

## Glossary

<p><b>Apparent retention rate</b></p>	<p>Used in an education context, apparent retention rates represent the percentage of the student cohort enrolled at the commencement of schooling (for example, year 8), who continue through to higher year levels (for example, year 12).</p> <p>Reference: Australian Bureau of Statistics, 2008, <i>Schools, Australia, 2007</i>, Cat. no. 4221.0, Canberra.</p>
<p><b>Australian and New Zealand Standard Classification of Occupations (ANZSCO)</b></p>	<p>The Australian and New Zealand Standard Classification of Occupations is a classification framework for organising data about people's occupations. ANZSCO replaces the existing Australian Standard Classification of Occupations (ASCO) Second Edition and the New Zealand Standard Classification of Occupations (NZSCO) 1999 used in Australia and New Zealand, respectively. For further information, see Australian Bureau of Statistics, 2006, <i>ANZSCO – Australian and New Zealand Standard Classification of Occupations</i> Cat. no. 1220.0, ABS, Canberra.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Census Dictionary Australia 2006 (Reissue)</i>, Cat. no. 2901.0, ABS, Canberra.</p>
<p><b>Australian and New Zealand Standard Industrial Classification (ANZSIC)</b></p>	<p>The Australian and New Zealand Standard Industrial Classification (ANZSIC) is a classification that provides a framework for organising data about businesses by enabling the grouping of business units carrying out similar productive activities. ANZSIC was first published in 1993 and was revised for the 2006 census. In this publication, much of the data relating to industry, occupation and education is based on the ANZSIC classification framework. For further information, see Australian Bureau of Statistics, 2006, <i>Australian and New Zealand Standard Industrial Classification</i>, Cat. no. 1292.0, ABS, Canberra.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Census Dictionary Australia 2006 (Reissue)</i>, Cat. no. 2901.0, ABS, Canberra.</p>
<p><b>Australian Standard Classification of Education (ASCED)</b></p>	<p>The Australian Standard Classification of Education (ASCED) is a national classification system which includes all sectors of the Australian education system (schools, vocational education and training, and higher university education). The ASCED classifies both 'Level of Education' and 'Field of Education'.</p> <p>Reference: Australian Bureau of Statistics, 2008, <i>Adult Literacy and Life Skills Survey, Summary Results, Australia 2006 (Reissue)</i>, Cat. no. 4228.0, Canberra.</p>
<p><b>Average</b></p>	<p>See <i>Mean</i>.</p>
<p><b>Average hourly total cash earnings</b></p>	<p>Average hourly total cash earnings for a particular group is equal to total cash earnings divided by total hours paid for, for that group.</p> <p>Total cash earnings incorporates ordinary time cash earnings (payment for award, standard or agreed hours of work, including allowances, penalty payments, payments by measured result, regular bonuses and commissions and amounts salary sacrificed) plus overtime cash earnings (payment for hours worked in excess of award, standard or agreed hours of work). Excluded are non-cash components of salary packages, retrospective pay, pay in advance, leave loadings, severance pay, and termination and redundancy payments.</p> <p>Total hours paid for is equal to ordinary time hours paid for plus overtime hours paid for.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Employee Earnings and Hours Australia, May 2006</i>, Cat. no. 6306.0, ABS, Canberra.</p>

<p><b>Average weekly earnings</b></p>	<p>Average weekly earnings represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of number of employees.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Average Weekly Earnings, Australia, Aug 2008</i>, Cat. no. 6302.0, ABS, Canberra.</p>
<p><b>Casual worker</b></p>	<p>Casual workers do not have permanency or paid leave entitlements (such as sick leave and holiday leave). They usually receive a higher rate of pay to compensate for this.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Employee Earnings and Hours Australia, May 2006</i>, Cat. no. 6306.0, ABS, Canberra.</p>
<p><b>Census</b></p>	<p>The Australian Census of Population and Housing is an official count of population and dwellings, and collects details of age, sex, and other characteristics of that population. The 2006 Census is the 15th national Census for Australia. See reference for further information.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Census Dictionary Australia 2006 (Reissue)</i>, Cat. no. 2901.0, ABS, Canberra.</p>
<p><b>Child</b></p>	<p>A child is a person of any age who is a natural, adopted, step, foster or nominal son or daughter of a couple or lone parent, usually resident in the same household. A child is also any individual under 15, usually a resident in the household, who forms a parent-child relationship with another member of the household. This includes otherwise related children less than 15 years of age and unrelated children less than 15 years of age.</p> <p>In order to be classified as a child, the person can have no identified partner or child of his/her own usually resident in the household. A separate family in the household is formed in this instance. If a person is aged under 15 and has a partner and/or a spouse these relationships are not recorded.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Census Dictionary Australia 2006 (Reissue)</i>, Cat. no. 2901.0, ABS, Canberra.</p>
<p><b>Disability</b></p>	<p>In the context of the Australian Bureau of Statistics' Disability, Ageing and Carers survey, a person has a disability if they report that they have a limitation, restriction or impairment, which has lasted, or is likely to last, for at least six months and restricts everyday activities. This includes:</p> <ul style="list-style-type: none"> <li>• loss of sight (not corrected by glasses or contact lenses)</li> <li>• loss of hearing where communication is restricted, or an aid to assist with, or substitute for, hearing is used</li> <li>• speech difficulties</li> <li>• shortness of breath or breathing difficulties causing restriction</li> <li>• chronic or recurrent pain or discomfort causing restriction</li> <li>• blackouts, fits, or loss of consciousness</li> <li>• difficulty learning or understanding</li> <li>• incomplete use of arms or fingers</li> <li>• difficulty gripping or holding things</li> <li>• incomplete use of feet or legs</li> <li>• nervous or emotional condition causing restriction</li> <li>• restriction in physical activities or in doing physical work</li> <li>• disfigurement or deformity</li> <li>• mental illness or condition requiring help or supervision</li> </ul>

	<ul style="list-style-type: none"> <li>• long-term effects of head injury, stroke or other brain damage causing restriction</li> <li>• receiving treatment or medication for any other long-term conditions or ailments and still restricted</li> <li>• any other long-term conditions resulting in a restriction.</li> </ul> <p>Reference: Australian Bureau of Statistics, 2004, <i>Disability, Ageing and Carers, Australia: Summary of Findings, 2003</i>, Cat. no. 4430.0, ABS, Canberra.</p>
<b>Employed</b>	<p>Employed people include people aged 15 years and over who:</p> <ul style="list-style-type: none"> <li>• work for payment or profit, or as an unpaid helper in a family business</li> <li>• have a job from which they are on leave or otherwise temporarily absent</li> <li>• are on strike or stood down temporarily.</li> </ul> <p>For detailed information on concepts of employment in Australian Bureau of Statistics surveys, see chapter 3 of Australian Bureau of Statistics, 2007, <i>Labour Statistics: Concepts, Sources and Methods, Apr 2007</i>, Cat. no. 6102.0.55.001, ABS, Canberra.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Census Dictionary Australia 2006 (Reissue)</i>, Cat. no. 2901.0, ABS, Canberra.</p>
<b>Employment rate</b>	<p>The employment rate for any group is the number of employed people expressed as a percentage of the labour force of the same group.</p> <p>Reference: Australian Bureau of Statistics, 2007, <i>Labour Statistics: Concepts, Sources and Methods, Apr 2007</i>, Cat. no. 6102.0.55.001, ABS, Canberra.</p>
<b>Estimated resident population</b>	<p>The Estimated Resident Population (ERP) is the official measure of the Australian population, and is based on the concept of usual residence. It refers to all people, regardless of nationality or citizenship, who usually live in Australia, with the exception of foreign diplomatic personnel and their families. The ERP includes usual residents who are overseas for less than 12 months and excludes overseas visitors who are in Australia for less than 12 months. See reference for further information regarding calculation and adjustments.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Census Dictionary Australia 2006 (Reissue)</i>, Cat. no. 2901.0, ABS, Canberra.</p>
<b>Experimental estimated resident population</b>	<p>Experimental estimated resident population, in the context of the Profile, refers to the calculation of the Indigenous estimated resident population. Australian Bureau of Statistics estimates are based on 2006 Census of Population and Housing counts of Aboriginal and Torres Strait Islander Australians adjusted for net undercount, as measured by the Post Enumeration Survey. See reference for detailed descriptions of experimental calculation methods.</p> <p>Reference: Australian Bureau of Statistics, 2008, <i>Experimental Estimates of Aboriginal and Torres Strait Islander Australians, June 2006</i>, Cat. no. 3238.0.55.001, Canberra.</p>
<b>Family</b>	<p>A family is defined by the Australian Bureau of Statistics as two or more persons, one of whom is at least 15 years of age, who are related by blood, marriage (registered or de facto), adoption, step or fostering, and who are usually resident in the same household. Each separately identified couple relationship, lone parent-child relationship or other blood relationship forms the basis of a family. Some households contain more than one family. Non-related persons living in the same household are not counted</p>

	<p>as family members (unless under 15 years of age). See reference for further information regarding calculation.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Census Dictionary Australia 2006 (Reissue)</i>, Cat. no. 2901.0, ABS, Canberra.</p>
<b>Formal childcare</b>	<p>Regulated care away from the child's home. The main types of formal care are before and/or after school care, long day care, family day care and occasional care.</p> <p>Reference: Australian Bureau of Statistics, 2008, <i>Child Care, Australia, June 2005 Second Reissue</i>, Cat. no. 4402.0, ABS, Canberra.</p>
<b>Full time worker</b>	<p>Employed person who usually worked 35 hours or more a week (in all jobs) or who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.</p> <p>Reference: Australian Bureau of Statistics, 2008, <i>Labour Force, Australia</i>, Cat. no. 6202.0, ABS, Canberra.</p>
<b>Indigenous</b>	<p>Refers to people who identified themselves, or in the case of household surveys, were identified by another household member, as being of Aboriginal and/or Torres Strait Islander origin.</p> <p>Reference: Australian Bureau of Statistics, 2008, <i>The Health and Welfare of Australia's Aboriginal and Torres Strait Islander Peoples, 2008</i>, Cat. no. 4704.0, ABS, Canberra.</p>
<b>Informal child care</b>	<p>Non-regulated care, arranged by a child's parent/guardian, either in the child's home or elsewhere. It comprises care by (step) brothers or sisters, care by grandparents, care by other relatives (including a parent living elsewhere) and care by other (unrelated) people such as friends, neighbours, nannies or babysitters. It may be paid or unpaid.</p> <p>Reference: Australian Bureau of Statistics, 2008, <i>Child Care, Australia, Jun 2005 Second Reissue</i>, Cat. no. 4402.0, ABS, Canberra.</p>
<b>Labour force</b>	<p>The labour force includes people aged 15 years and over who are employed or unemployed.</p> <p>People who are neither employed nor unemployed are classified as not in the labour force. This includes people who are retired, pensioners and people engaged solely in home duties.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Census Dictionary Australia 2006 (Reissue)</i>, Cat. no. 2901.0, ABS, Canberra.</p>
<b>Labour force participation rate</b>	<p>The labour force participation rate (also referred to as <i>workforce participation rate</i>) for any group is the labour force expressed as a percentage of the civilian population aged 15 years and over in the same group.</p> <p>Reference: Australian Bureau of Statistics, 2008, <i>Labour Force, Australia</i>, Cat. no. 6202.0, ABS, Canberra.</p>
<b>Location on census night</b>	<p>Also referred to as <i>place of enumeration</i>. This is the place at which the person is counted i.e. where he/she spent census night, which may not be where he/she usually lives. The population count for place of enumeration is a count of every person who spends census night in Australia, based on where he/she is counted. It includes people on board vessels in or between Australian ports, or on long-distance trains, buses or aircraft.</p> <p>It also includes visitors who were in Australia before midnight on Census</p>

	<p>Night, but excludes Australian residents out of the country who had left Australia before midnight on Census Night. Overseas diplomatic personnel and their families in Australia are out of the scope of the Census. See reference for further information regarding calculation.</p> <p>Unless otherwise stated, census data in this publication refers to populations based on place of usual residence counts rather than on location on census night.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Census Dictionary Australia 2006 (Reissue)</i>, Cat. no. 2901.0, ABS, Canberra.</p>
<b>Lone parent</b>	<p>A lone parent (also referred to as <i>sole parent</i>) is a person who has no spouse or partner usually resident in the household, but who forms a parent-child relationship with at least one child usually resident in the household. The child may be either dependent or non-dependent.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Census Dictionary Australia 2006 (Reissue)</i>, Cat. no. 2901.0, ABS, Canberra.</p>
<b>Mean</b>	<p>The mean is calculated by summing the values of all observations in a set of data and then dividing by the number of observations in the set. Thus: mean = sum of all the observed values / number of observations.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Census Dictionary Australia 2006 (Reissue)</i>, Cat. no. 2901.0, ABS, Canberra.</p>
<b>Median</b>	<p>The median is the value that divides a set of data exactly in half. It is the middle value when the values in a set of data are arranged in order. If there is no middle value (i.e. there are an even number of values) then the median is calculated by determining the mean of the two middle values. Thus: median = the middle value of a set of data.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Census Dictionary Australia 2006 (Reissue)</i>, Cat. no. 2901.0, ABS, Canberra.</p>
<b>Ordinary time earnings</b>	<p>Ordinary time earnings refers to earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made.</p> <p>It includes award, workplace and enterprise bargaining payments, and other agreed base rates of pay, over-award and over-agreed payments, penalty payments, shift and other allowances; commissions and retainers; regular bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit sharing schemes normally paid each pay period; payment for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. It excludes amounts salary sacrificed, non-cash components of salary packages, overtime payments, retrospective pay, pay in advance, leave loadings, severance, termination and redundancy payments, and other payments not related to the reference period.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Average Weekly Earnings, Australia, Aug 2008</i>, Cat. no. 6302.0, ABS, Canberra.</p>
<b>Organisation for Economic Co-operation and Development (OECD)</b>	<p>The Organisation for Economic Co-operation and Development (OECD), comprising 30 member countries, was developed post World War II and is used to benchmark social and economic progress and trends within its member countries.</p>

<b>Part time worker</b>	<p>Employed person who usually works less than 35 hours a week (in all jobs) and either did so during the reference week, or was not at work in the reference week.</p> <p>Reference: Australian Bureau of Statistics, 2008, <i>Labour Force, Australia</i>, Cat. no. 6202.0, ABS, Canberra.</p>
<b>Place of usual residence</b>	<p>This is the place where a person usually lives. It may, or may not be the place where the person was counted on Census Night. Census usual residence counts form the basis of the Estimated Resident Population (ERP). See reference for further information regarding calculation.</p> <p>Unless otherwise stated, census data in this publication refers to populations based on usual residence counts.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Census Dictionary Australia 2006 (Reissue)</i>, Cat. no. 2901.0, ABS, Canberra.</p>
<b>Statistical Division</b>	<p>A Statistical Division (SD) is an Australian Standard Geographical Classification (ASGC) defined area which represents a large, general purpose, regional type geographic area. SDs represent relatively homogeneous regions characterised by identifiable social and economic links between the inhabitants and between the economic units within the region, under the unifying influence of one or more major towns or cities. They consist of one or more Statistical Subdivisions (SSDs) and cover, in aggregate, the whole of Australia without gaps or overlaps. They do not cross state or territory boundaries and are the largest statistical building blocks of states and territories.</p> <p>In states and territories (other than New South Wales), SDs are designed in line with the ASGC general purpose regional spatial unit definition. For more information and a list of the Statistical Divisions in each state/territory, refer to <i>Statistical Geography Volume 1: Australian Standard Geographical Classification (ASGC) 2006</i> (Cat. no. 1216.0). Maps are available from ABS Information Consultancy.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Census Dictionary Australia 2006 (Reissue)</i>, Cat. no. 2901.0, ABS, Canberra.</p>
<b>Total fertility rate</b>	<p>Total fertility rate refers to the number of children a female would bear during her lifetime if she experienced the current age-specific fertility rates (the average number of births a cohort of females have borne over their reproductive lifetimes) at each age of her reproductive life.</p> <p>Reference: Australian Bureau of Statistics, 2008, <i>Births, Australia, 2007</i>, Cat no.3301.0, Canberra.</p>
<b>Unemployed</b>	<p>Unemployed people are people aged 15 years and over who do not have a job but are actively looking for work and available to start work. People who are not in the labour force are not included in unemployment counts.</p> <p>For detailed information on concepts of unemployment in Australian Bureau of Statistics surveys, see Chapter 6 of Australian Bureau of Statistics, 2007, <i>Labour Statistics: Concepts, Sources and Methods, Apr 2007</i>, Cat. no. 6102.0.55.001, ABS, Canberra.</p> <p>Reference: Australian Bureau of Statistics, 2006, <i>Census Dictionary Australia 2006 (Reissue)</i>, Cat. no. 2901.0, ABS, Canberra.</p>
<b>Unemployment rate</b>	<p>The unemployment rate for any group is the number of unemployed people expressed as a percentage of the labour force of the same group.</p> <p>Reference: Australian Bureau of Statistics, 2008, <i>Labour Force, Australia</i>, Cat. No. 6202.0, ABS, Canberra.</p>

**Weekly total earnings**

Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

Reference: Australian Bureau of Statistics, 2006, *Average Weekly Earnings, Australia, Aug 2008*, Cat. no. 6302.0, ABS, Canberra.