



# FORMS OF EMPLOYMENT

AUSTRALIA

EMBARGO: 11.30AM (CANBERRA TIME) FRI 13 SEP 2002

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- For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Natalie Cartwright on Canberra 02 6252 7771.

## NOTES

|                                  |   |
|----------------------------------|---|
| ABOUT THIS PUBLICATION           | This publication presents results from the Forms of Employment Survey conducted in November 2001, which examined some of the key factors relating to the nature of employment arrangements in the Australian workforce. Questions were asked about employment arrangements in the main job of all employed persons, except contributing family workers and persons working for payment in kind only.  |
| ABOUT THIS SURVEY                | <p>The survey provides information on the structure and incidence of different employment arrangements, aspects of job tenure and job security, and control over working arrangements. The publication presents cross-classification of different types of employment by selected employment characteristics (such as full-time/part-time status, industry and occupation) and demographic characteristics (such as age, sex and birthplace).</p> <p>The conceptual framework used in this publication to describe major categories of employment aligns with that described in <i>Employment Arrangements and Superannuation, Australia</i> (cat. no. 6361.0), relating to the Survey of Employment Arrangements and Superannuation which was conducted April to June, 2000.</p> |
| CHANGES SINCE<br>PREVIOUS SURVEY | The Forms of Employment Survey (FOES) was conducted for the first time in August 1998. A conceptual framework for types of employment was developed for this survey. This conceptual framework was further refined for the Survey of Employment Arrangements and Superannuation (SEAS) 2000. The revised framework was used in FOES 2001 to enable comparability with SEAS 2000. Appendix 1 of this publication describes how people are classified to different employment categories in FOES 2001, and compares these employment categories with the categories used in FOES 1998, the standard Australian Bureau of Statistics (ABS) status in employment classification and the categories used in SEAS.  |
| ROUNDING                         | As estimates have been rounded, discrepancies may occur between sums of the component items and totals.   |
| ABBREVIATIONS                    | <p>ABS Australian Bureau of Statistics</p> <p>ANZSIC Australian and New Zealand Standard Industrial Classification</p> <p>ASCO Australian Standard Classification of Occupations</p> <p>FOES Forms of Employment Survey</p> <p>LFS Labour Force Survey</p> <p>RSE relative standard error</p> <p>SACC Standard Australian Classification of Countries</p> <p>SE standard error</p> <p>SEAS Survey of Employment Arrangements and Superannuation</p> <p>ICSE International Classification of Status in Employment</p>  |

Dennis Trewin  
Australian Statistician

# CONCEPTUAL FRAMEWORK

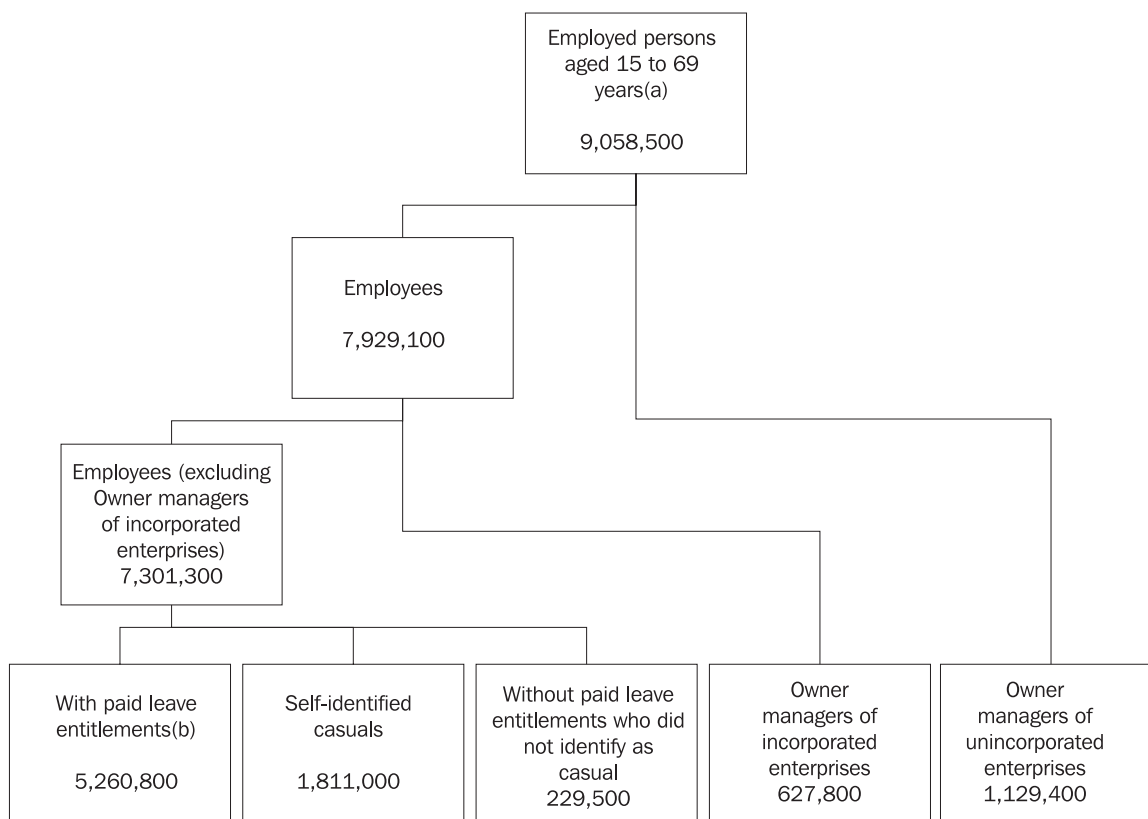
## INTRODUCTION

Australia's workforce continues to change. There is an increasing diversity of employment arrangements, more flexible working time patterns, and significant increases in the extent of part-time and casual employment.

The Forms of Employment Survey (FOES) describes forms of employment and working arrangements in the Australian Labour market. FOES also describes some of the employment and demographic characteristics of people in different employment types. The FOES, together with other ABS surveys such as the 2000 Survey of Employment Arrangements and Superannuation (SEAS), provides a wealth of data on the changing nature of work and the workplace.

## THE FRAMEWORK

The FOES conceptual framework classifies jobholders to an employment type category on the basis of their main job, that is, the job in which they usually worked the most hours. The information on employment arrangements presented in this publication also relates to the jobholder's main job.



- (a) Excluding persons who were contributing family workers and employees who worked for payment in kind only, in their main job.  
(b) Excluding employees entitled to either paid holiday leave, or paid sick leave, but not both, and who identified as casual. These employees are classified as 'Self-identified casuals'.

## SUMMARY OF FINDINGS

### EMPLOYMENT TYPES

In November 2001 there were 9,058,500 employed persons (excluding contributing family workers and persons who worked for payment in kind only, in their main job). The predominant employment type was Employees (excluding Owner managers of incorporated enterprises) with paid leave entitlements. This group made up 58% of all employed persons. The other large groups were Self-identified casuals (20%) and Owner managers of unincorporated enterprises (12%).

#### *Employees with paid leave entitlements*

Employees with paid leave entitlements accounted for 58% of all employed persons, although they accounted for 67% of all employed persons aged 25–34 years and 61% of employed persons aged 35–44 years. Sixteen percent of Employees with paid leave entitlements were in the Manufacturing industry, 12% were in Retail trade, and a further 12% were in Health and community services. Nearly one-quarter (23%) of Employees with paid leave entitlements were Professionals, and 19% were Intermediate clerical, sales and service workers.

#### *Self-identified casuals*

Self-identified casuals made up one-fifth (20%) of all employed persons. A relatively large proportion (42%) of Self-identified casuals were aged between 15–24 and almost one in five (19%) were dependent students. Almost half of all Self-identified casuals were employed in one of these three industries: Retail trade (28%), Accommodation, cafes and restaurants (12%) and Property and business services (9%). Over one-quarter (27%) of Self-identified casuals were Elementary clerical, sales and service workers, while 22% were Intermediate clerical, sales and service workers.

#### *Employees without paid leave entitlements who did not identify as casual*

Employees without paid leave entitlements who did not identify as casual made up the smallest of the five major employment types. At 229,500 persons, they represented just under 3% of all employed persons. One-quarter (25%) of this group were aged 25 to 34 years. Of persons who were Employees without paid leave entitlements, 16% were in Retail trade, 13% were in Property and business services, and 11% were in Construction. Seventeen percent were Intermediate clerical, sales and service workers, 15% were Tradespersons and related workers, and 15% were Professionals.

#### *Owner managers of incorporated enterprises*

There were 627,800 Owner managers of incorporated enterprises, making up 7% of all employed persons. Almost two-thirds (66%), were aged 35–54 years compared with 47% of all employed persons. Over half were in three industries: Property and business services (21%), Construction (17%), and Retail trade (13%). Nearly one-quarter (23%) of this group were Associate professionals, while a further 20% were Managers and administrators. Almost one-third (29%) of Owner managers of incorporated enterprises were born overseas. This group also had the highest proportion of persons who were a wife, husband or partner with dependents (48%), which compares with an average of 33% for all employment types.

#### *Owner managers of unincorporated enterprises*

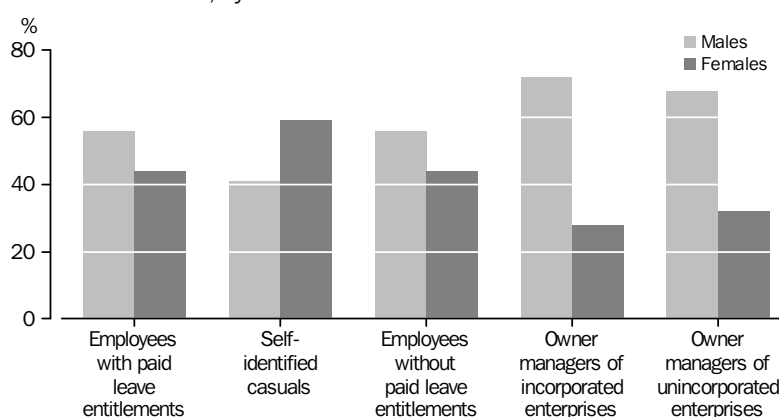
Owner managers of unincorporated enterprises represented 12% of all employed persons. Of the 1,129,400 persons in this group, 21% were in Construction, and 16% were in Agriculture, forestry and fishing. Nearly one-quarter (24%) of this group were Tradespersons and related workers, while 17% were Managers and administrators.

## SUMMARY OF FINDINGS *continued*

### Sex

Males comprised 56% of the 9,058,500 employed persons, and made up almost three-quarters (72%) of Owner managers of incorporated enterprises. Males also represented just over two-thirds (68%) of Owner managers of unincorporated enterprises. Females were most predominant in Self-identified casuals, making up 59% of this group.

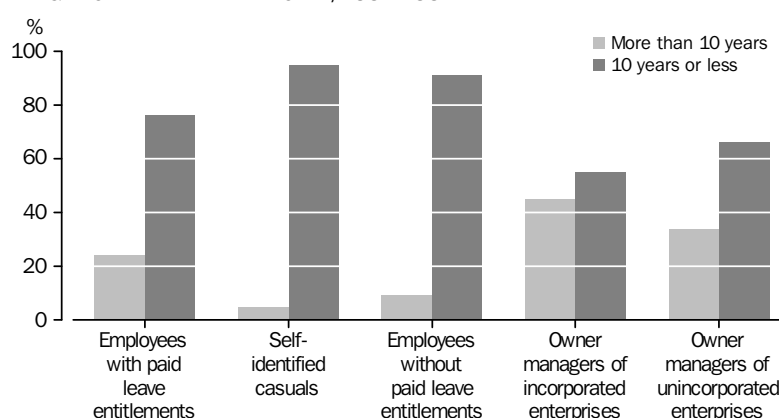
EMPLOYMENT TYPES, By sex



### Length of time with employer/business

Close to half (45%) of Owner managers of incorporated enterprises and one-third (34%) of Owner managers of unincorporated enterprises had been with that business for more than 10 years. This compares with one-quarter (24%) of Employees with paid leave entitlements. Nine per cent of Employees without paid leave entitlements who did not identify as casual and 5% of Self-identified casuals had been with the same employer for more than 10 years.

LENGTH OF TIME WITH EMPLOYER/BUSINESS



### Hours worked in main job in the reference week

The majority of Employees with paid leave entitlements (70%) worked 35 hours or more (i.e. full time) in their main job in the reference week. Seventeen percent of this group worked for 49 hours or more. In contrast, 76% of Self-identified casuals worked less than 35 hours (i.e. part time) in their main job in the reference week. Just over two-thirds (68%) of Owner managers (73% of Incorporated enterprises and 65% of Unincorporated enterprises) worked 35 hours or more in their main job in the reference week, with 40% working 49 hours or more.

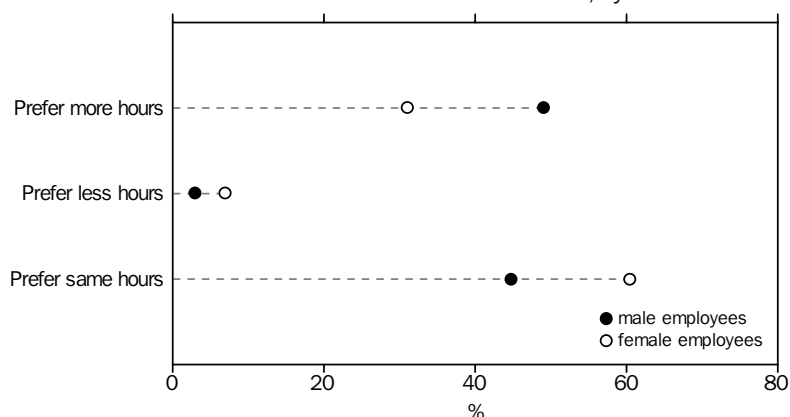
## SUMMARY OF FINDINGS *continued*

### EMPLOYEES (EXCLUDING OWNER MANAGERS OF INCORPORATED ENTERPRISES)

#### *Preferred working hours*

The majority of both full-time and part-time employees (excluding Owner managers of incorporated enterprises), said that they preferred to work the same hours that they were currently working (63% and 56% respectively). Just over one-third (35%) of part-time employees preferred to work more hours. The preference to work more hours increased to 43% for part-time Self-identified casuals. Of full-time employees, just under one-third (30%) preferred to work less hours.

PART-TIME EMPLOYEES PREFERENCE FOR WORKING HOURS, By sex



#### *Tenure of employment*

The majority of all employees (87%) expected to be with the same employer or business in 12 months time. Of Employees without paid leave entitlements, 78% anticipated that they would be with the same employer or business in a year's time, as did 76% of Self-identified casuals.

#### *Employees working on fixed-term contract*

At November 2001, 288,100 employees (4%) were on a fixed-term contract. Those on a fixed-term contract were most strongly represented among Employees without paid leave entitlements who did not identify as casual (11%).

#### *Found job through agency or labour hire firm*

Employees without leave entitlements who did not identify as casual were slightly more likely to have found employment through an employment agency or labour hire firm (13%) than other types of employees (10%).

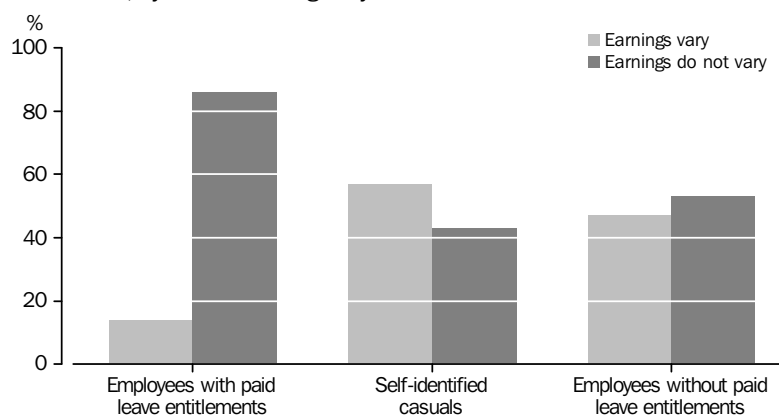
#### *Earnings vary from month to month (excluding overtime)*

Stability of earnings was highest for Employees with paid leave entitlements, with only 14% saying that their earnings varied from month to month. For Self-identified casuals, 57% had earnings that varied.

## SUMMARY OF FINDINGS *continued*

*Earnings vary from month to month (excluding overtime) continued*

EMPLOYEES, By whether earnings vary



### OWNER MANAGERS

*Owner managers working on contract*

Just over one-quarter (26%) of Owner managers undertook contract work, while 14% of Owner managers working on contract (including Owner managers of incorporated and unincorporated enterprises) were prevented by their employment contract from working for other clients. Fifty five per cent of all Owner managers working on contract said that someone else had authority over their working procedures.

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## EMPLOYED PERSONS(a), By selected personal characteristics

|  | Employees<br>with paid<br>leave<br>entitlements | Self-<br>identified<br>casuals | Employees<br>without paid<br>leave<br>entitlements<br>who did not<br>identify as<br>casual | Owner<br>managers of<br>incorporated<br>enterprises | Owner<br>managers of<br>unincorporated<br>enterprises | Total   |
|--|---|--------------------------------|--|---|---|---------|
| MALES  |   |                                |  |   |   |         |
| <i>Total</i>                                       | 2 948.6   | 742.5                          | 128.5  | 450.3   | 765.0   | 5 034.8 |
| Relationship in household                          |   |                                |  |   |   |         |
| Family member                                      | 2 413.7   | 580.3                          | 100.7  | 400.3   | 637.7   | 4 132.8 |
| Husband, wife or partner                           | 1 927.3   | 260.3                          | 64.2   | 377.5   | 578.2   | 3 207.4 |
| With dependants                                    | 1 122.2   | 125.6                          | 34.9   | 217.3   | 317.0   | 1 816.9 |
| Without dependants                                 | 805.0   | 134.7                          | 29.4   | 160.2   | 261.2   | 1 390.5 |
| Lone parent  | 40.7  | 8.9                            | *1.9   | 6.5   | 11.3  | 69.4    |
| With dependants                                    | 28.2  | 7.1                            | *1.5   | *4.2  | 6.9   | 47.8    |
| Without dependants                                 | 12.6  | *1.8                           | **0.4  | *2.4  | *4.4  | 21.5    |
| Dependent student                                  | 13.4  | 149.2                          | 7.0  | *0.1  | *2.5  | 172.2   |
| Non-dependent child                                | 381.1   | 143.5                          | 24.6   | 13.7  | 39.8  | 602.7   |
| Other family person                                | 51.2  | 18.4                           | *3.0   | *2.5  | 5.9   | 81.1    |
| Non-family member or person living alone           | 472.5   | 133.5                          | 21.9   | 38.4  | 106.2   | 772.5   |
| Relationship not determined                        | 62.3  | 28.7                           | 5.8  | 11.6  | 21.1  | 129.5   |
| Area of usual residence                            |   |                                |  |   |   |         |
| Capital City                                       | 1 963.1   | 451.3                          | 83.7   | 306.7   | 423.7   | 3 228.5 |
| Balance of state/territory                         | 985.5   | 291.2                          | 44.8   | 143.6   | 341.3   | 1 806.3 |
| Country of birth                                   |   |                                |  |   |   |         |
| Born in Australia                                  | 2 198.8   | 583.2                          | 93.1   | 316.2   | 552.6   | 3 743.9 |
| Born overseas(b)                                   | 749.7   | 159.3                          | 35.4   | 134.1   | 212.4   | 1 290.9 |
| Born in main English-speaking countries            | 316.6   | 62.2                           | 13.7   | 54.5  | 89.9  | 536.9   |
| Born in other than main English-speaking countries | 433.1   | 97.1                           | 21.7   | 79.6  | 122.5   | 754.0   |
| Age (years)  |   |                                |  |   |   |         |
| 15-19  | 104.9   | 203.2                          | 12.7   | *0.4  | 6.0   | 327.3   |
| 20-24  | 319.5   | 148.7                          | 21.1   | 5.4   | 26.9  | 521.5   |
| 25-34  | 805.9   | 150.3                          | 36.1   | 59.6  | 160.3   | 1 212.3 |
| 35-44  | 787.6   | 98.5                           | 28.2   | 136.2   | 212.6   | 1 263.2 |
| 45-54  | 650.5   | 77.6                           | 18.0   | 155.0   | 209.2   | 1 110.3 |
| 55-59  | 194.6   | 34.4                           | 5.0  | 47.6  | 74.0  | 355.6   |
| 60-64  | 72.1  | 19.9                           | 5.1  | 31.3  | 51.8  | 180.1   |
| 65-69  | 13.4  | 9.9                            | *2.2   | 14.9  | 24.2  | 64.6    |

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

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

(a) Excluding persons who were contributing family workers and employees who worked for payment in kind only, in their main job.

(b) Includes born at sea.

|  | Employees<br>with paid<br>leave<br>entitlements | Self-<br>identified<br>casuals | Employees<br>without paid<br>leave<br>entitlements<br>who did not<br>identify as<br>casual | Owner<br>managers of<br>incorporated<br>enterprises | Owner<br>managers of<br>unincorporated<br>enterprises | Total   |
|--|---|--------------------------------|--|---|---|---------|
| FEMALES  |   |                                |  |   |   |         |
| <i>Total</i>                                       | 2 312.2   | 1 068.6                        | 101.0  | 177.5   | 364.4   | 4 023.7 |
| Relationship in household                          |   |                                |  |   |   |         |
| Family member                                      | 1 874.4   | 915.1                          | 84.4   | 163.4   | 319.2   | 3 356.5 |
| Husband, wife or partner                           | 1 384.7   | 495.9                          | 55.2   | 157.0   | 284.4   | 2 377.1 |
| With dependants                                    | 634.6   | 280.7                          | 31.4   | 82.8  | 156.4   | 1 185.9 |
| Without dependants                                 | 750.1   | 215.1                          | 23.8   | 74.2  | 128.0   | 1 191.2 |
| Lone parent  | 169.6   | 98.0                           | 8.7  | *4.1  | 20.5  | 301.0   |
| With dependants                                    | 131.5   | 86.0                           | 6.7  | *3.2  | 17.2  | 244.7   |
| Without dependants                                 | 38.1  | 12.0                           | *2.0   | *0.9  | *3.3  | 56.3    |
| Dependent student                                  | 19.6  | 202.5                          | 11.2   | —   | *2.8  | 236.1   |
| Non-dependent child                                | 257.7   | 104.1                          | 8.3  | *1.0  | 8.6   | 379.7   |
| Other family person                                | 42.8  | 14.6                           | *1.0   | *1.3  | *2.8  | 62.5    |
| Non-family member or person living alone           | 375.2   | 117.5                          | 12.4   | 7.4   | 30.9  | 543.4   |
| Relationship not determined                        | 62.6  | 36.0                           | *4.2   | 6.7   | 14.3  | 123.8   |
| Area of usual residence                            |   |                                |  |   |   |         |
| Capital City                                       | 1 603.3   | 632.8                          | 69.2   | 114.5   | 179.6   | 2 599.4 |
| Balance of state/territory                         | 708.9   | 435.8                          | 31.8   | 63.0  | 184.8   | 1 424.3 |
| Country of birth                                   |   |                                |  |   |   |         |
| Born in Australia                                  | 1 761.3   | 857.2                          | 72.5   | 126.5   | 274.3   | 3 091.9 |
| Born overseas(b)                                   | 550.6   | 211.4                          | 28.5   | 50.9  | 90.1  | 931.5   |
| Born in main English-speaking countries            | 230.6   | 88.7                           | 12.0   | 22.5  | 38.2  | 392.0   |
| Born in other than main English-speaking countries | 320.0   | 122.6                          | 16.4   | 28.5  | 51.9  | 539.5   |
| Age (years)  |   |                                |  |   |   |         |
| 15–19  | 81.0  | 232.3                          | 13.6   | *0.1  | *2.2  | 329.3   |
| 20–24  | 281.3   | 172.5                          | 11.1   | *1.1  | 12.7  | 478.6   |
| 25–34  | 653.6   | 192.3                          | 22.3   | 22.0  | 69.9  | 960.1   |
| 35–44  | 581.1   | 231.2                          | 24.0   | 55.5  | 105.2   | 997.0   |
| 45–54  | 536.9   | 165.4                          | 20.4   | 66.4  | 106.2   | 895.4   |
| 55–59  | 129.7   | 45.9                           | 4.8  | 18.7  | 41.3  | 240.4   |
| 60–64  | 41.1  | 21.5                           | *4.2   | 11.3  | 17.2  | 95.4    |
| 65–69  | 7.5   | 7.5                            | **0.6  | *2.4  | 9.6   | 27.5    |

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

— nil or rounded to zero (including null cells)

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

(a) Excluding persons who were contributing family workers and employees who worked for payment in kind only, in their main job.

(b) Includes born at sea.

EMPLOYED PERSONS(a), By selected personal characteristics *continued*

|  | Employees<br>with paid<br>leave<br>entitlements | Self-<br>identified<br>casuals | Employees<br>without paid<br>leave<br>entitlements<br>who did not<br>identify as<br>casual | Owner<br>managers of<br>incorporated<br>enterprises | Owner<br>managers of<br>unincorporated<br>enterprises | Total          |
|--|---|--------------------------------|--|---|---|----------------|
| PERSONS  |   |                                |  |   |   |                |
| <b>Total</b>                                       | <b>5 260.8</b>                                  | <b>1 811.0</b>                 | <b>229.5</b>   | <b>627.8</b>  | <b>1 129.4</b>  | <b>9 058.5</b> |
| Relationship in household                          |   |                                |  |   |   |                |
| Family member                                      | 4 288.2   | 1 495.3                        | 185.2  | 563.7   | 956.9   | 7 489.3        |
| Husband, wife or partner                           | 3 311.9   | 756.1                          | 119.5  | 534.4   | 862.6   | 5 584.6        |
| With dependants                                    | 1 756.8   | 406.3                          | 66.3   | 300.1   | 473.4   | 3 002.9        |
| Without dependants                                 | 1 555.1   | 349.8                          | 53.2   | 234.4   | 389.2   | 2 581.7        |
| Lone parent  | 210.3   | 106.9                          | 10.6   | 10.7  | 31.8  | 370.3          |
| With dependants                                    | 159.7   | 93.1                           | 8.2  | 7.4   | 24.1  | 292.5          |
| Without dependants                                 | 50.6  | 13.8                           | *2.4   | *3.3  | 7.7   | 77.8           |
| Dependent student                                  | 33.1  | 351.6                          | 18.1   | **0.1   | 5.4   | 408.3          |
| Non-dependent child                                | 638.8   | 247.6                          | 32.9   | 14.7  | 48.4  | 982.4          |
| Other family person                                | 94.1  | 33.0                           | *4.0   | *3.7  | 8.8   | 143.6          |
| Non-family member or person living alone           | 847.7   | 251.0                          | 34.4   | 45.8  | 137.1   | 1 315.9        |
| Relationship not determined                        | 124.9   | 64.7                           | 10.0   | 18.3  | 35.4  | 253.3          |
| Area of usual residence                            |   |                                |  |   |   |                |
| Capital City                                       | 3 566.4   | 1 084.1                        | 152.9  | 421.2   | 603.3   | 5 827.8        |
| Balance of state/territory                         | 1 694.4   | 727.0                          | 76.6   | 206.6   | 526.1   | 3 230.6        |
| Country of birth                                   |   |                                |  |   |   |                |
| Born in Australia                                  | 3 960.1   | 1 440.4                        | 165.7  | 442.7   | 826.8   | 6 835.7        |
| Born overseas(b)                                   | 1 300.3   | 370.7                          | 63.8   | 185.1   | 302.5   | 2 222.4        |
| Born in main English-speaking countries            | 547.2   | 150.9                          | 25.7   | 77.0  | 128.1   | 928.9          |
| Born in other than main English-speaking countries | 753.1   | 219.8                          | 38.1   | 108.1   | 174.4   | 1 293.5        |
| Age (years)  |   |                                |  |   |   |                |
| 15-19  | 186.0   | 435.5                          | 26.4   | **0.6   | 8.2   | 656.6          |
| 20-24  | 600.8   | 321.2                          | 32.1   | 6.4   | 39.6  | 1 000.1        |
| 25-34  | 1 459.5   | 342.7                          | 58.4   | 81.6  | 230.3   | 2 172.4        |
| 35-44  | 1 368.7   | 329.7                          | 52.2   | 191.7   | 317.8   | 2 260.1        |
| 45-54  | 1 187.4   | 243.0                          | 38.5   | 221.4   | 315.4   | 2 005.7        |
| 55-59  | 324.3   | 80.3                           | 9.8  | 66.3  | 115.3   | 596.0          |
| 60-64  | 113.3   | 41.4                           | 9.3  | 42.6  | 69.0  | 275.5          |
| 65-69  | 20.9  | 17.4                           | *2.8   | 17.3  | 33.8  | 92.1           |

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

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

(a) Excluding persons who were contributing family workers and employees who worked for payment in kind only, in their main job.

(b) Includes born at sea.

## EMPLOYED PERSONS(a), By selected employment characteristics

|  | Employees<br>with paid<br>leave<br>entitlements | Self-<br>identified<br>casuals | Employees<br>without paid<br>leave<br>entitlements<br>who did not<br>identify as<br>casual | Owner<br>managers of<br>incorporated<br>enterprises | Owner<br>managers of<br>unincorporated<br>enterprises | Total   |
|--|---|--------------------------------|--|---|---|---------|
| MALES  |   |                                |  |   |   |         |
| Total  | 2 948.6   | 742.5                          | 128.5  | 450.3   | 765.0   | 5 034.8 |
| Industry   |   |                                |  |   |   |         |
| Agriculture, forestry and fishing                | 61.3  | 41.9                           | 6.5  | 32.5  | 112.6   | 254.8   |
| Mining   | 59.9  | 5.6                            | *4.1   | *1.2  | *1.4  | 72.2    |
| Manufacturing                                    | 626.7   | 76.5                           | 14.0   | 41.0  | 51.1  | 809.3   |
| Electricity, gas and water supply                | 48.6  | *3.4                           | **0.2  | *1.5  | **0.5   | 54.2    |
| Construction                                     | 239.3   | 66.4                           | 25.0   | 85.1  | 207.2   | 623.1   |
| Wholesale trade                                  | 210.2   | 29.3                           | *3.6   | 34.3  | 21.6  | 299.0   |
| Retail trade                                     | 324.3   | 194.7                          | 17.7   | 54.0  | 95.4  | 686.1   |
| Accommodation, cafes and restaurants             | 77.9  | 72.4                           | 7.3  | 12.9  | 18.6  | 189.1   |
| Transport and storage                            | 183.2   | 45.9                           | 12.0   | 29.1  | 50.7  | 320.9   |
| Communication services                           | 81.0  | 8.1                            | *3.6   | 7.7   | 12.3  | 112.7   |
| Finance and insurance                            | 115.2   | 7.3                            | *2.8   | 11.4  | 14.5  | 151.2   |
| Property and business services                   | 266.9   | 72.9                           | 15.2   | 95.8  | 96.2  | 547.0   |
| Government administration and defence            | 193.8   | 14.0                           | *2.8   | **0.3   | **0.3   | 211.2   |
| Education  | 166.9   | 30.0                           | *3.4   | *1.2  | 6.1   | 207.6   |
| Health and community services                    | 127.6   | 22.2                           | *4.2   | 23.0  | 23.3  | 200.2   |
| Cultural and recreational services               | 55.4  | 30.7                           | *1.7   | 10.5  | 20.1  | 118.4   |
| Personal and other services                      | 110.3   | 21.2                           | *4.2   | 8.8   | 33.1  | 177.6   |
| Occupation                                       |   |                                |  |   |   |         |
| Managers and administrators                      | 270.5   | 6.2                            | 8.0  | 103.7   | 135.7   | 524.1   |
| Professionals                                    | 557.5   | 50.8                           | 18.3   | 101.8   | 101.9   | 830.3   |
| Associate professionals                          | 392.1   | 30.4                           | 12.3   | 102.3   | 113.3   | 650.3   |
| Tradespersons and related workers                | 610.5   | 93.0                           | 30.2   | 77.5  | 240.6   | 1 051.7 |
| Advanced clerical and service workers            | 31.9  | *2.4                           | **0.6  | *3.0  | *4.1  | 42.1    |
| Intermediate clerical, sales and service workers | 310.0   | 77.0                           | 8.7  | 11.9  | 16.8  | 424.5   |
| Intermediate production and transport workers    | 414.1   | 141.3                          | 24.3   | 34.9  | 86.9  | 701.5   |
| Elementary clerical, sales and service workers   | 134.6   | 153.6                          | 9.2  | *3.8  | 13.6  | 314.8   |
| Labourers and related workers                    | 227.4   | 187.7                          | 16.9   | 11.4  | 52.1  | 495.5   |
| Full-time or part-time status                    |   |                                |  |   |   |         |
| Full-time workers                                | 2 841.1   | 340.0                          | 95.7   | 422.1   | 660.2   | 4 359.1 |
| Part-time workers                                | 107.4   | 402.4                          | 32.8   | 28.2  | 104.8   | 675.7   |

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

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

(a) Excluding persons who were contributing family workers and employees who worked for payment in kind only, in their main job.

EMPLOYED PERSONS(a), By selected employment characteristics *continued*

|  | Employees<br>with paid<br>leave<br>entitlements | Self-<br>identified<br>casuals | Employees<br>without paid<br>leave<br>entitlements<br>who did not<br>identify as<br>casual | Owner<br>managers of<br>incorporated<br>enterprises | Owner<br>managers of<br>unincorporated<br>enterprises | Total   |
|--|---|--------------------------------|--|---|---|---------|
| FEMALES  |   |                                |  |   |   |         |
| <i>Total</i>                                     | 2 312.2   | 1 068.6                        | 101.0  | 177.5   | 364.4   | 4 023.7 |
| <i>Industry</i>                                  |   |                                |  |   |   |         |
| Agriculture, forestry and fishing                | 13.9  | 30.2                           | *1.4   | 14.2  | 62.8  | 122.5   |
| Mining   | 6.6   | *1.3                           | *0.9   | —   | **0.2   | 9.0     |
| Manufacturing                                    | 189.6   | 53.0                           | 6.9  | 14.0  | 19.6  | 283.1   |
| Electricity, gas and water supply                | 13.9  | *1.8                           | —  | **0.3   | **0.2   | 16.2    |
| Construction                                     | 21.0  | 6.6                            | *1.1   | 21.6  | 26.9  | 77.1    |
| Wholesale trade                                  | 81.5  | 26.2                           | *2.5   | 16.4  | 10.7  | 137.4   |
| Retail trade                                     | 281.9   | 319.5                          | 18.2   | 29.6  | 65.9  | 715.1   |
| Accommodation, cafes and restaurants             | 72.0  | 150.8                          | 8.6  | 6.9   | 19.6  | 257.8   |
| Transport and storage                            | 63.4  | 15.5                           | *1.1   | 10.4  | 9.1   | 99.5    |
| Communication services                           | 39.8  | 6.7                            | *1.3   | **0.1   | *3.6  | 51.6    |
| Finance and insurance                            | 168.7   | 18.9                           | *2.2   | 5.0   | *3.9  | 198.7   |
| Property and business services                   | 259.1   | 90.8                           | 14.9   | 33.5  | 52.0  | 450.3   |
| Government administration and defence            | 142.4   | 17.0                           | 6.9  | —   | **0.5   | 166.7   |
| Education  | 331.8   | 99.8                           | 6.3  | *2.7  | 13.6  | 454.2   |
| Health and community services                    | 498.5   | 147.0                          | 19.3   | 13.6  | 32.3  | 710.8   |
| Cultural and recreational services               | 48.3  | 40.4                           | *3.9   | *2.7  | 14.4  | 109.7   |
| Personal and other services                      | 79.8  | 43.3                           | 5.5  | 6.4   | 29.0  | 164.1   |
| <i>Occupation</i>                                |   |                                |  |   |   |         |
| Managers and administrators                      | 91.2  | *3.3                           | *1.3   | 23.0  | 57.7  | 176.4   |
| Professionals                                    | 627.8   | 117.9                          | 15.9   | 20.8  | 56.1  | 838.4   |
| Associate professionals                          | 265.0   | 46.7                           | 7.1  | 42.0  | 74.0  | 434.8   |
| Tradespersons and related workers                | 47.8  | 28.4                           | 5.2  | 4.8   | 26.1  | 112.3   |
| Advanced clerical and service workers            | 183.6   | 44.1                           | 10.5   | 47.3  | 44.2  | 329.7   |
| Intermediate clerical, sales and service workers | 703.2   | 321.6                          | 30.6   | 28.7  | 59.9  | 1 144.0 |
| Intermediate production and transport workers    | 48.1  | 30.1                           | *2.4   | **0.3   | 8.3   | 89.2    |
| Elementary clerical, sales and service workers   | 223.8   | 337.4                          | 19.2   | 6.0   | 18.6  | 605.0   |
| Labourers and related workers                    | 121.7   | 139.0                          | 8.9  | 4.6   | 19.5  | 293.8   |
| <i>Full-time or part-time status</i>             |   |                                |  |   |   |         |
| Full-time workers                                | 1 731.1   | 200.4                          | 29.4   | 86.5  | 182.7   | 2 230.1 |
| Part-time workers                                | 581.1   | 868.2                          | 71.6   | 91.0  | 181.7   | 1 793.6 |

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

— nil or rounded to zero (including null cells)

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

(a) Excluding persons who were contributing family workers and employees who worked for payment in kind only, in their main job.

EMPLOYED PERSONS(a), By selected employment characteristics *continued*

|  | Employees<br>with paid<br>leave<br>entitlements | Self-<br>identified<br>casuals | Employees<br>without paid<br>leave<br>entitlements<br>who did not<br>identify as<br>casual | Owner<br>managers of<br>incorporated<br>enterprises | Owner<br>managers of<br>unincorporated<br>enterprises | Total          |
|--|---|--------------------------------|--|---|---|----------------|
| PERSONS  |   |                                |  |   |   |                |
| <b>Total</b>                                     | <b>5 260.8</b>                                  | <b>1 811.0</b>                 | <b>229.5</b>   | <b>627.8</b>  | <b>1 129.4</b>  | <b>9 058.5</b> |
| Industry   |   |                                |  |   |   |                |
| Agriculture, forestry and fishing                | 75.2  | 72.1                           | 7.9  | 46.7  | 175.4   | 377.3          |
| Mining   | 66.5  | 6.9                            | 5.0  | *1.2  | *1.6  | 81.2           |
| Manufacturing                                    | 816.3   | 129.5                          | 20.9   | 55.0  | 70.6  | 1 092.4        |
| Electricity, gas and water supply                | 62.5  | 5.1                            | **0.2  | *1.8  | *0.7  | 70.3           |
| Construction                                     | 260.3   | 73.0                           | 26.1   | 106.7   | 234.1   | 700.2          |
| Wholesale trade                                  | 291.7   | 55.5                           | 6.1  | 50.7  | 32.3  | 436.3          |
| Retail trade                                     | 606.2   | 514.1                          | 35.9   | 83.6  | 161.3   | 1 401.2        |
| Accommodation, cafes and restaurants             | 149.9   | 223.3                          | 15.9   | 19.7  | 38.1  | 446.9          |
| Transport and storage                            | 246.5   | 61.4                           | 13.1   | 39.5  | 59.8  | 420.4          |
| Communication services                           | 120.9   | 14.8                           | 4.9  | 7.8   | 15.9  | 164.3          |
| Finance and insurance                            | 283.8   | 26.2                           | 5.0  | 16.5  | 18.4  | 349.9          |
| Property and business services                   | 526.0   | 163.7                          | 30.1   | 129.3   | 148.2   | 997.4          |
| Government administration and defence            | 336.2   | 30.9                           | 9.7  | **0.3   | *0.8  | 377.9          |
| Education  | 498.7   | 129.8                          | 9.8  | *3.9  | 19.7  | 661.8          |
| Health and community services                    | 626.1   | 169.2                          | 23.5   | 36.6  | 55.6  | 911.0          |
| Cultural and recreational services               | 103.7   | 71.1                           | 5.7  | 13.2  | 34.5  | 228.1          |
| Personal and other services                      | 190.1   | 64.5                           | 9.8  | 15.2  | 62.1  | 341.7          |
| Occupation                                       |   |                                |  |   |   |                |
| Managers and administrators                      | 361.6   | 9.5                            | 9.3  | 126.6   | 193.4   | 700.5          |
| Professionals                                    | 1 185.3   | 168.7                          | 34.2   | 122.6   | 158.0   | 1 668.7        |
| Associate professionals                          | 657.1   | 77.1                           | 19.4   | 144.3   | 187.2   | 1 085.2        |
| Tradespersons and related workers                | 658.2   | 121.5                          | 35.3   | 82.3  | 266.7   | 1 164.0        |
| Advanced clerical and service workers            | 215.6   | 46.5                           | 11.1   | 50.3  | 48.3  | 371.8          |
| Intermediate clerical, sales and service workers | 1 013.2   | 398.7                          | 39.3   | 40.6  | 76.8  | 1 568.5        |
| Intermediate production and transport workers    | 462.3   | 171.3                          | 26.7   | 35.2  | 95.2  | 790.7          |
| Elementary clerical, sales and service workers   | 358.4   | 491.0                          | 28.5   | 9.8   | 32.2  | 919.8          |
| Labourers and related workers                    | 349.1   | 326.7                          | 25.7   | 16.0  | 71.6  | 789.3          |
| Full-time or part-time status                    |   |                                |  |   |   |                |
| Full-time workers                                | 4 572.2   | 540.5                          | 125.1  | 508.6   | 842.8   | 6 589.1        |
| Part-time workers                                | 688.6   | 1 270.6                        | 104.4  | 119.2   | 286.6   | 2 469.3        |

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

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

(a) Excluding persons who were contributing family workers and employees who worked for payment in kind only, in their main job.

## EMPLOYED PERSONS(a), By state or territory of usual residence

|  | NSW            | Vic.           | Qld            | SA           | WA           | Tas.         | NT(b)       | ACT          | Aust.          |
|--|----------------|----------------|----------------|--------------|--------------|--------------|-------------|--------------|----------------|
| <b>Total</b>                                   | <b>3 021.5</b> | <b>2 311.4</b> | <b>1 677.7</b> | <b>675.6</b> | <b>928.8</b> | <b>199.7</b> | <b>78.3</b> | <b>165.4</b> | <b>9 058.5</b> |
| Continuous duration in main job                |                |                |                |              |              |              |             |              |                |
| Under 1 year                                   | 670.6          | 493.9          | 390.1          | 140.3        | 226.4        | 38.3         | 23.2        | 44.2         | 2 027.0        |
| 1–2 years                                      | 690.5          | 524.3          | 373.0          | 138.7        | 195.8        | 40.4         | 18.5        | 38.1         | 2 019.3        |
| 3–5 years                                      | 563.9          | 440.1          | 332.6          | 135.7        | 174.7        | 36.7         | 13.0        | 29.9         | 1 726.6        |
| 6–10 years                                     | 401.3          | 319.1          | 224.5          | 95.6         | 130.9        | 30.4         | 9.7         | 20.8         | 1 232.2        |
| More than 10 years                             | 695.1          | 534.1          | 357.6          | 165.3        | 201.0        | 53.9         | 13.9        | 32.5         | 2 053.3        |
| Whether earnings vary                          |                |                |                |              |              |              |             |              |                |
| Earnings vary                                  | 1 013.0        | 773.7          | 634.6          | 260.1        | 330.6        | 77.9         | 22.9        | 41.3         | 3 154.1        |
| Earnings do not vary                           | 2 008.5        | 1 537.7        | 1 043.1        | 415.5        | 598.2        | 121.8        | 55.4        | 124.1        | 5 904.4        |
| Preference for hours(c)                        |                |                |                |              |              |              |             |              |                |
| Full-time workers                              | 2 228.3        | 1 692.8        | 1 203.3        | 475.9        | 663.6        | 139.4        | 62.1        | 123.8        | 6 589.1        |
| Prefer more hours                              | 141.4          | 103.9          | 80.1           | 31.9         | 41.5         | 8.9          | *3.5        | 5.0          | 416.1          |
| Prefer less hours                              | 730.3          | 585.3          | 445.6          | 161.9        | 229.6        | 43.7         | 19.2        | 43.6         | 2 259.3        |
| Prefer same hours                              | 1 355.9        | 1 003.4        | 675.8          | 281.8        | 392.3        | 86.8         | 39.4        | 75.2         | 3 910.6        |
| Not known                                      | *0.8           | **0.3          | *1.7           | **0.2        | **0.2        | —            | —           | —            | *3.2           |
| Part-time workers                              | 793.2          | 618.6          | 474.4          | 199.7        | 265.3        | 60.3         | 16.2        | 41.6         | 2 469.3        |
| Prefer more hours                              | 251.9          | 210.5          | 178.2          | 70.4         | 83.8         | 20.8         | 6.2         | 13.0         | 834.7          |
| Prefer less hours                              | 58.2           | 36.4           | 31.2           | 12.2         | 19.0         | *4.0         | **0.5       | *2.1         | 163.5          |
| Prefer same hours                              | 458.4          | 355.7          | 255.2          | 113.9        | 159.0        | 33.3         | 8.1         | 25.3         | 1 408.8        |
| Not known                                      | 24.8           | 16.0           | 9.7            | *3.2         | *3.5         | *2.3         | *1.4        | *1.3         | 62.3           |
| Hours worked in main job in the reference week |                |                |                |              |              |              |             |              |                |
| Worked less than 35 hours                      |                |                |                |              |              |              |             |              |                |
| Less than 1                                    | 143.8          | 133.7          | 83.6           | 29.7         | 42.2         | 10.0         | *3.6        | 9.3          | 455.9          |
| 1–14   | 274.5          | 264.8          | 175.9          | 73.5         | 105.9        | 22.1         | 5.2         | 14.5         | 936.3          |
| 15–19  | 132.3          | 119.4          | 74.8           | 34.6         | 44.3         | 11.9         | *2.8        | 7.5          | 427.6          |
| 20–24  | 194.6          | 209.7          | 122.1          | 38.1         | 55.3         | 15.5         | 5.0         | 9.8          | 650.1          |
| 25–29  | 105.1          | 104.6          | 63.5           | 30.5         | 31.5         | 8.5          | *2.4        | 6.7          | 352.8          |
| 30–34  | 220.7          | 289.9          | 132.8          | 57.8         | 70.3         | 26.2         | 6.2         | 11.5         | 815.5          |
| Worked 35 hours or more                        |                |                |                |              |              |              |             |              |                |
| 35   | 112.6          | 55.5           | 34.7           | 14.9         | 20.4         | 7.5          | *1.7        | *3.9         | 251.2          |
| 36–39  | 347.7          | 239.0          | 209.0          | 93.4         | 100.9        | 25.9         | 14.0        | 26.0         | 1 055.8        |
| 40   | 476.8          | 274.1          | 205.9          | 81.3         | 123.4        | 20.6         | 9.6         | 25.4         | 1 217.2        |
| 41–44  | 132.3          | 98.4           | 93.9           | 42.4         | 54.4         | 10.2         | 4.8         | 8.0          | 444.4          |
| 45–48  | 281.1          | 156.4          | 139.0          | 51.0         | 87.2         | 11.1         | 7.5         | 16.6         | 749.9          |
| 49 and over                                    | 600.0          | 365.9          | 342.5          | 128.4        | 192.9        | 30.1         | 15.7        | 26.3         | 1 701.9        |

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

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

— nil or rounded to zero (including null cells)

(a) Excluding persons who were contributing family workers and employees who worked for payment in kind only, in their main job.

(b) Refers to mainly urban areas only. For more information see paragraph 7 of the Explanatory Notes.

(c) Refer to paragraphs 11–12 of the Explanatory Notes for further details.

## EMPLOYEES(a), By selected employment arrangements

|   | Employees<br>with paid<br>leave<br>entitlements | Self-<br>identified<br>casuals | Employees<br>without paid<br>leave<br>entitlements<br>who did not<br>identify as<br>casual | Total   |
|---|---|--------------------------------|--|---------|
| MALES   |   |                                |  |         |
| <i>Total</i>  | 2 948.6   | 742.5                          | 128.5  | 3 819.5 |
| Whether entitled to paid holiday leave  |   |                                |  |         |
| Entitled to paid holiday leave  | 2 933.3   | 61.3                           | —  | 2 994.6 |
| Not entitled to paid holiday leave  | 12.5  | 664.4                          | 114.3  | 791.2   |
| Not known   | *2.8  | 16.8                           | 14.2   | 33.7    |
| Whether entitled to paid sick leave   |   |                                |  |         |
| Entitled to paid sick leave   | 2 928.5   | 66.9                           | —  | 2 995.4 |
| Not entitled to paid sick leave   | 14.6  | 657.5                          | 111.5  | 783.7   |
| Not known   | 5.4   | 18.0                           | 17.0   | 40.4    |
| Whether entitled to long service leave  |   |                                |  |         |
| Entitled to long service leave  | 2 638.2   | 63.3                           | 7.8  | 2 709.4 |
| Not entitled to long service leave  | 107.2   | 628.0                          | 97.0   | 832.2   |
| Not known   | 203.1   | 51.2                           | 23.7   | 278.0   |
| Whether found a job through registration with an employment agency/labour hire firm |   |                                |  |         |
| Found job through registration  | 266.4   | 93.6                           | 18.5   | 378.5   |
| Did not find job through registration   | 2 649.8   | 642.2                          | 108.9  | 3 400.9 |
| Not known   | 32.4  | 6.6                            | *1.2   | 40.1    |
| Whether paid by an employment agency/labour hire firm                               |   |                                |  |         |
| Paid by an employment agency/labour hire firm                                       | 23.5  | 58.7                           | 13.2   | 95.4    |
| Not paid by an employment agency/labour hire firm                                   | 2 916.8   | 679.8                          | 114.2  | 3 710.8 |
| Not known   | 8.2   | *4.0                           | *1.1   | 13.3    |
| Whether earnings vary   |   |                                |  |         |
| Earnings vary   | 413.5   | 433.0                          | 63.9   | 910.4   |
| Earnings do not vary  | 2 535.1   | 309.4                          | 64.6   | 2 909.1 |

— nil or rounded to zero (including null cells)

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

(a) Excluding Owner managers of incorporated enterprises and employees who worked for payment in kind only, in their main job.



EMPLOYEES(a), By selected employment arrangements *continued*

|   | Employees<br>with paid<br>leave<br>entitlements | Self-<br>identified<br>casuals | Employees<br>without paid<br>leave<br>entitlements<br>who did not<br>identify as<br>casual | Total   |
|---|---|--------------------------------|--|---------|
| FEMALES   |   |                                |  |         |
| <i>Total</i>  | 2 312.2   | 1 068.6                        | 101.0  | 3 481.8 |
| Whether entitled to paid holiday leave  |   |                                |  |         |
| Entitled to paid holiday leave  | 2 296.6   | 88.2                           | —  | 2 384.8 |
| Not entitled to paid holiday leave  | 12.6  | 966.3                          | 94.0   | 1 072.9 |
| Not known   | *3.0  | 14.1                           | 7.0  | 24.1    |
| Whether entitled to paid sick leave   |   |                                |  |         |
| Entitled to paid sick leave   | 2 296.1   | 95.0                           | —  | 2 391.1 |
| Not entitled to paid sick leave   | 9.7   | 956.7                          | 93.8   | 1 060.2 |
| Not known   | 6.4   | 16.9                           | 7.2  | 30.5    |
| Whether entitled to long service leave  |   |                                |  |         |
| Entitled to long service leave  | 2 073.4   | 87.7                           | 7.2  | 2 168.2 |
| Not entitled to long service leave  | 87.8  | 918.4                          | 83.5   | 1 089.8 |
| Not known   | 150.9   | 62.5                           | 10.4   | 223.8   |
| Whether found a job through registration with an employment agency/labour hire firm |   |                                |  |         |
| Found job through registration  | 240.0   | 91.5                           | 11.3   | 342.7   |
| Did not find job through registration   | 2 055.7   | 973.6                          | 89.2   | 3 118.4 |
| Not known   | 16.6  | *3.5                           | **0.6  | 20.7    |
| Whether paid by an employment agency/labour hire firm                               |   |                                |  |         |
| Paid by an employment agency/labour hire firm                                       | 12.1  | 45.7                           | 8.6  | 66.4    |
| Not paid by an employment agency/labour hire firm                                   | 2 295.2   | 1 020.4                        | 91.8   | 3 407.4 |
| Not known   | 4.9   | *2.5                           | **0.6  | 8.1     |
| Whether earnings vary   |   |                                |  |         |
| Earnings vary   | 319.7   | 607.6                          | 44.8   | 972.0   |
| Earnings do not vary  | 1 992.6   | 461.0                          | 56.3   | 2 509.8 |

— nil or rounded to zero (including null cells)

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

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

(a) Excluding Owner managers of incorporated enterprises and employees who worked for payment in kind only, in their main job.

EMPLOYEES(a), By selected employment arrangements *continued*

|   | Employees<br>with paid<br>leave<br>entitlements | Self-<br>identified<br>casuals | Employees<br>without paid<br>leave<br>entitlements<br>who did not<br>identify as<br>casual | Total          |
|---|---|--------------------------------|--|----------------|
| PERSONS   |   |                                |  |                |
| <b>Total</b>  | <b>5 260.8</b>                                  | <b>1 811.0</b>                 | <b>229.5</b>   | <b>7 301.3</b> |
| Whether entitled to paid holiday leave  |   |                                |  |                |
| Entitled to paid holiday leave  | 5 229.9   | 149.5                          | —  | 5 379.4        |
| Not entitled to paid holiday leave  | 25.1  | 1 630.7                        | 208.3  | 1 864.1        |
| Not known   | 5.8   | 30.8                           | 21.2   | 57.8           |
| Whether entitled to paid sick leave   |   |                                |  |                |
| Entitled to paid sick leave   | 5 224.6   | 161.8                          | —  | 5 386.5        |
| Not entitled to paid sick leave   | 24.3  | 1 614.3                        | 205.4  | 1 843.9        |
| Not known   | 11.8  | 35.0                           | 24.1   | 70.9           |
| Whether entitled to long service leave  |   |                                |  |                |
| Entitled to long service leave  | 4 711.6   | 151.0                          | 15.0   | 4 877.6        |
| Not entitled to long service leave  | 195.1   | 1 546.4                        | 180.5  | 1 921.9        |
| Not known   | 354.1   | 113.7                          | 34.0   | 501.8          |
| Whether found a job through registration with an employment agency/labour hire firm |   |                                |  |                |
| Found job through registration  | 506.4   | 185.1                          | 29.7   | 721.2          |
| Did not find job through registration   | 4 705.4   | 1 615.8                        | 198.0  | 6 519.3        |
| Not known   | 49.0  | 10.1                           | *1.8   | 60.8           |
| Whether paid by an employment agency/labour hire firm                               |   |                                |  |                |
| Paid by an employment agency/labour hire firm                                       | 35.6  | 104.4                          | 21.8   | 161.8          |
| Not paid by an employment agency/labour hire firm                                   | 5 212.0   | 1 700.2                        | 206.0  | 7 118.2        |
| Not known   | 13.1  | 6.5                            | *1.7   | 21.4           |
| Whether earnings vary   |   |                                |  |                |
| Earnings vary   | 733.1   | 1 040.6                        | 108.7  | 1 882.4        |
| Earnings do not vary  | 4 527.6   | 770.4                          | 120.8  | 5 418.9        |

— nil or rounded to zero (including null cells)

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

(a) Excluding Owner managers of incorporated enterprises and employees who worked for payment in kind only, in their main job.

## EMPLOYEES(a), By hours worked and job duration

|   | <i>Employees<br/>with paid<br/>leave<br/>entitlements</i> | <i>Self-<br/>identified<br/>casuals</i> | <i>Employees without<br/>paid leave<br/>entitlements who did<br/>not identify as casual</i> | <i>Total</i> |
|---|---|---|---|--------------|
| MALES   |   |   |   |              |
| <i>Total</i>  | 2 948.6   | 742.5                                   | 128.5   | 3 819.5      |
| Hours worked in main job in the reference week        |   |   |   |              |
| Worked less than 35 hours                             |   |   |   |              |
| Less than 1   | 152.5   | 29.2                                    | 5.3   | 187.0        |
| 1–14  | 32.1  | 206.0                                   | 16.5  | 254.5        |
| 15–19   | 33.8  | 58.1                                    | *3.0  | 94.9         |
| 20–24   | 111.7   | 75.9                                    | 8.5   | 196.1        |
| 25–29   | 50.4  | 35.8                                    | *3.6  | 89.7         |
| 30–34   | 230.4   | 65.7                                    | 11.7  | 307.9        |
| Worked 35 hours or more                               |   |   |   |              |
| 35  | 68.4  | 16.8                                    | *3.4  | 88.6         |
| 36–39   | 462.7   | 64.3                                    | 10.7  | 537.7        |
| 40  | 554.3   | 67.1                                    | 18.7  | 640.1        |
| 41–44   | 208.1   | 24.0                                    | 8.9   | 241.0        |
| 45–48   | 367.1   | 38.3                                    | 12.5  | 417.8        |
| 49 and over   | 677.1   | 61.4                                    | 25.7  | 764.1        |
| Preference for hours(b)                               |   |   |   |              |
| Full-time workers                                     | 2 841.1   | 340.0                                   | 95.7  | 3 276.9      |
| Prefer more hours                                     | 171.6   | 76.8                                    | 12.5  | 260.9        |
| Prefer less hours                                     | 846.0   | 57.1                                    | 20.6  | 923.7        |
| Prefer same hours                                     | 1 823.2   | 205.8                                   | 62.6  | 2 091.7      |
| Not known   | **0.3   | **0.3                                   | —   | **0.6        |
| Part-time workers                                     | 107.4   | 402.4                                   | 32.8  | 542.6        |
| Prefer more hours                                     | 36.5  | 216.2                                   | 13.9  | 266.6        |
| Prefer less hours                                     | 5.8   | 8.5                                     | *1.9  | 16.2         |
| Prefer same hours                                     | 62.5  | 164.8                                   | 15.6  | 242.9        |
| Not known   | *2.5  | 13.0                                    | *1.4  | 16.9         |
| Continuous duration in main job                       |   |   |   |              |
| Under 1 year  | 499.5   | 389.8                                   | 58.1  | 947.4        |
| 1–2 years   | 632.7   | 212.8                                   | 34.4  | 879.9        |
| 3–5 years   | 610.8   | 92.4                                    | 19.7  | 722.8        |
| 6–10 years  | 433.5   | 29.0                                    | 8.1   | 470.6        |
| More than 10 years                                    | 772.1   | 18.5                                    | 8.2   | 798.8        |
| Whether employment has a set completion date or event |   |   |   |              |
| Set completion date/event                             | 130.5   | 50.5                                    | 17.5  | 198.6        |
| No set completion date/event                          | 2 818.0   | 691.9                                   | 111.0   | 3 620.9      |
| Whether on a fixed-term contract                      |   |   |   |              |
| On a fixed-term contract                              | 87.5  | 25.6                                    | 14.7  | 127.8        |
| Not on a fixed-term contract                          | 2 861.0   | 716.8                                   | 113.8   | 3 691.7      |

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

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

— nil or rounded to zero (including null cells)

(a) Excluding persons who were contributing family workers and employees who worked for payment in kind only, in their main job.

(b) Refer to paragraphs 11–12 of the Explanatory Notes for further details.

EMPLOYEES(a), By hours worked and job duration *continued*

|   | Employees<br>with paid<br>leave<br>entitlements | Self-<br>identified<br>casuals | Employees without<br>paid leave<br>entitlements who did<br>not identify as casual | Total   |
|---|---|--------------------------------|---|---------|
| FEMALES   |   |                                |   |         |
| Total   | 2 312.2   | 1 068.6                        | 101.0   | 3 481.8 |
| Hours worked in main job in the reference week        |   |                                |   |         |
| Worked less than 35 hours                             |   |                                |   |         |
| Less than 1   | 129.8   | 69.4                           | 6.5   | 205.7   |
| 1–14  | 92.7  | 395.4                          | 29.6  | 517.7   |
| 15–19   | 119.8   | 138.6                          | 10.8  | 269.2   |
| 20–24   | 200.2   | 137.9                          | 14.2  | 352.3   |
| 25–29   | 126.3   | 80.0                           | 6.0   | 212.3   |
| 30–34   | 289.9   | 86.9                           | 9.8   | 386.5   |
| Worked 35 hours or more                               |   |                                |   |         |
| 35  | 87.0  | 21.5                           | *4.0  | 112.5   |
| 36–39   | 407.8   | 48.5                           | *3.3  | 459.7   |
| 40  | 344.0   | 38.1                           | 4.9   | 387.0   |
| 41–44   | 135.8   | 17.7                           | *3.0  | 156.6   |
| 45–48   | 166.1   | 15.0                           | *3.3  | 184.4   |
| 49 and over   | 212.8   | 19.6                           | 5.5   | 238.0   |
| Preference for hours(b)                               |   |                                |   |         |
| Full-time workers                                     | 1 731.1   | 200.4                          | 29.4  | 1 960.9 |
| Prefer more hours                                     | 57.3  | 34.6                           | *2.8  | 94.7    |
| Prefer less hours                                     | 602.2   | 32.3                           | 7.3   | 641.7   |
| Prefer same hours                                     | 1 071.0   | 132.8                          | 19.3  | 1 223.1 |
| Not known   | *0.7  | **0.6                          | —   | *1.3    |
| Part-time workers                                     | 581.1   | 868.2                          | 71.6  | 1 520.9 |
| Prefer more hours                                     | 108.3   | 333.2                          | 22.7  | 464.2   |
| Prefer less hours                                     | 57.6  | 35.0                           | 6.6   | 99.2    |
| Prefer same hours                                     | 403.5   | 473.9                          | 41.3  | 918.7   |
| Not known   | 11.7  | 26.1                           | *1.0  | 38.8    |
| Continuous duration in main job                       |   |                                |   |         |
| Under 1 year  | 415.0   | 435.4                          | 41.1  | 891.6   |
| 1–2 years   | 532.2   | 315.4                          | 22.3  | 869.9   |
| 3–5 years   | 486.4   | 171.8                          | 15.7  | 673.9   |
| 6–10 years  | 377.9   | 75.7                           | 10.5  | 464.2   |
| More than 10 years                                    | 500.7   | 70.2                           | 11.4  | 582.4   |
| Whether employment has a set completion date or event |   |                                |   |         |
| Set completion date/event                             | 138.5   | 82.9                           | 14.3  | 235.7   |
| No set completion date/event                          | 2 173.7   | 985.7                          | 86.7  | 3 246.1 |
| Whether on a fixed-term contract                      |   |                                |   |         |
| On a fixed-term contract                              | 103.3   | 47.2                           | 9.8   | 160.3   |
| Not on a fixed-term contract                          | 2 208.9   | 1 021.4                        | 91.2  | 3 321.5 |

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

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

— nil or rounded to zero (including null cells)

(a) Excluding persons who were contributing family workers and employees who worked for payment in kind only, in their main job.

(b) Refer to paragraphs 11–12 of the Explanatory Notes for further details.

EMPLOYEES(a), By hours worked and job duration *continued*

|   | Employees<br>with paid<br>leave<br>entitlements | Self-<br>identified<br>casuals | Employees without<br>paid leave<br>entitlements who did<br>not identify as casual | Total          |
|---|---|--------------------------------|---|----------------|
| PERSONS   |   |                                |   |                |
| <b>Total</b>  | <b>5 260.8</b>                                  | <b>1 811.0</b>                 | <b>229.5</b>  | <b>7 301.3</b> |
| Hours worked in main job in the reference week        |   |                                |   |                |
| Worked less than 35 hours                             |   |                                |   |                |
| Less than 1   | 282.3   | 98.5                           | 11.8  | 392.7          |
| 1–14  | 124.8   | 601.3                          | 46.1  | 772.3          |
| 15–19   | 153.6   | 196.7                          | 13.8  | 364.1          |
| 20–24   | 311.9   | 213.8                          | 22.7  | 548.4          |
| 25–29   | 176.7   | 115.7                          | 9.6   | 302.0          |
| 30–34   | 520.3   | 152.6                          | 21.5  | 694.4          |
| Worked 35 hours or more                               |   |                                |   |                |
| 35  | 155.4   | 38.3                           | 7.4   | 201.1          |
| 36–39   | 870.4   | 112.8                          | 14.0  | 997.3          |
| 40  | 898.4   | 105.2                          | 23.6  | 1 027.1        |
| 41–44   | 344.0   | 41.7                           | 11.9  | 397.6          |
| 45–48   | 533.1   | 53.3                           | 15.7  | 602.2          |
| 49 and over   | 889.8   | 81.0                           | 31.2  | 1 002.1        |
| Preference for hours(b)                               |   |                                |   |                |
| Full-time workers                                     | 4 572.2   | 540.5                          | 125.1   | 5 237.8        |
| Prefer more hours                                     | 228.8   | 111.5                          | 15.3  | 355.6          |
| Prefer less hours                                     | 1 448.2   | 89.4                           | 27.8  | 1 565.5        |
| Prefer same hours                                     | 2 894.2   | 338.6                          | 81.9  | 3 314.8        |
| Not known   | *1.0  | *0.9                           | —   | *1.9           |
| Part-time workers                                     | 688.6   | 1 270.6                        | 104.4   | 2 063.6        |
| Prefer more hours                                     | 144.8   | 549.4                          | 36.6  | 730.8          |
| Prefer less hours                                     | 63.5  | 43.4                           | 8.5   | 115.4          |
| Prefer same hours                                     | 466.1   | 638.7                          | 56.9  | 1 161.6        |
| Not known   | 14.2  | 39.1                           | *2.4  | 55.7           |
| Continuous duration in main job                       |   |                                |   |                |
| Under 1 year  | 914.5   | 825.2                          | 99.3  | 1 839.0        |
| 1–2 years   | 1 164.9   | 528.2                          | 56.7  | 1 749.7        |
| 3–5 years   | 1 097.1   | 264.2                          | 35.4  | 1 396.7        |
| 6–10 years  | 811.4   | 104.8                          | 18.6  | 934.7          |
| More than 10 years                                    | 1 272.9   | 88.7                           | 19.6  | 1 381.2        |
| Whether employment has a set completion date or event |   |                                |   |                |
| Set completion date/event                             | 269.0   | 133.4                          | 31.8  | 434.3          |
| No set completion date/event                          | 4 991.8   | 1 677.6                        | 197.7   | 6 867.1        |
| Whether on a fixed-term contract                      |   |                                |   |                |
| On a fixed-term contract                              | 190.8   | 72.8                           | 24.5  | 288.1          |
| Not on a fixed-term contract                          | 5 070.0   | 1 738.2                        | 205.0   | 7 013.2        |

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

— nil or rounded to zero (including null cells)

(a) Excluding persons who were contributing family workers and employees who worked for payment in kind only, in their main job.

(b) Refer to paragraphs 11–12 of the Explanatory Notes for further details.

## OWNER MANAGERS, By hours worked in main job and job duration

|  | <i>Owner<br/>managers of<br/>incorporated<br/>enterprises</i> | <i>Owner<br/>managers of<br/>unincorporated<br/>enterprises</i> | <i>Total</i> |
|--|---|---|--------------|
| MALES  |   |   |              |
| <i>Total</i>                                   | 450.3   | 765.0   | 1 215.3      |
| Hours worked in main job in the reference week |   |   |              |
| Worked less than 35 hours                      |   |   |              |
| Less than 1                                    | 11.3  | 28.0  | 39.2         |
| 1–14   | 10.0  | 36.7  | 46.7         |
| 15–19  | 6.5   | 14.9  | 21.4         |
| 20–24  | 10.8  | 37.0  | 47.8         |
| 25–29  | 7.3   | 13.8  | 21.1         |
| 30–34  | 22.7  | 56.9  | 79.6         |
| Worked 35 hours or more                        |   |   |              |
| 35   | 8.8   | 23.9  | 32.7         |
| 36–39  | 12.9  | 26.6  | 39.5         |
| 40   | 46.9  | 97.2  | 144.1        |
| 41–44  | 10.6  | 24.6  | 35.2         |
| 45–48  | 46.5  | 72.2  | 118.7        |
| 49 and over                                    | 255.9   | 333.4   | 589.2        |
| Preference for hours(a)                        |   |   |              |
| Full-time workers                              | 422.1   | 660.2   | 1 082.2      |
| Prefer more hours                              | 12.3  | 40.5  | 52.8         |
| Prefer less hours                              | 238.9   | 303.6   | 542.5        |
| Prefer same hours                              | 170.6   | 315.5   | 486.2        |
| Not known                                      | **0.2   | **0.5   | *0.7         |
| Part-time workers                              | 28.2  | 104.8   | 133.1        |
| Prefer more hours                              | 9.0   | 45.7  | 54.6         |
| Prefer less hours                              | *3.3  | 8.0   | 11.3         |
| Prefer same hours                              | 15.6  | 48.6  | 64.2         |
| Not known                                      | **0.3   | *2.6  | *2.9         |
| Continuous duration in main job                |   |   |              |
| Under 1 year                                   | 31.5  | 91.4  | 123.0        |
| 1–2 years                                      | 50.7  | 131.8   | 182.4        |
| 3–5 years                                      | 78.1  | 145.5   | 223.6        |
| 6–10 years                                     | 76.6  | 120.2   | 196.8        |
| More than 10 years                             | 213.3   | 276.2   | 489.5        |

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

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

(a) Refer to paragraphs 11–12 of the Explanatory Notes for further details.

OWNER MANAGERS, By hours worked in main job and job duration *continued*

|  | Owner<br>managers of<br>incorporated<br>enterprises | Owner<br>managers of<br>unincorporated<br>enterprises | Total |
|--|---|---|-------|
| FEMALES  |   |   |       |
| Total  | 177.5   | 364.4   | 541.9 |
| Hours worked in main job in the reference week |   |   |       |
| Worked less than 35 hours                      |   |   |       |
| Less than 1                                    | 8.6   | 15.3  | 23.9  |
| 1-14   | 31.9  | 85.3  | 117.3 |
| 15-19  | 16.5  | 25.6  | 42.1  |
| 20-24  | 19.2  | 34.7  | 53.9  |
| 25-29  | 11.3  | 18.4  | 29.6  |
| 30-34  | 14.3  | 27.2  | 41.5  |
| Worked 35 hours or more                        |   |   |       |
| 35   | 4.8   | 12.5  | 17.3  |
| 36-39  | 5.3   | 13.7  | 19.0  |
| 40   | 18.5  | 27.4  | 45.9  |
| 41-44  | *4.0  | 7.6   | 11.6  |
| 45-48  | 8.1   | 20.9  | 29.0  |
| 49 and over                                    | 34.8  | 75.8  | 110.6 |
| Preference for hours(a)                        |   |   |       |
| Full-time workers                              | 86.5  | 182.7   | 269.2 |
| Prefer more hours                              | *0.8  | 6.8   | 7.6   |
| Prefer less hours                              | 51.7  | 99.6  | 151.4 |
| Prefer same hours                              | 33.7  | 76.0  | 109.6 |
| Not known                                      | **0.3   | **0.3   | **0.6 |
| Part-time workers                              | 91.0  | 181.7   | 272.7 |
| Prefer more hours                              | 8.3   | 41.0  | 49.3  |
| Prefer less hours                              | 14.5  | 22.3  | 36.8  |
| Prefer same hours                              | 67.6  | 115.4   | 183.0 |
| Not known                                      | **0.6   | *3.1  | *3.6  |
| Continuous duration in main job                |   |   |       |
| Under 1 year                                   | 11.5  | 53.6  | 65.1  |
| 1-2 years                                      | 24.2  | 63.0  | 87.1  |
| 3-5 years                                      | 31.9  | 74.4  | 106.3 |
| 6-10 years                                     | 38.8  | 61.9  | 100.7 |
| More than 10 years                             | 71.1  | 111.6   | 182.7 |

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

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

(a) Refer to paragraphs 11-12 of the Explanatory Notes for further details.

OWNER MANAGERS, By hours worked in main job and job duration *continued*

|  | Owner<br>managers of<br>incorporated<br>enterprises | Owner<br>managers of<br>unincorporated<br>enterprises | Total          |
|--|---|---|----------------|
| PERSONS  |   |   |                |
| <b>Total</b>                                   | <b>627.8</b>  | <b>1 129.4</b>  | <b>1 757.1</b> |
| Hours worked in main job in the reference week |   |   |                |
| Worked less than 35 hours                      |   |   |                |
| Less than 1                                    | 19.9  | 43.2  | 63.1           |
| 1-14   | 42.0  | 122.0   | 164.0          |
| 15-19  | 23.1  | 40.5  | 63.5           |
| 20-24  | 30.0  | 71.7  | 101.7          |
| 25-29  | 18.6  | 32.2  | 50.8           |
| 30-34  | 37.0  | 84.1  | 121.1          |
| Worked 35 hours or more                        |   |   |                |
| 35   | 13.6  | 36.4  | 50.1           |
| 36-39  | 18.2  | 40.3  | 58.5           |
| 40   | 65.4  | 124.6   | 190.0          |
| 41-44  | 14.6  | 32.2  | 46.8           |
| 45-48  | 54.6  | 93.1  | 147.7          |
| 49 and over                                    | 290.7   | 409.1   | 699.8          |
| Preference for hours(a)                        |   |   |                |
| Full-time workers                              | 508.6   | 842.8   | 1 351.4        |
| Prefer more hours                              | 13.1  | 47.3  | 60.4           |
| Prefer less hours                              | 290.6   | 403.2   | 693.8          |
| Prefer same hours                              | 204.3   | 391.5   | 595.8          |
| Not known                                      | *0.5  | *0.8  | *1.3           |
| Part-time workers                              | 119.2   | 286.6   | 405.8          |
| Prefer more hours                              | 17.3  | 86.7  | 103.9          |
| Prefer less hours                              | 17.9  | 30.2  | 48.1           |
| Prefer same hours                              | 83.3  | 164.0   | 247.2          |
| Not known                                      | *0.9  | 5.7   | 6.5            |
| Continuous duration in main job                |   |   |                |
| Under 1 year                                   | 43.0  | 145.0   | 188.1          |
| 1-2 years                                      | 74.8  | 194.7   | 269.6          |
| 3-5 years                                      | 110.0   | 219.8   | 329.9          |
| 6-10 years                                     | 115.4   | 182.1   | 297.5          |
| More than 10 years                             | 284.5   | 387.7   | 672.2          |

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

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

(a) Refer to paragraphs 11-12 of the Explanatory Notes for further details.



## OWNER MANAGERS, By selected contract characteristics

|   | OWNER MANAGERS OF<br>UNINCORPORATED<br>ENTERPRISES |   | OWNER MANAGERS OF<br>INCORPORATED<br>ENTERPRISES |   | TOTAL                                   |   |              |
|---|--|---|--|---|---|---|--------------|
|   | <i>Undertakes<br/>contract<br/>work</i>            | <i>Does not<br/>undertake<br/>contract<br/>work</i> | <i>Undertakes<br/>contract<br/>work</i>          | <i>Does not<br/>undertake<br/>contract<br/>work</i> | <i>Undertakes<br/>contract<br/>work</i> | <i>Does not<br/>undertake<br/>contract<br/>work</i> | <i>Total</i> |
|   | '000   | '000  | '000   | '000  | '000                                    | '000  | '000         |
| MALES   |  |   |  |   |   |   |              |
| <i>Total</i>  | 242.1  | 522.9   | 132.2  | 318.0   | 374.3                                   | 840.9   | 1 215.3      |
| Whether has employees   |  |   |  |   |   |   |              |
| Has employees   | 47.2   | 175.6   | 60.9   | 227.6   | 108.1                                   | 403.2   | 511.3        |
| Does not have employees   | 194.9  | 347.3   | 71.3   | 90.4  | 266.2                                   | 437.7   | 704.0        |
| Whether earnings vary   |  |   |  |   |   |   |              |
| Earnings vary   | 208.3  | 426.3   | 98.6   | 167.0   | 306.9                                   | 593.3   | 900.2        |
| Earnings do not vary  | 33.8   | 96.6  | 33.7   | 151.0   | 67.5                                    | 247.6   | 315.1        |
| Whether contract prevents working for multiple clients                              |  |   |  |   |   |   |              |
| Prevented from working for other clients  | 31.8   | 79.0  | 22.4   | 52.2  | 54.2                                    | 131.2   | 185.4        |
| Not prevented from working for other clients  | 210.3  | 443.9   | 109.8  | 265.8   | 320.1                                   | 709.7   | 1 029.9      |
| Whether has authority over own working procedures                                   |  |   |  |   |   |   |              |
| Has authority over own working procedures   | 101.1  | 371.5   | 65.6   | 229.0   | 166.8                                   | 600.5   | 767.3        |
| Someone else has authority over working procedures                                  | 141.0  | 151.4   | 66.6   | 89.1  | 207.6                                   | 240.4   | 448.0        |
| Who has authority over working procedures(a)  |  |   |  |   |   |   |              |
| Employer/supervisor   | 18.0   | 15.3  | 6.3  | *3.4  | 24.3                                    | 18.7  | 43.0         |
| Business/person contracted to   | 74.8   | 17.9  | 32.1   | 4.7   | 106.9                                   | 22.6  | 129.5        |
| Customer  | 31.2   | 49.3  | 17.8   | 22.7  | 49.0                                    | 72.0  | 121.0        |
| Business partner  | *3.5   | 19.7  | *1.7   | 18.1  | 5.2                                     | 37.8  | 43.0         |
| Board of management/chairperson of the board  | **0.4  | *1.8  | *1.7   | 5.8   | *2.0                                    | 7.6   | 9.6          |
| Franchising company   | *1.4   | 5.8   | *2.0   | *4.0  | *3.4                                    | 9.8   | 13.2         |
| Government or other regulation/standard (e.g. local council, environment authority) | 36.0   | 65.2  | 19.4   | 39.0  | 55.3                                    | 104.2   | 159.5        |
| Other   | *1.3   | 7.1   | *1.6   | *3.5  | *3.0                                    | 10.6  | 13.5         |

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

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

(a) As respondents can respond to more than one category, these items will not add to the total.

|  | OWNER MANAGERS OF<br>UNINCORPORATED<br>ENTERPRISES |   | OWNER MANAGERS OF<br>INCORPORATED<br>ENTERPRISES |   | TOTAL                                   |   |              |
|--|--|---|--|---|---|---|--------------|
|  | <i>Undertakes<br/>contract<br/>work</i>            | <i>Does not<br/>undertake<br/>contract<br/>work</i> | <i>Undertakes<br/>contract<br/>work</i>          | <i>Does not<br/>undertake<br/>contract<br/>work</i> | <i>Undertakes<br/>contract<br/>work</i> | <i>Does not<br/>undertake<br/>contract<br/>work</i> | <i>Total</i> |
|  | '000   | '000  | '000   | '000  | '000                                    | '000  | '000         |
| FEMALES  |  |   |  |   |   |   |              |
| <i>Total</i>   | 53.6   | 310.8   | 23.9   | 153.6   | 77.5                                    | 464.3   | 541.9        |
| Whether has employees  |  |   |  |   |   |   |              |
| Has employees  | 7.9  | 108.6   | 11.0   | 114.0   | 18.9                                    | 222.6   | 241.5        |
| Does not have employees  | 45.7   | 202.1   | 13.0   | 39.6  | 58.6                                    | 241.7   | 300.4        |
| Whether earnings vary  |  |   |  |   |   |   |              |
| Earnings vary  | 45.9   | 244.9   | 16.4   | 64.3  | 62.4                                    | 309.2   | 371.5        |
| Earnings do not vary   | 7.7  | 65.9  | 7.5  | 89.3  | 15.2                                    | 155.2   | 170.3        |
| Whether contract prevents working for multiple<br>clients                              |  |   |  |   |   |   |              |
| Prevented from working for other clients   | 8.0  | 45.5  | *3.1   | 20.9  | 11.1                                    | 66.4  | 77.5         |
| Not prevented from working for other clients   | 45.6   | 265.3   | 20.8   | 132.6   | 66.4                                    | 397.9   | 464.3        |
| Whether has authority over own working<br>procedures                                   |  |   |  |   |   |   |              |
| Has authority over own working procedures  | 24.2   | 213.9   | 11.9   | 100.7   | 36.1                                    | 314.6   | 350.6        |
| Someone else has authority over working<br>procedures                                  | 29.4   | 96.9  | 12.0   | 52.9  | 41.5                                    | 149.8   | 191.2        |
| Who has authority over working procedures(a)   |  |   |  |   |   |   |              |
| Employer/supervisor  | 4.6  | 10.6  | —  | 6.9   | 4.6                                     | 17.5  | 22.1         |
| Business/person contracted to  | 13.0   | 5.3   | 5.3  | *2.1  | 18.3                                    | 7.3   | 25.7         |
| Customer   | *3.9   | 16.8  | *3.8   | 5.0   | 7.8                                     | 21.8  | 29.6         |
| Business partner   | *1.9   | 29.8  | *0.9   | 29.0  | *2.7                                    | 58.8  | 61.6         |
| Board of management/chairperson of the<br>board  | **0.3  | *2.2  | **0.3  | *1.6  | **0.6                                   | *3.7  | *4.4         |
| Franchising company  | **0.2  | 5.5   | **0.2  | *2.8  | **0.4                                   | 8.3   | 8.7          |
| Government or other regulation/standard<br>(e.g. local council, environment authority) | 8.2  | 36.5  | *2.5   | 11.6  | 10.6                                    | 48.1  | 58.7         |
| Other  | **0.6  | 4.6   | **0.5  | *1.6  | *1.1                                    | 6.2   | 7.3          |

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

— nil or rounded to zero (including null cells)

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

(a) As respondents can respond to more than one category, these items will not add to the total.

OWNER MANAGERS, By selected contract characteristics *continued*

|   | OWNER MANAGERS OF<br>UNINCORPORATED<br>ENTERPRISES |   | OWNER MANAGERS OF<br>INCORPORATED<br>ENTERPRISES |   | TOTAL                                   |   |                |
|---|--|---|--|---|---|---|----------------|
|   | <i>Undertakes<br/>contract<br/>work</i>            | <i>Does not<br/>undertake<br/>contract<br/>work</i> | <i>Undertakes<br/>contract<br/>work</i>          | <i>Does not<br/>undertake<br/>contract<br/>work</i> | <i>Undertakes<br/>contract<br/>work</i> | <i>Does not<br/>undertake<br/>contract<br/>work</i> | <i>Total</i>   |
|   | '000   | '000  | '000   | '000  | '000                                    | '000  | '000           |
| PERSONS   |  |   |  |   |   |   |                |
| <b>Total</b>  | <b>295.7</b>                                       | <b>833.7</b>  | <b>156.2</b>                                     | <b>471.6</b>  | <b>451.9</b>                            | <b>1 305.3</b>                                      | <b>1 757.1</b> |
| Whether has employees   |  |   |  |   |   |   |                |
| Has employees   | 55.1   | 284.2   | 71.9   | 341.6   | 127.0                                   | 625.8   | 752.8          |
| Does not have employees   | 240.6  | 549.5   | 84.3   | 130.0   | 324.9                                   | 679.5   | 1 004.3        |
| Whether earnings vary   |  |   |  |   |   |   |                |
| Earnings vary   | 254.2  | 671.1   | 115.0  | 231.3   | 369.2                                   | 902.5   | 1 271.7        |
| Earnings do not vary  | 41.5   | 162.5   | 41.2   | 240.3   | 82.7                                    | 402.8   | 485.5          |
| Whether contract prevents working for multiple clients                              |  |   |  |   |   |   |                |
| Prevented from working for other clients  | 39.8   | 124.5   | 25.5   | 73.1  | 65.3                                    | 197.6   | 262.9          |
| Not prevented from working for other clients  | 255.9  | 709.2   | 130.6  | 398.5   | 386.6                                   | 1 107.6   | 1 494.2        |
| Whether has authority over own working procedures                                   |  |   |  |   |   |   |                |
| Has authority over own working procedures   | 125.3  | 585.4   | 77.5   | 329.7   | 202.8                                   | 915.1   | 1 117.9        |
| Someone else has authority over working procedures                                  | 170.4  | 248.3   | 78.6   | 141.9   | 249.0                                   | 390.2   | 639.2          |
| Who has authority over working procedures(a)  |  |   |  |   |   |   |                |
| Employer/supervisor   | 22.7   | 25.9  | 6.3  | 10.3  | 28.9                                    | 36.2  | 65.1           |
| Business/person contracted to   | 87.9   | 23.2  | 37.4   | 6.8   | 125.2                                   | 30.0  | 155.2          |
| Customer  | 35.1   | 66.1  | 21.7   | 27.7  | 56.8                                    | 93.9  | 150.7          |
| Business partner  | 5.3  | 49.5  | *2.6   | 47.2  | 7.9                                     | 96.7  | 104.6          |
| Board of management/chairperson of the board  | *0.7   | *4.0  | *2.0   | 7.3   | *2.7                                    | 11.3  | 14.0           |
| Franchising company   | *1.6   | 11.3  | *2.2   | 6.8   | *3.8                                    | 18.1  | 21.9           |
| Government or other regulation/standard (e.g. local council, environment authority) | 44.2   | 101.7   | 21.8   | 50.5  | 66.0                                    | 152.2   | 218.2          |
| Other   | *1.9   | 11.7  | *2.1   | 5.1   | *4.1                                    | 16.8  | 20.8           |

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

(a) As respondents can respond to more than one category, these items will not add to the total.

## STATE OR TERRITORY OF USUAL RESIDENCE, By employment types(a)

|   | NSW            | Vic.           | Qld            | SA           | WA           | Tas.         | NT(b)       | ACT          | Aust.          |
|---|----------------|----------------|----------------|--------------|--------------|--------------|-------------|--------------|----------------|
| MALES   |                |                |                |              |              |              |             |              |                |
| <i>Total(a)</i>   | 1 690.7        | 1 292.5        | 925.8          | 368.0        | 520.9        | 109.1        | 41.6        | 86.3         | 5 034.8        |
| Population 1  |                |                |                |              |              |              |             |              |                |
| Employees with paid leave entitlements  | 990.0          | 800.1          | 507.2          | 206.1        | 297.3        | 65.1         | 26.1        | 56.6         | 2 948.6        |
| Population 2  |                |                |                |              |              |              |             |              |                |
| Self-identified casuals   | 243.5          | 161.9          | 167.6          | 63.3         | 69.0         | 18.2         | 6.3         | 12.7         | 742.5          |
| Population 3  |                |                |                |              |              |              |             |              |                |
| Employees without paid leave entitlements who did not identify as casual  | 42.6           | 30.4           | 23.0           | 7.7          | 17.8         | *1.7         | *1.4        | *3.9         | 128.5          |
| Population 4  |                |                |                |              |              |              |             |              |                |
| Owner managers of incorporated enterprises  | 173.4          | 120.2          | 69.1           | 26.7         | 45.4         | 8.4          | *2.8        | *4.2         | 450.3          |
| Population 5  |                |                |                |              |              |              |             |              |                |
| Owner managers of unincorporated enterprises  | 241.2          | 179.8          | 158.9          | 64.1         | 91.5         | 15.7         | 4.9         | 8.8          | 765.0          |
| FEMALES   |                |                |                |              |              |              |             |              |                |
| <i>Total(a)</i>   | 1 330.8        | 1 018.9        | 751.9          | 307.6        | 408.0        | 90.6         | 36.8        | 79.1         | 4 023.7        |
| Population 1  |                |                |                |              |              |              |             |              |                |
| Employees with paid leave entitlements  | 789.3          | 626.6          | 387.8          | 157.5        | 227.6        | 47.1         | 21.8        | 54.6         | 2 312.2        |
| Population 2  |                |                |                |              |              |              |             |              |                |
| Self-identified casuals   | 336.1          | 236.6          | 237.2          | 95.2         | 109.2        | 27.4         | 11.4        | 15.5         | 1 068.6        |
| Population 3  |                |                |                |              |              |              |             |              |                |
| Employees without paid leave entitlements who did not identify as casual  | 34.5           | 30.6           | 14.3           | 6.3          | 9.8          | *2.9         | **0.4       | *2.4         | 101.0          |
| Population 4  |                |                |                |              |              |              |             |              |                |
| Owner managers of incorporated enterprises  | 62.2           | 47.3           | 29.1           | 10.9         | 21.2         | *2.9         | *1.4        | *2.4         | 177.5          |
| Population 5  |                |                |                |              |              |              |             |              |                |
| Owner managers of unincorporated enterprises  | 108.8          | 77.9           | 83.5           | 37.6         | 40.2         | 10.2         | *1.9        | *4.3         | 364.4          |
| PERSONS   |                |                |                |              |              |              |             |              |                |
| <b><i>Total(a)</i></b>  | <b>3 021.5</b> | <b>2 311.4</b> | <b>1 677.7</b> | <b>675.6</b> | <b>928.8</b> | <b>199.7</b> | <b>78.3</b> | <b>165.4</b> | <b>9 058.5</b> |
| Population 1  |                |                |                |              |              |              |             |              |                |
| Employees with paid leave entitlements  | 1 779.3        | 1 426.8        | 895.1          | 363.6        | 524.9        | 112.2        | 47.8        | 111.2        | 5 260.8        |
| Population 2  |                |                |                |              |              |              |             |              |                |
| Self-identified casuals   | 579.6          | 398.5          | 404.8          | 158.5        | 178.1        | 45.6         | 17.7        | 28.1         | 1 811.0        |
| Population 3  |                |                |                |              |              |              |             |              |                |
| Employees without paid leave entitlements who did not identify as casual  | 77.1           | 61.0           | 37.2           | 14.0         | 27.5         | 4.6          | *1.7        | 6.3          | 229.5          |
| Population 4  |                |                |                |              |              |              |             |              |                |
| Owner managers of incorporated enterprises  | 235.6          | 167.5          | 98.2           | 37.7         | 66.6         | 11.4         | *4.2        | 6.7          | 627.8          |
| Population 5  |                |                |                |              |              |              |             |              |                |
| Owner managers of unincorporated enterprises  | 350.0          | 257.7          | 242.4          | 101.8        | 131.7        | 25.9         | 6.8         | 13.1         | 1 129.4        |
| * estimate has a relative standard error of between 25% and 50% and should be used with caution<br>** estimate has a relative standard error greater than 50% and is considered too unreliable for general use                            |                |                |                |              |              |              |             |              |                |
| (a) Excluding persons who were contributing family workers and employees who worked for payment in kind only, in their main job.<br>(b) Refers to mainly urban areas only. For more information see paragraph 7 of the Explanatory Notes. |                |                |                |              |              |              |             |              |                |

## EXPLANATORY NOTES

### INTRODUCTION

**1** The statistics in this publication were compiled from data collected in the Forms of Employment Survey conducted throughout Australia in November 2001 as a supplement to the monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

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

**3** From April 2001 the LFS has been conducted using a redesigned questionnaire containing additional questions and some minor definitional changes. These changes also affect the supplementary surveys. For further details, see *Information Paper: Implementing the Redesigned Labour Force Survey Questionnaire* (cat. no. 6295.0) and *Information Paper: Questionnaires Used in the Labour Force Survey* (cat. no. 6232.0).

### CONCEPTS, SOURCES AND METHODS

**4** The conceptual framework used in Australia's Labour Force Survey aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0) which is also available on the ABS web site <<http://www.abs.gov.au>> (About Statistics—Concepts and Classifications). The International Labour Organisation's 1993 International Classification of Status in Employment (ICSE) underpins the classifications used in Australian labour force statistics to categorise employed people. According to the ICSE: "a job is classified with respect to the type of explicit or implicit contract of employment of the person with other persons or organisations. The basic criteria used to define the groups of the classification are the type of economic risk, an element of which is the strength of the attachment between the person and the job, and the type of authority over establishments and other workers which the job incumbents have or will have."

### SCOPE

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

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

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

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

## EXPLANATORY NOTES *continued*

### SCOPE *continued*

**8** In addition to those already excluded from the LFS, persons aged 70 years and over and visitors to private dwellings were excluded from this survey.

### COVERAGE

**9** The estimates in this publication relate to persons covered by the survey in November 2001. In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling and hence has only one chance of selection in the survey. See, *Labour Force, Australia* (cat. no. 6203.0).

### RELIABILITY OF THE ESTIMATES

**10** 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 the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient processing procedures.

### NOTES ON ESTIMATES

**11** No attempt was made to link the 'Preference for hours' data item to any change in pay. The data item combines responses to two separate questions by two different groups of employed persons. The first question was asked of part-time workers only. It read 'Would you prefer to work more hours than you usually work'. Positive responses were classified to the 'Prefer more hours' category of this data item. The second question was asked of part-time workers who answered 'no' to the first question, and of full-time workers. It read 'Would you prefer to work more, less, or the same number of hours as you usually work'. Responses were recorded, as appropriate, against the categories 'Prefer more hours', 'Prefer less hours', 'Prefer same hours'. Employed persons who were away from work in the reference week were not asked either question.

**12** Not all part-time workers who responded positively to the first question, and thus were assigned to the 'Prefer more hours' category, would have been assigned to the 'Prefer more hours' category, if asked the second question. Some may have worked a higher than usual number of hours in the reference week. This number of hours may have been more than or equal to the number of hours they would have preferred to work. Under these circumstances either the 'Prefer less hours' or the 'Prefer same hours' category would have been assigned had they been asked the second question.

### CLASSIFICATIONS USED

**13** Occupation data are classified according to the *ASCO Australian Standard Classification of Occupations, Second Edition, 1997* (cat. no. 1220.0).

**14** Industry data are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (cat. no. 1292.0).

**15** Country of birth data are classified according to the *Standard Australian Classification of Countries (SACC), 1998* (cat. no. 1269.0).

### COMPARABILITY OF TIME SERIES

**16** Revisions are made to population benchmarks for the LFS after each five-yearly Census of Population and Housing. The last such revision was made in February 1999 to take account of the results of the 1996 Census of Population and Housing. Estimates from supplementary surveys conducted from and including February 1999 are therefore based on revised population benchmarks.

## EXPLANATORY NOTES *continued*

### COMPARABILITY OF TIME SERIES *continued*

**17** Supplementary surveys are not always conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample. Therefore the reduction in sample size means that the standard errors for this survey differ from those applicable to previous surveys.

### COMPARABILITY WITH MONTHLY LFS STATISTICS

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

**19** Core LFS series from April 1986 to March 2001 have been revised on the basis of the redesigned LFS questionnaire. Supplementary survey data have not been revised.

### PREVIOUS SURVEYS

**20** Results of previous surveys on employment arrangements have been published in :

- *Forms of Employment, Australia, 1998*, cat. no. 6359.0
- *Employment Arrangements and Superannuation, Australia, 2000*, cat. no. 6361.0

### ACKNOWLEDGMENT

**21** ABS surveys draw extensively on information provided 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*.

### NEXT SURVEY

**22** The ABS plans to conduct this survey again in November 2004.

### RELATED PUBLICATIONS

**23** Other publications which may be of interest include:

- *Labour Force, Australia*, cat. no. 6203.0
- *Labour Statistics: Concepts, Sources and Methods, 2001*, cat. no. 6102.0

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

## APPENDIX 1 EMPLOYMENT CLASSIFICATIONS

### INTRODUCTION

The ABS publishes statistics about people in different types of employment, and their working arrangements. These statistics are derived from a number of household surveys including the Labour force Survey (LFS), the Survey of Employment Arrangements and Superannuation (SEAS) and the Forms of Employment Survey (FOES). In each of these three surveys, employed people are classified using categories which capture the essential nature of their employment arrangements.

This appendix describes how people are classified to different employment categories in FOES, and compares these employment categories with the standard ABS status in employment classification and the categories used in SEAS.

Both FOES and SEAS have been designed to examine the changing nature of the Australian labour market, to chart the emergence of different forms of employment, and to provide a source of information about people's working arrangements that are not effectively measured by existing classifications and definitions.

### STATUS IN EMPLOYMENT

The LFS status in employment classification is a classification of employed persons based on the International Labour Organisation's 1993 International Classification of Status in Employment (ICSE). Within the ICSE, people are allocated to five mutually exclusive categories according to the type of job held:

- employees;
- employers;
- own account workers;
- contributing family workers; and,
- members of producers' cooperatives.

The ABS adopts the broad level ICSE classification, but excludes the "members of producers' cooperatives" category due to its lack of relevance to the Australian situation.

Below the broad level of classification, the ICSE is not prescriptive but gives some guidance on the more detailed types of employment situations that countries might be interested in identifying. Prior to FOES, the ABS had not attempted to identify more detailed categories, with the exception of its long-standing permanent/casual measure for employees.

The groups in the ABS status in employment classification are:

- Employee: a person who works for a public or private employer and receives remuneration in wages, salary, a retainer fee by their employer while working on a commission basis, tips, piece-rates or payment in kind, or a person who operates his or her own incorporated enterprise with or without hiring employees. Persons who worked for payment in kind only in their main job were excluded from FOES.
- Employer: a person who operates his or her own unincorporated economic enterprise or engages independently in a profession or trade, and hires one or more employees.
- Own account worker: a person who operates his or her own unincorporated enterprise or engages independently in a profession or trade, and hires no employees.
- Contributing family worker: a person who works without pay in an economic enterprise owned by a relative. (This group was excluded from FOES).



## APPENDIX 1 EMPLOYMENT CLASSIFICATIONS *continued*

*Use of the status in  
employment classification in  
the Labour Force Survey*

The main source of regular status in employment statistics is the LFS, a large-scale household survey which yields official monthly estimates of employment and unemployment. Status in employment is determined largely on the basis of a person's perception of their relationship to the establishment or enterprise in which they work. It is expected that most people would be classified to an appropriate category using this approach. However, in cases where people's working arrangements are less clear-cut, more objective criteria may give different results.

FORMS OF EMPLOYMENT  
SURVEY EMPLOYMENT TYPE  
CLASSIFICATION

The employment type classification used in FOES accords with the status in employment classification at the broad level. As is the case for the status in employment classification, a distinction is made between two main groups of workers: Employees (including people working in their own incorporated enterprise); and the 'self-employed', that is, people working in their own unincorporated enterprise.

The following describes the ways in which the FOES employment classification expands on the existing status in employment classification used in the LFS.

*Separate identification of  
those working in their own  
incorporated enterprise*

The ICSE notes that while it is consistent with the System of National Accounts to classify people working in their own incorporated enterprise as employees, in many respects they have more in common with other Owner managers, for example in terms of their authority in, and responsibility for, the business, and may be best classified this way for labour market analysis. In this publication, Owner managers of incorporated enterprises are presented as a separate category of employees, but in some cases have also been grouped with other owner managers for the purposes of particular analyses.

*Added dimension of paid  
leave entitlements and  
self-identified casuals*

Employees (excluding those working in their own incorporated enterprise) were divided into groups according to their leave entitlements and whether they reported being employed as casuals. In FOES, employees who were entitled to either paid sick leave or paid holiday leave (but not both), or who were entitled to neither form of paid leave, were asked whether they were employed as casuals. The FOES measure of Self-identified casuals thus excludes Owner managers of incorporated enterprises and picks up an additional group of employees who have some paid leave entitlements but reported themselves as casual.

*Whether working on a fixed  
term contract*

For FOES, Employees were asked whether or not they worked on a fixed-term contract. Data on these groups are available in this publication.

*Whether undertakes contract  
work*

Owner managers of incorporated enterprises and Owner managers of unincorporated enterprises were asked whether or not they undertook contract work. Data on these groups are available in this publication.

*Treatment of contributing  
family workers and employees  
working for payment in kind  
only*

Contributing family workers (a separate category in the standard ABS status in employment classification) and employees who were working for payment in kind only in their main job, were excluded from FOES, as it was considered that many of the questions would not apply to them. They have therefore been excluded from the statistics in this publication.

## APPENDIX 1 EMPLOYMENT CLASSIFICATIONS *continued*

### EMPLOYMENT TYPE CATEGORIES USED IN FOES

The employment type categories used to present data in this publication are as follows:

- Employees
  - With paid leave entitlements
  - Self-identified casuals
  - Without paid leave entitlements, did not identify as casual
- Owner managers of incorporated enterprises
- Owner managers of unincorporated enterprises

### CASUAL EMPLOYMENT

FOES and SEAS include a measure of casual employment, that is, 'Self-identified casuals', in the employment type categories used to present results from each survey. The 'Self-identified casuals' measure excludes Owner managers. The group of employees entitled to only one form of paid leave are included in this category only if they identify as casual; otherwise they are treated as Employees with paid leave entitlements.

### COMPARISON OF FOES WITH SEAS

The employment type categories used in FOES 2001 differ slightly from those used in FOES 1998. The primary difference concerns the population group, 'Other employed persons' which was not used in FOES 2001. A major impetus for dropping the original FOES employment grouping of 'Other employed persons' was to retain parity with the SEAS publication. In FOES 1998, 'Other employed persons' were defined as;

Persons who:

- worked in someone else's business; or
- reported that they worked in their own unincorporated business but did not invoice clients for own payment and paid PAYE tax

and were not entitled to receive both paid holiday and paid sick leave and did not consider their job to be casual.

FOES 2001 employment groupings were modelled on the main employment categories in SEAS. The SEAS publication further categorises employees with some paid leave entitlements by whether or not they work on a fixed-term contract, and Owner managers by whether or not they work on a contract basis.

The SEAS population groups are as follows:

Employees

- With some leave entitlements not working on a fixed-term contract
- With some leave entitlements working on a fixed-term contract
- Self-identified casuals
- Without leave entitlements who did not identify as casual

Owner managers of incorporated enterprises

- Working on a contract basis
- Not working on a contract basis

Owner managers of unincorporated enterprises

- Working on a contract basis
- Not working on a contract basis

## APPENDIX 2 POPULATIONS AND DATA ITEMS LIST

### DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Forms of Employment 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. Country of birth (2)).

To obtain data available on request, or for more information about our customised data service, contact Natalie Cartwright on Canberra 02 6252 7771, or by facsimile on 02 6252 5172, or by email to <natalie.cartwright@abs.gov.au>.

|                     |   |
|---------------------|---|
| <b>Population 1</b> | Employees with paid leave entitlements.                                   |
| <b>Population 2</b> | Self-identified casuals.  |
| <b>Population 3</b> | Employees without paid leave entitlements who did not identify as casual. |
| <b>Population 4</b> | Owner managers of incorporated enterprises.                               |
| <b>Population 5</b> | Owner managers of unincorporated enterprises.                             |
| <b>Population 6</b> | Employed persons.   |

## APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

| <i>Data Items</i>                                  | <i>Populations</i> | <i>Data Items</i>  | <i>Populations</i> |
|--|--------------------|--|--------------------|
| <b>1 State or territory of usual residence</b>     | All                | <b>8 Age group (years)</b>   | All                |
| New South Wales                                    |                    | 15–19  |                    |
| Victoria   |                    | 20–24  |                    |
| Queensland   |                    | 25–34  |                    |
| South Australia                                    |                    | 35–44  |                    |
| Western Australia                                  |                    | 45–54  |                    |
| Tasmania   |                    | 55–59  |                    |
| Northern Territory                                 |                    | 60–64  |                    |
| Australian Capital Territory                       |                    | 65–69  |                    |
| <b>2 Area of usual residence</b>                   | All                | Note: Other age units or groups as specified and appropriate for the populations are available |                    |
| State capital city                                 |                    |  |                    |
| Balance of state/territory                         |                    |  |                    |
| <b>3 Region of usual residence</b>                 | All                | <b>9 Full-time or part-time status</b>   | All                |
| Standard labour force dissemination regions        |                    | Full-time workers  |                    |
|  |                    | Part-time workers  |                    |
| <b>4 Sex</b>                                       | All                | <b>10 Occupation</b>   | All                |
| Males  |                    | Managers and administrators  |                    |
| Females  |                    | Professionals  |                    |
| <b>5 Marital status</b>                            | All                | Associate professionals  |                    |
| Married  |                    | Tradespersons and related workers  |                    |
| Not married  |                    | Advanced clerical and service workers  |                    |
| <b>6 Relationship in household</b>                 | All                | Intermediate clerical, sales and service workers   |                    |
| Family member                                      |                    | Intermediate production and transport workers  |                    |
| Husband, wife or partner                           |                    | Elementary clerical, sales and service workers   |                    |
| With dependants                                    |                    | Labourers and related workers  |                    |
| Without dependants                                 |                    |  |                    |
| Lone parent  |                    | <b>11 Industry</b>   | All                |
| With dependants                                    |                    | Agriculture, forestry and fishing  |                    |
| Without dependants                                 |                    | Mining   |                    |
| Dependent student                                  |                    | Manufacturing  |                    |
| Non-dependent child                                |                    | Electricity, gas and water supply  |                    |
| Other family person                                |                    | Construction   |                    |
| Non-family member                                  |                    | Wholesale trade  |                    |
| Lone person  |                    | Retail trade   |                    |
| Not living alone                                   |                    | Accommodation, cafes and restaurants   |                    |
| Relationship not determined                        |                    | Transport and storage  |                    |
| <b>7A Country of birth and period of arrival</b>   | All                | Communication services   |                    |
| Born in Australia                                  |                    | Finance and insurance  |                    |
| Born overseas                                      |                    | Property and business services   |                    |
| Arrived before 1971                                |                    | Government administration and defence  |                    |
| Arrived 1971–1980                                  |                    | Education  |                    |
| Arrived 1981–1990                                  |                    | Health and community services  |                    |
| Arrived 1991–2000                                  |                    | Cultural and recreational services   |                    |
| Arrived 2001 to survey date                        |                    | Personal and other services  |                    |
| <b>7B Country of birth (1)</b>                     | All                | <b>12 Whether has employees</b>  | 4,5                |
| Born in Australia                                  |                    | Has employees  |                    |
| Born overseas                                      |                    | Does not have employees  |                    |
| Born in main English-speaking countries            |                    | <b>13 Whether has leave entitlements in main job</b>   | 1,2,3              |
| Born in other than main English-speaking countries |                    | With leave entitlements  |                    |
|  |                    | Without leave entitlements   |                    |
| <b>7C Country of birth (2)</b>                     | All                | Not known  |                    |
| Born in Australia                                  |                    | <b>14 Whether entitled to paid holiday leave</b>   | 1,2,3              |
| Born overseas                                      |                    | Entitled to paid holiday leave   |                    |
| The Middle East and North Africa                   |                    | Not entitled to paid holiday leave   |                    |
| Africa (excluding North Africa)                    |                    | Not known  |                    |
| Northern America                                   |                    | <b>15 Whether entitled to paid sick leave</b>  | 1,2,3              |
| South America, Central America and the Caribbean   |                    | Entitled to paid sick leave  |                    |
| North-East Asia                                    |                    | Not entitled to paid sick leave  |                    |
| South-East Asia                                    |                    | Not known  |                    |
| Southern Asia                                      |                    | <b>16 Whether entitled to long service leave</b>   | 1,2,3              |
| Europe and the Former USSR                         |                    | Entitled to paid long service leave  |                    |
| Oceania and Antarctica                             |                    | Not entitled to paid long service leave  |                    |
|  |                    | Not known  |                    |

## APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

| <i>Data Items</i>   | <i>Populations</i> | <i>Data Items</i>  | <i>Populations</i> |
|---|--------------------|--|--------------------|
| 17 <b>Whether undertakes contract work</b><br>Undertakes contract work<br>Does not undertake contract work  | 4,5                | 29 <b>Whether expects contract to be renewed</b><br>Expects contract to be renewed<br>Does not expect contract to be renewed   | 1,2,3              |
| 18 <b>Whether had more than one contract</b><br>Had one contract<br>Had more than one contract  | 4,5                | 30 <b>Whether earnings vary</b><br>Earnings vary<br>Earnings do not vary   | All                |
| 19 <b>Whether able to (sub)contract out work in main job</b><br>Able to (sub)contract<br>Not able to (sub)contract  | 4,5                | 31 <b>Whether found job through registration with an employment agency/labour hire firm</b><br>Found job through registration<br>Did not find job through registration<br>Not known  | 1,2,3              |
| 20 <b>Main reason unable to (sub)contract out own work</b><br>Part of employment contract/conditions<br>Nature of work<br>Other   | 4,5                | 32 <b>Whether still registered with the same employment agency/labour hire firm</b><br>Still registered<br>No longer registered<br>Not known/not asked   | 1,2,3              |
| 21 <b>Whether contract prevents working for multiple clients</b><br>Prevented from working for other clients<br>Not prevented from working for other clients  | 4,5                | 33 <b>Whether paid by an employment agency/labour hire firm</b><br>Paid by an employment agency/labour hire firm<br>Not paid by an employment agency/labour hire firm<br>Not known   | 1,2,3              |
| 22 <b>Whether has authority over own working procedures</b><br>Has authority over own working procedures<br>Someone has authority over working procedures   | 4,5                | 34 <b>Whether earnings are more than \$6,000 per year</b><br>Earnings are more than \$6,000 per year before tax<br>Earnings are \$6,000 or less per year before tax  | All                |
| 23 <b>Who has authority over own working procedures</b><br>Employer/supervisor<br>Business/person contracted to Customer<br>Business partner<br>Board of management/chairperson of the board<br>Franchising company<br>Government or other regulation/standard<br>Other | 3-5                | 35 <b>Status in employment</b><br>Employees<br>Employers<br>Own account workers  | All                |
| 24 <b>Continuous duration in main job</b><br>Under 1 year<br>1-2 years<br>3-5 years<br>6-10 years<br>More than 10 years   | All                | 36 <b>Hours worked in main job in reference week</b><br>Worked less than 35 hours<br>Less than 1<br>1 or more<br>1-14<br>15-19<br>20-24<br>25-29<br>30-34<br>Worked 35 hours or more<br>35<br>36-39<br>40<br>41-44<br>45-48<br>49 and over                     | All                |
| 25 <b>Reason expected duration of main job less than 1 year</b><br>Changing jobs/seeking other employment<br>Return to study/travel/family reasons<br>Retiring<br>Seasonal/temporary job/fixed contract<br>Employer/business closing<br>down/downsizing<br>Other        | All                | 37 <b>Educational attendance</b><br>Currently a full-time student<br>Not currently a full-time student<br>Not known  | All                |
| 26 <b>Whether employment has a set completion date or event</b><br>Set completion date/event<br>No set completion date/event  | 1,2,3              | 38 <b>Preference for hours by full-time/part-time status</b><br>Full-time workers<br>Prefer more hours<br>Prefer less hours<br>Prefer same hours<br>Not known<br>Part-time workers<br>Prefer more hours<br>Prefer less hours<br>Prefer same hours<br>Not known | All                |
| 27 <b>Length of set employment completion date</b><br>Employment has a set completion date<br>Under 1 year<br>1-5 years<br>More than 5 years<br>Employment does not have a set completion date  | 1,2,3              |  |                    |
| 28 <b>Whether on a fixed-term contract</b><br>On a fixed-term contract<br>Not on a fixed-term contract  | 1,2,3              |  |                    |

## APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

*Data Items* . . . . . *Populations*

- |    |  |       |
|----|--|-------|
| 39 | <b>Whether employment has a set completion date or event</b>         | 1,2,3 |
|    | Set completion date/event  |       |
|    | No set completion date/event   |       |
| 40 | <b>Whether on a fixed-term contract</b>                              | 1,2,3 |
|    | On a fixed-term contract   |       |
|    | Not on a fixed-term contract   |       |
| 41 | <b>Expected future duration with current employer or business</b>    | All   |
|    | Expects to be with current employer or business in 12 months         |       |
|    | Does not expect to be with current employer or business in 12 months |       |

## APPENDIX 3 SUPPLEMENTARY SURVEYS

### SUPPLEMENTARY SURVEYS

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

|   | <i>cat. no.</i> | <i>Frequency</i> | <i>Latest issue</i> |
|---|-----------------|------------------|---------------------|
| Career Experience, Australia  | 6254.0          | Irregular        | November 1998       |
| Career Paths of Persons with Trade Qualifications, Australia            | 6243.0          | Discontinued     | Final issue 1993    |
| Child Care, Australia   | 4402.0          | Irregular        | June 1999           |
| Education and Work, Australia   | 6227.0          | Annual           | May 2001            |
| Employee Earnings, Benefits, and Trade Union Membership, Australia      | 6310.0          | Annual           | August 2001         |
| Employment Benefits, Australia  | 6334.0.40.001   | Discontinued     | Final issue 1994    |
| Forms of Employment, Australia  | 6359.0          | Irregular        | August 2001         |
| Job Search Experience of Unemployed Persons, Australia                  | 6222.0          | Annual           | July 2001           |
| Labour Force Experience, Australia                                      | 6206.0          | Biennial         | February 2001       |
| Labour Force Status and Educational Attainment, Australia               | 6235.0          | Discontinued     | Final issue 1994    |
| Labour Force Status and Other Characteristics of Families, Australia(a) | 6224.0          | Discontinued     | Final issue 2000    |
| Labour Force Status and Other Characteristics of Migrants, Australia    | 6250.0          | Irregular        | November 1999       |
| Labour Mobility, Australia  | 6209.0          | Biennial         | February 2002       |
| Locations of Work, Australia  | 6275.0          | Irregular        | June 2000           |
| Multiple Jobholding, Australia(b)                                       | 6216.0          | Irregular        | August 1997         |
| Participation in Education, Australia                                   | 6272.0          | Discontinued     | Final issue 1999    |
| Persons Not in the Labour Force, Australia                              | 6220.0          | Annual           | September 2001      |
| Persons Who had Re-entered the Labour Force, Australia                  | 6264.0.40.001   | Discontinued     | Final issue 1995    |
| Persons Who Have Left the Labour Force, Australia                       | 6267.0.40.001   | Discontinued     | Final issue 1994    |
| Retirement and Retirement Intentions, Australia                         | 6238.0          | Irregular        | November 1997       |
| Retrenchment and Redundancy, Australia                                  | 6266.0          | Irregular        | July 2001           |
| Successful and Unsuccessful Job Search Experience, Australia            | 6245.0          | Discontinued     | Final issue 2000    |
| Superannuation, Australia   | 6319.0          | Discontinued     | Final issue 1995    |
| Trade Union Members, Australia  | 6325.0          | Discontinued     | Final issue 1996    |
| Underemployed Workers, Australia  | 6265.0          | Annual           | September 2001      |
| Working Arrangements, Australia   | 6342.0          | Irregular        | November 2000       |
| Work-Related Injuries, Australia  | 6324.0          | Irregular        | September 2000      |

(a) Latest data available on request June 2002.

(b) Latest data available on request July 2001.

## INTRODUCTION

**1** Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability. That is, they may differ from those estimates 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 (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

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

## CALCULATION OF STANDARD ERROR

**3** An example of the calculation and the use of SEs in relation to estimates of persons is as follows. Table 1 shows the estimated number of owner managers of unincorporated enterprises in Australia was 1,129,400. Since this estimate is between 1,000,000 and 2,000,000, table T1 shows that the SE for Australia will lie between 11,550 and 15,250 and can be approximated by interpolation using the following general formula:

*SE of estimate*

$$= \text{lower SE} + \left( \left( \frac{\text{size of estimate} - \text{lower estimate}}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{upper SE} - \text{lower SE}) \right)$$

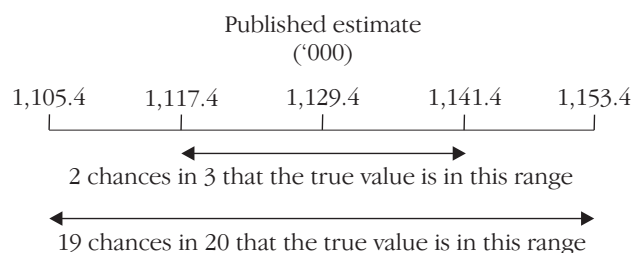
$$= 11,550 + \left( \frac{1,129,400 - 1,000,000}{2,000,000 - 1,000,000} \right) \times (15,250 - 11,550)$$

$$= 12,000 \text{ (rounded to the nearest 100)}$$

**4** 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 within the range 1,117,400 to 1,141,400 and about 19 chances in 20 that the value will fall within the range 1,105,400 to 1,153,400. This example is illustrated in the diagram below.



CALCULATION OF STANDARD  
ERROR *continued*



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

PROPORTIONS AND  
PERCENTAGES

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

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

**7** Considering the example from the previous page, of the 1,129,400 owner managers of unincorporated enterprises 826,800 or 73.2% were born in Australia. The SE of 826,800 may be calculated by interpolation as 10,600. To convert this to a RSE we express the SE as a percentage of the estimate, or  $10,600/826,800 = 1.3\%$ . The SE for 1,129,400 was calculated previously as 12,000 which converted to a RSE is  $12,000/1,129,400 = 1.1\%$ . Applying the above formula, the RSE of the proportion is

$$RSE = \sqrt{(1.3)^2 - (1.1)^2} = 0.7\%$$

**8** Therefore, the SE for the proportion (73.2%) is 0.7 percentage points ( $= (73.2/100) \times 0.7$ ). Therefore, there are about two chances in three that the proportion of owner managers of unincorporated enterprises that were born in Australia is between 72.5% and 73.9% and 19 chances in 20 that the proportion is within the range 71.8% to 74.6%.

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:

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

## TECHNICAL NOTE DATA QUALITY *continued*

DIFFERENCES *continued*

**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.

### STANDARD ERRORS OF ESTIMATES

|                     | STANDARD ERROR |        |        |       |       |       |       |       |        | RELATIVE<br>STANDARD<br>ERROR |
|---------------------|----------------|--------|--------|-------|-------|-------|-------|-------|--------|-------------------------------|
|                     | NSW            | Vic.   | Qld    | SA    | WA    | Tas.  | NT    | ACT   | Aust.  | Aust.                         |
| Size of<br>estimate | no.            | no.    | no.    | no.   | no.   | no.   | no.   | no.   | no.    | %                             |
| 100                 | 90             | ..     | ..     | ..    | ..    | ..    | ..    | ..    | 80     | 80.0                          |
| 200                 | 160            | 170    | ..     | ..    | ..    | 140   | 150   | 160   | 140    | 70.0                          |
| 300                 | 220            | 230    | ..     | 260   | 260   | 170   | 170   | 180   | 190    | 63.3                          |
| 500                 | 330            | 320    | 390    | 320   | 340   | 210   | 210   | 220   | 270    | 54.0                          |
| 700                 | 420            | 400    | 460    | 370   | 390   | 240   | 240   | 240   | 350    | 50.0                          |
| 1,000               | 530            | 500    | 540    | 420   | 460   | 280   | 280   | 270   | 440    | 44.0                          |
| 1,500               | 690            | 630    | 650    | 500   | 550   | 330   | 330   | 310   | 580    | 38.7                          |
| 2,000               | 820            | 750    | 740    | 570   | 620   | 370   | 370   | 350   | 700    | 35.0                          |
| 2,500               | 950            | 850    | 800    | 600   | 700   | 400   | 400   | 400   | 800    | 32.0                          |
| 3,000               | 1 050          | 950    | 900    | 650   | 750   | 450   | 450   | 400   | 900    | 30.0                          |
| 3,500               | 1 150          | 1 000  | 950    | 700   | 800   | 450   | 450   | 450   | 1 000  | 28.6                          |
| 4,000               | 1 250          | 1 100  | 1 000  | 750   | 850   | 500   | 500   | 450   | 1 050  | 26.3                          |
| 5,000               | 1 400          | 1 200  | 1 100  | 850   | 900   | 550   | 500   | 500   | 1 200  | 24.0                          |
| 7,000               | 1 650          | 1 400  | 1 300  | 950   | 1 050 | 600   | 600   | 550   | 1 450  | 20.7                          |
| 10,000              | 1 950          | 1 700  | 1 500  | 1 100 | 1 200 | 700   | 700   | 650   | 1 750  | 17.5                          |
| 15,000              | 2 350          | 2 000  | 1 800  | 1 300 | 1 450 | 800   | 800   | 750   | 2 150  | 14.3                          |
| 20,000              | 2 700          | 2 250  | 2 050  | 1 450 | 1 600 | 900   | 900   | 850   | 2 450  | 12.3                          |
| 30,000              | 3 150          | 2 650  | 2 450  | 1 700 | 1 850 | 1 050 | 1 000 | 1 000 | 2 950  | 9.8                           |
| 40,000              | 3 500          | 2 900  | 2 750  | 1 900 | 2 100 | 1 200 | 1 150 | 1 100 | 3 350  | 8.4                           |
| 50,000              | 3 800          | 3 150  | 3 000  | 2 100 | 2 250 | 1 300 | 1 200 | 1 250 | 3 700  | 7.4                           |
| 100,000             | 4 750          | 4 000  | 4 000  | 2 750 | 2 900 | 1 700 | 1 550 | 1 650 | 4 850  | 4.9                           |
| 150,000             | 5 350          | 4 600  | 4 750  | 3 250 | 3 350 | 1 950 | 1 800 | 2 000 | 5 600  | 3.7                           |
| 200,000             | 5 900          | 5 150  | 5 300  | 3 650 | 3 750 | 2 150 | 2 000 | 2 300 | 6 250  | 3.1                           |
| 300,000             | 6 900          | 6 100  | 6 250  | 4 300 | 4 300 | 2 500 | ..    | 2 750 | 7 250  | 2.4                           |
| 500,000             | 8 550          | 7 700  | 7 650  | 5 250 | 5 050 | 3 050 | ..    | ..    | 8 800  | 1.8                           |
| 1,000,000           | 11 950         | 10 800 | 10 050 | 6 850 | 6 350 | ..    | ..    | ..    | 11 550 | 1.2                           |
| 2,000,000           | 17 600         | 15 650 | 13 100 | 9 000 | 7 800 | ..    | ..    | ..    | 15 250 | 0.8                           |
| 5,000,000           | 31 550         | 26 900 | 18 450 | ..    | ..    | ..    | ..    | ..    | 23 400 | 0.5                           |
| 10,000,000          | ..             | ..     | ..     | ..    | ..    | ..    | ..    | ..    | 40 950 | 0.4                           |

.. not applicable

## GLOSSARY

|   |  |
|---|--|
| <b>Able to work for more than one client</b>                                    | Owner managers of incorporated or unincorporated enterprises who did not work on contract or whose contract for work did not prevent them from doing similar work for another client or employer.  |
| <b>Authority over own working procedures</b>                                    | Owner managers of incorporated or unincorporated enterprises are deemed to have authority over their working procedures if nobody else (e.g. client, employer, franchising company, etc.) has authority to tell them how to do their work.   |
| <b>Continuous duration with current employer or business</b>                    | The length of the current period of employment a person has had with their employer. The length of time includes periods of paid leave, unpaid leave or strike.  |
| <b>Contract</b>   | See 'Working on a contract basis' and 'Working on a fixed-term contract'.  |
| <b>Contributing family workers</b>  | A person who works without pay, in an economic enterprise operated by a relative.  |
| <b>Employed</b>   | <p>Persons aged 15 and over who, during the reference week:</p> <ul style="list-style-type: none"> <li>■ 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 own account workers); or</li> <li>■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or</li> <li>■ were employees who had a job but were not at work and were: <ul style="list-style-type: none"> <li>■ away from work for less than four weeks up to the end of the reference week; or</li> <li>■ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or</li> <li>■ away from work as a standard work or shift arrangement; or</li> <li>■ on strike or locked out; or</li> <li>■ on workers' compensation and expected to return to their job; or</li> </ul> </li> <li>■ were employers or own account workers who had a job, business or farm, but were not at work.</li> </ul> <p>Contributing family workers and employees who worked for payment in kind only, in their main job are excluded from the scope of FOES.</p> |
| <b>Employees</b>  | <p>Persons who:</p> <ul style="list-style-type: none"> <li>■ work for a public or private employer; and</li> <li>■ receive remuneration in wages, salary, or are paid a retainer fee by their employer and work on a commission basis, or for tips or piece-rates or payment in kind; or</li> <li>■ operate their own incorporated enterprise with or without hiring employees.</li> </ul>   |
| <b>Employees with paid leave entitlements</b>                                   | Employees excluding Owner managers of incorporated enterprises, who were entitled to both paid sick leave and paid holiday leave; or were entitled to either paid sick leave or paid holiday leave (but not both) and did not identify themselves as casual.   |
| <b>Employees without paid leave entitlements who did not identify as casual</b> | Employees, excluding Owner managers of incorporated enterprises, who were entitled to neither paid sick leave nor paid holiday leave, but did not identify themselves as casual.   |
| <b>Employment agency/labour hire firm</b>                                       | An organisation which is engaged in personnel search, selection and placement of employees for an employing organisation or person, and/or is engaged in supply of their own employees to other employers, usually on a short-term basis.  |

## GLOSSARY *continued*

|   |   |
|---|---|
| <b>Employment types</b>                             | <p>Classification of employed persons according to the following employment type categories on the basis of their main job (that is, the job in which they usually work the most hours):</p> <p>Employees</p> <ul style="list-style-type: none"> <li>■ with paid leave entitlements</li> <li>■ Self-identified casuals</li> <li>■ without paid leave entitlements who did not identify as casual</li> <li>■ Owner managers of incorporated enterprises</li> </ul> <p>Owner managers of unincorporated enterprises</p> |
| <b>Fixed-term contract</b>                          | See 'Working on a fixed-term contract'.   |
| <b>Full-time employees</b>                          | Employees who usually worked 35 hours or more a week (in all jobs) and those who, although usually worked less than 35 hours a week, worked 35 hours or more during the reference week.   |
| <b>Full-time workers</b>                            | Full-time workers are employed persons who usually worked 35 hours or more a week (in all jobs) and those who, although usually worked less than 35 hours a week, worked 35 hours or more during the reference week.  |
| <b>Holiday leave</b>                                | Provision by an employer of paid holiday, vacation or recreation leave.   |
| <b>Hours worked</b>                                 | The number of hours actually worked in main job during the reference week.  |
| <b>Incorporated enterprise</b>                      | An enterprise which is registered as a separate legal entity to its members or owners. Also known as a limited liability company.   |
| <b>Industry</b>                                     | Classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993</i> (cat. no. 1292.0). In this publication, industry relates to the main job and is shown at the ANZSIC Division level.   |
| <b>Labour hire firms</b>                            | See 'Employment agency'.  |
| <b>Long Service Leave</b>                           | Provision by an employer or industry body of long service leave.  |
| <b>Main English-speaking countries</b>              | Comprises the United Kingdom, Ireland, Canada, South Africa, the United States of America and New Zealand.  |
| <b>Main job</b>                                     | The job in which most hours were usually worked.  |
| <b>Occupation</b>                                   | Classified according to ASCO — <i>Australian Standard Classification of Occupations, Second Edition</i> (cat. no. 1220.0). In this publication, occupation relates to the main job and is shown at the Major Group level.   |
| <b>Owner managers</b>                               | Persons with one or more jobs who work in their own business, with or without employees, whether or not the business is of limited liability.   |
| <b>Owner managers of incorporated enterprises</b>   | Persons who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company).  |
| <b>Owner managers of unincorporated enterprises</b> | Persons who operate their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession.   |
| <b>Part-time employees</b>                          | Employees who usually worked less than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work during the reference week.  |
| <b>Part-time workers</b>                            | Employed persons who usually worked less than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work during the reference week.   |

## GLOSSARY *continued*

|   |  |
|---|--|
| <b>Self-identified casuals</b>          | Employees (excluding Owner managers of incorporated enterprises) who: were entitled to either paid sick leave or paid holiday leave (but not both), or were entitled to neither paid sick leave nor paid holiday leave; and identified themselves as casual. |
| <b>Sick leave</b>                       | Provision by an employer of paid sick leave.   |
| <b>Subcontract</b>                      | A contract in which one person or firm (the subcontractor) agrees to render services or provide materials necessary for the performance of another contract.   |
| <b>Unincorporated enterprise</b>        | A business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred.   |
| <b>Variable earnings</b>                | Earnings in main job (excluding overtime) vary from one month to the next.   |
| <b>Working on a contract basis</b>      | Owner managers who were engaged by another organisation to provide a particular service or undertake a particular task at an agreed price or rate, and generally for a specified period.   |
| <b>Working on a fixed-term contract</b> | Employees with a contract of employment which specifies that the employment will be terminated on a particular date or on completion of a specific task.   |





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