

**LABOUR MOBILITY**

AUSTRALIA

EMBARGO: 11.30AM (CANBERRA TIME) TUES 28 OCT 2008

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

NOTES

- ABOUT THIS PUBLICATION** This publication presents information about people aged 15 years and over who, within the 12 months to February 2008, either had a change of employer/business in their main job, or had some change in work with their current employer/business for whom they had worked for one year or more.
- The statistics in this publication were compiled from the Labour Mobility Survey, conducted throughout Australia in February 2008 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS).
- NOTES ABOUT THE ESTIMATES** From 2008, occupation data are classified according to the ANZSCO—*Australian and New Zealand Standard Classification of Occupations, First Edition, 2006* (cat. no. 1220.0). The new classification replaces the ASCO—*Australian Standard Classification of Occupations, Second Edition, 1997* (cat. no. 1220.0). Data classified according to the ASCO can be obtained on request.
- Also from 2008, industry data are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006* (cat. no. 1292.0). This new classification replaces the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (cat. no. 1292.0). Data classified according to the ANZSIC 1993 can be obtained on request.
- CHANGES IN THIS ISSUE** The presentation of time series data has been redesigned in this issue to account for the age scope change to persons aged 15 years and over implemented in 2006 and the introduction of ANZSCO First Edition and ANZSIC 2006 classifications. Users need to exercise care when comparing estimates from 2008 with previous years data.
- Amendments have been made to the labels of all 'Whether changed occupation' and 'Whether changed industry' data items. New items have also been introduced to improve clarification and consistency. More details of these changes are provided in paragraphs 17 to 22 of the Explanatory Notes.
- The Relative Standard Errors (RSEs) for estimates presented in this publication have been calculated directly. In previous issues RSEs were modelled. See the Technical Note for more information.
- ROUNDING** As estimates have been rounded, discrepancies may occur between sums of the component items and totals.

Brian Pink
Australian Statistician

CONCEPTUAL FRAMEWORK

LABOUR MOBILITY

The following diagram illustrates the conceptual framework for the 2008 Labour Mobility Survey. People aged 15 years and over were classified according to the duration of their employment with their employer/business at February 2008 into two key groups:

- those who had been with their current employer/business for less than 12 months
- those who had been with their current employer/business for one year or more.

People who at February 2008, had worked with their current employer/business for less than 12 months, were asked whether they had changed their employer/business in the previous 12 months. Those who had changed employer/business were then asked if they had changed their occupation, industry, usual hours worked or employment type between their last and current employer/business.

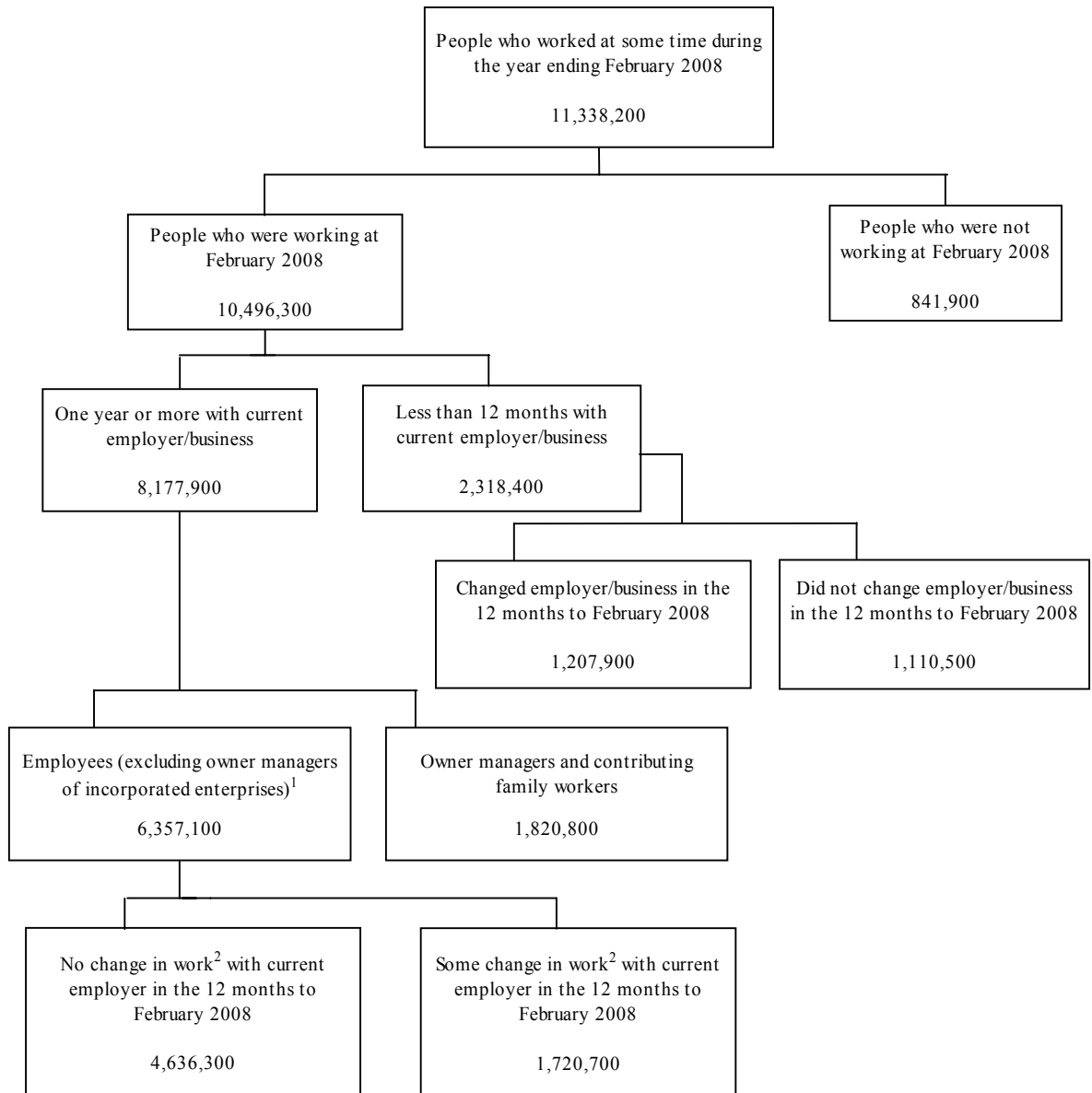
Those who had not changed their employer/business in the 12 months to February 2008 consists of people who were working with their employer/business at February 2008 for less than 12 months and reported they had not changed, and those people who had worked with their employer/business at February 2008 for one year or more. Information about the latter group are presented separately.

Employees (excluding owner managers of incorporated enterprises)¹ who at February 2008, had worked for their current employer/business for one year or more were asked whether they had been promoted, transferred to a different position, changed occupation, or changed usual hours worked in the 12 months to February 2008.

Employees (excluding owner managers of incorporated enterprises)¹ who reported any of these changes were considered to have had some change in work in the 12 months to February 2008.

Information was also collected from people who were not working at February 2008 who had ceased a job in the previous 12 months.

CONCEPTUAL FRAMEWORK *continued*



END NOTES

1. Refer to the Glossary under 'Employment type'.

2. Either promoted, transferred to a different position, changed usual hours worked or changed occupation. Refer to the Glossary for the definition of 'Change in work'.

SUMMARY OF FINDINGS

OVERVIEW

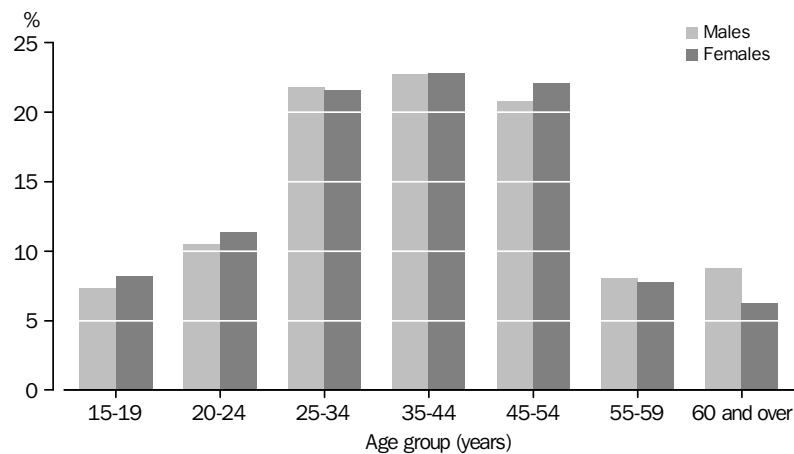
An estimated 11.3 million people aged 15 years and over had worked at some time during the year ending February 2008, whilst 10.5 million were working at February 2008. Of the 10.5 million who were working at February 2008, 78% had been with their current employer/business for one year or more and 22% had been with their current employer/business for less than 12 months.

Overall, there were 1.2 million people (12% of people working at February 2008) who had changed their employer/business in the previous 12 months. Conversely, there were 9.3 million people (88% of people working at February 2008) who had not changed their employer/business in the last 12 months. This consisted of 1.1 million who were working with their employer/business at February 2008 for less than 12 months and reported they had not changed employer/business, and 8.2 million people who had worked with their employer/business at February 2008 for one year or more. This is similar to 2006, where there were 9.9 million people working at February 2006, and 12% of these had changed their employer/business in the previous 12 months, while 88% had not changed their employer/business.

PEOPLE WHO WORKED AT SOME TIME DURING THE YEAR

Of the 11.3 million people who had worked at some time during the year ending February 2008, 54% (6.1 million) were men and 46% (5.2 million) were women. The majority (66%) were aged between 25 and 54 years.

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 2008, Age and sex distribution



The distribution of age groups for people who had worked at some time during the year was similar for men and women. The most prevalent age groups being 35–44 years (representing 23% of men and 23% of women who worked at some time during the year ending February 2008), 25–34 years (22% of men and 22% of women) and 45–54 years (21% of men and 22% of women).

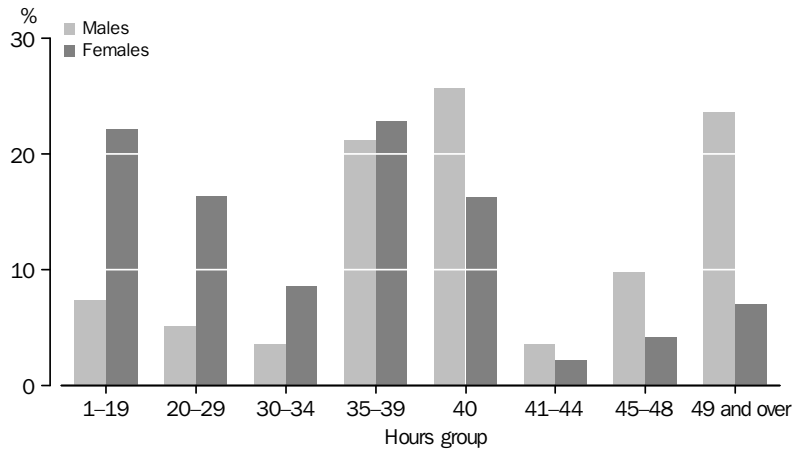
An estimated 18% (2 million people) of those who worked at some time during the year ending February 2008 had ceased a job during the year. Of these, there were 611,000 (30%) who had ceased a job involuntarily (job losers) and 1.4 million people (70%) who had ceased a job voluntarily (job leavers). One quarter (24%) of job leavers ceased their last job due to unsatisfactory working conditions.

SUMMARY OF FINDINGS *continued*

PEOPLE WORKING AT
FEBRUARY 2008

There were 10.5 million people aged 15 years and over who were working at February 2008.

PERSONS WHO WERE WORKING AT FEBRUARY 2008, Usual hours worked at February 2008—By sex

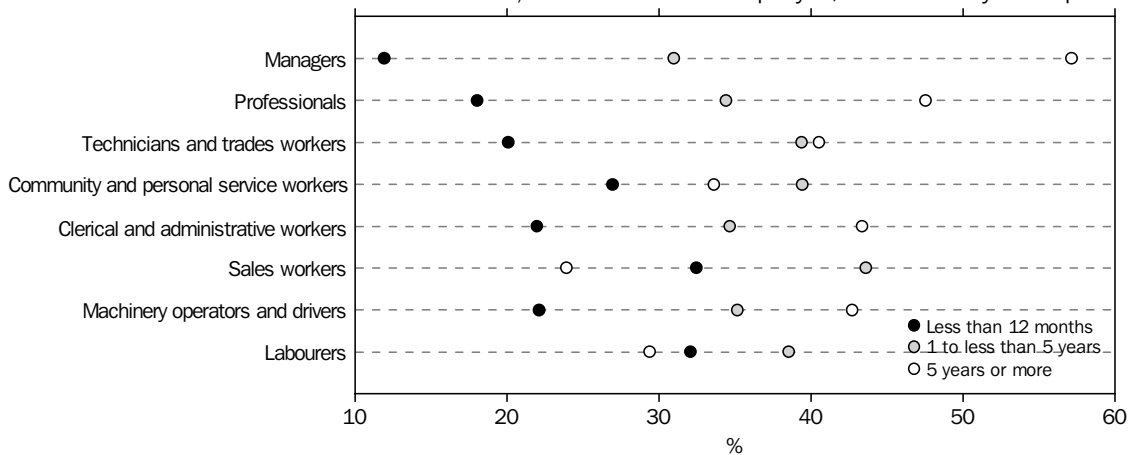


Of those working at February 2008, there were proportionally more women who worked part-time (less than 35 hours per week) and more men who worked 40 hours or more. For example 7% of men who were working at February 2008, worked 1–19 hours, compared to over 22% of women. Conversely, 7% of women who were working at February 2008 worked 49 hours or more, compared to 24% of men.

*Duration with
employer/business*

There were 2.3 million people working at February 2008 who had been with their employer/business for less than 12 months, while 8.2 million people had been working with the same employer/business for one year or more.

PERSONS WORKING AT FEBRUARY 2008, Duration with employer/business by occupation



Of those working at February 2008, the occupation groups with the highest proportion of people who had been with their employer/business for less than 12 months were Labourers (32%) and Sales workers (32%). The occupation group with the highest proportion of people who had been with their employer/business for one to less than five years was Sales workers (44%). The occupation group with the highest proportion of people who had been with their employer/business for five years or more were

SUMMARY OF FINDINGS *continued*

Duration with employer/business continued

Managers (57%), followed by Professionals (48%). Conversely, the occupation group with the lowest proportion of people who had been with their employer/business for five years or more was Sales workers (24%).

There were 2.5 million people who were working at February 2008 and had been with their current employer/business for 10 years or more. This represents 27% of men and 21% of women who were working at February 2008. Industry groups with the highest proportion of people who had been with their current employer/business for 10 years or more were:

- 'Agriculture, forestry and fishing' (53%)
- 'Education and training' (35%)
- 'Public administration and safety' (34%)
- 'Electricity, gas, water and waste services' (34%).

Working at February 2008 and have been with current employer/business for less than 12 months

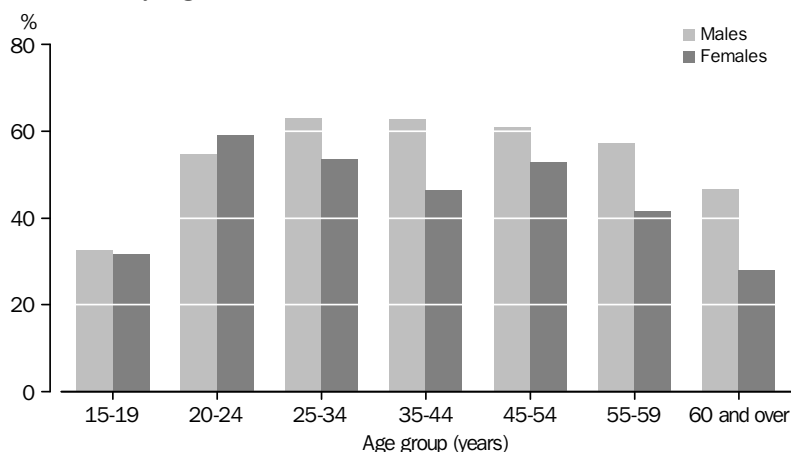
There were 2.3 million people working at February 2008 who had been with their current employer for less than 12 months. The main characteristics for these people were:

- 26% were aged 25–34 years
- 52% were men
- 17% were Professionals, 16% were Labourers and 16% were Clerical and administrative workers
- 14% worked in the 'Retail trade' industry and 9% worked in the 'Health care and social assistance' industry
- 42% usually worked 35–40 hours and 21% worked 1–19 hours
- 48% were without a non-school qualification and 17% held a Bachelor degree.

In relation to changes in work for these people (from their last employer/business in the previous 12 months to their current employer/business),

- 30% had changed industry Division
- 24% had changed Major occupation group
- 39% had changed usual hours worked.

WORKING AT FEBRUARY 2008 AND WITH EMPLOYER/BUSINESS FOR LESS THAN 12 MONTHS, Changed employer/business in the last 12 months—By age



SUMMARY OF FINDINGS *continued*

Working at February 2008 and have been with current employer/business for less than 12 months continued

Of the 2.3 million people working at February 2008 who had been with their current employer/business for less than 12 months, 1.2 million (55% of men and 48% of women) changed employer/business in the last 12 months. A higher proportion of men in each age group reported a change in employer/business than women, except for those aged 20–24 years (55% of men and 59% of women aged 20–24 years).

For men working with their current employer/business at February 2008 for less than 12 months, the age groups where change in employer/business was most common were 25–34 years and 35–44 years (both 63% of men in each age group). While for women, the age groups where change in employer/business was most common were 20–24 years and 25–34 years (59% and 54% of women in each age group respectively).

Working at February 2008 and have been with their current employer/business for one year or more

There were 8.2 million people who were employed at February 2008 and had been with their current employer/business for one year or more.

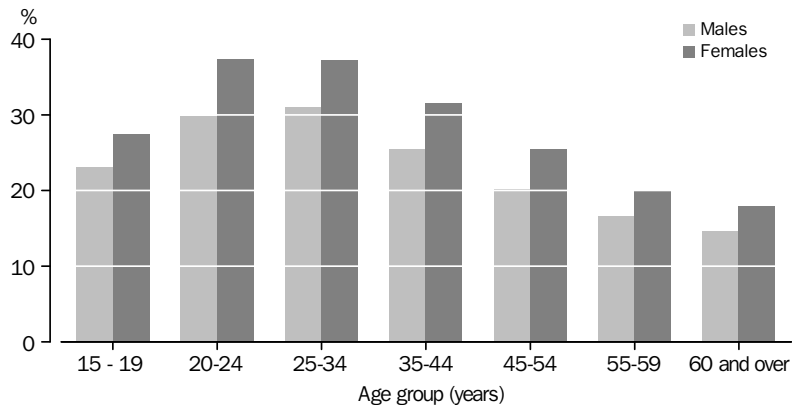
The main characteristics for these people were:

- 25% were aged 45–54 years
- 56% were men
- 22% were Professionals and 16% were Technicians and trades workers
- 11% worked in the 'Health care and social assistance' industry and 11% worked in the 'Retail trade' industry
- 22% usually worked 35–39 hours each week
- 40% were without a non-school qualification
- 18% held a Bachelor Degree and 18% held a Certificate III/IV.

EMPLOYEES¹ WHO HAD A CHANGE IN WORK

There were 6.4 million employees¹ working at February 2008 who had been with their current employer for one year or more, 53% were men and 47% were women. More than a quarter (27%) of these people had experienced some change in work in the last 12 months with 3% changing Major occupation group, 13% changing their usual hours worked and 18% being promoted and/or transferred.

EMPLOYEES (a) WORKING AT FEBRUARY 2008 AND WITH EMPLOYER FOR ONE YEAR OR MORE, Some change in work—By age and sex



(a) Excluding owner managers of incorporated enterprises

SUMMARY OF FINDINGS *continued*

*Working at February 2008
and have been with their
current employer/business
for one year or more
continued*

EMPLOYEES¹ WHO HAD A CHANGE IN WORK *continued*

Of the 6.4 million employees¹ who had been with their current employer for one year or more, 25% of men and 30% of women experienced some change in work with their current employer/business in the last 12 months. The age groups with the highest proportion of people who reported a change in work were those aged 25–34 years (31% of men and 37% of women) followed by those in the 20–24 year age group (30% of men and 37% of women). The occupation groups with the highest proportion of people who reported a change in work were Professionals and Managers (both 33% in each Major occupation group) whilst the least common were Labourers and Machinery operators (both 18% in each Major occupation group).

OWNER MANAGERS WHO HAD A CHANGE IN WORK

There were 1.8 million owner managers (including contributing family workers) aged 15 years and over who were working at February 2008 and had been working in their current business for one year or more. About 13% (11% of men and 15% of women) had changed the usual hours they worked during the 12 months to February 2008.

PERSONS WORKING AT
FEBRUARY 2007 AND AT
FEBRUARY 2008

There were 9.4 million people who were working at February 2007 and February 2008, of which 1.2 million (13%) had worked for less than 12 months with their current employer/business at February 2008 and 8.2 million (87%) had worked for their current employer/business at February 2008 for one year or more.

END NOTES

1.Excludes owner managers of incorporated enterprises (OMIEs)

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PERSONS WHO WERE WORKING AT FEBRUARY AGED 15 YEARS AND OVER, Duration and change in employer/business—2006 to 2008

	2006	2008	2006	2008
	'000	'000	%	%
MALES				
Duration with current employer/business				
Under 12 months	1 091.2	1 215.2	19.9	21.0
Under 3 months	345.1	379.8	6.3	6.6
3 and under 6 months	308.9	354.1	5.6	6.1
6 and under 12 months	437.2	481.3	8.0	8.3
One year or more	4 387.0	4 570.2	80.1	79.0
1 and under 2 years	616.4	658.6	11.3	11.4
2 and under 3 years	559.7	617.0	10.2	10.7
3 and under 5 years	740.7	779.3	13.5	13.5
5 and under 10 years	961.6	979.8	17.6	16.9
10 and under 20 years	889.7	892.4	16.2	15.4
20 years and over	618.9	643.1	11.3	11.1
Whether changed employer/business in the last 12 months(a)				
Changed employer/business	634.6	672.9	11.6	11.6
Did not change employer/business	456.6	542.3	8.3	9.4
Total	5 478.1	5 785.4	100.0	100.0
FEMALES				
Duration with current employer/business				
Under 12 months	1 021.4	1 103.2	23.0	23.4
Under 3 months	295.7	317.5	6.7	6.7
3 and under 6 months	288.5	322.8	6.5	6.9
6 and under 12 months	437.2	462.9	9.8	9.8
One year or more	3 421.6	3 607.7	77.0	76.6
1 and under 2 years	556.6	606.7	12.5	12.9
2 and under 3 years	476.2	513.9	10.7	10.9
3 and under 5 years	635.8	663.3	14.3	14.1
5 and under 10 years	782.9	814.8	17.6	17.3
10 and under 20 years	667.0	662.2	15.0	14.1
20 years and over	303.1	346.8	6.8	7.4
Whether changed employer/business in the last 12 months(a)				
Changed employer/business	517.3	535.1	11.6	11.4
Did not change employer/business	504.1	568.2	11.3	12.1
Total	4 443.0	4 710.9	100.0	100.0
PERSONS				
Duration with current employer/business				
Under 12 months	2 112.5	2 318.4	21.3	22.1
Under 3 months	640.7	697.3	6.5	6.6
3 and under 6 months	597.4	676.9	6.0	6.4
6 and under 12 months	874.4	944.2	8.8	9.0
One year or more	7 808.6	8 177.9	78.7	77.9
1 and under 2 years	1 172.9	1 265.4	11.8	12.1
2 and under 3 years	1 035.9	1 130.9	10.4	10.8
3 and under 5 years	1 376.5	1 442.6	13.9	13.7
5 and under 10 years	1 744.5	1 794.6	17.6	17.1
10 and under 20 years	1 556.7	1 554.5	15.7	14.8
20 years and over	922.0	989.9	9.3	9.4
Whether changed employer/business in the last 12 months(a)				
Changed employer/business	1 151.8	1 207.9	11.6	11.5
Did not change employer/business	960.7	1 110.5	9.7	10.6
Total	9 921.1	10 496.3	100.0	100.0

(a) Refers only to persons who have worked with their current employer/business for less than 12 months.

	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	%	%	%
Less than 12 months with current employer/business						
Changed employer/business in the last 12 months - last to current employer/business	672.9	535.1	1 207.9	55.4	48.5	52.1
Whether changed industry Division(a)						
Same industry	287.5	225.5	513.0	23.7	20.4	22.1
Changed industry	385.4	309.5	695.0	31.7	28.1	30.0
Whether changed Major occupation group(b)						
Same occupation	364.2	286.1	650.3	30.0	25.9	28.1
Changed occupation	308.7	248.9	557.6	25.4	22.6	24.1
Whether changed usual hours worked						
Same usual hours worked	183.8	123.5	307.3	15.1	11.2	13.3
Changed usual hours worked	489.1	411.6	900.7	40.2	37.3	38.8
Whether changed employment type						
Same employment type	405.1	352.1	757.2	33.3	31.9	32.7
Changed employment type	267.7	182.9	450.7	22.0	16.6	19.4
Did not change employer/business in the last 12 months	542.3	568.2	1 110.5	44.6	51.5	47.9
Total	1 215.2	1 103.2	2 318.4	100.0	100.0	100.0
One year or more with current employer/business						
Employees(c)						
Whether changed Major occupation group with current employer in the last 12 months(b)						
Same occupation	3 245.8	2 929.0	6 174.8	97.1	97.2	97.1
Changed occupation	97.6	84.6	182.2	2.9	2.8	2.9
Whether changed usual hours worked with current employer in the last 12 months						
Same usual hours worked	2 815.5	2 315.3	5 130.8	84.2	76.8	80.7
Changed usual hours worked	315.6	492.2	807.8	9.4	16.3	12.7
Did not know or usual hours worked varied	212.4	206.0	418.4	6.4	6.8	6.6
Whether promoted with current employer in the last 12 months						
Promoted	455.6	403.5	859.0	13.6	13.4	13.5
Not promoted	2 887.9	2 610.1	5 498.0	86.4	86.6	86.5
Whether transferred with current employer in the last 12 months						
Transferred	341.7	332.4	674.1	10.2	11.0	10.6
Not transferred	3 001.8	2 681.2	5 683.0	89.8	89.0	89.4
Whether promoted and/or transferred with current employer in the last 12 months						
Promoted and/or transferred	609.6	563.9	1 173.5	18.2	18.7	18.5
Not promoted or transferred	2 733.9	2 449.7	5 183.6	81.8	81.3	81.5
Total	3 343.5	3 013.6	6 357.1	100.0	100.0	100.0
Owner managers(d)						
Whether changed usual hours worked with current business in the last 12 months						
Same usual hours worked	898.3	417.7	1 316.0	73.2	70.3	72.3
Different usual hours worked	137.9	90.6	228.5	11.2	15.3	12.6
Did not know or usual hours worked varied	190.5	85.8	276.4	15.5	14.4	15.2
Total	1 226.7	594.1	1 820.8	100.0	100.0	100.0
Total	4 570.2	3 607.7	8 177.9	..	..	..
Total	5 785.4	4 710.9	10 496.3	..	..	..

.. not applicable

(a) Industry is classified according to ANZSIC 2006. See paragraph 14 of the Explanatory Notes for more information.

(b) Occupation is classified according to ANZSCO First Edition. See paragraph 13 of the Explanatory Notes for more information.

(c) Excludes owner managers of incorporated enterprises.

(d) Includes owner managers of incorporated and unincorporated enterprises.

PERSONS WHO WERE WORKING AT FEBRUARY 2008, Duration with employer/business at February 2008—By occupation at February 2008(a)

Occupation at February 2008(a)		LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2008						Total
		Under 3 months	3 and under 6 months	6 and under 12 months	Total	1 and under 2 years	2 and under 3 years	3 and under 5 years	5 and under 10 years	10 and under 20 years	20 years and over	
MALES												
Managers	'000	21.6	23.4	44.7	89.7	67.7	80.7	111.8	172.6	185.0	178.7	886.1
Professionals	'000	54.1	51.1	82.5	187.8	105.6	110.2	142.8	203.2	186.6	122.1	1 058.3
Technicians and trades workers	'000	85.7	87.1	104.2	277.1	166.2	168.9	216.8	234.5	202.1	145.7	1 411.4
Community and personal service workers	'000	23.0	18.1	32.2	73.4	33.1	29.0	31.2	38.2	42.0	24.8	271.8
Clerical and administrative workers	'000	29.3	23.2	36.6	89.0	42.2	40.0	48.4	75.6	62.8	53.4	411.6
Sales workers	'000	34.9	34.9	40.7	110.5	55.9	53.3	56.1	54.3	41.4	18.3	389.7
Machinery operators and drivers	'000	43.3	39.8	55.7	138.8	80.8	57.9	80.7	115.6	92.8	60.8	627.3
Labourers	'000	87.9	76.4	84.7	249.1	107.2	77.1	91.4	85.7	79.6	39.2	729.2
Total	'000	379.8	354.1	481.3	1 215.2	658.6	617.0	779.3	979.8	892.4	643.1	5 785.4
Proportion	%	6.6	6.1	8.3	21.0	11.4	10.7	13.5	16.9	15.4	11.1	100.0
FEMALES												
Managers	'000	12.2	21.9	36.4	70.5	46.2	49.0	60.3	91.4	84.4	54.5	456.2
Professionals	'000	78.6	43.9	83.1	205.5	130.3	117.0	144.7	226.2	184.4	113.8	1 121.9
Technicians and trades workers	'000	15.9	14.8	21.9	52.7	29.4	25.9	38.8	37.2	32.4	13.2	229.7
Community and personal service workers	'000	43.1	51.9	67.6	162.6	86.5	67.5	98.0	90.8	75.3	23.1	603.7
Clerical and administrative workers	'000	70.9	79.1	121.3	271.2	139.2	123.1	175.4	224.9	191.1	102.7	1 227.7
Sales workers	'000	52.5	72.8	85.5	210.8	104.1	79.8	82.2	73.4	36.0	13.3	599.6
Machinery operators and drivers	'000	*4.5	*4.0	*5.0	13.5	8.1	6.8	8.1	12.2	9.1	*3.8	61.5
Labourers	'000	39.7	34.4	42.2	116.4	63.0	44.8	55.8	58.7	49.5	22.4	410.6
Total	'000	317.5	322.8	462.9	1 103.2	606.7	513.9	663.3	814.8	662.2	346.8	4 710.9
Proportion	%	6.7	6.9	9.8	23.4	12.9	10.9	14.1	17.3	14.1	7.4	100.0
PERSONS												
Managers	'000	33.8	45.3	81.1	160.2	113.8	129.7	172.1	264.1	269.4	233.2	1 342.4
Professionals	'000	132.7	95.0	165.6	393.3	235.9	227.1	287.5	429.4	371.0	235.9	2 180.2
Technicians and trades workers	'000	101.7	101.9	126.2	329.7	195.6	194.8	255.7	271.8	234.5	158.9	1 641.1
Community and personal service workers	'000	66.1	70.0	99.8	235.9	119.6	96.6	129.2	129.0	117.3	47.9	875.5
Clerical and administrative workers	'000	100.2	102.3	157.8	360.3	181.4	163.1	223.8	300.5	254.0	156.2	1 639.3
Sales workers	'000	87.4	107.7	126.1	321.3	160.0	133.1	138.3	127.7	77.4	31.6	989.3
Machinery operators and drivers	'000	47.8	43.8	60.7	152.3	88.9	64.7	88.7	127.8	101.8	64.7	688.8
Labourers	'000	127.7	110.9	126.9	365.4	170.2	121.9	147.2	144.4	129.1	61.6	1 139.8
Total	'000	697.3	676.9	944.2	2 318.4	1 265.4	1 130.9	1 442.6	1 794.6	1 554.5	989.9	10 496.3
Proportion	%	6.6	6.4	9.0	22.1	12.1	10.8	13.7	17.1	14.8	9.4	100.0

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

(a) Occupation is classified according to ANZSCO First Edition. See paragraph 13 of the Explanatory Notes for more information.

PERSONS WHO WERE WORKING AT FEBRUARY 2008, Duration with employer/business at February 2008—By industry at February 2008(a)

Industry at February 2008(a)	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2008			ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2008					Total
	Under 3 months	3 and under 12 months	Total	1 and under 2 years	2 and under 3 years	3 and under 5 years	5 and under 10 years	10 years and over	
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
Agriculture, forestry and fishing	14.6	15.3	29.9	12.4	15.1	20.6	28.9	124.7	231.6
Mining	*5.3	19.1	24.4	19.0	15.3	16.0	16.6	25.5	116.8
Manufacturing	42.1	106.9	149.0	85.9	76.4	109.0	152.6	228.6	801.4
Electricity, gas, water and waste services	*5.3	*8.6	13.8	*5.4	10.4	12.5	11.7	33.2	87.1
Construction	65.4	132.1	197.5	105.8	90.4	129.8	134.0	211.3	868.8
Wholesale trade	15.7	33.4	49.2	31.4	28.5	41.3	48.2	71.3	269.9
Retail trade	43.0	100.6	143.6	80.5	68.7	79.5	85.7	88.0	546.0
Accommodation and food services	37.0	82.1	119.1	45.7	42.3	40.8	31.4	24.8	304.1
Transport, postal and warehousing	28.7	56.0	84.7	43.6	39.9	49.1	75.2	121.2	413.7
Information media and telecommunications	*4.7	16.9	21.6	12.7	14.0	14.6	23.1	33.4	119.4
Financial and insurance services	*6.7	34.8	41.4	26.0	19.6	22.1	47.7	39.1	195.9
Rental, hiring and real estate services	6.9	12.8	19.7	10.9	11.3	15.8	16.2	22.9	96.8
Professional, scientific and technical services	24.1	62.6	86.7	48.1	58.1	64.7	74.9	106.2	438.5
Administrative and support services	14.8	29.4	44.3	19.0	17.9	17.8	21.6	27.7	148.4
Public administration and safety	13.6	28.7	42.3	25.7	28.3	35.3	63.2	120.1	315.0
Education and training	17.6	15.6	33.2	19.5	17.0	37.3	47.4	97.4	251.8
Health care and social assistance	14.0	29.8	43.9	21.2	23.9	24.8	36.0	75.0	224.7
Arts and recreation services	*3.9	14.2	18.1	12.7	*9.2	13.5	16.0	26.4	95.8
Other services	16.3	36.7	52.9	33.1	30.7	34.7	49.5	58.8	259.7
Total	379.8	835.4	1 215.2	658.6	617.0	779.3	979.8	1 535.4	5 785.4
FEMALES									
Agriculture, forestry and fishing	*4.6	8.4	13.0	*8.4	7.7	9.0	12.5	56.4	107.0
Mining	*1.7	*4.8	*6.5	*2.0	*2.6	**1.3	4.4	*2.0	18.8
Manufacturing	18.0	44.7	62.7	30.4	28.7	39.3	55.7	54.3	271.0
Electricity, gas, water and waste services	*2.3	*2.6	4.9	*1.7	**1.9	*3.6	*5.2	*3.6	20.9
Construction	5.7	15.5	21.2	12.6	14.2	22.6	18.5	28.1	117.1
Wholesale trade	7.1	23.5	30.6	20.2	17.4	24.5	22.5	26.3	141.4
Retail trade	42.9	141.8	184.7	106.9	90.5	88.2	92.6	82.4	645.3
Accommodation and food services	42.3	117.3	159.7	65.9	40.9	44.8	35.0	29.7	375.9
Transport, postal and warehousing	7.8	21.4	29.3	10.5	9.2	18.7	22.4	28.3	118.4
Information media and telecommunications	8.2	17.4	25.6	13.2	11.4	10.0	12.5	24.9	97.5
Financial and insurance services	12.3	33.1	45.4	27.9	22.9	34.5	42.7	41.4	214.9
Rental, hiring and real estate services	6.5	21.2	27.7	12.1	11.6	13.0	16.9	14.4	95.7
Professional, scientific and technical services	23.8	53.7	77.4	51.6	47.8	44.5	61.7	56.3	339.4
Administrative and support services	19.2	41.0	60.1	29.0	24.3	27.3	29.3	19.0	189.0
Public administration and safety	11.8	42.0	53.9	26.6	30.2	37.8	53.9	87.2	289.5
Education and training	34.1	40.0	74.1	48.1	41.7	70.6	106.2	171.5	512.2
Health care and social assistance	49.8	108.4	158.2	102.4	77.6	127.6	173.6	224.6	864.2
Arts and recreation services	7.0	15.8	22.8	11.0	9.9	12.3	14.3	17.3	87.6
Other services	12.5	33.2	45.7	26.4	23.5	33.8	34.7	41.2	205.3
Total	317.5	785.7	1 103.2	606.7	513.9	663.3	814.8	1 009.0	4 710.9

* estimate has a relative standard error of 25% to 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) Industry is classified according to ANZSIC 2006. See paragraph 14 of the Explanatory Notes for more information.

PERSONS WHO WERE WORKING AT FEBRUARY 2008, Duration with employer/business at February 2008—By industry at February 2008(a) *continued*

Industry at February 2008(a)	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2008			ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2008						Total
	Under 3 months	3 and under 12 months	Total	1 and under 2 years	2 and under 3 years	3 and under 5 years	5 and under 10 years	10 years and over		
	'000	'000	'000	'000	'000	'000	'000	'000	'000	
PERSONS										
Agriculture, forestry and fishing	19.2	23.7	42.9	20.9	22.9	29.6	41.3	181.1	338.6	
Mining	7.0	23.9	30.9	21.0	17.9	17.3	21.0	27.5	135.5	
Manufacturing	60.2	151.5	211.7	116.3	105.1	148.3	208.3	282.9	1 072.4	
Electricity, gas, water and waste services	7.6	11.1	18.7	7.1	12.3	16.0	17.0	36.9	107.9	
Construction	71.1	147.6	218.7	118.4	104.5	152.5	152.5	239.4	985.9	
Wholesale trade	22.9	56.9	79.8	51.6	45.8	65.7	70.7	97.6	411.2	
Retail trade	85.9	242.3	328.3	187.4	159.2	167.7	178.3	170.4	1 191.3	
Accommodation and food services	79.3	199.4	278.7	111.6	83.2	85.6	66.4	54.4	680.0	
Transport, postal and warehousing	36.6	77.4	114.0	54.1	49.2	67.7	97.6	149.5	532.1	
Information media and telecommunications	12.9	34.3	47.2	25.8	25.4	24.6	35.6	58.4	216.9	
Financial and insurance services	19.0	67.9	86.8	53.9	42.5	56.7	90.5	80.5	410.8	
Rental, hiring and real estate services	13.4	34.0	47.4	23.1	22.9	28.8	33.1	37.3	192.5	
Professional, scientific and technical services	47.8	116.2	164.1	99.6	105.9	109.2	136.6	162.5	777.9	
Administrative and support services	34.0	70.4	104.4	48.0	42.3	45.1	50.9	46.7	337.3	
Public administration and safety	25.4	70.8	96.2	52.3	58.5	73.2	117.1	207.3	604.5	
Education and training	51.7	55.6	107.3	67.6	58.7	107.9	153.5	269.0	764.0	
Health care and social assistance	63.8	138.3	202.1	123.6	101.5	152.4	209.6	299.6	1 088.9	
Arts and recreation services	10.8	30.0	40.8	23.7	19.1	25.9	30.4	43.6	183.4	
Other services	28.7	69.9	98.6	59.4	54.1	68.6	84.2	100.0	465.0	
Total	697.3	1 621.1	2 318.4	1 265.4	1 130.9	1 442.6	1 794.6	2 544.4	10 496.3	

(a) Industry is classified according to ANZSIC 2006. See paragraph 14 of the Explanatory Notes for more information.

PERSONS WHO WERE WORKING AT FEBRUARY 2008, Changes in employer/business or work—By selected employment characteristics

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				Total '000	Total '000
	1 change in employer/ business '000	2 or more changes in employer/ business '000	Total with a change in employer/ business '000	Did not change employer/ business (a) '000	Employees with some change in work (b) '000	Employees with no change in work (b) '000	Owner managers (c) '000	Total '000		
MALES										
Employment type at February 2008										
Employees(b)	469.1	150.0	619.1	486.0	820.6	2 522.9	..	3 343.5	4 448.6	
With paid leave entitlements	327.7	78.4	406.2	224.5	720.8	2 147.0	..	2 867.8	3 498.5	
Without paid leave entitlements	141.4	71.5	212.9	261.5	99.8	375.9	..	475.7	950.1	
Owner managers of incorporated enterprises	11.7	**1.2	12.9	14.9	..	..	480.9	480.9	508.8
Owner managers of unincorporated enterprises(d)	35.2	*5.7	40.9	41.4	..	..	745.8	745.8	828.0
Occupation at February 2008(e)										
Managers	48.0	6.1	54.1	35.5	129.4	297.4	369.6	796.5	886.1	
Professionals	95.6	24.5	120.1	67.7	196.7	451.8	222.0	870.5	1 058.3	
Technicians and trades workers	131.3	40.5	171.7	105.3	167.1	618.1	349.2	1 134.4	1 411.4	
Community and personal service workers	25.4	14.7	40.1	33.3	45.4	133.1	19.9	198.4	271.8	
Clerical and administrative workers	35.4	8.5	43.8	45.2	75.3	202.9	44.4	322.6	411.6	
Sales workers	34.8	10.6	45.5	65.0	57.1	172.4	49.7	279.2	389.7	
Machinery operators and drivers	65.6	22.7	88.3	50.5	76.7	335.5	76.3	488.5	627.3	
Labourers	79.9	29.3	109.3	139.8	72.9	311.7	95.6	480.2	729.2	
Industry at February 2008(f)										
Agriculture, forestry and fishing	9.3	7.8	17.2	12.8	*8.0	55.9	137.8	201.7	231.6	
Mining	16.2	*4.9	21.1	*3.3	28.2	59.5	4.7	92.3	116.8	
Manufacturing	69.9	20.1	90.1	58.9	114.4	447.4	90.6	652.4	801.4	
Electricity, gas, water and waste services	*5.4	*3.8	9.2	*4.7	16.5	53.8	*2.9	73.2	87.1	
Construction	91.0	26.8	117.8	79.8	75.4	277.4	318.4	671.3	868.8	
Wholesale trade	22.9	6.1	29.0	20.2	38.8	132.9	49.1	220.7	269.9	
Retail trade	48.4	13.8	62.1	81.5	79.9	243.9	78.6	402.4	546.0	
Accommodation and food services	34.4	12.2	46.6	72.5	45.2	99.2	40.6	185.1	304.1	
Transport, postal and warehousing	40.5	11.3	51.8	32.9	48.7	198.7	81.6	329.0	413.7	
Information media and telecommunications	10.6	*2.3	12.9	8.6	23.9	57.9	16.0	97.9	119.4	
Financial and insurance services	23.2	**1.6	24.8	16.6	40.4	76.5	37.7	154.5	195.9	
Rental, hiring and real estate services	8.7	*2.1	10.8	8.9	12.6	35.3	29.2	77.1	96.8	
Professional, scientific and technical services	42.1	10.9	53.0	33.7	71.1	146.8	133.9	351.9	438.5	
Administrative and support services	14.7	6.1	20.8	23.5	16.2	46.1	41.9	104.1	148.4	
Public administration and safety	19.6	*5.0	24.6	17.8	83.1	183.2	6.3	272.6	315.0	
Education and training	13.3	*5.9	19.2	14.0	45.1	152.9	20.7	218.6	251.8	
Health care and social assistance	14.7	8.9	23.6	20.3	35.8	104.9	40.1	180.9	224.7	
Arts and recreation services	6.9	*3.0	9.9	*8.1	10.4	45.4	21.9	77.8	95.8	
Other services	24.2	*4.3	28.5	24.4	26.7	105.3	74.7	206.8	259.7	

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

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

.. not applicable

(a) People who started with their current employer/business during the year ending February 2008 and had no previous employer/business within the 12 months to February 2008.

(b) Excludes owner managers of incorporated enterprises.

(c) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(d) Includes contributing family workers.

(e) Occupation is classified according to ANZSCO First Edition. See paragraph 13 of the Explanatory Notes for more information.

(f) Industry is classified according to the ANZSIC 2006. See paragraph 14 of the Explanatory Notes for more information.

PERSONS WHO WERE WORKING AT FEBRUARY 2008, Changes in employer/business or work—By selected employment characteristics *continued*

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				Total	Total
	1 change in employer/ business	2 or more changes in employer/ business	Total with a change in employer/ business	Did not change employer/ business (a)	Employees with some change in work (b)	Employees with no change in work (b)	Owner managers (c)	Total		
	'000	'000	'000	'000	'000	'000	'000	'000		

MALES *cont.*

Usual hours worked at February 2008(d)									
1-19	30.4	13.7	44.1	125.5	40.2	135.8	80.4	256.4	426.0
20-29	25.8	10.7	36.6	55.4	35.9	93.9	71.2	201.0	292.9
30-34	16.8	10.0	26.8	21.5	28.5	65.0	65.2	158.7	207.0
35-39	117.4	32.6	150.0	101.7	192.4	678.6	102.5	973.5	1 225.2
40	142.9	40.1	183.1	133.4	188.6	754.6	228.8	1 172.0	1 488.4
41-44	25.2	*6.6	31.9	14.1	36.2	103.0	21.1	160.3	206.3
45-48	55.6	11.4	67.0	28.8	98.2	258.9	112.0	469.1	564.9
49 or more	101.3	30.5	131.8	56.4	199.4	431.2	544.5	1 175.1	1 363.4
Total	516.0	156.9	672.9	542.3	820.6	2 522.9	1 226.7	4 570.2	5 785.4

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

(a) People who started with their current employer/business during the year ending February 2008 and had no previous employer/business within the 12 months to February 2008.

(b) Excludes owner managers of incorporated enterprises.

(c) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(d) Excludes 'Less than 1 hour or no hours worked'.

PERSONS WHO WERE WORKING AT FEBRUARY 2008, Changes in employer/business or work—By selected employment characteristics *continued*

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				Total '000	Total '000
	1 change in employer/ business	2 or more changes in employer/ business	Total with a change in employer/ business	Did not change employer/ business (a)	Employees with some change in work (b)	Employees with no change in work (b)	Owner managers (c)	Total		
	'000	'000	'000	'000	'000	'000	'000	'000		
FEMALES										
Employment type at February 2008										
Employees(b)	382.3	129.7	512.0	524.4	900.2	2 113.4	..	3 013.6	4 050.0	
With paid leave entitlements	252.5	73.0	325.6	221.0	749.0	1 604.3	..	2 353.3	2 899.8	
Without paid leave entitlements	129.8	56.7	186.4	303.4	151.1	509.2	..	660.3	1 150.1	
Owner managers of incorporated enterprises	*4.0	**0.5	*4.5	13.3	..	..	212.3	212.3	230.1
Owner managers of unincorporated enterprises(d)	15.6	*2.9	18.5	30.4	..	..	381.8	381.8	430.8
Occupation at February 2008(e)										
Managers	36.3	*7.5	43.8	26.8	87.3	148.6	149.8	385.7	456.2	
Professionals	85.0	28.3	113.3	92.3	276.1	522.9	117.3	916.3	1 121.9	
Technicians and trades workers	21.8	7.8	29.6	23.1	36.0	96.4	44.6	177.0	229.7	
Community and personal service workers	46.7	22.4	69.1	93.5	125.3	276.7	39.2	441.1	603.7	
Clerical and administrative workers	111.1	39.1	150.2	121.0	218.7	563.1	174.7	956.4	1 227.7	
Sales workers	67.2	19.8	87.1	123.7	109.6	252.6	26.6	388.8	599.6	
Machinery operators and drivers	*3.8	*1.9	5.6	*7.8	6.3	35.2	6.5	48.0	61.5	
Labourers	30.0	*6.4	36.4	79.9	41.0	217.9	35.3	294.2	410.6	
Industry at February 2008(f)										
Agriculture, forestry and fishing	*3.1	**0.8	*3.9	9.1	4.4	21.5	68.1	94.0	107.0	
Mining	*4.9	**0.5	*5.4	*1.1	*3.3	8.4	**0.6	12.3	18.8	
Manufacturing	19.3	6.0	25.3	37.4	34.0	134.3	40.0	208.3	271.0	
Electricity, gas, water and waste services	*2.2	—	*2.2	*2.7	*6.7	8.4	**0.9	16.0	20.9	
Construction	9.4	*2.7	12.1	9.1	8.6	36.0	51.4	96.0	117.1	
Wholesale trade	13.0	*3.5	16.5	14.1	22.5	63.7	24.6	110.8	141.4	
Retail trade	62.3	18.6	80.9	103.8	123.5	278.3	58.8	460.6	645.3	
Accommodation and food services	42.7	18.6	61.2	98.4	49.6	132.9	33.7	216.2	375.9	
Transport, postal and warehousing	8.7	*3.8	12.5	16.8	21.9	46.8	20.5	89.1	118.4	
Information media and telecommunications	8.9	4.5	13.4	12.2	25.7	40.0	6.2	71.9	97.5	
Financial and insurance services	25.3	*4.5	29.8	15.5	59.1	97.1	13.3	169.5	214.9	
Rental, hiring and real estate services	13.7	*3.5	17.3	10.4	14.3	34.3	19.4	68.0	95.7	
Professional, scientific and technical services	31.8	12.3	44.2	33.2	58.0	139.4	64.6	262.0	339.4	
Administrative and support services	25.6	*6.8	32.4	27.7	23.4	72.5	33.0	128.9	189.0	
Public administration and safety	24.1	10.2	34.3	19.6	91.2	142.5	*1.9	235.7	289.5	
Education and training	23.5	12.0	35.6	38.5	128.8	287.7	21.6	438.1	512.2	
Health care and social assistance	57.0	17.7	74.6	83.6	190.2	463.6	52.1	705.9	864.2	
Arts and recreation services	*6.3	*4.9	11.2	11.6	11.5	33.5	19.8	64.8	87.6	
Other services	20.3	*2.2	22.5	23.2	23.4	72.5	63.7	159.6	205.3	

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

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

.. not applicable

— nil or rounded to zero (including null cells)

(a) People who started with their current employer/business during the year ending February 2008 and had no previous employer/business within the 12 months to February 2008.

(b) Excludes owner managers of incorporated enterprises.

(c) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(d) Includes contributing family workers.

(e) Occupation is classified according to ANZSCO First Edition. See paragraph 13 of the Explanatory Notes for more information.

(f) Industry is classified according to the ANZSIC 2006. See paragraph 14 of the Explanatory Notes for more information.

PERSONS WHO WERE WORKING AT FEBRUARY 2008, Changes in employer/business or work—By selected employment characteristics *continued*

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				Total	Total
	1 change in employer/ business	2 or more changes in employer/ business	Total with a change in employer/ business	Did not change employer/ business (a)	Employees with some change in work (b)	Employees with no change in work (b)	Owner managers (c)	Total		
	'000	'000	'000	'000	'000	'000	'000	'000	'000	'000

FEMALES *cont.*

Usual hours worked at February 2008(d)										
1-19	59.9	24.8	84.8	235.0	148.3	388.2	191.4	727.9	1 047.7	
20-29	53.9	22.5	76.4	106.8	143.1	352.9	91.6	587.6	770.9	
30-34	31.5	10.5	41.9	35.0	93.4	187.3	49.3	330.0	407.0	
35-39	113.9	36.7	150.7	91.5	232.9	552.3	50.1	835.3	1 077.5	
40	84.6	24.0	108.6	65.2	137.0	386.1	68.8	591.8	765.6	
41-44	12.8	*3.0	15.7	*5.6	26.4	47.1	*7.2	80.6	102.0	
45-48	19.6	6.2	25.7	12.1	54.1	84.1	22.9	161.0	198.9	
49 or more	25.1	*4.4	29.5	14.7	63.9	112.5	110.9	287.3	331.5	
Total	402.0	133.1	535.1	568.2	900.2	2 113.4	594.1	3 607.7	4 710.9	

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

(a) People who started with their current employer/business during the year ending February 2008 and had no previous employer/business within the 12 months to February 2008.

(b) Excludes owner managers of incorporated enterprises.

(c) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(d) Excludes 'Less than 1 hour or no hours worked'.

PERSONS WHO WERE WORKING AT FEBRUARY 2008, Changes in employer/business or work—By selected employment characteristics *continued*

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				Total '000	Total '000
	1 change in employer/ business '000	2 or more changes in employer/ business '000	Total with a change in employer/ business '000	Did not change employer/ business (a) '000	Employees with some change in work (b) '000	Employees with no change in work (b) '000	Owner managers (c) '000	Total '000		
PERSONS										
Employment type at February 2008										
Employees(b)	851.5	279.6	1 131.1	1 010.4	1 720.7	4 636.3	..	6 357.1	8 498.6	
With paid leave entitlements	580.3	151.5	731.7	445.5	1 469.8	3 751.3	..	5 221.1	6 398.3	
Without paid leave entitlements	271.2	128.2	399.3	565.0	250.9	885.0	..	1 136.0	2 100.3	
Owner managers of incorporated enterprises	15.8	*1.7	17.4	28.3	..	..	693.2	693.2	738.9	
Owner managers of unincorporated enterprises(d)	50.7	8.7	59.4	71.8	..	..	1 127.6	1 127.6	1 258.8	
Occupation at February 2008(e)										
Managers	84.3	13.6	97.9	62.3	216.7	446.1	519.5	1 182.2	1 342.4	
Professionals	180.6	52.8	233.3	160.0	472.8	974.7	339.4	1 786.8	2 180.2	
Technicians and trades workers	153.1	48.2	201.3	128.4	203.1	714.5	393.8	1 311.4	1 641.1	
Community and personal service workers	72.1	37.0	109.1	126.8	170.6	409.8	59.1	639.5	875.5	
Clerical and administrative workers	146.5	47.6	194.1	166.2	294.0	766.0	219.0	1 279.0	1 639.3	
Sales workers	102.1	30.5	132.5	188.7	166.7	425.0	76.4	668.0	989.3	
Machinery operators and drivers	69.4	24.6	94.0	58.3	83.0	370.7	82.9	536.5	688.8	
Labourers	110.0	35.7	145.7	219.8	113.9	529.6	130.9	774.4	1 139.8	
Industry at February 2008(f)										
Agriculture, forestry and fishing	12.4	8.6	21.0	21.9	12.5	77.4	205.8	295.7	338.6	
Mining	21.1	*5.4	26.5	4.4	31.5	67.8	5.3	104.6	135.5	
Manufacturing	89.2	26.1	115.3	96.3	148.4	581.7	130.6	860.7	1 072.4	
Electricity, gas, water and waste services	*7.6	*3.8	11.4	7.3	23.2	62.2	*3.8	89.2	107.9	
Construction	100.4	29.4	129.8	88.8	84.0	313.4	369.8	767.3	985.9	
Wholesale trade	35.9	9.6	45.5	34.3	61.2	196.5	73.6	331.4	411.2	
Retail trade	110.6	32.4	143.0	185.3	203.4	522.2	137.4	863.0	1 191.3	
Accommodation and food services	77.1	30.8	107.8	170.9	94.8	232.1	74.3	401.3	680.0	
Transport, postal and warehousing	49.1	15.1	64.3	49.7	70.6	245.4	102.1	418.2	532.1	
Information media and telecommunications	19.5	6.8	26.3	20.9	49.6	97.9	22.2	169.8	216.9	
Financial and insurance services	48.6	*6.1	54.7	32.1	99.4	173.5	51.0	324.0	410.8	
Rental, hiring and real estate services	22.4	5.6	28.0	19.3	26.9	69.6	48.7	145.1	192.5	
Professional, scientific and technical services	73.9	23.3	97.2	66.9	129.1	286.2	198.6	613.8	777.9	
Administrative and support services	40.3	12.8	53.2	51.2	39.6	118.6	74.8	233.0	337.3	
Public administration and safety	43.6	15.2	58.8	37.4	174.4	325.7	8.2	508.3	604.5	
Education and training	36.8	17.9	54.8	52.5	173.9	440.5	42.2	656.7	764.0	
Health care and social assistance	71.6	26.6	98.2	103.9	226.1	568.6	92.1	886.8	1 088.9	
Arts and recreation services	13.2	*7.9	21.1	19.7	21.9	78.9	41.8	142.6	183.4	
Other services	44.5	6.5	51.0	47.6	50.2	177.9	138.3	366.4	465.0	

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

.. not applicable

(a) People who started with their current employer/business during the year ending February 2008 and had no previous employer/business within the 12 months to February 2008.

(b) Excludes owner managers of incorporated enterprises.

(c) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(d) Includes contributing family workers.

(e) Occupation is classified according to ANZSCO First Edition. See paragraph 13 of the Explanatory Notes for more information.

(f) Industry is classified according to the ANZSIC 2006. See paragraph 14 of the Explanatory Notes for more information.

PERSONS WHO WERE WORKING AT FEBRUARY 2008, Changes in employer/business or work—By selected employment characteristics *continued*

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				Total	Total
	1 change in employer/ business	2 or more changes in employer/ business	Total with a change in employer/ business	Did not change employer/ business (a)	Employees with some change in work (b)	Employees with no change in work (b)	Owner managers (c)	Total		
	'000	'000	'000	'000	'000	'000	'000	'000		
PERSONS cont.										
Usual hours worked at February 2008(d)										
1–19	90.3	38.5	128.8	360.5	188.5	524.0	271.8	984.4	1 473.7	
20–29	79.7	33.2	113.0	162.2	178.9	446.9	162.9	788.6	1 063.8	
30–34	48.3	20.5	68.8	56.5	121.9	252.3	114.5	488.7	614.0	
35–39	231.4	69.3	300.6	193.2	425.3	1 230.8	152.6	1 808.8	2 302.6	
40	227.5	64.1	291.6	198.6	325.6	1 140.6	297.6	1 763.8	2 254.0	
41–44	38.0	9.6	47.6	19.7	62.6	150.1	28.3	240.9	308.3	
45–48	75.1	17.6	92.7	41.0	152.2	343.0	134.9	630.1	763.8	
49 or more	126.4	34.9	161.3	71.1	263.3	543.8	655.4	1 462.5	1 694.9	
Total	918.0	290.0	1 207.9	1 110.5	1 720.7	4 636.3	1 820.8	8 177.9	10 496.3	

(a) People who started with their current employer/business during the year ending February 2008 and had no previous employer/business within the 12 months to February 2008.

(b) Excludes owner managers of incorporated enterprises.

(c) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(d) Excludes 'Less than 1 hour or no hours worked'.

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 2008,
Changes in employer/business or work—By selected characteristics

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				Total '000	Total(a) '000
	1 change in employer/ business '000	2 or more changes in employer/ business '000	Total with a change in employer/ business '000	Did not change employer/ business(b) '000	Employees with some change in work(c) '000	Employees with no change in work(c) '000	Owner managers (d) '000	Total '000		
MALES										
Age group (years)										
15–19	51.2	17.2	68.4	140.6	40.2	133.7	*5.1	179.0	449.0	
20–24	92.1	33.3	125.4	103.7	103.2	241.5	24.0	368.6	646.2	
25–34	151.8	50.8	202.7	119.2	247.0	549.7	159.1	955.9	1 339.6	
35–44	115.2	31.0	146.2	86.4	203.1	591.0	320.4	1 114.5	1 395.0	
45–54	75.0	18.2	93.2	59.5	150.0	595.3	346.1	1 091.5	1 279.3	
55–59	19.6	*3.6	23.2	17.2	45.2	226.2	153.1	424.4	494.1	
60 and over	11.1	*2.7	13.7	15.7	31.9	185.5	219.0	436.3	538.7	
Marital status										
Married	296.3	78.0	374.3	200.7	529.9	1 660.3	1 006.1	3 196.3	3 940.0	
Not married	219.7	78.9	298.6	341.6	290.7	862.6	220.7	1 374.0	2 201.8	
Relationship in household										
Family member	420.1	116.3	536.4	423.9	664.4	2 099.7	1 070.9	3 835.0	5 080.4	
Husband, wife or partner	291.5	76.5	368.0	194.4	521.7	1 628.3	987.6	3 137.6	3 865.1	
With dependants	158.8	38.7	197.5	104.1	290.4	873.1	538.6	1 702.1	2 061.2	
Without dependants	132.7	37.8	170.5	90.3	231.3	755.2	449.0	1 435.6	1 803.9	
Lone parent	8.0	*1.8	9.9	*6.5	14.0	50.0	27.4	91.4	116.6	
With dependants	*4.9	**1.3	*6.2	*4.6	10.2	35.9	14.9	61.0	79.2	
Without dependants	*3.1	**0.6	*3.6	*1.9	*3.8	14.0	12.6	30.4	37.4	
Dependent student	17.1	*6.9	24.0	87.6	23.9	79.9	*4.7	108.5	258.6	
Non-dependent child	88.1	27.0	115.1	114.6	87.2	282.6	39.9	409.7	701.9	
Other related individual	15.4	*4.0	19.4	21.0	17.6	58.9	11.3	87.8	138.2	
Non-family member	77.8	34.4	112.2	97.2	140.6	366.6	131.7	638.8	901.4	
Lone person	40.3	18.3	58.6	47.1	87.0	234.3	108.3	429.6	567.6	
Not living alone	37.5	16.1	53.6	50.2	53.6	132.3	23.4	209.2	333.8	
Relationship not determined	18.1	*6.2	24.3	21.2	15.6	56.6	24.1	96.4	160.0	
Country of birth(e)										
Born in Australia	378.9	122.1	501.0	344.3	626.0	1 847.1	888.0	3 361.0	4 472.8	
Born overseas	137.1	34.8	171.9	197.7	194.6	674.7	338.1	1 207.3	1 666.8	
Level of highest non-school qualification										
With a non-school qualification	308.0	91.6	399.5	216.7	542.5	1 450.5	794.3	2 787.3	3 561.6	
Postgraduate Degree	19.9	5.3	25.2	19.7	47.2	112.3	46.3	205.8	264.0	
Graduate Diploma/Graduate Certificate	*6.1	**2.1	8.2	*5.2	18.2	43.3	14.9	76.3	94.4	
Bachelor Degree	87.6	25.6	113.3	67.5	161.2	372.4	181.1	714.8	935.2	
Advanced Diploma/Diploma	42.1	8.1	50.2	28.8	88.1	206.4	104.1	398.6	495.7	
Certificate III/IV	118.3	38.7	157.0	63.8	173.9	548.0	354.6	1 076.5	1 350.4	
Certificate I/II	18.4	*5.6	24.1	15.7	23.6	104.2	62.5	190.2	246.6	
Certificate not further defined	9.5	5.7	15.2	12.3	17.2	40.4	14.3	71.9	106.5	
Level not determined	*5.9	**0.4	6.4	*3.9	13.1	23.6	16.5	53.2	68.7	
Without a non-school qualification	208.1	65.3	273.3	325.6	278.1	1 072.4	432.4	1 782.9	2 580.2	
Total	516.0	156.9	672.9	542.3	820.6	2 522.9	1 226.7	4 570.2	6 141.9	

* estimate has a relative standard error of 25% to 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) Includes persons who were not working at February 2008.

(b) People who started with their current employer/business during the year ending February 2008 and had no previous employer/business within the 12 months to February 2008.

(c) Excludes owner managers of incorporated enterprises.

(d) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(e) Excludes 'inadequately described'.

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 2008,
Changes in employer/business or work—By selected characteristics *continued*

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				Total '000	Total(a) '000
	1 change in employer/ business '000	2 or more changes in employer/ business '000	Total with a change in employer/ business '000	Did not change employer/ business(b) '000	Employees with some change in work(c) '000	Employees with no change in work(c) '000	Owner managers (d) '000	Total '000		
FEMALES										
Age group (years)										
15–19	44.8	18.0	62.8	135.3	44.8	117.8	*1.6	164.2	426.0	
20–24	82.8	41.3	124.2	85.8	116.6	195.0	8.6	320.3	589.9	
25–34	120.9	29.1	149.9	129.5	242.7	409.4	69.9	721.9	1 120.9	
35–44	76.6	24.1	100.7	115.6	221.1	479.3	166.3	866.7	1 184.4	
45–54	62.1	15.1	77.2	68.3	191.5	558.9	185.1	935.5	1 147.3	
55–59	11.8	*3.7	15.5	21.7	53.2	214.1	74.1	341.5	403.0	
60 and over	*3.0	*1.7	*4.7	12.0	30.3	138.8	88.6	257.6	324.9	
Marital status										
Married	205.0	58.7	263.7	261.6	550.9	1 330.6	481.4	2 362.8	3 178.5	
Not married	196.9	74.4	271.3	306.6	349.3	782.8	112.7	1 244.8	2 017.8	
Relationship in household										
Family member	317.3	98.6	415.9	495.9	745.9	1 785.8	521.8	3 053.5	4 376.8	
Husband, wife or partner	195.4	56.7	252.1	252.7	539.7	1 298.5	468.4	2 306.7	3 092.3	
With dependants	75.9	19.4	95.2	155.2	271.4	612.4	236.6	1 120.3	1 543.7	
Without dependants	119.5	37.3	156.8	97.5	268.3	686.2	231.8	1 186.3	1 548.6	
Lone parent	31.2	10.1	41.3	57.9	80.1	166.5	32.8	279.4	424.9	
With dependants	25.0	*9.2	34.3	53.3	66.3	119.2	23.8	209.3	336.9	
Without dependants	6.2	**0.9	7.1	*4.6	13.8	47.2	9.0	70.0	88.0	
Dependent student	24.2	8.0	32.2	95.1	26.0	102.4	*3.5	131.9	301.3	
Non-dependent child	54.4	19.3	73.7	76.2	82.7	171.9	11.1	265.7	448.9	
Other related individual	12.0	*4.5	16.5	14.1	17.4	46.4	*6.0	69.8	109.4	
Non-family member	66.3	30.3	96.7	52.0	133.2	270.8	55.1	459.2	665.4	
Lone person	36.4	13.7	50.1	27.7	91.3	205.4	46.5	343.2	456.8	
Not living alone	30.0	16.6	46.5	24.3	41.9	65.4	8.6	116.0	208.6	
Relationship not determined	18.3	*4.2	22.5	20.2	21.0	56.8	17.2	95.0	154.2	
Country of birth(e)										
Born in Australia	299.2	108.9	408.1	401.3	706.9	1 560.5	431.4	2 698.8	3 870.0	
Born overseas	102.1	24.2	126.3	166.9	193.2	552.2	162.3	907.7	1 324.5	
Level of highest non-school qualification										
With a non-school qualification	246.2	82.8	329.0	263.4	601.1	1 173.0	339.0	2 113.2	2 959.1	
Postgraduate Degree	17.1	*5.2	22.3	17.6	47.6	80.0	23.0	150.6	206.4	
Graduate Diploma/Graduate Certificate	8.7	*2.4	11.0	12.5	45.4	61.1	14.6	121.2	159.1	
Bachelor Degree	88.4	33.9	122.3	87.0	205.7	425.0	107.9	738.6	1 031.3	
Advanced Diploma/Diploma	41.4	10.1	51.5	49.2	115.8	235.3	78.9	430.0	581.2	
Certificate III/IV	58.8	19.6	78.4	52.5	120.3	213.2	57.2	390.7	567.6	
Certificate I/II	18.0	9.7	27.8	26.8	41.3	107.0	38.4	186.7	273.0	
Certificate not further defined	8.6	*2.0	10.6	14.6	15.0	35.5	6.2	56.8	89.4	
Level not determined	*5.1	—	*5.1	*3.1	10.0	15.8	12.8	38.6	51.0	
Without a non-school qualification	155.8	50.3	206.1	304.7	299.0	940.4	255.1	1 494.5	2 237.2	
Total	402.0	133.1	535.1	568.2	900.2	2 113.4	594.1	3 607.7	5 196.3	

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

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

— nil or rounded to zero (including null cells)

(a) Includes persons who were not working at February 2008.

(b) People who started with their current employer/business during the year ending February 2008 and had no previous employer/business within the 12 months to February 2008.

(c) Excludes owner managers of incorporated enterprises.

(d) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(e) Excludes 'inadequately described'.

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 2008,
Changes in employer/business or work—By selected characteristics *continued*

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				ONE YEAR OR MORE WITH EMPLOYER/BUSINESS AT FEBRUARY 2008				Total '000	Total(a) '000
	1 change in employer/ business '000	2 or more changes in employer/ business '000	Total with a change in employer/ business '000	Did not change employer/ business(b) '000	Employees with some change in work(c) '000	Employees with no change in work(c) '000	Owner managers (d) '000	Total '000		
PERSONS										
Age group (years)										
15–19	96.0	35.2	131.2	275.9	85.0	251.5	6.7	343.2	875.0	
20–24	175.0	74.6	249.6	189.5	219.7	436.5	32.6	688.9	1 236.1	
25–34	272.7	79.9	352.6	248.8	489.7	959.1	229.0	1 677.8	2 460.5	
35–44	191.8	55.1	247.0	202.0	424.2	1 070.3	486.7	1 981.2	2 579.4	
45–54	137.0	33.4	170.4	127.8	341.5	1 154.2	531.2	2 027.0	2 426.6	
55–59	31.4	7.3	38.7	38.9	98.4	440.3	227.2	765.9	897.1	
60 and over	14.1	*4.4	18.5	27.7	62.1	324.3	307.5	694.0	863.5	
Marital status										
Married	501.4	136.7	638.1	462.3	1 080.7	2 990.9	1 487.5	5 559.1	7 118.6	
Not married	416.6	153.3	569.9	648.1	640.0	1 645.4	333.4	2 618.8	4 219.7	
Relationship in household										
Family member	737.4	214.9	952.3	919.9	1 410.3	3 885.5	1 592.7	6 888.5	9 457.2	
Husband, wife or partner	486.9	133.2	620.1	447.1	1 061.4	2 926.9	1 456.0	5 444.3	6 957.4	
With dependants	234.7	58.1	292.8	259.2	561.8	1 485.5	775.2	2 822.4	3 604.9	
Without dependants	252.2	75.1	327.3	187.8	499.6	1 441.4	680.9	2 621.9	3 352.5	
Lone parent	39.3	11.9	51.2	64.3	94.1	216.4	60.2	370.8	541.5	
With dependants	30.0	10.5	40.5	57.9	76.5	155.2	38.7	270.3	416.1	
Without dependants	9.3	**1.4	10.7	6.5	17.6	61.2	21.6	100.4	125.4	
Dependent student	41.4	14.9	56.3	182.7	49.9	182.3	8.2	240.4	559.9	
Non-dependent child	142.6	46.3	188.9	190.7	169.9	454.5	50.9	675.4	1 150.7	
Other related individual	27.4	8.5	35.9	35.0	35.0	105.3	17.3	157.6	247.6	
Non-family member	144.2	64.7	208.9	149.2	273.8	637.4	186.8	1 098.0	1 566.8	
Lone person	76.7	32.0	108.7	74.8	178.3	439.8	154.7	772.8	1 024.4	
Not living alone	67.4	32.7	100.1	74.5	95.5	197.6	32.0	325.2	542.4	
Relationship not determined	36.4	10.4	46.8	41.4	36.6	113.4	41.3	191.4	314.2	
Country of birth(e)										
Born in Australia	678.0	231.0	909.1	745.6	1 332.9	3 407.6	1 319.3	6 059.8	8 342.8	
Born overseas	239.3	58.9	298.2	364.5	387.8	1 226.9	500.4	2 115.1	2 991.3	
Level of highest non-school qualification										
With a non-school qualification	554.1	174.4	728.5	480.1	1 143.6	2 623.5	1 133.3	4 900.5	6 520.8	
Postgraduate Degree	37.0	10.5	47.5	37.3	94.8	192.3	69.3	356.4	470.3	
Graduate Diploma/Graduate Certificate	14.8	*4.4	19.2	17.7	63.6	104.4	29.5	197.5	253.6	
Bachelor Degree	176.1	59.5	235.5	154.5	366.9	797.4	289.1	1 453.4	1 966.5	
Advanced Diploma/Diploma	83.5	18.2	101.7	78.0	203.9	441.7	183.0	828.6	1 077.0	
Certificate III/IV	177.1	58.3	235.4	116.2	294.1	761.3	411.8	1 467.2	1 918.1	
Certificate I/II	36.5	15.4	51.8	42.5	64.9	211.1	100.8	376.9	519.7	
Certificate not further defined	18.1	7.7	25.8	26.9	32.3	75.9	20.5	128.7	195.9	
Level not determined	11.0	**0.4	11.5	7.0	23.1	39.3	29.3	91.7	119.7	
Without a non-school qualification	363.9	115.5	479.4	630.4	577.1	2 012.8	687.5	3 277.4	4 817.4	
Total	918.0	290.0	1 207.9	1 110.5	1 720.7	4 636.3	1 820.8	8 177.9	11 338.2	

* estimate has a relative standard error of 25% to 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) Includes persons who were not working at February 2008.

(b) People who started with their current employer/business during the year ending February 2008 and had no previous employer/business within the 12 months to February 2008.

(c) Excludes owner managers of incorporated enterprises.

(d) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

(e) Excludes 'inadequately described'.

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 2008,
Occupation at February 2007—By occupation at February 2008(a)

OCCUPATION AT FEBRUARY 2007 (a)

	<i>Managers</i>	<i>Professionals</i>	<i>Technicians and trades workers</i>	<i>Community and personal service workers</i>	<i>Clerical and administrative workers</i>
	'000	'000	'000	'000	'000
Occupation at February 2008(a)	1 270.3	1 977.1	1 503.3	775.9	1 462.2
Managers	1 185.6	19.5	9.3	11.0	23.3
Professionals	31.4	1 903.8	14.5	16.5	35.3
Technicians and trades workers	7.6	10.6	1 428.4	*6.2	9.3
Community and personal service workers	*5.9	*5.5	*3.3	694.5	13.4
Clerical and administrative workers	19.7	27.5	9.7	19.3	1 353.6
Sales workers	11.7	4.7	7.6	17.2	15.6
Machinery operators and drivers	*4.4	**1.9	12.1	*4.2	5.1
Labourers	*3.9	*3.6	18.4	*7.1	6.6
Not working at February 2008	54.0	108.3	68.9	71.6	90.3
Unemployed at February 2008	12.5	21.7	25.6	18.0	18.8
Not in the Labour Force at February 2008	41.5	86.5	43.3	53.5	71.5
Total	1 324.3	2 085.3	1 572.2	847.5	1 552.5

* estimate has a relative standard error of 25% to 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) Occupation is classified according to ANZSCO First Edition. See paragraph 13 of the Explanatory Notes for more information.

OCCUPATION AT FEBRUARY 2007(a) *continued*

	Sales workers	Machinery operators and drivers	Labourers	Total	Not working at February 2007	Total
	'000	'000	'000	'000	'000	'000
Occupation at February 2008(a)	832.1	628.8	941.2	9 390.9	1 105.4	10 496.3
Managers	21.8	*4.9	7.8	1 283.3	59.1	1 342.4
Professionals	21.1	*2.7	11.1	2 036.4	143.7	2 180.2
Technicians and trades workers	13.5	10.0	24.0	1 509.6	131.6	1 641.1
Community and personal service workers	13.8	**1.0	10.0	747.3	128.1	875.5
Clerical and administrative workers	29.3	8.2	11.0	1 478.4	160.8	1 639.3
Sales workers	714.6	7.4	16.1	794.9	194.4	989.3
Machinery operators and drivers	*4.0	579.6	21.0	632.3	56.5	688.8
Labourers	14.0	14.9	840.2	908.7	231.1	1 139.8
Not working at February 2008	83.4	33.1	96.8	606.3	235.6	841.9
Unemployed at February 2008	21.1	9.0	36.8	163.6	69.3	232.9
Not in the Labour Force at February 2008	62.3	24.0	60.0	442.7	166.3	609.0
Total	915.5	661.9	1 038.0	9 997.2	1 341.0	11 338.2

* estimate has a relative standard error of 25% to 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) Occupation is classified according to ANZSCO First Edition. See paragraph 13 of the Explanatory Notes for more information.

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 2008,
Occupation at February 2007(a)—By change in employer/business or work

OCCUPATION AT FEBRUARY 2007 (a)

	Managers	Professionals	Technicians and trades workers	Community and personal service workers	Clerical and administrative workers
	'000	'000	'000	'000	'000
Working at February 2008	1 270.3	1 977.1	1 503.3	775.9	1 462.2
Less than 12 months with employer/business at February 2008	113.0	206.9	190.4	136.3	176.5
Changed employer/business in the last 12 months	101.2	176.3	177.7	121.1	156.1
Whether changed industry Division (February 2007 and February 2008)(b)(c)					
Same industry	39.8	95.2	96.7	51.6	53.0
Different industry	61.5	81.0	81.0	69.6	103.0
Whether changed Major occupation group (February 2007 and February 2008)(a)(b)					
Same occupation	41.5	127.3	119.4	53.2	92.3
Different occupation	59.7	48.9	58.3	68.0	63.7
Whether changed usual hours worked (February 2007 and February 2008)(b)					
Same usual hours worked	30.7	62.3	57.9	20.6	51.8
Different usual hours worked	70.3	112.9	119.5	100.3	104.3
Whether changed employment type (February 2007 and February 2008)(b)					
Same employment type	68.5	127.6	102.4	73.5	107.2
Different employment type	32.7	48.6	75.3	47.7	48.8
Didn't change employer/business in the last 12 months	11.8	30.7	12.7	15.1	20.4
One year or more with current employer/business Employees(d)	1 157.3	1 770.2	1 312.9	639.7	1 285.8
Whether changed Major occupation group with current employer in the last 12 months(a)					
Same occupation	613.5	1 406.5	903.5	570.8	1 023.4
Different occupation	24.3	24.3	15.6	9.8	43.3
Whether changed usual hours with current employer in the last 12 months					
Same usual hours worked	535.9	1 147.1	789.2	411.4	897.4
Different usual hours worked	79.1	206.8	80.2	105.1	126.6
Did not know or usual hours worked varied	22.9	77.0	49.7	64.1	42.8
Whether promoted and/or transferred with current employer in the last 12 months					
Promoted and/or transferred	148.1	315.1	145.4	95.9	217.2
Not promoted or transferred	489.7	1 115.8	773.7	484.7	849.5
Owner managers(e)	519.5	339.4	393.8	59.1	219.0
Not working at February 2008	54.0	108.3	68.9	71.6	90.3
Total	1 324.3	2 085.3	1 572.2	847.5	1 552.5

(a) Occupation is classified according to ANZSCO First Edition. See paragraph 13 of the Explanatory Notes for more information.

(b) Excludes persons who were not working at February 2007 or were not working at February 2008.

(c) Industry is classified according to ANZSIC 2006. See paragraph 14 of the Explanatory Notes for more information.

(d) Excludes owner managers of incorporated enterprises.

(e) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 2008,
Occupation at February 2007(a)—By change in employer/business or work *continued*

OCCUPATION AT FEBRUARY 2007(a) *continued*

	Sales workers	Machinery operators and drivers	Labourers	Total	Not working at February 2007	Total
	'000	'000	'000	'000	'000	'000
Working at February 2008	832.1	628.8	941.2	9 390.9	1 105.4	10 496.3
Less than 12 months with employer/business at February 2008	149.5	90.7	149.8	1 213.0	1 105.4	2 318.4
Changed employer/business in the last 12 months	134.1	80.4	138.4	1 085.3	122.7	1 207.9
Whether changed industry Division (February 2007 and February 2008)(b)(c)						
Same industry	48.3	33.9	48.5	467.0	..	467.0
Different industry	85.8	46.5	89.9	618.3	..	618.3
Whether changed Major occupation group (February 2007 and February 2008)(a)(b)						
Same occupation	50.8	44.9	60.8	590.3	..	590.3
Different occupation	83.3	35.5	77.5	495.0	..	495.0
Whether changed usual hours worked (February 2007 and February 2008)(b)						
Same usual hours worked	24.1	20.1	25.5	293.0	..	293.0
Different usual hours worked	109.8	60.4	112.4	789.7	..	789.7
Whether changed employment type (February 2007 and February 2008)(b)						
Same employment type	84.0	43.5	79.8	686.5	..	686.5
Different employment type	50.1	36.9	58.6	398.8	..	398.8
Didn't change employer/business in the last 12 months	15.4	10.2	11.5	127.8	982.7	1 110.5
One year or more with current employer/business Employees(d)	682.6	538.2	791.3	8 177.9	..	8 177.9
Whether changed Major occupation group with current employer in the last 12 months(a)						
Same occupation	577.7	441.7	637.7	6 174.8	..	6 174.8
Different occupation	28.5	13.6	22.7	182.2	..	182.2
Whether changed usual hours with current employer in the last 12 months						
Same usual hours worked	450.8	385.7	513.5	5 130.8	..	5 130.8
Different usual hours worked	101.6	35.8	72.6	807.8	..	807.8
Did not know or usual hours worked varied	53.9	33.8	74.4	418.4	..	418.4
Whether promoted and/or transferred with current employer in the last 12 months						
Promoted and/or transferred	115.3	59.0	77.5	1 173.5	..	1 173.5
Not promoted or transferred	491.0	396.3	582.9	5 183.6	..	5 183.6
Owner managers(e)	76.4	82.9	130.9	1 820.8	..	1 820.8
Not working at February 2008	83.4	33.1	96.8	606.3	235.6	841.9
Total	915.5	661.9	1 038.0	9 997.2	1 341.0	11 338.2

.. not applicable

(a) Occupation is classified according to ANZSCO First Edition. See paragraph 13 of the Explanatory Notes for more information.

(b) Excludes persons who were not working at February 2007 or were not working at February 2008.

(c) Industry is classified according to ANZSIC 2006. See paragraph 14 of the Explanatory Notes for more information.

(d) Excludes owner managers of incorporated enterprises.

(e) Includes owner managers of incorporated and unincorporated enterprises and contributing family workers.

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 2008,
Industry at February 2007(a)—By duration with employer/business at February 2008

	LESS THAN 12 MONTHS WITH EMPLOYER/BUSINESS AT FEBRUARY 2008			One year or more with employer/ business at February 2008		Total
	Same industry Division at February 2008(a)	Different industry Division at February 2008(a)	Total	Not working at February 2008	Total	
	'000	'000	'000	'000	'000	
Industry at February 2007(a)	568.9	644.2	1 213.0	8 177.9	606.3	9 997.2
Agriculture, forestry and fishing	8.8	14.1	22.8	295.7	19.2	337.8
Mining	9.3	9.1	18.4	104.6	*5.3	128.3
Manufacturing	53.3	63.5	116.8	860.7	54.5	1 032.0
Electricity, gas, water and waste services	**1.7	7.3	8.9	89.2	*3.7	101.8
Construction	66.9	43.0	109.9	767.3	36.5	913.7
Wholesale trade	14.9	32.2	47.0	331.4	21.8	400.2
Retail trade	69.6	97.9	167.5	863.0	92.5	1 123.0
Accommodation and food services	62.8	76.4	139.2	401.3	53.7	594.3
Transport, postal and warehousing	28.3	32.4	60.7	418.2	26.1	504.9
Information media and telecommunications	8.7	20.6	29.3	169.8	12.6	211.7
Financial and insurance services	30.5	19.1	49.5	324.0	17.3	390.8
Rental, hiring and real estate services	10.3	14.3	24.6	145.1	15.0	184.8
Professional, scientific and technical services	44.8	40.1	84.9	613.8	38.8	737.5
Administrative and support services	17.7	31.9	49.6	233.0	29.7	312.3
Public administration and safety	24.2	25.0	49.2	508.3	27.0	584.5
Education and training	22.9	26.5	49.4	656.7	51.7	757.8
Health care and social assistance	68.0	37.3	105.3	886.8	56.3	1 048.4
Arts and recreation services	*4.9	20.0	24.9	142.6	15.4	182.8
Other services	21.5	33.5	55.0	366.4	29.1	450.5
Not working at February 2007	. .	. .	1 105.4	. .	235.6	1 341.0
Total	568.9	644.2	2 318.4	8 177.9	841.9	11 338.2

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

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

. . not applicable

(a) Industry is classified according to ANZSIC 2006. See paragraph 14 of the Explanatory Notes for more information.

REASON FOR CEASING LAST JOB

Duration of last job	Retrenched, employer went out of business(a)	Job was temporary or seasonal	Own ill health or injury	Total
	'000	'000	'000	'000

MALES

Under 12 months	50.7	109.2	18.0	177.9
Under 3 months	19.9	63.0	*6.8	89.7
3 and under 6 months	10.4	24.0	*3.2	37.6
6 and under 12 months	20.4	22.2	*8.0	50.6
1 and under 2 years	19.3	22.8	8.5	50.6
2 and under 3 years	10.3	13.0	*4.4	27.7
3 and under 5 years	14.4	*4.6	*5.1	24.0
5 and under 10 years	10.4	*6.7	*2.8	19.9
10 and under 20 years	9.8	**1.7	*4.2	15.7
20 years and over	4.5	**1.5	*5.7	11.7
Total	119.4	159.6	48.6	327.6

FEMALES

Under 12 months	38.6	111.1	14.2	163.9
Under 3 months	14.5	69.5	*6.3	90.4
3 and under 6 months	10.2	19.3	*3.7	33.3
6 and under 12 months	13.8	22.2	*4.2	40.3
1 and under 2 years	13.6	22.1	*5.3	41.0
2 and under 3 years	10.1	5.2	*4.3	19.6
3 and under 5 years	8.5	6.7	*5.0	20.2
5 and under 10 years	6.4	7.3	*6.7	20.4
10 and under 20 years	*4.0	*3.5	*6.1	13.6
20 years and over	**2.0	**1.9	*1.4	*5.3
Total	83.2	157.9	42.8	283.9

PERSONS

Under 12 months	89.3	220.4	32.2	341.8
Under 3 months	34.4	132.5	13.1	180.1
3 and under 6 months	20.6	43.4	*6.9	70.8
6 and under 12 months	34.3	44.5	12.1	90.9
1 and under 2 years	32.9	44.9	13.8	91.6
2 and under 3 years	20.3	18.2	8.7	47.2
3 and under 5 years	22.9	11.3	10.0	44.2
5 and under 10 years	16.9	14.0	9.5	40.4
10 and under 20 years	13.8	*5.2	10.2	29.3
20 years and over	6.5	*3.5	*7.1	17.0
Total	202.6	317.5	91.4	611.6

* estimate has a relative standard error of 25% to 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) Includes all persons who were made redundant, dismissed or had no work available.

REASON FOR CEASING LAST JOB

<i>Duration of last job</i>	<i>Unsatisfactory work conditions</i>	<i>Holiday job, returned to studies</i>	<i>Retired, new business, better job, family or other reasons(a)</i>	<i>Total</i>
MALES				
Under 12 months	83.7	29.4	129.9	243.0
Under 3 months	32.4	14.9	44.4	91.6
3 and under 6 months	21.5	*5.4	35.8	62.6
6 and under 12 months	29.9	9.1	49.8	88.8
1 and under 2 years	31.2	*5.9	87.2	124.2
2 and under 3 years	24.1	*4.4	71.7	100.3
3 and under 5 years	20.2	*3.0	67.0	90.2
5 and under 10 years	10.2	*1.3	66.6	78.1
10 and under 20 years	*1.7	**0.2	34.6	36.6
20 years and over	**0.9	**0.3	28.2	29.4
Total	172.0	44.4	485.3	701.7
FEMALES				
Under 12 months	85.9	32.2	141.5	259.7
Under 3 months	33.3	15.2	47.3	95.8
3 and under 6 months	19.5	6.3	34.6	60.4
6 and under 12 months	33.1	10.8	59.6	103.5
1 and under 2 years	28.7	7.2	92.4	128.2
2 and under 3 years	18.7	*5.5	78.1	102.3
3 and under 5 years	16.5	*3.4	82.3	102.3
5 and under 10 years	15.4	*2.5	68.1	86.1
10 and under 20 years	5.5	**0.6	34.1	40.2
20 years and over	*1.5	**0.1	16.3	17.9
Total	172.2	51.6	512.8	736.6
PERSONS				
Under 12 months	169.6	61.7	271.4	502.7
Under 3 months	65.7	30.1	91.7	187.4
3 and under 6 months	41.0	11.6	70.4	123.0
6 and under 12 months	63.0	19.9	109.4	192.3
1 and under 2 years	59.8	13.0	179.6	252.4
2 and under 3 years	42.8	*10.0	149.8	202.6
3 and under 5 years	36.7	*6.4	149.4	192.4
5 and under 10 years	25.6	*3.8	134.8	164.2
10 and under 20 years	7.2	**0.8	68.7	76.7
20 years and over	*2.4	**0.4	44.5	47.2
Total	344.1	96.0	998.1	1 438.3

* estimate has a relative standard error of 25% to 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) Includes persons whose business closed or was sold for other reasons.

	2002	2004	2006	2008	2002	2004	2006	2008
	'000	'000	'000	'000	%	%	%	%
MALES								
Duration with current employer/business								
Under 12 months	941.5	994.9	1 089.7	1 211.5	18.6	19.1	20.1	21.2
Under 3 months	302.6	332.4	344.6	378.5	6.0	6.4	6.3	6.6
3 and under 6 months	262.6	280.6	308.7	353.3	5.2	5.4	5.7	6.2
6 and under 12 months	376.3	381.8	436.4	479.7	7.4	7.3	8.0	8.4
One year or more	4 114.5	4 218.0	4 344.9	4 516.0	81.4	80.9	79.9	78.8
1 and under 2 years	567.3	591.1	616.0	656.1	11.2	11.3	11.3	11.5
2 and under 3 years	537.1	505.8	558.1	614.2	10.6	9.7	10.3	10.7
3 and under 5 years	718.3	781.8	738.8	775.4	14.2	15.0	13.6	13.5
5 and under 10 years	892.8	920.0	957.5	972.6	17.7	17.6	17.6	17.0
10 and under 20 years	836.2	831.1	879.8	881.5	16.5	15.9	16.2	15.4
20 years and over	562.8	588.2	594.7	616.2	11.1	11.3	10.9	10.8
Whether changed employer/business in the last 12 months(b)								
Changed employer/business	575.3	607.3	634.6	672.4	11.4	11.7	11.7	11.7
Did not change employer/business	366.3	387.5	455.1	539.1	7.2	7.4	8.4	9.4
Total	5 056.1	5 212.8	5 434.6	5 727.4	100.0	100.0	100.0	100.0
FEMALES								
Duration with current employer/business								
Under 12 months	858.0	882.6	1 020.7	1 102.3	21.4	21.3	23.1	23.5
Under 3 months	276.2	265.8	295.5	317.4	6.9	6.4	6.7	6.8
3 and under 6 months	224.5	247.9	288.5	322.4	5.6	6.0	6.5	6.9
6 and under 12 months	357.3	369.0	436.7	462.5	8.9	8.9	9.9	9.9
One year or more	3 146.7	3 264.6	3 403.6	3 586.1	78.6	78.7	76.9	76.5
1 and under 2 years	553.5	543.2	556.6	606.7	13.8	13.1	12.6	12.9
2 and under 3 years	474.0	467.0	476.2	513.9	11.8	11.3	10.8	11.0
3 and under 5 years	570.5	680.3	633.6	661.5	14.2	16.4	14.3	14.1
5 and under 10 years	708.6	730.0	781.2	812.1	17.7	17.6	17.7	17.3
10 and under 20 years	595.4	605.0	663.2	656.5	14.9	14.6	15.0	14.0
20 years and over	244.7	239.0	292.7	335.3	6.1	5.8	6.6	7.2
Whether changed employer/business in the last 12 months(b)								
Changed employer/business	470.1	446.4	517.3	535.1	11.7	10.8	11.7	11.4
Did not change employer/business	387.9	436.2	503.4	567.3	9.7	10.5	11.4	12.1
Total	4 004.6	4 147.2	4 424.2	4 688.5	100.0	100.0	100.0	100.0
PERSONS								
Duration with current employer/business								
Under 12 months	1 799.5	1 877.5	2 110.4	2 313.8	19.9	20.1	21.4	22.2
Under 3 months	578.8	598.2	640.0	695.9	6.4	6.4	6.5	6.7
3 and under 6 months	487.1	528.5	597.2	675.7	5.4	5.6	6.1	6.5
6 and under 12 months	733.6	750.8	873.1	942.2	8.1	8.0	8.9	9.0
One year or more	7 261.2	7 482.6	7 748.5	8 102.1	80.1	80.0	78.6	77.8
1 and under 2 years	1 120.8	1 134.3	1 172.5	1 262.8	12.4	12.1	11.9	12.1
2 and under 3 years	1 011.1	972.8	1 034.3	1 128.1	11.2	10.4	10.5	10.8
3 and under 5 years	1 288.9	1 462.2	1 372.4	1 436.9	14.2	15.6	13.9	13.8
5 and under 10 years	1 601.4	1 650.0	1 738.7	1 784.7	17.7	17.6	17.6	17.1
10 and under 20 years	1 431.7	1 436.1	1 543.1	1 538.0	15.8	15.3	15.7	14.8
20 years and over	807.4	827.2	887.4	951.6	8.9	8.8	9.0	9.1
Whether changed employer/business in the last 12 months(b)								
Changed employer/business	1 045.4	1 053.7	1 151.8	1 207.4	11.5	11.3	11.7	11.6
Did not change employer/business	754.1	823.8	958.5	1 106.4	8.3	8.8	9.7	10.6
Total	9 060.7	9 360.0	9 858.8	10 415.9	100.0	100.0	100.0	100.0

(a) This table was previously published as Table 1 and Table 2. See paragraphs 17 to 22 of the Explanatory Notes for more information.

(b) Refers only to persons who have worked with their current employer/business for less than 12 months.

	NSW	Vic.	Qld	SA	WA	Tas.	NT(a)	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
Population 1: Persons who worked at some time during the year ending February 2008	1 986.5	1 536.5	1 229.3	446.9	655.2	135.3	46.5	105.6	6 141.9
Population 2: Persons who were working at February 2008	1 876.1	1 449.1	1 155.9	419.0	617.1	125.1	44.6	98.4	5 785.4
Population 3: Employees (excluding owner managers of incorporated enterprises) who had worked with their current employer for one year or more	1 112.0	850.5	626.6	248.6	337.8	76.7	26.0	65.2	3 343.5
Population 4: Persons who ceased a job during the year ending February 2008	301.6	229.3	245.8	70.1	128.3	26.2	8.5	19.6	1 029.3
Population 5: Persons who ceased a job during the year ending February 2008 and were working at February 2008	191.2	142.0	172.4	42.2	90.2	16.0	6.6	12.3	672.9
Population 6: Persons who were working at February 2007	1 775.8	1 368.8	1 106.8	397.9	590.5	121.9	41.0	95.2	5 497.9
Population 7: Persons who were working at February 2007 and at February 2008	1 700.9	1 309.2	1 049.7	377.4	563.0	115.0	39.9	90.5	5 245.7
Population 8: Persons who had worked with their employer/business at February 2008 for one year or more	1 509.4	1 168.2	874.3	336.7	472.0	98.4	33.4	77.9	4 570.2
Population 9: Employees (excluding owner managers of incorporated enterprises) at February 2008 with paid leave entitlements	1 166.7	874.3	667.7	243.0	369.9	78.5	30.9	67.4	3 498.5
Population 10: Employees (excluding owner managers of incorporated enterprises) at February 2008 without paid leave entitlements	283.7	232.4	210.1	79.4	99.6	22.2	5.5	17.1	950.1
FEMALES									
Population 1: Persons who worked at some time during the year ending February 2008	1 672.7	1 304.0	1 043.3	386.1	538.3	112.9	40.5	98.6	5 196.3
Population 2: Persons who were working at February 2008	1 521.4	1 183.7	948.0	347.3	481.8	100.7	37.4	90.6	4 710.9
Population 3: Employees (excluding owner managers of incorporated enterprises) who had worked with their current employer for one year or more	982.5	778.2	574.2	232.0	292.4	69.4	23.9	61.0	3 013.6
Population 4: Persons who ceased a job during the year ending February 2008	304.0	245.4	229.4	69.7	122.3	21.0	8.3	20.5	1 020.5
Population 5: Persons who ceased a job during the year ending February 2008 and were working at February 2008	152.7	125.1	134.1	30.9	65.7	8.8	5.2	12.6	535.1
Population 6: Persons who were working at February 2007	1 443.8	1 139.7	895.6	336.1	462.2	99.7	35.1	87.2	4 499.3
Population 7: Persons who were working at February 2007 and at February 2008	1 332.3	1 056.6	824.2	308.5	419.5	90.4	33.0	80.8	4 145.2
Population 8: Persons who had worked with their employer/business at February 2008 for one year or more	1 179.3	929.2	691.2	276.3	354.5	81.7	27.8	67.8	3 607.7
Population 9: Employees (excluding owner managers of incorporated enterprises) at February 2008 with paid leave entitlements	946.6	741.6	555.2	200.6	303.8	59.8	26.7	65.7	2 899.8
Population 10: Employees (excluding owner managers of incorporated enterprises) at February 2008 without paid leave entitlements	355.7	279.9	257.2	98.9	107.4	27.0	6.5	17.6	1 150.1

(a) Refers to mainly urban areas only. For more information see paragraph 6 of the Explanatory Notes.

	NSW	Vic.	Qld	SA	WA	Tas.	NT(a)	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
PERSONS									
Population 1: Persons who worked at some time during the year ending February 2008	3 659.1	2 840.5	2 272.6	833.1	1 193.5	248.2	87.0	204.2	11 338.2
Population 2: Persons who were working at February 2008	3 397.5	2 632.8	2 103.9	766.4	1 098.9	225.8	82.0	189.0	10 496.3
Population 3: Employees (excluding owner managers of incorporated enterprises) who had worked with their current employer for one year or more	2 094.5	1 628.7	1 200.8	480.7	630.2	146.1	49.9	126.2	6 357.1
Population 4: Persons who ceased a job during the year ending February 2008	605.6	474.7	475.1	139.8	250.5	47.2	16.8	40.1	2 049.8
Population 5: Persons who ceased a job during the year ending February 2008 and were working at February 2008	344.0	267.0	306.5	73.1	155.9	24.8	11.8	24.9	1 207.9
Population 6: Persons who were working at February 2007	3 219.6	2 508.4	2 002.4	733.9	1 052.7	221.7	76.1	182.4	9 997.2
Population 7: Persons who were working at February 2007 and at February 2008	3 033.2	2 365.8	1 873.9	686.0	982.5	205.4	73.0	171.3	9 390.9
Population 8: Persons who had worked with their employer/business at February 2008 for one year or more	2 688.6	2 097.4	1 565.4	613.0	826.5	180.1	61.2	145.6	8 177.9
Population 9: Employees (excluding owner managers of incorporated enterprises) at February 2008 with paid leave entitlements	2 113.3	1 615.9	1 222.9	443.6	673.7	138.3	57.6	133.0	6 398.3
Population 10: Employees (excluding owner managers of incorporated enterprises) at February 2008 without paid leave entitlements	639.4	512.3	467.3	178.3	207.0	49.2	11.9	34.6	2 100.3

(a) Refers to mainly urban areas only. For more information see paragraph 6 of the Explanatory Notes.

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this publication were compiled from data collected in the Labour Mobility Survey that was conducted throughout Australia in February 2008 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

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

CONCEPTS, SOURCES AND METHODS

3 The conceptual framework used in Australia's LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001).

SCOPE

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

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

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

6 This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded approximately 120,000 people living in very remote parts of Australia who would otherwise have been within the scope of the survey. The exclusion of these people will have only a minor impact on any aggregate estimates that are produced for individual states and territories, except the Northern Territory where such people account for around 23% of the population.

COVERAGE

7 The estimates in this publication relate to people covered by the survey in February 2008. In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection in the survey. See *Labour Force, Australia* (cat. no. 6202.0) for more details.

SAMPLE SIZE

8 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.

9 The initial sample for the February 2008 LFS consisted of 39,176 private dwelling households and special dwelling units. Of the 31,671 private dwelling households and special dwelling units that remained in the survey after sample loss (e.g. households selected in the survey which had no residents in scope for the LFS, vacant or derelict dwellings and dwellings under construction), approximately 30,219 or 95.4% were fully responding to the Labour Mobility Survey. The number of completed interviews obtained from these private dwelling households and special dwelling units (after taking into account scope, coverage and sub-sampling exclusions) was 34,167.

EXPLANATORY NOTES *continued*

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 more information see the Technical Note.
 - Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and effective processing procedures.

SEASONAL FACTORS

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

CLASSIFICATIONS USED

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

- 13** From 2008, occupation data are classified according to the *ANZSCO — Australian and New Zealand Standard Classification of Occupations First Edition, 2006* (cat. no. 1220.0). The new classification replaces *ASCO — Australian Standard Classification of Occupations Second Edition, 1997* (cat. no. 1220.0). Data classified according to ASCO can be obtained on request.

- 14** From 2008, industry data are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006* (cat. no. 1292.0). The new classification replaces *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (cat. no. 1292.0). Data classified according to ANZSIC 1993 can be obtained on request.

- 15** Educational attainment data are classified according to *Australian Standard Classification of Education (ASCED)* (cat. no. 1272.0).

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 2004 to take account of the results of the 2001 Census of Population and Housing. Estimates from supplementary surveys conducted from and including February 2004 are therefore based on the revised population benchmarks.

- 17** The scope of the Labour Mobility Survey was expanded in February 2006 to include all people aged 15 years and over. In this issue, Table 1 has been revised to present the new time series for 2006 and 2008. A new table, Table 12, has been introduced to continue the time series for persons aged 15-69 years, the basis of surveys prior to 2006.

- 18** The introduction of ANZSCO First Edition and ANZSIC 2006 have meant that data relating to change in occupation and industry are not comparable with previous years. Consequently, time series data for 'Whether changed occupation (last to current employer/business)' and 'Whether changed industry (last to current employer/business)' have been removed from Table 1 and Table 12. In previous issues Table 2 presented time series data for 'Duration with current employer/business'. This information is now presented in Table 1. Users need to exercise care when comparing estimates from 2008 with previous years data.

EXPLANATORY NOTES *continued*

COMPARABILITY OF TIME
SERIES *continued*

19 The following table compares 'Whether changed Major occupation group (last to current employer/business)' classified by ANZSCO First Edition 2006 and ASCO Second Edition 1997. The differences between the two classifications are demonstrated, for example, by the number of people who were categorised as both 'Same occupation' under ANZSCO First Edition and 'Changed occupation' under ASCO Second Edition.

PERSONS WHO WERE WORKING AT FEBRUARY 2008, Change in Major
occupation group (last to current employer/business)

	Whether changed Major occupation group (ASCO Second Edition)		Total ANZSCO
	Same occupation	Changed occupation	
	'000	'000	'000
Whether changed Major occupation group (ANZSCO First Edition)			
Same occupation	575.8	74.6	650.3
Changed occupation	45.2	512.4	557.6
Total ASCO	621.0	587.0	1 207.9

20 The following table compares 'Whether changed industry Division (last to current employer/business)' classified by ANZSIC 2006 and ANZSIC 1993. The differences between the two classifications are demonstrated, for example, by the number of people who were categorised as both 'Same industry' under ANZSIC 2006 and 'Changed industry' under ANZSIC 1993.

PERSONS WHO WERE WORKING AT FEBRUARY 2008, Change in
industry Division (last to current employer/business)

	Whether changed industry Division (ANZSIC 1993)		Total ANZSIC 2006
	Same industry	Changed industry	
	'000	'000	'000
Whether changed industry Division (ANZSIC 2006)			
Same industry	493.5	19.4	513.0
Changed industry	38.1	656.8	695.0
Total ANZSIC 1993	531.6	676.3	1 207.9

EXPLANATORY NOTES *continued*

COMPARABILITY OF TIME
SERIES *continued*

21 In 2008, data item 23, 'Whether changed occupation group (with current employer for one year or more)' is derived and output based on change at Major and Minor occupation levels. In previous years, this was derived and output based on change at any level. The following table compares estimates for data items 23a and 23b with how data item 23 was derived in 2006.

**EMPLOYEES (EXCLUDING OMIES) WHO HAD BEEN WITH THEIR
CURRENT EMPLOYER FOR ONE YEAR OR MORE, Whether changed
occupation group—comparison of 2008 and 2006 methods**

	2008 <i>data</i> <i>item</i> 23A Major level	2008 <i>data</i> <i>item</i> 23B Minor level	2008 <i>using the</i> <i>2006</i> <i>method</i> (any level)
	'000	'000	'000
Whether changed occupation group (with current employer for one year or more)			
Same occupation	6 174.8	6 102.7	5 990.1
Changed occupation	182.2	254.3	366.9
Total	6 357.1	6 357.1	6 357.1

22 In 2008 and previous years, other data items relating to change in occupation and change in industry are derived and output based on change in Major occupation group and change in industry Division. Data item labels have been amended in 2008 to reflect this.

COMPARABILITY WITH
MONTHLY LFS STATISTICS

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

PREVIOUS SURVEYS

24 Similar surveys were conducted in November 1972, February 1975, February 1976 and annually from February 1979 to February 1992. Since then it has been conducted biennially. Results were published in *Labour Mobility, Australia* (cat. no. 6209.0).

PREVIOUS REVISIONS TO
HISTORICAL DATA

25 Historical estimates of the number and proportion of people who were job mobile for the periods 1990 to 1996 were revised in the 1998 publication. Previously published estimates for reference periods from 1990 to 1996 will still contain incorrectly derived data. If you require further information about these revisions, please contact the National Information Referral Service on 1300 135 070 or the Labour Market Section on (02) 6252 7206.

NEXT SURVEY

26 The ABS plans to conduct this survey again in February 2010.

EXPLANATORY NOTES *continued*

ACKNOWLEDGEMENT

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

RELATED PUBLICATIONS

28 Other ABS publications which may be of interest include:

- *Australian Labour Market Statistics* (cat. no. 6105.0)
- *Labour Force, Australia* (cat. no. 6202.0)
- *Labour Force Experience, Australia* (cat. no. 6206.0)
- *Persons Not in the Labour Force, Australia* (cat. no. 6220.0)
- *Job Search Experience, Australia* (cat. no. 6222.0)
- *Underemployed Workers, Australia* (cat. no. 6265.0)

29 Current publications and other products released by the ABS are available from the Statistics Page on the ABS website. The ABS also issues a daily Release Advice on the website which details products to be released in the week ahead.

ABBREVIATIONS

ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCED	Australian Standard Classification of Education
ASCO	Australian Standard Classification of Occupations
LFS	Labour Force Survey
OMIE	owner manager of incorporated enterprise
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error

APPENDIX 1 CLASSIFICATION OF EDUCATION

CLASSIFICATION OF EDUCATION

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

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

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

Decision Table: Level of Highest Educational Attainment							
ASCED LEVEL OF EDUCATION CODES	Certificate n.f.d. (500)	Certificate III or IV n.f.d. (510)	Certificate IV (511)	Certificate III (514)	Certificate I or II n.f.d. (520)	Certificate II (521)	Certificate I (524)
Secondary Education n.f.d. (600)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Senior Secondary Education n.f.d. (610)	Senior Secondary n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Senior Secondary n.f.d.	Senior Secondary n.f.d.	Senior Secondary n.f.d.
Year 12 (611)	Year 12	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Year 12	Year 12	Year 12
Year 11 (613)	Year 11	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Year 11	Year 11	Year 11
Junior Secondary Education n.f.d. (620)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Year 10 (621)	Year 10	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Year 10	Certificate II	Year 10
Year 9 (622)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Year 8 (623)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I
Year 7 (624)	Certificate n.f.d.	Certificate III or IV n.f.d.	Certificate IV	Certificate III	Certificate I or II n.f.d.	Certificate II	Certificate I

APPENDIX 1 CLASSIFICATION OF EDUCATION *continued*

CLASSIFICATION OF EDUCATION *continued*

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

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST

DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Labour Mobility Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items may also be available on request.

The population(s) for a particular data item refers to the persons in the survey to whom the data item relates.

For more information about ABS data available on request, contact Evelyne Degryse on Canberra (02) 6252 7822, or by facsimile on (02) 6252 5066, or by email to <evelyne.degryse@abs.gov.au>.

<i>Population 1:</i>	Persons who worked at some time during the year ending February 2008.
<i>Population 2:</i>	Persons who were working at February 2008.
<i>Population 3:</i>	Employees (excluding owner managers of incorporated enterprises) who had worked with their current employer for one year or more.
<i>Population 4:</i>	Persons who ceased a job during the year ending February 2008.
<i>Population 5:</i>	Persons who ceased a job during the year ending February 2008 and were working at February 2008.
<i>Population 6:</i>	Persons who were working at February 2007.
<i>Population 7:</i>	Persons who were working at February 2007 and at February 2008.
<i>Population 8:</i>	Persons who had worked with their employer/business at February 2008 for one year or more.
<i>Population 9:</i>	Employees (excluding owner managers of incorporated enterprises) at February 2008 with paid leave entitlements.
<i>Population 10:</i>	Employees (excluding owner managers of incorporated enterprises) at February 2008 without paid leave entitlements.

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

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data Items</i>	<i>Populations</i>	<i>Data Items</i>	<i>Populations</i>
7A Country of birth and period of arrival	All	10A Level of highest non-school qualification	All
Born in Australia		With a non-school qualification	
Born overseas		Postgraduate Degree	
Arrived before 1971		Graduate Diploma/Graduate Certificate	
Arrived 1971 - 1980		Bachelor Degree	
Arrived 1981 - 1990		Advanced Diploma/Diploma	
Arrived 1991 - 2000		Certificate III/IV	
Arrived 2001 to survey date		Certificate I/II	
		Certificate not further defined	
		Level not determined	
		Without a non-school qualification	
7B Country of birth (1)	All	10B Highest year of school completed	All
Born in Australia		Year 12	
Born overseas		Year 11	
Born in main English-speaking countries		Year 10	
Born in other than main English-speaking countries		Year 9	
		Year 8 or below	
		Never attended school	
7C Country of birth (2)	All	11 Labour force status at February 2008	All
Born in Australia		Employed	
Born overseas		Unemployed	
Oceania and Antarctica		Not in the labour force	
North-West Europe			
Southern and Eastern Europe		12 Number of employers or businesses in the last 12 months	All
North Africa and the Middle East		One	
South-East Asia		Two	
North-East Asia		Three	
Southern and Central Asia		Four or more	
Americas		13A Change of employer/business	4,5
Sub-Saharan Africa		Changed employer/business in the last 12 months	
		1 change in employer/business	
8 Age group (years)	All	2 changes in employer/business	
15-19		3 or more changes in employer/business	
20-24		Did not change employer/business in the last 12 months	
25-34		Currently not employed	
35-44		13B Change in work	3,8
45-54		Same employer for one year or more	
55-59		Employees (excluding OMIEs) with some change in work	
60-64		Employees (excluding OMIEs) with no change in work	
65 and over		Owner managers and contributing family workers	
Note: Age collected in single years.		14 Whether changed employer/business in the last 12 months	4,5
9 Level of highest educational attainment	All	Changed employer/business	
Postgraduate Degree		Did not change employer/business	
Graduate Diploma/Graduate Certificate		Currently not employed	
Bachelor Degree			
Advanced Diploma/Diploma			
Certificate III/IV			
Certificate I/II			
Certificate not further defined			
Year 12			
Year 11			
Year 10 or below			
Level not determined			
No educational attainment			

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data Items</i>	<i>Populations</i>	<i>Data Items</i>	<i>Populations</i>
15 Whether working at February 2008	All	20B Duration with employer/business at February 2008 (2)	2,3,5,7-10
Working		Less than 12 months with current employer/business	
Not working		One year or more with current employer/business	
16 Status in employment at February 2008	2,5,7,8	21 Occupation at February 2008(a)	2,3,5,7-10
Employees		Managers	
Employers		Professionals	
Own account workers		Technicians and trades workers	
Contributing family workers		Community and personal service workers	
17 Full-time or part-time status at February 2008	2,3,5,7-10	Clerical and administrative workers	
Full-time workers		Sales workers	
Part-time workers		Machinery operators and drivers	
18 Usual hours worked at February 2008	2,3,5,7-10	Labourers	
1-19		22 Industry at February 2008(b)	2,3,5,7-10
20-29		Agriculture, forestry and fishing	
30-34		Mining	
35-39		Manufacturing	
40		Electricity, gas, water and waste services	
41-44		Construction	
45-48		Wholesale trade	
49 or more		Retail trade	
Less than 1 hour or no hours worked		Accommodation and food services	
Note: Collected in single hours.		Transport, postal and warehousing	
19 Employment type at February 2008	2,3,5,7-10	Information media and telecommunications	
Employees (excluding OMIEs)		Financial and insurance services	
With paid leave entitlements		Rental, hiring and real estate services	
Without paid leave entitlements		Professional, scientific and technical services	
Owner managers of incorporated enterprises		Administrative and support services	
Owner managers of unincorporated enterprises		Public administration and safety	
Contributing family workers		Education and training	
20A Duration with employer/business at February 2008 (1)	2,3,5,7-10	Health care and social assistance	
Under 12 months		Arts and recreation services	
Under 3 months		Other services	
3 and under 6 months		23A Whether changed Major occupation group (with current employer for one year or more)(a)	3
6 and under 12 months		Same occupation	
1 and under 2 years		Changed occupation	
2 and under 3 years		23B Whether changed Minor occupation group (with current employer for one year or more)(a)	3
3 and under 5 years		Same occupation	
5 and under 10 years		Changed occupation	
10 and under 20 years			
20 years and over			

(a) This data item is classified according to ANZSCO First Edition. See paragraph 13 of the Explanatory Notes for more information.

(b) This data item is classified according to ANZSIC 2006. See paragraph 14 of the Explanatory Notes for more information.

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data Items</i>	<i>Populations</i>	<i>Data Items</i>	<i>Populations</i>
24 Previous occupation with current employer/business^(a) Managers Professionals Technicians and trades workers Community and personal service workers Clerical and administrative workers Sales workers Machinery operators and drivers Labourers	3	28 Whether entitled to paid holiday leave at February 2008 Entitled to paid holiday leave Not entitled to paid holiday leave Did not know	3,9,10
25A Whether changed usual hours worked with current employer/business in the last 12 months - Employees (excluding OMIEs) Same usual hours worked Changed usual hours worked Changed hours still full-time Changed hours still part-time Full-time to part-time Part-time to full-time Did not know or usual hours worked varied	3	29 Whether had paid leave entitlements at February 2008 Had paid leave entitlements Did not have paid leave entitlements	3,9,10
25B Whether changed usual hours worked with current employer/business in the last 12 months - Owner managers and contributing family workers Same usual hours worked Changed usual hours worked Changed hours still full-time Changed hours still part-time Full-time to part-time Part-time to full-time Did not know or usual hours worked varied Not applicable (Employees excluding OMIEs)	8	30 Whether promoted with current employer in the last 12 months Promoted Not promoted	3
26 Previous usual hours worked with current employer/business 1-19 20-29 30-34 35-39 40 41-44 45-48 49 or more Less than 1 hour or no hours worked Note: Collected in single hours.	3,8	31 Whether transferred with current employer in the last 12 months Transferred Not transferred	3
27 Whether entitled to paid sick leave at February 2008 Entitled to paid sick leave Not entitled to paid sick leave Did not know	3,9,10	32 Whether promoted and/or transferred with current employer in the last 12 months Promoted and/or transferred Promoted only Transferred only Promoted and transferred Not promoted or transferred	3
		33 Reason for ceasing last job Job losers Retrenched, made redundant, employer went out of business, dismissed, no work was available Job was temporary or seasonal Own ill health or injury Job leavers Unsatisfactory work conditions Holiday job, returned to studies Retired New business, better job, family or other reasons Business closed or sold for other reasons	4,5
		34 Usual hours worked in last job 1-19 20-29 30-34 35-39 40 41-44 45-48 49 or more Less than 1 hour or no hours worked Note: Collected in single hours.	4,5

(a) This data item is classified according to ANZSCO First Edition. See paragraph 13 of the Explanatory Notes for more information.

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data Items</i>	<i>Populations</i>	<i>Data Items</i>	<i>Populations</i>
35 Employment type in last job	4,5	42 Occupation of last job(a)	4,5
Employees (excluding OMIEs)		Managers	
With paid leave entitlements		Professionals	
Without paid leave entitlements		Technicians and trades workers	
Owner managers of incorporated enterprises		Community and personal service workers	
Owner managers of unincorporated enterprises		Clerical and administrative workers	
Contributing family workers		Sales workers	
36 Duration of last job	4,5	Machinery operators and drivers	
Under 12 months		Labourers	
Under 3 months		43 Industry of last job(b)	4,5
3 and under 6 months		Agriculture, forestry and fishing	
6 and under 12 months		Mining	
1 and under 2 years		Manufacturing	
2 and under 3 years		Electricity, gas, water and waste services	
3 and under 5 years		Construction	
5 and under 10 years		Wholesale trade	
10 and under 20 years		Retail trade	
20 years and over		Accommodation and food services	
37 When began last job	4,5	Transport, postal and warehousing	
Began last job more than one year ago		Information media and telecommunications	
Began and ceased a job in the last 12 months		Financial and insurance services	
38A Whether changed Major occupation group (last to current employer/business)(a)	5	Rental, hiring and real estate services	
Same occupation		Professional, scientific and technical services	
Changed occupation		Administrative and support services	
38B Whether changed Minor occupation group (last to current employer/business)(a)	5	Public administration and safety	
Same occupation		Education and training	
Changed occupation		Health care and social assistance	
39A Whether changed industry Division (last to current employer/business)(b)	5	Arts and recreation services	
Same industry		Other services	
Changed industry		44 Whether entitled to paid sick leave in last job	4,5
39B Whether changed industry Subdivision (last to current employer/business)(b)	5	Entitled to paid sick leave	
Same industry		Not entitled to paid sick leave	
Changed industry		Did not know	
40 Whether changed employment type (last to current employer/business)	5	45 Whether entitled to paid holiday leave in last job	4,5
Same employment type		Entitled to paid holiday leave	
Changed employment type		Not entitled to paid holiday leave	
41 Whether changed usual hours worked (last to current employer/business)	5	Did not know	
Same usual hours worked		46 Whether had paid leave entitlements in last job	4,5
Changed usual hours worked		Had paid leave entitlements	
		Did not have paid leave entitlements	
		47 Whether working at February 2007	All
		Working	
		Not working	

(a) This data item is classified according to ANZSCO First Edition. See paragraph 13 of the Explanatory Notes for more information.

(b) This data item is classified according to ANZSIC 2006. See paragraph 14 of the Explanatory Notes for more information.

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data Items</i>	<i>Populations</i>	<i>Data Items</i>	<i>Populations</i>
48 Usual hours worked at February 2007 1–19 20–29 30–34 35–39 40 41–44 45–48 49 or more Less than 1 hour or no hours worked Note: Collected in single hours.	3,6-8	54 Occupation at February 2007 (a) Managers Professionals Technicians and trades workers Community and personal service workers Clerical and administrative workers Sales workers Machinery operators and drivers Labourers	3,6-8
49 Employment type at February 2007 Employees (excluding OMIEs) With paid leave entitlements Without paid leave entitlements Owner managers of incorporated enterprises Owner managers of unincorporated enterprises Contributing family workers	3,6-8	55 Industry at February 2007 (b) Agriculture, forestry and fishing Mining Manufacturing Electricity, gas, water and waste services Construction Wholesale trade Retail trade Accommodation and food services Transport, postal and warehousing Information media and telecommunications Financial and insurance services Rental, hiring and real estate services Professional, scientific and technical services Administrative and support services Public administration and safety Education and training Health care and social assistance Arts and recreation services Other services	3,6-8
50A Whether changed Major occupation group (February 2007 and February 2008) (a) Same occupation Different occupation	3,7,8		
50B Whether changed Minor occupation group (February 2007 and February 2008) (a) Same occupation Different occupation	3,7,8		
51A Whether changed industry Division (February 2007 and February 2008) (b) Same industry Different industry	3,7,8	56 Whether entitled to paid sick leave at February 2007 Entitled to paid sick leave Not entitled to paid sick leave Did not know	3,6-8
51B Whether changed industry Subdivision (February 2007 and February 2008) (b) Same industry Different industry	3,7,8	57 Whether entitled to paid holiday leave at February 2007 Entitled to paid holiday leave Not entitled to paid holiday leave Did not know	3,6-8
52 Whether changed employment type (February 2007 and February 2008) Same employment type Different employment type	3,7,8	58 Whether has paid leave entitlements at February 2007 Had paid leave entitlements Did not have paid leave entitlements	3,6-8
53 Whether changed usual hours worked (February 2007 and February 2008) Same usual hours worked Different usual hours worked Currently not employed	3,7,8		

(a) This data item is classified according to ANZSCO First Edition. See paragraph 13 of the Explanatory Notes for more information.

(b) This data item is classified according to ANZSIC 2006. See paragraph 14 of the Explanatory Notes for more information.

APPENDIX 3 SUPPLEMENTARY SURVEYS

SUPPLEMENTARY SURVEYS

The Monthly Population Survey program and Multi-Purpose Household Survey program collect data on particular aspects of the labour force. The following is an historical list of labour surveys collected in these programs. Data from these surveys are available on request and can be obtained by contacting the ABS.

	<i>cat. no.</i>	<i>Frequency</i>	<i>Latest issue</i>
Monthly Population Supplementary Surveys			
Child Care, Australia	4402.0	Irregular	June 2005
Child Employment, Australia	6211.0	Irregular	June 2006
Education and Work, Australia	6227.0	Annual	May 2007
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2007
Forms of Employment, Australia	6359.0	Annual	November 2007
Job Search Experience, Australia	6222.0	Annual	July 2007
Labour Force Experience, Australia	6206.0	Biennial	February 2007
Labour Force Status and Other Characteristics of Migrants, Australia	6250.0	Irregular	November 2007
Labour Mobility, Australia	6209.0	Biennial	February 2008
Locations of Work, Australia	6275.0	Irregular	November 2005
Multiple Jobholding, Australia(a)	6216.0	Irregular	August 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2007
Underemployed Workers, Australia	6265.0	Annual	September 2007
Working Time Arrangements, Australia(b)	6342.0	Irregular	November 2006
Multi-Purpose Household Surveys			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2006-2007
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2006-2007
Work-Related Injuries, Australia	6324.0	Irregular	2005-2006

(a) Latest data available on request July 2001.

(b) This product replaces the publication *Working Arrangements, Australia* (cat. no. 6342.0).

INTRODUCTION

1 Since the estimates published 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 (or occupants) 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.

2 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.

$$\text{RSE\%} = (\text{SE/estimate}) \times 100$$

3 RSEs for 2008 Labour Mobility Survey estimates are published for the first time in 'direct' form. Previously a statistical model was produced that relates the size of estimates to their corresponding RSEs, and this information was displayed via a 'standard errors of estimates' table. RSEs for Labour Mobility Survey estimates will be calculated for each separate estimate and published individually. The Jackknife method of variance estimation is used for this process, which involves the calculation of 30 'replicate' estimates based on 30 different sub-samples of the original sample. The variability of estimates obtained from these sub samples is used to estimate the sample variability surrounding the main estimate.

4 Limited publication space does not allow for the separate indication of the SEs and/or RSEs of all the estimates in this publication. However, RSEs for all these estimates are released in spreadsheet format as an attachment to this publication, *Labour Mobility, Australia* (cat. no. 6209.0) on the ABS website. As a guide, the population estimates and RSEs for selected data from Table 10 is presented at table T1 in this Technical Note.

5 In the tables in this publication, only estimates (numbers and percentages) with RSEs less than 25% are considered sufficiently reliable for most purposes. However, estimates with larger RSEs have been included and are preceded by an asterisk (e.g. *13.5) to indicate they are subject to high SEs and should be used with caution. Estimates with RSEs greater than 50% are preceded by a double asterisk (e.g. **2.1) to indicate that they are considered too unreliable for general use.

CALCULATION OF STANDARD ERROR

6 The RSEs have been derived using the Jackknife method. SEs can be calculated from the estimates and their corresponding RSEs.

7 An example of the calculation of the SE from an RSE follows. Table T1 shows that there were an estimated 220,400 people who reported their reason for ceasing their last job as 'Job was temporary or seasonal' and their duration of last job was less than 12 months. The RSE for this estimate is 5.5%. The SE is:

$$\begin{aligned} \text{SE of estimate} &= (\text{RSE} / 100) \times \text{estimate} \\ &= 0.055 \times 220,400 \\ &= 12,100 \text{ (rounded to the nearest 100)} \end{aligned}$$

8 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 208,300 to 232,500 and about 19 chances in 20 that the value will fall within the range 196,200 to 244,600. This example is illustrated in the following diagram.

TECHNICAL NOTE DATA QUALITY *continued*

SUM OR DIFFERENCES
BETWEEN ESTIMATES *continued*

16 The SE of the estimate of people whose duration of last job was less than 2 years and gave their main reason for ceasing last job as 'Job was temporary or seasonal' is:

$$SE = \sqrt{(12,100)^2 + (4,700)^2}$$

$$= 13,000 \text{ (rounded to the nearest 100)}$$

17 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 252,300 to 278,300 and about 19 chances in 20 that the value will fall within the range 239,300 to 291,300.

18 While these formula will only be exact for sums of, or differences between, separate and uncorrelated characteristics or sub-populations, it is expected to provide a good approximation for all sums or differences likely to be of interest in this publication.

SELECTED ESTIMATES AND
RELATIVE STANDARD ERRORS

T1 PERSONS WHO CEASED A JOB INVOLUNTARILY DURING THE YEAR ENDING FEBRUARY 2008, Reason for ceasing last job

Duration of last job		REASON FOR CEASING LAST JOB			Total
		Retrenched, employer went out of business	Job was temporary or seasonal	Own ill health or injury	
Person counts					
Under 12 months	'000	89.3	220.4	32.2	341.8
Under 3 months	'000	34.4	132.5	13.1	180.1
3 months and under 6 months	'000	20.6	43.4	*6.9	70.8
6 months and under 12 months	'000	34.3	44.5	12.1	90.9
1 year and under 2 years	'000	32.9	44.9	13.8	91.6
2 years and under 3 years	'000	20.3	18.2	8.7	47.2
3 years and under 5 years	'000	22.9	11.3	10.0	44.2
5 years and under 10 years	'000	16.9	14.0	9.5	40.4
10 years and under 20 years	'000	13.8	*5.2	10.2	29.3
20 years and over	'000	6.5	*3.5	*7.1	17.0
Total	'000	202.6	317.5	91.4	611.6
Relative standard errors of person counts					
Under 12 months	RSE%	6.7	5.5	15.3	3.8
Under 3 months	RSE%	11.9	6.2	20.7	4.9
3 months and under 6 months	RSE%	15.5	8.6	30.5	6.3
6 months and under months	RSE%	9.6	11.7	21.2	7.0
1 year and under 2 years	RSE%	11.7	10.4	17.3	6.9
2 years and under 3 years	RSE%	12.6	15.0	19.1	8.6
3 years and under 5 years	RSE%	14.5	20.1	17.2	9.7
5 years and under 10 years	RSE%	15.1	16.2	21.7	8.8
10 years and under 20 years	RSE%	18.7	27.3	19.7	10.7
20 years and over	RSE%	21.1	41.4	25.9	18.8
Total	RSE%	4.7	4.1	6.9	2.6

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

GLOSSARY

Ceased a job	Left a job voluntarily (see 'Job leavers') or involuntarily (see 'Job losers').
Change in employer/business	People who were employed at February 2008 and, within the 12 months to February 2008, ceased working with one employer/business and started working with another employer/business in relation to their main job.
Change in employment type	Any change in employment type in relation to main job.
Change in industry Division	Any change between industry Divisions as classified by the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), Second Edition, 2006</i> (cat. no. 1292.0).
Change in industry Subdivision	Any change between industry Subdivisions as classified by the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), Second Edition, 2006</i> (cat. no. 1292.0).
Change in Major occupation group	Any change between Major occupation groups as classified by the <i>Australian and New Zealand Standard Classification of Occupations, (ANZSCO), First Edition, 2006</i> (cat. no. 1220.0).
Change in Minor occupation group	Any change between Minor occupation groups as classified by the <i>Australian and New Zealand Standard Classification of Occupations, (ANZSCO), First Edition, 2006</i> (cat. no. 1220.0).
Change in usual hours	Any change in the number of usual hours worked in relation to main job.
Change in work	Employees (excluding owner managers of incorporated enterprises) were considered to have had some change in work if they had been with their current employer for one year or more at February 2008 and reported that, in the 12 months to February 2008, they had: <ul style="list-style-type: none">■ been promoted■ transferred to a different position■ changed usual hours worked; or■ changed occupation.
Contributing family workers	People who work without pay, in an economic enterprise operated by a relative.
Current employer/business	Refers to the employer/business which the person had in the week before the interview. Where the person had more than one employer/business, the employer/business for which most hours were usually worked, was regarded as the current employer/business.
Did not change employer/business	For this publication, mainly refers to people who were employed at February 2008 for less than 12 months, and did not work with a different employer/business in the previous 12 months. People who were working at February 2008 for one year or more could also be considered to have not changed employer/business, but are not included in data items in this survey.
Different employment type	See 'Change in employment type'.
Different industry	See 'Change in industry'.
Different occupation	See 'Change in occupation'.
Different usual hours worked	See 'Change in usual hours'.
Duration of last job	The period from the commencement of the last job up to the time the person ceased working in that job.
Duration with employer/business at February 2008	The period between the commencement with the current employer/business and the week before the interview.

GLOSSARY *continued*

Employed	People aged 15 years and over who, during the reference week: <ul style="list-style-type: none">■ worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or■ were employees who had a job but were not at work and were:<ul style="list-style-type: none">■ away from work for less than four weeks up to the end of the reference week; or■ 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■ away from work as a standard work or shift arrangement; or■ on strike or locked out; or■ on workers' compensation and expected to return to their job; or■ were employers or own account workers who had a job, business or farm, but were not at work.
Employees	People who work for a public or private employer and receive remuneration in wages, salary, a retainer fee from their employer while working on a commission basis, tips, piece rates, or payment in kind, or people who operate their own incorporated enterprise with or without hiring employees.
Employer/business at February 2008	See 'Current employer/business'.
Employers	People who operate their own unincorporated economic enterprise or engage independently in a profession or trade, and hire one or more employees.
Employment type	Classifies employed people according to the following categories on the basis of their main job (that is, the job in which they usually worked the most hours): <ul style="list-style-type: none">■ Employees (excluding owner managers of incorporated enterprises)<ul style="list-style-type: none">■ with paid leave entitlements■ without paid leave entitlements■ Owner managers of incorporated enterprises■ Owner managers of unincorporated enterprises■ Contributing family workers.
Industry	An industry is a group of businesses or organisations that undertake similar economic activities to produce both goods and services. In this publication, industry refers to ANZSIC Division as classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), Second Edition, 2006</i> (cat. no. 1292.0).
Job leavers	People who ceased a job voluntarily, because: <ul style="list-style-type: none">■ of unsatisfactory work arrangements/pay/hours; or■ the job was seasonal, temporary or a holiday job and they left that job to return to studies; or■ they retired, started a new business, got a better job, left for family reasons.
Job losers	People who ceased a job involuntarily, because: <ul style="list-style-type: none">■ they were retrenched or their business closed down because of financial difficulties; or■ the job was seasonal, temporary or a holiday job and they did not leave that job to return to studies; or■ they left their job because of their own ill health or injury.
Last job	The last job in which employment ceased during the reference period.

GLOSSARY *continued*

Level of highest educational attainment	Level of highest educational attainment identifies the highest achievement a person has attained in any area of study. It is not a measurement of the relative importance of different fields of study but a ranking of qualifications and other educational attainments regardless of the particular area of study or the type of institution in which the study was undertaken. See Appendix 1 for an explanation of how highest level is derived.
Level of highest non-school qualification	Non-school qualifications are awarded for educational attainments other than those of pre-primary, primary or secondary education. They include qualifications at the Post Graduate Degree level, Master Degree level, Graduate Diploma and Graduate Certificate level, Bachelor Degree level, Advanced Diploma and Diploma level, and Certificates I, II, III and IV levels. Non-school qualifications may be attained concurrently with school qualifications.
Main English-speaking countries	The list of main English-speaking countries provided here is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received, significant numbers of overseas settlers who are likely to speak English. These countries comprise the United Kingdom, the Republic of Ireland, New Zealand, Canada, South Africa and the United States of America.
Main job	The job in which the most hours were usually worked.
Not employed	People who were either 'unemployed' or 'not in the labour force' as defined.
Not in the labour force	People who were not in the categories 'employed' or 'unemployed' as defined.
Not working at February 2008	See 'Not Employed'.
Occupation	An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication occupation refers to Major Group as defined by ANZSCO— <i>Australian and New Zealand Standard Classification of Occupations, First Edition, 2006</i> (cat.no.1220.0).
Own account workers	People who operated their own unincorporated economic enterprise or engaged independently in a profession or trade, and hired no employees.
Owner managers	People who work in their own business, with or without employees, whether or not the business is an incorporated enterprise. Comprises owner managers of incorporated enterprises and owner managers of unincorporated enterprises.
Owner managers of incorporated enterprises (OMIE)	People who worked 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). These people are classified as employees under 'status in employment'.
Owner managers of unincorporated enterprises	People who operated 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. These people are classified as employers under 'status in employment' if their business has employees, or own account workers if it does not.
Previous job	See 'Last job'.
Promoted	A permanent increase in wage or salary and an increase in responsibility or complexity of work. Temporary promotions, acting and temporary higher duties are excluded.
Reference period	The 52 weeks up to the end of the week prior to interview.
Reference week	The week preceding the week in which the interview was conducted.

GLOSSARY *continued*

Retrenched	People who ceased their last job because they were either: <ul style="list-style-type: none">■ employees who were laid off, including no work available, made redundant, employer went out of business or dismissed; and■ self employed people whose business closed down for economic reasons, including 'went broke', liquidated, no work, or no supply or demand.
Status in employment	Employed people classified by whether they were employees, employers, own account workers, or contributing family workers.
Transferred	A change of position without a change in either the level of responsibility or wages or salary. Both employer-initiated and employee-initiated transfers are included.
Unemployed	People aged 15 years and over who were not employed during the reference week, and: <ul style="list-style-type: none">■ had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week, or■ were waiting to start a new job within four weeks from the end of the reference week, and could have started in the reference week if the job had been available then.
Usual hours worked	The number of hours usually worked.
With paid leave entitlements	The entitlement of employees (excluding OMIEs) to either paid holiday leave or paid sick leave (or both) in their current job. People employed in their own business or who were contributing family workers were not asked questions about paid leave entitlements.
Without paid leave entitlements	Employees (excluding OMIEs) who were not entitled to paid holiday leave and paid sick leave, or did not know whether they were entitled to paid sick leave and paid holiday leave in their current job.
Worked at some time during the year ending February 2008	For practical reasons it was not possible to include all of the questions from the Labour Force Survey for previous periods. People who were either currently employed, or reported having worked for an employer or in their own business at some time in the previous year, were defined as having worked at some time during the year ending February 2008.
Working at February 2007	For practical reasons it was not possible to include all of the questions from the Labour Force Survey for previous periods. Therefore, people who reported that they had a job or business one year ago were defined as working at February 2007.
Working at February 2008	See 'Employed'.

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