



Reference No. 6.44

JOB TENURE, FEBRUARY 1975

MAIN FEATURES

- In February 1975 approximately 20 per cent of males and 30 per cent of females had been in their current jobs for less than a year.
- Nearly half of the males (46 per cent) and over one-quarter of the females (27 per cent) had been in their current jobs for five years or more.
- Between February 1974 and February 1975 the number of employees who had been in their current jobs for less than six months decreased by 174,100 (18.4 per cent). This may be a reflection of greater difficulty experienced by potential new entrants to the labour force in finding jobs and an increased reluctance on the part of employees to change their jobs.

Introduction

This statement contains estimates of employed persons classified according to the length of time they had been in the job held in February 1975. Job tenure is one aspect of labour mobility, and the estimates were derived from a survey of labour mobility carried out in conjunction with the population survey conducted in that month. Some further particulars of job tenure, together with estimates relating to other aspects of labour mobility, will be published in a separate bulletin, to be issued shortly. Figures are available on request.

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.

5. Because of the effects of cyclone Tracy, the population survey was not conducted in Darwin in February 1975. It is estimated that at the time of the survey about 12,000 males and 5,000 females aged 15 years and over were living in Darwin.

Definitions

6. 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). Occupational status refers to status at the time of the survey.

7. For the purposes of this survey, a job was defined as (i) employment as a wage or salary earner (or unpaid family helper) by a particular employer, or (ii) self-employment (with or without employees) in own business.

8. 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

9. 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 6.

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

TABLE 1. — EMPLOYED PERSONS (a) : OCCUPATIONAL STATUS AND DURATION OF CURRENT JOB (b), FEBRUARY 1975

Duration of current job (b)	Employers and self-employed			Wage and salary earners			Total (c)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
NUMBER ('000)									
Under 3 months	22.5	8.2	30.7	298.2	217.6	515.7	321.3	227.9	549.2
3 months and under 6 months	13.7	5.5	19.2	145.0	111.6	256.6	158.8	117.3	276.2
6 months and under 1 year	29.8	12.5	42.3	240.2	210.2	450.4	270.3	223.7	494.0
<i>Total under 1 year</i>	<i>66.0</i>	<i>26.1</i>	<i>92.1</i>	<i>683.4</i>	<i>539.3</i>	<i>1,222.7</i>	<i>750.5</i>	<i>568.9</i>	<i>1,319.4</i>
1 year and under 2 years	58.7	28.3	87.0	433.6	356.2	789.7	493.4	386.6	879.9
2 years and under 3 years	48.1	18.9	67.0	281.0	193.0	474.0	329.4	212.5	541.9
3 years and under 4 years	37.3	11.6	48.9	203.3	131.1	334.4	240.7	144.2	384.9
4 years and under 5 years	24.7	10.0	34.8	180.7	94.1	274.8	205.6	104.3	310.0
5 years and over	375.9	91.2	467.1	1,378.5	417.5	1,796.0	1,754.5	514.2	2,268.7
Total	610.8	186.2	797.0	3,160.4	1,731.3	4,891.7	3,774.1	1,930.7	5,704.8
PER CENT									
Under 3 months	3.7	4.4	3.9	9.4	12.6	10.5	8.5	11.8	9.6
3 months and under 6 months	2.2	3.0	2.4	4.6	6.4	5.2	4.2	6.1	4.8
6 months and under 1 year	4.9	6.7	5.3	7.6	12.1	9.2	7.2	11.6	8.7
<i>Total under 1 year</i>	<i>10.8</i>	<i>14.0</i>	<i>11.6</i>	<i>21.6</i>	<i>31.2</i>	<i>25.0</i>	<i>19.9</i>	<i>29.5</i>	<i>23.1</i>
1 year and under 2 years	9.6	15.2	10.9	13.7	20.6	16.1	13.1	20.0	15.4
2 years and under 3 years	7.9	10.2	8.4	8.9	11.1	9.7	8.7	11.0	9.5
3 years and under 4 years	6.1	6.2	6.1	6.4	7.6	6.8	6.4	7.5	6.7
4 years and under 5 years	4.0	5.4	4.4	5.7	5.4	5.6	5.4	5.4	5.4
5 years and over	61.5	49.0	58.6	43.6	24.1	36.7	46.5	26.6	39.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) Non-institutional civilians aged 15 years and over. Excludes Darwin (see page 1, paragraph 5). (b) For definition of job see page 1, paragraph 7. (c) Includes unpaid family helpers.

TABLE 2. — EMPLOYED PERSONS (a) : OCCUPATIONAL STATUS AND DURATION OF CURRENT JOB (b), FEBRUARY 1974 AND FEBRUARY 1975 ('000)

Duration of current job (b)	Males		Females		Persons	
	February 1974	February 1975	February 1974	February 1975	February 1974	February 1975
EMPLOYERS AND SELF-EMPLOYED						
Under 3 months	22.0	22.5	10.5	8.2	32.5	30.7
3 months and under 6 months	20.1	13.7	9.5	5.5	29.6	19.2
6 months and under 1 year	29.6	29.8	15.3	12.5	44.9	42.3
<i>Total under 1 year</i>	<i>71.8</i>	<i>66.0</i>	<i>35.2</i>	<i>26.1</i>	<i>107.0</i>	<i>92.1</i>
1 year and under 5 years	152.1	168.8	60.4	68.8	212.5	237.7
5 years and over	394.5	375.9	84.2	91.2	478.6	467.1
Total	618.3	610.8	179.8	186.2	798.2	797.0
WAGE AND SALARY EARNERS						
Under 3 months	336.1	298.2	271.5	217.6	607.6	515.7
3 months and under 6 months	182.6	145.0	156.3	111.6	338.8	256.6
6 months and under 1 year	263.6	240.2	203.0	210.2	466.5	450.4
<i>Total under 1 year</i>	<i>782.2</i>	<i>683.4</i>	<i>630.7</i>	<i>539.3</i>	<i>1,412.9</i>	<i>1,222.7</i>
1 year and under 5 years	1,058.8	1,098.5	719.2	774.4	1,778.0	1,872.9
5 years and over	1,349.0	1,378.5	396.9	417.5	1,745.9	1,796.0
Total	3,190.1	3,160.4	1,746.7	1,731.3	4,936.8	4,891.7
TOTAL (c)						
Under 3 months	358.8	321.3	283.1	227.9	641.9	549.2
3 months and under 6 months	203.1	158.8	165.9	117.3	369.0	276.2
6 months and under 1 year	293.8	270.3	218.8	223.7	512.5	494.0
<i>Total under 1 year</i>	<i>855.7</i>	<i>750.5</i>	<i>667.8</i>	<i>568.9</i>	<i>1,523.4</i>	<i>1,319.4</i>
1 year and under 5 years	1,211.8	1,269.1	782.3	847.6	1,994.1	2,116.7
5 years and over	1,743.7	1,754.5	486.9	514.2	2,230.6	2,268.7
Total	3,811.2	3,774.1	1,936.9	1,930.7	5,748.1	5,704.8

(a) Non-institutional civilians aged 15 years and over. Excludes Darwin (see page 1, paragraph 5). (b) For definition of job see page 1, paragraph 7. (c) Includes unpaid family helpers.

TABLE 3. — EMPLOYED PERSONS (a) : AGE AND DURATION OF CURRENT JOB (b), FEBRUARY 1975
(^{'000})

Duration of current job (b)	Age group (years)				Total
	15-24	25-34	35-44	45 and over	
MALES					
Under 3 months	169.3	77.0	40.4	34.6	321.3
3 months and under 6 months	64.2	36.9	24.9	23.9	158.8
6 months and under 1 year	91.1	52.3	51.3	40.2	270.3
<i>Total under 1 year</i>	<i>324.6</i>	<i>166.6</i>	<i>116.6</i>	<i>98.6</i>	<i>750.5</i>
1 year and under 2 years	185.9	147.6	76.9	83.0	493.4
2 years and under 3 years	109.7	102.1	56.7	60.9	329.4
3 years and under 4 years	64.0	79.1	44.3	53.4	240.7
4 years and under 5 years	51.1	62.3	41.9	50.3	205.6
5 years and over	92.5	366.7	403.0	892.4	1,754.5
Total	827.8	968.5	739.3	1,238.6	3,774.1
MARRIED WOMEN					
Under 3 months	29.5	41.0	23.7	17.9	112.0
3 months and under 6 months	15.6	24.8	17.1	11.6	69.1
6 months and under 1 year	29.2	54.4	36.7	25.1	145.5
<i>Total under 1 year</i>	<i>74.2</i>	<i>120.2</i>	<i>77.5</i>	<i>54.6</i>	<i>326.5</i>
1 year and under 2 years	44.2	78.9	65.5	45.7	234.4
2 years and under 3 years	18.5	42.8	36.7	32.9	130.8
3 years and under 4 years	15.2	31.0	27.5	24.0	97.8
4 years and under 5 years	12.9	17.1	21.2	20.4	71.7
5 years and over	25.9	65.4	103.6	171.3	366.3
Total	191.1	355.4	332.0	348.9	1,227.4
ALL FEMALES					
Under 3 months	130.2	48.6	25.5	23.5	227.9
3 months and under 6 months	55.2	29.0	19.5	13.6	117.3
6 months and under 1 year	90.4	63.2	40.4	29.7	223.7
<i>Total under 1 year</i>	<i>275.9</i>	<i>140.8</i>	<i>85.4</i>	<i>66.7</i>	<i>568.9</i>
1 year and under 2 years	161.5	94.4	71.4	59.3	386.6
2 years and under 3 years	76.2	52.8	40.4	43.1	212.5
3 years and under 4 years	45.5	37.0	30.4	31.3	144.2
4 years and under 5 years	28.7	23.8	23.8	28.0	104.3
5 years and over	45.5	92.8	123.9	252.0	514.2
Total	633.3	441.6	375.3	480.5	1,930.7
PERSONS					
Under 3 months	299.5	125.7	65.9	58.1	549.2
3 months and under 6 months	119.5	74.8	44.4	37.5	276.2
6 months and under 1 year	181.5	151.0	91.7	69.8	494.0
<i>Total under 1 year</i>	<i>600.5</i>	<i>351.5</i>	<i>202.0</i>	<i>165.4</i>	<i>1,319.4</i>
1 year and under 2 years	347.4	242.0	148.3	142.3	879.9
2 years and under 3 years	188.0	154.9	97.0	104.0	541.9
3 years and under 4 years	109.5	116.1	74.7	84.7	384.9
4 years and under 5 years	80.0	86.0	65.8	78.3	310.0
5 years and over	138.0	459.5	526.9	1,144.3	2,268.7
Total	1,461.1	1,410.1	1,114.6	1,719.0	5,704.8

(a) Non-institutional civilians aged 15 years and over. Excludes Darwin (see page 1, paragraph 5.) (b) For definition of job see page 1, paragraph 7.

TABLE 4. – EMPLOYED PERSONS (a) : DURATION OF CURRENT JOB (b)
(Per cent)

<i>Duration of current job (b)</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>
MALES									
Under 3 months	8.3	8.4	8.8	6.8	11.2	7.9	*	10.5	8.5
3 months and under 6 months	4.4	3.7	3.8	3.8	5.4	3.9	*	9.6	4.2
6 months and under 1 year	6.5	7.0	8.3	6.9	8.5	7.2	14.9	7.9	7.2
<i>Total under 1 year</i>	<i>19.1</i>	<i>19.1</i>	<i>20.9</i>	<i>17.6</i>	<i>25.1</i>	<i>19.0</i>	<i>24.6</i>	<i>28.0</i>	<i>19.9</i>
1 year and under 2 years	13.0	12.9	13.5	12.3	13.1	10.8	33.9	16.6	13.1
2 years and under 3 years	9.1	8.7	9.1	7.3	8.6	7.3	13.0	8.8	8.7
3 years and under 4 years	6.8	6.5	5.9	5.9	6.0	6.4	*	3.3	6.4
4 years and under 5 years	5.4	5.9	4.5	5.5	6.2	5.3	*	6.0	5.4
5 years and over	46.6	46.9	46.1	51.3	41.0	51.2	22.5	37.4	46.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
MARRIED WOMEN									
Under 3 months	7.7	9.0	9.6	10.0	12.0	9.1	*	13.2	9.1
3 months and under 6 months	5.8	5.5	5.6	5.3	5.9	4.6	*	7.3	5.6
6 months and under 1 year	10.2	11.9	13.7	12.3	12.9	11.7	*	20.9	11.9
<i>Total under 1 year</i>	<i>23.7</i>	<i>26.4</i>	<i>28.9</i>	<i>28.4</i>	<i>30.8</i>	<i>25.4</i>	<i>30.6</i>	<i>41.4</i>	<i>26.6</i>
1 year and under 2 years	18.9	18.9	20.0	17.2	20.6	16.3	37.9	22.7	19.1
2 years and under 3 years	11.2	10.6	10.2	11.5	9.0	9.0		10.3	10.7
3 years and under 4 years	8.4	7.6	7.8	8.7	6.9	9.8	31.5	8.1	8.0
4 years and under 5 years	6.6	5.1	5.9	5.7	6.5	4.8			5.8
5 years and over	31.2	31.4	27.3	28.5	26.2	35.5		17.5	29.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
OTHER FEMALES									
Under 3 months	16.6	14.6	17.3	15.1	20.0	15.9		30.9	16.5
3 months and under 6 months	6.0	6.6	7.4	6.9	8.2	8.5		25.6	6.9
6 months and under 1 year	8.6	13.1	11.9	13.7	12.0	11.1	85.4		11.1
<i>Total under 1 year</i>	<i>31.2</i>	<i>34.3</i>	<i>36.6</i>	<i>35.7</i>	<i>40.3</i>	<i>35.5</i>		<i>56.5</i>	<i>34.5</i>
1 year and under 2 years	23.1	22.1	18.5	21.4	20.4	19.3		17.8	21.6
2 years and under 3 years	13.0	9.9	11.7	14.7	10.1	8.7	*	*	11.6
3 years and under 4 years	6.9	6.2	7.1	5.7	7.4		*	*	6.6
4 years and under 5 years	4.2	5.2	4.2	4.7	5.4	13.4	*	*	4.6
5 years and over	21.5	22.3	21.9	18.3	16.5	23.1	*	17.2	21.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
ALL FEMALES									
Under 3 months	11.0	10.9	12.8	12.2	14.8	11.5	21.0	18.1	11.8
3 months and under 6 months	5.9	5.9	6.3	5.8	6.7	6.0		9.7	6.1
6 months and under 1 year	9.6	12.3	12.9	12.8	12.6	11.5	*	17.8	11.6
<i>Total under 1 year</i>	<i>26.5</i>	<i>29.2</i>	<i>32.0</i>	<i>30.9</i>	<i>34.1</i>	<i>29.0</i>	<i>35.1</i>	<i>45.5</i>	<i>29.5</i>
1 year and under 2 years	20.4	20.1	19.4	18.7	20.5	17.4	38.2	21.4	20.0
2 years and under 3 years	11.9	10.3	10.8	12.4	9.4	8.9		8.6	11.0
3 years and under 4 years	7.9	7.1	7.5	7.7	7.1	8.9	26.7	7.0	7.5
4 years and under 5 years	5.7	5.1	5.2	5.3	6.1	5.3			5.4
5 years and over	27.6	28.2	25.1	25.0	22.8	30.5		17.4	26.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
ALL PERSONS									
Under 3 months	9.2	9.3	10.1	8.7	12.4	9.1	9.2	13.3	9.6
3 months and under 6 months	4.9	4.5	4.6	4.5	5.8	4.6	*	9.6	4.8
6 months and under 1 year	7.5	8.8	9.8	9.0	9.9	8.6	14.6	11.7	8.7
<i>Total under 1 year</i>	<i>21.6</i>	<i>22.6</i>	<i>24.6</i>	<i>22.2</i>	<i>28.1</i>	<i>22.2</i>	<i>28.3</i>	<i>34.6</i>	<i>23.1</i>
1 year and under 2 years	15.5	15.4	15.4	14.5	15.6	12.9	35.4	18.4	15.4
2 years and under 3 years	10.0	9.3	9.6	9.1	8.9	7.8	11.5	8.7	9.5
3 years and under 4 years	7.2	6.7	6.4	6.6	6.4	7.2	*	3.7	6.7
4 years and under 5 years	5.5	5.6	4.7	5.5	6.1	5.3	*	4.7	5.4
5 years and over	40.2	40.4	39.2	42.2	35.0	44.6	19.6	29.8	39.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) Non-institutional civilians aged 15 years and over. Excludes Darwin (see page 1, paragraph 5). (b) For definition of job see page 1, paragraph 7.

* Subject to sampling variability too high for most practical purposes. See page 6, paragraph 5.

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 changes 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 from the revised sample is given below. These figures will not give a precise measure of 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 an estimate for Australia obtained from the sample is 100,000 and the standard error is 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 can be obtained from the table below.

5. As the standard errors in the table below 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 the tables in this statement, estimates below the levels shown in the table below have not been included. Although figures for these small components can in some cases 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 to 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 operations procedures.

STANDARD ERRORS OF ESTIMATES

Size of estimate (persons)	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
1,500						250	300	300	
2,000						250	350	350	
2,500				500	400	250	400	400	
3,000			600	500	450	300	400	450	
4,000	900	900	700	500	500	300	450	550	800
5,000	1,000	1,000	750	550	550	350	500	600	900
10,000	1,300	1,300	900	600	700	400	650	900	1,200
20,000	1,600	1,600	1,200	800	1,000	400	900	1,300	1,600
50,000	2,500	2,500	1,500	1,000	1,500	500	1,300	3,000	2,300
100,000	3,000	3,000	2,000	1,100	2,000	600			3,000
200,000	4,000	4,000	2,000	1,200	2,000				4,000
500,000	5,000	5,000	3,500	1,500	3,000				6,000
1,000,000	8,000	8,000							8,000
2,000,000									10,000

— Estimates below the levels indicated have not been published — see paragraph 5 above.

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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.