



Reference No. 6.44

JOB TENURE, FEBRUARY 1974

MAIN FEATURES

- In February 1974 almost one-third (30.2 per cent) of all male workers in Australia had been continuously employed at the same job (as defined in paragraph 6) for 10 years or more.
- For females the proportion was about one in eight (12.0 per cent).
- About one-quarter of the males (22.5 per cent) and one-third of the females (34.5 per cent) had been employed in their current job for less than a year.
- Of the part-time workers more than one-third (38.8 per cent) of employers and self-employed and about one in ten (9.7 per cent) of wage and salary earners had been employed in their current job for 10 years or more.

Introduction

This statement contains estimates of employed persons classified according to the length of time they had been in the job held in February 1974. The estimates were derived from information obtained through the population survey conducted in that month.

The population survey

2. The survey is based on a multi-stage area sample of private dwellings (about 30,000 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.), and covers about two-thirds of one per cent of the population of Australia. The information is obtained each quarter from the occupants of selected dwellings by carefully chosen and specially trained interviewers.

3. The interviews are carried out during a period of four weeks, so that there are four survey weeks in each of the months to which the survey relates. These four

survey weeks are chosen so as to fall within the limits of the calendar month or with minimum encroachment into the adjacent months.

Scope

4. The estimates relate to all persons aged fifteen years and over except members of the permanent armed forces and certain diplomatic personnel customarily excluded from census and estimated populations.

Definitions

5. Definitions used in this statement conform to those used in the population survey. Reference should be made to the quarterly bulletin *The Labour Force* (Reference No. 6.20). Full-time, part-time and occupational status refer to status at the time of the survey.

6. Length of time in current job was defined as the length of time a wage or salary earner had worked for his current employer, or the length of time an employer or self-employed person had worked in his current business.

Reliability of the estimates

7. Since the estimates in this statement are based on a sample, they may differ from the figures that would have been obtained from a complete census using the same questionnaires and procedures. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample, and not the whole population, was enumerated. More information on this topic, together with a table showing estimated standard errors for Australia, is given in the Technical Note, page 7.

NOTE. Any discrepancies between totals and sums of components in tables are due to rounding.

TABLE 1. - EMPLOYED PERSONS : LENGTH OF TIME IN CURRENT JOB, OCCUPATIONAL STATUS AND FULL-TIME OR PART-TIME STATUS, AUSTRALIA, FEBRUARY 1974 (a)

Length of time in current job (a)	('000)								
	Employers and self-employed			Wage and salary earners			Total (b)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
FULL-TIME WORKERS (a)									
Under 3 months	19.8	4.9	24.7	314.6	180.0	494.5	335.0	185.7	520.6
3 months and under 6 months	18.6	6.0	24.6	170.6	110.2	280.8	189.6	116.1	305.7
6 months and under 1 year	27.7	8.9	36.6	255.4	148.9	404.2	283.6	158.1	441.7
Total under 1 year	66.1	19.8	85.9	740.5	439.0	1,179.6	808.2	459.9	1,268.0
1 year and under 5 years	144.1	33.8	177.9	1,024.1	535.3	1,559.4	1,169.0	569.9	1,738.9
5 years and under 10 years	88.7	13.8	102.5	491.1	169.2	660.2	579.9	183.4	763.3
10 years and over	286.2	30.4	316.5	834.3	128.5	962.8	1,120.6	161.1	1,281.7
Total	585.0	97.8	682.9	3,090.1	1,272.0	4,362.1	3,677.7	1,374.2	5,051.9
PART-TIME WORKERS (a)									
Under 3 months	*	5.5	7.8	21.5	91.5	113.0	23.8	97.4	121.3
3 months and under 6 months	*	*	5.0	12.0	46.1	58.1	13.5	49.8	63.3
6 months and under 1 year	*	6.4	8.3	8.2	54.1	62.3	10.2	60.7	70.9
Total under 1 year	5.7	15.4	21.1	41.7	191.7	233.4	47.5	207.9	255.4
1 year and under 5 years	8.0	26.6	34.6	34.7	183.9	218.6	42.8	212.4	255.2
5 years and under 10 years	*	11.2	14.8	8.4	58.8	67.2	12.1	70.9	82.9
10 years and over	15.9	28.8	44.8	15.2	40.4	55.6	31.1	71.6	102.7
Total	33.3	82.0	115.3	100.0	474.7	574.7	133.5	562.8	696.3
TOTAL									
Under 3 months	22.0	10.5	32.5	336.1	271.5	607.6	358.8	283.1	641.9
3 months and under 6 months	20.1	9.5	29.6	182.6	156.3	338.8	203.1	165.9	369.0
6 months and under 1 year	29.6	15.3	44.9	263.6	203.0	466.5	293.8	218.8	512.5
Total under 1 year	71.8	35.2	107.0	782.2	630.7	1,412.9	855.7	667.8	1,523.4
1 year and under 5 years	152.1	60.4	212.5	1,058.8	719.2	1,778.0	1,211.8	782.3	1,994.1
5 years and under 10 years	92.4	25.0	117.3	499.5	228.0	727.5	592.0	254.2	846.3
10 years and over	302.1	59.2	361.3	849.5	168.9	1,018.4	1,151.7	232.7	1,384.3
Total	618.3	179.8	798.2	3,190.1	1,746.7	4,936.8	3,811.2	1,936.9	5,748.1

(a) For definitions see page 1. (b) Includes unpaid family helpers.

* Less than 4,000. See paragraph 5, page 7.

TABLE 2. — EMPLOYED PERSONS : LENGTH OF TIME IN CURRENT JOB, OCCUPATIONAL STATUS AND FULL-TIME OR PART-TIME STATUS, AUSTRALIA, FEBRUARY 1974 (a)

(Per cent)

Length of time in current job (a)	Employers and self-employed			Wage and salary earners			Total (b)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
FULL-TIME WORKERS (a)									
Under 3 months	3.4	5.0	3.6	10.2	14.1	11.3	9.1	13.5	10.3
3 months and under 6 months	3.2	6.1	3.6	5.5	8.7	6.4	5.2	8.5	6.1
6 months and under 1 year	4.7	9.1	5.4	8.3	11.7	9.3	7.7	11.5	8.7
Total under 1 year	11.3	20.3	12.6	24.0	34.5	27.0	22.0	33.5	25.1
1 year and under 5 years	24.6	34.5	26.1	33.1	42.1	35.8	31.8	41.5	34.4
5 years and under 10 years	15.2	14.1	15.0	15.9	13.3	15.1	15.8	13.3	15.1
10 years and over	48.9	31.1	46.4	27.0	10.1	22.1	30.5	11.7	25.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
PART-TIME WORKERS (a)									
Under 3 months	*	6.7	6.7	21.5	19.3	19.7	17.9	17.3	17.4
3 months and under 6 months	*	*	4.4	12.0	9.7	10.1	10.1	8.8	9.1
6 months and under 1 year	*	7.8	7.2	8.2	11.4	10.8	7.6	10.8	10.2
Total and under 1 year	17.1	18.8	18.3	41.7	40.4	40.6	35.6	36.9	36.7
1 year and under 5 years	24.1	32.4	30.0	34.7	38.7	38.0	32.1	37.7	36.7
5 years and under 10 years	*	13.6	12.8	8.4	12.4	11.7	9.0	12.6	11.9
10 years and over	47.9	35.2	38.8	15.2	8.5	9.7	23.3	12.7	14.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
TOTAL									
Under 3 months	3.6	5.8	4.1	10.5	15.5	12.3	9.4	14.6	11.2
3 months and under 6 months	3.3	5.3	3.7	5.7	8.9	6.9	5.3	8.6	6.4
6 months and under 1 year	4.8	8.5	5.6	8.3	11.6	9.5	7.7	11.3	8.9
Total under 1 year	11.6	19.6	13.4	24.5	36.1	28.6	22.5	34.5	26.5
1 year and under 5 years	24.6	33.6	26.6	33.2	41.2	36.0	31.8	40.4	34.7
5 years and under 10 years	14.9	13.9	14.7	15.7	13.1	14.7	15.5	13.1	14.7
10 years and over	48.9	32.9	45.3	26.6	9.7	20.6	30.2	12.0	24.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) For definitions see page 1. (b) Includes unpaid family helpers.

* Based on an estimate less than 4,000. See paragraph 5, page 7.

TABLE 3. — MALE WAGE AND SALARY EARNERS : LENGTH OF TIME IN CURRENT JOB
AND FULL-TIME OR PART-TIME STATUS, FEBRUARY 1974 (a)

(Per cent)									
<i>Length of time in current job (a)</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
FULL-TIME WORKERS (a)									
Under 3 months	9.2	9.4	12.5	10.3	12.9	8.1	18.7	12.1	10.2
3 months and under 6 months	5.9	4.5	6.3	5.2	5.9	4.8	10.4	6.8	5.5
6 months and under 1 year	8.3	7.6	8.7	8.0	9.1	7.2	14.9	9.9	8.3
<i>Total under 1 year</i>	<i>23.4</i>	<i>21.5</i>	<i>27.5</i>	<i>23.5</i>	<i>27.8</i>	<i>20.1</i>	<i>43.9</i>	<i>28.8</i>	<i>24.0</i>
1 year and under 5 years	33.7	33.8	31.6	29.8	35.8	32.3	33.8	29.4	33.1
5 years and under 10 years	15.3	17.3	15.1	16.1	15.2	16.3	13.4	15.3	15.9
10 years and over	27.6	27.4	25.8	30.7	21.1	31.3	8.9	26.5	27.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
PART-TIME WORKERS (a)									
<i>Total under 1 year</i>	<i>42.7</i>	<i>39.0</i>	<i>38.4</i>	<i>44.4</i>	<i>41.1</i>	<i>64.9</i>	<i>*</i>	<i>*</i>	<i>41.7</i>
1 year and under 5 years	34.8	33.0	40.2	34.2	33.5	*	*	*	34.7
5 years and over	22.5	28.0	*	*	25.4	*	*	*	23.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
TOTAL									
Under 3 months	9.6	9.9	12.4	10.6	13.3	8.6	18.8	12.4	10.5
3 months and under 6 months	6.1	4.6	6.5	5.5	6.0	5.4	10.2	7.2	5.7
6 months and under 1 year	8.3	7.6	8.9	7.9	9.1	7.2	15.1	9.8	8.3
<i>Total under 1 year</i>	<i>24.0</i>	<i>22.1</i>	<i>27.8</i>	<i>24.1</i>	<i>28.4</i>	<i>21.3</i>	<i>44.2</i>	<i>29.4</i>	<i>24.5</i>
1 year and under 5 years	33.7	33.8	31.8	29.9	35.7	31.7	33.7	30.9	33.2
5 years and under 10 years	15.0	17.1	14.9	15.8	15.0	16.0	13.3	14.6	15.7
10 years and over	27.2	27.0	25.5	30.2	20.9	31.0	8.8	25.2	26.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) For definitions, see page 1.

* Subject to sampling variability too high for most practical uses. See paragraph 5, page 7.

TABLE 4. — FEMALE WAGE AND SALARY EARNERS : LENGTH OF TIME IN CURRENT JOB
AND FULL-TIME OR PART-TIME STATUS, FEBRUARY 1974(a)

(Per cent)

<i>Length of time in current job (a)</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>			
FULL-TIME WORKERS (a)												
Under 3 months	13.8	12.6	17.5	13.3	16.6	13.6	29.3	10.3	14.1			
3 months and under 6 months	9.1	8.0	9.1	7.3	9.5	8.1	17.6	*	8.7			
6 months and under 1 year	11.4	10.5	12.7	12.5	14.2	10.9	*	20.3	11.7			
<i>Total under 1 year</i>	<i>34.3</i>	<i>31.1</i>	<i>39.2</i>	<i>33.1</i>	<i>40.2</i>	<i>32.7</i>	<i>54.2</i>	<i>38.1</i>	<i>34.5</i>			
1 year and under 5 years	42.2	43.4	38.7	42.0	43.3	44.8	38.6	35.9	42.1			
5 years and under 10 years	12.7	14.9	13.3	14.6	8.7	13.3	*	17.3	13.3			
10 years and over	10.8	10.6	8.8	10.4	7.8	9.3	*	*	10.1			
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			
PART-TIME WORKERS (a)												
Under 3 months	17.2	18.2	24.2	19.7	25.2	14.0	} 38.4	} 32.1	} 19.3			
3 months and under 6 months	9.7	8.9	10.3	10.8	9.4	} 19.0				} *	} 27.0	} 9.7
6 months and under 1 year	9.8	10.4	12.0	12.0	16.2							
<i>Total under 1 year</i>	<i>36.7</i>	<i>37.5</i>	<i>46.5</i>	<i>42.4</i>	<i>50.7</i>	<i>33.0</i>	<i>51.4</i>	<i>59.1</i>	<i>40.4</i>			
1 year and under 5 years	41.5	38.0	36.4	38.4	35.0	41.9	36.3	25.9	38.7			
5 years and under 10 years	13.5	13.2	11.2	10.8	8.6	*	*	*	12.4			
10 years and over	8.3	11.2	5.9	8.4	5.7	13.6	*	*	8.5			
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			
TOTAL												
Under 3 months	14.7	14.1	19.2	15.2	19.4	13.7	28.4	12.7	15.5			
3 months and under 6 months	9.2	8.2	9.4	8.3	9.4	8.1	16.8	9.7	8.9			
6 months and under 1 year	11.0	10.5	12.5	12.3	14.8	11.0	8.4	22.5	11.6			
<i>Total under 1 year</i>	<i>34.9</i>	<i>32.8</i>	<i>41.1</i>	<i>35.9</i>	<i>43.6</i>	<i>32.7</i>	<i>53.6</i>	<i>44.9</i>	<i>36.1</i>			
1 year and under 5 years	42.0	42.0	38.1	40.9	40.6	44.1	38.2	32.6	41.2			
5 years and under 10 years	12.9	14.4	12.8	13.4	8.7	12.8	} 8.2	} 16.5	} 13.1			
10 years and over	10.1	10.8	8.0	9.8	7.1	10.4						
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0			

(a) For definitions see page 1.

* Subject to sampling variability too high for most practical uses. See paragraph 5, page 7.

TABLE 5. — ALL WAGE AND SALARY EARNERS : LENGTH OF TIME IN CURRENT JOB
AND FULL-TIME OR PART-TIME STATUS, FEBRUARY 1974 (a)

(Per cent)

<i>Length of time in current job (a)</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>	
FULL-TIME WORKERS (a)										
Under 3 months	10.6	10.4	13.8	11.1	13.9	9.7	21.9	11.6	11.3	
3 months and under 6 months	6.8	5.6	7.1	5.8	6.9	5.7	12.6	7.0	6.4	
6 months and under 1 year	9.3	8.5	9.8	9.3	10.4	8.2	12.5	13.1	9.3	
<i>Total under 1 year</i>	<i>26.6</i>	<i>24.4</i>	<i>30.7</i>	<i>26.2</i>	<i>31.1</i>	<i>23.5</i>	<i>47.0</i>	<i>31.7</i>	<i>27.0</i>	
1 year and under 5 years	36.2	36.7	33.5	33.3	37.8	35.6	35.3	31.4	35.8	
5 years and under 10 years	14.5	16.6	14.6	15.6	13.5	15.5	10.4	15.9	15.1	
10 years and over	22.6	22.3	21.1	24.9	17.6	25.4	7.3	21.0	22.1	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
PART-TIME WORKERS (a)										
Under 3 months	18.0	19.4	22.0	20.0	24.7	16.6	37.7	17.6	19.7	
3 months and under 6 months	10.3	8.9	10.6	11.6	9.3	11.2			*	10.1
6 months and under 1 year	9.4	9.6	12.4	11.2	14.9	10.5			*	23.4
<i>Total under 1 year</i>	<i>37.7</i>	<i>37.8</i>	<i>45.1</i>	<i>42.8</i>	<i>48.9</i>	<i>38.3</i>	<i>53.0</i>	<i>55.7</i>	<i>40.6</i>	
1 year and under 5 years	40.4	37.1	37.0	37.7	34.7	36.6	35.9	32.2	38.0	
5 years and under 10 years	12.4	13.0	10.1	10.2	9.0	10.8	*	*	11.7	
10 years and over	9.5	12.1	7.8	9.3	7.4	14.3	*	*	9.7	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
TOTAL										
Under 3 months	11.4	11.4	14.7	12.3	15.3	10.3	22.2	12.5	12.3	
3 months and under 6 months	7.2	5.9	7.5	6.5	7.2	6.3	12.5	8.2	6.9	
6 months and under 1 year	9.3	8.6	10.1	9.5	11.0	8.4	12.7	14.7	9.5	
<i>Total under 1 year</i>	<i>27.9</i>	<i>26.0</i>	<i>32.2</i>	<i>28.3</i>	<i>33.5</i>	<i>25.0</i>	<i>47.5</i>	<i>35.4</i>	<i>28.6</i>	
1 year and under 5 years	36.7	36.7	33.9	33.8	37.4	35.7	35.3	31.5	36.0	
5 years and under 10 years	14.3	16.2	14.2	15.0	12.9	15.0	10.2	15.3	14.7	
10 years and over	21.1	21.1	19.7	22.9	16.2	24.3	7.0	17.7	20.6	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	

(a) For definitions see page 1.

* Subject to sampling variability too high for most practical uses. See paragraph 5, page 7.

TECHNICAL NOTE

Estimation procedure

The estimates are derived from the quarterly population survey by use of a complex ratio estimation procedure, which ensures that the survey estimates conform to an independently estimated distribution of the population by age and sex, rather than to the age and sex distribution within the sample itself.

Reliability of the estimates

2. Since the estimates in this statement are based on a sample, they may differ from the figures that would have been obtained from a complete census using the same questionnaires and procedures. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample, and not the whole population, was enumerated. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained from a comparable complete enumeration, and about nineteen chances in twenty that the difference will be less than two standard errors.

3. Space does not allow for the separate indication of the standard errors of all estimates in this statement. A table of standard errors for general application to estimates for Australia is given below. These figures will not give a precise measure of the standard error of a particular estimate since they are averages based on calculations for a limited number of past surveys over a wide range of labour force characteristics. However, they will provide an indication of the magnitude of the standard error of any particular estimate for any particular survey. An example of the use of the table is as follows : if the estimate obtained from the sample is 100,000 and the standard error is 3 per cent of the

estimate, i.e. 3,000, there are about two chances in three that the true figure is within the range 97,000 to 103,000 and about nineteen chances in twenty that this figure is between 94,000 and 106,000.

4. The reliability of an estimated percentage, computed by using sample data for both numerator and denominator, depends upon both the size of the numerator and the size of the denominator. However, the per cent standard error of the estimated percentage will generally be lower than the per cent standard error of the estimate of the numerator. The per cent standard errors of the numerators used in calculating the percentages in Table 2 can be obtained from the table below.

5. As the standard errors in the table show, *the smaller the estimate the higher is the relative standard error*. Very small estimates are thus subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In Tables 1 and 2 estimates below 4,000 or percentages based on such estimates have not been shown. In Tables 3 to 5 percentages based on very small estimates have also been omitted. Although figures in Table 1 can be derived by subtraction, they should not be regarded as reliable.

6. The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by interviewers and respondents. Inaccuracies of this kind are referred as the *non-sampling error*, and they may occur in any enumeration, whether it be a full count or only 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.

STANDARD ERRORS OF ESTIMATES FOR AUSTRALIA

Size estimate (Persons)	Approximate standard error of estimates		Size of estimate (Persons)	Approximate standard error of estimates	
	Persons	Per cent of estimate		Persons	Per cent of estimate
4,000	800	20.0	100,000	3,000	3.0
5,000	900	18.0	200,000	4,000	2.0
10,000	1,200	12.0	500,000	6,000	1.2
20,000	1,600	8.0	1,000,000	8,000	0.8
50,000	2,300	4.6	2,000,000	10,000	0.5

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NOTE. Inquiries concerning these statistics may be made in Canberra by telephoning Mr D. Power on 63 9111 extension 2346 or, in each State capital by telephoning the office of the Australian Bureau of Statistics.

