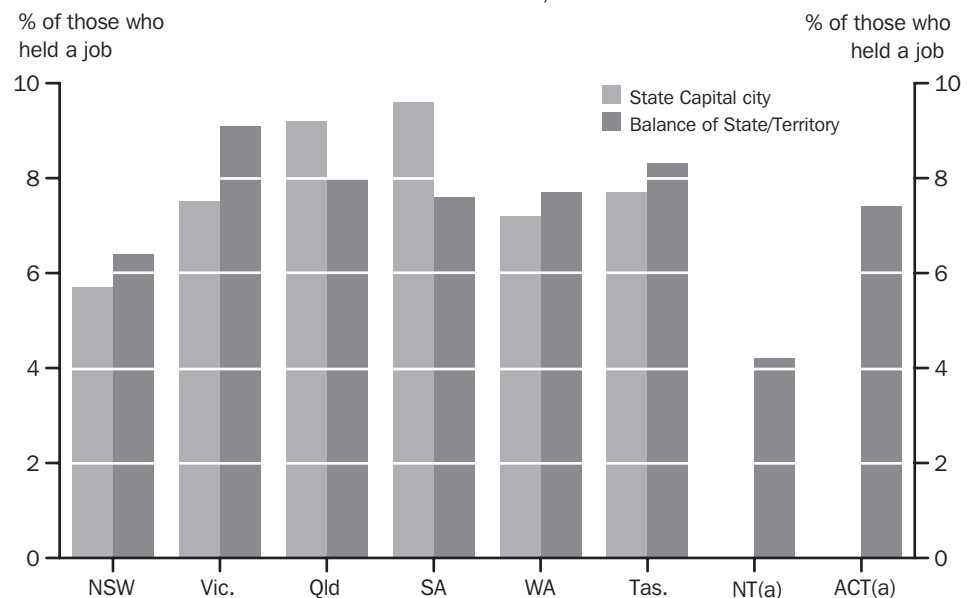
3 Duration in job information was not collected for employees in July 1997. Data for employees aged 18–64 years are from *Labour Force Experience, Australia, February 1997* (Cat. no. 6206.0).

WHERE HAVE
RETRENCHMENTS
OCCURRED?

At a State and Territory level, persons who had been retrenched, as a proportion of those who had held a job in the three year reference period, were highest in South Australia (9%) and lowest in the Northern Territory (4%). In the State capital cities, Adelaide showed the highest proportion of retrenchment (10%) while Sydney showed the lowest (6%). In the balance of State areas, Victoria recorded the highest proportion of retrenchment (9%), while New South Wales recorded the lowest (6%).

At a State and Territory level, the difference between males and females was highest in Tasmania, where 10% of males who had held a job in the reference period had been retrenched compared to 5% of females. Males in South Australia and Queensland had the highest proportions of retrenchment (11% and 10%, respectively), while females in New South Wales and the Northern Territory had the lowest (both 4%). Males in the balance of Victoria showed a much higher proportion of retrenchments than their female counterparts in this area (12% compared to 6%).

RETRENCHMENT BY AREA OF USUAL RESIDENCE, JULY 1997



(a) The Northern Territory and the Australian Capital Territory are not split into Capital City and Balance of State/Territory regions.

WHAT TYPES OF JOBS
WERE AFFECTED BY
RETRENCHMENT?

Permanent/casual and
full-time/part-time status

The proportion of persons retrenched from permanent jobs was slightly less than the overall proportion of all employees who held permanent jobs. In August 1997, 74% of all employees were in permanent jobs.¹ Of those who had been retrenched, 71% were retrenched from permanent jobs.

¹ A permanent/casual split was not collected for employees in July 1997. Data for employees aged 18–64 years are from *Weekly Earnings of Employees (Distribution), Australia, August 1997* (Cat. no. 6310.0).

Permanent/casual and
full-time/part-time status
continued

The proportion that were retrenched from full-time jobs was somewhat higher than that for all employees. In August 1997, 73% of all employees were in full-time jobs.¹ Of those who were retrenched, 84% were retrenched from a full-time job.

Males represented more than two-thirds (71%) of permanent employees who had been retrenched, and three-quarters (75%) of full-time workers who had been retrenched.

Of those who had been retrenched, half (51%) of those aged 18–24 years were retrenched from a permanent job. This proportion rose progressively to 84% for those aged 55–64. Females aged 18–24 were the only group to show a higher proportion retrenched from a casual job (53%) than from a permanent job.

For males, those aged 45–54 showed the highest proportion of retrenchment from a full-time job (96%), while for females the highest proportion (77%) was recorded for the 25–34 age group.

Sector Nearly one in five (19%) retrenched workers were from the public sector. This proportion was less than the overall proportion of employees in public sector jobs (22%).² Of retrenched public sector employees, 92% were permanent employees while 88% were full-time. For the public sector, the main industries from which retrenchments occurred were Government administration and defence (31% of all retrenched public sector employees), Education (13%), Electricity, gas and water supply and Communication services (both 12%).

Industry The largest numbers of workers were retrenched from jobs in the following industries:

- Manufacturing—166,900 (24% of all retrenched employees);
- Retail trade—82,000 (12%); and
- Construction—59,100 (9%).

The relatively high male share (68%) of all retrenchments can be attributed, in part, to the large numbers of retrenchments in traditionally male-oriented industries such as Manufacturing and Construction.

Low numbers of retrenchments occurred in Electricity, gas and water supply (19,300) and Mining (10,900). However, these industries recorded high proportions of retrenchment relative to the number of employees in the industry at May 1997 (30% and 15% respectively, compared to the overall average of 12%)³.

1 A full-time/part-time split was not collected for employees in July 1997. Data for employees aged 18–64 years are from *Weekly Earnings of Employees (Distribution), Australia, August 1997* (Cat. no. 6310.0).

2 A sectoral split was not collected for all employees in July 1997. Data for employees aged 18–64 years are from *Weekly Earnings of Employees (Distribution), Australia, August 1997* (Cat. no. 6310.0).

3 Industry data for employees aged 18–64 years are from *Labour Force, Australia, May 1997* (Cat. no. 6203.0).

Industry *continued* Other industries to record high proportions of retrenchment were Manufacturing (19%), Construction (18%), Communication services (14%) and Accommodation, cafes and restaurants (13%). The industries with the lowest proportions of retrenchment were Education (4%) and Health and Community Services (5%).¹

RETRENCHED WORKERS BY INDUSTRY OF JOB FROM WHICH RETRENCHED, AND TOTAL EMPLOYEES AGED 18–64 YEARS BY INDUSTRY¹ ('000)

<i>Industry</i>	<i>Retrenched workers</i>	<i>Employees, aged 18–64, May 1997</i>
Agriculture, forestry and fishing	18.0	138.3
Mining	10.9	72.6
Manufacturing	166.9	899.6
Electricity, gas and water supply	19.3	64.4
Construction	59.1	322.0
Wholesale trade	46.4	384.8
Retail trade	82.0	693.3
Accommodation, cafes and restaurants	37.0	275.4
Transport and storage	30.6	291.7
Communication services	17.5	129.1
Finance and insurance	23.1	258.9
Property and business services	47.6	584.5
Government administration and defence	39.5	322.5
Education	21.5	518.5
Health and community services	33.9	644.3
Cultural and recreational services	14.6	131.7
Personal and other services	17.6	221.7
Total	685.4	5 953.5

Occupation Persons in occupations with low to medium skill levels were more likely to be retrenched than persons with higher skill levels. Some 57% of retrenched persons were in the four lowest skilled occupation groups, compared with 47% of all employees at May 1997.¹

The largest numbers of retrenchments occurred for Labourers and related workers (128,000 or 19% of all retrenched workers), Tradespersons and related workers (122,100 or 18%) and Intermediate clerical, sales and service workers (113,600 or 17%). For males, the most common occupations affected were Tradespersons and related workers (24% of all retrenched males) and Labourers and related workers (21%). In contrast, the occupations most commonly affected for females were Intermediate clerical, sales and service workers (31% of all retrenched females) and Elementary clerical, sales and service workers (16%).

The lowest numbers of retrenched workers were recorded by Advanced clerical and service workers (24,000 or 4%), Managers and administrators (26,600 or 4%) and Associate professionals (50,800 or 7%).

¹ Industry and occupation data for employees aged 18–64 years are from *Labour Force, Australia, May 1997* (Cat. no. 6203.0).

RETRENCHED WORKERS BY OCCUPATION OF JOB FROM WHICH RETRENCHED,
AND TOTAL EMPLOYEES AGED 18–64 YEARS BY OCCUPATION¹ ('000)

<i>Occupation</i>	<i>Retrenched workers</i>	<i>Employees, aged 18–64, May 1997</i>
Managers and administrators	26.6	358.8
Professionals	68.8	1 153.0
Associate professionals	50.8	637.8
Tradespersons and related workers	122.1	737.8
Advanced clerical and service workers	24.0	270.9
Intermediate clerical, sales and service workers	113.6	1 065.7
Intermediate production and transport workers	91.6	583.6
Elementary clerical, sales and service workers	59.9	552.5
Labourers and related workers	128.0	593.4
Total	685.4	5 953.5

Reason for retrenchment and prior notice The survey showed that nearly half (46%) those retrenched indicated the main reason for retrenchment was 'Not enough work/job cuts'. Other frequent responses were 'Business closed' (15%) and 'Change of management' (8%). This distribution was similar for both males and females.

Prior notice of less than five weeks was given to 78% of those retrenched. The most often reported notice periods were '1 and under 5 weeks' (40%), 'Less than 1 day' (22%) and '1 to 6 days' (16%).

WHO WAS RETRENCHED?

Females were less likely to have been retrenched, accounting for only a third (32%) of those retrenched in the reference period. Females accounted for 44% of employees in July 1997.²

The age group with the largest number of retrenchments was the 25–34 age group (28% of all retrenchments for both males and females). When compared with all employees in each age group, the proportion of retrenched workers was higher in the youngest (18–24) and the oldest (55–64) groups.²

Persons who had been retrenched in each age group, as a proportion of the total who were retrenched, showed a similar pattern for males and females. The proportion peaked in the 25–34 age group and remained fairly steady until the 55–64 age group, where the proportion of those retrenched fell to 11% for males and 8% for females. The likelihood of a person being retrenched more than once also decreased as age increased.

Three-quarters (76%) of persons who had been retrenched were family members. Of these, 48% had dependants. These results were consistent with the family characteristics of all employees.²

1 Occupation data for employees aged 18–64 years are from *Labour Force, Australia, May 1997* (Cat. no. 6203.0).

2 Data for employees aged 18–64 years are from *Labour Force, Australia, July 1997* (Cat. no. 6203.0).

WHO WAS RETRENCHED?

continued

More than half of those who had been retrenched (382,600 or 56%) were people without post-school qualifications. By comparison, 50% of all employees in May 1997 were without post-school qualifications.¹ Of those without post-school qualifications, 72% had not finished the highest level of secondary school and were mainly clustered in the 25–34 age group. An estimated 302,800 (44%) of those retrenched had post-school qualifications. Of this group, nearly two-thirds (62%) had a skilled or basic vocational qualification.

Three-quarters (520,400 or 76%) of those retrenched were born in Australia, a similar proportion to all employees. Of the 165,000 retrenched workers who were born overseas, 47% were born in main English-speaking countries. For all employees, 56% of those born overseas were from main English-speaking countries.²

A large proportion of persons who were retrenched had been in the job from which they were retrenched for less than one year (39% of males and 36% of females).

WHAT WERE PEOPLE WHO HAD BEEN RETRENCHED DOING IN JULY 1997?

Males and females who had been retrenched in the three years to 30 June 1997 and were employed in July 1997 showed similar patterns of employment by age. The 55–64 age group showed the lowest proportion employed at July 1997 (33% for males, 30% for females), while the 35–44 age group showed the highest (65% and 57%).

The proportion of retrenched workers who were unemployed in July 1997 differed by age. For most age groups, the proportion unemployed was in the range 24% to 28%. The exception was those aged 18–24 years, where 43% of those retrenched were unemployed in July 1997.

Employed in July 1997

At July 1997, 374,900 persons who had been retrenched were currently employed, representing 55% of persons who had been retrenched.

There was a distinct shift to part-time and casual employment for retrenched workers who were employed again at July 1997. Of these workers, 105,900 (28%) had a permanent/casual status in their current job that was different to that of the job from which they were most recently retrenched. More than two-thirds (70%) of those who had changed had moved from permanent to casual status.

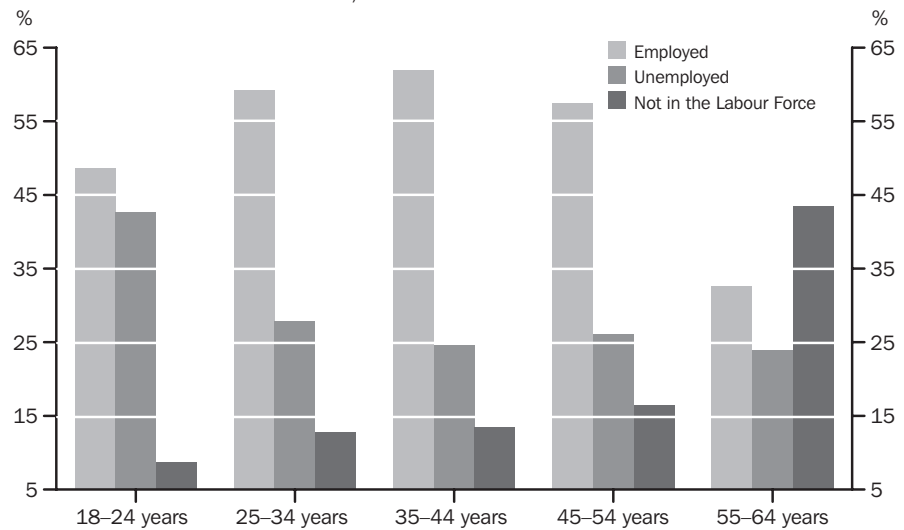
Of the 87,600 (23%) who had changed their full-time/part-time status since retrenchment, two-thirds (67%) changed from full-time to part-time.

The majority (63%) of retrenched persons that were employed at July 1997 were employed in a different industry division or occupation major group than the one from which they were retrenched.

1 Educational attainment data was not collected for employees in July 1997. Data for employees aged 18–64 years are from *Transition from Education to Work, Australia, May 1997* (Cat. no. 6227.0).

2 Data for employees aged 18–64 years are from *Labour Force, Australia, July 1997* (Cat. no. 6203.0).

PROPORTION OF RETRENCHMENTS IN PREVIOUS THREE YEARS, BY CURRENT LABOUR FORCE STATUS AND AGE, JULY 1997



Unemployed in July 1997

At July 1997, 200,500 persons who had been retrenched were currently unemployed, representing 29% of persons who had been retrenched.

These persons were mainly looking for full-time work (94%), were predominantly male (79%) and had been unemployed for less than one year (78%). In comparison with those who had been retrenched but were employed at July 1997, those who were unemployed were more likely to have been full-time in their previous job (95% compared to 82%), a casual employee (41% compared to 23%) and without post-school qualifications (64% compared to 50%).

Main difficulty in finding work

The main difficulties in finding work most commonly reported by retrenched workers who were unemployed in July 1997 were:

- 'too many applicants for available jobs' (18%);
- 'considered too young or too old by employers' (16%);
- 'no vacancies in line of work' (14%); and
- 'no vacancies at all' (13%).

Steps taken to find work Of retrenched workers who were unemployed in July 1997, only 4% had not contacted any agencies for employment assistance. The agencies contacted for employment assistance after retrenchment were:

- CES/DEETYA (85%);
- employers (59%); and
- private employment agencies (23%).

The types of employment assistance provided by the above agencies were similar for both employed and unemployed retrenched workers.

The most common types of assistance for both groups were referral to a CES noticeboard (employed 27%, unemployed 57%) and referral to an interview for a job (employed 24%, unemployed 25%).

Persons not in the labour force Of the 685,400 persons who had been retrenched, 110,000 (16%) were not in the labour force in July 1997. This was the only labour force category for those retrenched which contained a higher proportion of women (52%) than men.

Job tenure and age had a significant impact on whether retrenched workers were actively seeking re-employment. Retrenched workers were more likely to leave the labour force the older they were (49% of retrenched workers not in the labour force in July 1997 were over 45), and the longer they had spent in the job from which they were retrenched (51% had been in the job for 5 years or more).

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1. PERSONS AGED 18-64 YEARS EMPLOYED IN THE THREE YEARS TO 30 JUNE 1997, TOTAL AND RETRENCHED OR MADE REDUNDANT

	<i>Was retrenched or made redundant</i>			<i>Total retrenched or made redundant</i>	<i>Total</i>	<i>Proportion retrenched or made redundant</i>
	<i>Labour force status at July 1997</i>					
	<i>Employed</i>	<i>Unemployed</i>	<i>Not in the labour force</i>			
MALES, STATE CAPITAL CITY						
	— '000 —					— % —
<i>Current usual residence —</i>						
Sydney	42.1	26.5	9.8	78.4	1,099.9	7.1
Melbourne	46.4	28.0	10.5	84.9	939.3	9.0
Brisbane	27.7	17.4	*4.8	49.9	451.2	11.0
Adelaide	18.1	12.4	*4.2	34.7	297.4	11.7
Perth	20.6	10.0	*3.0	33.6	378.7	8.9
Hobart	*2.5	*1.9	*0.3	*4.7	50.8	9.3
<i>Was retrenched in (a) —</i>						
January-June 1997	32.9	39.2	8.7	80.7	n.a.	n.a.
1996	62.5	43.0	12.2	117.7	n.a.	n.a.
1995	41.9	11.4	9.4	62.6	n.a.	n.a.
July-December 1994	20.2	*1.6	*2.3	24.2	n.a.	n.a.
Not determined	*0.0	*1.0	*0.0	*1.0	n.a.	n.a.
<i>Total</i>	<i>157.5</i>	<i>96.1</i>	<i>32.6</i>	<i>286.2</i>	<i>3,217.4</i>	<i>8.9</i>
MALES, BALANCE OF STATE						
	— '000 —					— % —
<i>Current usual residence —</i>						
New South Wales	25.7	21.6	*4.8	52.1	619.9	8.4
Victoria	23.8	12.5	*4.3	40.5	342.7	11.8
Queensland	27.8	16.1	*4.9	48.8	510.4	9.6
South Australia	6.2	*3.2	*1.0	10.4	106.0	9.8
Western Australia	7.3	*3.5	*2.1	12.9	144.5	8.9
Tasmania	*4.2	*2.2	*1.4	7.8	72.5	10.8
<i>Was retrenched in (a) —</i>						
January-June 1997	18.3	27.8	*3.1	49.2	n.a.	n.a.
1996	31.6	22.9	7.4	61.9	n.a.	n.a.
1995	28.8	6.6	6.1	41.5	n.a.	n.a.
July-December 1994	16.3	*0.6	*1.8	18.7	n.a.	n.a.
Not determined	*0.0	*1.3	*0.0	*1.3	n.a.	n.a.
<i>Total</i>	<i>95.0</i>	<i>59.1</i>	<i>18.5</i>	<i>172.6</i>	<i>1,796.0</i>	<i>9.6</i>
MALES, TOTAL(b)						
	— '000 —					— % —
<i>Current usual residence —</i>						
New South Wales	67.8	48.0	14.7	130.5	1,719.9	7.6
Victoria	70.2	40.5	14.8	125.4	1,282.0	9.8
Queensland	55.5	33.5	9.7	98.7	961.6	10.3
South Australia	24.3	15.7	5.2	45.1	403.5	11.2
Western Australia	28.0	13.5	*5.0	46.5	523.2	8.9
Tasmania	6.7	*4.1	*1.7	12.5	123.3	10.1
Northern Territory	*1.3	*0.6	*0.2	*2.1	41.1	5.1
Australian Capital Territory	5.4	*1.9	*1.2	8.5	92.7	9.2
<i>Was retrenched in (a) —</i>						
January-June 1997	52.4	68.1	12.1	132.6	n.a.	n.a.
1996	96.9	67.2	20.3	184.4	n.a.	n.a.
1995	72.7	18.0	15.8	106.4	n.a.	n.a.
July-December 1994	37.1	*2.2	*4.3	43.6	n.a.	n.a.
Not determined	*0.0	*2.3	*0.0	*2.3	n.a.	n.a.
<i>Total</i>	<i>259.1</i>	<i>157.7</i>	<i>52.5</i>	<i>469.3</i>	<i>5,147.4</i>	<i>9.1</i>

1. PERSONS AGED 18-64 YEARS EMPLOYED IN THE THREE YEARS TO 30 JUNE 1997, TOTAL AND RETRENCHED OR MADE REDUNDANT—continued

	Was retrenched or made redundant			Total retrenched or made redundant	Total	Proportion retrenched or made redundant
	Labour force status at July 1997					
	Employed	Unemployed	Not in the labour force			
FEMALES, STATE CAPITAL CITY						
	— '000 —					— % —
<i>Current usual residence —</i>						
Sydney	21.0	*4.4	9.3	34.7	901.6	3.8
Melbourne	21.3	10.2	12.1	43.5	778.3	5.6
Brisbane	13.6	6.4	6.3	26.3	377.0	7.0
Adelaide	9.5	*3.2	*4.7	17.4	246.4	7.1
Perth	9.6	*2.5	*3.8	16.0	313.1	5.1
Hobart	*1.1	*0.6	*0.9	*2.5	43.3	5.8
<i>Was retrenched in (a) —</i>						
January-June 1997	14.6	13.6	10.8	38.9	n.a.	n.a.
1996	29.8	9.5	15.0	54.4	n.a.	n.a.
1995	17.8	*2.5	7.8	28.0	n.a.	n.a.
July-December 1994	13.8	*0.9	*3.5	18.2	n.a.	n.a.
Not determined	*0.0	*0.8	*0.0	*0.8	n.a.	n.a.
<i>Total</i>	<i>76.0</i>	<i>27.3</i>	<i>37.1</i>	<i>140.3</i>	<i>2,659.7</i>	<i>5.3</i>
FEMALES, BALANCE OF STATE						
	— '000 —					— % —
<i>Current usual residence —</i>						
New South Wales	9.1	*2.2	6.3	17.6	483.3	3.6
Victoria	6.0	*4.0	*4.8	14.8	271.3	5.5
Queensland	15.1	*5.1	*4.4	24.5	409.1	6.0
South Australia	*1.5	*1.0	*1.6	*4.0	85.0	4.7
Western Australia	*3.5	*1.8	*1.0	6.3	108.1	5.8
Tasmania	*1.9	*0.3	*0.5	*2.7	54.7	4.9
<i>Was retrenched in (a) —</i>						
January-June 1997	9.4	6.2	5.9	21.5	n.a.	n.a.
1996	11.3	5.8	5.6	22.7	n.a.	n.a.
1995	10.9	*1.4	5.2	17.4	n.a.	n.a.
July-December 1994	5.4	*1.0	*1.9	8.3	n.a.	n.a.
Not determined	*0.0	*0.0	*0.0	*0.0	n.a.	n.a.
<i>Total</i>	<i>37.0</i>	<i>14.3</i>	<i>18.6</i>	<i>69.9</i>	<i>1,411.5</i>	<i>5.0</i>
FEMALES, TOTAL(b)						
	— '000 —					— % —
<i>Current usual residence —</i>						
New South Wales	30.1	6.6	15.6	52.3	1,384.9	3.8
Victoria	27.2	14.1	16.9	58.3	1,049.6	5.6
Queensland	28.6	11.4	10.7	50.8	786.0	6.5
South Australia	11.0	*4.2	6.2	21.4	331.4	6.5
Western Australia	13.1	*4.3	*4.8	22.3	421.2	5.3
Tasmania	*3.0	*0.9	*1.3	5.2	98.0	5.3
Northern Territory	*0.9	*0.0	*0.3	*1.3	37.5	3.5
Australian Capital Territory	*1.9	*1.2	*1.5	*4.6	83.2	5.5
<i>Was retrenched in (a) —</i>						
January-June 1997	24.7	20.3	17.2	62.1	n.a.	n.a.
1996	42.3	16.0	21.5	79.9	n.a.	n.a.
1995	29.3	*3.9	13.3	46.4	n.a.	n.a.
July-December 1994	19.5	*1.9	5.6	27.0	n.a.	n.a.
Not determined	*0.0	*0.8	*0.0	*0.8	n.a.	n.a.
<i>Total</i>	<i>115.8</i>	<i>42.8</i>	<i>57.5</i>	<i>216.1</i>	<i>4,191.8</i>	<i>5.2</i>

1. PERSONS AGED 18-64 YEARS EMPLOYED IN THE THREE YEARS TO 30 JUNE 1997, TOTAL AND RETRENCHED OR MADE REDUNDANT—continued

	Was retrenched or made redundant			Total retrenched or made redundant	Total	Proportion retrenched or made redundant
	Labour force status at July 1997					
	Employed	Unemployed	Not in the labour force			
PERSONS, STATE CAPITAL CITY						
	— '000 —					— % —
<i>Current usual residence —</i>						
Sydney	63.1	30.9	19.1	113.1	2,001.5	5.7
Melbourne	67.7	38.1	22.6	128.4	1,717.6	7.5
Brisbane	41.3	23.8	11.1	76.2	828.2	9.2
Adelaide	27.5	15.7	8.9	52.1	543.9	9.6
Perth	30.2	12.5	6.8	49.6	691.8	7.2
Hobart	*3.6	*2.4	*1.2	7.2	94.1	7.7
<i>Was retrenched in (a) —</i>						
January-June 1997	47.4	52.7	19.5	119.6	n.a.	n.a.
1996	92.3	52.5	27.2	172.1	n.a.	n.a.
1995	59.6	13.9	17.1	90.6	n.a.	n.a.
July-December 1994	34.1	*2.5	5.8	42.4	n.a.	n.a.
Not determined	*0.0	*1.8	*0.0	*1.8	n.a.	n.a.
Total	233.5	123.4	69.7	426.5	5,877.1	7.3
PERSONS, BALANCE OF STATE						
	— '000 —					— % —
<i>Current usual residence —</i>						
New South Wales	34.8	23.7	11.2	69.7	1,103.2	6.4
Victoria	29.7	16.5	9.1	55.3	614.0	9.0
Queensland	42.8	21.2	9.3	73.3	919.5	8.0
South Australia	7.7	*4.2	*2.5	14.5	191.0	7.6
Western Australia	10.8	5.3	*3.1	19.2	252.6	7.6
Tasmania	6.1	*2.5	*1.9	10.5	127.1	8.3
<i>Was retrenched in (a) —</i>						
January-June 1997	27.7	34.0	9.0	70.7	n.a.	n.a.
1996	42.9	28.7	13.0	84.6	n.a.	n.a.
1995	39.7	7.9	11.3	58.9	n.a.	n.a.
July-December 1994	21.7	*1.6	*3.7	27.0	n.a.	n.a.
Not determined	*0.0	*1.3	*0.0	*1.3	n.a.	n.a.
Total	132.0	73.4	37.1	242.5	3,207.4	7.6
PERSONS, TOTAL(b)						
	— '000 —					— % —
<i>Current usual residence —</i>						
New South Wales	97.9	54.6	30.3	182.8	3,104.8	5.9
Victoria	97.4	54.6	31.7	183.7	2,331.6	7.9
Queensland	84.1	45.0	20.4	149.5	1,747.7	8.6
South Australia	35.3	19.9	11.4	66.5	734.9	9.0
Western Australia	41.0	17.8	9.9	68.8	944.4	7.3
Tasmania	9.7	*5.0	*3.0	17.7	221.2	8.0
Northern Territory	*2.2	*0.6	*0.5	*3.3	78.7	4.2
Australian Capital Territory	7.2	*3.1	*2.8	13.1	175.9	7.4
<i>Was retrenched in (a) —</i>						
January-June 1997	77.1	88.3	29.3	194.7	n.a.	n.a.
1996	139.2	83.2	41.8	264.3	n.a.	n.a.
1995	102.0	21.8	29.1	152.8	n.a.	n.a.
July-December 1994	56.7	*4.1	9.9	70.6	n.a.	n.a.
Not determined	*0.0	*3.1	*0.0	*3.1	n.a.	n.a.
Total	374.9	200.5	110.0	685.4	9,339.2	7.3

(a) Where a person had more than one retrenchment in the reference period, date of most recent retrenchment only is included. (b) The Northern Territory and the Australian Capital Territory are only included in the total as they are not split into capital city and balance of territory regions.

2. PERSONS RETRENCHED OR MADE REDUNDANT, SELECTED CHARACTERISTICS

	Age (years)					Total
	18-24	25-34	35-44	45-54	55-64	
MALES						
— '000 —						
<i>Educational attainment —</i>						
With post-school qualifications(a)	22.1	60.9	55.3	50.6	27.5	216.4
Bachelor degree or higher	*1.9	11.3	14.3	12.1	*4.3	43.8
Undergraduate or associate diploma	*2.7	5.9	7.4	7.2	*4.0	27.3
Skilled or basic vocational qualification	17.2	43.2	33.1	29.8	19.2	142.5
Without post-school qualifications(b)	68.7	70.0	46.4	41.7	26.1	252.9
Completed highest level of secondary school	23.3	18.8	9.1	9.3	*3.8	64.2
Did not complete highest level of secondary school	44.1	51.2	37.3	32.4	22.3	187.4
<i>Birthplace —</i>						
Born in Australia	80.8	104.8	75.1	61.7	32.4	354.8
Born outside Australia	9.9	26.1	26.6	30.6	21.3	114.5
Born in main English-speaking countries	*4.0	10.5	13.0	14.2	11.3	53.0
Born in other countries	5.9	15.6	13.6	16.5	10.0	61.6
<i>Relationship in household —</i>						
Family member	59.4	93.4	80.3	75.5	46.3	354.9
Husband or wife	13.2	77.0	73.5	70.6	43.3	277.6
With dependants	8.6	53.4	62.9	37.2	6.0	168.0
Without dependants	*4.6	23.6	10.6	33.4	37.3	109.7
Lone parent	*0.8	*1.9	*2.2	*2.9	*0.7	8.4
With dependants	*0.8	*1.9	*2.2	*2.8	*0.0	7.6
Without dependants	*0.0	*0.0	*0.0	*0.1	*0.7	*0.8
Dependent student	5.9	*0.0	*0.0	*0.0	*0.0	5.9
Non-dependent child	35.0	12.7	*4.0	*1.9	*1.7	55.2
Other family person	*4.6	*1.9	*0.6	*0.2	*0.6	7.8
Non-family member	27.5	34.4	20.0	14.8	5.8	102.5
Lone person	8.2	15.9	14.2	11.1	*4.9	54.1
Not living alone	19.3	18.5	5.9	*3.7	*1.0	48.4
Not determined	*3.8	*3.1	*1.4	*2.0	*1.5	11.9
<i>Number of times retrenched or made redundant —</i>						
Once	70.2	106.8	84.9	82.7	48.8	393.3
Twice	14.7	13.4	9.9	7.2	*2.3	47.5
Three times or more	5.9	10.8	7.0	*2.4	*2.5	28.5
<i>Total</i>	<i>90.7</i>	<i>130.9</i>	<i>101.7</i>	<i>92.3</i>	<i>53.6</i>	<i>469.3</i>

2. PERSONS RETRENCHED OR MADE REDUNDANT, SELECTED CHARACTERISTICS—continued

	Age (years)					Total
	18-24	25-34	35-44	45-54	55-64	
FEMALES						
— '000 —						
<i>Educational attainment —</i>						
With post-school qualifications(a)	11.2	26.8	20.4	20.5	7.6	86.4
Bachelor degree or higher	*3.1	6.1	6.3	5.7	*2.0	23.2
Undergraduate or associate diploma	*2.1	*4.1	*3.8	*4.4	*2.2	16.6
Skilled or basic vocational qualification	5.3	15.9	9.9	10.0	*3.5	44.6
Without post-school qualifications(b)	31.1	33.4	28.6	26.9	9.6	129.7
Completed highest level of secondary school	15.8	11.3	8.8	*4.2	*1.2	41.3
Did not complete highest level of secondary school	15.4	22.1	19.8	22.8	8.4	88.4
<i>Birthplace —</i>						
Born in Australia	37.2	49.3	34.8	33.4	10.9	165.6
Born outside Australia	5.1	10.8	14.2	14.0	6.4	50.5
Born in main English-speaking countries	*1.5	6.2	6.2	8.4	*2.1	24.5
Born in other countries	*3.6	*4.6	8.0	5.5	*4.2	26.0
<i>Relationship in household —</i>						
Family member	29.8	47.0	40.8	38.1	13.2	169.0
Husband or wife	7.7	34.8	29.9	32.1	11.8	116.3
With dependants	*2.6	21.1	22.7	11.7	*0.5	58.6
Without dependants	5.1	13.7	7.2	20.4	11.3	57.7
Lone parent	*1.6	5.3	9.8	*4.0	*1.2	21.9
With dependants	*1.6	5.1	9.1	*2.2	*0.7	18.8
Without dependants	*0.0	*0.2	*0.7	*1.8	*0.5	*3.1
Dependent student	6.5	*0.0	*0.0	*0.0	*0.0	6.5
Non-dependent child	12.3	5.3	*0.8	*0.1	*0.3	18.8
Other family person	*1.7	*1.7	*0.3	*1.8	*0.0	5.5
Non-family member	9.9	11.8	6.5	5.9	*3.8	37.9
Lone person	*1.8	*4.8	*5.1	5.4	*3.2	20.2
Not living alone	8.1	7.0	*1.4	*0.5	*0.6	17.6
Not determined	*2.6	*1.3	*1.8	*3.4	*0.2	9.3
<i>Number of times retrenched or made redundant —</i>						
Once	35.2	52.9	44.7	43.3	16.5	192.6
Twice	6.0	5.1	*3.8	*3.3	*0.2	18.5
Three times or more	*1.1	*2.1	*0.6	*0.8	*0.5	*5.1
<i>Total</i>	<i>42.3</i>	<i>60.1</i>	<i>49.1</i>	<i>47.4</i>	<i>17.2</i>	<i>216.1</i>

2. PERSONS RETRENCHED OR MADE REDUNDANT, SELECTED CHARACTERISTICS—continued

	Age (years)					Total
	18-24	25-34	35-44	45-54	55-64	
PERSONS						
— '000 —						
<i>Educational attainment —</i>						
With post-school qualifications(a)	33.2	87.7	75.7	71.1	35.1	302.8
Bachelor degree or higher	*5.0	17.4	20.5	17.8	6.3	67.0
Undergraduate or associate diploma	*4.9	10.0	11.3	11.6	6.2	43.9
Skilled or basic vocational qualification	22.4	59.2	42.9	39.8	22.7	187.1
Without post-school qualifications(b)	99.8	103.4	75.1	68.6	35.8	382.6
Completed highest level of secondary school	39.0	30.0	17.9	13.4	*5.1	105.5
Did not complete highest level of secondary school	59.5	73.4	57.1	55.2	30.7	275.8
<i>Birthplace —</i>						
Born in Australia	118.0	154.1	110.0	95.1	43.3	520.4
Born outside Australia	15.0	36.9	40.8	44.6	27.6	165.0
Born in main English-speaking countries	5.5	16.7	19.2	22.6	13.4	77.4
Born in other countries	9.6	20.2	21.6	22.0	14.2	87.6
<i>Relationship in household —</i>						
Family member	89.2	140.4	121.1	113.6	59.5	523.9
Husband or wife	21.0	111.7	103.4	102.7	55.1	393.9
With dependants	11.2	74.5	85.6	48.8	6.5	226.6
Without dependants	9.8	37.2	17.8	53.9	48.6	167.3
Lone parent	*2.4	7.2	12.0	6.9	*1.9	30.3
With dependants	*2.4	7.0	11.3	*5.0	*0.7	26.4
Without dependants	*0.0	*0.2	*0.7	*1.9	*1.2	*3.9
Dependent student	12.3	*0.0	*0.0	*0.0	*0.0	12.3
Non-dependent child	47.3	17.9	*4.9	*2.0	*2.0	74.0
Other family person	6.2	*3.6	*0.9	*2.0	*0.6	13.3
Non-family member	37.4	46.2	26.5	20.6	9.7	140.4
Lone person	10.0	20.6	19.2	16.4	8.1	74.4
Not living alone	27.4	25.5	7.3	*4.2	*1.6	66.0
Not determined	6.4	*4.4	*3.1	5.5	*1.7	21.1
<i>Number of times retrenched or made redundant —</i>						
Once	105.3	159.6	129.6	126.0	65.4	585.9
Twice	20.7	18.5	13.7	10.6	*2.5	66.0
Three times or more	6.9	12.9	7.5	*3.2	*3.0	33.5
Total	133.0	191.1	150.8	139.7	70.9	685.4

(a) Includes level unknown (nursing). (b) Includes those persons who were still at school.

3. MAIN REASON RETRENCHED OR MADE REDUNDANT AND SELECTED CHARACTERISTICS OF JOB(a) FROM WHICH RETRENCHED

	Full-time		Part-time	Total		Total
	Permanent employee	Casual employee		Permanent employee	Casual employee	
MALES						
— '000 —						
<i>Main reason retrenched or made redundant —</i>						
Not enough work/job cuts	158.9	53.6	19.4	161.2	70.7	231.9
Business closed	47.5	6.4	*3.6	48.3	9.2	57.5
Change of management	28.7	5.2	*3.6	29.6	7.8	37.5
Other business problems	11.5	*3.7	*1.2	11.5	*4.8	16.3
Ill health or physical disability	11.9	*1.8	*1.5	11.9	*3.3	15.2
Nature of job changed/new technology	17.6	*1.0	*0.8	17.9	*1.5	19.4
Other(b)	66.3	19.2	6.1	66.9	24.7	91.6
<i>Sector of job from which retrenched or made redundant —</i>						
Public	79.2	*2.8	*4.2	81.4	*4.8	86.2
Private	263.0	88.0	32.1	265.9	117.2	383.1
<i>Industry of job from which retrenched or made redundant —</i>						
Agriculture, forestry, and fishing	6.3	6.5	*1.1	6.3	7.6	13.9
Mining	8.7	*1.3	*0.0	8.7	*1.3	10.0
Manufacturing	97.5	23.9	6.4	98.9	28.9	127.8
Electricity, gas and water supply	16.3	*0.6	*0.6	16.6	*1.0	17.5
Construction	37.4	17.6	*0.8	37.4	18.4	55.8
Wholesale trade	27.5	5.8	*1.8	27.5	7.6	35.2
Retail trade	29.3	9.2	8.0	29.8	16.7	46.5
Accommodation, cafes and restaurants	9.2	5.3	5.6	9.5	10.6	20.1
Transport and storage	18.2	5.9	*2.1	18.6	7.6	26.2
Communication services	10.9	*0.1	*0.4	10.9	*0.5	11.3
Finance and insurance	9.7	*0.3	*0.5	9.7	*0.8	10.6
Property and business services	19.1	6.6	*2.6	19.3	9.1	28.4
Government administration and defence	27.6	*0.4	*0.7	27.9	*0.7	28.6
Education	7.7	*1.2	*1.6	7.9	*2.6	10.5
Health and community services	8.6	*1.2	*1.0	9.5	*1.2	10.7
Cultural and recreational services	*4.2	*1.8	*1.5	*4.7	*2.9	7.6
Personal and other services	*4.0	*3.0	*1.6	*4.0	*4.6	8.6
<i>Occupation of job from which retrenched or made redundant —</i>						
Managers and administrators	21.1	*1.5	*0.5	21.4	*1.7	23.2
Professionals	36.5	5.8	*2.2	37.4	7.2	44.6
Associate professionals	29.4	5.3	*0.8	29.7	5.8	35.5
Tradespersons and related workers	87.9	21.4	*3.4	88.2	24.5	112.7
Advanced clerical and service workers	*2.4	*0.2	*0.0	*2.4	*0.2	*2.6
Intermediate clerical, sales and service workers	38.9	*4.4	*3.8	39.3	7.7	47.1
Intermediate production and transport workers	54.0	19.7	7.2	54.3	26.6	80.9
Elementary clerical, sales and service workers	15.5	5.5	*5.0	16.2	9.8	26.1
Labourers and related workers	56.5	26.9	13.3	58.3	38.4	96.7
<i>Duration in job from which retrenched or made redundant —</i>						
Under 3 months	10.6	27.4	5.9	11.1	32.8	43.8
3 and under 6 months	33.5	20.7	8.4	34.0	28.5	62.6
6 and under 9 months	30.1	15.0	5.8	30.9	20.0	50.9
9 and under 12 months	19.4	6.2	*1.7	19.4	7.9	27.3
1 and under 2 years	48.6	8.8	*5.0	49.3	13.1	62.4
2 and under 3 years	31.7	6.1	*2.7	31.9	8.6	40.5
3 and under 5 years	29.0	*3.3	*4.2	30.2	6.3	36.5
5 and under 10 years	52.2	*2.3	*1.9	52.7	*3.7	56.4
10 and under 20 years	51.3	*0.7	*0.6	51.9	*0.7	52.6
20 years and over	35.8	*0.4	*0.1	35.9	*0.4	36.4
<i>Prior notice of retrenchment/redundancy —</i>						
Less than 1 day	58.1	28.9	12.0	58.3	40.7	99.0
1 to 6 days	43.3	27.3	7.6	43.7	34.5	78.2
1 and under 5 weeks	145.1	30.5	14.4	148.7	41.3	190.0
5 and under 9 weeks	29.3	*2.1	*1.5	29.6	*3.3	32.9
9 and under 13 weeks	17.6	*1.2	*0.3	17.9	*1.2	19.1
13 weeks or more	48.9	*0.8	*0.4	49.0	*1.0	50.0
<i>Total</i>	<i>342.2</i>	<i>90.9</i>	<i>36.3</i>	<i>347.3</i>	<i>122.0</i>	<i>469.3</i>

3. MAIN REASON RETRENCHED OR MADE REDUNDANT AND SELECTED CHARACTERISTICS OF JOB(a) FROM WHICH RETRENCHED—continued

	Full-time		Part-time	Total		Total
	Permanent employee	Casual employee		Permanent employee	Casual employee	
FEMALES						
— '000 —						
<i>Main reason retrenched or made redundant —</i>						
Not enough work/job cuts	41.8	10.9	27.9	47.8	32.9	80.7
Business closed	25.0	5.1	12.2	29.5	12.9	42.3
Change of management	11.5	*1.1	7.5	14.0	6.0	20.1
Other business problems	*4.3	*1.5	*2.9	5.3	*3.4	8.7
Ill health or physical disability	*4.2	*0.6	*1.5	*4.7	*1.5	6.3
Nature of job changed/new technology	7.1	*0.3	*1.8	7.7	*1.6	9.3
Other(b)	25.8	6.1	16.9	30.5	18.3	48.8
<i>Sector of job from which retrenched or made redundant —</i>						
Public	30.1	*0.9	11.5	37.0	5.5	42.5
Private	89.5	24.9	59.3	102.6	71.1	173.6
<i>Industry of job from which retrenched or made redundant —</i>						
Agriculture, forestry, and fishing	*0.6	*1.6	*1.8	*0.8	*3.3	*4.1
Mining	*1.0	*0.0	*0.0	*1.0	*0.0	*1.0
Manufacturing	23.6	*5.0	10.4	25.9	13.1	39.1
Electricity, gas and water supply	*1.5	*0.0	*0.4	*1.8	*0.0	*1.8
Construction	*2.0	*0.6	*0.7	*2.3	*1.0	*3.3
Wholesale trade	6.5	*1.3	*3.4	7.3	*3.9	11.2
Retail trade	15.4	*3.8	16.3	17.3	18.2	35.5
Accommodation, cafes and restaurants	*3.4	*3.9	9.6	*4.4	12.6	17.0
Transport and storage	*2.7	*0.8	*0.9	*2.7	*1.7	*4.4
Communication services	5.2	*0.0	*1.0	5.6	*0.6	6.2
Finance and insurance	10.8	*0.0	*1.6	11.4	*1.1	12.5
Property and business services	10.7	*2.7	5.8	13.1	6.1	19.2
Government administration and defence	9.0	*0.5	*1.4	9.7	*1.1	10.9
Education	5.6	*0.1	5.3	8.7	*2.4	11.0
Health and community services	13.2	*2.2	7.7	18.4	*4.7	23.1
Cultural and recreational services	*4.2	*1.0	*1.7	*4.6	*2.4	7.0
Personal and other services	*4.1	*2.1	*2.8	*4.6	*4.4	9.0
<i>Occupation of job from which retrenched or made redundant —</i>						
Managers and administrators	*2.9	*0.4	*0.2	*3.1	*0.4	*3.4
Professionals	17.4	*1.1	5.7	20.7	*3.5	24.2
Associate professionals	11.1	*2.3	*1.8	12.7	*2.6	15.3
Tradespersons and related workers	5.4	*1.2	*2.8	5.7	*3.7	9.4
Advanced clerical and service workers	15.0	*1.6	*4.8	16.7	*4.7	21.4
Intermediate clerical, sales and service workers	40.0	5.3	21.3	45.7	20.9	66.6
Intermediate production and transport workers	6.2	*1.5	*3.1	6.8	*3.9	10.7
Elementary clerical, sales and service workers	11.5	6.4	15.9	13.7	20.1	33.8
Labourers and related workers	10.0	6.1	15.2	14.5	16.8	31.3
<i>Duration in job from which retrenched or made redundant —</i>						
Under 3 months	*4.4	7.9	9.7	*4.8	17.1	21.9
3 and under 6 months	10.1	*4.9	7.0	11.1	10.8	22.0
6 and under 9 months	8.5	*4.1	7.8	9.7	10.6	20.4
9 and under 12 months	7.3	*1.2	*4.1	8.3	*4.4	12.7
1 and under 2 years	13.8	*2.8	13.6	16.2	14.0	30.2
2 and under 3 years	12.3	*1.1	6.7	13.2	6.9	20.1
3 and under 5 years	12.6	*1.3	6.8	15.3	5.5	20.8
5 and under 10 years	23.0	*1.6	8.6	27.7	5.4	33.2
10 and under 20 years	18.8	*0.5	5.2	23.2	*1.4	24.6
20 years and over	8.7	*0.4	*1.3	9.9	*0.4	10.3
<i>Prior notice of retrenchment/redundancy —</i>						
Less than 1 day	20.1	8.6	20.6	22.4	26.9	49.3
1 to 6 days	14.3	7.6	12.0	16.4	17.5	33.9
1 and under 5 weeks	49.1	7.7	26.7	57.7	25.7	83.4
5 and under 9 weeks	10.7	*0.9	*4.7	13.6	*2.6	16.3
9 and under 13 weeks	9.2	*0.8	*2.7	10.3	*2.3	12.7
13 weeks or more	16.1	*0.3	*4.2	19.1	*1.5	20.6
Total	119.6	25.8	70.8	139.6	76.5	216.1

3. MAIN REASON RETRENCHED OR MADE REDUNDANT AND SELECTED CHARACTERISTICS OF JOB(a) FROM WHICH RETRENCHED—continued

	Full-time		Part-time	Total		Total
	Permanent employee	Casual employee		Permanent employee	Casual employee	
	PERSONS					
	— '000 —					
<i>Main reason retrenched or made redundant —</i>						
Not enough work/job cuts	200.7	64.5	47.4	209.0	103.6	312.6
Business closed	72.4	11.5	15.9	77.8	22.0	99.8
Change of management	40.2	6.3	11.1	43.6	13.9	57.5
Other business problems	15.7	5.1	*4.1	16.8	8.2	24.9
Ill health or physical disability	16.1	*2.4	*3.0	16.6	*4.9	21.5
Nature of job changed/new technology	24.7	*1.4	*2.6	25.6	*3.0	28.7
Other(b)	92.0	25.3	23.0	97.5	42.9	140.4
<i>Sector of job from which retrenched or made redundant —</i>						
Public	109.3	*3.7	15.7	118.4	10.3	128.7
Private	352.5	112.9	91.3	368.5	188.3	556.7
<i>Industry of job from which retrenched or made redundant —</i>						
Agriculture, forestry, and fishing	7.0	8.2	*2.9	7.1	10.9	18.0
Mining	9.7	*1.3	*0.0	9.7	*1.3	10.9
Manufacturing	121.2	28.9	16.7	124.8	42.0	166.9
Electricity, gas and water supply	17.7	*0.6	*1.0	18.4	*1.0	19.3
Construction	39.3	18.2	*1.5	39.7	19.4	59.1
Wholesale trade	34.0	7.2	5.2	34.9	11.5	46.4
Retail trade	44.6	13.0	24.3	47.1	34.9	82.0
Accommodation, cafes and restaurants	12.6	9.2	15.2	13.9	23.2	37.0
Transport and storage	20.9	6.7	*3.0	21.3	9.3	30.6
Communication services	16.1	*0.1	*1.3	16.4	*1.1	17.5
Finance and insurance	20.6	*0.3	*2.1	21.1	*1.9	23.1
Property and business services	29.8	9.3	8.4	32.4	15.2	47.6
Government administration and defence	36.6	*0.9	*2.0	37.7	*1.8	39.5
Education	13.2	*1.3	7.0	16.6	*5.0	21.5
Health and community services	21.8	*3.4	8.7	28.0	5.9	33.9
Cultural and recreational services	8.5	*2.9	*3.3	9.3	5.3	14.6
Personal and other services	8.1	*5.1	*4.5	8.6	9.0	17.6
<i>Occupation of job from which retrenched or made redundant —</i>						
Managers and administrators	24.0	*1.9	*0.7	24.5	*2.1	26.6
Professionals	53.9	6.9	7.9	58.1	10.6	68.8
Associate professionals	40.5	7.6	*2.6	42.4	8.4	50.8
Tradespersons and related workers	93.3	22.6	6.2	93.9	28.2	122.1
Advanced clerical and service workers	17.4	*1.9	*4.8	19.1	*4.9	24.0
Intermediate clerical, sales and service workers	78.9	9.7	25.1	85.0	28.6	113.6
Intermediate production and transport workers	60.1	21.2	10.3	61.2	30.5	91.6
Elementary clerical, sales and service workers	27.1	11.9	20.9	29.9	30.0	59.9
Labourers and related workers	66.5	33.0	28.5	72.8	55.2	128.0
<i>Duration in job from which retrenched or made redundant —</i>						
Under 3 months	15.0	35.3	15.5	15.9	49.9	65.8
3 and under 6 months	43.6	25.6	15.3	45.2	39.4	84.5
6 and under 9 months	38.6	19.1	13.6	40.7	30.6	71.3
9 and under 12 months	26.7	7.5	5.8	27.7	12.3	40.0
1 and under 2 years	62.4	11.6	18.6	65.5	27.1	92.6
2 and under 3 years	44.0	7.2	9.4	45.0	15.6	60.6
3 and under 5 years	41.6	*4.6	11.0	45.5	11.7	57.2
5 and under 10 years	75.2	*3.9	10.5	80.4	9.2	89.6
10 and under 20 years	70.1	*1.2	5.9	75.1	*2.1	77.1
20 years and over	44.5	*0.8	*1.4	45.9	*0.8	46.7
<i>Prior notice of retrenchment/redundancy —</i>						
Less than 1 day	78.2	37.5	32.6	80.8	67.5	148.3
1 to 6 days	57.6	34.9	19.6	60.1	52.0	112.1
1 and under 5 weeks	194.2	38.1	41.1	206.4	67.0	273.4
5 and under 9 weeks	40.0	*2.9	6.2	43.3	5.9	49.2
9 and under 13 weeks	26.8	*2.0	*3.0	28.2	*3.6	31.8
13 weeks or more	65.0	*1.1	*4.5	68.1	*2.5	70.7
Total	461.8	116.6	107.0	486.9	198.5	685.4

(a) Where a respondent had more than one retrenchment in the reference period, characteristics of job from which retrenched were only collected for the respondent's most recent retrenchment. (b) Includes Too young/too old and Don't know.

4. SELECTED CHARACTERISTICS OF JOB(a) FROM WHICH RETRENCHED OR MADE REDUNDANT AND LABOUR FORCE STATUS AT JULY 1997

	Labour force status at July 1997						Total (<i>'000</i>)
	Employed		Unemployed		Not in the labour force		
	(<i>'000</i>)	%	(<i>'000</i>)	%	(<i>'000</i>)	%	
MALES							
<i>Age (years) —</i>							
18-24	42.5	46.8	43.2	47.6	*5.1	*5.6	90.7
25-34	79.1	60.4	41.7	31.9	10.1	7.7	130.9
35-44	65.7	64.6	27.9	27.4	8.2	8.0	101.7
45-54	53.9	58.4	29.2	31.6	9.2	10.0	92.3
55-64	17.9	33.4	15.8	29.5	19.9	37.1	53.6
<i>Full-time or part-time status of job from which retrenched or made redundant —</i>							
Full-time	236.1	54.5	152.7	35.3	44.3	10.2	433.1
Part-time	23.0	63.5	*5.0	*13.8	8.2	22.7	36.3
<i>Permanent or casual status of job from which retrenched or made redundant —</i>							
Permanent	211.5	60.9	94.7	27.3	41.1	11.8	347.3
Casual	47.6	39.0	63.0	51.6	11.4	9.4	122.0
<i>Sector of job from which retrenched or made redundant —</i>							
Public	46.2	53.6	21.4	24.8	18.6	21.6	86.2
Private	212.9	55.6	136.4	35.6	33.9	8.8	383.1
<i>Industry of job from which retrenched or made redundant —</i>							
Agriculture, forestry, and fishing	7.2	51.6	5.7	41.2	*1.0	*7.2	13.9
Mining	6.7	67.2	*2.1	*20.8	*1.2	*12.0	10.0
Manufacturing	67.1	52.5	48.7	38.1	12.0	9.4	127.8
Electricity, gas and water supply	6.8	38.8	5.6	32.0	5.1	29.2	17.5
Construction	34.7	62.2	17.7	31.7	*3.4	*6.2	55.8
Wholesale trade	22.0	62.6	11.6	33.1	*1.5	*4.3	35.2
Retail trade	23.9	51.3	18.1	38.8	*4.6	*9.8	46.5
Accommodation, cafes and restaurants	10.4	51.8	7.7	38.1	*2.0	*10.1	20.1
Transport and storage	13.7	52.3	9.0	34.2	*3.6	*13.6	26.2
Communication services	*4.9	*43.5	*3.2	*28.4	*3.2	*28.1	11.3
Finance and insurance	8.2	77.9	*0.8	*7.8	*1.5	*14.3	10.6
Property and business services	18.8	66.3	7.5	26.3	*2.1	*7.3	28.4
Government administration and defence	14.9	51.9	7.0	24.3	6.8	23.8	28.6
Education	6.0	57.5	*3.3	*31.7	*1.1	*10.9	10.5
Health and community services	7.3	68.4	*2.7	*25.0	*0.7	*6.6	10.7
Cultural and recreational services	*3.4	*45.2	*2.3	*29.8	*1.9	*25.0	7.6
Personal and other services	*3.0	*34.3	*4.9	*56.6	*0.8	*9.1	8.6
<i>Occupation of job from which retrenched or made redundant —</i>							
Managers and administrators	17.6	75.9	*3.5	*15.2	*2.1	*8.9	23.2
Professionals	28.5	63.9	11.0	24.7	*5.1	*11.3	44.6
Associate professionals	22.9	64.5	8.9	25.2	*3.7	*10.3	35.5
Tradespersons and related workers	66.7	59.2	34.6	30.7	11.4	10.1	112.7
Advanced clerical and service workers	*2.2	*84.9	*0.2	*8.0	*0.2	*7.1	*2.6
Intermediate clerical, sales and service workers	25.6	54.4	14.3	30.3	7.2	15.2	47.1
Intermediate production and transport workers	39.0	48.2	31.7	39.1	10.3	12.7	80.9
Elementary clerical, sales and service workers	13.6	52.0	9.0	34.5	*3.5	*13.5	26.1
Labourers and related workers	43.1	44.5	44.5	46.0	9.1	9.4	96.7
<i>Duration in job from which retrenched or made redundant —</i>							
Under 3 months	12.1	27.5	30.0	68.5	*1.8	*4.0	43.8
3 and under 6 months	28.7	45.9	28.1	44.9	5.8	9.2	62.6
6 and under 9 months	22.0	43.1	25.2	49.5	*3.8	*7.4	50.9
9 and under 12 months	16.5	60.5	9.7	35.4	*1.1	*4.1	27.3
1 and under 2 years	37.6	60.3	20.4	32.7	*4.4	*7.0	62.4
2 and under 3 years	25.6	63.2	12.5	30.9	*2.4	*5.9	40.5
3 and under 5 years	24.4	66.9	9.0	24.7	*3.1	*8.4	36.5
5 and under 10 years	37.1	65.8	14.2	25.1	5.2	9.1	56.4
10 and under 20 years	35.1	66.8	6.7	12.8	10.8	20.5	52.6
20 years and over	20.1	55.1	*2.0	*5.6	14.3	39.3	36.4
<i>Total</i>	<i>259.1</i>	<i>55.2</i>	<i>157.7</i>	<i>33.6</i>	<i>52.5</i>	<i>11.2</i>	<i>469.3</i>

4. SELECTED CHARACTERISTICS OF JOB(a) FROM WHICH RETRENCHED OR MADE REDUNDANT AND LABOUR FORCE STATUS AT JULY 1997—continued

	Labour force status at July 1997						Total ('000)
	Employed		Unemployed		Not in the labour force		
	('000)	%	('000)	%	('000)	%	
FEMALES							
<i>Age (years) —</i>							
18-24	22.2	52.4	13.6	32.1	6.5	15.5	42.3
25-34	34.3	57.1	11.5	19.2	14.3	23.8	60.1
35-44	27.7	56.5	9.3	18.9	12.1	24.6	49.1
45-54	26.4	55.8	7.3	15.4	13.7	28.8	47.4
55-64	5.2	30.0	*1.1	*6.5	10.9	63.5	17.2
<i>Full-time or part-time status of job from which retrenched or made redundant —</i>							
Full-time	73.0	50.3	37.7	25.9	34.6	23.8	145.3
Part-time	42.8	60.4	*5.1	*7.2	22.9	32.4	70.8
<i>Permanent or casual status of job from which retrenched or made redundant —</i>							
Permanent	78.7	56.4	24.0	17.2	36.8	26.4	139.6
Casual	37.1	48.4	18.8	24.5	20.7	27.0	76.5
<i>Sector of job from which retrenched or made redundant —</i>							
Public	22.7	53.5	5.3	12.6	14.4	33.9	42.5
Private	93.1	53.6	37.4	21.6	43.1	24.8	173.6
<i>Industry of job from which retrenched or made redundant —</i>							
Agriculture, forestry, and fishing	*1.6	*38.3	*1.0	*23.8	*1.5	*37.9	*4.1
Mining	*0.5	*49.0	*0.5	*51.0	*0.0	*0.0	*1.0
Manufacturing	21.9	56.1	*4.9	*12.5	12.2	31.3	39.1
Electricity, gas and water supply	*1.3	*69.1	*0.0	*0.0	*0.6	*30.9	*1.8
Construction	*1.3	*40.2	*0.5	*15.9	*1.4	*43.8	*3.3
Wholesale trade	5.3	47.7	*1.1	*9.9	*4.7	*42.4	11.2
Retail trade	18.0	50.7	9.5	26.7	8.0	22.6	35.5
Accommodation, cafes and restaurants	9.6	56.6	*4.6	*27.4	*2.7	*16.0	17.0
Transport and storage	*2.0	*46.5	*0.6	*14.6	*1.7	*38.8	*4.4
Communication services	*2.3	*36.6	*0.9	*15.3	*3.0	*48.1	6.2
Finance and insurance	7.7	61.2	*1.2	*9.3	*3.7	*29.4	12.5
Property and business services	11.5	60.0	*4.5	*23.7	*3.1	*16.4	19.2
Government administration and defence	5.4	49.5	*1.6	*15.1	*3.8	*35.4	10.9
Education	6.1	55.3	*2.2	*19.8	*2.7	*24.9	11.0
Health and community services	12.8	55.1	*4.8	*20.9	5.6	24.0	23.1
Cultural and recreational services	*4.5	*64.4	*1.7	*24.3	*0.8	*11.3	7.0
Personal and other services	*4.1	*46.0	*3.0	*33.4	*1.8	*20.6	9.0
<i>Occupation of job from which retrenched or made redundant —</i>							
Managers and administrators	*2.2	*64.0	*1.1	*31.3	*0.2	*4.8	*3.4
Professionals	16.2	66.8	*2.6	*10.9	5.4	22.3	24.2
Associate professionals	7.4	48.3	*3.8	*24.9	*4.1	*26.8	15.3
Tradespersons and related workers	5.6	58.9	*1.8	*19.4	*2.0	*21.6	9.4
Advanced clerical and service workers	14.1	65.7	*1.4	*6.5	5.9	27.7	21.4
Intermediate clerical, sales and service workers	37.7	56.6	12.3	18.5	16.6	24.9	66.6
Intermediate production and transport workers	*4.8	*44.8	*1.7	*16.3	*4.2	*38.9	10.7
Elementary clerical, sales and service workers	15.4	45.6	10.3	30.5	8.1	23.9	33.8
Labourers and related workers	12.6	40.2	7.7	24.5	11.1	35.3	31.3
<i>Duration in job from which retrenched or made redundant —</i>							
Under 3 months	11.5	52.5	5.7	25.8	*4.8	*21.7	21.9
3 and under 6 months	10.1	46.0	7.9	36.1	*3.9	*17.8	22.0
6 and under 9 months	8.7	42.6	7.0	34.6	*4.6	*22.8	20.4
9 and under 12 months	8.5	66.8	*2.0	*15.9	*2.2	*17.2	12.7
1 and under 2 years	17.9	59.3	5.5	18.1	6.8	22.5	30.2
2 and under 3 years	11.7	58.3	*3.9	*19.3	*4.5	*22.4	20.1
3 and under 5 years	11.9	57.1	*4.0	*19.4	*4.9	*23.5	20.8
5 and under 10 years	19.0	57.3	5.2	15.7	9.0	27.0	33.2
10 and under 20 years	11.7	47.6	*1.0	*4.1	11.9	48.3	24.6
20 years and over	*4.8	*46.8	*0.5	*4.7	*5.0	*48.5	10.3
Total	115.8	53.6	42.8	19.8	57.5	26.6	216.1

4. SELECTED CHARACTERISTICS OF JOB(a) FROM WHICH RETRENCHED OR MADE REDUNDANT AND LABOUR FORCE STATUS AT JULY 1997—continued

	Labour force status at July 1997						Total ('000)
	Employed		Unemployed		Not in the labour force		
	('000)	%	('000)	%	('000)	%	
PERSONS							
<i>Age (years) —</i>							
18-24	64.6	48.6	56.7	42.7	11.6	8.7	133.0
25-34	113.4	59.3	53.3	27.9	24.4	12.8	191.1
35-44	93.4	62.0	37.1	24.6	20.2	13.4	150.8
45-54	80.4	57.5	36.5	26.1	22.9	16.4	139.7
55-64	23.1	32.6	16.9	23.9	30.9	43.5	70.9
<i>Full-time or part-time status of job from which retrenched or made redundant —</i>							
Full-time	309.1	53.4	190.4	32.9	78.8	13.6	578.4
Part-time	65.8	61.5	10.1	9.4	31.2	29.1	107.0
<i>Permanent or casual status of job from which retrenched or made redundant —</i>							
Permanent	290.2	59.6	118.8	24.4	77.9	16.0	486.9
Casual	84.7	42.7	81.7	41.2	32.1	16.2	198.5
<i>Sector of job from which retrenched or made redundant —</i>							
Public	68.9	53.6	26.7	20.8	33.0	25.7	128.7
Private	306.0	55.0	173.8	31.2	77.0	13.8	556.7
<i>Industry of job from which retrenched or made redundant —</i>							
Agriculture, forestry, and fishing	8.7	48.6	6.7	37.3	*2.5	*14.1	18.0
Mining	7.2	65.6	*2.6	*23.5	*1.2	*10.9	10.9
Manufacturing	89.0	53.4	53.6	32.1	24.2	14.5	166.9
Electricity, gas and water supply	8.1	41.6	5.6	29.0	5.7	29.4	19.3
Construction	36.0	60.9	18.2	30.8	*4.9	*8.3	59.1
Wholesale trade	27.4	59.0	12.7	27.5	6.3	13.5	46.4
Retail trade	41.9	51.1	27.5	33.6	12.6	15.3	82.0
Accommodation, cafes and restaurants	20.0	54.0	12.3	33.2	*4.7	*12.8	37.0
Transport and storage	15.7	51.5	9.6	31.4	5.3	17.2	30.6
Communication services	7.2	41.0	*4.2	*23.8	6.2	35.2	17.5
Finance and insurance	15.9	68.8	*2.0	*8.6	5.2	22.5	23.1
Property and business services	30.3	63.8	12.0	25.2	5.2	11.0	47.6
Government administration and defence	20.3	51.3	8.6	21.8	10.7	27.0	39.5
Education	12.1	56.4	5.5	25.6	*3.9	*18.0	21.5
Health and community services	20.1	59.3	7.5	22.2	6.3	18.5	33.9
Cultural and recreational services	7.9	54.4	*4.0	*27.2	*2.7	*18.4	14.6
Personal and other services	7.1	40.3	7.9	44.8	*2.6	*14.9	17.6
<i>Occupation of job from which retrenched or made redundant —</i>							
Managers and administrators	19.8	74.3	*4.6	*17.3	*2.2	*8.4	26.6
Professionals	44.7	64.9	13.7	19.9	10.4	15.2	68.8
Associate professionals	30.3	59.6	12.7	25.1	7.8	15.3	50.8
Tradespersons and related workers	72.2	59.2	36.4	29.8	13.4	11.0	122.1
Advanced clerical and service workers	16.3	67.8	*1.6	*6.7	6.1	25.5	24.0
Intermediate clerical, sales and service workers	63.3	55.7	26.6	23.4	23.7	20.9	113.6
Intermediate production and transport workers	43.8	47.8	33.4	36.4	14.4	15.8	91.6
Elementary clerical, sales and service workers	29.0	48.4	19.3	32.2	11.6	19.4	59.9
Labourers and related workers	55.6	43.5	52.2	40.8	20.2	15.8	128.0
<i>Duration in job from which retrenched or made redundant —</i>							
Under 3 months	23.6	35.9	35.7	54.2	6.5	9.9	65.8
3 and under 6 months	38.8	45.9	36.0	42.6	9.7	11.5	84.5
6 and under 9 months	30.6	43.0	32.2	45.2	8.4	11.8	71.3
9 and under 12 months	25.0	62.5	11.7	29.2	*3.3	*8.3	40.0
1 and under 2 years	55.6	60.0	25.9	27.9	11.2	12.1	92.6
2 and under 3 years	37.3	61.6	16.4	27.0	6.9	11.4	60.6
3 and under 5 years	36.3	63.3	13.0	22.8	8.0	13.9	57.2
5 and under 10 years	56.1	62.6	19.4	21.6	14.1	15.8	89.6
10 and under 20 years	46.8	60.7	7.7	10.0	22.6	29.3	77.1
20 years and over	24.9	53.3	*2.5	*5.4	19.3	41.3	46.7
Total	374.9	54.7	200.5	29.3	110.0	16.1	685.4

(a) Where a respondent had more than one retrenchment in the reference period, characteristics of job from which retrenched were only collected for the respondent's most recent retrenchment.

5. PERSONS RETRENCHED OR MADE REDUNDANT AND EMPLOYED IN JULY 1997, SELECTED CHARACTERISTICS(a)

	Age (years)					Total
	18-24	25-34	35-44	45-54	55-64	
	— '000 —					
<i>Was retrenched in —</i>						
January-June 1997	17.5	23.5	18.8	12.3	5.1	77.1
1996	19.6	45.2	36.5	30.9	7.0	139.2
1995	19.1	25.9	23.8	25.3	7.9	102.0
July-December 1994	8.5	18.9	14.3	11.9	*3.1	56.7
<i>Status in employment of current job —</i>						
Employee	63.0	102.2	83.2	66.1	19.2	333.6
Employer	*0.0	*1.6	*0.3	*1.4	*0.3	*3.6
Own account worker	*0.8	9.3	9.5	11.6	*3.7	34.9
Payment in kind/contributing family worker	*0.9	*0.2	*0.5	*1.3	*0.0	*2.8
<i>Sector of current job —</i>						
Public	*4.5	8.1	10.0	9.0	*2.9	34.5
Private	60.2	105.3	83.4	71.4	20.2	340.4
<i>Industry of current job —</i>						
Agriculture, forestry, and fishing	*3.8	*4.8	*3.1	*2.4	*1.6	15.7
Mining	*0.4	*0.7	*1.5	*1.6	*0.4	*4.6
Manufacturing	11.6	22.3	18.0	12.5	*3.9	68.3
Electricity, gas and water supply	*0.0	*1.1	*1.5	*0.4	*0.0	*3.0
Construction	6.5	14.0	9.0	6.1	*3.2	38.8
Wholesale trade	*4.4	7.9	5.4	5.9	*0.6	24.1
Retail trade	11.0	14.3	6.9	9.5	*2.4	44.2
Accommodation, cafes and restaurants	6.3	7.5	*4.5	*1.6	*0.5	20.3
Transport and storage	*1.5	5.4	6.6	*4.8	*0.0	18.2
Communication services	*0.6	*1.5	*1.8	*1.3	*0.3	5.5
Finance and insurance	*1.2	*4.4	*3.4	*3.0	*0.6	12.5
Property and business services	8.3	13.9	14.9	15.7	*4.8	57.6
Government administration and defence	*2.2	*2.3	*3.1	*1.1	*0.5	9.2
Education	*0.9	*3.0	*2.4	*3.7	*1.9	11.9
Health and community services	*2.1	*4.9	6.4	8.0	*2.2	23.6
Cultural and recreational services	*2.0	*3.1	*1.7	*0.5	*0.3	7.5
Personal and other services	*2.0	*2.3	*3.2	*2.4	*0.1	10.0
<i>Occupation of current job —</i>						
Managers and administrators	*0.7	*1.7	*5.0	7.7	*2.1	17.3
Professionals	*3.6	11.0	14.7	13.3	*2.6	45.2
Associate professionals	*3.4	9.9	9.2	9.4	*2.3	34.3
Tradespersons and related workers	12.2	27.1	13.4	10.7	*3.7	67.1
Advanced clerical and service workers	*2.3	*4.6	*4.8	*3.3	*0.9	15.9
Intermediate clerical, sales and service workers	13.0	20.9	13.5	11.2	*2.0	60.5
Intermediate production and transport workers	8.3	16.4	13.8	8.5	*2.4	49.4
Elementary clerical, sales and service workers	6.5	7.9	5.1	6.4	*2.3	28.2
Labourers and related workers	14.7	13.9	13.8	9.7	*4.8	56.9
<i>Agencies contacted for employment assistance after retrenchment or redundancy —</i>						
CES/DEETYA	39.2	57.7	44.6	29.1	10.7	181.3
TAFE or educational institution	7.9	11.1	7.6	5.1	*0.3	32.0
Private employment agencies	11.3	29.6	25.5	17.7	*3.2	87.4
Employers	35.8	58.6	49.0	33.0	6.6	183.0
Union	*4.2	5.8	*4.8	*4.4	*0.9	20.1
Other	8.9	13.0	9.1	5.9	*1.5	38.4
None	10.2	24.4	23.1	28.7	9.3	95.7
<i>Type of employment assistance provided —</i>						
Referred to CES notice board	21.3	34.7	26.4	14.0	*4.9	101.3
Referred to an interview for a job	20.9	29.1	24.4	13.9	*3.4	91.7
A job placement	18.8	26.6	23.9	13.8	*3.4	86.6
Advice on job hunting	9.7	15.0	11.8	8.0	*2.1	46.4
Career advice	6.1	7.2	5.8	*4.6	*0.8	24.5
Other assistance	*4.3	6.1	*3.5	*4.2	*0.9	18.9
None	15.0	23.2	17.4	17.4	5.4	78.4
Total	64.6	113.4	93.4	80.4	23.1	374.9

(a) Where a respondent had more than one retrenchment in the reference period, characteristics of job from which retrenched were only collected for the respondent's most recent retrenchment. Current job refers to that held in July 1997.

6. PERSONS RETRENCHED OR MADE REDUNDANT AND EMPLOYED IN JULY 1997, CHANGES IN EMPLOYMENT AND JOB CHARACTERISTICS(a) SINCE RETRENCHED

	<i>Changed industry or occupation</i>			<i>Did not change industry or occupation</i>	<i>Total</i>
	<i>Changed industry</i>	<i>Changed occupation</i>	<i>Total(b)</i>		
MALES					
— '000 —					
<i>Whether changed full-time/part-time status —</i>					
Did not change full-time/part-time status	104.0	81.7	122.9	87.2	210.1
Changed full-time/part-time status	36.6	30.5	39.8	9.1	49.0
Changed from full-time to part-time status	25.7	22.1	28.4	5.1	33.5
Changed from part-time to full-time status	10.9	8.4	11.4	*4.0	15.5
<i>Whether changed permanent/casual status —</i>					
Did not change permanent/casual status	71.4	59.3	86.3	70.3	156.6
Changed permanent/casual status	47.1	35.8	52.5	20.1	72.6
Changed from permanent to casual status	35.1	26.5	38.9	12.1	51.0
Changed from casual to permanent status	12.1	9.4	13.6	8.0	21.6
Current job is not an employee job	22.0	17.0	23.9	6.0	29.8
<i>Industry of job from which retrenched or made redundant —</i>					
Agriculture, forestry, and fishing	*2.4	*2.3	*2.6	*4.5	7.2
Mining	*3.7	*1.6	*4.4	*2.3	6.7
Manufacturing	33.0	29.1	41.7	25.4	67.1
Electricity, gas and water supply	6.2	*3.1	6.2	*0.6	6.8
Construction	13.1	10.3	16.0	18.7	34.7
Wholesale trade	12.9	9.3	14.5	7.6	22.0
Retail trade	13.0	11.9	15.3	8.6	23.9
Accommodation, cafes and restaurants	6.2	5.5	7.0	*3.4	10.4
Transport and storage	7.9	5.6	8.4	5.3	13.7
Communication services	*3.3	*2.8	*4.0	*0.9	*4.9
Finance and insurance	*3.9	5.5	6.4	*1.9	8.2
Property and business services	8.8	6.7	9.4	9.5	18.8
Government administration and defence	13.3	9.6	13.7	*1.2	14.9
Education	*3.8	*2.4	*3.8	*2.2	6.0
Health and community services	*5.0	*2.9	*5.0	*2.4	7.3
Cultural and recreational services	*1.9	*1.9	*2.4	*1.1	*3.4
Personal and other services	*2.1	*1.5	*2.1	*0.8	*3.0
<i>Occupation of job from which retrenched or made redundant —</i>					
Managers and administrators	9.3	9.5	12.0	5.6	17.6
Professionals	15.3	7.6	16.1	12.4	28.5
Associate professionals	11.9	12.1	15.1	7.8	22.9
Tradespersons and related workers	30.8	20.1	33.8	32.9	66.7
Advanced clerical and service workers	*1.2	*1.5	*1.5	*0.7	*2.2
Intermediate clerical, sales and service workers	15.8	15.7	18.7	6.9	25.6
Intermediate production and transport workers	19.3	14.2	24.2	14.8	39.0
Elementary clerical, sales and service workers	9.4	9.2	10.6	*3.0	13.6
Labourers and related workers	27.7	22.2	30.8	12.3	43.1
<i>Total</i>	<i>140.6</i>	<i>112.2</i>	<i>162.7</i>	<i>96.4</i>	<i>259.1</i>

6. PERSONS RETRENCHED OR MADE REDUNDANT AND EMPLOYED IN JULY 1997, CHANGES IN EMPLOYMENT AND JOB CHARACTERISTICS(a) SINCE RETRENCHED—continued

	<i>Changed industry or occupation</i>			<i>Did not change industry or occupation</i>	<i>Total</i>
	<i>Changed industry</i>	<i>Changed occupation</i>	<i>Total(b)</i>		
FEMALES					
— '000 —					
<i>Whether changed full-time/part-time status —</i>					
Did not change full-time/part-time status	41.8	27.7	47.8	29.4	77.2
Changed full-time/part-time status	23.6	18.5	27.4	11.3	38.6
Changed from full-time to part-time status	16.1	12.2	18.4	6.5	24.9
Changed from part-time to full-time status	7.5	6.3	9.0	*4.8	13.8
<i>Whether changed permanent/casual status —</i>					
Did not change permanent/casual status	35.2	25.8	42.2	28.8	71.1
Changed permanent/casual status	21.2	14.7	23.4	9.9	33.3
Changed from permanent to casual status	14.5	10.0	16.2	7.0	23.2
Changed from casual to permanent status	6.7	*4.6	7.2	*2.9	10.1
Current job is not an employee job	9.1	5.7	9.5	*1.9	11.4
<i>Industry of job from which retrenched or made redundant —</i>					
Agriculture, forestry, and fishing	*0.5	*0.5	*0.5	*1.1	*1.6
Mining	*0.5	*0.0	*0.5	*0.0	*0.5
Manufacturing	12.1	8.8	14.2	7.7	21.9
Electricity, gas and water supply	*0.9	*0.5	*0.9	*0.4	*1.3
Construction	*1.3	*0.4	*1.3	*0.0	*1.3
Wholesale trade	*4.0	*1.5	*4.0	*1.3	5.3
Retail trade	8.9	9.0	11.2	6.8	18.0
Accommodation, cafes and restaurants	*3.8	*4.6	*5.1	*4.5	9.6
Transport and storage	*1.0	*0.4	*1.2	*0.8	*2.0
Communication services	*2.1	*1.2	*2.1	*0.2	*2.3
Finance and insurance	*4.8	*2.0	5.4	*2.2	7.7
Property and business services	7.0	*4.8	7.8	*3.7	11.5
Government administration and defence	*4.3	*3.4	*4.7	*0.7	5.4
Education	*2.7	*1.9	*3.2	*2.9	6.1
Health and community services	5.3	*4.4	6.8	5.9	12.8
Cultural and recreational services	*3.3	*1.4	*3.3	*1.2	*4.5
Personal and other services	*2.9	*1.2	*2.9	*1.2	*4.1
<i>Occupation of job from which retrenched or made redundant —</i>					
Managers and administrators	*1.7	*1.5	*2.2	*0.0	*2.2
Professionals	6.5	*3.8	7.6	8.6	16.2
Associate professionals	*4.8	*4.1	5.9	*1.5	7.4
Tradespersons and related workers	*2.4	*3.1	*3.3	*2.3	5.6
Advanced clerical and service workers	8.4	5.1	10.0	*4.0	14.1
Intermediate clerical, sales and service workers	23.9	13.9	26.3	11.4	37.7
Intermediate production and transport workers	*3.7	*2.9	*3.7	*1.0	*4.8
Elementary clerical, sales and service workers	7.8	7.8	9.1	6.3	15.4
Labourers and related workers	6.2	*4.1	7.1	5.5	12.6
<i>Total</i>	<i>65.5</i>	<i>46.2</i>	<i>75.1</i>	<i>40.7</i>	<i>115.8</i>

6. PERSONS RETRENCHED OR MADE REDUNDANT AND EMPLOYED IN JULY 1997, CHANGES IN EMPLOYMENT AND JOB CHARACTERISTICS(a) SINCE RETRENCHED—continued

	<i>Changed industry or occupation</i>			<i>Did not change industry or occupation</i>	<i>Total</i>
	<i>Changed industry</i>	<i>Changed occupation</i>	<i>Total(b)</i>		
PERSONS					
— '000 —					
<i>Whether changed full-time/part-time status —</i>					
Did not change full-time/part-time status	145.8	109.4	170.7	116.6	287.3
Changed full-time/part-time status	60.2	49.0	67.2	20.4	87.6
Changed from full-time to part-time status	41.9	34.3	46.8	11.6	58.4
Changed from part-time to full-time status	18.4	14.7	20.4	8.8	29.2
<i>Whether changed permanent/casual status —</i>					
Did not change permanent/casual status	106.6	85.1	128.6	99.1	227.7
Changed permanent/casual status	68.4	50.5	75.9	30.0	105.9
Changed from permanent to casual status	49.6	36.5	55.1	19.1	74.3
Changed from casual to permanent status	18.8	14.0	20.8	10.9	31.6
Current job is not an employee job	31.1	22.7	33.4	7.9	41.3
<i>Industry of job from which retrenched or made redundant —</i>					
Agriculture, forestry, and fishing	*2.9	*2.8	*3.1	5.6	8.7
Mining	*4.2	*1.6	*4.8	*2.3	7.2
Manufacturing	45.1	37.9	56.0	33.1	89.0
Electricity, gas and water supply	7.1	*3.7	7.1	*1.0	8.1
Construction	14.4	10.7	17.3	18.7	36.0
Wholesale trade	17.0	10.8	18.5	8.9	27.4
Retail trade	21.9	20.9	26.4	15.4	41.9
Accommodation, cafes and restaurants	10.0	10.2	12.0	8.0	20.0
Transport and storage	8.9	6.0	9.6	6.1	15.7
Communication services	5.4	*4.1	6.1	*1.1	7.2
Finance and insurance	8.7	7.5	11.8	*4.1	15.9
Property and business services	15.8	11.6	17.2	13.2	30.3
Government administration and defence	17.6	13.0	18.3	*1.9	20.3
Education	6.5	*4.3	7.0	5.1	12.1
Health and community services	10.3	7.2	11.8	8.3	20.1
Cultural and recreational services	5.2	*3.3	5.7	*2.3	7.9
Personal and other services	*5.0	*2.7	*5.0	*2.1	7.1
<i>Occupation of job from which retrenched or made redundant —</i>					
Managers and administrators	10.9	11.0	14.2	5.6	19.8
Professionals	21.9	11.4	23.7	21.0	44.7
Associate professionals	16.6	16.2	21.0	9.3	30.3
Tradespersons and related workers	33.2	23.2	37.0	35.2	72.2
Advanced clerical and service workers	9.5	6.6	11.6	*4.7	16.3
Intermediate clerical, sales and service workers	39.7	29.5	45.0	18.3	63.3
Intermediate production and transport workers	23.1	17.2	27.9	15.9	43.8
Elementary clerical, sales and service workers	17.2	17.0	19.7	9.3	29.0
Labourers and related workers	33.9	26.3	37.9	17.8	55.6
Total	206.0	158.4	237.9	137.0	374.9

(a) Changes in employment characteristics refer to changes from the jobs from which the respondents were most recently retrenched and their jobs in July 1997. Changes in industry and occupation refer to changes at the division and major group level, respectively. (b) As some persons changed both industry and occupation, the sum of the two is greater than the total.

7. PERSONS RETRENCHED OR MADE REDUNDANT AND UNEMPLOYED IN JULY 1997, AGE AND JOB SEARCH ACTIVITIES

	<i>Looking for full-time work</i>	<i>Looking for part-time work</i>	<i>Total</i>	<i>Average duration of current period of unemployment</i>
MALES				
	— '000 —			— weeks —
<i>Age (years) —</i>				
18-24	40.5	*2.6	43.2	32
25-34	40.8	*1.0	41.7	31
35-44	27.5	*0.4	27.9	30
45-54	28.1	*1.0	29.2	32
55-64	14.0	*1.8	15.8	42
<i>All active steps taken to find work —</i>				
Wrote, telephoned or applied in person to an employer for work	148.2	6.8	155.0	32
Checked factory or CES noticeboards	81.8	*1.5	83.3	35
Been registered with the CES	132.7	*4.1	136.8	35
Checked or registered with any other employment agency	19.6	*0.4	20.0	33
Advertised or tendered for work	13.4	*0.0	13.4	25
Contacted friends or relatives	62.3	*1.8	64.1	37
<i>Agencies contacted for employment assistance after retrenchment or redundancy —</i>				
CES/DEETYA	132.2	*4.0	136.2	34
TAFE or educational institution	23.2	*0.9	24.1	43
Private employment agencies	35.4	*1.0	36.3	34
Employers	89.1	*2.1	91.3	33
Union	5.7	*0.4	6.1	*30
Other	18.3	*0.3	18.6	34
None	*4.6	*2.1	6.7	*24
<i>Type of employment assistance provided —</i>				
Referred to CES notice board	90.1	*2.1	92.2	36
Referred to an interview for a job	37.7	*0.4	38.1	35
A job placement	6.8	*0.0	6.8	*37
Advice on job hunting	36.5	*0.7	37.2	39
Career advice	19.0	*1.0	20.0	38
Other assistance	13.2	*1.3	14.4	42
None	32.1	*0.3	32.4	28
<i>Duration of current period of unemployment —</i>				
Under 1 year	115.6	*5.0	120.6	18
1 and under 4 weeks	17.5	*2.3	19.8	2
4 and under 8 weeks	18.8	*0.3	19.1	5
8 and under 13 weeks	13.2	*0.0	13.2	9
13 and under 26 weeks	24.8	*1.9	26.7	17
26 and under 39 weeks	32.0	*0.6	32.6	31
39 and under 52 weeks	9.3	*0.0	9.3	*44
One year and over	35.4	*1.8	37.2	80
1 and under 2 years	28.0	*1.8	29.8	68
2 years and over	7.4	*0.0	7.4	*128
<i>Number of offers of employment in the previous twelve months —</i>				
None	134.9	6.1	141.0	32
One	12.2	*0.3	12.4	33
Two or more	*3.8	*0.4	*4.3	*25
<i>Total</i>	<i>150.9</i>	<i>6.8</i>	<i>157.7</i>	<i>32</i>

7. PERSONS RETRENCHED OR MADE REDUNDANT AND UNEMPLOYED IN JULY 1997, AGE AND JOB SEARCH ACTIVITIES—continued

	<i>Looking for full-time work</i>	<i>Looking for part-time work</i>	<i>Total</i>	<i>Average duration of current period of unemployment</i>
FEMALES				
	— '000 —			— weeks —
<i>Age (years) —</i>				
18-24	12.1	*1.5	13.6	29
25-34	10.6	*0.9	11.5	22
35-44	7.4	*1.9	9.3	*25
45-54	6.5	*0.8	7.3	*33
55-64	*0.8	*0.3	*1.1	*61
<i>All active steps taken to find work —</i>				
Wrote, telephoned or applied in person to an employer for work	35.2	*4.4	39.5	29
Checked factory or CES noticeboards	17.2	*1.1	18.3	29
Been registered with the CES	31.8	*3.0	34.8	31
Checked or registered with any other employment agency	7.0	*0.3	7.3	*23
Advertised or tendered for work	*5.0	*0.4	5.4	*39
Contacted friends or relatives	14.6	*1.1	15.7	34
<i>Agencies contacted for employment assistance after retrenchment or redundancy —</i>				
CES/DEETYA	31.5	*3.6	35.1	31
TAFE or educational institution	10.3	*1.2	11.5	34
Private employment agencies	9.1	*0.5	9.5	13
Employers	24.3	*3.0	27.3	31
Union	*0.4	*0.0	*0.4	*110
Other	6.0	*1.2	7.1	*25
None	*1.4	*0.4	*1.8	*8
<i>Type of employment assistance provided —</i>				
Referred to CES notice board	21.0	*1.7	22.7	32
Referred to an interview for a job	11.7	*0.3	12.0	21
A job placement	*0.8	*0.0	*0.8	*14
Advice on job hunting	10.1	*0.4	10.5	29
Career advice	5.2	*1.7	6.9	*19
Other assistance	*3.4	*0.0	*3.4	*20
None	8.2	*1.7	9.9	30
<i>Duration of current period of unemployment —</i>				
Under 1 year	30.8	*4.7	35.5	16
1 and under 4 weeks	*4.9	*1.1	5.9	*2
4 and under 8 weeks	6.0	*0.1	6.1	*5
8 and under 13 weeks	*3.2	*0.9	*4.1	*9
13 and under 26 weeks	9.0	*1.9	10.9	18
26 and under 39 weeks	5.5	*0.7	6.2	*30
39 and under 52 weeks	*2.3	*0.0	*2.3	*41
One year and over	6.5	*0.8	7.3	*86
1 and under 2 years	*4.9	*0.5	5.3	*63
2 years and over	*1.6	*0.3	*2.0	*150
<i>Number of offers of employment in the previous twelve months —</i>				
None	32.4	*4.6	37.0	26
One	*3.4	*0.4	*3.9	*25
Two or more	*1.5	*0.4	*1.9	*58
<i>Total</i>	37.4	5.4	42.8	28

7. PERSONS RETRENCHED OR MADE REDUNDANT AND UNEMPLOYED IN JULY 1997, AGE AND JOB SEARCH ACTIVITIES—continued

	<i>Looking for full-time work</i>	<i>Looking for part-time work</i>	<i>Total</i>	<i>Average duration of current period of unemployment</i>
PERSONS	— '000 —			— weeks —
<i>Age (years) —</i>				
18-24	52.6	*4.1	56.7	31
25-34	51.4	*1.9	53.3	29
35-44	34.9	*2.3	37.1	28
45-54	34.6	*1.8	36.5	32
55-64	14.8	*2.1	16.9	43
<i>All active steps taken to find work —</i>				
Wrote, telephoned or applied in person to an employer for work	183.4	11.2	194.5	32
Checked factory or CES noticeboards	99.0	*2.6	101.6	34
Been registered with the CES	164.5	7.1	171.6	34
Checked or registered with any other employment agency	26.6	*0.6	27.3	30
Advertised or tendered for work	18.4	*0.4	18.8	29
Contacted friends or relatives	77.0	*2.9	79.9	37
<i>Agencies contacted for employment assistance after retrenchment or redundancy —</i>				
CES/DEETYA	163.7	7.6	171.3	33
TAFE or educational institution	33.5	*2.1	35.6	40
Private employment agencies	44.4	*1.4	45.8	30
Employers	113.4	5.1	118.6	32
Union	6.1	*0.4	6.5	*35
Other	24.2	*1.5	25.7	31
None	6.0	*2.6	8.5	*21
<i>Type of employment assistance provided —</i>				
Referred to CES notice board	111.1	*3.8	114.9	35
Referred to an interview for a job	49.4	*0.8	50.2	32
A job placement	7.6	*0.0	7.6	*34
Advice on job hunting	46.6	*1.1	47.7	37
Career advice	24.2	*2.6	26.9	33
Other assistance	16.6	*1.3	17.9	38
None	40.3	*1.9	42.2	28
<i>Duration of current period of unemployment —</i>				
Under 1 year	146.4	9.7	156.1	17
1 and under 4 weeks	22.3	*3.3	25.7	2
4 and under 8 weeks	24.8	*0.4	25.2	5
8 and under 13 weeks	16.4	*0.9	17.3	9
13 and under 26 weeks	33.8	*3.8	37.6	17
26 and under 39 weeks	37.4	*1.3	38.8	30
39 and under 52 weeks	11.6	*0.0	11.6	43
One year and over	41.9	*2.6	44.4	81
1 and under 2 years	32.9	*2.3	35.1	67
2 years and over	9.0	*0.3	9.3	*132
<i>Number of offers of employment in the previous twelve months —</i>				
None	167.3	10.7	178.0	31
One	15.6	*0.7	16.3	31
Two or more	5.4	*0.8	6.2	*35
Total	188.3	12.2	200.5	31

8. PERSONS RETRENCHED OR MADE REDUNDANT AND UNEMPLOYED IN JULY 1997, MAIN DIFFICULTY IN FINDING WORK

	Duration of current period of unemployment(a)			Average duration of current period of unemployment
	Under 1 year	One year or more	Total	
MALES				
	— '000 —			— weeks —
<i>Main difficulty in finding work —</i>				
Considered too young or too old by employers	19.9	6.0	25.9	38
Insufficient work experience	6.5	*2.5	9.0	*36
Too many applicants for available jobs	21.6	5.6	27.2	30
Lacked necessary skills/education	12.9	*4.3	17.2	35
No vacancies at all	15.1	6.2	21.3	32
No vacancies in line of work	17.9	*4.5	22.4	29
Too far to travel/transport problems	8.8	*1.8	10.6	27
Own ill health or disability	6.0	*2.7	8.7	*36
Other difficulties(b)	6.9	*3.1	10.0	39
No difficulties at all	*4.8	*0.6	5.4	*16
Total	120.6	37.2	157.7	32
FEMALES				
	— '000 —			— weeks —
<i>Main difficulty in finding work —</i>				
Considered too young or too old by employers	*3.8	*1.6	5.4	*38
Insufficient work experience	*1.1	*0.0	*1.1	*14
Too many applicants for available jobs	7.1	*1.9	8.9	*33
Lacked necessary skills/education	*3.5	*0.6	*4.1	*32
No vacancies at all	5.4	*0.3	5.7	*20
No vacancies in line of work	5.2	*0.2	5.5	*14
Too far to travel/transport problems	*2.9	*0.2	*3.1	*20
Own ill health or disability	*1.0	*0.4	*1.4	*35
Other difficulties(b)	*2.1	*1.9	*4.0	*48
No difficulties at all	*3.4	*0.3	*3.7	*16
Total	35.5	7.3	42.8	28
PERSONS				
	— '000 —			— weeks —
<i>Main difficulty in finding work —</i>				
Considered too young or too old by employers	23.7	7.6	31.3	38
Insufficient work experience	7.6	*2.5	10.1	33
Too many applicants for available jobs	28.7	7.5	36.1	30
Lacked necessary skills/education	16.4	*4.8	21.3	34
No vacancies at all	20.5	6.5	27.0	29
No vacancies in line of work	23.2	*4.7	27.8	26
Too far to travel/transport problems	11.7	*2.0	13.6	25
Own ill health or disability	7.0	*3.1	10.1	36
Other difficulties(b)	9.1	*4.9	14.0	42
No difficulties at all	8.3	*0.8	9.1	*16
Total	156.1	44.4	200.5	31

(a) For the purpose of measuring duration of unemployment, periods of employment of less than two weeks duration are not considered a break in an otherwise continuous period of unemployment. (b) Other includes Language difficulties, Unsuitable hours, Difficulties with childcare, Other family difficulties and Difficulties due to ethnic background.

**9. PERSONS RETRENCHED OR MADE REDUNDANT AND UNEMPLOYED IN JULY 1997, CHARACTERISTICS OF JOB(a)
FROM WHICH RETRENCHED**

	Duration of current period of unemployment (b)		Total
	Under 1 year	One year or more	
MALES			
	— '000 —		
<i>Was retrenched in —</i>			
January-June 1997	66.5	*1.6	68.1
1996	45.6	21.7	67.2
1995	6.8	11.2	18.0
July-December 1994	*1.4	*0.8	*2.2
Not determined	*0.3	*1.9	*2.3
<i>Full-time or part-time status of job from which retrenched or made redundant —</i>			
Full-time	118.4	34.3	152.7
Part-time	*2.2	*2.8	*5.0
<i>Permanent or casual status of job from which retrenched or made redundant —</i>			
Permanent	70.9	23.9	94.7
Casual	49.7	13.3	63.0
<i>Sector of job from which retrenched or made redundant —</i>			
Public	16.9	*4.5	21.4
Private	103.7	32.7	136.4
<i>Industry of job from which retrenched or made redundant —</i>			
Agriculture, forestry, and fishing	*5.0	*0.7	5.7
Mining	*1.6	*0.4	*2.1
Manufacturing	37.2	11.5	48.7
Electricity, gas and water supply	*3.5	*2.1	5.6
Construction	13.1	*4.6	17.7
Wholesale trade	7.6	*4.1	11.6
Retail trade	13.5	*4.6	18.1
Accommodation, cafes and restaurants	*4.9	*2.7	7.7
Transport and storage	6.2	*2.8	9.0
Communication services	*3.0	*0.2	*3.2
Finance and insurance	*0.5	*0.3	*0.8
Property and business services	7.5	*0.0	7.5
Government administration and defence	6.3	*0.6	7.0
Education	*2.7	*0.7	*3.3
Health and community services	*1.9	*0.7	*2.7
Cultural and recreational services	*2.3	*0.0	*2.3
Personal and other services	*3.8	*1.1	*4.9
<i>Occupation of job from which retrenched or made redundant —</i>			
Managers and administrators	*2.2	*1.3	*3.5
Professionals	10.5	*0.5	11.0
Associate professionals	7.7	*1.2	8.9
Tradespersons and related workers	27.1	7.5	34.6
Advanced clerical and service workers	*0.2	*0.0	*0.2
Intermediate clerical, sales and service workers	9.7	*4.5	14.3
Intermediate production and transport workers	24.4	7.2	31.7
Elementary clerical, sales and service workers	6.9	*2.1	9.0
Labourers and related workers	31.7	12.8	44.5
<i>Duration in job from which retrenched or made redundant —</i>			
Under 3 months	24.8	5.2	30.0
3 and under 6 months	21.6	6.5	28.1
6 and under 9 months	19.6	5.6	25.2
9 and under 12 months	7.2	*2.5	9.7
1 and under 2 years	16.8	*3.6	20.4
2 and under 3 years	8.8	*3.7	12.5
3 and under 5 years	5.7	*3.3	9.0
5 and under 10 years	10.2	*4.0	14.2
10 and under 20 years	*5.0	*1.7	6.7
20 years and over	*0.9	*1.1	*2.0
<i>Total</i>	<i>120.6</i>	<i>37.2</i>	<i>157.7</i>

**9. PERSONS RETRENCHED OR MADE REDUNDANT AND UNEMPLOYED IN JULY 1997, CHARACTERISTICS OF JOB(a)
FROM WHICH RETRENCHED—continued**

	Duration of current period of unemployment (b)		Total
	Under 1 year	One year or more	
FEMALES			
— '000 —			
<i>Was retrenched in —</i>			
January-June 1997	20.2	*0.1	20.3
1996	11.9	*4.1	16.0
1995	*1.7	*2.1	*3.9
July-December 1994	*1.2	*0.7	*1.9
Not determined	*0.5	*0.3	*0.8
<i>Full-time or part-time status of job from which retrenched or made redundant —</i>			
Full-time	32.9	*4.9	37.7
Part-time	*2.6	*2.4	*5.1
<i>Permanent or casual status of job from which retrenched or made redundant —</i>			
Permanent	21.2	*2.8	24.0
Casual	14.2	*4.5	18.8
<i>Sector of job from which retrenched or made redundant —</i>			
Public	5.2	*0.1	5.3
Private	30.3	7.2	37.4
<i>Industry of job from which retrenched or made redundant —</i>			
Agriculture, forestry, and fishing	*1.0	*0.0	*1.0
Mining	*0.5	*0.0	*0.5
Manufacturing	*3.1	*1.8	*4.9
Electricity, gas and water supply	*0.0	*0.0	*0.0
Construction	*0.5	*0.0	*0.5
Wholesale trade	*0.8	*0.3	*1.1
Retail trade	7.1	*2.4	9.5
Accommodation, cafes and restaurants	*3.9	*0.7	*4.6
Transport and storage	*0.6	*0.0	*0.6
Communication services	*0.9	*0.0	*0.9
Finance and insurance	*0.8	*0.4	*1.2
Property and business services	*4.5	*0.0	*4.5
Government administration and defence	*1.6	*0.0	*1.6
Education	*1.7	*0.5	*2.2
Health and community services	*3.9	*0.9	*4.8
Cultural and recreational services	*1.7	*0.0	*1.7
Personal and other services	*2.7	*0.3	*3.0
<i>Occupation of job from which retrenched or made redundant —</i>			
Managers and administrators	*0.7	*0.4	*1.1
Professionals	*2.6	*0.0	*2.6
Associate professionals	*3.4	*0.3	*3.8
Tradespersons and related workers	*1.4	*0.5	*1.8
Advanced clerical and service workers	*1.4	*0.0	*1.4
Intermediate clerical, sales and service workers	10.4	*2.0	12.3
Intermediate production and transport workers	*1.4	*0.3	*1.7
Elementary clerical, sales and service workers	8.1	*2.2	10.3
Labourers and related workers	6.1	*1.5	7.7
<i>Duration in job from which retrenched or made redundant —</i>			
Under 3 months	*4.0	*1.7	5.7
3 and under 6 months	7.1	*0.8	7.9
6 and under 9 months	5.7	*1.4	7.0
9 and under 12 months	*1.7	*0.3	*2.0
1 and under 2 years	*4.1	*1.4	5.5
2 and under 3 years	*3.6	*0.3	*3.9
3 and under 5 years	*3.5	*0.6	*4.0
5 and under 10 years	*4.7	*0.6	5.2
10 and under 20 years	*1.0	*0.0	*1.0
20 years and over	*0.2	*0.3	*0.5
<i>Total</i>	35.5	7.3	42.8

**9. PERSONS RETRENCHED OR MADE REDUNDANT AND UNEMPLOYED IN JULY 1997, CHARACTERISTICS OF JOB(a)
FROM WHICH RETRENCHED—continued**

	Duration of current period of unemployment (b)		Total
	Under 1 year	One year or more	
PERSONS			
— '000 —			
<i>Was retrenched in —</i>			
January-June 1997	86.7	*1.7	88.3
1996	57.5	25.8	83.2
1995	8.5	13.3	21.8
July-December 1994	*2.6	*1.5	*4.1
Not determined	*0.8	*2.3	*3.1
<i>Full-time or part-time status of job from which retrenched or made redundant —</i>			
Full-time	151.2	39.2	190.4
Part-time	*4.8	5.2	10.1
<i>Permanent or casual status of job from which retrenched or made redundant —</i>			
Permanent	92.1	26.6	118.8
Casual	63.9	17.8	81.7
<i>Sector of job from which retrenched or made redundant —</i>			
Public	22.1	*4.6	26.7
Private	133.9	39.8	173.8
<i>Industry of job from which retrenched or made redundant —</i>			
Agriculture, forestry, and fishing	6.0	*0.7	6.7
Mining	*2.1	*0.4	*2.6
Manufacturing	40.3	13.3	53.6
Electricity, gas and water supply	*3.5	*2.1	5.6
Construction	13.6	*4.6	18.2
Wholesale trade	8.4	*4.4	12.7
Retail trade	20.6	6.9	27.5
Accommodation, cafes and restaurants	8.8	*3.5	12.3
Transport and storage	6.8	*2.8	9.6
Communication services	*4.0	*0.2	*4.2
Finance and insurance	*1.3	*0.7	*2.0
Property and business services	12.0	*0.0	12.0
Government administration and defence	8.0	*0.6	8.6
Education	*4.4	*1.1	5.5
Health and community services	5.9	*1.6	7.5
Cultural and recreational services	*4.0	*0.0	*4.0
Personal and other services	6.5	*1.4	7.9
<i>Occupation of job from which retrenched or made redundant —</i>			
Managers and administrators	*2.9	*1.7	*4.6
Professionals	13.1	*0.5	13.7
Associate professionals	11.2	*1.5	12.7
Tradespersons and related workers	28.5	8.0	36.4
Advanced clerical and service workers	*1.6	*0.0	*1.6
Intermediate clerical, sales and service workers	20.1	6.5	26.6
Intermediate production and transport workers	25.8	7.6	33.4
Elementary clerical, sales and service workers	15.0	*4.3	19.3
Labourers and related workers	37.9	14.3	52.2
<i>Duration in job from which retrenched or made redundant —</i>			
Under 3 months	28.8	6.8	35.7
3 and under 6 months	28.7	7.3	36.0
6 and under 9 months	25.3	6.9	32.2
9 and under 12 months	8.9	*2.8	11.7
1 and under 2 years	20.9	*5.0	25.9
2 and under 3 years	12.4	*4.0	16.4
3 and under 5 years	9.1	*3.9	13.0
5 and under 10 years	14.9	*4.5	19.4
10 and under 20 years	6.0	*1.7	7.7
20 years and over	*1.1	*1.4	*2.5
Total	156.1	44.4	200.5

(a) Where a respondent had more than one retrenchment in the reference period, characteristics of job from which retrenched were only collected for the respondent's most recent retrenchment. (b) For the purpose of measuring duration of unemployment, periods of employment of less than two weeks duration are not considered a break in an otherwise continuous period of unemployment.

10. POPULATIONS BY STATE OR TERRITORY OF USUAL RESIDENCE

	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	Aust.
MALES									
— '000 —									
<i>Population 1:</i> Persons aged 18-64 years who had held a job in the three years to 30 June 1997	1,719.9	1,282.0	961.6	403.5	523.2	123.3	41.1	92.7	5,147.4
<i>Population 2:</i> Persons aged 18-64 years who had been retrenched or made redundant in the three years to 30 June 1997	130.5	125.4	98.7	45.1	46.5	12.5	2.1	8.5	469.3
<i>Population 3:</i> Persons aged 18-64 years who had been retrenched or made redundant in the three years to 30 June 1997 and were employed in July 1997	67.8	70.2	55.5	24.3	28.0	6.7	*1.3	5.4	259.1
<i>Population 4:</i> Persons aged 18-64 years who had been retrenched or made redundant in the three years to 30 June 1997 and were unemployed in July 1997(a)	48.0	40.5	33.5	15.7	13.5	4.1	*0.6	1.9	157.7
FEMALES									
— '000 —									
<i>Population 1:</i> Persons aged 18-64 years who had held a job in the three years to 30 June 1997	1,384.9	1,049.6	786.0	331.4	421.2	98.0	37.5	83.2	4,191.8
<i>Population 2:</i> Persons aged 18-64 years who had been retrenched or made redundant in the three years to 30 June 1997	52.3	58.3	50.8	21.4	22.3	5.2	*1.3	4.6	216.1
<i>Population 3:</i> Persons aged 18-64 years who had been retrenched or made redundant in the three years to 30 June 1997 and were employed in July 1997	30.1	27.2	28.6	11.0	13.1	3.0	*0.9	1.9	115.8
<i>Population 4:</i> Persons aged 18-64 years who had been retrenched or made redundant in the three years to 30 June 1997 and were unemployed in July 1997(a)	*6.6	14.1	11.4	4.2	4.3	*0.9	*0.0	1.2	42.8
PERSONS									
— '000 —									
<i>Population 1:</i> Persons aged 18-64 years who had held a job in the three years to 30 June 1997	3,104.8	2,331.6	1,747.7	734.9	944.4	221.2	78.7	175.9	9,339.2
<i>Population 2:</i> Persons aged 18-64 years who had been retrenched or made redundant in the three years to 30 June 1997	182.8	183.7	149.5	66.5	68.8	17.7	3.3	13.1	685.4
<i>Population 3:</i> Persons aged 18-64 years who had been retrenched or made redundant in the three years to 30 June 1997 and were employed in July 1997	97.9	97.4	84.1	35.3	41.0	9.7	2.2	7.2	374.9
<i>Population 4:</i> Persons aged 18-64 years who had been retrenched or made redundant in the three years to 30 June 1997 and were unemployed in July 1997(a)	54.6	54.6	45.0	19.9	17.8	5.0	*0.6	3.1	200.5

(a) Excludes persons who have been stood down. Refer to paragraph 10 of the Explanatory Notes.

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this publication are compiled from data collected in the Retrenchment and Redundancy Survey that was conducted throughout Australia in July 1997. This survey was conducted as a supplement to the monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

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

SCOPE

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

4 Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for the handicapped), and inmates of prisons are further excluded from all supplementary surveys.

5 This survey was restricted to persons aged 18–64 years.

COVERAGE

6 The estimates in this publication relate to persons covered by the survey in July 1997. In the LFS, coverage rules are applied which aim to ensure that each person is associated with one dwelling only, and hence has only one chance of selection in the survey. See *Labour Force, Australia* (Cat. no. 6203.0).

RELIABILITY OF THE ESTIMATES

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

- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For further information on sampling error, refer to the Technical Notes.
- 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 non-sampling errors to a minimum by careful design of questionnaires, intensive training and supervision of interviewers, and efficient processing procedures.

SEASONAL FACTORS

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

NOTES ON ESTIMATES

9 In July 1997, there were an estimated 14,700 persons for whom sector of job from which retrenched or made redundant could not be determined. There were also an estimated 17,900 persons for whom sector of current job could not be determined. In both cases, these persons have been included in the private sector.

10 In July 1997, there were an estimated 3,300 persons who had been retrenched and were currently stood down without pay for less than four weeks for reasons other than bad weather or plant breakdown. It was inappropriate to ask these persons about either their job search experience or their current employment characteristics. These persons have been treated as not in the labour force.

11 Estimates in this publication relate to the number of *persons* affected by retrenchment or redundancy. Respondents were only asked details relating to their most recent retrenchment or redundancy in the reference period.

12 It was impracticable to apply the strict definitions used in the monthly LFS when obtaining information relating to employment during the reference period. Respondents were simply asked 'Did you have any job at all since 1 July 1994?'. It is for this reason the phrase '*had a job*' is used, rather than the more strictly defined term '*employed*'.

GENERAL ACKNOWLEDGMENT

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

RELATED STATISTICS

14 Other publications and products which may be of interest include:

- *Job Search Experience of Unemployed Persons, Australia* (Cat. no. 6222.0)
- *Labour Force, Australia* (Cat. no. 6203.0)
- *Labour Force Experience, Australia* (Cat. no. 6206.0)
- *Labour Mobility, Australia* (Cat. no. 6209.0)
- *Persons Who Have Left the Labour Force, Australia* (Cat. no. 6267.0.40.001)
- *Successful and Unsuccessful Job Search Experience, Australia* (Cat. no. 6245.0)

RELATED STATISTICS
continued

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

APPENDIX: POPULATIONS AND DATA ITEMS LIST

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

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

To obtain unpublished data or more information about our customised data service, see the advertisement at the end of this publication.

POPULATIONS

- POPULATION 1: Persons aged 18 to 64 years who had held a job in the three years to 30 June 1997.
- POPULATION 2: Persons aged 18 to 64 years who had been retrenched or made redundant in the three years to 30 June 1997.
- POPULATION 3: Persons aged 18 to 64 years who had been retrenched or made redundant in the three years to 30 June 1997 and were employed in July 1997.
- POPULATION 4: Persons aged 18 to 64 years who had been retrenched or made redundant in the three years to 30 June 1997 and were unemployed in July 1997.

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

DATA ITEM	POPULATIONS
6B RELATIONSHIP IN HOUSEHOLD (2)	ALL
Family member	
Husband or wife	
With children under 15	
Without children under 15	
Lone parent	
With children under 15	
With dependent student(s) but without children under 15	
Without dependants	
Other family person	
Dependent student(a)	
Non-dependent child(b)	
Non-family member	
Lone person	
Not living alone	
Family status not determined	

(a) Excludes persons aged 20–24 attending school. Also excludes sons or daughters aged 15–24 who are classified as husbands, wives or lone parents. (b) Aged 15 and over.

DATA ITEM	POPULATIONS
7A BIRTHPLACE AND PERIOD OF ARRIVAL	ALL
Born in Australia	
Born outside Australia	
Arrived before 1971	
Arrived 1971–1980	
Arrived 1981–1990	
Arrived 1991 to survey date	

DATA ITEM	POPULATIONS
7B BIRTHPLACE (1)	ALL
Born in Australia	
Born outside Australia	
Born in main English-speaking countries	
Born in other countries	

DATA ITEM	POPULATIONS
7C BIRTHPLACE (2)	ALL
Born in Australia	
Born outside Australia	
Oceania	
New Zealand	
Europe and the former USSR	
Germany	
Greece	
Italy	
Netherlands	
UK and Ireland	
Former Yugoslav Republics	
The Middle East and North Africa	
Lebanon	
Southeast Asia	
Malaysia	
Philippines	
Viet Nam	
Northeast Asia	
China(a)	
Southern Asia	
The Americas	
Africa (excluding North Africa)	

(a) Includes Hong Kong SAR.

DATA ITEM	POPULATIONS
8 AGE (YEARS)	ALL
18–24	
25–34	
35–44	
45–54	
55–64	

DATA ITEM	POPULATIONS
9 CURRENT LABOUR FORCE STATUS	ALL
Employed	
Unemployed	
Not in the labour force	

DATA ITEM	POPULATIONS
10 NUMBER OF TIMES RETRENCHED/MADE REDUNDANT IN THE THREE YEARS TO 30 JUNE 1997	2–4
Once	
Twice	
Three times or more	

DATA ITEM	POPULATIONS
12 PERMANENT OR CASUAL STATUS OF JOB FROM WHICH MOST RECENTLY RETRENCHED/MADE REDUNDANT	2-4
Permanent	
Casual	
13 FULL-TIME OR PART-TIME STATUS OF JOB FROM WHICH MOST RECENTLY RETRENCHED/MADE REDUNDANT	2-4
Full-time	
Part-time	
14 OCCUPATION OF JOB FROM WHICH MOST RECENTLY RETRENCHED/MADE REDUNDANT	2-4
Managers and administrators	
Professionals	
Associate professionals	
Tradespersons and related workers	
Advanced clerical and service workers	
Intermediate clerical, sales and service workers	
Intermediate production and transport workers	
Elementary clerical, sales and service workers	
Labourers and related workers	
15 INDUSTRY OF JOB FROM WHICH MOST RECENTLY RETRENCHED/MADE REDUNDANT	2-4
Agriculture, forestry and fishing	
Mining	
Manufacturing	
Electricity, gas and water supply	
Construction	
Wholesale trade	
Retail trade	
Accommodation, cafes and restaurants	
Transport and storage	
Communication services	
Finance and insurance	
Property and business services	
Government administration and defence	
Education	
Health and community services	
Cultural and recreational services	
Personal and other services	

DATA ITEM	POPULATIONS
16 SECTOR OF JOB FROM WHICH MOST RECENTLY RETRENCHED/MADE REDUNDANT	2-4
Public	
Private/Don't know	
Private	
Don't know	
17 DURATION IN JOB FROM WHICH MOST RECENTLY RETRENCHED/MADE REDUNDANT	2-4
Under 3 months	
3 and under 6 months	
6 and under 9 months	
9 and under 12 months	
1 and under 2 years	
2 and under 3 years	
3 and under 5 years	
5 and under 10 years	
10 and under 20 years	
20 years and over	
18 WHETHER GIVEN PRIOR NOTICE OF RETRENCHMENT	2-4
Prior notice given —	
Less than 1 day	
1 to 6 days	
1 and under 5 weeks	
5 and under 8 weeks	
9 and under 13 weeks	
13 weeks or more	
No prior notice given	
19 MAIN REASON MOST RECENTLY RETRENCHED/MADE REDUNDANT	2-4
Not enough work/job cuts	
Business closed	
Change of management	
Other business problems	
Ill health or physical disability	
Nature of job changed/new technology	
Too young or too old	
Other	
20 AGENCIES VISITED AFTER MOST RECENT RETRENCHMENT	2-4
CES/DEETYA	
TAFE or educational institution	
Private employment agencies	
Employers	
Union	
Other	
None	

DATA ITEM	POPULATIONS	DATA ITEM	POPULATIONS
21 TYPE OF ASSISTANCE PROVIDED	2-4	24 STATUS IN EMPLOYMENT OF CURRENT JOB	3
Referred to CES notice board		Employee	
Referred to an interview for a job		Employer	
A job placement		Own account worker	
Advice on job hunting		Payment in kind/Contributing family workers	
Career advice			
Other assistance			
None			
22 EDUCATIONAL ATTAINMENT AT JULY 1997	2-4	25 PERMANENT OR CASUAL STATUS OF CURRENT JOB	3
With post-school qualifications		Employee	
Higher degree		Permanent employee	
Post-graduate diploma		Casual employee	
Bachelor degree		Self-employed	
Undergraduate or associate diploma		Other	
Skilled or basic vocational qualification			
Other			
Level unknown (nursing)		26 FULL-TIME OR PART-TIME STATUS OF CURRENT JOB	3
Without post-school qualifications		Full-time	
Completed highest level of secondary school		Part-time	
Did not complete highest level of secondary school			
Left school at age —		27 OCCUPATION OF CURRENT JOB	3
under 14 years		Managers and administrators	
under 15 years		Professionals	
under 16 years		Associate professionals	
under 17 years		Tradespersons and related workers	
under 18 years		Advanced clerical and service workers	
under 19 years		Intermediate clerical, sales and service workers	
under 20 years		Intermediate production and transport workers	
20 years or more		Elementary clerical, sales and service workers	
Never attended school		Labourers and related workers	
Still at school			
23 WHETHER ATTENDING AN EDUCATIONAL INSTITUTION AND LEVEL OF COURSE	2-4	28 INDUSTRY OF CURRENT JOB	3
Attending in July 1997		Agriculture, forestry and fishing	
Higher degree		Mining	
Post-graduate diploma		Manufacturing	
Bachelor degree		Electricity, gas and water supply	
Undergraduate or associate diploma		Construction	
Skilled or basic vocational qualification		Wholesale trade	
Secondary school qualifications		Retail trade	
Other		Accommodation, cafes and restaurants	
Level unknown (nursing)		Transport and storage	
Not attending in July 1997		Communication services	
		Finance and insurance	
		Property and business services	
		Government administration and defence	
		Education	
		Health and community services	
		Cultural and recreational services	
		Personal and other services	

DATA ITEM	POPULATIONS
29 SECTOR OF CURRENT JOB	3
Public	
Private/Don't know	
Private	
Don't know	
30 WHETHER CHANGED OCCUPATION SINCE MOST RECENT RETRENCHMENT/REDUNDANCY	3
Did not change occupation	
Changed occupation	
31 WHETHER CHANGED INDUSTRY SINCE MOST RECENT RETRENCHMENT/REDUNDANCY	3
Did not change industry	
Changed industry	
32 WHETHER CHANGED STATUS IN EMPLOYMENT SINCE MOST RECENT RETRENCHMENT/REDUNDANCY	3
Did not change status in employment	
Changed status in employment	
From employee —	
To employer	
To own account worker	
Other	
33 WHETHER CHANGED FULL-TIME/PART-TIME STATUS SINCE MOST RECENT RETRENCHMENT/REDUNDANCY	3
Did not change full-time/part-time status	
Changed full-time/part-time status	
Changed from full-time to part-time status	
Changed from part-time to full-time status	
Don't know	
34 WHETHER CHANGED PERMANENT/CASUAL STATUS SINCE MOST RECENT RETRENCHMENT/REDUNDANCY	3
Did not change permanent/casual status	
Changed permanent/casual status	
Changed from permanent to casual status	
Changed from casual to permanent status	
Don't know	
35 WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK	4
Looking for full-time work	
Looking for part-time work	

DATA ITEM	POPULATIONS
36 DURATION OF CURRENT PERIOD OF UNEMPLOYMENT	4
Under 1 year	
1 and under 4 weeks	
4 and under 8 weeks	
8 and under 13 weeks	
13 and under 26 weeks	
26 and under 39 weeks	
39 and under 52 weeks	
One year and over	
1 and under 2 years	
2 years and over	
37 ACTIVE STEPS TAKEN TO FIND WORK DURING CURRENT PERIOD OF UNEMPLOYMENT	4
Wrote, telephoned or applied in person to an employer for work	
Answered a newspaper advertisement for a job	
Checked factory or CES noticeboards	
Been registered with the CES	
Checked or registered with any other employment agency	
Advertised or tendered for work	
Contacted friends or relatives	
38A WHETHER WOULD MOVE INTERSTATE IF OFFERED A SUITABLE JOB	4
Would move interstate	
Would not move interstate	
May move interstate —	
Depending on job conditions	
Other	
Undecided	
38B WHETHER WOULD MOVE INTERSTATE IF OFFERED A SUITABLE JOB	4
Has applied for a job interstate	
Would move interstate	
May move interstate —	
Depending on job conditions	
Personal/family reasons	
Specific State	
Other	
Has not applied for a job interstate	
Would move interstate	
May move interstate —	
Depending on job conditions	
Personal/family reasons	
Specific State	
Other	
Would not move interstate	
Not asked	

DATA ITEM	POPULATIONS
39A WHETHER WOULD MOVE INTRASTATE IF OFFERED A SUITABLE JOB	4
Would move intrastate	
Would not move intrastate	
May move intrastate —	
Depending on job conditions	
Other	
Undecided	
39B WHETHER WOULD MOVE INTRASTATE IF OFFERED A SUITABLE JOB	4
Has applied for a job intrastate	
Would move intrastate	
May move intrastate —	
Depending on job conditions	
Personal/family reasons	
Specific part of the State	
Other	
Has not applied for a job intrastate	
Would move intrastate	
May move intrastate —	
Depending on job conditions	
Personal/family reasons	
Specific part of the State	
Other	
Would not move intrastate	
Not asked	
40 ALL DIFFICULTIES EXPERIENCED IN FINDING WORK	4
Too many applicants for available jobs	
No vacancies in line of work	
Considered too young or too old by employers	
Insufficient work experience	
Lacked necessary skills/education	
No vacancies at all	
Too far to travel/transport problems	
Language difficulties	
Own ill health or disability	
Unsuitable hours	
Difficulties with childcare	
Other family responsibilities	
Difficulties because of ethnic background	
Other difficulties	
No difficulties reported	

DATA ITEM	POPULATIONS
41 MAIN DIFFICULTY EXPERIENCED IN FINDING WORK	4
Too many applicants for available jobs	
No vacancies in line of work	
Considered too young or too old by employers	
Insufficient work experience	
Lacked necessary skills/education	
No vacancies at all	
Too far to travel/transport problems	
Language difficulties	
Own ill health or disability	
Unsuitable hours	
Difficulties with childcare	
Other family responsibilities	
Difficulties because of ethnic background	
Other difficulties	
No difficulties reported	
42 WHETHER HAD WORKED FULL-TIME	4
Had never worked full-time	
Had worked full-time	
43 NUMBER OF OFFERS OF EMPLOYMENT IN THE PREVIOUS TWELVE MONTHS	4
None	
One or more	
One	
Two	
Three or more	
44 NUMBER OF SPELLS OF LOOKING FOR WORK IN THE PREVIOUS TWELVE MONTHS	4
One	
Two	
Three or more	
45 TIME SPENT LOOKING FOR WORK IN THE PREVIOUS TWELVE MONTHS	4
1 and under 2 weeks	
2 and under 4 weeks	
4 and under 8 weeks	
8 and under 13 weeks	
13 and under 26 weeks	
26 and under 39 weeks	
39 and under 52 weeks	
52 weeks	
46 WAS MOST RECENTLY RETRENCHED/MADE REDUNDANT IN	2-4
January-June 1997	
1996	
1995	
July-December 1994	

TECHNICAL NOTES

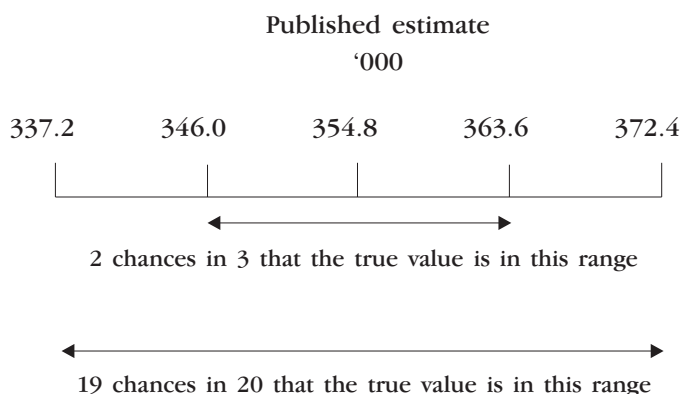
INTRODUCTION

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

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

CALCULATION OF STANDARD ERROR

3 An example of the calculation and the use of SEs in relation to estimates of persons is as follows. Table 2 shows the estimated number of males born in Australia who had been retrenched or made redundant in the three years to 30 June 1997 was 354,800. Since this estimate is between 300,000 and 500,000 the table of SEs (table T1) shows that the SE for Australia will lie between 8,300 and 10,200 and can be approximated by interpolation as 8,800 (rounded to the nearest 100). Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 346,000 to 363,600 and about 19 chances in 20 that the value will fall within the range 337,200 to 372,400. This example is illustrated in the diagram below.



CALCULATION OF
STANDARD ERROR *continued*

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

Duration of unemployment

5 The RSEs of estimates of average duration of unemployment are obtained by first finding the RSE of the estimate of the total number of persons contributing to the duration estimate (see table T1) and then multiplying the number so obtained by 1.3.

6 The following is an example of the SE calculation where the factor 1.3 must be used. Table 8 shows that the estimated average duration of unemployment for females was 28 weeks and the number of females was 42,800. From table T1 it can be calculated that the estimate (42,800) has a SE of about 3,600 and an RSE of about 8.4%. The RSE of the estimate of average duration of unemployment is calculated by multiplying this number (8.4%) by 1.3: $8.4 \times 1.3 = 10.9\%$. The SE of this estimate of average duration of unemployment is therefore 10.9% of 28, i.e. about three weeks. Therefore there are two chances in three that the average duration of unemployment for females that would have been obtained if all dwellings had been included in the survey would have been within the range 25–31 weeks, and about 19 chances in 20 that it would have been within the range 22–34 weeks.

Proportions and percentages

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

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

8 Considering the example from paragraph 3 above, of the 354,800 males born in Australia who were retrenched or made redundant in the three years to 30 June 1997, there were approximately 104,800 persons or 29.5% who were aged 25–34 years. The SE of the estimate of 104,800 is approximately 5,300, so the RSE is 5.1%. The RSE for 354,800 is 2.5%. Applying the above formula, the RSE of the proportion is $\sqrt{(5.1)^2 - (2.5)^2}$ or 4.4%, giving a SE for the proportion (29.5%) of 1.3 percentage points. Therefore, there are about two chances in three that the proportion of males aged 25–34 years was between 28.2% and 30.8% and 19 chances in 20 that the proportion is within the range 26.9% to 32.1%.

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 Standard errors contained in table T1 are applicable to all estimates from this survey. The levels at which averages have a RSE of 25% are shown in table T2.

T1

STANDARD ERRORS OF ESTIMATES

Size of estimate (persons)	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	Australia	
									(no.)	RSE (%)
100	..	..	..	..	..	90	130	90	..	..
200	..	..	240	200	230	140	180	120	210	105.0
300	360	310	300	250	280	170	220	150	270	90.0
500	480	410	390	320	360	220	270	190	370	74.0
700	560	480	460	380	420	260	310	220	440	62.9
1 000	680	580	540	460	500	310	370	260	540	54.0
1 500	830	710	660	550	600	370	440	310	670	44.7
2 000	950	820	760	630	680	420	510	350	780	39.0
2 500	1 060	920	850	700	760	470	560	390	880	35.2
3 000	1 160	1 000	930	760	820	500	610	420	970	32.3
3 500	1 240	1 080	1 000	820	880	540	650	450	1 050	30.0
4 000	1 330	1 150	1 060	870	940	570	700	470	1 130	28.3
5 000	1 450	1 300	1 150	950	1 050	600	750	500	1 250	25.0
7 000	1 700	1 500	1 350	1 100	1 200	700	900	600	1 500	21.4
10 000	2 000	1 750	1 600	1 300	1 400	800	1 050	700	1 800	18.0
15 000	2 400	2 100	1 900	1 550	1 650	950	1 300	800	2 200	14.7
20 000	2 750	2 400	2 200	1 750	1 900	1 000	1 450	900	2 500	12.5
30 000	3 300	2 850	2 600	2 050	2 250	1 150	1 750	1 050	3 050	10.2
40 000	3 700	3 250	2 950	2 300	2 500	1 250	2 000	1 200	3 450	8.6
50 000	4 050	3 550	3 200	2 550	2 750	1 350	2 250	1 300	3 850	7.7
100 000	5 400	4 700	4 250	3 300	3 600	1 650	3 100	1 650	5 200	5.2
150 000	6 350	5 550	5 000	3 850	4 200	1 800	3 750	1 900	6 200	4.1
200 000	7 100	6 200	5 600	4 250	4 700	1 950	4 300	2 100	7 000	3.5
300 000	8 300	7 200	6 500	4 950	5 450	2 100	..	2 400	8 300	2.8
500 000	10 000	8 700	7 850	5 900	6 600	2 350	..	..	10 200	2.0
1 000 000	12 850	11 100	10 100	7 450	8 400	..	..	..	13 350	1.3
2 000 000	16 300	14 050	12 800	9 300	10 650	..	..	..	17 250	0.9
5 000 000	22 000	18 800	17 300	..	..	..	..	..	23 800	0.5
10 000 000	..	..	..	..	..	..	..	..	29 950	0.3

T2

LEVELS AT WHICH ESTIMATES HAVE A RELATIVE STANDARD ERROR OF 25%

	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	Aust.
Estimates of –									
Average duration of unemployment	12 500	9 000	6 900	5 600	5 800	2 700	3 500	1 400	9 400
All other estimates	6 800	5 200	4 500	3 100	3 600	1 500	2 000	1 100	5 100

GLOSSARY

Active steps taken to find work	Steps taken to find work during the current period of unemployment. They comprise: writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or CES noticeboards; being registered with the CES or any other employment agency; advertising or tendering for work; and contacting friends or relatives.
All difficulties in finding work	All difficulties experienced during the current period of unemployment.
Average duration of (current period of) unemployment	The duration obtained by dividing the aggregate number of weeks a group has been unemployed by the number of persons in that group.
Casual workers	Workers who were not entitled to either <i>paid holiday leave</i> or <i>paid sick leave</i> in their job.
Duration in job from which retrenched or made redundant	The uninterrupted period of time the occupant spent in the job prior to retrenchment or redundancy.
Duration of (current period of) unemployment	The period from the time the person began looking for work to the end of the reference week. Thus the item measures the current (and continuing) period of unemployment rather than a completed spell. For persons who may have begun looking for work while still employed, the duration of current period of unemployment is defined as the period from the time the person last worked full-time for two weeks or more to the end of the reference period.
Educational attainment	Measures the highest educational qualification attained by the respondent, classified according to the Australian Bureau of Statistics Classification of Qualifications (ABSCQ). The seven categories for level of attainment are as follows:
<i>Higher degree</i>	Comprises primarily Doctorates and Master's degrees. The minimum entry requirements are usually a Master's degree or a first class honours degree for a Doctorate and completion of an honours degree for a Master's degree. The duration of study is a minimum of two to four years for a Doctorate and two years full-time or equivalent for a Master's degree. This level of qualification is designed to recognise significant contributions to original research or the application of knowledge within a given field of study.
<i>Post-graduate diploma</i>	Includes Graduate Certificates. The entry requirement is usually the successful completion of a Bachelor degree or an Undergraduate diploma. The duration of study ranges from six months (for a Graduate Certificate) to one year full-time study or equivalent. Courses usually build on undergraduate studies, and are designed to broaden or develop professional knowledge and skills in a related or new area of studies.

<i>Bachelor degree</i>	The entry requirement is the satisfactory completion of Year 12 or its equivalent. The duration of study ranges from three to six years full-time study or its equivalent. Courses are designed to provide students with a systematic and coherent introduction to a broad body of knowledge. The emphasis is on the underlying principles and concepts of that body of knowledge.
<i>Undergraduate diploma</i>	The entry requirement is usually the successful completion of Year 12 or its equivalent. The duration of study is three years full-time study or its equivalent. Certain other qualifications are classified to this level on the basis that their entry requirements, duration of study and theoretical orientation are regarded as being equivalent to those of undergraduate diplomas, for example, Certificate in Psychiatric Nursing. Courses are designed to provide individuals with the knowledge and skills necessary for practice in a professional or associate professional occupation.
<i>Associate diploma</i>	The entry requirement is usually the completion of Year 12 or the completion of Year 10 and a prerequisite certificate course. The duration of study ranges from one to two years full-time or its equivalent. Courses provide individuals with the knowledge and skill necessary to give support to professionals, and for positions in advanced trade, technical or associate professional occupations. Advanced Certificates, Technician's Certificates and Certificates of Technology are included in this level as they have broadly the same theoretical orientation as associate diplomas.
<i>Skilled Vocational Qualification</i>	The entry requirement is usually the completion of Year 10 or its equivalent. In addition, some courses may require a student to be concurrently employed in that specific field. The duration of study is two to four years, and typically involves some on-the-job training. Courses provide individuals with the knowledge and skills necessary to work in a specific vocation, recognised trade or craft that requires a high degree of skill in a range of related activities.
<i>Basic Vocational Qualification</i>	Often requires Year 10 completion, however many courses have no formal entry requirements. The duration of study ranges from one semester to one year of full-time study or equivalent. Courses provide individuals with the practical skills and background knowledge necessary for employment at the operative level in many different fields.

Employed	Persons aged 15 and over who during the reference week: <ul style="list-style-type: none"> ■ worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (comprising employees, employers and self-employed persons); or ■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or ■ were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to the end of the reference week; on strike or locked out; on workers' compensation and expecting to be returning to their job; or receiving wages or salary while undertaking full time study; or ■ were employers, own account workers or contributing family workers who had a job, business or farm, but were not at work.
Full-time workers	Employed persons who usually worked 35 hours or more a week (in all jobs) and others who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.
Industry	All occurrences of industry in this publication refer to Division, as classified by the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993</i> (Cat. no. 1292.0).
Labour force	All persons who, during the reference week, were employed or unemployed.
Labour force status	A classification of the civilian population aged 15 years and over into employed, unemployed or not in the labour force. See entries under each separate classification.
Main difficulty in finding work	The main difficulty experienced during the current period of unemployment.
Main English-speaking countries	Comprises the United Kingdom, Ireland, Canada, South Africa, the United States of America and New Zealand.
Not in the labour force	Persons who were not in the categories employed or unemployed, as defined. They include persons who were keeping house (unpaid), retired, voluntarily inactive, permanently unable to work, trainee teachers, members of contemplative religious orders, and persons whose only activity during the reference week was jury service or unpaid voluntary work for a charitable organisation. In this publication, persons who had been stood down from their job for less than four weeks for reasons other than bad weather or plant breakdown were classified as not in the labour force.

Number of offers of employment	The number of separate offers of employment received during the current period of unemployment.
Occupation	Occurrences of occupation in this publication refer to Major Group, classified according to the <i>ASCO – Australian Standard Classification of Occupations Second Edition 1996</i> (Cat. no. 1221.0).
Part-time workers	Employed persons who usually worked for less than 35 hours a week and who did so during the reference week.
Permanent workers	Workers who were entitled to <i>paid holiday leave</i> or <i>paid sick leave</i> in their job.
Persons with post-school qualifications	Persons who have obtained a vocational qualification, certificate, diploma, degree or any other qualification, since leaving school. See Educational attainment for a description of these qualifications.
Persons who were stood down	Persons classified by <i>Labour Force, Australia</i> (Cat. no. 6203.0) as unemployed who had been stood down without pay for less than four weeks, for reasons other than bad weather or plant breakdown. In this publication, these people were classified as not in the labour force.
Retrenched or made redundant	For the purposes of this survey, those who indicated they had been retrenched or made redundant were combined due to difficulties in separating the two concepts. Throughout this publication, the terms 'retrenched' and 'retrenchment' are used and should be taken to mean those who were retrenched or made redundant in the three years to 30 June 1997.

Respondents to the survey were firstly asked whether they had any job at all since July 1994. If they responded that they had a job during this period, they were then asked whether they had been retrenched, made redundant or accepted any redundancy packages from any job they had held during the period 1 July 1994 to 30 June 1997.

If respondents were unsure whether or not they had been retrenched, made redundant or accepted a redundancy package, interviewers were instructed to include persons if they:

- had some inducement or pressure applied to them to accept a redundancy package; or
- were retrenched or the business they were working for closed down due to financial difficulties (not including their own business or family business); or
- were dismissed from their job for any other reason, including 'age' and 'own ill-health or injury'.

Retrenched or made redundant *continued* Interviewers further instructed respondents that they should be excluded if they:

- had been given notice of retrenchment or redundancy but were still working; or
- had not had contracts renewed (e.g. teachers who were employed on a contract basis which was not renewed once expired, construction industry workers whose contracts expired upon completion of a project or any other time); or
- were voluntary workers.

Only details of the respondent's most recent retrenchment or redundancy were recorded, provided that retrenchment/redundancy occurred during the reference period.

Sector of job Used to classify a respondent's employer as a public or private enterprise. Sector is classified according to the *Standard Economic Sector Classifications of Australia (SESCA)* (Cat. no. 1218.0). Public sector includes local government authorities, and all government departments, agencies and authorities created by, or reporting to, the Commonwealth or State/Territory Parliaments.

Still at school Current school attendance was recorded only for persons aged 15–20 years.

Unemployed Persons aged 15 years and over who were not employed during the reference week, had actively looked for full-time or part-time work at any time during the four weeks up to the end of the reference week and were either:

- available for work in the reference week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the reference week); or
- waiting to start a new job within four weeks from the end of the reference week and would have started in the reference week if the job had been available then.

PUBLICATIONS CONTAINING RESULTS OF SUPPLEMENTARY SURVEYS

An ongoing program of supplementary surveys collect data on particular aspects of the population. The following list shows recent publications containing results of these supplementary surveys. The publications are available by subscription or on request. Unpublished data are also available and can be ordered by contacting the ABS.

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

FORTHCOMING SUPPLEMENTARY SURVEYS

Topic	Survey month	Expected release
Weekly Earnings of Employees, Distribution	August 1998	November 1998
Trade Union Members	August 1998	December 1998
Job Search Experience of Unemployed Persons	July 1998	December 1998

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2626600007973
ISBN 0 642 25787 6

RRP \$21.00