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**CAREER EXPERIENCE
AUSTRALIA
FEBRUARY 1993**

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INQUIRIES

- *for further information about statistics in this publication and the availability of related unpublished statistics*, contact Mr Mark Patton on Canberra (06) 252 7204 or the Labour Force section in your ABS State office (see page 32 for contact numbers).
- *for information about other ABS statistics and services* please refer to the last page of this publication.

ADDITIONAL DATA ON REQUEST

The ABS offers a range of unpublished data from this survey upon request. An order form for unpublished data can be found on page 33.

SUMMARY OF FINDINGS

Changes in work

Of Australia's 6.3 million wage and salary earners in February 1993, some 4.9 million had worked with their current employer for 1 year or more. Almost all (96%) of these employees reported some change in their work in the last 12 months. The most commonly reported changes in work were 'more responsibility' (42%) and 'new, different or extra duties' (39%). Another 32 per cent had 'used different computer based equipment or packages'.

The proportions of employees reporting changes in these areas were highest for permanent full-time employees. For the changes mentioned above, the proportions of female permanent full-time employees who reported these changes were higher than for males in each category. Overall, more males than females reported these changes, due to the large number of male permanent full-time employees (Table 3, Diagram 1).

Of the 4.6 million wage and salary employees (excluding owner-managers) who had worked with their current employer for 1 year or more, 8 per cent had been promoted in the last 12 months, for both males and females. Similarly, 9 per cent each of males and females had transferred to another position with their current employer within the last 12 months.

These proportions varied according to the size of the employment location. Some 3 per cent of employees from small locations (less than ten employees) had been promoted and 4 per cent transferred, compared with large

locations (100 or more employees) where 10 per cent of employees had been promoted and 12 per cent transferred.

The proportion of employees who were promoted or transferred in the previous 12 months varied by occupation. Those occupations with a lower rate of promotions and transfers were 'Tradesperson' (4% promoted, 5% transferred), 'Plant and machine operators and drivers' (4% promoted, 5% transferred) and 'Labourers and related workers' (3% promoted and 5% transferred). The occupation 'Managers and administrators' had the highest rate of promotion and transfer (15% promoted, 15% transferred).

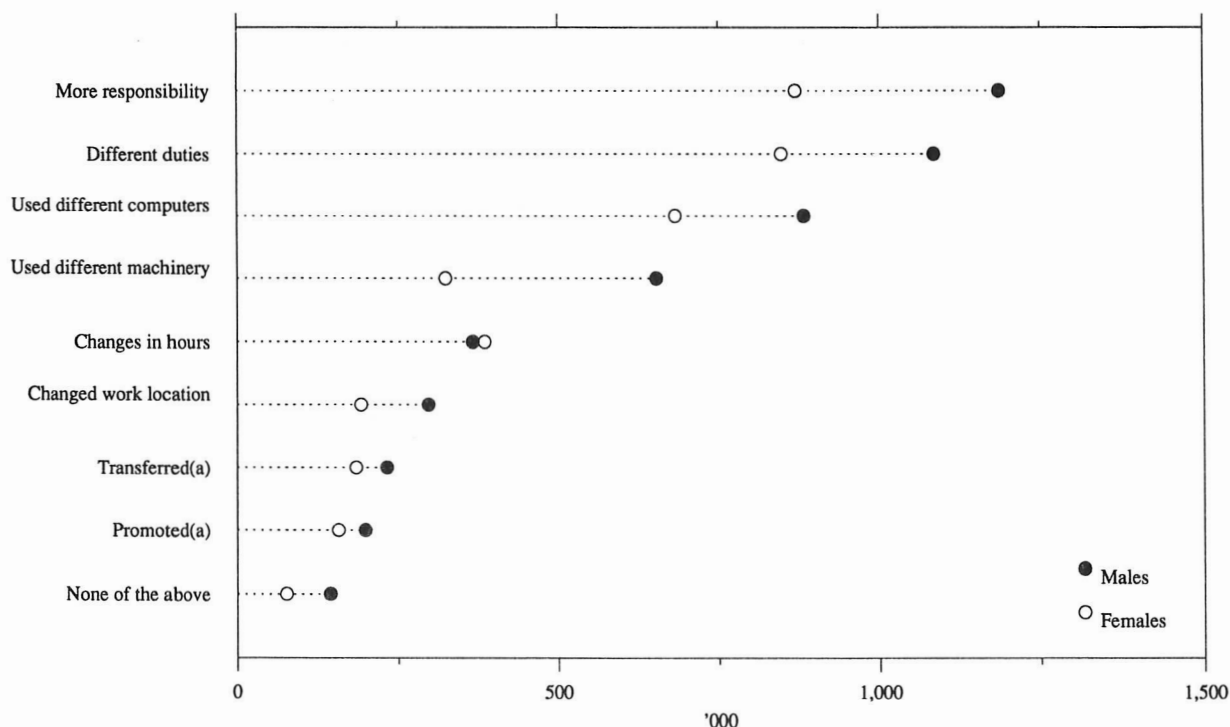
Employees in the public sector were more likely to have been promoted (11%) or transferred (13%) than employees in the private sector (6% promoted, 7% transferred) (Table 6).

Length of time in current job

Some 40 per cent of all employees had been in their current position for less than 2 years, including 27 per cent for less than one year. For permanent workers the corresponding estimates were 36 per cent and 23 per cent. For male employees in permanent jobs 33 per cent had been in their current position for less than 2 years (including 21% for less than 1 year) and for females the corresponding estimates were 39 per cent and 25 per cent.

Most employees who had been with their employer for more than 10 years had been in their current position for 10 years or more. For males the estimate is 61 per cent and for females the figure is 67 per cent (Table 1).

DIAGRAM 1: EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: ALL CHANGES IN WORK BY SEX



(a) Excludes 307,000 owner-managers who were not asked whether they had been promoted or transferred.
Source: Table 3

Length of time with employer

Of all employees, 60 per cent had been with their current employer for less than 5 years and 22 per cent had been with their employer for less than one year. Of the 5.0 million employees holding permanent positions, some 55 per cent had been with their current employer for less than 5 years including 16 per cent for less than 1 year.

The majority of both male and female employees were permanent full-time wage and salary earners. For male employees, 83 per cent were in this category and for females the proportion was lower at 57 per cent. Permanent part-timers now make up 8 per cent of all employees (2% of all male employees and 16% of all female employees are in this category).

Of the permanent full-time employees, 51 per cent of males had been with their current employer for less than 5 years (including 15% for less than 1 year) compared with 61 per cent for females (including 17% for less than 1 year).

Casual employees comprise 20 per cent of all wage and salary earners and just over half of these employees (56%) had been with their current employer for less than 2 years including 44 per cent for less than 1 year. Some 30 per cent of casuals are full-time workers compared with 90 per cent for permanent employees (Table 1).

Performance appraisal

Of the 4.6 million wage and salary employees (excluding owner-managers) who had worked with their current employer for 1 year or more, some 42 per cent reported that their work performance had been formally appraised in the last 12 months.

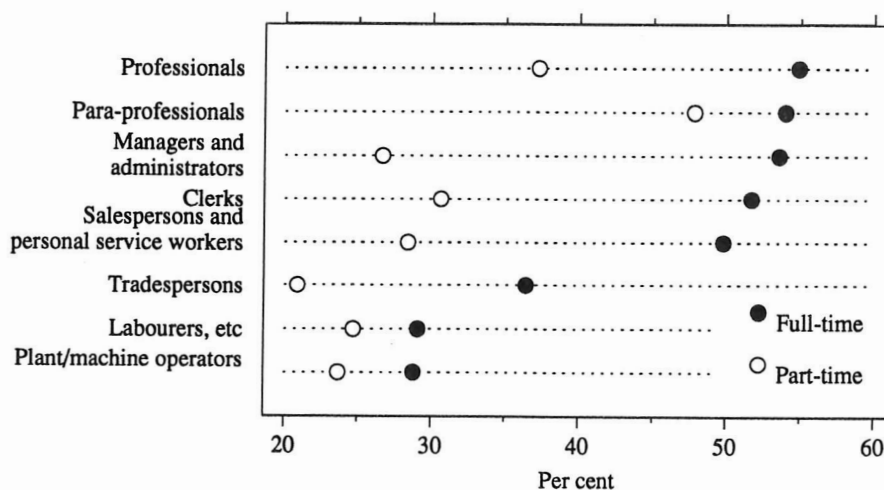
Female full-time employees were the most likely to have been formally appraised (49%), compared with 43 per cent of male full-time employees. The proportions were lower for part-time employees, with 31 per cent of female and 27 per cent of male part-time employees having been formally appraised.

Employees in the public sector were more likely to have been formally appraised (48%) than employees in the private sector (39%) (Table 5).

Performance appraisal was most common in the industries of 'Finance, property and business services' (60%), 'Electricity, gas and water' (50%) and 'Public administration and defence' (49%). The Community services industry had the largest number of employees (1.1 million) of whom 44 per cent had been formally appraised.

The occupations where performance appraisal was most likely to occur were 'Managers and administrators', 'Professionals' and 'Para-professionals' in which 53 per cent of employees had been formally appraised. By comparison, performance appraisal was least likely in the occupations of 'Plant and machine operators and drivers' (29%) and 'Labourers and related workers' (28%) (Table 5, Diagram 2).

DIAGRAM 2: EMPLOYEES(a) WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: PERCENTAGE FORMALLY APPRAISED BY OCCUPATION BY FULL-TIME/PART-TIME



(a) Excluding owner-managers.
Source: Table 5

Breaks from work

An estimated 200,400 job-holders had had a break from work of 6 months or more while working with their current employer.

Some 25,100 males and 20,000 females were on paid leave throughout their most recent break, and in 78 per cent of these cases, the break from work had been between 6 months and 1 year. For 19,900 males and 73,800 females their break from work was on unpaid leave (Table 10, Diagram 3).

Of the 138,700 females who had had such a break from work, almost two-thirds gave childbirth/child care as the main reason for the most recent break from work. Some 34,600 females and 38,600 males gave other personal reasons as the main reason, of which the most common was 'travel, holiday' (15,300 females and 19,100 males).

For women who reported childbirth/child care as the main reason for the break from work, 58 per cent had been on unpaid leave throughout the break (Table 10).

Employees with children aged under 12 years

Some 5.4 million employees had been with their current employer for 6 months or more and 1.5 million of these

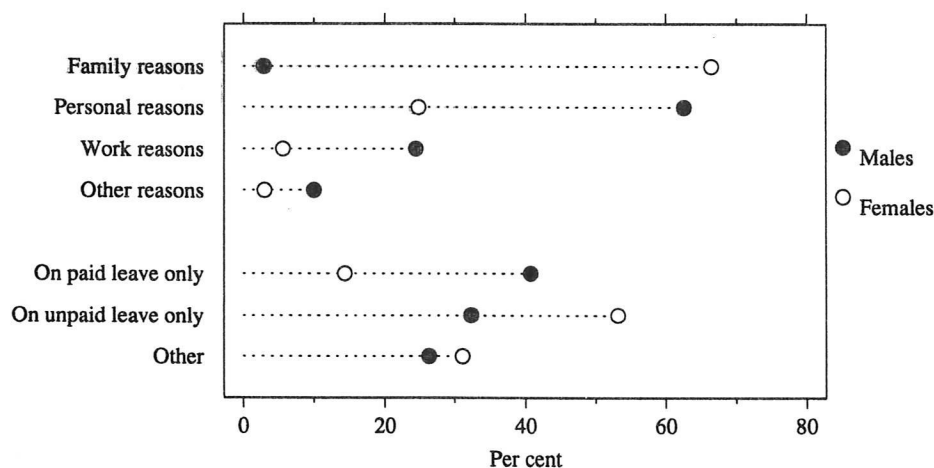
employees had children under 12 years of age (31% of male employees and 24% of female employees). Of these employees with children, 104,000 (7%) reported that they had had a break from work, of at least 6 months, while with their current employer. For females, 92 per cent had taken the break for family reasons. For those employees who did not have children under 12 years of age, 2 per cent had had a break from work while with their current employer (Table 8).

Overall, 80 per cent of employees with children aged under 12 did not use formal child care, although this proportion varied according to the age of the youngest child. For employees with the youngest child aged 3 to 5 years, 69 per cent did not use formal child care, compared with 75 per cent of employees with youngest child aged under 3 years and 89 per cent of employees with youngest child aged 6 to 12 years.

The most common reason given for not using formal child care was 'No need' (78%), and the next most common reason was 'Cost' (6%).

Of the 348,500 employees with children, who used formal child care, 78 per cent had their youngest child aged under 5 years (Table 9).

DIAGRAM 3: JOB-HOLDERS WHO HAVE HAD A BREAK FROM WORK OF SIX MONTHS OR MORE(a): MAIN REASON FOR MOST RECENT BREAK FROM WORK AND TYPE OF LEAVE BY SEX



(a) Excludes persons currently on a break from work.
Source: Table 10

TABLE 1. EMPLOYEES: SELECTED CHARACTERISTICS AND WHETHER FULL-TIME/PART-TIME OR PERMANENT/CASUAL EMPLOYEE IN CURRENT POSITION, FEBRUARY 1993—continued
(’000)

	Full-time			Part-time			Total		
	Permanent	Casual	Total	Permanent	Casual	Total	Permanent	Casual	Total
MALES									
<i>Length of time with current employer —</i>									
Less than 1 year	440.3	111.9	552.2	20.6	153.0	173.6	460.9	264.9	725.8
Less than 3 months	135.9	55.9	191.8	8.0	86.9	94.9	143.9	142.8	286.7
3 and under 6 months	115.5	28.5	144.0	6.8	33.9	40.7	122.3	62.4	184.7
6 and under 12 months	188.9	27.5	216.4	5.7	32.2	37.9	194.6	59.7	254.3
1 and under 2 years	239.9	28.9	268.8	10.2	31.4	41.5	250.1	60.3	310.4
2 and under 3 years	278.8	25.7	304.5	6.3	28.7	35.0	285.1	54.4	339.5
3 and under 5 years	529.3	29.3	558.6	9.0	27.0	36.0	538.3	56.3	594.6
5 and under 10 years	583.1	38.3	621.4	5.2	11.8	16.9	588.2	50.1	638.3
10 years or more	872.5	42.5	915.0	6.7	7.1	13.9	879.2	49.6	928.8
<i>Length of time in current position —</i>									
Less than 1 year	620.9	114.7	735.6	22.1	154.7	176.8	642.9	269.4	912.4
Less than 3 months	192.5	57.0	249.5	8.9	88.2	97.1	201.3	145.2	346.6
3 and under 6 months	158.0	29.0	187.0	7.5	34.8	42.3	165.5	63.8	229.3
6 and under 12 months	270.4	28.6	299.0	5.7	31.7	37.4	276.1	60.3	336.4
1 and under 2 years	345.1	28.8	373.9	10.4	32.1	42.5	355.5	60.9	416.4
2 and under 3 years	368.7	25.0	393.7	6.2	29.4	35.6	375.0	54.4	429.3
3 and under 5 years	575.6	28.9	604.5	8.6	25.8	34.4	584.2	54.7	638.9
5 and under 10 years	523.3	38.3	561.6	4.9	11.3	16.2	528.1	49.6	577.8
10 years or more	510.2	40.9	551.1	5.7	5.7	11.4	516.0	46.6	562.6
<i>Whether had any change in work with current employer in the last twelve months —</i>									
With current employer for one year or more	2,503.6	164.7	2,668.3	37.3	106.0	143.3	2,540.9	270.7	2,811.6
Had some change in work	2,366.5	163.2	2,529.7	36.2	102.0	138.2	2,402.7	265.2	2,667.9
No change in work reported	137.1	*1.5	138.5	*1.1	4.0	5.1	138.2	5.4	143.7
With current employer for less than one year	440.3	111.9	552.2	20.6	153.0	173.6	460.9	264.9	725.8
<i>Whether had a break from work of six months or more —</i>									
With current employer for six months or more	2,692.4	192.2	2,884.6	43.1	138.2	181.2	2,735.5	330.4	3,065.9
Had a break from work	51.8	4.4	56.2	*1.1	*1.9	*3.0	52.9	6.3	59.2
Did not have a break from work	2,633.3	187.6	2,820.9	42.0	135.6	177.5	2,675.2	323.1	2,998.4
Did not know	4.9	*0.0	4.9	*0.0	*0.6	*0.6	4.9	*0.6	5.5
Currently away from work	*2.5	*0.2	*2.7	*0.0	*0.1	*0.1	*2.5	*0.3	*2.8
With current employer for less than six months	251.4	84.4	335.8	14.8	120.8	135.7	266.3	205.2	471.5
<i>Whether received more than one type of training within the last twelve months —</i>									
Received training	1,428.6	71.3	1,499.9	18.4	73.6	92.0	1,447.0	144.9	1,591.9
Only one type of training received	1,034.8	61.8	1,096.6	14.3	66.4	80.7	1,049.1	128.2	1,177.3
More than one type of training received	393.8	9.5	403.3	4.1	7.3	11.4	397.9	16.7	414.6
Did not receive training	1,515.3	205.3	1,720.6	39.5	185.4	224.9	1,554.8	390.7	1,945.4
<i>Whether had more than one period of employment with current employer —</i>									
One period of employment	2,671.2	238.0	2,909.2	49.2	202.4	251.6	2,720.4	440.4	3,160.7
More than one period of employment	272.7	38.6	311.3	8.7	56.7	65.4	281.4	95.2	376.6
<i>Whether had more than one position with current employer —</i>									
One position	2,058.7	263.3	2,322.0	49.9	241.0	291.0	2,108.6	504.4	2,613.0
More than one position	885.2	13.2	898.4	8.0	18.0	26.0	893.2	31.2	924.4
<i>Whether intend to stay with current employer for the next twelve months —</i>									
Intend to stay	2,705.8	223.8	2,929.6	41.6	147.0	188.6	2,747.4	370.8	3,118.3
Do not intend to stay	107.1	30.8	137.9	10.8	56.9	67.7	117.9	87.7	205.6
Undecided, don't know	130.9	22.0	152.9	5.5	55.0	60.5	136.4	77.0	213.4
Total	2,943.9	276.6	3,220.4	57.9	259.0	316.9	3,001.8	535.6	3,537.3

TABLE 1. EMPLOYEES: SELECTED CHARACTERISTICS AND WHETHER FULL-TIME/PART-TIME OR PERMANENT/CASUAL EMPLOYEE IN CURRENT POSITION, FEBRUARY 1993—continued
(^{'000})

	Full-time			Part-time			Total		
	Permanent	Casual	Total	Permanent	Casual	Total	Permanent	Casual	Total
FEMALES									
<i>Length of time with current employer —</i>									
Less than 1 year	266.5	44.6	311.1	76.5	248.9	325.4	342.9	293.5	636.4
Less than 3 months	86.7	23.8	110.5	22.0	105.5	127.4	108.6	129.3	237.9
3 and under 6 months	69.8	8.9	78.7	19.5	60.4	79.9	89.3	69.3	158.7
6 and under 12 months	110.0	11.9	121.9	35.0	83.1	118.0	145.0	94.9	239.9
1 and under 2 years	171.9	11.5	183.3	42.9	85.9	128.8	214.7	97.4	312.1
2 and under 3 years	196.6	13.6	210.2	46.8	84.1	130.9	243.4	97.7	341.1
3 and under 5 years	327.1	15.6	342.7	90.4	109.7	200.1	417.5	125.4	542.8
5 and under 10 years	350.8	9.6	360.4	102.5	72.5	175.0	453.2	82.1	535.4
10 years or more	269.6	13.6	283.2	78.5	37.9	116.4	348.0	51.5	399.5
<i>Length of time in current position —</i>									
Less than 1 year	403.8	48.0	451.8	93.3	263.7	357.0	497.1	311.6	808.8
Less than 3 months	137.3	25.5	162.8	28.6	110.5	139.1	165.9	136.0	301.9
3 and under 6 months	98.5	9.7	108.2	24.1	65.0	89.1	122.6	74.7	197.3
6 and under 12 months	168.0	12.8	180.7	40.6	88.2	128.8	208.6	101.0	309.5
1 and under 2 years	235.3	10.9	246.2	50.4	88.1	138.5	285.6	99.1	384.7
2 and under 3 years	219.4	12.4	231.8	51.1	84.5	135.5	270.5	96.8	367.3
3 and under 5 years	305.8	15.7	321.5	91.4	99.0	190.4	397.2	114.7	511.9
5 and under 10 years	258.4	9.4	267.8	88.6	68.9	157.6	347.1	78.3	425.4
10 years or more	159.6	12.2	171.8	62.6	34.9	97.5	222.3	47.1	269.3
<i>Whether had any change in work with current employer in the last twelve months —</i>									
With current employer for one year or more	1,315.9	63.9	1,379.8	361.0	390.2	751.1	1,676.9	454.1	2,131.0
Had some change in work	1,260.3	63.8	1,324.1	346.9	383.2	730.1	1,607.2	447.0	2,054.2
No change in work reported	55.6	*0.1	55.8	14.1	6.9	21.0	69.7	7.1	76.8
With current employer for less than one year	266.5	44.6	311.1	76.5	248.9	325.4	342.9	293.5	636.4
<i>Whether had a break from work of six months or more —</i>									
With current employer for six months or more	1,425.9	75.8	1,501.7	396.0	473.2	869.2	1,821.8	549.0	2,370.9
Had a break from work	71.8	3.7	75.6	36.3	15.2	51.4	108.1	18.9	127.0
Did not have a break from work	1,349.6	72.1	1,421.7	358.3	457.2	815.5	1,707.9	529.2	2,237.1
Did not know	*1.3	*0.0	*1.3	*0.7	*0.6	*1.2	*2.0	*0.6	*2.6
Currently away from work	*3.1	*0.0	*3.1	*0.7	*0.3	*1.0	3.9	*0.3	4.2
With current employer for less than six months	156.5	32.7	189.2	41.5	165.9	207.3	198.0	198.6	396.5
<i>Whether received more than one type of training within the last twelve months —</i>									
Received training	874.6	37.7	912.3	201.4	208.7	410.2	1,076.1	246.4	1,322.5
Only one type of training received	632.4	32.4	664.8	162.5	181.6	344.1	794.8	214.0	1,008.9
More than one type of training received	242.2	5.3	247.6	39.0	27.1	66.1	281.2	32.4	313.6
Did not receive training	707.7	70.8	778.5	236.0	430.4	666.4	943.7	501.2	1,444.9
<i>Whether had more than one period of employment with current employer —</i>									
One period of employment	1,404.7	95.4	1,500.0	352.1	545.1	897.2	1,756.8	640.5	2,397.3
More than one period of employment	177.7	13.2	190.8	85.3	93.9	179.3	263.0	107.1	370.1
<i>Whether had more than one position with current employer —</i>									
One position	1,118.0	98.8	1,216.9	358.0	586.9	944.9	1,476.0	685.7	2,161.8
More than one position	464.3	9.7	474.0	79.5	52.2	131.6	543.8	61.9	605.6
<i>Whether intend to stay with current employer for the next twelve months —</i>									
Intend to stay	1,443.9	82.1	1,526.0	383.8	502.1	885.9	1,827.7	584.2	2,411.9
Do not intend to stay	73.9	18.3	92.2	29.1	73.6	102.7	103.0	91.9	194.9
Undecided, don't know	64.6	8.1	72.7	24.5	63.4	87.9	89.0	71.5	160.6
Total	1,582.4	108.5	1,690.9	437.4	639.1	1,076.5	2,019.8	747.6	2,767.4

TABLE 1. EMPLOYEES: SELECTED CHARACTERISTICS AND WHETHER FULL-TIME/PART-TIME OR PERMANENT/CASUAL EMPLOYEE IN CURRENT POSITION, FEBRUARY 1993—continued
(^{'000})

	Full-time			Part-time			Total		
	Permanent	Casual	Total	Permanent	Casual	Total	Permanent	Casual	Total
PERSONS									
<i>Length of time with current employer —</i>									
Less than 1 year	706.8	156.5	863.2	97.0	402.0	499.0	803.8	558.4	1,362.2
Less than 3 months	222.5	79.7	302.2	30.0	192.4	222.4	252.5	272.1	524.6
3 and under 6 months	185.4	37.4	222.8	26.3	94.3	120.6	211.7	131.7	343.4
6 and under 12 months	298.9	39.4	338.2	40.7	115.3	155.9	339.6	154.6	494.2
1 and under 2 years	411.8	40.4	452.2	53.1	117.3	170.3	464.8	157.7	622.5
2 and under 3 years	475.4	39.3	514.7	53.1	112.8	165.9	528.5	152.1	680.6
3 and under 5 years	856.4	45.0	901.3	99.4	136.8	236.1	955.7	181.7	1,137.5
5 and under 10 years	933.8	47.9	981.8	107.6	84.3	191.9	1,041.5	132.2	1,173.7
10 years or more	1,142.1	56.1	1,198.1	85.2	45.0	130.2	1,227.3	101.1	1,328.4
<i>Length of time in current position —</i>									
Less than 1 year	1,024.7	162.7	1,187.4	115.4	418.3	533.7	1,140.1	581.0	1,721.1
Less than 3 months	329.8	82.5	412.3	37.5	198.7	236.2	367.3	281.2	648.5
3 and under 6 months	256.5	38.8	295.3	31.6	99.8	131.4	288.1	138.5	426.6
6 and under 12 months	438.4	41.4	479.8	46.3	119.9	166.2	484.7	161.3	645.9
1 and under 2 years	580.4	39.7	620.1	60.8	120.3	181.0	641.2	160.0	801.1
2 and under 3 years	588.1	37.3	625.5	57.3	113.9	171.1	645.4	151.2	796.6
3 and under 5 years	881.4	44.6	926.0	100.1	124.7	224.8	981.5	169.4	1,150.8
5 and under 10 years	781.7	47.7	829.4	93.5	80.3	173.8	875.2	128.0	1,003.1
10 years or more	669.9	53.1	722.9	68.4	40.6	108.9	738.2	93.6	831.9
<i>Whether had any change in work with current employer in the last twelve months —</i>									
With current employer for one year or more	3,819.5	228.6	4,048.1	398.3	496.1	894.5	4,217.8	724.8	4,942.5
Had some change in work	3,626.8	227.0	3,853.8	383.1	485.2	868.3	4,009.9	712.3	4,722.1
No change in work reported	192.7	*1.6	194.3	15.2	10.9	26.1	207.9	12.5	220.4
With current employer for less than one year	706.8	156.5	863.2	97.0	402.0	499.0	803.8	558.4	1,362.2
<i>Whether had a break from work of six months or more —</i>									
With current employer for six months or more	4,118.3	268.0	4,386.3	439.0	611.4	1,050.4	4,557.3	879.4	5,436.7
Had a break from work	123.6	8.1	131.7	37.4	17.1	54.5	161.0	25.2	186.2
Did not have a break from work	3,982.9	259.6	4,242.5	400.3	592.8	993.0	4,383.1	852.4	5,235.5
Did not know	6.2	*0.0	6.2	*0.7	*1.1	*1.8	6.9	*1.1	8.0
Currently away from work	5.6	*0.2	5.9	*0.7	*0.4	*1.1	6.3	*0.6	7.0
With current employer for less than six months	407.9	117.1	525.0	56.3	286.7	343.0	464.2	403.8	868.0
<i>Whether received more than one type of training within the last twelve months —</i>									
Received training	2,303.2	109.0	2,412.2	219.8	282.3	502.2	2,523.0	391.3	2,914.4
Only one type of training received	1,667.1	94.2	1,761.4	176.8	248.0	424.7	1,843.9	342.2	2,186.1
More than one type of training received	636.1	14.8	650.8	43.1	34.4	77.4	679.1	49.1	728.3
Did not receive training	2,223.0	276.1	2,499.1	275.5	615.7	891.2	2,498.5	891.8	3,390.3
<i>Whether had more than one period of employment with current employer —</i>									
One period of employment	4,075.8	333.4	4,409.2	401.3	747.5	1,148.8	4,477.2	1,080.9	5,558.0
More than one period of employment	450.4	51.7	502.1	94.0	150.6	244.6	544.4	202.3	746.7
<i>Whether had more than one position with current employer —</i>									
One position	3,176.7	362.2	3,538.9	407.9	827.9	1,235.9	3,584.6	1,190.1	4,774.7
More than one position	1,349.5	22.9	1,372.5	87.4	70.1	157.6	1,436.9	93.1	1,530.0
<i>Whether intend to stay with current employer for the next twelve months —</i>									
Intend to stay	4,149.7	305.9	4,455.6	425.4	649.2	1,074.6	4,575.1	955.0	5,530.2
Do not intend to stay	181.0	49.1	230.1	39.9	130.5	170.4	220.9	179.6	400.6
Undecided, don't know	195.5	30.1	225.6	30.0	118.4	148.4	225.5	148.5	374.0
Total	4,526.2	385.1	4,911.3	495.3	898.1	1,393.4	5,021.6	1,283.2	6,304.7

TABLE 2. EMPLOYEES: ALL TYPES OF TRAINING RECEIVED WITHIN THE LAST TWELVE MONTHS, LENGTH OF TIME WITH CURRENT EMPLOYER AND EDUCATIONAL ATTAINMENT, FEBRUARY 1993
(*000)

All types of training received within the last twelve months	Length of time with current employer								Total	Total
	Less than one year			One year or more						
	Less than 6 months	6 and under 12 months	Total	1 and under 2 years	2 and under 3 years	3 and under 5 years	5 and under 10 years	10 years or more		
MALES, WITH POST-SCHOOL QUALIFICATIONS										
Total	212.2	134.9	347.0	161.9	171.4	328.4	398.7	541.2	1,601.7	1,948.7
Received training	68.8	54.8	123.6	76.3	80.8	172.7	206.9	273.1	809.8	933.4
Studied for an educational qualification	10.3	8.6	18.9	16.2	18.1	42.7	32.2	35.9	145.0	163.9
Attended training course(s)	21.7	25.5	47.2	38.6	49.6	103.5	127.5	184.7	504.0	551.2
On-the-job training	49.9	37.5	87.4	43.8	36.7	84.6	105.2	124.1	394.4	481.8
Other	*1.7	*1.1	*2.8	4.6	*2.5	8.5	11.8	16.5	43.9	46.7
Did not receive training	143.3	80.1	223.4	85.7	90.6	155.7	191.8	268.1	791.9	1,015.3
MALES, WITHOUT POST-SCHOOL QUALIFICATIONS										
Total	259.3	119.1	378.4	148.1	167.7	265.7	238.7	383.1	1,203.3	1,581.7
Received training	108.2	56.2	164.4	60.4	71.0	116.1	90.9	155.4	494.0	658.4
Studied for an educational qualification	15.9	11.7	27.6	18.3	19.6	27.7	7.8	6.4	79.8	107.4
Attended training course(s)	18.3	12.5	30.7	20.0	29.0	58.3	58.5	101.1	267.0	297.7
On-the-job training	90.9	44.8	135.8	38.3	44.8	68.1	49.8	77.6	278.6	414.4
Other	*0.3	*0.1	*0.4	*1.2	*1.2	3.5	*1.9	6.6	14.4	14.8
Did not receive training	151.1	62.9	214.0	87.7	96.6	149.6	147.7	227.7	709.3	923.3
FEMALES, WITH POST-SCHOOL QUALIFICATIONS										
Total	191.2	120.0	311.1	168.2	170.0	260.6	268.8	196.4	1,064.0	1,375.1
Received training	80.4	68.9	149.3	95.1	89.0	146.9	156.4	121.7	609.2	758.5
Studied for an educational qualification	11.6	10.5	22.1	18.9	16.1	26.2	24.7	18.3	104.2	126.4
Attended training course(s)	24.5	30.7	55.2	53.4	48.3	84.1	83.0	74.1	342.9	398.1
On-the-job training	59.7	47.7	107.5	54.1	49.8	72.0	90.8	64.5	331.1	438.6
Other	*1.8	*1.0	*2.8	3.9	4.0	5.9	10.4	6.1	30.3	33.1
Did not receive training	110.7	51.1	161.8	73.1	80.9	113.7	112.4	74.8	454.8	616.6
FEMALES, WITHOUT POST-SCHOOL QUALIFICATIONS										
Total	205.4	119.9	325.3	143.4	170.8	281.7	266.1	201.0	1,063.1	1,388.4
Received training	96.1	59.2	155.3	59.3	64.9	105.6	109.5	69.2	408.5	563.8
Studied for an educational qualification	7.4	7.1	14.5	9.0	7.1	15.8	6.1	4.6	42.6	57.1
Attended training course(s)	21.6	18.9	40.5	23.2	25.3	50.8	58.5	40.0	197.8	238.2
On-the-job training	78.5	46.2	124.6	40.8	44.6	66.1	70.7	38.8	261.0	385.6
Other	*1.2	*0.3	*1.5	*0.7	*1.5	*2.2	*1.4	*1.2	6.9	8.4
Did not receive training	109.3	60.7	170.1	84.2	105.9	176.1	156.6	131.7	654.5	824.6
TOTAL(a)										
Total	868.0	494.2	1,362.2	622.5	680.6	1,137.5	1,173.7	1,328.4	4,942.5	6,304.7
Received training	353.5	239.1	592.6	291.3	305.9	541.4	563.7	619.5	2,321.8	2,914.4
Studied for an educational qualification	45.3	37.9	83.2	62.4	60.9	112.4	70.8	65.1	371.7	454.8
Attended training course(s)	86.0	87.6	173.6	135.3	152.1	296.7	327.6	399.9	1,311.7	1,485.3
On-the-job training	279.0	176.3	455.3	177.0	175.9	290.8	316.5	305.0	1,265.2	1,720.5
Other	5.0	*2.5	7.4	10.6	9.3	20.1	25.5	30.3	95.8	103.2
Did not receive training	514.5	255.1	769.6	331.2	374.7	596.1	609.9	708.9	2,620.7	3,390.3

(a) Includes 10,900 persons aged 70 and over who were not asked about their educational qualifications.

TABLE 3. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: ALL CHANGES IN WORK WITH CURRENT EMPLOYER IN THE LAST TWELVE MONTHS, WHETHER RECEIVED TRAINING OR STUDIED WITHIN THE LAST TWELVE MONTHS AND WHETHER FULL-TIME/PART-TIME OR PERMANENT/CASUAL EMPLOYEE IN CURRENT POSITION, FEBRUARY 1993
(⁰⁰⁰)

	Full-time			Part-time			Total		
	Permanent	Casual	Total	Permanent	Casual	Total	Permanent	Casual	Total
MALES									
<i>Total</i>	2,503.6	164.7	2,668.3	37.3	106.0	143.3	2,540.9	270.7	2,811.6
<i>All changes in work with current employer in the last twelve months —</i>									
Promoted(a)	195.4	*1.6	197.0	*0.8	*0.2	*1.1	196.2	*1.8	198.0
Transferred(a)	226.6	*1.8	228.4	*1.7	*1.6	*3.3	228.2	*3.4	231.7
Changed from full-time to part-time work	7.0	*1.5	8.5	4.3	6.3	10.6	11.4	7.8	19.1
Changed from part-time to full-time work	12.7	*2.1	14.8	*0.7	*0.5	*1.2	13.4	*2.6	16.0
Other change in hours	284.4	19.2	303.6	7.1	20.7	27.7	291.4	39.9	331.3
Used different computers, computer based equipment, computer packages	834.1	31.9	866.0	5.0	12.3	17.2	839.1	44.1	883.2
Used other different machinery, tools or equipment	604.1	29.7	633.8	5.8	12.7	18.5	609.9	42.4	652.3
Changed location of employment	270.5	15.4	285.9	3.7	7.4	11.0	274.1	22.8	296.9
New, different or extra duties	1,019.8	34.7	1,054.4	11.9	19.6	31.5	1,031.6	54.3	1,085.9
More responsibility	1,114.8	39.6	1,154.4	10.3	22.2	32.5	1,125.1	61.8	1,186.9
None of the above	137.1	*1.5	138.5	*1.1	4.0	5.1	138.2	5.4	143.7
<i>Whether received training or studied within the last twelve months —</i>									
Received training or studied	1,227.2	37.1	1,264.4	11.1	28.5	39.5	1,238.3	65.6	1,303.9
Did not receive training or study	1,276.4	127.5	1,403.9	26.3	77.5	103.8	1,302.6	205.1	1,507.7
FEMALES									
<i>Total</i>	1,315.9	63.9	1,379.8	361.0	390.2	751.1	1,676.9	454.1	2,131.0
<i>All changes in work with current employer in the last twelve months —</i>									
Promoted(a)	137.8	*2.2	139.9	9.8	6.2	16.1	147.6	8.4	156.0
Transferred(a)	151.8	*3.2	155.0	18.9	10.4	29.3	170.7	13.6	184.3
Changed from full-time to part-time work	6.1	*1.8	7.9	27.9	13.1	41.0	34.0	15.0	48.9
Changed from part-time to full-time work	34.5	4.9	39.4	*3.2	*1.4	4.6	37.6	6.4	44.0
Other change in hours	116.6	5.9	122.5	79.6	90.0	169.6	196.2	95.9	292.1
Used different computers, computer based equipment, computer packages	525.5	12.3	537.8	87.8	57.2	145.1	613.4	69.5	682.9
Used other different machinery, tools or equipment	217.7	10.0	227.6	54.1	42.2	96.3	271.8	52.2	323.9
Changed location of employment	146.2	5.8	152.0	18.8	21.2	40.0	165.0	27.0	192.0
New, different or extra duties	622.2	16.4	638.6	123.9	85.3	209.2	746.1	101.7	847.9
More responsibility	652.1	20.0	672.1	113.4	85.1	198.5	765.5	105.2	870.7
None of the above	55.6	*0.1	55.8	14.1	6.9	21.0	69.7	7.1	76.8
<i>Whether received training or studied within the last twelve months —</i>									
Received training or studied	724.2	18.7	742.9	165.9	109.1	275.0	890.2	127.8	1,017.9
Did not receive training or study	591.6	45.2	636.9	195.1	281.1	476.1	786.7	326.3	1,113.0
PERSONS									
<i>Total</i>	3,819.5	228.6	4,048.1	398.3	496.1	894.5	4,217.8	724.8	4,942.5
<i>All changes in work with current employer in the last twelve months —</i>									
Promoted(a)	333.1	3.7	336.9	10.7	6.5	17.2	343.8	10.2	354.0
Transferred(a)	378.4	5.1	383.4	20.5	12.0	32.6	398.9	17.1	416.0
Changed from full-time to part-time work	13.1	*3.3	16.4	32.2	19.4	51.6	45.3	22.7	68.0
Changed from part-time to full-time work	47.2	7.0	54.2	3.8	*1.9	5.8	51.0	8.9	60.0
Other change in hours	400.9	25.1	426.1	86.6	110.7	197.3	487.6	135.8	623.3
Used different computers, computer based equipment, computer packages	1,359.7	44.1	1,403.8	92.8	69.5	162.3	1,452.5	113.6	1,566.1
Used other different machinery, tools or equipment	821.8	39.6	861.4	59.9	54.9	114.8	881.7	94.5	976.2
Changed location of employment	416.7	21.2	437.9	22.4	28.6	51.0	439.1	49.8	488.9
New, different or extra duties	1,642.0	51.1	1,693.0	135.7	105.0	240.7	1,777.7	156.0	1,933.8
More responsibility	1,766.9	59.7	1,826.5	123.8	107.3	231.1	1,890.6	167.0	2,057.6
None of the above	192.7	*1.6	194.3	15.2	10.9	26.1	207.9	12.5	220.4
<i>Whether received training or studied within the last twelve months —</i>									
Received training or studied	1,951.5	55.8	2,007.3	177.0	137.5	314.5	2,128.4	193.4	2,321.8
Did not receive training or study	1,868.0	172.8	2,040.8	221.3	358.6	579.9	2,089.3	531.4	2,620.7

(a) Excludes 307,000 owner-managers who were not asked whether they had been promoted or transferred.

TABLE 4. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: ALL CHANGES IN WORK WITH CURRENT EMPLOYER IN THE LAST TWELVE MONTHS, WHETHER RECEIVED TRAINING OR STUDIED WITHIN THE LAST TWELVE MONTHS AND AGE, FEBRUARY 1993

	Age group						Total	
	15-19	20-24	25-34	35-44	45-54	55 and over		
MALES								
	— '000 —						(per cent)	
Total	110.0	314.1	750.5	769.0	600.8	267.3	2,811.6	100.0
All changes in work with current employer in the last twelve months —								
Promoted(a)	4.4	31.6	70.5	55.2	31.2	5.1	198.0	7.0
Transferred(a)	6.3	38.7	73.0	67.3	38.3	8.2	231.7	8.2
Changed from full-time to part-time work	*0.5	*2.6	4.5	4.4	4.2	*2.9	19.1	0.7
Changed from part-time to full-time work	*2.9	*2.3	4.1	*3.2	*3.2	*0.2	16.0	0.6
Other change in hours	12.2	44.1	102.2	96.0	60.2	16.6	331.3	11.8
Used different computers, computer based equipment, computer packages	15.4	82.4	248.7	291.1	196.9	48.7	883.2	31.4
Used other different machinery, tools or equipment	39.3	89.9	204.9	171.0	109.5	37.8	652.3	23.2
Changed location of employment	10.3	40.2	90.3	86.4	54.9	14.8	296.9	10.6
New, different or extra duties	42.1	132.1	321.8	322.1	211.4	56.5	1,085.9	38.6
More responsibility	54.3	157.3	356.0	343.4	216.2	59.8	1,186.9	42.2
None of the above	*1.6	8.6	34.9	40.7	32.3	25.5	143.7	5.1
Whether received training or studied within the last twelve months —								
Received training or studied	69.3	174.0	389.4	372.2	237.5	61.5	1,303.9	46.4
Did not receive training or study	40.7	140.0	361.0	396.8	363.3	205.8	1,507.7	53.6
FEMALES								
	— '000 —						(per cent)	
Total	99.5	322.4	547.1	587.8	442.7	131.4	2,131.0	100.0
All changes in work with current employer in the last twelve months —								
Promoted(a)	7.1	37.9	48.6	38.2	22.0	*2.2	156.0	7.3
Transferred(a)	9.7	41.6	62.1	42.7	24.9	*3.2	184.3	8.6
Changed from full-time to part-time work	*2.3	7.3	17.5	10.8	9.1	*1.8	48.9	2.3
Changed from part-time to full-time work	4.5	7.9	10.9	12.6	7.0	*1.1	44.0	2.1
Other change in hours	20.3	43.1	78.9	84.7	55.4	9.5	292.1	13.7
Used different computers, computer based equipment, computer packages	22.7	111.9	214.7	191.4	118.6	23.6	682.9	32.0
Used other different machinery, tools or equipment	16.8	47.6	95.1	92.1	59.7	12.5	323.9	15.2
Changed location of employment	7.0	42.7	60.2	46.1	29.7	6.3	192.0	9.0
New, different or extra duties	38.3	142.0	245.6	237.8	152.6	31.5	847.9	39.8
More responsibility	49.8	155.6	244.8	234.3	155.6	30.6	870.7	40.9
None of the above	*1.6	10.4	17.8	21.7	17.1	8.2	76.8	3.6
Whether received training or studied within the last twelve months —								
Received training or studied	51.0	166.7	291.2	284.5	185.1	39.3	1,017.9	47.8
Did not receive training or study	48.5	155.7	255.9	303.3	257.6	92.1	1,113.0	52.2
PERSONS								
	— '000 —						(per cent)	
Total	209.5	636.5	1,297.6	1,356.7	1,043.5	398.7	4,942.5	100.0
All changes in work with current employer in the last twelve months —								
Promoted(a)	11.5	69.5	119.1	93.4	53.2	7.3	354.0	7.2
Transferred(a)	16.0	80.3	135.0	110.0	63.3	11.4	416.0	8.4
Changed from full-time to part-time work	*2.8	9.9	22.1	15.3	13.3	4.7	68.0	1.4
Changed from part-time to full-time work	7.5	10.2	15.0	15.8	10.2	*1.3	60.0	1.2
Other change in hours	32.5	87.2	181.1	180.7	115.7	26.2	623.3	12.6
Used different computers, computer based equipment, computer packages	38.1	194.3	463.4	482.5	315.5	72.3	1,566.1	31.7
Used other different machinery, tools or equipment	56.1	137.5	300.0	263.1	169.2	50.3	976.2	19.8
Changed location of employment	17.3	82.9	150.6	132.4	84.7	21.0	488.9	9.9
New, different or extra duties	80.4	274.1	567.4	560.0	363.9	87.9	1,933.8	39.1
More responsibility	104.1	312.8	600.8	577.7	371.8	90.4	2,057.6	41.6
None of the above	*3.1	19.1	52.7	62.3	49.4	33.7	220.4	4.5
Whether received training or studied within the last twelve months —								
Received training or studied	120.3	340.8	680.7	656.7	422.6	100.8	2,321.8	47.0
Did not receive training or study	89.3	295.7	617.0	700.0	620.9	297.9	2,620.7	53.0

(a) Excludes 307,000 owner-managers who were not asked whether they had been promoted or transferred.

TABLE 5. EMPLOYEES (EXCLUDING OWNER-MANAGERS) WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: DETAILS OF CURRENT POSITION AND WHETHER WORK PERFORMANCE FORMALLY APPRAISED BY CURRENT EMPLOYER IN THE LAST TWELVE MONTHS, FEBRUARY 1993
(per cent)

	<i>Full-time</i>			<i>Part-time</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
WORK PERFORMANCE FORMALLY APPRAISED									
<i>Industry —</i>									
Agriculture, forestry, fishing and hunting	26.3	*32.0	27.1	*0.0	*27.8	*17.0	23.5	29.7	25.0
Mining	44.6	*54.4	45.4	*100.0	*42.2	*52.7	44.9	51.5	45.6
Manufacturing	37.8	37.1	37.6	*21.2	28.3	26.8	37.5	35.6	37.0
Electricity, gas and water	49.4	66.1	50.8	*0.0	*25.2	*25.2	49.4	60.4	50.4
Construction	30.2	36.0	30.7	*26.9	*23.6	*24.7	30.1	31.8	30.3
Wholesale and retail trade	42.3	42.3	42.3	28.9	24.2	25.1	41.0	34.4	37.9
Transport and storage	36.5	44.1	37.9	*26.6	*24.1	25.2	36.1	40.8	37.1
Communication	44.3	61.0	48.4	*0.0	*15.4	*15.4	44.3	54.8	47.2
Finance, property and business services	62.1	65.9	63.9	*19.5	44.1	40.3	59.8	60.3	60.0
Public administration and defence	47.9	54.2	50.1	*24.8	38.4	37.2	47.6	51.5	49.2
Community services	45.9	48.5	47.4	35.9	35.0	35.1	45.2	43.3	43.9
Recreation, personal and other services	44.1	40.9	42.6	23.0	20.2	20.8	39.4	29.7	33.6
<i>Occupation —</i>									
Managers and administrators	52.3	58.7	53.6	*26.4	*26.6	*26.6	52.2	55.7	52.9
Professionals	54.7	55.3	54.9	41.4	36.1	36.9	54.2	51.1	52.8
Para-professionals	51.4	58.7	53.9	*65.7	46.8	47.6	51.7	53.8	52.7
Tradespersons	36.0	41.7	36.4	*19.6	23.6	22.1	35.7	36.4	35.7
Clerks	57.2	49.1	51.6	*24.0	30.7	30.3	55.9	44.5	47.5
Salespersons and personal service workers	50.8	48.7	49.7	24.5	28.9	28.3	46.7	38.3	41.2
Plant and machine operators, and drivers	29.0	28.0	28.9	*26.0	*20.1	23.3	28.9	26.6	28.5
Labourers and related workers	28.9	29.2	29.0	24.1	24.9	24.7	28.3	26.9	27.8
<i>Sector —</i>									
Public	47.1	53.5	49.5	30.0	41.3	40.3	46.7	50.3	48.3
Private	41.0	45.7	42.6	26.0	27.2	27.0	40.0	38.6	39.4
<i>Size of location (employees) —</i>									
Less than 10	34.5	41.0	36.9	22.5	22.7	22.7	33.4	32.2	32.8
10 to 19	38.8	45.8	41.6	25.3	27.5	27.2	37.9	39.5	38.7
20 to 99	43.9	48.1	45.4	25.1	32.6	31.4	43.0	42.9	42.9
100 or more	47.4	54.6	49.8	34.9	40.6	39.8	47.1	50.9	48.6
Don't know	33.7	25.3	31.7	*30.8	29.1	29.6	33.5	26.8	31.2
<i>Length of time with current employer —</i>									
1 and under 2 years	41.9	54.4	47.1	30.5	30.8	30.8	40.4	44.7	42.6
2 and under 3 years	43.7	52.9	47.5	22.1	28.7	27.3	41.4	43.6	42.5
3 and under 5 years	43.5	49.1	45.7	30.8	30.7	30.7	42.7	42.3	42.5
5 and under 10 years	43.9	47.9	45.4	*22.0	33.8	32.8	43.3	43.5	43.4
10 years or more	42.0	41.8	41.9	*16.6	28.3	27.3	41.7	38.1	40.6
<i>Whether permanent or casual employee —</i>									
Permanent	43.4	49.3	45.5	37.7	39.7	39.6	43.3	47.3	44.9
Casual	27.0	26.7	26.9	22.7	22.2	22.3	24.5	22.6	23.2
Total	42.9	48.6	44.9	26.5	30.7	30.1	42.1	42.4	42.2

TABLE 5. EMPLOYEES (EXCLUDING OWNER-MANAGERS) WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: DETAILS OF CURRENT POSITION AND WHETHER WORK PERFORMANCE FORMALLY APPRAISED BY CURRENT EMPLOYER IN THE LAST TWELVE MONTHS, FEBRUARY 1993—continued
(*000)

	Full-time			Part-time			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
TOTAL									
<i>Industry —</i>									
Agriculture, forestry, fishing and hunting	45.1	7.2	52.3	5.4	8.5	14.0	50.6	15.7	66.3
Mining	60.6	5.1	65.8	*0.4	*1.6	*2.0	61.0	6.8	67.8
Manufacturing	572.8	173.5	746.2	10.1	36.4	46.6	582.9	209.9	792.8
Electricity, gas and water	83.2	7.4	90.7	*0.0	*1.2	*1.2	83.2	8.7	91.9
Construction	155.7	14.2	169.9	3.7	7.4	11.0	159.4	21.6	181.0
Wholesale and retail trade	416.5	225.3	641.8	42.6	174.0	216.6	459.1	399.3	858.4
Transport and storage	182.1	41.3	223.4	6.1	7.9	14.1	188.2	49.2	237.4
Communication	73.1	23.9	97.0	*0.0	3.7	3.7	73.1	27.7	100.7
Finance, property and business services	224.7	201.3	426.0	12.7	69.9	82.5	237.4	271.1	508.5
Public administration and defence	201.7	108.7	310.4	*2.2	22.4	24.6	203.9	131.1	334.9
Community services	353.4	450.0	803.4	26.2	287.6	313.9	379.7	737.6	1,117.3
Recreation, personal and other services	88.1	75.7	163.9	24.8	89.8	114.6	112.9	165.5	278.4
<i>Occupation —</i>									
Managers and administrators	238.2	60.9	299.1	*1.4	6.5	7.8	239.5	67.4	306.9
Professionals	377.9	242.5	620.4	11.9	67.4	79.4	389.9	309.9	699.8
Para-professionals	191.3	102.0	293.4	*3.1	69.6	72.7	194.4	171.6	366.1
Tradespersons	568.6	42.1	610.7	10.8	17.5	28.3	579.3	59.7	639.0
Clerks	230.4	509.0	739.4	9.4	167.5	176.9	239.8	676.6	916.3
Salespersons and personal service workers	197.2	213.1	410.4	36.2	234.5	270.7	233.5	447.6	681.1
Plant and machine operators, and drivers	284.1	40.7	324.8	11.3	9.2	20.5	295.4	49.9	345.3
Labourers and related workers	369.4	123.2	492.7	50.2	138.2	188.4	419.6	261.5	681.0
<i>Sector —</i>									
Public	795.5	492.0	1,287.4	17.2	176.6	193.8	812.7	668.6	1,481.2
Private	1,661.6	841.7	2,503.3	117.0	533.9	650.9	1,778.7	1,375.6	3,154.2
<i>Size of location (employees) —</i>									
Less than 10	414.9	238.4	653.2	43.1	222.9	265.9	457.9	461.2	919.2
10 to 19	273.4	185.1	458.5	19.6	96.4	116.0	293.0	281.5	574.5
20 to 99	731.3	407.2	1,138.5	39.2	203.2	242.4	770.4	610.4	1,380.9
100 or more	985.8	486.1	1,471.9	27.4	176.1	203.4	1,013.2	662.1	1,675.3
Don't know	51.7	16.9	68.7	5.1	11.9	17.0	56.8	28.8	85.6
<i>Length of time with current employer —</i>									
1 and under 2 years	255.0	179.3	434.3	40.1	126.2	166.3	295.1	305.5	600.6
2 and under 3 years	286.2	205.1	491.3	34.3	127.2	161.5	320.5	332.3	652.7
3 and under 5 years	524.0	330.2	854.2	35.0	191.5	226.4	559.0	521.6	1,080.7
5 and under 10 years	565.3	349.9	915.2	15.7	162.4	178.1	581.0	512.3	1,093.3
10 years or more	826.5	269.2	1,095.7	9.2	103.2	112.5	835.8	372.4	1,208.2
<i>Whether permanent or casual employee —</i>									
Permanent	2,385.0	1,293.3	3,678.3	34.1	345.5	379.6	2,419.1	1,638.8	4,057.9
Casual	72.1	40.4	112.5	100.2	365.0	465.1	172.2	405.4	577.6
Total	2,457.1	1,333.7	3,790.8	134.3	710.5	844.7	2,591.3	2,044.1	4,635.5

TABLE 6. EMPLOYEES (EXCLUDING OWNER-MANAGERS) WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: SELECTED CHARACTERISTICS AND WHETHER PROMOTED OR TRANSFERRED WITH CURRENT EMPLOYER IN THE LAST TWELVE MONTHS, FEBRUARY 1993—continued
(’000)

	Whether promoted		Whether transferred		Total
	Promoted	Not promoted	Transferred	Did not transfer	
MALES					
Length of time with current employer —					
1 and under 2 years	15.8	279.3	19.0	276.1	295.1
2 and under 3 years	19.0	301.5	22.0	298.4	320.5
3 and under 5 years	42.4	516.6	47.2	511.8	559.0
5 and under 10 years	53.4	527.6	57.2	523.8	581.0
10 years or more	67.4	768.4	86.3	749.5	835.8
Occupation —					
Managers and administrators	31.3	208.2	32.8	206.7	239.5
Professionals	41.3	348.6	37.1	352.7	389.9
Para-professionals	19.4	175.0	26.7	167.8	194.4
Tradespersons	24.6	554.7	28.5	550.8	579.3
Clerks	30.8	209.0	44.9	194.8	239.8
Salespersons and personal service workers	20.1	213.3	21.8	211.6	233.5
Plant and machine operators, and drivers	12.5	282.9	14.1	281.3	295.4
Labourers and related workers	17.9	401.7	25.6	393.9	419.6
Sector —					
Public	86.7	725.9	105.3	707.3	812.7
Private	111.3	1,667.4	126.3	1,652.3	1,778.7
Size of location (employees) —					
Less than 10	15.0	442.9	19.5	438.5	457.9
10 to 19	18.8	274.2	17.6	275.4	293.0
20 to 99	66.5	703.9	77.2	693.2	770.4
100 or more	95.4	917.8	114.8	898.3	1,013.2
Don't know	*2.3	54.5	*2.5	54.2	56.8
Whether work performance formally appraised —					
Work performance formally appraised	150.4	940.4	157.6	933.2	1,090.8
Work performance not formally appraised	40.0	1,335.1	65.1	1,310.0	1,375.0
Don't know	7.6	117.9	9.1	116.5	125.5
Weekly earnings in current position (\$) —					
Part-time employee	*1.1	133.2	*3.3	131.0	134.3
Under 80	*0.3	33.2	*0.6	32.9	33.5
80 and under 240	*0.5	57.0	*1.4	56.2	57.6
240 and under 320	*0.1	20.8	*0.6	20.4	20.9
320 and over	*0.2	21.6	*0.8	21.0	21.8
Not stated, don't know	*0.0	*0.5	*0.0	*0.5	*0.5
Full-time employee	197.0	2,260.1	228.4	2,228.7	2,457.1
Under 320	*2.7	108.9	4.7	106.9	111.6
320 and under 480	32.9	634.2	44.1	623.0	667.1
480 and under 720	85.0	909.3	101.6	892.8	994.3
720 and over	76.0	585.6	76.4	585.2	661.6
Not stated, don't know	*0.3	22.1	*1.7	20.8	22.4
Whether permanent or casual employee —					
Permanent	196.2	2,222.9	228.2	2,190.9	2,419.1
Casual	*1.8	170.4	*3.4	168.8	172.2
Whether received training or studied within the last twelve months —					
Received training or studied	153.5	1,105.4	165.9	1,093.0	1,258.9
Did not receive training or study	44.5	1,287.9	65.8	1,266.6	1,332.4
Whether had any child(ren) under 12 years —					
Had child(ren) aged under 12 years	64.8	731.0	77.4	718.4	795.8
Did not have child(ren) aged under 12 years	133.3	1,662.3	154.3	1,641.3	1,795.6
Educational attainment —					
With post-school qualifications	124.5	1,332.8	133.4	1,323.9	1,457.4
Without post-school qualifications	73.5	1,056.2	98.3	1,031.4	1,129.7
Not asked	*0.0	4.3	*0.0	4.3	4.3
Total	198.0	2,393.3	231.7	2,359.7	2,591.3

TABLE 6. EMPLOYEES (EXCLUDING OWNER-MANAGERS) WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: SELECTED CHARACTERISTICS AND WHETHER PROMOTED OR TRANSFERRED WITH CURRENT EMPLOYER IN THE LAST TWELVE MONTHS, FEBRUARY 1993—continued
(*000)

	Whether promoted		Whether transferred		Total
	Promoted	Not promoted	Transferred	Did not transfer	
FEMALES					
Length of time with current employer —					
1 and under 2 years	20.5	285.0	21.5	284.0	305.5
2 and under 3 years	24.1	308.2	29.1	303.2	332.3
3 and under 5 years	40.4	481.2	51.2	470.5	521.6
5 and under 10 years	42.5	469.8	48.3	464.0	512.3
10 years or more	28.5	343.9	34.3	338.0	372.4
Occupation —					
Managers and administrators	14.9	52.4	12.3	55.1	67.4
Professionals	32.8	277.0	33.0	276.9	309.9
Para-professionals	11.9	159.8	11.4	160.2	171.6
Tradespersons	*1.1	58.5	*2.0	57.6	59.7
Clerks	63.2	613.4	78.8	597.8	676.6
Salespersons and personal service workers	25.4	422.2	34.3	413.3	447.6
Plant and machine operators, and drivers	*1.6	48.4	*2.7	47.3	49.9
Labourers and related workers	5.0	256.4	9.7	251.7	261.5
Sector —					
Public	70.4	598.1	87.4	581.1	668.6
Private	85.6	1,290.0	96.9	1,278.7	1,375.6
Size of location (employees) —					
Less than 10	17.1	444.1	17.3	444.0	461.2
10 to 19	22.3	259.3	22.1	259.4	281.5
20 to 99	47.8	562.6	58.3	552.2	610.4
100 or more	67.7	594.4	84.6	577.6	662.1
Don't know	*1.1	27.7	*2.1	26.7	28.8
Whether work performance formally appraised —					
Work performance formally appraised	118.6	748.0	124.5	742.1	866.6
Work performance not formally appraised	35.2	1,079.3	56.0	1,058.4	1,114.4
Don't know	*2.2	60.9	3.8	59.3	63.1
Weekly earnings in current position (\$) —					
Part-time employee	16.1	694.4	29.3	681.1	710.5
Under 80	*0.8	133.0	3.9	130.0	133.9
80 and under 240	5.4	300.8	10.6	295.5	306.1
240 and under 320	4.8	150.5	6.5	148.7	155.3
320 and over	5.0	105.8	8.3	102.5	110.8
Not stated, don't know	*0.0	4.3	*0.0	4.3	4.3
Full-time employee	139.9	1,193.7	155.0	1,178.7	1,333.7
Under 320	4.9	108.0	6.9	106.0	112.9
320 and under 480	43.0	510.7	53.1	500.6	553.7
480 and under 720	60.3	414.6	66.2	408.6	474.8
720 and over	31.0	151.0	28.1	153.9	182.0
Not stated, don't know	*0.7	9.5	*0.7	9.6	10.2
Whether permanent or casual employee —					
Permanent	147.6	1,491.2	170.7	1,468.1	1,638.8
Casual	8.4	396.9	13.6	391.7	405.4
Whether received training or studied within the last twelve months —					
Received training or studied	121.6	880.5	138.1	864.0	1,002.1
Did not receive training or study	34.4	1,007.6	46.2	995.8	1,042.0
Whether had any child(ren) under 12 years —					
Had child(ren) aged under 12 years	30.8	441.9	43.0	429.7	472.7
Did not have child(ren) aged under 12 years	125.2	1,446.2	141.3	1,430.1	1,571.4
Educational attainment —					
With post-school qualifications	91.3	925.6	100.1	916.8	1,016.9
Without post-school qualifications	64.7	958.8	84.2	939.3	1,023.5
Not asked	*0.0	3.7	*0.0	3.7	3.7
Total	156.0	1,888.1	184.3	1,859.8	2,044.1

TABLE 6. EMPLOYEES (EXCLUDING OWNER-MANAGERS) WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: SELECTED CHARACTERISTICS AND WHETHER PROMOTED OR TRANSFERRED WITH CURRENT EMPLOYER IN THE LAST TWELVE MONTHS, FEBRUARY 1993—continued
(‘000)

	Whether promoted		Whether transferred		Total
	Promoted	Not promoted	Transferred	Did not transfer	
PERSONS					
Length of time with current employer —					
1 and under 2 years	36.3	564.3	40.5	560.1	600.6
2 and under 3 years	43.1	609.6	51.1	601.7	652.7
3 and under 5 years	82.8	997.8	98.4	982.3	1,080.7
5 and under 10 years	95.9	997.4	105.5	987.9	1,093.3
10 years or more	95.9	1,112.3	120.6	1,087.5	1,208.2
Occupation —					
Managers and administrators	46.3	260.6	45.1	261.8	306.9
Professionals	74.1	625.6	70.2	629.6	699.8
Para-professionals	31.3	334.8	38.1	328.0	366.1
Tradespersons	25.8	613.2	30.6	608.4	639.0
Clerks	94.0	822.4	123.7	792.6	916.3
Salespersons and personal service workers	45.6	635.5	56.1	625.0	681.1
Plant and machine operators, and drivers	14.1	331.2	16.8	328.5	345.3
Labourers and related workers	22.9	658.1	35.4	645.7	681.0
Sector —					
Public	157.2	1,324.1	192.8	1,288.5	1,481.2
Private	196.9	2,957.4	223.2	2,931.0	3,154.2
Size of location (employees) —					
Less than 10	32.1	887.0	36.7	882.4	919.2
10 to 19	41.1	533.5	39.7	534.9	574.5
20 to 99	114.4	1,266.5	135.5	1,245.3	1,380.9
100 or more	163.1	1,512.2	199.4	1,475.9	1,675.3
Don't know	*3.4	82.2	4.7	81.0	85.6
Whether work performance formally appraised —					
Work performance formally appraised	269.0	1,688.4	282.0	1,675.3	1,957.4
Work performance not formally appraised	75.2	2,414.3	121.1	2,368.4	2,489.5
Don't know	9.9	178.7	12.9	175.7	188.6
Weekly earnings in current position (\$) —					
Part-time employee	17.2	827.6	32.6	812.1	844.7
Under 80	*1.1	166.2	4.4	162.9	167.4
80 and under 240	5.9	357.8	11.9	351.8	363.7
240 and under 320	4.9	171.3	7.1	169.1	176.2
320 and over	5.2	127.4	9.1	123.5	132.6
Not stated, don't know	*0.0	4.8	*0.0	4.8	4.8
Full-time employee	336.9	3,453.9	383.4	3,407.3	3,790.8
Under 320	7.6	216.9	11.6	212.9	224.5
320 and under 480	75.9	1,144.9	97.2	1,123.6	1,220.8
480 and under 720	145.3	1,323.9	167.7	1,301.4	1,469.2
720 and over	107.0	736.6	104.5	739.1	843.6
Not stated, don't know	*1.0	31.6	*2.3	30.3	32.7
Whether permanent or casual employee —					
Permanent	343.8	3,714.1	398.9	3,659.0	4,057.9
Casual	10.2	567.4	17.1	560.5	577.6
Whether received training or studied within the last twelve months —					
Received training or studied	275.1	1,986.0	304.1	1,957.0	2,261.1
Did not receive training or study	78.9	2,295.4	111.9	2,262.5	2,374.4
Whether had any child(ren) under 12 years —					
Had child(ren) aged under 12 years	95.5	1,172.9	120.4	1,148.1	1,268.5
Did not have child(ren) aged under 12 years	258.5	3,108.5	295.6	3,071.4	3,367.0
Educational attainment —					
With post-school qualifications	215.9	2,258.4	233.5	2,240.8	2,474.3
Without post-school qualifications	138.2	2,015.0	182.5	1,970.7	2,153.2
Not asked	*0.0	8.0	*0.0	8.0	8.0
Total	354.0	4,281.4	416.0	4,219.5	4,635.5

TABLE 7. EMPLOYEES WHO HAVE ATTENDED A TRAINING COURSE OR STUDIED FOR AN EDUCATIONAL QUALIFICATION WITHIN THE LAST TWELVE MONTHS: LENGTH OF TIME WITH CURRENT EMPLOYER, WHETHER FULL-TIME/PART-TIME OR PERMANENT/CASUAL EMPLOYEE IN CURRENT POSITION AND WHETHER TRAINING SUPPORTED BY CURRENT EMPLOYER, FEBRUARY 1993
(’000)

<i>Length of time with current employer</i>	<i>Full-time</i>			<i>Part-time</i>			<i>Total</i>		
	<i>Permanent</i>	<i>Casual</i>	<i>Total</i>	<i>Permanent</i>	<i>Casual</i>	<i>Total</i>	<i>Permanent</i>	<i>Casual</i>	<i>Total</i>
EMPLOYER PROVIDED SOME ASSISTANCE									
Under 1 year	135.4	9.8	145.2	15.1	20.9	36.0	150.5	30.7	181.2
Under 3 months	30.8	*3.4	34.2	3.5	6.6	10.1	34.4	10.0	44.4
3 and under 6 months	32.1	*2.8	34.9	4.2	5.8	10.0	36.2	8.6	44.9
6 and under 12 months	72.5	3.5	76.0	7.4	8.5	15.9	79.9	12.1	92.0
1 and under 2 years	119.1	3.9	123.0	11.2	9.9	21.2	130.3	13.9	144.2
2 and under 3 years	140.7	4.5	145.2	7.5	9.1	16.6	148.3	13.5	161.8
3 and under 5 years	283.0	5.2	288.2	22.4	13.7	36.1	305.5	18.9	324.4
5 and under 10 years	295.6	5.2	300.8	22.0	7.2	29.2	317.6	12.4	330.0
10 years or more	371.7	5.0	376.8	17.0	*2.3	19.2	388.7	7.3	396.0
<i>Total</i>	<i>1,345.6</i>	<i>33.6</i>	<i>1,379.2</i>	<i>95.2</i>	<i>63.1</i>	<i>158.3</i>	<i>1,440.8</i>	<i>96.7</i>	<i>1,537.5</i>
EMPLOYER DID NOT PROVIDE ANY ASSISTANCE									
Under 1 year	27.2	6.6	33.8	5.9	17.5	23.4	33.1	24.1	57.1
Under 3 months	8.3	3.9	12.2	*1.5	7.0	8.5	9.9	10.9	20.7
3 and under 6 months	6.7	*1.1	7.8	*1.0	4.9	5.9	7.7	6.0	13.7
6 and under 12 months	12.1	*1.6	13.7	*3.4	5.6	9.0	15.5	7.2	22.7
1 and under 2 years	17.2	*2.2	19.4	*3.3	11.2	14.5	20.5	13.4	34.0
2 and under 3 years	19.6	*1.9	21.5	*2.2	8.5	10.7	21.8	10.4	32.2
3 and under 5 years	27.6	*2.5	30.1	4.4	9.6	14.0	32.0	12.1	44.1
5 and under 10 years	27.6	*1.8	29.4	4.3	3.5	7.7	31.8	5.3	37.1
10 years or more	28.0	*2.8	30.8	4.3	*1.7	6.0	32.2	4.5	36.7
<i>Total</i>	<i>147.2</i>	<i>17.8</i>	<i>164.9</i>	<i>24.3</i>	<i>52.0</i>	<i>76.3</i>	<i>171.4</i>	<i>69.8</i>	<i>241.2</i>
TOTAL									
Under 1 year	162.6	16.3	179.0	20.9	38.4	59.4	183.6	54.8	238.3
Under 3 months	39.2	7.3	46.5	5.1	13.6	18.7	44.2	20.9	65.1
3 and under 6 months	38.8	3.9	42.7	5.1	10.7	15.8	44.0	14.6	58.5
6 and under 12 months	84.7	5.1	89.8	10.7	14.2	24.9	95.4	19.3	114.7
1 and under 2 years	136.3	6.2	142.5	14.5	21.1	35.7	150.8	27.3	178.2
2 and under 3 years	160.4	6.3	166.7	9.7	17.5	27.3	170.1	23.9	194.0
3 and under 5 years	310.6	7.6	318.3	26.8	23.3	50.1	337.4	31.0	368.4
5 and under 10 years	323.1	7.1	330.2	26.3	10.6	36.9	349.4	17.7	367.1
10 years or more	399.7	7.9	407.6	21.2	3.9	25.2	420.9	11.8	432.7
<i>Total</i>	<i>1,492.7</i>	<i>51.4</i>	<i>1,544.1</i>	<i>119.5</i>	<i>115.1</i>	<i>234.6</i>	<i>1,612.2</i>	<i>166.5</i>	<i>1,778.7</i>

TABLE 8. EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR SIX MONTHS OR MORE: WHETHER HAD ANY CHILD(REN) AGED UNDER 12 YEARS, LENGTH OF TIME WITH CURRENT EMPLOYER WHETHER HAD A BREAK FROM WORK OF SIX MONTHS OR MORE, FEBRUARY 1993
(^{'000})

	Had a break from work				Did not have a break from work	Currently away from work	Total(a)
	For family reasons	For personal reasons	For work or other reasons	Total			
MALES							
Whether had any child(ren) aged under 12 years —							
Had child(ren) aged under 12 years	*1.0	10.3	6.6	17.9	924.8	*0.4	945.2
Did not have child(ren) aged under 12 years	*0.8	27.5	13.0	41.3	2,073.6	*2.4	2,120.7
Length of time with current employer —							
6 and under 12 months	*0.0	*0.3	*0.2	*0.5	250.6	*0.3	254.3
1 and under 2 years	*0.0	*1.1	*1.1	*2.2	307.6	*0.1	310.4
2 and under 3 years	*0.0	*0.7	*0.7	*1.4	337.4	*0.4	339.5
3 and under 5 years	*0.0	3.7	*3.4	7.1	587.4	*0.0	594.6
5 and under 10 years	*0.3	10.3	3.9	14.5	622.2	*0.6	638.3
10 years or more	*1.5	21.7	10.3	33.5	893.2	*1.3	928.8
Total	*1.8	37.8	19.6	59.2	2,998.4	*2.8	3,065.9
FEMALES							
Whether had any child(ren) aged under 12 years —							
Had child(ren) aged under 12 years	79.0	5.2	*1.9	86.1	479.6	*2.0	568.0
Did not have child(ren) aged under 12 years	*3.4	28.6	8.9	40.9	1,757.5	*2.1	1,802.9
Length of time with current employer —							
6 and under 12 months	*1.8	*0.6	*0.3	*2.8	234.8	*0.3	239.9
1 and under 2 years	*1.8	*1.9	*1.1	4.7	307.1	*0.3	312.1
2 and under 3 years	*2.6	*1.1	*0.9	4.6	336.1	*0.2	341.1
3 and under 5 years	15.3	6.8	*0.9	22.9	519.3	*0.6	542.8
5 and under 10 years	27.3	9.0	*2.8	39.2	493.9	*2.1	535.4
10 years or more	33.6	14.3	4.8	52.8	346.0	*0.6	399.5
Total	82.4	33.7	10.8	127.0	2,237.1	4.2	2,370.9
PERSONS							
Whether had any child(ren) aged under 12 years —							
Had child(ren) aged under 12 years	80.0	15.5	8.5	104.0	1,404.4	*2.4	1,513.1
Did not have child(ren) aged under 12 years	4.2	56.1	21.9	82.2	3,831.1	4.5	3,923.6
Length of time with current employer —							
6 and under 12 months	*1.8	*0.9	*0.5	*3.2	485.4	*0.7	494.2
1 and under 2 years	*1.8	*3.0	*2.1	6.9	614.6	*0.4	622.5
2 and under 3 years	*2.6	*1.8	*1.6	6.0	673.5	*0.6	680.6
3 and under 5 years	15.3	10.5	4.3	30.1	1,106.7	*0.6	1,137.5
5 and under 10 years	27.6	19.3	6.7	53.7	1,116.1	*2.7	1,173.7
10 years or more	35.1	36.1	15.1	86.3	1,239.2	*1.9	1,328.4
Total	84.3	71.5	30.4	186.2	5,235.5	7.0	5,436.7

(a) Includes 8,000 persons for whom details of breaks from work could not be determined.

TABLE 9. EMPLOYEES WITH CHILDREN AGED UNDER 12 YEARS: AGE OF YOUNGEST CHILD, WHETHER FULL-TIME/PART-TIME EMPLOYEE IN CURRENT POSITION AND WHETHER USED FORMAL CHILD CARE(a), FEBRUARY 1993 ('000)

	Full-time			Part-time			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
UNDER 3 YEARS									
Used formal child care(a)	80.1	27.8	107.9	4.0	36.7	40.7	84.0	64.5	148.5
Did not use formal child care	317.9	41.6	359.5	21.3	75.6	96.9	339.2	117.1	456.4
Main reason —									
Cost	16.9	4.9	21.8	*1.0	10.2	11.2	17.9	15.1	33.0
Not available at all	*2.9	*1.5	4.5	*0.3	*1.6	*1.8	*3.2	*3.1	6.3
No places available, not available nearby	6.2	*2.5	8.7	*0.3	*2.7	*3.0	6.5	5.2	11.6
No need	240.9	23.7	264.5	15.4	47.5	62.9	256.2	71.1	327.4
Child(ren) too young or too old	11.3	*2.8	14.1	*0.3	*2.7	*3.0	11.6	5.5	17.1
Prefer to look after child(ren)	29.0	*3.2	32.2	3.8	4.1	7.9	32.8	7.2	40.0
Other reason (including don't know)	10.7	*2.9	13.7	*0.3	7.0	7.3	11.1	9.9	21.0
Total	398.0	69.3	467.3	25.3	112.3	137.6	423.3	181.6	604.9
3 TO 5 YEARS									
Used formal child care(a)	57.6	28.0	85.6	*2.2	34.5	36.6	59.8	62.5	122.2
Did not use formal child care	169.3	28.7	198.0	9.6	69.2	78.8	178.9	97.8	276.8
Main reason —									
Cost	9.3	*2.5	11.7	*0.5	8.9	9.4	9.8	11.3	21.1
Not available at all	*1.4	*0.7	*2.2	*0.0	*1.9	*1.9	*1.4	*2.7	4.1
No places available, not available nearby	*2.5	*0.8	*3.3	*0.3	*2.4	*2.6	*2.8	*3.1	5.9
No need	141.1	22.4	163.6	7.4	46.1	53.5	148.6	68.5	217.1
Child(ren) too young or too old	*0.7	*0.0	*0.7	*0.0	*0.6	*0.6	*0.7	*0.6	*1.3
Prefer to look after child(ren)	8.1	*0.3	8.4	*0.9	4.5	5.4	9.0	4.8	13.8
Other reason (including don't know)	6.1	*2.0	8.1	*0.6	4.8	5.3	6.7	6.8	13.4
Total	226.9	56.7	283.6	11.8	103.7	115.4	238.7	160.3	399.0
6 AND UNDER 12 YEARS									
Used formal child care(a)	33.8	27.2	61.0	*0.6	16.1	16.7	34.4	43.3	77.7
Did not use formal child care	333.4	116.4	449.8	14.6	160.7	175.2	348.0	277.1	625.0
Main reason —									
Cost	10.7	7.7	18.3	*0.4	9.2	9.6	11.1	16.8	27.9
Not available at all	3.9	*2.1	6.0	*0.0	3.8	3.8	3.9	5.9	9.8
No places available, not available nearby	*3.1	*2.1	5.2	*0.0	*1.8	*1.8	*3.1	3.9	7.0
No need	280.0	89.7	369.7	13.0	128.0	141.0	293.0	217.6	510.7
Child(ren) too young or too old	11.3	6.8	18.1	*0.8	5.4	6.2	12.1	12.2	24.3
Prefer to look after child(ren)	13.5	*1.8	15.3	*0.3	6.8	7.1	13.8	8.6	22.5
Other reason (including don't know)	10.9	6.2	17.1	*0.0	5.7	5.7	10.9	11.9	22.8
Total	367.2	143.6	510.9	15.1	176.8	191.9	382.3	320.4	702.7
TOTAL									
Used formal child care(a)	171.5	83.0	254.5	6.7	87.3	94.0	178.2	170.3	348.5
Did not use formal child care	820.6	186.6	1,007.3	45.5	305.4	350.9	866.1	492.1	1,358.2
Main reason —									
Cost	36.8	15.1	51.9	*1.9	28.2	30.1	38.7	43.3	82.0
Not available at all	8.3	4.4	12.7	*0.3	7.3	7.5	8.6	11.7	20.2
No places available, not available nearby	11.8	5.4	17.2	*0.6	6.8	7.4	12.4	12.2	24.6
No need	662.0	135.8	797.8	35.8	221.5	257.4	697.8	357.3	1,055.1
Child(ren) too young or too old	23.3	9.7	32.9	*1.1	8.8	9.8	24.4	18.4	42.8
Prefer to look after child(ren)	50.7	5.2	55.9	5.0	15.4	20.4	55.7	20.6	76.3
Other reason (including don't know)	27.7	11.2	38.9	*0.9	17.4	18.3	28.6	28.6	57.2
Total	992.1	269.6	1,261.8	52.2	392.7	444.9	1,044.3	662.4	1,706.7

(a) Used formal child care for any child in the family, not necessarily the youngest child.

TABLE 10. JOB-HOLDERS WHO HAVE HAD A BREAK FROM WORK OF SIX MONTHS OR MORE(a): DETAILS OF MOST RECENT BREAK FROM WORK, FEBRUARY 1993
(*000)

	<i>On paid leave only</i>	<i>On unpaid leave only</i>	<i>Paid and unpaid leave or other arrangements</i>	<i>Total(b)</i>
MALES				
<i>Length of most recent break from work —</i>				
6 months and under 1 year	19.4	13.2	10.8	43.8
1 and under 2 years	*3.1	5.2	3.6	11.9
2 years or more	*2.6	*1.5	*1.9	6.0
<i>Main reason for most recent break from work —</i>				
Family reasons	*0.3	*1.0	*0.5	*1.8
Birth of child, care of child(ren)	*0.0	*0.8	*0.2	*0.9
Other family reasons	*0.3	*0.3	*0.3	*0.9
Personal reasons	14.0	15.5	8.8	38.6
Education, study or training	4.3	*3.4	*0.9	8.6
Travel, holiday	6.9	7.7	4.5	19.1
Other personal reasons	*2.9	4.4	*3.4	10.8
Work reasons	7.9	*1.7	5.3	15.1
Other reasons	*2.8	*1.7	*1.7	6.2
Total	25.1	19.9	16.2	61.7
FEMALES				
<i>Length of most recent break from work —</i>				
6 months and under 1 year	15.6	47.0	27.3	90.9
1 and under 2 years	*2.8	16.4	11.3	30.8
2 years or more	*1.6	10.3	4.7	17.0
<i>Main reason for most recent break from work —</i>				
Family reasons	9.6	53.3	28.1	92.2
Birth of child, care of child(ren)	9.1	52.6	27.4	90.1
Other family reasons	*0.4	*0.7	*0.7	*2.1
Personal reasons	6.7	17.0	10.4	34.6
Education, study or training	*1.5	4.0	*1.0	6.6
Travel, holiday	*2.8	7.1	4.9	15.3
Other personal reasons	*2.3	5.9	4.5	12.7
Work reasons	*3.0	*1.8	*3.0	7.8
Other reasons	*0.7	*1.7	*1.7	4.1
Total	20.0	73.8	43.2	138.7
PERSONS				
<i>Length of most recent break from work —</i>				
6 months and under 1 year	35.0	60.2	38.0	134.7
1 and under 2 years	5.9	21.7	14.9	42.7
2 years or more	4.2	11.9	6.5	23.0
<i>Main reason for most recent break from work —</i>				
Family reasons	9.9	54.3	28.6	94.1
Birth of child, care of child(ren)	9.1	53.4	27.5	91.0
Other family reasons	*0.8	*0.9	*1.1	*3.0
Personal reasons	20.7	32.5	19.2	73.2
Education, study or training	5.9	7.4	*1.9	15.2
Travel, holiday	9.7	14.8	9.5	34.4
Other personal reasons	5.2	10.2	7.8	23.5
Work reasons	10.9	3.5	8.2	22.8
Other reasons	3.5	*3.4	*3.4	10.4
Total	45.1	93.7	59.4	200.4

(a) Excludes persons currently on a break from work. (b) Includes 2,000 persons who did not know their leave arrangements.

TABLE 11. POPULATIONS BY STATE OR TERRITORY OF USUAL RESIDENCE, FEBRUARY 1993
(^{'000})

	New South Wales	Victoria	Queensland	South Australia	Western Australia	Tasmania	Northern Territory	Australian Capital Territory	Australia
<i>Population 1:</i> Job-holders	2,145.8	1,637.6	1,077.8	529.5	628.7	158.7	62.4	141.2	6,381.8
<i>Population 1A:</i> Employees	2,123.8	1,614.6	1,066.7	522.9	620.7	154.4	62.0	139.7	6,304.7
<i>Population 2:</i> Employees who have worked with their current employer for one year or more	1,680.7	1,313.7	781.4	423.0	464.3	124.2	46.2	109.1	4,942.5
<i>Population 3:</i> Employees (excluding owner- managers) who have worked with their current employer for one year or more	1,573.7	1,213.0	737.4	400.9	441.7	118.9	44.2	105.7	4,635.5
<i>Population 4:</i> Employees who have worked with their current employer for six months or more	1,849.5	1,415.1	885.6	459.0	519.6	135.0	51.2	121.6	5,436.7
<i>Population 5:</i> Employees who have attended a training course or studied for an educational qualification within the last twelve months	577.2	412.4	309.0	156.5	193.0	48.6	21.8	60.3	1,778.7
<i>Population 6:</i> Employees with children aged under 12 years	593.4	430.2	283.5	137.7	161.4	43.7	20.1	36.6	1,706.7
<i>Population 7:</i> Job-holders who have had a break from work of six months or more(a)	59.1	58.4	26.6	20.8	19.1	5.8	3.5	7.2	200.4

(a) Excludes persons currently on a break from work.

EXPLANATORY NOTES

Introduction

The monthly population survey (which is described in *The Labour Force, Australia* (6203.0)) comprises the monthly labour force survey and supplementary topics. This publication contains results of a supplementary survey run in association with the February 1993 labour force survey conducted throughout Australia.

2. Of the respondents to the labour force survey, those who fell within the scope of the supplementary survey were asked additional questions. They were asked about changes that may have occurred in their work in the last twelve months, and details of any breaks away from work.

Scope

3. The scope of this supplementary survey was the same as that used for the labour force survey (described in full in *The Labour Force, Australia* (6203.0)) except that it was restricted to persons aged 15 and over who were wage and salary earners ('employees') in their current position, excluding some patients in hospitals and sanatoriums and inmates of reformatories, gaols, etc., persons aged 15 to 20 still at school and persons who worked solely for payment in kind. Therefore, the number of employees published in (6203.0) differs from that published in this survey.

4. In addition, this supplementary survey includes some job-holders who are excluded from estimates of employees published in *The Labour Force, Australia* (6203.0). These are persons who were away from work: —

- on worker's compensation and were not returning (or were unsure about returning) to their employer.
- for 4 weeks or more without pay.
- and stood down for less than 4 weeks for reasons other than bad weather or plant breakdown.

These persons comprise 1.2% of all job-holders in this publication.

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

Coverage

6. In the population survey, 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. See *The Labour Force, Australia* (6203.0) for more details.

Definitions

7. Definitions of labour force and demographic classifications appearing in this publication are given in *The Labour Force, Australia* (6203.0).

8. Unless otherwise stated, all characteristics referenced in this publication relate to the week before the interview (i.e. the reference week).

Results of the survey

9. Due to differences in the method of estimation used in this supplementary survey and that used in the labour force survey, there are some small variations between estimates in this publication and those in the corresponding issue of *The Labour Force, Australia* (6203.0).

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

11. This is the first time a survey on this topic has been conducted. This survey is expected to be conducted next in November 1996.

Unpublished statistics

12. As well as the statistics included in this and related publications, the ABS may have other relevant unpublished data available. Inquiries should be made to the Labour Force Inquiries contacts given on page 32 of this publication.

Estimation procedure

13. The estimates are derived from the population survey by use of a ratio estimation procedure, which ensures that the estimates conform to an independently estimated distribution of the population for each capital city and remainder of State by age, sex and labour force status, rather than to the corresponding distribution within the sample itself.

Reliability of the estimates

14. Estimates in this publication are subject to sampling and non-sampling errors. For further information refer to the Technical Notes, page 22.

Related publications

15. Other ABS publications which may be of interest include:

The Labour Force, Australia (6203.0) — issued monthly

Career Paths of Persons with Trade Qualifications, Australia (6243.0) — issued irregularly

Career Paths of Qualified Nurses, Australia (6277.0) — issued irregularly

Labour Force Experience, Australia (6206.0) — issued annually

Labour Mobility, Australia (6209.0) — issued annually until 1992, to be issued biennially from 1994

Working Arrangements, Australia (6342.0) — issued irregularly. First issue expected early 1994

Employment Benefits, Australia (6334.0) — issued annually until 1992, to be issued biennially from 1994

Weekly earnings of Employees (Distribution), Australia (6310.0) — issued annually

16. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Symbols and other usages

- * subject to sampling variability too high for most practical uses. See the Technical Notes, page 22.
- . . not applicable.

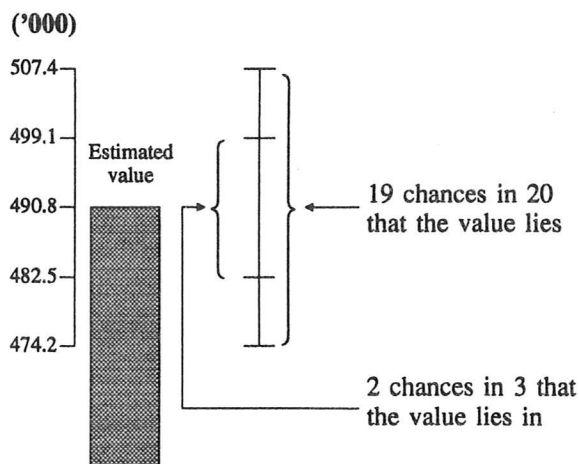
17. Because estimates have been rounded, discrepancies may occur between sums of the component items and totals.

TECHNICAL NOTES

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

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

3. An example of the calculation and the use of standard errors in relation to estimates of persons is as follows. Table 1 shows the estimated number of permanent part-time employees in Australia was 495,300. Since this estimate is between 400,000 and 500,000, the table below shows the standard error for Australia will be between 7,700 and 8,400 and can be approximated by interpolation as 8,400 (rounded to the nearest 100). Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 482,500 to 499,100 and about nineteen chances in twenty that the value will fall within the range 474,200 to 507,400. This example is illustrated in the following diagram.



4. As can be seen from the standard error table, *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 publication, only estimates with relative standard errors of 25 per cent or less and percentages based on such estimates are considered sufficiently reliable for most purposes. However, estimates with larger relative standard errors have been included and are preceded by an asterisk (e.g. *3.4) to indicate they are subject to high standard errors and should be used with caution.

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

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

6. Considering the example from paragraph 3 above, the 495,300 persons employed permanent part-time represent 35.5 per cent of the 1,393,400 part-time employees. The standard error of 1,393,400 is approximately 12,300 so the relative standard error is 0.9 per cent. The relative standard error for 495,300 is 1.7 per cent. Applying the above formula, the relative standard error of the proportion is $\sqrt{(1.7)^2 + (0.9)^2}$ or 1.4 per cent, giving a standard error for the proportion (35.5%) of 0.5 percentage points. Therefore, there are about two chances in three that the proportion of permanent part-time employees is between 35.1 per cent and 36.0 per cent and nineteen chances in twenty that the proportion is within the range 34.5 per cent to 36.5 per cent.

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

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

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.

8. 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 and errors made in coding and processing data. Inaccuracies of this kind are referred to as the *non-sampling error*, and they

may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

STANDARD ERRORS OF ESTIMATES

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia	
Size of estimate (Persons)	— number —								Relative standard error (per cent)	
100			130	110	120	80	130	100	120	117.6
200	230	230	190	160	180	120	170	140	180	89.0
300	290	280	240	200	220	150	210	170	230	75.2
400	340	330	280	230	250	180	240	200	270	66.6
500	380	370	310	260	280	200	260	220	300	60.5
600	420	410	340	280	310	220	280	240	340	55.9
700	450	440	370	310	330	240	300	260	370	52.2
800	480	470	390	330	350	250	320	270	390	49.2
900	510	500	420	350	370	270	340	290	420	46.7
1,000	540	530	440	370	390	280	360	300	450	44.5
1,100	570	560	460	380	410	290	370	310	470	42.7
1,200	590	580	480	400	420	300	390	330	490	41.0
1,300	620	610	500	410	440	320	400	340	510	39.6
1,400	640	630	520	430	460	330	420	350	540	38.2
1,500	660	650	530	440	470	340	430	360	560	37.0
1,600	680	670	550	460	490	350	440	370	580	36.0
1,700	700	690	570	470	500	360	460	380	590	35.0
1,800	720	710	580	480	510	360	470	390	610	34.0
1,900	740	730	600	490	530	370	480	400	630	33.2
2,000	760	750	610	510	540	380	490	410	650	32.4
2,100	780	770	630	520	550	390	500	420	670	31.7
2,200	800	790	640	530	560	400	510	430	680	31.0
2,300	810	800	650	540	570	410	520	430	700	30.4
2,400	830	820	670	550	590	410	530	440	710	29.8
2,500	850	840	680	560	600	420	540	450	730	29.2
3,000	920	910	740	610	650	450	590	490	800	26.8
3,500	990	980	800	660	700	480	630	520	870	24.9
4,000	1,050	1,050	850	700	740	510	670	550	930	23.3
4,500	1,100	1,100	900	730	780	540	710	580	990	22.0
5,000	1,200	1,150	940	770	820	560	750	600	1,050	20.9
6,000	1,300	1,250	1,000	830	880	600	810	650	1,150	19.1
8,000	1,450	1,450	1,150	950	1,000	670	930	730	1,350	16.6
10,000	1,600	1,600	1,300	1,050	1,100	730	1,050	800	1,500	14.8
20,000	2,200	2,200	1,750	1,400	1,500	920	1,400	1,050	2,050	10.4
30,000	2,600	2,600	2,100	1,650	1,750	1,050	1,700	1,200	2,500	8.4
40,000	2,950	2,950	2,350	1,850	1,950	1,150	1,950	1,350	2,850	7.2
50,000	3,250	3,250	2,600	2,050	2,150	1,200	2,150	1,500	3,150	6.3
100,000	4,300	4,300	3,400	2,650	2,850	1,500	3,000	1,900	4,300	4.3
200,000	5,700	5,600	4,500	3,450	3,700	1,750	4,200	2,450	5,800	2.9
300,000	6,600	6,600	5,200	3,950	4,300	1,900		2,800	6,900	2.3
400,000	7,400	7,300	5,800	4,400	4,750	2,000			7,700	1.9
500,000	8,000	7,900	6,300	4,750	5,200	2,100			8,400	1.7
1,000,000	10,300	10,100	8,100	6,000	6,600				11,100	1.1
2,000,000	13,000	12,800	10,300	7,500	8,400				14,300	0.7
5,000,000	17,600	17,100	13,900						19,700	0.4
10,000,000	21,800								24,800	0.2
20,000,000									30,900	0.2

GLOSSARY

Break from work: a period of six months or more away from work since began working for current employer. Persons who had worked for their current employer for more than 10 years were only asked about breaks in the last 10 years.

Casual employees: employees who were not entitled to either annual leave or sick leave in their current position.

Change in work: employees who reported at least one of the changes below were classified to 'Some change in work reported'. Employees who reported having none of the changes below were classified to 'No change in work reported'.

Employees who had worked with their current employer for one year or more were asked whether, in the last twelve months, they had —

- been promoted (excluding owner-managers);
- been transferred (excluding owner-managers);
- changed employment location;
- changed from full-time to part-time work;
- changed from part-time to full-time work;
- other change in hours usually worked;
- new, different or extra duties;
- more responsibility at work;
- used different computers, computer packages, computer based equipment;
- used different machinery, tools or equipment (apart from computers).

Change of location: in capital cities and major towns each suburb is considered to be a different location. Where an employee works at different sites for the same employer (for example a construction worker) their base of operations (eg the employer's office, depot, yard, etc) is considered to be their place of work.

The movement of an employer's/business's operations to premises in a different suburb is therefore considered a change of location, movements between floors in the same building or between buildings in the same complex (eg school, hospital) are not considered to be changes in location.

Current employer: the employer that the employee worked for in their current position. Where an employee had worked for the same employer/business more than once, details were collected about the most recent period of employment. See also *most recent period of employment*.

Current position: the position in which the employee worked in the reference week. A position is defined as work for an employer with a particular set of duties and level of responsibility. Where the employee worked for

more than one employer during this period, the current position was considered to be the one in which most hours were usually worked. See also *current employer*.

Employee: persons aged 15 and over who worked in their current position for an employer for wages or salary including owner-managers (ie. persons who worked in their own business, either with or without employees, if that business was a limited liability company).

School students aged 15 to 20 years who also worked as wage and salary earners and persons who worked solely for payment in kind were excluded from the scope of this survey.

Formal child care: includes any arrangements made for the care of children under 12 years of age at or by one or more of the following —

- a pre-school;
- a child care centre (such as a creche, kindergarten or occasional care centre);
- family day care;
- a full day care centre;
- before and/or after school care (attendance at school is not classed as formal child care);
- the workplace.

Formally appraised: an assessment of the employee's work performance made by his/her supervisor (or a person in a position of higher authority). This assessment is generally discussed with the employee and/or a written appraisal provided.

Full-time employee: employees who answered 'yes' to the question 'Is your job with your current employer/business full time?'

Industry: unless otherwise specified, all occurrences of industry in this publication refer to Industry Division as defined by the *Australian Standard Industrial Classification (ASIC) 1983*. However unpublished industry data is available at the Group (3-digit) level.

Job-holder: employees as defined above and persons who were away from work for four weeks or more without pay, or who were stood down for less than 4 weeks for reasons other than bad weather/plant breakdown, or who were away from work on workers' compensation and not returning (or unsure about returning) to their employer.

Length of time in current position: refers only to the length of time in the position in which the employee worked during the reference week.

Length of time with current employer: the total length of time the employee has worked for that employer/business in all positions.

Main English-speaking countries: comprises United Kingdom, Ireland, Canada, South Africa, USA and New Zealand.

Most recent period of employment: employees who had been previously employed by their current employer/business, terminated that employment through resignation or retrenchment and then subsequently re-employed by the same employer, are considered to have had more than one period of employment. Details were then collected about the employee's most recent period of employment with that employer.

Employees who have had extended periods of leave, whether paid or unpaid (eg maternity leave), are considered to have had only one period of employment with that employer.

Most recent break from work: employees who had completed more than one break from work of six months or more, were asked details about their most recent break from work.

Occupation: unless otherwise specified, all occurrences of occupation in this publication refer to Major Group as defined by the *Australian Standard Classification of Occupations (ASCO) 1986*. However unpublished occupation data is available at the Unit Group (4-digit level).

Owner-manager: persons who reported that they worked in their own business, either with or without employees, if that business was a limited liability company.

Other change in hours: where an employee has reported that they had changed the number of hours they usually worked each week but they did not change from either full-time to part-time or part-time to full-time, were considered to have other change in hours.

Part-time employees: employees who answered 'no' to the question 'Is your job with your current employer/business full time?'

Permanent employees: employees who were entitled to annual leave or sick leave in their current position.

Post-school qualifications: A qualification obtained since leaving school. Respondents were asked which of the following groups best described the highest qualification they had obtained —

- Degree;
- Trade qualification or apprenticeship;
- Certificate or diploma;
- Other post-school qualification.

Promoted: a permanent increase in wage or salary and an increase in responsibility or complexity of work. Temporary promotions, acting and higher duties are excluded from this category.

Reference week: the week before the interview.

Sector: is used to classify a respondent's employer as a public or private enterprise. Public sector includes local government authorities, government departments, agencies and authorities created by, or reporting to the Commonwealth and State parliaments. In February 1993 there were 56,500 persons for whom sector could not be determined. These persons were included in the private sector for the purpose of this publication.

Size of location: the number of persons employed at the location of the respondent's current position.

Transferred: A change of position without a change in either the level of responsibility or wages or salary. Both employer-initiated and employee-initiated transfers are included.

Weekly earnings: the amount of 'usual total weekly pay' (ie before taxation and other deductions had been made). For this survey, earnings data was collected in broad ranges only.

SPECIAL DATA SERVICES

DATA ITEMS AND HOW TO ORDER SPECIAL TABLES FROM THIS SURVEY

The ABS offers a range of unpublished data from this survey upon request. When ordering special tables from this survey, please ensure you identify the **population(s)** and the **data item(s)** that you require.

This section specifies the data items, categories and populations which relate to the survey and includes an order form for special tables. More detailed breakdowns of some data items are available on request.

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

Refer to the glossaries in this publication and in *The Labour Force, Australia* (6203.0) for definitions of data items.

POPULATIONS

POPULATION 1:	Job-holders
POPULATION 1A:	Employees
POPULATION 2:	Employees who have worked with their current employer for one year or more
POPULATION 3:	Employees (excluding owner-managers) who have worked with their current employer for one year or more
POPULATION 4:	Employees who have worked with their current employer for six months or more
POPULATION 5:	Employees who have attended a training course or studied for an educational qualification within the last twelve months
POPULATION 6:	Employees with children aged under 12 years
POPULATION 7:	Job-holders who have had a break from work of six months or more (excluding those currently on a break from work)

DATA ITEM	POPULATION	DATA ITEM	POPULATION
1 STATE OF USUAL RESIDENCE	ALL	5 MARITAL STATUS	ALL
New South Wales		Married	
Victoria		Not-married	
Queensland			
South Australia		6A FAMILY STATUS (1)	ALL
Western Australia		Member of a family	
Tasmania		Husband or wife	
Northern Territory		With dependants present	
Australian Capital Territory		Without dependants present	
2 AREA OF USUAL RESIDENCE	ALL	Sole parent	
Metropolitan		Other family head	
Non-metropolitan		Full-time student aged 15-24(a)	
3 REGION OF USUAL RESIDENCE	ALL	Other child(b) of married couple or family head	
Standard labour force dissemination regions		Other relative of married couple or family head	
4 SEX	ALL	Not a member of a family	
Males		Living alone	
Females		Not living alone	
		Family status not determined	
		(a) Excludes persons aged 20-24 attending school.	
		(b) Aged 15 and over.	

DATA ITEM	POPULATION	DATA ITEM	POPULATION
6B FAMILY STATUS (2)	ALL	8 AGE	ALL
Member of a family		15-19	
Husband or wife		20-24	
With children aged 0-14 present		25-34	
Without children aged 0-14 present		35-44	
Sole parent		45-54	
With children aged 0-14 present		55-64	
Without children aged 0-14 present		65 and over	
Other family head			
Full-time student aged 15-24(a)		9 FULL-TIME OR PART-TIME STATUS	ALL
Other child(b) of married couple or family head		IN CURRENT POSITION	
Other relative of married couple or family head		Full-time	
Not a member of a family		Part-time	
Living alone			
Not living alone		10 WHETHER PERMANENT OR CASUAL	ALL
Family status not determined		EMPLOYEE IN CURRENT POSITION	
		Permanent	
(a) Excludes persons aged 20-24 attending school.		Casual	
(b) Aged 15 and over.			
7A BIRTHPLACE AND PERIOD OF ARRIVAL	ALL	11 INDUSTRY	ALL
Born in Australia		Agriculture, forestry, fishing and hunting	
Born outside Australia		Mining	
Arrived before 1961		Manufacturing	
Arrived 1961-1970		Electricity, gas and water	
Arrived 1971-1980		Construction	
Arrived 1981-1990		Wholesale and retail trade	
Arrived 1991 to survey date		Transport and storage	
		Communication	
7B BIRTHPLACE (1)	ALL	Finance, property and business services	
Born in Australia		Public administration and defence	
Born outside Australia		Community services	
Born in main English-speaking countries(a)		Recreation, personal and other services	
Born in other countries			
(a) Comprises United Kingdom, Ireland, Canada, South Africa, USA and New Zealand.		12 OCCUPATION	ALL
7C BIRTHPLACE (2)	ALL	Managers and administrators	
Born in Australia		Professionals	
Born outside Australia		Para-professionals	
Oceania		Tradespersons	
New Zealand		Clerks	
Europe and the former USSR		Salespersons and personal service workers	
Germany		Plant and machine operators, and drivers	
Greece		Labourers and related workers	
Italy			
Netherlands		13 SECTOR	ALL
UK and Ireland		Public	
Former Yugoslav Republics		Private	
The Middle East and North Africa		Don't know	
Lebanon			
Southeast Asia		14 HOURS WORKED	ALL
Malaysia		1 to 34 hours	
Philippines		35 hours and over	
Viet Nam		Less than 1 hour or no hours worked	
Northeast Asia		Not asked(a)	
China			
The Americas		(a) Persons on worker's compensation who were not (or were unsure about) returning to their employer, or away from work without pay for 4 weeks or more or who were stood down for less than 4 weeks for reasons other than bad weather or plant breakdown were not asked about hours worked.	
Other(a)			
India		15 SIZE OF LOCATION (EMPLOYEES)	ALL
(a) Includes Southern Asia and Africa (excluding North Africa).		Less than 10	
		10-19	
		20-99	
		100 or more	
		Don't know	

DATA ITEM	POPULATION	DATA ITEM	POPULATION
16 WHETHER HAD MORE THAN ONE PERIOD OF EMPLOYMENT WITH CURRENT EMPLOYER One period of employment More than one period of employment	ALL	20A WHETHER PROMOTED WITH CURRENT EMPLOYER WITHIN THE LAST TWELVE MONTHS With current employer for one year or more Was promoted Was not promoted Not asked(a) With current employer for less than one year	ALL
17A LENGTH OF TIME WITH CURRENT EMPLOYER (1) Less than one year Less than 3 months 3 and under 6 months 6 and under 12 months 1 and under 2 years 2 and under 3 years 3 and under 5 years 5 and under 10 years 10 years or more	1,5-7	(a) Persons working in their own limited liability company (ie owner-managers) were not asked whether they had been promoted.	
17B LENGTH OF TIME WITH CURRENT EMPLOYER (2) 6 and under 12 months 1 and under 2 years 2 and under 3 years 3 and under 5 years 5 and under 10 years 10 years or more	4	20B WHETHER TRANSFERRED WITH CURRENT EMPLOYER WITHIN THE LAST TWELVE MONTHS With current employer for one year or more Transferred Did not transfer Not asked(a) With current employer for less than one year	ALL
17C LENGTH OF TIME WITH CURRENT EMPLOYER (3) 1 and under 2 years 2 and under 3 years 3 and under 5 years 5 and under 10 years 10 years or more	2-3	(a) Persons working in their own limited liability company (ie owner-managers) were not asked whether they had been transferred.	
18 WHETHER HAD MORE THAN ONE POSITION WITH CURRENT EMPLOYER One position More than one position	ALL	20C WHETHER RECEIVED TRAINING OR STUDIED WITH CURRENT EMPLOYER WITHIN THE LAST TWELVE MONTHS With current employer for one year or more Received training or studied Did not receive training or study With current employer for less than one year Received training or studied Did not receive training or study	1-4,6-7
19 LENGTH OF TIME IN CURRENT POSITION Less than one year Less than 3 months 3 and under 6 months 6 and under 12 months 1 and under 2 years 2 and under 3 years 3 and under 5 years 5 and under 10 years 10 years or more	ALL	20D WHETHER CHANGED FROM FULL-TIME TO PART-TIME WORK WITH CURRENT EMPLOYER WITHIN THE LAST TWELVE MONTHS With current employer for one year or more Had change in hours usually worked Changed from full-time to part-time work Did not change from full-time to part-time work Change in hours varied Did not have change in hours usually worked Did not know or hours usually worked varied With current employer for less than one year	ALL
20 ALL CHANGES IN WORK WITH CURRENT EMPLOYER WITHIN THE LAST TWELVE MONTHS With current employer for one year or more Promoted(a) Transferred(a) Changed from full-time to part-time work Changed from part-time to full-time work Other change in hours Used different computers, computer based equipment or computer packages Used other different machinery, tools or equipment Changed location of employment New, different or extra duties More responsibility None of the above With current employer for less than one year	ALL	20E WHETHER CHANGED FROM PART-TIME TO FULL-TIME WORK WITH CURRENT EMPLOYER WITHIN THE LAST TWELVE MONTHS With current employer for one year or more Had change in hours usually worked Changed from part-time to full-time work Did not change from part-time to full-time work Change in hours varied Did not have change in hours usually worked Did not know or hours usually worked varied With current employer for less than one year	ALL
(a) Persons working in their own limited liability company (ie owner-managers) were not asked whether they had been promoted or transferred.			

DATA ITEM	POPULATION	DATA ITEM	POPULATION
20F WHETHER HAD OTHER CHANGE IN HOURS USUALLY WORKED WITH CURRENT EMPLOYER WITHIN THE LAST TWELVE MONTHS	ALL	20L WHETHER HAD ANY CHANGE IN WORK WITH CURRENT EMPLOYER WITHIN THE LAST TWELVE MONTHS	1-4,6-7
With current employer for one year or more		With current employer for one year or more	
Had change in hours usually worked		Had some change in work	
Had other change in hours usually worked (apart from full-time to part-time or part-time to full-time)		No change in work reported	
Changed both from full-time to part-time and part-time to full-time		With current employer for less than one year	
Only changed from full-time to part-time or part-time to full-time			
Change in hours varied			
Did not have change in hours usually worked			
Did not know or hours usually worked varied			
With current employer for less than one year			
20G WHETHER USED DIFFERENT COMPUTERS, COMPUTER BASED EQUIPMENT OR COMPUTER PACKAGES WITH CURRENT EMPLOYER WITHIN THE LAST TWELVE MONTHS	ALL	21 WHETHER WORK PERFORMANCE FORMALLY APPRAISED BY CURRENT EMPLOYER WITHIN THE LAST TWELVE MONTHS	3
With current employer for one year or more		Work performance formally appraised	
Used different computers, computer based equipment or computer packages		Work performance not formally appraised	
Did not use different computers, computer based equipment or computer packages		Don't know	
With current employer for less than one year			
20H WHETHER USED OTHER DIFFERENT MACHINERY, TOOLS OR EQUIPMENT WITH CURRENT EMPLOYER WITHIN THE LAST TWELVE MONTHS	ALL	22 WHETHER INTEND TO STAY WITH CURRENT EMPLOYER FOR THE NEXT TWELVE MONTHS	ALL
With current employer for one year or more		Intend to stay	
Used other different machinery, tools or equipment		Do not intend to stay	
Did not use any other different machinery, tools or equipment		Undecided, don't know	
With current employer for less than one year			
20I WHETHER CHANGED LOCATION OF EMPLOYMENT WITH CURRENT EMPLOYER WITHIN THE LAST TWELVE MONTHS	ALL	23 WEEKLY EARNINGS IN CURRENT POSITION (\$)	ALL
With current employer for one year or more		Part-time employee	
Changed location of employment		Under 80	
Did not change location of employment		80 and under 240	
With current employer for less than one year		240 and under 320	
		320 and over	
		Not stated, don't know	
		Full-time employee	
		Under 320	
		320 and under 480	
		480 and under 720	
		720 and over	
		Not stated, don't know	
20J WHETHER HAD NEW, DIFFERENT, OR EXTRA DUTIES WITH CURRENT EMPLOYER WITHIN THE LAST TWELVE MONTHS	ALL	24A WHETHER HAD ANY CHILD(REN) AGED UNDER 12 YEARS	1-5,7
With current employer for one year or more		Had child(ren) aged under 12 years	
Had new, different or extra duties		Did not have child(ren) aged under 12 years	
Did not have new, different or extra duties			
With current employer for less than one year			
20K WHETHER HAD MORE RESPONSIBILITY WITH CURRENT EMPLOYER WITHIN THE LAST TWELVE MONTHS	ALL	24B AGE OF YOUNGEST CHILD	6
With current employer for one year or more		Under 3 years	
Had more responsibility		Under 1 year	
Did not have more responsibility		1 and under 3 years	
With current employer for less than one year		3 to 5 years	
		6 and under 12 years	
		25 TYPE OF CHILD CARE USED	6
		Used formal child care	
		Did not use formal child care	
		26 REASON DID NOT USE FORMAL CHILD CARE	6
		Did not use formal child care	
		Cost	
		Not available at all	
		Not available nearby	
		No places available	
		No need	
		Child(ren) too young or too old	
		Prefer to look after child(ren)	
		Other reason	
		Don't know	
		Used formal child care	

DATA ITEM	POPULATION	DATA ITEM	POPULATION
27 NUMBER OF EMPLOYEES IN HOUSEHOLD	6	34 LENGTH OF MOST RECENT BREAK FROM WORK	7
Sole employee in household		6 months and under 1 year	
Married		1 and under 2 years	
Not-married		2 and under 3 years	
Spouse or partner also an employee		3 and under 5 years	
Not determined		5 years or more	
28 ALL TYPES OF TRAINING RECEIVED WITHIN THE LAST TWELVE MONTHS	ALL	35 MAIN REASON FOR MOST RECENT BREAK FROM WORK	7
Received training		Family reasons	
Studied for an educational qualification		Birth of child, care of child(ren)	
Attended training course(s)		Caring for ill or disabled child(ren)	
On-the-job training		Caring for aged person	
Other		Caring for other ill or disabled person	
Did not receive training		Marriage, divorce, separation	
29 WHETHER RECEIVED MORE THAN ONE TYPE OF TRAINING WITHIN THE LAST TWELVE MONTHS	ALL	Personal reasons	
Received training		Education, study or training	
Only one type of training		Move interstate or overseas	
More than one type of training		Travel, holiday	
Did not receive training		Non-work related injury or illness	
30 WHETHER TRAINING SUPPORTED BY EMPLOYER	5	Wanted a break	
Employer provided assistance		Work reasons	
Employer did not provide assistance		No work available	
31 WHETHER HAD A BREAK FROM WORK OF SIX MONTHS OR MORE	1-6	Job was temporary or seasonal	
With current employer for six months or more		Work related injury or illness	
Had a break from work		Other reasons	
Did not have a break from work		36A EDUCATIONAL ATTAINMENT (1)	ALL
Did not know		With post-school qualifications	
Currently on a break from work		Degree	
With current employer for less than six months		Trade qualification or apprenticeship	
32 NUMBER OF BREAKS FROM WORK	7	Certificate or diploma	
One		Other	
Two		Without post-school qualifications	
Three or more		Attended highest level of secondary school available	
33 WHETHER ON PAID OR UNPAID LEAVE DURING MOST RECENT BREAK FROM WORK	7	Did not attend highest level of secondary school available	
On paid leave only		Left at age —	
On unpaid leave only		18 and over	
On combination of paid and unpaid leave		16 or 17	
Other arrangements		14 or 15	
Don't know		13 and under	
		Never attended school	
		Secondary school qualifications not determined	
		Not asked(a)	
		(a) Persons aged 70 and over were not asked about their educational qualifications.	
		36B EDUCATIONAL ATTAINMENT (2)	ALL
		With post-school qualifications	
		Without post-school qualifications	
		Not asked(a)	
		(a) Persons aged 70 and over were not asked about their educational qualifications.	

DATA ITEM	POPULATION	DATA ITEM	POPULATION
37 MAIN FIELD OF STUDY	ALL	38 PLACE OF USUAL RESIDENCE TWELVE MONTHS AGO	ALL
Degree		New South Wales	
Administration, business studies, commerce		Victoria	
Law		Queensland	
Education		South Australia	
Medicine		Western Australia	
Science, mathematics, computing		Tasmania	
Veterinary science, agriculture, forestry		Northern Territory	
Engineering		Australian Capital Territory	
Architecture		Overseas	
Social sciences, arts, humanities			
Other			
Trade qualification or apprenticeship			
Metal			
Service			
Building			
Electrical			
Food and drink			
Wood and furniture			
Printing and allied			
Automotive, mechanical			
Footwear, clothing, textiles			
Other			
Certificate or diploma			
Business, administration, commerce			
Secretarial, typing, data processing			
Education, teacher training			
Nursing			
Other health, para-medical			
Science, computing, agriculture			
Engineering, architecture			
Transport, communication			
Arts, social studies, crafts			
Other			
Other post-school qualification			
Without post-school qualifications			
Not asked(a)			

(a) Persons aged 70 and over were not asked about their educational qualifications.

SUPPLEMENTARY AND SPECIAL SURVEYS

The supplementary and special surveys collect data on particular aspects of the labour force. It may be possible to order Unit Record Tapes on the following supplementary and special surveys by contacting the ABS (see below for contact numbers).

<i>Title of Publication</i>	<i>Catalogue No.</i>
Alternative Working Arrangements, Australia, March to May 1982, September to November 1986	6341.0
Annual and Long Service Leave Taken, Australia, May 1988 to April 1989	6317.0
Career Experience, Australia. Three-yearly. First issue February 1993	6254.0
Career Paths of Persons with Trade Qualifications, Australia, 1989	6243.0
Career Paths of Qualified Nurses, Australia, 1989	6277.0
Child Care, Australia, May 1969, 1973, 1977; June 1980; November 1984; June 1987; November 1990	4402.0
Employment Benefits, Australia. Two-yearly. Latest issue August 1992	6334.0
How Workers Get Their Training, Australia, 1989	6278.0
Income Distribution Survey, Australia, Persons with Earned Income, 1986, 1990	6546.0
Job Search Experience of Unemployed Persons, Australia. Annually. Latest issue July 1992	6222.0
Labour Force Experience, Australia. Annually. Latest issue March 1993	6206.0
Labour Force Status and Educational Attainment, Australia. Annually. Latest issue February 1993	6235.0
Labour Force Status and Other Characteristics of Families, Australia. Annually. Latest issue June 1992	6224.0
Labour Force Status and Other Characteristics of Migrants, Australia, September 1990	6250.0
Labour Mobility, Australia. Two yearly. Latest issue February 1992	6209.0
Multiple Jobholding, Australia. Four-yearly. Latest issue July 1991	6216.0
Participation in Education, Australia. (Formerly Labour Force Status and Educational Attendance). Annually. Latest issue September 1992	6272.0
Persons Employed at Home, Australia, April 1989, March 1992	6275.0
Persons Not in the Labour Force, Australia. Annually. Latest issue September 1992	6220.0
Persons Who Had Re-entered the Labour Force, Australia, May 1985, May 1987, May 1990	6264.0
Persons Who Have Left the Labour Force, Australia, November 1985, April 1988, April 1991	6267.0
Retirement and Retirement Intentions, Australia, November 1986, November 1989, October 1992	6238.0
Successful and Unsuccessful Job Search Experience, Australia. Two-yearly. Latest issue July 1992	6245.0
Superannuation, Australia, February 1974, September to November 1982, November 1988, November 1991	6319.0
Trade Union Members, Australia. Two-yearly. Latest issue August 1992	6325.0
Transition From Education to Work, Australia. Annually. Latest issue May 1992	6227.0
Underemployed Workers, Australia, May 1988, May 1991	6265.0
Weekly Earnings of Employees (Distribution), Australia. Annually. Latest issue August 1992	6310.0

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CAREER EXPERIENCE, FEBRUARY 1993

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1. Table requests will be available on computer printout, floppy disk or microfiche.
2. The current cost of special tables is as follows —

No. of data items (excluding populations)	Cost per table (\$)
2	120
3	150
4	225
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NOTE (i) Prices quoted are subject to revisions.

3. Return the completed order form together with the **address advice** to —

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Labour Force Supplementary Surveys
Australian Bureau of Statistics
PO Box 10
Belconnen ACT 2616

or Facsimile No. (06) 252 7784

4. The invoiced cost is payable in full within 28 days of supply.
5. Any inquiries about this order should be directed to Mr Mark Patton on (06) 252 7204.



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SPECIAL DATA REQUESTS

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