



RETRENCHMENT AND REDUNDANCY

AUSTRALIA

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- For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Sue Barker on Canberra 02 6252 6112.

ABOUT THIS PUBLICATION

This publication presents information on the labour force status and other characteristics of persons aged 18–64 years who had been retrenched or made redundant in the three years prior to July 2001. Information is provided on the jobs from which people were retrenched or made redundant, the people affected by retrenchment and redundancy, and their subsequent labour force outcomes.

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

RETRENCHMENT AND REDUNDANCY SURVEY

The statistics in this publication were compiled from data collected in the Retrenchment and Redundancy Survey that was conducted throughout Australia in July 2001 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS).

Data were collected from persons aged 18–64 years who had been retrenched in the three years prior to July 2001. The survey collected details about the job from which they were retrenched, such as industry and occupation; personal characteristics such as age, sex and educational attainment; and some retrenchment details such as reason and prior notice. Where a person was retrenched more than once in the reference period, job details were collected only for the respondent's most recent retrenchment.

Information is also available on the subsequent labour market experience of persons retrenched, covering the period between their retrenchment and July 2001. This information includes labour force status, employment details and job search activities.

ROUNDING

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

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ABBREVIATIONS

ABS	Australian Bureau of Statistics
ABSCQ	Australian Bureau of Statistics Classification of Qualifications
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCED	Australian Standard Classification of Education
ASCO	Australian Standard Classification of Occupations
LFS	Labour Force Survey
RSE	relative standard error
SE	standard error
TAFE	Technical and Further Education

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SUMMARY OF FINDINGS

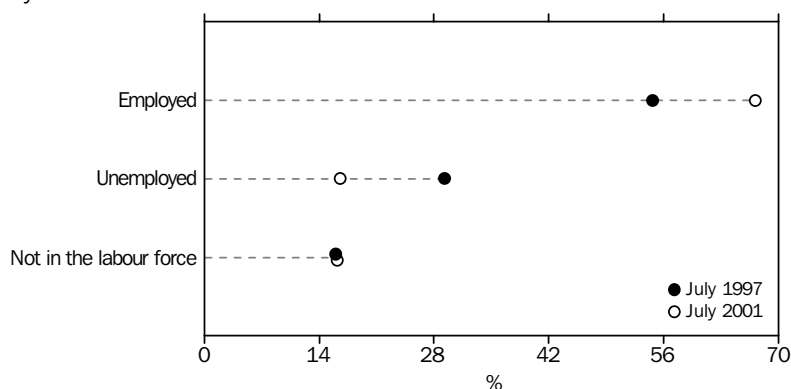
OVERVIEW

In July 2001, the number of persons aged 18–64 years who had held a job in the previous three years was 9,942,400. Of these, 596,400 (6%) had been retrenched in the three years prior to July 2001. This compares with 7% in the previous survey which covered the three years prior to July 1997.

Of those persons retrenched in the three years prior to July 2001, 400,500 (67%) were employed at July 2001. This compares with 374,900 (55%) persons who were employed at July 1997 after being retrenched at some time in the three years prior to that date.

Of those persons retrenched in the three years prior to July 2001, 99,100 (17%) were unemployed at July 2001. This compares with 200,500 (29%) persons who were unemployed at July 1997 after being retrenched in the previous three years.

PERSONS RETRENCHED OR MADE REDUNDANT IN THE PREVIOUS THREE YEARS,
By labour force status

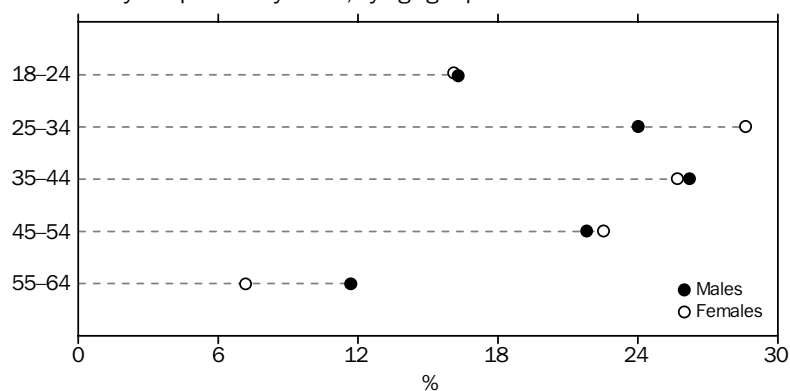


AGE

Over half (52%) of those persons retrenched in the three years prior to July 2001 were aged between 25–44 years, with 16% aged between 18–24 years, and 10% aged between 55–64 years.

Just over one-quarter (26%) of males retrenched in the three years prior to July 2001 were aged between 35–44 years, whereas 29% of females retrenched were aged between 25–34 years.

PERSONS RETRENCHED OR MADE REDUNDANT,
In the three years prior to July 2001, by age group



SUMMARY OF FINDINGS *continued*

INDUSTRY

The largest number of employees were retrenched from jobs in the following industries:

- Manufacturing — 122,100 (20% of all retrenched employees);
- Property and business services — 70,400 (12%); and
- Construction — 68,500 (11%).

There is a relatively high male share (65%) of all retrenchments which can be attributed, in part, to the large numbers of retrenchments in traditionally male-oriented industries such as Manufacturing and Construction. A similar trend was also identified in the previous survey where the male share was 68%.

The industries which recorded the highest proportions of retrenchment, relative to the number of employees at May 2001, were Mining (25%), Communication services (19%), and Construction (16%).

PERSONS AGED 18–64 YEARS, By industry

<i>Industry</i>	<i>Retrenched employees(a)</i>	<i>Employees aged 18–64, May 2001(b)</i>
	'000	'000
Agriculture, forestry and fishing	10.8	194.0
Mining	18.7	75.4
Manufacturing	122.1	1 009.1
Electricity, gas and water supply	7.7	66.7
Construction	68.5	420.0
Wholesale trade	34.8	382.6
Retail trade	58.8	976.5
Accommodation, cafes and restaurants	25.3	394.1
Transport and storage	32.2	348.5
Communication services	31.9	167.8
Finance and insurance	28.7	334.2
Property and business services	70.4	880.9
Government administration and defence	22.1	367.8
Education	9.2	600.7
Health and community services	27.2	842.2
Cultural and recreational services	14.4	173.6
Personal and other services	13.7	275.7
Total	596.4	7 509.9

(a) Industry of job from which retrenched or made redundant in the three years prior to July 2001.

(b) Industry data for employees aged 18–64 years are from Labour Force, Australia, May 2001.

OCCUPATION

The largest number of employees were retrenched from jobs in the following occupations:

- Tradespersons and related workers — 106,900 (18% of all retrenched employees);
- Intermediate clerical, sales and service workers — 98,700 (17%); and
- Labourers and related workers — 80,800 (14%).

SUMMARY OF FINDINGS *continued*

OCCUPATION *continued*

For males, the most common occupations affected were Tradespersons and related workers (26% of all retrenched males) and Intermediate production and transport workers (15%). In contrast, for females, the most commonly affected occupations were Intermediate clerical, sales and service workers (31% of all retrenched females) and Professionals (14%).

The occupations which recorded the highest proportions of retrenchment relative to the number of employees at May 2001 were Tradespersons and related workers (12%), Labourers and related workers (12%), and Intermediate production and transport workers (10%).

PERSONS AGED 18–64 YEARS, By occupation

	Retrenched employees(a)	Employees aged 18–64, May 2001(b)
Occupation	'000	'000
Managers and administrators	36.7	456.8
Professionals	79.0	1 521.2
Associate professionals	55.8	866.9
Tradespersons and related workers	106.9	860.9
Advanced clerical and service workers	21.3	340.2
Intermediate clerical, sales and service workers	98.7	1 433.3
Intermediate production and transport workers	67.8	657.5
Elementary clerical, sales and service workers	49.4	690.8
Labourers and related workers	80.8	682.3
Total	596.4	7 509.9

- (a) Occupation of job from which retrenched or made redundant in the three years prior to July 2001.
- (b) Occupation data for employees aged 18–64 years are from Labour Force, Australia, May 2001.

REASON FOR RETRENCHMENT AND PRIOR NOTICE

In July 2001, 42% of persons retrenched in the previous three years indicated the main reason for retrenchment was 'not enough work/job cuts'. Other commonly reported reasons included 'business closed' (18%) and 'change of management' (10%).

Over three-quarters (77%) of those retrenched in the three years prior to July 2001 were given prior notice of less than five weeks, with 149,500 (25%) given prior notice of less than one day.

EMPLOYMENT ASSISTANCE

For persons retrenched in the three years prior to July 2001, the most common agencies contacted for employment assistance were employers (285,900 persons), employment agencies (261,400) and Centrelink (254,900).

The most frequent types of assistance provided by those agencies included 'referral to an interview for a job' (157,000 persons), 'provided with a job placement' (156,400), and 'referral to a Centrelink touch screen' (130,700).

Note that those persons who contacted agencies for employment assistance can be included in more than one category. Similarly, more than one type of assistance could have been provided.

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PERSONS AGED 18–64 YEARS WHO WORKED IN THE PREVIOUS THREE YEARS

	JULY 1997			JULY 2001		
	<i>Retrenched or made redundant</i>	<i>Not retrenched or made redundant</i>	<i>Total</i>	<i>Retrenched or made redundant</i>	<i>Not retrenched or made redundant</i>	<i>Total</i>
	'000	'000	'000	'000	'000	'000
Age group (years)						
18–24	133.0	1 465.7	1 598.7	96.8	1 566.8	1 663.6
25–34	191.1	2 283.4	2 474.4	152.5	2 389.1	2 541.6
35–44	150.8	2 275.7	2 426.5	155.3	2 369.6	2 524.9
45–54	139.7	1 827.7	1 967.5	131.2	2 049.7	2 180.9
55–64	70.9	801.2	872.1	60.6	970.8	1 031.4
Sex						
Males	469.3	4 678.0	5 147.4	389.8	5 008.8	5 398.6
Females	216.1	3 975.7	4 191.8	206.6	4 337.3	4 543.8
Labour force status at July						
Employed	374.9	7 644.5	8 019.4	400.5	8 241.8	8 642.3
Unemployed	200.5	286.1	486.6	99.1	287.2	386.3
Not in the labour force	110.0	723.2	833.2	96.8	817.0	913.8
State or territory of usual residence						
New South Wales	182.8	2 922.0	3 104.8	184.3	3 142.6	3 326.9
Victoria	183.7	2 147.9	2 331.6	154.4	2 362.8	2 517.2
Queensland	149.5	1 598.1	1 747.7	123.5	1 733.1	1 856.6
South Australia	66.5	668.4	734.9	48.5	689.1	737.6
Western Australia	68.8	875.7	944.4	58.7	959.3	1 018.0
Tasmania	17.7	203.6	221.2	12.6	206.2	218.9
Northern Territory(a)	*3.3	75.4	78.7	*4.8	83.5	88.3
Australian Capital Territory	13.1	162.8	175.9	9.6	169.3	178.9
Total	685.4	8 653.8	9 339.2	596.4	9 346.0	9 942.4

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

(a) Refers to mainly urban areas only.

PERSONS RETRENCHED OR MADE REDUNDANT, Characteristics of persons

LABOUR FORCE STATUS AT JULY 2001

	Employed	Unemployed	Not in the labour force	Total
	'000	'000	'000	'000
MALES				
Total	265.4	76.3	48.2	389.8
Age group (years)				
18–24	36.8	19.3	7.3	63.5
25–34	69.0	19.2	5.3	93.5
35–44	78.1	14.6	9.5	102.2
45–54	58.2	17.4	9.2	84.9
55–64	23.2	5.6	16.9	45.8
Level of highest educational attainment(a)				
Bachelor degree or above	42.2	8.7	*4.5	55.5
Advanced diploma or diploma	16.1	*5.1	*2.4	23.6
Certificate	83.6	19.1	11.3	113.9
Year 12(b)	39.8	12.2	7.0	59.0
Year 11(b)	22.4	7.2	6.0	35.6
Year 10 or below(b)	57.1	23.3	14.6	95.1
Country of birth				
Born in Australia	200.7	57.8	34.7	293.3
Born overseas	64.6	18.4	13.5	96.6
Born in main English-speaking countries	33.4	7.3	7.1	47.8
Born in other countries	31.2	11.1	6.4	48.8
Relationship in household				
Family member	210.9	54.2	35.8	300.9
Husband, wife or partner	173.8	37.0	29.1	239.9
Lone parent	*4.8	**0.4	*0.9	6.1
Other family person(c)	32.4	16.7	5.8	54.9
Non-family member	46.9	20.3	8.3	75.4
Lone person	30.7	13.4	6.0	50.1
Not living alone	16.1	6.9	*2.3	25.3
Not determined	7.6	*1.8	*4.1	13.5
State or territory of usual residence				
New South Wales	88.5	18.7	16.5	123.8
Victoria	65.3	19.1	10.6	95.0
Queensland	51.7	19.6	10.9	82.2
South Australia	22.4	5.7	*3.8	32.0
Western Australia	25.7	10.2	*3.7	39.6
Tasmania	5.5	*1.6	*1.1	8.2
Northern Territory(d)	*1.9	**0.6	**0.5	*3.0
Australian Capital Territory	*4.3	**0.7	*1.1	6.1

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(b) Includes persons who are currently undertaking school study.

(c) Comprises dependent student, non-dependent child and other family person.

(d) Refers to mainly urban areas only.

LABOUR FORCE STATUS AT JULY 2001

	Employed	Unemployed	Not in the labour force	Total
	'000	'000	'000	'000
FEMALES				
Total	135.2	22.8	48.6	206.6
Age group (years)				
18–24	21.6	8.1	*3.6	33.3
25–34	39.5	5.8	13.7	59.0
35–44	36.1	*4.2	12.7	53.1
45–54	31.3	*4.2	10.8	46.4
55–64	6.6	**0.5	7.7	14.8
Level of highest educational attainment(a)				
Bachelor degree or above	21.8	*3.4	7.6	32.7
Advanced diploma or diploma	16.7	*1.0	*2.6	20.3
Certificate	12.4	*2.5	6.5	21.4
Year 12(b)	32.4	*4.9	9.7	47.0
Year 11(b)	14.8	*3.5	6.6	24.9
Year 10 or below(b)	35.8	7.5	15.3	58.5
Country of birth				
Born in Australia	104.6	17.3	34.6	156.5
Born overseas	30.6	5.5	14.0	50.1
Born in main English-speaking countries	13.5	*4.1	6.9	24.5
Born in other countries	17.1	*1.3	7.2	25.6
Relationship in household				
Family member	105.4	17.2	40.5	163.1
Husband, wife or partner	76.3	11.0	31.7	119.0
Lone parent	13.2	*1.9	6.0	21.2
Other family person(c)	15.8	*4.3	*2.8	22.9
Non-family member	24.6	*4.4	5.4	34.4
Lone person	14.7	*2.5	*3.2	20.4
Not living alone	10.0	*1.9	*2.1	14.0
Not determined	5.2	*1.2	*2.8	9.1
State or territory of usual residence				
New South Wales	39.4	*5.0	16.2	60.5
Victoria	37.2	7.8	14.4	59.4
Queensland	27.1	5.9	8.3	41.3
South Australia	11.1	*1.5	*3.9	16.5
Western Australia	13.2	*1.5	*4.4	19.1
Tasmania	*3.1	**0.6	**0.8	*4.5
Northern Territory(d)	*1.6	**0.1	**0.1	*1.9
Australian Capital Territory	*2.5	**0.3	**0.6	*3.4

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

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

(a) The levels of education are not necessarily listed in order from highest to lowest. See paragraph 20 of the Explanatory Notes. Excludes persons with no educational attainment, level not determined, and other education.

(b) Includes persons who are currently undertaking school study.

(c) Comprises dependent student, non-dependent child and other family person.

(d) Refers to mainly urban areas only.

LABOUR FORCE STATUS AT JULY 2001

	Employed	Unemployed	Not in the labour force	Total
	'000	'000	'000	'000
PERSONS				
Total	400.5	99.1	96.8	596.4
Age group (years)				
18-24	58.4	27.4	11.0	96.8
25-34	108.5	25.0	19.0	152.5
35-44	114.2	18.9	22.2	155.3
45-54	89.6	21.6	20.1	131.2
55-64	29.8	6.1	24.6	60.6
Level of highest educational attainment(a)				
Bachelor degree or above	64.0	12.1	12.1	88.2
Advanced diploma or diploma	32.8	6.0	*5.0	43.9
Certificate	96.0	21.5	17.8	135.4
Year 12(b)	72.2	17.1	16.7	106.0
Year 11(b)	37.2	10.7	12.6	60.4
Year 10 or below(b)	92.9	30.8	29.9	153.6
Country of birth				
Born in Australia	305.3	75.2	69.3	449.7
Born overseas	95.2	23.9	27.5	146.6
Born in main English-speaking countries	46.9	11.4	13.9	72.3
Born in other countries	48.3	12.5	13.6	74.4
Relationship in household				
Family member	316.3	71.4	76.3	464.0
Husband, wife or partner	250.1	48.0	60.7	358.9
Lone parent	18.0	*2.3	7.0	27.3
Other family person(c)	48.1	21.1	8.6	77.8
Non-family member	71.5	24.6	13.7	109.8
Lone person	45.4	15.9	9.2	70.5
Not living alone	26.1	8.8	*4.4	39.3
Not determined	12.7	*3.0	6.9	22.6
State or territory of usual residence				
New South Wales	127.9	23.7	32.7	184.3
Victoria	102.5	26.9	25.0	154.4
Queensland	78.8	25.5	19.2	123.5
South Australia	33.5	7.3	7.7	48.5
Western Australia	38.9	11.7	8.2	58.7
Tasmania	8.6	*2.2	*1.9	12.6
Northern Territory(d)	*3.5	**0.7	**0.6	*4.8
Australian Capital Territory	6.8	*1.1	*1.7	9.6

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(b) Includes persons who are currently undertaking school study.

(c) Comprises dependent student, non-dependent child and other family person.

(d) Refers to mainly urban areas only.

PERSONS RETRENCHED OR MADE REDUNDANT, Characteristics of retrenchment

LABOUR FORCE STATUS AT JULY 2001

	Employed	Unemployed	Not in the labour force	Total
	'000	'000	'000	'000
MALES				
Main reason retrenched or made redundant				
Not enough work/job cuts	113.0	42.6	18.7	174.3
Business closed	49.5	11.2	7.4	68.1
Change of management	25.0	7.5	*4.7	37.3
Other business problems	13.5	*1.4	**0.7	15.6
Ill health or physical disability	*3.5	*1.5	*5.1	10.0
Nature of job changed/new technology	13.2	*1.2	*3.3	17.7
Other(a)	47.7	10.8	8.3	66.8
Was most recently retrenched or made redundant in				
January to June 2001	58.7	37.3	17.1	113.1
2000	98.4	25.5	15.1	139.0
1999	70.0	9.7	10.9	90.5
July to December 1998	38.4	*3.7	*5.1	47.2
Prior notice of retrenchment or redundancy				
Less than 1 day	70.5	21.7	8.4	100.6
1 to 6 days	41.3	13.6	7.4	62.3
1 and under 5 weeks	94.7	28.9	17.1	140.6
5 and under 9 weeks	19.3	*4.5	5.7	29.5
9 and under 13 weeks	12.8	*3.7	*1.8	18.3
13 weeks or more	26.8	*3.9	7.8	38.5
Number of times retrenched or made redundant				
Once	221.4	66.8	42.4	330.5
Twice	31.8	6.4	*3.6	41.8
Three times or more	12.3	*3.1	*2.1	17.5
Total	265.4	76.3	48.2	389.8

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

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

(a) Includes inefficiency/poor work performance, disagreement with management, too young or too old, other, and don't know.

LABOUR FORCE STATUS AT JULY 2001

	Employed	Unemployed	Not in the labour force	Total
	'000	'000	'000	'000
FEMALES				
Main reason retrenched or made redundant				
Not enough work/job cuts	47.2	9.8	16.9	73.9
Business closed	29.5	*4.0	6.7	40.2
Change of management	16.2	*1.5	*3.4	21.2
Other business problems	5.3	*1.1	*1.1	7.5
Ill health or physical disability	*1.7	**0.5	*4.5	6.7
Nature of job changed/new technology	9.2	*0.9	*3.1	13.2
Other(a)	26.1	*4.9	12.9	43.9
Was most recently retrenched or made redundant in				
January to June 2001	31.6	12.5	14.4	58.5
2000	46.0	5.5	17.7	69.2
1999	34.7	*2.9	10.2	47.8
July to December 1998	22.8	*2.0	6.3	31.1
Prior notice of retrenchment or redundancy				
Less than 1 day	32.8	6.6	9.5	48.9
1 to 6 days	11.9	*3.9	6.4	22.3
1 and under 5 weeks	58.0	8.4	17.4	83.8
5 and under 9 weeks	13.0	*2.7	5.5	21.1
9 and under 13 weeks	*4.2	**0.3	*2.1	6.6
13 weeks or more	15.3	*0.9	7.7	23.9
Number of times retrenched or made redundant				
Once	122.0	20.8	45.7	188.4
Twice	9.6	*2.0	*2.4	14.0
Three times or more	*3.6	—	**0.5	*4.1
Total	135.2	22.8	48.6	206.6

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

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

— nil or rounded to zero (including null cells)

(a) Includes inefficiency/poor work performance, disagreement with management, too young or too old, other, and don't know.

PERSONS RETRENCHED OR MADE REDUNDANT, Characteristics of retrenchment *continued*

LABOUR FORCE STATUS AT JULY 2001

	Employed	Unemployed	Not in the labour force	Total
	'000	'000	'000	'000
PERSONS				
Main reason retrenched or made redundant				
Not enough work/job cuts	160.2	52.4	35.6	248.2
Business closed	78.9	15.2	14.1	108.3
Change of management	41.2	9.0	8.2	58.5
Other business problems	18.8	*2.5	*1.8	23.1
Ill health or physical disability	*5.1	*2.0	9.5	16.7
Nature of job changed/new technology	22.4	*2.2	6.4	30.9
Other(a)	73.8	15.7	21.2	110.7
Was most recently retrenched or made redundant in				
January to June 2001	90.3	49.8	31.5	171.6
2000	144.3	31.0	32.8	208.2
1999	104.7	12.6	21.1	138.3
July to December 1998	61.2	5.7	11.4	78.3
Prior notice of retrenchment or redundancy				
Less than 1 day	103.3	28.3	17.9	149.5
1 to 6 days	53.2	17.5	13.8	84.6
1 and under 5 weeks	152.6	37.3	34.5	224.4
5 and under 9 weeks	32.3	7.2	11.2	50.6
9 and under 13 weeks	17.0	*4.0	*3.9	24.9
13 weeks or more	42.1	*4.8	15.5	62.4
Number of times retrenched or made redundant				
Once	343.3	87.5	88.1	519.0
Twice	41.3	8.4	6.0	55.8
Three times or more	15.8	*3.1	*2.7	21.6
Total	400.5	99.1	96.8	596.4

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

(a) Includes inefficiency/poor work performance, disagreement with management, too young or too old, other, and don't know.

PERSONS RETRENCHED OR MADE REDUNDANT, Employment assistance

LABOUR FORCE STATUS AT JULY 2001

	<i>Employed</i>	<i>Unemployed</i>	<i>Not in the labour force</i>	<i>Total</i>
	'000	'000	'000	'000
Agencies contacted for employment assistance(a)				
Centrelink	149.9	71.2	33.8	254.9
Dept of Employment, Workplace Relations and Small Business	20.4	7.1	*2.6	30.1
TAFE college or other educational institution	30.6	17.4	8.2	56.2
Employment agency	172.9	67.8	20.7	261.4
Employer(s)	194.0	70.0	21.9	285.9
Union(s)	25.1	5.5	*3.7	34.3
Other	34.8	10.6	6.6	52.0
None	103.9	5.3	44.8	154.0
Type of employment assistance provided(a)				
Referral to a Centrelink touchscreen	77.1	40.2	13.4	130.7
Referral to an interview for a job	113.3	32.2	11.5	157.0
A job placement	139.3	9.1	8.0	156.4
Advice on job hunting	66.4	36.1	11.3	113.8
Career advice	43.2	22.6	9.3	75.1
Other assistance	29.1	9.7	6.4	45.2
None	55.4	20.5	17.6	93.5
Total	400.5	99.1	96.8	596.4

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

(a) Refers to all sources of assistance after retrenchment, therefore persons may appear in more than one category. See paragraph 15 of the Explanatory Notes.

PERSONS RETRENCHED OR MADE REDUNDANT, Characteristics of job from which retrenched

	July 1997	July 2001
	'000	'000
Duration of job from which retrenched or made redundant		
Under 3 months	65.8	35.8
3 and under 6 months	84.5	50.6
6 and under 9 months	71.3	56.4
9 and under 12 months	40.0	35.4
1 and under 2 years	92.6	85.8
2 and under 3 years	60.6	48.7
3 and under 5 years	57.2	71.2
5 and under 10 years	89.6	81.1
10 and under 20 years	77.1	84.1
20 years and over	46.7	47.3
Industry of job from which retrenched or made redundant		
Agriculture, forestry and fishing	18.0	10.8
Mining	10.9	18.7
Manufacturing	166.9	122.1
Electricity, gas and water supply	19.3	7.7
Construction	59.1	68.5
Wholesale trade	46.4	34.8
Retail trade	82.0	58.8
Accommodation, cafes and restaurants	37.0	25.3
Transport and storage	30.6	32.2
Communication services	17.5	31.9
Finance and insurance	23.1	28.7
Property and business services	47.6	70.4
Government administration and defence	39.5	22.1
Education	21.5	9.2
Health and community services	33.9	27.2
Cultural and recreational services	14.6	14.4
Personal and other services	17.6	13.7
Occupation of job from which retrenched or made redundant		
Managers and administrators	26.6	36.7
Professionals	68.8	79.0
Associate professionals	50.8	55.8
Tradespersons and related workers	122.1	106.9
Advanced clerical and service workers	24.0	21.3
Intermediate clerical, sales and service workers	113.6	98.7
Intermediate production and transport workers	91.6	67.8
Elementary clerical, sales and service workers	59.9	49.4
Labourers and related workers	128.0	80.8
Full-time or part-time status of job from which retrenched or made redundant		
Full-time	578.4	484.2
Part-time	107.0	112.2
Total	685.4	596.4

PERSONS RETRENCHED OR MADE REDUNDANT, By labour force status at July 2001

LABOUR FORCE STATUS AT JULY 2001

	Employed	Unemployed	Not in the labour force	Total
	'000	'000	'000	'000

Leave entitlements in job from which retrenched or made redundant

With leave entitlements	312.0	65.7	69.0	446.7
Without leave entitlements	88.5	33.3	27.8	149.7

Sector of job from which retrenched or made redundant

Public	46.4	*4.8	17.3	68.5
Private(a)	354.1	94.3	79.5	527.9

Industry of job from which retrenched or made redundant

Agriculture, forestry and fishing	7.2	*2.2	*1.3	10.8
Mining	15.0	*1.4	*2.3	18.7
Manufacturing	80.7	26.3	15.0	122.1
Electricity, gas and water supply	*4.3	*1.1	*2.3	7.7
Construction	46.0	13.3	9.2	68.5
Wholesale trade	25.1	6.3	*3.4	34.8
Retail trade	37.6	11.2	10.0	58.8
Accommodation, cafes and restaurants	15.6	*4.1	5.7	25.3
Transport and storage	20.3	*4.4	7.6	32.2
Communication services	17.8	6.0	8.1	31.9
Finance and insurance	19.7	*2.3	6.7	28.7
Property and business services	51.5	8.3	10.5	70.4
Government administration and defence	15.9	*2.3	*3.9	22.1
Education	6.6	*1.2	*1.3	9.2
Health and community services	19.5	*3.1	*4.6	27.2
Cultural and recreational services	10.0	*3.0	*1.3	14.4
Personal and other services	7.6	*2.6	*3.5	13.7

Occupation of job from which retrenched or made redundant

Managers and administrators	29.4	*2.3	*5.0	36.7
Professionals	56.6	11.1	11.2	79.0
Associate professionals	39.8	7.1	8.9	55.8
Tradespersons and related workers	74.6	21.3	10.9	106.9
Advanced clerical and service workers	15.7	*1.5	*4.2	21.3
Intermediate clerical, sales and service workers	66.8	11.4	20.6	98.7
Intermediate production and transport workers	42.7	15.4	9.7	67.8
Elementary clerical, sales and service workers	29.7	7.4	12.3	49.4
Labourers and related workers	45.2	21.6	14.1	80.8

Full-time or part-time status of job from which retrenched or made redundant

Full-time	334.7	82.1	67.4	484.2
Part-time	65.8	17.0	29.4	112.2

Duration of job from which retrenched or made redundant

Under 12 months	115.2	39.7	23.3	178.2
1 and under 3 years	97.7	22.2	14.7	134.5
3 and under 5 years	50.7	11.9	8.6	71.2
5 and under 10 years	54.7	10.8	15.5	81.1
10 and under 20 years	56.9	9.2	18.0	84.1
20 years and over	25.3	5.3	16.7	47.3

Total	400.5	99.1	96.8	596.4
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* estimate has a relative standard error of between 25% and 50% and should be used with caution

(a) Includes 49,700 persons whose sector was not coded or determined. See paragraph 13 of the Explanatory Notes.

PERSONS RETRENCHED OR MADE REDUNDANT, By sex

	Males	Females	Persons
	'000	'000	'000
Leave entitlements in job from which retrenched or made redundant			
With leave entitlements	302.0	144.7	446.7
Without leave entitlements	87.8	61.9	149.7
Sector of job from which retrenched or made redundant			
Public	39.7	28.8	68.5
Private(a)	350.2	177.7	527.9
Industry of job from which retrenched or made redundant			
Agriculture, forestry and fishing	7.0	*3.8	10.8
Mining	16.4	*2.3	18.7
Manufacturing	97.5	24.6	122.1
Electricity, gas and water supply	6.4	*1.3	7.7
Construction	62.6	5.9	68.5
Wholesale trade	23.4	11.4	34.8
Retail trade	32.1	26.6	58.8
Accommodation, cafes and restaurants	12.5	12.8	25.3
Transport and storage	23.3	8.9	32.2
Communication services	21.1	10.9	31.9
Finance and insurance	12.2	16.4	28.7
Property and business services	39.6	30.8	70.4
Government administration and defence	12.3	9.7	22.1
Education	*3.5	5.7	9.2
Health and community services	*4.8	22.5	27.2
Cultural and recreational services	9.6	*4.8	14.4
Personal and other services	5.5	8.2	13.7
Occupation of job from which retrenched or made redundant			
Managers and administrators	27.5	9.1	36.7
Professionals	50.2	28.8	79.0
Associate professionals	35.6	20.2	55.8
Tradespersons and related workers	101.0	5.8	106.9
Advanced clerical and service workers	*3.6	17.8	21.3
Intermediate clerical, sales and service workers	34.7	64.1	98.7
Intermediate production and transport workers	58.2	9.5	67.8
Elementary clerical, sales and service workers	21.5	27.9	49.4
Labourers and related workers	57.5	23.3	80.8
Full-time or part-time status of job from which retrenched or made redundant			
Full-time	349.6	134.6	484.2
Part-time	40.2	71.9	112.2
Duration of job from which retrenched or made redundant			
Under 12 months	119.0	59.3	178.2
1 and under 3 years	83.2	51.3	134.5
3 and under 5 years	48.2	23.0	71.2
5 and under 10 years	50.8	30.3	81.1
10 and under 20 years	50.4	33.7	84.1
20 years and over	38.3	8.9	47.3
Total	389.8	206.6	596.4

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

(a) Includes 49,700 persons whose sector was not coded or determined. See paragraph 13 of the Explanatory Notes.

	INDUSTRY		OCCUPATION		Total
	Did not change industry	Changed industry	Did not change occupation	Changed occupation	
	'000	'000	'000	'000	
Total	198.3	202.2	238.0	162.5	400.5
Industry of job from which retrenched or made redundant					
Agriculture, forestry and fishing	*3.8	*3.5	*3.9	*3.3	7.2
Mining	6.5	8.5	9.8	5.2	15.0
Manufacturing	40.1	40.7	42.8	37.9	80.7
Electricity, gas and water supply	*2.6	*1.7	*3.4	*0.9	*4.3
Construction	31.2	14.8	33.0	13.0	46.0
Wholesale trade	8.6	16.5	16.0	9.1	25.1
Retail trade	21.2	16.4	19.6	18.0	37.6
Accommodation, cafes and restaurants	5.6	10.0	8.4	7.2	15.6
Transport and storage	11.6	8.7	14.0	6.3	20.3
Communication services	5.9	12.0	8.1	9.7	17.8
Finance and insurance	8.0	11.7	11.3	8.4	19.7
Property and business services	29.7	21.8	32.5	19.0	51.5
Government administration and defence	*3.6	12.2	8.8	7.0	15.9
Education	*2.1	*4.5	*3.3	*3.3	6.6
Health and community services	10.0	9.5	11.8	7.8	19.5
Cultural and recreational services	*3.9	6.0	6.2	*3.8	10.0
Personal and other services	*3.9	*3.7	*5.1	*2.5	7.6
Occupation of job from which retrenched or made redundant					
Managers and administrators	15.9	13.6	15.4	14.0	29.4
Professionals	28.0	28.6	39.1	17.5	56.6
Associate professionals	17.9	21.9	16.1	23.7	39.8
Tradespersons and related workers	47.4	27.2	51.6	23.0	74.6
Advanced clerical and service workers	7.3	8.3	10.6	*5.0	15.7
Intermediate clerical, sales and service workers	25.8	41.0	39.0	27.8	66.8
Intermediate production and transport workers	24.8	17.9	27.6	15.1	42.7
Elementary clerical, sales and service workers	12.0	17.8	14.0	15.8	29.7
Labourers and related workers	19.2	26.0	24.7	20.6	45.2
Whether full-time or part-time status changed since retrenched or made redundant					
Did not change full-time/part-time status	166.8	148.1	195.4	119.5	314.8
Changed full-time/part-time status	31.5	54.2	42.6	43.0	85.7
Changed from full-time to part-time	19.9	36.5	27.8	28.6	56.4
Changed from part-time to full-time	11.6	17.7	14.9	14.4	29.3
Whether leave entitlements changed since retrenched or made redundant					
Did not change leave entitlements	142.2	108.4	163.8	86.7	250.5
Changed leave entitlements	40.2	69.6	55.1	54.7	109.9
Not applicable(a)	15.9	24.2	19.0	21.1	40.1
Status in employment in current job					
Employee	182.4	178.0	219.0	141.4	360.4
Employer	**0.6	*2.6	*1.4	*1.9	*3.3
Own account worker	15.3	20.2	17.6	17.9	35.5
Contributing family worker	—	*1.4	**0.1	*1.3	*1.4

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

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

— nil or rounded to zero (including null cells)

(a) Leave entitlements are not determined for those persons who are not employees in their current job.

	WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK		DURATION OF UNEMPLOYMENT	
	<i>Looking for full- time work</i>	<i>Total(b)</i>	<i>Mean</i>	<i>Median</i>
	'000	'000	weeks	weeks
Total	92.7	99.1	21.8	13.0
Main difficulty in finding work				
Too many applicants for available jobs	14.5	15.1	27.2	*14.0
No vacancies in line of work	17.7	18.3	15.2	7.0
Considered too young or too old by employers	12.4	13.4	31.2	*21.0
Insufficient work experience	*4.0	*4.9	*20.4	*16.0
Lacked necessary skills/education	11.9	11.9	*25.8	*22.0
No vacancies at all	9.8	9.8	*11.8	*9.0
Too far to travel/transport problems	*4.9	*4.9	*26.4	*16.0
Language difficulties	*1.2	*1.2	**7.9	**8.0
Own ill health or disability	6.2	6.3	*41.6	*25.0
Unsuitable hours	**0.3	*1.9	**15.8	**21.0
Difficulties with child care and other family responsibilities	*0.9	*0.9	*3.5	*2.0
Difficulties because of ethnic background	**0.1	**0.1	**24.5	**25.0
Other difficulties	*3.4	*3.8	*16.1	*15.0
No difficulties reported	5.2	6.5	*4.8	*2.0
All active steps taken to find work(c)				
Contacted prospective employers	91.1	97.3	21.6	12.0
Answered a newspaper advertisement for a job	33.8	35.0	23.3	15.0
Checked Centrelink touchscreens	29.5	30.6	23.7	15.0
Checked factory noticeboards	10.5	10.9	*26.6	*24.0
Registered with Centrelink	68.4	69.8	25.0	15.0
Contacted an employment agency	73.0	74.7	22.8	15.0
Advertised or tendered for work	5.7	6.0	*22.7	*17.0
Contacted friends or relatives	35.1	36.8	21.9	13.0
Searched internet sites	43.8	46.7	22.1	15.0
Duration of current period of unemployment				
Under 1 year	81.2	87.4	13.8	10.0
1 and under 4 weeks	20.7	22.9	2.2	2.0
4 and under 8 weeks	15.1	16.8	5.6	5.0
8 and under 13 weeks	9.3	9.8	*10.3	*10.0
13 and under 26 weeks	20.2	20.8	18.7	18.0
26 and under 39 weeks	13.0	14.0	31.2	*31.0
39 and under 52 weeks	*3.0	*3.0	*44.1	**45.0
1 year and over	11.5	11.6	*82.1	*79.0
1 and under 2 years	9.3	9.4	*72.2	*75.0
2 years and over	*2.2	*2.2	**124.4	**123.0
Number of offers of employment in the current period of unemployment				
None	76.6	80.8	22.1	13.0
One	11.0	12.8	14.2	*7.0
Two or more	*5.1	5.5	*35.1	*28.0

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

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

(a) Job search activities and duration of unemployment relate to a persons current period of unemployment and may not necessarily be as a result of their retrenchment.

(b) Includes persons looking for part-time work.

(c) Refers to all active steps taken to look for work during current period of unemployment, therefore persons may appear in more than one category.

	NSW	Vic.	Qld	SA	WA	Tas.	NT(a)	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
Population 1: Persons aged 18–64 years who had held a job in the three years prior to July 2001	1 823.8	1 362.7	1 002.4	396.1	556.1	118.0	47.6	91.9	5 398.6
Population 2: Persons aged 18–64 years who had been retrenched or made redundant in the three years prior to July 2001	123.8	95.0	82.2	32.0	39.6	8.2	*3.0	6.1	389.8
Population 3: Persons aged 18–64 years who had been retrenched or made redundant in the three years prior to July 2001 and were employed at July 2001	88.5	65.3	51.7	22.4	25.7	5.5	*1.9	*4.3	265.4
Population 4: Persons aged 18–64 years who had been retrenched or made redundant in the three years prior to July 2001 and were unemployed at July 2001	18.7	19.1	19.6	5.7	10.2	*1.6	**0.6	**0.7	76.3
FEMALES									
Population 1: Persons aged 18–64 years who had held a job in the three years prior to July 2001	1 503.1	1 154.5	854.2	341.5	461.8	100.9	40.8	87.0	4 543.8
Population 2: Persons aged 18–64 years who had been retrenched or made redundant in the three years prior to July 2001	60.5	59.4	41.3	16.5	19.1	*4.5	*1.9	*3.4	206.6
Population 3: Persons aged 18–64 years who had been retrenched or made redundant in the three years prior to July 2001 and were employed at July 2001	39.4	37.2	27.1	11.1	13.2	*3.1	*1.6	*2.5	135.2
Population 4: Persons aged 18–64 years who had been retrenched or made redundant in the three years prior to July 2001 and were unemployed at July 2001	*5.0	7.8	5.9	*1.5	*1.5	**0.6	**0.1	**0.3	22.8
PERSONS									
Population 1: Persons aged 18–64 years who had held a job in the three years prior to July 2001	3 326.9	2 517.2	1 856.6	737.6	1 018.0	218.9	88.3	178.9	9 942.4
Population 2: Persons aged 18–64 years who had been retrenched or made redundant in the three years prior to July 2001	184.3	154.4	123.5	48.5	58.7	12.6	*4.8	9.6	596.4
Population 3: Persons aged 18–64 years who had been retrenched or made redundant in the three years prior to July 2001 and were employed at July 2001	127.9	102.5	78.8	33.5	38.9	8.6	*3.5	6.8	400.5
Population 4: Persons aged 18–64 years who had been retrenched or made redundant in the three years prior to July 2001 and were unemployed at July 2001	23.7	26.9	25.5	7.3	11.7	*2.2	**0.7	*1.1	99.1

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

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

(a) Refers to mainly urban areas only.

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this publication were compiled from data collected in the Retrenchment and Redundancy Survey that was conducted throughout Australia in July 2001 as a supplement to the monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

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

CONCEPTS, SOURCES AND METHODS

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

SCOPE

4 The scope of the survey was restricted to persons aged 18–64 years and excluded the following persons:

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

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

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

COVERAGE

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

RELIABILITY OF THE ESTIMATES

8 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, see the Technical Note.

EXPLANATORY NOTES *continued*

RELIABILITY OF THE ESTIMATES *continued*

- 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

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

COMPARABILITY OF TIME SERIES

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

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

COMPARABILITY WITH MONTHLY LFS STATISTICS

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

NOTES ON ESTIMATES

- 13** In the three years to 30 June 2001, there were 49,700 persons for whom sector of job from which retrenched or made redundant could not be coded or determined. These persons have been included in the private sector for the purpose of this publication. There were also an estimated 1,900 persons for whom sector of current job at July 2001 could not be determined.
- 14** In order for the data collected in July 2001 to be comparable with July 1997, there were 9,300 persons who were retrenched or made redundant in the reference week and were excluded from the retrenched population. Information on these persons was collected and is available upon request.
- 15** Contact with an agency for employment assistance by a person who was retrenched in the three years prior to July 2001 may not necessarily be as a result of their retrenchment.
- 16** It was impracticable to apply the strict definitions used in the monthly LFS when obtaining information relating to labour force status of persons before retrenchment or redundancy. Respondents were simply asked 'Have you had any job at all since July 1998?'.
- 17** There are two Labour Force Supplementary surveys which collect information about the number of people retrenched from their job: *Labour Mobility, Australia* (cat. no. 6209.0) and *Retrenchment and Redundancy, Australia* (cat. no. 6266.0). Although both surveys present information on retrenched persons, there are important differences in methodology which limit comparability of the data.

EXPLANATORY NOTES *continued*

CHANGES SINCE LAST SURVEY

18 In April 2001, a redesigned LFS questionnaire was introduced. This has impacted on the information presented in this publication from July 2001 as described in paragraph 19.

19 Some minor changes have been made to the definition of unemployed persons. The new definition excludes persons who were stood down and persons unavailable to start work due to temporary illness and may include some contributing family workers away from work, see *Information Paper: Implementing the Redesigned Labour Force Survey Questionnaire* (cat. no. 6295.0).

20 This publication contains Highest level of educational attainment which has been classified according to the Australian Standard Classification of Education (ASCED). The ASCED is a new national standard classification which spans all sectors of the formal Australian education system; that is, School, Vocational Education and Training and Higher Education. From 2001, ASCED replaces a number of classifications used in administrative and statistical systems, including the ABS Classification of Qualifications (ABSCQ). The ASCED comprises two classifications: Level of Education and Field of Education. See *Australian Standard Classification of Education (ASCED), 2001* (cat. no. 1272.0). For further details on how highest educational attainment is determined, see *Education and Work, Australia* (cat. no. 6227.0).

PREVIOUS SURVEYS

21 This survey was previously conducted in July 1997 and published in *Retrenchment and Redundancy, Australia* (cat. no. 6266.0).

NEXT SURVEY

22 The ABS plans to conduct this survey again in July 2005.

ACKNOWLEDGMENT

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

RELATED PUBLICATIONS

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

- *Job Search Experience of Unemployed Persons, Australia*, cat. no. 6222.0
- *Labour Force, Australia*, cat. no. 6203.0
- *Labour Force Experience, Australia*, cat. no. 6206.0
- *Labour Mobility, Australia*, cat. no. 6209.0

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

APPENDIX 1 POPULATIONS AND DATA ITEM LIST

DATA AVAILABLE ON REQUEST

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

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

For more information about ABS data available on request, contact Sue Barker on Canberra 02 6252 6112, or by facsimile on 02 6252 5172.

- | | |
|---------------------|---|
| Population 1 | Persons aged 18 to 64 years who had held a job in the three years prior to July 2001. |
| Population 2 | Persons aged 18 to 64 years who had been retrenched or made redundant in the three years prior to July 2001. |
| Population 3 | Persons aged 18 to 64 years who had been retrenched or made redundant in the three years prior to July 2001 and were employed at July 2001. |
| Population 4 | Persons aged 18 to 64 years who had been retrenched or made redundant in the three years prior to July 2001 and were unemployed at July 2001. |

APPENDIX 1 POPULATIONS AND DATA ITEM LIST *continued*

<i>Data Items</i>	<i>Populations</i>	<i>Data Items</i>	<i>Populations</i>
1 State or territory of usual residence	All	8 Age group (years)	All
New South Wales		18–24	
Victoria		25–34	
Queensland		35–44	
South Australia		45–54	
Western Australia		55–64	
Tasmania		Note: Age collected in single years	
Northern Territory			
Australian Capital Territory		9 Labour force status at July 2001	All
2 Area of usual residence	All	Employed	
State Capital City		Unemployed	
Balance of state/territory		Not in the labour force	
3 Region of usual residence	All	10 Number of times retrenched or made redundant	2,3,4
Standard labour force dissemination regions		Once	
4 Sex	All	Twice	
Males		Three times or more	
Females		11 Leave entitlements in job from which retrenched or made redundant	2,3,4
5 Marital status	All	With leave entitlements	
Married		Without leave entitlements	
Not married		12 Full-time or part-time status of job from which retrenched or made redundant	2,3,4
6 Relationship in household	All	Full-time	
Family member		Part-time	
Husband, wife or partner		13 Occupation of job from which retrenched or made redundant	2,3,4
With dependants		Managers and administrators	
Without dependants		Professionals	
Lone parent		Associate professionals	
With dependants		Tradespersons and related workers	
Without dependants		Advanced clerical and service workers	
Dependent student		Intermediate clerical, sales and service workers	
Non-dependent child		Intermediate production and transport workers	
Other family person		Elementary clerical, sales and service workers	
Non-family member		Labourers and related workers	
Lone person		14 Industry of job from which retrenched or made redundant	2,3,4
Not living alone		Agriculture, forestry and fishing	
Not determined		Mining	
7A Country of birth and period of arrival	All	Manufacturing	
Born in Australia		Electricity, gas and water supply	
Born overseas		Construction	
Arrived before 1971		Wholesale trade	
Arrived 1971–1980		Retail trade	
Arrived 1981–1990		Accommodation, cafes and restaurants	
Arrived 1991 to survey date		Transport and storage	
7B Country of birth (1)	All	Communication services	
Born in Australia		Finance and insurance	
Born overseas		Property and business services	
Born in main English-speaking countries		Government administration and defence	
Born in other countries		Education	
7C Country of birth (2)	All	Health and community services	
Born in Australia		Cultural and recreational services	
Born overseas		Personal and other services	
The Middle East and North Africa		15 Sector of job from which retrenched or made redundant	2,3,4
Africa (excluding North Africa)		Public	
Northern America		Private	
South America, Central America and the Caribbean		Not coded	
North-East Asia		Could not be determined	
South-East Asia			
Southern Asia			
Europe and the Former USSR			
Oceania and Antarctica			

APPENDIX 1 POPULATIONS AND DATA ITEM LIST *continued*

<i>Data Items</i>	<i>Populations</i>	<i>Data Items</i>	<i>Populations</i>
16 Duration of job from which retrenched or made redundant	2,3,4	22 Whether attending an educational institution and level of course at July 2001	2,3,4
Under 3 months		Attending	
3 and under 6 months		Postgraduate degree	
6 and under 9 months		Graduate diploma or graduate certificate	
9 and under 12 months		Bachelor degree	
1 and under 2 years		Advanced diploma or diploma	
2 and under 3 years		Certificate III or IV	
3 and under 5 years		Certificate I or II	
5 and under 10 years		Certificate not further defined	
10 and under 20 years		Year 12 or below	
20 years and over		Other education	
		Level not determined	
		Not attending	
17 Prior notice of retrenchment or redundancy	2,3,4	23 Status in employment in current job	3
Less than 1 day		Employee	
1 to 6 days		Employer	
1 and under 5 weeks		Own account worker	
5 and under 9 weeks		Contributing family worker	
9 and under 13 weeks			
13 weeks or more			
18 Main reason retrenched or made redundant	2,3,4	24 Leave entitlements in current job	3
Not enough work/job cuts		Has leave entitlements	
Business closed		Does not have leave entitlements	
Change of management		Self-employed	
Other business problems		Contributing family worker	
Ill health or physical disability			
Too young or too old			
Nature of job changed/new technology			
Inefficiency/poor work performance			
Disagreement with management			
Other			
Don't know			
19 Agencies contacted for employment assistance after retrenchment or redundancy	2,3,4	25 Full-time or part-time status in current job	3
Centrelink		Full-time	
Dept of Employment, Workplace Relations and Small Business		Part-time	
TAFE college or other educational institution			
Employment agency			
Employer(s)			
Union(s)			
Other			
None			
20 Type of employment assistance provided	2,3,4	26 Occupation in current job	3
Referral to Centrelink touchscreen		Managers and administrators	
Referral to an interview for a job		Professionals	
A job placement		Associate professionals	
Advice on job hunting		Tradespersons and related workers	
Career advice		Advanced clerical, and service workers	
Other assistance		Intermediate clerical, sales and service workers	
None		Intermediate production and transport workers	
		Elementary clerical, sales and service workers	
		Labourers and related workers	
21 Level of highest educational attainment	2,3,4	27 Industry in current job	3
Postgraduate degree		Agriculture, forestry and fishing	
Graduate diploma or graduate certificate		Mining	
Bachelor degree		Manufacturing	
Advanced diploma or diploma		Electricity, gas and water supply	
Certificate III or IV		Construction	
Certificate I or II		Wholesale trade	
Certificate not further defined		Retail trade	
Year 12		Accommodation, cafes and restaurants	
Year 11		Transport and storage	
Year 10 or below		Communication services	
Level not determined		Finance and insurance	
Other education		Property and business services	
No educational attainment/attendance		Government administration and defence	
		Education	
		Health and community services	
		Cultural and recreational services	
		Personal and other services	
		28 Sector in current job	3
		Public	
		Private	
		Could not be determined	
		29 Whether changed occupation since retrenched or made redundant	3
		Did not change occupation	
		Changed occupation	

APPENDIX 1 POPULATIONS AND DATA ITEM LIST *continued*

<i>Data Items</i>	<i>Populations</i>	<i>Data Items</i>	<i>Populations</i>
30 Whether changed industry since retrenched or made redundant	3	37B Whether would move interstate if offered a suitable job <i>continued</i>	4
Did not change industry		Moving interstate would depend on other conditions	
Changed industry		Would not move interstate	
		Undecided	
31 Whether changed status in employment since retrenched or made redundant	3	38A Whether would move intrastate if offered a suitable job	4
Did not change status in employment		Would move intrastate	
Changed status in employment		Moving intrastate would depend on job conditions	
		Moving intrastate would depend on other conditions	
32 Whether full-time or part-time status changed since retrenched or made redundant	3	Would not move intrastate	
Did not change full-time/part-time status		Undecided	
Changed full-time/part-time status			
Changed from full-time to part-time		38B Whether would move intrastate if offered a suitable job	4
Changed from part-time to full-time		Has applied for a job intrastate	
		Would move intrastate	
33 Whether leave entitlements changed since retrenched or made redundant	3	Moving intrastate would depend on job conditions	
Did not change leave entitlements		Moving intrastate would depend on other conditions	
Changed leave entitlements		Has not applied for a job interstate	
Not applicable		Would move intrastate	
		Moving intrastate would depend on job conditions	
34 Whether looking for full-time or part-time work	4	Moving intrastate would depend on other conditions	
Looking for full-time work		Would not move intrastate	
Looking for part-time work		Undecided	
35 Duration of current period of unemployment	4		
Under 1 year		39 All difficulties in finding work	4
1 and under 4 weeks		Too many applicants for available jobs	
4 and under 8 weeks		No vacancies in line of work	
8 and under 13 weeks		Considered too young or too old by employers	
13 and under 26 weeks		Insufficient work experience	
26 and under 39 weeks		Lacked necessary skills/education	
39 and under 52 weeks		No vacancies at all	
1 year and over		Too far to travel/transport problems	
1 and under 2 years		Language difficulties	
2 years and over		Own ill health or disability	
		Unsuitable hours	
36 All active steps taken to find work	4	Difficulties with child care	
Contacted prospective employers		Other family responsibilities	
Answered a newspaper advertisement for a job		Difficulties because of ethnic background	
Checked Centrelink touchscreens		Other difficulties	
Checked factory noticeboards		No difficulties reported	
Registered with Centrelink			
Contacted an employment agency		40 Main difficulty in finding work	4
Advertised or tendered for work		Too many applicants for available jobs	
Contacted friends or relatives		No vacancies in line of work	
Searched internet sites		Considered too young or too old by employers	
		Insufficient work experience	
37A Whether would move interstate if offered a suitable job	4	Lacked necessary skills/education	
Would move interstate		No vacancies at all	
Moving interstate would depend on job conditions		Too far to travel/transport problems	
Moving interstate would depend on other conditions		Language difficulties	
Would not move interstate		Own ill health or disability	
Undecided		Unsuitable hours	
		Difficulties with child care	
37B Whether would move interstate if offered a suitable job	4	Other family responsibilities	
Has applied for a job interstate		Difficulties because of ethnic background	
Would move interstate		Other difficulties	
Moving interstate would depend on job conditions		No difficulties reported	
Moving interstate would depend on other conditions			
Has not applied for a job interstate		41 Whether had worked full-time in job from which made redundant	2,3,4
Would move interstate		Had worked full-time	
Moving interstate would depend on job conditions		Had not worked full-time	
		Varied/don't know	

APPENDIX 1 POPULATIONS AND DATA ITEM LIST *continued*

Data Items Populations

42	Number of offers of employment in the current period of unemployment	4
	None	
	One	
	Two	
	Three or more	
43	Number of spells looking for work in the previous 12 months	4
	One	
	Two	
	Three or more	
44	Time spent looking for work in the previous 12 months (weeks)	4
	1 and under 2	
	2 and under 4	
	4 and under 8	
	8 and under 13	
	13 and under 26	
	26 and under 39	
	39 and under 52	
	52 weeks	
45	Was most recently retrenched or made redundant in	2,3,4
	January to June 2001	
	2000	
	1999	
	July to December 1998	

APPENDIX 2 SUPPLEMENTARY SURVEYS

SUPPLEMENTARY SURVEYS

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

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

(a) Latest data available on request July 2001.

INTRODUCTION

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

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

CALCULATION OF STANDARD ERROR

3 An example of the calculation and the use of SEs in relation to estimates of persons is as follows. Table 2 shows the estimated number of males who were retrenched or made redundant in the last three years in Australia was 389,800. Since this estimate is between 300,000 and 500,000, table T1 shows that the SE for Australia will lie between 7,650 and 9,300 and can be approximated by interpolation using the following general formula:

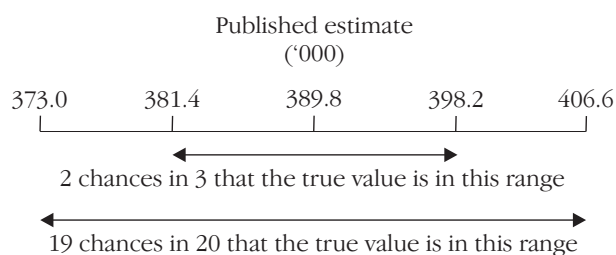
SE of estimate

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

$$= 7,650 + \left(\left(\frac{389,800 - 300,000}{500,000 - 300,000} \right) \times (9,300 - 7,650) \right)$$

$$= 8,400 \text{ (rounded to the nearest 100)}$$

4 Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall within the range 381,400 to 398,200 and about 19 chances in 20 that the value will fall within the range 373,000 to 406,600. This example is illustrated in the diagram below.



CALCULATION OF STANDARD ERROR *continued*

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

MEANS AND MEDIANS

6 The RSEs of estimates of mean duration of current period of unemployment and median duration of current period of unemployment are obtained by first finding the RSE of the estimate of the total number of persons contributing to the mean or median (see table T1) and then multiplying the resulting number by the following factors:

mean duration of current period of unemployment: 1.5

median duration of current period of unemployment: 1.7

7 The following is an example of the calculation of SEs where the use of a factor is required. Table 9 shows that the estimated median duration of current period of unemployment for people retrenched or made redundant in the last three years in Australia was 13 weeks and shows that the number of people was estimated as 99,100. The SE of 99,100 can be calculated from table T1 (by interpolation) as 5,100. To convert this to a RSE we express the SE as a percentage of the estimate or $5,100/99,100=5.1\%$.

8 The RSE of the estimate of median duration of current period of unemployment is calculated by multiplying this number (5.1%) by the appropriate factor shown in the previous paragraph (in this case 2.0): $5.1 \times 1.7 = 8.7\%$. The SE of this estimate of median duration of current period of unemployment is therefore 8.7% of 13, i.e. about 1 week. Therefore, there are two chances in three that the median duration of current period of unemployment that would have been obtained if all dwellings had been included in the survey would have been within the range 12–14 weeks, and about 19 chances in 20 that it would have been within the range 11–15 weeks.

PROPORTIONS AND PERCENTAGES

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

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

10 Considering the example from the previous page, of the 389,800 males who had been retrenched or made redundant in the last three years, 265,400 or 68% were currently employed in July 2001. The SE of 265,400 may be calculated by interpolation as 7,300. To convert this to a RSE we express the SE as a percentage of the estimate, or $7,300/265,400 = 2.8\%$. The SE for 389,800 was calculated previously as 8,400, which converted to a RSE is $8,400/389,800 = 2.2\%$. Applying the above formula, the RSE of the proportion is:

$$RSE = \sqrt{(2.8)^2 - (2.2)^2} = 1.6\%$$

PROPORTIONS AND
PERCENTAGES *continued*

11 Therefore, the SE for the proportion of males who had been retrenched or made redundant in the last three years, and were currently employed in July 2001 is 1.1 percentage points $(= (68/100) \times 1.6)$. Therefore, there are about two chances in three that the proportion of males who had been retrenched or made redundant in the last three years, and were currently employed in July 2001 is between 67.0% and 69.2% and 19 chances in 20 that the proportion is within the range 65.9% to 70.3%.

DIFFERENCES

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

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

13 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.

TECHNICAL NOTE DATA QUALITY *continued*

T1 STANDARD ERRORS OF ESTIMATES

	STANDARD ERROR									RELATIVE STANDARD ERROR
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.	Aust.
	no.	no.	no.	no.	no.	no.	no.	no.	no.	%
100	100	—	—	—	—	—	—	—	80	80.0
200	170	180	—	—	—	150	150	170	140	70.0
300	230	240	—	270	280	180	180	190	200	66.7
500	340	340	420	330	350	220	220	230	290	58.0
700	430	420	490	380	410	250	260	250	370	52.9
1,000	550	530	580	440	480	290	300	280	470	47.0
1,500	720	670	690	520	570	340	350	330	610	40.7
2,000	860	790	790	590	650	380	390	360	730	36.5
2,500	1 000	900	850	650	700	400	400	400	850	34.0
3,000	1 100	1 000	950	700	750	450	450	400	950	31.7
3,500	1 200	1 050	1 000	750	800	500	500	450	1 050	30.0
4,000	1 300	1 150	1 100	800	850	500	500	450	1 100	27.5
5,000	1 450	1 250	1 200	850	950	550	550	500	1 250	25.0
7,000	1 700	1 500	1 400	1 000	1 100	650	650	600	1 550	22.1
10,000	2 050	1 750	1 600	1 150	1 250	700	700	650	1 850	18.5
15,000	2 450	2 100	1 900	1 350	1 500	850	850	800	2 250	15.0
20,000	2 800	2 350	2 200	1 500	1 650	950	950	900	2 600	13.0
30,000	3 300	2 750	2 600	1 800	1 950	1 100	1 100	1 050	3 150	10.5
40,000	3 650	3 100	2 900	2 000	2 200	1 250	1 200	1 150	3 550	8.9
50,000	3 950	3 300	3 200	2 200	2 350	1 350	1 300	1 300	3 900	7.8
100,000	4 950	4 200	4 250	2 900	3 050	1 750	1 650	1 750	5 100	5.1
150,000	5 600	4 850	5 050	3 400	3 500	2 000	1 900	2 100	5 900	3.9
200,000	6 150	5 450	5 650	3 800	3 900	2 250	2 100	2 400	6 550	3.3
300,000	7 200	6 450	6 650	4 450	4 450	2 600	..	2 850	7 650	2.6
500,000	8 900	8 100	8 150	5 450	5 300	3 100	..	..	9 300	1.9
1,000,000	12 450	11 350	10 700	7 150	6 600	..	..	..	12 150	1.2
2,000,000	18 300	16 450	13 950	9 350	8 150	..	..	..	16 050	0.8
5,000,000	32 850	28 350	19 650	..	..	..	..	..	24 600	0.5
10,000,000	..	..	..	..	..	..	..	..	43 150	0.4

— nil or rounded to zero (including null cells)

.. not applicable

TECHNICAL NOTE DATA QUALITY *continued*

T2 LEVELS AT WHICH ESTIMATES HAVE RELATIVE STANDARD ERRORS OF 25% AND 50%(a)

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
	no.	no.	no.	no.	no.	no.	no.	no.	no.
25% RSE									
Mean duration of unemployment	11 800	10 800	8 300	4 600	5 600	2 000	1 500	2 100	12 000
Median duration of unemployment	18 900	14 300	12 200	6 700	8 000	3 200	3 300	2 900	16 300
All other estimates	6 800	5 200	4 600	2 600	3 200	1 300	1 300	1 200	5 100
50% RSE									
Mean duration of unemployment	2 800	2 800	2 400	1 400	1 700	600	500	700	2 500
Median duration of unemployment	5 000	3 900	3 500	2 100	2 400	1 000	1 000	1 000	3 700
All other estimates	1 300	1 100	1 300	800	900	400	400	400	800

(a) Refers to the number of persons contributing to the estimate.

GLOSSARY

Active steps taken to find work	<p>Steps taken during the current period of unemployment:</p> <ul style="list-style-type: none"> ■ writing, telephoning or applying in person to an employer for work; ■ answering a newspaper advertisement for a job; ■ checking Centrelink touchscreens; ■ checking factory noticeboards; ■ registering with Centrelink for job search assistance; ■ contacting an employment agency; ■ advertising or tendering for work; ■ contacting friends or relatives; and ■ searching internet sites.
All difficulties in finding work	All difficulties in finding work experienced during the current period of unemployment.
Bachelor degree or above	Bachelor degree or above includes qualifications at the Post graduate degree level, Master degree level, Graduate diploma and Graduate certificate level and Bachelor degree level.
Centrelink	Centrelink is a statutory authority responsible for delivering a range of Commonwealth Government services, including the registration of persons for job search assistance and income support.
Changed industry	Whether industry, at major group level, reported for a person's job from which retrenched, was different to their current job, as classified by the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993</i> (cat. no. 1292.0).
Changed occupation	Whether occupation, at major group level, reported for a person's job from which retrenched, was different to their current job, as classified by <i>ASCO — Australian Standard Classification of Occupations, Second Edition</i> (cat. no. 1220.0).
Duration of current period of unemployment	The elapsed period to the end of the reference week since a person began looking for work, or since a person last worked for two weeks or more, whichever is the shorter. Brief periods of work (of less than two weeks) since the person began looking for work are disregarded.
Duration in job from which retrenched or made redundant	The uninterrupted period of time the person spent in the job prior to retrenchment or redundancy.
Employed	<p>Persons aged 15 years and over who, during the reference week:</p> <ul style="list-style-type: none"> ■ worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or ■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or ■ were employees who had a job but were not at work and were: <ul style="list-style-type: none"> ■ away from work for less than four weeks up to the end of the reference week; or ■ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or ■ away from work as a standard work or shift arrangement; or ■ on strike or locked out; or ■ on workers' compensation and expected to return to their job; or ■ were employers or own account workers who had a job, business or farm, but were not at work.
Mean duration (of current period of unemployment)	The duration obtained by dividing the aggregate number of weeks a group has been unemployed by the number of persons in that group.

GLOSSARY *continued*

Industry	All occurrences of industry in this publication refer to Division, as classified by the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993</i> (cat. no. 1292.0).
Labour force status	A classification of the civilian population aged 15 years and over into employed, unemployed or not in the labour force. See entries under each separate classification.
Leave entitlements	The entitlement of employees to either paid holiday leave or paid sick leave in their job.
Level of highest educational attainment	Highest educational attainment identifies the highest achievement a person has attained in any area of study. It is defined as the highest educational attainment a person has achieved, and is not a measurement of relative importance of different fields of study. Higher levels of education are typically characterised by the greater significance of theoretical learning and greater complexity of factual and practical learning. It is derived from a person's highest year of school completed and level of highest non-school educational qualification. See <i>Australian Standard Classification of Education (ASCED), 2001</i> (cat. no. 1272.0) and <i>Education and Work, Australia, May 2001</i> (cat. no. 6227.0).
Looking for full-time work	Unemployed persons who: <ul style="list-style-type: none"> ■ actively looked for full-time work and were available for work in the reference week; or ■ actively looked for full-time work and were not available for work in the reference week because they were waiting to start a new full-time job.
Looking for part-time work	Persons who: <ul style="list-style-type: none"> ■ actively looked for part-time work and were available for work in the reference week; or ■ actively looked for part-time work and were not available for work in the reference week because they were waiting to start a new part-time job.
Main difficulty in finding work	The main difficulty experienced during the current period of unemployment.
Main English-speaking countries	Comprises the United Kingdom, Ireland, Canada, South Africa, the United States of America and New Zealand.
Not in the labour force	Persons who were not in the categories employed or unemployed as defined.
Number of offers of employment	The number of separate offers of employment received during the current period of unemployment.
Occupation	Occurrences of occupation in this publication refer to Major Group, classified according to <i>ASCO—Australian Standard Classification of Occupations, Second Edition</i> (cat. no. 1220.0).
Retrenched or made redundant	<p>For the purposes of this survey, those who indicated they had been retrenched or made redundant were combined due to difficulties in separating the two concepts. Throughout this publication, the terms retrenched and retrenchment are used and should be taken to mean those who were retrenched or made redundant in the three years prior to July 2001.</p> <p>Respondents to the survey were firstly asked whether they had any job at all since July 1998. If they responded that they had a job during this period, they were then asked whether they had been retrenched, made redundant or accepted any redundancy packages from any job since July 1998. If respondents were unsure whether or not they had been retrenched, made redundant or accepted a redundancy package, interviewers were instructed to include persons if they:</p> <ul style="list-style-type: none"> ■ had some inducement or pressure applied to them to accept a redundancy package; or

GLOSSARY *continued*

Retrenched or made redundant *continued*

- were retrenched or the business they were working for closed down due to financial difficulties (not including their own business or family business); or
- were dismissed from their job for any other reason, including age and own ill health or injury.

Interviewers further instructed respondents that they should be excluded if they:

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

Only persons who were employees are included in the retrenched population.

For the purpose of this publication, those persons retrenched or made redundant in the survey reference week were excluded from the retrenched population.

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

Sector of job

Is used to classify a respondent's employer as a public or private enterprise. The public sector includes local government authorities, government departments, agencies and authorities created by, or reporting to, the Commonwealth Parliament and State Parliaments.

Unemployed

Persons aged 15 years and over who were not employed during the reference week, and:

- had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and:
 - were available for work in the reference week; or
 - were waiting to start a new job within four weeks from the end of the reference week, and could have started in the reference week if the job had been available then.

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