

**Information Paper**

**Information Paper: ABS  
Labour Market Statistics**

**Australia**

**2003**



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AUSTRALIAN BUREAU OF STATISTICS

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## **INFORMATION PAPER: ABS LABOUR MARKET STATISTICS, AUSTRALIA (cat. no. 6106.0.55.001)**

### **Introduction**

1 ABS labour market statistics are used to assist and encourage informed decision-making, research and discussion on a wide range of issues. These statistics form part of the wide range of ABS social and economic statistics that describe the economic and social circumstances of members of the community, and measure the performance of the economy.

2 This Information Paper provides an overview of the extent and detail of ABS labour market statistics. It outlines a number of key issues underpinning the ABS labour statistics program and provides a stocktake of the major currently available ABS data sources relevant to those issues. Attachment 1 describes the range of data available from the main labour-related household and business surveys.

### **Labour Statistics Program**

3 The labour statistics program provides high quality, relevant and timely information on the composition and characteristics of the labour force, operations of the labour market, labour costs, earnings and other conditions of employment. The program also provides information on a variety of population groups which are of special interest: men and women, lone parents, people with disabilities, migrants, older people, younger people, Indigenous Australians, and families with dependent children.

4 The main surveys in the labour statistics program are:

- Labour Force Survey (LFS) - monthly
- LFS supplementary surveys
- Average Weekly Earnings Survey - quarterly
- Labour Cost Index Survey - quarterly
- Employment and Earnings (Public Sector) Survey - quarterly
- Job Vacancies Survey - quarterly
- Industrial Disputes collection - monthly
- Employee Earnings and Hours Survey - biennial (latest in May 2002)
- Major Labour Costs Survey - 6 yearly (next survey in respect of 2002-03)
- Employment Arrangements and Superannuation Survey - 6 yearly

5 The program is also responsible for ensuring that information on labour force and related characteristics of the population are collected in other surveys and data collections, such as the General Social Survey, health and disability surveys, household income and expenditure surveys, and the five-yearly Census of Population and Housing.

## Key Labour Market Issues and Data Sources

6 Over recent decades significant economic and social changes have altered the way in which work is organised and carried out. There have been major changes in the operation and structure of the Australian labour market in terms of pay and other employment conditions, and in the ways these are set. Some of these changes have been reflected in the rapid growth in part-time and casual employment, and the emergence of different employment and working arrangements.

7 The key labour market issues discussed below are: Ageing of the labour force; Labour underutilisation; Changing workplace relations environment; Economic growth and higher productivity; Changing nature of work; Quality of employment; Remuneration; Pathways to work; Jobless households; Regional and rural labour market statistics; and Labour market participation of Aboriginal and Torres Strait Islander Australians.

### (i) Ageing of the labour force

8 There is a growing economic and social policy interest in the 'ageing' of the labour force. Australia is undergoing extensive demographic change as a result of the high birthrates between 1946 and 1965 (the 'baby-boom' period), and is projected to undergo further change as a result of current low fertility rates. Demographic projections indicate that population growth will slow and the proportion of older people in the population will increase. As a consequence, the rate of growth of the labour force will also decline.

9 A significant issue for the future is the changing balance between the working and non-working sections of the population as the population ages and as increasing proportions move into retirement. The decreasing participation in the labour force of Australians over 45 years of age has significant implications for labour market programs and retirement and income support policies. A high priority of the Commonwealth government will be to achieve economic growth to fund the increase in government services for an ageing population, with a particular focus on increasing labour force participation and labour productivity.

### *Labour force participation of older people*

10 Mature-age workers (those aged 45 years and over) currently make up almost a third of the labour force. The recent Intergenerational Report and subsequent discussions by senior government ministers identified the retention of older workers in the labour force as a potential solution to the problem of Australia's ageing population.

11 Yet over the last 30 years the labour force participation of older Australians has been decreasing, particularly for men over 45 years of age. Labour force participation of women has risen substantially over the last 50 years, but the labour force participation of women at near retirement age is still much lower than that of men. In 2002, women aged 55-59 had a labour force participation rate of 51%, compared with 72% for men, while for those aged 60-64 the rates were 24% and 47%, respectively.

#### *Retirement and other reasons for reduced participation in the labour force*

12 For the most part, withdrawal from full-time work can be linked to retirement from the labour force. However, some older workers leave the labour force, either temporarily or permanently, because of disability or ill health, or to care for another person, or as a result of retrenchment. While the unemployment rate of older people is relatively low, older people engaged in job search activities may experience less success than younger jobseekers, and be more likely to withdraw from the labour market.

13 Some of the factors which have influenced the changes in the labour force participation of the pre-retirement age group include the increased availability of non-labour sources of income, such as government benefits and superannuation, and changed attitudes in general to work and leisure.

#### *ABS data sources:*

Labour Force Projections, Australia, 1999 to 2016  
Labour Force Survey  
Population Projections, Australia, 1999 - 2101  
Employment Arrangements and Superannuation Survey  
Job Search Experience Survey  
Persons Not in the Labour Force Survey  
Retirement and Retirement Intentions Survey

#### (ii) Labour underutilisation

14 The extent to which the available supply of labour is utilised is an important social and economic issue. The number of unemployed persons and the unemployment rate are widely used as measures of underutilised labour resources. Other groups of people whose labour market aspirations for work (or more work) are not being satisfied include underemployed workers and discouraged jobseekers. The ABS has recently developed a set of measures of labour underutilisation which supplement the information on the unemployed.

#### *Unemployment*

15 Unemployment, particularly long-term unemployment, involves costs to the individual, the economy and the community. At the individual level, people who are unemployed experience reduced incomes and may be at greater risk of

experiencing depression and ill health. Furthermore, the burden of unemployment is unequally distributed as it tends to be concentrated within particular regions and amongst particular population groups, such as recent migrants, young people and Indigenous Australians.

16 The official unemployment rate is widely used as a measure of underutilised labour resources in the economy, and as a key indicator of the economy's performance. Since the early 1980s the unemployment rate has been consistently higher than in the 1960s and 1970s. Despite the general decline in the unemployment rate since the recession of the early 1990s, the rate appears to have stabilised at around 6 to 7 per cent. Some analysts have suggested that reducing the unemployment rate much below the current level, without causing higher inflation, poses a significant challenge for policymakers.

#### *Long-term unemployment*

17 Some people experience great difficulties in getting a job and may remain unemployed for long periods of time. Furthermore, the likelihood of remaining unemployed increases with the duration of unemployment. Long-term unemployment is associated with a loss of skills and on-the-job training, a reduced intensity of job search, and a reluctance by employers to hire. The long-term unemployed and their families may be at risk of poverty and of welfare dependence.

#### *Underemployment*

18 Underemployment, which generally refers to part-time workers who want (and are available for) more hours of work, represents labour resources which are underutilised. There is a strong correlation between movements in unemployment and underemployment over the economic cycle. There were 521,100 people who worked part-time and wanted more hours of work and were available to start more work in September 2001. The majority (61%) were female, reflecting the fact that more women than men are in part-time employment.

#### *ABS data sources:*

Labour Force Survey  
Underemployed Workers Survey  
Persons Not in the Labour Force Survey  
Measures of Labour Underutilisation  
Job Search Experience Survey  
Retrenchment and Redundancy Survey  
Job Vacancies Survey  
Census of Population and Housing  
Indigenous Social Survey  
National Health Survey



### (iii) Changing workplace relations environment

19 Recent changes to Australia's industrial relations system have led to increased diversity in employment arrangements, work practices, and wage outcomes, and has changed the roles of government, employers and trade unions in setting remuneration and other working conditions. Changes to institutional arrangements to allow greater labour market flexibility are an important element of the micro-economic policy reforms and may have contributed to the recent strong growth in labour productivity and real wages.

#### *Awards and agreements*

20 Recent years have seen a move away from the centralised system of awards towards agreements at the enterprise, workplace and individual levels. Localised agreement-making processes may present opportunities for both employers and employees to reach mutually beneficial agreements. Nevertheless, the system of awards still directly determines the wage outcomes for over one-fifth of all employees, and indirectly for other employees as awards provide a benchmark for remuneration levels within other types of agreements. The impact of 'safety net review' wage increases on aggregate wages growth, employment and inflation is a key issue and is closely monitored by government and other analysts.

#### *Industrial disputation*

21 Industrial disputes may occur when employers and employees disagree about wages or other working conditions. Industrial disputation is of interest because of the costs involved for employers (such as loss of productivity), employees (loss of wages, and, possibly, jobs), and the government (the effect on the economy). Over the past three decades there has been an overall decline in the number of disputes. In 2001, industrial disputation declined to historically low levels, with 393,000 working days lost, compared to a figure of 928,000 five years earlier.

#### *ABS data sources:*

Employee Earnings and Hours Survey  
Industrial Disputes Collection  
Employee Earnings, Benefits and Trade Union Membership Survey

### (iv) Economic growth and higher productivity

22 The general health of the economy has an important bearing on labour market outcomes. Sustained strong economic growth contributes to growth in the demand for labour. Nevertheless, recent experience has shown that economic growth alone may not solve the problems of unemployment and underemployment.

23 Australia's strong economic growth performance during the 1990s was characterised by strong growth in both labour utilisation and productivity. Increased productivity indicates an increase in a nation's output over and above that explained

by growth in inputs into production. Small changes in productivity growth can make a significant difference to living standards if they are sustained for extended periods. Achieving high labour productivity growth is a key objective of government economic and labour market policies. Some factors that possibly explain Australia's strong productivity growth during the 1990s include micro-economic reforms, improvements in the education and skill level of the labour force, greater labour market flexibility, and the rapid uptake of information and communication technologies.

#### *ABS data sources*

Labour Force Survey

Job Vacancies Survey

Labour Cost Index Survey

Employee Earnings, Benefits and Trade Union Membership Survey

Employment and Earnings Survey

Australian National Accounts

#### (v) Changing nature of work

24 Australian workplaces continue to change, raising important issues for labour market analysts and for the assessment of well-being. There has been a significant increase in the extent of part-time and casual work, more flexible working time patterns, and an increasing diversity of working arrangements such as self-employed contractors, fixed-term contracts and labour hire employees. The increase in casual, contract and part-time work may provide individuals with more flexibility in balancing work, family and study commitments, but may also affect people's capacity to ensure their own and their family's financial security.

#### *Part-time employment*

25 The increase in the number and proportion of part-time workers (those workers who usually work less than 35 hours a week) over recent decades is largely associated with the growth of the service sector, the deregulation of the workplace and the introduction of new technologies. The proportion of employed people working part-time has grown from 22% in 1991 to 27% in 2001. Female workers account for the majority (71% in August 2002) of part-time workers. For many women this may be a means of balancing work and family life. For younger people, part-time work allows them to combine their continuing education with employment.

#### *Casual employment*

26 The last two decades have seen strong growth in casual employment. One measure of the number of casual workers is the number of employees who are not entitled to paid holiday leave or paid sick leave (and who receive a 'casual' loading to compensate for not having these benefits).

27 Casual employment may offer advantages to both employers and employees. It can potentially provide employees, such as women and younger people, with more flexible working arrangements which allow them to balance work and family life or study. Casual employment may also be associated with insecure jobs and potentially unfavourable employment conditions.

28 Casual employees tend to work in lower skilled occupations, and in seasonal industries. The proportion of male employees who were casual employees almost doubled in ten years, from 13% in 1991 to 24% in 2001. Over the same period, the proportion of female employees working under these arrangements increased from 28% to 31%.

*ABS data sources:*

Labour Force Survey  
Employment Arrangements and Superannuation Survey  
Employee Earnings, Benefits and Trade Union Membership Survey  
Forms of Employment Survey  
Working Arrangements Survey  
Labour Mobility Survey  
Locations of Work Survey  
Multiple Job Holders Survey

#### (vi) Quality of employment

29 The quality of employment for workers includes factors such as pay, hours of work, job security and work/life balance. For example, some part-time workers may want to work more hours, while full-time workers may work very long hours (with a resultant deterioration in their health and quality of life). Other workers may receive low remuneration, have inadequate job security or have their skills not fully utilised. Some working conditions may lead to higher risks of work related injuries. 'Family-friendly' provisions, such as part-time work, flexible working hours and provision of parental leave, are associated with higher job satisfaction for employees, and may provide lower absenteeism and higher productivity benefits to employers.

*Hours of work*

30 Recent decades have seen a trend away from people working in full-time jobs during daytime weekday hours towards more diverse patterns of working time arrangements. As well as the increased number of people working part-time, the average weekly hours worked by full-time workers has also increased. One in four part-time workers (25%) preferred to work more hours in August 2002, compared with 13% in August 1982. Almost one in four full-time workers worked 50 hours or more in 2002, compared with 20% in 1982.

### *Parental leave*

31 There has been increasing concern expressed about the balance between work and family life. The case for a national system of paid maternity leave is currently being debated in Australia. Of related interest is the concern about how soon women are returning to work after having a baby. Paid maternity leave is also viewed by some as a means of halting the decline in Australia's fertility rate.

### *Child care*

32 Balancing work and family responsibilities may require parents with young children to either make alternative child care arrangements, or organise their working arrangements to accommodate them. The availability and affordability of child care has had a major influence on the labour force participation of workers with family responsibilities. Work-related reasons, such as parents' participation in employment, education and training, were given by parents as the main reason for using child care for 42% of children aged under 5 years who were in child care, and over half of children (55%) aged 5 to 11 years in child care in 1999. Alternative working arrangements to balance work and family responsibilities may include permanent part-time work, flexible working hours, working from home, and partners working different hours.

### *ABS data sources:*

Labour Force Survey  
Career Experience Survey  
Child Care Survey  
Employee Earnings, Benefits and Trade Union Membership Survey  
Employment Arrangements and Superannuation Survey  
Family Characteristics Survey  
Locations of Work Survey  
Underemployed Workers Survey  
Forms of Employment Survey  
Persons Not in the Labour Force Survey  
Working Arrangements Survey  
Work Related Injuries Survey

### (vii) Remuneration

33 Remuneration received from work, as wages and salaries or income from self-employment, is a major source of income for many families. Wages and salaries also represent a significant cost to employers. The level of remuneration paid to workers and the extent of inequality in the distribution of earnings are important issues for government, employers and employees. In August 2002 average weekly total earnings for full-time adult employees were \$905, compared with \$617 in August 1992.

### *Male-female earnings*

34 Overall, women earn less than men. In May 2002, average weekly earnings of female employees was two-thirds of the earnings of male employees. However, much of the gap between male and female earnings is due to factors such as the high proportion of women who work part-time, the types of jobs performed, the incidence of overtime, differences in hours worked, differences in levels of educational attainment, and the fact that women's working lives are often interrupted by family commitments. A comparison of full-time adult ordinary time earnings in 2000 reveals that, on average, women earn about 15% less than men.

### *Widening of earnings distribution*

35 The trend towards increasing inequality in the distribution of wage and salary earnings of employees has been evident for some time. The extent of inequality in the distribution of earnings is an important issue because it has potentially important social and economic consequences for the community as a whole, and especially for those groups that are most disadvantaged.

### *Salary sacrifice and other emerging forms of remuneration*

36 Salary packaging, featuring a combination of base pay and performance-related payments, received in cash and other forms, is becoming a more common feature of remuneration packages in a wide range of industries, particularly in more highly paid occupations. Salary sacrifice arrangements, whereby part of an employee's pre-tax cash salary is foregone in favour of receiving non-cash benefits of a similar value, now form part of the remuneration arrangements for over one in eight employees, and one in three managerial employees.

### *Wage costs*

37 Wages are a major cost of production. Changes in the level of wages flow through to the price of outputs, and so play a key role in determining the general level of prices in the economy and Australia's international competitiveness. The level of wages is also a major determinant of labour demand, with higher wages being associated with lower demand for labour.

### *ABS data sources:*

Employee Earnings, Benefits and Trade Union Membership Survey  
Employee Earnings and Hours Survey  
Major Labour Costs Survey  
Average Weekly Earnings Survey  
Labour Cost Index Survey  
Employment and Earnings Survey

## (viii) Pathways to work

### *Transition from education to work*

38 For young people, the years in which they move from education to work are an important time for choosing a career and gaining and developing skills. The success of younger people in achieving good employment outcomes relies on a variety of factors, one of the most important being their level of educational attainment. Young people with low levels of educational attainment are generally less successful in finding stable work and are more at risk of being unemployed.

### *Youth unemployment*

39 Youth unemployment is a major issue for the government, policy makers and the community. Unemployment among young people is of particular concern because of the effect it can have on their future and because of the likelihood that it may lead to long-term unemployment.

### *How people find work*

40 Searching for work is an activity undertaken by many people in a variety of circumstances. While some people may be looking for their first job, others may be looking to regain employment or be looking for a different job. There are numerous ways to search for work, ranging from registering with an employment agency to directly approaching potential employers. In July 2000, almost one-third of people (32%) who found work in the previous year got their job by obtaining knowledge that work was available from friends, relatives or company contacts.

### *ABS data sources:*

Labour Force Survey  
Education and Work Survey  
Job Search Experience Survey  
Employment and Unemployment Patterns Survey

## (ix) Jobless households

41 Almost one in five children (18%) live in households where no parent is in employment. Many of these children are in households where the parent(s) were not in the labour force. For those children whose parents remain unemployed or out of the labour force for a considerable period of time there is concern that they will grow up in households where welfare benefits are the main source of income. There is some evidence that the problem of welfare dependence in adulthood is increased for children who grow up with parents receiving income support. Recent discussion has focused on a combination of improved work incentives, increased administrative requirements on income support recipients who have a capacity to work, and individualised service delivery to job seekers to increase movements from welfare to work.

*ABS data sources:*

Census of Population and Housing  
Labour Force Survey

(x) Regional and rural labour market statistics

42 The increasing focus on social and economic inequality and disadvantage related specifically to where people live is reflected in a demand for more detailed information about rural and regional issues. For example, unemployment, or changes in occupation and industry structures, tend to be concentrated in particular areas. These areas may be more reliant on single industries to maintain employment levels, population numbers and social infrastructure. Some regional towns built around specific industries may not offer the variety of job opportunities available in urban areas with the result that young people may leave these towns.

43 There has been a continuing demand expressed by major State and Territory departments and agencies for labour market information for sub-State and regional areas. There is also a demand for regional data from specific household surveys, and for a more integrated set of economic and social data for rural and regional areas.

*ABS data sources:*

Census of Population and Housing  
Labour Force Survey

(xi) Labour market participation of Aboriginal and Torres Strait Islander  
Australians

44 The employment opportunities and levels of unemployment of Indigenous people are issues of considerable political and social concern. The relatively poor employment outcomes of Indigenous people may reflect the lower levels of educational qualifications held by Indigenous people and their disadvantage in a range of other areas of life. When compared with the rest of Australia's population, the Indigenous population has a lower employment to population ratio, a considerably higher unemployment rate and a lower labour force participation rate.

*ABS data sources:*

Census of Population and Housing  
Labour Force Survey  
National Health Survey  
Indigenous Social Survey

(xii) Voluntary/Unpaid work

45 Voluntary work makes an important contribution to national life and to a wide range of non-profit organisations. As well as the economic value of the services provided by volunteers, there is considerable interest in the role of volunteers in meeting needs within the community and helping to develop and reinforce social networks and cohesion. In 2000, 4.4 million volunteers performed a total of 704.1 million hours of voluntary work, at an average of 3.1 hours per volunteer each week.

*ABS data sources:*

Survey of Voluntary Work  
Work in Selected Culture and Leisure Activities

Labour and Education Branch  
Australian Bureau of Statistics  
February 2003



## **LABOUR MARKET STATISTICS**

A range of surveys are used to provide a picture of the Australian labour market. Some surveys collect information from households while others collect information from businesses.

The Labour Force Survey and its labour-related supplementary topics, other household surveys and the Census of Population and Housing are the primary sources of labour statistics about people. In addition to information about current and previous labour force participation, information collected also includes demographic data such as age, sex, family status and country of birth. Labour statistics collected about people provide insight into the supply of labour to the Australian labour market.

Labour-related business surveys are the primary source of data on labour costs, earnings, jobs and job vacancies, all of which provide insight into the demand for labour in the Australian labour market.

Labour statistics contain information about a wide range of topics: the economically active population, including statistics of employment, unemployment and underemployment; average earnings and hours of work; wage structures and distributions; labour costs; occupational injuries and diseases; industrial disputes; and labour productivity.

Additionally, most social surveys collect data on the labour force status of persons as an explanatory variable. The General Social Survey (GSS) and Indigenous Social Survey (ISS) have a special role in examining linkages and interrelationships of a wide range of variables.

### **LABOUR-RELATED HOUSEHOLD SURVEYS**

Labour Force Survey

Labour Force Supplementary Surveys:

- Career Experience
- Education and Work
- Employee Earnings, Benefits and Trade Union Membership
- Forms of Employment
- Labour Force Experience
- Labour Force Status and Other Characteristics of Migrants
- Labour Mobility
- Locations of Work
- Multiple Job Holders
- Persons Not in the Labour Force
- Retirement and Retirement Intentions
- Retrenchment and Redundancy
- Underemployed Workers
- Working Arrangements
- Work Related Injuries

Employment and Unemployment Patterns, Survey of  
Employment Arrangements and Superannuation, Survey of

## **LABOUR-RELATED BUSINESS SURVEYS**

Average Weekly Earnings, Survey of  
Employee Earnings and Hours, Survey of  
Employment and Earnings, Survey of  
Industrial Disputes Collection  
Job Vacancies Survey  
Labour Cost Index Survey (Wage Cost Index)  
Major Labour Costs Survey

## **OTHER SURVEYS**

Child Care  
Voluntary Work  
Work in Selected Culture and Leisure Activities

## **CENSUS OF POPULATION AND HOUSING**

Census of Population and Housing

## LABOUR FORCE SURVEY

### Topic Description

The purpose of the Labour Force Survey is to provide timely information on the labour market activity of the usually resident civilian population of Australia aged 15 and over. The statistics of most interest each month are the estimates of the number of employed and unemployed people, the unemployment rate and the labour force participation rate. The rate of change in the number of persons employed is a key indicator of the pace of economic growth. The unemployment rate (the percentage of the labour force which is unemployed) is the main measure of unutilised labour, and the participation rate (the percentage of the population in the labour force) reflects changes in total labour availability.

### Frequency

The ABS has conducted the household Labour Force Survey since 1960. The survey was undertaken on a quarterly basis before February 1978 and has been conducted monthly since then. The design of the survey has remained broadly the same since its introduction, but is regularly updated to ensure that it is the most appropriate for the provision of accurate labour force statistics.

### Range of Data Collected

The survey contains the following information.

#### *Socio-demographic information*

Sex, age, marital status, relationship in household, family, geographic regional, participation in school and tertiary education, birthplace, year of arrival in Australia and Indigenous status.

#### *Persons in the labour force*

Labour force status, unemployment rate, participation rate and gross monthly changes (flows) in labour force status.

#### *Persons employed*

Status in employment in main job, full-time or part-time status, usual and actual hours worked in all jobs, job tenure, underemployment, actual hours worked in main job, preference for working more hours, reason for working less than 35 hours in the reference week, and occupation and industry in main job. Data on occupation, industry, status in employment, and underemployment, are collected in the months February, May, August and November only.

#### *Persons unemployed*

Whether looking for full-time or part-time work, reason for ceasing last job, industry and occupation of last job, duration of unemployment, active steps taken to find work, and whether looking for first job.

#### *Persons not in the labour force*

Whether looking for work (actively, not actively); marginal attachment to the labour force; permanently unable to work; in institutions.

Seasonally adjusted and trend (smoothed seasonally adjusted) data are available for selected series (labour force status, industry of employment, and long term unemployed).

### Dissemination

Publication. ABS cat. no. 6202.0 (preliminary) and 6203.0 (final)

ABS cat. no. 6202.0.40.001 (Labour Force, Teenage Employment and Unemployment, Australia, Preliminary - Data Report)

## **CAREER EXPERIENCE**

### **Topic Description**

The Career Experience household survey provides detailed information on the career experience of employees. Data collected in the survey are used in the formulation and monitoring of policy relating to workplace flexibility, barriers to career development, and workers with family responsibilities.

### **Frequency**

This survey was conducted in February 1993 and November 1996 and 1998. It is next scheduled for November 2002.

### **Range of Data Collected**

The main populations of interest are employees (excluding those aged 15-20 who are still attending school), and employees with children under 12 years of age. Estimates are produced on an original basis (i.e. not seasonally adjusted) only and include:

#### *Socio-demographic information*

Sex, age, marital status, relationship in household, family, geographic region, educational attainment, birthplace and year of arrival in Australia.

#### *Employees*

Employment characteristics (industry, occupation, sector, full-time/part-time status, permanent/casual status); hours worked in reference week; usual weekly earnings; size of employees workplace; changes in jobs held with current employer over previous 12 months (promotions, transfers, changes in duties, level of responsibility, and locations of work); duration of employment and expected future duration of employment with current employer; types of training received/supported by current employer; age of youngest child; and whether had a break from work of six months or more.

#### *Employees with children aged under 12 years*

Use of formal child-care; if not using formal child-care - type of child-care used, and number of employees in household.

#### *Employees with children aged under 6 years*

Whether took break from work when youngest child was born, and if so details of that break (duration and type of leave taken).

### **Dissemination**

Publication. ABS cat. no. 6254.0

## **EDUCATION AND WORK**

### **Topic Description**

This topic provides a range of key indicators relating to the educational participation and attainment of the population aged 15-64 years, along with data on their labour force characteristics. The annual time series allows for ongoing monitoring and provides a link with the more detailed range of educational indicators available from the less-regular Surveys of Education and Training.

### **Frequency**

The survey is conducted in May each year.

### **Range of Data Collected**

The main population of interest are all persons aged 15-64 years, excluding institutionalised persons, and persons permanently unable to work. Estimates include:

#### *Socio-demographic information*

Sex, age, marital status, relationship in household, family, geographic regional, participation in school and tertiary education, birthplace and year of arrival in Australia.

#### *All persons*

Labour force status; and for persons working, details of current job including full-time or part-time status, status in employment, occupation, and industry.

#### *Attendance at an educational institution*

Level of education of study, main field of education of study, status of course of study, type of attendance, type of institution, labour force status.

#### *Educational attainment*

Level of highest educational attainment, level of highest non-school qualification, level of highest school attainment, main field of highest educational attainment, year completed highest non-school qualification, number of non-school qualifications obtained.

#### *Starters*

Persons who were not enrolled in a course of study leading to a qualification in the previous year and are currently enrolled in a course of study in the reference period, and level and main field of education of current study leading to a qualification.

#### *Leavers*

Persons who were enrolled in a course of study in the previous year and are not currently enrolled in a course of study, level and main field of education of study in previous year leading to a qualification, age at time of leaving full-time education, period in year of leaving full-time education, current study arrangements, and main reason left full-time education.

#### *Apprentices*

Apprenticeship status, year of apprenticeship, field of trade, and sector of employee (public/private).

### **Dissemination**

Publication: ABS cat. no. 6227.0

## **EMPLOYEE EARNINGS, BENEFITS AND TRADE UNION MEMBERSHIP**

### **Topic Description**

This household survey collects information about employees' weekly earnings, employment benefits and trade union membership in August each year.

The collection of a range of socio-demographic and labour force characteristics makes the datasets produced from the survey extremely valuable for comparing and analysing the distribution of both weekly earnings and employment benefits across employees. Data are used in the development and review of wages and labour market policies, and in wage negotiation processes. Data on employment benefits are used to monitor the level of non-wage costs in employment. The survey is the only reliable source of data on the distribution of trade union members by socio-demographic and labour force characteristics.

### **Frequency**

This survey is conducted in August each year.

### **Range of Data Collected**

The main population of interest is employees. However, employees who are paid solely in kind are excluded. Estimates are produced on an original basis only (i.e. not seasonally adjusted) and include:

#### *Socio-demographic information*

Sex, age, marital status, relationship in household, family, geographic region, school attendance, birthplace and year of arrival in Australia.

#### *Employee characteristics*

Occupation; industry; hours worked; full-time or part-time status; sector; size of employees workplace; whether have leave entitlements (paid holiday and sick); trade union membership; and employment benefits received (see below).

#### *Employee earnings*

Weekly earnings (in main, second and all jobs); hours paid for; and frequency of pay.

#### *Employment benefits received*

Superannuation coverage; provision of paid sick leave; provision of paid long service leave; and provision of paid holiday leave. The following items are collected on an irregular basis: finance benefits; goods and services benefits; housing benefits; telephone benefits; transport benefits; study leave benefits; and holiday benefits.

### **Dissemination**

Publication. ABS cat. no. 6310.0

## **FORMS OF EMPLOYMENT**

### **Topic Description**

The aim of this survey is to provide information on some of the key factors relating to the nature of employment arrangements. To this end, the survey collects information on people employed in a range of situations, such as contractors, employees of labour hire firms and casuals.

### **Frequency**

The survey was previously conducted in August 1998 and November 2001 and is next proposed for November 2005.

### **Range of Data Collected**

The main population of interest is employed persons (excluding those working solely for payment in kind, and contributing family workers). Estimates include:

#### *Socio-demographic information*

Sex, age, marital status, relationship in household, family, geographic region, birthplace and year of arrival in Australia.

#### *Employed persons*

Full-time or part-time status, occupation, industry, whether has PAYE tax deducted from earnings, continuous duration with current employer/business, expected future duration with current employer/business, reason for leaving employer/business (if planning to leave), whether earnings vary, hours worked in main job in reference week, status in employment, employment type (employees with leave entitlements, self-identified casuals, other employed persons, owner managers of incorporated enterprises, owner managers of unincorporated enterprises), and whether prefers more or fewer hours of work.

#### *Employees*

Whether employment has a set completion date, whether on a fixed term contract, whether expects contract to be renewed (if on a contract), whether looked for alternative employment in last three months, whether looked for permanent employment, and whether paid by an employment agency.

#### *Owner managers*

Whether has employees, whether undertakes contract work, whether able to subcontract own work, main reason unable to subcontract own work (if unable to do so), whether contract prevents working for multiple clients, whether has control over own working procedures, and level of dependence on client.

### **Dissemination**

Publication. ABS cat. no. 6359.0

## **JOB SEARCH EXPERIENCE**

### **Topic description**

This survey provides information on the way in which people look for jobs and particularly on the method which proves ultimately to be successful. As from July 2002 this survey has replaced the previous surveys of Job Search Experience of Unemployed Persons (previously annual) and Successful and Unsuccessful Job Search Experience (previously biennial).

### **Frequency**

This survey was first conducted in July 2002 and will be conducted in July each year.

### **Range of Data Collected**

Data from the survey relate to persons aged 15 years and over. The main populations of interest in the survey are unemployed persons and persons who had started a job for wages or salary during the 12 months prior to the survey date, excluding persons who started a new job with the same employer. Estimates are produced on an original basis only (i.e. not seasonally adjusted) and include:

#### *Socio-demographic information*

Sex, age, marital status, relationship in household, family, geographic region, educational attainment, birthplace and year of arrival in Australia.

#### *Unemployed persons*

Whether looking for full-time or part-time work, number of hours of work sought, duration of current period of unemployment, whether registered with Centrelink as a jobseeker, whether registered with a job network employment agency, all steps taken to find work, active steps taken to find work, number of offers of employment in current period of unemployment, all difficulties finding work, main difficulty finding work, number of spells of finding work in previous 12 months, and time spent looking for work in previous 12 months.

#### *Unemployed persons who were employees in their last job and ceased that job in the last two years*

Status in employment in last job, occupation of last job, industry of last job, whether worked full-time or part-time in last job, duration of last job, and reason for ceasing last job.

#### *Data on successful job seekers*

Number of jobs started in the previous 12 months, all steps taken to obtain job, whether out of work before commencing a job, duration of job search, occupation of current job, full-time/part-time status of current job, whether prefer to work more hours, role of job network in job attainment, whether first job ever held, whether jobseeker approached employer, whether had prior knowledge that job was available, month started.

### **Dissemination**

Publication. ABS cat. no. 6222.0



## **LABOUR FORCE EXPERIENCE**

### **Topic Description**

The Labour Force Experience Survey collects a range of data from households about the labour force experiences of persons aged 15-69 over the 12 month period prior to the survey date. It presents information about time spent in labour force activities, including episodes of work or looking for work, and time spent out of the labour force.

Estimates from the survey are used to monitor the extent and nature of labour force participation over an extended period and to complement gross flows estimates from the monthly Labour Force Survey in the analysis of labour market dynamics. The information is used to construct profiles of various groups within the labour force, particularly the unemployed.

### **Frequency**

Labour Force Experience was conducted annually between 1979 and 1994. From February 1995 the survey has been conducted biennially and was last collected in February 2001. It is next scheduled for February 2003.

### **Range of Data Collected**

The main population of interest is persons aged 15-69. Estimates are produced on an original basis only (i.e. not seasonally adjusted) and include:

#### *Socio-demographic information*

Sex, age, marital status, relationship in household, family, geographic region, State or Territory of usual residence 12 months ago, educational attainment, birthplace and year of arrival in Australia.

#### *All persons*

Labour force status at survey date, time in the labour force during the year, time worked during the year (including time spent working full-time and part-time), time and number of spells spent looking for work during the year, whether had an unpaid absence from work during the year, number of employers/businesses during the year, time out of the labour force and main activity when not in the labour force.

#### *Persons who were employed at survey date*

Status in employment, occupation, industry, full-time or part-time status, duration in current job and time worked with current employer/business.

### **Dissemination**

Publication. ABS cat. no. 6206.0

## **LABOUR FORCE STATUS AND OTHER CHARACTERISTICS OF MIGRANTS**

### **Topic Description**

This household survey provides data on the labour force status and other characteristics of persons who migrated to Australia, as adults, after 1980 and who obtained permanent residency status. The information collected enables an assessment of the labour market experience of this group of migrants. Similar surveys have been conducted on an irregular basis since 1984.

### **Frequency**

This survey was conducted in March 1980, 1984 and 1987, September 1990 and 1993, and November 1996 and 1999. It is next proposed for November 2004.

### **Range of Data Collected**

The main population of interest is migrants (defined as those persons who were not born in Australia, arrived in Australia after 1980, were aged 18 years and over on arrival, and obtained permanent residency status). Estimates are produced on an original basis only (i.e. not seasonally adjusted) and include:

#### *Socio-demographic information*

Sex, age, marital status, relationship in household, family, geographic region, birthplace and year of arrival in Australia.

#### *All persons*

Labour force status, full-time or part-time status, status in employment, industry and occupation.

#### *Migrants*

Whether had a job just before migration, whether worked full-time just before migration, occupation just before migration, whether had family or friends in Australia just before migration, whether all family in Australia just before migration, migration category (e.g. principal applicant or partner of principal applicant, sponsored by family, employer or other organisation, or unsponsored), age on arrival, country of last residence, educational attainment on arrival, highest qualification gained since arrival, main source of income, and whether occupation before migration was the same as occupation on survey date.

#### *Migrants born in other than main English-speaking countries*

Proficiency in spoken English.

#### *Migrants with post-school qualifications*

Country in which qualification was obtained before migration, and whether qualification obtained before migration recognised in Australia.

### **Dissemination**

Publication. ABS cat. no. 6250.0

## **LABOUR MOBILITY**

### **Topic Description**

The Labour Mobility household survey provides information on job mobility and job tenure over a 12 month period. The survey is the only source of data on labour force mobility over a twelve month period and (in conjunction with the Labour Force Experience survey) is a major source of data for analysing the dynamics of the labour force.

### **Frequency**

From 1979 to 1992, Labour Mobility was conducted as an annual survey. After February 1992, it became a biennial collection. It was last conducted in February 2002. It is next proposed for February 2004.

### **Range of Data Collected**

Data from the survey relate to persons aged 15-69. The main population of interest is persons who worked at some time during the year. Details of last job and jobs held currently may relate to jobs outside Australia. Estimates are produced on an original basis only (i.e. not seasonally adjusted) and include:

#### *Socio-demographic information*

Sex, age, marital status, relationship in household, family, geographic region, State of usual residence 12 months prior to survey date, educational attainment, birthplace and year of arrival in Australia.

#### *Persons who worked at some time during the year*

Whether in the labour force at survey date and, if so, whether working or looking for work; whether in the labour force 12 months prior to survey date and, if so, whether working or looking for work; number of employers or businesses during the year; details of jobs held during the year including occupation, industry, full-time/part-time status and status in employment - details are collected where appropriate for up to three jobs (current, last job and job held 12 months prior to survey date); job mobility (whether changed employer/business or locality); details of changes in labour force status and jobs held over survey reference period (between survey reference date and situation 12 months prior).

#### *Persons who were working at survey date*

Duration of current job, summary of changes from last to current job (e.g. whether changed occupation, industry, full-time/part-time status), summary of changes from job held 12 months previous to current job.

#### *Persons who were working at survey date and had changed locality from last job*

Reason changed locality.

#### *Persons who ceased a job during the year*

Reason for ceasing last job, duration of last job.

### **Dissemination**

Publication. ABS cat. no. 6209.0

## **LOCATIONS OF WORK**

### **Topic Description**

This household survey provides information about the locations where people work (such as their own home or employer's premises) and the job characteristics and working arrangements of people who work at home. It replaces the Survey of Persons Employed at Home.

Data from the survey are relevant to a wide range of policies and programs, including trends in work performed away from the employer's workplace, working conditions, gender equity in the workforce, labour market planning and assistance (e.g. access to child care by working parents), changes in workplace arrangements, and the effects of technology. Information on locations of work will be used to monitor trends in workplace locations.

### **Frequency**

The Persons Employed at Home survey was conducted in April 1989, March 1992 and September 1995. The survey was redesigned and renamed Locations of Work in June 2000. It is next proposed for June 2006.

### **Range of Data Collected**

Data from the survey relate to persons aged 15 and over. The main population of interest is employed persons who work at home. The survey defines employed persons who work at home as: persons who, in the reference week, mainly or only worked at their own home or at the home of another person (excluding the home of their employer or client), and employees who had an arrangement with their employer to work some hours at home, in their main or second job, in the reference week. Estimates are produced on an original basis only (i.e. not seasonally adjusted) and include:

#### *Socio-demographic information*

Sex, age, marital status, relationship in household, family, geographic region, birthplace and year of arrival in Australia.

#### *Employed persons*

Status in employment, full-time/part-time status, hours worked, all types of locations of work and main type of location of work. Note: if the person is a multiple job holder, information is collected in relation to both jobs.

#### *Employed persons who work at home*

Occupation, industry, superannuation coverage, workers' compensation coverage, basis of payment (e.g. fixed salary, wage, commission, piece rate etc.), main basis of payment, and information technology used in work at home. Note: if the person is a multiple job holder, information is collected in relation to job(s) in which person works at home.

#### *Employees who work at home*

Provision of paid sick leave, provision of paid holiday leave and trade union membership. Note: if the person is a multiple job holder, information is collected in relation to employee job(s) in which person works at home.

### **Dissemination**

Publication. ABS cat. no. 6275.0

## **MULTIPLE JOB HOLDERS**

### **Topic Description**

Information on multiple job holders has been collected from households on an irregular basis since 1965.

### **Frequency**

The survey was first conducted in November 1965, every two years from August 1973 until August 1987, then in July 1991, August 1994 and August 1997. The survey was conducted annually from July 1998 to July 2001. From August 2002, the survey will be collected every 4 years. It is next proposed for August 2006.

### **Range of Data Collected**

Data from the survey relate to persons aged 15 and over. The main population of interest is employed persons (excluding contributing family workers and persons working solely for payment in kind) with more than one job who worked as an employee in at least one of their jobs. Estimates are produced on an original basis only (i.e. not seasonally adjusted) and include:

#### *Socio-demographic information*

Sex, age, marital status, relationship in household, family, geographic region, birthplace and year of arrival in Australia.

#### *Multiple job holders*

Labour force characteristics of main and second job including status in employment, full-time/part-time status, hours worked, occupation, industry, weekly earnings, and whether worked in second job in the survey reference week.

### **Dissemination**

Publication. ABS cat. no. 6216.0

## **PERSONS NOT IN THE LABOUR FORCE**

### **Topic Description**

The Persons Not in the Labour Force survey collects information from households about persons who are neither employed nor unemployed. Data from this survey are used to measure potential labour not reflected in employment and unemployment statistics, and in particular to measure the number and characteristics of discouraged job seekers and others marginally attached to the labour force. The policy context for the data includes labour market programs for the jobless, income support programs, retirement policies, and child care policies.

### **Frequency**

The survey has been collected annually since 1989. The survey was last run in September 2002. It is next scheduled for September 2003.

### **Range of Data Collected**

Data from the survey relate to persons aged 15-69. The main populations of interest are persons not in the labour force, persons marginally attached to the labour force, and discouraged job seekers. Estimates are produced on an original basis only (i.e. not seasonally adjusted) and include:

#### *Socio-demographic information*

Sex, age, marital status, household/family relationship, State or Territory of usual residence, birthplace, year of arrival in Australia, number of children and age of youngest child.

#### *Persons not in the labour force*

Whether want to work and type of work preferred; whether looked for work in last 12 months; main activity when not in the labour force; for persons who have previously had a job, time since last job, and reason for ceasing; for persons who have held a job in the last 20 years, details of the job including occupation, status in employment, and full-time or part-time status; intention to enter the labour force; and main source of income.

#### *Persons marginally attached to the labour force*

Details of whether actively looking for work and whether available for work:

- for persons not actively looking for work: all and main reason(s) not actively looking for work;
- for persons not available to start work within four weeks: main reason not available; and
- for persons not actively looking for work or available to start work within four weeks for child-care reasons: age of youngest child and number of children.

### **Dissemination**

Publication. ABS cat. no. 6220.0

## RETIREMENT AND RETIREMENT INTENTIONS

### Topic Description

This household survey collects information about the retirement and retirement intentions of persons aged 45 and over.

Data from the survey are used to examine changes in retirement trends over time and the income arrangements retirees and potential retirees have made to provide for their retirement. Data are used primarily in the development and review of income support and superannuation policies.

### Frequency

The survey has been conducted on an irregular basis since 1980 and was last conducted in November 1997. It may be repeated in future years as a topic in the Survey of Employment Arrangements and Superannuation.

### Range of Data Collected

Data from the survey relate to persons aged 45 years and over. The main populations of interest are persons who have retired from full-time work and persons who have retired from the labour force. Estimates are available on an original basis only (i.e. not seasonally adjusted) and include:

#### *Socio-demographic information*

Sex, age, marital status, household/family relationship, State or Territory of usual residence, birthplace and year of arrival in Australia.

#### *All persons*

Labour force status; and for persons working, details of current job including full-time or part-time status, status in employment, occupation, and industry.

#### *Persons who have retired from full-time work*

Age at retirement from full-time work; reason for ceasing last full-time job; whether reached compulsory retirement age in last full-time job; details of last full-time job including occupation, industry, and status in employment; and time since retirement.

#### *Persons who have retired from full-time work aged 45 and over*

Details of retirement scheme membership, including retirement scheme membership at retirement from full-time job, time in main retirement scheme at retirement from full-time job, previous retirement scheme membership, and time in previous retirement scheme; details of payments from retirement scheme, including type of payment from retirement scheme, and disbursement of lump sum payment from retirement scheme (and amount if retired less than 4 years from time of survey); and details of income, including sources of income at retirement from full-time work, current sources of income, and whether changed main source of income since retirement.

#### *Persons who have retired from the labour force*

Details of retirement from full-time work (as above); time since retirement from the labour force.

#### *Persons who intend to retire*

Details of retirement scheme membership (current and previous); expected time until retirement (from full-time work, from the labour force); expected sources of income at retirement from full-time work; whether intends to work part-time after retirement from full-time work; and intended age at retirement (from full-time work, from the labour force).

### Dissemination

Publication. ABS cat. no. 6238.0

## **RETRENCHMENT AND REDUNDANCY**

### **Topic Description**

This household survey collects information on the labour force status and other characteristics of persons who had been retrenched or made redundant in the three year period prior to the survey.

Results from the survey provide information on the employment consequences of structural change in the economy, and are used for policy development and planning of services to workers who have been retrenched or made redundant.

### **Frequency**

The survey was first conducted in July 1997. The survey was conducted again in July 2001 and it will be conducted on an irregular basis.

### **Range of Data Collected**

Data from the survey relate to persons aged 18 to 64. The main population of interest was persons who had been retrenched or made redundant in the three year period prior to the survey. Estimates are available on an original basis only (i.e. not seasonally adjusted) and include:

#### *Socio-demographic information*

Sex, age, marital status, relationship in household, family, geographic region, educational attainment, birthplace and year of arrival in Australia.

#### *Persons who had held a job in the three years prior to the interview*

Current labour force status, number of times retrenched in three years prior to the interview.

#### *Persons who had been retrenched in the three years prior to the interview*

Details of job most recently retrenched from including occupation, industry, full-time or part-time status, permanent or casual status, sector, and duration of employment; details of the retrenchment including reasons for retrenchment and whether given notice; and details of advice sought after retrenchment including agencies visited, assistance provided, whether attending an educational institution, and current labour force status.

#### *Persons who had been retrenched in the three years prior to the interview and currently employed*

Details of main job including occupation, industry, full-time or part-time status, sector, permanent or casual status; and differences between current job and job retrenched from including whether changed occupation, whether changed industry, and whether changed full-time or part-time status.

#### *Persons who had been retrenched in the three years prior to the interview and currently unemployed*

Type of work sought (full-time or part-time), duration of current period of unemployment, active steps to find work, whether would move if offered a suitable job, difficulties experienced finding work, offers of employment, number of spells of looking for work, and total time spent looking for work in previous 12 months.

### **Dissemination**

Publication. ABS cat. no. 6266.0



## **UNDEREMPLOYED WORKERS**

### **Topic Description**

This household survey provides information about workers who are not fully employed, i.e. part-time workers who indicate that they would prefer to work more hours, and full-time workers who did not work full-time hours in the reference period for economic reasons. This group includes 'time-related underemployed' workers. Measures of underemployment supplement other measures of labour market slack such as the number of unemployed persons and discouraged job seekers.

While basic data on underemployment are available from the Labour Force Survey, this supplementary survey provides greater detail on the characteristics and the job search activities of this important segment of labour underutilisation. The data also provide important support to policy formulation, as well as for labour market forecasts, and are an important source for those concerned with employment policy initiatives, and benefit and support programs.

### **Frequency**

The survey is conducted annually each September. It was last collected in September 2002 and is next proposed for September 2003.

### **Range of Data Collected**

Data from the survey relate to persons aged 15 years and over. The largest population of interest in the survey is part-time workers wanting to work more hours. Estimates are produced on an original basis only (i.e. not seasonally adjusted) and include:

#### *Socio-demographic information*

Sex, age, marital status, household/family relationship, State or Territory of usual residence, educational attainment, birthplace and year of arrival in Australia.

#### *Persons employed*

Whether fully employed or not fully employed, full-time/part-time status, status in employment, number of hours worked in the reference week.

#### *Part-time workers wanting to work more hours*

Duration of current period of insufficient work, whether would move interstate if offered a suitable job, whether would move intrastate if offered a suitable job, whether would change occupation to work more hours, whether would change employer to work more hours, whether had been looking and/or was available to start additional work, steps taken to find additional work, whether registered with Centrelink, preferred number of extra hours, main difficulty in finding additional work, usual hours worked, preferred total hours.

### **Dissemination**

Publication. ABS cat. no. 6265.0

## **WORKING ARRANGEMENTS**

### **Topic Description**

This household survey collects information about the working time arrangements of employees. Data from this survey are used to examine the differing working arrangements of employees, including the flexibility of working arrangements and shift work.

### **Frequency**

The survey was first conducted in August 1993 and has since been conducted in August 1995, August 1997 and November 2000. It is next proposed for November 2003.

### **Range of Data Collected**

The main population of interest is employees (excluding those working solely for payment in kind, and those aged 15-19 who are still attending school). Estimates are produced on an original basis only (i.e. not seasonally adjusted) and include:

#### *Socio-demographic information*

Sex, age, marital status, relationship in household, family, geographic region, birthplace and year of arrival in Australia.

#### *Employees*

Occupation, industry, sector, size of employees workplace, hours worked, full-time or part-time status, weekly earnings, permanent or casual status, trade union membership, standard employment benefits received (superannuation, holiday leave, sick leave, long service leave), whether start and finish times are fixed or negotiable, whether able to work extra hours in order to take time off, whether entitled to rostered days off, whether worked shift work in previous four weeks, whether works in a job-share arrangement, whether works overtime on a regular basis, whether can choose when to take paid holidays, days of the week usually works in main job, and whether had children under 12 years.

#### *Employees working part-time in main job*

Reason for working part-time hours.

#### *Employees entitled to rostered days off*

Whether can choose when to take a rostered day off.

#### *Employees who work overtime on a regular basis*

Hours of overtime usually worked, whether most recent period of overtime was paid, and method of payment.

#### *Employees who worked shift work in the previous four weeks*

Type of shift work.

#### *Employees who had an absence from their main job of at least three hours in the last two weeks*

Main reason for absence, type of leave taken, and whether leave was paid.

#### *Employees with children under 12 years of age*

Age of youngest child, whether used child-care in previous four weeks (if not used then reason for not using child-care, if used then type of child-care), and number of employees in household.

### **Dissemination**

Publication. ABS cat. no. 6342.0

## **WORK-RELATED INJURIES**

### **Topic Description**

This household survey collects information about persons who had experienced a work-related injury or illness in the previous 12 months.

The purpose of the survey is to provide information on the extent of work-related injuries. Data collected in the survey will assist in monitoring programs and formulating policies in relation to workers' compensation and occupational health and safety.

### **Frequency**

The survey was conducted for the first time in September 2000 and may be repeated in future years as a topic in the Health Survey.

### **Range of Data Collected**

The main population of interest in the survey is persons who worked at some time during the previous 12 months and who suffered a work-related injury or illness. Estimates are produced on an original basis only (i.e. not seasonally adjusted) and include:

#### *Socio-demographic information*

Sex, age, marital status, relationship in household, family, geographic region, birthplace and year of arrival in Australia.

#### *Labour force characteristics (current job and job in which injury was sustained, if different)*

Occupation, industry, full-time or part-time status, and permanent or casual status.

#### *Work-related injuries information*

Number of work-related injuries or illnesses; the number of days/shifts absent from work; sources of financial assistance; whether applied for workers' compensation; and the reason for not applying for workers' compensation.

### **Dissemination**

Publication. ABS cat. no. 6324.0

## **EMPLOYMENT AND UNEMPLOYMENT PATTERNS, SURVEY OF**

### **Topic Description**

The objectives of the survey were to provide information on the dynamics of the labour market, and, more specifically, to assist in the assessment of labour market assistance initiatives in alleviating the extent of joblessness in the Australian economy.

### **Frequency**

This survey was a longitudinal household survey covering the reference period September 1994 to September 1997. Data for the survey were collected in three waves with each wave covering a 12 month reference period.

### **Range of Data Collected**

Estimates from the survey include:

#### *Socio-demographic data*

Sex, age, marital status, birthplace, year of arrival in Australia, Aboriginal or Torres Strait Islander origin, educational attainment, language use, disabilities, housing tenure, household/family structure, and geographic region.

#### *Employment*

Labour force status, trade union membership, and employment history.

#### *Episodes of working*

Start and finish date of each episode, status in employment, hours worked, permanent/casual, industry, occupation, earning, sector, job preferences, and method of job attainment.

#### *Episodes of looking for work*

Start and finish date of each episode, whether looking for full-time or part-time work, active steps taken to find work, difficulties in finding work, mobility, and reservation wage.

#### *Episodes of absence from the labour market*

Start and finish date of each episode, availability to start work, and main activity.

#### *Employment offers*

Offers of employment, whether offer was accepted, and reasons for not accepting the offer.

#### *Training*

Types of training course, time spent on course, field of course, and course outcome.

#### *Income*

Income, and sources of annual income.

#### *Labour Market Support from DEST*

Start and finish date of CES registration, reason ceased CES registration, type of Labour Market Programs, start and finish date of Labour Market Program, post-program outcomes, start and finish date of case management, case management outcome, and reading, writing and speaking proficiency.

#### *Income support from DSS*

Start and finish date of income support, type of income support, and amount of income support.

### **Dissemination**

Publication. ABS cat. no. 6286.0

## **EMPLOYMENT ARRANGEMENTS AND SUPERANNUATION, SURVEY OF**

### **Topic Description**

The Survey of Employment Arrangements and Superannuation (SEAS) is a household survey. The survey covered people aged 15 to 69 living in private dwellings throughout Australia, excluding people living in sparsely settled areas. The aims of the SEAS are to describe:

- the diversity of employment arrangements in the Australian workforce; and
- people's superannuation arrangements.

### **Frequency**

This survey was conducted for the first time between April and June 2000. It is planned to conduct the survey again in 2006 with extended scope to cover the topic of retirement and retirement intentions.

### **Range of Data Collected**

SEAS focused on those characteristics of employment considered important in distinguishing newer and emerging working arrangements from the prevalent, but declining, full-time ongoing job with regular hours and paid leave entitlements. These characteristics include:

- nature of employment (e.g. wage and salary earner, in own business, working on a fixed term contract);
- job duration and expected future job duration;
- access to paid leave;
- number of hours worked, and preferred hours, indicating overwork and underemployment;
- regularity of hours worked, and whether any hours were worked on weekends or in the evening or over night;
- working arrangements such as multiple jobholding, shiftwork, work done at home;
- earnings (amount and whether they vary); and
- preferred work patterns.

The focus of the superannuation section of the survey was on:

- the type of superannuation coverage that people had (e.g. employer or personal contributions, or both);
- how much people and their employers were contributing to superannuation, and how much money people had accrued in superannuation;
- reasons for not making personal contributions to superannuation; and
- the amount of any lump sums recently received from superannuation, and how the lump sum was used.

### **Dissemination**

Publication. ABS cat. no. 6361.0 & 6360.0

## **AVERAGE WEEKLY EARNINGS, SURVEY OF**

### **Topic Description**

The purpose of the survey is to measure average gross weekly earnings associated with employee jobs in Australia. Estimates of average weekly earnings, and changes in average weekly earnings, are produced each quarter. Estimates are used in earnings analysis, in commercial contracts, and in Commonwealth, State and Territory legislation. The quarterly measure of change in average earnings levels is often used as an indicator of change in underlying wage rates, for economic policy analysis. However, the ABS considers its Wage Cost Index to be the preferred indicator of changes in wage rates, and does not recommend that data on the change in average earnings levels be used for this purpose.

### **Frequency**

The employer-based Survey of Average Weekly Earnings has been conducted on a quarterly basis since 1981.

### **Range of Data Collected**

The population of interest is civilian employee jobs, for which payments were made in the survey reference period, excluding employee jobs based outside Australia. Three main series are published:

- Average weekly total earnings for full-time adult employee jobs (comprising ordinary-time plus overtime earnings).
- Average weekly total earnings for all employee jobs.
- Average weekly ordinary time earnings for full-time adult employee jobs (commonly referred to as AWOTE).

Estimates of the percentage change in average earnings (from both the previous quarter and from the corresponding quarter of the previous year) are published for each series. Estimates from the survey are cross-classified by sex, State/Territory, industry and sector (public/private).

Estimates are published on the following bases: original; seasonally adjusted; and trend. Seasonally adjusted and trend estimates are available by Australia and State/Territory for each of the three main series listed above.

### **Dissemination**

Publication. ABS cat. no. 6302.0

## **EMPLOYEE EARNINGS AND HOURS, SURVEY OF**

### **Topic Description**

The survey produces estimates of the composition and distribution of employee earnings and hours, as well as estimates of the proportion of employees whose pay is set by awards only, by collective agreements and by individual agreements. Estimates from the survey are used by Commonwealth and State government departments, employer associations, trade unions and academic researchers. They are used in developing and reviewing wages and labour market policies, in the wage negotiating process, and in research into various aspects of the labour market.

### **Frequency**

The employer-based Survey of Employee Earnings and Hours has been conducted since 1974. It is currently conducted biennially and the most recent survey was in May 2002.

### **Range of Data Collected**

A number of series are compiled from the survey based on the distribution and composition of earnings and paid hours, and the mechanism by which pay is set. These include:

- Distribution of employees by levels of: weekly total earnings; weekly ordinary time earnings; weekly overtime earnings; weekly total hours paid for; weekly ordinary time hours paid for; and weekly overtime hours paid for.
- Composition of average weekly earnings: average weekly total earnings; average weekly ordinary time earnings; average weekly base pay; average weekly taxable allowances paid; average weekly payment by measured result; and average weekly overtime earnings.
- Average hourly earnings (not available for managerial employees): average hourly ordinary time earnings; and average hourly total earnings.
- Composition of hours paid for (not available for managerial employees): average weekly total hours paid for; average weekly ordinary time hours paid for; and average weekly overtime hours paid for.
- How pay is set: award; collective agreement; and individual agreement (collected for the first time in 2000).

Data can also be cross-classified by: State/Territory; sector (public/private); level of government; industry (4 digit ANZSIC); employer size; sex; full-time/part-time; adult/junior; managerial/non-managerial; permanent/temporary/casual; status of employee (working proprietor, managerial/executive, supervisor, apprentice/trainee, other); and occupation (4 digit ASCO).

Data on how pay is set were first collected in the May 2000 survey and include: proportion of employees whose pay is set by each pay setting mechanism; and average weekly total earnings (by pay setting mechanism).

### **Dissemination**

Publication. ABS cat. no. 6305.0 & 6306.0

## **EMPLOYMENT AND EARNINGS, SURVEY OF**

### **Topic Description**

The quarterly employer-based Survey of Employment and Earnings (SEE) measures the number and quarterly gross earnings of employed wage and salary earners in the public sector. Data are used by the National Accounts Branch in estimating gross domestic product. The data are also used by Commonwealth and State government departments.

### **Frequency**

SEE was introduced in 1983 as a survey of public and private employers. From the March quarter 2002 collection, the private sector component of the survey ceased, with the Quarterly Economic Activity Survey providing an alternative source of private sector earnings data for calculating gross domestic product. For more information, see Information Paper: Improvements to Australian Bureau of Statistics Quarterly Business Indicators, 2001 (Cat. no. 5677.0).

### **Range of Data Collected**

The population of interest is public sector civilian employee jobs for which payments were made in the survey reference period, excluding employee jobs based outside Australia. Two main series are published:

- public sector wage and salary earners (for the mid-month of the quarter); and
- gross earnings for public sector wage and salary earners (for the whole quarter).

Data published from the first series (public sector wage and salary earners) are available on the following bases: original; seasonally adjusted; and trend. Original estimates only are available for the gross earnings series.

Data can be cross-classified by: State and Territory; industry (ANZSIC 2 digit level, subject to confidentiality constraints); level of government; public institutional sector; and employer size. The following earnings components within the gross earnings series are available on request: gross wages and salaries; fees paid to directors and office holders; and severance, termination and redundancy payments.

Earnings estimates from the SEE are broader than, and thus not directly comparable with, earnings estimates from the Survey of Average Weekly Earnings (AWE), and the Survey of Employee Earnings and Hours (EEH). Earnings in SEE comprise earnings as defined in AWE and EEH plus a number of irregular remuneration components that are excluded from AWE and EEH (e.g. retrospective pay, pay in advance, and irregular bonuses and gratuities).

### **Dissemination**

Publication. ABS cat. no. 6248.0



## **INDUSTRIAL DISPUTES COLLECTION**

### **Topic Description**

The ABS has been collecting information about industrial disputes since 1913. The Industrial Disputes Collection produces monthly estimates of the number of industrial disputes (where ten or more working days are lost), employees involved, and working days lost. The data are used to support analysis and monitoring of industrial disputation in Australia.

### **Frequency**

The current monthly collection commenced in 1959.

### **Range of Data Collected**

A number of series are produced from the collection including:

- number of industrial disputes;
- number of employees involved;
- number of working days lost;
- number of working days lost per thousand employees;
- cause of dispute;
- duration of dispute; and
- method of settlement.

Estimates are cross classified by State or Territory and industry.

### **Dissemination**

Publication. ABS cat. no. 6321.0

## **JOB VACANCIES SURVEY**

### **Topic Description**

The survey produces estimates of the number of job vacancies in Australia which are used as a leading indicator of employment growth, in monitoring of the Australian economy, and for formulating economic policy.

### **Frequency**

The Job Vacancies Survey was first conducted in 1974 and is a quarterly survey of businesses.

### **Range of Data Collected**

The main populations of interest are: civilian employee jobs, for which payments were made in the survey reference period, excluding employee jobs based outside Australia; and civilian employee job vacancies, available for immediate filling on the survey reference date, excluding vacancies for jobs based outside Australia. Two main series are compiled from the survey:

- employee job vacancies; and
- employee job vacancy rates.

Data published from the first series are available on the following bases: original; seasonally adjusted; and trend. Data from the second series, job vacancy rates, are available on an original basis only.

Data from both series can be cross classified by: State and Territory; sector; and industry (ANZSIC 1 digit).

### **Dissemination**

Publication. ABS cat. no. 6354.0

## **LABOUR COST INDEX SURVEY (WAGE COST INDEX)**

### **Topic Description**

The Labour Cost Index survey is used to compile the Wage Cost Index (WCI). The WCI provides a measure of change in the price of employee labour. It measures quarterly changes in the average wage and salary cost of a representative mix of employee jobs in the Australian labour market, unaffected by changes in the quality and quantity of work performed. Estimates are used in formulating industrial relations and wages policies, economic analysis and contract adjustment.

### **Frequency**

The ABS has published estimates for the Wage Cost Index on a quarterly basis since December 1997.

### **Range of Data Collected**

Four sets of chain Laspeyres indexes are compiled:

- total hourly rates of pay - excluding bonuses;
- ordinary time hourly rates of pay - excluding bonuses;
- total hourly rates of pay - including bonuses; and
- ordinary time hourly rates of pay - including bonuses.

Within each index set, separate indexes can be made available for various combinations of State/Territory, sector (private/public), broad industry and broad occupation.

Data are available on an original basis only. Seasonally adjusted and trend data may be published in the future.

### **Dissemination**

Publication. ABS cat. no. 6345.0

## **MAJOR LABOUR COSTS SURVEY**

### **Topic Description**

The survey produces statistics on the main costs incurred by businesses as a consequence of employing labour. Data from the survey are used by a wide range of users for labour market analysis. In particular, they are used by Governments for employment, prices and income policy development, for monitoring changes in the cost of labour, for monitoring costs of workers compensation, and for wage determination purposes.

### **Frequency**

The employer-based Major Labour Costs Survey has been conducted on an irregular basis since 1985-86 and was most recently conducted in respect of 1996-97. It is next scheduled for 2002-03.

### **Range of Data Collected**

The population of interest is civilian employee jobs based in Australia, for which payments in relation to certain labour costs, were made during the survey reference period, in this instance the financial year. A number of series are compiled from the survey based on various components of employer labour costs:

- earnings (gross wages and salaries; taxable fringe benefits; and severance, termination and redundancy payments);
- payroll tax;
- superannuation;
- workers' compensation; and
- fringe benefits tax.

Data can be classified by State or Territory, sector (public/private), level of government, public institutional sector, industry and employer size. The following units of measure are available: total costs; costs per employee; costs as a percentage of total labour costs; and on-costs (i.e. costs in addition to earnings) as a percentage of earnings.

Data from the survey are available on an original basis only.

All labour costs are collected on a strict cash basis i.e. they reflect actual payments made in the survey reference period. As such they do not reflect costs incurred in the reference period for which payments are made in a later period, but they include payments made in the survey reference period for costs incurred in a prior period.

Labour costs not covered by this survey include training costs, costs associated with employee welfare services, and recruitment costs. With the exception of training costs, these items are not considered to make a significant contribution to total labour costs. Earnings estimates from the survey are broader than, and thus not directly comparable with, earnings estimates from the Survey of Average Weekly Earnings, and the Survey of Employee Earnings and Hours.

### **Dissemination**

Publication. ABS cat. no. 6348.0

## **CHILD CARE**

### **Topic Description**

The survey provides information on the supply of and demand for child care for children aged less than 12 years. Information is also available on the cost of care, the receipt of the Childcare Cash Rebate and working arrangements of parents with children under 12.

Data from this survey can be used to monitor changes in the way families balance work and family responsibilities and to establish and monitor child care use patterns.

### **Frequency**

A series of surveys have been conducted on this topic since 1969. The Child Care Survey is conducted on a three yearly basis. The last survey was conducted in 2002 and the results are due for release on March 2003.

### **Range of Data Collected**

Data from the survey relate to children under 12 years of age, the use of the Childcare Rebate and the working arrangements of parents with children under 12.

#### *Socio-demographic information*

Sex (children 0-11), age (children 0-11), main language spoken at home, family type

#### *Child care arrangements*

Type of care arrangement used, days of attendance, hours of care, cost of care, location of care, reasons for use of child care.

#### *Childcare cash rebate*

Whether claimed childcare cash rebate, reasons for not claiming childcare cash rebate, type of child care.

#### *Unmet demand for formal care*

Type of additional formal care required, number of days (additional) formal care required, reasons for requiring/not requiring (additional) formal care, reasons (additional) formal care not available.

#### *Employer assisted child care*

Type of child care assistance provided by employer, whether employer assistance used by parent.

#### *Other selected topics*

Labour force characteristics of parents, income of parents, school attendance.

### **Dissemination**

Publication. ABS cat. no. 4402.0.

## **VOLUNTARY WORK**

### **Topic Description**

The survey provides information on the rates of participation in voluntary work, characteristics of people who volunteer, the types of organisations they work for, and the activities they undertake. Information on whether people made monetary donations to organisations was also collected.

### **Frequency**

This first survey was conducted in June 1995. The latest survey was conducted over four quarters in 2000.

### **Range of Data Collected**

#### *Population characteristics*

Age, sex, marital status, relationship in household, State/Territory of residence, Metropolitan/Ex-metropolitan, Country of Birth, Year of Arrival, Main language spoken at home, educational attainment, income, labour force status, occupation, industry, whether donated money to organisations

#### *Volunteer characteristics*

Length of time since first became a volunteer, how first became involved in voluntary work, current reasons for volunteering, number of organisations volunteered for, total hours worked for all organisations, whether incurred expenses and whether reimbursement available

#### *Organisations for which a volunteer worked*

Type of organisations, length of time since first volunteered for organisation, regularity of voluntary work, group(s) assisted (for community/welfare, education/training/youth development, sport/recreation, and health organisations only), all activities, main activities

### **Dissemination**

Publication. ABS cat. no. 4441.0

## **WORK AND SELECTED CULTURE AND LEISURE ACTIVITIES**

### **Topic Description**

This survey collected data on the number and characteristics of persons aged 15 years and over working in selected culture and leisure activities over a 12-month period. It also presents data on the types of activities undertaken, the time spent on activities, whether any payment received, the amount of money received and whether those activities were part of the main job.

### **Frequency**

The survey was previously conducted in 1993 and 1997. The most recent survey was conducted in April 2001 as part of the Monthly Population Survey.

### **Range of Data Collected**

#### *Socio-demographic characteristics*

Age, sex, birthplace, residence, labour force status

#### *Activities*

Information was collected for 37 different culture and leisure activities. Information was also collected on payment status, involvement as part of main job, duration of activities, training and hobbies.

### **Dissemination**

Publication. ABS cat. no. 6281.0

## **CENSUS OF POPULATION AND HOUSING**

### **Topic Description**

The Census of Population and Housing is the largest statistical collection undertaken by the Australian Bureau of Statistics (ABS). Its objective is to accurately measure the number and certain key characteristics of people in Australia on Census night, and the dwellings in which they live. This provides a reliable basis for the estimation of the population of each of the States, Territories and Local Government Areas, primarily for electoral purposes and the distribution of government funds. The census also provides the characteristics of the Australian population and its housing within small geographic areas and for small population groups to support the planning, administration, policy development and evaluation activities of governments and other users.

### **Frequency**

The ABS has conducted 14 national Censuses of Population and Housing since 1911. The most recent being held on August 7, 2001. Other years were, 1911, 1921, 1933, 1947, 1954, 1961, 1966, 1971, 1976, 1981, 1986, 1991 and 1996. The next Census is to be conducted in August, 2006.

### **Range of Data Collected**

2001 Census of Population and Housing Labour Force topics:

- Journey to Work: Destination Zone
- Journey to Work: Study area
- Industry sector
- Hours Worked
- Individual Income (weekly)
- Industry of Employment
- Labour Force Status/Status in Employment
- Method of Travel to Work
- Occupation

### **Dissemination**

Publication. ABS cat. no. 2017.0 and 2017.1-8 (released Feb 2003)









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