# AUSTRALIAN BUREAU OF STATISTICS Canberra 

# ANNUAL AND LONG-SERVICE LEAVE, AUSTRALIA, MAY 1979 (PRELIMINARY) 

## INQUIRIES

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## MAIN FEATURES

Note : Survey estimates are subject to sampling variability, as explained in paragraph 10 below.

Of the estimated 5.1 million employed wage and salary earners in May 1979, 3.2 million ( 63 per cent) had taken three or more days of paid annual and/or long-service leave during the period May 1978 to April 1979.

110,000 employees took long-service leave during the period.

Of employees who took annual leave, 37 per cent took a total of 4 weeks during the reference year.

Almost 13 million weeks of annual and long-service leave were taken during the period May 1978 to April 1979.

## EXPLANATORY NOTES

## Introduction

In May 1979 a survey, based on the monthly population survey, was conducted throughout Australia in order to obtain information about the amount and timing of paid annual leave and long-service leave taken by employees during the period May 1978 to April 1979. Other types of leave, such as study or sabbatical leave, sick leave, maternity leave, etc., and unpaid leave, were not included in the survey. Surveys of annual leave, but not long-service leave, were previously conducted in August 1974 and February 1969. Results were published in Annual Leave, August 1974 (6317.0) and Labour Force Experience During 1968 (6206.0).
2. This publication contains only a summary of the more important results of the survey. More detailed estimates, which will be published as soon as possible, are available on request.
3. The survey was based on a multi-stage area sample of private dwellings (about 30,000 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.) and covered about two-thirds of one per cent of the population of Australia. The information was obtained from the occupants of selected dwellings by carefully chosen and specially trained interviewers, the interviews being conducted during the two weeks beginning on 7 May 1979.

## Scope

4. The survey included all employees aged fifteen years and over except :
(a) members of the permanent defence forces
(b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations
(c) overseas visitors holidaying in Australia
(d) members of non-Australian defence forces (and their dependants) stationed in Australia
(e) patients in hospitals and sanatoria, or inmates of gaols, reformatories, etc., and
(f) for long-service leave, employees under 25 years of age.

## Definitions

5. Annual leave (also referred to as recreation leave, holiday leave, vacation leave) is a period (usually four weeks) of paid absence from work for leisure or recreational purposes to which an employee becomes entitled each year after a continuous period of service with one employer or in an industry, as specified in awards, etc.
6. Long-service leave (or furlough) is a period of paid absence from work to which an employee becomes entitled after a number of years of continuous service with one employer, or in an industry, the initial entitlement usually being three months after 10 or 15 years service, as specified in Federal or State legislation.
7. Payments in lieu of leave (e.g. to casual workers or on termination of employment) are not regarded as leave.
8. Weeks taken. In recording the amount of leave, separate periods of the same type of leave taken by individual respondents within each month were aggregated. (It should be noted that the category "less than one" includes persons who did not take leave because their period of service with an employer or in one industry was not long enough to qualify them for an entitlement.) The number of weeks in any month was calculated as follows :

| Consecutive working days <br> absent in any month | Recorded <br> as |
| :---: | :---: |
| 0,1 or 2 | less than one |
| $3-7$ | 1 |
| $8-12$ | 2 |
| $13-17$ | 3 |
| $18-22$ | 4 |
| 23 and over | 5 |

When leave continued from one month into the next, the period of leave taken in each of the months was counted separately. The total amount taken for the period May 1978 to April 1979 is the sum of the amounts taken in each month, as defined above.
9. Employees are persons who were employed wage and salary earners at the time of the survey, regardless of their labour force status during the reference period, May 1978 to April 1979. Persons who were wage and salary earners during the reference period but not at the time of the survey, and who took paid annual or long-service leave during the reference period are excluded.

## Reliability of the estimates

10. Since the estimates are based on information obtained from occupants of a sample of dwellings they are subject to sampling variability; that is, they may differ by chance from the figures 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. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all dwellings had been included in the survey, and about nineteen chances in twenty that the difference will be less than two standard errors. Standard errors of estimates for persons are shown in the table below.
11. The smaller the estimate the higher is the relative standard error. Very small estimates are subject
to such high relative standard errors as to detract seriously from their value for most reasonable uses. Estimates less than the levels shown in the table below and percentages based on such estimates have not been included. Although figures for these small components can in some cases by derived by subtraction, they should not be regarded as reliable.
12. An example of the calculation and use of standard errors is as follows :

From the table it will be seen that the estimate of 218,300 who took eight or more weeks of annual leave has a standard error of about 5,100 . 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 be within the range 213,200 to 223,400 and about nineteen chances in twenty that the value will be within the range 208,100 to 228,500 .

## Related publications

13. Users may also wish to refer to the following publications which are available on request :

## Annual Leave, August 1974 (6317.0)

Labour Force Experience During 1968 (6206.0)
The Labour Force (6203.0)
14. All current publications produced by the ABS are listed in Catalogue of Publications (1101.0), which is available free of charge from any ABS office.

## Symbols and other usages

* Subject to sampling variability too high for most practical uses. See paragraph 11.

15. Figures have been rounded and discrepancies may occur between sums of the component items and totals.

STANDARD ERRORS OF ESTIMATES OF PERSONS

| Size of estimate | N.S. $W$. | Vic. | Qld | S.A. | W. $A$. | Tas. | N.T. | A.C.T. |
| ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: | ---: |
|  |  |  |  |  |  |  |  |  |

TABLE 1. ALL EMPLOYEES (a) : NUMBER OF WEEKS OF PAID ANNUAL LEAVE TAKEN, MAY 1978 TO APRIL 1979

| Number of weeks | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas. | N.T. | A.C.T. | Australia |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| NUMBER OF EMPLOYEES ('000) |  |  |  |  |  |  |  |  |  |
| Less than one | 684.1 | 453.6 | 291.9 | 172.3 | 168.3 | 53.7 | 23.5 | 28.6 | 1,876.1 |
| One or more | 1,111.7 | 940.3 | 420.2 | 291.1 | 263.7 | 91.2 | 21.2 | 56.5 | 3,195.8 |
| 1 | 80.8 | 66.9 | 25.4 | 20.2 | 17.7 | 5.1 | * | 4.6 | 221.1 |
| 2 | 217.6 | 149.7 | 58.7 | 46.6 | 47.5 | 13.1 | 2.7 | 14.5 | 550.3 |
| 3 | 217.8 | 193.6 | 64.1 | 57.1 | 33.9 | 17.3 | 2.3 | 12.8 | 598.9 |
| 4 | 390.8 | 356.0 | 176.9 | 111.3 | 98.9 | 38.5 | 5.0 | 13.9 | 1,191.3 |
| 5 | 81.6 | 62.4 | 42.5 | 21.6 | 20.0 | 6.1 | 2.6 | 3.5 | 240.4 |
| 6 | 45.4 | 31.8 | 22.6 | 9.7 | 16.4 | 3.0 | 2.3 | 3.0 | 134.2 |
| 7 | 10.2 | 12.2 | 6.2 | * | 6.8 | 1.6 | * | * | 41.2 |
| 8 and over | 67.6 | 67.8 | 23.8 | 22.3 | 22.5 | 6.4 | 4.9 | 3.0 | 218.3 |
| Total | 1,795.8 | 1,394.0 | 712.1 | 463.3 | 432.0 | 144.9 | 44.7 | 85.1 | 5,071.9 |
| PER CENT OF TOTAL |  |  |  |  |  |  |  |  |  |
| Less than one | 38.0 | 32.5 | 41.0 | 37.2 | 39.0 | 37.1 | 52.6 | 33.6 | 37.0 |
| One or more | 61.9 | 67.5 | 59.0 | 62.8 | 61.0 | 62.9 | 47.4 | 66.4 | 63.0 |
| 1 | 4.5 | 4.8 | 3.6 | 4.4 | 4.1 | 3.5 | * | 5.4 | 4.4 |
| 2 | 12.1 | 10.7 | 8.2 | 10.1 | 11.0 | 9.0 | 6.0 | 17.0 | 10.8 |
| 3 | 12.1 | 13.9 | 9.0 | 12.3 | 7.8 | 11.9 | 5.1 | 15.0 | 11.8 |
| 4 | 21.8 | 25.5 | 24.8 | 24.0 | 22.9 | 26.6 | 11.2 | 16.3 | 23.5 |
| 5 | 4.5 | 4.5 | 6.0 | 4.7 | 4.6 | 4.2 | 5.8 | 4.1 | 4.7 |
| 6 | 2.5 | 2.3 | 3.2 | 2.1 | 3.8 | 2.1 | 5.1 | 3.5 | 2.6 |
| $7$ | 0.6 | 0.9 | 0.9 | * | 1.6 | 1.1 | * | * | 0.8 |
| 8 and over | 3.8 | 4.9 | 3.3 | 4.8 | 5.2 | 4.4 | 11.0 | 3.5 | 4.3 |
| Total | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

(a) In May 1979.

TABLE 2. ALL EMPLOYEES (a) : NUMBER OF WEEKS OF PAID ANNUAL LEAVE TAKEN, BY INDUSTRY, MAY 1978 TO APRIL 1979 ('000)

| Industry (b) | Number of weeks |  |  |  |  |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Less <br> than one | 1 | 2 | 3 | 4 | 5.7 | 8 and over | One or more |  |
| Agriculture, forestry, fishing and hunting | 88.0 | * | 11.7 | 11.4 | 13.9 | * | * | 45.4 | 133.3 |
| Mining | 20.0 | 5.5 | 9.6 | 12.4 | 18.8 | 13.1 | * | 60.4 | 80.3 |
| Manufacturing | 348.4 | 49.4 | 121.3 | 195.4 | 364.4 | 83.2 | 7.5 | 821.2 | 1,169.5 |
| Electricity, gas and water | 26.4 | 6.5 | 18.1 | 18.1 | 37.2 | 9.0 | * | 90.3 | 116.7 |
| Construction | 132.1 | 12.4 | 35.8 | 33.7 | 88.6 | 21.6 | * | 195.9 | 328.0 |
| Wholesale and retail trade | 454.5 | 49.0 | 121.2 | 109.8 | 209.9 | 41.5 | 4.9 | 536.1 | 990.6 |
| Transport and storage | 95.6 | 11.1 | 28.5 | 26.8 | 68.5 | 43.0 | 6.6 | 184.5 | 280.1 |
| Communication | 33.6 | * | 15.1 | 7.9 | 43.8 | 19.9 | 3.3 | 94.1 | 127.6 |
| Finance, insurance, real estate and business services | 141.0 | 23.0 | 54.8 | 52.4 | 99.0 | 29.7 | 6.4 | 265.2 | 406.3 |
| Public administration and defence | 75.5 | 17.1 | 42.0 | 42.5 | 69.1 | 22.9 | 4.5 | 198.1 | 273.6 |
| Community services | 269.5 | 27.9 | 68.0 | 68.8 | 139.6 | 118.3 | 176.0 | 598.6 | 868.1 |
| Entertainment, recreation, restaurants, hotels and personal services | 191.6 | 10.7 | 24.2 | 19.9 | 38.6 | 10.1 | 2.7 | 106.2 | 297.8 |
| Total | 1,876.1 | 221.1 | 550.3 | 598.9 | 1,191.3 | 415.7 | 218.3 | 3,195.8 | 5,071.9 |

(a) In May 1979. (b) Australian Standard Industrial Classification (ASIC) 1969.

TABLE 3. NUMBER OF WEEKS OF LONG-SERVICE LEAVE TAKEN BY EMPLOYEES AGED 25 YEARS AND OVER, MAY 1978 TO APRIL 1979 ('000)

|  | Number of weeks |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | 1-2 | 3-4 | 5.8 | 9 and over |  |
| New South Wales | 7.8 | 10.3 | 5.4 | 4.8 | 28.3 |
| Victoria | 7.7 | 12.5 | 10.3 | 6.6 | 37.1 |
| Queensland | * | 4.7 | * | * | 11.1 |
| South Australia | 4.4 | 6.0 | 3.7 | * | 16.4 |
| Western Australia | * | 2.9 | * | 4.2 | 10.1 |
| Tasmania | * | * | * | 1.7 | 4.3 |
| Australia (a) - |  |  |  |  |  |
| Males | 21.8 | 35.6 | 20.5 | 16.8 | 94.7 |
| Females | * | * | * | 4.8 | 15.2 |
| Persons | 25.2 | 39.0 | 24.2 | 21.6 | 110.0 |
| Under 35 years | 5.4 | 6.2 | * | * | 17.6 |
| 35-44 years | 8.1 | 11.1 | 7.1 | 5.4 | 31.7 |
| 45-54 years | 7.0 | 13.2 | 8.2 | 8.4 | 36.8 |
| 55 years and over | 4.6 | 8.5 | 5.5 | 5.1 | 23.9 |

(a) Includes the Northern Territory and the Australian Capital Territory.

TABLE 4. TOTAL WEEKS OF PAID ANNUAL AND LONG-SERVICE LEAVE TAKEN BY EMPLOYEES IN EACH MONTH FROM MAY 1978 TO APRIL 1979

|  | 1978 |  |  |  |  |  |  |  | 1979 |  |  |  | Total |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. | Jan. | $F e b$. | Mar. | Apr. |  |
| By males - |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Number ('000) | 439.0 | 276.7 | 256.5 | 528.0 | 551.0 | 419.1 | 394.0 | 1,547.2 | 2,508.1 | 560.5 | 493.1 | 579.8 | 8,553.0 |
| Per cent of total | 5.1 | 3.2 | 3.0 | 6.2 | 6.4 | 4.9 | 4.6 | 18.1 | 29.3 | 6.6 | 5.8 | 6.8 | 100.0 |
| By females - |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Number ('000) | 301.3 | 128.6 | 130.8 | 299.2 | 301.4 | 200.2 | 181.6 | 758.1 | 1,380.9 | 283.0 | 233.2 | 239.7 | 4,438.0 |
| Per cent of total | 6.8 | 2.9 | 2.9 | 6.7 | 6.8 | 4.5 | 4.1 | 17.1 | 31.1 | 6.4 | 5.2 | 5.4 | 100.0 |
| By persons - |  |  |  |  |  |  |  |  |  |  |  |  |  |
| Number ('000) | 740.3 | 405.3 | 387.3 | 827.2 | 852.4 | 619.2 | 575.6 | 2,305.3 | 3,889.1 | 843.5 | 726.3 | 819.5 | 12,991.0 |
| Per cent of total | 5.7 | 3.1 | 3.0 | 6.4 | 6.6 | 4.8 | 4.4 | 17.7 | 29.9 | 6.5 | 5.6 | 6.3 | 100.0 |

