

**Senate Standing Committee on Education and Employment**  
**QUESTIONS ON NOTICE**  
**Tuesday, 19 March 2019 Hearing**  
**Fair Work Amendment (Right to Request Casual Conversion) Bill 2019**

Senator Murray Watt asked on 19 March 2019 on proof Hansard page 38.

**Question**

**Percentage of casual workers from culturally and linguistically diverse backgrounds**

**Senator WATT:** Actually, to help them out, you might have more ready access to one thing that I asked them about. I think it was the percentage of workers from a culturally and linguistically diverse background who work as casuals. If you have a look at the evidence they gave, there was something they took on notice, but you might have more access to that data than they do.

**Ms Volzke:** Senator, I don't have any of my policy colleagues, who would be best placed to answer that, here today, but I'm happy to take it on notice and see what we can find.

**Answer**

The ABS *Characteristics of Employment* publication contains data on casual employees, a person's country of birth and the number of years since a person's arrival in Australia.

Table 1 shows the distribution of casual employees by country of birth, and the prevalence of casual employment by country of birth using the latest available data.

**Table 1: Casual employees by country of birth, August 2018**

| Country of Birth   | % of casual employees | % of employees that are casual            |
|--|-----------------------|---|
| Australia  | 68.9%                 | 24.5%                                     |
| United Kingdom   | 3.9%                  | 18.7%                                     |
| India  | 3.3%                  | 25.5%                                     |
| South-East Asia (excl. Vietnam and Philippines)          | 2.8%                  | 30.3%                                     |
| New Zealand  | 2.6%                  | 21.8%                                     |
| Southern and Central Asia (excl. India)                  | 2.6%                  | 31.5%                                     |
| North-East Asia (excl. China)                            | 2.1%                  | 35.3%                                     |
| Americas   | 2.0%                  | 28.3%                                     |
| Sub-Saharan Africa                                       | 1.9%                  | 21.7%                                     |
| China (excl. SARs and Taiwan Province)                   | 1.8%                  | 22.1%                                     |
| North Africa and the Middle East                         | 1.7%                  | 35.4%                                     |
| Philippines  | 1.5%                  | 20.6%                                     |
| Vietnam  | 1.2%                  | 28.6%                                     |
| Southern and Eastern Europe (excl. Italy and Greece)     | 1.1%                  | 20.8%                                     |
| Oceania and Antarctica (excl. Australia and New Zealand) | 0.8%                  | 22.3%                                     |
| North-West Europe (excl. United Kingdom and Germany)     | 0.8%                  | 19.9%                                     |
| Italy  | 0.5%                  | 31.6%                                     |
| Germany  | *                     | *   |
| Greece   | *                     | *   |
|  | Total: 100%           | 25% of all employees are casual employees |

Source: ABS, Characteristics of Employment (Cat. No. 6333.0), August 2018, unpublished data, estimates based on ABS microdata in TableBuilder

Notes: \* estimate has a relative standard error of 25 to 50 per cent. Casual employees in the table refers to employees without paid leave entitlements. Proportions may not add up to 100 per cent due to random adjustments in the data by the ABS to avoid the release of confidential information.

Table 2 shows the distribution of casual employees who were born overseas by years since arrival, and the prevalence of casual employment for employees born overseas by years since arrival using the latest available data.

**Table 2: Casual employees born overseas by years since arrival, August 2018**

| Years since arrival           | % of casual employees | % of employees that are casual                |
|-------------------------------|-----------------------|---|
| Arrived less than 5 years ago | 30.7%                 | 42.3%   |
| Arrived 5 to 9 years ago      | 19.1%                 | 25.8%   |
| Arrived 10 to 14 years ago    | 16.1%                 | 22.0%   |
| Arrived 15 to 19 years ago    | 11.0%                 | 25.2%   |
| Arrived 20 or more years ago  | 23.6%                 | 16.6%   |
|                               | Total: 100%           | 25% of all employees born overseas are casual |

Source: ABS, Characteristics of Employment (Cat. No. 6333.0), August 2018, unpublished data, estimates based on ABS microdata in TableBuilder

Notes: Casual employees in the table refers to employees without paid leave entitlements. Proportions may not add up to 100 per cent due to random adjustments in the data by the ABS to avoid the release of confidential information.

The ABS notes there are a range of indicators of cultural and linguistic diversity and cautions against using any single measure as there are many elements to cultural and linguistic diversity. However, the ABS does not report on the other indicators of cultural and linguistic diversity for casual employees.

Indicators include:

- country of birth of person
- year of arrival in Australia
- main language other than English spoken at home
- proficiency in spoken English
- indigenous status
- ancestry
- country of birth of father
- country of birth of mother
- first language spoken
- languages spoken at home
- main language spoken at home
- religious affiliation