



May 1988  
**Underemployed  
Workers  
Australia**

Catalogue No. 6265.0





**EMBARGOED UNTIL 11.30 A.M. 28 NOVEMBER 1988**

**UNDEREMPLOYED WORKERS, AUSTRALIA  
MAY 1988**

**IAN CASTLES  
Australian Statistician**

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## SUMMARY OF FINDINGS

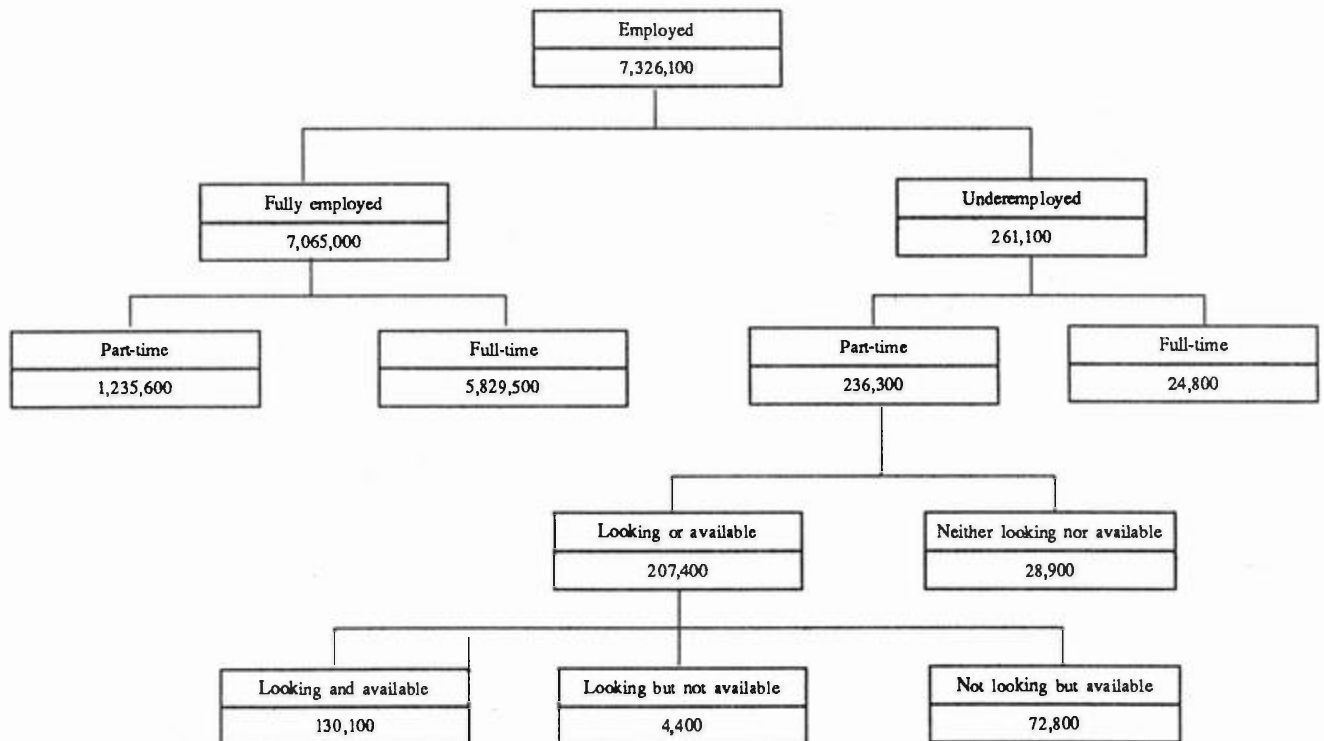
This survey identifies employed persons who report an insufficiency in the number of hours they work. It provides characteristics of these underemployed persons, including information about the jobs in which they are employed and their employment preferences, and draws some comparisons between the underemployed and the fully employed or the unemployed. The number of potential hours of work that are lost due to underemployment is also measured.

In May 1988 there were 7,326,100 employed persons aged 15 and over. Of these, 96.4 per cent (7,065,000) were fully employed and 3.6 per cent (261,100) were underemployed.

Most of these underemployed workers (90.5 per cent) were part-time workers who indicated that they would prefer to work more hours. The remaining 9.5 per cent were full-time workers who did not work full-time hours in reference week due to economic reasons.

Underemployed part-time workers were asked whether they had been looking for work with more hours and whether they were available to start such work within four weeks — 207,400 persons had been looking or were available to start. This information is shown schematically in the following diagram.

DIAGRAM 1. EMPLOYED PERSONS: RELATIONSHIP OF UNDEREMPLOYED WORKERS TO FULLY EMPLOYED WORKERS, MAY 1988  
(Source of data: Table 2)



A similar survey was conducted in May 1985. That survey identified 226,700 underemployed workers — 3.4 per cent of employed persons at that time.

### Underutilisation of the labour force

Of the 7,918,000 persons in the labour force in May 1988, 853,000 were underutilised — comprising 261,100 who were underemployed and 591,900 who were unemployed. The underemployment and unemployment rates were 3.3 per cent and 7.5 per cent respectively, yielding an underutilisation rate of 10.8 per cent.

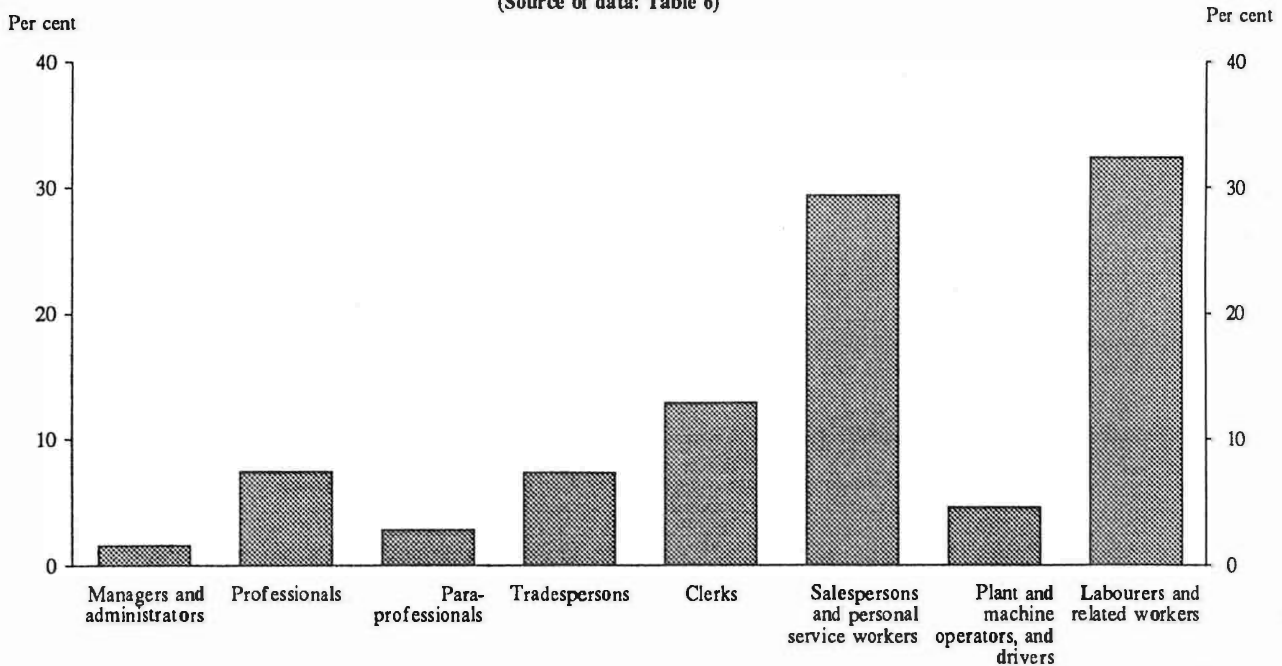
### Comparison of underemployed workers and unemployed persons

- *Gender.* The majority of underemployed workers were females (65.3 per cent), while less than half of unemployed persons were females (44.6 per cent).
- *Age.* Underemployed workers and unemployed persons included 34.8 per cent and 43.1 per cent respectively who were aged 15 to 24.
- *Family status.* Almost fifty per cent of underemployed workers were husbands or wives, compared with less than forty per cent of unemployed persons.
- *Average duration of underemployment/unemployment.* The average duration of underemployment was lower than that for unemployment — 46.8 weeks and 49.4 weeks respectively.

### Underemployed workers

- *Gender.* Approximately one in four males who worked part time were underemployed, compared with one in seven females who worked part time. For both males and females, one in twenty-five full-time workers were underemployed.
- *Educational attainment.* Post-school qualifications had been obtained by 36.7 per cent of these persons.
- *Duration of current period of underemployment.* More than half these persons had been underemployed for 13 weeks or longer.
- *Status of worker.* More than eighty-five per cent of underemployed workers were wage and salary earners or unpaid family helpers.
- *Industry.* Underemployment was reported by 65,500 persons in the Wholesale and retail trade industry, with a further 54,500 in Recreation, personal and other services and 52,500 in Community services.
- *Occupation.* Occupations employing the largest numbers of underemployed workers were Labourers and related workers (85,200) and Salespersons and personal service workers (77,200).

DIAGRAM 2. UNDEREMPLOYED WORKERS: OCCUPATION, MAY 1988  
(Source of data: Table 6)





### Underemployed part-time workers

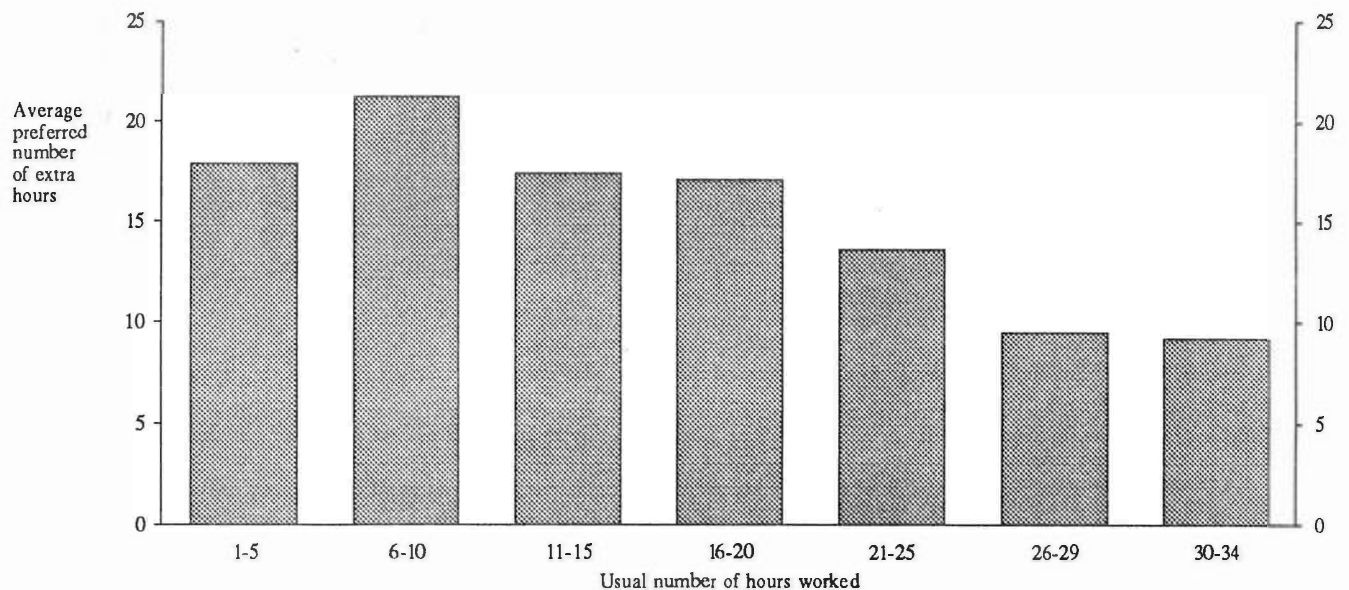
- *Preferred number of extra hours.* More than sixty per cent of the 236,300 underemployed part-time workers reported that they would like to work less than 20 extra hours. Only 11.6 per cent preferred 30 or more extra hours.
- *Whether would prefer to change employer to work more hours.* Approximately 95,200 reported that they would prefer to change employer. A further 97,300 preferred to work more hours for the same employer. Of these, 38,100 had not been looking for work with more hours but were available to start such work within four weeks.
- *Whether would prefer to change occupation to work more hours.* More than half the underemployed part-time workers expressed a preference to change occupation to work more hours.

### Underemployed part-time workers who had been looking for work with more hours or were available to start such work within four weeks.

- *Usual number of hours worked.* Of the 207,400 persons in this group, 38.2 per cent usually worked 10 hours or less, 37.1 per cent 11 to 20 hours and the remaining 24.7 per cent 21 to 34 hours.

The following diagram shows that persons who usually worked 20 hours or less reported that they would like to work an average of between 17 and 21 extra hours per week. Not surprisingly, persons who usually worked more hours preferred less extra hours — those who usually worked 21 to 25 hours preferred an average 14 extra hours, while those who usually worked 26 to 34 hours preferred an average of less than 10 extra hours.

**DIAGRAM 3. UNDEREMPLOYED PART-TIME WORKERS WHO HAD BEEN LOOKING FOR WORK WITH MORE HOURS OR WERE AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS: USUAL NUMBER OF HOURS WORKED AND AVERAGE PREFERRED NUMBER OF EXTRA HOURS, MAY 1988**  
(Source of data: Table 8)



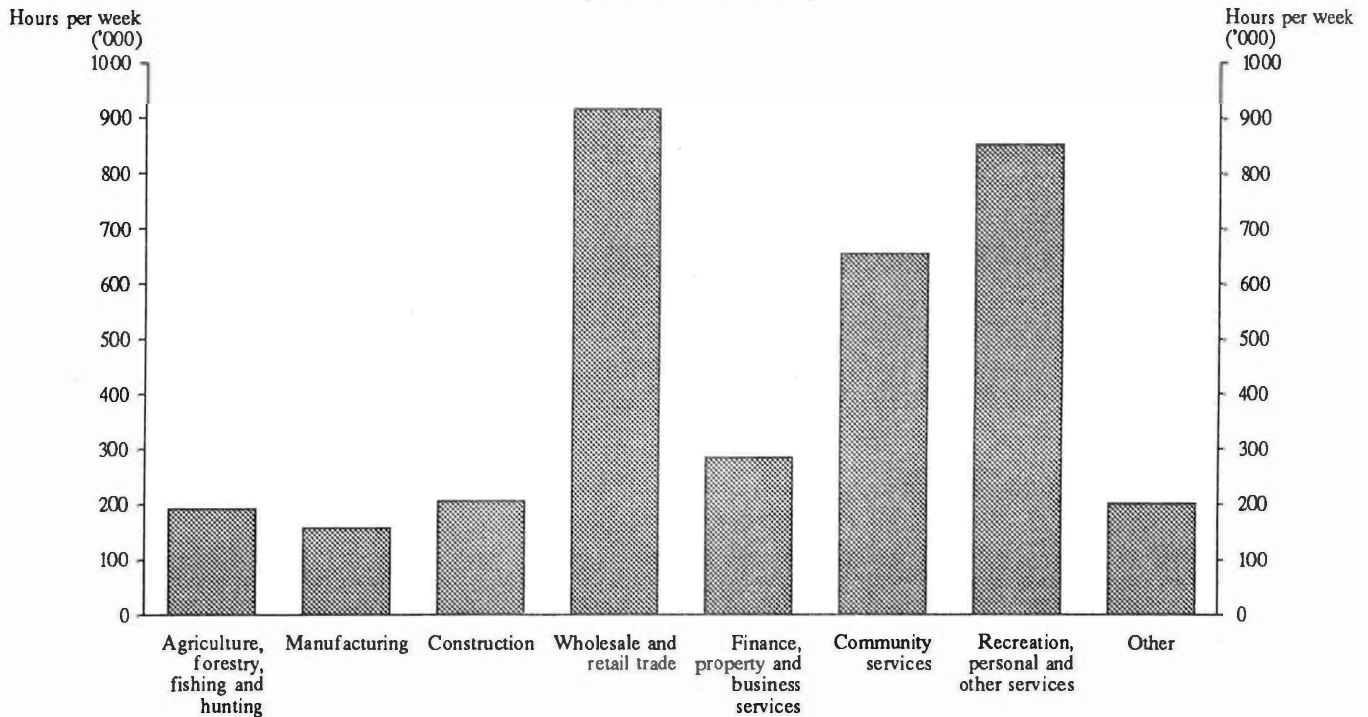
- *Preferred total number of hours.* The sum of usual number of hours worked and preferred number of extra hours yields the preferred total number of hours. An estimated 36.9 per cent would prefer to still work part-time hours (30.0 per cent less than 30 hours, and 6.9 per cent 30 to 34 hours). A total of 35 to 39 hours was preferred by a further 30.5 per cent, while the remaining 32.6 per cent preferred 40 hours or more.
- *Whether would move interstate.* Most workers in this group (70.1 per cent) indicated that they would not move interstate if offered a suitable job.
- *Whether would move intrastate.* An estimated 58.3 per cent reported that they would not move intrastate.
- *Whether registered with the CES.* Of the 134,600 persons who had been looking for work with more hours, just over half were registered with the CES.

### Quantum of underemployment

The total quantum of underemployment for those underemployed part-time workers who had been looking for work with more hours or were available to start such work within four weeks was 3,498,100 hours per week.

The following diagram shows that the industries potentially losing the most hours per week due to underemployment were Wholesale and retail trade (918,900 hours per week), Recreation, personal and other services (855,700 hours per week) and Community services (658,200 hours per week).

**DIAGRAM 4. UNDEREMPLOYED PART-TIME WORKERS WHO HAD BEEN LOOKING FOR WORK WITH MORE HOURS OR WERE AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS: QUANTUM OF UNDEREMPLOYMENT AND INDUSTRY, MAY 1988**  
(Source of data: Table 14)



Occupations with high quantum of underemployment were Labourers and related workers (1,247,700 hours per week) and Salespersons and personal service workers (1,062,900 hours per week).

TABLE 1. UNDEREMPLOYED WORKERS: TYPE OF UNDEREMPLOYMENT,  
MAY 1983 TO MAY 1988

	<i>Part-time</i>	<i>Full-time</i> —'000—	<i>Total</i>	<i>Underemployment</i> <i>rate</i> (per cent)
May 1983	228.7	56.8	285.5	4.1
May 1984	214.2	39.3	253.5	3.6
May 1985	199.6	27.1	226.7	3.1
May 1986	227.5	39.7	267.2	3.5
May 1987	268.2	38.9	307.1	4.0
May 1988	236.3	24.8	261.1	3.3

Source: The Labour Force, Australia (6203.0)

TABLE 2. PERSONS AGED 15 AND OVER: LABOURFORCE STATUS,  
WHETHER FULLY EMPLOYED OR UNDEREMPLOYED AND TYPE OF UNDEREMPLOYMENT,  
MAY 1985 AND MAY 1988

	<i>May 1985</i>			<i>May 1988</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	—'000—					
Persons aged 15 and over	5,868.0	6,059.3	11,927.4	6,243.2	6,445.9	12,689.1
Not in the labour force	1,424.0	3,263.5	4,687.4	1,544.6	3,226.5	4,771.1
In the labour force	4,444.0	2,795.9	7,239.9	4,698.6	3,219.4	7,918.0
Unemployed	361.8	245.9	607.7	327.9	263.9	591.9
Employed	4,082.3	2,550.0	6,632.3	4,370.6	2,955.5	7,326.1
Fully employed	4,005.2	2,400.3	6,405.5	4,280.2	2,784.9	7,065.0
Part-time	197.4	808.5	1,005.8	239.1	996.5	1,235.6
Full-time	3,807.9	1,591.9	5,399.7	4,041.1	1,788.4	5,829.5
Underemployed	77.1	149.7	226.7	90.5	170.6	261.1
Part-time	58.5	141.1	199.6	72.7	163.6	236.3
Had been looking for work with more hours(a) or were available to start such work within four weeks	..	..	..	63.6	143.8	207.4
Had been looking for work with more hours(a) and were available to start such work within four weeks	31.0	59.8	90.8	46.5	83.6	130.1
Had been looking for work with more hours(a) but were not available to start such work within four weeks	..	..	..	*1.5	*2.9	4.4
Had not been looking for work more hours(a) but were available to start such work within four weeks	..	..	..	15.6	57.2	72.8
Had not been looking for work with more hours(a) and were not available to start such work within four weeks	..	..	..	9.0	19.9	28.9
Full-time	18.5	8.6	27.1	17.8	7.0	24.8
	—per cent—					
<i>Unemployment rate</i>	8.1	8.8	8.4	7.0	8.2	7.5
<i>Underemployment rate</i>	1.7	5.4	3.1	1.9	5.3	3.3
<i>Underutilisation rate</i>	9.9	14.1	11.5	8.9	13.5	10.8

(a) At some time during the four weeks up to the end of reference week.

TABLE 3. UNDEREMPLOYED WORKERS AND UNEMPLOYED PERSONS: COMPARATIVE PROFILE, MAY 1988

	<i>Underemployed workers</i>				<i>Unemployed persons</i>			
	<i>Males</i>	<i>Females</i>	<i>Persons</i>		<i>Males</i>	<i>Females</i>	<i>Persons</i>	
	—'000—		('000)	(Per cent)	—'000—		('000)	(Per cent)
<i>Age group—</i>								
15-19	20.2	30.1	50.3	19.2	73.8	69.7	143.6	24.3
20-24	16.5	24.0	40.5	15.5	67.7	43.7	111.4	18.8
25-34	18.8	46.8	65.6	25.1	74.9	69.0	143.9	24.3
35-44	14.0	46.2	60.3	23.1	46.6	50.6	97.2	16.4
45 and over	21.0	23.5	44.5	17.0	64.9	30.9	95.8	16.2
<i>Family status—</i>								
Member of a family	67.8	146.2	214.0	82.0	257.9	210.3	468.3	79.1
Husband or wife	37.1	90.2	127.3	48.7	125.8	102.1	228.0	38.5
With dependents present	21.5	66.3	87.8	33.6	83.7	70.6	154.2	26.0
Without dependents present	15.6	23.9	39.5	15.1	42.1	31.6	73.7	12.5
Not-married family head	*2.4	16.9	19.3	7.4	8.7	28.0	36.7	6.2
Full-time student aged 15-24(a)	6.6	9.4	16.0	6.1	25.1	25.2	50.3	8.5
Other child/relative of family head	21.8	29.7	51.5	19.7	98.3	55.0	153.3	25.9
Not a member of a family	16.5	16.9	33.4	12.8	50.5	35.7	86.2	14.6
Family status not determined	6.2	7.6	13.7	5.3	19.5	17.9	37.4	6.3
<i>Birthplace and period of arrival—</i>								
Born in Australia	68.7	132.2	200.9	76.9	225.0	192.7	417.7	70.6
Born outside Australia	21.8	38.5	60.3	23.1	103.0	71.2	174.2	29.4
Arrived before 1971	13.8	19.1	32.8	12.6	43.7	20.1	63.8	10.8
Arrived 1971-1988	8.0	19.4	27.4	10.5	59.2	51.2	110.4	18.7
Born in main English-speaking countries(b)	9.7	19.0	28.7	11.0	35.2	28.0	63.2	10.7
Born in other countries	12.1	19.5	31.6	12.1	67.8	43.2	111.0	18.8
<i>Duration of current period of underemployment/unemployment (weeks)—</i>								
1 and under 4	19.2	21.6	40.8	15.6	48.7	54.2	102.9	17.4
4 and under 13	27.5	45.0	72.5	27.8	66.9	57.0	124.0	20.9
13 and under 52	22.9	55.7	78.6	30.1	103.5	92.4	195.9	33.1
52 and over	20.9	48.3	69.2	26.5	108.8	60.3	169.2	28.6
<b>Total</b>	<b>90.5</b>	<b>170.6</b>	<b>261.1</b>	<b>100.0</b>	<b>327.9</b>	<b>263.9</b>	<b>591.9</b>	<b>100.0</b>
					—weeks—			
<i>Average duration of current period of underemployment/unemployment</i>	44.7	47.9	46.8	..	58.9	37.6	49.4	..
<i>Median duration of underemployment/unemployment</i>	12	18	16	..	22	16	19	..

(a) Excludes persons aged 20 to 24 attending school. (b) Comprises United Kingdom and Ireland, Canada, South Africa, U.S.A. and New Zealand.

TABLE 4. EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS AND WHETHER FULLY EMPLOYED OR UNDEREMPLOYED, MAY 1988

	<i>Males</i>	<i>Females</i>	<i>Persons</i>			
	—'000—					
Part-time workers	311.7	1,160.1	1,471.9			
Fully employed	239.1	996.5	1,235.6			
Underemployed	72.7	163.6	236.3			
Full-time workers	4,059.0	1,795.4	5,854.3			
Fully employed	4,041.1	1,788.4	5,829.5			
Underemployed	17.8	7.0	24.8			
<b>Total</b>	<b>4,370.6</b>	<b>2,955.5</b>	<b>7,326.1</b>			
				—per cent—		
<i>Proportion of part-time workers who were underemployed</i>	23.3	14.1	16.1			
<i>Proportion of full-time workers who were underemployed</i>	0.4	0.4	0.4			

TABLE 5. EMPLOYED PERSONS: COMPARATIVE PROFILE OF UNDEREMPLOYED AND FULLY EMPLOYED, MAY 1988

	Underemployed workers				Fully employed workers			
	Males	Females	Persons		Males	Females	Persons	
	—'000—		('000)	(Per cent)	—'000—		('000)	(Per cent)
<i>Age group—</i>								
15-19	20.2	30.1	50.3	19.2	312.0	294.9	606.8	8.6
20-24	16.5	24.0	40.5	15.5	512.5	409.0	921.4	13.0
25-34	18.8	46.8	65.6	25.1	1,184.1	750.1	1,934.2	27.4
35-44	14.0	46.2	60.3	23.1	1,086.1	736.3	1,822.4	25.8
45 and over	21.0	23.5	44.5	17.0	1,185.4	594.7	1,780.1	25.2
<i>Family status—</i>								
Member of a family	67.8	146.2	214.0	82.0	3,551.8	2,300.1	5,851.9	82.8
Husband or wife	37.1	90.2	127.3	48.7	2,752.0	1,637.4	4,389.4	62.1
With dependents present	21.5	66.3	87.8	33.6	1,747.0	952.2	2,699.1	38.2
Without dependents present	15.6	23.9	39.5	15.1	1,005.1	685.2	1,690.3	23.9
Not-married family head	*2.4	16.9	19.3	7.4	68.4	158.4	226.7	3.2
Full-time student aged 15-24(a)	6.6	9.4	16.0	6.1	82.1	103.9	186.0	2.6
Other child/relative of family head	21.8	29.7	51.5	19.7	649.2	400.4	1,049.7	14.9
Not a member of a family	16.5	16.9	33.4	12.8	563.2	356.7	919.9	13.0
Family status not determined	6.2	7.6	13.7	5.3	165.2	128.1	293.3	4.2
<i>Birthplace and period of arrival—</i>								
Born in Australia	68.7	132.2	200.9	76.9	3,119.4	2,101.4	5,220.8	73.9
Born outside Australia	21.8	38.5	60.3	23.1	1,160.7	683.5	1,844.2	26.1
Arrived before 1971	13.8	19.1	32.8	12.6	658.8	351.9	1,010.6	14.3
Arrived 1971-1988	8.0	19.4	27.4	10.5	502.0	331.7	833.6	11.8
Born in main English-speaking countries(b)	9.7	19.0	28.7	11.0	506.8	326.8	833.5	11.8
Born in other countries	12.1	19.5	31.6	12.1	654.0	356.8	1,010.7	14.3
<i>Industry—</i>								
Agriculture, forestry, fishing and hunting	7.0	7.4	14.4	5.5	277.3	112.3	389.6	5.5
Manufacturing	10.5	8.8	19.2	7.4	861.3	304.9	1,166.3	16.5
Construction	12.4	5.1	17.5	6.7	441.4	65.8	507.2	7.2
Wholesale and retail trade	19.6	45.9	65.5	25.1	823.4	627.7	1,451.1	20.5
Finance, property and business services	7.4	15.3	22.7	8.7	423.3	361.5	784.9	11.1
Community services	9.0	43.5	52.5	20.1	445.8	791.2	1,237.0	17.5
Recreation, personal and other services	18.1	36.4	54.5	20.9	213.5	260.0	473.5	6.7
Other	6.5	8.3	14.7	5.6	794.1	261.4	1,055.5	14.9
<i>Occupation—</i>								
Managers and administrators	*1.3	*3.4	4.7	1.8	620.0	186.6	806.6	11.4
Professionals	6.7	13.2	19.9	7.6	545.4	336.4	881.8	12.5
Para-professionals	*2.1	5.8	7.9	3.0	247.9	179.7	427.6	6.1
Tradespersons	15.0	4.5	19.5	7.5	1,028.8	105.7	1,134.4	16.1
Clerks	*2.7	31.4	34.1	13.1	300.6	947.3	1,247.9	17.7
Salespersons and personal service workers	12.9	64.3	77.2	29.6	371.0	584.6	955.6	13.5
Plant and machine operators, and drivers	8.5	4.1	12.5	4.8	467.5	99.9	567.4	8.0
Labourers and related workers	41.3	43.9	85.2	32.6	699.0	344.7	1,043.7	14.8
<i>Status of worker—</i>								
Employers/ self-employed	19.3	17.9	37.2	14.2	726.4	317.6	1,044.0	14.8
Wage and salary earners(c)	71.2	152.7	223.9	85.8	3,553.7	2,467.3	6,021.1	85.2
<b>Total</b>	<b>90.5</b>	<b>170.6</b>	<b>261.1</b>	<b>100.0</b>	<b>4,280.2</b>	<b>2,784.9</b>	<b>7,065.0</b>	<b>100.0</b>

(a) Excludes persons aged 20 to 24 attending school. (b) Comprises United Kingdom and Ireland, Canada, South Africa, U.S.A. and New Zealand. (c) Includes unpaid family helpers.

TABLE 6. UNDEREMPLOYED WORKERS : SUMMARY OF CHARACTERISTICS AND DURATION OF CURRENT PERIOD OF UNDEREMPLOYMENT, MAY 1988

	Duration of current period of underemployment (weeks)				Total	Average duration	Median duration —weeks—
	1 and under 4	4 and under 13	13 and under 52 —'000—	52 and over			
<i>Age group—</i>							
15-19	7.5	17.7	19.0	6.1	50.3	20.1	12
20-24	7.8	12.6	11.8	8.3	40.5	34.4	12
25-34	9.5	21.3	18.0	16.8	65.6	41.4	13
35-44	10.5	12.8	18.9	18.0	60.3	55.0	18
45 and over	5.6	8.1	11.0	19.9	44.5	85.1	28
<i>Family status—</i>							
Member of a family	32.0	58.0	65.4	58.5	214.0	48.5	17
Husband or wife	20.2	32.4	36.4	38.2	127.3	54.1	17
With dependents present	14.3	22.6	26.2	24.7	87.8	50.6	16
Without dependents present	6.0	9.8	10.2	13.5	39.5	61.9	20
Not-married family head	*1.5	4.8	5.1	7.8	19.3	70.1	26
Full-time student aged 15-24(a)	*1.5	5.9	6.4	*2.1	16.0	23.0	13
Other child/relative of family head	8.7	14.9	17.4	10.4	51.5	34.3	13
Not a member of a family	5.6	10.4	9.9	7.5	33.4	34.7	13
Family status not determined	*3.2	4.1	*3.3	*3.1	13.7	50.5	10
<i>Birthplace and period of arrival—</i>							
Born in Australia	30.1	57.6	59.0	54.1	200.9	45.3	16
Born outside Australia	10.7	14.9	19.5	15.1	60.3	51.9	16
Arrived before 1971	6.4	6.9	9.3	10.2	32.8	67.5	17
Arrived 1971-1988	4.3	8.0	10.2	4.9	27.4	33.3	14
Born in main English-speaking countries(b)	4.8	8.4	9.5	6.0	28.7	42.9	14
Born in other countries	5.9	6.5	10.1	9.1	31.6	60.0	17
<i>Educational attainment—</i>							
With post-school qualifications(c)	14.7	28.1	27.1	25.8	95.8	45.3	14
Degree	*1.5	4.4	5.0	*2.2	13.0	31.1	13
Trade qualification or apprenticeship	5.4	8.1	5.7	5.5	24.7	42.1	10
Certificate or diploma	7.9	15.5	16.4	18.0	57.7	49.8	17
Without post-school qualifications(d)	25.3	40.5	46.7	41.7	154.2	49.5	16
Attended highest level of secondary school available	6.4	9.3	13.7	6.5	35.9	29.1	13
Did not attend highest level of secondary school available	18.9	30.9	32.0	35.2	117.0	56.1	17
Left at age—							
16 and over	7.1	14.2	12.8	14.5	48.6	50.0	16
15 and under	11.8	16.7	19.3	20.7	68.5	60.3	18
Still at school	*0.8	*3.9	4.8	*1.7	11.2	22.8	16
<i>Industry—</i>							
Agriculture, forestry, fishing and hunting	4.0	4.4	*3.6	*2.3	14.4	51.0	9
Manufacturing	5.1	6.9	*3.1	4.2	19.2	44.3	8
Construction	*3.5	5.4	5.0	*3.6	17.5	28.0	12
Wholesale and retail trade	9.9	18.7	21.3	15.6	65.5	41.7	16
Finance, property and business services	*3.0	5.7	6.2	7.8	22.7	51.8	21
Community services	6.3	13.0	16.7	16.5	52.5	52.8	17
Recreation, personal and other services	7.0	14.7	18.8	14.0	54.5	47.9	18
Other	*2.0	*3.6	*3.9	5.2	14.7	57.6	20
<i>Occupation—</i>							
Managers and administrators	*0.9	*1.4	*1.0	*1.4	4.7	80.7	16
Professionals	*3.2	5.7	6.2	4.8	19.9	39.3	14
Para-professionals	*0.7	*2.4	*2.4	*2.5	7.9	42.5	17
Tradespersons	4.7	5.6	5.4	*3.9	19.5	34.0	12
Clerks	*3.6	8.2	12.1	10.2	34.1	43.4	20
Salespersons and personal service workers	10.6	23.0	26.0	17.5	77.2	40.6	14
Plant and machine operators, and drivers	*3.1	*3.1	*3.1	*3.2	12.5	47.7	13
Labourers and related workers	14.1	23.2	22.3	25.7	85.2	56.9	17
<b>Total</b>	<b>40.8</b>	<b>72.5</b>	<b>78.6</b>	<b>69.2</b>	<b>261.1</b>	<b>46.8</b>	<b>16</b>

(a) Excludes persons aged 20 to 24 attending school. (b) Comprises United Kingdom and Ireland, Canada, South Africa, U.S.A. and New Zealand. (c) Includes persons with other post-school qualifications. (d) Includes persons who never attended school and persons for whom secondary school qualifications could not be determined.

TABLE 7. UNDEREMPLOYED PART-TIME WORKERS: SUMMARY OF CHARACTERISTICS, WHETHER HAD BEEN LOOKING FOR WORK WITH MORE HOURS(a) AND WHETHER AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS, MAY 1988

	<i>Whether had been looking for work with more hours(a) and whether available to start such work within four weeks</i>					
	<i>Looking or available</i>					<i>Total</i>
	<i>Looking and available</i>	<i>Looking but not available</i>	<i>Not looking but available</i>	<i>Not looking and not available</i>	<i>Total</i>	
	—'000—					
Males	46.5	*1.5	15.6	63.6	9.0	72.7
Females	83.6	*2.9	57.2	143.8	19.9	163.6
<i>Age group—</i>						
15-19	30.0	*1.0	12.8	43.8	5.3	49.1
20-24	26.3	*0.3	6.7	33.2	*3.0	36.2
25-34	35.4	*1.0	14.4	50.9	8.1	59.0
35-44	24.6	*1.4	20.3	46.3	7.4	53.7
45 and over	13.9	*0.8	18.6	33.3	5.0	38.3
<i>Family status—</i>						
Member of a family	102.6	4.0	61.3	168.0	25.5	193.5
Husband or wife	51.1	*2.7	41.4	95.2	15.2	110.5
With dependents present	36.2	*2.0	27.6	65.8	11.4	77.2
Without dependents present	14.9	*0.7	13.8	29.4	*3.8	33.3
Not-married family head	10.2	*0.5	6.0	16.7	*2.2	18.9
Full-time student aged 15-24(b)	6.9	*0.1	5.8	12.8	*3.2	16.0
Other child/relative of family head	34.4	*0.8	8.1	43.3	4.9	48.1
Not a member of a family	19.6	*0.3	7.5	27.3	*2.7	30.1
Family status not determined	8.0	*0.1	4.0	12.1	*0.6	12.7
<i>Birthplace and period of arrival—</i>						
Born in Australia	102.1	*3.4	55.8	161.3	21.3	182.6
Born outside Australia	28.1	*1.0	17.0	46.1	7.6	53.6
Arrived before 1971	14.6	*0.3	9.2	24.1	*3.1	27.2
Arrived 1971-1988	13.4	*0.7	7.8	22.0	4.4	26.4
Born in main English-speaking countries(c)	15.6	*0.6	8.1	24.4	*3.0	27.4
Born in other countries	12.4	*0.4	8.9	21.7	4.6	26.3
<i>Preferred number of extra hours—</i>						
Less than 10 extra hours	19.8	*0.6	24.2	44.6	11.9	56.6
10 to 19 extra hours	50.2	*2.8	33.6	86.5	11.0	97.6
20 to 29 extra hours	39.4	*0.1	12.1	51.5	*3.3	54.8
30 or more extra hours	20.8	*1.0	*2.9	24.7	*2.6	27.3
<i>Whether would prefer to change employer to work more hours—</i>						
Would prefer to change employer	61.7	*2.9	22.7	87.3	7.9	95.2
Would prefer not to change employer	41.0	*1.2	38.1	80.3	17.0	97.3
No preference	27.5	*0.3	12.0	39.8	*3.9	43.8
<i>Whether would prefer to change occupation to work more hours—</i>						
Would prefer to change occupation	76.1	*2.8	37.1	116.0	11.5	127.6
Would prefer not to change occupation	36.8	*1.3	28.7	66.9	15.6	82.5
No preference	17.2	*0.3	7.0	24.5	*1.8	26.2
<i>Duration of current period of underemployment—</i>						
1 and under 4 weeks	16.3	*0.4	6.0	22.6	*3.2	25.8
4 and under 13 weeks	39.4	*0.9	18.1	58.5	6.7	65.1
13 and under 52 weeks	40.9	*1.6	24.7	67.2	9.6	76.8
52 weeks and over	33.6	*1.6	24.0	59.2	9.4	68.6
<b>Total</b>	<b>130.1</b>	<b>4.4</b>	<b>72.8</b>	<b>207.4</b>	<b>28.9</b>	<b>236.3</b>
	—weeks—					
<i>Average duration of current period of underemployment</i>	40.5	35.6	65.0	49.0	66.3	51.1
<i>Median duration of current period of underemployment</i>	16	20	20	18	24	18

(a) At some time during the four weeks up to the end of reference week. (b) Excludes persons aged 20 to 24 attending school. (c) Comprises United Kingdom and Ireland, Canada, South Africa, U.S.A. and New Zealand.

TABLE 8. UNDEREMPLOYED PART-TIME WORKERS WHO HAD BEEN LOOKING FOR WORK WITH MORE HOURS(a) OR WERE AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS : SUMMARY OF CHARACTERISTICS AND PREFERRED NUMBER OF EXTRA HOURS, MAY 1988

	Preferred number of extra hours				Total	Average preferred number of extra hours (hours)
	Less than 10	10-19	20-29	30 or more		
Males	10.3	20.9	18.9	13.5	63.6	20.0
Females	34.3	65.6	32.6	11.2	143.8	15.5
<i>Age group—</i>						
15-19	13.1	14.1	10.0	6.5	43.8	16.9
20-24	4.4	13.1	10.0	5.8	33.2	19.3
25-34	10.1	20.5	14.7	5.7	50.9	17.4
35-44	10.3	22.7	9.7	*3.6	46.3	15.1
45 and over	6.8	16.1	7.2	*3.1	33.3	16.1
<i>Family status—</i>						
Member of a family	38.7	70.3	39.1	19.9	168.0	16.6
Husband or wife	22.5	44.9	20.1	7.7	95.2	15.5
With dependents present	16.3	30.5	13.8	5.2	65.8	15.2
Without dependents present	6.2	14.4	6.3	*2.5	29.4	16.1
Not-married family head	*3.0	6.5	5.6	*1.7	16.7	17.5
Full-time student aged 15-24(b)	9.1	*1.9	*0.2	*1.6	12.8	10.6
Other child/relative of family head	4.1	17.1	13.3	8.9	43.3	20.4
Not a member of a family	5.4	10.4	8.4	*3.2	27.3	17.7
Family status not determined	*0.6	5.8	4.0	*1.7	12.1	19.3
<i>Birthplace and period of arrival—</i>						
Born in Australia	36.4	65.2	39.4	20.4	161.3	16.9
Born outside Australia	8.2	21.4	12.1	4.3	46.1	16.9
Arrived before 1971	4.0	9.7	7.5	*2.9	24.1	18.0
Arrived 1971-1988	4.3	11.7	4.6	*1.4	22.0	15.7
Born in main English-speaking countries(c)	4.8	12.7	4.3	*2.5	24.4	16.1
Born in other countries	*3.4	8.7	7.8	*1.8	21.7	17.7
<i>Usual number of hours worked—</i>						
1-5	11.1	11.4	*3.4	9.4	35.4	18.0
6-10	6.5	14.2	9.4	13.8	43.9	21.3
11-15	6.7	8.2	16.3	*0.6	31.9	17.5
16-20	*3.4	20.4	20.8	*0.3	45.0	17.2
21-29	5.6	24.5	*0.5	*0.4	31.0	13.0
30-34	11.2	7.8	*1.1	*0.1	20.3	9.3
<i>Whether would move interstate if offered a suitable job—</i>						
Would move interstate	6.8	16.2	13.0	8.1	44.2	19.4
Would not move interstate	35.2	63.5	32.9	13.9	145.4	15.8
Might move interstate	*2.6	6.9	5.6	*2.7	17.8	19.3
<i>Whether would move intrastate if offered a suitable job—</i>						
Would move intrastate	10.0	23.1	19.1	11.1	63.4	19.2
Would not move intrastate	30.1	53.0	26.7	11.0	120.9	15.6
Might move intrastate	4.5	10.4	5.6	*2.6	23.2	17.0
<i>Main difficulty in finding work—</i>						
Considered too young or too old by employers	*2.9	6.0	6.2	5.1	20.2	21.1
Unsuitable hours	*3.0	6.0	*1.2	*0.4	10.6	14.1
Lacked necessary skills/education	*0.4	4.9	4.9	*1.8	11.9	20.2
Insufficient work experience	*1.3	4.6	*3.0	*1.5	10.4	18.5
No vacancies in line of work	4.6	11.3	9.1	5.3	30.3	19.3
No vacancies at all	*1.9	8.5	5.8	*2.7	19.0	19.0
Other difficulties	4.8	9.1	7.7	*3.8	25.4	18.1
No difficulties at all	*1.4	*2.5	*1.6	*1.2	6.8	17.8
Had not been looking for work with more hours	24.2	33.6	12.1	*2.9	72.8	13.3
<i>Whether registered with the CES—</i>						
Registered	8.1	22.8	25.6	14.0	70.5	20.7
Not registered	12.3	30.1	13.9	7.8	64.1	16.8
Had not been looking for work with more hours	24.2	33.6	12.1	*2.9	72.8	13.3
<i>Duration of current period of underemployment (weeks)—</i>						
1 and under 4	4.1	9.6	5.0	*3.8	22.6	18.0
4 and under 13	16.6	22.1	12.6	7.2	58.5	16.0
13 and under 52	12.5	31.4	16.6	6.7	67.2	16.8
52 and over	11.4	23.4	17.4	7.0	59.2	17.4
Total	44.6	86.5	51.5	24.7	207.4	16.9
<i>Average duration of current period of underemployment</i>	40.4	50.3	52.6	52.5	49.0	..
<i>Median duration of current period of underemployment</i>	13	18	20	17	18	..

(a) At some time during the four weeks up to the end of reference week. (b) Excludes persons aged 20 to 24 attending school. (c) Comprises United Kingdom and Ireland, Canada, South Africa, U.S.A. and New Zealand.



**TABLE 9. UNDEREMPLOYED PART-TIME WORKERS WHO HAD BEEN LOOKING FOR WORK WITH MORE HOURS(a) OR WERE AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS: MAIN DIFFICULTY IN FINDING WORK AND WHETHER WOULD PREFER TO CHANGE EMPLOYER TO WORK MORE HOURS, MAY 1988**  
(\*000)

<i>Main difficulty in finding work</i>	<i>Whether would prefer to change employer to work more hours</i>			<i>Total</i>
	<i>Would prefer to change</i>	<i>Would prefer not to change</i>	<i>No preference</i>	
Considered too young or too old by employers	8.3	7.7	4.2	20.2
Unsuitable hours	5.2	*3.4	*2.0	10.6
Lacked necessary skills/education	6.2	*2.3	*3.4	11.9
Insufficient work experience	5.8	*3.3	*1.4	10.4
No vacancies in line of work	13.3	11.7	5.2	30.3
No vacancies at all	8.8	4.4	5.8	19.0
Other difficulties	13.8	7.6	4.0	25.4
No difficulties at all	*3.2	*1.8	*1.8	6.8
Had not been looking for work with more hours	22.7	38.1	12.0	72.8
<b>Total</b>	<b>87.3</b>	<b>80.3</b>	<b>39.8</b>	<b>207.4</b>

(a) At some time during the four weeks up to the end of reference week.

**TABLE 10. UNDEREMPLOYED PART-TIME WORKERS WHO HAD BEEN LOOKING FOR WORK WITH MORE HOURS(a) OR WERE AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS: OCCUPATION AND WHETHER WOULD PREFER TO CHANGE OCCUPATION, MAY 1988**  
(\*000)

<i>Occupation</i>	<i>Whether would prefer to change occupation to work more hours</i>		<i>Total(b)</i>
	<i>Would prefer to change occupation</i>	<i>Would prefer not to change occupation</i>	
Managers and administrators	*1.5	*0.6	*2.7
Professionals	5.0	10.3	16.0
Para-professionals	*2.6	*3.6	6.3
Tradespersons	5.3	*3.9	10.5
Clerks	12.9	11.2	27.8
Salespersons and personal service workers	38.9	20.4	66.2
Plant and machine operators, and drivers	4.6	*2.0	7.6
Labourers and related workers	45.4	15.0	70.4
<b>Total</b>	<b>116.0</b>	<b>66.9</b>	<b>207.4</b>

(a) At some time during the four weeks up to the end of reference week. (b) Includes 24,500 persons who reported no preference.

**TABLE 11. UNDEREMPLOYED PART-TIME WORKERS WHO HAD BEEN LOOKING FOR WORK WITH MORE HOURS(a) OR WERE AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS: WHETHER WOULD MOVE INTERSTATE OR INTRASTATE AND FAMILY STATUS, MAY 1988**  
(\*000)

<i>Whether would move interstate if offered a suitable job</i>	<i>Family status</i>									
	<i>Member of a family</i>									
	<i>Husband or wife</i>			<i>Other child/relative of family</i>				<i>Not a member of a family</i>		
	<i>With dependents present</i>	<i>Without dependents present</i>	<i>Total</i>	<i>Not-married family head</i>	<i>Full-time student aged 15 to 24(b)</i>	<i>Other child/relative of family head</i>	<i>Total</i>	<i>Family status not determined</i>	<i>Total</i>	
<b>WHETHER WOULD MOVE INTERSTATE IF OFFERED A SUITABLE JOB</b>										
Would move interstate	6.7	4.4	11.1	*3.2	*1.3	14.1	29.7	10.9	*3.7	44.2
Would not move interstate	55.2	22.7	77.9	12.0	10.8	23.3	124.0	14.0	7.4	145.4
Might move interstate	*3.9	*2.4	6.3	*1.6	*0.7	5.8	14.4	*2.4	*1.0	17.8
<b>Total</b>	<b>65.8</b>	<b>29.4</b>	<b>95.2</b>	<b>16.7</b>	<b>12.8</b>	<b>43.3</b>	<b>168.0</b>	<b>27.3</b>	<b>12.1</b>	<b>207.4</b>
<b>WHETHER WOULD MOVE INTRASTATE IF OFFERED A SUITABLE JOB</b>										
Would move intrastate	11.9	6.4	18.4	4.8	*2.3	18.7	44.1	14.3	5.0	63.4
Would not move intrastate	47.7	19.0	66.6	9.7	10.3	18.5	105.1	9.7	6.0	120.9
Might move intrastate	6.2	4.1	10.3	*2.2	*0.2	6.2	18.8	*3.3	*1.1	23.2
<b>Total</b>	<b>65.8</b>	<b>29.4</b>	<b>95.2</b>	<b>16.7</b>	<b>12.8</b>	<b>43.3</b>	<b>168.0</b>	<b>27.3</b>	<b>12.1</b>	<b>207.4</b>

(a) At some time during the four weeks up to the end of reference week. (b) Excludes persons aged 20 to 24 attending school.

TABLE 12. UNDEREMPLOYED PART-TIME WORKERS WHO HAD BEEN LOOKING FOR WORK WITH MORE HOURS(a) OR WERE AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS: WHETHER WOULD MOVE INTERSTATE OR INTRASTATE AND STATE, MAY 1988 ('000)

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Australia(b)
WHETHER WOULD MOVE INTERSTATE IF OFFERED A SUITABLE JOB							
Would move interstate	10.4	6.9	13.1	5.6	4.4	1.8	44.2
Would not move interstate	42.9	31.6	30.6	16.1	14.5	5.1	145.4
Might move interstate	*4.2	*2.3	5.6	3.1	*1.4	*0.8	17.8
<b>Total</b>	<b>57.4</b>	<b>40.7</b>	<b>49.3</b>	<b>24.8</b>	<b>20.3</b>	<b>7.7</b>	<b>207.4</b>
WHETHER WOULD MOVE INTRASTATE IF OFFERED A SUITABLE JOB							
Would move intrastate	15.4	7.7	19.1	8.8	7.0	2.6	63.4
Would not move intrastate	36.1	28.2	25.2	12.3	11.3	3.9	120.9
Might move intrastate	5.9	4.9	5.0	3.6	*2.0	*1.2	23.2
<b>Total</b>	<b>57.4</b>	<b>40.7</b>	<b>49.3</b>	<b>24.8</b>	<b>20.3</b>	<b>7.7</b>	<b>207.4</b>

(a) At some time during the four weeks up to the end of reference week. (b) Includes the Northern Territory and the Australian Capital Territory.

TABLE 13. UNDEREMPLOYED PART-TIME WORKERS WHO HAD BEEN LOOKING FOR WORK WITH MORE HOURS(a) OR WERE AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS: PREFERRED TOTAL NUMBER OF HOURS AND FAMILY STATUS, MAY 1988 ('000)

Preferred total number of hours	Family status									Total	
	Member of a family						Other child/relative of family head	Total	Not a member of a family		Family status not determined
	Husband or wife		Total	Not-married family head	Full-time student aged 15 to 24(b)	Total					
	With dependents present	Without dependents present									
Less than 30	30.6	8.5	39.1	*3.8	11.0	*1.1	55.0	4.9	*2.2	62.2	
30-34	5.5	*2.8	8.3	*2.8	*0.0	*1.3	12.5	*1.2	*0.6	14.3	
35-39	15.7	9.1	24.9	4.7	*1.3	20.3	51.1	10.1	*2.1	63.3	
40 and over	14.0	9.0	23.0	5.3	*0.5	20.5	49.3	11.1	7.2	67.7	
<b>Total</b>	<b>65.8</b>	<b>29.4</b>	<b>95.2</b>	<b>16.7</b>	<b>12.8</b>	<b>43.3</b>	<b>168.0</b>	<b>27.3</b>	<b>12.1</b>	<b>207.4</b>	

(a) At some time during the four weeks up to the end of reference week. (b) Excludes persons aged 20 to 24 attending school.

TABLE 14. UNDEREMPLOYED PART-TIME WORKERS WHO HAD BEEN LOOKING FOR WORK WITH MORE HOURS(a) OR WERE AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS: QUANTUM OF UNDEREMPLOYMENT AND INDUSTRY, MAY 1988 ('000 hours per week)

Industry	Males	Females	Persons
Agriculture, forestry, fishing and hunting	103.1	94.2	197.3
Manufacturing	78.8	83.5	162.4
Construction	143.7	67.0	210.7
Wholesale and retail trade	284.5	634.4	918.9
Finance, property and business services	100.6	188.2	288.8
Community services	149.3	508.9	658.2
Recreation, personal and other services	317.9	537.9	855.7
Other	93.1	113.0	206.1
<b>Total</b>	<b>1,271.1</b>	<b>2,227.0</b>	<b>3,498.1</b>

(a) At some time during the four weeks up to the end of reference week.

TABLE 15. UNDEREMPLOYED PART-TIME WORKERS WHO HAD BEEN LOOKING FOR WORK WITH MORE HOURS(a) OR WERE AVAILABLE TO START SUCH WORK WITHIN FOUR WEEKS: QUANTUM OF UNDEREMPLOYMENT AND OCCUPATION, MAY 1988 ('000 hours per week)

Occupation	Males	Females	Persons
Managers and administrators	7.6	29.4	37.0
Professionals	99.9	165.5	265.4
Para-professionals	37.3	67.0	104.3
Tradespersons	152.2	60.1	212.3
Clerks	33.4	387.2	420.6
Salespersons and personal service workers	207.0	855.9	1,062.9
Plant and machine operators, and drivers	96.5	51.3	147.8
Labourers and related workers	637.2	610.5	1,247.7
<b>Total</b>	<b>1,271.1</b>	<b>2,227.0</b>	<b>3,498.1</b>

(a) At some time during the four weeks up to the end of reference week.

TABLE 16. UNDEREMPLOYED FULL-TIME WORKERS: SUMMARY  
OF CHARACTERISTICS, MAY 1988

	<i>Persons</i>	
	('000)	(per cent)
<i>Age group—</i>		
15-24	5.5	22.1
25-44	13.1	52.9
45 and over	6.2	24.9
<i>Family status—</i>		
Member of a family(a)	20.5	82.6
Husband or wife	16.8	67.7
With dependents present	10.6	42.6
Without dependents present	6.2	25.1
Not a member of a family	*3.3	*13.4
Family status not determined	*1.0	*4.0
<i>Birthplace—</i>		
Born in Australia	18.2	73.3
Born outside Australia	6.6	26.7
<i>Industry—</i>		
Manufacturing	6.0	24.2
Construction	5.5	22.0
Other	13.4	53.8
<i>Occupation—</i>		
Tradespersons	6.8	27.3
Labourers and related workers	9.0	36.3
Other	9.0	36.4
<i>Status of worker—</i>		
Employers/self-employed	9.5	38.5
Wage and salary earners(b)	15.3	61.5
<i>Educational attainment—</i>		
With post-school qualifications	11.2	45.0
Without post-school qualifications	13.7	55.0
Still at school	*0.0	*0.0
<i>Hours worked in reference week—</i>		
0-15	6.9	27.8
16-29	10.6	42.7
30-34	7.4	29.7
<i>Duration of current period of underemployment (weeks)—</i>		
1 and under 4	15.0	60.5
4 and over	9.8	39.5
<b>Total</b>	<b>24.8</b>	<b>100.0</b>
		(weeks)
<i>Average duration of current period of underemployment</i>		5.5
<i>Median duration of current period of underemployment</i>		2

(a) Includes not-married family head, full-time students aged 15 to 24 and other child/relative of family head. (b) Includes unpaid family helpers.



## APPENDIX A

## GLOSSARY

*Average preferred number of extra hours:* obtained by dividing the aggregate preferred number of extra hours reported by a group by the number of persons in that group.

*Certificate or diploma:* completion of an approved certificate or diploma in secretarial or business studies, administration, teaching, nursing, etc.

*Degree:* a bachelor degree (including honours), a graduate or post-graduate diploma, masters degree or a doctorate.

*Duration of current period of underemployment:* the period from the time the person became underemployed to the end of the reference week. Periods of underemployment are recorded in full weeks and this results in a slight understatement of duration. *Average (mean) duration* is obtained by dividing the aggregate number of weeks a group has been underemployed by the number of persons in that group. *Median duration* is that which divides underemployed persons into two equal groups, one comprising persons whose duration of underemployment is above the median and the other, persons whose duration is below it.

*Educational attainment:* measures the highest qualification obtained by the respondent. Qualifications may include those obtained at other than educational institutions (e.g. nursing qualifications obtained at a hospital).

*Fully employed workers:* persons who are voluntarily working part-time, or who worked full-time hours in the reference week, or who are full-time workers who did not work full-time hours in the reference week for non-economic reasons. It should be noted that persons who are normally underemployed but who worked full-time hours in the reference week are classified as fully employed.

*Highest level of secondary school available:* the highest level of secondary schooling (or equivalent) offered by the education system at the time the respondent left school.

*Interstate:* movement to another State.

*Intrastate:* movement to another part of the home State.

*Main difficulty in finding work:* the main difficulty experienced during the current period of underemployment.

*Other post-school qualifications:* completion of other types of education, e.g. adult education, preparatory/bridging course or hobby course.

*Persons with a post-school qualification:* those who had left school and answered 'Yes' to the question: 'Since leaving school have you obtained a trade qualification, certificate, diploma, degree or any other qualification?'. Respondents indicated which of the following groups best described their highest qualification: Degree; Trade qualification or apprenticeship; Certificate or diploma; Other post-school qualification.

*Quantum of underemployment:* the sum of the preferred number of extra hours reported. It measures the number of potential hours of work lost due to underemployment.

*Still at school:* current school attendance was recorded only for persons aged fifteen to twenty years.

*Trade qualification or apprenticeship:* completion of an approved trade/technical apprenticeship in fitting and turning, hairdressing, plumbing, carpentry, etc.

*Underemployment:* the ABS has defined two categories of underemployed workers:

- (a) Part-time workers who indicate that they would prefer to work more hours, i.e. *underemployed part-time workers*. In this supplementary survey, additional information was collected about those underemployed part-time workers who had been looking for work with more hours at some time in the four weeks up to the end of the reference week or who were available to start such work within four weeks.
- (b) Full-time workers who did not work full-time hours (i.e. did not work 35 hours or more) in the reference week for economic reasons, i.e. *underemployed full-time workers*. Economic reasons comprise stood down, short time and insufficient work.

*Underemployment rate:* is, for any group, the number of underemployed expressed as a percentage of the labour force (i.e. employed plus unemployed) in the same group.

*Underutilisation rate:* is, for any group, the sum of the number unemployed and the number underemployed expressed as a percentage of the labour force in the same group.

*Underutilised persons:* those persons who are either unemployed or underemployed.

## APPENDIX B

### EXPLANATORY NOTES

#### Introduction

1. 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 some results of a supplementary survey run in association with the May 1988 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 their type and duration of current period of underemployment; educational attainment; main difficulty in finding work during current period of underemployment and preferred number of extra hours.

#### 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 underemployed persons.

#### Coverage

4. 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

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

6. 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

7. Estimates of underemployed workers are also published in *The Labour Force, Australia* (6203.0) and *Employment, Underemployment and Unemployment 1966-1983, Australia* (6246.0). However, more detailed information is contained in this publication.

8. 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).

9. 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.

10. No summary publication was released for this survey.

11. Results of the only other similar survey, conducted in May 1985, were given in a previous issue of this publication.

12. It is proposed that this survey will be conducted next in May 1991.

#### ILO Guidelines

13. The Resolution of the International Labour Organisation (ILO) Thirteenth International Conference of Labour Statisticians in October 1982 defined underemployment as follows:

'Underemployment exists when a person's employment is inadequate in relation to specified norms or alternative employment, account being taken of his or her occupational skill'.

14. The Conference Resolution further distinguished two principal forms of underemployment, visible and invisible:

(a) *visible underemployment* reflects an insufficiency in the volume of employment (i.e. the hours worked); and

(b) *invisible underemployment* exists when the labour supplied to the labour market is not being efficiently utilised in terms of either the type of work offered to the individual (disguised underemployment) or how the individual's working time is used (potential underemployment).

15. Due to the serious conceptual difficulties that would be encountered in seeking measures of invisible underemployment, the ILO recommended that statistical measurement be limited to visible underemployment. This is the approach adopted in this supplementary survey.

#### ABS Usage

16. The term underemployment has been used by the ABS for many years to cover persons working part time who prefer to work more hours, plus full-time workers who did not work full-time hours in the reference week for economic reasons.

17. The measure of underemployment used by the ABS is broader than the ILO resolution which requires that part-time workers who are underemployed should not only have stated a preference to work more hours but should also have indicated that they were seeking or were available for additional work during the reference period.

18. Data collected in this supplementary survey allow measures of underemployment to be compiled according to the more restricted ILO resolution.

#### Unpublished tables

19. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer printout, manually-extracted tabulation. In general, a charge is made for providing unpublished information. Inquiries should be made to the officer whose name appears in the *Phone Inquiries* section at the front of this publication, or to Information Services in the nearest ABS Office.

### Discontinuities in the series

20. Estimates for 1988 are based on a revised labour force questionnaire introduced in April 1986. The definition of employment was expanded, resulting in slight decreases in the estimates of unemployed persons and persons not in the labour force. Further information is contained in *The Labour Force, Australia* (6203.0) and in an information paper *Questionnaires Used in the Labour Force Survey* (6232.0).

21. Classification of occupation according to the Australian Standard Classification of Occupations (ASCO 1986) was introduced in the August 1986 labour force survey, replacing the Classification and Classified List of Occupations (CCLO) used in previous surveys. The main difference between these classifications is that ASCO occupations are classified on the basis of the level and specialisation of skill required for the satisfactory performance of primary tasks. For a more detailed explanation of ASCO see the appendix to *The Labour Force, Australia, August 1986* (6203.0).

22. To provide a link between the two classifications, a matrix has been produced and is shown in Table 41 of *The Labour Force, Australia, August 1986* (6203.0). It shows the relationship between ASCO and CCLO at the broadest classification level (the Major Group). The estimates in the matrix are based on a sub-sample of respondents to the May 1986 labour force survey.

23. The family status classification in this publication varies from that shown in the May 1985 issue. Dependents are now identified rather than children aged 0 to 14. Dependents comprise all family members under 15 years of age; all family members aged 15 to 19 attending school; and all family members aged 15 to 24 who were full-time students at a tertiary or further educational institution.

24. For May 1988 an expanded classification of post-school qualifications has been used. As a result a small number of persons previously categorised as "Degree" or "Other" may now be included in the categories "Trade qualification or apprenticeship" or "Certificate or diploma".

### Reliability of the estimates

25. Estimates in this publication are subject to sampling and non-sampling errors. For further information refer to the Technical Note, Appendix C.

### Related publications

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

*The Labour Force, Australia* (6203.0)—issued monthly

*Employment, Underemployment and Unemployment 1966-83, Australia* (6246.0)—issued irregularly

*Job Search Experience of Unemployed Persons, Australia* (6222.0)—issued two-yearly

27. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (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 Note, Appendix C.

.. not applicable

CES Commonwealth Employment Service.

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

### Electronic services

VIA TEL. Key \*656# for selected current economic, social and demographic statistics.

AUSSTATS. Thousands of up-to-date time series are available on this ABS on-line service through CSIRONET.

For further information phone the AUSSTATS Help Desk on (062) 52 6017.

TELESTATS. This service provides foreign trade statistics tailored to users' requirements. Further information is available on (062) 52 5404.

### Floppy disk service

Selected ABS statistics are available on floppy disk. Further information is available on (062) 52 6684.

## APPENDIX C

### TECHNICAL NOTE

#### Estimation procedure

1. 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 and sex, rather than to the corresponding distribution within the sample itself.

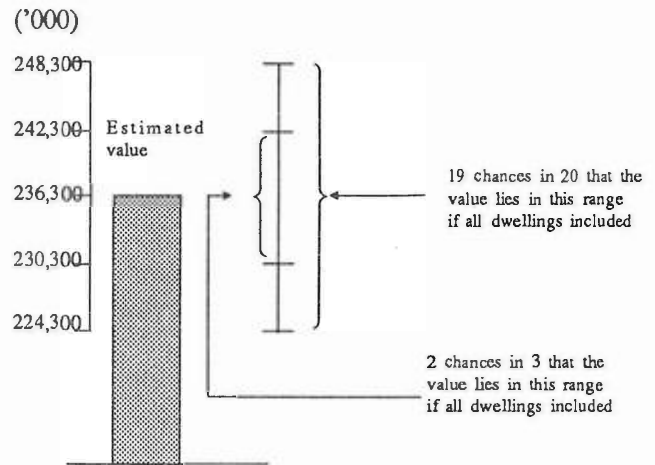
#### Reliability of the estimates

2. 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.

3. 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.

4. 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 persons in Australia who were underemployed part-time workers was 236,300. Since this estimate is between 200,000 and 300,000 the standard error for Australia will be between 5,600 and 6,600 in the standard error table and can be approximated as 6,000 (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 230,300 to 242,300 and about nineteen chances in twenty that the value will fall within the range 224,300 to 248,300. This example is illustrated in the following diagram.

5. 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 and percentages 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.

6. 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 given below:

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

7. Considering the example from paragraph 4 above, of the 236,300 persons who were underemployed and working part-time, 68,600 or 29.0 per cent had been underemployed for more than a year. The standard error of 68,600 is approximately 3,600 so the relative standard error is 5.3 per cent. The relative standard error for 236,300 is 2.5 per cent. Applying the above formula, the relative standard error of the proportion is  $\sqrt{(5.3)^2 + (2.5)^2}$  or 4.7 per cent, giving a standard error for the proportion (29.0 per cent) of 1.4 percentage points. Therefore, there are about two chances in three that the proportion of persons who were underemployed and working part-time and who had been underemployed for more than a year was between 27.6 per cent and 30.4 per cent and nineteen chances in twenty the proportion was within the range 26.2 per cent to 31.8 per cent.

8. 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.



9. 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

Size of estimate	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	NT.	A.C.T.	Australia	
	— number —									Relative standard error (per cent)
300						150				
400						170				
500				250		190		220		
600				270	290	210	280	240		
800			380	320	340	240	320	270	400	49.5
1,000			430	350	380	270	350	300	450	44.9
1,300	590	600	490	400	420	300	390	330	520	39.9
1,500	640	640	530	430	450	320	410	350	560	37.3
1,800	700	700	580	470	490	350	440	380	620	34.3
2,000	730	740	610	490	520	370	460	390	650	32.7
2,500	820	820	680	540	570	410	500	430	740	29.4
3,000	890	900	750	590	620	440	540	460	810	27.0
3,500	960	970	800	630	670	470	570	480	880	25.1
4,000	1,000	1,050	850	670	710	490	600	510	940	23.5
4,500	1,100	1,100	900	700	740	520	630	530	1,000	22.2
5,000	1,150	1,150	950	740	780	540	660	550	1,050	21.1
6,000	1,250	1,250	1,050	800	840	580	700	590	1,150	19.2
10,000	1,550	1,550	1,300	980	1,050	710	850	700	1,500	14.9
20,000	2,100	2,100	1,750	1,300	1,350	920	1,100	870	2,050	10.4
50,000	3,150	3,050	2,550	1,850	1,950	1,250	1,550	1,150	3,150	6.3
100,000	4,150	4,000	3,300	2,350	2,500	1,550	1,950	1,350	4,250	4.2
200,000	5,400	5,100	4,200	2,950	3,150	1,900		1,600	5,600	2.8
300,000	6,400	5,900	4,850	3,350	3,600	2,100			6,600	2.2
500,000	7,700	7,000	5,700	3,900	4,200				8,000	1.6
1,000,000	9,800	8,600	7,100	4,750	5,100				10,400	1.0
2,000,000	12,400	10,600	8,600	5,700	6,200				13,200	0.7
5,000,000	16,700	13,600	10,900						17,700	0.4
10,000,000									21,800	0.2

Printed by R.D. RUBIE, Commonwealth Government Printer, Canberra  
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**Recommended retail price: \$5.00**



**2062650005888**

ISSN 1032 4941