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Labour

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The information relating to labour which is presented in this chapter covers a wide range of aspects. Labour statistics are important economic indicators — changes in measures of employment, unemployment, earnings, overtime, job vacancies and industrial disputes provide insights into the performance of the economy, and the effects of economic policy settings. But labour statistics are also very much about people — their entry to the labour force, participation in it, whether they are employed or not; how much they earn, what other benefits they receive, how many hours they work; their mobility between jobs, the training they receive, and their retirement from employment.

This chapter looks first of all at the size and composition of the labour force, including age, sex, labour force status, educational attainment and birthplace.

It goes on to cover employed persons — demographic characteristics, occupation, industry, private and public sector and hours worked are presented. Next comes statistics on unemployment (and unemployment rates), demographic characteristics of the unemployed, their job search experience and job vacancies.

The section on persons not in the labour force which follows provides information about those persons who are marginally attached to the labour force, and therefore are potential participants in it. These include discouraged jobseekers.

Next, the chapter looks at those persons who have retired from full-time work and the intentions of older persons to retire.

The section dealing with earnings commences with a brief discussion on the ways in which awards are set, and notes some important wage decisions in most recent years. Increases in award rates and average weekly earnings are presented, along with details of award coverage and the distribution and composition of earnings.

As well as wages and salaries, employees receive and employers pay for a range of additional benefits. Leave entitlements are widespread. Superannuation is an area that has seen marked change in recent years. Other employee benefits, and costs to employers of employing labour are set out in detail.

The chapter moves on to examine hours worked, including overtime. Statistics about the extent, cause and duration of the current historically low levels in industrial disputation are presented, followed by details of trade union size and membership.

This is followed by statistics on training expenditure by employers, and details of how workers obtain training. The chapter concludes with information on the range of Commonwealth government employment and training programs presently available.

THE LABOUR FORCE

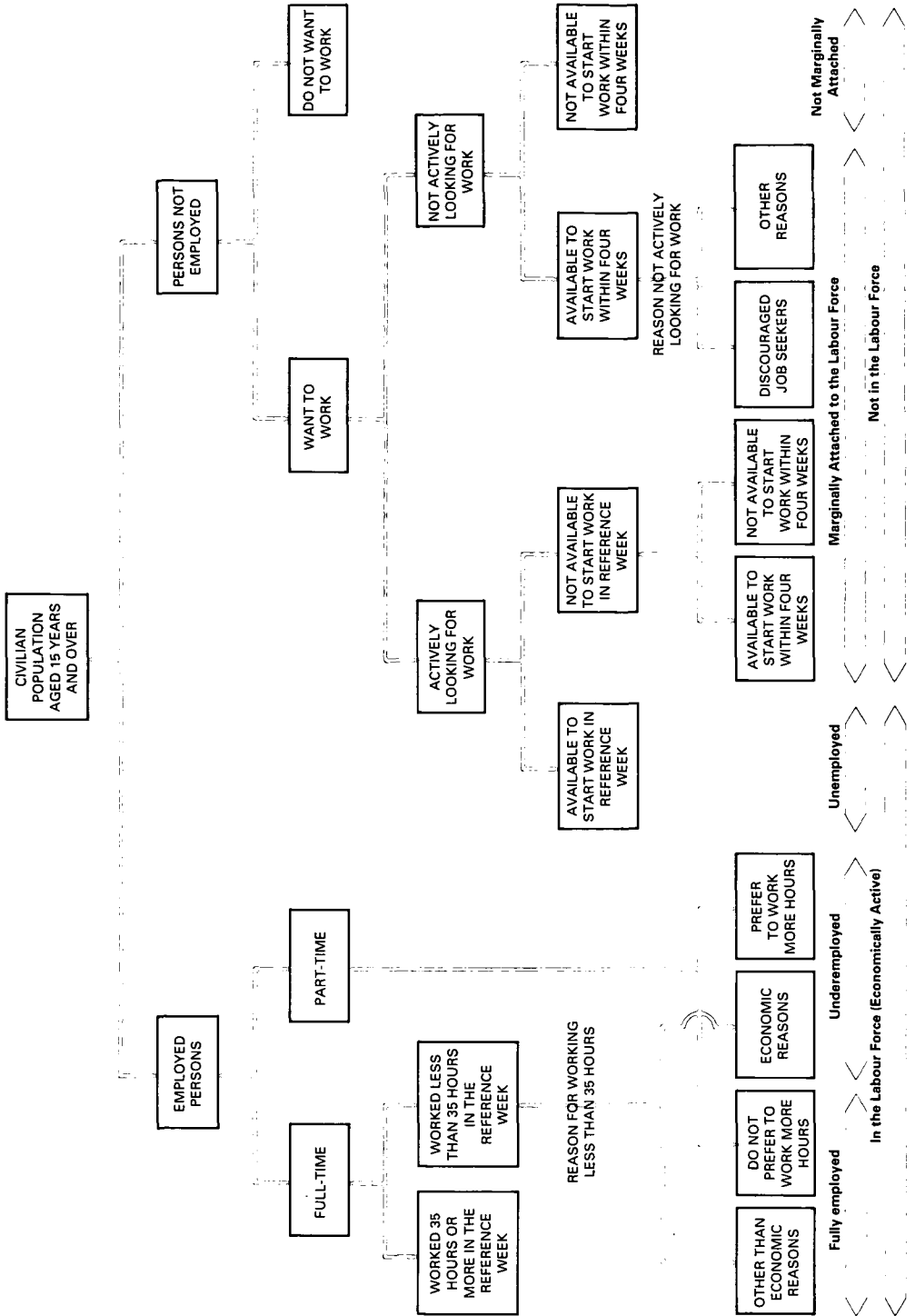
Labour force statistics are collected in a monthly population survey of a large sample of dwellings across Australia. The survey provides timely estimates of the labour force status of the Australian population, together with basic demographic data to enable various characteristics of the employed and 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 in diagram 7.1.

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 (that is, 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.

7.1 THE AUSTRALIAN LABOUR FORCE FRAMEWORK



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.

The contribution to labour force growth due to population increase has been declining steadily since 1986-87, whereas the contribution due to labour force participation is more variable. In 1991-92, labour force participation had a downward effect on the labour force.

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

	Males			Females			Persons		
	Percentage points change due to			Percentage points change due to			Percentage points change due to		
	Per-centage change in labour force	Popu-lation growth	Labour force partici-pation	Per-centage change in labour force	Popu-lation growth	Labour force partici-pation	Per-centage change in labour force	Popu-lation growth	Labour force partici-pation
<i>Annual average(a)</i>									
1986-87	1.8	2.2	-0.4	5.0	2.1	2.8	3.1	2.1	0.9
1987-88	1.7	2.1	-0.4	3.5	2.1	1.4	2.4	2.1	0.3
1988-89	1.9	2.1	-0.2	4.1	2.0	2.0	2.8	2.1	0.7
1989-90	2.4	1.9	0.5	4.7	1.8	2.8	3.3	1.9	1.4
1990-91	1.6	1.8	-0.2	2.6	1.7	0.8	2.0	1.7	0.3
1991-92	0.3	1.6	-1.2	1.0	1.6	-0.7	0.6	1.6	-1.0

(a) Averages calculated on monthly estimates.

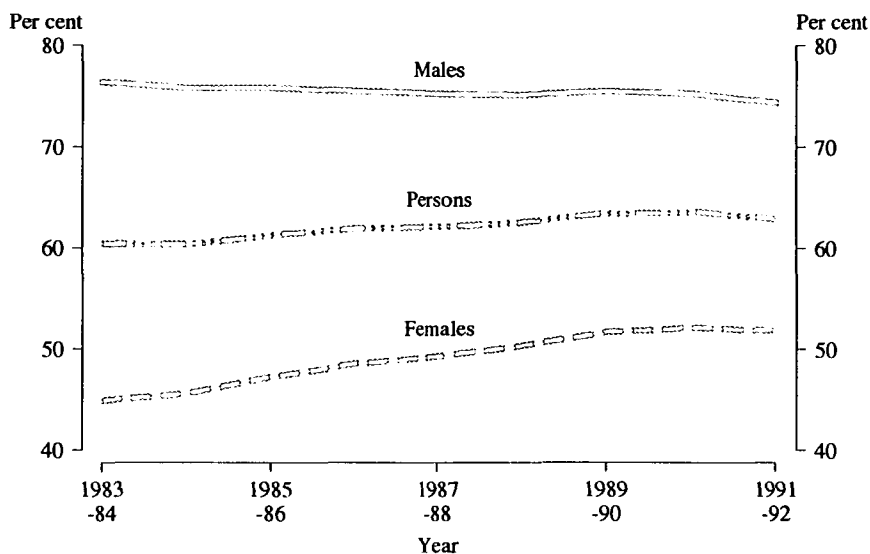
Source: *The Labour Force, Australia* (6203.0).

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. The annual average participation rate for males has declined from 75.6 per cent in 1986-87 to 74.5 per cent in 1991-92. For females, the participation rate has increased steadily from an average of 48.7 per cent in 1986-87 to

52.2 per cent in 1990-91, but fell marginally (to 51.9%) in 1991-92 (graph 7.3).

The following two tables provide more detailed information on the labour force status of persons. Table 7.4 presents the age and sex composition of the total labour force and shows that, in 1991-92, the labour force participation rate for 15 to 19 year olds stood at 55.9 per cent compared with 63.0 per cent overall. Table 7.5 shows changes in labour force status over time, with the steady increase in the female participation rate up to 1991-92 being a notable feature.

7.3 PARTICIPATION RATES, ANNUAL AVERAGE



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

7.4 CIVILIAN LABOUR FORCE, BY AGE, ANNUAL AVERAGE(a), 1991-92

Age group (years)	Number ('000)					Participation rate (%)				
	Males					Females				
	Males	Married	Not married	Total	Persons	Males	Married	Not married	Total	Persons
15-64	4,923.7	2,104.1	1,439.8	3,544.0	8,467.7	84.1	59.2	65.8	61.7	73.0
15-19	384.8	13.3	348.3	361.5	746.3	56.4	58.3	55.2	55.3	55.9
20-24	629.0	140.8	394.5	535.2	1,164.3	88.3	66.7	81.1	76.7	82.6
25-34	1,326.4	606.8	318.3	925.1	2,251.4	94.2	61.2	77.1	65.8	80.0
35-44	1,242.3	744.5	197.5	942.0	2,184.3	93.8	70.9	73.5	71.5	82.7
45-54	885.7	464.0	131.8	595.8	1,481.5	89.2	62.0	67.2	63.1	76.5
55-59	272.9	96.6	33.7	130.3	403.2	73.0	34.7	39.5	35.8	54.7
60-64	182.7	38.3	15.8	54.1	236.8	50.3	15.1	14.5	14.9	32.6
>64	77.2	15.6	12.5	28.1	105.3	9.0	3.3	1.9	2.5	5.3
Total	5,000.9	2,119.7	1,452.3	3,572.1	8,572.9	74.5	52.6	50.8	51.9	63.0

(a) Averages calculated on monthly estimates.

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

7.5 CIVILIAN POPULATION AGED 15 AND OVER: LABOUR FORCE STATUS

Annual average(a)	Employed	Unemployed		Total	Labour force	Not in the labour force	Civilian population aged 15 years and over	Unemploy- ment rate	Partici- pation rate
		Looking for full-time work	Looking for part-time work						
							'000		%
MALES									
1986-87	4 254.1	336.1	29.8	365.9	4 620.0	1 400.1	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
1991-92	4 459.2	497.5	44.2	541.7	5 000.9	1 710.7	6 711.6	10.8	74.5
FEMALES									
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
1991-92	3 224.9	253.7	93.4	347.2	3 572.1	3 314.6	6 886.7	9.7	51.9

(a) Averages calculated on monthly estimates.
Source: *The Labour Force, Australia* (6203.0).

The labour force participation rate for the overseas born in the Australian labour force at May 1992 was 60.9 per cent compared with the participation rate of 65.2 per cent for the Australian born. The participation rate

for overseas born persons born in other than English speaking countries was 58.1 per cent. Persons born in New Zealand had the highest participation rate (77.2%).

7.6 CIVILIAN LABOUR FORCE BY BIRTHPLACE, MAY 1992

	Employed		Unemployed		Labour force (^{'000})	Unemp- loyment rate (%)	Partici- pation rate (%)
	Full-time workers (^{'000})	Total (^{'000})	Looking for full- time work (^{'000})	Total (^{'000})			
Born in Australia	4 337.2	5 770.3	544.4	640.0	6 410.3	10.0	65.2
Born outside Australia	1 517.7	1 917.2	245.1	280.4	2 197.6	12.8	60.9
Main English speaking countries	656.8	849.0	80.9	96.1	945.1	10.2	65.1
Other countries	860.9	1 068.2	164.3	184.3	1 252.5	14.7	58.1
Oceania	161.1	203.6	24.7	28.7	232.2	12.3	75.3
New Zealand	126.8	161.0	20.3	23.1	184.1	12.6	77.2
Europe and the former USSR	939.6	1 191.7	126.8	147.0	1 338.6	11.0	58.4
Germany	46.9	59.6	7.6	8.2	67.7	12.1	60.8
Greece	56.0	70.2	7.0	7.5	77.7	9.6	55.4
Italy	96.8	119.8	12.8	15.8	135.6	11.7	48.6
Netherlands	46.1	59.8	*2.6	*2.6	62.4	*4.2	59.1
UK and Ireland	475.8	614.7	55.8	67.8	682.5	9.9	61.6
Yugoslavia(a)	81.7	96.8	16.0	16.8	113.6	14.8	65.0
The Middle East and North Africa	50.2	59.6	21.6	24.1	83.7	28.8	52.8
Lebanon	17.6	21.2	10.5	12.6	33.7	37.3	50.1
South-East Asia	140.1	168.2	39.5	43.7	211.9	20.6	62.1
Malaysia	29.5	38.0	5.1	6.2	44.2	13.9	62.9
Philippines	29.9	34.9	6.6	7.5	42.4	17.7	67.3
Vietnam	42.2	45.8	19.1	19.8	65.7	30.2	58.5
North-east Asia	81.9	105.4	11.8	13.9	119.3	11.6	57.6
China	41.3	52.2	7.2	8.5	60.7	14.0	63.6
The Americas	51.1	67.8	9.7	10.9	78.7	13.9	71.3
Other	93.6	121.0	11.0	12.1	133.1	9.1	69.7
India	28.3	33.6	4.0	4.4	38.0	11.5	65.8

(a) Includes Yugoslavia and former Yugoslav Republics.
Source: *The Labour Force, Australia* (6203.0).

Statistics on labour force status according to level of educational attainment are contained in the chapter on Education.

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. Since reaching a peak of 51.8 per cent in 1989-90, the employment/population ratio for 15 to 19 year old teenagers has declined rapidly (as school retention rates increase) and stood at 42.5 per cent in 1991-92.

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

	Age group (years)								
Annual average(b)	15-19	20-24	25-34	35-44	45-54	55-59	60-64	>64	Total
MALES									
1986-87r	48.6	79.5	88.3	90.0	85.3	71.7	42.4	8.5	69.6
1987-88r	49.1	79.7	88.8	90.3	84.8	70.5	43.5	9.0	69.8
1988-89r	51.7	81.7	89.0	90.8	85.4	69.8	45.4	9.0	70.6
1989-90r	53.0	81.9	89.8	90.8	86.5	71.3	46.2	9.1	71.2
1990-91r	47.5	77.4	86.7	89.4	85.8	70.5	45.9	8.9	69.1
1991-92	42.5	73.1	84.3	86.8	83.5	66.0	43.8	8.8	66.4
FEMALES									
1986-87r	47.4	68.2	56.6	61.2	52.2	29.6	12.9	2.4	44.4
1987-88r	47.6	68.9	58.0	62.6	53.5	30.2	12.7	2.7	45.3
1988-89r	49.2	70.3	59.2	65.2	55.6	31.2	14.6	2.3	46.7
1989-90r	50.7	71.0	61.7	68.2	57.6	31.3	15.0	2.2	48.3
1990-91r	46.3	69.5	60.8	67.5	59.2	34.2	15.7	2.5	47.9
1991-92	42.4	66.3	59.8	66.8	59.2	34.1	14.5	2.4	46.8
PERSONS									
1986-87r	48.0	73.9	72.4	75.8	69.2	51.0	27.3	5.0	56.9
1987-88r	48.4	74.3	73.4	76.6	69.5	50.7	27.9	5.4	57.4
1988-89r	50.5	76.0	74.1	78.1	70.9	50.8	29.8	5.1	58.5
1989-90r	51.8	76.5	75.8	79.6	72.4	51.6	30.5	5.1	59.6
1990-91r	46.9	73.5	73.8	78.5	72.8	52.6	30.8	5.3	58.3
1991-92	42.5	69.8	72.1	76.8	71.7	50.3	29.2	5.2	56.5

(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, that is, employers, self-employed persons, wage and salary earners and unpaid family helpers, 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. While estimates of self-employed persons have

increased relatively steadily from a low of 708,400 in 1987-88 to 801,000 in 1991-92, estimates for wage and salary earners increased from 5,895,100 in 1986-87 to 6,661,800 in 1989-90, before declining to 6,446,400 in 1991-92.

7.8 EMPLOYED PERSONS: STATUS OF WORKER (^{'000})

<i>Annual average(a)</i>	<i>Employers</i>	<i>Self-employed</i>	<i>Wage and salary earners</i>	<i>Unpaid family helpers</i>	<i>Total</i>
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
1991-92	349.7	801.0	6,446.4	73.3	7,670.4

(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 work force and the work effort of that work force as measured by hours worked. Taken together, employment and hours worked by industry serve as an indicator of labour input to that industry. In

1991-92, average weekly hours worked by all employed persons stood at 35.5. Employed males worked an average of 40.1 hours per week while for females the weekly average hours worked was 29.2.

7.9 EMPLOYED PERSONS BY INDUSTRY AND AVERAGE WEEKLY HOURS WORKED ANNUAL AVERAGE(a), 1991-92

<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	288.1	120.9	409.0	49.7	29.2	43.6
Mining	82.9	8.3	91.2	41.7	36.1	41.1
Manufacturing	808.3	303.4	1,111.6	39.7	32.4	37.7
Food, beverages and tobacco	128.5	61.2	189.7	39.5	32.2	37.1
Metal products	154.6	26.4	181.0	40.2	30.5	38.8
Other manufacturing	525.2	215.8	741.0	39.6	32.7	37.6
Electricity, gas and water	93.5	14.1	107.6	35.9	32.1	35.3
Construction	454.1	64.1	518.2	38.7	20.3	36.4
Wholesale and retail trade	872.2	724.3	1,596.5	40.4	27.3	34.4
Transport and storage	308.9	80.8	389.7	41.3	31.2	39.2
Communication	94.0	38.0	132.0	35.3	30.1	33.8
Finance, property and business services	450.6	434.2	884.8	40.9	30.7	35.9
Public administration and defence	212.8	140.4	353.2	35.9	31.2	34.0
Community services	503.2	949.5	1,452.7	38.6	29.7	32.7
Recreation, personal and other services	280.8	343.2	624.0	37.8	27.3	32.0
Total	4,449.5	3,220.9	7,670.4	40.1	29.2	35.5

(a) Averages calculated on quarterly estimates.

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

7.10 EMPLOYED PERSONS BY OCCUPATION, ANNUAL AVERAGE(a), 1991-92 ('000)

<i>Occupation(b)</i>	<i>Males</i>	<i>Married females</i>	<i>All females</i>	<i>Persons</i>
Managers and administrators	638.9	177.7	219.7	858.6
Professionals	596.1	266.8	431.8	1,027.9
Para-professionals	253.0	128.3	210.7	463.7
Tradespersons	1,036.5	62.8	114.5	1,151.0
Clerks	296.7	650.0	1,001.8	1,298.6
Salespersons and personal service workers	416.2	368.6	754.8	1,171.0
Plant and machine operators, and drivers	466.4	60.9	86.9	553.2
Labourers and related workers	745.7	266.2	400.7	1,146.4
Total	4,449.5	1,981.2	3,220.9	7,670.4

(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. In 1991-92, there were 4,029,300 males employed full time (90.4% of male employment), whereas the number of females employed full time stood at 1,898,000 (58.9% of female employment).

7.11 EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS BY AGE ANNUAL AVERAGE(a), 1991-92 ('000)

	Age group (years)								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	>64	
MALES									
Full-time workers	167.1	453.2	1,121.3	1,097.7	790.0	222.3	131.1	46.6	4,029.3
Part-time workers	124.1	67.8	66.1	51.5	39.1	24.4	28.0	28.9	429.9
Total	291.2	521.0	1,187.4	1,149.2	829.1	246.7	159.1	75.5	4,459.2
FEMALES									
Full-time workers	106.2	346.3	533.6	488.0	324.9	64.7	24.2	10.2	1,898.0
Part-time workers	171.0	116.5	307.2	392.4	234.3	59.4	28.5	17.6	1,326.9
Total	277.2	462.8	840.8	880.4	559.2	124.1	52.7	27.8	3,224.9

(a) Averages calculated on monthly estimates.

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

Tables 7.12, 7.13 and graph 7.14 provide various views of the distribution of employed wages and salary earners between industries, the private and public sectors, and States and Territories. It should be noted that these statistics are obtained from the Survey of Employment and Earnings conducted among

employers and, as such, are complementary to but not compatible with, those from the household based Labour Force Survey. While the latter provides better estimates of overall employment movements at Australia and State/Territory levels, the former provides other dissections by industry and sector.

The number of employed wage and salary earners in Australia in the private and public sectors is shown in graph 7.14. The number of employed wage and salary earners in the private sector grew steadily for a number of years to 4,591,900 in December 1989 and then declined steadily to 4,171,900 in

December 1991, an annual rate of decrease of 4.7 per cent. From December 1991 to December 1992 the number of private sector employees increased by 5,800 (0.1%) to 4,177,700. The number of employees in the public sector, in contrast, remained relatively constant over the same period.

7.12 EMPLOYED WAGE AND SALARY EARNERS: INDUSTRY BY SECTOR (’000)

Industry	Private sector				Public sector			
	Dec. 1989	Dec. 1990	Dec. 1991	Dec. 1992	Dec. 1989	Dec. 1990	Dec. 1991	Dec. 1992
Agriculture, forestry, fishing and hunting(a)					7.5	7.7	7.0	4.8
Mining	77.3	79.6	71.0	72.7	6.5	6.0	5.0	4.5
Manufacturing	1,061.3	976.0	880.6	879.8	34.1	31.2	25.8	23.0
Electricity, gas and water	2.7	1.7	3.3	3.1	114.7	111.3	102.8	94.9
Construction	277.0	243.4	221.4	210.0	44.1	43.4	38.9	42.0
Wholesale and retail trade	1,314.3	1,277.5	1,213.8	1,207.0	4.6	4.2	3.2	2.6
Transport and storage	181.1	181.0	155.8	155.0	136.8	131.1	124.8	112.8
Communication	1.6	0.9	0.8	1.1	128.4	127.9	120.5	112.7
Finance, property and business services	711.1	669.8	627.8	660.3	114.6	115.5	105.6	102.9
Public administration and defence(b)	—	—	—	—	307.0	314.3	334.0	328.1
Community services	500.1	512.0	530.5	549.0	792.5	813.0	809.3	833.5
Health	236.8	238.0	244.4	251.5	290.5	293.3	290.1	283.5
Education	108.0	115.1	121.0	113.8	373.4	384.1	382.0	408.4
Other	155.3	159.0	165.2	183.8	128.6	135.6	137.2	141.7
Recreation, personal and other services	465.5	446.7	467.0	439.7	24.6	24.3	23.4	21.0
Total all industries	4,591.9	4,388.7	4,171.9	4,177.7	1,715.2	1,729.9	1,700.3	1,682.7

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

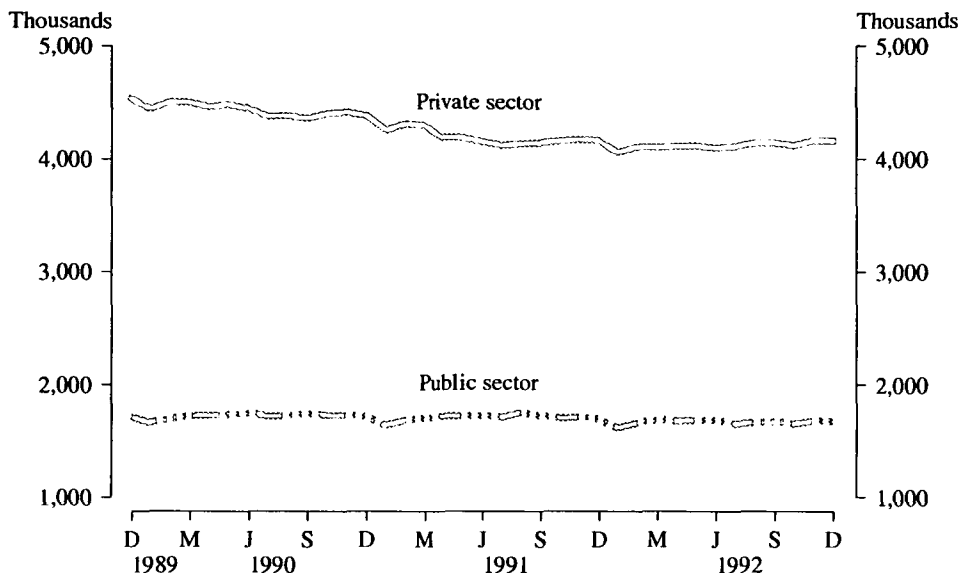
Source: *Employed Wage and Salary Earners, Australia* (6248.0).

7.13 EMPLOYED WAGE AND SALARY EARNERS: BY SECTOR, DECEMBER 1992 (’000)

Sector	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
Private	1,477.9	1,124.6	666.3	328.4	387.2	96.6	35.7	61.0	4,177.7
Public	534.5	429.3	277.4	143.3	160.7	46.8	18.8	72.1	1,682.7
Commonwealth	128.0	96.3	46.0	27.2	24.4	8.4	3.8	52.6	386.7
State	352.1	286.6	197.8	106.8	124.1	33.9	13.7	19.4	1,134.4
Local	54.4	46.4	33.6	9.3	12.1	4.4	1.2	—	161.5
Total	2,012.4	1,553.9	943.7	471.7	547.9	143.4	54.4	133.0	5,860.4

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

7.14 EMPLOYED WAGE AND SALARY EARNERS, BY SECTOR



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

Multiple jobholders

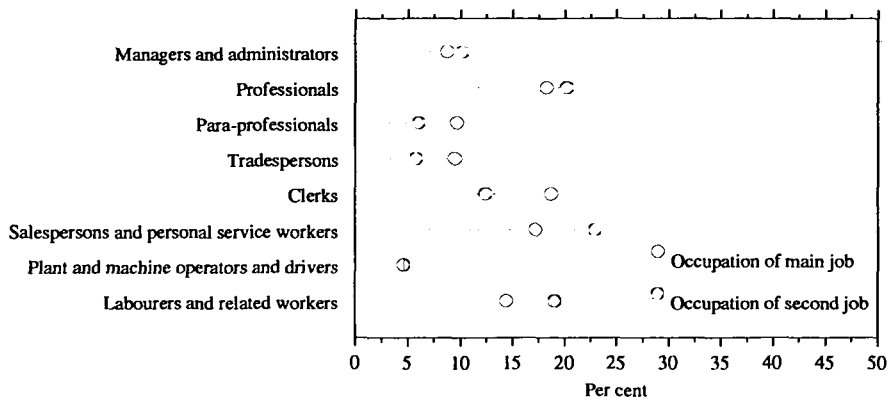
In July 1991, there were 331,600 persons aged 15 and over who were multiple jobholders. To be classified as a multiple jobholder a person had to be a wage and salary earner in at least one of their jobs.

During the period August 1979 to July 1991, the Recreation, personal and other services industry consistently had the highest proportion of multiple jobholders to persons employed (whether in their main or second job) in that industry, followed by Agriculture, forestry, fishing and hunting and Community services.

Over the same period, Manufacturing had the lowest proportion of multiple jobholders to persons employed in the Manufacturing industry.

Of the 331,600 multiple jobholders in July 1991, 31 per cent worked in the same industry in both their main and second job. For those multiple jobholders whose main job was in the Community services industry, 58 per cent had their second job in the same industry. This compared to 15 per cent of persons whose main and second job was in the Recreation, personal and other services industry.

7.15 MULTIPLE JOBHOLDERS: OCCUPATION OF MAIN JOB AND SECOND JOB, JULY 1991



Source: Multiple Jobholding, Australia (6216.0).

7.16 MULTIPLE JOBHOLDERS: SELECTED CHARACTERISTICS, BY NUMBER, PROPORTION OF EMPLOYED PERSONS AND PROPORTION OF THE LABOUR FORCE, JULY 1991

Characteristics	Number ('000)			Proportion of employed persons (%)			Proportion of labour force (%)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Marital status									
Married	109.0	110.0	219.1	3.7	5.6	4.4	3.4	5.2	4.2
Not-married	54.2	58.4	112.5	3.6	4.8	4.2	3.1	4.2	3.6
Birthplace and period of arrival									
Born in Australia	130.2	134.4	264.6	4.0	5.5	4.6	3.6	5.1	4.2
Born outside Australia	33.0	34.0	67.0	2.8	4.5	3.5	2.5	4.0	3.1
Born in main English speaking countries	17.8	17.3	35.1	3.5	4.9	4.1	3.2	4.5	3.7
Born in other countries	15.2	16.7	31.9	2.3	4.1	3.0	2.0	3.6	2.6
Arrived before 1981	23.0	24.5	47.5	2.7	4.5	3.4	2.4	4.2	3.1
Arrived 1981 to survey date	10.0	9.5	19.5	3.2	4.4	3.7	2.6	3.7	3.0
Age (years)									
15-19	9.8	12.6	22.4	3.4	4.5	3.9	2.6	3.5	3.1
20-24	21.3	21.7	42.9	4.1	4.7	4.4	3.5	4.1	3.8
25-34	49.8	47.9	97.7	4.2	5.8	4.8	3.8	5.3	4.4
35-44	47.1	56.7	103.8	4.1	6.5	5.1	3.8	6.1	4.8
45-54	24.7	25.2	49.9	3.0	4.7	3.7	2.9	4.4	3.5
>54	10.5	4.3	14.9	2.2	2.3	2.2	2.0	2.2	2.1
Total	163.2	168.4	331.6	3.7	5.3	4.3	3.3	4.8	3.9

Source: Multiple Jobholding, Australia (6216.0).

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.

The two most important unemployment measures are the number of persons unemployed and the unemployment rate.

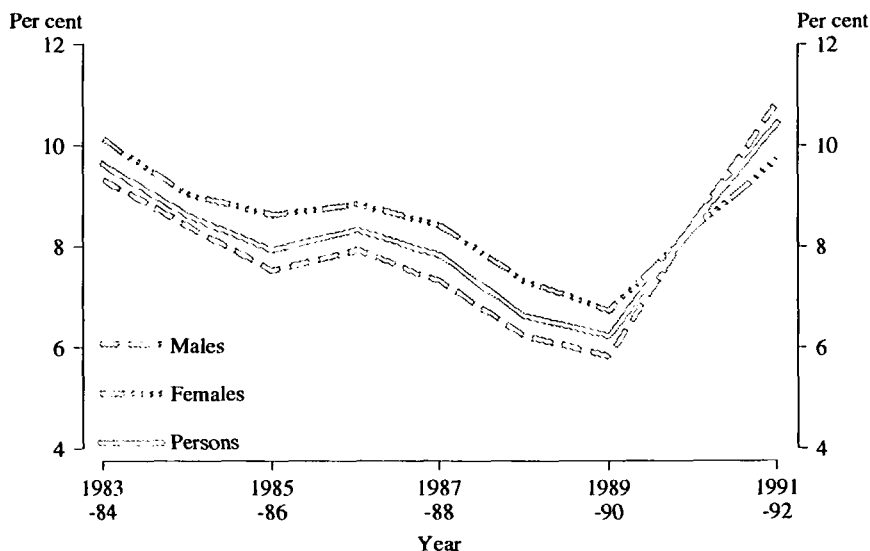
The number of unemployed increased from an average of 635,100 in 1986–87 to 888,900 in 1991–92.

The unemployment rate is defined as the number of unemployed expressed as a percentage of the size of the labour force.

The annual average unemployment rate for males rose significantly between 1989–90 and 1991–92, increasing from 5.8 per cent to 10.8 per cent. For females, the unemployment rate rose from 6.7 per cent to 9.7 per cent over the same period (graph 7.17).

By examining particular groups and characteristics of the unemployed, various economic and social aspects of unemployment can be analysed. While the above aggregate unemployment rates are important overall indicators, full-time and part-time unemployment levels and rates for different age groups by sex and marital status, shown in table 7.18, provide additional perspectives.

7.17 UNEMPLOYMENT RATE, ANNUAL AVERAGE



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

7.18 UNEMPLOYED PERSONS: AGE AND WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, ANNUAL AVERAGE(a), 1991-92

Age (years)	Number unemployed ('000)				Unemployment rate (%)			
	Males	Married females	All females	Persons	Males	Married females	All females	Persons
LOOKING FOR FULL-TIME WORK								
<i>Aged 15-19</i>	68.4	*4.9	54.3	122.7	29.0	49.5	33.8	31.0
Looking for first job	34.3	*1.6	27.7	62.0				
Attending school	5.0	n.a.	2.7	7.7	59.5	n.a.	68.6	62.4
Attending a tertiary educational institution full time	3.2	n.a.	2.7	6.0	38.5	n.a.	52.0	43.7
<i>Aged >19</i>	429.1	92.6	199.4	628.5	10.0	8.1	10.0	10.0
20-24	100.9	13.3	61.2	162.1	18.2	12.7	15.0	16.9
Looking for first job	10.2	*1.6	11.4	21.6				
25-34	134.7	33.3	61.3	196.0	10.7	9.9	10.3	10.6
35-44	90.8	27.0	43.7	134.5	7.6	7.0	8.2	7.8
45-54	54.6	16.3	28.4	83.0	6.5	6.5	8.0	6.9
>54	48.0	*2.7	4.9	52.9	10.7	4.1	4.7	9.6
<i>Aged 15-64</i>	496.4	97.5	253.6	750.0	11.1	8.5	11.8	11.5
Total	497.5	97.5	253.7	751.2	11.0	8.4	11.8	11.3
LOOKING FOR PART-TIME WORK								
<i>Aged 15-19</i>	25.2	0.7	30.0	55.2	16.9	20.2	14.9	15.8
Attending school	16.8	n.a.	19.0	35.8	19.8	n.a.	18.1	18.9
Attending a tertiary educational institution full time	5.9	n.a.	7.8	13.7	18.6	n.a.	16.1	17.1
<i>Aged >19</i>	19.0	41.6	63.4	82.5	5.9	4.3	5.2	5.3
20-24	7.1	3.5	11.4	18.5	9.5	9.6	8.9	9.1
Attending a tertiary educational institution full time	5.1	n.a.	4.8	9.9	14.9	n.a.	11.4	13.0
25-34	4.3	16.6	23.0	27.3	6.1	6.1	7.0	6.8
35-44	2.3	13.7	17.9	20.2	4.3	3.8	4.4	4.3
>44	5.3	7.9	11.2	16.5	4.2	2.7	3.2	3.5
<i>Aged 15-64</i>	43.5	42.3	93.2	136.8	9.8	4.4	6.7	7.4
Total	44.2	42.3	93.4	137.6	9.3	4.4	6.6	7.3

(a) Averages calculated on monthly estimates.

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

The number of persons unemployed for 52 weeks or more increased by 46.2 per cent from 176,800 in 1986-87 to 258,400 in 1991-92.

Some 29.1 per cent of all unemployed persons in 1991-92 had been unemployed for 52 weeks or more (table 7.19).

7.19 UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT

Annual average(a)	Duration of unemployment (weeks)					Total
	Under 4	4 and under 13	13 and under 26	26 and under 52	52 and over	
1986-87	112.3	145.1	96.5	104.4	176.8	635.1
1987-88	115.9	143.7	88.3	93.6	169.1	610.5
1988-89	113.6	128.8	72.6	74.3	145.7	535.0
1989-90	118.7	135.2	72.2	72.3	116.6	515.0
1990-91	132.2	185.4	128.1	117.2	150.7	713.6
1991-92	123.5	180.8	144.4	181.8	258.4	888.9

(a) Averages calculated on monthly estimates.

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

Job search experience

An estimated 89 per cent of unemployed persons looking for full-time work in July 1992 were registered with the Commonwealth Employment Service (CES) compared with 36 per cent of those looking for part-time work.

In total, 82 per cent of unemployed persons were registered with the CES. Over the period

July 1980 to July 1992 this estimate ranged between 73 per cent and 82 per cent.

Approximately 37 per cent of all the unemployed at July 1992 had been unemployed for over one year. For this group the most frequently reported main difficulties in finding work were 'no vacancies at all', 'considered too young or too old by employers' and 'no vacancies in line of work'.

7.20 UNEMPLOYED PERSONS: ACTIVE STEPS TAKEN TO FIND WORK AND WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, JULY 1992 ('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	*3.5	*2.0	5.5	*0.5	*0.6	*1.1	4.0	*2.6	6.6
Contacted prospective employers	466.9	200.0	667.0	10.9	23.2	34.1	477.8	223.2	701.0
Took other active steps	19.3	8.5	27.8	*2.3	3.7	6.0	21.6	12.2	33.9
Total	489.8	210.6	700.3	13.7	27.5	41.2	503.5	238.0	741.5
Not registered with the CES and									
Contacted prospective employers	33.4	41.3	74.7	18.7	46.1	64.8	52.2	87.4	139.6
Took other active steps	6.0	*3.5	9.4	3.7	5.8	9.5	9.6	9.3	18.9
Total	39.4	44.8	84.2	22.4	51.9	74.3	61.8	96.7	158.5
Total	529.1	255.3	784.5	36.2	79.4	115.5	565.3	334.7	900.0

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

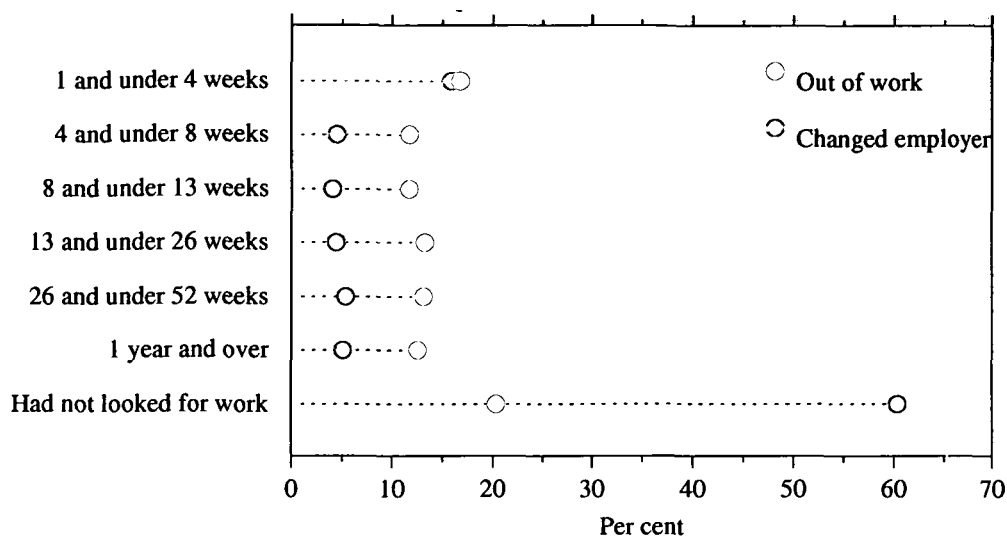
In the 12 months to July 1992, an estimated 1,453,000 persons started a job for wages or salary (lasting two weeks or more). Of these persons, 423,800 had changed employer to start the job.

Of the persons who started a job for wages or salary, 39 per cent obtained their job by approaching the employer without prior knowledge that the job was available, while 37 per cent approached the employer knowing

that the job was available. The remaining 24 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 78 per cent of those aged 15 to 34 years approached an employer for a job compared with 70 per cent of persons aged 35 years and over.

7.21 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 BEFORE BEING OFFERED A JOB, JULY 1992



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

7.22 PERSONS WHO STARTED A WAGES OR SALARY JOB IN THE PREVIOUS TWELVE MONTHS: AGE, WHETHER OUT OF WORK PRIOR TO STARTING JOB AND WHETHER JOB STARTED WAS IN PREFERRED OCCUPATION, JULY 1992 ('000)

	Age group (years)						
Whether job started was in preferred occupation	15-19	20-24	25-34	35-44	45-54	>54	Total
OUT OF WORK PRIOR TO STARTING JOB							
Job was in preferred occupation	132.5	134.5	164.8	109.8	51.1	18.5	611.3
Job was not in preferred occupation	52.3	54.0	57.0	37.9	15.9	3.6	220.7
Preferred occupation not specified	9.4	5.5	5.5	*3.4	*1.7	*0.8	26.3
Did not have a preferred occupation	60.6	34.2	41.9	20.9	8.5	4.7	170.9
Total	254.8	228.2	269.3	172.0	77.2	27.6	1,029.2
CHANGED EMPLOYER TO START JOB							
Job was in preferred occupation	34.6	70.4	114.3	70.2	30.3	6.4	326.3
Job was not in preferred occupation	7.2	16.3	18.6	8.6	*3.2	*1.5	55.4
Preferred occupation not specified	*0.4	*1.5	*1.9	*1.7	*0.6	*0.5	6.6
Did not have a preferred occupation	9.4	5.9	8.6	7.2	*3.4	*1.0	35.5
Total	51.6	94.2	143.4	87.7	37.5	9.5	423.8

... continued

**7.22 PERSONS WHO STARTED A WAGES OR SALARY JOB IN THE PREVIOUS
TWELVE MONTHS: AGE, WHETHER OUT OF WORK PRIOR TO STARTING JOB
AND WHETHER JOB STARTED WAS IN PREFERRED OCCUPATION, JULY 1992 — *continued***
(^{'000})

Whether job started was in preferred occupation	Age group (years)						Total
	15-19	20-24	25-34	35-44	45-54	>54	
TOTAL							
Job was in preferred occupation	167.1	205.0	279.2	180.0	81.4	24.9	937.6
Job was not in preferred occupation	59.5	70.3	75.7	46.5	19.1	5.1	276.2
Preferred occupation not specified	9.9	7.0	7.4	5.0	*2.3	*1.3	32.9
Did not have a preferred occupation	69.9	40.1	50.5	28.2	11.9	5.6	206.3
Total	306.4	322.4	412.7	259.7	114.7	37.0	1,453.0

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

JOB VACANCIES

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

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

The estimated number of job vacancies in Australia increased from 53,800 in May 1987 to 73,100 in May 1989 and then fell rapidly to 25,100 in May 1991. The number of job vacancies remained at a subdued level between May 1991 and May 1992.

7.23 JOB VACANCIES (^{'000})

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
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
May 1992	6.5	5.8	5.1	1.4	3.2	0.6	0.4	1.3	24.3

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

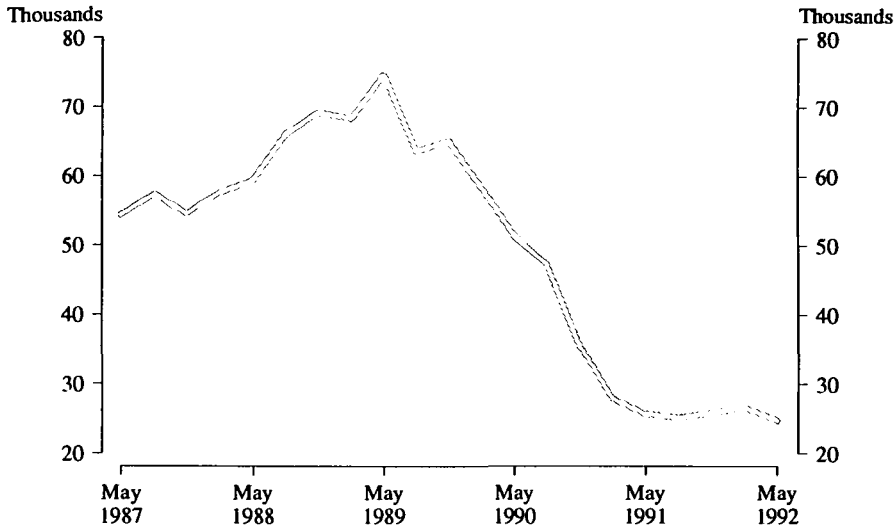
7.24 JOB VACANCY RATES(a) (per cent)

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
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
May 1992	0.3	0.4	0.6	0.3	0.6	0.4	0.6	1.0	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)*.

7.25 JOB VACANCIES



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 — see diagram 7.1. 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 3.7 million persons aged 15 to 69 years not in the labour force at September 1992, 23 per cent reported marginal attachment to the labour force and therefore were potential participants in it. An estimated

71 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.

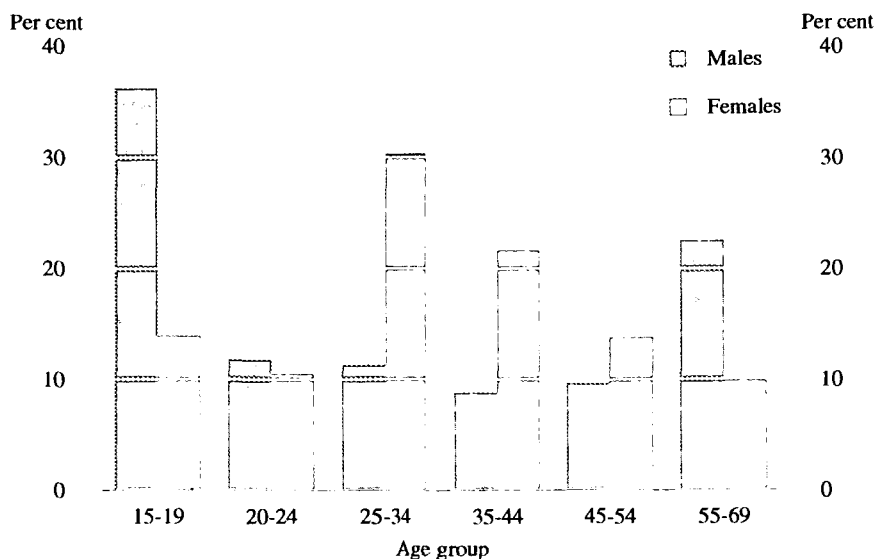
In September 1992 there were 145,600 discouraged jobseekers — five per cent more than the estimate for September 1991.

7.26 CIVILIAN POPULATION AGED 15 TO 69: LABOUR FORCE STATUS
(^{'000})

	September 1988	September 1989	September 1990	September 1991	September 1992
Persons in the labour force	7,993.2	8,316.3	8,514.2	8,591.5	8,647.5
Persons not in the labour force	3,620.4	3,567.1	3,550.1	3,643.9	3,738.1
With marginal attachment to the labour force	721.7	708.4	752.5	819.3	846.4
Wanted to work and were actively looking for work	65.7	55.3	57.6	46.7	59.1
Were available to start work within four weeks	34.8	27.7	31.5	24.	33.8
Were not available to start work within four weeks	30.9	27.6	26.1	22.5	25.3
Wanted to work but were not actively looking for work and were available to start work within four weeks	656.0	653.1	694.9	772.7	787.3
Discouraged jobseekers	83.8	76.1	100.9	138.2	145.6
Other	572.2	577.0	594.1	634.5	641.7
Without marginal attachment to the labour force	2,898.8	2,858.7	2,797.6	2,824.6	2,891.7
Civilian population aged 15 to 69	11,613.6	11,883.4	12,064.3	12,235.4	12,385.7

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

7.27 PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE, AGE AND SEX, SEPTEMBER 1992



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

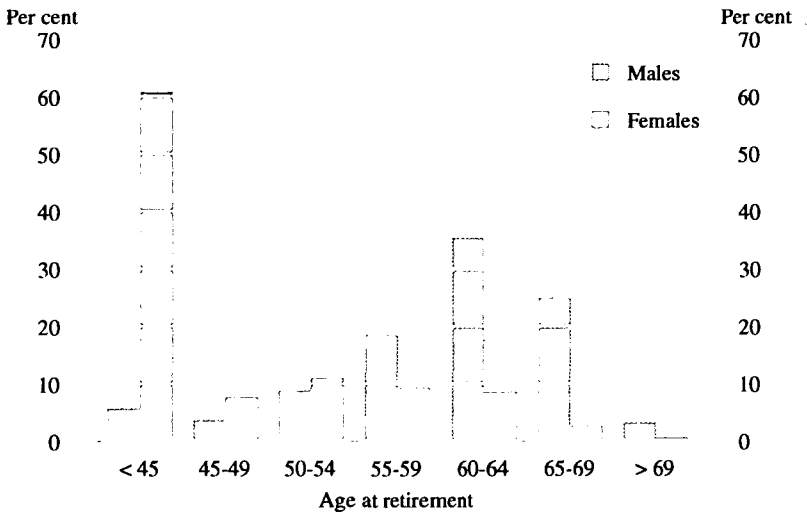
RETIREMENT AND RETIREMENT INCOME INTENTIONS

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.

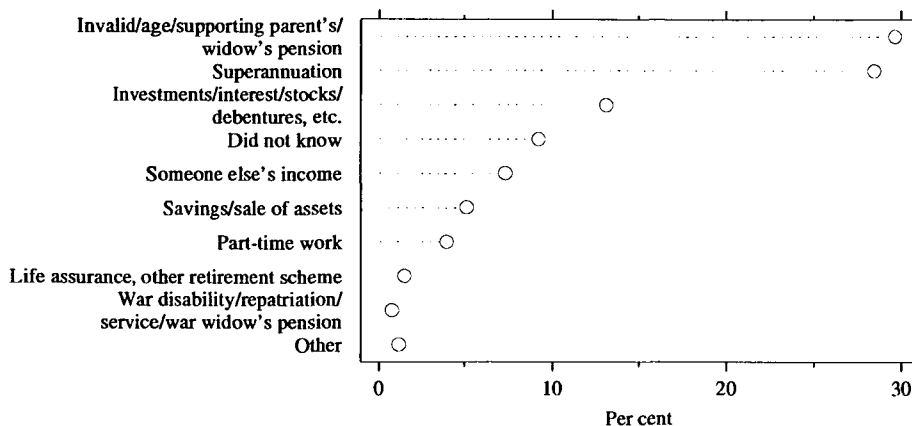
Of the 1,584,500 persons aged 45 and over who intended to retire from full-time work, 30 per cent expected their main source of income at retirement to be an invalid, age, supporting parent's or widow's pension. Some 28 per cent expected superannuation to be their main source of income.

7.28 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).

**7.29 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).

**7.30 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 (years)					
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
>69	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

For footnotes see end of table.

7.30 PERSONS AGED 45 AND OVER(a): RETIREMENT STATUS, NOVEMBER 1989 — *continued*
(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>
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 1961-70	187.9	190.5	16.0	38.0	432.4
Arrived 1971-80	73.4	95.1	6.4	24.1	199.0
Arrived 1981-89	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, COSTS OF LABOUR AND HOURS OF WORK

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 3% 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.

On 9 July 1992 the *Industrial Relations Legislation Amendment Act 1992* was assented to. This Act freed the way for employers and employees to engage in negotiating enterprise based awards and agreements, which on application are registered with the Commission. These awards offer wage increases and improved working conditions in return for productivity increases. The enterprise awards

are specified for a fixed term after which they may be renegotiated. Wage increases in Enterprise (Bargaining) Awards/Agreements are not reflected in award rates of pay indexes with regard to any over-award pay, for example, productivity payments. Approximately 500 enterprise bargaining awards have been registered with 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, determinations and collective agreements. 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.

Table 7.31 shows changes in the index for full-time adult males and females by industry as at June 1990 to 1992. In the 12 months to June 1992, the index rose by 3.1 per cent for full-time adult males and 3.0 per cent for full-time adult females.

7.31 WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES, BY INDUSTRY, JUNE
(Reference base year June 1985 = 100.0)

Industry	Males			Females		
	1990	1991	1992	1990	1991	1992
Mining	132.0	133.4	135.0	..	..	..
Manufacturing	132.2	135.6	139.9	134.8	138.9	143.1
Food, beverages, tobacco	129.2	133.3	137.1	129.9	134.2	138.0
Textiles; Clothing, and footwear	140.5	144.9	149.6	140.1	144.8	149.0
Metal products, machinery and equipment	132.8	135.2	139.4	134.6	137.4	141.7
Basic metal products	130.2	133.1	137.6	..	..	..
Fabricated metal products;						
Other machinery and equipment	134.5	137.6	142.1	..	..	..
Transport equipment	132.2	133.8	137.4	..	..	..
Other manufacturing(a)	135.5	138.8	143.8	136.3	140.2	145.2
Construction	130.7	132.3	135.9	..	..	..
Wholesale and retail trade	131.2	135.6	142.4	130.7	135.2	141.0
Wholesale trade	131.6	135.0	140.3	131.0	134.8	139.3
Retail trade	130.9	136.1	144.3	130.5	135.4	141.9
Finance, property and business services	127.8	129.3	132.9	128.1	130.9	134.0
Community services	128.0	132.4	136.7	132.3	137.0	141.1
Total all industries(b)-	130.2	133.2	137.3	131.7	135.6	139.6

(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

Table 7.32 shows the award coverage of employees in industries. Females (83.5%) had a higher level of coverage by awards than males (77.3%), and 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.

Award coverage at May 1990 was highest for employees in the Communication industry (males 99.7%, females 98.6%), Electricity, gas and water (males 98.4%, females 99.5%) and Public administration and defence (males 98.3%, females 97.4%). Award coverage was lowest for employees in Chemical, petroleum and coal products manufacturing industry (males 55.3%, females 59.5%) and Wholesale trade (males 53.2%, females 63.7%).

**7.32 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 & tobacco	25.7	55.2	83.9	16.1	18.9	64.7	85.6	14.4
Textiles, clothing & footwear	43.3	32.3	78.5	21.5	55.6	32.3	88.3	11.7
Paper, paper products, printing & publishing	51.9	26.7	81.3	18.7	33.0	43.4	80.5	19.5
Chemical, petroleum & coal products	27.7	24.1	55.3	44.7	14.1	42.7	59.5	40.5
Metal products, machinery & 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 & 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 & 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 & 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
Finance, property & business services	33.3	23.1	59.2	40.8	33.9	39.4	75.5	24.5
Public administration & 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 & 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).

Table 7.33 shows award coverage for major occupation groups. The highest award coverage rates were for Plant and machine operators, and drivers, with 92.2 per cent for males and 91.9 per cent for females followed by Labourers

and related workers with 89.2 per cent for males and 92.8 per cent for females. Managers and administrators had the lowest award coverage rate with 35.0 per cent for males and 49.0 per cent for females.

**7.33 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(a)	
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).

Average weekly earnings

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.

Table 7.34 shows the average weekly ordinary time earnings (AWOTE) of both males and

female employed wage and salary earners over the five-year period from February 1987 to February 1992. For males the AWOTE increased by 37.6 per cent from \$454.40 to \$625.20 over this period and for females by 39.5 per cent from \$375.70 to \$523.90. The slightly higher growth in AWOTE for females has resulted in the ratio of female to male AWOTE increasing from 82.7 per cent to 83.8 over the five years to February 1992.

7.34 AVERAGE WEEKLY EARNINGS OF EMPLOYEES (\$)

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
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
1992 — 21 February	625.20	666.00	598.90	523.90	535.50	400.90	589.20	619.70	507.90

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

Composition and distribution of earnings

Statistics on the composition and distribution of average weekly earnings and hours for various categories of employees and occupation groups provide an additional perspective on earnings.

Table 7.35 presents the components of average weekly earnings and hours. Over-award pay

and overtime continued to be more significant for males than females as a percentage of total weekly earnings. For full-time adult non-managerial males, over-award pay and overtime represented 1.8 and 8.7 per cent of total weekly earnings compared to 1.4 and 2.2 per cent for females. Between May 1991 and May 1992 over-award pay, as a percentage of total ordinary time earnings, remained steady at 2.0 per cent for males, and 1.4 per cent for females.

7.35 COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR, BY CATEGORY OF EMPLOYEE, MAY 1992

	Full-time employees									Part-time employees	All employees
	Managerial adult	Non-managerial			Total						
		Adult	Junior	Total	Adult	Junior	Total				
MALES											
Average weekly earnings (\$)											
Ordinary time											
Award or agreed base rate of pay	828.20	537.70	291.20	525.20	597.30	291.20	584.80	200.30	544.30		
Payment by measured result	5.40	9.20	*1.60	8.80	8.40	*1.60	8.10	*0.60	7.30		
Over-award pay	5.90	11.10	4.50	10.70	10.00	4.50	9.80	*0.80	8.80		
Total ordinary time	839.40	558.00	297.30	544.80	615.70	297.30	602.70	201.70	560.40		
Overtime	1.90	53.30	14.40	51.30	42.80	14.40	41.60	5.90	37.80		
Total	841.30	611.30	311.70	596.10	658.50	311.70	644.30	207.60	598.20		
Average weekly hours paid for											
Ordinary time	..	37.8	37.7	37.8	37.4	37.7	37.4	15.0	35.0		
Overtime	..	2.4	1.2	2.4	2.0	1.2	1.9	0.3	1.8		
Total	..	40.2	38.9	40.2	39.4	38.9	39.3	15.4	36.8		
FEMALES											
Average weekly earnings (\$)											
Ordinary time											
Award or agreed base rate of pay	653.40	503.50	279.60	488.00	519.40	279.60	504.50	224.50	391.40		
Payment by measured result	*1.80	*2.20	*0.40	*2.10	*2.20	*0.40	2.10	*0.60	1.50		
Over-award pay	4.50	7.10	3.20	6.80	6.80	3.20	6.60	1.00	4.30		
Total ordinary time	659.70	512.80	283.20	496.90	528.40	283.20	513.10	226.10	397.20		
Overtime	*0.90	11.70	5.50	11.30	10.60	5.50	10.30	3.40	7.50		
Total	660.70	524.50	288.70	508.20	538.90	288.70	523.30	229.50	404.70		
Average weekly hours paid for											
Ordinary time	..	37.5	37.6	37.4	37.2	37.6	37.2	16.8	29.0		
Overtime	..	0.6	0.4	0.6	0.5	0.4	0.5	0.2	0.4		
Total	..	38.0	38.1	38.0	37.8	38.1	37.8	17.0	29.4		

... continued

7.35 COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR, BY CATEGORY OF EMPLOYEE, MAY 1992 — continued

Full-time employees									
Managerial adult	Non-managerial			Total			Part-time employees	All employees	
	Adult	Junior	Total	Adult	Junior	Total			
PERSONS									
Average weekly earnings (\$)									
Ordinary time									
Award or agreed base rate of pay	790.00	524.80	285.90	511.00	570.00	285.90	556.20	218.70	475.00
Payment by measured result	4.60	6.50	*1.00	6.20	6.20	*1.00	6.00	*0.60	4.70
Over-award pay	5.60	9.60	3.90	9.20	8.90	3.90	8.60	0.90	6.80
Total ordinary time	800.20	540.90	290.80	526.40	585.10	290.80	570.80	220.20	486.40
Overtime	1.70	37.60	10.30	36.00	31.50	10.30	30.50	4.00	24.10
Total	801.80	578.50	301.20	562.50	616.50	301.20	601.30	224.20	510.50
Average weekly hours paid for									
Ordinary time	..	37.7	37.7	37.7	37.3	37.7	37.3	16.4	32.3
Overtime	..	1.7	0.8	1.7	1.5	0.8	1.4	0.2	1.1
Total	..	39.4	38.5	39.4	38.8	38.5	38.8	16.6	33.5

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

Table 7.36 shows the distribution of average weekly earnings across different occupations and categories of employees.

In May 1992 the highest average weekly total earnings for full-time adult employees were recorded in the following major occupation groups:

- Managers and administrators (males \$879.80, females \$702.40);
- Professionals (males \$818.10, females \$688.60); and
- Para-professionals (males \$718.00, females \$655.70).

7.36 AVERAGE WEEKLY TOTAL EARNINGS, BY MAJOR OCCUPATION GROUPS AND CATEGORY OF EMPLOYEE, MAY 1992 (\$)

Occupation	Full-time employees								
	Managerial adult	Non-managerial			Total			Part-time employees	All employees
		Adult	Junior	Total	Adult	Junior	Total		
MALES									
Managers and administrators	896.40	777.80	*342.50	776.30	879.80	*342.50	879.50	329.60	868.10
Professionals	958.30	763.60	*341.60	760.70	818.10	*341.60	815.80	334.90	773.10
Para-professionals	890.60	697.90	343.30	694.50	718.00	343.30	714.70	208.80	683.70
Tradespersons	519.30	585.50	307.60	553.90	580.40	307.60	551.50	262.80	540.20
Clerks	732.70	560.00	336.60	550.80	581.40	336.60	572.40	201.20	546.30
Salespersons and personal service workers	680.20	567.80	318.20	550.90	590.90	318.20	576.10	174.40	469.20
Plant and machine operators, and drivers	575.10	618.20	298.90	615.90	617.20	298.90	614.90	219.80	591.70
Labourers and related workers	582.20	516.30	304.10	505.10	517.70	304.10	506.60	174.30	432.70
All occupations	841.30	611.30	311.70	596.10	658.50	311.70	644.30	207.60	598.20

... continued

7.36 AVERAGE WEEKLY TOTAL EARNINGS, BY MAJOR OCCUPATION GROUPS AND CATEGORY OF EMPLOYEE, MAY 1992 — continued
(S)

Occupation	Full-time employees									Part-time employees	All employees
	Managerial adult	Non-managerial			Total						
		Adult	Junior	Total	Adult	Junior	Total				
FEMALES											
Managers and administrators	728.80	630.80	*393.00	628.70	702.40	*393.00	701.60	310.50	665.10		
Professionals	822.80	673.60	*285.50	671.50	688.60	*285.50	686.70	299.30	573.50		
Para-professionals	709.70	652.20	*363.80	647.60	655.70	*363.80	651.30	357.10	527.30		
Tradespersons	414.10	428.70	239.80	382.40	427.10	239.80	385.10	232.70	335.80		
Clerks	510.20	488.90	295.30	473.10	490.20	295.30	475.30	242.50	407.20		
Salespersons and personal service workers	510.30	466.20	295.20	445.00	469.20	295.20	448.90	181.70	291.90		
Plant and machine operators, and drivers	*484.80	412.70	*277.70	410.10	413.10	*277.70	410.50	210.90	378.90		
Labourers and related workers	*422.60	428.50	286.60	422.70	428.40	286.60	422.70	202.00	289.70		
All occupations	660.70	524.50	288.70	508.20	538.90	288.70	523.30	229.50	404.70		
PERSONS											
Managers and administrators	865.30	727.80	*371.60	725.90	842.30	*371.60	841.90	318.80	822.50		
Professionals	930.80	721.40	318.80	719.00	764.60	318.80	762.40	308.30	678.20		
Para-professionals	849.20	681.80	353.00	677.90	696.70	353.00	693.00	335.30	612.00		
Tradespersons	508.40	573.90	296.20	539.20	568.70	296.20	537.00	246.80	515.80		
Clerks	617.70	511.00	302.80	496.50	519.90	302.80	506.00	239.30	443.40		
Salepersons and personal service workers	639.50	514.30	302.40	493.50	531.60	302.40	512.00	180.20	355.00		
Plant and machine operators and drivers	572.40	591.40	292.80	588.70	591.00	292.80	588.40	217.10	561.30		
Labourers and related workers	558.50	494.00	300.50	484.40	495.20	300.50	485.70	192.00	376.40		
All occupations	801.80	578.50	301.20	562.50	616.50	301.20	601.30	224.20	510.50		

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.

By their nature, it is difficult to collect data on the value of most non-wage benefits. The statistics presented in this section therefore relate to the incidence of non-wage benefits, and not to their value.

The proportion of full-time employees (excluding those attending school) receiving one or more employment benefits shows little variation with 96–97 per cent being recorded each year since 1988.

The non-wage benefits most widely available to employees are leave benefits and superannuation (table 7.37). The proportion of employees receiving a superannuation benefit (that is, belonging to a superannuation scheme or fund arranged by their employer) has increased steadily in recent years (rising to 88 per cent in 1992 for full-time employees). Details of coverage by industry, occupation and status of worker are shown in the following section on superannuation.

The following provide different views of non-wage benefits: number of employees receiving them, by weekly earnings (table 7.38) and by occupation (table 7.39), and a comparison of selected benefits received in the public and private sectors (graph 7.40).

7.37 EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND PROPORTION OF FULL-TIME AND PART-TIME EMPLOYEES RECEIVING THEM, AUGUST 1988 AND AUGUST 1992 (per cent)

Type of benefit received	Working full time		Working part time		Total employees	
	August 1988	August 1992	August 1988	August 1992	August 1988	August 1992
Superannuation	49.4	88.0	9.6	54.1	42.4	80.3
Holiday leave	92.2	91.5	31.4	32.7	81.5	78.1
Sick leave	91.5	91.1	31.3	33.4	80.9	77.9
Long-service leave	73.8	78.4	22.8	26.2	64.8	66.5
Goods and services	15.1	17.6	15.3	19.2	15.1	18.0
Transport	18.0	20.1	5.7	5.6	15.8	16.8
Telephone	9.5	9.9	4.2	3.6	8.6	8.4
Holiday expenses	4.3	4.7	0.7	0.9	3.7	3.8
Medical	3.9	3.9	0.7	1.1	3.3	3.3
Housing	3.9	3.8	1.3	1.0	3.5	3.2
Low-interest finance	3.5	3.6	0.5	0.9	2.9	3.0
Study leave	2.1	3.0	1.4	2.3	2.0	2.9
Shares	3.2	3.4	1.0	0.9	2.8	2.8
Union dues/prof. association	2.7	3.4	0.5	0.5	2.3	2.8
Electricity	2.4	2.6	1.2	1.4	2.2	2.4
Entertainment allowance	2.1	2.3	*0.1	*0.2	1.8	1.8
Club fees	1.5	1.9	*0.3	0.3	1.3	1.5
Child care/education expenses	0.4	0.3	*0.3	*0.2	0.3	0.3
No benefits	3.9	2.6	45.3	28.9	11.2	8.6

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

7.38 FULL-TIME EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND WEEKLY EARNINGS, AUGUST 1992 ('000)

	Weekly earnings in main job (\$)							
	Under 160	160 and under 320	320 and under 480	480 and under 640	640 and under 800	800 and under 960	960 and over	Total
Total	78.5	473.2	1,604.5	1,343.8	645.6	295.8	325.9	4,767.4
Superannuation	31.3	354.9	1,411.6	1,226.7	600.8	275.6	296.6	4,197.6
Holiday leave	38.6	387.0	1,482.3	1,262.6	614.9	280.8	296.8	4,362.9
Sick leave	36.8	384.3	1,470.4	1,259.9	612.9	282.1	296.7	4,343.1
Long-service leave	18.6	269.0	1,221.4	1,133.3	567.8	255.4	274.1	3,739.5
Goods and services	12.8	94.3	325.4	2,280.0	91.7	37.4	51.2	840.8
Transport	18.8	54.4	191.7	268.2	170.5	98.6	155.6	957.8
Telephone	15.7	34.0	73.5	118.5	81.3	51.9	95.2	470.1
Holiday expenses	*1.5	10.7	50.8	71.2	36.6	20.0	31.4	222.2
Medical	*1.5	10.5	35.3	56.7	28.5	16.3	37.7	186.6
Housing	13.1	26.5	36.9	38.3	25.8	15.2	24.7	180.3
Low-interest finance	*1.4	9.5	46.8	51.3	25.7	11.7	25.7	172.1
Study leave	*1.5	9.3	25.6	53.0	26.0	15.4	13.3	144.2
Shares	*3.1	9.1	34.8	43.4	23.2	15.4	32.5	161.6
Union dues/prof. association	4.0	8.3	25.2	32.6	29.7	18.8	44.8	163.3
Electricity	13.1	22.8	30.6	22.8	13.6	7.9	14.9	125.7
Entertainment allowance	*0.6	*1.2	8.6	25.9	20.0	17.4	34.9	108.5
Club fees	*1.6	*2.8	9.9	17.8	14.4	11.9	29.9	88.4
Child care/education expenses	*0.1	*1.1	*1.6	*2.2	3.6	*2.0	*3.2	13.9
No benefits	14.7	28.6	36.9	25.0	8.3	3.5	5.7	122.7

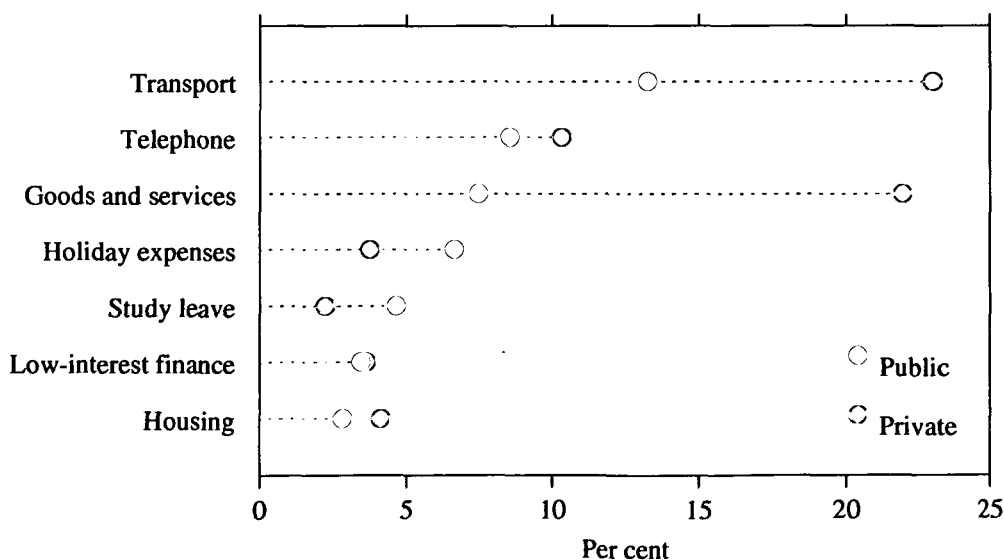
Source: *Employment Benefits, Australia (6334.0)*.

**7.39 ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND OCCUPATION IN MAIN JOB
AUGUST 1992
(^{'000})**

Type of benefit received	Occupation								Total
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Sales persons and personal service workers	Plant & machine operators, & drivers	Labourers and related workers	
Total	424.8	758.1	343.0	805.6	860.2	502.5	412.4	660.8	4,767.4
Superannuation	365.2	684.1	315.6	698.1	791.4	422.3	369.7	551.2	4,197.6
Holiday leave	375.7	712.0	328.2	732.1	824.8	447.0	372.2	571.0	4,362.9
Sick leave	373.9	713.3	327.4	728.2	823.3	442.1	369.7	565.3	4,343.1
Long-service leave	305.8	642.5	311.5	603.1	734.0	345.7	325.9	471.0	3,739.5
Goods and services	89.9	76.2	32.6	141.1	130.7	178.7	69.5	122.1	840.8
Transport	230.2	157.5	61.1	163.4	82.7	126.5	62.1	74.4	957.8
Telephone	142.3	86.9	36.9	68.7	46.0	41.5	22.7	25.1	470.1
Holiday expenses	22.5	29.3	17.1	26.9	43.8	39.0	20.2	23.4	222.2
Medical	26.2	35.6	13.4	17.6	53.1	15.3	12.8	12.7	186.6
Housing	37.2	37.1	14.2	21.9	15.8	12.0	15.7	26.3	180.3
Low-interest finance	26.4	21.8	4.8	11.8	68.0	28.5	6.5	4.3	172.1
Study leave	11.9	47.3	19.4	13.7	33.6	8.6	*2.1	7.6	144.2
Shares	35.3	22.8	4.5	19.7	35.6	15.8	16.4	11.4	161.6
Union dues/prof. association	34.0	60.7	8.0	16.5	9.4	13.7	10.1	10.8	163.3
Electricity	26.5	25.4	6.2	19.1	11.1	8.3	10.0	19.2	125.7
Entertainment allowance	46.0	20.5	4.0	4.1	7.7	24.1	*0.8	*1.3	108.5
Club fees	29.8	26.5	*3.3	4.0	10.0	12.1	*1.1	*1.6	88.4
Child care/education expenses	4.2	4.4	*1.2	*1.1	*1.6	*0.4	*0.2	*0.7	13.9
No benefits	8.3	11.9	5.2	24.3	13.5	14.2	14.4	31.0	122.7

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

7.40 PROPORTION OF FULL-TIME EMPLOYEES IN MAIN JOB RECEIVING SELECTED BENEFITS, PUBLIC AND PRIVATE SECTORS, AUGUST 1992



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

Superannuation

Over recent years superannuation has assumed a major role in Australian industrial relations and government labour and social welfare policy. Less than a decade ago superannuation was available as an employment benefit only to a select group of occupations and industries. Most workers had to rely on personal savings and the age pension for income in their retirement. In response to the expected increase in age pension liabilities as Australia's population ages, moves were made by the Government for workers to be more reliant on superannuation in retirement.

In the 1986 National Wage Case a three per cent productivity-linked pay rise was awarded, payment of which was deferred through superannuation. As a consequence the number of employees covered by superannuation increased dramatically over subsequent years. In 1992 the Superannuation Guarantee Charge was introduced, which aimed to extend superannuation coverage to all employees and progressively increase the level of superannuation contributions.

This section incorporates statistics on superannuation from two ABS surveys. One is an annual survey of businesses regarding labour costs, in which data is collected on employer superannuation costs. The other is a supplementary survey to the Labour Force Survey which provides data on the characteristics of workers in relation to superannuation. Due to the different sources and methods, the level of coverage differs slightly in the two surveys thus affecting the compatibility of the resulting statistics.

Over the five years to 1990-91, the percentage of employees for whom employers made superannuation contributions increased from 42 per cent to 76 per cent. During that period contributions per employee increased 65 per cent to \$1,647.

Table 7.41 shows details of employer funded superannuation by industry. The most significant increase in coverage has been in the Recreational and personal services industry with nearly half of the employees covered by superannuation in 1990-91 compared with only 13 per cent five years earlier. This industry, however, continues to have the lowest average superannuation contributions (\$613).

7.41 SUPERANNUATION: COST TO EMPLOYERS, AND EMPLOYEES COVERED

	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
TOTAL COST TO EMPLOYERS (\$ million)											
1986-87	145	763	247	230	501	929	838	556	1,239	95	5,542
1987-88	135	896	274	246	573	927	1,077	639	1,690	136	6,593
1988-89	155	918	306	386	653	984	890	818	1,991	143	7,245
1989-90	155	1,086	330	537	753	1,088	1,123	909	2,163	173	8,319
1990-91	188	1,174	366	492	1,014	1,185	1,384	992	2,490	248	9,532
COST TO EMPLOYERS PER EMPLOYEE (\$)											
1986-87	1,667	728	1,948	944	471	2,148	1,158	1,760	1,041	282	996
1987-88	1,671	861	2,272	1,269	500	2,210	1,478	2,043	1,339	*253	1,130
1988-89	1,905	853	2,643	1,280	537	2,415	1,155	2,639	1,543	311	1,202
1989-90	2,048	1,058	3,070	1,777	609	2,578	1,468	2,938	1,719	380	1,395
1990-91	2,429	1,205	3,451	1,821	873	2,796	1,797	3,018	1,957	613	1,647
EMPLOYEES COVERED (%)											
1986-87	73.6	45.1	79.9	45.3	23.9	62.9	41.0	74.2	39.2	13.1	41.6
1987-88	77.2	55.3	85.2	49.3	23.2	66.8	46.3	76.8	42.3	13.2	44.0
1988-89	80.7	62.2	96.8	56.2	28.3	77.8	47.1	87.5	69.4	20.7	54.8
1989-90	85.2	78.8	97.1	68.5	48.0	78.0	59.3	89.4	79.8	29.9	66.7
1990-91	86.6	84.7	95.7	74.0	60.0	85.1	71.3	93.7	83.8	48.3	75.5

Source: *Labour Costs, Australia* (6345.0).

In 1990-91, the highest contributions per employee were recorded in the Electricity, gas and water industry (\$3,451) and the Public administration and defence industry (\$3,018). These industries also have the greatest percentage of employees covered by superannuation (96% and 94% respectively).

Table 7.42 shows that, of those persons employed in November 1991, 5,334,500 (or 71%) were covered by superannuation, that is, belonged to a superannuation scheme to which contributions were being made either by an employer or personally. The percentage of employees covered by superannuation was 78 per cent compared with 52 per cent of employers and 37 per cent of self-employed persons.

The Para-professionals occupation group had the highest level of coverage (86%), followed by Professionals (79%). The occupation groups with the lowest levels of superannuation coverage were Salespersons and personal service workers (59%) and Managers and administrators (62%). Males recorded higher levels of superannuation coverage than females across all occupation groups.

Table 7.43 shows that some 85 per cent of full-time employees were covered by

superannuation compared with 50 per cent of part-time employees. Superannuation coverage amongst permanent employees was more than double that of casual employees (87% compared to 39%).

An estimated 91 per cent of employees who belonged to a trade union were covered by superannuation. In contrast, 69 per cent of employees who did not belong to a trade union were covered.

As shown in table 7.44 superannuation was expected to be the main source of income after retirement by one-third of the 1,260,400 employees aged 45 to 74 covered by superannuation. A further 23 per cent expected a government pension to be their main source of income. Fewer part-time employees (9%) compared with full-time employees (37%) expected superannuation to be their main source of income after retirement. Superannuation was less likely to be the main source of income for lower income earners. Of employees earning less than \$200 per week, eight per cent nominated superannuation as their expected main income compared with 52 per cent of employees earning \$600 or more per week.

7.42 SUPERANNUATION: COVERAGE OF EMPLOYED PERSONS AGED 15 TO 74, BY STATUS OF WORKER AND OCCUPATION, NOVEMBER 1991 ('000)

	Covered			Not covered			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Status of worker									
Employers	139.9	41.6	181.6	103.4	63.9	167.4	243.4	105.6	349.0
Self-employed	255.9	61.8	317.7	322.8	208.5	531.3	578.7	270.3	848.9
Employees	2,891.0	1,935.7	4,826.7	631.6	761.9	1,393.6	3,522.6	2,697.6	6,220.2
Payment in kind/unpaid family helpers	*3.8	4.7	8.6	21.2	39.9	61.2	25.1	44.7	69.7
Occupation									
Managers and administrators	430.2	105.8	536.0	207.9	117.7	325.6	638.1	223.5	861.6
Professionals	466.0	312.4	778.5	97.9	103.7	201.6	563.9	416.1	980.1
Para-professionals	221.6	179.7	401.3	32.0	34.1	66.1	253.6	213.8	467.4
Tradespersons	817.9	62.5	880.4	244.0	50.0	293.9	1,061.8	112.5	1,174.3
Clerks	254.6	730.9	985.5	35.6	268.7	304.3	290.3	999.6	1,289.8
Salespersons & personal service workers	267.7	359.2	626.9	128.5	306.9	435.4	396.2	666.0	1,062.3
Plant and machine operators and drivers	354.3	59.5	413.8	102.9	32.2	135.1	457.2	91.7	548.9
Labourers and related workers	478.3	233.8	712.1	230.3	161.1	391.4	708.6	394.9	1,103.5
Total	3,290.7	2,043.8	5,334.5	1,079.1	1,074.3	2,153.4	4,369.7	3,118.1	7,487.9

Source: Superannuation, Australia (6319.0).

7.43 SUPERANNUATION: COVERAGE OF EMPLOYEES AGED 15 TO 74, BY SELECTED CHARACTERISTICS, NOVEMBER 1991

	Covered			Not covered			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Usual gross weekly pay in current job (\$)									
Under 200	103.4	267.4	370.7	185.3	382.6	567.9	288.7	650.0	938.7
200 and under 400	550.4	668.1	1,218.5	200.4	245.4	445.8	750.8	913.6	1,664.4
400 and under 600	1,111.5	677.1	1,788.6	153.1	104.1	257.1	1,264.6	781.2	2,045.7
600 and under 800	618.5	243.3	861.8	48.1	20.8	68.9	666.6	264.1	930.6
800 and under 1,000	317.9	64.1	382.1	27.2	7.9	35.1	345.1	72.1	417.2
1,000 and over	189.3	15.6	205.0	17.6	1.1	18.7	207.0	16.7	223.7
Status ('000)									
Full-time	2,808.5	1,379.7	4,188.2	461.4	288.8	750.2	3,269.9	1,668.6	4,938.4
Part-time	82.5	555.9	638.4	170.3	473.1	643.4	252.8	1,029.0	1,281.8
Permanent	2,691.2	1,652.3	4,343.5	328.7	316.6	645.4	3,019.9	1,969.0	4,988.9
Casual	199.8	283.3	483.2	302.9	445.3	748.2	502.7	728.6	1,231.4
Trade union membership ('000)									
Member of a trade union	1,415.9	811.8	2,227.7	110.7	122.6	233.4	1,526.7	934.4	2,461.1
Not a member of a trade union	1,456.1	1,114.1	2,570.2	514.5	631.5	1,146.0	1,970.5	1,745.7	3,716.2
Did not know	19.0	9.7	28.7	6.4	7.8	14.2	25.4	17.5	43.0
Total	2,891.0	1,935.7	4,826.7	631.6	761.9	1,393.6	3,522.6	2,697.6	6,220.2
Average usual gross weekly pay in current job (\$)	598	421	527	380	235	301	559	368	477

Source: *Superannuation, Australia* (6319.0).

7.44 EMPLOYEES AGED 45 TO 74 COVERED BY A SUPERANNUATION SCHEME USUAL GROSS WEEKLY PAY IN CURRENT JOB AND EXPECTED MAIN SOURCE OF INCOME NOVEMBER 1991

	Expected main source of income after ceasing full-time work						
	Super- annuation	Invalid, age, supporting parents', widows' pension	Investments, interest, stocks, debentures, etc.	Dependent on someone else's income	Other	Did not know	Total(a)
	— '000 —						
Usual gross weekly pay in current job (\$)							
Under 200	7.0	20.6	*4.6	13.6	*4.4	9.7	90.8
200 and under 400	46.4	98.2	18.7	33.2	18.9	39.6	292.3
400 and under 600	128.2	129.8	39.2	26.0	33.4	60.1	441.3
600 and under 800	114.2	27.9	28.1	11.8	17.4	27.8	232.6
800 and under 1,000	69.6	6.5	17.8	*0.6	10.3	11.5	120.0
1,000 and over	44.6	*1.3	19.6	*—	8.0	6.4	83.3
Status							
Full-time	392.4	248.5	115.0	51.4	81.8	138.5	1,067.4
Part-time	17.7	35.9	12.9	33.8	10.5	16.6	193.0
Total	410.1	284.3	127.9	85.2	92.3	155.1	1,260.4
	— \$ —						
Average usual gross weekly pay	709	432	731	390	607	520	568

(a) Includes persons who reported that they would never cease full-time work, persons who had already ceased full-time work and persons who had never worked full time.

Source: *Superannuation, Australia* (6319.0).

Labour costs

Apart from employee earnings there are a number of other costs incurred by employers. These labour costs, sometimes referred to as the 'hidden costs' of employing labour, amounted to 13 per cent of earnings in 1990-91.

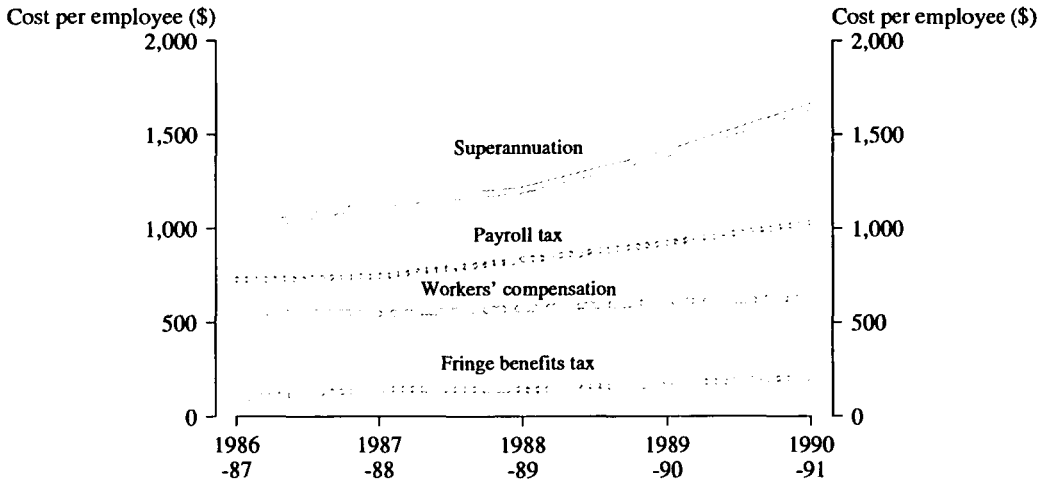
Over the past five years average earnings per employee have risen by 30 per cent. The other labour costs, however, have risen by 48 per cent. Increased costs of superannuation account for nearly half of this increase, rising by more than 65 per cent. This is due to changes in government policy which have seen superannuation contributions as a percentage of earnings rise from 4.9 per cent to 6.3 per cent in the same period. More information is contained in the previous section on Superannuation.

Graph 7.45 shows how labour costs per employee have increased from 1986-87 to 1990-91. Since its introduction in 1986, fringe benefits tax costs per employee, have more than doubled. However, it still remains a relatively minor labour cost.

Table 7.46 details average labour costs per employee for 1990-91. It shows that average total labour costs in the Mining industry are nearly three times those in the Recreation, personal and other services industry.

The table also shows the variability in workers' compensation costs per employee across industries, with costs in the Finance, property and business services industry being the lowest, and only one-fifth of the costs of workers' compensation in the Mining industry.

7.45 AVERAGE LABOUR COSTS PER EMPLOYEE



Source: *Labour Costs, Australia (6348.0)*.

7.46 LABOUR COSTS BY INDUSTRY, 1990-91

Type of labour cost	Mining	Manufacturing	Electricity, gas and water	Construction	Wholesale and retail trade	Transport, storage and communication	Finance, property and business services	Public administration and defence	Community services	Recreation, personal and other services	Total
TOTAL COSTS (\$ million)											
Earnings	3,611	27,728	3,629	7,450	24,830	13,006	22,173	9,441	33,128	6,822	151,817
Other labour costs	551	3,818	721	1,097	2,680	2,328	3,099	1,379	4,049	594	20,315
Superannuation	188	1,174	366	492	1,015	1,184	1,384	992	2,488	248	9,533
Payroll tax	201	1,394	222	278	970	681	1,021	124	877	188	5,957
Workers' compensation	109	1,054	115	267	489	393	220	237	635	129	3,648
Fringe benefits tax	53	196	18	60	206	69	474	26	47	29	1,178
Total labour costs	4,161	31,546	4,350	8,548	27,510	15,334	25,272	10,820	37,176	7,415	172,132
AVERAGE COSTS PER EMPLOYEE (\$)											
Earnings	46,729	28,466	34,240	27,602	21,369	30,681	28,795	28,715	26,042	16,841	26,225
Other labour costs	7,126	3,920	6,802	4,064	2,306	5,491	4,025	4,195	3,183	1,466	3,509
Superannuation	2,429	1,205	3,451	1,821	873	2,796	1,797	3,018	1,957	613	1,647
Payroll tax	2,601	1,431	2,098	1,031	835	1,605	1,326	378	689	463	1,029
Workers' compensation	1,412	1,082	1,087	991	421	926	286	720	499	319	630
Fringe benefits tax	683	201	166	221	177	164	616	80	37	71	203
Total labour costs	53,855	32,386	41,043	31,666	23,675	36,172	32,820	32,910	29,224	18,306	29,734

Source: Labour Costs, Australia (6348.0).

Hours of work and work patterns

Statistics of hours 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.

In 1991-92, average weekly hours worked by persons employed full time was 41.5 hours. For persons employed in Agriculture, forestry, fishing and hunting, the average was 43.6 hours, compared with 32.0 hours for persons employed in Recreation, personal and other services and 35.5 hours for all employed persons.

**7.47 EMPLOYED PERSONS: AGGREGATE AND AVERAGE WEEKLY HOURS WORKED(a)
ANNUAL AVERAGE(b), 1991-92**

	<i>Males</i>	<i>Married</i>	<i>Females</i>		<i>Persons</i>
			<i>Not married</i>	<i>Total</i>	
Aggregate weekly hours worked (million)	178.2	56.7	37.4	94.1	272.3
By full-time workers	171.7	41.8	31.8	73.5	245.2
By part-time workers	6.5	14.9	5.6	20.5	27.0
Average weekly hours worked	40.1	28.6	30.2	29.2	35.5
By full-time workers	42.8	39.5	38.1	38.9	41.5
By part-time workers	14.9	16.2	13.8	15.5	15.3
By wage and salary earners	38.8	28.5	30.2	29.2	34.6
By other than wage and salary earners	45.6	28.9	30.2	29.2	40.1
Average weekly hours worked by persons who worked one hour or more in the reference week	42.0	30.2	31.7	30.8	37.3
By full-time workers	44.9	41.6	40.1	40.9	43.7
By part-time workers	15.7	17.1	14.6	16.3	16.1

(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).

**7.48 EMPLOYED PERSONS: AVERAGE WEEKLY HOURS WORKED(a) BY INDUSTRY
ANNUAL AVERAGE(b), 1991-92**

<i>Industry</i>	<i>Males</i>	<i>Married</i>	<i>Females</i>		<i>Persons</i>
			<i>Total</i>	<i>Persons</i>	
Agriculture, forestry, fishing and hunting	49.7	28.9	29.2	43.6	
Agriculture and services to agriculture	50.4	—	29.5	44.0	
Forestry and logging, fishing and hunting	41.8	—	18.7	38.8	
Mining	41.7	35.4	36.1	41.1	
Manufacturing	39.7	31.6	32.4	37.7	
Food, beverages and tobacco	39.5	—	32.2	37.1	
Metal products	40.2	—	30.5	38.8	
Other manufacturing	39.6	—	32.7	37.6	
Electricity, gas and water	35.9	30.3	32.1	35.3	
Construction	38.7	17.8	20.3	36.4	
Wholesale and retail trade	40.4	29.4	27.3	34.4	
Wholesale trade	42.1	—	30.9	38.5	
Retail trade	39.3	—	26.3	32.7	
Transport and storage	41.3	28.8	31.2	39.2	
Communication	35.3	28.4	30.1	33.8	
Finance, property and business services	40.9	28.1	30.7	35.9	
Public administration and defence	35.9	29.8	31.2	34.0	
Community services	38.6	28.2	29.7	32.7	
Recreation, personal and other services	37.8	27.7	27.3	32.0	
All industries	40.1	28.6	29.2	35.5	

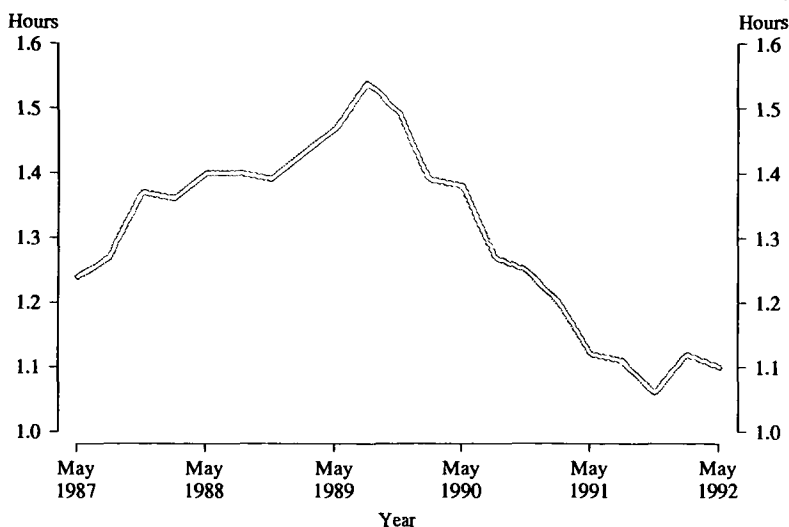
(a) The estimates refer to actual hours worked, not hours paid for. (b) Averages calculated on quarterly estimates.

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

Changes in the amount of overtime worked by employees and the percentage of employees working overtime are important indicators of changing economic and labour market conditions. The following statistics show an overall decline in the amount of overtime worked since 1989.

While the average weekly hours per employee working overtime across all industries was unchanged for May 1991 to May 1992, there were notable falls in the Construction and Mining industries.

7.49 AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE



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

7.50 OVERTIME BY INDUSTRY

Industry	May 1987	May 1988	May 1989	May 1990	May 1991	May 1992
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME						
Mining	9.4	11.1	11.7	10.7	11.6	10.0
Manufacturing	7.9	8.3	8.7	8.8	7.7	8.0
Electricity, gas and water	7.2	7.6	7.8	7.9	7.6	8.0
Construction	8.0	8.4	8.8	8.4	11.3	8.6
Wholesale trade	6.8	6.9	6.5	7.7	5.8	5.8
Retail trade	3.7	4.4	4.5	4.6	4.2	4.5
Transport and storage; Communication	7.3	9.3	8.5	7.6	7.5	8.2
Public administration and defence(a)	5.0	5.7	5.9	5.7	5.5	6.3
Community services	5.9	5.8	6.3	6.3	5.8	6.1
Other(b)	5.4	5.7	5.4	5.4	4.9	4.7
All industries	6.8	7.3	7.4	7.3	6.9	6.9
PERCENTAGE OF EMPLOYEES WORKING OVERTIME						
Mining	44.1	44.0	47.3	52.5	53.0	49.8
Manufacturing	33.6	32.6	35.5	34.1	30.6	32.2
Electricity, gas and water	21.0	23.3	25.0	27.0	24.1	23.1
Construction	21.5	26.4	28.1	31.3	21.3	22.1
Wholesale trade	15.2	19.3	19.2	18.3	18.3	17.4
Retail trade	16.8	17.9	16.3	17.5	14.6	12.7
Transport and storage; Communication	28.6	31.2	33.0	28.3	27.0	26.8
Public administration and defence(a)	13.7	14.7	13.5	16.0	14.4	14.5
Community services	7.0	6.6	6.5	7.4	7.4	6.7
Other(b)	10.0	12.1	12.6	10.5	7.6	7.3
All industries	18.1	19.0	19.6	18.7	16.1	15.7

(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)*.

INDUSTRIAL RELATIONS

Industrial disputes

This section presents statistics of industrial disputes involving the loss of 10 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. In the tables

which follow, except for table 7.57, the statistics relate to industrial disputes which occurred in each year, irrespective of the year in which they may have started or ended.

Over the period 1970 to 1992, the reported number of working days lost in any one year varied between 6.3 million (in 1974) and 0.9 million (in 1992). The number has been consistently less than two million since 1982 and has fallen below one million in 1992.

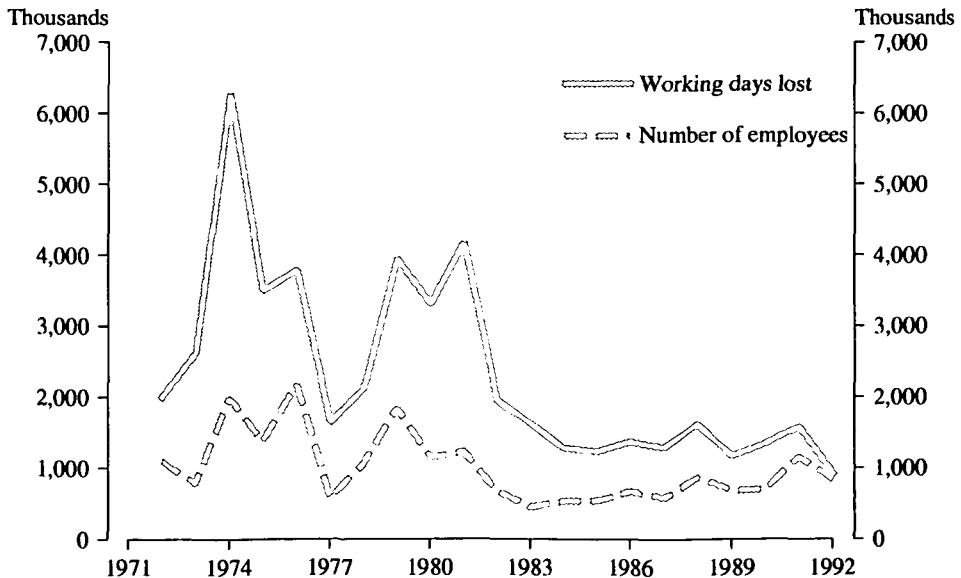
7.51 INDUSTRIAL DISPUTES IN PROGRESS, 1987 TO 1992

Year	Number of disputes(a)		Employees involved ('000)		Working days lost ('000)
	Commenced in year	Total(a)	Newly involved(b)	Total(a)	
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
1991	1,032	1,036	1,178.9	1,181.6	1,610.6
1992	726	728	871.3	871.5	941.2

(a) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australian total. (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).

7.52 INDUSTRIAL DISPUTES IN PROGRESS: WORKING DAYS LOST AND NUMBER OF EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)



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

There were 941,200 working days lost reported in 1992. This is the lowest figure recorded for a 12 month period ending December since 1967 when 705,300 working days were lost. A general strike in Victoria on 10 November 1992

and an Australia-wide strike on 30 November 1992 accounted for 579,100 working days lost, that is, 61 per cent of all days lost in 1992.

7.53 INDUSTRIAL DISPUTES IN PROGRESS, 1987 TO 1992: WORKING DAYS LOST BY INDUSTRY ('000)

Year	Manufacturing								All industries
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; Communication	Community services	Other industries (a)	
	Coal	Other							
1987	291.8	55.7	199.6	195.5	194.5	92.5	91.2	191.1	1,311.9
1988	471.3	97.4	309.5	117.4	207.9	75.0	111.4	251.5	1,641.4
1989	164.8	34.2	201.1	186.7	117.0	70.7	224.1	203.9	1,202.4
1990	150.5	86.7	536.3	133.4	62.2	129.9	199.2	78.3	1,376.5
1991	129.6	37.1	664.0	169.3	120.7	98.1	201.1	190.7	1,610.6
1992	76.8	50.8	121.4	154.6	38.4	82.4	238.9	177.7	941.2

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

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

Working days lost per thousand employees decreased from 265 in the 12 months ending December 1992 to 158 in the 1992 calendar year. The Coal mining industry continued to

report the highest number of working days lost per thousand employees (table 7.54) — 2,891 in the 12 months ended 1992.

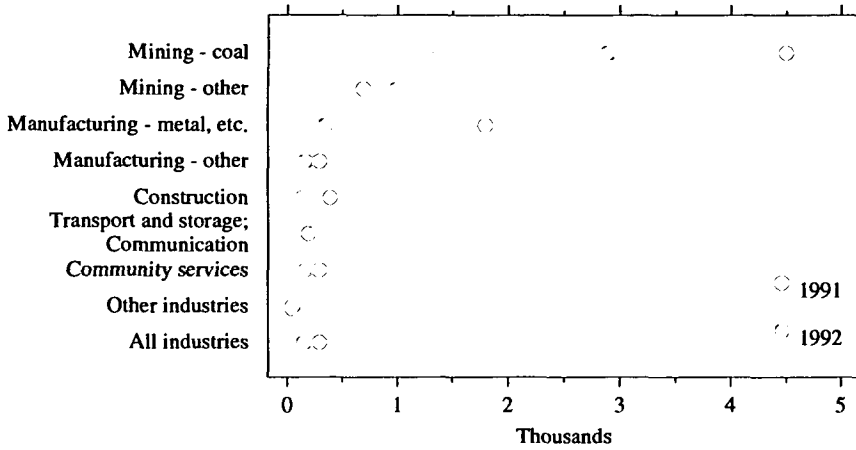
7.54 INDUSTRIAL DISPUTES IN PROGRESS, 1987 TO 1992: WORKING DAYS LOST PER THOUSAND EMPLOYEES, BY INDUSTRY

Year	Manufacturing								All industries
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; Communication	Community services	Other industries (a)	
	Coal	Other							
1987	8,920	1,072	479	305	743	217	75	67	223
1988	15,548	1,777	750	183	725	177	90	83	269
1989	5,505	642	473	283	374	160	176	65	190
1990	4,879	1,631	1,293	212	204	299	151	25	217
1991	4,507	735	1,820	296	428	237	150	63	265
1991	2,891	1,008	352	274	152	213	175	60	158

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

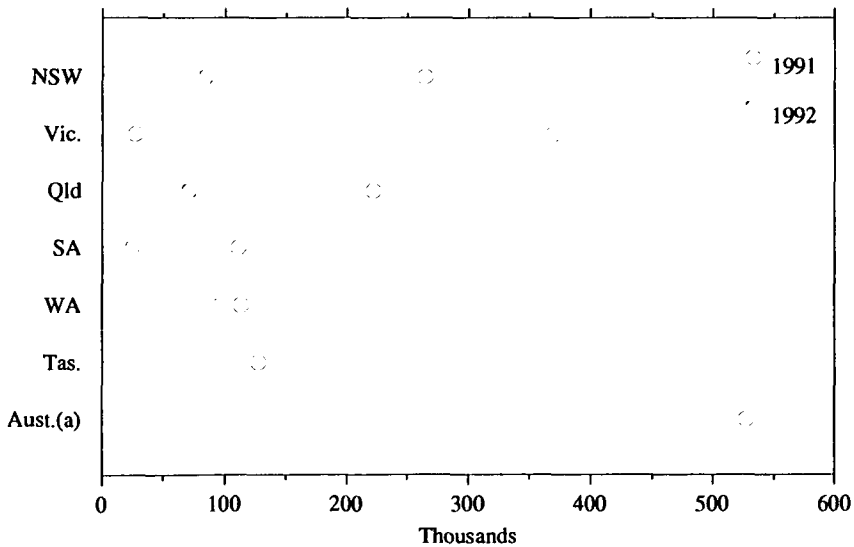
Source: *Industrial Disputes, Australia* (6321.0).

7.55 INDUSTRIAL DISPUTES IN PROGRESS: WORKING DAYS LOST PER THOUSAND EMPLOYEES BY INDUSTRY, 1991 AND 1992



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

7.56 INDUSTRIAL DISPUTES IN PROGRESS: WORKING DAYS LOST PER THOUSAND EMPLOYEES, STATES AND AUSTRALIA, 1991 AND 1992



(a) Includes the Northern Territory and the Australian Capital Territory.
Source: *Industrial Disputes, Australia (6321.0)*.

Industrial disputes which lasted up to and including one day accounted for 72 per cent of all time lost in 1992. The major reported cause of disputes that ended in 1992 was Other (including political strikes) (table 7.57). This

cause accounted for 621,100 working days lost (66%). Resumption without negotiation was the main reported method of settlement of disputes that ended in 1992 (83%).

**7.57 INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1990 TO 1992
DURATION, CAUSE AND METHOD OF SETTLEMENT, WORKING DAYS LOST
(^{'000})**

	1990	1991	1992
DURATION OF DISPUTE			
Up to and including 1 day	440.9	r182.5	674.4
Over 1 and up to and including 2 days	601.3	r835.1	102.4
Over 2 and less than 5 days	97.8	r463.4	73.7
5 and less than 10 days	93.8	53.7	30.9
10 and less than 20 days	72.4	65.5	16.7
20 days and over	114.0	22.9	44.9
Total	r1,420.3	1,623.1	943.0
CAUSE OF DISPUTE			
Wages	r154.5	37.8	23.2
Hours of work	4.3	3.9	0.3
Managerial policy	r1,060.3	869.4	224.0
Physical working conditions	99.3	60.8	27.2
Trade unionism	52.4	31.2	47.2
Other(a)	49.5	620.0	621.1
Total	r1,420.3	1,623.1	943.0
METHOD OF SETTLEMENT(b)			
Negotiation	213.5	161.2	107.3
State legislation	167.6	80.8	18.8
Federal and joint Federal-State legislation	r374.5	548.5	27.9
Resumption without negotiation	660.9	825.6	783.5
Other methods(c)	3.9	6.9	5.5
Total	r1,420.3	1,623.1	943.0

(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 years a number of union amalgamations has seen the total number of unions decrease and a trend towards larger unions. The number of trade unions with less

than 1,000 members has decreased from 136 in 1990 to 104 in 1992. Unions with membership of 50,000 or more have increased their percentage of total union membership from 55.4 per cent in 1990 to 65.2 per cent in 1992.

7.58 NUMBER OF UNIONS AND MEMBERSHIP, BY SIZE OF UNION

Size of union (number of members)	30 June 1990			30 June 1991			30 June 1992		
	Number of unions	Number of members (^{'000})	Cumulative % of total members	Number of unions	Number of members (^{'000})	Cumulative % of total members	Number of unions	Number of members (^{'000})	Cumulative % of total members
Under 1,000	136	44.9	1.3	124	38.9	1.2	104	31.4	1.0
1,000 and under 5,000	75	182.3	6.6	68	166.1	6.1	51	122.0	4.9
5,000 and under 20,000	39	418.2	18.9	39	417.8	18.4	34	336.1	15.6
20,000 and under 50,000	27	881.8	44.6	25	810.4	42.4	18	601.6	34.8
50,000 and over	18	1,895.0	100.0	19	1,949.5	100.0	20	2,044.0	100.0
Total	295	3,422.2		275	3,382.6		227	3,135.1	

Source: Trade Union Statistics, Australia (6323.0).

A survey conducted in August 1992 found that of the 6,334,800 employees aged 15 and over, 2,508,800 were trade union members (in connection with their main job).

The survey revealed that trade union membership declined from 50 per cent in 1982 to 40 per cent in 1992.

The Electricity, gas and water, and Communications industry groups were the most unionised with 77 per cent of employees being trade union members while the Agriculture, forestry, fishing and hunting industry group, with 13 per cent, was the least unionised.

7.59 PROPORTION OF ALL EMPLOYEES WHO WERE TRADE UNION MEMBERS INDUSTRY AND WHETHER PERMANENT OR CASUAL EMPLOYEE, AUGUST 1992 (per cent)

Industry	Males			Females			Persons		
	Permanent employee	Casual employee	Total	Permanent employee	Casual employee	Total	Permanent employee	Casual employee	Total
Agriculture, forestry, fishing and hunting	16.2	12.7	14.7	*13.8	*3.3	*6.9	15.8	9.4	12.6
Mining	63.7	*10.7	61.7	*17.7	11.1	*16.4	60.3	*11.2	57.6
Manufacturing	50.5	21.6	48.2	38.6	16.7	33.6	47.8	19.1	44.4
Electricity, gas and water	80.8	*24.8	80.1	59.5	*34.9	56.5	78.4	*30.8	77.2
Construction	55.1	23.4	47.2	*9.7	—	*5.9	50.7	19.4	42.4
Wholesale and retail trade	19.4	19.5	19.4	30.2	20.5	25.7	23.5	20.2	22.3
Transport and storage	71.1	31.9	65.1	40.8	*7.5	33.8	65.3	25.6	58.8
Communication	84.0	*41.1	83.7	68.8	*7.0	61.6	79.8	*11.5	77.1
Finance, property and business services	31.8	7.7	28.0	33.9	7.1	28.8	32.9	7.4	28.4
Public administration and defence	70.1	*7.2	68.1	53.4	*12.0	48.0	64.4	*10.6	60.7
Community services	61.1	17.0	56.1	55.2	16.3	46.9	57.3	16.4	49.9
Recreation, personal and other services	27.9	16.2	23.5	23.9	18.2	20.5	26.1	17.5	21.8
Total	48.1	18.4	43.4	42.9	16.5	34.8	46.0	17.2	39.6

Source: Trade Union Members, Australia (6325.0).

TRAINING

In recent years there has been an increasing national focus on vocational training as an element of labour market reform. The need to improve skill levels is recognised as crucial to improving Australia's economic performance. Against this background several training

surveys have been conducted by the ABS to support analysis of training issues and the development and evaluation of training policies and programs.

National estimates of 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.

National estimates of the extent and types of training and education being undertaken by wage and salary earners are provided by the 1989 survey of 'How Workers Get Their Training'. This survey covered characteristics such as age, sex, country of birth, occupation and level of educational attainment.

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. Informal training, (that is, 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.

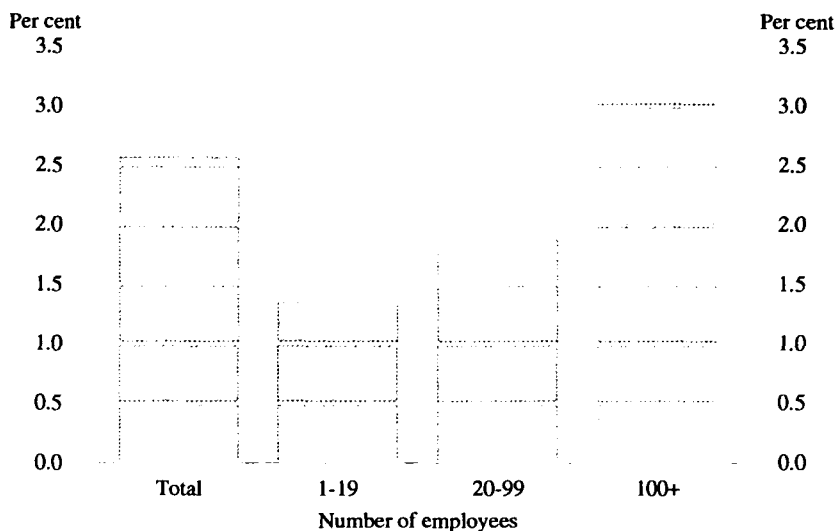
Employers in the private sector spent an average of 2.2 per cent of gross wages and salaries on formal training. An estimated 24 per cent of these private sector employers reported some training expenditure.

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

	1-19 employees	20-99 employees	100 or more employees	Total
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

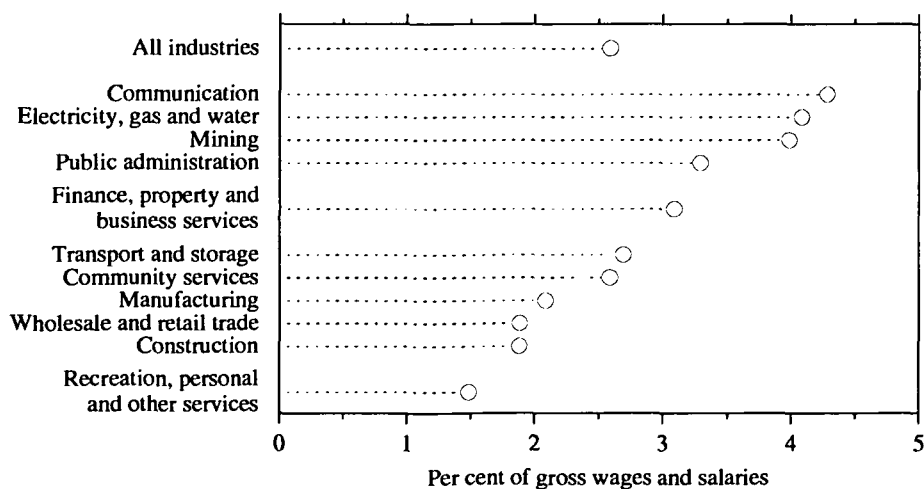
Source: *Employer Training Expenditure, Australia (6353.0)*.

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



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

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



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

**7.63 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	*—	0.35
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
All fields	2.70	2.24	4.95
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
All fields	5.60	2.45	8.05
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
All fields	3.61	2.31	5.92

(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)*.

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

Industry	Private			Total		
	In-house	External	Total	In-house	External	Total
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).

How workers get their training

A survey, 'How Workers Get Their Training', was 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 12 months. The survey found that the majority

of these persons, some 79 per cent, received some form of training.

Graph 7.65 shows that, during the previous 12 months, some 72 per cent of all employees received on-the-job training. A little more than a third received 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.

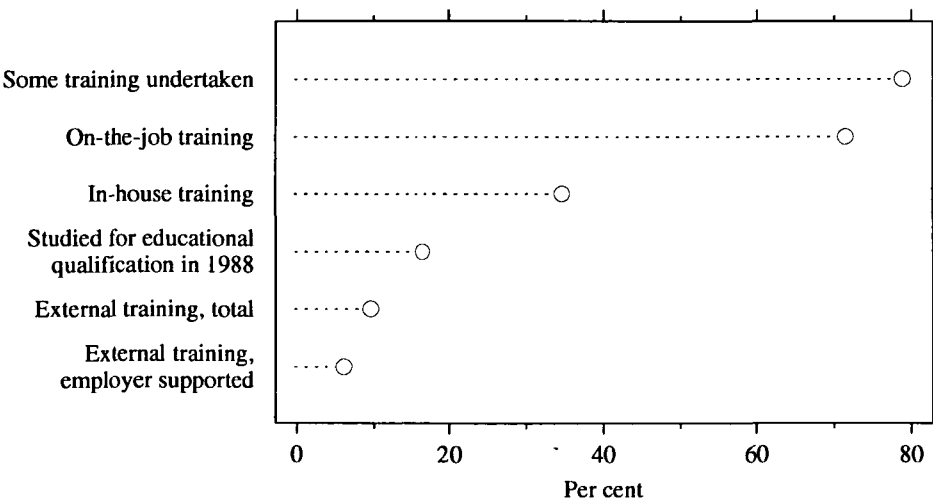
Table 7.66 shows the types of training undertaken in the previous 12 months by age and educational attainment.

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 12 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.

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



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

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

	Studied for educational qualification in 1988	Training courses undertaken						Total
		External training			On-the- job	Some training under- taken	No training under- taken	
		Employer supported	Total	In-house				
— per cent —								
Age (years)								'000
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
Males	17.0	7.4	10.4	35.1	71.1	78.8	21.2	3,740.7
Females	16.5	5.2	9.1	34.6	72.7	79.4	20.6	2,964.0
— '000 —								
Total	1,124.0	429.2	658.4	2,337.5	4,814.4	5,300.1	1,404.6	6,704.7
Males	634.1	276.5	388.3	1,311.2	2,659.0	2,947.5	793.2	3,740.7
Females	489.9	152.7	270.1	1,026.4	2,155.4	2,352.6	611.5	2,964.0

(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, to encourage and assist individuals and industry to improve the productivity and skills of the work force, and to improve the skills and employment prospects of people disadvantaged in the labour market.

The Commonwealth Government, the State and Territory Governments 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 of 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.

The various employment and training programs are described in the following sections. There is a degree of interrelationship between individual programs and with some of the provisions contained in the chapter on Social Security and Welfare.

Entry Level Training

The Commonwealth encourages and assists individuals and industry to improve the productivity and skills of the work force by providing support for apprentices and trainees and through specially targeted trade training programs.

Trade apprentices. 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 employment and structured training opportunities for school leavers.

Through the Commonwealth Rebate For Apprentice Full-time Training Scheme (CRAFT), incentives and support are provided to employers and apprentices within the framework of the State/Territory apprentices systems.

The aim 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 in a number of ways:

- **Apprentice Training Incentive (ATI),** introduced on 1 January 1988 to replace the former 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 (\$1,500), recommencement (\$1,000) and completion (\$1,500) 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.
- **Additional Apprentice Training incentive** introduced as a counter-cyclical measure on 1 January 1992 to operate until 30 June 1993. In addition to the usual \$1,500 ATI commencement grant, a further \$2,000 is payable to employers for each first year apprentice recruited during the period 1 January 1992 to 30 June 1993 who was additional to the number of first year apprentices employed as at 30 September 1991.

- **Off the Job Training,** payable to group training companies for releasing apprentices to attend approved full-time instruction at their own or other industry training centres operated by group training companies. Group training companies approved to train other group training company apprentices may also be compensated for designated training costs.
- **The Disabled Apprentice Wage Subsidy (DAWS)** improves the access of people with disabilities to apprentice training. This is achieved by providing a weekly wage subsidy (and workplace modification grant where appropriate and necessary) to employers who engage people with disabilities as apprentices, and through assistance to apprentices who require tutorial assistance.
- **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.

Non-trade traineeships. The Australian Traineeship System (ATS) seeks to enhance the long-term employment and career prospects of young people through fundamental improvements in training arrangements for non-trades employment, by developing broadly-based and structured entry level vocational training.

It achieves this through provision of financial incentives to employers and by training providers to employ and train young people as trainees, and through assistance to trainees needing to live away from home in order to take up or continue a traineeship.

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 centre.

The trainee is paid a trainee wage for the duration of the traineeship which is set with reference to the relevant junior rates for the time spent on the job. Since the inception of

the system, over 63,000 young people have commenced traineeships in a wide range of industries and occupations. Of these, over 9,200 trainees commenced during 1991-92.

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

- a Training Fee of \$2,000 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;
- Additional Trainee Incentive, introduced as a counter-cyclical measure in July 1992. In addition to the standard \$2,000 on-the-job training fee, a further \$1,000 is payable to employers for each trainee recruited during 1992-93 who was additional to the number of trainees in training at 30 June 1992;
- a Re-establishment Grant of \$300 per trainee to encourage employers to take on unemployed trainees and enable them to complete their training;
- an Off-the-Job Training Fee (currently \$1,900 to TAFE and up to \$2,000 to other training providers) for 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.

Following the release of the report *The Australian Vocational Certificate Training System* in March 1992, a new system is to be introduced which will combine work and training. It will extend to young people who currently do not have the opportunity to participate, with the aim of ensuring that Australia has a more educated, skilled and productive work force.

As a first step towards introducing the new scheme, Career Start Traineeships will extend and enhance the existing Australian Traineeship System. They will provide a bridge to enable the industrial parties to move from existing training arrangements to the Australian Vocational Certificate training system, which takes into account the proposals put to the Government by major employer

organisations, and is based on proposals developed by the ACTU.

A great advantage of the new scheme will be its flexibility. It will allow young people to move into the work force while obtaining accredited training, with up to 50 per cent of their time in training in the first year and 35 per cent in the second year.

Special trade training. The Special Trade Training Program seeks to provide young people with appropriate work force skills through innovative approaches to traditional entry level training, and to ensure that skills acquired are not lost to the national skills base. This is achieved through targeted assistance which:

- increases the access of disadvantaged groups, including women, to structured training opportunities;
- expands the availability of structured training opportunities for young people wishing to enter the work force;
- enables unemployed apprentices and trainees to complete or continue their training; and
- provides assistance to employers in financial difficulties to retain apprentices in training.

The program achieves these ends through:

- Special Assistance Program, which provides a range of measures to assist young people to maintain or complete their training so that skills are not lost to the economy; and
- Special Equity Measures, which are directed towards testing, developing and introducing new approaches to traditional apprentice training. These include special preparatory courses for women and '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 providers.

There are a number of Commonwealth programs which aim to enhance the skills of the Australian work force.

The Skills Enhancement scheme provides assistance to:

- raise the quality of in-house training; and

- minimise the effect of current and emerging skills shortages of national significance.

The Trainer Training Assistance Program provides a financial incentive to employers to release personnel responsible for workplace training, and those in supervisory positions, to attend accredited trainer training courses.

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 this 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 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 large number of areas of identified national skills shortages, including:

- physiotherapists/occupational therapists;
- specialist nurses; 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 \$222,000 (1992-93, indexed by average weekly earnings), or more to spend one per cent of payroll (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 exempts shearing and related occupations.

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. Commonwealth administrative costs will be recovered from the Training Guarantee Fund and any excess will be distributed through the States and Territories for training purposes.

Since late 1991, there has been provision for establishing a system to recognise, and exempt from the provisions of the Training Guarantee, employers who can demonstrate they are outstanding trainers.

Support for training activities in industry.

In recognition of the pressures upon the training systems resulting from industry restructuring, the Commonwealth has instituted 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 work force skills to meet structural and technological change;
- pilot test new and innovative training arrangements;
- facilitate industry restructuring through award restructuring processes; and
- develop national curricula and competency based training and assessment procedures.

To this end the Commonwealth provides a range of support measures to assist organisations, including:

- Institutional Development Grants to employer and union organisations to enable them to employ Training Liaison Officers to facilitate new entry level training arrangements.
- Assistance to Group Training Companies, which employ apprentices and trainees under the ATS. Group Training Companies aim to increase training opportunities for apprentices and trainees, generally with small and medium size companies which would not be able to recruit apprentices and trainees in their own right. This is achieved by indenturing apprentices/trainees to a central body, such as an employer organisation or a training company formed specifically for the purpose. The Commonwealth provides joint assistance (with State and Territory Governments) to group training companies to offset their administrative costs.
- Project funding is also provided towards the cost of innovative local projects developed by

group training companies, which have the potential to increase employment and training opportunities for apprentices and trainees employed with group training companies.

Since 1987, the Commonwealth has provided assistance to establish industry based skills centres as a joint funding venture with industry, State and Territory Governments. To date, 55 skills centres have been established.

Training advisory and service organisations.

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 141 National and State/Territory Industry Training Advisory Bodies covering 24 major industries representing more than two-thirds 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. The role of the NTB is to help industry to develop and then to endorse national competency standards put forward by Competency Standards Bodies. Competency standards ratified by the Board are the benchmarks for curriculum development, course accreditation, delivery and assessment of training, and the certification of skills.

In 1991-92 the Board approved 28 Competency Standards Bodies to develop standards and endorsed eight sets of industry standards, one set of occupational standards and one set of guideline standards.

Training Services Australia (TSA) provides a range of public training courses and consultancy services designed to improve the level and effectiveness of human resource development activity in Australian industry and

government. TSA operates training centres and offers training consultancy services on a cost recovery basis in all capital cities excluding Darwin and Adelaide.

Workplace Literacy Program. In 1991 the Commonwealth announced the establishment of the Workplace English Language and Literacy (WELL) Program. WELL is managed jointly by the Department of Employment, Education and Training and the Department of Immigration, Local Government and Ethnic Affairs in consultation with the Department of Industrial Relations.

The objective of the WELL program is to provide workers with English literacy and English as a Second Language (ESL) skills that are sufficient to enable them to meet the demands of their current employment and their future employment and training needs. This is achieved by assistance with the direct costs of training provision and by assistance with the development of appropriate training resources.

Consultation with all parties concerned at both National and State/Territory level is achieved by a National Consultative Group (NCG) and State/Territory Advisory Committees (SACs). The NCG ensures an appropriate national perspective to the Program while the SACs ensure that only the most appropriate proposals in each State/Territory context are recommended for funding.

The NCG agreed that, for 1993, the WELL Program would give priority to the automotive, building and construction, foodprocessing, metals, textile, clothing and footwear, and transport industries. Industries other than those on the priority list would also be assisted by the WELL Program.

The total funding available for WELL program assistance in 1992-93 is in excess of \$9 million.

Employment Access Program

The Program comprises a number of measures aimed at assisting jobseekers who are disadvantaged in the labour market to gain access to and secure long-term employment.

There are four program components under the Employment Access Program:

- Employment Assistance;
- Job Search Assistance;

- Mobility Assistance; and
- Training Assistance.

Employment Assistance has six elements:

- **JOBSTART;**
- Contracted Placement;
- Post Placement Support;
- Work Experience for People with Disabilities;
- Post Placement Support for People with Disabilities; and
- Interpreter Service.

JOBSTART is a wage subsidy program that provides access to employment for jobseekers, who have experienced long periods of unemployment or face other disadvantages in obtaining work. Under the program, employers receive subsidy payments for set periods up to

26 weeks as an incentive for engaging and improving the employment prospects of these disadvantaged jobseekers.

Wage subsidies are offered as an incentive to private sector employers to hire jobseekers facing difficulties in their search for work. The subsidy can be provided for set durations. Rates vary according to age, length of unemployment and other disadvantages.

For employers to qualify for a subsidy they must be prepared to pay at least the award wage and fulfil award conditions. The position must normally be available for continuous employment for at least three months after expiration of the agreed subsidy period.

For 1992-93 \$237.7 million was allocated to **JOBSTART** for approximately 104,000 clients.

7.67 NEW JOBSTART WEEKLY RATES EFFECTIVE FROM 1 SEPTEMBER 1992

Age group (years)	Unemployed 6 months or more	Unemployed 12 months or more especially disadvantaged	Unemployed 24 months or more
	Subsidy duration set at		
	12 weeks	18 weeks	26 weeks
15-17	\$70 per week	\$110 per week	n.a.
18+	\$160 per week	\$220 per week	\$270 per week

Source: Department of Employment, Education and Training.

Contracted Placement assists jobseekers who have been unemployed for two years or more and have been unable to use Commonwealth Employment Service (CES) services effectively, or benefit from labour market program assistance.

A fee for service is paid to an agency contracted by the CES to assess the jobseeker's needs, to 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. To be eligible for assistance under Contracted Placement, jobseekers must be aged 16 years to 64 years and registered with the CES as unemployed for 24 months continuously. In 1992-93, \$5.2 million was allocated to assist approximately 1,100 clients.

Post Placement Support provides support services to formerly long-term unemployed

clients, who require assistance and support during the first few weeks or months of returning to employment.

There are three forms of assistance available on request 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 client may be referred to other more appropriate agencies such as an Arbitration Inspectorate, the Ombudsman's Office; or
- the client may be referred to a contracted external agency to provide post placement advice and contact services.

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 returning to employment;

- begin a permanent full or part-time job (that is, a job of more than three months' duration); and
- experience employment-related difficulties.

In 1992-93, \$2.1 million was allocated for 2,000 commencements.

The Work Experience for People with Disabilities program aims to provide fully subsidised placements in the private sector or with community agencies, for Disability Reform Package clients (see chapter on Social Security and Welfare) with a high level of disability. These people whose disability makes them uncompetitive for immediate placement in wage subsidy programs such as JOBSTART, have activity plans developed with Disability Panels.

Two forms of assistance are available:

- **Wage Subsidy:** full-time positions fully subsidised to the 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 the hire of specialist services required in the workplace to enable a disabled client to do the job.

To be eligible for assistance jobseekers need to be Disability Support Pension clients who have been assessed by Disability Panels as being able to work full time, part time or who volunteer for active assistance and are assessed as being able to benefit from the program. From 1992-93, 600 places are available annually.

Post Placement Support for People with Disabilities is an extension of the Post Placement Support component of the Employment Access Program. It provides individual support services for people with high levels of disability, while they are in training and for a time after they commence work. The aim is to increase opportunities for people with disabilities to participate in training and by offering 'settling in' assistance, to encourage employers to take on these clients and to help them stay employed.

Services provided include assistance with workplace familiarisation, supervision on new

equipment, travel to work arrangements, meals and work break arrangements and regular contacts for advice and encouragement both while the client participates in labour market programs training or while in employment.

Services are purchased on a fee-for-service basis from agencies, particularly those with interests in special groups with disabilities.

To be eligible for assistance jobseekers need to be Disability Support Pension clients with a level of impairment of 20 per cent or more and who have been assessed as being able to benefit from involvement in the program. Some 2,000 places are available annually from 1992-93.

Interpreter services to CES clients with English language difficulties and/or a hearing impairment aim to ensure that these clients fully understand the types of assistance available to them through the CES and any reciprocal obligations on their part.

Any client considered by the CES as not able to understand spoken and/or written English is eligible for interpreter assistance. The 1992-93 allocation for interpreter services was \$2.14 million.

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

Job Search Assistance has three elements:

- Self Help Job Search materials comprising a kit and video;
- Job Search Training Courses (JSTCs); and
- Job Clubs.

The Self Help Job Search materials aim to provide self help advice to CES clients from the beginning of their job search.

Job Clubs and JSTCs provide job search training and experience in a supportive environment. Job Clubs run for three weeks, while JSTCs are conducted for 22 hours over five days. While both Job Clubs and JSTCs cover similar material, Job Clubs provide more intensive training and time for participants to practise the skills that are taught.

Participants retain their entitlement to a Job Search or Newstart Allowance whilst attending Job Clubs or JSTCs. No additional allowances are paid. All facilities and materials (use of

telephones, keyboarding, photocopying, stationery) are provided by the Commonwealth. Fares Assistance is available to attend job interviews.

Self Help Job Search materials are available to clients from the time of registration or on request. For Job Search Training Courses and Job Clubs, clients must have been registered as unemployed with the CES for at least three months (especially disadvantaged clients have access after one month) and have permanently left full-time education.

It is estimated that 26,000 jobseekers will participate in Job Clubs or JSTC's in 1992-93.

Mobility Assistance. The main aim of Mobility Assistance is to contribute to the efficient functioning of the labour market by giving jobseekers fair access to jobs which are not locally available, whilst also helping employers to obtain workers with appropriate skills.

Applicants for all forms of Mobility Assistance must be registered with the CES, but each element of the program then has specific eligibility requirements.

- Fares assistance is available for travel on public transport for jobseekers to attend interviews. If there is no public transport available, a petrol allowance can be given.
- Relocation assistance is available where unemployed jobseekers have an offer of permanent work in a new location and it is determined that local jobseekers will not be disadvantaged. Jobseekers who have been unemployed for 12 months or more, and find permanent work in a location beyond reasonable daily travel, may be immediately eligible for relocation assistance. Assistance includes fares and a contribution towards the expenses of moving home and family.
- Post Placement Fares Assistance is available to assist people who have been unemployed for 24 months or more and find permanent work in a location which requires excessive fares or travel time.
- Jobsearch Relocation Assistance can be provided to people who have been unemployed for 12 months or more and who are willing to move to a new area to find employment. People who find work under this provision are automatically eligible for relocation assistance.

- Immediate Minor Assistance is a one-off payment available for any registered person who finds a job, but is unable to take it up because of inability to meet the costs involved, for example to buy special equipment, or pay union dues.

Training Assistance. The Training Assistance component has four elements:

- JOBTRAIN;
- Special Intervention;
- Accredited Training Offer for Young People; and
- Landcare and Environment Action Program (LEAP).

JOBTRAIN seeks to improve the employment prospects of long-term unemployed and especially disadvantaged jobseekers by providing formal training opportunities. The assistance given is either directly related to immediate job opportunities in the local labour market, or is directed towards acquiring recognised skills to be used in the work force.

JOBTRAIN provides for the CES to contract and buy special courses and places on existing courses to meet the needs of local jobseekers and skill needs of the local labour market. Training providers include TAFE and community-based organisations, private training agencies and industry bodies. Average course length is eight to ten weeks.

In 1992-93 funding was provided to purchase additional accredited training places from TAFE and appropriate community based and private training providers for unemployed adults. Additional funding was also provided for an increased number of short-term training courses (through both JOBTRAIN and Skillshare) for long-term unemployed young people who choose not to take up an accredited training offer made to all long-term unemployed youth.

While on courses, participants may receive Formal Training Assistance, comprising their Job Search Allowance or Newstart Allowance, plus ancillary allowances to help meet training costs. Those aged 21 years or over and sole parents (including those under 21 years) also receive a \$30 per week training component.

Assistance with child care is available for sole parents (with children under 16 years) who participate in JOBTRAIN.

The main eligibility requirement to participate in JOBTRAIN is to have been unemployed for six months, not be in full-time education, and to be currently registered with the CES and actively seeking work. Preference is, however, given to those unemployed for at least 12 months.

Especially disadvantaged groups such as people with disabilities, Aboriginals and Torres Strait Islanders, ex-prisoners, homeless people, spouses of Newstart recipients, youth at risk and those who are between 50 and 64 years old, are eligible for JOBTRAIN assistance after one month's registration with the CES.

Estimated expenditure for JOBTRAIN in 1992-93 was \$207.3 million to assist approximately 98,000 clients.

Special Intervention is designed to help jobseekers make the transition to work or training through the provision of a professional assessment of barriers to employment faced by individual jobseekers, and assistance to help overcome those barriers.

Within the context of the other program elements of the Employment Access Program, Special Intervention provides the capacity for the CES to seek expertise beyond that available within its own network, for clients who require more detailed assessment and assistance in their efforts to gain access to either employment or training opportunities.

To remedy gaps in skills identified by assessment, Special Intervention enables the purchase or establishment of special remedial assistance or program assistance. This may include placing clients in current courses or purchasing individual forms of assistance, as appropriate.

Especially disadvantaged jobseekers are eligible immediately upon registration for the assessment phase of Special Intervention, but must be registered for a minimum period of one month before they can be assisted. Especially disadvantaged jobseekers include Aboriginals and Torres Strait Islanders, people with disabilities, jobseekers aged 50 or older, homeless people, ex-offenders, spouses of Newstart allowance recipients and youth at risk.

It was expected that around 36,000 jobseekers would be helped under Special Intervention in 1992-93 at a cost of around \$79.1 million.

Accredited Training For Young People, a new measure announced in the 1992 Budget, involves the offer to all young people who have been unemployed for a year or more of a place in an accredited training course, followed by a JOBSTART wage subsidy. Each young person is given a JOBSTART card at the completion of their course, so that they can directly approach the employers of their choice.

This initiative provides additional accredited training places in TAFE colleges and with other training providers, sufficient to enable all teenagers who have been unemployed for 12 months or more to be offered an appropriate place. The courses will be for a duration of up to six months full-time study. Teenagers assisted under this program are eligible for Formal Training Allowance paying Job Search/Newstart Allowance rates and incidental expenses.

In 1992-93, \$101.2 million was allocated for 19,500 accredited training places.

Landcare and Environment Action Program is a new program introduced in 1992-93 to provide young unemployed people aged 15 to 20 years who wish to participate in the development and implementation of conservation practices, with appropriate training and practical experience in a range of landcare, environment, cultural heritage and conservation activities. The program provides organisations and community groups the opportunity to undertake innovative conservation projects which will help secure Australia's heritage while providing the opportunity for a joint Government and community strategy to assist young Australians acquire vocational skills.

Brokers are contracted to act as intermediaries between participants and sponsors, providing them with an agreed structured training plan and identified outcome skills. Projects are selected on their ability to provide quality training and improved job prospects for participants. Other criteria are the significance to resource management and subsequent priority with local/regional and State resource management plans and that the projects be of public benefit.

Each project is funded for 26 weeks. Participants are paid a training allowance while on the program at the rate of \$125 a

week for 15–17 year olds and \$150 a week for 18–20 year olds. Participation in LEAP is voluntary for those young people registered as unemployed with the CES. In 1992–93, the program aimed to assist at least 6,000 young people at a cost of \$47.3 million.

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 promotion of Aboriginal communities by:

- increasing the level of permanent employment for Aboriginal people in the mainstream labour market; and
- generating employment within Aboriginal communities where few mainstream labour market opportunities exist.

The Training for Aboriginals Program (TAP) facilitates AEDP objectives by assisting with training and employment opportunities for Aboriginal people who wish to participate in the mainstream labour market. Specific provisions include:

- assisting major private and public sector employers to develop recruitment and career development strategies for Aboriginals;
- subsidies for other private sector employers to provide structured employment and training opportunities for Aboriginal jobseekers; and
- vocational training in formal and short-term special courses.

Training and employment assistance for Aboriginal communities is available under programs delivered through the Aboriginal and Torres Strait Islander Commission. During 1991–92 there were about 5,000 placements under TAP.

The Community Development Employment Projects (CDEP) scheme provides Aboriginal and Torres Strait Islander communities, or specific interest groups within such communities, the means to undertake community development activities designed and valued by the community or group, and which involve the employment of community members.

CDEP offers Aboriginal and Torres Strait Islander communities in remote and rural locations, small rural towns and urban areas

where there are no or limited alternative employment prospects, the opportunity to pursue community goals of self management, acquisition of administrative and work skills, improvement of community economies, facilities and infrastructure, and development of outstations and homelands. A significant number of communities have established projects which generate additional income for their community.

To participate in CDEP, unemployed members of a community or group elect to forego their entitlement to Job Search (JS) or New Start (NS) allowances to undertake productive activity in return for a wage at least equivalent to their otherwise JS/NS entitlement. Communities choosing to participate in CDEP receive grants from the Aboriginal and Torres Strait Islander Commission comprising wages, 'on-costs' (to assist communities meet administrative and other costs such as workers compensation, insurance and payroll tax) and 'support' (to assist with capital costs).

In 1991–92, 185 communities and organisations participated in the CDEP scheme, providing employment opportunities to more than 20,000 Aboriginals and Torres Strait Islanders who would otherwise have been reliant on JS/NS allowances.

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 12 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 ranged from \$120,000 to \$310,000 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.

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. 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 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.

An estimated 110,000 persons were assisted through an Australia-wide network of almost 400 projects, including 10 Disability Access Support Units, in 1992.

Including Formal Training Allowance, the 1991-92 expenditure for SkillShare was \$136.0 million compared with an allocation of \$175.9 million in 1992-93.

The 1992-93 allocation includes \$27.1 million for three new initiatives announced in the Government's Budget Youth and Employment Policies:

- project upgrading;
- SkillShare youth services; and
- extra targeted services for jobseekers with dependents.

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 (for example, 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. The allocation for DYP in 1991-92 was \$2.4 million and up to 2,000 places were 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 were

conducted by SkillShare sponsors and co-located with their SkillShare projects. Funding allocations are made concurrently with SkillShare annual funding processes.

New Enterprise Incentive Scheme (NEIS). The objective of NEIS is to assist unemployed people to establish and operate new and viable self-employment ventures.

The scheme provides a structured and comprehensive package of support emphasising training and business advice prior to approval, and post-approval mentor support.

The five elements of the assistance package are:

- business advice and assessment;
- training in business plan development and business skills;
- assistance with negotiating access to loans or grants for start-up capital;
- income support for up to one year; and
- mentor support during the first year of business operation.

There is flexibility under the program to provide fast-track assistance for participants already possessing business and technical skills needed to establish a business and therefore requiring less initial training and mentor support.

Demonstrated commercial viability through a rigorous business planning process is a prerequisite for approval of applications.

2,752 participants were approved under NEIS in 1991-92.

An evaluation of the program finalised during 1991-92 showed that for every 1,000 NEIS participants assisted, at least 420 were still in business 12 months after program assistance ceased; up to 490 whose businesses had not survived were in other employment or training; and a further 294 new full- and/or part-time jobs were created in NEIS businesses.

In 1992 there were 84 managing agents, with agents in every State.

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 provides 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 are for up to 26 weeks and offer work experience combined with relevant on- and off-the-job training. Work experience placements are organised through Jobskills Brokers and will be primarily within the local government and community sectors.

JOBSKILLS has been allocated \$154.2 million for 1992-93 which will assist 10,050 long-term unemployed people.

Labour Adjustment Assistance for Restructuring

The industry, regional and enterprise labour adjustment assistance sub-program contributes to the efficient and equitable functioning of the labour market by improving and adapting the skills and employment base of particular industries, regions or enterprises undergoing structural change and by assisting individuals affected by those changes.

The Office of Labour Market Adjustment administers the sub-program through packages which are principally directed at workers in particular regions, industries and enterprises where employment is affected by structural adjustment or downturns in the economic and business cycle.

The sub-program comprises three components: Industry-Labour Adjustment Packages; Regional Initiatives; and Enterprise-Based Measures.

Industry Labour Adjustment Packages have been developed for workers retrenched from industries that have been adversely affected by tariff reductions and industry restructuring.

The Labour Adjustment Packages operating in 1992-93 are:

- the Textile, Clothing and Footwear (TCF) Labour Adjustment Package for workers retrenched during the restructuring anticipated under the TCF Industry Plan (1988-2000);
- the Passenger Motor Vehicle (PMV) Labour Adjustment Package for workers retrenched during the restructuring anticipated under the PMV Industry Plan (1984-2000). This package replaced the assistance previously available under the Labour Adjustment Training Arrangements; and

- the Australian National Labour Adjustment Package for an estimated 1,800 rail workers to be made redundant by ANR over the coming two to three years.

Regional initiatives are designed to address the impact of structural change on specific geographical labour markets. Packages of measures contain active employment, education and training related measures designed to assist the region to respond to structural and cyclical changes, minimise the adverse impact of structural change on individuals and increase local employment opportunities.

Funding is provided to develop the infrastructure and capacity of regional communities to manage and monitor structural change and to develop strategies aimed at developing the skills of the community. Assistance measures can include:

- funding for the establishment and support of a regional employment, education and training committee to promote community involvement in developing reasons to change;
- regional skills surveys and industry profiles to assist in improving the understanding of the regional skills base and to identify emerging skills needs;
- the development and delivery of appropriate training in response to identified skill needs; and
- employment development projects including small business support services and enterprise incubators to foster local enterprise development and employment growth.

During 1991-92, regional initiatives were funded in over 80 regions across Australia, in each State and the Northern Territory.

The Training and Skills (TASK) program is designed to reduce the loss and wastage of skilled employees, during periods of economic downturn and industrial restructuring, by assisting employers to retain their staff. Training assistance is provided to allow employers to keep their work force and upgrade their skills with a view

to improving enterprise productivity, and reducing the level of skill shortages which emerge during an economic upturn.

Under TASK, which commenced on 1 July 1991, assistance is available to enterprises which face major retrenchments or movement to short-time or down-time arrangements, to help them limit the shedding of labour and maintain or improve the skill levels of their employees. Support under TASK is provided to enable enterprises to:

- investigate the human resource implication of their retrenchment or restructuring process and develop an appropriate training response;
- establish an enterprise based committee to oversight and manage the review, restructuring and training delivery process; and/or
- deliver vocational skills training to employees who may be otherwise at risk of retrenchment.

Employee Skills Upgrade is a two year pilot program, which commenced in 1991-92 to assist companies to overcome their skills shortages by upgrading the skills of existing employees and backfilling their positions with suitable unemployed people.

Support from the program is provided for eligible companies to engage consultants or managing agents to develop training plans for the upgrading of skills. Assistance for the backfilling of positions is provided through the Employment Access Program (JOBTRAIN and JOBSTART).

Assistance to Firms Implementing Change is designed to provide assistance to companies which need to develop human resource management strategies and increase staff skills due to the introduction of new production methods or technology.

The program also helps companies review current production technology and methods with a view to restructuring and retooling to prevent staff retrenchments.

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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*.

