

**FORMS OF EMPLOYMENT**

AUSTRALIA

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For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Market Statistics Section on Canberra (02) 6252 7206.

NOTES

ABOUT THIS PUBLICATION

This publication presents information about the nature of employment arrangements in the Australian workforce. It also presents information about different types of employment which can be cross-classified by characteristics such as hours worked, industry and occupation and demographic characteristics.

The statistics in this publication were compiled from data collected in the Forms of Employment Survey, conducted throughout Australia in November 2009 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Questions were asked about employment arrangements in the main job of all employed people, except those who were contributing family workers in their main job.

NOTES ABOUT THE ESTIMATES

The Labour Force Survey (LFS) sample size in November 2009 was approximately 26% higher than the sample size in November 2008. This is due to re-instated sample that was cut from the LFS and supplementary surveys from July 2008. Detailed information about the sample reduction/re-instatement is provided in *Information Paper: Labour Force Survey Sample Design, Nov 2007 (Third edition)* (cat. no. 6269.0).

ROUNDING

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



ABBREVIATIONS

'000	thousand
ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
FOES	Forms of Employment Survey
LFS	Labour Force Survey
OMIE	owner manager of incorporated enterprise
OMUE	owner manager of unincorporated enterprise
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error

Brian Pink
Australian Statistician

CONCEPTUAL FRAMEWORK

INTRODUCTION

Australia's workforce continues to change. There is an increasing diversity of employment arrangements, more flexible working time patterns, and increases in the extent of part-time and casual employment.

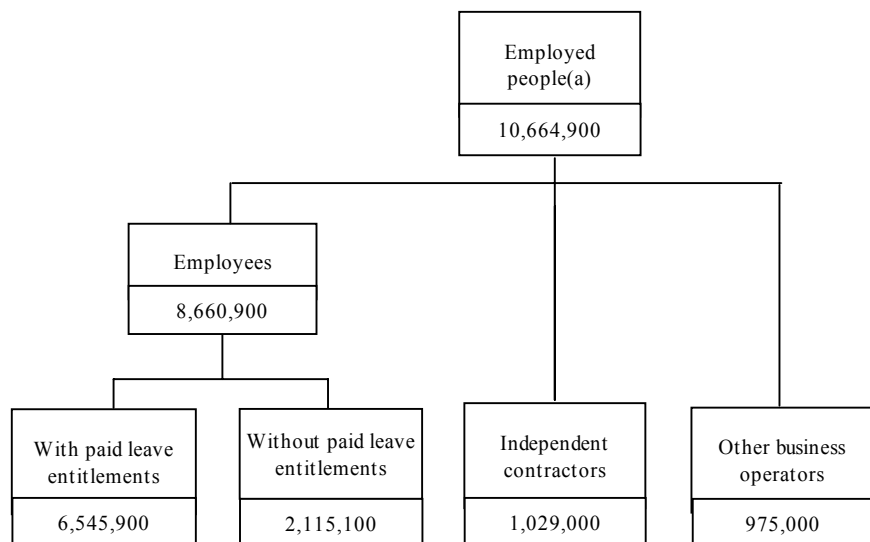
The Forms of Employment Survey (FOES) provides information on some of the key factors relating to the nature of employment arrangements in the Australian labour market. The survey also describes some of the employment and demographic characteristics of people in different types of employment.

THE FORM OF EMPLOYMENT FRAMEWORK

This conceptual framework classifies jobholders to a 'Form of employment' on the basis of their main job, that is, the job in which the most hours are usually worked. These category groups are:

- Employees;
- Independent contractors; and
- Other business operators.

Employees are then further classified according to whether they had paid leave entitlements, that is, whether they had paid sick and/or paid holiday leave.



(a) Excludes people who were contributing family workers in their main job.

Employees in this publication are defined as people who work for a public or private employer and receive remuneration in wages or salary. Employees are engaged under a contract of service (an employment contract) and take directions from their employer/supervisor/manager/foreman on how the work is performed.

Independent contractors are defined as people who operate their own business and who contract to perform services for others without having the legal status of an employee, i.e. people who are engaged by a client, rather than an employer. Independent contractors are engaged under a contract for services (a commercial contract), whereas employees are engaged under a contract of service (an employment contract). Independent contractors' employment may take a variety of forms, for example, they may have a direct relationship with a client or work through an intermediary.

CONCEPTUAL FRAMEWORK *continued*

THE FORM OF
EMPLOYMENT
FRAMEWORK *continued*

Independent contractors may have employees, however they spend most of their time directly engaged with clients or on client tasks, rather than managing their staff.

Other business operators are defined as people who operate their own business, with or without employees, but who are not operating as independent contractors. Other business operators are distinguished from independent contractors in that they generally generate their income from managing their staff or from selling goods or services to the public, rather than providing a labour service directly to a client. Other business operators spend little time working on client tasks with most of their time spent on managing their employees and/or business.

SUMMARY OF FINDINGS

OVERVIEW

In November 2009, there were approximately 10.7 million employed people, aged 15 years and over. Of these, 61% (6.5 million) were employees with paid leave entitlements, that is, they were entitled to paid sick and/or paid holiday leave. Of the remaining employed people:

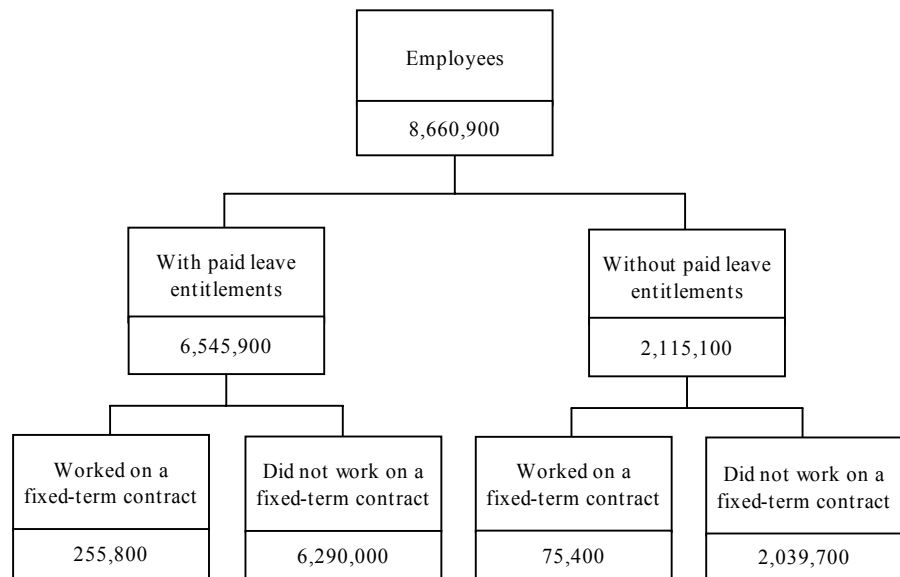
- 2.1 million were employees without paid leave entitlements;
- 1.0 million were independent contractors; and
- 975,000 were other business operators.

EMPLOYEES

Of the 6.5 million people who were employees with paid leave entitlements, 54% were men.

The occupation groups with the greatest proportion of men with paid leave entitlements were, Technicians and trades workers and Professionals (both 23%). In comparison, for women with paid leave entitlements, the occupation groups with the greatest proportions were Professionals (30%) and Clerical and administrative workers (28%).

For men without leave entitlements, the largest proportion were Labourers (30%) followed by Technicians and trade workers (14%). For women without leave entitlements, Sales workers (27%) and Community and personal service workers (24%) were the occupation groups with the largest proportions.



Approximately 4% of employees with and without paid leave entitlements worked on a fixed-term contract. For men who had paid leave entitlements, 3% worked on a fixed-term contract, while for women who had paid leave entitlements, 5% were working on fixed-term contracts. The majority of all employees did not work on a fixed-term contract (96%).

SUMMARY OF FINDINGS *continued*

EMPLOYEES *continued*

An estimated 69% (6 million) of employees were full-time workers in their main job. Most employees who were full-time workers, in their main job, had paid leave entitlements (90%). By comparison, of the 2.7 million part-time workers, less than half (42%) had paid leave entitlements.

The industry groups with the highest proportion of men who were full-time workers with paid leave entitlements were, Manufacturing (16%) and Construction (10%). By comparison, the industry groups with the largest proportion of women who were full-time workers with paid leave entitlements, were Health care and social assistance (19%) and Education and training (14%).

The occupation group with the highest proportion of full-time workers with paid leave entitlements was Professionals (26%), followed by Technicians and trades workers (16%). The occupation group with the highest proportion of part-time workers with paid leave entitlements was Professionals (25%), followed by Clerical and administrative workers (24%).

For employees without paid leave entitlements, the occupation group with the highest proportion of full-time workers was Labourers (23%), and for part-time workers, was Sales workers (26%).

Other characteristics of employees in November 2009 include:

- 21% had been with their current employer for less than 1 year, while 20% had been with their current employer for 10 years or more;
- 20% were aged 15–24 years, and 14% were aged 55 years and over;
- 41% had some say in their start and finish times; and
- 69% worked weekdays only in their job/s¹, while a further 30% worked both weekdays and weekends.

INDEPENDENT CONTRACTORS

There were 1 million people who were independent contractors in their main job in November 2009. The majority (75%) of these were men. Almost half (49%) of all independent contractors worked 40 hours or more in their job (56% of men and 27% of women).

Female independent contractors were more likely to work fewer hours than men. For example, almost one-third (32%) of women independent contractors worked fewer than 15 hours in their job, compared to 13% of independent contractors who were men. A further 20% of women worked 15–24 hours per week compared to 11% of men, while 32% of women independent contractors worked 35 or more hours per week compared with 65% of men.

For both men and women, the 35–54 year age group accounted for more than half of all independent contractors (51% and 56% respectively).

SUMMARY OF FINDINGS *continued*

INDEPENDENT CONTRACTORS *continued*

Independent contractors were most likely to work in the Construction industry (33%) followed by the Professional, scientific and technical services industry (15%). Independent contractors who were men, were more likely to work in the Construction industry (41%) followed by the Professional, scientific and technical services industry (13%). By comparison, independent contractors who were women, were most likely to work in the Professional, scientific and technical services industry (20%), followed by the Administrative and support services industry (14%).

INDEPENDENT CONTRACTORS, Occupation of main job—By sex



For men, the occupation groups Technicians and trades workers (37%), and Professionals (18%) accounted for the highest proportion of independent contractors. For women, the greatest proportion of independent contractors were Professionals (33%), followed by Clerical and administrative workers (19%).

Most independent contractors (77%), were usually able to work on more than one active contract, however, just under half (47%) of all independent contractors had more than one active contract in the reference week.

Other characteristics of independent contractors in November 2009 include:

- 57% had authority over their own work (58% of men and 56% of women);
- 68% were able to (sub)contract their own work (71% of men and 60% of women);
- 80% had no employees (78% of men and 87% of women);
- 14% had been with their current business for less than 1 year, while 38% had been with their current business for 10 years or more;
- 4% were aged 15–24 years, and 26% were aged 55 years and over;
- 83% had some say in their start or finish times; and
- 60% worked weekdays only in their job/s¹, while a further 40% worked on both weekdays and weekends.

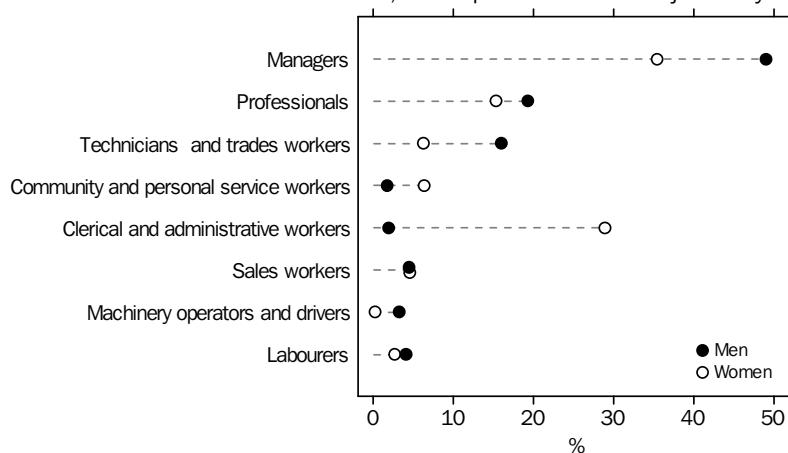
SUMMARY OF FINDINGS *continued*

OTHER BUSINESS OPERATORS

There were approximately 975,000 other business operators in November 2009, of whom 62% were men. For both men and women, over half of business operators were in the 35–54 year age group (55% and 58% respectively).

Other business operators who were men, were most likely to work in the Agriculture, forestry and fishing industry (20%), followed by the Professional, scientific and technical services industry (12%). For women, the most common industries were Agriculture, forestry and fishing (17%), and Retail trade (15%).

OTHER BUSINESS OPERATORS, Occupation of main job—By sex



For men who were other business operators, the most common occupation was Managers (49%) followed by Professionals (19%). For women, the most common occupation was Managers (35%) followed by Clerical and administrative workers (29%).

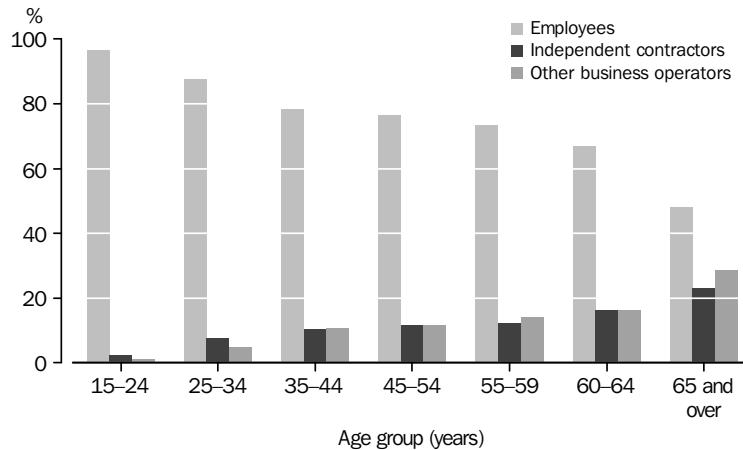
Other characteristics of other business operators in November 2009 include:

- 56% worked 40 hours or more per week (71% of men and 32% of women);
- 7% had been with their current employer/business for less than 1 year, and a further 50% have been with their current employer/business for 10 years or more;
- 2% were aged 15–24 years, and 31% were aged 55 years and over;
- 88% had some say in their start or finish times; and
- 43% worked weekdays only in their job/s¹, while a further 56% worked on both weekdays and weekends.

SUMMARY OF FINDINGS *continued*

ALL EMPLOYED PEOPLE

ALL EMPLOYED PEOPLE, Type of employment—By age group (years)



People who were employees tended to be younger in age compared with independent contractors and other business operators. As age increases, generally, the proportion of employees decreases, while the proportion of independent contractors and other business operators increases. For example:

- 97% of people aged 15–24 years were employees, 3% were independent contractors and 1% were other business operators;
- 78% of people aged 35–44 years were employees, 11% were independent contractors and 11% were other business operators; and
- 48% of people aged 65 years and over were employees, 23% were independent contractors and 28% were other business operators.

END NOTE

1. See paragraph 21 of the Explanatory Notes for more information.

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EMPLOYED PERSONS(a), Form of employment in main job—By sex—November 2008 to November 2009

<i>Form of Employment in main job</i>	<i>November 2008</i>		<i>November 2009</i>	
	'000	%	'000	%
MALES				
Employees	4 466.8	76.4	4 430.0	76.3
With paid leave entitlements	3 583.6	61.3	3 518.2	60.6
Without paid leave entitlements	883.2	15.1	911.8	15.7
Independent contractors	727.0	12.4	772.1	13.3
Other business operators	654.7	11.2	601.5	10.4
Total	5 848.5	100.0	5 803.6	100.0
FEMALES				
Employees	4 152.8	86.5	4 230.9	87.0
With paid leave entitlements	3 000.8	62.5	3 027.6	62.3
Without paid leave entitlements	1 152.0	24.0	1 203.3	24.8
Independent contractors	240.1	5.0	256.9	5.3
Other business operators	409.6	8.5	373.5	7.7
Total	4 802.5	100.0	4 861.3	100.0
PERSONS				
Employees	8 619.6	80.9	8 660.9	81.2
With paid leave entitlements	6 584.4	61.8	6 545.9	61.4
Without paid leave entitlements	2 035.2	19.1	2 115.1	19.8
Independent contractors	967.1	9.1	1 029.0	9.6
Other business operators	1 064.4	10.0	975.0	9.1
Total	10 651.1	100.0	10 664.9	100.0

(a) Excludes people who were contributing family workers in their main job.

EMPLOYED PERSONS(a), Form of employment—By hours actually worked in main job and other employment characteristics—By sex

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
MALES							
Hours actually worked in main job							
Less than 1 hour/no hours	233.0	39.3	14.7	287.0	5.3	5.1	2.4
1–14	272.7	58.7	23.8	355.2	6.2	7.6	4.0
15–19	149.5	32.9	14.3	196.6	3.4	4.3	2.4
20–24	260.4	53.0	26.6	340.0	5.9	6.9	4.4
25–29	120.7	21.8	16.2	158.6	2.7	2.8	2.7
30–34	378.9	64.6	36.5	480.0	8.6	8.4	6.1
35	95.1	33.5	16.8	145.4	2.1	4.3	2.8
36–39	726.7	35.5	25.7	787.9	16.4	4.6	4.3
40	736.1	128.1	69.4	933.6	16.6	16.6	11.5
41–44	252.8	16.4	12.1	281.3	5.7	2.1	2.0
45–48	423.4	62.4	42.3	528.2	9.6	8.1	7.0
49 or more	780.7	225.9	303.3	1 309.9	17.6	29.3	50.4
Continuous duration with current employer/business							
Less than 12 months	950.0	100.9	36.5	1 087.3	21.4	13.1	6.1
Under 3 months	293.3	31.2	9.1	333.6	6.6	4.0	1.5
3 and under 6 months	245.8	34.5	8.0	288.3	5.5	4.5	1.3
6 and under 12 months	410.9	35.1	19.5	465.5	9.3	4.6	3.2
1–2 years	1 127.8	111.8	62.7	1 302.3	25.5	14.5	10.4
3–5 years	963.7	144.2	113.6	1 221.5	21.8	18.7	18.9
6–9 years	492.0	94.9	73.7	660.6	11.1	12.3	12.3
10–19	523.0	169.0	138.3	830.3	11.8	21.9	23.0
20 years and over	373.6	151.2	176.7	701.6	8.4	19.6	29.4
Expected future duration with current employer/business							
Expected to be with current employer/business in 12 months	3 983.9	719.4	584.2	5 287.5	89.9	93.2	97.1
Did not expect to be with current employer/business in 12 months	446.2	52.7	17.3	516.2	10.1	6.8	2.9
<i>Total</i>	<i>4 430.0</i>	<i>772.1</i>	<i>601.5</i>	<i>5 803.6</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>

(a) Excludes people who were contributing family workers in their main job.

EMPLOYED PERSONS(a), Form of employment—By hours actually worked in main job and other employment characteristics—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
FEMALES							
Hours actually worked in main job							
Less than 1 hour/no hours	265.3	14.1	18.3	297.7	6.3	5.5	4.9
1–14	580.3	68.5	92.0	740.8	13.7	26.6	24.6
15–19	358.1	29.1	22.9	410.1	8.5	11.3	6.1
20–24	476.6	22.8	37.4	536.8	11.3	8.9	10.0
25–29	253.4	15.8	18.7	287.9	6.0	6.1	5.0
30–34	495.3	23.9	33.5	552.7	11.7	9.3	9.0
35	126.3	8.7	17.8	152.8	3.0	3.4	4.8
36–39	602.8	*5.2	13.2	621.2	14.2	*2.0	3.5
40	463.8	22.3	23.4	509.4	11.0	8.7	6.3
41–44	158.0	*4.4	*6.5	168.8	3.7	*1.7	*1.7
45–48	190.8	8.6	16.9	216.2	4.5	3.3	4.5
49 or more	260.3	33.5	73.1	366.9	6.2	13.0	19.6
Continuous duration with current employer/business							
Less than 12 months	896.8	46.0	27.1	969.9	21.2	17.9	7.3
Under 3 months	269.0	14.0	*6.5	289.5	6.4	5.4	*1.7
3 and under 6 months	228.0	12.9	8.6	249.4	5.4	5.0	2.3
6 and under 12 months	399.8	19.2	12.1	431.1	9.4	7.5	3.2
1–2 years	1 122.8	49.3	54.0	1 226.1	26.5	19.2	14.4
3–5 years	888.5	53.6	68.8	1 010.9	21.0	20.9	18.4
6–9 years	500.1	36.3	48.2	584.6	11.8	14.1	12.9
10–19	543.7	44.4	88.5	676.5	12.9	17.3	23.7
20 years and over	279.0	27.2	86.9	393.2	6.6	10.6	23.3
Expected future duration with current employer/business							
Expected to be with current employer/business in 12 months	3 778.0	237.0	358.0	4 373.0	89.3	92.2	95.8
Did not expect to be with current employer/business in 12 months	452.9	19.9	15.5	488.3	10.7	7.8	4.2
Total	4 230.9	256.9	373.5	4 861.3	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes people who were contributing family workers in their main job.

EMPLOYED PERSONS(a), Form of employment—By hours actually worked in main job and other employment characteristics—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
PERSONS							
Hours actually worked in main job							
Less than 1 hour/no hours	498.4	53.5	32.9	584.7	5.8	5.2	3.4
1–14	852.9	127.1	115.8	1 095.9	9.8	12.4	11.9
15–19	507.6	62.0	37.1	606.8	5.9	6.0	3.8
20–24	737.0	75.8	64.0	876.7	8.5	7.4	6.6
25–29	374.1	37.5	34.8	446.5	4.3	3.6	3.6
30–34	874.2	88.5	70.0	1 032.7	10.1	8.6	7.2
35	221.4	42.2	34.6	298.2	2.6	4.1	3.5
36–39	1 329.5	40.8	38.8	1 409.1	15.4	4.0	4.0
40	1 199.9	150.3	92.8	1 443.0	13.9	14.6	9.5
41–44	410.8	20.8	18.5	450.1	4.7	2.0	1.9
45–48	614.2	71.0	59.2	744.4	7.1	6.9	6.1
49 or more	1 041.0	259.4	376.4	1 676.8	12.0	25.2	38.6
Continuous duration with current employer/business							
Less than 12 months	1 846.8	147.0	63.6	2 057.3	21.3	14.3	6.5
Under 3 months	562.3	45.2	15.5	623.1	6.5	4.4	1.6
3 and under 6 months	473.8	47.4	16.5	537.7	5.5	4.6	1.7
6 and under 12 months	810.7	54.4	31.5	896.5	9.4	5.3	3.2
1–2 years	2 250.6	161.1	116.6	2 528.3	26.0	15.7	12.0
3–5 years	1 852.2	197.8	182.4	2 232.4	21.4	19.2	18.7
6–9 years	992.1	131.2	121.9	1 245.3	11.5	12.8	12.5
10–19	1 066.7	213.4	226.8	1 506.8	12.3	20.7	23.3
20 years and over	652.7	178.4	263.6	1 094.7	7.5	17.3	27.0
Expected future duration with current employer/business							
Expected to be with current employer/business in 12 months	7 761.8	956.4	942.2	9 660.4	89.6	92.9	96.6
Did not expect to be with current employer/business in 12 months	899.1	72.6	32.8	1 004.5	10.4	7.1	3.4
Total	8 660.9	1 029.0	975.0	10 664.9	100.0	100.0	100.0

(a) Excludes people who were contributing family workers in their main job.

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
MALES							
Relationship in household							
Family member	3 672.0	656.7	534.7	4 863.4	82.9	85.1	88.9
Husband, wife or partner	2 682.0	586.4	496.4	3 764.8	60.5	76.0	82.5
With dependants	1 435.8	306.1	274.3	2 016.2	32.4	39.6	45.6
Without dependants	1 246.2	280.3	222.1	1 748.6	28.1	36.3	36.9
Lone parent	68.8	20.1	11.6	100.5	1.6	2.6	1.9
With dependants	52.3	11.4	*6.5	70.2	1.2	1.5	*1.1
Without dependants	16.6	8.6	*5.1	30.3	0.4	1.1	*0.8
Dependent student	217.6	*4.4	*3.1	225.1	4.9	**0.6	*0.5
Non-dependent child	582.8	37.1	19.0	639.0	13.2	4.8	3.2
Other family person	120.8	8.8	*4.6	134.1	2.7	1.1	*0.8
Non-family member	709.8	106.7	58.3	874.8	16.0	13.8	9.7
Lone person	413.3	81.8	48.2	543.3	9.3	10.6	8.0
Not living alone	296.5	24.9	10.1	331.5	6.7	3.2	1.7
Relationship not determined	48.2	8.7	8.6	65.5	1.1	1.1	1.4
Age group (years)							
15–19	323.2	*4.2	*3.8	331.2	7.3	*0.5	*0.6
20–24	537.3	30.2	8.6	576.1	12.1	3.9	1.4
25–34	1 103.2	131.5	65.0	1 299.7	24.9	17.0	10.8
35–44	981.1	181.5	158.5	1 321.2	22.1	23.5	26.4
45–54	878.4	214.2	172.8	1 265.3	19.8	27.7	28.7
55–59	322.2	85.1	74.7	482.0	7.3	11.0	12.4
60–64	207.1	70.8	59.5	337.4	4.7	9.2	9.9
65 and over	77.5	54.6	58.6	190.7	1.8	7.1	9.7
Country of birth							
Born in Australia	3 210.0	562.2	436.6	4 208.8	72.5	72.8	72.6
Born overseas	1 220.0	209.8	165.0	1 594.8	27.5	27.2	27.4
Born in main English-speaking countries	504.1	89.7	59.6	653.5	11.4	11.6	9.9
Born in other than main English-speaking countries	715.8	120.2	105.3	941.3	16.2	15.6	17.5
State or territory of usual residence							
New South Wales	1 388.6	235.3	194.4	1 818.3	31.3	30.5	32.3
Victoria	1 100.9	206.1	147.5	1 454.5	24.9	26.7	24.5
Queensland	886.9	160.5	122.5	1 169.8	20.0	20.8	20.4
South Australia	318.0	53.5	52.5	424.0	7.2	6.9	8.7
Western Australia	508.9	83.3	59.7	651.9	11.5	10.8	9.9
Tasmania	94.1	14.5	12.4	121.0	2.1	1.9	2.1
Northern Territory	51.6	7.9	4.0	63.6	1.2	1.0	**0.7
Australian Capital Territory	81.0	10.9	8.5	100.4	1.8	1.4	1.4
<i>Total</i>	4 430.0	772.1	601.5	5 803.6	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes people who were contributing family workers in their main job.

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
FEMALES							
Relationship in household							
Family member	3 578.9	219.7	341.6	4 140.2	84.6	85.5	91.5
Husband, wife or partner	2 454.4	185.9	315.9	2 956.2	58.0	72.4	84.6
With dependants	1 164.5	99.5	167.1	1 431.1	27.5	38.7	44.7
Without dependants	1 289.8	86.4	148.8	1 525.0	30.5	33.6	39.8
Lone parent	356.5	21.1	18.6	396.1	8.4	8.2	5.0
With dependants	268.6	16.4	15.3	300.2	6.3	6.4	4.1
Without dependants	87.9	*4.7	*3.3	95.9	2.1	*1.8	*0.9
Dependent student	269.2	*2.8	**1.3	273.4	6.4	*1.1	**0.3
Non-dependent child	404.9	7.3	*3.7	415.9	9.6	2.8	*1.0
Other family person	94.0	*2.6	*2.1	98.6	2.2	*1.0	*0.6
Non-family member	606.6	36.0	25.7	668.2	14.3	14.0	6.9
Lone person	382.9	26.0	19.8	428.7	9.0	10.1	5.3
Not living alone	223.7	10.0	*5.8	239.6	5.3	3.9	*1.6
Relationship not determined	45.4	**1.3	*6.3	52.9	1.1	**0.5	*1.7
Age group (years)							
15–19	344.6	*1.9	**0.7	347.2	8.1	*0.8	**0.2
20–24	530.8	8.8	*4.6	544.2	12.5	3.4	*1.2
25–34	910.1	40.8	45.1	996.0	21.5	15.9	12.1
35–44	912.0	77.2	103.4	1 092.6	21.6	30.1	27.7
45–54	962.2	66.1	112.2	1 140.4	22.7	25.7	30.0
55–59	333.2	26.4	49.8	409.3	7.9	10.3	13.3
60–64	178.3	24.0	35.3	237.6	4.2	9.3	9.5
65 and over	59.8	11.7	22.4	93.9	1.4	4.6	6.0
Country of birth							
Born in Australia	3 144.1	193.0	273.6	3 610.7	74.3	75.1	73.3
Born overseas	1 086.8	63.9	99.9	1 250.6	25.7	24.9	26.7
Born in main English-speaking countries	439.2	31.6	40.3	511.1	10.4	12.3	10.8
Born in other than main English-speaking countries	647.7	32.3	59.5	739.5	15.3	12.6	15.9
State or territory of usual residence							
New South Wales	1 330.0	81.1	119.7	1 530.8	31.4	31.6	32.1
Victoria	1 071.4	63.4	88.5	1 223.3	25.3	24.7	23.7
Queensland	852.8	56.8	86.6	996.2	20.2	22.1	23.2
South Australia	313.2	20.3	28.7	362.3	7.4	7.9	7.7
Western Australia	437.4	25.4	33.1	495.9	10.3	9.9	8.9
Tasmania	92.7	4.3	9.5	106.5	2.2	1.7	2.5
Northern Territory	47.9	2.6	2.8	53.3	1.1	1.0	0.7
Australian Capital Territory	85.4	3.1	4.5	93.0	2.0	1.2	1.2
<i>Total</i>	4 230.9	256.9	373.5	4 861.3	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes people who were contributing family workers in their main job.

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
PERSONS							
Relationship in household							
Family member	7 250.9	876.4	876.3	9 003.6	83.7	85.2	89.9
Husband, wife or partner	5 136.3	772.3	812.3	6 720.9	59.3	75.1	83.3
With dependants	2 600.3	405.6	441.4	3 447.3	30.0	39.4	45.3
Without dependants	2 536.0	366.7	370.9	3 273.6	29.3	35.6	38.0
Lone parent	425.3	41.2	30.1	496.6	4.9	4.0	3.1
With dependants	320.9	27.8	21.8	370.4	3.7	2.7	2.2
Without dependants	104.5	13.4	8.4	126.2	1.2	1.3	0.9
Dependent student	486.8	*7.2	*4.4	498.5	5.6	*0.7	*0.5
Non-dependent child	987.7	44.4	22.8	1 054.8	11.4	4.3	2.3
Other family person	214.7	11.3	*6.6	232.7	2.5	1.1	*0.7
Non-family member	1 316.4	142.6	83.9	1 543.0	15.2	13.9	8.6
Lone person	796.2	107.8	68.0	971.9	9.2	10.5	7.0
Not living alone	520.2	34.9	15.9	571.1	6.0	3.4	1.6
Relationship not determined	93.6	9.9	14.8	118.4	1.1	1.0	1.5
Age group (years)							
15–19	667.8	*6.1	*4.5	678.4	7.7	*0.6	*0.5
20–24	1 068.1	39.0	13.2	1 120.3	12.3	3.8	1.4
25–34	2 013.3	172.2	110.2	2 295.7	23.2	16.7	11.3
35–44	1 893.0	258.8	261.9	2 413.7	21.9	25.1	26.9
45–54	1 840.5	280.3	285.0	2 405.8	21.3	27.2	29.2
55–59	655.4	111.4	124.5	891.3	7.6	10.8	12.8
60–64	385.5	94.8	94.8	575.0	4.5	9.2	9.7
65 and over	137.3	66.3	81.0	284.7	1.6	6.4	8.3
Country of birth							
Born in Australia	6 354.1	755.2	710.2	7 819.5	73.4	73.4	72.8
Born overseas	2 306.8	273.8	264.8	2 845.4	26.6	26.6	27.2
Born in main English-speaking countries	943.3	121.3	100.0	1 164.6	10.9	11.8	10.3
Born in other than main English-speaking countries	1 363.5	152.5	164.9	1 680.8	15.7	14.8	16.9
State or territory of usual residence							
New South Wales	2 718.6	316.4	314.1	3 349.1	31.4	30.7	32.2
Victoria	2 172.3	269.5	236.0	2 677.8	25.1	26.2	24.2
Queensland	1 739.7	217.2	209.1	2 166.0	20.1	21.1	21.4
South Australia	631.2	73.8	81.3	786.3	7.3	7.2	8.3
Western Australia	946.2	108.7	92.9	1 147.8	10.9	10.6	9.5
Tasmania	186.8	18.8	21.8	227.5	2.2	1.8	2.2
Northern Territory	99.6	10.5	6.8	116.9	1.1	1.0	0.7
Australian Capital Territory	166.4	14.0	13.0	193.5	1.9	1.4	1.3
Total	8 660.9	1 029.0	975.0	10 664.9	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes people who were contributing family workers in their main job.

EMPLOYED PERSONS(a), Form of employment—By industry and occupation of main job—By sex

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
MALES							
Industry of main job							
Agriculture, forestry and fishing	97.4	29.4	118.2	244.9	2.2	3.8	19.6
Mining	144.0	*3.7	**0.4	148.2	3.3	*0.5	**0.1
Manufacturing	629.8	31.0	52.0	712.8	14.2	4.0	8.6
Electricity, gas, water and waste services	90.1	*4.5	**1.7	96.4	2.0	*0.6	**0.3
Construction	450.2	314.7	65.6	830.5	10.2	40.8	10.9
Wholesale trade	241.9	15.7	34.2	291.8	5.5	2.0	5.7
Retail trade	421.5	14.3	69.3	505.1	9.5	1.9	11.5
Accommodation and food services	281.7	*5.5	31.6	318.8	6.4	*0.7	5.3
Transport, postal and warehousing	331.3	73.7	24.6	429.6	7.5	9.5	4.1
Information media and telecommunications	102.5	15.6	*4.1	122.3	2.3	2.0	*0.7
Financial and insurance services	153.4	16.1	19.3	188.8	3.5	2.1	3.2
Rental, hiring and real estate services	59.8	11.9	16.0	87.6	1.3	1.5	2.7
Professional, scientific and technical services	295.6	99.2	74.4	469.2	6.7	12.8	12.4
Administrative and support services	107.2	51.8	17.5	176.4	2.4	6.7	2.9
Public administration and safety	337.2	*5.0	**1.6	343.8	7.6	*0.6	**0.3
Education and training	228.1	13.7	8.0	249.8	5.1	1.8	1.3
Health care and social assistance	208.3	18.6	20.3	247.2	4.7	2.4	3.4
Arts and recreation services	76.2	15.7	*6.5	98.4	1.7	2.0	*1.1
Other services	173.8	32.1	36.3	242.2	3.9	4.2	6.0
Occupation of main job							
Managers	510.7	116.9	295.0	922.6	11.5	15.1	49.0
Professionals	881.5	138.4	115.9	1 135.8	19.9	17.9	19.3
Technicians and trades workers	952.0	285.6	96.0	1 333.6	21.5	37.0	16.0
Community and personal service workers	275.6	15.3	10.8	301.7	6.2	2.0	1.8
Clerical and administrative workers	349.7	27.9	11.8	389.5	7.9	3.6	2.0
Sales workers	335.0	20.2	27.2	382.3	7.6	2.6	4.5
Machinery operators and drivers	522.4	72.1	19.9	614.3	11.8	9.3	3.3
Labourers	603.2	95.7	24.9	723.8	13.6	12.4	4.1
<i>Total</i>	4 430.0	772.1	601.5	5 803.6	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes people who were contributing family workers in their main job.

EMPLOYED PERSONS(a), Form of employment—By industry and occupation of main job—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
FEMALES							
Industry of main job							
Agriculture, forestry and fishing	34.3	*6.1	62.8	103.2	0.8	*2.4	16.8
Mining	19.8	**0.3	—	20.1	0.5	**0.1	—
Manufacturing	226.3	9.5	25.4	261.3	5.3	3.7	6.8
Electricity, gas, water and waste services	23.8	**0.4	**1.3	25.5	0.6	**0.2	**0.3
Construction	60.2	21.1	28.6	109.9	1.4	8.2	7.7
Wholesale trade	116.2	*4.7	15.7	136.7	2.7	*1.8	4.2
Retail trade	601.6	14.1	55.3	671.0	14.2	5.5	14.8
Accommodation and food services	387.7	*4.2	24.1	416.0	9.2	*1.6	6.4
Transport, postal and warehousing	104.8	7.3	13.7	125.9	2.5	2.9	3.7
Information media and telecommunications	83.6	*5.2	**1.8	90.6	2.0	*2.0	**0.5
Financial and insurance services	189.1	**1.8	*5.5	196.4	4.5	**0.7	*1.5
Rental, hiring and real estate services	74.1	*4.9	8.4	87.4	1.8	*1.9	2.2
Professional, scientific and technical services	273.8	50.5	33.1	357.3	6.5	19.7	8.8
Administrative and support services	132.0	35.1	11.1	178.2	3.1	13.7	3.0
Public administration and safety	311.5	**1.0	**0.8	313.3	7.4	**0.4	**0.2
Education and training	532.1	24.5	14.7	571.3	12.6	9.5	3.9
Health care and social assistance	863.8	33.3	27.9	925.0	20.4	13.0	7.5
Arts and recreation services	69.3	12.8	8.4	90.5	1.6	5.0	2.2
Other services	127.0	19.9	34.8	181.8	3.0	7.7	9.3
Occupation of main job							
Managers	347.9	28.5	132.2	508.5	8.2	11.1	35.4
Professionals	1 021.0	86.0	57.6	1 164.6	24.1	33.5	15.4
Technicians and trades workers	166.3	19.7	23.4	209.4	3.9	7.7	6.3
Community and personal service workers	656.3	26.0	24.0	706.2	15.5	10.1	6.4
Clerical and administrative workers	1 027.1	48.9	108.1	1 184.1	24.3	19.0	28.9
Sales workers	594.4	15.6	17.1	627.1	14.1	6.1	4.6
Machinery operators and drivers	48.1	*3.7	**1.2	53.1	1.1	*1.5	**0.3
Labourers	369.8	28.5	9.9	408.3	8.7	11.1	2.7
<i>Total</i>	4 230.9	256.9	373.5	4 861.3	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

— nil or rounded to zero (including null cells)

(a) Excludes people who were contributing family workers in their main job.

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYED PERSONS(a), Form of employment—By industry and occupation of main job—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
PERSONS							
Industry of main job							
Agriculture, forestry and fishing	131.6	35.4	181.0	348.1	1.5	3.4	18.6
Mining	163.8	*4.0	**0.4	168.2	1.9	*0.4	**—
Manufacturing	856.1	40.5	77.4	974.0	9.9	3.9	7.9
Electricity, gas, water and waste services	113.9	*4.9	*3.0	121.9	1.3	*0.5	*0.3
Construction	510.4	335.8	94.3	940.5	5.9	32.6	9.7
Wholesale trade	358.1	20.4	49.9	428.5	4.1	2.0	5.1
Retail trade	1 023.1	28.4	124.6	1 176.1	11.8	2.8	12.8
Accommodation and food services	669.4	9.7	55.7	734.9	7.7	0.9	5.7
Transport, postal and warehousing	436.0	81.0	38.4	555.4	5.0	7.9	3.9
Information media and telecommunications	186.1	20.8	*6.0	212.9	2.1	2.0	*0.6
Financial and insurance services	342.5	17.9	24.8	385.2	4.0	1.7	2.5
Rental, hiring and real estate services	133.9	16.8	24.3	175.0	1.5	1.6	2.5
Professional, scientific and technical services	569.4	149.7	107.4	826.5	6.6	14.6	11.0
Administrative and support services	239.1	86.9	28.6	354.6	2.8	8.4	2.9
Public administration and safety	648.7	*6.0	*2.3	657.1	7.5	*0.6	*0.2
Education and training	760.2	38.1	22.7	821.1	8.8	3.7	2.3
Health care and social assistance	1 072.1	52.0	48.2	1 172.2	12.4	5.0	4.9
Arts and recreation services	145.5	28.4	14.9	188.8	1.7	2.8	1.5
Other services	300.8	52.1	71.1	424.0	3.5	5.1	7.3
Occupation of main job							
Managers	858.6	145.4	427.2	1 431.1	9.9	14.1	43.8
Professionals	1 902.5	224.4	173.5	2 300.4	22.0	21.8	17.8
Technicians and trades workers	1 118.3	305.3	119.4	1 543.0	12.9	29.7	12.2
Community and personal service workers	931.9	41.2	34.8	1 007.9	10.8	4.0	3.6
Clerical and administrative workers	1 376.7	76.8	120.0	1 573.5	15.9	7.5	12.3
Sales workers	929.4	35.7	44.3	1 009.4	10.7	3.5	4.5
Machinery operators and drivers	570.5	75.8	21.1	667.4	6.6	7.4	2.2
Labourers	973.0	124.2	34.8	1 132.0	11.2	12.1	3.6
Total	8 660.9	1 029.0	975.0	10 664.9	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

— nil or rounded to zero (including null cells)

(a) Excludes people who were contributing family workers in their main job.

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

5

EMPLOYED PERSONS(a), Form of employment—By work patterns and other working arrangements—By sex

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
MALES							
Days of the week usually worked in all jobs(b)							
Monday to Friday	3 066.0	531.2	398.0	3 995.2	69.2	68.8	66.2
Monday	393.7	87.0	124.4	605.1	8.9	11.3	20.7
Tuesday	437.6	98.6	131.8	668.0	9.9	12.8	21.9
Wednesday	448.5	100.6	133.8	682.9	10.1	13.0	22.3
Thursday	477.3	97.3	137.1	711.7	10.8	12.6	22.8
Friday	451.1	89.1	130.8	671.0	10.2	11.5	21.8
Saturday	733.9	214.0	308.0	1 255.9	16.6	27.7	51.2
Sunday	418.0	104.1	192.0	714.1	9.4	13.5	31.9
Days varied	648.2	122.2	58.0	828.4	14.6	15.8	9.6
Number of days of the week usually worked in all jobs(c)							
1 day	76.6	11.7	*2.8	91.2	1.7	1.5	*0.5
2 days	168.0	24.0	*6.1	198.1	3.8	3.1	*1.0
3 days	194.0	33.8	15.9	243.7	4.4	4.4	2.6
4 days	286.8	31.0	15.8	333.6	6.5	4.0	2.6
5 days	3 117.2	437.4	232.8	3 787.4	70.4	56.6	38.7
6 days	401.1	143.7	160.0	704.8	9.1	18.6	26.6
7 days	186.3	90.6	168.1	444.9	4.2	11.7	27.9
Whether worked weekdays and/or weekends in all jobs(c)							
Weekdays only	3 015.4	453.7	234.1	3 703.2	68.1	58.8	38.9
Weekends only	55.8	*4.2	**1.0	61.0	1.3	*0.5	**0.2
Both weekdays and weekends	1 358.8	314.1	366.5	2 039.4	30.7	40.7	60.9
Whether usually required to be on call or standby							
Usually required to be on call or standby	1 113.8	257.2	286.9	1 658.0	25.1	33.3	47.7
Not usually required to be on call or standby	3 316.2	514.9	314.6	4 145.6	74.9	66.7	52.3
Whether usually worked the same number of hours each week							
Usually worked the same number of hours	3 369.6	406.3	376.3	4 152.2	76.1	52.6	62.6
Did not usually work the same number of hours	1 060.4	365.8	225.2	1 651.4	23.9	47.4	37.4
Whether had any say in start and finish times							
Had some say	1 821.5	637.8	529.6	2 988.8	41.1	82.6	88.0
Did not have any say	2 608.6	134.3	71.9	2 814.8	58.9	17.4	12.0
Total	4 430.0	772.1	601.5	5 803.6	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes people who were contributing family workers in their main job.

(b) Refers to the days of the week people usually work, therefore people may appear in more than one category. See paragraphs 20-21 of the Explanatory Notes for more information.

(c) See paragraph 21 of the Explanatory Notes for more information.

EMPLOYED PERSONS(a), Form of employment—By work patterns and other working arrangements—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
FEMALES							
Days of the week usually worked in all jobs(b)							
Monday to Friday	2 194.9	120.0	165.3	2 480.3	51.9	46.7	44.3
Monday	724.6	55.1	85.6	865.3	17.1	21.5	22.9
Tuesday	773.0	54.2	101.1	928.3	18.3	21.1	27.1
Wednesday	802.3	58.7	102.3	963.3	19.0	22.8	27.4
Thursday	805.9	53.8	104.2	963.9	19.0	21.0	27.9
Friday	693.0	47.2	94.5	834.7	16.4	18.4	25.3
Saturday	615.4	58.0	134.0	807.4	14.5	22.6	35.9
Sunday	405.0	38.0	82.9	525.9	9.6	14.8	22.2
Days varied	674.2	53.2	66.4	793.9	15.9	20.7	17.8
Number of days of the week usually worked in all jobs(c)							
1 day	145.3	10.3	22.6	178.3	3.4	4.0	6.1
2 days	344.9	25.2	29.4	399.6	8.2	9.8	7.9
3 days	532.5	32.6	37.3	602.4	12.6	12.7	10.0
4 days	506.3	24.6	31.0	561.9	12.0	9.6	8.3
5 days	2 414.1	105.8	127.3	2 647.2	57.1	41.2	34.1
6 days	177.1	28.7	57.2	263.1	4.2	11.2	15.3
7 days	110.7	29.6	68.5	208.8	2.6	11.5	18.3
Whether worked weekdays and/or weekends in all jobs(c)							
Weekdays only	2 928.7	160.7	188.7	3 278.1	69.2	62.6	50.5
Weekends only	96.3	**1.6	*2.6	100.5	2.3	**0.6	*0.7
Both weekdays and weekends	1 205.9	94.6	182.2	1 482.7	28.5	36.8	48.8
Whether usually required to be on call or standby							
Usually required to be on call or standby	822.2	74.2	136.3	1 032.7	19.4	28.9	36.5
Not usually required to be on call or standby	3 408.7	182.7	237.2	3 828.6	80.6	71.1	63.5
Whether usually worked the same number of hours each week							
Usually worked the same number of hours	3 290.9	135.6	250.4	3 676.9	77.8	52.8	67.0
Did not usually work the same number of hours	940.0	121.3	123.1	1 184.5	22.2	47.2	33.0
Whether had any say in start and finish times							
Had some say	1 712.0	217.4	332.9	2 262.3	40.5	84.6	89.1
Did not have any say	2 518.9	39.5	40.6	2 599.0	59.5	15.4	10.9
Total	4 230.9	256.9	373.5	4 861.3	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes people who were contributing family workers in their main job.

(b) Refers to the days of the week people usually work, therefore people may appear in more than one category. See paragraphs 20-21 of the Explanatory Notes for more information.

(c) See paragraph 21 of the Explanatory Notes for more information.

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EMPLOYED PERSONS(a), Form of employment—By work patterns and other working arrangements—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
PERSONS							
Days of the week usually worked in all jobs(b)							
Monday to Friday	5 260.9	651.2	563.3	6 475.5	60.7	63.3	57.8
Monday	1 118.3	142.1	210.0	1 470.4	12.9	13.8	21.5
Tuesday	1 210.5	152.8	233.0	1 596.3	14.0	14.9	23.9
Wednesday	1 250.8	159.2	236.1	1 646.2	14.4	15.5	24.2
Thursday	1 283.2	151.1	241.3	1 675.6	14.8	14.7	24.8
Friday	1 144.1	136.3	225.3	1 505.7	13.2	13.2	23.1
Saturday	1 349.3	272.0	442.0	2 063.3	15.6	26.4	45.3
Sunday	823.1	142.0	274.9	1 240.0	9.5	13.8	28.2
Days varied	1 322.5	175.4	124.4	1 622.3	15.3	17.0	12.8
Number of days of the week usually worked in all jobs(c)							
1 day	222.0	22.0	25.4	269.4	2.6	2.1	2.6
2 days	512.9	49.3	35.5	597.7	5.9	4.8	3.6
3 days	726.4	66.4	53.3	846.1	8.4	6.5	5.5
4 days	793.1	55.5	46.9	895.5	9.2	5.4	4.8
5 days	5 531.3	543.2	360.2	6 434.6	63.9	52.8	36.9
6 days	578.3	172.4	217.2	967.9	6.7	16.8	22.3
7 days	296.9	120.2	236.6	653.7	3.4	11.7	24.3
Whether worked weekdays and/or weekends in all jobs(c)							
Weekdays only	5 944.1	614.4	422.8	6 981.3	68.6	59.7	43.4
Weekends only	152.1	*5.8	*3.6	161.5	1.8	*0.6	*0.4
Both weekdays and weekends	2 564.7	408.7	548.7	3 522.1	29.6	39.7	56.3
Whether usually required to be on call or standby							
Usually required to be on call or standby	1 936.0	331.5	423.2	2 690.7	22.4	32.2	43.4
Not usually required to be on call or standby	6 724.9	697.5	551.8	7 974.2	77.6	67.8	56.6
Whether usually worked the same number of hours each week							
Usually worked the same number of hours	6 660.5	541.9	626.7	7 829.0	76.9	52.7	64.3
Did not usually work the same number of hours	2 000.4	487.1	348.3	2 835.9	23.1	47.3	35.7
Whether had any say in start and finish times							
Had some say	3 533.4	855.2	862.5	5 251.1	40.8	83.1	88.5
Did not have any say	5 127.5	173.8	112.5	5 413.8	59.2	16.9	11.5
Total	8 660.9	1 029.0	975.0	10 664.9	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes people who were contributing family workers in their main job.

(b) Refers to the days of the week people usually work, therefore people may appear in more than one category. See paragraphs 20-21 of the Explanatory Notes for more information.

(c) See paragraph 21 of the Explanatory Notes for more information.

EMPLOYEES, Whether worked on a fixed-term contract—By industry and occupation of main job—By sex

	<i>Worked on a fixed-term contract</i>	<i>Did not work on a fixed-term contract</i>	<i>Total</i>	<i>Worked on a fixed-term contract</i>	<i>Did not work on a fixed-term contract</i>	<i>Total</i>
	'000	'000	'000	%	%	%
MALES						
Industry of main job						
Agriculture, forestry and fishing	*0.4	97.0	97.4	*0.3	2.3	2.2
Mining	*3.2	140.8	144.0	*2.2	3.3	3.3
Manufacturing	8.5	621.3	629.8	6.0	14.5	14.2
Electricity, gas, water and waste services	*3.2	86.9	90.1	*2.3	2.0	2.0
Construction	7.5	442.7	450.2	5.3	10.3	10.2
Wholesale trade	*0.8	241.1	241.9	*0.6	5.6	5.5
Retail trade	*3.1	418.4	421.5	*2.2	9.8	9.5
Accommodation and food services	*2.0	279.7	281.7	*1.4	6.5	6.4
Transport, postal and warehousing	*4.6	326.7	331.3	*3.2	7.6	7.5
Information media and telecommunications	*5.3	97.2	102.5	*3.8	2.3	2.3
Financial and insurance services	*5.7	147.7	153.4	*4.0	3.4	3.5
Rental, hiring and real estate services	*0.6	59.2	59.8	*0.4	1.4	1.3
Professional, scientific and technical services	14.2	281.4	295.6	10.0	6.6	6.7
Administrative and support services	*3.6	103.6	107.2	*2.6	2.4	2.4
Public administration and safety	23.6	313.6	337.2	16.6	7.3	7.6
Education and training	32.8	195.3	228.1	23.0	4.6	5.1
Health care and social assistance	14.6	193.7	208.3	10.2	4.5	4.7
Arts and recreation services	*2.5	73.7	76.2	*1.8	1.7	1.7
Other services	*6.2	167.6	173.8	*4.3	3.9	3.9
Occupation of main job						
Managers	19.4	491.3	510.7	13.6	11.5	11.5
Professionals	63.4	818.1	881.5	44.5	19.1	19.9
Technicians and trades workers	22.8	929.2	952.0	16.0	21.7	21.5
Community and personal service workers	8.2	267.4	275.6	5.8	6.2	6.2
Clerical and administrative workers	14.3	335.4	349.7	10.0	7.8	7.9
Sales workers	*1.5	333.5	335.0	*1.0	7.8	7.6
Machinery operators and drivers	*5.3	517.0	522.4	*3.7	12.1	11.8
Labourers	7.5	595.7	603.2	5.3	13.9	13.6
<i>Total</i>	<i>142.4</i>	<i>4 287.6</i>	<i>4 430.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES, Whether worked on a fixed-term contract—By industry and occupation of main job—By sex *continued*

	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total
	'000	'000	'000	%	%	%
FEMALES						
Industry of main job						
Agriculture, forestry and fishing	**0.5	33.8	34.3	**0.3	0.8	0.8
Mining	**0.7	19.0	19.8	**0.4	0.5	0.5
Manufacturing	*2.1	224.2	226.3	*1.1	5.5	5.3
Electricity, gas, water and waste services	**0.6	23.2	23.8	**0.3	0.6	0.6
Construction	**0.8	59.4	60.2	**0.4	1.5	1.4
Wholesale trade	**1.3	114.9	116.2	**0.7	2.8	2.7
Retail trade	*6.6	595.0	601.6	*3.5	14.7	14.2
Accommodation and food services	*3.2	384.6	387.7	*1.7	9.5	9.2
Transport, postal and warehousing	*3.3	101.5	104.8	*1.7	2.5	2.5
Information media and telecommunications	*6.7	76.9	83.6	*3.5	1.9	2.0
Financial and insurance services	*3.9	185.2	189.1	*2.1	4.6	4.5
Rental, hiring and real estate services	**1.0	73.1	74.1	**0.5	1.8	1.8
Professional, scientific and technical services	9.4	264.4	273.8	5.0	6.5	6.5
Administrative and support services	*5.5	126.4	132.0	*2.9	3.1	3.1
Public administration and safety	23.5	288.0	311.5	12.4	7.1	7.4
Education and training	81.8	450.3	532.1	43.4	11.1	12.6
Health care and social assistance	31.4	832.4	863.8	16.6	20.6	20.4
Arts and recreation services	*3.1	66.2	69.3	*1.7	1.6	1.6
Other services	*3.5	123.6	127.0	*1.8	3.1	3.0
Occupation of main job						
Managers	15.1	332.8	347.9	8.0	8.2	8.2
Professionals	94.4	926.6	1 021.0	50.0	22.9	24.1
Technicians and trades workers	*3.6	162.7	166.3	*1.9	4.0	3.9
Community and personal service workers	24.7	631.6	656.3	13.1	15.6	15.5
Clerical and administrative workers	40.9	986.2	1 027.1	21.7	24.4	24.3
Sales workers	*4.3	590.1	594.4	*2.3	14.6	14.1
Machinery operators and drivers	**0.5	47.6	48.1	**0.3	1.2	1.1
Labourers	*5.2	364.6	369.8	*2.8	9.0	8.7
Total	188.7	4 042.2	4 230.9	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES, Whether worked on a fixed-term contract—By industry and occupation of main job—By sex *continued*

	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total
	'000	'000	'000	%	%	%
PERSONS						
Industry of main job						
Agriculture, forestry and fishing	**0.9	130.8	131.6	**0.3	1.6	1.5
Mining	*3.9	159.9	163.8	*1.2	1.9	1.9
Manufacturing	10.6	845.5	856.1	3.2	10.2	9.9
Electricity, gas, water and waste services	*3.8	110.1	113.9	*1.1	1.3	1.3
Construction	8.3	502.1	510.4	2.5	6.0	5.9
Wholesale trade	*2.1	356.0	358.1	*0.6	4.3	4.1
Retail trade	9.8	1 013.4	1 023.1	2.9	12.2	11.8
Accommodation and food services	*5.1	664.3	669.4	*1.5	8.0	7.7
Transport, postal and warehousing	7.9	428.2	436.0	2.4	5.1	5.0
Information media and telecommunications	12.0	174.1	186.1	3.6	2.1	2.1
Financial and insurance services	9.6	332.9	342.5	2.9	4.0	4.0
Rental, hiring and real estate services	**1.6	132.3	133.9	**0.5	1.6	1.5
Professional, scientific and technical services	23.6	545.8	569.4	7.1	6.6	6.6
Administrative and support services	9.2	230.0	239.1	2.8	2.8	2.8
Public administration and safety	47.0	601.7	648.7	14.2	7.2	7.5
Education and training	114.6	645.6	760.2	34.6	7.8	8.8
Health care and social assistance	46.0	1 026.1	1 072.1	13.9	12.3	12.4
Arts and recreation services	*5.7	139.9	145.5	*1.7	1.7	1.7
Other services	9.6	291.2	300.8	2.9	3.5	3.5
Occupation of main job						
Managers	34.5	824.1	858.6	10.4	9.9	9.9
Professionals	157.9	1 744.7	1 902.5	47.7	20.9	22.0
Technicians and trades workers	26.4	1 091.9	1 118.3	8.0	13.1	12.9
Community and personal service workers	32.8	899.1	931.9	9.9	10.8	10.8
Clerical and administrative workers	55.2	1 321.6	1 376.7	16.7	15.9	15.9
Sales workers	*5.8	923.6	929.4	*1.8	11.1	10.7
Machinery operators and drivers	*5.8	564.6	570.5	*1.8	6.8	6.6
Labourers	12.7	960.3	973.0	3.8	11.5	11.2
Total	331.2	8 329.7	8 660.9	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES, Full-time or part-time status in main job—By whether had paid leave entitlements—By industry and occupation of main job—By sex

	FULL-TIME WORKERS		PART-TIME WORKERS		TOTAL			
	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>With paid leave entitlements</i>		<i>Without paid leave entitlements</i>	
	'000	'000	'000	'000	'000	%	'000	%
MALES								
Industry of main job								
Agriculture, forestry and fishing	58.0	24.1	**1.0	14.2	59.0	60.6	38.4	39.4
Mining	134.2	*7.2	**1.5	**1.1	135.8	94.3	8.2	5.7
Manufacturing	536.1	52.7	15.0	26.0	551.1	87.5	78.7	12.5
Electricity, gas, water and waste services	81.0	*5.0	**1.4	*2.7	82.4	91.5	7.7	8.5
Construction	343.3	71.3	8.6	27.1	351.9	78.2	98.3	21.8
Wholesale trade	212.2	13.5	*5.8	10.3	218.0	90.1	23.8	9.9
Retail trade	244.5	17.8	36.5	122.8	280.9	66.6	140.6	33.4
Accommodation and food services	100.8	32.2	21.2	127.5	122.0	43.3	159.7	56.7
Transport, postal and warehousing	242.0	50.9	9.2	29.2	251.1	75.8	80.1	24.2
Information media and telecommunications	84.3	*6.9	**1.6	9.8	85.9	83.7	16.7	16.3
Financial and insurance services	139.0	*6.5	*4.3	*3.6	143.3	93.4	10.2	6.6
Rental, hiring and real estate services	40.7	8.8	**1.5	8.8	42.2	70.6	17.6	29.4
Professional, scientific and technical services	256.9	16.1	9.2	13.5	266.0	90.0	29.6	10.0
Administrative and support services	55.9	16.9	8.5	26.0	64.3	60.0	42.9	40.0
Public administration and safety	288.3	20.5	15.1	13.2	303.5	90.0	33.7	10.0
Education and training	168.2	7.3	21.2	31.4	189.4	83.0	38.7	17.0
Health care and social assistance	141.3	12.8	33.3	20.9	174.6	83.8	33.7	16.2
Arts and recreation services	41.9	*4.5	*6.8	22.9	48.7	64.0	27.5	36.0
Other services	139.2	13.9	8.8	11.9	148.0	85.1	25.8	14.9
Occupation of main job								
Managers	470.2	20.3	9.6	10.5	479.9	94.0	30.8	6.0
Professionals	757.8	40.5	42.6	40.6	800.3	90.8	81.2	9.2
Technicians and trades workers	798.3	82.0	28.0	43.6	826.4	86.8	125.6	13.2
Community and personal service workers	139.6	30.7	26.9	78.4	166.5	60.4	109.1	39.6
Clerical and administrative workers	274.5	26.4	20.4	28.4	294.9	84.3	54.7	15.7
Sales workers	186.7	18.3	26.9	103.1	213.6	63.8	121.4	36.2
Machinery operators and drivers	391.0	69.6	12.0	49.8	403.0	77.2	119.3	22.8
Labourers	289.7	101.2	44.0	168.3	333.6	55.3	269.6	44.7
<i>Total</i>	3 307.8	389.0	210.5	522.8	3 518.2	79.4	911.8	20.6

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES, Full-time or part-time status in main job—By whether had paid leave entitlements—By industry and occupation of main job—By sex *continued*

	FULL-TIME WORKERS		PART-TIME WORKERS		TOTAL			
	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>With paid leave entitlements</i>		<i>Without paid leave entitlements</i>	
	'000	'000	'000	'000	'000	%	'000	%
FEMALES								
Industry of main job								
Agriculture, forestry and fishing	11.8	*5.8	*2.9	13.7	14.8	43.2	19.5	56.8
Mining	16.4	*2.2	**0.7	**0.4	17.1	86.5	*2.7	*13.5
Manufacturing	135.0	16.9	31.7	42.7	166.7	73.6	59.6	26.4
Electricity, gas, water and waste services	17.3	**1.7	*3.7	**1.1	21.1	88.5	*2.7	*11.5
Construction	38.5	*4.4	8.9	8.4	47.4	78.7	12.8	21.3
Wholesale trade	69.6	*6.2	22.6	17.8	92.3	79.4	24.0	20.6
Retail trade	207.4	20.8	123.9	249.5	331.3	55.1	270.3	44.9
Accommodation and food services	78.1	35.0	39.5	235.1	117.7	30.4	270.0	69.6
Transport, postal and warehousing	55.1	*7.1	21.6	21.0	76.7	73.2	28.1	26.8
Information media and telecommunications	54.3	*3.0	12.6	13.8	66.9	80.0	16.7	20.0
Financial and insurance services	137.0	*4.6	40.6	*6.9	177.6	93.9	11.5	6.1
Rental, hiring and real estate services	44.8	*2.0	9.4	17.9	54.2	73.1	19.9	26.9
Professional, scientific and technical services	179.0	10.9	53.7	30.1	232.7	85.0	41.0	15.0
Administrative and support services	62.2	13.2	22.7	33.9	84.9	64.3	47.1	35.7
Public administration and safety	231.4	*6.0	55.7	18.3	287.2	92.2	24.3	7.8
Education and training	292.0	8.1	145.9	86.1	437.9	82.3	94.2	17.7
Health care and social assistance	392.4	26.1	293.7	151.6	686.1	79.4	177.7	20.6
Arts and recreation services	27.5	*4.1	8.5	29.3	35.9	51.9	33.4	48.1
Other services	59.3	8.0	20.0	39.7	79.3	62.4	47.8	37.6
Occupation of main job								
Managers	283.4	10.7	35.6	18.1	319.1	91.7	28.8	8.3
Professionals	661.1	29.4	235.5	95.0	896.6	87.8	124.4	12.2
Technicians and trades workers	80.1	13.0	30.7	42.5	110.8	66.6	55.5	33.4
Community and personal service workers	192.3	36.3	179.8	247.9	372.1	56.7	284.1	43.3
Clerical and administrative workers	596.3	34.8	252.2	143.8	848.5	82.6	178.5	17.4
Sales workers	171.1	21.7	104.4	297.2	275.6	46.4	318.9	53.6
Machinery operators and drivers	22.7	*6.6	*6.4	12.4	29.1	60.5	19.0	39.5
Labourers	101.9	33.5	73.8	160.5	175.8	47.5	194.0	52.5
<i>Total</i>	<i>2 109.1</i>	<i>185.9</i>	<i>918.5</i>	<i>1 017.4</i>	<i>3 027.6</i>	<i>71.6</i>	<i>1 203.3</i>	<i>28.4</i>

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES, Full-time or part-time status in main job—By whether had paid leave entitlements—By industry and occupation of main job—By sex *continued*

	FULL-TIME WORKERS		PART-TIME WORKERS		TOTAL			
	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>With paid leave entitlements</i>		<i>Without paid leave entitlements</i>	
	'000	'000	'000	'000	'000	%	'000	%
PERSONS								
Industry of main job								
Agriculture, forestry and fishing	69.9	30.0	*3.9	27.9	73.8	56.1	57.8	43.9
Mining	150.6	9.4	*2.3	**1.5	152.9	93.3	10.9	6.7
Manufacturing	671.1	69.7	46.7	68.7	717.8	83.8	138.3	16.2
Electricity, gas, water and waste services	98.3	*6.7	*5.1	*3.8	103.5	90.8	10.4	9.2
Construction	381.7	75.6	17.5	35.5	399.3	78.2	111.2	21.8
Wholesale trade	281.8	19.7	28.5	28.1	310.3	86.6	47.8	13.4
Retail trade	451.8	38.6	160.4	372.3	612.2	59.8	410.9	40.2
Accommodation and food services	179.0	67.2	60.7	362.5	239.7	35.8	429.7	64.2
Transport, postal and warehousing	297.1	58.0	30.7	50.2	327.8	75.2	108.2	24.8
Information media and telecommunications	138.6	9.8	14.2	23.5	152.7	82.1	33.4	17.9
Financial and insurance services	276.0	11.1	44.9	10.5	320.9	93.7	21.6	6.3
Rental, hiring and real estate services	85.5	10.7	10.9	26.8	96.4	72.0	37.5	28.0
Professional, scientific and technical services	435.8	27.1	62.9	43.6	498.7	87.6	70.6	12.4
Administrative and support services	118.0	30.1	31.1	59.9	149.2	62.4	90.0	37.6
Public administration and safety	519.8	26.5	70.9	31.5	590.6	91.1	58.1	8.9
Education and training	460.2	15.4	167.1	117.5	627.3	82.5	132.9	17.5
Health care and social assistance	533.8	38.8	327.0	172.5	860.8	80.3	211.3	19.7
Arts and recreation services	69.4	8.6	15.3	52.2	84.7	58.2	60.8	41.8
Other services	198.5	22.0	28.8	51.6	227.3	75.5	73.6	24.5
Occupation of main job								
Managers	753.7	31.0	45.3	28.7	798.9	93.1	59.6	6.9
Professionals	1 418.9	70.0	278.1	135.6	1 696.9	89.2	205.6	10.8
Technicians and trades workers	878.4	95.0	58.7	86.1	937.1	83.8	181.1	16.2
Community and personal service workers	332.0	67.0	206.7	326.3	538.7	57.8	393.2	42.2
Clerical and administrative workers	870.8	61.1	272.6	172.1	1 143.5	83.1	233.3	16.9
Sales workers	357.8	39.9	131.3	400.3	489.1	52.6	440.3	47.4
Machinery operators and drivers	413.7	76.2	18.5	62.1	432.1	75.7	138.4	24.3
Labourers	391.6	134.7	117.8	328.9	509.4	52.4	463.6	47.6
Total	5 416.9	574.9	1 129.0	1 540.2	6 545.9	75.6	2 115.1	24.4

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES, Whether had paid leave entitlements—By selected employment characteristics—By sex

	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>Employees</i>	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>Total</i>
	'000	'000	'000	%	%	%
MALES						
Length of set employment completion date/event(a)						
Had a set completion date/event	167.0	68.9	235.9	4.7	7.6	5.3
Less than 12 months	99.1	60.8	159.9	2.8	6.7	3.6
Under 3 months	56.9	47.4	104.3	1.6	5.2	2.4
3 and under 6 months	17.7	7.4	25.1	0.5	0.8	0.6
6 and under 12 months	24.6	*6.0	30.5	0.7	*0.7	0.7
1 year	22.7	*3.1	25.8	0.6	*0.3	0.6
2 years	17.1	*2.3	19.5	0.5	*0.3	0.4
3 years and over	28.1	*2.6	30.7	0.8	*0.3	0.7
Did not have a set completion date/event	3 351.2	842.9	4 194.1	95.3	92.4	94.7
Whether worked on a fixed-term contract						
Worked on a fixed-term contract	105.1	37.4	142.4	3.0	4.1	3.2
Did not work on a fixed-term contract	3 413.2	874.4	4 287.6	97.0	95.9	96.8
Total	3 518.2	911.8	4 430.0	100.0	100.0	100.0
FEMALES						
Length of set employment completion date/event(a)						
Had a set completion date/event	189.8	69.4	259.2	6.3	5.8	6.1
Less than 12 months	144.9	66.0	210.9	4.8	5.5	5.0
Under 3 months	99.4	54.6	154.0	3.3	4.5	3.6
3 and under 6 months	19.8	*5.7	25.5	0.7	*0.5	0.6
6 and under 12 months	25.7	*5.7	31.4	0.8	*0.5	0.7
1 year	20.4	**1.3	21.7	0.7	**0.1	0.5
2 years	13.7	**1.4	15.1	0.5	**0.1	0.4
3 years and over	10.7	**0.7	11.4	0.4	**0.1	0.3
Did not have a set completion date/event	2 837.8	1 133.9	3 971.7	93.7	94.2	93.9
Whether worked on a fixed-term contract						
Worked on a fixed-term contract	150.7	38.0	188.7	5.0	3.2	4.5
Did not work on a fixed-term contract	2 876.9	1 165.3	4 042.2	95.0	96.8	95.5
Total	3 027.6	1 203.3	4 230.9	100.0	100.0	100.0
PERSONS						
Length of set employment completion date/event(a)						
Had a set completion date/event	356.8	138.3	495.1	5.5	6.5	5.7
Less than 12 months	244.0	126.8	370.8	3.7	6.0	4.3
Under 3 months	156.3	102.0	258.3	2.4	4.8	3.0
3 and under 6 months	37.5	13.1	50.6	0.6	0.6	0.6
6 and under 12 months	50.2	11.7	61.9	0.8	0.6	0.7
1 year	43.2	*4.4	47.6	0.7	*0.2	0.5
2 years	30.9	*3.8	34.6	0.5	*0.2	0.4
3 years and over	38.8	*3.3	42.1	0.6	*0.2	0.5
Did not have a set completion date/event	6 189.0	1 976.8	8 165.8	94.5	93.5	94.3
Whether worked on a fixed-term contract						
Worked on a fixed-term contract	255.8	75.4	331.2	3.9	3.6	3.8
Did not work on a fixed-term contract	6 290.0	2 039.7	8 329.7	96.1	96.4	96.2
Total	6 545.9	2 115.1	8 660.9	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) From the date of interview.

EMPLOYEES, Selected leave entitlements—By sex

	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	'000	'000	'000	%	%	%
.....						
Whether entitled to paid holiday leave						
Entitled to paid holiday leave	3 483.2	2 988.0	6 471.2	78.6	70.6	74.7
Not entitled to paid holiday leave	899.0	1 204.1	2 103.0	20.3	28.5	24.3
Did not know	47.8	38.8	86.6	1.1	0.9	1.0
Whether entitled to paid sick leave						
Entitled to paid sick leave	3 489.3	3 001.3	6 490.6	78.8	70.9	74.9
Not entitled to paid sick leave	881.1	1 179.0	2 060.1	19.9	27.9	23.8
Did not know	59.6	50.6	110.3	1.3	1.2	1.3
Whether entitled to long service leave						
Entitled to long service leave	3 141.1	2 742.4	5 883.5	70.9	64.8	67.9
Not entitled to long service leave	934.4	1 181.2	2 115.5	21.1	27.9	24.4
Did not know	354.6	307.3	661.9	8.0	7.3	7.6
Whether entitled to paid maternity/paternity leave						
Entitled to paid maternity/paternity leave	1 851.3	2 073.7	3 925.0	41.8	49.0	45.3
Not entitled to paid maternity/paternity leave	1 407.0	1 548.3	2 955.3	31.8	36.6	34.1
Did not know	1 171.7	608.9	1 780.6	26.4	14.4	20.6
Total	4 430.0	4 230.9	8 660.9	100.0	100.0	100.0
.....						

INDEPENDENT CONTRACTORS, Number of employees and selected employment characteristics—By sex

	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	%	%	%
Number of employees						
None	601.3	222.4	823.7	77.9	86.6	80.1
1-4	126.9	24.3	151.2	16.4	9.5	14.7
5-9	25.9	*7.0	32.9	3.4	*2.7	3.2
10-19	13.5	*2.2	15.7	1.8	*0.9	1.5
20 or more	*4.4	**1.1	*5.5	*0.6	**0.4	*0.5
Whether usually able to work on more than one active contract						
Usually able to	590.5	197.0	787.5	76.5	76.7	76.5
Not usually able to	181.6	59.9	241.5	23.5	23.3	23.5
Whether had more than one active contract in reference week						
Had only one active contract	409.3	135.8	545.2	53.0	52.9	53.0
Had more than one active contract	362.7	121.1	483.8	47.0	47.1	47.0
Whether able to (sub)contract own work						
Able to (sub)contract own work	549.8	154.0	703.8	71.2	60.0	68.4
Was not able to (sub)contract own work	222.3	102.9	325.2	28.8	40.0	31.6
Who had authority over own working procedures						
Did not have authority over own work	326.2	113.8	440.0	42.2	44.3	42.8
Employer/supervisor/manager/foreman	99.6	32.1	131.7	12.9	12.5	12.8
Business/person contracted to	103.4	32.6	136.0	13.4	12.7	13.2
Customer	64.8	18.7	83.5	8.4	7.3	8.1
Business partner	*6.3	*3.7	10.0	*0.8	*1.5	1.0
Board of management/Chairman of the board	*3.6	**1.6	*5.2	*0.5	**0.6	*0.5
Franchising company	*3.3	*4.7	8.0	*0.4	*1.8	0.8
Government or other regulation/standard	39.2	16.5	55.7	5.1	6.4	5.4
Other	*6.1	*3.9	10.0	*0.8	*1.5	1.0
Had authority over own work	445.9	143.1	589.0	57.8	55.7	57.2
Total	772.1	256.9	1 029.0	100.0	100.0	100.0

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** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

INDEPENDENT CONTRACTORS, Whether usually able to work on more than one active contract—By industry and occupation in main job—By sex

	<i>Usually able to</i>	<i>Not usually able to</i>	<i>Total</i>	<i>Usually able to</i>	<i>Not usually able to</i>	<i>Total</i>
	'000	'000	'000	%	%	%
MALES						
Industry of main job						
Agriculture, forestry and fishing	20.9	8.5	29.4	71.1	28.9	100.0
Mining	*2.5	**1.2	*3.7	*67.4	**32.6	*100.0
Manufacturing	25.0	*5.9	31.0	80.8	*19.2	100.0
Electricity, gas, water and waste services	*2.7	**1.8	*4.5	*60.3	**39.7	*100.0
Construction	251.5	63.1	314.7	79.9	20.1	100.0
Wholesale trade	11.7	*4.0	15.7	74.3	*25.7	100.0
Retail trade	11.2	*3.2	14.3	77.9	*22.1	100.0
Accommodation and food services	*4.3	**1.2	*5.5	*78.4	**21.6	*100.0
Transport, postal and warehousing	34.3	39.4	73.7	46.6	53.4	100.0
Information media and telecommunications	11.3	*4.2	15.6	72.8	*27.2	100.0
Financial and insurance services	11.7	*4.3	16.1	73.1	*26.9	100.0
Rental, hiring and real estate services	9.7	*2.2	11.9	81.6	*18.4	100.0
Professional, scientific and technical services	85.3	13.9	99.2	86.0	14.0	100.0
Administrative and support services	41.4	10.4	51.8	79.9	20.1	100.0
Public administration and safety	*3.7	**1.3	*5.0	*74.6	**25.4	*100.0
Education and training	11.1	*2.5	13.7	81.4	*18.6	100.0
Health care and social assistance	13.2	*5.5	18.6	70.8	*29.2	100.0
Arts and recreation services	12.4	*3.3	15.7	79.2	*20.8	100.0
Other services	26.4	*5.8	32.1	82.1	*17.9	100.0
Occupation of main job						
Managers	88.7	28.2	116.9	75.9	24.1	100.0
Professionals	114.0	24.4	138.4	82.4	17.6	100.0
Technicians and trades workers	233.1	52.5	285.6	81.6	18.4	100.0
Community and personal service workers	11.4	*3.8	15.3	74.8	*25.2	100.0
Clerical and administrative workers	18.0	10.0	27.9	64.3	35.7	100.0
Sales workers	13.9	*6.3	20.2	68.9	*31.1	100.0
Machinery operators and drivers	40.5	31.6	72.1	56.2	43.8	100.0
Labourers	70.8	24.9	95.7	74.0	26.0	100.0
<i>Total</i>	590.5	181.6	772.1	76.5	23.5	100.0

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** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

	Usually able to	Not usually able to	Total	Usually able to	Not usually able to	Total
	'000	'000	'000	%	%	%
FEMALES						
Industry of main job						
Agriculture, forestry and fishing	*4.1	*2.0	*6.1	*67.0	*33.0	*100.0
Mining	**0.3	—	**0.3	**100.0	—	**100.0
Manufacturing	*6.9	*2.6	9.5	*72.8	*27.2	100.0
Electricity, gas, water and waste services	—	**0.4	**0.4	—	**100.0	**100.0
Construction	14.4	*6.7	21.1	68.3	*31.7	100.0
Wholesale trade	*2.5	*2.2	*4.7	*52.8	*47.2	*100.0
Retail trade	9.7	*4.4	14.1	68.6	*31.4	100.0
Accommodation and food services	*2.6	**1.6	*4.2	*62.0	**38.0	*100.0
Transport, postal and warehousing	*3.7	*3.6	7.3	*50.8	*49.2	100.0
Information media and telecommunications	*4.6	**0.6	*5.2	*88.6	**11.4	*100.0
Financial and insurance services	**0.7	**1.1	**1.8	**38.4	**61.6	**100.0
Rental, hiring and real estate services	*4.2	**0.8	*4.9	*84.6	**15.4	*100.0
Professional, scientific and technical services	44.2	*6.3	50.5	87.5	*12.5	100.0
Administrative and support services	30.2	*4.9	35.1	86.0	*14.0	100.0
Public administration and safety	**0.2	**0.8	**1.0	**23.5	**76.5	**100.0
Education and training	20.3	*4.2	24.5	82.8	*17.2	100.0
Health care and social assistance	24.0	9.3	33.3	72.1	27.9	100.0
Arts and recreation services	10.4	*2.4	12.8	81.5	*18.5	100.0
Other services	13.9	*6.0	19.9	70.0	*30.0	100.0
Occupation of main job						
Managers	19.8	8.7	28.5	69.4	30.6	100.0
Professionals	72.0	13.9	86.0	83.8	16.2	100.0
Technicians and trades workers	14.7	*5.1	19.7	74.2	*25.8	100.0
Community and personal service workers	17.7	8.2	26.0	68.3	31.7	100.0
Clerical and administrative workers	37.0	11.9	48.9	75.6	24.4	100.0
Sales workers	10.9	*4.7	15.6	69.8	*30.2	100.0
Machinery operators and drivers	*2.2	**1.5	*3.7	*59.3	**40.7	*100.0
Labourers	22.8	*5.7	28.5	79.9	*20.1	100.0
Total	197.0	59.9	256.9	76.7	23.3	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

	<i>Usually able to</i>	<i>Not usually able to</i>	<i>Total</i>	<i>Usually able to</i>	<i>Not usually able to</i>	<i>Total</i>
	'000	'000	'000	%	%	%
PERSONS						
Industry of main job						
Agriculture, forestry and fishing	24.9	10.5	35.4	70.4	29.6	100.0
Mining	*2.8	**1.2	*4.0	*69.8	**30.2	*100.0
Manufacturing	32.0	8.5	40.5	78.9	21.1	100.0
Electricity, gas, water and waste services	*2.7	*2.2	*4.9	*55.0	*45.0	*100.0
Construction	266.0	69.8	335.8	79.2	20.8	100.0
Wholesale trade	14.2	*6.3	20.4	69.4	*30.6	100.0
Retail trade	20.8	7.6	28.4	73.2	26.8	100.0
Accommodation and food services	*6.9	*2.8	9.7	*71.3	*28.7	100.0
Transport, postal and warehousing	38.0	43.0	81.0	46.9	53.1	100.0
Information media and telecommunications	16.0	*4.8	20.8	76.7	*23.3	100.0
Financial and insurance services	12.4	*5.5	17.9	69.5	*30.5	100.0
Rental, hiring and real estate services	13.9	*3.0	16.8	82.5	*17.5	100.0
Professional, scientific and technical services	129.6	20.2	149.7	86.5	13.5	100.0
Administrative and support services	71.6	15.3	86.9	82.4	17.6	100.0
Public administration and safety	*4.0	*2.1	*6.0	*65.9	*34.1	*100.0
Education and training	31.4	*6.7	38.1	82.3	*17.7	100.0
Health care and social assistance	37.2	14.7	52.0	71.6	28.4	100.0
Arts and recreation services	22.8	*5.6	28.4	80.3	*19.7	100.0
Other services	40.3	11.7	52.1	77.5	22.5	100.0
Occupation of main job						
Managers	108.5	37.0	145.4	74.6	25.4	100.0
Professionals	186.1	38.3	224.4	82.9	17.1	100.0
Technicians and trades workers	247.7	57.6	305.3	81.1	18.9	100.0
Community and personal service workers	29.2	12.1	41.2	70.7	29.3	100.0
Clerical and administrative workers	54.9	21.9	76.8	71.5	28.5	100.0
Sales workers	24.8	11.0	35.7	69.3	30.7	100.0
Machinery operators and drivers	42.8	33.1	75.8	56.4	43.6	100.0
Labourers	93.6	30.6	124.2	75.3	24.7	100.0
Total	787.5	241.5	1 029.0	76.5	23.5	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

POPULATIONS, State or territory of usual residence—By sex

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
Population 1									
Employed persons	1 818.3	1 454.5	1 169.8	424.0	651.9	121.0	63.6	100.4	5 803.6
Population 2									
Employees	1 388.6	1 100.9	886.9	318.0	508.9	94.1	51.6	81.0	4 430.0
Population 3									
Employees with paid leave entitlements	1 117.8	878.4	684.7	241.0	411.6	74.2	42.8	67.7	3 518.2
Population 4									
Employees without paid leave entitlements	270.8	222.6	202.1	77.0	97.2	19.9	8.8	13.2	911.8
Population 5									
Independent contractors	235.3	206.1	160.5	53.5	83.3	14.5	7.9	10.9	772.1
Population 6									
Other business operators	194.4	147.5	122.5	52.5	59.7	12.4	4.0	8.5	601.5
FEMALES									
Population 1									
Employed persons	1 530.8	1 223.3	996.2	362.3	495.9	106.5	53.3	93.0	4 861.3
Population 2									
Employees	1 330.0	1 071.4	852.8	313.2	437.4	92.7	47.9	85.4	4 230.9
Population 3									
Employees with paid leave entitlements	942.4	795.8	593.2	210.9	315.2	66.0	37.4	66.7	3 027.6
Population 4									
Employees without paid leave entitlements	387.7	275.5	259.6	102.3	122.1	26.7	10.5	18.8	1 203.3
Population 5									
Independent contractors	81.1	63.4	56.8	20.3	25.4	4.3	2.6	3.1	256.9
Population 6									
Other business operators	119.7	88.5	86.6	28.7	33.1	9.5	2.8	4.5	373.5
PERSONS									
Population 1									
Employed persons	3 349.1	2 677.8	2 166.0	786.3	1 147.8	227.5	116.9	193.5	10 664.9
Population 2									
Employees	2 718.6	2 172.3	1 739.7	631.2	946.2	186.8	99.6	166.4	8 660.9
Population 3									
Employees with paid leave entitlements	2 060.2	1 674.2	1 277.9	451.9	726.8	140.2	80.2	134.4	6 545.9
Population 4									
Employees without paid leave entitlements	658.4	498.1	461.8	179.3	219.4	46.7	19.3	32.0	2 115.1
Population 5									
Independent contractors	316.4	269.5	217.2	73.8	108.7	18.8	10.5	14.0	1 029.0
Population 6									
Other business operators	314.1	236.0	209.1	81.3	92.9	21.8	6.8	13.0	975.0

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this publication were compiled from data collected in the Forms of Employment Survey, conducted throughout Australia in November 2009 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

2 The publication *Labour Force, Australia* (cat. no. 6202.0) contains information about survey design, sample redesign, scope, coverage and population benchmarks relevant to the monthly LFS, which also apply to supplementary surveys. It also contains definitions of demographic and labour force characteristics, and information about telephone interviewing which are relevant to both the monthly LFS and supplementary surveys.

CONCEPTS SOURCES AND METHODS

3 The conceptual framework used in Australia's LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001).

SCOPE

4 The scope of the LFS is restricted to people aged 15 years and over and excludes the following people:

- members of the permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from the Census and estimated populations;
- overseas residents in Australia; and
- members of non-Australian defence forces (and their dependants).

5 Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities), and inmates of prisons are excluded from all supplementary surveys.

6 This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded people living in Indigenous communities in very remote parts of Australia.

7 This survey was restricted to employed people aged 15 years and over who were not contributing family workers in their main job.

COVERAGE

8 The estimates in this publication relate to people covered by the survey in November 2009. In the LFS, 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 in the survey. See *Labour Force, Australia* (cat. no. 6202.0) for more details.

SAMPLE SIZE

9 Supplementary surveys are not always conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

10 The LFS sample size in November 2009 was approximately 26% higher than the sample size in November 2008. This is due to reinstated sample that was cut from the Labour Force Survey (LFS) and supplementary surveys from July 2008. Detailed information about the sample reduction/reinstatement is provided in *Information Paper: Labour Force Survey Sample Design, November 2007 (Third edition)* (cat. no. 6269.0).

EXPLANATORY NOTES *continued*

SAMPLE SIZE *continued*

11 The reinstated sample will still be representative, with selections made across all parts of Australia.

12 The initial sample for the November 2009 LFS consisted of 34,360 private dwelling households and special dwelling units. Of the 27,702 private dwelling households and special dwelling units that remained in the survey after sample loss (e.g. households selected in the survey which had no residents in scope for the LFS, vacant or derelict dwellings and dwellings under construction), approximately 26,376 or 95.2% were fully responding to the Forms of Employment survey. The number of completed interviews obtained from these private dwellings and special dwelling units (after taking into account scope, coverage and sub sampling exclusions) was 28,196.

RELIABILITY OF THE ESTIMATES

13 Estimates in this publication are subject to sampling and non-sampling errors:

- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For more information, see the Technical Note.
- Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers and errors made in coding and processing data. These inaccuracies 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 effective processing procedures.

SEASONAL FACTORS

14 The estimates are based on information collected in the survey month, and, due to seasonal factors, may not be representative of other months of the year.

CLASSIFICATIONS USED

15 Country of birth data are classified according to the *Standard Australian Classification of Countries (SACC), 1998* (cat. no. 1269.0).

16 From 2006, occupation data are classified according to the *ANZSCO—Australian and New Zealand Standard Classification of Occupations, First Edition, 2006* (cat. no. 1220.0). This new classification replaces the *ASCO—Australian Standard Classification of Occupations, Second Edition, 1997* (cat. no. 1220.0). Data classified according to the ASCO are available on request.

17 Also from 2006, industry data are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006* (cat. no. 1292.0). This new classification replaces the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (cat. no. 1292.0). Data classified according to the ANZSIC 1993 are available on request.

NOTES ON ESTIMATES

18 People who were away from work during the reference week, were included in the 'Less than 1 hour/no hours' category for the data item 'Hours actually worked in main job'.

EXPLANATORY NOTES *continued*

NOTES ON ESTIMATES

continued

19 Employees are classified as 'With paid leave entitlements' if they said 'yes' to either of the following questions:

- 'Does your employer provide you with paid sick leave?'
- 'Does your employer provide you with paid holiday leave?'

In all other cases, employees are categorised as 'Without paid leave entitlements'.

20 For the data item 'Days of the week usually worked in all jobs', people who reported that they worked from Monday to Friday, inclusive, were categorised as working Monday to Friday. These people may have reported that they also worked on Saturday and Sunday in their job/s. People who reported that the usual days of the week worked varied were categorised only to days varied. A response of days varied could not be provided with any other response.

21 The responses given by multiple jobholders for the data items 'Days of the week usually worked in all jobs', 'Number of days of the week usually worked in all jobs', and 'Whether worked weekdays and/or weekends in all jobs' does not imply that this was their usual pattern of work in each of their jobs, rather this was their total pattern of work in all their jobs.

COMPARABILITY OF TIME SERIES

22 Revisions are made to population benchmarks for the LFS after each five-yearly Census of Population and Housing. The last such revision was made in February 2009 to take account of the results of the 2006 Census of Population and Housing. Estimates from supplementary surveys conducted from and including February 2009 are based on these revised population benchmarks.

23 The survey was redesigned in 2001 to reflect the changes in the Australian labour market that had occurred. This restricted the scope of the survey to people aged 15–69 years. From 2004 onwards, the scope includes all people aged 15 years and over.

24 In 1998 and 2001, people working for payment in kind were excluded from the survey. From 2004 onwards, this group have been included.

25 In November 2008, the Forms of Employment Survey was redeveloped to better capture information of independent contractors, other business operators and employees. The change has resulted in a break in series for employees and users need to exercise caution when comparing data about employees prior to the 2008 publication.

26 The data items 'Status in employment' and 'Employment type in main job' presented in the 2007 Forms of Employment publication are no longer presented in this publication, however are available on request, and have been replaced with 'Form of employment in main job'.

COMPARABILITY WITH MONTHLY LFS STATISTICS

27 Due to differences in the scope and sample size of this supplementary survey and that of the monthly LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

PREVIOUS SURVEYS

28 The Forms of Employment Survey was first conducted in August 1998 then in November 2001, November 2004, November 2006, November 2007 and November 2008. Results of previous surveys on employment arrangements have been published in:

- *Forms of Employment, Australia* (cat. no. 6359.0); and
- *Employment Arrangements, Retirement and Superannuation, Australia* (cat. no. 6361.0).

NEXT SURVEY

29 The ABS plans to conduct this survey again in November 2010.

30 The ABS plans to collect information of people who found their current job through a labour hire firm/employment agency again in November 2011.

EXPLANATORY NOTES *continued*

ACKNOWLEDGEMENT

31 ABS publications draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the *Census and Statistics Act 1905*.

RELATED PUBLICATIONS

32 ABS publications which may be of interest include:

- *Labour Force, Australia* (cat. no. 6202.0);
- *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001);
- *Australian Labour Market Statistics* (cat. no. 6105.0);
- *Employee Earnings, Benefits and Trade Union Membership, Australia* (cat. no. 6310.0);
- *Employee Earnings and Hours, Australia* (cat. no. 6306.0);
- *Employment Arrangements, Retirement and Superannuation, Australia* (cat. no. 6361.0);
- *Locations of Work, Australia* (cat. no. 6275.0);
- *Labour Force Experience, Australia* (cat. no. 6206.0);
- *Labour Mobility, Australia* (cat. no. 6209.0); and
- *Working Time Arrangements, Australia* (cat. no. 6342.0).

33 Current publications and other products released by the ABS are available from the *Statistics Page* on the ABS website. The ABS also issues a daily Release Advice on the website which details products to be released in the week ahead.

APPENDIX 1 FORM OF EMPLOYMENT

OVERVIEW

The November 2008 Forms of Employment Survey (FOES), was redeveloped to better capture information of independent contractors, other business operators and employees.

This change, has resulted in a break in series for employees, and users need to exercise caution when comparing data about employees prior to the 2008 publication with previous releases as data about this population group have changed.

The data items 'Status in employment' and 'Employment type in main job' presented in the 2007 Forms of Employment publication are no longer presented in this publication, however are available on request, and have been replaced with 'Form of employment in main job'.

FORM OF EMPLOYMENT

The following provides an outline of how people are classified in the new 'Form of employment in main job' data item.

People are classified as employees, owner managers of incorporated enterprises (OMIEs) and owner managers of unincorporated enterprises (OMUEs) based on their responses to questions in the monthly Labour Force survey (LFS).

Employees from the LFS are people who:

- work for a public or private employer; and
- receive remuneration in wages, salary, or are paid a retainer fee by their employer and worker on a commission basis, or for tips or piece-rates or payment in kind; or
- operate their own incorporated enterprise with or without hiring employees.

Owner managers of incorporated enterprises from the LFS are people who:

- work in their own incorporated enterprise, that is, a business entity in which is registered as a separate legal entity to its members or owners (also known as a limited liability company).

Owner managers of unincorporated enterprises from the LFS are people who:

- operate their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. This category includes those engaged independently in a trade or profession.

These people from the LFS are then asked questions in the FOES to identify key characteristics of employees, independent contractors and other business operators. The responses to these questions are then used to determine how people are classified as employees, independent contractors and other business operators in the 'Form of employment' data item.

These questions are:

"Do you work as an independent contractor in your job?"

"Do you receive a pay slip/advice?"

"Do you/Does your business invoice or bill clients/employers?"

"Excluding wages and salary, are you able to make drawings from your employer/business?"

APPENDIX 1 FORM OF EMPLOYMENT *continued*

FORM OF EMPLOYMENT
continued

The following decision table, shows how people are classified in the 'Form of employment' data item.

Decision table: Form of employment					
	Whether considered to be independent contractor?	Whether received pay slip/advice?	Whether invoices/bills clients/ employers?	Whether able to make drawings from employer/ business	Result
Employees (excluding OMIEs)	Yes	Yes	Yes		Independent Contractor
			No	Yes	Independent Contractor
				No	Employee
			No	Yes	Independent Contractor
			No		Independent Contractor
	No	Yes			Employee
			No	Yes	Independent Contractor
			No		Employee
Owner managers (OMIEs and OMUEs)	Yes	Yes	Yes		Independent Contractor
			No	Yes	Independent Contractor
				No	Employee
			No	Yes	Independent Contractor
			No		Independent Contractor
	No	Yes	Yes		Other Business Operator
			No	Yes	Other Business Operator
				No	Employee
			No	Yes	Other Business Operator
		No		Other Business Operator	



Sufficient information was obtained from respondents after answering the second or third questions to determine their 'Form of employment', therefore people were not asked these questions to reduce respondent burden.

APPENDIX 1 FORM OF EMPLOYMENT *continued*

COMPARISON WITH
EMPLOYMENT TYPE

The following table, shows a comparison of the data items 'Employment type in main job' and 'Form of employment in main job'.

EMPLOYED PERSONS, Form of employment in main job—By employment type in main job—By sex

Form of employment in main job	EMPLOYEES (excluding OMIEs)			Owner managers of incorporated enterprises	Owner managers of unincorporated enterprises	Total
	With paid leave entitlements	Without paid leave entitlements	Total			
	'000	'000	'000	'000	'000	'000
MALES						
Employees	3 510.2	890.5	4 400.7	7.9	21.4	4 430.0
With paid leave entitlements	3 510.2	—	3 510.2	*4.3	*3.8	3 518.2
Without paid leave entitlements	—	890.5	890.5	*3.6	17.7	911.8
Independent contractors	14.1	64.0	78.1	217.1	476.8	772.1
Business operators	—	—	—	277.6	323.9	601.5
Total	3 524.3	954.5	4 478.8	502.7	822.2	5 803.6
FEMALES						
Employees	3 020.7	1 191.8	4 212.5	7.5	10.9	4 230.9
With paid leave entitlements	3 020.7	—	3 020.7	*3.6	*3.3	3 027.6
Without paid leave entitlements	—	1 191.8	1 191.8	*3.9	7.6	1 203.3
Independent contractors	*6.3	31.4	37.7	50.0	169.3	256.9
Business operators	—	—	—	133.7	239.8	373.5
Total	3 027.0	1 223.2	4 250.2	191.2	420.0	4 861.3
PERSONS						
Employees	6 530.9	2 082.3	8 613.2	15.4	32.3	8 660.9
With paid leave entitlements	6 530.9	—	6 530.9	7.9	*7.0	6 545.9
Without paid leave entitlements	—	2 082.3	2 082.3	7.5	25.3	2 115.1
Independent contractors	20.4	95.4	115.8	267.1	646.1	1 029.0
Business operators	—	—	—	411.3	563.7	975.0
Total	6 551.2	2 177.7	8 728.9	693.9	1 242.1	10 664.9

* estimate has a relative standard error of 25% to 50% and should be used with caution — nil or rounded to zero (including null cells)

The table shows, there were 115,800 employees (excluding OMIEs) from 'Employment type' who were further defined as independent contractors in 'Form of employment' (comprising 78,100 men and 37,700 women). Similarly there were 47,700 owner managers (15,400 OMIEs and 32,300 OMUEs) from 'Employment type' who were further defined as employees in 'Form of employment'.

Of OMIEs, in 'Employment type', 59% were further defined as business operators in 'Form of employment' and a further 38% of OMIEs were further defined as independent contractors. By comparison, under half (45%) of OMUEs in 'Employment type' were further defined as business operators in 'Form of employment', and a further 52% were further defined as independent contractors.

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST

DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Forms of Employment Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items may also be available on request.

The population(s) for a particular data item refers to the person in the survey to whom the data item relates. Where alternative output categories are available for the same data item, these are shown and the data item name is followed by a bracketed numeral (e.g. Country of birth (2)).

For more information about ABS data available on request, contact Labour Market Statistics on Canberra (02) 6252 7206, or by facsimile on (02) 6252 7102, or by email to <labour.statistics@abs.gov.au>.

<i>Population 1</i>	Employed persons
<i>Population 2</i>	Employees
<i>Population 3</i>	Employees with paid leave entitlements
<i>Population 4</i>	Employees without paid leave entitlements
<i>Population 5</i>	Independent contractors
<i>Population 6</i>	Other business operators

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
1 State or territory of usual residence	All
New South Wales	
Victoria	
Queensland	
South Australia	
Western Australia	
Tasmania	
Northern Territory	
Australian Capital Territory	
2 Area of usual residence	All
State capital city	
Balance of state/territory	
3 Region of usual residence	All
Standard labour force dissemination regions	
4 Sex	All
Males	
Females	
5 Marital status	All
Married	
Not married	
6 Relationship in household	All
Family member	
Husband, wife or partner	
With dependants	
Without dependants	
Lone parent	
With dependants	
Without dependants	
Dependent student	
Non-dependent child	
Other family person	
Non-family member	
Lone person	
Not living alone	
Relationship not determined	
7A Country of birth and period of arrival	All
Born in Australia	
Born overseas	
Arrived before 1971	
Arrived 1971–1980	
Arrived 1981–1990	
Arrived 1991–2000	
Arrived 2001 to survey date	
7B Country of birth (1)	All
Born in Australia	
Born overseas	
Born in main English-speaking countries	
Born in other than main English-speaking countries	
7C Country of birth (2)	All
Born in Australia	
Born overseas	
Oceania and Antarctica	
North-West Europe	
Southern and Eastern Europe	
North Africa and the Middle East	
South-East Asia	
North-East Asia	
Southern and Central Asia	
Americas	
Sub-Saharan Africa	

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
8 Age group (years) 15–19 20–24 25–34 35–44 45–54 55–59 60–64 65 and over Note: Age collected in single years	All
9 Whether had any child(ren) under 15 years Had child(ren) under 15 years 1 child 2 children 3 children 4 children 5 children 6 children Did not have children under 15 years	All
10 Full-time or part-time status in main job Full-time workers Part-time workers	All
11 Full-time or part-time status of employment Full-time workers Part-time workers	All
12 Occupation of main job Managers Professionals Technicians and trades workers Community and personal service workers Clerical and administrative workers Sales workers Machinery operators and drivers Labourers	All
13 Industry of main job Agriculture, forestry and fishing Mining Manufacturing Electricity, gas, water and waste services Construction Wholesale trade Retail trade Accommodation and food services Transport, postal and warehousing Information media and telecommunications Financial and insurance services Rental, hiring and real estate services Professional, scientific and technical services Administrative and support services Public administration and safety Education and training Health care and social assistance Arts and recreation services Other services	All

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
14 Hours actually worked in main job Less than 1 hour/no hours 1-14 15-19 20-24 25-29 30-34 35 36-39 40 41-44 45-48 49 or more Note: Collected in single hours	All
15 Hours usually worked in main job Less than 1 hour 1-14 15-19 20-24 25-29 30-34 35 36-39 40 41-44 45-48 49 or more Note: Collected in single hours	All
16 Hours actually worked in all jobs Less than 1 hour/no hours 1-14 15-19 20-24 25-29 30-34 35 36-39 40 41-44 45-48 49 or more Note: Collected in single hours	All
17 Hours usually worked in all jobs Less than 1 hour 1-14 15-19 20-24 25-29 30-34 35 36-39 40 41-44 45-48 49 or more Note: Collected in single hours	All
18 Form of employment in main job Employees With paid leave entitlements Without paid leave entitlements Independent contractors Business operators	All

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
19 Employment type in main job	1
Employees (excluding OMIEs)	
With paid leave entitlements	
Without paid leave entitlements	
Owner managers of incorporated enterprises	
Owner managers of unincorporated enterprises	
20 Status in employment	1
Employees (including OMIEs)	
Employers	
Own account workers	
21 Continuous duration with current employer/business	All
Less than 12 months	
Under 3 months	
3 and under 6 months	
6 and under 12 months	
1–2 years	
3–5 years	
6–9 years	
10–19 years	
20 years and over	
22 Expected future duration with current employer/business	All
Expected to be with current employer/business in 12 months	
Did not expect to be with current employer/business in 12 months	
23 Reason expected duration with current employer/business less than 12 months	All
Changing jobs/seeking other employment	
Return to study/travel/family reasons	
Retiring	
Seasonal/temporary job/fixed contract	
Employer/business closing down/downsizing	
Other	
24 Educational Attendance	All
Was a full-time student	
Was not a full-time student	
Did not know	
25 Whether considered to be an independent contractor in main job	All
Considered to be an independent contractor	
Did not consider to be an independent contractor	
26 Number of employees	5–6
Less than 10	
10–19	
20–99	
100–199	
200 or more	
Note: Collected in single employees.	
27 Whether employment had a set completion date/event	2–4
Had a set completion date	
Had a set completion event	
Did not have a set completion date/event	
28 Length of set employment completion date/event	2–4
Had a set completion date/event	
Less than 12 months	
Under 3 months	
3 and under 6 months	
6 and under 12 months	
1 year	
2 years	
3 years and over	
Did not have a set completion date/event	
29 Whether worked on a fixed-term contract	2–4
Worked on a fixed-term contract	
Did not work on a fixed-term contract	

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
30 Whether expected contract to be renewed	2-4
Whether worked on a fixed-term contract	
Expected contract to be renewed	
Did not expect contract to be renewed	
Did not work on a fixed-term contract	
31 Whether had paid leave entitlements	2-4
With paid leave entitlements	
Without paid leave entitlements	
32 Whether entitled to paid sick leave	2-4
Entitled to paid sick leave	
Not entitled to paid sick leave	
Did not know	
33 Whether entitled to paid holiday leave	2-4
Entitled to paid holiday leave	
Not entitled to paid holiday leave	
Did not know	
34 Whether entitled to paid maternity/paternity leave	2-4
Entitled to paid maternity/paternity leave	
Not entitled to paid maternity/paternity leave	
Did not know	
35 Whether entitled to long service leave	2-4
Entitled to long service leave	
Not entitled to long service leave	
Did not know	
36 Whether considered job to be casual	2-4
Considered job to be casual	
Did not consider job to be casual	
37 Whether usually able to work on more than one active contract	5
Usually able to	
Not usually able to	
38 Whether had more than one active contract for work in reference week	5
Had only one active contract	
Had more than one active contract	
39 Whether contract prevented doing similar work for multiple clients/employers	5
Had only one contract	
Contract did not prevent doing similar work for multiple clients/employers	
Contract prevented doing similar work for multiple clients/employers	
Had more than one contract	
40 Whether able to (sub)contract own work	5
Able to (sub)contract own work	
Was not able to (sub)contract own work	
41 Main reason unable to (sub)contract own work	5
Was not able to (sub)contract own work	
Part of contract/conditions	
Nature of work	
Other	
Able to (sub)contract own work	
42 Whether had authority over own working procedures	5
Had authority over own work	
Did not have authority over own work	

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
43 Who had authority over own working procedures	5
Did not have authority over own work	
Employer/Supervisor/Manager/Foreman	
Business/person contracted to	
Customer	
Business partner	
Board of management/Chairman of the board	
Franchising company	
Government or other regulation/standard	
Other	
Had authority over own work	
44 Whether responsible for organising own workers' compensation	5
Was responsible	
Was not responsible	
45 Whether responsible for organising own liability insurance	5
Was responsible	
Was not responsible	
46 Whether responsible for organising own superannuation contributions	5
Was responsible	
Was not responsible	
47 Whether earnings/income varied from one pay period to the next	All
Earnings/income varied	
Earnings/income did not vary	
48 Whether usually works the same number of hours each week	All
Usually worked the same number of hours	
Did not usually work the same number of hours	
49 Whether usually required to be on call or standby	All
Usually required to be on call or standby	
Not usually required to be on call or standby	
50 Whether had any say in start and finish times	All
Had some say	
Did not have any say	
51 Days of the week usually worked in all jobs	All
Monday–Friday	
Monday	
Tuesday	
Wednesday	
Thursday	
Friday	
Saturday	
Sunday	
Days varied	
Note: Multiple response category. People may appear in more than one category.	
52 Number of days of the week usually worked in all jobs	All
1 day	
2 days	
3 days	
4 days	
5 days	
6 days	
7 days	
53 Whether worked weekdays and/or weekends in all jobs	All
Weekdays only	
Weekends only	
Both weekdays and weekends	

APPENDIX 3 SUPPLEMENTARY SURVEYS

SUPPLEMENTARY SURVEYS

The Monthly Population Survey program and Multi-Purpose Household Survey program collect data on various aspects of the labour force. The following is an historical list of supplementary surveys collected in these programs. Data from these surveys are available on request and can be obtained by contacting the ABS.

	<i>cat. no.</i>	<i>Frequency</i>	<i>Latest issue</i>
Monthly Population Supplementary Surveys			
Childhood Education and Care, Australia	4402.0	Irregular	June 2008 (Reissue)
Child Employment, Australia	6211.0	Irregular	June 2006
Education and Work, Australia	6227.0	Annual	May 2009
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2008
Forms of Employment, Australia	6359.0	Annual	November 2009
Job Search Experience, Australia	6222.0	Annual	July 2009
Labour Force Experience, Australia	6206.0	Biennial	February 2009
Labour Force Status and Other Characteristics of Recent Migrants, Australia	6250.0	Irregular	November 2007
Labour Mobility, Australia	6209.0	Biennial	February 2008
Locations of Work, Australia	6275.0	Irregular	November 2008
Multiple Jobholding, Australia(a)	6216.0	Irregular	August 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2009
Underemployed Workers, Australia	6265.0	Annual	September 2009
Working Time Arrangements, Australia(b)	6342.0	Irregular	November 2006
Multi-Purpose Household Surveys			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2008–2009
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2008–2009
Work-Related Injuries, Australia	6324.0	Irregular	2005–2006

(a) Latest data available on request July 2001.

(b) This product replaces the publication Working Arrangements, Australia (cat. no. 6342.0).

INTRODUCTION

1 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 estimates 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 (SE), 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 (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

2 Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to enable readers to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to as the 'SE model', which is created using data from a number of past Labour Force Surveys. It should be noted that the SE model only gives an approximate value for the SE for any particular estimate, since there is some minor variation between SEs for different estimates of the same size.

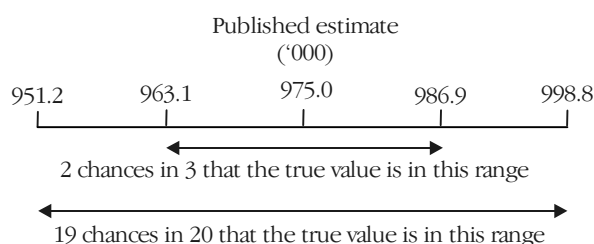
3 The LFS sample size in November 2009, was approximately 26% higher than the sample size in 2008. This is due to the reinstated sample that was cut from the Labour Force Surveys (LFS) and supplementary surveys from July 2008. In combination, the sample reinstatement is expected to decrease the standard errors for estimates from the supplementary surveys by approximately 11% at the broad aggregate level, relative to estimates from 2008 (standard errors will vary at lower aggregate levels). Detailed information about the sample reduction/reinstatement is provided in *Information Paper: Labour Force Survey Sample Design, Nov 2007 (Third edition)* (cat. no. 6269.0).

CALCULATION OF STANDARD ERRORS

4 An example of the calculation and the use of SEs in relation to estimates of people is as follows. Table 2 shows that the estimated number of people in Australia who were other business operators was 975,000. Since this estimate is between 500,000 and 1,000,000, table T1 shows the SE for Australia will be between 8,600 and 12,100 and can be approximated by interpolation using the following general formula:

$$\begin{aligned}
 & SE \text{ of estimate} \\
 &= \text{lower SE} + \left(\left(\frac{\text{size of estimate} - \text{lower estimate}}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{upper SE} - \text{lower SE}) \right) \\
 &= 8,600 + \left(\left(\frac{975,000 - 500,000}{1,000,000 - 500,000} \right) \times (12,100 - 8,600) \right) \\
 &= 11,900 \text{ (rounded to the nearest 100)}
 \end{aligned}$$

5 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 963,100 to 986,900, and about 19 chances in 20 that the value will fall within the range 951,200 to 998,800. This example is illustrated in the diagram below:



CALCULATION OF STANDARD ERRORS *continued*

6 In general, the size of the SE increases as the size of the estimate increases. Conversely, the RSE decreases as the size of the estimate increases. Very small estimates are thus subject to such high RSEs that their value for most practical purposes is unreliable. In the tables in this publication, only estimates with RSEs of 25% or less are considered reliable for most purposes. Estimates with RSEs greater than 25% but less than or equal to 50% are preceded by an asterisk (e.g.*3.4) to indicate that they are subject to high SEs and should be used with caution. Estimates with RSEs of greater than 50%, preceded by a double asterisk (e.g.**0.3), are considered too unreliable for general use and should only be used to aggregate with other estimates to provide derived estimates with RSEs of 25% or less.

PROPORTIONS AND PERCENTAGES

7 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 formulae to approximate the RSE of a proportion is given below. This formulae is only valid when x is a subset of y:

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 - [RSE(y)]^2}$$

8 Considering the example above, of the 975,000 people who were other business operators, 373,500 or 38.3% were women. The SE of 373,500, may be calculated by interpolation as 7,500. To convert this to an RSE we express the SE as a percentage of the estimate, or $7,500/373,500 = 2.0\%$. The SE for 975,000 was calculated previously as 11,900, which converted to an RSE is $11,900/975,000 = 1.2\%$. Applying the above formulae, the RSE of the proportion is:

$$RSE = \sqrt{(2.0)^2 - (1.2)^2} = 1.6\%$$

9 Therefore, the SE for the proportion of women who were other business operators, is 0.6 percentage points ($=38.3/100 \times 1.6$). Therefore, there are about two chances in three that the proportion of women who were business operators is between 37.7% and 38.9% and 19 chances in 20 that the proportion is within the range 37.1% to 39.5%.

10 All other estimates produced from population estimates smaller than the values in T2 have RSEs larger than 25% and should be used with caution. T2 also indicates the size of the population estimates that would produce all other estimates with RSEs greater than 50% are considered too unreliable for general use.

DIFFERENCES

11 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 SEs and the relationship (correlation) between them. An appropriate SE of the difference between two estimates (x-y) may be calculated by the following formulae:

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

12 While this formulae 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.

TECHNICAL NOTE DATA QUALITY *continued*

STANDARD ERRORS

T1 STANDARD ERRORS OF ESTIMATES

Size of estimate (persons)	AUST.									SE	RSE
	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT			
	no.	no.	no.	no.	no.	no.	no.	no.	no.		
100	300	290	230	180	220	110	80	100	110	110.0	
200	410	390	330	240	300	160	120	170	200	100.0	
300	480	460	400	290	350	200	150	220	270	90.0	
500	600	560	520	350	430	240	200	280	390	78.0	
700	680	640	600	400	490	280	230	310	500	71.4	
1,000	790	730	700	460	560	320	270	350	630	63.0	
1,500	930	850	830	540	660	370	310	370	800	53.3	
2,000	1 040	950	940	600	740	410	350	400	950	47.5	
2,500	1 150	1 050	1 000	650	800	450	400	400	1 050	42.0	
3,000	1 200	1 100	1 100	700	850	450	400	450	1 200	40.0	
3,500	1 300	1 200	1 150	750	900	500	400	450	1 300	37.1	
4,000	1 350	1 250	1 200	800	950	500	450	500	1 350	33.8	
5,000	1 500	1 350	1 300	850	1 050	550	500	550	1 500	30.0	
7,000	1 700	1 550	1 450	950	1 150	600	600	600	1 750	25.0	
10,000	1 900	1 750	1 650	1 100	1 350	700	750	700	2 050	20.5	
15,000	2 250	2 050	1 850	1 250	1 550	850	1 000	850	2 400	16.0	
20,000	2 500	2 250	2 050	1 350	1 700	1 000	1 300	1 000	2 650	13.3	
30,000	2 900	2 600	2 300	1 600	1 950	1 300	1 800	1 300	3 000	10.0	
40,000	3 200	2 900	2 600	1 850	2 150	1 550	2 250	1 500	3 250	8.1	
50,000	3 450	3 150	2 800	2 050	2 400	1 750	2 700	1 700	3 500	7.0	
100,000	4 400	4 100	3 850	3 100	3 500	2 500	4 700	2 300	4 400	4.4	
150,000	5 200	5 000	4 750	4 000	4 600	2 950	6 500	2 600	5 150	3.4	
200,000	5 950	5 800	5 550	4 650	5 550	3 300	8 100	2 750	5 750	2.9	
300,000	7 500	7 450	7 050	5 750	6 950	3 800	11 050	2 850	6 850	2.3	
500,000	10 500	10 350	9 500	7 200	8 850	4 350	..	2 900	8 600	1.7	
1,000,000	15 550	15 750	13 600	9 200	11 300	5 000	..	..	12 100	1.2
2,000,000	20 950	23 250	18 300	10 900	13 100	..	..	..	17 550	0.9
5,000,000	26 700	37 200	24 650	12 300	13 650	..	..	..	29 350	0.6
10,000,000	28 650	51 300	28 850	..	..	..	..	..	39 150	0.4
15,000,000	..	..	..	..	..	..	..	..	44 150	0.3

.. not applicable

T2 LEVELS AT WHICH ESTIMATES HAVE A RELATIVE STANDARD ERRORS OF 25% AND 50%(a)

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
	no.	no.	no.	no.	no.	no.	no.	no.	no.
RSE of 25%	6 600	5 700	5 400	2 700	3 700	1 500	1 100	1 500	7 200
RSE of 50%	2 100	1 900	1 800	900	1 200	500	300	600	1 800

(a) Refers to the number of people contributing to the estimate.

GLOSSARY

Considered job to be casual	Employees who considered their job to be casual, regardless of any entitlements that they may receive.
Continuous duration with current employer/business	The length of the current period of employment people had with their employer or in their own business. The length of time includes periods of paid leave, unpaid leave or strike.
Drawings	Drawings are where the owner of a business withdraws money from the business for their personal use, or where an employee withdraws money from their employer for their personal use.
Employed	<p>People aged 15 years and over who, during the reference week:</p> <ul style="list-style-type: none">■ worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or■ were employees who had a job but were not at work and were:<ul style="list-style-type: none">■ away from work for less than four weeks up to the end of the reference week; or■ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or■ away from work as a standard work or shift arrangement; or■ on strike or locked out; or■ on workers' compensation and expected to return to their job; or■ were employers or own account workers who had a job, business or farm, but were not at work. <p>Contributing family workers in their main job were excluded from the Forms of Employment Survey.</p>
Employees	<p>From November 2008 the Forms of Employment Survey definition of employees differs from the definition used in the Labour Force Survey, other household surveys (including earlier FOES), and employer surveys.</p> <p><i>Forms of Employment Survey (from November 2008).</i> Employees are people who work for a public or private employer and receive remuneration in wages or salary. Employees are engaged under a contract of service (an employment contract) and take directions from their employer/supervisor/manager/foreman on how the work is performed.</p> <p><i>Labour Force Survey and other household surveys (including FOES prior to 2008).</i> Employees are people who:</p> <ul style="list-style-type: none">■ worked for a public or private employer; and■ received remuneration in wages, salary, or are paid a retainer fee by their employer and worked on a commission basis, or for tips or piece-rates or payment in kind; or■ operated their own incorporated enterprise with or without hiring employees. <p><i>Employer surveys.</i> Employees are wage and salary earners who received pay for any part of the reference period.</p>
Fixed-term contract	A contract of employment which specifies that the employment will be terminated on a particular date/event.

GLOSSARY *continued*

Form of employment	Classifies employed people according to the following category groups on the basis of their main job (that is, the job in which the most hours were usually worked): <ul style="list-style-type: none">■ Employees;<ul style="list-style-type: none">■ With paid leave entitlements;■ Without paid leave entitlements;■ Independent contractors; or■ Other business operators.
Full-time workers in main job	Employed people who usually worked 35 hours or more a week (in their main job) and others who, although usually worked less than 35 hours a week, worked 35 hours or more during the reference week.
Holiday leave	Provision by an employer of paid holiday, vacation or recreation leave.
Hours usually worked	The number of hours usually worked in a week.
Hours worked	The number of hours actually worked during the reference week.
Independent contractors	Independent contractors are people who operate their own business and who contract to perform services for others without having the legal status of an employee, i.e. people who are engaged by a client, rather than an employer. Independent contractors are engaged under a contract for services (a commercial contract), whereas employees are engaged under a contract of service (an employment contract). Independent contractors' employment may take a variety of forms, for example, they may have a direct relationship with a client or work through an intermediary. Independent contractors may have employees, however they spend most of their time directly engaged with clients or on client tasks, rather than managing their staff.
Industry	An industry is a group of businesses or organisations that undertake similar economic activities to produce goods and services. In this publication, industry of main job refers to ANZSIC Division as classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006</i> (cat. no. 1292.0).
Long service leave	Provision by an employer or industry body of paid long service leave.
Main English-speaking countries	The list of main English-speaking countries provided here is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received, significant numbers of overseas settlers who are likely to speak English. These countries comprise the United Kingdom, the Republic of Ireland, New Zealand, Canada, South Africa and the United States of America.
Main job	The job in which the most hours were usually worked.

GLOSSARY *continued*

Maternity/paternity leave	The provision by an employer of paid maternity/paternity leave.
Occupation	An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication, occupation refers to Major Group as defined by the <i>ANZSCO—Australian and New Zealand Standard Classification of Occupations, First Edition, 2006</i> (cat. no. 1220.0).
Other business operators	People who operate their own business, with or without employees, but who are not operating as independent contractors. Other business operators are distinguished from independent contractors in that they generally generate their income from managing their staff or from selling goods or services to the public, rather than providing a labour service directly to a client. Other business operators spend little time working on client tasks with most of their time spent on managing their employees and/or business.
Part-time workers in main job	Employed people who usually worked less than 35 hours a week (in their main job) and who did so during the reference week.
Reference week	The week preceeding the week in which the interview was conducted.
Sick leave	Provision by an employer of paid sick leave.
With paid leave entitlements	Employees who were entitled to either paid holiday leave or paid sick leave (or both) in their main job. For more information see paragraph 19 of the Explanatory Notes.
Without paid leave entitlements	Employees who were not entitled to either paid holiday leave or paid sick leave, or did not know whether they were entitled to paid holiday leave or paid sick leave in their main job. For more information, see paragraph 19 of the Explanatory Notes.
Worked on a fixed-term contract	Employees with a contract of employment which specifies that the employment will be terminated on a particular date/event.

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