

LABOUR MOBILITY

Introduction

The Australian Bureau of Statistics (ABS) Labour Mobility Survey presents information about employment changes of persons aged 15-69 years who had held a job in the 12 months ending February 2000.

The survey was conducted as a supplement to the monthly Labour Force Survey and collected details including whether the person changed employer or locality and reasons for change, full-time or part-time status, occupation, industry and duration of job. This information is cross-classified by a range of personal characteristics such as age, sex and educational attainment levels, and employment characteristics such as industry and occupation.

Unless otherwise stated, the data relate to Western Australia.

Overview

An estimated 1,010,300 persons aged 15-69 years had worked at some time during the year ending February 2000. Of these persons, 90.9 per cent were working in February 2000, with the balance either looking for work (3.3%) or not in the labour force (5.8%).

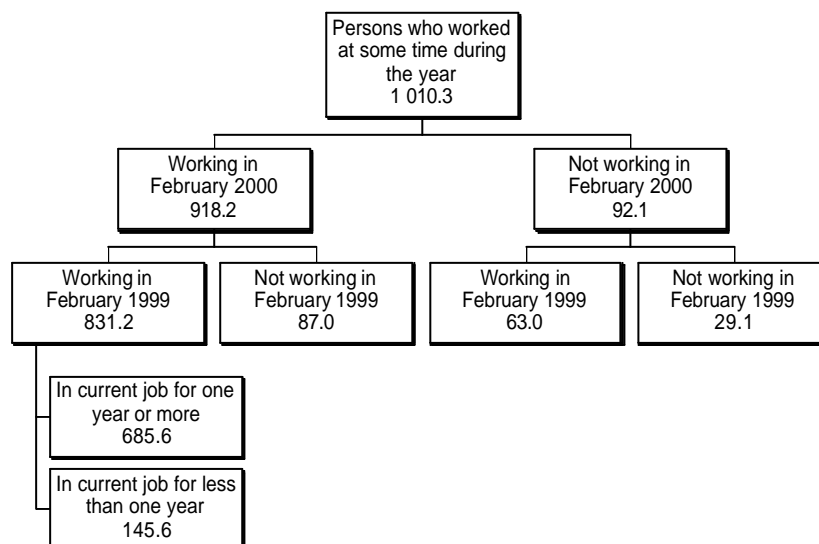
Of the 918,200 persons working in February 2000:

- 74.7 per cent had a duration in their current job of one year or more. That is, they had been in their current job for the whole year;
- 25.3 per cent had a duration in their current job of less than one year and had worked in a previous job during the year. That is, they had changed jobs during the year; and
- 8.0 per cent had a duration of less than one year and had not had a previous job during the year. That is, they had started their current job during the year and had no previous job during he year.

Of the 158,900 persons working in February 2000 who had changed jobs during the year:

- 43.8 per cent had changed industry from previous to current job; and
- 30.6 per cent had changed occupation from previous to current job.

Chart 1: Labour Mobility, WA February 2000



Job Mobility

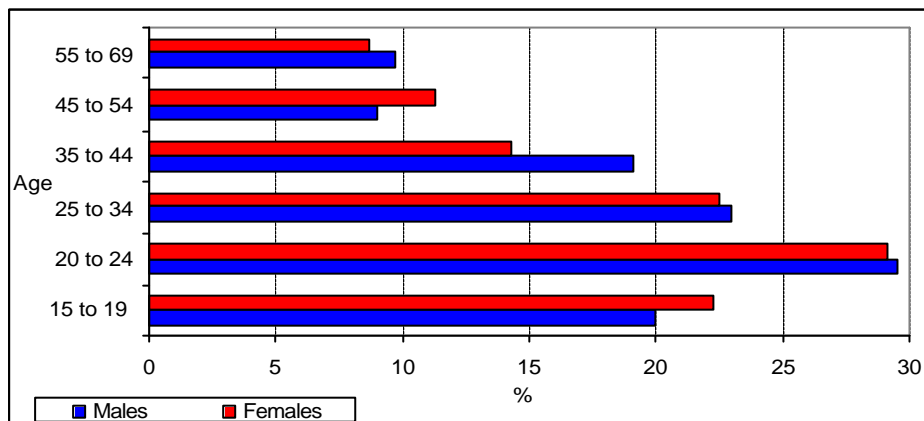
Of the persons who had worked at some time during the year ending February 2000, 18 per cent (181,800) were job mobile. That is, they changed their employer and/or their work locality at least once within the previous year. Of the persons who were job mobile during the year ending February 2000:

- 77.9 per cent changed their employer or business or changed their employer or business and changed their locality; and
- 22.1 per cent changed their locality only.

Of the females who were job mobile, 77 per cent changed their employer/business one or more times and a further 23 per cent changed their locality only. Similar proportions were recorded for males (79% and 21% respectively).

Persons aged 20-24 years were most likely to be job mobile (29.3%), whereas those aged 55-69 years were least likely to be job mobile (9.3%).

Figure 1: Job Mobility By Age and Gender



Source: Australian Bureau of Statistics (ABS), Labour Mobility (Catalogue No. 6209.0)

Family members were generally less mobile than non-family members (16.3% compared with 25.3%) and married persons were less job mobile than those who were not married (14.7% compared with 23.2%).

For those 154,100 persons who were not family members, job mobility was higher amongst persons not living alone (33.4%) than amongst those living alone (18.3%).

Job mobility rates were slightly higher for those born in Australia (18.7%) compared with those born outside Australia (16.4%), but were similar for those with (18.0%) and those without (18.1%) post-school qualifications.

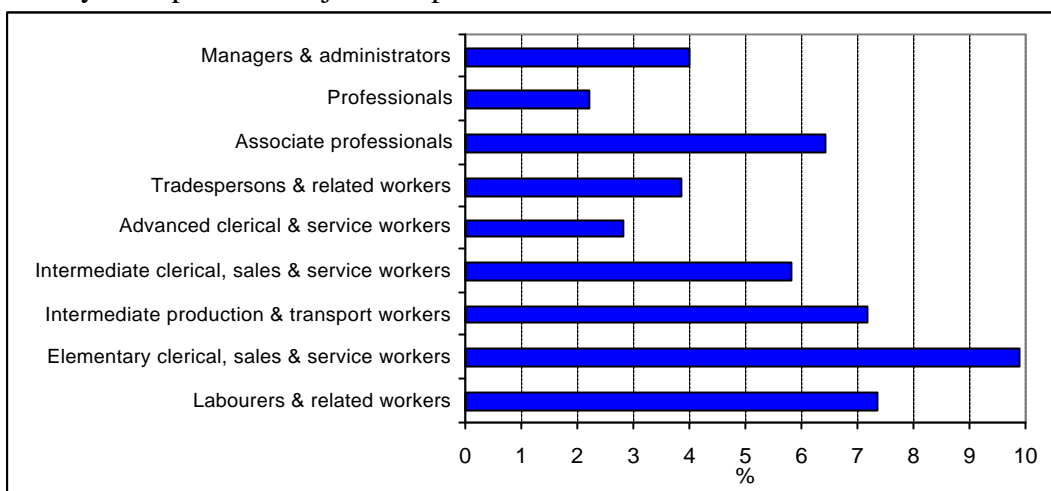
Occupation

There were 831,200 persons who were working in both February 1999 and February 2000. Of those, 82.5 per cent had remained in their current job for one year or more (and therefore had not changed their occupation), 12.2 per cent had changed their job but not their occupation major group, and 5.2 per cent had changed their job and their occupation major group. That is 94.8 per cent of these persons remained in the same occupation major group (see Figure 2 for a list of occupational major groups).

Professionals were most likely to have stayed in the same occupation group (97.8%), whereas Elementary clerical, sales and service workers were least likely (90.1%).

Of the 7,700 Elementary clerical, sales and service workers who changed their occupation between February 1999 and February 2000, 27.3 per cent became Intermediate clerical, sales and service workers, and a further 26.0 per cent became Labourers and related workers.

Figure 2: Working at February 1999 and February 2000, Proportion Who Changed Occupation by Occupational Major Group



Source: Australian Bureau of Statistics (ABS), *Labour Mobility* (Catalogue No. 6209.0)

Full-time or Part-time Status

Of the 831,200 persons who were working in February 1999 and February 2000, 596,100 (71.7%) were working full-time at both points in time. A further 23.4 per cent were working part-time at both points in time, while 3.7 per cent had changed their full or part-time status over the year.

Of the 30,500 persons who changed their full or part-time status, the majority (62.3%) had changed from part-time work in February 1999 to full-time work in February 2000.

Duration of Current Job

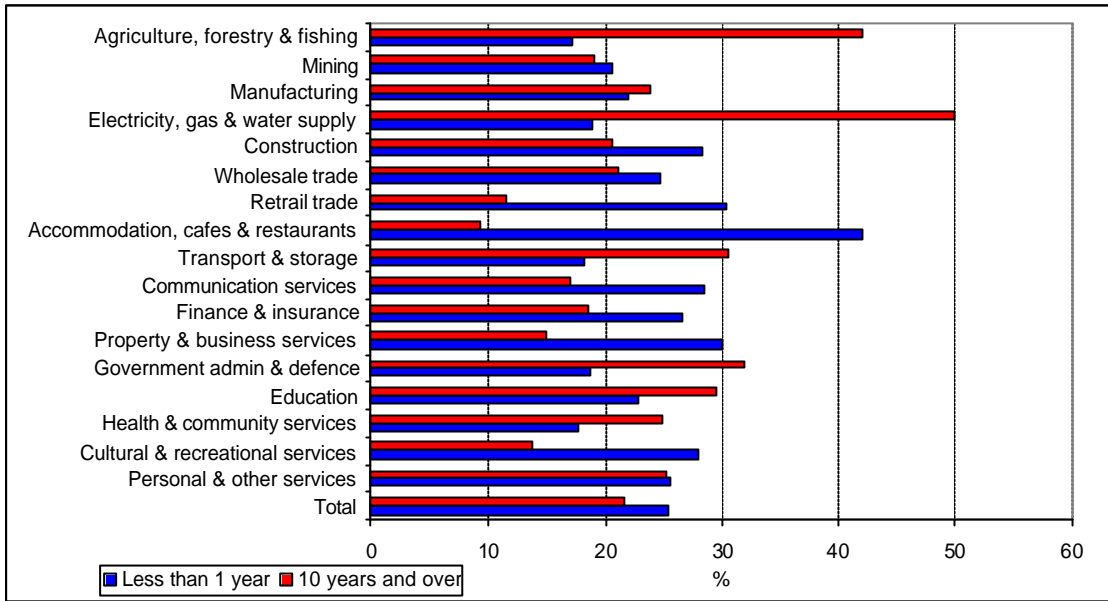
Approximately 232,500 persons were working in February 2000 and had been in their current job for less than one year. There was a total of 198,700 persons who were working in February 2000 who had been in their current job for 10 years or more.

A greater proportion of males than females had been in their current job for 10 years or more (24.5% compared with 17.9%).

A high proportion in the Accommodation, cafés and restaurants industry has worked in their current job for less than one year (42.1%), while there was a relatively low proportion of such persons in Agriculture, forestry and fishing (17.2%).

The highest concentrations of people who had been in their current job for 10 years or more were recorded in Electricity, gas and water supply (50.0%) and Agriculture, forestry and fishing industries (42.2%). The Accommodation, cafés and restaurants industry (9.4%) and Retail trade (11.6%) had the lowest proportions of persons in their current job for 10 years or more.

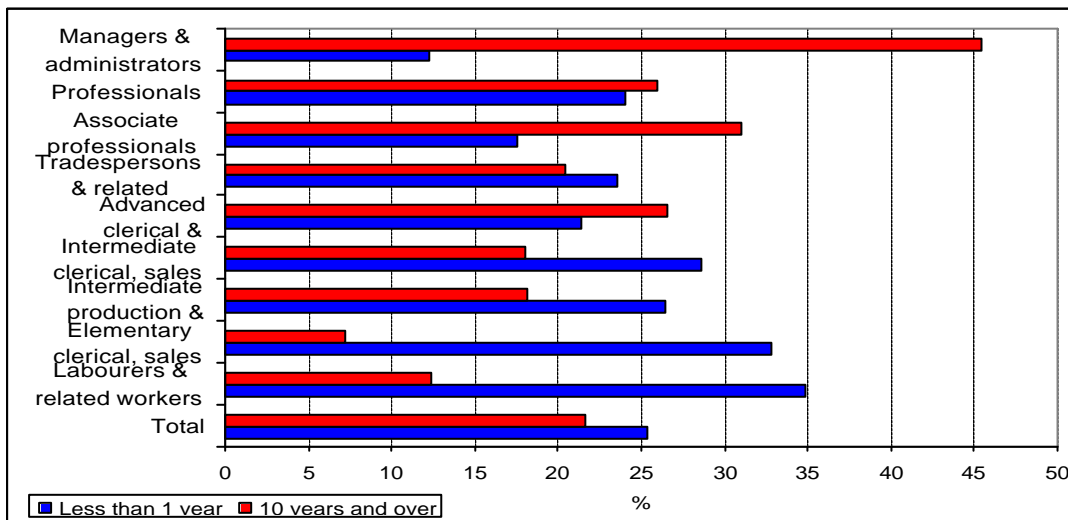
Figure 3: Working at February 2000, Duration of Current Job, Industry



Source: Australian Bureau of Statistics (ABS), Labour Mobility (Catalogue No. 6209.0)

Not surprisingly, Managers and administrators were least likely (12.3%), while Labourers and related workers (34.8%) were most likely to have been in their current job for less than 1 year. Conversely, Managers and administrators were most likely to have been employed for more than 10 years (45.4%), while Elementary Clerical, Sales and service workers were least likely to have been employed for more than 10 years (7.2%).

Figure 4: Working at February 2000, Duration of Current Job, Occupation



Source: Australian Bureau of Statistics (ABS), Labour Mobility (Catalogue No. 6209.0)

Persons Who Ceased a Job During the Year

Of those who ceased a job during the year ending February 2000, approximately two-thirds (167,000) were “job leavers” and one-third (84,000) were “job losers”. Of the job leavers, 76.1 per cent retired, were in a better business, better job, or left for family or other reasons, 20.3 per cent left because of unsatisfactory work conditions while for 3.5 per cent the job was temporary or seasonal and was left to return to studies. Of the job losers, 61.0 per cent were retrenched, 32.0 per cent were in a job which was temporary or seasonal and did not leave to return to studies and 7.0 per cent lost their job because of their own ill health or injury. An additional 43,800 persons changed their locality but not their employer or business.