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THE LABOUR FORCE

Labour force statistics are collected in a monthly population survey of a sample of dwellings across Australia. The survey provides timely estimates of the labour force status of the Australian population, together with basic demographic data to enable various characteristics of the employed and unemployed to be analysed.

Fundamental to the measurement of employment and unemployment is the concept of the labour force. The labour force is defined broadly as those persons aged 15 and over who during a particular week are either employed or unemployed. The labour force represents the total official supply of labour available to the labour market during a given week.

The Australian labour force conceptual framework is set out schematically on the next page.

This section presents some summary statistics on the civilian labour force drawn from the ABS monthly Labour Force Survey and associated supplementary surveys. Set out below is a range of characteristics such as whether persons are employed, unemployed or not in the labour force, together with demographic information (i.e., age, sex, marital status, etc.). Further details concerning the scope, coverage and survey methods (as well as more detailed statistics) of the labour force and supplementary surveys can be found in the publications listed at the end of this chapter.

Characteristics of the labour force

The size and composition of the labour force is not static over time. Changes in the labour force are caused by an increase/decrease in labour force participation or in the population aged 15 and over.

LABOUR FORCE: SOURCES OF CHANGES IN SIZE
(per cent)

	Males			Females			Persons		
	Per- centage change in labour force	Percentage points change due to		Per- centage change in labour force	Percentage points change due to		Per- centage change in labour force	Percentage points change due to	
		Popu- lation growth	Labour force partici- pation		Popu- lation growth	Labour force partici- pation		Popu- lation growth	Labour force partici- pation
<i>Annual average(a)</i>									
1985-1986	2.1	2.1	0.0	5.8	2.0	3.7	3.5	2.0	1.5
1986-1987	1.8	2.2	-0.4	5.0	2.1	2.8	3.1	2.1	0.9
1987-1988	1.7	2.1	-0.4	3.5	2.1	1.4	2.4	2.1	0.3
1988-1989	1.9	2.1	-0.2	4.1	2.0	2.0	2.8	2.1	0.7
1989-1990	2.4	1.9	0.5	4.7	1.8	2.8	3.3	1.9	1.4
1990-1991	1.6	1.8	-0.2	2.6	1.7	0.8	2.0	1.7	0.3

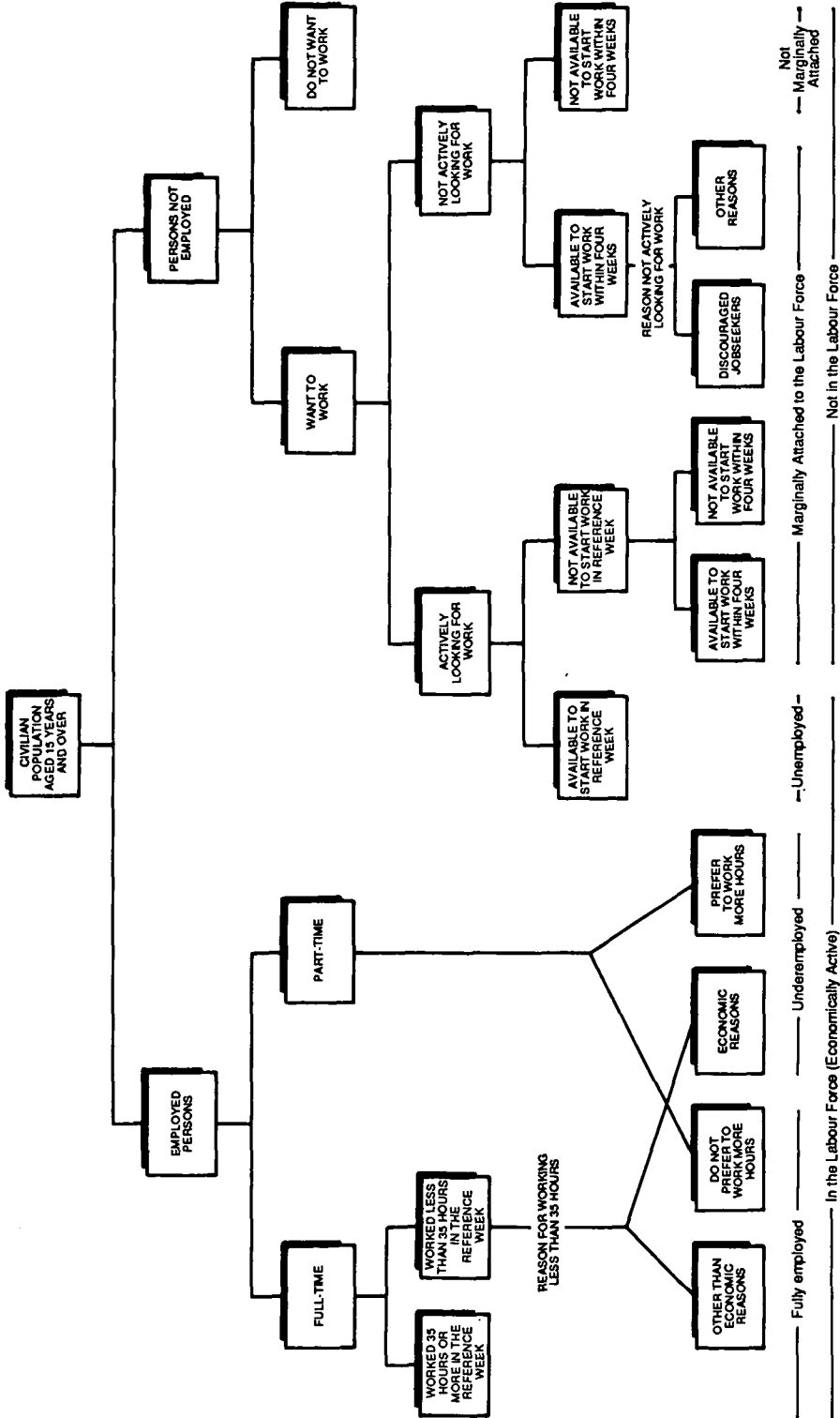
(a) Averages calculated on monthly estimates.

Source: *The Labour Force, Australia* (6203.0).

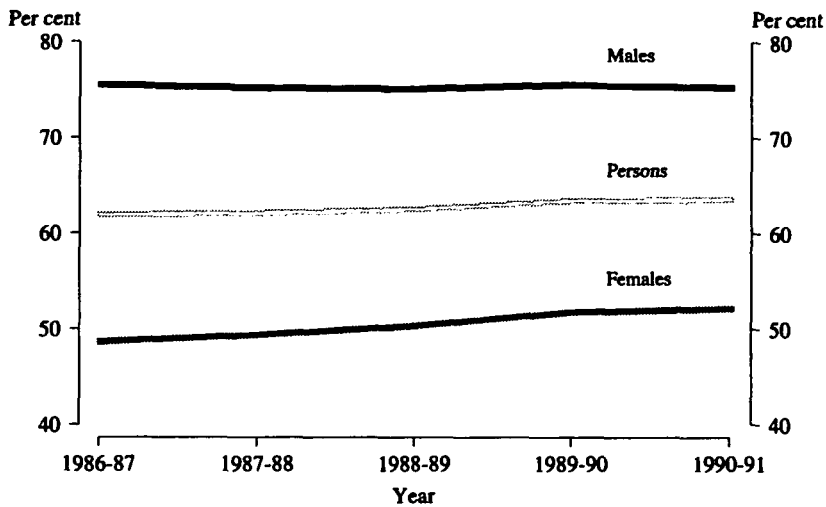
One of the most important labour force measurements is the participation rate, which represents the proportion of the working age population who are in the labour force. Analysis of the participation rates provides the basis for monitoring changes in the size and composition of labour supply, particularly in

terms of age, sex and marital status. Since 1986, the trend participation rate for males has remained relatively steady although it declined in the last six months of 1990-91. However, the female trend participation rate has increased from 47.5 per cent in January 1986 to a peak of 52.4 per cent in mid-1990.

THE AUSTRALIAN LABOUR FORCE FRAMEWORK



PARTICIPATION RATES, ANNUAL AVERAGE



Source: *The Labour Force, Australia (6203.0)*.

The following two tables provide more detailed information on the labour force status of persons. The first table presents the age

and sex composition of the total labour force. The second table shows changes in labour force status over time.

CIVILIAN LABOUR FORCE, BY AGE, ANNUAL AVERAGE(a), 1990-91

Age group	Number ('000)						Participation rate (per cent)				
	Males			Females			Males			Females	
	Males	Married	Not married	Total	Persons	Males	Married	Not married	Total	Persons	
15-64	4,908.6	2,082.1	1,427.8	3,509.9	8,418.4	84.9	59.2	66.5	61.9	73.6	
15-19	418.3	14.1	374.3	388.4	806.8	59.6	56.1	57.7	57.7	58.6	
20-24	620.0	139.8	388.7	528.5	1,148.5	89.7	67.5	83.8	78.2	84.0	
25-34	1,324.6	609.3	310.5	919.8	2,244.4	94.5	61.3	77.3	65.9	80.2	
35-44	1,234.6	740.3	186.5	926.8	2,161.4	94.5	70.8	74.5	71.5	83.0	
45-54	849.2	444.2	115.9	560.2	1,409.3	89.9	61.8	64.5	62.3	76.4	
55-59	276.5	94.2	33.7	127.8	404.4	75.2	34.5	39.7	35.7	55.7	
60-64	185.3	40.3	18.1	58.4	243.8	50.7	15.9	16.0	15.9	33.3	
65+	75.3	17.2	11.4	28.6	103.9	9.1	3.7	1.8	2.6	5.4	
Total	4,983.9	2,099.3	1,439.2	3,538.5	8,522.4	75.4	52.7	51.5	52.2	63.7	

(a) Averages calculated on monthly estimates.

Source: *The Labour Force, Australia (6203.0)*.

CIVILIAN POPULATION AGED 15 AND OVER: LABOUR FORCE STATUS

Annual average(a)	Unemployed			Total	Labour force	Not in the labour force	Civilian population aged 15 years and over	Unemployment rate	Participation rate
	Employed	Looking for full-time work	Looking for part-time work						
							'000	per cent	
MALES									
1985-86	4,197.5	312.5	28.2	340.7	4,538.1	1,441.6	5,979.8	7.5	75.9
1986-87	4,254.1	336.1	29.8	365.9	4,620.0	1,490.1	6,110.1	7.9	75.6
1987-88	4,354.4	310.7	34.3	345.0	4,699.4	1,540.8	6,240.2	7.3	75.3
1988-89	4,494.3	263.4	32.4	295.9	4,790.2	1,580.6	6,370.8	6.2	75.2
1989-90	4,622.2	248.2	34.4	282.6	4,904.7	1,587.7	6,492.4	5.8	75.5
1990-91	4,562.9	377.0	44.0	421.0	4,983.9	1,623.1	6,606.9	8.4	75.4
FEMALES									
1985-86	2,662.5	174.3	76.5	250.8	2,913.3	3,237.1	6,150.4	8.6	47.4
1986-87	2,790.2	189.4	79.8	269.3	3,059.5	3,221.1	6,280.6	8.8	48.7
1987-88	2,901.9	183.1	82.4	265.5	3,167.4	3,244.9	6,412.3	8.4	49.4
1988-89	3,056.9	160.9	78.3	239.2	3,296.0	3,246.8	6,542.8	7.3	50.4
1989-90	3,218.1	154.8	77.6	232.4	3,450.5	3,212.4	6,662.9	6.7	51.8
1990-91	3,245.9	202.0	90.5	292.6	3,538.5	3,238.4	6,776.9	8.3	52.2

(a) Averages calculated on monthly estimates.

Source: *The Labour Force, Australia* (6203.0).

The relationship between the education system and the labour force is illustrated in the following two tables. Firstly the high level of labour force participation among persons who

were until recently full-time students is shown. The second table equates the level of educational attainment with the level of labour force activity.

LEAVERS FROM EDUCATIONAL INSTITUTIONS(a)
LABOUR FORCE STATUS AND AGE, MAY 1991

Labour force status	Leavers aged 15 to 19			Leavers aged 20 to 24			Total(b)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
— '000 —									
Labour force	80.4	75.0	155.4	32.3	43.1	75.4	140.7	148.6	289.3
Employed	56.6	51.3	107.8	24.3	34.4	58.6	100.7	109.1	209.8
Full time	43.4	32.8	76.2	18.1	24.1	42.2	78.2	71.3	149.5
Part time	13.2	18.4	31.6	6.2	10.2	16.4	22.5	37.8	60.3
Unemployed	23.9	23.7	47.6	8.0	8.7	16.7	40.0	39.5	79.5
Not in labour force	6.2	6.7	12.9	*1.1	4.4	5.5	8.7	18.5	27.2
Total	86.6	81.7	168.3	33.4	47.4	80.9	149.4	167.1	316.5
— per cent —									
Unemployment rate	29.7	31.6	30.6	24.8	20.2	22.2	28.4	26.6	27.5
Participation rate	92.8	91.8	92.3	96.6	90.8	93.2	94.2	88.9	91.4

(a) Leavers from educational institutions are persons who were full-time students at some time in the previous year but are not currently full-time students. (b) Includes leavers aged 25 to 64.

Source: *Transition from Education to Work, Australia* (6227.0).

**CIVILIAN POPULATION AGED 15 TO 69(a): EDUCATIONAL ATTAINMENT
AND LABOUR FORCE STATUS, FEBRUARY 1991**

<i>Educational attainment</i>	<i>Employed</i>			<i>Unem- ployed</i>	<i>Labour force</i>	<i>Not in labour force</i>	<i>Unemp- loyment rate</i>	<i>Partici- pation rate</i>	
	<i>Full time</i>	<i>Part time</i>	<i>Total</i>						
	'000							per cent	
MALES									
With post-school qualifications	2,213.4	116.7	2,330.0	154.4	2,484.5	303.1	2,787.5	6.2	89.1
Degree	522.1	29.4	551.5	21.2	572.7	48.8	621.5	3.7	92.1
Trade qualification or apprenticeship	1,103.3	48.5	1,151.8	81.2	1,233.0	177.5	1,410.5	6.6	87.4
Certificate or diploma	570.8	37.3	608.1	47.6	655.7	72.6	728.4	7.3	90.0
Other	17.1	*1.4	18.6	4.5	23.0	4.1	27.1	19.5	85.0
Without post-school qualifications(b)	1,899.1	182.6	2,081.7	287.2	2,369.0	566.1	2,935.1	12.1	80.7
Attended highest level of secondary school available	519.8	85.2	605.0	70.1	675.2	120.6	795.8	10.4	84.8
Did not attend highest level of secondary school available	1,367.7	95.8	1,463.4	215.9	1,679.4	431.0	2,110.4	12.9	79.6
Left at age									
18 and over	29.2	3.7	32.9	9.4	42.2	6.4	48.7	22.2	86.8
16 or 17	557.8	35.0	592.8	83.4	676.2	66.0	742.2	12.3	91.1
14 or 15	685.9	48.2	734.2	104.7	838.8	258.3	1,097.1	12.5	76.5
13 and under	94.7	8.9	103.6	18.5	122.1	100.4	222.5	15.1	54.9
Never attended school	4.4	*0.9	5.3	*0.4	5.8	11.5	17.3	*7.7	33.5
Still at school	*0.2	63.5	63.8	23.3	87.1	217.8	304.9	26.8	28.6
Total	4,112.7	362.8	4,475.5	465.0	4,940.5	1,087.0	6,027.5	9.4	82.0
FEMALES									
With post-school qualifications	922.9	499.3	1,422.2	114.9	1,537.0	571.6	2,108.6	7.5	72.9
Degree	240.6	82.9	323.4	23.0	346.5	79.3	425.7	6.6	81.4
Trade qualification or apprenticeship	55.8	34.5	90.3	7.0	97.3	63.9	161.2	7.2	60.4
Certificate or diploma	618.3	377.6	995.9	83.6	1,079.6	421.3	1,500.9	7.7	71.9
Other	8.1	4.3	12.4	*1.2	13.7	7.1	20.8	*9.1	65.7
Without post-school qualifications(b)	973.3	703.9	1,677.2	199.1	1,876.3	1,680.6	3,556.9	10.6	52.8
Attended highest level of secondary school available	295.7	194.1	489.8	62.7	552.4	258.9	811.4	11.3	68.1
Did not attend highest level of secondary school available	670.6	504.8	1,175.4	134.9	1,310.3	1,398.9	2,709.2	10.3	48.4
Left at age									
18 and over	13.4	7.7	21.0	3.6	24.7	18.4	43.0	14.7	57.4
16 or 17	304.9	195.7	500.6	56.9	557.5	341.8	899.3	10.2	62.0
14 or 15	317.1	273.1	590.2	66.1	656.3	850.1	1,506.4	10.1	43.6
13 and under	35.2	28.3	63.6	8.2	71.7	188.7	260.4	11.4	27.5
Never attended school	*1.7	*1.6	*3.3	*0.5	3.8	16.2	20.0	*13.3	18.9
Still at school	*0.2	76.7	76.9	21.8	98.7	194.2	292.9	22.0	33.7
Total	1,896.4	1,279.9	3,176.2	335.7	3,511.9	2,446.4	5,958.3	9.6	58.9

(a) Excludes visitors to private dwellings, some patients in hospitals and sanatoriums and inmates of reformatories, gaols, etc.

(b) Includes persons for whom secondary school qualifications could not be determined.

Source: *Labour Force Status and Educational Attainment, Australia (6235.0)*.

The unemployment rate for the overseas born in the Australian labour force at May 1991 was 10.8 per cent compared with the unemployment rate for the entire labour force of 9.5 per cent. The unemployment rate for Australian born persons was 9.0 per cent. Of overseas born persons, those from Vietnam had the highest unemployment rate — 22 per cent and those from the Netherlands had the lowest unemployment rate at 6.6 per cent.

The proportion of migrants whose occupation at September 1990 was the same as before migration, varied across occupation groups as follows:

- 42 per cent for managers and administrators;
- 65 per cent for professionals;
- 45 per cent for para-professionals; and
- 62 per cent for tradespersons.

CIVILIAN LABOUR FORCE BY BIRTHPLACE, MAY 1991

	Employed		Unemployed		Labour force ('000)	Unemployment rate (per cent)	Participation rate (per cent)
	Full-time workers ('000)	Total ('000)	Looking for full-time work ('000)	Total ('000)			
Born in Australia	4,400.6	5,766.3	471.0	573.5	6,339.8	9.0	65.5
Born outside Australia	1,592.0	1,972.6	203.7	238.7	2,211.3	10.8	62.3
Oceania	173.4	205.8	21.7	26.7	232.5	11.5	77.1
New Zealand	144.0	171.1	14.6	18.2	189.4	9.6	79.3
Europe and the USSR	994.0	1,246.7	108.8	127.1	1,373.7	9.2	60.1
Germany	52.4	63.9	5.3	6.5	70.4	9.2	63.5
Greece	58.8	68.2	7.9	9.2	77.4	11.9	57.4
Italy	112.8	135.4	9.1	11.4	146.9	7.8	51.1
Netherlands	40.9	52.4	* 3.4	3.7	56.1	6.6	61.8
UK and Ireland	514.8	660.1	52.7	61.4	721.5	8.5	63.4
Yugoslavia	80.3	95.4	11.7	14.3	109.6	13.0	63.8
The Middle East and North Africa	65.7	75.6	15.9	17.2	92.9	18.6	55.4
Lebanon	28.3	31.7	7.8	8.5	40.2	21.1	55.8
South-East Asia	144.3	175.4	28.7	32.5	207.9	15.6	63.8
Malaysia	34.1	43.4	3.6	5.0	48.4	10.3	70.9
Philippines	32.0	38.4	4.7	5.0	43.4	11.5	67.3
Vietnam	39.9	45.8	12.5	13.2	59.0	22.4	60.8
North-east Asia	65.6	87.2	7.3	9.1	96.3	9.4	57.4
China	34.2	44.5	4.1	4.3	48.8	8.8	61.6
The Americas	53.7	65.6	7.0	9.6	75.2	12.8	69.1
Other(a)	95.3	116.3	14.2	16.6	132.8	12.5	70.1
India	36.1	42.6	5.9	6.5	49.1	13.2	74.2

(a) Includes Southern Asia and Africa (excluding North Africa).

Source: *The Labour Force, Australia (6203.0)*.

EMPLOYMENT

Broadly, persons are considered to be employed if they are doing any work at all, regardless of the number of hours worked. In the statistics, employment is presented according to the demographic characteristics of employed persons, their occupation and industry, hours worked and whether they are full-time or part-time workers. Data for employed wage and salary earners by whether they work in the private or government sector, and estimates for apprentices and qualified tradespersons are also included in this section.

By relating employment levels to population levels, the magnitude of job growth in the economy can be evaluated. The measure relating these two levels is the employment/population ratio. Its usefulness lies in the fact that while movements in the employment level reflect net changes in the levels of persons holding jobs, movements in the ratio reflect net changes in the number of jobholders relative to changes in the size of the population. While a rise in employment may not appear as a rise in the ratio because of continuing population growth, a decrease in employment will always appear as a fall in the ratio.

**EMPLOYED PERSONS: EMPLOYMENT/POPULATION RATIOS(a)
(per cent)**

Annual average(b)	Age group (years)								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65+	
MALES									
1985-86	49.3	80.1	88.6	90.7	85.8	73.0	41.7	8.8	70.3
1986-87	48.7	79.5	88.4	90.2	85.4	71.6	42.4	8.5	69.7
1987-88	49.2	79.8	88.9	90.4	84.9	70.4	43.5	9.1	69.8
1988-89	51.7	81.7	89.1	90.9	85.5	69.7	45.4	9.0	70.6
1989-90	53.0	82.0	89.8	90.9	86.6	71.3	46.2	9.1	71.2
1990-91	47.4	77.5	86.7	89.5	85.9	70.5	45.9	8.9	69.1
FEMALES									
1985-86	48.1	67.4	54.8	59.4	49.9	28.3	11.7	2.4	43.3
1986-87	47.5	68.2	56.6	61.3	52.3	29.5	12.9	2.4	44.5
1987-88	47.6	68.9	58.0	62.7	53.5	30.1	12.7	2.7	45.3
1988-89	49.2	70.3	59.3	65.3	55.7	31.1	14.6	2.3	46.8
1989-90	50.5	71.0	61.7	68.3	57.7	31.3	15.0	2.2	48.3
1990-91	46.2	69.6	60.8	67.6	59.3	34.2	15.7	2.5	47.9
PERSONS									
1985-86	48.7	73.8	71.7	75.3	68.3	51.0	26.4	5.1	56.6
1986-87	48.1	73.9	72.5	75.9	69.2	51.0	27.3	5.0	56.9
1987-88	48.4	74.4	73.4	76.7	69.6	50.6	27.9	5.4	57.4
1988-89	50.5	76.1	74.2	78.2	71.0	50.8	29.8	5.1	58.5
1989-90	51.8	76.6	75.8	79.6	72.5	51.6	30.5	5.1	59.6
1990-91	46.8	73.6	73.8	78.6	72.9	52.6	30.8	5.3	58.5

(a) Employment/population ratio for any group is the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group. (b) Averages calculated on monthly estimates.

Source: *The Labour Force, Australia (6203.0)*.

Employed persons — employers, self-employed persons and wage and salary earners — are those who, during the reference week, worked

for one hour or more for pay, profit, commission or payment in kind in a job or a business, or on a farm.

**EMPLOYED PERSONS: STATUS OF WORKER
('000)**

Annual average(a)	Employers	Self-employed	Wage and salary earners	Unpaid family helpers	Total
1985-86	358.9	686.4	5,765.0	39.4	6,849.7
1986-87	335.5	724.5	5,895.1	64.6	7,019.7
1987-88	365.2	708.4	6,080.1	65.5	7,219.2
1988-89	367.4	734.4	6,371.9	66.5	7,540.3
1989-90	372.4	736.0	6,661.8	60.6	7,830.9
1990-91	368.4	763.2	6,589.6	67.1	7,788.3

(a) Averages calculated on quarterly estimates.

Source: *The Labour Force, Australia (6203.0)*.

A measure of the relative importance of an industry is the size of its workforce and the work effort of that workforce as measured by

hours worked. Taken together, employment and hours worked by industry serve as an indicator of labour input to that industry.

**EMPLOYED PERSONS BY INDUSTRY AND AVERAGE WEEKLY HOURS WORKED
ANNUAL AVERAGE(a), 1990-91**

<i>Industry</i>	<i>Number ('000)</i>			<i>Average weekly hours worked</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Agriculture, forestry, fishing and hunting	306.0	127.8	433.8	48.8	29.6	43.2
Mining	86.1	9.9	96.0	42.1	36.0	41.5
Manufacturing	847.6	319.8	1,167.4	40.0	32.4	37.9
Food, beverages and tobacco	123.6	57.8	181.4	39.5	31.6	37.0
Metal products	171.5	30.7	202.2	40.2	31.4	38.9
Other manufacturing	552.5	231.2	783.8	40.1	32.7	37.9
Electricity, gas and water	92.5	11.6	104.2	36.0	32.4	35.6
Construction	496.2	75.1	571.3	39.3	21.0	36.9
Wholesale and retail trade	889.0	731.9	1,620.9	40.6	27.3	34.6
Transport and storage	319.7	80.0	399.6	41.0	30.4	38.9
Communication	102.5	39.4	141.9	35.3	30.3	33.9
Finance, property and business services	460.1	437.3	897.3	41.0	31.0	36.1
Public administration and defence	215.8	146.8	362.6	36.6	31.7	34.6
Community services	474.7	933.7	1,408.4	39.1	29.6	32.8
Recreation, personal and other services	257.1	327.7	584.9	38.5	27.5	32.3
Total	4,547.3	3,241.0	7,788.3	40.3	29.3	35.7

(a) Averages calculated on quarterly estimates.

Source: *The Labour Force, Australia (6203.0)*.

**EMPLOYED PERSONS BY OCCUPATION, ANNUAL AVERAGE(a), 1990-91
(*000)**

<i>Occupation(b)</i>	<i>Males</i>	<i>Married females</i>	<i>All females</i>	<i>Persons</i>
Managers and administrators	648.1	171.3	214.1	862.2
Professionals	595.2	255.7	412.7	1,007.8
Para-professionals	252.4	127.4	209.1	461.6
Tradespersons	1,065.6	66.0	118.0	1,183.5
Clerks	305.0	658.7	1,035.2	1,340.3
Salespersons and personal service workers	418.6	361.4	741.3	1,159.9
Plant and machine operators, and drivers	481.6	63.7	91.1	572.7
Labourers and related workers	780.8	281.8	419.5	1,200.3
Total	4,547.3	1,986.0	3,241.0	7,788.3

(a) Averages calculated on quarterly estimates. (b) Classified according to the *Australian Standard Classification of Occupations (ASCO)*, 1986.

Source: *The Labour Force, Australia (6203.0)*.

Full-time workers are those who usually work 35 hours or more a week or who worked 35 hours or more during the reference week of the Labour Force Survey. Part-time workers

are those who usually work less than 35 hours a week and who did so during the reference week.

**EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS BY AGE
ANNUAL AVERAGE(a), 1990-91
(*000)**

	Age group (years)								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65+	
MALES									
Full-time workers	212.6	477.7	1,159.0	1,127.3	775.7	238.4	142.1	44.8	4,177.5
Part-time workers	120.9	57.4	55.6	41.4	34.9	20.6	25.7	28.8	385.3
Total	333.5	535.1	1,214.6	1,168.7	810.6	259.0	167.8	73.6	4,562.9
FEMALES									
Full-time workers	146.6	365.1	538.3	479.3	308.3	65.5	28.4	10.1	1,941.6
Part-time workers	165.2	104.3	310.8	396.2	223.7	57.0	29.1	18.2	1,304.4
Total	311.8	469.4	849.1	875.5	532.0	122.4	57.5	28.2	3,245.9

(a) Averages calculated on monthly estimates.

Source: *The Labour Force, Australia* (6203.0).

The composition and distribution of employed wage and salary earners are presented in the following two tables. The geographic distribution and private/public sector composition are of considerable interest, providing information to assist the continuing analysis of the relative size of employment in

the private and government sectors in Australia. Changes over time in private and public sector employment by industry are also of considerable interest. The quarterly Survey of Employment and Earnings is the principal source of such information.

**EMPLOYED WAGE AND SALARY EARNERS: BY SECTOR, JUNE 1991
(*000)**

Sector	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
Private	1,473.1	1,145.0	628.0	361.3	359.9	94.9	42.9	54.6	4,159.8
Public	565.5	444.9	266.4	152.4	162.3	48.1	22.2	73.3	1,735.1
Commonwealth	133.5	102.7	49.0	30.8	25.3	9.1	4.2	53.7	408.3
State	372.0	296.1	188.4	112.9	125.7	35.2	16.6	19.6	1,166.5
Local	60.0	46.2	29.0	8.6	11.3	3.8	1.4	—	160.3
Total	2,038.6	1,589.9	894.5	513.7	522.1	143.0	65.1	127.9	5,894.9

Source: *Employed Wage and Salary Earners, Australia* (6248.0).

EMPLOYED WAGE AND SALARY EARNERS: INDUSTRY BY SECTOR
(**'000**)

Industry	Private sector				Public sector			
	Dec. 1987	Dec. 1988	Dec. 1989	Dec. 1990	Dec. 1987	Dec. 1988	Dec. 1989	Dec. 1990
Agriculture, forestry, fishing and hunting(a)					8.0	7.8	7.5	7.7
Mining	78.2	78.2	77.3	79.6	7.1	6.8	6.5	6.0
Manufacturing	1,022.2	1,027.3	1,061.3	976.0	45.3	43.1	34.1	31.2
Electricity, gas and water	5.6	4.1	2.7	1.7	123.7	120.4	114.7	111.3
Construction	225.6	252.4	277.0	243.4	43.2	40.8	44.1	43.4
Wholesale and retail trade	1,195.4	1,294.4	1,314.3	1,277.5	5.0	4.4	4.6	4.2
Transport and storage	152.1	165.9	181.1	181.0	145.2	139.3	136.8	131.1
Communication	0.7	0.6	1.6	0.9	134.0	127.5	128.4	127.9
Finance, property and business services	604.4	652.7	711.1	669.8	106.0	103.4	114.6	115.5
Public administration and defence(b)	—	—	—	—	317.3	317.0	307.0	314.3
Community services	456.5	460.7	500.1	512.0	771.5	788.1	792.5	813.0
Health	229.8	223.3	236.8	238.0	285.6	286.5	290.5	293.3
Education	96.0	103.4	108.0	115.1	365.2	381.0	373.4	384.1
Other	130.7	134.1	155.3	159.0	120.6	120.6	128.6	135.6
Recreation, personal and other services	420.3	432.8	465.5	446.7	24.3	25.7	24.6	24.3
Total all industries	4,161.0	4,369.2	4,591.9	4,388.7	1,730.5	1,724.3	1,715.2	1,729.9

(a) Out of scope of survey for private sector. (b) Excludes members of permanent defence forces and employees of overseas embassies, consulates etc.

Source: *Employed Wage and Salary Earners, Australia (6248.0)*.

The following table shows the number of apprentices distributed between industries and the public and private sectors.

APPRENTICES: INDUSTRY AND SECTOR, MAY 1991
(**'000**)

Industry	Year of apprenticeship				Total
	First	Second	Third	Fourth(a)	
Manufacturing	5.5	9.8	9.1	5.6	30.0
Construction	3.7	8.8	11.7	6.7	30.9
Wholesale and retail trade	5.8	13.3	8.8	10.3	38.3
Recreation, personal and other services	5.7	5.5	5.4	*3.1	19.7
Other(b)	3.5	7.2	6.0	3.7	20.3
Sector					
Public	*2.8	5.2	5.3	3.5	16.7
Private(c)	21.5	39.4	35.7	25.8	122.4
Total	24.2	44.6	41.0	29.4	139.1

(a) Includes a small number of fifth year apprentices. (b) Comprises Agriculture, forestry, fishing and hunting; Mining; Electricity, gas and water; Transport and storage; Communication; Community services; Finance, property and business services; and Public administration and defence. (c) Includes a small number of persons for whom sector could not be determined.

Source: *Transition from Education to Work, Australia (6227.0)*.

UNEMPLOYMENT

Broadly, persons are considered to be unemployed if they satisfy three criteria — not employed, available for work, and taking active steps to find work.

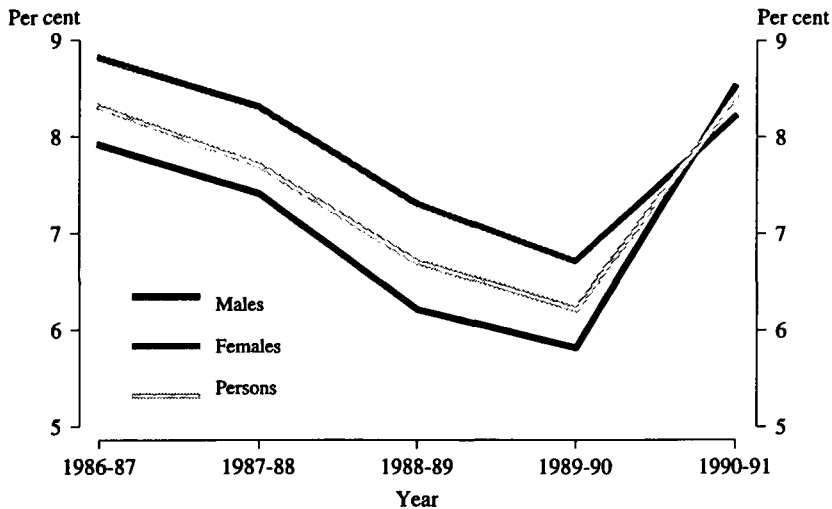
Measures of unemployment provide one indicator of the under-utilisation of labour. The two most important measures are the number of persons unemployed and the unemployment rate. The unemployment rate is defined as the number of unemployed expressed as a percentage of the size of the labour force.

The trend unemployment rate for males increased each month since December 1989 and in December 1991 stood at

10.8 per cent, the highest level recorded since the monthly Labour Force Survey began in February 1978. For females, the trend unemployment rate in August 1991 was 9.9 per cent, still well below the highest level of 10.6 per cent recorded in mid-1983.

By examining particular groups and characteristics of the unemployed, various economic and social aspects of unemployment can be analysed. While the aggregate unemployment rates shown above are important overall indicators, full-time and part-time unemployment levels and rates for different age groups by sex and marital status, shown in the following table, provide additional perspectives.

UNEMPLOYMENT RATE, ANNUAL AVERAGE



Source: *The Labour Force, Australia (6203.0)*.

**UNEMPLOYED PERSONS: AGE AND WHETHER LOOKING FOR FULL-TIME OR
PART-TIME WORK, ANNUAL AVERAGE(a), 1990-91**

Age	Number unemployed ('000)				Unemployment rate (per cent)			
	Males	Married females	All females	Persons	Males	Married females	All females	Persons
LOOKING FOR FULL-TIME WORK								
Aged 15-19	59.1	3.5	47.8	106.9	12.6	25.7	11.1	11.9
Looking for first job	23.1	*0.5	22.9	46.0	..	..	..	..
Attending school	3.8	*0.0	*2.6	6.4	n.a.	n.a.	n.a.	n.a.
Attending a tertiary educational institution full time	*2.3	*0.0	*1.8	4.1	n.a.	n.a.	n.a.	n.a.
Aged 20+	317.8	68.3	154.3	472.1	6.9	*3.3	4.9	7.6
20-24	77.8	10.7	48.1	125.9	12.2	7.4	8.9	10.7
Looking for first job	7.4	*1.3	7.9	15.2	..	..	..	..
25-34	105.9	25.8	49.2	155.0	8.0	4.3	5.3	6.9
35-44	63.7	19.1	33.4	97.1	5.2	*2.6	3.6	4.5
45-54	37.0	10.5	19.5	56.6	4.3	*2.4	3.5	4.0
55+	33.4	*2.3	4.0	37.5	6.2	*1.5	*1.9	4.9
Aged 15-64	376.0	71.7	201.9	577.8	7.6	*3.2	5.7	6.8
Total	377.0	71.8	202.0	579.0	7.6	*3.4	5.6	6.7
LOOKING FOR PART-TIME WORK								
Aged 15-19	25.7	*0.8	28.8	54.5	5.5	5.6	6.7	6.1
Attending school	17.5	*0.0	17.4	34.9	20.1	*0.0	16.7	18.2
Attending a tertiary educational institution full time	5.7	*0.0	7.9	13.6	18.0	25.0	16.3	17.0
Aged 20+	18.3	42.7	61.7	80.0	*0.4	*2.0	*2.0	*1.0
20-24	7.1	*3.3	11.0	18.0	*1.1	*2.3	*2.0	*1.5
Attending a tertiary educational institution full time	4.9	*0.2	4.9	9.8	15.9	18.3	12.3	13.8
25-34	4.2	16.0	21.5	25.7	*0.3	*2.6	*2.3	*1.1
35-44	*2.2	14.4	17.9	20.1	*0.2	*1.9	*1.9	*0.9
45+	4.9	9.0	11.3	16.2	*0.4	*1.5	*1.5	*0.7
Aged 15-64	43.3	43.3	90.3	133.7	*0.9	*2.1	*2.5	*1.6
Total	44.0	43.5	90.5	134.6	*0.9	*2.1	*2.5	*1.6

(a) Averages calculated on monthly estimates.

Source: *The Labour Force, Australia* (6203.0).

Job search experience

An estimated 86 per cent of unemployed persons looking for full-time work in July 1990 were registered with the CES compared with 38 per cent of those looking for part-time work.

In total, 76 per cent of unemployed persons were registered with the CES. Over the period July 1980 to July 1990 this estimate ranged between 73 per cent and 82 per cent.

Approximately 23 per cent of the total unemployed at July 1990 had been unemployed for over one year. For this group the most frequently reported main difficulties in finding work were 'considered too young or too old by employers', 'lacked the necessary skills/education' and the belief that there were 'no vacancies at all'.

**UNEMPLOYED PERSONS: ACTIVE STEPS TAKEN TO FIND WORK AND WHETHER LOOKING
FOR FULL-TIME OR PART-TIME WORK, JULY 1990
(^{'000})**

Active steps taken to find work	Looking for full-time work			Looking for part-time work			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Registered with the CES and									
Took no other active steps	*3.0	*3.0	6.0	*1.0	*1.0	*2.0	4.0	4.0	8.0
Contacted prospective employers	231.8	120.6	352.3	8.7	21.0	29.7	240.4	141.6	382.0
Took other active steps	13.8	7.8	21.5	*1.9	*2.2	4.0	15.6	10.0	25.6
Total	248.5	131.4	379.9	11.5	24.2	35.7	260.1	155.6	415.6
Not registered with the CES and									
Contacted prospective employers	35.9	31.7	67.7	17.2	36.9	54.1	53.1	68.6	121.8
Took other active steps	*3.4	*3.0	6.4	*1.7	*2.9	4.6	5.0	5.9	10.9
Total	39.3	34.7	74.0	18.8	39.8	58.7	58.2	74.5	132.7
Total	287.8	166.1	453.9	30.4	64.0	94.4	318.2	230.1	548.3

Source: *Job Search Experience of Unemployed Persons, Australia (6222.0)*.

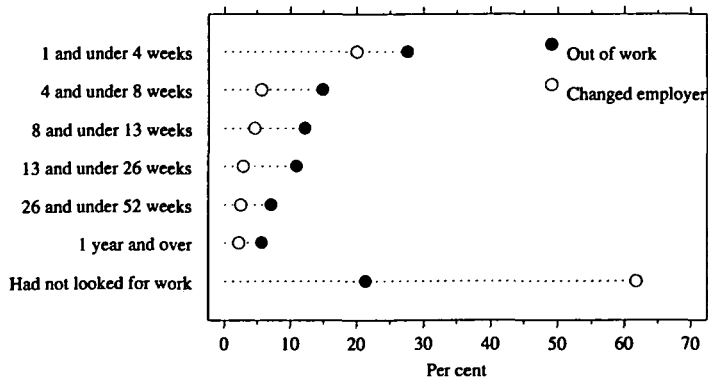
In the twelve months to July 1990, 1,880,300 persons had started a job for wages or salary (lasting two weeks or more). Of those persons, 811,300 had changed employer to start the job.

Of the persons who started a job for wages or salary, 35 per cent obtained their job by approaching the employer without prior knowledge that the job was available, while 40 per cent approached the employer knowing

that the job was available. The remaining 25 per cent of jobs had been obtained as a result of the employer approaching the jobseeker.

Younger persons were more inclined to approach an employer for a job than older persons. An estimated 77 per cent of those aged 15 to 34 years approached an employer for a job compared with 68 per cent of persons aged 35 years and over.

**PERSONS WHO STARTED A WAGE OR SALARY JOB IN THE PREVIOUS TWELVE MONTHS
LENGTH OF TIME LOOKING FOR WORK BEFORE BEING OFFERED JOB AND
WHETHER OUT OF WORK PRIOR TO STARTING JOB, JULY 1990**



Source: *Successful and Unsuccessful Job Search Experience, Australia (6245.0)*.

**PERSONS WHO STARTED A JOB FOR WAGES OR SALARY DURING THE PREVIOUS
TWELVE MONTHS: AGE, WHETHER OUT OF WORK PRIOR TO STARTING JOB
AND WHETHER JOB STARTED WAS IN PREFERRED OCCUPATION, JULY 1990
(^{'000})**

Age group	Out of work prior to starting job		Changed employer to start job		Total		Total(a)
	Job was in preferred occupation	Job was not in preferred occupation	Job was in preferred occupation	Job was not in preferred occupation	Job was in preferred occupation	Job was not in preferred occupation	
15-19	164.3	57.3	113.4	22.7	277.6	80.0	447.9
20-24	139.8	45.0	135.2	17.5	275.0	62.4	383.3
25-34	188.8	54.3	209.5	22.3	398.3	76.6	535.3
35-44	112.4	36.9	131.9	14.4	244.3	51.3	332.2
45-54	48.6	15.4	47.8	7.6	96.3	23.0	137.6
55 and over	17.5	3.8	15.8	*0.0	33.3	3.8	44.0
Total	671.4	212.6	653.5	84.5	1,324.9	297.1	1,880.3

(a) Includes persons who did not have a preferred occupation.

Source: *Successful and Unsuccessful Job Search Experience, Australia (6245.0)*.

JOB VACANCIES

A job vacancy is a job available for immediate filling and for which recruitment action had been taken by the employer.

Job vacancy statistics taken together with unemployment statistics assist in the assessment of the demand for labour.

JOB VACANCIES (^{'000})

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
May 1986	21.1	16.8	4.6	2.6	4.1	1.3	1.1	2.7	54.4
May 1987	19.9	17.6	4.0	3.5	5.5	1.0	0.7	1.6	53.8
May 1988	22.0	18.6	6.6	3.1	4.8	0.7	0.7	1.9	58.5
May 1989	26.3	24.1	10.4	3.5	4.5	0.9	1.1	2.3	73.1
May 1990	19.9	13.1	7.1	*3.4	2.7	1.0	0.7	2.3	50.1
May 1991	10.5	3.8	4.4	1.5	2.1	0.7	0.3	1.8	25.1

Source: *Job Vacancies and Overtime, Australia (6354.0)*.

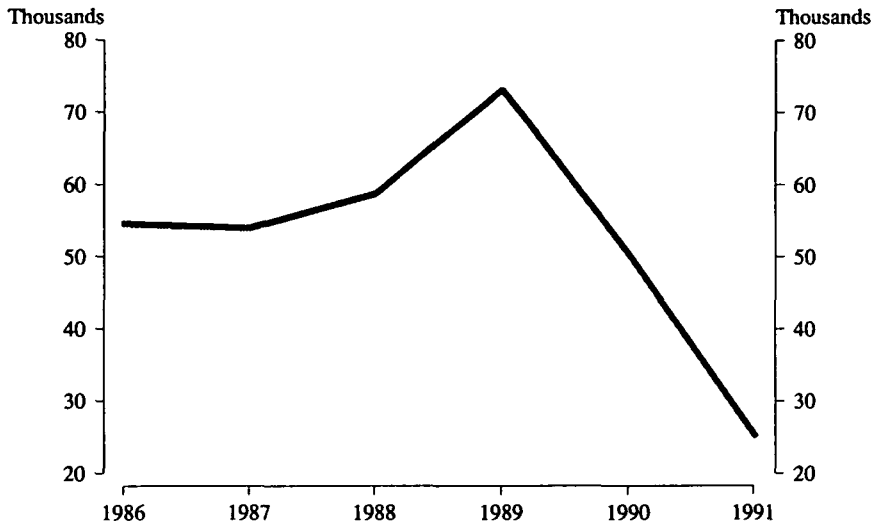
JOB VACANCY RATES(a) (per cent)

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
May 1986	1.1	1.1	0.6	0.5	0.9	0.9	2.0	2.0	1.0
May 1987	1.1	1.2	0.5	0.7	1.1	0.7	1.5	1.3	1.0
May 1988	1.0	1.2	0.8	0.7	0.9	0.5	1.3	1.4	1.0
May 1989	1.2	1.5	1.2	0.7	0.9	0.6	1.9	1.7	1.2
May 1990	1.0	0.8	0.8	*0.7	0.6	0.7	1.3	1.9	0.9
May 1991	0.5	0.2	0.5	0.3	0.4	0.4	0.5	1.4	0.4

(a) Job vacancy rate is calculated by expressing the number of job vacancies as a percentage of the number of employees plus vacancies.

Source: *Job Vacancies and Overtime, Australia (6354.0)*.

JOB VACANCIES
May 1986 to May 1991



Source: Job Vacancies and Overtime, Australia (6354.0).

PERSONS NOT IN THE LABOUR FORCE

Persons not in the labour force represent that group of the population who, during a particular week, are neither employed nor unemployed. Interest in this group centres primarily around their potential to participate in the labour force and their reasons for their current labour force status.

Of the 3.6 million persons aged 15 to 69 years not in the labour force at September 1991, 22 per cent reported marginal attachment to the labour force and therefore were potential participants. An estimated

73 per cent of these potential labour force participants were female.

Marginal attachment to the labour force includes 'discouraged jobseekers'. These are persons who wanted to work and were available to start work but were not looking for work because they believed they would not be able to find a job. This was either because they believed that jobs were not available, or that they would not be acceptable to employers because of their age, their lack of skills/education, or difficulties with language or ethnic background.

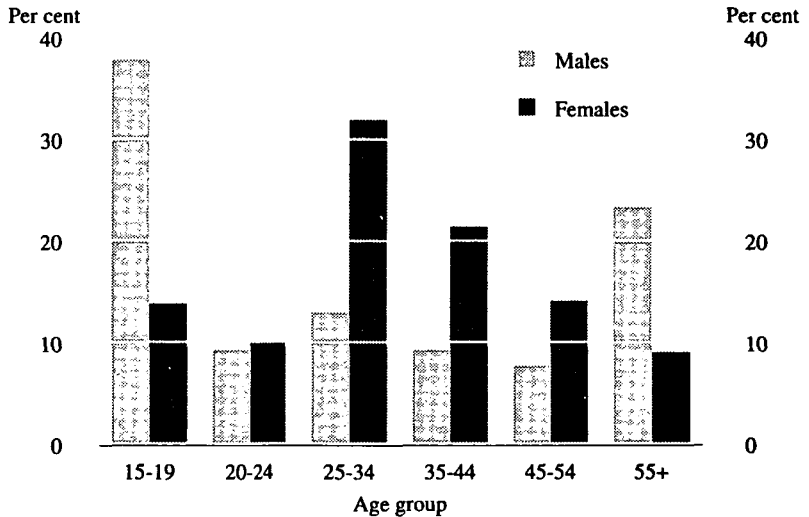
In September 1991 there were 138,200 discouraged jobseekers — 37 per cent more than the estimate for September 1990.

CIVILIAN POPULATION AGED 15 TO 69: LABOUR FORCE STATUS
(’000)

	March 1987	March 1988	September 1988	September 1989	September 1990	September 1991
Persons in the labour force	7,771.2	7,966.8	7,993.2	8,316.3	8,514.2	8,591.5
Persons not in the labour force	3,496.7	3,520.2	3,620.4	3,567.1	3,550.1	3,643.9
With marginal attachment to the labour force	696.4	725.0	721.7	708.4	752.5	819.3
Wanted to work and were actively looking for work	31.1	33.6	65.7	55.3	57.6	46.7
Were available to start work within four weeks	23.6	26.9	34.8	27.7	31.5	24.1
Were not available to start work within four weeks	7.6	6.7	30.9	27.6	26.1	22.5
Wanted to work but were not actively looking for work and were available to start work within four weeks	665.3	691.4	656.0	653.1	694.9	772.7
Discouraged jobseekers	94.4	92.0	83.8	76.1	100.9	138.2
Other	570.9	599.4	572.2	577.0	594.1	634.5
Without marginal attachment to the labour force	2,800.3	2,795.2	2,898.8	2,858.7	2,797.6	2,824.6
Civilian population aged 15 to 69	11,267.9	11,487.0	11,613.6	11,883.4	12,064.3	12,235.4

Source: *Persons Not in the Labour Force, Australia (6220.0)*.

PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE AGE AND SEX, SEPTEMBER 1990



Source: *Persons Not in the Labour Force, Australia (6220.0)*.

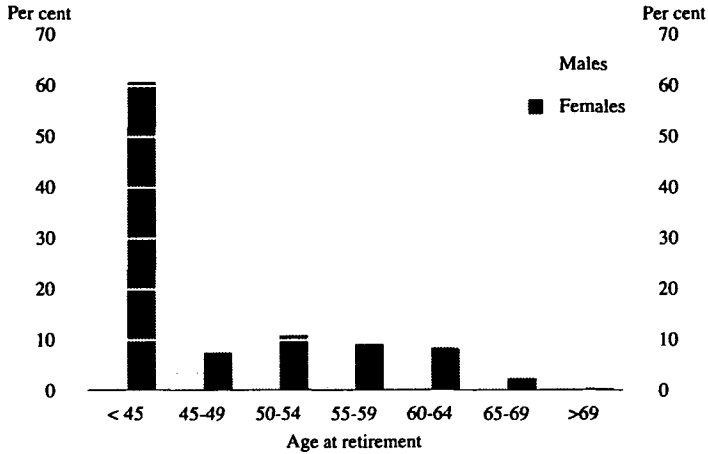
RETIREMENT AND RETIREMENT INTENTIONS

In November 1989 the civilian population included 4,863,400 persons aged 45 and over. Of these, 2,641,900 (54%) had retired from full-time work, 1,584,500 (33%) intended to

retire from full-time work, 461,700 (9%) had never worked full time and did not intend to work full time and a further 175,300 (4%) intended never to retire from full-time work.

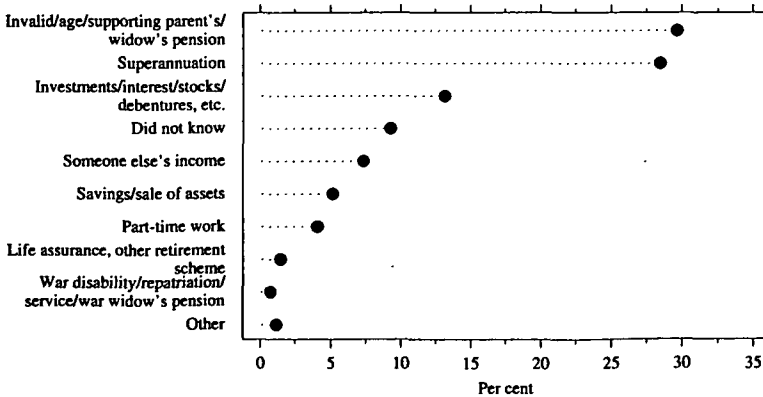
Of the 2,641,900 persons who had retired from full-time work, 1,040,000 (39%) were males and 1,602,000 (61%) were females.

PERSONS AGED 45 AND OVER WHO HAD RETIRED FROM FULL-TIME WORK: AGE AT RETIREMENT BY SEX NOVEMBER 1989



Source: Retirement and Retirement Intentions, Australia (6238.0).

PERSONS AGED 45 AND OVER WHO INTENDED TO RETIRE FROM FULL-TIME WORK: EXPECTED MAIN SOURCE OF INCOME AT RETIREMENT, NOVEMBER 1989



Source: Retirement and Retirement Intentions, Australia (6238.0).

PERSONS AGED 45 AND OVER(a): RETIREMENT STATUS, NOVEMBER 1989
(^{'000})

	<i>Had retired</i>	<i>Intended to retire</i>	<i>Did not intend to retire</i>	<i>Never had a full-time job and did not intend to work full time</i>	<i>Total</i>
Age at November 1989					
45-49	236.6	614.6	46.3	36.8	934.4
50-54	252.5	462.0	42.3	44.8	801.5
55-59	320.5	309.9	30.1	46.9	707.5
60-64	467.5	169.4	30.7	67.2	734.8
65-69	535.8	21.6	13.7	70.3	641.4
70 and over	829.0	6.9	12.1	195.7	1,043.8
Marital status					
Married	1,877.0	1,296.9	136.1	259.7	3,569.8
Not-married	764.9	287.5	39.1	202.1	1,293.6
Family status					
Member of a family	2,040.0	1,352.5	143.9	331.0	3,867.3
Husband or wife	1,827.4	1,247.8	130.3	252.2	3,457.8
Other family head	128.1	72.3	9.6	39.7	249.6
Other	84.5	32.4	4.0	39.1	160.0
Not a member of a family	518.8	165.0	23.4	113.9	821.1
Family status not determined	83.1	67.0	8.0	16.8	174.9
Birthplace and period of arrival					
Born in Australia	1,876.1	1,015.5	126.0	298.6	3,316.2
Born outside Australia	765.8	568.9	49.3	163.1	1,547.2
Arrived before 1961	455.2	220.1	20.2	76.1	771.5
Arrived 1961-1970	187.9	190.5	16.0	38.0	432.4
Arrived 1971-1980	73.4	95.1	6.4	24.1	199.0
Arrived 1981-1989	49.4	63.3	6.7	25.0	144.3
Area					
Metropolitan	1,639.4	1,027.6	79.9	251.6	2,998.5
Non-metropolitan	1,002.5	556.8	95.4	210.2	1,864.9
Total	2,641.9	1,584.5	175.3	461.7	4,863.4
Males	1,040.0	1,155.7	134.9	16.8	2,347.4
Females	1,602.0	428.8	40.3	444.9	2,516.0

(a) Excludes persons who were institutionalised or permanently unable to work who were not in the scope of the survey.

Source: *Retirement and Retirement Intentions, Australia (6238.0)*.

WAGE RATES, EARNINGS AND INCOME

Industrial conciliation and arbitration

Legal rates of pay for some 80 per cent of Australian wage and salary earners, as at May 1990, are prescribed in awards and determinations of Commonwealth and State industrial tribunals or in collective agreements registered with them. Some of the major decisions handed down by the Australian Industrial Relations Commission and its predecessor, the Australian Conciliation and Arbitration Commission have been:

- In June 1983, the Commission met to consider the formulation of new wage fixing principles in relation to the determination of national wage adjustments based on movements in the consumer price index (CPI).
- On 23 September 1983, the Commission announced that it would try once again to operate a centralised system based on prima facie full indexation. Under this new system, the Commission was to adjust its award wages and salaries every six months in relation to the last two quarterly movements of the CPI unless it was persuaded to the contrary.
- In February-March 1984, the Commission recommended a 4.1 per cent increase based

on CPI movements for the September and December 1983 quarters.

- In February–March 1985, a recommendation of a 2.6 per cent increase based on CPI movements for the September and December 1984 quarters was made.
- In October 1985, the Commission awarded an increase of 3.8 per cent to operate from the beginning of the first pay period to commence on or after 4 November 1985.
- In July 1986, the Commission awarded a 2.3 per cent increase, effective from 1 July 1986 in all States, except Queensland where it was effective from 7 July 1986.
- In March 1987, a two tier wage fixing system superseded the CPI-based indexation. The first tier was a flat increase of \$10 per week payable to all employees. The second tier was a percentage increase of up to four per cent, a maximum rate set by the Commission, negotiable between employees and employers.
- In February 1988, the Commission awarded a flat \$6 which was effective from 5 February 1988. In September 1988, the Commission again handed down a decision which allowed for a pay increase which was to be paid in two parts. The first part was an increase of three per cent which was payable from 1 September 1988 and the second was an increase of \$10 which was not to be available

less than six months after the first increase. Both increases were based on the Structural Efficiency principles as laid down by the Commission.

- In August 1989, the Commission handed down a decision allowing for a pay increase to be paid in two parts. The first part allowed for an increase of \$15 (or three per cent whichever was the greater) for skilled workers, \$12.50 for semi-skilled workers and \$10 for unskilled workers. The second part was an increase of the same amount which was not to be available less than six months after the first increase. Both increases were based on the Structural Efficiency principles as laid down by the Commission.
- In April 1991, a 2.5 per cent increase was awarded to all States, subject to application to and ratification by the Commission.

Award rates of pay indexes

The award rates of pay indexes are based on a representative sample of award designations, designed to measure trends in rates payable under awards. The indexes are based on the industry and occupation structures existing in May 1985. Estimates of minimum award rates of pay for each component of the series are expressed as index numbers based on June 1985 = 100.0.

WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES, BY INDUSTRY, DECEMBER
(Base: June 1985 = 100.0)
(index numbers)

Industry	Males				Females			
	1988	1989	1990	1991	1988	1989	1990	1991
Mining	121.8	128.0	129.9	134.4	121.3	126.8	..	..
Manufacturing	119.2	127.4	133.9	138.8	120.9	130.3	138.0	142.5
Food, beverages, tobacco	117.7	125.6	131.6	135.2	118.5	126.8	133.2	136.4
Textiles; Clothing, and footwear	122.5	135.2	142.6	149.5	124.1	135.4	143.5	149.0
Metal products, machinery and equipment	118.8	127.0	133.1	138.6	119.9	129.3	137.1	141.5
Basic metal products	117.5	125.4	129.9	136.8	117.4	126.1	..	..
Fabricated metal products;								
Other machinery and equipment	119.5	128.2	135.2	141.6	120.1	129.1	..	..
Transport equipment	118.9	126.7	132.5	135.9	120.0	130.4	..	..
Other manufacturing(a)	121.4	130.3	138.2	142.9	121.6	130.8	140.0	141.8
Construction	118.6	125.8	131.2	135.2	118.8	125.6	..	..
Wholesale and retail trade	118.6	127.1	134.7	140.4	118.7	127.9	134.7	139.3
Wholesale trade	119.6	127.6	134.2	139.0	119.4	127.6	135.0	138.7
Retail trade	117.6	126.6	135.1	141.6	118.4	128.1	134.6	139.6
Finance, property and business services	116.7	124.1	128.6	131.8	117.6	124.5	130.5	133.6
Community services	117.8	123.5	127.8	135.4	121.0	127.1	132.5	139.4
Total all industries(b)	118.5	125.6	131.0	135.9	119.9	127.3	133.3	138.3

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing. (b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Source: Award Rates of Pay Indexes, Australia (6312.0).

Award Coverage

The award coverage of employees in occupation groups and industries is shown in the following two tables. The tables show that females (83.5%) had a higher level of coverage by awards than males (77.3%), and

that more males were covered by Federal awards than State awards, while for females coverage was mainly by State awards.

Overall coverage was 80.0 per cent in May 1990, a decrease from May 1985 when coverage was 85.0 per cent.

**ALL EMPLOYEES: AWARD COVERAGE RATES BY OCCUPATION AND JURISDICTION
MAY 1990
(per cent)**

Occupation group	Males				Females			
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Covered by awards, determinations and collective agreements			Not covered by awards, etc.
	Federal	State	Total(a)		Federal	State	Total	
Managers and administrators	18.0	14.3	35.0	65.0	13.6	32.4	49.0	51.0
Professionals	25.7	39.5	67.2	32.8	16.6	64.2	82.1	17.9
Para-professionals	35.8	45.7	82.9	17.1	18.3	72.7	91.4	8.6
Tradespersons	48.0	37.3	86.9	13.1	24.9	60.2	86.2	13.8
Clerks	48.1	31.2	81.5	18.5	25.6	49.5	78.1	21.9
Salespersons and personal service workers	22.3	40.5	66.5	33.5	18.3	68.3	88.2	11.8
Plant and machine operators, and drivers	53.3	37.0	92.2	7.8	62.0	29.1	91.9	8.1
Labourers and related workers	38.8	49.1	89.2	10.8	27.5	64.1	92.8	7.2
All occupations	38.0	37.3	77.3	22.7	23.2	58.4	83.5	16.5

(a) Includes small numbers of employees covered by unregistered collective agreements.

Source: Award Coverage, Australia (6315.0).

**ALL EMPLOYEES: AWARD COVERAGE RATES BY INDUSTRY AND JURISDICTION
MAY 1990
(per cent)**

Industry	Males				Females			
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Covered by awards, determinations and collective agreements			Not covered by awards, etc.
	Federal	State	Total(a)		Federal	State	Total(a)	
Mining	44.9	30.3	76.6	23.4	*13.4	36.9	51.8	48.2
Manufacturing	47.8	29.2	79.5	20.5	36.2	42.9	82.1	17.9
Food, beverages and tobacco	25.7	55.2	83.9	16.1	18.9	64.7	85.6	14.4
Textiles; Clothing and footwear	43.3	32.3	78.5	21.5	55.6	32.3	88.3	11.7
Paper, paper products, printing and publishing	51.9	26.7	81.3	18.7	33.0	43.4	80.5	19.5
Chemical, petroleum and coal products	27.7	24.1	55.3	44.7	14.1	42.7	59.5	40.5
Metal products, machinery and equipment	59.3	19.3	80.9	19.1	40.6	37.4	82.1	17.9
Basic metal products	39.4	37.0	80.5	19.5	33.6	39.6	76.4	23.6
Fabricated metal products; Other machinery and equipment	59.6	14.9	76.8	23.2	33.7	41.7	80.3	19.7
Transport equipment	73.9	15.4	90.1	9.9	66.6	22.7	90.6	9.4
Other manufacturing	42.9	35.3	80.4	19.6	34.7	42.6	82.7	17.3
Electricity, gas and water	46.9	51.0	98.4	*1.6	49.0	50.0	99.5	*0.5
Construction	30.7	43.6	76.3	23.7	6.6	29.5	45.5	54.5
Wholesale trade	22.2	27.1	53.2	46.8	12.7	47.9	63.7	36.3
Retail trade	30.4	40.6	73.3	26.7	10.2	71.2	84.2	15.8
Transport and storage	59.2	25.1	85.5	14.5	49.1	22.7	73.8	26.2
Communication	99.6	*0.0	99.7	*0.3	97.3	*0.7	98.6	*1.4

For footnotes see end of table.

ALL EMPLOYEES: AWARD COVERAGE RATES BY INDUSTRY AND JURISDICTION
MAY 1990 — continued
 (per cent)

Industry	Males				Females			
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Covered by awards, determinations and collective agreements			Not covered by awards, etc.
	Federal	State	Total(a)		Federal	State	Total(a)	
Finance, property and business services	33.3	23.1	59.2	40.8	33.9	39.4	75.5	24.5
Public administration and defence	56.1	42.2	98.3	1.7	60.1	36.7	97.4	2.6
Community services	16.3	69.7	86.7	13.3	10.6	79.9	91.1	8.9
Recreation, personal and other services	22.2	40.8	66.3	33.7	24.3	56.7	82.5	17.5
All industries	38.0	37.3	77.3	22.7	23.2	58.4	83.5	16.5

(a) Includes small numbers of employees covered by unregistered collective agreements.

Source: Award Coverage, Australia (6315.0).

Average weekly earnings

Average weekly earnings statistics are presented below. Weekly total earnings include

award, over-award and overtime pay while weekly ordinary time earnings relate only to that part of total earnings attributable to award, standard or agreed hours of work.

AVERAGE WEEKLY EARNINGS OF EMPLOYEES (\$)

Reference period— pay period ending on or before	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly total earnings
1986 — 21 February	427.20	460.10	422.70	352.80	360.60	276.40	404.20	429.50	364.10
1987 — 20 February	454.40	487.70	444.50	375.70	384.10	291.00	429.60	455.10	381.30
1988 — 19 February	485.70	522.40	474.90	402.20	412.20	315.30	458.80	486.90	408.80
1989 — 17 February	521.90	563.70	511.60	431.30	443.30	334.80	492.30	524.30	436.30
1990 — 16 February	555.80	600.20	546.30	462.40	475.10	358.30	524.70	558.60	464.80
1991 — 15 February	597.70	642.50	585.60	499.80	511.90	385.70	564.20	597.80	496.90

Source: Average Weekly Earnings, States and Australia (6302.0).

Distribution and composition of earnings

Statistics on the distribution of employees according to weekly earnings and hours, and the composition of weekly earnings and hours for various categories of employees can assist

in understanding movements in average weekly earnings.

The following two tables illustrate the various components of Average Weekly Total Earnings and Hours and their varying contribution to the total for different categories of employees.

**COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS FULL-TIME
NON-MANAGERIAL EMPLOYEES, BY SECTOR, MAY 1991**
(\$)

	<i>Average weekly ordinary time earnings</i>					<i>Average weekly total earnings</i>
	<i>Award or agreed base rate of pay</i>	<i>Payment by measured result</i>	<i>Over award pay</i>	<i>Total ordinary time</i>	<i>Overtime</i>	
PRIVATE SECTOR						
Males						
Adult	495.30	11.60	15.80	522.60	65.70	588.30
Junior	269.90	*1.60	4.60	276.10	17.30	293.40
Total	478.20	10.80	14.90	504.00	62.10	566.00
Females						
Adult	440.20	3.10	10.40	453.70	12.60	466.30
Junior	264.20	*0.80	3.40	268.40	6.60	275.00
Total	420.00	2.80	9.60	432.40	11.90	444.30
Persons						
Adult	476.10	8.60	13.90	498.60	47.20	545.70
Junior	267.30	1.20	4.10	272.60	12.30	284.90
Total	457.30	8.00	13.00	478.20	44.00	522.30
PUBLIC SECTOR						
Males						
Adult	569.90	1.20	2.10	573.20	35.70	608.80
Junior	303.10	*0.10	*0.50	303.70	8.40	312.10
Total	563.50	1.20	2.00	566.70	35.00	601.70
Females						
Adult	539.20	0.10	0.80	540.00	9.30	549.30
Junior	309.80	*0.00	*0.30	310.00	*3.30	313.30
Total	530.60	0.10	0.70	531.40	9.00	540.50
Persons						
Adult	558.10	0.80	1.60	560.50	25.50	586.00
Junior	306.40	*0.00	*0.40	306.90	5.90	312.70
Total	550.80	0.80	1.50	553.10	25.00	578.10
TOTAL						
Males						
Adult	521.70	7.90	10.90	540.50	55.10	595.60
Junior	274.50	*1.40	4.10	280.00	16.00	296.00
Total	507.30	7.50	10.50	525.40	52.80	578.20
Females						
Adult	478.60	1.90	6.70	487.20	11.30	498.50
Junior	271.50	*0.70	2.90	275.00	6.00	281.10
Total	460.70	1.80	6.30	468.80	10.80	479.70
Persons						
Adult	506.10	5.80	9.40	521.20	39.30	560.50
Junior	273.10	1.10	3.50	277.70	11.40	289.00
Total	490.10	5.40	9.00	504.50	37.30	541.90

Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306.0).*

**AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS, AND HOURS PAID:
FOR FULL-TIME ADULT EMPLOYEES BY OCCUPATION, MAY 1991**

<i>Occupation</i>	<i>Average weekly ordinary time</i>		<i>Average weekly total</i>	
	<i>Earnings (\$)</i>	<i>Hours</i>	<i>Earnings (\$)</i>	<i>Hours</i>
MALES				
Managers and administrators	845.60	35.5	853.50	35.8
Professionals	776.30	36.6	791.90	37.1
Para-professionals	639.50	37.6	686.10	39.4
Tradespersons	507.40	37.6	584.10	41.0
Clerks	538.70	37.4	559.10	38.4
Salespersons and personal service workers	550.50	38.1	565.60	38.9
Plant and machine operators, and drivers	504.40	38.0	599.80	42.7
Labourers and related workers	443.00	37.7	494.50	40.4
All occupations	595.20	37.3	640.50	39.4
FEMALES				
Managers and administrators	654.40	35.1	657.70	35.2
Professionals	640.90	36.9	648.40	37.2
Para-professionals	602.40	37.9	618.10	38.7
Tradespersons	409.10	38.0	423.00	38.7
Clerks	459.80	37.2	468.20	37.7
Salespersons and personal service workers	439.50	38.2	447.40	38.6
Plant and machine operators, and drivers	375.90	37.3	396.70	38.4
Labourers and related workers	389.80	37.7	411.00	39.0
All occupations	500.70	37.3	511.00	37.8

Source: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0).

Non-wage benefits

In addition to wages and salaries, a large majority of employees receive one or more non-wage benefits, such as leave, holiday costs, low-interest finance, goods and services, housing, electricity, telephone, transport, medical, union dues, club fees, entertainment allowance, shares, study leave, superannuation or children's education expenses.

The proportion of employees aged 15 to 69 receiving one or more employment benefits (in their main job) has remained over 87 per cent since 1985, with 89 per cent being recorded in August 1990.

The non-wage benefits most widely available to employees are leave benefits (available to two-thirds or more of employees) and superannuation (received by more than half of

all employees). The proportion of employees receiving a superannuation benefit (i.e., belonging to a superannuation scheme or fund arranged by their employer) was steady from 1985 to 1988 at approximately 40 per cent. By August 1989 and 1990, however, the proportions had increased to 47 per cent and 52 per cent respectively. The next most common benefits in 1990 were goods and services (18%) and transport (17%).

Full-time employees who worked in the Agriculture, forestry, fishing and hunting industry group reported the lowest incidence of receipt of at least one benefit (90%) whereas those in the Electricity, gas and water; Communication and Public administration and defence industry groups reported the highest incidence of receiving at least one benefit (99%).

**ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND WEEKLY EARNINGS IN MAIN JOB
AUGUST 1990**

	Weekly earnings in main job (\$)									Total
	Under	240	320	400	480	560	640	720	800+	
	240	to 319	to 399	to 479	to 559	to 639	to 719	to 799		
Total employees ('000)	1,299.1	695.9	1,084.0	1,018.0	865.3	522.1	367.5	326.0	387.7	6,565.6
	— percentage of employees receiving benefit —									
Type of benefit										
Holiday expenses	0.7	2.2	3.0	4.0	4.6	5.1	5.9	7.5	8.9	3.7
Low-interest finance	0.6	1.9	1.8	3.1	2.9	2.7	4.0	4.3	7.0	2.6
Goods and services	21.1	20.3	19.0	16.3	15.4	14.4	13.0	13.7	16.2	17.5
Housing	2.0	2.9	2.4	2.9	3.8	3.8	3.7	5.6	7.2	3.3
Electricity	1.8	2.1	1.8	1.8	2.0	1.7	1.8	2.6	3.6	2.0
Telephone	4.1	5.0	4.5	6.7	10.1	11.4	13.2	18.8	25.6	8.5
Transport	6.5	9.8	10.2	16.0	21.0	23.1	29.0	36.4	45.9	17.2
Medical	1.3	2.0	2.5	3.2	3.5	4.2	5.0	6.8	11.1	3.5
Union dues	0.9	0.7	1.7	1.8	2.1	3.2	5.2	5.9	10.1	2.5
Club fees	0.4	0.6	0.5	1.1	1.2	1.9	3.0	4.1	7.9	1.5
Entertainment allowance	*0.3	*0.4	0.4	1.0	2.2	3.3	4.0	6.3	10.2	2.0
Shares	0.8	1.4	1.7	2.2	3.1	3.0	3.9	6.4	8.4	2.6
Study leave	1.4	1.7	1.4	2.3	3.4	3.6	4.0	3.7	3.0	2.4
Superannuation	21.0	43.0	53.0	58.7	63.8	63.8	69.1	69.0	72.9	51.6
Child care/education expenses	*0.2	*0.1	*0.1	*0.3	*0.3	*0.5	*0.7	*0.4	*0.8	0.3
Sick leave	35.7	75.2	88.5	91.2	93.4	93.6	94.5	93.1	92.3	78.9
Annual leave	35.8	76.4	89.1	91.8	94.1	93.3	94.8	93.8	92.4	79.4
Long-service leave	23.8	55.6	72.1	78.4	82.8	83.7	87.4	84.9	82.1	66.2

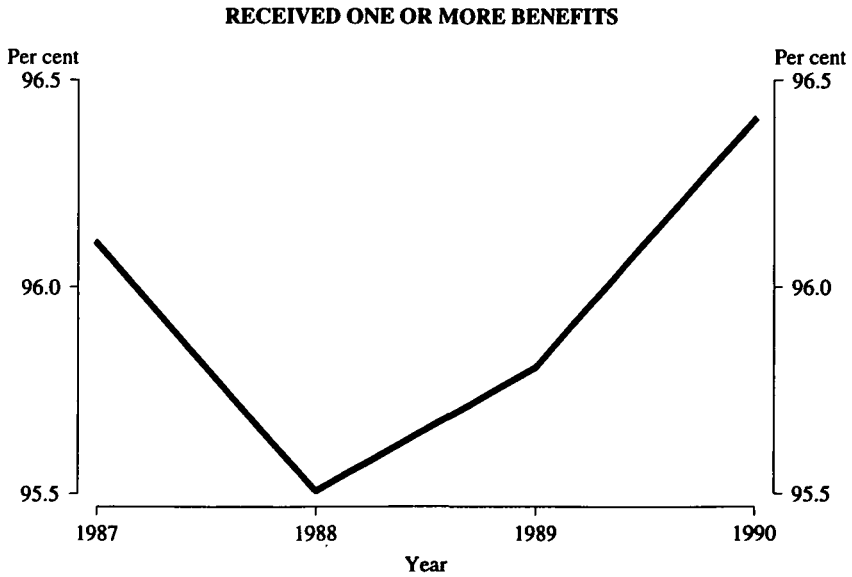
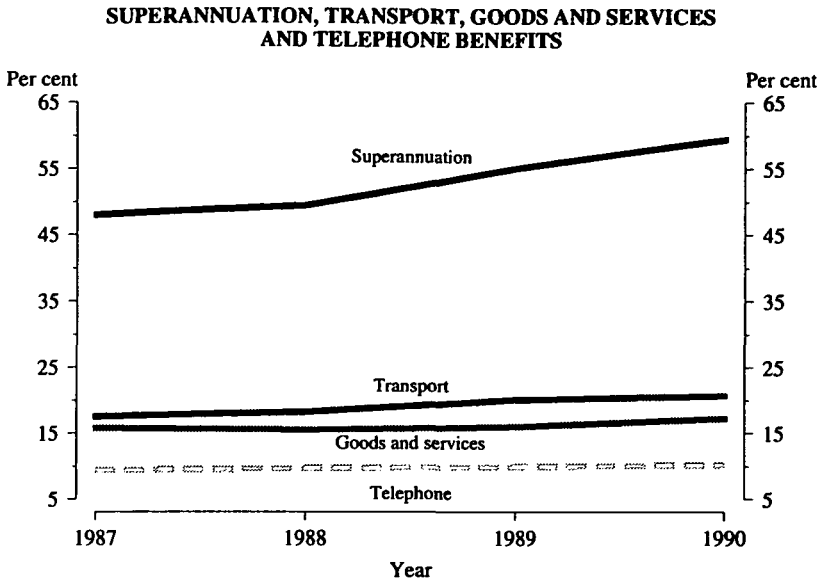
Source: *Employment Benefits, Australia (6334.0)*.

**ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND HOURS WORKED IN MAIN JOB
AUGUST 1990**

	Hours worked in main job							Total
	Under	20-29	30-34	35-39	40	41+		
	20							
Total employees ('000)	1,168.8	538.8	506.3	1,328.8	1,354.2	1,668.6	6,565.6	
	— percentage of employees receiving benefit —							
Type of benefit								
Holiday expenses	2.3	3.1	3.2	3.5	3.7	5.3	3.7	
Low-interest finance	1.3	1.8	3.3	2.6	2.9	3.1	2.6	
Goods and services	19.8	18.1	14.8	15.7	15.9	19.4	17.5	
Housing	1.6	1.6	2.1	2.2	3.2	6.2	3.3	
Electricity	1.2	1.0	1.4	1.1	1.5	4.1	2.0	
Telephone	4.8	5.0	5.6	5.4	7.5	16.6	8.5	
Transport	8.4	8.8	13.8	11.5	16.5	32.4	17.2	
Medical	1.9	2.2	3.9	2.7	3.7	5.2	3.5	
Union dues	1.1	0.8	1.8	1.5	2.3	5.3	2.5	
Club fees	0.6	*0.4	1.1	0.9	1.3	3.3	1.5	
Entertainment allowance	0.5	0.9	0.8	1.0	1.7	4.8	2.0	
Shares	1.1	1.5	2.0	1.7	2.2	5.2	2.6	
Study leave	1.9	1.9	3.4	2.7	2.3	2.4	2.4	
Superannuation	28.4	40.3	56.7	61.1	55.7	59.2	51.6	
Child care/education expenses	*0.2	*0.2	*0.2	*0.2	*0.2	*0.6	0.3	
Sick leave	38.2	60.3	83.4	93.3	92.5	89.5	78.9	
Annual leave	38.3	60.5	83.7	93.6	93.5	90.2	79.4	
Long-service leave	32.3	48.2	72.3	80.7	76.7	73.9	66.2	

Source: *Employment Benefits, Australia (6334.0)*.

FULL-TIME EMPLOYEES: SELECTED BENEFITS RECEIVED, AUGUST 1987 TO 1990



Source: *Employment Benefits, Australia (6334.0)*.

Labour costs

Labour costs refer to the various costs incurred by the employer in the employment of labour, in addition to the wages and salaries and non-wages benefits paid to

employees. The following table shows the main components of labour costs and their contribution to the cost of employing labour. Training costs, which are also labour costs, are dealt with in the section on Training later in this chapter.

MAJOR LABOUR COSTS BY INDUSTRY, 1989-90

Type of labour cost	Mining	Manufacturing	Electricity, gas and water	Construction	Whole-sale and retail trade	Transport, storage and communication	Finance, property and business services	Public administration and defence	Community services	Recreation, personal and other services	Total
Earnings	3,316	28,032	3,597	9,042	23,704	12,056	21,775	8,289	30,665	6,920	147,395
Other labour costs	495	3,596	633	1,211	2,285	2,079	2,765	1,276	3,438	527	18,304
Payroll tax	180	1,342	194	316	881	589	950	104	638	196	5,390
Superannuation	155	1,086	327	537	753	1,089	1,129	909	2,135	176	8,295
Workers' compensation	115	1,009	98	304	484	345	270	232	622	131	3,610
Fringe benefits tax	46	159	14	53	168	56	416	31	42	24	1,009
Total major labour costs	3,811	31,628	4,230	10,252	25,989	14,136	24,540	9,564	34,103	7,447	165,699
AVERAGE COSTS PER EMPLOYEE											
— dollars —											
Earnings	43,752	27,306	33,508	29,922	19,179	28,547	28,453	26,799	24,376	14,960	24,709
Other labour costs	6,533	3,503	5,895	4,006	1,849	4,923	3,613	4,124	2,733	1,139	3,068
Payroll tax	2,371	1,307	1,807	1,045	713	1,395	1,241	337	507	424	904
Superannuation	2,048	1,058	3,043	1,777	609	2,578	1,475	2,938	1,698	380	1,391
Workers' compensation	1,512	983	916	1,008	391	817	353	749	495	283	605
Fringe benefits tax	603	155	129	177	136	132	544	100	34	52	169
Total major labour costs	50,285	30,809	39,403	33,928	21,029	33,470	32,066	30,923	27,109	16,099	27,777
Superannuation Cost per employee covered	2,403	1,342	3,134	2,595	1,270	3,305	2,485	3,240	2,127	1,274	2,082
— per cent —											
Employees covered	85.2	78.8	97.1	68.5	48.0	78.0	59.3	90.7	79.8	29.9	66.8

Source: Labour Costs, Australia (6348.0).

Hours of work and work patterns

It is widely recognised that statistics of hours of work and patterns of work are essential for the study of economic activity, productivity,

working conditions, living standards and the quality of life of working people. In this section, a range of data has been brought together on work patterns and hours of work.

EMPLOYED PERSONS: AGGREGATE AND AVERAGE WEEKLY HOURS WORKED(a) ANNUAL AVERAGE(b), 1990-91

	<i>Females</i>				<i>Persons</i>
	<i>Males</i>	<i>Married</i>	<i>Not married</i>	<i>Total</i>	
Aggregate weekly hours worked (million)	183.4	56.5	38.4	94.9	278.2
By full-time workers	177.7	41.5	33.0	74.5	252.2
By part-time workers	5.7	14.9	5.4	20.3	26.0
Average weekly hours worked	40.3	28.4	30.6	29.3	35.7
By full-time workers	42.7	39.2	38.0	38.7	41.4
By part-time workers	14.9	16.1	13.9	15.5	15.4
By wage and salary earners	39.2	28.5	30.5	29.3	34.9
By other than wage and salary earners	46.0	28.3	32.3	28.9	40.2
Average weekly hours worked by persons who worked one hour or more in the reference week	42.4	30.0	32.0	30.8	37.6
By full-time workers	44.8	41.3	39.8	40.6	43.5
By part-time workers	15.7	17.1	14.6	16.3	16.2

(a) The estimates refer to actual hours worked not hours paid for. (b) Averages calculated on quarterly estimates.

Source: *The Labour Force, Australia (6203.0)*.

EMPLOYED PERSONS: AVERAGE WEEKLY HOURS WORKED(a) BY INDUSTRY ANNUAL AVERAGE(b), 1990-91

<i>Industry</i>	<i>Females</i>			<i>Persons</i>
	<i>Males</i>	<i>Married</i>	<i>Total</i>	
Agriculture, forestry, fishing and hunting	48.8	29.1	29.6	43.2
Agriculture and services to agriculture	49.2	29.2	29.7	43.3
Forestry and logging, fishing and hunting	44.2	25.6	27.0	41.1
Mining	42.1	34.9	36.0	41.5
Manufacturing	40.0	31.5	32.4	37.9
Food, beverages and tobacco	39.5	31.7	31.6	37.0
Metal products	40.2	30.2	31.4	38.9
Other manufacturing	40.1	31.7	32.7	37.9
Electricity, gas and water	36.0	30.4	32.4	35.6
Construction	39.3	18.2	21.0	36.9
Wholesale and retail trade	40.6	29.2	27.3	34.6
Wholesale trade	41.8	29.6	31.4	38.5
Retail trade	39.9	29.0	26.2	32.9
Transport and storage	41.0	27.0	30.4	38.9
Communication	35.3	28.9	30.3	33.9
Finance, property and business services	41.0	28.2	31.0	36.1
Public administration and defence	36.6	29.9	31.7	34.6
Community services	39.1	27.9	29.6	32.8
Recreation, personal and other services	38.5	27.7	27.5	32.3
All industries	40.3	28.4	29.3	35.7

(a) The estimates refer to actual hours worked, not hours paid for. (b) Averages calculated on quarterly estimates.

Source: *The Labour Force, Australia (6203.0)*.

Changes in the amount of overtime worked by employees and the percentage of employees working overtime are good indicators of

changing economic conditions. The following statistics show an overall decline in the amount of overtime worked since 1989.

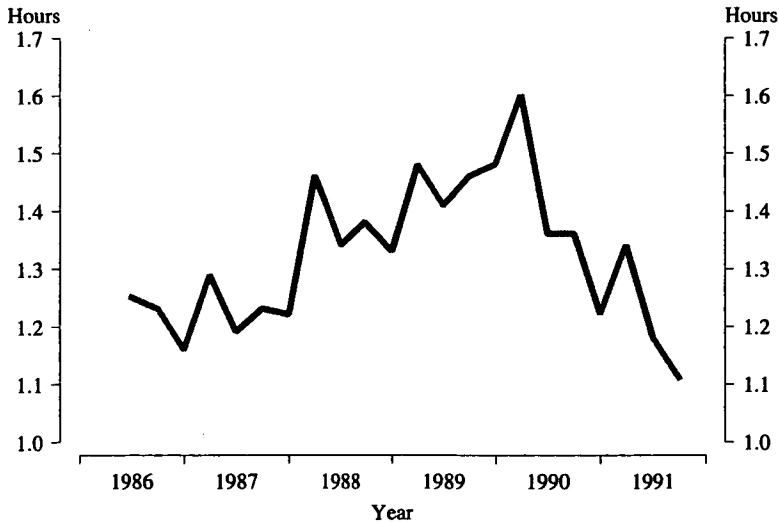
OVERTIME BY INDUSTRY

Industry	May 1986	May 1987	May 1988	May 1989	May 1990	May 1991
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME						
Mining	9.2	9.4	11.1	11.7	10.7	11.6
Manufacturing	7.8	7.9	8.3	8.7	8.8	7.7
Electricity, gas and water	7.0	7.2	7.6	7.8	7.9	7.6
Construction	7.0	8.0	8.4	8.8	8.4	11.3
Wholesale trade	6.6	6.8	6.9	6.5	7.7	5.8
Retail trade	3.9	3.7	4.4	4.5	4.6	4.2
Transport and storage; Communication	7.9	7.3	9.3	8.5	7.6	7.5
Public administration and defence(a)	5.3	5.0	5.7	5.9	5.7	5.5
Community services	6.0	5.9	5.8	6.3	6.3	5.8
Other(b)	5.2	5.4	5.7	5.4	5.4	4.9
All industries	6.8	6.8	7.3	7.4	7.3	6.9
PERCENTAGE OF EMPLOYEES WORKING OVERTIME						
Mining	46.2	44.1	44.0	47.3	52.5	53.0
Manufacturing	31.5	33.6	32.6	35.5	34.1	30.6
Electricity, gas and water	23.8	21.0	23.3	25.0	27.0	24.1
Construction	25.4	21.5	26.4	28.1	31.3	21.3
Wholesale trade	15.3	15.2	19.3	19.2	18.3	18.3
Retail trade	17.8	16.8	17.9	16.3	17.5	14.6
Transport and storage; Communication	31.5	28.6	31.2	33.0	28.3	27.0
Public administration and defence(a)	14.0	13.7	14.7	13.5	16.0	14.4
Community services	6.2	7.0	6.6	6.5	7.4	7.4
Other(b)	9.5	10.0	12.1	12.6	10.5	7.6
All industries	18.1	18.1	19.0	19.6	18.7	16.1

(a) Excludes permanent defence forces. (b) Includes finance, property and business services and recreation, personal and other services.

Source: Job Vacancies and Overtime, Australia (6354.0).

AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE



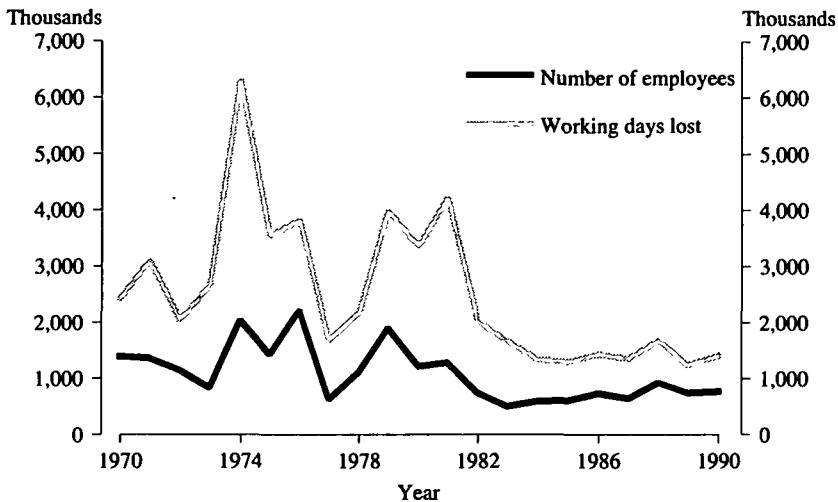
Source: Job Vacancies and Overtime, Australia (6354.0).

Industrial disputes

This section presents statistics of industrial disputes involving the loss of ten working days or more at the establishments where

stoppages occurred. Working days lost refer to working days lost by workers directly or indirectly involved in disputes at the establishments where the stoppages occurred.

WORKING DAYS LOST AND NUMBER OF EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY), DISPUTES IN PROGRESS



Source: *Industrial Disputes, Australia (6321.0)*.

Over the period 1970 to 1990, the reported number of working days lost in any one year has varied between 6.3 million (in 1974) and

1.2 million (in 1989). The number has been consistently less than 2 million since 1982.

INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1985 TO 1990

Year	Number of disputes		Employees involved ('000)		Working days lost ('000)
	Commenced in year	Total(a)	Newly involved(b)	Total(a)	
1985	1,876	1,895	552.7	570.5	1,256.2
1986	1,747	1,754	673.9	691.7	1,390.7
1987	1,512	1,517	593.4	608.8	1,311.9
1988	1,502	1,508	893.9	894.4	1,641.4
1989	1,391	1,402	706.4	709.8	1,202.4
1990	1,189	1,193	725.9	729.9	1,376.5

(a) Refers to all disputes in progress during the year. (b) Comprises workers involved in disputes which commenced during the year and additional workers involved in disputes which continued from the previous year.

Source: *Industrial Disputes, Australia (6321.0)*.

**INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1985 TO 1990
WORKING DAYS LOST BY INDUSTRY
(’000)**

Year	Manufacturing							All industries
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; Communication	Other industries (a)	
	Coal	Other						
1985	233.6	106.4	108.1	189.4	175.3	179.8	263.7	1,256.2
1986	362.0	179.4	187.4	205.3	117.7	57.6	281.4	1,390.7
1987	291.8	55.7	199.6	195.5	194.5	92.5	282.3	1,311.9
1988	471.3	97.4	309.5	117.4	207.9	75.0	362.9	1,641.4
1989	164.8	34.2	201.1	186.7	117.0	70.7	427.9	1,202.4
1990	150.5	86.7	536.3	133.4	62.2	129.9	277.5	1,376.5

(a) Includes: Agriculture, etc.; Electricity, etc.; Wholesale and Retail trade; Finance, etc.; Public administration, etc.; Community services; Recreation and personal services.

Source: *Industrial Disputes, Australia* (6321.0).

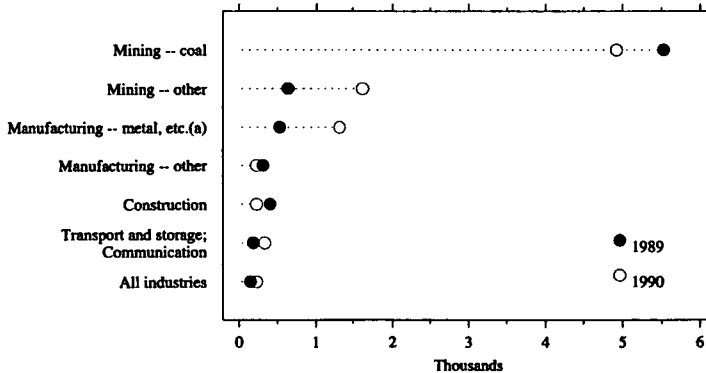
**INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1985 TO 1990
WORKING DAYS LOST PER THOUSAND EMPLOYEES BY INDUSTRY**

Year	Manufacturing							All industries
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; Communication	Other industries (a)	
	Coal	Other						
1985	6,892	1,928	256	312	666	430	71	228
1986	10,741	3,328	445	328	458	135	72	242
1987	8,920	1,072	479	305	743	217	70	223
1988	15,548	1,777	750	183	725	177	85	269
1989	5,505	642	473	283	374	160	97	190
1990	4,879	1,631	1,293	212	204	299	62	217

(a) Includes: Agriculture, etc.; Electricity, etc.; Wholesale and Retail trade; Finance, etc.; Public administration, etc.; Community services; Recreation and personal services.

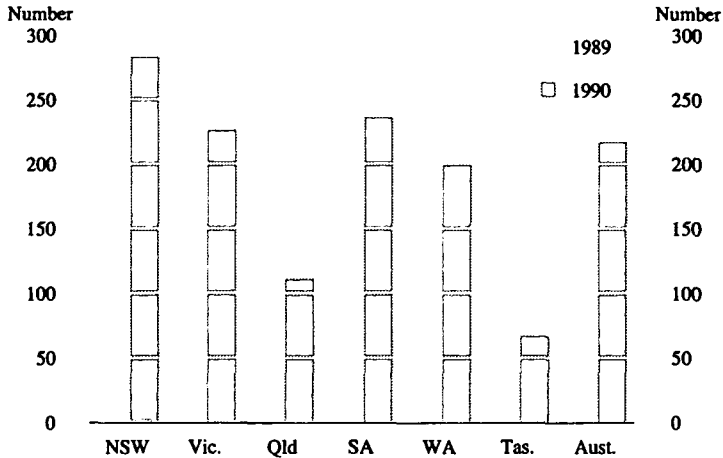
Source: *Industrial Disputes, Australia* (6321.0).

**INDUSTRIAL DISPUTES IN PROGRESS BY INDUSTRY
WORKING DAYS LOST PER THOUSAND EMPLOYEES
1989 AND 1990**



(a) Metal products, machinery and equipment.
Source: *Industrial Disputes, Australia* (6321.0).

**INDUSTRIAL DISPUTES IN PROGRESS, STATES AND AUSTRALIA
WORKING DAYS LOST PER THOUSAND EMPLOYEES
1989 AND 1990**



Source: *Industrial Disputes, Australia (6321.0)*.

**INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1988 TO 1990
DURATION, CAUSE AND METHOD OF SETTLEMENT, WORKING DAYS LOST
(^{'000})**

	1988	1989	1990
DURATION OF DISPUTE			
Up to and including 1 day	732.9	516.4	418.9
Over 1 and up to and including 2 days	113.7	75.9	601.3
Over 2 and less than 5 days	144.2	135.9	97.8
5 and less than 10 days	547.5	124.3	93.8
10 and less than 20 days	132.7	182.8	72.4
20 days and over	42.7	109.3	114.0
Total	1,713.8	1,144.5	1,398.2
CAUSE OF DISPUTE			
Wages	507.9	169.6	151.1
Hours of work	31.5	5.6	4.3
Managerial policy	897.6	625.2	1,041.7
Physical working conditions	158.1	61.9	99.3
Trade unionism	34.0	73.3	52.4
Other(a)	84.6	208.8	49.5
Total	1,713.8	1,144.5	1,398.2
METHOD OF SETTLEMENT(b)			
Negotiation	176.1	185.6	213.5
State legislation	102.7	122.5	167.6
Federal and joint Federal-State legislation	788.2	249.7	352.4
Resumption without negotiation	598.4	577.1	660.9
Other methods(c)	48.3	9.5	3.9
Total	1,713.8	1,144.5	1,398.2

(a) Includes 'Leave, pensions, compensation provisions, etc.'. (b) Method directly responsible for ending the stoppage of work.
(c) Includes 'Mediation', 'Filling the places of workers on strike or locked out' and 'Closing down the establishment permanently'.

Source: *Industrial Disputes, Australia (6321.0)*.

Trade unions

In recent times a number of union amalgamations has seen the total number of

unions decrease and a trend towards larger unions. The following table illustrates this trend.

NUMBER OF UNIONS ACCORDING TO SIZE OF UNION

Size of union (number of members)	30 June 1989		30 June 1990		30 June 1991	
	Number	Proportion	Number	Proportion	Number	Proportion
		of total		of total		of total
	(per cent)	(per cent)	(per cent)	(per cent)	(per cent)	(per cent)
Under 1,000	136	45.5	136	46.1	124	45.1
1,000 and under 5,000	79	26.4	75	25.4	68	24.7
5,000 and under 20,000	38	12.7	39	13.2	39	14.2
20,000 and under 50,000	28	9.4	27	9.2	25	9.1
50,000 and over	18	6.0	18	6.1	19	6.9
Total	299	100.0	295	100.0	275	100.0

Source: Trade Union Statistics, Australia (6323.0).

A survey conducted in August 1990 found that of the 6,565,600 employees aged 15 to 69 years, 2,659,600 were trade union members (in connection with their main job).

The survey revealed that trade union membership has declined from 50 per cent in 1982 to 41 per cent in 1990.

The Communications industry group was the most unionised with 76 per cent of employees being trade union members while the Agriculture, forestry, fishing and hunting industry group was the least unionised with 13 per cent of employees being trade union members.

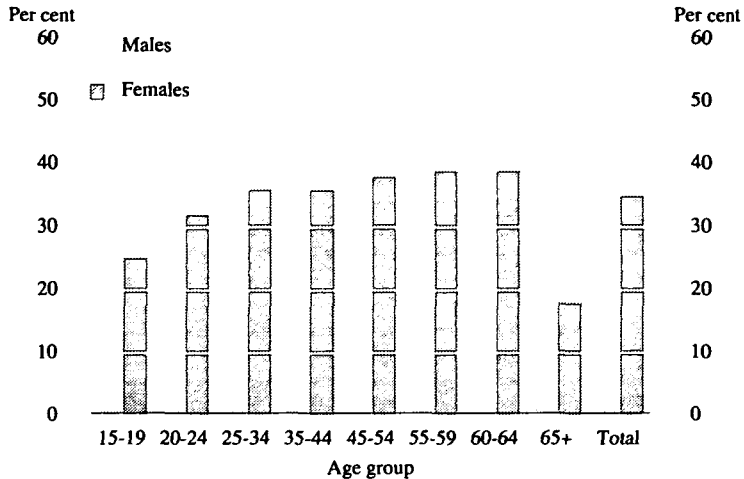
PROPORTION OF ALL EMPLOYEES WHO WERE TRADE UNION MEMBERS INDUSTRY AND SECTOR, AUGUST 1990 (per cent)

Industry	Males			Females			Persons		
	Public	Private	Total(a)	Public	Private	Total(a)	Public	Private	Total(a)
Agriculture, forestry, fishing and hunting	65	11	14	*70	*6	*9	66	10	13
Mining	*81	67	67	*100	*19	*23	*83	62	63
Manufacturing	79	49	49	*81	36	37	80	45	46
Electricity, gas and water	83	*80	83	54	*56	53	80	74	79
Construction	79	48	50	*33	*3	*6	73	43	45
Wholesale and retail trade	*35	20	20	*49	25	25	40	23	23
Transport and storage	86	49	64	66	23	32	84	42	58
Communication	84	*75	84	57	*0	55	76	*58	76
Finance, property and business services	66	23	29	69	20	28	68	21	29
Public administration and defence	68	*61	67	50	*22	49	60	46	60
Community services	70	27	56	60	26	46	64	26	49
Recreation, personal and other services	73	23	28	53	22	23	64	22	25
Total	74	35	45	59	25	35	67	31	41

(a) Includes persons for whom sector could not be determined.

Source: Trade Union Members, Australia (6325.0).

**PROPORTION OF ALL EMPLOYEES WHO WERE MEMBERS
OF A TRADE UNION, BY AGE
AUGUST 1990**



Source: *Trade Union Members, Australia (6325.0)*.

TRAINING

Training is a major factor in both labour market adjustment and occupational mobility. In addition, the manner in which training is acquired can be a major influence on labour market efficiency. National estimates of the expenditure by employers for the formal training of their employees are provided by the Training Expenditure Survey. The survey also provides estimates of the paid time employees spend receiving formal training.

Further, national details about the extent and types of training and education being undertaken by wage and salary earners are provided through the 1989 survey of *How Workers Get Their Training*.

Training expenditure by employers

This section presents estimates of the expenditure by employers on the formal training of their employees, and of the paid time employees spent receiving formal training, obtained from a survey covering the September quarter 1990.

Formal training is defined as all training activities which have a structured plan and

format designed to develop job related skills and competence. By contrast, informal training, (i.e., unstructured on-the-job training, being shown how to do things as the need arises or learning by doing a job), was excluded from the scope of the survey.

It is estimated that overall, Australian employers spent the equivalent of 2.6 per cent of gross wages and salaries on the formal training of their employees during the period 1 July to 30 September 1990. Average expenditure reported on formal training was \$163 per employee. Employees received an average of 5.9 hours of formal training over the three months. By comparison, during the period 1 July to 30 September 1989, training expenditure was estimated to be 2.2 per cent of gross wages and salaries, \$133 was spent per employee and employees received an average of 5.7 hours training.

Employers in the private sector with gross wages and salaries of \$50,000 and over for the period 1 July to 30 September 1990 (i.e., gross wages and salaries of at least \$200,000 per annum) spent an average of 2.4 per cent of gross wages and salaries on formal training. An estimated 58 per cent of these private sector employers reported some training expenditure.

**AVERAGE TRAINING EXPENDITURE BY EMPLOYERS, SECTOR AND EMPLOYER SIZE
JULY TO SEPTEMBER 1990**

	<i>1-19 employees</i>	<i>20-99 employees</i>	<i>100 or more employees</i>	<i>Total</i>
PRIVATE				
Total training expenditure (% of gross wages and salaries)	1.35	1.89	2.79	2.22
Total training expenditure per employee (\$)	67.9	112.5	181.8	132.1
Training hours per employee	4.0	4.09	5.97	4.95
Employers reporting training expenditure (% of all employers)	18.3	62.8	91.9	23.6
PUBLIC				
Total training expenditure (% of gross wages and salaries)	*1.63	1.81	3.25	3.19
Total training expenditure per employee (\$)	*75.5	127.9	234.9	229.9
Training hours per employee	*3.32	4.25	8.23	8.05
Employers reporting training expenditure (% of all employers)	*41.7	94.6	99.8	72.7
TOTAL				
Total training expenditure (% of gross wages and salaries)	1.35	1.88	3.03	2.57
Total training expenditure per employee (\$)	68.0	113.5	207.5	162.8
Training hours per employee	3.99	4.10	7.06	5.92
Employers reporting training expenditure (% of all employers)	18.5	64.3	93.7	24.4

Source: *Employer Training Expenditure, Australia (6353.0)*.

**AVERAGE TRAINING EXPENDITURE BY EMPLOYERS, SECTOR AND INDUSTRY
JULY TO SEPTEMBER 1989**

<i>Industry</i>	<i>Per cent of gross wages and salaries</i>					
	<i>Private</i>			<i>Total private and public</i>		
	<i>In-house</i>	<i>External</i>	<i>Total</i>	<i>In-house</i>	<i>External</i>	<i>Total</i>
Mining	*1.4	*0.5	*1.9	*1.5	0.5	2.0
Manufacturing	1.4	0.7	2.1	1.5	0.7	2.2
Electricity, gas and water	3.0	0.9	4.0	2.8	1.0	3.7
Construction	*0.1	0.7	0.8	*0.6	0.7	1.2
Wholesale and retail trade	1.0	0.5	1.5	1.0	0.5	1.5
Transport and storage	*0.4	*0.5	*0.9	2.1	*0.4	2.5
Communication	*0.7	*0.5	*1.1	3.2	0.5	3.7
Finance, property and business services	1.6	0.7	2.3	1.7	0.7	2.4
Public administration and defence	..	..	..	1.9	0.7	2.6
Community services	0.8	0.5	1.3	2.0	0.5	2.5
Recreational, personal and other services	*0.2	*0.6	*0.8	*0.3	*0.6	0.9
All industries	1.1	0.6	1.7	1.6	0.6	2.2

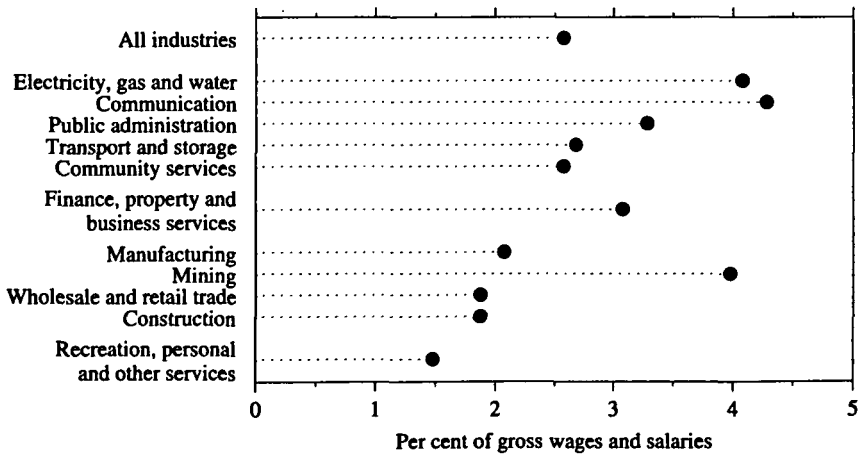
Source: *Employer Training Expenditure, Australia (6353.0)*.

**AVERAGE TRAINING EXPENDITURE: ALL EMPLOYERS
EMPLOYER SIZE, JULY TO SEPTEMBER 1990
(per cent of gross wages and salaries)**



Source: *Employer Training Expenditure, Australia (6353.0)*.

**AVERAGE TRAINING EXPENDITURE BY EMPLOYERS,
BY INDUSTRY, JULY TO SEPTEMBER 1990**



Source: *Employer Training Expenditure, Australia (6353.0)*.

**AVERAGE TRAINING EXPENDITURE BY EMPLOYERS AS A PERCENTAGE OF GROSS WAGES
AND SALARIES, BY SECTOR AND INDUSTRY, JULY TO SEPTEMBER 1990**
(per cent)

<i>Industry</i>	<i>Private</i>			<i>Total</i>		
	<i>In-house</i>	<i>External</i>	<i>Total</i>	<i>In-house</i>	<i>External</i>	<i>Total</i>
Mining	2.7	1.3	4.0	2.7	1.3	4.0
Manufacturing	1.3	0.7	2.0	1.4	0.7	2.1
Food, beverages and tobacco	0.8	0.5	1.3	0.8	0.5	1.3
Textiles, clothing and footwear	1.2	0.4	1.6	1.2	0.4	1.6
Wood, wood products	*0.5	0.7	1.2	*0.5	0.7	1.3
Paper, paper products	1.5	0.8	2.3	1.5	0.8	2.3
Chemical, petroleum and coal products	2.6	0.9	3.5	2.6	0.9	3.5
Non-metallic mineral products	0.7	0.7	1.4	0.7	0.7	1.4
Basic metal products	2.4	0.9	3.4	2.4	0.9	3.4
Fabricated metal, machinery and equipment	0.9	0.8	1.7	1.0	0.8	1.8
Transport equipment	2.4	1.0	3.4	2.8	1.0	3.8
Miscellaneous manufacturing	*1.0	*0.5	1.5	*1.0	*0.5	1.5
Electricity, gas and water	2.6	1.0	3.7	2.9	1.2	4.1
Construction	0.5	1.2	1.7	0.8	1.1	1.9
Non-building construction	0.5	0.5	1.0	1.2	0.5	1.8
Other construction	0.5	1.3	1.8	0.7	1.3	2.0
Wholesale and retail trade	1.3	0.6	1.9	1.3	0.6	1.9
Wholesale trade	1.6	0.8	2.4	1.6	0.8	2.4
Retail trade	1.0	0.5	1.5	1.0	0.5	1.5
Transport and storage	1.5	0.5	2.0	2.2	0.4	2.7
Air transport	3.1	0.3	3.4	5.6	0.2	5.8
Other transport and storage	1.2	0.6	1.8	1.5	0.5	2.0
Communication	1.1	1.1	2.1	3.6	0.7	4.3
Finance, property and business services	2.2	1.0	3.3	2.2	0.9	3.1
Finance	3.4	0.9	4.3	3.5	0.8	4.3
Insurance	2.8	*1.5	4.3	2.8	*1.4	4.3
Property and business services	1.4	1.0	2.5	1.3	0.9	2.2
Public administration and defence	..	..	..	2.1	1.2	3.3
Community services	1.2	0.6	1.8	1.8	0.7	2.6
Health	0.8	0.3	1.2	1.5	0.5	2.0
Other community services	1.7	1.0	2.7	2.1	0.8	2.9
Recreational, personal and other services	0.7	0.7	1.4	0.9	0.6	1.5
Entertainment and recreation	0.4	*0.2	0.7	*1.0	*0.3	1.4
Restaurants, hotels and clubs	0.7	*0.5	1.2	0.7	*0.5	1.2
Personal services	*1.3	2.0	3.4	*1.3	2.0	3.3
All industries	1.4	0.8	2.2	1.8	0.8	2.6

Source: *Employer Training Expenditure, Australia (6353.0)*

**AVERAGE PAID TRAINING TIME PER EMPLOYEE(a) BY FIELD OF TRAINING AND SECTOR
JULY TO SEPTEMBER 1990
(hours per employee)**

<i>Field of training(b)</i>	<i>In-house</i>	<i>External</i>	<i>Total</i>
PRIVATE			
Induction	0.35	*0.00	0.35
General supervision	0.23	*0.05	0.29
General computing	0.24	0.13	0.37
Health and safety	0.17	0.06	0.22
Management and professional	0.32	0.28	0.60
Technical and para-professional	0.19	0.11	0.30
Trade and apprenticeship	0.43	1.43	1.86
Clerical, sales	0.42	0.10	0.52
Plant and machinery	0.24	0.03	0.27
Other	0.12	*0.04	0.16
<i>All fields</i>	<i>2.70</i>	<i>2.24</i>	<i>4.95</i>
PUBLIC			
Induction	0.36	*0.01	0.36
General supervision	0.30	0.07	0.37
General computing	0.44	0.16	0.60
Health and safety	0.33	0.09	0.42
Management and professional	0.80	1.00	1.79
Technical and para-professional	1.81	0.43	2.24
Trade and apprenticeship	0.49	0.47	0.95
Clerical, sales	0.50	0.10	0.60
Plant and machinery	0.27	0.04	0.31
Other	0.32	0.08	0.40
<i>All fields</i>	<i>5.60</i>	<i>2.45</i>	<i>8.05</i>
TOTAL			
Induction	0.35	0.01	0.36
General supervision	0.25	0.06	0.31
General computing	0.30	0.14	0.44
Health and safety	0.22	0.07	0.29
Management and professional	0.47	0.51	0.98
Technical and para-professional	0.70	0.21	0.91
Trade and apprenticeship	0.45	1.13	1.58
Clerical, sales	0.44	0.10	0.54
Plant and machinery	0.25	0.03	0.28
Other	0.18	0.05	0.24
<i>All fields</i>	<i>3.61</i>	<i>2.31</i>	<i>5.92</i>

(a) The total time receiving formal training averaged over the total number of employees. (b) Formal training was classified according to the main content of the course or program.

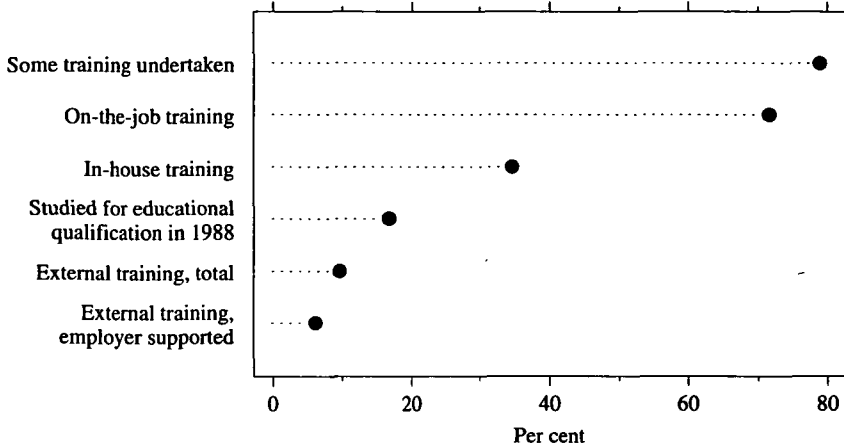
Source: *Employer Training Expenditure, Australia (6353.0)*.

How workers get their training

The survey of How Workers Get Their Training was first conducted during the months of April, June and July 1989, and obtained information on the training and education undertaken by persons who had a wage or salary job in the previous twelve months. The survey found that the great majority of these persons, some 79 per cent, received some form of training.

The graph below shows that, during the previous twelve months, some 72 per cent of all employees received on-the-job training. A little more than a third undertook in-house training courses, 17 per cent studied for an educational qualification, and 10 per cent attended at least one external training course. Some workers received more than one form of training.

**PARTICIPATION IN TRAINING BY WAGE AND SALARY EARNERS
IN THE PREVIOUS TWELVE MONTHS, 1989**



Source: *How Workers Get Their Training (6278.0)*.

The table below shows the types of training undertaken in the previous twelve months by age and educational attainment.

The number of wage and salary earners undertaking training decreased with age from 93 per cent of persons aged 15 to 24 years, to 49 per cent of persons aged 55 to 64 years. Also, persons with post-school

qualifications undertook more training (84%) than those without such qualifications (75%) over the twelve month period.

Overall, a similar proportion of males and females undertook training in external courses, in-house courses, on-the-job training, and study for an educational qualification.

CATEGORIES OF TRAINING UNDERTAKEN BY WAGE AND SALARY EARNERS IN THE PREVIOUS TWELVE MONTHS, BY SEX, AGE AND LEVEL OF EDUCATIONAL ATTAINMENT, 1989

	Training courses undertaken							Total (^{'000})
	Studied for educational qualification in 1988	External training			On-the- job	Some training under- taken	No training under- taken	
		Employer supported	Total	In-house				
					— per cent —			
Age (years)								
15-24	37.9	4.2	7.1	30.3	87.7	92.6	7.4	1,705.3
25-34	13.8	7.8	11.9	39.6	76.0	83.2	16.8	1,939.1
35-44	9.0	8.0	12.0	40.2	68.1	77.1	22.9	1,621.9
45-54	5.2	6.5	9.3	31.5	56.5	64.6	35.4	977.9
55-64	2.9	3.1	4.7	20.4	40.9	49.0	51.0	460.5
Level of educational attainment								
With post-school qualifications	17.2	9.9	14.9	44.2	76.2	84.1	15.9	3,172.6
Post-graduate degree or graduate diploma	20.6	18.5	28.0	59.8	84.4	92.9	7.1	315.7
Bachelor degree or diploma	23.4	15.8	21.8	56.2	84.9	90.8	9.2	747.6
Trade qualification or apprenticeship	9.4	5.6	8.5	31.5	65.8	74.3	25.7	936.0
Post-secondary certificate	18.8	7.4	12.1	42.6	76.6	85.3	14.7	1,143.7
Other	*12.1	*7.9	*12.1	32.8	79.4	83.4	*16.6	29.6
Without post-school qualifications(a)	16.4	3.2	5.2	26.5	67.9	74.5	25.5	3,532.1
Attended highest level of secondary school available	33.4	6.2	8.5	36.6	79.4	87.5	12.5	1,006.6
Did not attend highest level of secondary school available	9.4	2.0	3.8	22.4	63.2	69.2	30.8	2,496.5
Left at age								
16 years or over	14.4	2.5	4.8	26.7	72.3	79.0	21.0	1,091.0
15 years or under	5.6	1.6	3.1	19.1	55.7	61.7	38.3	1,405.5
Total	16.8	6.4	9.8	34.9	71.8	79.0	21.0	6,704.7
<i>Males</i>	<i>17.0</i>	<i>7.4</i>	<i>10.4</i>	<i>35.1</i>	<i>71.1</i>	<i>78.8</i>	<i>21.2</i>	<i>3,740.7</i>
<i>Females</i>	<i>16.5</i>	<i>5.2</i>	<i>9.1</i>	<i>34.6</i>	<i>72.7</i>	<i>79.4</i>	<i>20.6</i>	<i>2,964.0</i>
					— '000 —			
Total	1,124.0	429.2	658.4	2,337.5	4,814.4	5,300.1	1,404.6	6,704.7
<i>Males</i>	<i>634.1</i>	<i>276.5</i>	<i>388.3</i>	<i>1,811.2</i>	<i>2,569.0</i>	<i>2,947.5</i>	<i>793.2</i>	<i>3,740.7</i>
<i>Females</i>	<i>489.9</i>	<i>152.7</i>	<i>270.1</i>	<i>1,026.4</i>	<i>2,155.4</i>	<i>2,352.6</i>	<i>611.5</i>	<i>2,964.0</i>

(a) Includes those who never attended school and those for whom secondary school qualifications could not be determined.

Source: *How Workers Get Their Training, Australia (6278.0)*.

GOVERNMENT EMPLOYMENT AND TRAINING PROGRAMS

The Commonwealth Government, often in conjunction with State and Territory Governments, provides a wide range of labour market programs to assist the efficient functioning of the labour market and to improve the skills and employment prospects of people disadvantaged in the labour market. Labour force programs operating in 1991 are as follows.

Skills formation

The Commonwealth Government, the State and Territory Governments of Australia and the industrial parties are working in cooperation to develop a 'training culture' in Australia,

recognising the importance of vocational education and training for the efficiency and productivity of the Australian economy. This 'training culture' revolves around a notion of 'life-long learning', including the availability of career paths and on-going skills formation for all Australians.

A key element of the 'training culture' is the implementation on a nationally consistent competency-based training system. This system aligns vocational education and training delivery, assessment and certification arrangements to competency standards developed by the industry parties. It is expected that competency-based training arrangements will be substantially implemented for skills formation activity, both entry-level and on-going, by the end of 1992.

Entry Level Training (ELT)

The aims of Entry Level Training (ELT) are to assist in meeting the long-term quantitative and qualitative workforce skill needs of the economy, and to enhance the long-term employment and career prospects of young Australians by providing a Commonwealth contribution to the cost of entry level training under apprenticeships and the Australian Traineeship System (ATS), designed to:

- achieve quality improvements to entry level training;
- provide greater equality of access to entry level training; and
- encourage industry and young people to invest in structured training.

ELT has three components, through which these aims are achieved:

- Commonwealth Rebate For Apprentice Full-time Training Scheme;
- Australian Traineeship System; and
- Special Entry Level Training.

Commonwealth Rebate for Apprentice Full-time Training Scheme (CRAFT)

The apprenticeship system has been the principal source of supply of skilled workers to the Australian labour market and, with the Australian Traineeship System, has provided significant job and structured training opportunities for school leavers.

Through CRAFT, incentives and support are provided to employers and apprentices within the framework of the State/Territory apprenticeship systems.

The objective of CRAFT is to maintain or improve the quality of, and equity of access to, apprentice training for young people and, having regard to labour market conditions, maintain or increase the numbers of apprentices undergoing and completing that training.

CRAFT assistance is provided under a number of elements:

- *Technical Education Rebate*, payable to employers to offset the costs associated with releasing their apprentices to undertake the technical education component of an approved basic trade course. Applies to all eligible

employers with apprentices who commenced their apprenticeship prior to 1 January 1988.

- *Apprentice Training Incentive*, introduced on 1 January 1988 to progressively replace the Technical Education Rebate. Employers who take on, and indenture, apprentices after 1 January 1988 are able to apply for grants in respect of the commencement, recommencement and completion of an apprenticeship. Employers receive an extra \$1,000 for taking on a young person classified by the Commonwealth Employment Service (CES) as disadvantaged in the labour market.
- *Off-the-Job Training*, payable to group training schemes for releasing apprentices to attend approved full-time instruction at their own or other industry training centres. Group schemes approved to train other group schemes' apprentices can also be compensated for designated training costs.
- *Living-Away-From-Home Allowance*, available to apprentices in their first and second year of apprenticeship where there is a need to live away from home to obtain or maintain their apprenticeship.
- *Fares Assistance*, available to apprentices, in approved trades, who have to move away from home to take up an apprenticeship.

Australian Traineeship System (ATS)

ATS aims to improve the long-term employment and career prospects of young people, and improve the national skills base, through fundamental improvements in arrangements for non-trades employment training by the development of broadly based, structured, entry level vocational training.

This program consists of a system of traineeships combining on-the-job and off-the-job training. The ATS aims to assist young people entering a particular industry or occupation and add to the stock of skills in the economy. This element of the Government's youth policy strategy was established as a stepping-stone into primary labour market jobs, to improve and increase broadly based, work related training and to improve the first step in a career path for participants.

The ATS is jointly administered by the Commonwealth Government and the State and Territory Governments. Employers, unions, training authorities and governments are involved in the continuing development of the

system through the development of new traineeship packages as well as the monitoring and reviewing of existing ones.

Traineeships are generally for a 12 month period and involve on-the-job training and a minimum of 13 weeks formal vocational instruction (off-the-job component) in a TAFE college or other approved training centres.

The trainee is paid a trainee wage for the duration of the traineeship which is set with reference to relevant junior rates for the time spent on the job. Since the inception of the system over 54,000 young people have commenced a traineeship in a wide range of industries and occupations. Of these over 9,400 trainees commenced in 1990-91.

The Traineeship System has become more flexible since its introduction in 1985. This is evidenced in the availability of traineeships longer than one year and in the loosening of age restrictions, with revised curriculum arrangements, to make it more responsive to the needs of industry.

A range of financial support is available to assist with the development and operation of traineeships:

- a *Training Fee* of \$1,000 per approved trainee to assist employers to offset the cost of providing on-the-job training. Employers are eligible to receive an additional \$1,000 if they employ trainees assessed by the CES as being disadvantaged in the labour market;
- a *Re-establishment Grant* of \$300 per trainee to encourage employers to take on unemployed trainees and complete their training;
- an *Off-the-Job Training Fee* (currently \$1,900 to TAFE and up to \$2,000 to other approved training providers) in respect of each trainee;
- a *Living-Away-From-Home Allowance*, available to trainees where there is a need to live away from home to obtain or maintain their traineeship; and
- *Fares Assistance*, available to trainees who have to move away from home to take up a traineeship.

Special Entry Level Training (SELT)

In addition to CRAFT and ATS, the Commonwealth has a number of programs directed at testing, developing and introducing

innovative approaches to traditional entry-level training under the SELT component.

The objective of SELT is to provide young people with appropriate workplace skills and ensure that skills already acquired are not lost to the national skills base. It achieves this through the provision of special assistance to:

- expand the number of available apprenticeship and traineeship opportunities;
- increase the access of special groups to apprenticeship training opportunities; and
- assist in the development of improved approaches to entry level training.

SELT assistance is provided under a number of elements:

- *Special Trade Training Program*, directed at testing, developing and introducing new approaches to traditional apprentice training. The program provides for special preparatory courses for women as well as the 'Tradeswomen on the Move' projects — a joint Commonwealth/State strategy designed to encourage greater participation of young women in non-traditional trades. In addition, funding is provided to State and Territory Governments for the running of additional pre-vocational courses in TAFE and with non-TAFE training providers.
- *Group Training Schemes* cover apprentices and trainees under the ATS and aim to increase training opportunities with small companies which would not be able to recruit apprentices and trainees in their own right, by indenturing apprentices/trainees to a central body, such as an employer organisation or a training company. The Commonwealth provides assistance to group training projects to offset their administrative costs.
- *Disabled Apprentice Wage Subsidy* provides a subsidy to employers who indenture a person with disabilities as an apprentice. The subsidy may be provided for up to the duration of the apprenticeship and extra help may be granted to allow necessary workplace modifications and tutorial assistance. Tutorial assistance is also available to people with disabilities undertaking pre-apprenticeship courses.
- *Special Assistance Program* provides a range of measures to assist young people to maintain or complete their training so that skills are not lost to the economy.
- *Development Grants* to approved organisations and individuals to establish

competencies and standards for traineeship models and to develop on- and off-the-job training components including curricula and training materials.

- *Institutional Development Grants* to peak employer and union organisations to enable them to employ Traineeship Liaison Officers to facilitate the introduction of traineeships.
- *Monitoring Resource Grants* are given to State and Territory training authorities to monitor traineeships.
- *Evaluation Grants* are given to organisations and individuals to undertake evaluation studies of particular traineeship activities.

Industry Training Support

This program has four components:

- Innovative Training Projects;
- Industry Training Services;
- Training Services Australia (TSA); and
- Workplace Literacy.

Innovative Training Projects

In recognition of the pressures upon the training systems resulting from industry restructuring, the Innovative Training Projects components include measures designed to encourage a cooperative national effort in the improvement of vocational education and training arrangements. Financial assistance can be provided to industry to:

- upgrade workforce skills to meet structural and technological change;
- establish industry training foundations and skill centres;
- pilot test new and innovative training arrangements;
- facilitate industry restructuring through award restructuring processes;
- develop national curricula and competency based training and assessment procedures;
- establish enterprise based skill centres;
- assist in trainer training; and
- address national skill shortage issues.

One of the main projects, the National Skills Shortages Program, provides short-term training assistance to individuals and industry in occupations where skilled labour is in short supply. Particular emphasis is given to occupations identified as requiring temporary reliance on skilled migrants.

The primary objective of the National Skills Shortages Program is to minimise the effects of current and emerging skill shortages of national significance. Training programs are developed in conjunction with industry groups and training providers. The Department welcomes suggestions from industry groups as to areas of shortages of national significance.

The program provides:

- refresher training for persons with basic qualifications or experience but whose skills need updating;
- bridging training for overseas qualified persons seeking recognition of their qualifications in Australia; and
- skills upgrading of existing employees.

In recent years the Program has assisted training in a range of areas of identified national skill shortages including:

- physiotherapists/occupational therapists;
- aircraft maintenance engineers; and
- the computer industry.

An additional mechanism to stimulate industry's commitment to training, the Training Guarantee, has applied since 1 July 1990. The scheme requires employers with an annual national payroll of \$200,000 (indexed to \$214,000 in 1991-92 based on average weekly earnings) or more to spend 1 per cent of payroll (rising to 1.5% from 1 July 1992) on eligible training as broadly defined in the legislation. Under regulation, provision exists for exemption of the building and construction industry in those States/Territories where appropriate levies exist. A similar regulation for shearing and related occupations was introduced during the 1991 Budget sittings.

Employers who do not meet this obligation directly will be required to pay the shortfall to the Australian Taxation Office. Funds collected in this way will be paid into a Training Guarantee Fund for redistribution through the States and Territories for training purposes. Commonwealth administrative costs will be recovered from the Training Guarantee Fund before it is distributed.

Following enactment of an Amendment Bill in June 1991, there is now provision for establishing a system to recognise, and exempt from the provisions of the Training Guarantee, employers who can demonstrate they are

outstanding trainers. This was implemented in late 1991.

Industry training services

In addition to schemes directed at the training of individuals, the Government provides assistance to industry to improve training, particularly in pursuit of micro-economic reform. Support is provided for a network of Industry Training Advisory Bodies which are autonomous, industry based and incorporated as companies or associations with membership representing employer and employee associations, the Commonwealth Government and State and Territory Governments. There are 134 National and State/Territory Industry Training Advisory Bodies covering 23 major industries representing more than half of the private sector work force.

The primary role of these Industry Training Advisory Bodies is to act as the authoritative voice on training matters within their industries and advise governments on the training implications of workplace reform, work practices and award restructuring. A secondary role is to initiate research into training matters and coordinate the development of training solutions to identified or emerging training needs.

The Commonwealth Government also supports the National Training Board (NTB). The NTB was established in February 1990 as a joint initiative of the Commonwealth Government and the State and Territory Governments of Australia. The role of the NTB is, in consultation and cooperation with industry, to ratify national competency standards for occupations and classifications in industry or enterprise awards or agreements determined by an industrial tribunal.

The NTB is incorporated as a company to provide it with the flexibility and independence necessary to respond quickly and appropriately to vocational education and training needs emerging from the structural adjustment process.

The NTB is tripartite in composition but the States and Territories constitute a majority of the Board which reflects their constitutional responsibility for the provision of vocational education and training.

Training Services Australia (TSA)

TSA provides a range of public training courses and consultancy services designed to improve the utility of training in industry and the competency of those who provide it. TSA operates training centres and offers training consultancy services on a cost recovery basis in all capital cities excluding Darwin.

Workplace Literacy Program

A Workplace Literacy Program was announced in the Prime Minister's Industry Statement on 12 March 1991. The objective of the Program is to provide workers in targeted industries with literacy skills that are sufficient to enable them to remain in their current employment and to meet their future training needs.

Increased worker literacy skills aim to:

- contribute to increased enterprise-level productivity;
- improve workers' job security and career prospects; and
- improve safety in the workplace.

The Workplace Literacy Program and the English in the Workplace component of the Department of Immigration, Local Government and Ethnic Affairs' (DILGEA's) Adult Migrant English Program (AMEP) share similar goals. Consequently, the Ministers responsible for these programs have agreed that the Department of Employment, Education and Training (DEET) and DILGEA will cooperate in the management of a joint Workplace English Language and Literacy Program (WELLP). The program began operating on interim guidelines in January 1992.

Under WELLP, English as a Second Language (ESL) workers who require assistance will be assisted by the AMEP up to a level where they can join more general literacy classes. This will ensure that they receive specialist assistance when it is most needed. The joint Program will ensure a consistent delivery in workplaces, of vocationally relevant English language and literacy training to both ESL and English Speaking Background (ESB) workers.

Training will be provided by approved literacy training organisations including industry training boards, adult and community education bodies, State trade unions, State employer peak councils, DEET industry service centres, AMEP providers and Technical and Further Education (TAFE).

Special employment, education and income support

Employment Access Program

The Employment Access Program assists jobseekers who are disadvantaged in the labour market to gain access to and secure employment through the use of a range of training, wage subsidy and mobility measures which can be flexibly adapted to individual needs and local labour market requirements.

In February 1990 it was decided to expand the range of measures available under the Employment Access Program as part of a more active employment strategy.

There are four program components under the umbrella of the Employment Access Program:

- Access assistance;
- Job search assistance;
- Training assistance; and
- Employment assistance.

The array of available measures can be linked and adapted to suit client needs in their local labour market.

Access assistance

This component, known as Special Intervention, was introduced on 1 January 1991 as a measure to assist jobseekers who are unable to take advantage of available work or vocational training opportunities because they encounter a variety of personal barriers to employment.

Such barriers might include functional illiteracy, learning deficiencies, functional area skills gaps which prevent jobseekers changing to new areas of employment or adapting to new work practices or work organisation, or personal development needs.

Special Intervention assists the transition to work or vocational preparation by providing diagnostic assessment and remedial training for jobseekers facing specific, individual employment barriers.

Job Search Assistance

Job Search Assistance is designed to improve jobseekers' chances of finding work by developing their job search techniques, skills and knowledge.

From 1991-92, Job Search Assistance has three elements:

- Self Help Job Search materials including: a Job Search Kit and a Job Search VHS Video titled 'Working on it';
- Job Search Training Courses (JSTCs); and
- Job Clubs.

The Self Help Job Search materials aim to provide self help advice to CES clients during their initial job searching. Job Club members undertake intensive instruction in job search skills and job hunting over three weeks. Jstcs provide formal job search skills instruction for 22 hours over five days.

During 1990-91, 25,683 jobseekers participated in Job Search Assistance against a target of 26,954 (95.3% of target). Males comprised 49.5 per cent of participants and females 50.5 per cent.

Job Search Assistance achieved an overall positive outcome of 42.5 per cent. Job Clubs, however, continued to out-perform JSTCs, with an overall positive outcome of 48.9 per cent against 29.4 per cent for JSTCs.

Expenditure in 1990-91 was \$10.262 million.

A related program, the Mobility Assistance Scheme, aims to contribute to the efficient and effective functioning of the labour market by giving jobseekers more equitable access to jobs which are not locally available, while also helping employers to obtain workers with appropriate skills. In 1990-91 the scheme had five components:

- *Fares Assistance.* This element provides assistance with public transport fares or, in areas without access to public transport, a petrol allowance for jobseekers to attend job interviews.
- *Post Placement Fares Assistance.* This measure provides a fares/petrol supplement for the long-term unemployed who are returning to full-time employment. This financial assistance eases the transition to work in the early stages of employment.
- *Relocation Assistance.* The primary aim of relocation assistance is to move unemployed jobseekers from their existing locations to take up long-term employment in situations where it is determined that local jobseekers will not be disadvantaged.
- *Jobsearch Relocation.* Under this element, financial support can be given to long-term unemployed jobseekers who are prepared to move if they gain employment, to enable them

to undertake short-term job search activity in high employment areas.

- *Immediate Minor Assistance.* This is a one-off payment of up to \$100 that can be made to jobseekers who have a demonstrated work related financial need and a confirmed job offer. Eligibility for this payment depends on the client's needs, as assessed by the CES.

In 1990-91 the overall expenditure on the scheme was \$4.5 million and some 1,575 applications for relocation assistance were approved.

Training assistance

JOBTRAIN aims to improve the employment prospects of long-term unemployed or otherwise especially disadvantaged jobseekers who have experienced difficulty in finding stable employment, by providing training assistance based on individual needs and opportunities in the local labour market.

Training is directed at entry level occupations and opportunities appropriate to the needs of disadvantaged jobseekers. The major emphasis is on vocational skills directly applicable in employment. Training provision must balance both local jobseeker needs and local employment opportunities and industry needs.

Course places under JOBTRAIN are obtained by either contracting for the provision of entire courses in the government, industry, private and community sectors, or purchasing existing course places from TAFE and other providers.

JOBTRAIN courses fall into three general categories:

- courses designed to lead to immediate job outcomes;
- courses designed to provide recognised skills and qualifications upgrading; and
- re-entry and preparatory courses linked to further education and training or other labour market program support.

Trainees approved for placement under JOBTRAIN may be eligible for income support under the provisions of Formal Training Assistance (FTA). FTA consists of:

- Job Search/Newstart Allowance subject to Department of Social Security standard eligibility provisions;

- a training supplement for trainees 21 years and over and sole parents; and
- a range of ancillary allowances providing for things such as compulsory course costs and assistance for trainees living away from home whilst in training.

Assistance with child care is available for sole parents (with children under 16 years) to undertake DEET approved formal training to improve their job prospects.

Limited assistance is also available for overseas qualified professionals to enable them to gain Australian recognition of their qualifications under JOBTRAIN — Bridging Training for Overseas Qualified Professionals, where this recognition would permit successful candidates to practise their professions in Australia.

Employment assistance

JOBSTART is a wage subsidy program which provides access to employment for jobseekers who have experienced long periods of unemployment or face other disadvantages in obtaining work. Employers in the private sector receive subsidy payments for a period of up to 26 weeks as an incentive for engaging and improving the employment prospects of these disadvantaged jobseekers. The rate of the subsidy payment varies according to age, length of unemployment and other special disadvantages.

The primary eligibility requirement is to have been unemployed for at least six months, away from full-time education, be currently registered with the CES and actively seeking work. This requirement is waived for especially disadvantaged labour market groups such as people with disabilities, jobseekers aged 50 or older, Aborigines, young people deemed 'at risk', homeless people and ex-offenders. However these groups must generally undertake a period of job search of four weeks before becoming eligible.

For employers to qualify for a JOBSTART subsidy they must be prepared to pay at least the award or appropriate wage for the job and fulfil other award conditions and should discuss the matter with the CES before employing the jobseeker.

Another program, Contracted Placement, aims to assist jobseekers who have been unemployed for a very long time and have

been unable to use CES services effectively, or to benefit from labour market program assistance, to gain employment through the use of contracted agencies. The program will provide a fee for service for agencies contracted by the CES to place such jobseekers in permanent employment.

To be eligible for assistance under Contracted Placement, the jobseekers must be:

- aged 16 years to 64 years; and
- registered with the CES as unemployed for 36 months on a continuous basis.

A fee for service payment is made to a contracted agency to assess the jobseeker's needs, design and implement an action plan for the jobseeker, to provide relevant assistance, place the jobseeker in employment and assist the jobseeker to retain that employment.

Post Placement Support provides support, during the first few weeks or months of their being placed in a job, to the following categories of unemployed persons who seek assistance:

- clients who had been unemployed long term; and
- people with disabilities.

To be eligible for support under this program, a person must:

- have been registered with the CES as unemployed for one year or longer before being placed in a job;
- begin a permanent full or part-time job (i.e., a job of more than three months' duration); and
- experience employment-related difficulties and request assistance from the CES.

There are three forms of assistance available to clients who encounter employment-related problems and request assistance from the CES:

- CES staff may counsel the clients within the limits of their expertise and counselling skills, and consistent with duty of care obligations;
- the clients may be referred to other more appropriate agencies such as an Arbitration Inspectorate or the Ombudsman's Office; or
- the clients may be referred to a contracted external agency to provide post placement advice and contact services.

A program also exists to provide fully subsidised work experience placements in the private sector for jobseekers with disabilities who require higher levels of support.

To be eligible for assistance jobseekers must be clients on the Disability Support Pension who have been assessed as having work capacity and as being able to benefit from a work experience program.

Two forms of assistance are available:

- Wage subsidy full-time positions fully subsidised to a level of the relevant award wage or equivalent, up to a maximum of \$3,600 per client.
- Additional employer costs reimbursement of up to \$2,000 per placement may be made to an employer who incurs costs covering the lease/hire or modification of essential special equipment and/or the hire of specialist services required in the work place to enable a jobseeker with a disability to undertake employment.

The Jobs, Education and Training Program for Sole Parents (JET) aims to improve the financial circumstances of sole parents by facilitating their entry to the workforce through coordinated program assistance providing individual advice and access to employment, education, training and child care opportunities.

The JET program has two objectives:

- to increase the number and proportion of sole parents in employment; and
- to reduce social security outlays for sole parents.

JET is a voluntary program which provides sole parent pensioners with a consolidated range of assistance from the Department of Employment, Education and Training (DEET), the Department of Social Security (DSS) and the Department of Health, Housing and Community Services.

JET was introduced in late March 1989 and phased in nationally over two years with full implementation by November 1990.

All sole parent pensioners are eligible for JET, however, priority is given to those who have been on a pension for over 12 months, and whose children are over six years and those whose youngest child will reach the age of 16 within two years; and teenage sole parents.

JET advisers in DSS offices provide sole parents with individual assessments of job barriers and prospects, advice about relevant services, and refer them to the Commonwealth Employment Service (CES) for employment, education and training assistance. Extra places are available for sole parents who need to retain or improve their work skills through the JOBTRAIN, JOBSTART or Job Search Training Programs. For JET clients undertaking full-time education courses, extra funds are available for income support under AUSTUDY. In addition, full-time student pensioners receive an AUSTUDY education supplement of \$30 per week.

Child care places are provided to sole parents not able to obtain permanent child care, through the Children's Services Program (by DCSH) during their training and education, and for a short period after they commence employment.

Aboriginal employment and training

The overall aims of the Aboriginal Employment Development Policy (AEDP) are to achieve equitable Aboriginal representation in employment and to contribute to the achievement of economic activity for Aboriginal communities by:

- increasing the level of permanent employment for Aboriginal people in the mainstream labour market; and
- actively generating employment through economic development within Aboriginal communities located in rural and remote areas.

AEDP is delivered through the Training for Aboriginals Program (TAP), which is structured to improve training and employment opportunities for Aboriginal people by:

- assisting private and public sector employers to develop recruitment and career development strategies for Aboriginal people in the mainstream labour market;
- negotiating with employers for training assistance linked with employment outcomes;
- recognising and supporting community-based employment and training, including training support to enterprises and community development projects; and
- providing assistance for vocational training in formal and short-term special courses.

During 1990-91, a total of 13,623 placements were approved under TAP, comprising 8,363 under training arrangements in mainstream labour markets, and 5,260 in Aboriginal communities.

The number assisted is expected to increase in 1991-92 as a result of additional funding on new policy initiatives in both Aboriginal communities and the public sector.

Community based employment and training strategies

SkillShare

The objective of the SkillShare program is to assist long-term unemployed people and other most disadvantaged unemployed people to obtain and retain employment or to proceed to further education or training through the provision of skills training, employment-related assistance (including personal support and referral) and enterprise activities by incorporated community-based organisations with a demonstrated capacity to deliver such services.

The target group for SkillShare is long-term unemployed people, particularly those unemployed for twelve months or more and other most disadvantaged unemployed people who do not have ready access to other employment, further education and training opportunities. Those deemed to be most disadvantaged include people with disabilities, people with literacy (including English language) difficulties affecting their employment prospects, Aboriginal people, people aged 50 to 64 years and sole-supporting parents.

Each project is managed by a community organisation known as a 'sponsor' which receives annual core funding to develop a range of activities linked to employment, training or education-related outcomes for the SkillShare target group. Sponsors are required to secure a contribution towards project operating costs from the local community equal to 20 per cent of SkillShare funding.

There are seven levels of core funding which range from \$100,000 to \$265,000 in 1992.

SkillShare has an important role in the Newstart strategy operating from 1 July 1991. The Newstart strategy places a strong emphasis on the principle of reciprocal obligation. The aim is to support people who

are active in their efforts to obtain employment and to improve their employability. Further information on Newstart is contained in the chapter on Social Security and Welfare.

Consistent with the Government's commitment to use the skills and resources of the community sector to address the needs of the unemployed, SkillShare has been supplemented to give additional assistance to the long-term unemployed and other disadvantaged clients.

These services include:

- literacy and numeracy training;
- outreach funding;
- information technology services;
- extended hours of operation;
- training diversification; and
- enterprise activities.

Three broad types of activities and services are offered by SkillShare projects:

- *Structured Skills Training.* All projects are required to offer a minimum amount of off-the-job structured skills training.
- *Open Access Activities.* All projects are required to offer a range of services to the target group including, but not limited to, volunteer referral activities, job search training, motivational and personal development activities.
- *Enterprise Activities.* Projects are encouraged to develop enterprise activities to establish project-based businesses which may generate revenue for the project and provide training opportunities in a realistic commercial environment and income for the target group. Project enterprise activities may also assist unemployed people into self-employment. In 1990-91, \$1.26 million was provided to 59 projects for enterprise activities and \$1.8 million is available in 1992. This funding is complemented by an assessment process to ensure that commercial viability criteria are met. Training is also provided to ensure that project staff obtain the skills required in business planning and operations to maximise the chances for successful outcomes for project-based enterprise activities.

SkillShare sponsors establish a Project Advisory Committee (PAC) for each project which is representative of their community and, as such, includes representatives of the

local TAFE institution and/or other relevant education providers.

It is estimated that approximately 100,000 persons will be assisted through an Australia-wide network of almost 400 projects, including ten Disability Access Support Units, in 1992.

Including Formal Training Allowance, the 1991-92 allocation for SkillShare is \$119.7 million compared with an allocation of \$97.2 million in 1991.

Disadvantaged Young People Services Program (DYP)

The objective of the program is to assist young people, currently unattracted to and uncompetitive in mainstream programs to secure and maintain employment, by providing assistance relevant to their particular needs.

The program funds community-based organisations to establish and operate 'mentor/broker' services for particularly disadvantaged young people who require personal support and follow-through assistance during a period of training and transition to employment. Disadvantaged young people include those in insecure accommodation and unstable domestic situations; with specific learning difficulties; from particular social and cultural groups (e.g., Aboriginal youth, young people of non-English speaking backgrounds); who have been unemployed long term; and who are leaving institutional care.

The DYP Program is funded as part of the Commonwealth Government's Youth Social Justice Strategy (YSJS). The allocation for DYP in 1991-92 is \$2.4 million and up to 2,000 places are available. This compares with \$2.2 million and 2,000 places in 1990-91.

Although not part of the SkillShare Program, the DYP Services have been shown to benefit from an association with SkillShare projects and in 1990-91, 31 of 41 DYP projects are conducted by SkillShare sponsors and co-located with their SkillShare projects. Funding allocations are made concurrently with SkillShare annual funding processes.

Self-Employment Assistance Program

The Self-Employment Assistance Program incorporates the New Enterprise Incentive Scheme (NEIS) and a new element — SelfStart. The Program is delivered jointly by

the Commonwealth Government and either State/Territory Governments or Managing Agents.

NEIS provides assistance for unemployed people to set up self-employment ventures. The Scheme operates as a partnership between the Commonwealth Government and either State/Territory Governments or private sector and non-government organisations. It provides training and business advice prior to approval and mentor support after approval. The assistance package also includes income support and help in obtaining start-up capital.

The target group for NEIS is unemployed people registered with the Commonwealth Employment Service, in receipt of or dependent on unemployment benefit or certain other Social Security benefits or pensions, and aged between 18 years and the aged pension age. Proposed businesses must be new, independent, reputable and assessed as commercially viable and meeting an unsatisfied demand.

SelfStart is a more flexible arrangement targeting top participants already possessing business and technical skills required to establish a self-employment venture. Although all elements of the package are available, SelfStart participants require less training and mentor support given their relevant experience and expertise.

The Government has increased the number of self-employment places available under the program in 1991-92 to 2,000 compared with 1,133 placements achieved in 1990-91. The program has been allocated \$22.3 million in 1991-92, up from expenditure of \$12.2 million last year.

JOBSKILLS

JOBSKILLS is a new initiative which offers NewStart allowance recipients the opportunity to broaden their skills through a combination of work experience and training.

JOBSKILLS will provide a way for unemployed people to maintain and improve their skills during the current downturn to enable them to take advantage of the recovery.

JOBSKILLS placements will be for up to 26 weeks and will offer work experience combined with relevant on- and off-the-job training. Work experience placements will be organised through Jobskills Brokers and will

be primarily within the local government and community sectors.

JOBSKILLS has been allocated \$45.5 million for 1991-92 which will assist 4,500 long-term unemployed people.

Labour Adjustment Assistance Program

The Program contributes to the efficient and equitable functioning of the labour market by improving and adapting the skills/employment base in particular industries or regions undergoing structural change and assisting individuals affected by the change.

This sub-program provides a range of labour market measures under the auspices of the Office of Labour Market Adjustment (OLMA). The measures cover varied forms of assistance directed to particular industries undergoing structural change in recognition of the need for enhanced competitiveness, and to workers losing employment as a result of structural adjustment or specific Commonwealth Government decisions. The assistance is available in specific packages or 'mixes' according to the assessed needs of the workers in the particular industry or region. Assistance is also given to large enterprises and their employees facing retrenchments or the introduction of the short week due to the economic downturn.

Packages which operate under the Program can be divided into three main categories:

- industry packages usually in a national context to address major restructuring in an industry which results in significant labour shedding;
- regional packages to address the impact of structural change on a specific geographic labour market; and
- assistance to firms to increase skill levels and reduce retrenchments.

Industry packages operated in 1990-91 in the textiles, clothing and footwear and the passenger motor vehicle industries.

Regional labour markets are designated for assistance primarily on the basis of the level of structural unemployment in the region, particularly where levels are significantly higher than the average unemployment rate for the State.

Region-based assistance is provided in the form of a package of measures directed at

labour market functions, individuals, or a mix of both.

Assistance to regional labour markets can utilise a mix of strategies such as:

- skills audits;
- employment development coordination committees;
- industry databases;
- development of innovative training responses; and
- funding support for organisations concerned with economic regeneration and business development at the local level.

Packages to operate in 1991-92 are:

- New South Wales — Northern Rivers; Hunter; Illawarra; Cobar;
- Victoria — Geelong;
- South Australia — Eyre Peninsula;
- Queensland — Wide Bay/Burnett; Goodna/Inala; Sunshine Coast; Logan City;
- Tasmania — A state wide regional package is in place; and
- Western Australia — Kalgoorlie.

Worsening conditions in the labour market during 1991 led to increasing unemployment and the movement by some enterprises to short working weeks. In recognition of the need to increase skill levels and prevent the wastage of skills caused when people remain unemployed or are employed in less skilled work, three new measures to provide additional assistance to firms were introduced on 1 July 1991. They are:

- The Training and Skills Program (TASK) which provides subsidised training for employees in firms facing retrenchments. It offers an alternative to retrenchment while helping employees improve and add to their skills. TASK is funded at \$15 million for 1991-92.
- The Job Seeker Placements Relating to Skills Upgrading pilot which subsidises the development of training packages for firms wanting to improve staff skills.
- OLMA provides assistance to firms introducing new technology or improving methods of operation in OLMA designated regions.

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FOR MORE INFORMATION

The ABS has a far wider range of information on Australia than that contained in the *Year Book*. Information is available in the form of regular publications, electronic data services, special tables and from investigations of published and unpublished data.

For further information contact ABS Information Services at one of the addresses listed on the page facing the Introduction to the *Year Book*.

