



November 1996

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Career Experience

Australia

NOTES

SYMBOLS AND OTHER USAGES

- n.a. not available
- * subject to sampling variability too high for most practical uses
- .. not applicable

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

INQUIRIES

For information about statistics in this publication and the availability of related unpublished statistics, telephone Robert Bibb, Canberra (06) 252 6661 or facsimile (06) 252 7784.

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For information about other ABS statistics and services, refer to the back of this publication.

PREFACE

ABOUT THIS PUBLICATION

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

Statistics in this publication were obtained from the Australian Bureau of Statistics (ABS) survey, Career Experience.

ABOUT THIS SURVEY

The Career Experience Survey was conducted throughout Australia in November 1996 as a supplement to the ABS monthly Labour Force Survey.

Data from the survey relate to persons who were employees in their main job. Also included were some jobholders who may not have been recorded as employees in the monthly Labour Force Survey due to the nature or length of their absence from work.

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

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June 1997

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SUMMARY OF FINDINGS

OVERVIEW

In November 1996 there were 6,857,400 employees in the Australian labour force. Of these persons, 4,788,300 had been with their current employer for one year or more and had experienced some change in their work in the previous 12 months.

A further 366,800 employees had been with their current employer for one year or more and had no change in their work. The remaining 1,702,300 employees had been with their current employer for less than one year.

CHANGES IN WORK

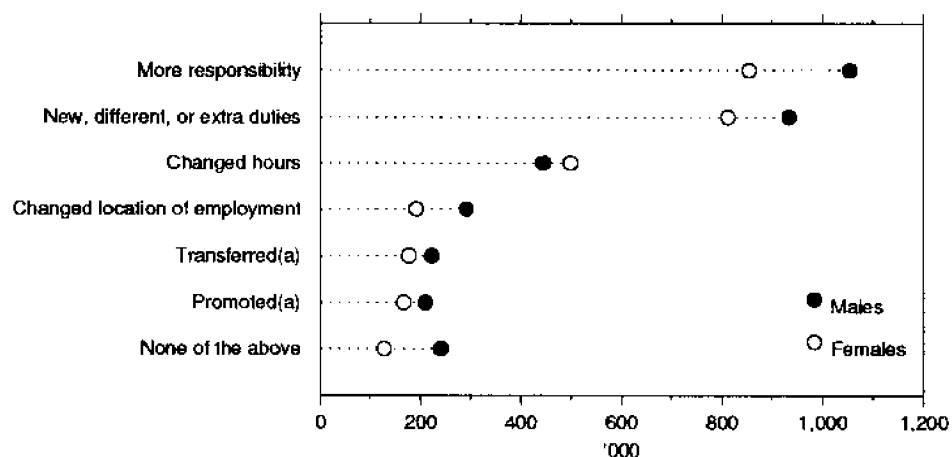
The proportions of employees who had worked for their current employer for one year or more, reporting specific changes in their work in the 12 months to November 1996 were:

- more responsibility (37%);
- new, different or extra duties (34%);
- changed hours (18%);
- changed location (9%);
- transferred (8%);
- promoted (7%); and
- no change (7%).

Female employees were more likely to have had more responsibility (38%), new, different or extra duties (36%) and changed hours (22%) than male employees (36%, 32% and 15% respectively). Some 7% of male and female employees had been promoted and 8% had been transferred.

More than twice the proportion of full-time employees were promoted or transferred (8% and 9% respectively) than part-time employees (3% promoted and 4% transferred).

ALL CHANGES IN WORK BY SEX



(a) Excludes 370,100 owner-managers (263,800 males and 106,300 females) who were not asked whether they had been promoted or transferred.

Full-time employees were more likely to have had more responsibility (40%) and new, different or extra duties (36%) than part-time employees (25% and 26% respectively).

Part-time employees were more likely to change hours than have any other change. Almost one-third (30%) of part-time employees changed hours. In comparison, only 15% of full-time employees changed hours.

Being given more responsibility was the most common change reported by employees in all age groups. The highest proportion of employees reporting that they had more responsibility was recorded for the 20-24 years age group (47%). The lowest was for employees aged 55 years and over (19%).

Younger employees were more likely to be promoted or transferred than older persons. An estimated 12% of employees aged 20-29 years had been promoted and 11% had been transferred. Some 7% of employees aged 30-54 years had been promoted and 7% had been transferred. In contrast, for those aged 45 years and over, only 4% were promoted and 5% transferred.

Occupations with a high proportion of employees who were promoted or transferred were managers and administrators (11% promoted, 11% transferred) and associate professionals (10% promoted, 12% transferred).

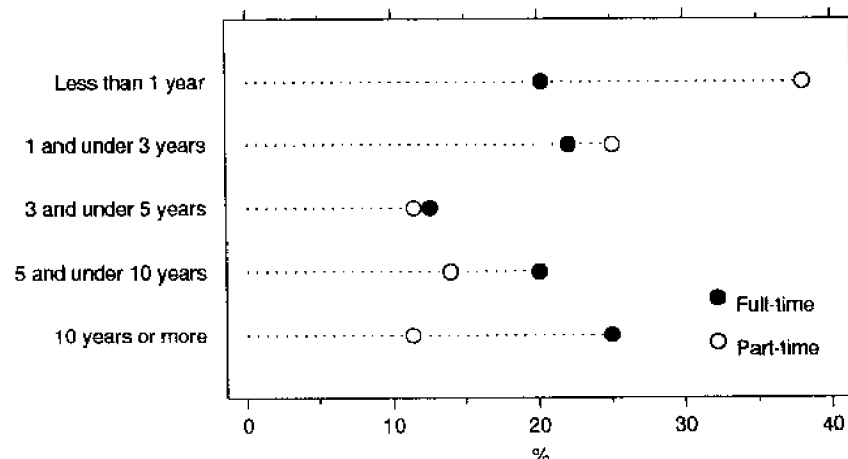
Occupations with a low rate of promotion or transfer were tradespersons and related workers (4% promoted, 3% transferred) and labourers and related workers (2% promoted, 3% transferred).

LENGTH OF TIME WITH CURRENT EMPLOYER

In November 1996, 5,155,100 employees had been with their current employer for one year or more and 1,702,300 had been with their current employer for less than one year.

Full-time employees (45%) were more likely to have worked with their current employer for more than five years than part-time employees (25%).

LENGTH OF TIME WITH CURRENT EMPLOYER BY FULL-TIME OR PART-TIME STATUS



Some 35% of full-time employees and 37% of part-time employees had been with their current employer for 1-5 years. A higher proportion of part-time employees (38%) than full-time employees (20%) had been with their current employer for less than one year.

Permanent employees (47%) were more likely to have worked for their current employer for more than five years than casual employees (19%).

Some 93% of employees who had been with their current employer for one year or more had some change in work in the 12 months to November 1996. A slightly higher proportion of public sector employees who had been with their employer for one year or more (94%) had a change in their work compared to their private sector counterparts (89%).

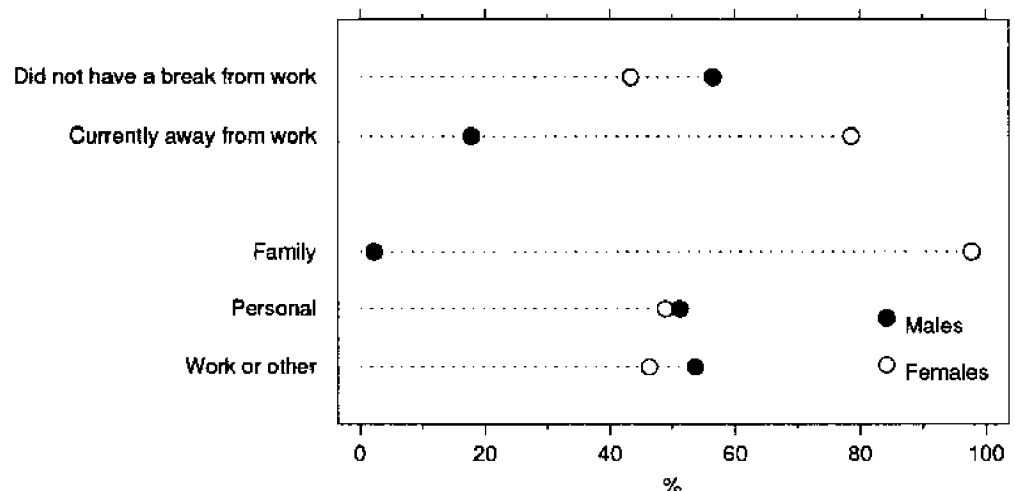
Part-time employees (41%) were more likely to have worked in their current position for less than one year than full-time employees (27%). One-third (33%) of full-time employees and almost one-quarter (22%) of part-time employees had held their current position for more than five years.

Casual employees (47%) were more likely to have worked in their current position for less than one year than permanent employees (25%). Some 18% of casuals had been in their current position for five years or more, compared to 34% for permanent employees.

The majority (52%) of employees who had worked with their current employer for one year or more and had experienced some change in their work in the previous 12 months, had held their current position for 1-5 years. Another 40% had held their current position for five years or more.

An estimated 222,700 employees who had worked with their current employer for more than six months, had taken a break from their current employment of six months or more.

BREAK FROM CURRENT EMPLOYMENT AND REASON, DISTRIBUTION BY SEX



LENGTH OF TIME IN CURRENT POSITION

CAREER BREAKS

Females made up the majority (67%) of persons taking a break of six months or more. Females also made up 98% of all persons who took a break from work for family reasons. Of those females who had a break for family reasons, 38% had a child or children under 12 years of age at the time of the survey.

The majority (57%) of males took their most recent break from work of six months or more for personal reasons.

In November 1996 there were 685,500 employees with children under six years of age, who took a break when their youngest child was born. Of these employees, 52% took that break on paid leave and 22% on unpaid leave. Males made up the majority (90%) of persons who took paid leave and females made up the majority (74%) of persons who took unpaid leave.

Females made up 95% of 83,400 employees who had left the labour force when their youngest child was born. Of these females, 45% did not return to the labour force for more than one year and 34% returned between 6 and 12 months.

CHILD-CARE

The majority (59%) of the 1,309,400 employees with children under 12 years of age reported that they used some form of child-care. Of these employees, 57% used informal care only.

Employees with a youngest child aged 3-5 years were more likely to use child-care (71%) than employees with a youngest child aged under 3 years (65%) and aged 6-12 years (44%).

Female employees were more likely to use child-care, either formal (15%), informal (38%) or both (17%), than males (11% formal, 32% informal and 13% both).

EDUCATION AND TRAINING

More than half (55%) of employees received some kind of education or training in the 12 months to November 1996. Of these employees, 44% received more than one type of education or training.

The proportions of all employees reporting each type of education or training during the 12 months to November 1996 were:

- on-the-job training (61%);
- attended training course(s) (60%);
- studied for an educational qualification (26%); and
- other work-related training (11%).

Of the 2,786,300 employees who studied for an educational qualification or attended training course(s), 78% had received some assistance from their employer. A high proportion (86%) of full-time employees who attended training or studied, received assistance. In contrast, only 51% of part-time employees received assistance.

TABLE 1: EMPLOYEES: WHETHER HAD CHANGE IN WORK IN THE LAST TWELVE MONTHS:
FEBRUARY 1993 AND NOVEMBER 1996

| | ('000) | | | | | |
|---|--|------------------|--|------------------|--|------------------|
| | With current employer for one year or more | | | | With current employer for less than one year | |
| | Had some change in work(a) February 1993 | November 1996 | Had no change in work(a) February 1993 | November 1996 | February 1993 | November 1996 |
| MALES | | | | | | |
| <i>Age group (years) —</i> | | | | | | |
| 15-24 | 413.8 | 371.8 | 10.2 | 11.8 | 307.3 | 295.2 |
| 25-34 | 715.5 | 709.0 | 34.9 | 63.9 | 214.6 | 280.7 |
| 35-44 | 728.3 | 724.0 | 40.7 | 57.6 | 121.5 | 177.9 |
| 45-54 | 568.5 | 579.5 | 32.3 | 68.0 | 60.1 | 107.5 |
| 55 and over | 241.8 | 264.7 | 25.5 | 39.3 | 22.3 | 38.8 |
| <i>Birthplace —</i> | | | | | | |
| Born in Australia | 1,959.4 | 1,941.3 | 107.8 | 189.2 | 541.4 | 668.5 |
| Born outside Australia | 708.5 | 707.7 | 35.9 | 51.3 | 184.4 | 231.7 |
| Born in main English-speaking countries | 310.4 | 296.3 | 18.2 | 27.1 | 88.2 | 101.6 |
| Born in other countries | 398.1 | 411.4 | 17.6 | 24.2 | 96.2 | 130.1 |
| <i>Educational attainment —</i> | | | | | | |
| With post-school qualifications | 1,535.1 | 1,324.5 | 66.6 | 129.7 | 347.0 | 396.6 |
| Without post-school qualifications | 1,126.5 | 1,314.8 | 76.8 | 108.8 | 378.4 | 503.0 |
| Not asked(b) | 6.3 | 9.7 | *0.3 | *2.0 | *0.4 | *0.6 |
| <i>Full-time or part-time status —</i> | | | | | | |
| Full-time | 2,529.7 | 2,471.4 | 138.5 | 232.1 | 552.2 | 659.2 |
| Part-time | 138.2 | 177.6 | 5.1 | 8.4 | 173.6 | 241.1 |
| <i>Permanent or casual status —</i> | | | | | | |
| Permanent | 2,402.7 | 2,296.4 | 138.2 | 230.7 | 460.9 | 530.1 |
| Casual | 265.2 | 352.6 | 5.4 | 9.8 | 264.9 | 370.1 |
| <i>Sector —</i> | | | | | | |
| Public | 764.5 | 613.0 | 49.9 | 94.9 | 84.0 | 103.0 |
| Private | 1,903.4 | 2,036.0 | 93.8 | 145.6 | 641.8 | 797.2 |
| <i>Length of time with current employer (years) —</i> | | | | | | |
| Less than 1 | .. | .. | .. | .. | 725.8 | 900.2 |
| 1 and under 3 | 640.3 | 797.0 | 9.5 | 14.0 | .. | .. |
| 3 and under 5 | 577.7 | 433.1 | 16.9 | 22.2 | .. | .. |
| 5 and under 10 | 606.5 | 629.3 | 31.8 | 58.1 | .. | .. |
| 10 or more | 843.3 | 789.7 | 85.5 | 146.2 | .. | .. |
| <i>Whether had more than one position with current employer —</i> | | | | | | |
| One position | 1,925.8 | 1,998.8 | *0.0 | *0.0 | 687.1 | 849.6 |
| More than one position | 742.1 | 650.2 | 143.7 | 240.5 | 38.6 | 50.6 |
| <i>Length of time in current position —</i> | | | | | | |
| Less than 6 months | 92.1 | 98.7 | *0.7 | *1.6 | 483.1 | 506.5 |
| 6 months to less than 1 year | 91.9 | 103.2 | *2.5 | *1.4 | 242.0 | 393.1 |
| 1 year to less than 3 years | 797.8 | 886.5 | 48.0 | 85.9 | *0.0 | *0.0 |
| 3 years to less than 5 years | 603.3 | 460.6 | 35.3 | 45.8 | *0.4 | *0.0 |
| 5 years to less than 10 years | 546.9 | 567.1 | 30.6 | 61.8 | *0.3 | *0.7 |
| 10 years or more | 536.0 | 532.9 | 26.6 | 44.1 | *0.0 | *0.0 |
| <i>Whether had more than one period of employment with current employer —</i> | | | | | | |
| One period of employment | 2,437.3 | 2,435.3 | 127.4 | 216.3 | 596.1 | 757.2 |
| More than one period of employment | 230.7 | 213.7 | 16.3 | 24.2 | 129.7 | 143.0 |
| <i>Whether had a break from work of six months or more —</i> | | | | | | |
| Had a break from work | 56.0 | 60.3 | *2.7 | 8.2 | *0.5 | *4.8 |
| Did not have a break from work | 2,607.3 | 2,581.3 | 140.5 | 232.0 | 250.6 | 396.4 |
| Did not know | *2.4 | 6.9 | *0.2 | *0.3 | *2.9 | 3.4 |
| Currently on a break from work | *2.2 | *0.5 | *0.3 | *0.0 | *0.3 | *0.0 |
| With current employer for less than six months | .. | .. | .. | .. | 471.5 | 495.6 |
| <i>Total</i> | <i>2,667.9</i> | <i>2,649.0</i> | <i>143.7</i> | <i>240.5</i> | <i>725.8</i> | <i>900.2</i> |

(a) Changes relating to use of computers and machinery, tools and equipment were included as changes in work in 1993 but not in 1996. Refer to paragraph 13 of the Explanatory Notes. (b) Persons aged 70 years and over were not asked about their educational qualifications.

TABLE 1: EMPLOYEES: WHETHER HAD CHANGE IN WORK IN THE LAST TWELVE MONTHS:
FEBRUARY 1993 AND NOVEMBER 1996
(*000)

| | With current employer for one year or more | | | | With current employer for less than one year | |
|--|--|---------------|--------------------------|---------------|--|---------------|
| | Had some change in work(a) | | Had no change in work(a) | | | |
| | February 1993 | November 1996 | February 1993 | November 1996 | February 1993 | November 1996 |
| FEMALES | | | | | | |
| Age group (years) — | | | | | | |
| 15-24 | 410.0 | 326.2 | 12.0 | *6.6 | 283.1 | 275.3 |
| 25-34 | 529.4 | 542.9 | 17.8 | 30.3 | 179.6 | 245.2 |
| 35-44 | 566.1 | 612.8 | 21.7 | 42.2 | 119.4 | 171.2 |
| 45-54 | 425.6 | 493.3 | 17.1 | 38.2 | 46.3 | 90.7 |
| 55 and over | 123.2 | 148.6 | 8.2 | 9.0 | 7.9 | 19.7 |
| Birthplace — | | | | | | |
| Born in Australia | 1,565.5 | 1,648.4 | 53.9 | 100.3 | 504.7 | 623.5 |
| Born outside Australia | 488.7 | 490.9 | 22.8 | 26.0 | 131.8 | 178.6 |
| Born in main English-speaking countries | 222.9 | 221.7 | 12.3 | 14.3 | 65.8 | 79.9 |
| Born in other countries | 265.8 | 269.2 | 10.5 | 11.6 | 65.9 | 98.8 |
| Educational attainment — | | | | | | |
| With post-school qualifications | 1,034.2 | 979.0 | 29.8 | 61.1 | 311.1 | 360.0 |
| Without post-school qualifications | 1,016.3 | 1,154.6 | 46.7 | 65.2 | 325.3 | 441.0 |
| Not asked(b) | 3.7 | *5.7 | *0.2 | *0.0 | *0.0 | *1.1 |
| Full-time or part-time status — | | | | | | |
| Full-time | 1,324.1 | 1,271.6 | 55.8 | 97.2 | 311.1 | 377.8 |
| Part-time | 730.1 | 867.7 | 21.0 | 29.1 | 325.4 | 424.3 |
| Permanent or casual status — | | | | | | |
| Permanent | 1,607.2 | 1,613.0 | 69.7 | 116.1 | 342.9 | 419.3 |
| Casual | 447.0 | 526.3 | 7.1 | 10.2 | 293.5 | 382.8 |
| Sector — | | | | | | |
| Public | 644.4 | 620.0 | 24.1 | 64.9 | 122.3 | 153.9 |
| Private | 1,409.8 | 1,519.3 | 52.6 | 61.3 | 514.1 | 648.2 |
| Length of time with current employer (years) — | | | | | | |
| Less than 1 | .. | .. | .. | .. | 636.4 | 802.1 |
| 1 and under 3 | 645.8 | 744.8 | 7.5 | 10.7 | .. | .. |
| 3 and under 5 | 525.5 | 373.2 | 17.4 | 14.5 | .. | .. |
| 5 and under 10 | 508.7 | 541.4 | 26.6 | 42.5 | .. | .. |
| 10 or more | 374.2 | 479.9 | 25.3 | 58.6 | .. | .. |
| Whether had more than one position with current employer — | | | | | | |
| One position | 1,568.5 | 1,670.5 | *0.0 | *0.0 | 593.3 | 738.4 |
| More than one position | 485.7 | 468.8 | 76.8 | 126.3 | 43.1 | 63.7 |
| Length of time in current position — | | | | | | |
| Less than 6 months | 93.8 | 83.7 | 0.8 | *0.5 | 404.6 | 461.2 |
| 6 months to less than 1 year | 77.0 | 95.9 | 1.2 | *4.4 | 231.3 | 339.7 |
| 1 year to less than 3 years | 716.4 | 786.0 | 35.6 | 44.0 | *0.0 | *0.5 |
| 3 years to less than 5 years | 493.1 | 363.1 | 18.8 | 28.9 | *0.0 | *0.7 |
| 5 years to less than 10 years | 410.9 | 451.0 | 14.2 | 36.1 | *0.3 | *0.0 |
| 10 years or more | 262.9 | 359.6 | 6.2 | 12.4 | *0.2 | *0.0 |
| Whether had more than one period of employment with current employer — | | | | | | |
| One period of employment | 1,803.5 | 1,886.5 | 63.3 | 104.7 | 530.5 | 680.6 |
| More than one period of employment | 250.7 | 252.8 | 13.5 | 21.6 | 105.9 | 121.5 |
| Whether had a break from work of six months or more — | | | | | | |
| Had a break from work | 118.7 | 125.4 | 5.5 | 14.2 | *2.8 | 9.9 |
| Did not have a break from work | 1,931.0 | 2,008.0 | 71.3 | 111.0 | 234.8 | 340.7 |
| Did not know | *0.6 | *4.3 | *0.0 | *0.6 | *1.9 | *3.6 |
| Currently on a break from work | 3.8 | *1.7 | *0.0 | *0.5 | *0.3 | *0.0 |
| With current employer for less than 6 months | .. | .. | .. | .. | 396.5 | 447.8 |
| Total | 2,054.2 | 2,139.3 | 76.8 | 126.3 | 636.4 | 802.1 |

(a) Changes relating to use of computers and machinery, tools and equipment were included as changes in work in 1993 but not in 1996. Refer to paragraph 13 of the Explanatory Notes. (b) Persons aged 70 years and over were not asked about their educational qualifications.

**TABLE 1: EMPLOYEES: WHETHER HAD CHANGE IN WORK IN THE LAST TWELVE MONTHS:
FEBRUARY 1993 AND NOVEMBER 1996**

| | ('000) | | | | | |
|---|--|------------------|--|------------------|--|------------------|
| | With current employer for one year or more | | | | With current employer for less than one year | |
| | Had some change in work(a) February 1993 | November 1996 | Had no change in work(a) February 1993 | November 1996 | February 1993 | November 1996 |
| PERSONS | | | | | | |
| <i>Age group (years) —</i> | | | | | | |
| 15–24 | 823.8 | 698.0 | 22.2 | 18.4 | 590.4 | 570.6 |
| 25–34 | 1,244.9 | 1,251.9 | 52.7 | 94.2 | 394.2 | 525.8 |
| 35–44 | 1,294.4 | 1,336.8 | 62.3 | 99.8 | 240.9 | 349.1 |
| 45–54 | 994.1 | 1,072.8 | 49.4 | 106.2 | 106.4 | 198.2 |
| 55 and over | 365.0 | 428.9 | 33.7 | 48.2 | 30.2 | 58.6 |
| <i>Birthplace —</i> | | | | | | |
| Born in Australia | 3,524.9 | 3,589.7 | 161.7 | 289.6 | 1,046.0 | 1,292.0 |
| Born outside Australia | 1,197.2 | 1,198.6 | 58.7 | 77.2 | 316.2 | 410.3 |
| Born in main English-speaking countries | 533.3 | 518.0 | 30.5 | 41.4 | 154.0 | 181.5 |
| Born in other countries | 663.9 | 680.6 | 28.2 | 35.8 | 162.1 | 228.8 |
| <i>Educational Attainment —</i> | | | | | | |
| With post-school qualifications | 2,569.3 | 2,303.5 | 96.4 | 190.8 | 658.1 | 756.6 |
| Without post-school qualifications | 2,142.8 | 2,469.4 | 123.5 | 174.0 | 703.7 | 944.0 |
| Not asked(b) | 10.0 | 15.4 | *0.5 | *2.0 | *0.4 | *1.7 |
| <i>Full-time or part-time status —</i> | | | | | | |
| Full-time | 3,853.8 | 3,743.0 | 194.3 | 329.3 | 863.2 | 1,037.0 |
| Part-time | 868.3 | 1,045.3 | 26.1 | 37.5 | 499.0 | 665.3 |
| <i>Permanent or casual status —</i> | | | | | | |
| Permanent | 4,009.9 | 3,909.4 | 207.9 | 346.8 | 803.8 | 949.4 |
| Casual | 712.3 | 878.9 | 12.5 | 20.0 | 558.4 | 752.9 |
| <i>Sector —</i> | | | | | | |
| Public | 1,408.9 | 1,233.0 | 74.0 | 159.8 | 206.3 | 256.9 |
| Private | 3,313.2 | 3,555.4 | 146.4 | 207.0 | 1,155.9 | 1,445.4 |
| <i>Length of time with current employer (years) —</i> | | | | | | |
| Less than 1 | .. | .. | .. | .. | 1,362.2 | 1,702.3 |
| 1 and under 3 | 1,286.1 | 1,541.8 | 17.0 | 24.8 | .. | .. |
| 3 and under 5 | 1,103.2 | 806.2 | 34.3 | 36.7 | .. | .. |
| 5 and under 10 | 1,115.3 | 1,170.7 | 58.4 | 100.6 | .. | .. |
| 10 or more | 1,217.6 | 1,269.6 | 110.8 | 204.7 | .. | .. |
| <i>Whether had more than one position with current employer —</i> | | | | | | |
| One position | 3,494.3 | 3,669.3 | *0.0 | *0.0 | 1,280.4 | 1,588.1 |
| More than one position | 1,227.8 | 1,119.0 | 220.4 | 366.8 | 81.8 | 114.2 |
| <i>Length of time in current position —</i> | | | | | | |
| Less than 6 months | 185.9 | 182.4 | *1.5 | *2.1 | 887.7 | 967.7 |
| 6 months to less than 1 year | 169.0 | 199.1 | 3.6 | *5.8 | 473.3 | 732.8 |
| 1 year to less than 3 years | 1,514.2 | 1,672.5 | 83.6 | 129.9 | *0.0 | *0.5 |
| 3 years to less than 5 years | 1,096.4 | 823.7 | 54.1 | 74.7 | *0.4 | *0.7 |
| 5 years to less than 10 years | 957.8 | 1,018.1 | 44.8 | 97.9 | *0.6 | *0.7 |
| 10 years or more | 798.9 | 892.5 | 32.8 | 56.5 | *0.2 | *0.0 |
| <i>Whether had more than one period of employment with current employer —</i> | | | | | | |
| One period of employment | 4,240.8 | 4,321.8 | 190.6 | 321.0 | 1,126.6 | 1,437.8 |
| More than one period of employment | 481.4 | 466.6 | 29.8 | 45.8 | 235.6 | 264.6 |
| <i>Whether had a break from work of six months or more —</i> | | | | | | |
| Had a break from work | 174.8 | 185.7 | 8.2 | 22.3 | *3.2 | 14.7 |
| Did not have a break from work | 4,538.3 | 4,589.3 | 211.8 | 343.0 | 485.4 | 737.1 |
| Did not know | *3.0 | 11.2 | *0.2 | *0.9 | 4.8 | *7.1 |
| Currently on a break from work | 6.0 | *2.2 | *0.3 | *0.5 | *0.7 | *0.0 |
| With current employer for less than six months | .. | .. | .. | .. | 868.0 | 943.5 |
| Total | 4,722.1 | 4,788.3 | 220.4 | 366.8 | 1,362.2 | 1,702.3 |

(a) Changes relating to use of computers and machinery, tools and equipment were included as changes in work in 1993 but not in 1996. Refer to paragraph 13 of the Explanatory Notes. (b) Persons aged 70 years and over were not asked about their educational qualifications.

TABLE 2. CAREER EXPERIENCE OF FULL-TIME EMPLOYEES, NOVEMBER 1996
(^{'000})

| | Males | | | Females | | | Persons | | |
|---|----------------|--------------|----------------|----------------|--------------|----------------|----------------|--------------|----------------|
| | Permanent | Casual | Total | Permanent | Casual | Total | Permanent | Casual | Total |
| <i>Length of time with current employer —</i> | | | | | | | | | |
| Less than 1 year | 504.0 | 155.2 | 659.2 | 321.8 | 56.0 | 377.8 | 825.8 | 211.2 | 1,037.0 |
| Less than 6 months | 233.7 | 100.3 | 333.9 | 149.4 | 41.6 | 191.0 | 383.1 | 141.8 | 524.9 |
| 6 and under 12 months | 270.3 | 54.9 | 325.2 | 172.4 | 14.4 | 186.8 | 442.7 | 69.3 | 512.1 |
| 1 and under 3 years | 635.3 | 78.3 | 713.6 | 382.4 | 31.5 | 414.0 | 1,017.7 | 109.8 | 1,127.5 |
| 3 and under 5 years | 374.3 | 42.8 | 417.0 | 210.7 | 14.7 | 225.4 | 585.0 | 57.5 | 642.4 |
| 5 and under 10 years | 612.0 | 45.0 | 657.0 | 355.5 | 13.9 | 369.4 | 967.5 | 59.0 | 1,026.5 |
| 10 years or more | 860.0 | 55.8 | 915.8 | 342.2 | 17.8 | 360.1 | 1,202.2 | 73.7 | 1,275.9 |
| <i>Length of time in current position —</i> | | | | | | | | | |
| Less than 1 year | 700.3 | 159.6 | 859.9 | 460.7 | 59.0 | 519.7 | 1,161.0 | 218.6 | 1,379.6 |
| Less than 6 months | 336.9 | 104.8 | 441.7 | 222.6 | 43.4 | 266.0 | 559.4 | 148.2 | 707.7 |
| 6 and under 12 months | 363.4 | 54.8 | 418.2 | 238.1 | 15.6 | 253.7 | 601.5 | 70.4 | 671.9 |
| 1 and under 3 years | 793.6 | 76.5 | 870.0 | 444.9 | 31.9 | 476.8 | 1,238.5 | 108.3 | 1,346.8 |
| 3 and under 5 years | 427.7 | 41.9 | 469.6 | 221.1 | 13.7 | 234.7 | 648.8 | 55.6 | 704.3 |
| 5 and under 10 years | 559.1 | 44.2 | 603.2 | 278.8 | 13.2 | 292.1 | 837.9 | 57.4 | 895.3 |
| 10 years or more | 504.9 | 55.0 | 559.9 | 207.2 | 16.2 | 223.4 | 712.1 | 71.2 | 783.2 |
| <i>Whether had any change in work with current employer in the last twelve months —</i> | | | | | | | | | |
| With current employer for one year or more | 2,481.6 | 221.9 | 2,703.5 | 1,290.8 | 78.0 | 1,368.8 | 3,772.4 | 299.9 | 4,072.3 |
| Had some change in work | 2,254.4 | 217.0 | 2,471.4 | 1,195.6 | 76.0 | 1,271.6 | 3,450.0 | 293.0 | 3,743.0 |
| No change in work reported | 227.1 | *4.9 | 232.1 | 95.2 | *2.0 | 97.2 | 322.4 | *6.9 | 329.3 |
| With current employer for less than one year | 504.0 | 155.2 | 659.2 | 321.8 | 56.0 | 377.8 | 825.8 | 211.2 | 1,037.0 |
| <i>Whether had a break from work of six months or more —</i> | | | | | | | | | |
| With current employer for six months or more | 2,751.8 | 276.8 | 3,028.7 | 1,463.2 | 92.4 | 1,555.7 | 4,215.1 | 369.3 | 4,584.3 |
| Had a break from work | 57.4 | 9.4 | 66.8 | 71.2 | *4.7 | 76.0 | 128.7 | 14.1 | 142.8 |
| Did not have a break from work | 2,685.3 | 265.4 | 2,950.7 | 1,387.5 | 86.7 | 1,474.2 | 4,072.7 | 352.2 | 4,424.9 |
| Did not know | 8.6 | *2.0 | 10.6 | *3.3 | *1.0 | *4.3 | 12.0 | *3.0 | 14.9 |
| Currently away from work | *0.5 | *0.0 | *0.5 | *1.2 | *0.0 | *1.2 | *1.7 | *0.0 | *1.7 |
| With current employer for less than six months | 233.7 | 100.3 | 333.9 | 149.4 | 41.6 | 191.0 | 383.1 | 141.8 | 524.9 |
| <i>Whether received more than one type of training in the last twelve months —</i> | | | | | | | | | |
| Received training | 1,702.1 | 129.8 | 1,832.0 | 1,061.8 | 55.0 | 1,116.7 | 2,763.9 | 184.8 | 2,948.7 |
| Only one type of training received | 900.6 | 98.0 | 998.6 | 534.9 | 38.2 | 573.1 | 1,435.6 | 136.2 | 1,571.7 |
| More than one type of training received | 801.5 | 31.8 | 833.3 | 526.9 | 16.8 | 543.6 | 1,328.3 | 48.6 | 1,377.0 |
| Did not receive training | 1,283.4 | 247.3 | 1,530.7 | 550.9 | 79.0 | 629.9 | 1,834.2 | 326.3 | 2,160.6 |
| <i>Whether had more than one period of employment with current employer —</i> | | | | | | | | | |
| One period of employment | 2,714.3 | 335.8 | 3,050.1 | 1,444.5 | 117.5 | 1,562.0 | 4,158.8 | 453.3 | 4,612.1 |
| More than one period of employment | 271.2 | 41.3 | 312.5 | 168.2 | 16.5 | 184.6 | 439.3 | 57.8 | 497.1 |
| <i>Whether had more than one position with current employer —</i> | | | | | | | | | |
| One position | 2,103.5 | 356.1 | 2,459.6 | 1,135.3 | 120.8 | 1,256.1 | 3,238.8 | 476.9 | 3,715.7 |
| More than one position | 882.0 | 21.0 | 903.0 | 477.3 | 13.2 | 490.5 | 1,359.3 | 34.2 | 1,393.6 |
| Total | 2,985.5 | 377.1 | 3,362.6 | 1,612.6 | 134.0 | 1,746.6 | 4,598.2 | 511.1 | 5,109.2 |

TABLE 3. CAREER EXPERIENCE OF PART-TIME EMPLOYEES, NOVEMBER 1996
(^{'000})

| | Males | | | Females | | | Persons | | |
|---|-------------|--------------|--------------|--------------|--------------|----------------|--------------|----------------|----------------|
| | Permanent | Casual | Total | Permanent | Casual | Total | Permanent | Casual | Total |
| <i>Length of time with current employer —</i> | | | | | | | | | |
| Less than 1 year | 26.1 | 214.9 | 241.1 | 97.5 | 326.8 | 424.3 | 123.6 | 541.7 | 665.3 |
| Less than 6 months | 14.3 | 147.4 | 161.7 | 43.9 | 212.9 | 256.9 | 58.3 | 360.3 | 418.6 |
| 6 and under 12 months | 11.8 | 67.5 | 79.3 | 53.5 | 113.9 | 167.4 | 65.3 | 181.4 | 246.8 |
| 1 and under 3 years | 20.4 | 77.1 | 97.5 | 130.1 | 211.4 | 341.5 | 150.5 | 288.5 | 439.0 |
| 3 and under 5 years | 8.9 | 29.3 | 38.2 | 70.0 | 92.3 | 162.3 | 78.9 | 121.6 | 200.5 |
| 5 and under 10 years | 11.1 | 19.3 | 30.4 | 129.2 | 85.3 | 214.5 | 140.3 | 104.6 | 244.9 |
| 10 years or more | *5.2 | 14.8 | 20.1 | 109.0 | 69.5 | 178.4 | 114.2 | 84.3 | 198.5 |
| <i>Length of time in current position —</i> | | | | | | | | | |
| Less than 1 year | 27.9 | 216.7 | 244.6 | 124.4 | 341.4 | 465.7 | 152.3 | 558.0 | 710.3 |
| Less than 6 months | 15.5 | 149.6 | 165.1 | 58.5 | 220.9 | 279.4 | 74.0 | 370.5 | 444.5 |
| 6 and under 12 months | 12.5 | 67.0 | 79.5 | 65.8 | 120.5 | 186.3 | 78.3 | 187.5 | 265.8 |
| 1 and under 3 years | 23.6 | 78.8 | 102.4 | 142.3 | 211.5 | 353.8 | 165.9 | 290.3 | 456.2 |
| 3 and under 5 years | *7.1 | 29.7 | 36.8 | 70.2 | 87.7 | 157.9 | 77.3 | 117.4 | 194.7 |
| 5 and under 10 years | 9.5 | 16.7 | 26.3 | 114.0 | 81.0 | 195.0 | 123.6 | 97.7 | 221.3 |
| 10 years or more | *3.5 | 13.6 | 17.1 | 84.9 | 63.8 | 148.6 | 88.4 | 77.4 | 165.7 |
| <i>Whether had any change in work with current employer in the last twelve months —</i> | | | | | | | | | |
| With current employer for one year or more | 45.6 | 140.5 | 186.1 | 438.3 | 458.5 | 896.8 | 483.9 | 599.0 | 1,082.8 |
| Had some change in work | 42.0 | 135.6 | 177.6 | 417.4 | 450.3 | 867.7 | 459.4 | 585.9 | 1,045.3 |
| No change in work reported | *3.6 | *4.9 | 8.4 | 20.9 | 8.2 | 29.1 | 24.4 | 13.1 | 37.5 |
| With current employer for less than one year | 26.1 | 214.9 | 241.1 | 97.5 | 326.8 | 424.3 | 123.6 | 541.7 | 665.3 |
| <i>Whether had a break from work of six months or more —</i> | | | | | | | | | |
| With current employer for six months or more | 57.4 | 208.0 | 265.4 | 491.8 | 572.4 | 1,064.2 | 549.2 | 780.4 | 1,329.6 |
| Had a break from work | *1.1 | *5.3 | *6.4 | 41.4 | 32.1 | 73.5 | 42.4 | 37.5 | 79.9 |
| Did not have a break from work | 56.3 | 202.7 | 259.0 | 449.2 | 536.2 | 985.4 | 505.5 | 738.9 | 1,244.4 |
| Did not know | *0.0 | *0.0 | *0.0 | *0.9 | *3.3 | *4.2 | *0.9 | *3.3 | *4.2 |
| Currently away from work | *0.0 | *0.0 | *0.0 | *0.3 | *0.7 | *1.1 | *0.3 | *0.7 | *1.1 |
| With current employer for less than six months | 14.3 | 147.4 | 161.7 | 43.9 | 212.9 | 256.9 | 58.3 | 360.3 | 418.6 |
| <i>Whether received more than one type of training in the last twelve months —</i> | | | | | | | | | |
| Received training | 42.0 | 148.6 | 190.7 | 319.3 | 341.7 | 661.0 | 361.3 | 490.3 | 851.7 |
| Only one type of training received | 28.9 | 104.6 | 133.5 | 175.2 | 239.4 | 414.6 | 204.1 | 344.0 | 548.1 |
| More than one type of training received | 13.2 | 44.0 | 57.2 | 144.1 | 102.3 | 246.4 | 157.3 | 146.3 | 303.6 |
| Did not receive training | 29.7 | 206.8 | 236.4 | 216.5 | 443.6 | 660.1 | 246.2 | 650.4 | 896.5 |
| <i>Whether had more than one period of employment with current employer —</i> | | | | | | | | | |
| One period of employment | 63.6 | 295.0 | 358.7 | 442.9 | 666.8 | 1,109.7 | 506.5 | 961.9 | 1,468.4 |
| More than one period of employment | 8.1 | 60.4 | 68.5 | 92.9 | 118.5 | 211.3 | 101.0 | 178.8 | 279.8 |
| <i>Whether had more than one position with current employer —</i> | | | | | | | | | |
| One position | 60.5 | 328.4 | 388.9 | 429.3 | 723.6 | 1,152.9 | 489.8 | 1,052.0 | 1,541.7 |
| More than one position | 11.2 | 27.0 | 38.3 | 106.5 | 61.7 | 168.2 | 117.7 | 88.7 | 206.5 |
| Total | 71.7 | 355.4 | 427.1 | 535.8 | 785.3 | 1,321.1 | 607.5 | 1,140.7 | 1,748.2 |

**TABLE 4. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE:
WHETHER HAD CHANGE IN WORK IN THE LAST 12 MONTHS, NOVEMBER 1996**
(*000)

| Industry | Had some change | | | Had no change | | | Total | | |
|--|-----------------|----------------|----------------|---------------|--------------|--------------|----------------|----------------|----------------|
| | Males | Females | Persons | Males | Females | Persons | Males | Females | Persons |
| Agriculture, forestry, and fishing | 70.4 | 23.1 | 93.4 | *3.1 | *0.3 | *3.4 | 73.5 | 23.4 | 96.8 |
| Mining | 47.0 | *5.0 | 52.0 | *4.0 | *0.3 | *4.3 | 51.0 | *5.3 | 56.2 |
| Manufacturing | 575.3 | 198.2 | 773.5 | 43.7 | *6.5 | 50.2 | 619.0 | 204.7 | 823.7 |
| Electricity, gas and water supply | 43.4 | *8.0 | 51.4 | 8.4 | *0.8 | 9.2 | 51.8 | 8.8 | 60.6 |
| Construction | 201.9 | 29.9 | 231.8 | *6.7 | *0.0 | *6.7 | 208.6 | 29.9 | 238.5 |
| Wholesale trade | 215.2 | 93.6 | 308.8 | 19.5 | *2.9 | 22.3 | 234.6 | 96.5 | 331.1 |
| Retail trade | 278.4 | 327.9 | 606.3 | 19.2 | 14.0 | 33.2 | 297.6 | 342.0 | 639.5 |
| Accommodation, cafes and restaurants | 72.1 | 109.3 | 181.5 | *7.4 | *1.8 | 9.2 | 79.5 | 111.2 | 190.7 |
| Transport and storage | 183.3 | 51.3 | 234.6 | 17.6 | *2.9 | 20.5 | 200.9 | 54.2 | 255.0 |
| Communication services | 83.1 | 39.6 | 122.7 | 10.5 | *4.1 | 14.6 | 93.6 | 43.7 | 137.3 |
| Finance and insurance | 99.0 | 125.8 | 224.8 | 15.8 | 15.3 | 31.2 | 114.8 | 141.1 | 255.9 |
| Property and business services | 228.6 | 210.1 | 438.7 | 11.1 | *6.2 | 17.3 | 239.7 | 216.3 | 456.0 |
| Government administration and defence | 162.0 | 113.7 | 275.7 | 34.4 | 13.0 | 47.4 | 196.4 | 126.7 | 323.1 |
| Education | 152.9 | 287.7 | 440.5 | 15.9 | 26.3 | 42.2 | 168.7 | 314.0 | 482.8 |
| Health and Community services | 112.4 | 391.6 | 504.0 | 8.6 | 23.7 | 32.3 | 121.0 | 415.2 | 536.3 |
| Cultural and recreational services | 42.4 | 47.1 | 89.5 | *2.3 | *2.4 | *4.7 | 44.7 | 49.5 | 94.2 |
| Personal and other services | 81.8 | 77.4 | 159.2 | 12.3 | *5.8 | 18.1 | 94.1 | 83.3 | 177.4 |
| <i>Occupation —</i> | | | | | | | | | |
| Managers and administrators | 229.4 | 59.1 | 288.4 | 23.6 | *4.4 | 28.0 | 253.0 | 63.4 | 316.4 |
| Professionals | 459.0 | 481.7 | 940.8 | 42.8 | 37.3 | 80.2 | 501.9 | 519.1 | 1,020.9 |
| Associate professionals | 343.4 | 189.2 | 532.7 | 42.5 | 15.3 | 57.8 | 385.9 | 204.6 | 590.5 |
| Tradespersons and related workers | 570.7 | 49.2 | 619.9 | 29.0 | *0.5 | 29.5 | 599.7 | 49.7 | 649.4 |
| Advanced clerical and service workers | 22.1 | 218.5 | 240.7 | *3.2 | 12.6 | 15.8 | 25.4 | 231.1 | 256.5 |
| Intermediate clerical, sales and service workers | 241.8 | 593.7 | 835.5 | 33.5 | 38.4 | 71.9 | 275.3 | 632.1 | 907.4 |
| Intermediate production and transport workers | 396.5 | 72.0 | 468.5 | 34.3 | *1.5 | 35.9 | 430.9 | 73.5 | 504.3 |
| Elementary clerical, sales and service workers | 147.8 | 301.6 | 449.4 | 13.3 | 12.4 | 25.7 | 161.1 | 313.9 | 475.1 |
| Labourers and related workers | 238.3 | 174.3 | 412.6 | 18.2 | *3.9 | 22.1 | 256.5 | 178.2 | 434.6 |
| Total | 2,649.0 | 2,139.3 | 4,788.3 | 240.5 | 126.3 | 366.8 | 2,889.5 | 2,265.6 | 5,155.1 |

**TABLE 5. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE:
STATUS OF CURRENT POSITION, NOVEMBER 1996**
(^{'000})

| | Full-time | | | Part-time | | | Total | | |
|---|----------------|--------------|----------------|--------------|--------------|----------------|----------------|--------------|----------------|
| | Permanent | Casual | Total | Permanent | Casual | Total | Permanent | Casual | Total |
| MALES | | | | | | | | | |
| <i>All changes in work with current employer in the last twelve months —</i> | | | | | | | | | |
| Promoted(a) | 203.4 | *2.4 | 205.8 | *1.6 | *1.8 | *3.4 | 205.1 | *4.1 | 209.2 |
| Transferred(a) | 215.3 | *2.4 | 217.8 | *2.0 | *2.7 | *4.7 | 217.3 | *5.1 | 222.4 |
| Changed hours | 361.9 | 31.9 | 393.8 | 13.6 | 36.1 | 49.7 | 375.5 | 68.0 | 443.5 |
| Changed location of employment | 259.8 | 18.3 | 278.1 | *2.8 | 10.9 | 13.6 | 262.6 | 29.2 | 291.8 |
| New, different or extra duties | 852.1 | 42.2 | 894.3 | 10.3 | 29.5 | 39.8 | 862.4 | 71.7 | 934.1 |
| More responsibility | 967.8 | 47.2 | 1,015.0 | 8.1 | 31.3 | 39.4 | 975.8 | 78.5 | 1,054.4 |
| No change | 227.1 | *4.9 | 232.1 | *3.6 | *4.9 | 8.4 | 230.7 | 9.8 | 240.5 |
| <i>Whether received training or studied with current employer in the last twelve months —</i> | | | | | | | | | |
| Received training or studied | 1,427.7 | 73.1 | 1,500.8 | 24.9 | 58.3 | 83.2 | 1,452.6 | 131.4 | 1,584.0 |
| Did not receive training or study | 1,053.8 | 148.8 | 1,202.6 | 20.7 | 82.2 | 102.9 | 1,074.5 | 231.0 | 1,305.5 |
| Total | 2,481.6 | 221.9 | 2,703.5 | 45.6 | 140.5 | 186.1 | 2,527.1 | 362.4 | 2,889.5 |
| FEMALES | | | | | | | | | |
| <i>All changes in work with current employer in the last twelve months —</i> | | | | | | | | | |
| Promoted(a) | 137.0 | *1.6 | 138.6 | 18.9 | 8.3 | 27.2 | 155.9 | 9.9 | 165.7 |
| Transferred(a) | 139.4 | *1.7 | 141.1 | 26.0 | 9.7 | 35.7 | 165.4 | 11.4 | 176.7 |
| Changed hours | 207.0 | 15.0 | 222.0 | 147.3 | 130.1 | 277.4 | 354.4 | 145.1 | 499.4 |
| Changed location of employment | 123.6 | *5.3 | 128.8 | 28.1 | 34.2 | 62.3 | 151.7 | 39.5 | 191.2 |
| New, different or extra duties | 550.7 | 18.3 | 568.9 | 148.0 | 95.6 | 243.6 | 698.6 | 113.9 | 812.5 |
| More responsibility | 602.7 | 19.5 | 622.2 | 131.6 | 99.5 | 231.2 | 734.4 | 119.0 | 853.4 |
| No change | 95.2 | *2.0 | 97.2 | 20.9 | 8.2 | 29.1 | 116.1 | 10.2 | 126.3 |
| <i>Whether received training or studied with current employer in the last twelve months —</i> | | | | | | | | | |
| Received training or studied | 855.6 | 30.4 | 886.0 | 259.2 | 187.4 | 446.6 | 1,114.8 | 217.8 | 1,332.5 |
| Did not receive training or study | 435.3 | 47.6 | 482.9 | 179.1 | 271.1 | 450.2 | 614.4 | 318.7 | 933.1 |
| Total | 1,290.8 | 78.0 | 1,368.8 | 438.3 | 458.5 | 896.8 | 1,729.1 | 536.5 | 2,265.6 |
| PERSONS | | | | | | | | | |
| <i>All changes in work with current employer in the last twelve months</i> | | | | | | | | | |
| Promoted(a) | 340.4 | *4.0 | 344.4 | 20.5 | 10.0 | 30.5 | 360.9 | 14.0 | 374.9 |
| Transferred(a) | 354.7 | *4.1 | 358.9 | 27.9 | 12.4 | 40.3 | 382.7 | 16.5 | 399.2 |
| Changed hours | 568.9 | 46.9 | 615.8 | 160.9 | 166.2 | 327.1 | 729.8 | 213.1 | 942.9 |
| Changed location of employment | 383.4 | 23.6 | 407.0 | 30.9 | 45.1 | 76.0 | 414.2 | 68.7 | 482.9 |
| New, different or extra duties | 1,402.8 | 60.4 | 1,463.2 | 158.3 | 125.1 | 283.4 | 1,561.1 | 185.5 | 1,746.6 |
| More responsibility | 1,570.5 | 66.7 | 1,637.2 | 139.7 | 130.8 | 270.6 | 1,710.2 | 197.6 | 1,907.8 |
| No change | 322.4 | *6.9 | 329.3 | 24.4 | 13.1 | 37.5 | 346.8 | 20.0 | 366.8 |
| <i>Whether received training or studied with current employer in the last twelve months —</i> | | | | | | | | | |
| Received training or studied | 2,283.3 | 103.5 | 2,386.8 | 284.1 | 245.7 | 529.8 | 2,567.3 | 349.2 | 2,916.5 |
| Did not receive training or study | 1,489.1 | 196.4 | 1,685.5 | 199.8 | 353.3 | 553.1 | 1,688.9 | 549.7 | 2,238.6 |
| Total | 3,772.4 | 299.9 | 4,072.3 | 483.9 | 599.0 | 1,082.8 | 4,256.2 | 898.9 | 5,155.1 |

(a) Excludes 370,100 owner-managers (263,800 males and 106,300 females) who were not asked whether they had been promoted or transferred.

**TABLE 6. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE:
AGE, NOVEMBER 1996
(^{'000})**

| | Age group (years) | | | | | | | | Total |
|--|-------------------|-------|-------|-------|-------|-------|---------|-------------|---------|
| | 15-19 | 20-24 | 25-29 | 30-34 | 35-39 | 40-44 | 45-54 | 55 and over | |
| MALES | | | | | | | | | |
| All changes in work with current employer in the last twelve months --- | | | | | | | | | |
| Promoted(a) | *2.6 | 30.6 | 40.3 | 39.3 | 38.0 | 25.3 | 27.4 | *5.7 | 209.2 |
| Transferred(a) | *3.1 | 26.0 | 40.8 | 40.9 | 36.4 | 28.0 | 37.8 | 9.5 | 222.4 |
| Changed hours | 12.6 | 48.4 | 48.8 | 76.7 | 65.9 | 60.4 | 93.0 | 37.8 | 443.5 |
| Changed location of employment | *5.9 | 35.6 | 50.1 | 46.4 | 38.2 | 34.0 | 60.4 | 21.2 | 291.8 |
| New, different or extra duties | 26.8 | 102.6 | 122.3 | 157.5 | 140.6 | 132.8 | 199.4 | 52.1 | 934.1 |
| More responsibility | 29.8 | 135.6 | 151.4 | 172.2 | 154.3 | 140.7 | 213.0 | 57.3 | 1,054.4 |
| No change | *0.3 | 11.4 | 24.1 | 39.8 | 28.1 | 29.5 | 68.0 | 39.3 | 240.5 |
| Whether received training or studied with current employer in the last twelve months --- | | | | | | | | | |
| Received training or studied | 59.5 | 188.8 | 214.6 | 251.7 | 226.7 | 215.6 | 323.2 | 103.9 | 1,584.0 |
| Did not receive training or study | 17.5 | 117.7 | 139.0 | 167.5 | 165.7 | 173.7 | 324.3 | 200.1 | 1,305.5 |
| Total | 77.0 | 306.5 | 353.6 | 419.3 | 392.4 | 389.2 | 647.5 | 304.0 | 2,889.5 |
| FEMALES | | | | | | | | | |
| All changes in work with current employer in the last twelve months --- | | | | | | | | | |
| Promoted(a)* | *4.4 | 34.7 | 37.9 | 24.1 | 17.6 | 21.3 | 23.4 | *2.3 | 165.7 |
| Transferred(a) | *4.4 | 34.8 | 37.2 | 30.3 | 20.1 | 20.6 | 24.8 | *4.5 | 176.7 |
| Changed hours | 15.7 | 65.8 | 67.5 | 69.1 | 65.3 | 74.4 | 110.3 | 31.4 | 499.4 |
| Changed location of employment | *6.9 | 32.8 | 35.8 | 29.9 | 21.0 | 28.2 | 30.8 | *5.8 | 191.2 |
| New, different or extra duties | 19.7 | 114.5 | 137.6 | 108.8 | 105.1 | 124.4 | 166.2 | 36.3 | 812.5 |
| More responsibility | 24.5 | 136.2 | 142.0 | 106.0 | 109.9 | 124.2 | 177.2 | 33.4 | 853.4 |
| No change | *0.0 | *6.6 | 13.0 | 17.3 | 21.8 | 20.4 | 38.2 | 9.0 | 126.3 |
| Whether received training or studied with current employer in the last twelve months --- | | | | | | | | | |
| Received training or studied | 43.0 | 185.3 | 197.4 | 167.5 | 184.8 | 201.4 | 284.9 | 68.2 | 1,332.5 |
| Did not receive training or study | 21.4 | 83.1 | 87.7 | 120.7 | 124.8 | 143.9 | 246.6 | 104.9 | 933.1 |
| Total | 64.4 | 268.4 | 285.1 | 288.2 | 309.6 | 345.4 | 531.5 | 173.1 | 2,265.6 |
| PERSONS | | | | | | | | | |
| All changes in work with current employer in the last twelve months --- | | | | | | | | | |
| Promoted(a) | *7.1 | 65.2 | 78.2 | 63.4 | 55.6 | 46.5 | 50.8 | 8.1 | 374.9 |
| Transferred(a) | *7.5 | 60.8 | 78.0 | 71.2 | 56.5 | 48.6 | 62.6 | 14.0 | 399.2 |
| Changed hours | 28.3 | 114.2 | 116.2 | 145.8 | 131.2 | 134.8 | 203.3 | 69.2 | 942.9 |
| Changed location of employment | 12.7 | 68.5 | 85.9 | 76.3 | 59.3 | 62.1 | 91.2 | 27.0 | 482.9 |
| New, different or extra duties | 46.5 | 217.1 | 259.8 | 266.3 | 245.6 | 257.3 | 365.6 | 88.4 | 1,746.6 |
| More responsibility | 54.3 | 271.7 | 293.5 | 278.2 | 264.1 | 264.9 | 390.1 | 90.8 | 1,907.8 |
| No change | *0.3 | 18.1 | 37.1 | 57.1 | 49.9 | 49.8 | 106.2 | 48.2 | 366.8 |
| Whether received training or studied with current employer in the last twelve months --- | | | | | | | | | |
| Received training or studied | 102.5 | 374.2 | 412.0 | 419.2 | 411.5 | 417.0 | 608.1 | 172.1 | 2,916.5 |
| Did not receive training or study | 38.9 | 200.8 | 226.7 | 288.2 | 290.5 | 317.6 | 570.9 | 305.0 | 2,238.6 |
| Total | 141.4 | 574.9 | 638.7 | 707.4 | 702.0 | 734.6 | 1,179.0 | 477.1 | 5,155.1 |

(a) Excludes 370,100 owner-managers (263,800 males and 106,300 females) who were not asked whether they had been promoted or transferred.

**TABLE 7. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE(a):
WHETHER PROMOTED OR TRANSFERRED WITH CURRENT EMPLOYER IN THE LAST
TWELVE MONTHS, NOVEMBER 1996**
(*000)

| | Whether promoted | | Whether transferred | | Total |
|--|------------------|--------------|---------------------|-----------------|---------|
| | Promoted | Not promoted | Transferred | Not transferred | |
| MALES | | | | | |
| Length of time with current employer --- | | | | | |
| 1 and under 3 years | 64.0 | 747.0 | 57.1 | 753.9 | 811.0 |
| 3 and under 5 years | 30.0 | 425.2 | 30.1 | 425.1 | 455.2 |
| 5 and under 10 years | 53.9 | 633.5 | 65.2 | 622.2 | 687.4 |
| 10 years or more | 61.2 | 874.7 | 70.1 | 865.8 | 935.9 |
| Occupation --- | | | | | |
| Managers and administrators | 25.8 | 227.1 | 25.0 | 227.9 | 253.0 |
| Professionals | 47.3 | 454.5 | 45.4 | 456.4 | 501.9 |
| Associate professionals | 37.9 | 348.0 | 43.2 | 342.7 | 385.9 |
| Tradespersons and related workers | 20.9 | 578.8 | 17.9 | 581.8 | 599.7 |
| Advanced clerical and service workers | *2.7 | 22.7 | *4.4 | 21.0 | 25.4 |
| Intermediate clerical, sales and service workers | 37.9 | 237.4 | 36.4 | 238.9 | 275.3 |
| Intermediate production and transport workers | 17.2 | 413.7 | 25.9 | 404.9 | 430.9 |
| Elementary clerical, sales and service workers | 13.1 | 148.0 | 13.7 | 147.4 | 161.1 |
| Labourers and related workers | *6.3 | 250.1 | 10.5 | 245.9 | 256.5 |
| Sector --- | | | | | |
| Public | 63.4 | 644.5 | 79.2 | 628.6 | 707.9 |
| Private | 145.8 | 2,035.9 | 143.2 | 2,038.4 | 2,181.6 |
| Weekly earnings in current position (\$) --- | | | | | |
| Part-time employee | *3.4 | 182.7 | *4.7 | 181.4 | 186.1 |
| Under 80 | *0.0 | 23.4 | *0.7 | 22.7 | 23.4 |
| 80 and under 240 | *1.6 | 61.8 | *1.8 | 61.6 | 63.4 |
| 240 and under 320 | *0.4 | 25.2 | *0.4 | 25.2 | 25.5 |
| 320 and over | *1.4 | 65.2 | *1.8 | 64.8 | 66.6 |
| Not stated, don't know | *0.0 | *7.2 | *0.0 | *7.2 | *7.2 |
| Full-time employee | 205.8 | 2,497.7 | 217.8 | 2,485.7 | 2,703.5 |
| Under 320 | *1.6 | 111.2 | *1.6 | 111.2 | 112.7 |
| 320 and under 480 | 14.9 | 409.6 | 20.2 | 404.3 | 424.5 |
| 480 and under 720 | 69.8 | 891.0 | 72.1 | 888.8 | 960.8 |
| 720 and over | 112.5 | 935.8 | 115.8 | 932.4 | 1,048.2 |
| Not stated, don't know | *7.0 | 150.2 | 8.2 | 149.1 | 157.2 |
| Whether received training or studied with employer in the last twelve months --- | | | | | |
| Received training or studied | 171.5 | 1,412.5 | 173.2 | 1,410.8 | 1,584.0 |
| Did not receive training or study | 37.6 | 1,267.9 | 49.3 | 1,256.3 | 1,305.5 |
| Whether had any child(ren) under 12 years --- | | | | | |
| Had child(ren) aged under 12 years | 67.6 | 689.0 | 60.8 | 695.8 | 756.6 |
| Did not have child(ren) aged under 12 years | 141.6 | 1,991.3 | 161.6 | 1,971.3 | 2,132.9 |
| Educational attainment --- | | | | | |
| With post-school qualifications | 112.6 | 1,341.6 | 119.8 | 1,334.4 | 1,454.2 |
| Without post-school qualifications | 96.5 | 1,327.1 | 102.3 | 1,321.3 | 1,423.6 |
| Not asked(b) | *0.0 | 11.7 | *0.3 | 11.4 | 11.7 |
| Total | 209.2 | 2,680.4 | 222.4 | 2,667.1 | 2,889.5 |

(a) Excludes 370,100 owner-managers (263,800 males and 106,300 females) who were not asked whether they had been promoted or transferred. (b) Persons aged 70 years and over were not asked about their educational qualifications.

**TABLE 7. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE(a):
WHETHER PROMOTED OR TRANSFERRED WITH CURRENT EMPLOYER IN THE LAST
TWELVE MONTHS, NOVEMBER 1996**
('000)

| | Whether promoted | | Whether transferred | | Total |
|--|------------------|--------------|---------------------|-----------------|---------|
| | Promoted | Not promoted | Transferred | Not transferred | |
| FEMALES | | | | | |
| Length of time with current employer — | | | | | |
| 1 and under 3 years | 48.1 | 707.4 | 56.5 | 699.0 | 755.5 |
| 3 and under 5 years | 29.7 | 358.0 | 25.3 | 362.4 | 387.7 |
| 5 and under 10 years | 56.6 | 527.3 | 58.5 | 525.4 | 583.9 |
| 10 years or more | 31.3 | 507.2 | 36.4 | 502.1 | 538.5 |
| Occupation — | | | | | |
| Managers and administrators | 10.1 | 53.3 | 9.3 | 54.1 | 63.4 |
| Professionals | 39.4 | 479.7 | 43.5 | 475.6 | 519.1 |
| Associate professionals | 20.7 | 183.9 | 25.0 | 179.6 | 204.6 |
| Tradespersons and related workers | *1.9 | 47.8 | *1.5 | 48.2 | 49.7 |
| Advanced clerical and service workers | 16.3 | 214.8 | 14.9 | 216.3 | 231.1 |
| Intermediate clerical, sales and service workers | 57.2 | 574.9 | 61.6 | 570.4 | 632.1 |
| Intermediate production and transport workers | *4.6 | 68.9 | *5.3 | 68.2 | 73.5 |
| Elementary clerical, sales and service workers | 13.7 | 300.3 | 13.5 | 300.5 | 313.9 |
| Labourers and related workers | *1.9 | 176.3 | *2.2 | 176.0 | 178.2 |
| Sector — | | | | | |
| Public | 57.3 | 627.5 | 67.3 | 617.6 | 684.8 |
| Private | 108.4 | 1,472.4 | 109.5 | 1,471.3 | 1,580.8 |
| Weekly earnings in current position (\$) — | | | | | |
| Part-time employee | 27.2 | 869.6 | 35.7 | 861.1 | 896.8 |
| Under 80 | *0.0 | 56.5 | *0.0 | 56.5 | 56.5 |
| 80 and under 240 | *5.3 | 300.4 | *6.7 | 299.0 | 305.6 |
| 240 and under 320 | *5.9 | 169.8 | 8.6 | 167.1 | 175.7 |
| 320 and over | 14.9 | 302.9 | 19.9 | 297.9 | 317.8 |
| Not stated, don't know | *1.1 | 40.1 | *0.5 | 40.7 | 41.2 |
| Full-time employee | 138.6 | 1,230.2 | 141.1 | 1,227.7 | 1,368.8 |
| Under 320 | *2.0 | 70.6 | *3.6 | 69.0 | 72.6 |
| 320 and under 480 | 24.5 | 313.9 | 23.2 | 315.2 | 338.4 |
| 480 and under 720 | 66.4 | 489.4 | 72.4 | 483.5 | 555.8 |
| 720 and over | 38.4 | 291.9 | 35.3 | 294.9 | 330.2 |
| Not stated, don't know | *7.3 | 64.4 | *6.6 | 65.1 | 71.7 |
| Whether received training or studied with employer in the last twelve months — | | | | | |
| Received training or studied | 148.3 | 1,184.2 | 151.9 | 1,180.6 | 1,332.5 |
| Did not receive training or study | 17.4 | 915.6 | 24.8 | 908.3 | 933.1 |
| Whether had any child(ren) under 12 years — | | | | | |
| Had child(ren) aged under 12 years | 10.7 | 228.1 | 15.4 | 223.5 | 238.8 |
| Did not have child(ren) aged under 12 years | 155.0 | 1,871.8 | 161.4 | 1,865.4 | 2,026.8 |
| Educational attainment — | | | | | |
| With post-school qualifications | 82.3 | 957.8 | 91.5 | 948.7 | 1,040.1 |
| Without post-school qualifications | 83.4 | 1,136.4 | 85.3 | 1,134.5 | 1,219.8 |
| Not asked(b) | *0.0 | *5.7 | *0.0 | *5.7 | *5.7 |
| Total | 165.7 | 2,099.9 | 176.7 | 2,088.9 | 2,265.6 |

(a) Excludes 370,100 owner-managers (263,800 males and 106,300 females) who were not asked whether they had been promoted or transferred. (b) Persons aged 70 years and over were not asked about their educational qualifications.

**TABLE 7. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE(a):
WHETHER PROMOTED OR TRANSFERRED WITH CURRENT EMPLOYER IN THE LAST
TWELVE MONTHS, NOVEMBER 1996**
(*000)

| | Whether promoted | | Whether transferred | | Total |
|--|------------------|--------------|---------------------|-----------------|---------|
| | Promoted | Not promoted | Transferred | Not transferred | |
| PERSONS | | | | | |
| Length of time with current employer — | | | | | |
| 1 and under 3 years | 112.1 | 1,454.4 | 113.6 | 1,452.9 | 1,566.5 |
| 3 and under 5 years | 59.7 | 783.2 | 55.4 | 787.6 | 842.9 |
| 5 and under 10 years | 110.5 | 1,160.8 | 123.7 | 1,147.6 | 1,271.3 |
| 10 years or more | 92.5 | 1,381.8 | 106.5 | 1,367.9 | 1,474.4 |
| Occupation — | | | | | |
| Managers and administrators | 35.9 | 280.5 | 34.4 | 282.0 | 316.4 |
| Professionals | 86.7 | 934.2 | 88.9 | 932.0 | 1,020.9 |
| Associate professionals | 58.6 | 531.8 | 68.1 | 522.3 | 590.5 |
| Tradespersons and related workers | 22.8 | 626.6 | 19.4 | 630.0 | 649.4 |
| Advanced clerical and service workers | 19.0 | 237.5 | 19.2 | 237.3 | 256.5 |
| Intermediate clerical, sales and service workers | 95.1 | 812.2 | 98.0 | 809.3 | 907.4 |
| Intermediate production and transport workers | 21.7 | 482.6 | 31.2 | 473.1 | 504.3 |
| Elementary clerical, sales and service workers | 26.8 | 448.3 | 27.2 | 447.9 | 475.1 |
| Labourers and related workers | 8.2 | 426.4 | 12.7 | 421.9 | 434.6 |
| Sector — | | | | | |
| Public | 120.7 | 1,272.0 | 146.5 | 1,246.2 | 1,392.7 |
| Private | 254.2 | 3,508.2 | 252.7 | 3,509.7 | 3,762.4 |
| Weekly earnings in current position (\$) — | | | | | |
| Part-time employee | 30.5 | 1,052.3 | 40.3 | 1,042.5 | 1,082.8 |
| Under 80 | *0.0 | 79.9 | *0.7 | 79.2 | 79.9 |
| 80 and under 240 | *6.9 | 362.1 | 8.5 | 360.5 | 369.0 |
| 240 and under 320 | *6.2 | 194.9 | 9.0 | 192.2 | 201.2 |
| 320 and over | 16.3 | 368.1 | 21.7 | 362.7 | 384.4 |
| Not stated, don't know | *1.1 | 47.2 | *0.5 | 47.8 | 48.3 |
| Full-time employee | 344.4 | 3,727.9 | 358.9 | 3,713.4 | 4,072.3 |
| Under 320 | *3.6 | 181.8 | *5.2 | 180.2 | 185.4 |
| 320 and under 480 | 39.4 | 723.5 | 43.4 | 719.5 | 762.9 |
| 480 and under 720 | 136.2 | 1,380.4 | 144.4 | 1,372.2 | 1,516.7 |
| 720 and over | 150.8 | 1,227.6 | 151.1 | 1,227.3 | 1,378.4 |
| Not stated, don't know | 14.3 | 214.6 | 14.7 | 214.2 | 228.9 |
| Whether received training or studied with employer in the last twelve months — | | | | | |
| Received training or studied | 319.8 | 2,596.7 | 325.1 | 2,591.4 | 2,916.5 |
| Did not receive training or study | 55.1 | 2,183.5 | 74.1 | 2,164.5 | 2,238.6 |
| Whether had any child(ren) under 12 years — | | | | | |
| Had child(ren) aged under 12 years | 78.3 | 917.1 | 76.2 | 919.2 | 995.4 |
| Did not have child(ren) aged under 12 years | 296.6 | 3,863.1 | 323.0 | 3,836.7 | 4,159.7 |
| Educational attainment — | | | | | |
| With post-school qualifications | 195.0 | 2,299.4 | 211.3 | 2,283.1 | 2,494.3 |
| Without post-school qualifications | 179.9 | 2,463.5 | 187.6 | 2,455.8 | 2,643.4 |
| Not asked(b) | *0.0 | 17.4 | *0.3 | 17.0 | 17.4 |
| Total | 374.9 | 4,780.2 | 399.2 | 4,755.9 | 5,155.1 |

(a) Excludes 370,100 owner-managers (263,800 males and 106,300 females) who were not asked whether they had been promoted or transferred. (b) Persons aged 70 years and over were not asked about their educational qualifications.

**TABLE 8. EMPLOYEES: TRAINING RECEIVED IN THE LAST TWELVE MONTHS,
LENGTH OF TIME WITH CURRENT EMPLOYER AND EDUCATIONAL ATTAINMENT, NOVEMBER 1996
(*000)**

| All types of training received in the last twelve months | Length of time with current employer | | | | | | | Total | Total |
|--|--|-----------------------|---------|---------------------|---------------------|----------------------|------------------|---------|---------|
| | Less than one year | | | One year or more | | | | | |
| | Less than 6 months | 6 and under 12 months | Total | 1 and under 3 years | 3 and under 5 years | 5 and under 10 years | 10 years or more | | |
| | MALES, WITH POST-SCHOOL QUALIFICATIONS | | | | | | | | |
| Received training | 93.9 | 104.8 | 198.7 | 212.2 | 125.0 | 212.5 | 325.1 | 874.8 | 1,073.5 |
| Studied for an educational qualification | 23.1 | 34.9 | 58.1 | 64.9 | 41.8 | 57.4 | 56.5 | 220.6 | 278.6 |
| Attended training course(s) | 40.9 | 60.4 | 101.3 | 139.9 | 83.4 | 150.6 | 260.4 | 634.3 | 735.5 |
| On-the-job training | 61.2 | 67.5 | 128.6 | 125.2 | 69.3 | 114.8 | 185.1 | 494.4 | 623.0 |
| Other | *6.1 | 14.3 | 20.3 | 27.1 | 17.0 | 29.9 | 46.7 | 120.7 | 141.0 |
| Did not receive training | 121.5 | 76.3 | 197.9 | 150.5 | 100.9 | 141.7 | 186.2 | 579.4 | 777.2 |
| Total | 215.5 | 181.1 | 396.6 | 362.7 | 226.0 | 354.2 | 511.3 | 1,454.2 | 1,850.8 |
| MALES, WITHOUT POST-SCHOOL QUALIFICATIONS | | | | | | | | | |
| Received training | 110.9 | 129.0 | 239.9 | 230.7 | 109.0 | 162.5 | 207.1 | 709.2 | 949.1 |
| Studied for an educational qualification | 30.4 | 49.7 | 80.1 | 88.2 | 40.6 | 22.7 | 12.9 | 164.4 | 244.5 |
| Attended training course(s) | 27.1 | 45.0 | 72.1 | 117.2 | 52.5 | 106.1 | 150.0 | 425.8 | 497.9 |
| On-the-job training | 82.1 | 87.1 | 169.3 | 147.0 | 63.2 | 98.3 | 118.0 | 426.5 | 595.8 |
| Other | *4.9 | *6.2 | 11.1 | 24.4 | 9.8 | 18.3 | 23.8 | 76.4 | 87.5 |
| Did not receive training | 169.3 | 94.5 | 263.7 | 217.6 | 120.3 | 170.7 | 217.4 | 726.1 | 989.9 |
| Total | 280.2 | 223.4 | 503.6 | 448.3 | 229.3 | 333.2 | 424.5 | 1,435.3 | 1,939.0 |
| FEMALES, WITH POST-SCHOOL QUALIFICATIONS | | | | | | | | | |
| Received training | 102.1 | 118.5 | 220.6 | 217.8 | 120.8 | 191.6 | 183.1 | 713.2 | 933.8 |
| Studied for an educational qualification | 38.6 | 33.3 | 71.9 | 74.2 | 37.8 | 41.9 | 41.1 | 194.9 | 266.8 |
| Attended training course(s) | 42.7 | 70.4 | 113.0 | 142.0 | 82.2 | 140.3 | 143.1 | 507.6 | 620.6 |
| On-the-job training | 71.2 | 74.6 | 145.8 | 124.9 | 70.8 | 119.0 | 102.9 | 417.6 | 563.4 |
| Other | *6.2 | 11.5 | 17.7 | 23.5 | 13.4 | 25.8 | 26.3 | 88.9 | 106.6 |
| Did not receive training | 89.0 | 50.4 | 139.4 | 109.9 | 58.4 | 81.5 | 77.1 | 327.0 | 466.4 |
| Total | 191.1 | 168.9 | 360.0 | 327.7 | 179.2 | 273.0 | 260.2 | 1,040.1 | 1,400.2 |
| FEMALES, WITHOUT POST-SCHOOL QUALIFICATIONS | | | | | | | | | |
| Received training | 124.9 | 99.7 | 224.6 | 225.4 | 99.9 | 164.3 | 129.8 | 619.3 | 844.0 |
| Studied for an educational qualification | 31.3 | 30.9 | 62.2 | 70.5 | 29.9 | 32.8 | 12.8 | 146.1 | 208.4 |
| Attended training course(s) | 38.9 | 36.1 | 75.0 | 109.9 | 58.3 | 105.2 | 81.9 | 355.3 | 430.3 |
| On-the-job training | 91.4 | 69.5 | 160.9 | 139.2 | 64.6 | 102.0 | 85.6 | 391.5 | 552.4 |
| Other | *6.4 | *5.4 | 11.8 | 19.7 | 8.3 | 16.2 | 8.3 | 52.4 | 64.2 |
| Did not receive training | 131.8 | 85.6 | 217.5 | 202.4 | 108.6 | 146.6 | 148.6 | 606.1 | 823.6 |
| Total | 256.7 | 185.4 | 442.1 | 427.8 | 208.5 | 310.9 | 278.3 | 1,225.5 | 1,667.5 |
| TOTAL(a) | | | | | | | | | |
| Received training | 431.9 | 452.0 | 883.8 | 886.0 | 454.7 | 730.8 | 845.0 | 2,916.5 | 3,800.4 |
| Studied for an educational qualification | 123.5 | 148.8 | 272.3 | 297.9 | 150.1 | 154.8 | 123.2 | 726.0 | 998.3 |
| Attended training course(s) | 149.6 | 211.8 | 361.4 | 509.1 | 276.4 | 502.2 | 635.3 | 1,923.0 | 2,284.4 |
| On-the-job training | 305.9 | 298.7 | 604.6 | 536.2 | 267.9 | 434.1 | 491.7 | 1,729.9 | 2,334.5 |
| Other | 23.5 | 37.3 | 60.9 | 94.7 | 48.5 | 90.2 | 105.1 | 338.5 | 399.3 |
| Did not receive training | 511.6 | 306.9 | 818.5 | 680.5 | 388.2 | 540.5 | 629.3 | 2,238.6 | 3,057.1 |
| Total | 943.5 | 758.8 | 1,702.3 | 1,566.5 | 842.9 | 1,271.3 | 1,474.4 | 5,155.1 | 6,857.4 |

(a) Includes 19,100 persons aged 70 years and over who were not asked about their educational qualifications.

**TABLE 9. EMPLOYEES WHO HAVE ATTENDED A TRAINING COURSE OR STUDIED FOR AN EDUCATIONAL
QUALIFICATION IN THE LAST TWELVE MONTHS: LENGTH OF TIME WITH CURRENT EMPLOYER,
NOVEMBER 1996
(000)**

| <i>Length of time with current employer</i> | <i>Full-time</i> | | | <i>Part-time</i> | | | <i>Total</i> | | |
|---|------------------|---------------|----------------|------------------|---------------|--------------|------------------|---------------|----------------|
| | <i>Permanent</i> | <i>Casual</i> | <i>Total</i> | <i>Permanent</i> | <i>Casual</i> | <i>Total</i> | <i>Permanent</i> | <i>Casual</i> | <i>Total</i> |
| EMPLOYER PROVIDED ASSISTANCE | | | | | | | | | |
| Less than 1 year | 248.0 | 20.0 | 268.0 | 32.0 | 46.8 | 78.8 | 280.0 | 66.8 | 346.7 |
| Less than 6 months | 84.3 | 10.7 | 95.1 | 9.9 | 29.6 | 39.5 | 94.2 | 40.3 | 134.5 |
| 6 and under 12 months | 163.7 | 9.3 | 172.9 | 22.1 | 17.2 | 39.3 | 185.8 | 26.4 | 212.2 |
| 1 and under 3 years | 406.5 | 17.1 | 423.6 | 41.4 | 37.3 | 78.8 | 447.9 | 54.4 | 502.4 |
| 3 and under 5 years | 219.9 | *7.9 | 227.8 | 23.7 | 16.0 | 39.7 | 243.6 | 24.0 | 267.6 |
| 5 and under 10 years | 398.9 | 9.0 | 407.9 | 48.3 | 17.6 | 65.9 | 447.2 | 26.7 | 473.8 |
| 10 years or more | 526.5 | 12.6 | 539.1 | 36.5 | 9.0 | 45.4 | 563.0 | 21.5 | 584.6 |
| <i>Total</i> | <i>1,799.8</i> | <i>66.7</i> | <i>1,866.5</i> | <i>181.8</i> | <i>126.7</i> | <i>308.6</i> | <i>1,981.7</i> | <i>193.4</i> | <i>2,175.0</i> |
| EMPLOYER DID NOT PROVIDE ASSISTANCE | | | | | | | | | |
| Less than 1 year | 63.4 | 16.5 | 80.0 | 14.8 | 104.9 | 119.8 | 78.3 | 121.5 | 199.7 |
| Less than 6 months | 28.4 | 10.7 | 39.1 | *6.5 | 55.6 | 62.1 | 34.9 | 66.3 | 101.2 |
| 6 and under 12 months | 35.0 | *5.9 | 40.9 | 8.3 | 49.3 | 57.7 | 43.4 | 55.2 | 98.6 |
| 1 and under 3 years | 66.7 | 9.7 | 76.4 | 27.4 | 69.3 | 96.8 | 94.1 | 79.0 | 173.1 |
| 3 and under 5 years | 37.3 | 8.6 | 45.8 | 11.6 | 22.7 | 34.3 | 48.8 | 31.3 | 80.1 |
| 5 and under 10 years | 45.9 | *4.5 | 50.4 | 15.6 | 15.3 | 30.9 | 61.5 | 19.8 | 81.3 |
| 10 years or more | 55.2 | *6.2 | 61.5 | *8.0 | *7.6 | 15.6 | 63.2 | 13.8 | 77.0 |
| <i>Total</i> | <i>268.5</i> | <i>45.5</i> | <i>314.0</i> | <i>77.4</i> | <i>219.9</i> | <i>297.3</i> | <i>345.9</i> | <i>265.3</i> | <i>611.3</i> |
| TOTAL | | | | | | | | | |
| Less than 1 year | 311.4 | 36.5 | 348.0 | 46.8 | 151.7 | 198.5 | 358.2 | 188.2 | 546.5 |
| Less than 6 months | 112.7 | 21.4 | 134.1 | 16.4 | 85.2 | 101.6 | 129.1 | 106.6 | 235.7 |
| 6 and under 12 months | 198.7 | 15.1 | 213.8 | 30.4 | 66.5 | 96.9 | 229.1 | 81.6 | 310.8 |
| 1 and under 3 years | 473.2 | 26.8 | 500.0 | 68.9 | 106.7 | 175.5 | 542.0 | 133.5 | 675.5 |
| 3 and under 5 years | 257.2 | 16.5 | 273.7 | 35.3 | 38.7 | 74.0 | 292.4 | 55.2 | 347.7 |
| 5 and under 10 years | 444.8 | 13.5 | 458.3 | 63.8 | 32.9 | 96.8 | 508.6 | 46.5 | 555.1 |
| 10 years or more | 581.8 | 18.8 | 600.6 | 44.5 | 16.5 | 61.0 | 626.2 | 35.3 | 661.6 |
| Total | 2,068.3 | 112.1 | 2,180.5 | 259.2 | 346.6 | 605.8 | 2,327.6 | 458.7 | 2,786.3 |

**TABLE 10. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR SIX MONTHS OR MORE:
WHETHER HAD A BREAK FROM CURRENT EMPLOYMENT OF SIX MONTHS OR MORE, NOVEMBER 1996**
('000)

| | Main reason for most recent break from work | | | | Did not have a break from work | Currently away from work | Total(a) |
|--|---|----------|------------------|-------|--|-----------------------------------|----------|
| | Family | Personal | Work or other | Total | | | |
| MALES | | | | | | | |
| Whether had any child(ren) aged under 12 years | | | | | | | |
| Had child(ren) aged under 12 years | *1.8 | 9.0 | *7.5 | 18.3 | 826.4 | *0.2 | 847.0 |
| Did not have child(ren) aged under 12 years | *0.2 | 32.8 | 21.9 | 54.9 | 2,383.3 | *0.3 | 2,447.1 |
| Length of time with current employer — | | | | | | | |
| 6 and under 12 months | *0.0 | *3.0 | *1.8 | *4.8 | 396.4 | *0.0 | 404.6 |
| 1 and under 3 years | *0.0 | *7.2 | *3.6 | 10.8 | 799.0 | *0.0 | 811.0 |
| 3 and under 5 years | *0.0 | *6.6 | *4.2 | 10.8 | 443.3 | *0.3 | 455.2 |
| 5 and under 10 years | *0.5 | 8.8 | *7.2 | 16.5 | 670.3 | *0.0 | 687.4 |
| 10 years or more | *1.5 | 16.2 | 12.6 | 30.3 | 900.8 | *0.2 | 935.9 |
| Total | *2.0 | 41.9 | 29.3 | 73.2 | 3,209.7 | *0.5 | 3,294.1 |
| FEMALES | | | | | | | |
| Whether had any child(ren) aged under 12 years | | | | | | | |
| Had child(ren) aged under 12 years | 31.8 | *1.1 | *3.1 | 36.1 | 241.8 | *1.2 | 281.0 |
| Did not have child(ren) aged under 12 years | 52.4 | 38.9 | 22.1 | 113.4 | 2,217.8 | *1.1 | 2,338.8 |
| Length of time with current employer — | | | | | | | |
| 6 and under 12 months | *6.1 | *2.4 | *1.4 | 9.9 | 340.7 | *0.0 | 354.2 |
| 1 and under 3 years | 11.2 | *3.2 | *4.6 | 19.0 | 734.2 | *0.0 | 755.5 |
| 3 and under 5 years | *6.5 | *3.1 | *3.5 | 13.2 | 373.9 | *0.0 | 387.7 |
| 5 and under 10 years | 23.6 | 13.1 | *7.1 | 43.7 | 539.2 | *0.0 | 583.9 |
| 10 years or more | 36.9 | 18.2 | 8.6 | 63.7 | 471.6 | *2.2 | 538.5 |
| Total | 84.2 | 40.0 | 25.3 | 149.5 | 2,459.6 | *2.2 | 2,619.9 |
| PERSONS | | | | | | | |
| Whether had any child(ren) aged under 12 years | | | | | | | |
| Had child(ren) aged under 12 years | 33.7 | 10.1 | 10.6 | 54.4 | 1,068.2 | *1.4 | 1,128.0 |
| Did not have child(ren) aged under 12 years | 52.6 | 71.7 | 44.0 | 168.3 | 4,601.1 | *1.4 | 4,785.9 |
| Length of time with current employer — | | | | | | | |
| 6 and under 12 months | *6.1 | *5.4 | *3.2 | 14.7 | 737.1 | *0.0 | 758.8 |
| 1 and under 3 years | 11.2 | 10.4 | 8.3 | 29.8 | 1,533.2 | *0.0 | 1,566.5 |
| 3 and under 5 years | *6.5 | 9.8 | *7.7 | 24.0 | 817.2 | *0.3 | 842.9 |
| 5 and under 10 years | 24.0 | 21.9 | 14.3 | 60.2 | 1,209.5 | *0.0 | 1,271.3 |
| 10 years or more | 38.4 | 34.4 | 21.2 | 94.0 | 1,372.4 | *2.4 | 1,474.4 |
| Total | 86.2 | 81.8 | 54.6 | 222.7 | 5,669.3 | *2.8 | 5,913.9 |

(a) Includes 19,100 persons for whom details of breaks from work could not be determined.

**TABLE 11. EMPLOYEES WITH CHILDREN UNDER SIX YEARS WHO TOOK A BREAK WHEN YOUNGEST CHILD WAS BORN:
DETAILS OF BREAK TAKEN, NOVEMBER 1996**
(*000)

| <i>Length of break taken when youngest child was born</i> | <i>Paid leave only</i> | <i>Unpaid leave only</i> | <i>Paid and unpaid leave or other arrangements</i> | <i>Total(a)</i> | <i>Left the labour force</i> | <i>Total</i> |
|---|------------------------|--------------------------|--|-----------------|------------------------------|--------------|
| MALES | | | | | | |
| Less than 6 weeks | 314.1 | 35.5 | 29.6 | 379.2 | *3.0 | 382.3 |
| 6 weeks to less than 3 months | *7.5 | *1.2 | *2.4 | 11.1 | *0.5 | 11.6 |
| 3 months to less than 6 months | *0.5 | *0.3 | *0.4 | *1.2 | *0.6 | *1.8 |
| 6 months to less than 1 year | *0.0 | *0.7 | *0.0 | *0.7 | *0.0 | *0.7 |
| 1 year or more | *0.0 | *1.4 | *0.0 | *1.4 | *0.0 | *1.4 |
| Total(a) | 322.2 | 39.2 | 32.3 | 394.2 | *4.1 | 398.4 |
| FEMALES | | | | | | |
| Less than 6 weeks | 8.8 | 9.2 | *0.7 | 18.7 | *4.4 | 23.1 |
| 6 weeks to less than 3 months | *7.5 | 10.5 | *2.1 | 20.1 | *4.1 | 24.2 |
| 3 months to less than 6 months | 11.9 | 34.9 | 12.3 | 59.1 | *7.3 | 66.4 |
| 6 months to less than 1 year | *5.0 | 32.3 | 21.9 | 59.2 | 26.9 | 86.1 |
| 1 year or more | *2.2 | 27.1 | 18.7 | 48.1 | 35.8 | 83.9 |
| Total(a) | 35.4 | 114.0 | 55.7 | 207.8 | 79.3 | 287.1 |
| PERSONS | | | | | | |
| Less than 6 weeks | 322.9 | 44.7 | 30.2 | 397.9 | *7.5 | 405.3 |
| 6 weeks to less than 3 months | 15.0 | 11.7 | *4.4 | 31.2 | *4.6 | 35.8 |
| 3 months to less than 6 months | 12.4 | 35.3 | 12.7 | 60.3 | *7.9 | 68.2 |
| 6 months to less than 1 year | *5.0 | 33.0 | 21.9 | 59.9 | 26.9 | 86.8 |
| 1 year or more | *2.2 | 28.6 | 18.7 | 49.5 | 35.8 | 85.4 |
| Total(a) | 357.6 | 153.2 | 88.0 | 602.1 | 83.4 | 685.5 |

(a) Includes persons currently on leave.

**TABLE 12. EMPLOYEES WITH CHILDREN AGED UNDER 12 YEARS:
CHILD CARE USE(a) AND FULL-TIME OR PART-TIME STATUS, NOVEMBER 1996
('000)**

| | Full-time | | | Part-time | | | Total | | |
|--|--------------|--------------|----------------|-------------|--------------|--------------|--------------|--------------|----------------|
| | Males | Females | Persons | Males | Females | Persons | Males | Females | Persons |
| YOUNGEST CHILD AGED UNDER 3 YEARS | | | | | | | | | |
| <i>Whether used child care</i> | | | | | | | | | |
| Formal care only | 40.2 | *5.2 | 45.4 | *1.6 | 13.5 | 15.1 | 41.8 | 18.7 | 60.5 |
| Informal care only | 135.7 | 13.8 | 149.5 | *5.5 | 24.2 | 29.7 | 141.2 | 38.0 | 179.1 |
| Both formal and informal care | 54.7 | 10.1 | 64.8 | *3.7 | 11.7 | 15.4 | 58.5 | 21.8 | 80.2 |
| No child care used | 142.6 | *5.3 | 147.9 | 14.1 | *7.8 | 21.8 | 156.6 | 13.1 | 169.7 |
| <i>Main reason formal child care not used —</i> | | | | | | | | | |
| Cost | 8.2 | *1.1 | 9.3 | *1.6 | *2.7 | *4.2 | 9.8 | *3.8 | 13.5 |
| Not available, no places available | *6.0 | *0.0 | *6.0 | *1.0 | *2.1 | *3.1 | *7.0 | *2.1 | 9.1 |
| No need | 216.6 | 16.2 | 232.8 | 13.9 | 22.1 | 36.0 | 230.5 | 38.3 | 268.8 |
| Child(ren) too young or too old | 8.0 | *0.8 | 8.9 | *1.0 | *2.2 | *3.2 | 9.1 | *3.0 | 12.1 |
| Prefer to look after child(ren) | 25.9 | *0.4 | 26.3 | *2.1 | *1.5 | *3.5 | 27.9 | *1.9 | 29.9 |
| Other reason (including don't know) | 13.5 | *0.5 | 14.1 | *0.0 | *1.4 | *1.4 | 13.5 | *2.0 | 15.5 |
| Total | 373.2 | 34.4 | 407.6 | 24.9 | 57.1 | 82.0 | 398.1 | 91.5 | 489.6 |
| YOUNGEST CHILD AGED 3 TO 5 YEARS | | | | | | | | | |
| <i>Whether used child care —</i> | | | | | | | | | |
| Formal care only | 38.5 | 9.4 | 47.9 | *2.7 | 13.5 | 16.2 | 41.2 | 22.8 | 64.1 |
| Informal care only | 57.0 | 9.7 | 66.7 | *3.4 | 28.6 | 31.9 | 60.4 | 38.3 | 98.7 |
| Both formal and informal care | 46.7 | 9.5 | 56.3 | *2.7 | 14.5 | 17.2 | 49.4 | 24.0 | 73.5 |
| No child care used | 73.7 | *4.1 | 77.7 | *6.7 | 8.3 | 15.0 | 80.4 | 12.3 | 92.7 |
| <i>Main reason formal child care not used</i> | | | | | | | | | |
| Cost | *3.9 | *0.9 | *4.8 | *0.2 | *2.1 | *2.2 | *4.1 | *3.0 | *7.0 |
| Not available, no places available | *2.6 | *0.6 | *3.1 | *0.0 | *2.6 | *2.6 | *2.6 | *3.2 | *5.8 |
| No need | 98.5 | 10.4 | 108.9 | 9.0 | 27.5 | 36.5 | 107.5 | 38.0 | 145.4 |
| Child(ren) too young or too old | *1.3 | *0.6 | *1.9 | *0.0 | *1.1 | *1.1 | *1.3 | *1.7 | *3.0 |
| Prefer to look after child(ren) | 17.5 | *0.0 | 17.5 | *0.9 | *1.2 | *2.1 | 18.4 | *1.2 | 19.6 |
| Other reason (including don't know) | *7.0 | *1.3 | 8.3 | *0.0 | *2.3 | *2.3 | *7.0 | *3.6 | 10.6 |
| Total | 216.0 | 32.6 | 248.7 | 15.5 | 64.8 | 80.3 | 231.5 | 97.5 | 328.9 |
| YOUNGEST CHILD AGED 6 TO LESS THAN 12 YEARS | | | | | | | | | |
| <i>Whether used child care —</i> | | | | | | | | | |
| Formal care only | 15.5 | 8.7 | 24.1 | *2.6 | *3.3 | *5.9 | 18.0 | 12.0 | 30.1 |
| Informal care only | 98.7 | 22.9 | 121.6 | *4.4 | 35.7 | 40.1 | 103.1 | 58.6 | 161.8 |
| Both formal and informal care | 15.2 | *7.5 | 22.7 | *0.7 | *5.1 | *5.8 | 15.8 | 12.6 | 28.5 |
| No child care used | 178.9 | 20.9 | 199.8 | 12.0 | 58.8 | 70.8 | 190.9 | 79.7 | 270.6 |
| <i>Main reason formal child care not used —</i> | | | | | | | | | |
| Cost | *4.1 | *2.6 | *6.7 | *0.0 | *1.1 | *1.1 | *4.1 | *3.6 | *7.7 |
| Not available, no places available | *2.2 | *1.3 | *3.6 | *0.0 | *1.1 | *1.1 | *2.2 | *2.4 | *4.7 |
| No need | 237.9 | 35.2 | 273.1 | 14.6 | 82.8 | 97.4 | 252.5 | 118.1 | 370.5 |
| Child(ren) too young or too old | 10.5 | *1.5 | 12.0 | *0.0 | *3.4 | *3.4 | 10.5 | *4.9 | 15.4 |
| Prefer to look after child(ren) | 12.9 | *0.5 | 13.4 | *0.9 | *3.2 | *4.1 | 13.8 | *3.7 | 17.4 |
| Other reason (including don't know) | 10.1 | *2.7 | 12.8 | *0.9 | *2.9 | *3.8 | 11.0 | *5.6 | 16.6 |
| Total | 308.3 | 59.9 | 368.2 | 19.6 | 103.0 | 122.6 | 327.9 | 162.9 | 490.9 |
| TOTAL | | | | | | | | | |
| <i>Whether used child care —</i> | | | | | | | | | |
| Formal care only | 94.2 | 23.3 | 117.5 | *6.9 | 30.3 | 37.2 | 101.1 | 53.6 | 154.6 |
| Informal care only | 291.4 | 46.4 | 337.9 | 13.3 | 88.4 | 101.7 | 304.7 | 134.9 | 439.6 |
| Both formal and informal care | 116.7 | 27.1 | 143.7 | *7.1 | 31.4 | 38.4 | 123.7 | 58.4 | 182.2 |
| No child care used | 395.2 | 30.2 | 425.4 | 32.8 | 74.8 | 107.6 | 427.9 | 105.1 | 533.0 |
| <i>Main reason formal child care not used —</i> | | | | | | | | | |
| Cost | 16.2 | *4.6 | 20.7 | *1.7 | *5.8 | *7.5 | 17.9 | 10.4 | 28.3 |
| Not available, no places available | 10.8 | *1.9 | 12.7 | *1.0 | *5.8 | *6.9 | 11.8 | *7.7 | 19.5 |
| No need | 553.0 | 61.9 | 614.9 | 37.5 | 132.5 | 169.9 | 590.5 | 194.3 | 784.8 |
| Child(ren) too young or too old | 19.8 | *2.9 | 22.7 | *1.0 | *6.7 | *7.7 | 20.8 | 9.6 | 30.5 |
| Prefer to look after child(ren) | 56.2 | *0.9 | 57.1 | *3.9 | *5.8 | 9.7 | 60.1 | *6.8 | 66.9 |
| Other reason (including don't know) | 30.6 | *4.5 | 35.1 | *0.9 | *6.6 | *7.5 | 31.5 | 11.1 | 42.7 |
| Total | 897.5 | 127.0 | 1,024.5 | 60.0 | 224.9 | 284.9 | 957.5 | 351.9 | 1,309.4 |

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

TABLE 13. POPULATIONS BY STATE OR TERRITORY OF USUAL RESIDENCE, NOVEMBER 1996
(**'000**)

| | <i>NSW</i> | <i>Vic.</i> | <i>Qld</i> | <i>SA</i> | <i>WA</i> | <i>Tas.</i> | <i>NT</i> | <i>ACT</i> | <i>Aust</i> |
|--|------------|-------------|------------|-----------|-----------|-------------|-----------|------------|-------------|
| <i>Population 1:</i> Jobholders | 2,333.6 | 1,766.1 | 1,252.8 | 526.0 | 685.8 | 161.6 | 73.2 | 134.2 | 6,933.4 |
| <i>Population 1A:</i> Employees | 2,309.1 | 1,745.4 | 1,242.2 | 518.7 | 677.9 | 158.7 | 73.0 | 132.4 | 6,857.4 |
| <i>Population 2:</i> Employees who have worked with their current employer for one year or more | 1,760.7 | 1,338.4 | 891.9 | 409.5 | 479.3 | 126.2 | 47.4 | 101.6 | 5,155.1 |
| <i>Population 3:</i> Employees (excluding owner- managers) who have worked with their current employer for one year or more | 1,634.9 | 1,220.0 | 830.8 | 391.3 | 446.1 | 121.3 | 44.4 | 96.4 | 4,785.0 |
| <i>Population 4:</i> Employees who have worked with their current employer for six months or more | 2,010.4 | 1,521.8 | 1,045.0 | 460.4 | 558.9 | 141.7 | 58.2 | 117.6 | 5,913.9 |
| <i>Population 5:</i> Employees who have attended a training course or studied for an educational qualification within the last twelve months | 889.8 | 692.2 | 508.3 | 230.2 | 290.8 | 70.3 | 29.8 | 74.9 | 2,786.3 |
| <i>Population 6:</i> Employees with children aged under 12 years | 445.7 | 332.8 | 233.9 | 92.5 | 128.1 | 37.4 | 13.2 | 25.9 | 1,309.4 |
| <i>Population 7:</i> Employees with children aged under six years | 375.1 | 289.4 | 192.5 | 84.3 | 107.7 | 30.3 | 9.5 | 24.1 | 1,112.8 |
| <i>Population 7A:</i> Employees with children aged under six years who had a break when youngest child born | 222.2 | 189.4 | 116.5 | 53.2 | 65.9 | 17.7 | 4.8 | 15.8 | 685.5 |
| <i>Population 8:</i> Jobholders who have had a break from work of six months or more (excluding persons currently on a break from work) | 74.1 | 68.9 | 28.8 | 20.6 | 25.0 | 5.1 | 4.7 | 7.3 | 234.6 |

EXPLANATORY NOTES

INTRODUCTION

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

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

SCOPE

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

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

RELIABILITY OF THE ESTIMATES

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

- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For further information on sampling error, refer to the Technical Notes on page 31.
- Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient processing procedures.

SEASONAL FACTORS

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

CLASSIFICATIONS USED

7 From August 1996, occupation data are classified according to the second edition of the Australian Standard Classification of Occupations. For more detailed information, see the *Information Paper: ASCO — Australian Standard Classification of Occupations*, (Cat. No. 1221.0). A concordance between the new and the old versions of ASCO is not yet available.

8 The educational attainment data item in this survey has been classified according to the ABS Classification of Qualifications. For a more detailed explanation, see the *Information Paper, Classification of Qualifications — ABSCQ* (Cat. No. 1263.0).

CHANGES IN THIS SURVEY

9 The following data items that were collected in this survey in 1993 are not available in this issue:

- size of location (employees);
- whether work performance formally appraised by current employer in the last 12 months;
- whether intend to stay with current employer for the next 12 months;
- whether used different computers, computer based equipment or computer packages with current employer in the last 12 months;
- whether used other different machinery, tools or equipment with current employer in the last 12 months;
- whether on paid or unpaid leave during the most recent break from work;
- main field of study; and
- place of usual residence 12 months ago.

10 The following data items have been replaced by the data item 'Whether changed hours usually worked with current employer in the last 12 months':

- whether changed from full-time to part-time work with current employer in the last 12 months;
- whether changed from part-time to full-time work with current employer in the last 12 months; and
- whether had other change in hours usually worked with current employer in the last 12 months.

COMPARABILITY OF SERIES

11 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 1994 to take account of the results of the 1991 Census of Population and Housing. Estimates from supplementary surveys conducted after February 1994 are therefore based on revised population benchmarks.

12 Until July 1994, supplementary surveys were conducted in all dwellings selected in the LFS. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample. For this survey the sample was restricted to four-eighths. This reduction in sample size means that the standard errors for this survey differ from those applicable to the previous survey.

COMPARABILITY WITH
MONTHLY LFS STATISTICS

13 The changes in this survey, referred to in paragraph 10, affect the comparability of the data for persons who reported 'had no change' and 'had some change' between this and the previous survey. Two possible sources of change — whether used different computers, computer based equipment or computer packages with current employer in the last 12 months and whether used other different machinery, tools or equipment with current employer in the last 12 months — are not included in the 1996 survey. Some persons reporting 'had no change' in the 1996 survey may have experienced these changes. Therefore, the estimate of 'had some change' in 1993 may include some persons who 'had no change' according to the 1996 definition.

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

15 Some jobholders who are excluded from estimates of employed persons published in *Labour Force, Australia* (Cat. No. 6203.0) are included in this supplementary survey. These are persons who were away from work:

- on worker's compensation and were not returning (or were unsure about returning) to their employer;
- for four weeks or more without pay; or
- having been stood down for less than four weeks for reasons other than bad weather or plant breakdown.

16 In *Labour Force, Australia* (6203.0), these jobholders would be classified as unemployed or not in the labour force, according to their activity in the reference week. However, as this survey asks details over a longer period of time, it is appropriate to classify these persons as jobholders for the purposes of this survey.

PREVIOUS SURVEYS

17 The Career Experience Survey was first conducted in February 1993 and results were published in *Career Experience, Australia, February 1993* (Cat. No. 6254.0).

NEXT SURVEY

18 The ABS plans to conduct this survey again in November 1998.

RELATED PUBLICATIONS

19 Other publications which may be of interest include:

- *Child Care, Australia* (Cat. No. 4402.0)
- *Employment Benefits, Australia* (Cat. No. 6334.0)
- *Labour Force, Australia* (Cat. No. 6203.0)
- *Labour Force Experience, Australia* (Cat. No. 6206.0)
- *Labour Mobility, Australia* (Cat. No. 6209.0)

- *Weekly Earnings of Employees (Distribution), Australia* (Cat. No. 6310.)
- *Working Arrangements, Australia* (Cat. No. 6342.0)

20 Current publications produced by the ABS are listed in the *Catalogue of Publications and Products* (Cat. No. 1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (Cat. No. 1105.0) which lists publications to be released in the next few days. The Catalogue and Release Advice are available from any ABS office.

TECHNICAL NOTES

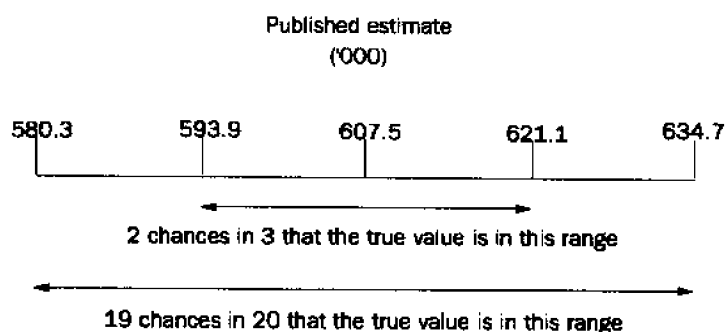
INTRODUCTION

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

2 Space does not allow for the separate indication of the SE's of all estimates in this publication. A table of standard errors for general application is given on page 33. Since they are averages based on calculations for a limited number of past surveys over a wide range of labour force characteristics these numbers will not give a precise measure of the standard error of a particular estimate but they will provide an indication of its magnitude.

CALCULATION OF STANDARD ERROR

3 An example of the calculation and the use of SE's in relation to estimates of persons is as follows. Table 1 shows the estimated number of permanent part-time employees in Australia was 607,500. Since this estimate is between 500,000 and 1,000,000 the table of standard errors shows that the SE for Australia will lie between 12,750 and 16,650 and can be approximated by interpolation as 13,600 (rounded to the nearest 100). Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 593,900 to 621,100 and about 19 chances in 20 that the value will fall within the range 580,300 to 634,700. This example is illustrated in the diagram below.



4 As can be seen from the standard error table, the smaller the estimate, the higher is the RSE. Very small estimates are thus subject to such high SE's (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In these tables, only estimates with RSE's less than 25% are considered sufficiently reliable for

most purposes. However, estimates with larger RSE's have been included and are preceded by an asterisk (e.g. *3.4) to indicate they are subject to high SE's and should be used with caution.

PROPORTIONS AND PERCENTAGES

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

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

6 Considering the example from paragraph 3, the 607,500 permanent part-time employees, represent 34.7% of the 1,748,200 part-time employees. The SE of 1,748,200 is approximately 20,300 so the RSE is 1.2%. The RSE for 607,500 is 2.2%. Applying the above formula, the RSE of the proportion is $\sqrt{(2.2)^2 + (1.2)^2}$ or 1.8%, giving a SE for the proportion (34.7%) of 0.6 percentage point. Therefore, there are about two chances in three that the proportion of permanent part-time employees was between 31.8% and 37.6% and 19 chances in 20 that the proportion is within the range 28.9% to 40.5%.

DIFFERENCE

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

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

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

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

[illegible]

GLOSSARY

| | |
|---------------------------------------|--|
| Break from work | A period of six months or more away from work since began working for current employer. |
| Casual employees | Employees who were not entitled to either annual leave or sick leave in their current position. Persons for whom casual or permanent employee status could not be determined were included as casual employees for the purpose of this publication. |
| Change in hours | Any change in the number of hours usually worked per week. |
| Change in work | <p>Changes in the last year occurring in the main job. Employees who had worked with their current employer for one year or more were asked whether, in the last 12 months, they had:</p> <ul style="list-style-type: none">■ been promoted (excluding owner-managers);■ been transferred (excluding owner-managers);■ changed hours;■ changed location of employment;■ new, different or extra duties; or■ more responsibility. |
| Changed location of employment | In capital cities and major towns each suburb is considered to be a different location. Where an employee works at different sites for the same employer (for example a construction worker) their base of operations (e.g. the employer's office, depot, yard, etc.) is considered to be their place of work. The movement of an employer's/business' operations to premises in a different suburb is therefore considered a change of location. Movements between floors in the same building or between buildings in the same complex (e.g. school, hospital) are not considered to be changes of location. |
| Current employer | The employer or business that the employee worked for in their main job in the reference week. |
| Current position | The position in which the employee worked in their main job in the reference week. A position is defined as work for an employer with a particular set of duties and level of responsibility. |
| Educational attainment | Measures the highest qualification completed by the respondent, classified according to the <i>ABS Classification of Qualifications (ABSCQ)</i> (Cat. No. 1262.0). |
| Employee | A person who works for a public or private employer and receives remuneration in wages, salary, commission, tips, or piece-rates, or in their business, either with or without employees, if that business was incorporated. School students aged 15 years and over who also worked as wage and salary earners, and persons who worked solely for payment in kind were excluded from the scope of this survey. |

| | |
|---|---|
| Formal child-care | Includes any arrangements made for the care of children under 12 years of age in registered child-care, such as family day care or a child-care centre. |
| Full-time employee | Employees who answer 'yes' to the question 'Is your main job full-time?' |
| Industry | Classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC) 1993</i> (Cat. no. 1292.0). |
| Jobholder | Employees as defined above and persons who were away from work for four weeks or more without pay, or who were stood down for less than four weeks for reasons other than bad weather/plant breakdown, or who were away from work on worker's compensation and not returning (or unsure about returning) to their employer. |
| Length of time in current position | Refers only to the length of time in the position in which the employee worked during the reference week. The length of time the employee has held their current position can exceed the length of time they have worked for their employer where their employer is a business which has changed ownership but, where the employee's position has not changed. |
| Length of time with current employer | The total length of time the employee has worked for that employer/business in all positions. |
| Main English-speaking countries | Comprises Canada, Ireland, New Zealand, South Africa, United Kingdom and the United States of America. |
| Most recent period of employment | Employees who had been previously employed by their current employer/business, terminated that employment through resignation, retrenchment or redundancy and then subsequently were re-employed by the same employer, are considered to have had more than one period of employment. Details were then collected about the employee's most recent period of employment with that employer. Employees who have had extended periods of leave, whether paid or unpaid (e.g. maternity leave), are considered to have had only one period of employment with that employer. |
| Most recent break from work | Employees who had completed more than one break from work of six months or more, were asked details about their most recent break from work. |
| Occupation | Classified according to the Australian Standard Classification of Occupations (ASCO) second edition (1996). See <i>Information Paper: ASCO — Australian Standard Classification of Occupations</i> (Cat. no. 1221.0). |
| Owner-managers | Persons who reported that they worked in their own business, either with or without employees, if that business was a limited liability company. These persons are considered to be employees. |
| Part-time employees | Employees who answered 'no' to the question 'Is your main job full-time?' |

| | |
|---|--|
| Permanent employees | Employees who were entitled to annual leave or sick leave in their main job. |
| Promotion | A permanent increase in wage or salary and an increase in responsibility or complexity of work. Temporary promotions, acting and higher duties are excluded from this category. |
| Sector | Is used to classify a respondent's employer as a public or private enterprise. Public sector includes local government authorities, government departments, agencies and authorities created by, or reporting to, the Commonwealth and State parliaments. In November 1996 there were 47,257 persons for whom sector could not be determined. These persons were included in the private sector for the purpose of this publication. |
| Transfer | A change of position without a change in either the level of responsibility or wages or salary. Both employer-initiated and employee-initiated transfers are included. |
| Weekly earnings | The amount of 'usual total weekly pay' (i.e. before taxation and other deductions had been made). |
| With post-school qualifications | The highest educational qualification completed by the respondent is one of the following: bachelor degree or higher, undergraduate diploma, associate diploma, skilled vocational qualification or basic vocational qualification. |
| Without post-school qualifications | Includes persons who have not completed any post-school qualification. These people may or may not have attended the highest level of secondary school available or may have never attended school. |



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- spreadsheets in a range of formats compatible with your software package
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More information is available

Contact Robert Bibo on (06) 252 6661 to talk about any inquiries you may have about the information from this survey or to order your special data requirements.

For information about a wider range of ABS data, see contact details on the back of the cover.

POPULATIONS AND DATA ITEMS AVAILABLE FROM THIS SURVEY

POPULATIONS

| | |
|----------------|--|
| POPULATION 1: | Jobholders. |
| POPULATION 1A: | Employees. |
| POPULATION 2: | Employees who have worked with their current employer for one year or more. |
| POPULATION 3: | Employees (excluding owner-managers) who have worked with their current employer for one year or more. |
| POPULATION 4: | Employees who have worked with their current employer for six months or more. |
| POPULATION 5: | Employees who have attended a training course or studied for an educational qualification within the last 12 months. |
| POPULATION 6: | Employees with children aged under 12 years. |
| POPULATION 7: | Employess with children aged under six years. |
| POPULATION 7A: | Employess with children aged under six years who took a break when the youngest child was born. |
| POPULATION 8: | Jobholders who have had a break from work of six months or more (excluding those currently on a break from work). |

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

| DATA ITEM | POPULATIONS |
|--|-------------|
| 7A BIRTHPLACE AND PERIOD OF ARRIVAL | ALL |
| Born in Australia | |
| Born outside Australia | |
| Before 1971 | |
| 1971-80 | |
| 1981-90 | |
| 1991 to survey date | |
| 7B BIRTHPLACE (1) | ALL |
| Born in main English-speaking countries | |
| Born in other countries | |
| 7C BIRTHPLACE (2) | ALL |
| Born in Australia | |
| Born outside Australia | |
| Oceania and Antarctica | |
| New Zealand | |
| Europe and the former USSR | |
| Germany | |
| Greece | |
| Italy | |
| Netherlands | |
| United Kingdom and Ireland | |
| Former Yugoslav Republics | |
| The Middle East and North Africa | |
| Lebanon | |
| Africa (excluding North Africa) | |
| Southeast Asia | |
| Malaysia | |
| Philippines | |
| Viet Nam | |
| Northeast Asia | |
| China | |
| Southern Asia | |
| India | |
| Northern America | |
| South America, Central America and the Caribbean | |
| 8 AGE GROUP (YEARS) | ALL |
| 15-19 | |
| 20-24 | |
| 25-34 | |
| 45-44 | |
| 55-64 | |
| 65 and over | |
| 9 FULL-TIME OR PART-TIME STATUS | ALL |
| Full-time | |
| Part-time | |
| Varies, Did not know | |
| 10 PERMANENT OR CASUAL STATUS | ALL |
| Permanent | |
| Casual | |
| Not determined | |

| DATA ITEM | POPULATIONS |
|---|-------------|
| 11 INDUSTRY | ALL |
| Agriculture, forestry, fishing | |
| Mining | |
| Manufacturing | |
| Electricity, gas and water supply | |
| Construction | |
| Wholesale trade | |
| Retail trade | |
| Accommodation, cafes and restaurants | |
| Transport and storage | |
| Communication services | |
| Finance and insurance | |
| Property and business services | |
| Government administration and defence | |
| Education | |
| Health and community services | |
| Cultural and recreational services | |
| Personal and other services | |
| 12 OCCUPATION | ALL |
| Managers and administrators | |
| Professionals | |
| Associate professionals | |
| Tradespersons and related workers | |
| Advanced clerical and service workers | |
| Intermediate clerical, sales and service workers | |
| Intermediate production and transport workers | |
| Elementary clerical, sales and service workers | |
| Labourers and related workers | |
| 13 SECTOR | ALL |
| Public | |
| Private | |
| Not determined | |
| 14 HOURS WORKED | ALL |
| 1-34 hours | |
| 35 hours and over | |
| Less than one hour or no hours worked | |
| Not asked(a) | |
| (a) Persons on worker's compensation who were not (or were unsure about) returning to their employer, or away from work without pay for four weeks or more or who were stood down for less than four weeks for reasons other than bad weather or plant breakdown were not asked about hours worked. | |
| 15 WHETHER HAD MORE THAN ONE PERIOD OF EMPLOYMENT WITH CURRENT EMPLOYER | ALL |
| One period of employment | |
| More than one period of employment | |

| DATA ITEM | POPULATIONS |
|-----------|-------------|
|-----------|-------------|

| | |
|---|--------------|
| 16A LENGTH OF TIME WITH CURRENT EMPLOYER (1) | 1,5-8 |
|---|--------------|

Less than 1 year
 Less than 6 months
 6 and under 12 months
 1 and under 3 years
 3 and under 5 years
 5 and under 10 years
 10 years or more

| | |
|---|----------|
| 16B LENGTH OF TIME WITH CURRENT EMPLOYER (2) | 4 |
|---|----------|

6 and under 12 months
 1 and under 3 years
 3 and under 5 years
 5 and under 10 years
 10 years or more

| | |
|---|------------|
| 16C LENGTH OF TIME WITH CURRENT EMPLOYER (3) | 2-3 |
|---|------------|

1 and under 3 years
 3 and under 5 years
 5 and under 10 years
 10 years or more

| | |
|--|------------|
| 17 WHETHER HAD MORE THAN ONE POSITION WITH CURRENT EMPLOYER | ALL |
|--|------------|

One position
 More than one position

| | |
|--|------------|
| 18 LENGTH OF TIME IN CURRENT POSITION | ALL |
|--|------------|

Less than 1 year
 Less than 6 months
 6 months to less than 1 year
 1 to less than 3 years
 3 to less than 5 years
 5 to less than 10 years
 10 years or more

| | |
|---|------------|
| 19 ALL CHANGES IN WORK WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS | ALL |
|---|------------|

With current employer for one year or more
 Promoted(a)
 Transferred(a)
 Change in hours
 Changed location of employment
 New, different, extra duties
 More responsibility
 None of the above
 With current employer for less than one year

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

| DATA ITEM | POPULATIONS |
|-----------|-------------|
|-----------|-------------|

| | |
|---|------------|
| 19A WHETHER PROMOTED WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS | ALL |
|---|------------|

With current employer for one year or more

Was promoted
 Was not promoted
 Not asked(a)

With current employer for less than one year

(a) Persons working in their own limited liability company (i.e. owner-managers) were not asked whether they had been promoted.

| | |
|--|------------|
| 19B WHETHER TRANSFERRED WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS | ALL |
|--|------------|

With current employer for one year or more

Transferred
 Not transferred
 Not asked(a)

With current employer for less than one year

(a) Persons working in their own limited liability company (i.e. owner-managers) were not asked whether they had been transferred.

| | |
|---|------------|
| 19C WHETHER CHANGED HOURS USUALLY WORKED WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS | ALL |
|---|------------|

With current employer for one year or more

Had change in hours usually worked
 Did not have change in hours usually worked
 Did not know or hours usually worked varied

With current employer for less than one year

| | |
|---|------------|
| 19D WHETHER CHANGED LOCATION OF EMPLOYMENT WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS | ALL |
|---|------------|

With current employer for one year or more

Change location of employment
 Did not change location of employment

With current employer for less than one year

| | |
|---|------------|
| 19E WHETHER CHANGED DUTIES WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS | ALL |
|---|------------|

With current employer for one year or more

Changed duties
 Did not change duties

With current employer for less than one year

| DATA ITEM | POPULATIONS |
|--|-------------|
| 19F WHETHER HAD MORE RESPONSIBILITY WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS With current employer for one year or more Had more responsibility Did not have more responsibility With current employer for less than one year | ALL |
| 19G WHETHER HAD ANY CHANGE IN WORK WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS With current employer for one year or more Had some change in work No change in work reported With current employer for less than one year | 1-4,6-8 |
| 20 WEEKLY EARNINGS IN CURRENT POSITION (SAUD) Part-time employee Under 80 80 and under 240 240 and under 320 320 and over Not stated, don't know Full-time employee Under 320 320 and under 480 480 and under 720 720 and over Not stated, don't know | ALL |
| 21A WHETHER HAD ANY CHILD(REN) AGED UNDER 12 YEARS Had child(ren) aged under 12 years Did not have child(ren) aged under 12 years | 1-5,8 |
| 21B AGE OF YOUNGEST CHILD (YEARS) 2 and under Under 1 1-2 3-5 6-11 | 6 |
| 22 TYPE OF CHILD-CARE USED Used child-care Formal only Informal only Both formal and informal Did not use formal child-care | 6 |

| DATA ITEM | POPULATIONS |
|---|-------------|
| 23 REASON DID NOT USE FORMAL CHILD-CARE Did not use formal child-care Cost Not available at all Not available nearby No places available No need Child(ren) too young or too old Prefer to look after child(ren) Other reason Don't know Used formal child-care | 6 |
| 24 NUMBER OF EMPLOYEES IN HOUSEHOLD Sole employee in household Married Not married Spouse or partner also an employee Not determined | 6 |
| 25 WHETHER RECEIVED TRAINING OR STUDIED WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS With current employer for one year or more Received training or studied Did not receive training or study With current employer for less than one year Received training or studied Did not receive training or study | ALL |
| 26 ALL TYPES OF TRAINING RECEIVED IN THE LAST 12 MONTHS Received training Studied for an educational qualification Attended training course(s) On-the-job training Other Did not receive training | ALL |
| 27 WHETHER RECEIVED MORE THAN ONE TYPE OF TRAINING IN THE LAST 12 MONTHS Received training Only one type of training More than one type of training Did not receive training | ALL |
| 28 WHETHER RECEIVED TRAINING OR STUDIED AND HAD CHANGE WITH CURRENT EMPLOYER IN THE LAST 12 MONTHS With current employer for one year or more Had training or study and no change Had training or study and some change With current employer for less than one year Had training or study and no change Had training or study and some change | ALL |

| DATA ITEM | POPULATIONS |
|-----------|-------------|
|-----------|-------------|

- | | |
|--|------|
| 29 WHETHER TRAINING SUPPORTED BY EMPLOYER Employer provided assistance Employer did not provide assistance | 5 |
| 30 WHETHER HAD A BREAK FROM WORK OF 6 MONTHS OR MORE With current employer for six months or more Had a break from work Did not have a break from work Did not know Currently on a break from work With current employer for less than six months | 1-7A |
| 31 NUMBER OF BREAKS FROM WORK One Two Three or more | 8 |
| 32 LENGTH OF MOST RECENT BREAK FROM WORK 6 months and under 1 year 1 and under 2 years 2 and under 3 years 3 and under 5 years 5 years or more Not asked (a) (a) Persons whose most recent break of six months or more was taken when their youngest child was born were not asked about the length of this break. | 4,8 |
| 33 MAIN REASON FOR MOST RECENT BREAK FROM WORK Family reasons Birth of child, care of child(ren) Other family reasons Personal reasons Education, study or training Travel, holiday Other personal reasons Work reasons Work related injury or illness Other work reasons Other reasons | 4,8 |
| 34 BREAK TAKEN WHEN YOUNGEST CHILD WAS BORN Took leave Ceased work Did not take leave or cease work Was not working at the time Currently away from work | 7 |

| DATA ITEM | POPULATIONS |
|-----------|-------------|
|-----------|-------------|

- | | |
|---|-----|
| 35 LENGTH OF BREAK TAKEN WHEN YOUNGEST CHILD WAS BORN Less than 6 weeks 6 weeks to less than 3 months 3 months to less than 6 months 6 months to less than year 1 year to less than 2 years 2 years or more Currently away from work | 7A |
| 36 TYPE OF LEAVE TAKEN WHEN YOUNGEST CHILD WAS BORN Paid leave only Parental Recreation or holiday Sick Long service Unpaid leave only Parental Leave without pay Paid and unpaid leave or other arrangements | 7A |
| 37A EDUCATIONAL ATTAINMENT (1) With post-school qualifications Higher degree Post-graduate diploma Bachelor degree Undergraduate diploma Associate diploma Skilled vocational qualification Basic vocational qualification Without post-school qualifications Attended highest level of secondary school available Did not attend highest level of secondary school available Left at age — 13 and under 14-15 16-17 18 and over Never attended school Secondary school qualifications not determined Not asked(a) (a) Persons aged 70 and over were not asked about their educational qualifications. | ALL |
| 37B EDUCATIONAL ATTAINMENT (2) With post-school qualifications Without post-school qualifications Not asked(a) (a) Persons aged 70 and over were not asked about their educational qualifications. | ALL |

SUPPLEMENTARY SURVEYS

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

| TITLE | CATALOGUE NUMBER |
|--|------------------|
| ■ Career Experience. Irregular. Latest issue November 1996 | 6254.0 |
| ■ Career Paths of Persons with Trade Qualifications. Irregular. Latest issue 1993 | 6243.0 |
| ■ Child Care. Irregular. Latest issue March 1996 | 4402.0 |
| ■ Employment Benefits. Irregular. Latest issue August 1994 | 6334.0.40.001 |
| ■ Job Search Experience of Unemployed Persons. Annual. Latest issue July 1996 | 6222.0 |
| ■ Labour Force Experience. Two-yearly. Latest issue February 1995 | 6206.0.40.001 |
| ■ Labour Force Status and Educational Attainment. Final issue February 1994 | 6235.0 |
| ■ Labour Force Status and Other Characteristics of Families. Annual. Latest issue June 1996 | 6224.0 |
| ■ Labour Force Status and Other Characteristics of Migrants. Irregular. Latest issue November 1996 | 6250.0 |
| ■ Labour Mobility. Two-yearly. Latest issue February 1996 | 6209.0 |
| ■ Multiple Jobholding. Irregular. Latest issue August 1994 | 6216.0.40.001 |
| ■ Participation in Education. Annual. Latest issue September 1996 | 6272.0 |
| ■ Persons Employed at Home. Irregular. Latest issue September 1995 | 6275.0 |
| ■ Persons Not in the Labour Force. Annual. Latest issue September 1996 | 6220.0 |
| ■ Persons Who had Re-entered the Labour Force. Irregular. Latest issue July 1995 | 6264.0.40.001 |
| ■ Persons Who Have Left the Labour Force. Irregular. Latest issue September 1994 | 6267.0.40.001 |
| ■ Retirement and Retirement Intentions. Irregular. Latest issue November 1994 | 6238.0.40.001 |
| ■ Successful and Unsuccessful Job Search Experience. Two-yearly. Latest issue July 1996 | 6245.0 |
| ■ Superannuation. Irregular. Latest issue November 1995 | 6319.0 |
| ■ Trade Union Members. Two-yearly. Latest issue August 1996 | 6325.0 |
| ■ Training and Education Experience. Irregular. Latest issue 1993 | 6278.0 |
| ■ Transition from Education to Work. Annual. Irregular. Latest issue May 1996 | 6227.0 |
| ■ Underemployed Workers. Annual. Latest issue September 1996 | 6265.0 |
| ■ Weekly Earnings of Employees (Distribution). Annual. Latest issue August 1995 | 6310.0.40.001 |
| ■ Working Arrangements. Irregular. Latest issue August 1995 | 6342.0.40.001 |

FORTHCOMING SUPPLEMENTARY SURVEYS

| Topic | Survey month | Release |
|---|---------------|---------------|
| Labour Force Experience | February 1997 | July 1997 |
| Job Search Experience of Unemployed Persons | July 1997 | December 1997 |
| Retrenchments and Redundancies | July 1997 | January 1998 |
| Weekly Earnings of Employees (Distribution) | August 1997 | January 1998 |

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Recommended retail price: \$16.00



2625400011968

ISSN 1326-9046