

This page was added on 03 December 2012 to included the Disclaimer below.  
No other amendments were made to this Product

#### DISCLAIMER

Users are warned that this historic issue of this publication series may contain language or views which, reflecting the authors' attitudes or that of the period in which the item was written, may be considered to be inappropriate or offensive today.

# Labour

<b>Contents</b>	<b>Page</b>
THE LABOUR FORCE	143
Characteristics of the labour force	145
EMPLOYMENT	148
Multiple jobholders	153
Career experience	155
Persons employed at home	156
UNEMPLOYMENT	159
Job search experience	161
THE LONG-TERM UNEMPLOYED	164
JOB VACANCIES	167
PERSONS NOT IN THE LABOUR FORCE	168
RETIREMENT AND RETIREMENT INTENTIONS	170
WAGE RATES, EARNINGS, COSTS OF LABOUR AND HOURS OF WORK	172
Industrial conciliation and arbitration	172
Award rates of pay indexes	172
Average weekly earnings	173
Composition and distribution of earnings	174
Non-wage benefits	177
Superannuation	180
Labour costs	184
Hours of work and work patterns	187
Working arrangements	190

<b>Contents</b>	<b>Page</b>
<b>INDUSTRIAL RELATIONS</b>	<b>194</b>
Industrial disputes	194
Trade unions	198
<b>TRAINING</b>	<b>199</b>
Training expenditure by employers	199
<b>GOVERNMENT EMPLOYMENT AND TRAINING PROGRAMS</b>	<b>202</b>
Entry Level Training	204
Trade apprentices	204
Non-trade traineeships	204
Special trade training	205
Support for training activities in industry	205
Training advisory and service organisations	206
Workplace Literacy Program	206
Eligibility requirements for labour market programs and assistance	207
Employment Access Program	207
Employment Assistance	207
Job Search Assistance	208
Mobility Assistance	208
Training Assistance	208
Aboriginal employment and training	209
Community-based employment and training strategies	210
SkillShare	210
Disadvantaged Young People Services Program	210
Community Activity Program	211
New Enterprise Incentive Scheme	211
Labour Adjustment Assistance for Restructuring	211
1994 White Paper on Employment and Growth	212
<b>BIBLIOGRAPHY</b>	<b>214</b>

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 and birthplace.

It goes on to cover employed persons — demographic characteristics, occupation, industry, private and public sector, hours worked and other characteristics of their working lives. 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**

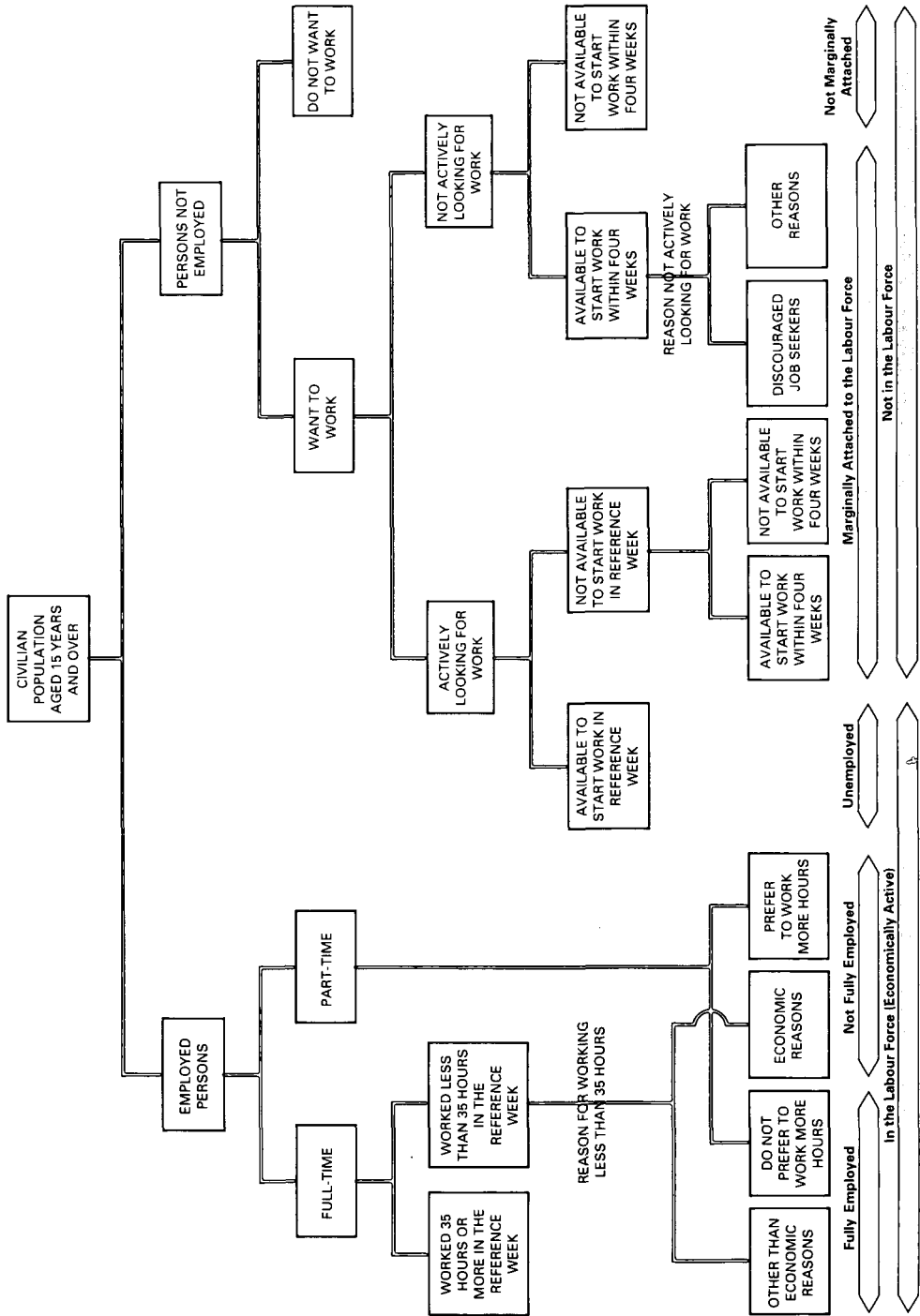
Labour force statistics are collected in a monthly population survey of a large sample of dwellings across Australia. The survey provides timely estimates of the labour force status of the Australian population, together with basic demographic data to enable various characteristics of the employed and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

Fundamental to the measurement of employment and unemployment is the concept of the labour force. The labour force is defined 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 6.1.

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.

6.1 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 1987-88, whereas the contribution due to labour force participation is more variable. In 1991-92 and 1992-93, labour force participation had a downward effect on the labour force.

### 6.2 LABOUR FORCE: COMPONENTS OF CHANGE (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>									
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
1992-93	0.7	1.3	-0.7	1.1	1.5	-0.3	0.9	1.4	-0.5

(a) Averages calculated on monthly estimates.

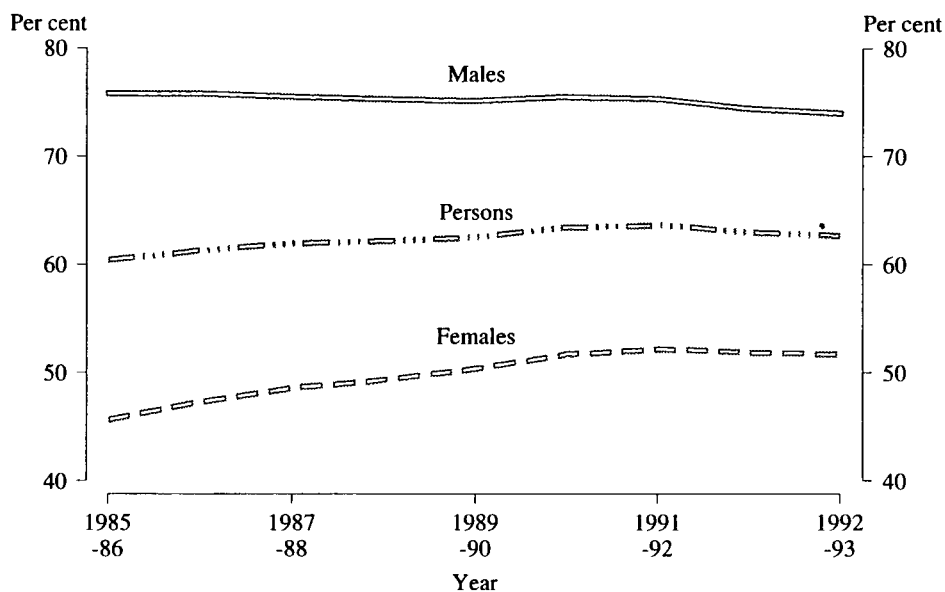
Source: *The Labour Force, Australia* (6203.0).

The participation rate is one of the most important measurements of the labour force. It 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 75.3 per cent in 1987-88 to 74.0 per cent in 1992-93. For females, the participation rate has increased steadily from an average of 49.4 per cent in 1987-88 to

52.2 per cent in 1990-91, but fell (to 51.7%) in 1992-93 (graph 6.3).

The following two tables provide more detailed information on the labour force status of persons. Table 6.4 presents the age and sex composition of the total labour force and shows that, in 1992-93, the labour force participation rate for 15 to 19 year olds stood at 55.2 per cent compared with 62.7 per cent overall. Table 6.5 shows changes in labour force status over time, with the steady increase in the female participation rate up to 1990-91 being a notable feature.

## 6.3 PARTICIPATION RATES, ANNUAL AVERAGE



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

## 6.4 CIVILIAN LABOUR FORCE, BY AGE, ANNUAL AVERAGE(a), 1992-93

Age group (years)	Number ('000)					Participation rate (%)				
	Males					Females				
	Males	Married	Not married	Total	Persons	Males	Married	Not married	Total	Persons
15-64	4,959.9	2,125.3	1,461.7	3,587.0	8,546.9	83.7	59.5	65.1	61.7	72.8
15-19	367.1	10.6	340.6	351.2	718.2	55.1	57.3	55.1	55.2	55.2
20-24	640.3	142.0	399.7	541.7	1,182.0	88.0	66.4	80.1	76.0	82.1
25-34	1,319.8	600.6	318.5	919.1	2,238.9	93.6	60.8	75.4	65.1	79.4
35-44	1,249.9	735.0	206.5	941.5	2,191.5	93.7	70.0	72.8	70.6	82.1
45-54	931.4	498.8	147.3	646.1	1,577.5	89.2	64.2	67.8	65.0	77.4
55-59	277.2	103.0	32.5	135.5	412.7	72.6	36.6	35.9	36.4	54.7
60-64	174.2	35.2	16.6	51.8	226.0	48.5	14.4	14.7	14.5	31.5
>64	74.9	14.3	10.4	24.6	99.6	8.5	3.0	1.5	2.1	4.9
<b>Total</b>	<b>5,034.9</b>	<b>2,139.5</b>	<b>1,472.1</b>	<b>3,611.6</b>	<b>8,646.5</b>	<b>74.0</b>	<b>52.8</b>	<b>50.1</b>	<b>51.7</b>	<b>62.7</b>

(a) Averages calculated on monthly estimates.

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

## 6.5 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	Unemployment rate	Participation rate
		Looking for full-time work	Looking for part-time work						
							'000		%
MALES									
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
1992-93	4,446.8	537.7	50.3	588.0	5,034.9	1,767.6	6,802.4	11.7	74.0
FEMALES									
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
1992-93	3,250.4	261.5	99.7	361.2	3,611.6	3,376.1	6,987.7	10.0	51.7

(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 1993 was 59.9 per cent compared with the participation rate of 64.8 per cent for the Australian born. The participation rate

for overseas-born persons born in other than main English-speaking countries was 56.8 per cent. Persons born in New Zealand had the highest participation rate (75.9%).

## 6.6 CIVILIAN LABOUR FORCE BY BIRTHPLACE, MAY 1993

	Employed		Unemployed		Labour force	Unemployment rate	Participation rate
	Full-time workers ('000)	Total ('000)	Looking for full-time work ('000)	Total ('000)			
Born in Australia	4,383.7	5,791.2	552.5	660.4	6,451.6	10.2	64.8
Born outside Australia	1,518.8	1,924.4	233.2	272.5	2,196.9	12.4	59.9
Main English-speaking countries	653.0	850.1	74.6	86.7	936.8	9.3	64.6
Other countries	865.8	1,074.3	158.6	185.8	1,260.1	14.7	56.8
Oceania	158.3	206.3	20.6	25.5	231.8	11.0	74.1
New Zealand	131.1	169.9	15.4	18.6	188.5	9.9	75.9
Europe and the former USSR	923.4	1,170.3	119.0	138.0	1,308.3	10.5	57.4
Germany	47.5	58.0	6.1	7.4	65.3	11.3	58.1
Greece	47.8	57.3	6.6	7.7	64.9	11.8	46.9
Italy	94.3	117.4	7.7	9.1	126.5	7.2	47.2
Netherlands	34.5	44.7	5.4	6.0	50.7	11.8	51.7
UK and Ireland	470.5	612.4	55.1	63.4	675.7	9.4	61.5
Former Yugoslav Republics	90.6	105.4	12.4	14.2	119.7	11.9	61.3
The Middle East and North Africa	58.7	72.0	24.0	27.1	99.1	27.4	52.6
Lebanon	17.4	24.2	12.0	12.2	36.4	33.6	50.2

continued ...



6.6 CIVILIAN LABOUR FORCE BY BIRTHPLACE, MAY 1993 — *continued*

	Employed		Unemployed		Labour force ( <i>'000</i> )	Unemp- loyment rate (%)	Partici- pation rate (%)
	Full-time workers ( <i>'000</i> )	Total ( <i>'000</i> )	Looking for full- time work ( <i>'000</i> )	Total ( <i>'000</i> )			
South East Asia	140.7	173.8	36.1	42.3	216.1	19.6	61.7
Malaysia	31.2	41.2	*3.9	4.9	46.1	10.7	60.7
Philippines	31.7	39.9	5.9	6.7	46.7	14.4	65.3
Viet Nam	41.6	48.9	19.2	21.4	70.4	30.5	65.2
North-east Asia	73.7	92.5	10.7	12.3	104.8	11.7	54.1
China	40.6	49.3	6.7	7.6	56.9	13.3	64.9
The Americas	55.7	70.2	9.9	12.0	82.2	14.6	68.6
Other	108.3	139.3	12.8	15.3	154.6	9.9	69.6
India	33.8	41.4	*2.9	*3.3	44.7	*7.4	68.1

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

Statistics on labour force status of persons undertaking tertiary education 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. In recent years the greatest change in employment/population ratios has been in the 15 to 19 age group. Since reaching a peak of 51.8 per cent in 1989-90, the employment/population ratio for 15 to 19 year olds has declined rapidly (while school retention rates have increased) and stood at 41.7 per cent in 1992-93.

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

Annual average(b)	Age group (years)							Total	
	15-19	20-24	25-34	35-44	45-54	55-59	60-64		>64
MALES									
1987-88	49.1	79.7	88.8	90.3	84.8	70.5	43.5	9.0	69.8
1988-89	51.7	81.7	89.0	90.8	85.4	69.8	45.4	9.0	70.6
1989-90	53.0	81.9	89.8	90.8	86.5	71.3	46.2	9.1	71.2
1990-91	47.5	77.4	86.7	89.4	85.8	70.5	45.9	8.9	69.1
1991-92	42.7	73.1	84.3	86.8	83.5	66.0	43.8	8.8	66.4
1992-93	41.0	72.3	83.0	85.9	82.8	64.4	41.2	8.3	65.4
FEMALES									
1987-88	47.6	68.9	58.0	62.6	53.5	30.2	12.7	2.7	45.3
1988-89	49.2	70.3	59.2	65.2	55.6	31.2	14.6	2.3	46.7
1989-90	50.7	71.0	61.7	68.2	57.6	31.3	15.0	2.2	48.3
1990-91	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
1992-93	42.3	65.4	59.0	65.5	60.8	34.6	14.2	2.1	46.5
PERSONS									
1987-88	48.4	74.3	73.4	76.6	69.5	50.7	27.9	5.4	57.4
1988-89	50.5	76.0	74.1	78.1	70.9	50.8	29.8	5.1	58.5
1989-90	51.8	76.5	75.8	79.6	72.4	51.6	30.5	5.1	59.6
1990-91	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
1992-93	41.7	68.9	71.0	75.7	72.1	49.7	27.7	4.8	55.8

(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 823,400 in 1992-93, estimates for wage and salary earners increased from 6,080,100 in 1987-88 to 6,661,800 in 1989-90, before declining to 6,416,600 in 1992-93.

### 6.8 EMPLOYED PERSONS: STATUS OF WORKER (\*000)

Annual average(a)	Employers	Self-employed	Wage and salary earners	Unpaid family helpers	Total
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
1992-93	342.1	823.4	6,416.6	82.2	7,664.4

(a) Averages calculated on quarterly estimates.

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

A measure of the relative importance of an industry is the number of persons employed by that industry and the work effort of those employed persons as measured by hours

worked. Taken together, employment and hours worked by industry serve as an indicator of labour input to that industry. In 1992-93, average weekly hours worked by all employed

persons stood at 34.4. Employed males worked an average of 39.0 hours per week while for females the weekly average hours worked was

28.0. All of these measures were lower than the equivalent figures for 1991-92.

#### 6.9 EMPLOYED PERSONS BY INDUSTRY AND AVERAGE WEEKLY HOURS WORKED ANNUAL AVERAGE(a), 1992-93

Industry	Number ('000)			Average weekly hours worked		
	Males	Females	Persons	Males	Females	Persons
Agriculture, forestry, fishing and hunting	284.5	121.4	405.9	49.7	29.7	43.7
Mining	79.9	8.7	88.7	42.1	34.2	41.3
Manufacturing	806.1	309.0	1,115.2	40.1	32.7	38.0
Food, beverages and tobacco	130.7	64.0	194.8	39.8	32.6	37.4
Metal products	150.5	25.0	175.5	40.1	31.8	38.9
Other manufacturing	524.9	220.1	745.0	40.1	32.9	38.0
Electricity, gas and water	86.9	12.0	98.9	35.7	32.0	35.2
Construction	465.1	70.7	535.8	40.0	20.3	37.4
Wholesale and retail trade	879.5	729.4	1,608.9	40.3	27.0	34.3
Transport and storage	295.0	77.6	372.7	41.6	32.0	39.6
Communication	80.2	35.3	115.5	35.8	30.7	34.2
Finance, property and business services	453.2	417.3	870.5	41.2	30.1	35.9
Public administration and defence	223.3	146.6	369.9	36.2	30.4	33.9
Community services	493.3	966.9	1,460.2	38.2	29.3	32.3
Recreation, personal and other services	276.0	346.4	622.3	37.6	27.0	31.7

(a) Averages calculated on quarterly estimates.

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

#### 6.10 EMPLOYED PERSONS BY OCCUPATION, ANNUAL AVERAGE(a), 1992-93 ( '000)

Occupation(b)	Males	Married females	All females	Persons
Managers and administrators	651.3	175.1	221.9	873.2
Professionals	595.3	278.1	441.1	1,036.4
Para-professionals	240.7	132.8	217.0	457.7
Tradespersons	1,022.1	70.7	119.7	1,141.8
Clerks	288.1	638.7	981.2	1,269.3
Salespersons and personal service workers	429.0	380.8	778.9	1,207.9
Plant and machine operators, and drivers	459.0	57.4	80.3	539.3
Labourers and related workers	737.4	267.8	401.4	1,138.8

(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 1992-93, there were 3,997,200 males employed full time (89.9% of male employment), whereas the number of females employed full time stood at 1,894,900 (58.3% of female employment), both a little lower than in 1991-92.

**6.11 EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS BY AGE**  
**ANNUAL AVERAGE(a), 1992-93**  
 ('000)

	Age group (years)								
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	>64	Total
MALES									
Full-time workers	153.0	448.3	1,097.1	1,091.4	819.0	222.5	121.7	44.3	3,997.2
Part-time workers	120.0	77.4	73.4	54.4	45.2	23.8	26.2	29.2	449.6
Total	273.0	525.6	1,170.5	1,145.7	864.2	246.3	148.0	73.4	4,446.8
FEMALES									
Full-time workers	94.8	337.4	533.5	473.9	356.9	66.3	23.4	8.6	1,894.9
Part-time workers	174.7	128.6	299.4	399.6	247.8	62.3	27.4	15.8	1,355.5
Total	269.5	466.0	832.9	873.4	604.7	128.6	50.8	24.4	3,250.4

(a) Averages calculated on monthly estimates.

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

Tables 6.12, 6.13 and graph 6.14 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 6.14. 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. Since then there has been a fall of 11.0 per cent in the level of employment in the private sector to 4,085,800 in September 1993.

The number of employees in the public sector has also fallen over this time period, from 1,729,900 in December 1989 to 1,654,200 in September 1993 (4.4%).

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

Industry	Private sector				Public sector			
	Sept. 1990	Sept. 1991	Sept. 1992	Sept. 1993	Sept. 1990	Sept. 1991	Sept. 1992	Sept. 1993
Agriculture, forestry, fishing and hunting(a)	..	..	..	..	7.6	7.4	5.2	4.7
Mining	77.2	72.4	72.5	61.7	6.1	5.4	4.8	3.9
Manufacturing	996.4	878.9	875.2	863.9	33.0	25.1	24.2	20.0
Electricity, gas and water	1.7	3.2	3.1	2.8	112.0	106.3	97.7	88.3
Construction	248.4	229.0	211.8	210.9	45.2	48.0	42.4	40.6
Wholesale and retail trade	1,246.6	1,200.4	1,191.3	1,154.9	4.2	3.4	2.8	2.1
Transport and storage	167.7	151.8	151.3	164.6	131.7	123.3	112.8	101.9
Communication	0.9	1.4	1.1	1.1	128.4	120.4	117.3	104.7
Finance, property and business services	681.5	635.8	653.9	643.2	115.7	106.7	105.1	98.4
Public administration and defence(b)	—	—	—	—	312.4	318.5	320.6	329.3
Community services	507.9	532.8	549.9	549.4	826.9	838.8	836.6	837.8
Health	234.0	246.3	250.2	262.5	294.7	299.0	277.7	280.8
Education	115.8	125.1	118.7	103.9	397.6	399.0	419.1	410.8
Other	67.3	69.5	79.3	72.1	108.9	114.0	113.7	117.0
Recreation, personal and other services	439.7	445.2	447.0	433.2	25.3	23.9	22.1	22.7
<b>Total all industries</b>	<b>4,367.9</b>	<b>4,151.0</b>	<b>4,156.9</b>	<b>4,085.8</b>	<b>1,748.6</b>	<b>1,727.4</b>	<b>1,691.5</b>	<b>1,654.2</b>

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

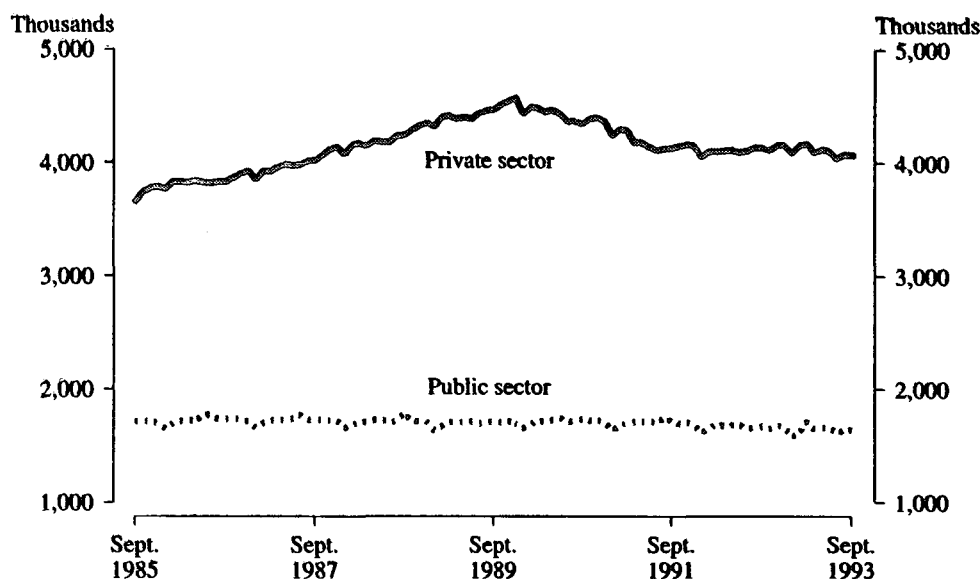
Source: *Employed Wage and Salary Earners, Australia* (6248.0).

### 6.13 EMPLOYED WAGE AND SALARY EARNERS: BY SECTOR, SEPTEMBER 1993 ('000)

Sector	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
Private	1,431.7	1,074.9	652.1	328.4	400.2	103.4	34.6	60.4	4,085.8
Public	532.9	399.6	276.2	142.4	161.4	47.0	20.3	74.5	1,654.2
Commonwealth	118.0	90.5	46.1	25.9	22.8	7.7	3.7	54.1	368.9
State	361.4	262.9	196.4	107.4	126.2	34.8	15.4	20.3	1,124.8
Local	53.5	46.2	33.6	9.1	12.4	4.4	1.2	—	160.5
<b>Total</b>	<b>1,964.6</b>	<b>1,474.5</b>	<b>928.3</b>	<b>470.8</b>	<b>561.6</b>	<b>150.5</b>	<b>54.9</b>	<b>134.9</b>	<b>5,740.0</b>

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

## 6.14 EMPLOYED WAGE AND SALARY EARNERS, BY SECTOR



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

### Multiple jobholders

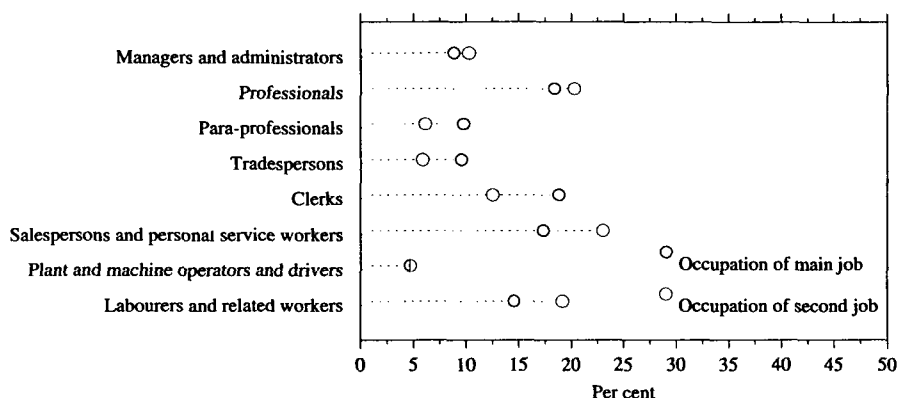
In July 1991, there were 331,600 persons aged 15 and over who were multiple jobholders. To be classified as a multiple jobholder a person had to be a wage and salary earner in at least one of their jobs.

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.

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



Source: Multiple Jobholding, Australia (6216.0).

6.16 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
<b>Marital status</b>									
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
<b>Birthplace and period of arrival</b>									
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
<b>Age group (years)</b>									
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
<b>Total</b>	<b>163.2</b>	<b>168.4</b>	<b>331.6</b>	<b>3.7</b>	<b>5.3</b>	<b>4.3</b>	<b>3.3</b>	<b>4.8</b>	<b>3.9</b>

Source: Multiple Jobholding, Australia (6216.0).

## Career experience

In February 1993, some 4.9 million of Australia's 6.3 million wage and salary earners had worked with their current employer for one year or more. Almost all of these employees (96%) reported some change(s) in their work in the 12 months prior to the survey.

The changes in work most commonly reported were 'more responsibility' (42%), 'new, different or extra duties' (39%) and 'used different computer based equipment or packages' (32%).

Full-time employees reported more changes in work than part-time employees, and female employees reported proportionally higher levels of change in all categories except for 'using different machinery tools or equipment'. For part-time employees, 84 per cent of whom were female, 'changed hours' and 'received training or studied' were the most common changes in work.

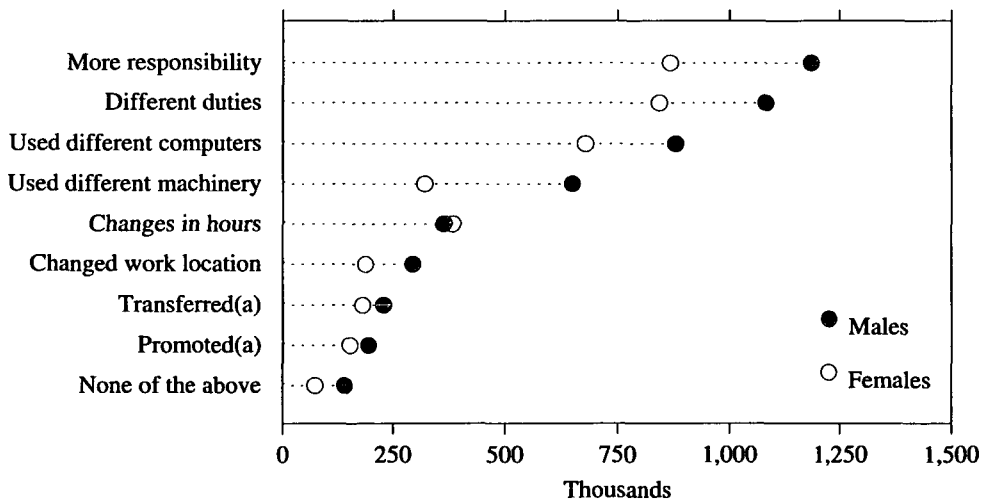
Of all the employees who had worked with their current employer for one year or more, 7 per cent had been promoted in the last 12 months and 8 per cent had transferred to another position with their employer. Part-time employees reported a lower rate of promotion and transfer (2% and 4%, respectively) compared with full-time employees (8% and 9%, respectively).

Along with the changes occurring in the workplace, 42 per cent of the 4.6 million wage and salary employees (excluding owner-managers) who had worked with their current employer for one year or more reported that their work performance had been formally appraised in the last 12 months.

The industries where performance appraisal was most common were:

- finance, property and business services (60%);
- electricity, gas and water (50%); and
- public administration and defence (49%).

6.17 CHANGES IN THE WORK SITUATION OF EMPLOYEES(a), BY SEX, FEBRUARY 1993



(a) Excludes 307,000 owner-managers who were not asked whether they had been promoted or transferred.

Source: *Career Experience, Australia* (6254.0).



**6.18 EMPLOYEES WHO HAVE WORKED WITH THEIR CURRENT EMPLOYER FOR ONE YEAR OR MORE: SELECTED CHARACTERISTICS, FEBRUARY 1993**  
(<sup>'000</sup>)

	Full time		Part time		Total		Total
	Males	Females	Males	Females	Males	Females	
<b>All changes in work with current employer in the last twelve months</b>	<b>2,668.3</b>	<b>1,379.8</b>	<b>143.3</b>	<b>751.1</b>	<b>2,811.6</b>	<b>2,131.0</b>	<b>4,942.5</b>
Promoted(a)	197.0	139.9	*1.1	16.1	198.0	156.0	354.0
Transferred(a)	228.4	155.0	*3.3	29.3	231.7	184.3	416.0
Changes in hours	8.5	7.9	10.6	41.0	19.1	48.9	68.0
Used different computers	866.0	537.8	17.2	145.1	883.2	682.9	1,566.1
Used different machinery	633.8	227.6	18.5	96.3	652.3	323.9	976.2
Changed work location	285.9	152.0	11.0	40.0	296.9	192.0	488.9
Different duties	1,054.4	638.6	31.5	209.2	1,085.9	847.9	1,933.8
More responsibility	1,154.4	672.1	32.5	198.5	1,186.9	870.7	2,057.6
None of the above	138.5	55.8	5.1	21.0	143.7	76.8	220.4
<b>Length of time with current employer</b>							
1 and under 2 years	268.8	183.3	41.5	128.8	310.4	312.1	622.5
2 and under 3 years	304.5	210.2	35.0	130.9	339.5	341.1	680.6
3 and under 5 years	558.6	342.7	36.0	200.1	594.6	542.8	1,137.5
5 and under 10 years	621.4	360.4	16.9	175.0	638.3	535.4	1,173.7
10 years or more	915.0	283.2	13.9	116.4	928.8	399.5	1,328.4
<b>Whether work performance formally appraised by current employer in the last twelve months(a)</b>							
Formally appraised	1,055.2	648.3	35.6	218.3	1,090.8	866.6	1,957.4
Not formally appraised	1,281.4	638.3	93.7	476.1	1,375.0	1,114.4	2,489.5
Don't know	120.5	47.1	5.0	16.1	125.5	63.1	188.6

(a) Excludes persons working in their own limited liability company (that is, owner-managers).

Source: *Career Experience, Australia* (6254.0).

## Persons employed at home

In March 1992, 307,900 persons aged 15 and over, or 4.0 per cent of employed persons, were employed at home. These people worked more hours at home than elsewhere. In 1989, 266,600 persons (3.5% of employed persons) were employed at home.

The number of females employed at home in March 1992 (206,700) was more than double the number of males employed at home (101,200).

The most common reason for commencing to work at home was 'to open/operate own/family business (with spouse)'. This was given as the

reason by 26 per cent of persons employed at home. Other common reasons were 'wanted office at home/no overheads/no rent' (16%) and 'children too young/preferred to look after children' (16%).

Two-thirds of persons employed at home (206,500) usually worked less than 35 hours a week at home, while an estimated 82,200 persons worked 40 hours and over. Some 43 per cent of males employed at home worked 40 hours and over compared with 18 per cent of females.

The largest occupation group for persons employed at home was Clerks (39%), with the great majority being female (113,400 females and 7,600 males).

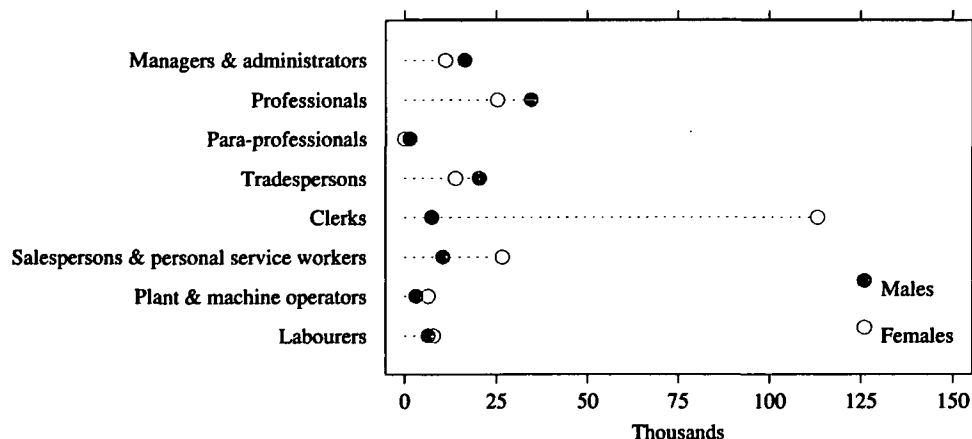
### 6.19 EMPLOYED PERSONS: WHETHER OR NOT EMPLOYED AT HOME ('000)

	April 1989			March 1992		
	Males	Females	Persons	Males	Females	Persons
Worked no hours at home	3,475.5	2,457.6	5,933.0	3,232.3	2,434.8	5,667.1
Worked some hours at home(a)	1,088.2	662.0	1,750.2	1,226.9	810.5	2,037.4
Usually worked less hours at home than elsewhere	849.6	398.5	1,248.1	971.3	515.6	1,486.8
Persons employed at home	80.3	186.2	266.6	101.2	206.7	307.9
<b>Total</b>	<b>4,563.7</b>	<b>3,119.6</b>	<b>7,683.3</b>	<b>4,459.2</b>	<b>3,245.3</b>	<b>7,704.4</b>

(a) Includes persons comprising farmers (ASCO unit groups 1401 and 8201) who worked more hours at home than away and persons who worked less than one hour at home.

Source: *Persons Employed at Home, Australia* (6275.0).

### 6.20 PERSONS EMPLOYED AT HOME: OCCUPATION, MARCH 1992



Source: *Persons Employed at Home, Australia* (6275.0).

**6.21 PERSONS EMPLOYED AT HOME: MAIN REASON BEGAN WORKING AT HOME AND  
SIMILAR PREVIOUS WORK EXPERIENCE, MARCH 1992**  
(<sup>'000</sup>)

<i>Main reason began working at home</i>	<i>Had done this type of work before</i>			<i>Had not done this type of work before</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	<i>At home only</i>	<i>Else- where</i>	<i>Total</i>				
Wanted office at home/no overheads/no rent	6.7	19.0	25.7	25.0	27.3	23.4	50.8
Did not want to travel to work	*0.4	*2.0	*2.4	3.5	*1.7	4.3	5.9
Flexible working hours	*1.9	4.5	6.4	11.7	6.4	11.7	18.1
Children too young/preferred to look after children	4.2	17.6	21.8	27.5	*0.9	48.4	49.3
Reached retirement age	*0.3	*2.7	*3.0	*2.8	4.9	*1.0	5.8
No other work available	*3.1	4.3	7.4	10.1	8.2	9.3	17.5
To help spouse	*0.4	7.3	7.8	23.7	*0.6	30.9	31.5
To open/operate own/family business (with spouse)	5.2	28.3	33.4	46.5	26.0	53.9	79.9
Other(a)	6.0	12.3	18.4	30.7	25.2	23.9	49.1
<b>Total</b>	<b>28.2</b>	<b>98.1</b>	<b>126.4</b>	<b>181.6</b>	<b>101.2</b>	<b>206.7</b>	<b>307.9</b>

(a) Includes 'Unable to find suitable child-care' and 'Family trust company'.

Source: *Persons Employed at Home, Australia* (6275.0).

**6.22 PERSONS EMPLOYED AT HOME: CHARACTERISTICS OF JOB AT HOME AND NUMBER  
OF HOURS USUALLY WORKED AT HOME, MARCH 1992**  
(<sup>'000</sup>)

	Number of hours usually worked at home					
	<20	20-29	30-34	35-39	>39	Total
MALES						
Whether all hours usually worked at home						
All hours usually worked at home	11.9	*3.1	*1.6	4.3	21.9	42.8
Some hours usually worked at home	11.1	11.6	8.4	5.3	22.1	58.5
Whether job worked at home was main job						
Main job	14.4	11.9	10.0	9.1	43.4	88.7
Second job	8.6	*2.7	*0.1	*0.5	*0.6	12.5
Total	23.0	14.7	10.0	9.5	44.0	101.2
FEMALES						
Whether all hours usually worked at home						
All hours usually worked at home	83.2	17.4	5.9	5.8	30.5	142.8
Some hours usually worked at home	32.8	14.5	4.9	3.9	7.7	63.9
Whether job worked at home was main job						
Main job	103.4	31.2	10.1	9.7	37.9	192.4
Second job	12.6	*0.8	*0.7	*—	*0.3	14.3
Total	116.0	32.0	10.8	9.7	38.2	206.7
PERSONS						
Whether all hours usually worked at home						
All hours usually worked at home	95.1	20.5	7.5	10.0	52.4	185.6
Some hours usually worked at home	43.9	26.1	13.3	9.2	29.8	122.4
Whether job worked at home was main job						
Main job	117.8	43.1	20.1	18.8	81.3	281.1
Second job	21.2	3.5	*0.7	*0.5	*0.9	26.8
Total	139.0	46.7	20.8	19.3	82.2	307.9

Source: *Persons Employed at Home, Australia* (6275.0).

## 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.

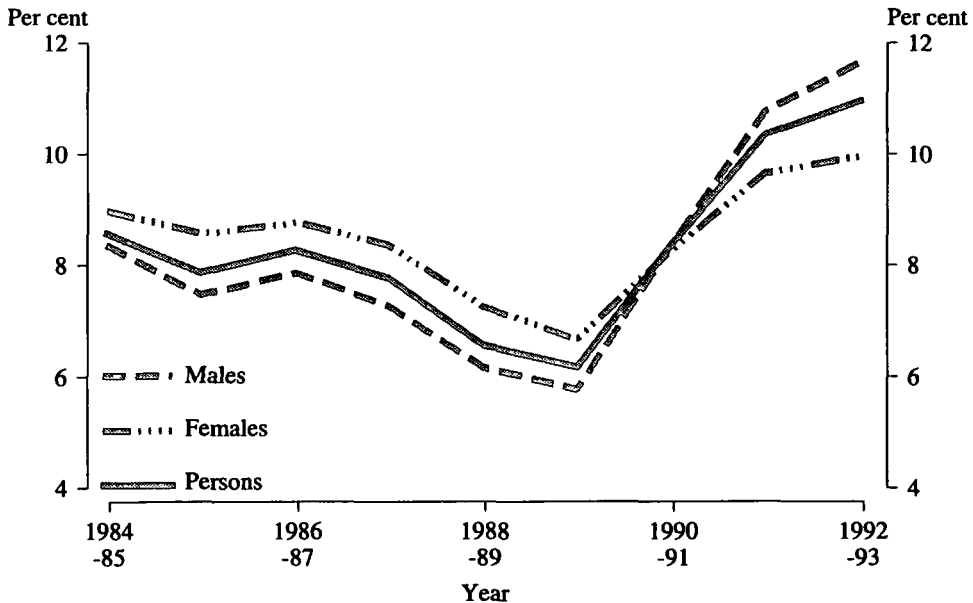
The number of unemployed increased from an average of 610,500 in 1987–88 to 949,300 in 1992–93.

The unemployment rate is defined as the number of unemployed expressed as a percentage of the labour force. The annual average unemployment rate for males rose significantly between 1989–90 and 1992–93 from 5.8 per cent to 11.7 per cent. For

females, the unemployment rate rose from 6.7 per cent to 10.0 per cent over the same period (graph 6.23). The seasonally adjusted estimate of the unemployment rate for males has been generally declining since July 1993 and stood at 10.1 per cent in May 1994. For females, the rate increased from 9.9 per cent in July 1993 to 10.7 per cent in November 1993 before falling back to 9.3 per cent in May 1994.

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 6.24, provide additional perspectives.

6.23 UNEMPLOYMENT RATE, ANNUAL AVERAGE



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

### 6.24 UNEMPLOYED PERSONS: AGE AND WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, ANNUAL AVERAGE(a), 1992-93

Age group (years)	Number unemployed ('000)				Unemployment rate (%)			
	Males	Married females	All females	Persons	Males	Married females	All females	Persons
<b>LOOKING FOR FULL-TIME WORK</b>								
<i>Aged 15-19</i>	66.3	*3.4	51.2	117.5	30.1	43.8	35.1	32.1
Looking for first job	35.8	*1.3	31.8	67.6	..	..	..	..
Attending school	4.4	n.a.	2.9	7.3	n.a.	n.a.	n.a.	n.a.
Attending a tertiary educational institution full time	3.4	n.a.	3.4	6.8	n.a.	n.a.	n.a.	n.a.
<i>Aged ≥19</i>	471.4	93.7	210.3	681.7	10.9	8.1	10.5	10.8
20-24	107.4	14.4	63.0	170.5	19.3	13.9	15.7	17.8
Looking for first job	13.5	*2.7	14.8	28.3	..	..	..	..
25-34	143.4	31.3	60.7	204.1	11.6	9.2	10.2	11.1
35-44	101.4	28.8	49.2	150.6	8.5	7.8	9.4	8.8
45-54	64.8	16.0	31.8	96.6	7.3	5.8	8.2	7.6
>54	54.3	3.2	5.7	60.0	12.3	4.6	5.4	11.0
<i>Aged 15-64</i>	536.8	97.0	261.5	798.3	12.0	8.3	12.2	12.0
<b>Total</b>	<b>537.7</b>	<b>97.1</b>	<b>261.5</b>	<b>799.2</b>	<b>11.9</b>	<b>8.3</b>	<b>12.1</b>	<b>11.9</b>
<b>LOOKING FOR PART-TIME WORK</b>								
<i>Aged 15-19</i>	27.8	0.5	30.5	58.2	18.8	17.4	14.8	16.5
Attending school	18.5	n.a.	20.1	38.6	21.9	n.a.	18.3	19.8
Attending a tertiary educational institution full time	6.6	n.a.	7.4	14.0	22.3	n.a.	16.1	18.5
<i>Aged ≥19</i>	22.6	45.6	69.3	91.9	6.4	4.7	5.5	5.7
20-24	7.2	3.7	12.7	19.9	8.5	9.8	9.0	8.8
Attending a tertiary educational institution full time	4.5	n.a.	5.2	9.7	12.5	n.a.	11.5	12.0
25-34	5.9	18.0	25.5	31.4	7.4	6.9	7.9	7.8
35-44	2.8	14.9	18.9	21.7	5.0	4.1	4.5	4.6
>44	6.7	9.1	12.1	18.8	5.1	3.0	3.3	3.8
<i>Aged 15-64</i>	49.7	46.0	99.5	149.2	10.6	4.8	6.9	7.8
<b>Total</b>	<b>50.4</b>	<b>46.1</b>	<b>99.7</b>	<b>150.1</b>	<b>10.1</b>	<b>4.8</b>	<b>6.9</b>	<b>7.7</b>

(a) Averages calculated on monthly estimates.

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

The number of persons unemployed for 52 weeks or more doubled between 1987-88 and 1992-93, increasing from 169,100 to 340,400. Some 35.9 per cent of all unemployed persons

in 1992-93 had been unemployed for 52 weeks or more (table 6.25). See later article on the long-term unemployed.

## 6.25 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	
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
1992-93	122.6	174.3	135.1	176.9	340.4	949.3

(a) Averages calculated on monthly estimates.

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

### Job search experience

An estimated 90 per cent of unemployed persons looking for full-time work in July 1993 were registered with the Commonwealth Employment Service (CES) compared with 37 per cent of those looking for part-time work.

In July 1993, 83 per cent of unemployed persons were registered with the CES, the highest percentage recorded since the first job search survey was first run in November 1986.

In July 1993, the most commonly reported main difficulty in finding work was 'no vacancies at all' which was nominated by 216,300 persons or 25 per cent of the unemployed. This is a fall of seven percentage points since July 1992.

The proportion of unemployed persons who reported their main difficulty in finding work was that they were 'considered too young or too old by employers' increased over the past two years from 12 per cent in June 1991 to 17 per cent in July 1993. For the 169,700 unemployed persons aged 45 and over, nearly half reported age-related reasons as their main difficulty in finding work.

Other common difficulties reported were 'no vacancies in line of work' (16%), 'lacked necessary skills or education' (10%) and 'insufficient work experience' (10%).

Unemployed persons without post-school qualifications had, on average, been unemployed for 15 weeks more than those with post-school qualifications (65 weeks compared to 50 weeks).

There were 331,200 persons (38% of total unemployed) whose current period of unemployment, as at July 1993, was one year or more. For this group, the most frequently reported main difficulties in finding work were 'no vacancies at all' (26%) and 'age' (22%).

Of all the persons reporting 'language difficulties' as the main difficulty in finding work, 74 per cent had been unemployed for one year or more. Similarly, 50 per cent of the 147,000 persons whose reported main difficulty was age-related had been unemployed for one year or more.

### 6.26 UNEMPLOYED PERSONS(a): MAIN DIFFICULTY IN FINDING WORK AND DURATION OF CURRENT PERIOD OF UNEMPLOYMENT, JULY 1993

Main difficulty in finding work	Duration of current period of unemployment (weeks)					Total	Average duration (weeks)
	Under 4	4 and under 13	13 and under 26	26 and under 52	52 and over		
	— '000 —						
No vacancies at all	19.3	34.3	29.9	46.2	86.7	216.3	60.4
No vacancies in line of work	19.6	34.5	20.9	29.8	38.3	143.0	38.6
Considered too young or too old by employers	8.0	18.3	17.2	29.6	73.8	147.0	82.3
Lacked necessary skills or education	6.7	10.3	13.9	21.5	34.6	86.9	61.6
Insufficient work experience	4.6	13.6	14.3	23.2	27.1	82.7	53.0
Own ill health or disability	4.7	4.4	*3.6	4.4	18.1	35.1	100.4
Too far to travel, transport problems	*2.6	7.6	6.4	9.8	12.9	39.4	49.9
Language difficulties	*0.5	*1.2	*1.0	*2.8	16.5	22.2	105.2
Unsuitable hours	*4.0	4.6	*3.1	4.7	6.1	22.4	41.6
Difficulties with child-care, other family responsibilities	*3.6	*1.6	*1.7	*2.0	4.8	13.6	59.4
Other difficulties(b)	*1.6	7.2	4.6	5.2	9.7	28.3	47.6
No difficulties reported	18.0	9.4	*2.4	*1.8	*2.6	34.3	12.8
<b>Total</b>	<b>93.1</b>	<b>146.9</b>	<b>119.0</b>	<b>181.0</b>	<b>331.2</b>	<b>871.3</b>	<b>59.4</b>

(a) Excludes persons who had been stood down. (b) Includes persons who reported difficulties with ethnic background.

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

### 6.27 UNEMPLOYED PERSONS: ACTIVE STEPS TAKEN TO FIND WORK AND WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, JULY 1993 ('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	*1.8	*2.5	4.3	*0.4	*—	*0.4	*2.1	*2.5	4.7
Contacted prospective employers	456.4	189.4	645.8	10.0	26.3	36.4	466.4	215.8	682.2
Took other active steps	17.1	10.7	27.8	*2.2	*3.9	6.2	19.3	14.7	34.0
<b>Total</b>	<b>475.2</b>	<b>202.7</b>	<b>677.9</b>	<b>12.6</b>	<b>30.2</b>	<b>42.9</b>	<b>487.9</b>	<b>232.9</b>	<b>720.8</b>
Not registered with the CES and									
Contacted prospective employers	30.5	40.3	70.8	21.4	45.7	67.1	52.0	86.0	137.9
Took other active steps	*2.2	5.0	7.2	*2.3	*3.1	5.3	4.5	8.0	12.5
<b>Total</b>	<b>32.8</b>	<b>45.3</b>	<b>78.0</b>	<b>23.7</b>	<b>48.7</b>	<b>72.4</b>	<b>56.5</b>	<b>94.0</b>	<b>150.5</b>
<b>Total</b>	<b>508.0</b>	<b>248.0</b>	<b>756.0</b>	<b>36.3</b>	<b>79.0</b>	<b>115.3</b>	<b>544.3</b>	<b>327.0</b>	<b>871.3</b>

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.

**6.28 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)**

Whether job started was in preferred occupation	Age group (years)						Total
	15-19	20-24	25-34	35-44	45-54	>54	
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
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).



## The long-term unemployed

The number of long-term unemployed persons (that is, those unemployed for 52 weeks or more) in Australia trebled between August 1989 and August 1993, increasing from 108,200 to 337,700. In March 1993, the number of long-term unemployed reached an unprecedented peak of 370,900.

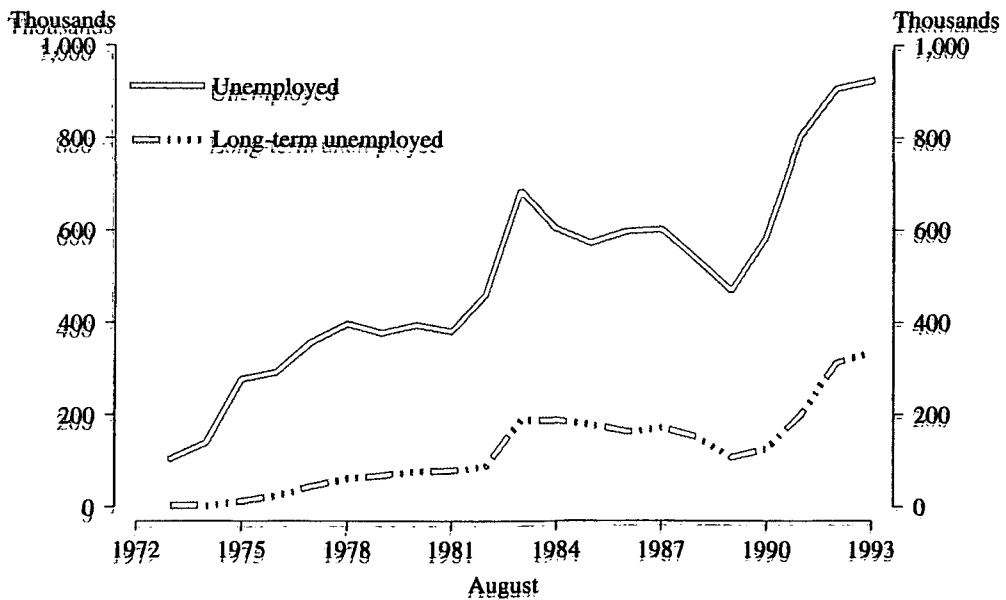
While the 1990-91 recession saw a dramatic increase in the number of long-term unemployed, the emergence and growth of long-term unemployment has been evident since the early 1970s. In August 1973, long-term unemployment represented 3.6 per cent of all unemployed persons. This proportion had increased to 36.5 per cent by August 1993.

Strong employment growth between 1983 and 1990 initially failed to make significant inroads into the number of long-term unemployed. A

large proportion of the employment growth went to new entrants and re-entrants to the labour force, especially women. It was only in the late 1980s, under the pressure of very strong employment growth, that the number of long-term unemployed decreased substantially. This fall in long-term unemployment was interrupted by the onset of the 1990-91 recession.

In August 1993, males had higher long-term unemployment rates than females across all age groups. For females, the long-term unemployment rate was highest for those aged 15 to 24 years. Young males also had high long-term unemployment rates, although the rate was highest for older males. Of unemployed males aged 45 years and over, almost 60 per cent were long-term unemployed.

### 6.29 UNEMPLOYED AND LONG-TERM UNEMPLOYED PERSONS AGED 15 YEARS AND OVER



Source: Australia's Long-term Unemployed: A Statistical Profile (6255.0).

The average duration of unemployment (the average length of the current spell of unemployment for all unemployed persons within a particular group) tended to increase with age for both unemployed and long-term unemployed males and females.

Overall, the average duration of unemployment for all unemployed persons was longer for males than for females, whereas the average duration of unemployment for the long-term unemployed was longer for females than for males.

In August 1993 there were 506,100 other family members living in the same households as the 337,700 long-term unemployed. Of these other family members, 248,000 were dependent children.

There were 135,000 married couple families that had at least one partner long-term unemployed in June 1993. Of these, 17,500 had both partners long-term unemployed. Both the husband and the wife had significantly higher long-term unemployment rates where their partner was long-term unemployed.

### 6.30 LONG-TERM UNEMPLOYED MARRIED COUPLE FAMILIES: NUMBER AND RATES HUSBANDS AND WIVES AGED 15 YEARS AND OVER, JUNE 1993

<i>Labour force status of partner</i>	<i>Husband</i>		<i>Wife</i>	
	'000	Rate (%)	'000	Rate (%)
Employed	18.2	1.0	20.0	1.1
Unemployed less than 12 months	7.4	8.9	3.8	7.3
Long-term unemployed	17.5	42.3	17.5	40.5
Not in the labour force	64.7	6.3	3.4	3.3
<b>Total</b>	<b>107.8</b>	<b>3.6</b>	<b>44.7</b>	<b>2.1</b>

Source: Australia's Long-term Unemployed: A Statistical Profile (6255.0).

There were 15,800 long-term unemployed sole parents in August 1993. The long-term unemployment rate for female sole parents was 6.0 per cent. This compares with a long-term unemployment rate of 2.4 per cent for wives with dependants. For male sole parents, the long-term unemployment rate was 9.7 per cent. However, male sole parents represented only 11.5 per cent of all sole parents.

In August 1993, Tasmania (5.4%) and Victoria (5.2%) were the States with the highest long-term unemployment rates. These high long-term unemployment rates were evident in both Melbourne and Hobart as well as throughout the remainder of these States. In contrast, while the long-term unemployment rate was below the national average in Sydney (3.0%), the remainder of New South Wales experienced a long-term unemployment rate (5.2%) similar to Victoria and Tasmania. The

long-term unemployment rate in Adelaide (4.6%) was also well above the national average of 3.9 per cent, although the rest of South Australia experienced a rate of only 2.2 per cent.

In August 1993, the highest regional long-term unemployment rates were experienced throughout most of Victoria and Tasmania, and along the coastal areas of northern New South Wales and the south-eastern regions of Queensland.

In February 1993, long-term unemployment rates were significantly higher among people without post-school qualifications than for those who had them. People who had not completed the highest level of secondary school had the highest long-term unemployment rate (6.5%).

**6.31 UNEMPLOYMENT AND LONG-TERM UNEMPLOYMENT RATES FOR PERSONS  
AGED 15 TO 69: EDUCATIONAL ATTAINMENT, FEBRUARY 1993**  
(per cent)

	<i>Unemployment rate</i>	<i>Long-term unemployment rate</i>
<b>MALES</b>		
With post-school qualifications	8.8	3.1
Without post-school qualifications	16.6	7.0
<b>Total</b>	<b>12.7</b>	<b>4.9</b>
<b>FEMALES</b>		
With post-school qualifications	9.6	2.7
Without post-school qualifications	12.5	3.6
<b>Total</b>	<b>11.4</b>	<b>3.2</b>
<b>PERSONS</b>		
With post-school qualifications	9.1	2.9
Without post-school qualifications	14.8	5.5
<b>Total</b>	<b>12.1</b>	<b>4.2</b>

Source: Australia's Long-term Unemployed: A Statistical Profile (6255.0).

Over the last decade, the proportion of long-term unemployed people with post-school qualifications increased from 21.1 per cent to 36.1 per cent. This increase coincided with an increase in the proportion of the labour force

with post-school qualifications. However, the increase in the proportion of long-term unemployed people with post-school qualifications has been much greater, primarily since the onset of the 1990-91 recession.

**6.32 UNEMPLOYMENT AND LONG-TERM UNEMPLOYMENT RATES FOR PERSONS  
AGED 15 YEARS AND OVER: BIRTHPLACE, AUGUST 1993**  
(per cent)

	<i>Unemployment rate</i>	<i>Long-term unemployment rate</i>
Australia	10.0	3.4
Main English-speaking background countries(a)	9.2	2.9
Non-English-speaking background countries	16.0	7.3
<b>Total</b>	<b>10.7</b>	<b>3.9</b>

(a) Comprises the United Kingdom, Ireland, Canada, South Africa, United States of America and New Zealand.

Source: Australia's Long-term Unemployed: A Statistical Profile (6255.0).

In August 1993, migrants from other than main English-speaking background countries experienced a higher long-term unemployment rate than either people born in Australia or migrants from main English-speaking background countries.

Recent arrivals have much higher unemployment and long-term unemployment rates, but these rates decrease as their period of residence increases. In fact, migrants who arrived since the onset of the 1990-91

recession had an extremely high unemployment rate (32.2%) and long-term unemployment rate (11.0%).

In May 1994 the Commonwealth Government handed down a White Paper, *Working Nation* which detailed a plan of action designed to restore full employment to Australia, with a particular focus on the long-term unemployed. Information on these initiatives is contained in the section, Government Employment and Training Programs, at the end of this chapter.

## 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 peaked at 72,500 in February 1989 and then fell rapidly to a low of 24,300 in May 1992. The number of job vacancies has increased from that point to the current level of 45,900 in February 1994.

### 6.33 JOB VACANCIES (<sup>'000</sup>)

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
February 1989	26.6	21.2	10.0	2.5	7.4	1.3	1.0	2.5	72.5
February 1990	24.3	15.5	7.7	4.1	4.5	1.2	1.0	2.6	60.9
February 1991	11.9	4.0	6.2	1.9	2.1	0.7	0.5	1.7	29.0
February 1992	10.6	6.7	5.3	1.5	1.4	0.6	0.4	1.2	27.6
February 1993	10.0	7.3	4.9	1.4	4.3	0.4	0.5	1.0	29.8
February 1994	18.1	11.3	6.4	2.7	4.7	0.8	0.4	1.5	45.9

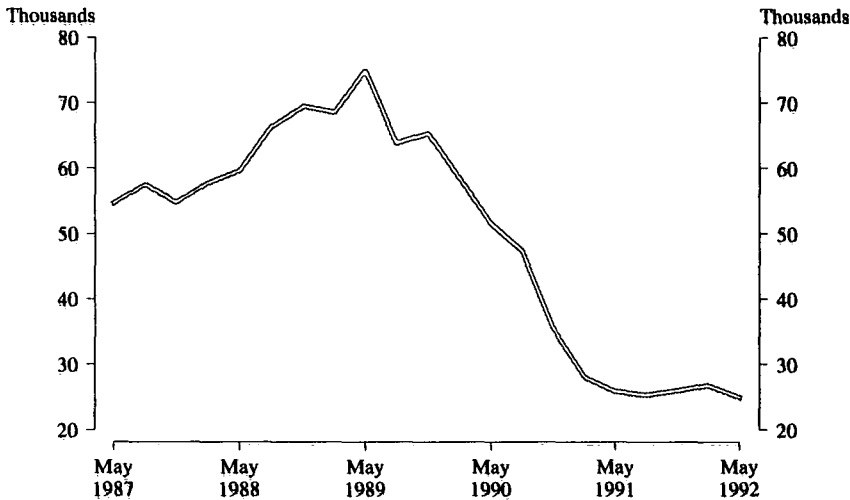
Source: *Job Vacancies and Overtime, Australia (6354.0)*.

### 6.34 JOB VACANCY RATES(a) (per cent)

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
February 1989	1.2	1.3	1.2	0.5	1.5	0.9	1.7	1.9	1.2
February 1990	1.2	1.0	0.9	0.9	0.9	0.8	1.8	2.2	1.1
February 1991	0.6	0.3	0.7	0.4	0.5	0.5	0.9	1.5	0.5
February 1992	0.5	0.4	0.6	0.3	0.2	0.4	0.6	0.9	0.5
February 1993	0.5	0.5	0.5	0.3	0.8	0.3	0.8	0.8	0.5
February 1994	0.9	0.7	0.7	0.6	0.9	0.6	0.7	1.1	0.8

(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)*.

**6.35 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 the reference week of a labour survey, are neither employed nor unemployed — see diagram 6.1. 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 3.8 million persons aged 15 to 69 years not in the labour force at September 1993, 24 per cent reported marginal attachment to the labour force and therefore were potential participants in it. An estimated

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

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

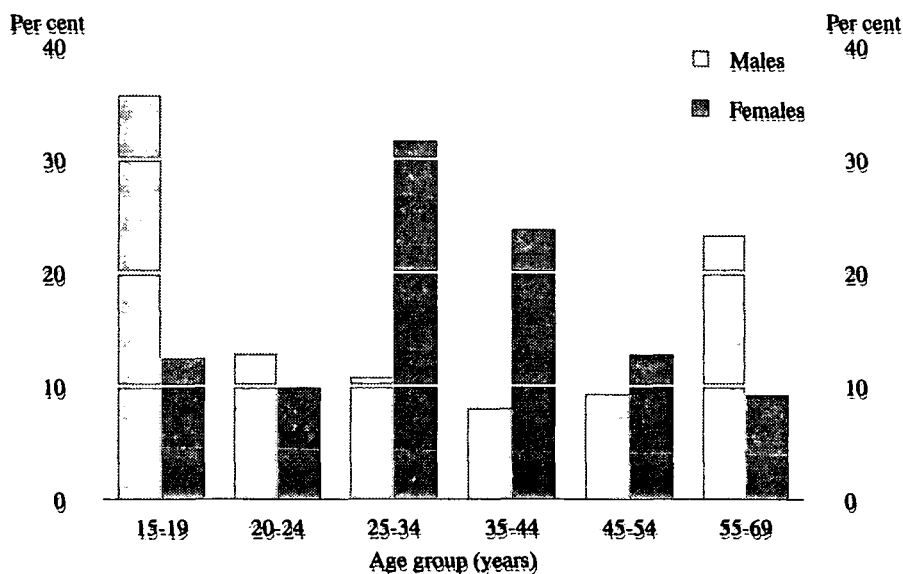
In September 1993 there were 147,400 discouraged jobseekers — similar to the level of 145,600 in September 1992.

**6.36 CIVILIAN POPULATION AGED 15 TO 69: LABOUR FORCE STATUS ('000)**

	September 1989	September 1990	September 1991	September 1992	September 1993
Persons in the labour force	8,316.3	8,514.2	8,591.5	8,647.5	8,744.6
Persons not in the labour force	3,567.1	3,550.1	3,643.9	3,738.1	3,756.4
With marginal attachment to the labour force	708.4	752.5	819.3	846.4	907.8
Wanted to work and were actively looking for work	55.3	57.6	46.7	59.1	58.3
Were available to start work within four weeks	27.7	31.5	24.2	33.8	34.8
Were not available to start work within four weeks	27.6	26.1	22.5	25.3	23.5
Wanted to work but were not actively looking for work and were available to start work within four weeks	653.1	694.9	772.7	787.3	849.5
Discouraged jobseekers	76.1	100.9	138.2	145.6	147.4
Other	577.0	594.1	634.5	641.7	702.0
Without marginal attachment to the labour force	2,858.7	2,797.6	2,824.6	2,891.7	2,848.7
<b>Civilian population aged 15 to 69</b>	<b>11,883.4</b>	<b>12,064.3</b>	<b>12,235.4</b>	<b>12,385.7</b>	<b>12,501.0</b>

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

**6.37 PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE, AGE AND SEX, SEPTEMBER 1993**



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

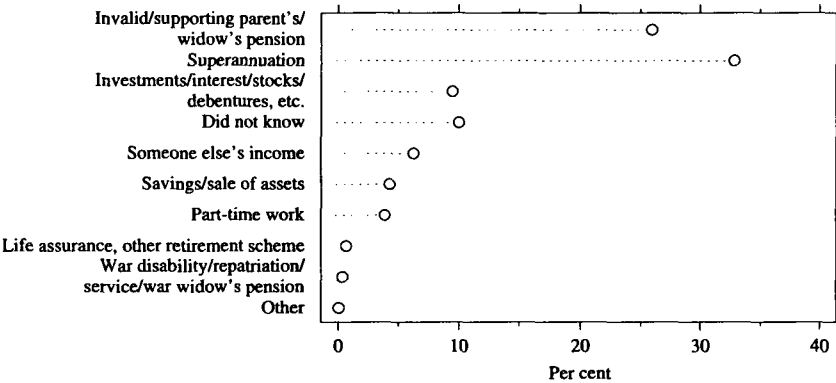
RETIREMENT AND RETIREMENT INTENTIONS

In October 1992 the Australian population included 5,235,400 persons aged 45 and over. Of these, 2,800,100 (53%) had retired from full-time work and 1,740,400 (33%) intended to retire from full-time work. A further 455,000 persons (9%) had never worked full time and did not intend to work full time and

234,600 (4%) who were working did not intend to retire from full-time work.

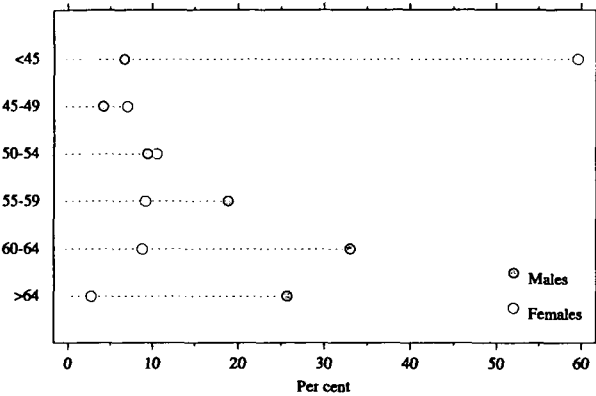
Of the 1,740,400 persons aged 45 and over who intended to retire from full-time work, 39 per cent of males and 22 per cent of females expected superannuation or life assurance to be their main source of income. A pension or benefit was expected to be the main source of income for 27 per cent of males and 29 per cent of females.

6.38 PERSONS AGED 45 AND OVER WHO INTENDED TO RETIRE FROM FULL-TIME WORK  
EXPECTED MAIN SOURCE OF INCOME AT RETIREMENT, OCTOBER 1992



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

6.39 PERSONS AGED 45 AND OVER WHO HAD RETIRED FROM FULL-TIME WORK  
AGE AT RETIREMENT BY SEX, OCTOBER 1992



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

**6.40 PERSONS AGED 45 AND OVER(a): RETIREMENT STATUS, OCTOBER 1992**  
(’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(a)</i>
Age group (years)					
45-49	269.5	755.7	68.9	35.7	1,130.6
50-54	265.8	496.6	60.4	40.8	864.2
55-59	339.2	306.0	46.2	42.2	735.3
60-64	462.0	152.9	28.9	57.3	702.2
65-69	544.6	22.4	18.0	71.0	656.8
>69	918.9	6.8	12.1	208.1	1,146.2
<b>Total</b>	<b>2,800.1</b>	<b>1,740.4</b>	<b>234.6</b>	<b>455.1</b>	<b>5,235.4</b>
Marital status					
Married	1,948.8	1,393.8	179.9	260.5	3,786.2
Not-married	851.2	346.6	54.7	194.6	1,449.2
<b>Total</b>	<b>2,800.1</b>	<b>1,740.4</b>	<b>234.6</b>	<b>455.1</b>	<b>5,235.4</b>
Birthplace					
Born in Australia	1,978.9	1,121.6	156.4	279.6	3,539.8
Born outside Australia	821.1	618.8	78.1	175.5	1,695.6
Born in main English-speaking countries	366.7	269.2	26.1	35.1	697.6
Born in other countries	454.4	349.6	52.0	140.4	998.0
<b>Total</b>	<b>2,800.1</b>	<b>1,740.4</b>	<b>234.6</b>	<b>455.1</b>	<b>5,235.4</b>
Males	1,121.3	1,224.4	183.2	21.1	2,553.8
Females	1,678.8	516.0	51.3	434.0	2,681.5
<b>Persons</b>	<b>2,800.1</b>	<b>1,740.4</b>	<b>234.6</b>	<b>455.1</b>	<b>5,235.4</b>

(a) Includes a small number of persons whose retirement status could not be determined.

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

**6.41 PERSONS AGED 45 AND OVER WHO HAD RETIRED OR INTENDED TO RETIRE(a):  
SOURCE OF INCOME IN RETIREMENT, OCTOBER 1992**  
(’000)

<i>Main/expected main source of income at retirement</i>	<i>Had retired</i>	<i>Intended to retire</i>	<i>Total</i>
Superannuation	195.7	574.2	769.9
Life assurance, other retirement schemes	9.1	16.5	25.6
Invalid, age, sole parent's, widow's pension	510.0	456.5	966.5
War disability, repatriation, service, war widow's pension	134.6	9.6	144.2
Sickness, special and other benefits	115.8	14.0	129.7
Rent, farm, business, property	50.0	54.2	104.2
Investments, interest, stocks, debentures, etc.	195.4	169.4	364.7
Savings, sale of assets	123.7	79.0	202.7
Part-time work	80.4	71.7	152.1
Someone else's income	271.1	112.4	383.5
Accumulated leave, compensation	12.2	*1.4	13.6
Other	18.9	4.0	23.0
Not asked	1,083.2	177.5	1,260.8
<b>Total</b>	<b>2,800.1</b>	<b>1,740.4</b>	<b>4,540.5</b>

(a) Includes a small number of persons whose retirement status could not be determined.

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 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.
- In December 1993, an \$8.00 increase was granted to all workers covered by minimum rates awards who have not entered into the enterprise bargaining process.

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 Federal Industrial Relations Commission.

Since this date all States have introduced their own forms of legislation allowing enterprise bargaining in a variety of ways and covering numerous issues. Federal legislation was further amended to better allow enterprise bargaining in non-unionised workplaces from the end of March 1994.

### Award rates of pay indexes

The award rates of pay indexes are based on a representative sample of award classifications, 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 award rates of pay for each component of the series are expressed as index numbers based on June 1985 = 100.0. Wage variations from enterprise bargaining awards and agreements are generally excluded from award rates of pay indexes.

Table 6.42 shows changes in the index for full-time adult males and females by industry as at June 1991 to 1993. In the 12 months to June 1993, the index rose by 0.8 per cent for full-time adult males and 0.9 per cent for full-time adult females.

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

Industry	Males			Females		
	1991	1992	1993	1991	1992	1993
Mining	137.7	139.7	140.0	..	..	..
Manufacturing	135.7	140.3	141.5	138.9	143.2	144.6
Food, beverages, tobacco	133.8	138.0	138.9	134.3	138.2	138.7
Textiles; Clothing, and footwear	144.9	149.6	151.5	145.0	149.1	151.9
Metal products, machinery and equipment	135.7	139.8	141.2	132.4	141.9	142.9
Basic metal products	133.1	137.8	138.9	..	..	..
Fabricated metal products; Other machinery and equipment	137.6	142.2	143.2	..	..	..
Transport equipment	133.8	138.1	140.2	..	..	..
Other manufacturing(a)	138.8	143.9	144.9	140.2	145.2	145.9
Construction	132.4	136.0	136.7	..	..	..
Wholesale and retail trade	135.7	142.7	143.8	135.2	141.4	143.0
Wholesale trade	135.0	140.4	141.6	134.8	139.6	140.7
Retail trade	136.3	144.8	145.8	135.4	142.3	144.2
Finance, property and business services	129.8	135.0	136.6	131.3	135.7	137.1
Community services	132.5	137.1	138.4	137.1	141.4	142.2
<b>Total all industries(b)</b>	<b>133.4</b>	<b>137.9</b>	<b>139.0</b>	<b>135.6</b>	<b>140.1</b>	<b>141.4</b>

(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).

### 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 6.43 shows the average weekly ordinary time earnings (AWOTE) of both males and female employed wage and salary earners over

the six years ending November 1988 to November 1993. For males the AWOTE increased by 25.1 per cent from \$512.70 to \$641.20 over this period and for females by 25.8 per cent from \$426.80 to \$537.00. The slightly higher growth in AWOTE for females has resulted in the ratio of female to male AWOTE increasing from 83.2 per cent to 83.7 per cent over the six years to November 1993.

### 6.43 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
1988 — November	512.7	558.9	505.2	426.8	439.6	328.7	484.9	520.2	430.1
1989 — November	547.0	595.9	540.0	454.5	467.6	349.3	516.6	553.8	457.2
1990 — November	589.2	635.8	578.2	488.9	501.2	377.9	555.6	590.6	490.6
1991 — November	612.2	654.2	589.7	514.8	527.4	393.2	578.8	610.7	501.3
1992 — November	623.9	670.3	599.5	520.7	532.9	395.8	586.8	621.0	504.1
1993 — November	641.2	692.8	619.0	537.0	550.8	408.6	604.2	642.5	521.5

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 by occupation groups, industries and sectors provide an additional perspective on earnings.

Table 6.44 shows the distribution of average weekly earnings across different occupations and categories of employees in May 1993. The highest weekly total earnings for full-time adult employees were recorded in the following major occupation groups: Managers and administrators (males \$929.20, females \$708.40); Professionals (males \$866.20, females \$707.00); and Para-professionals (males \$738.80, females \$666.60).

### 6.44 AVERAGE WEEKLY TOTAL EARNINGS, MAJOR OCCUPATION GROUPS, BY CATEGORY OF EMPLOYEE, MAY 1993 (\$)

Full-time employees									
Occupation	Managerial		Non-managerial		Total			Part-time employees	All employees
	Adult	Adult	Junior	Total	Adult	Junior	Total		
	MALES								
Managers & administrators	936.80	783.00	*—	783.00	929.20	*—	929.20	290.20	921.20
Professionals	1,032.30	797.70	288.60	795.30	866.20	288.60	864.30	331.80	804.30
Para-professionals	865.30	723.90	370.30	720.60	738.80	370.30	735.70	272.40	705.20
Tradespersons	537.30	616.20	306.60	580.30	610.20	306.60	577.40	245.40	565.30
Clerks	683.30	591.80	312.80	582.10	602.60	312.80	593.60	237.50	560.30
Salespersons & personal service workers	679.70	572.40	306.40	557.30	595.40	306.40	582.30	158.80	464.20
Plant & machine operators, & drivers	529.80	663.70	340.10	661.60	660.20	340.10	658.10	176.70	623.70
Labourers & related workers	610.10	538.70	282.90	524.80	540.20	282.90	526.60	181.10	446.00
Total	876.20	639.60	304.30	622.90	689.80	304.30	674.50	209.40	621.30

... continued

**6.44 AVERAGE WEEKLY TOTAL EARNINGS, MAJOR OCCUPATION GROUPS, BY CATEGORY OF EMPLOYEE, MAY 1993 — continued**

Occupation	Full-time employees							Part-time employees	All employees
	Managerial	Non-managerial			Total				
	Adult	Adult	Junior	Total	Adult	Junior	Total		
FEMALES									
Managers & administrators	709.60	691.70	*—	691.70	708.40	*—	708.40	289.30	665.10
Professionals	774.70	696.90	340.30	695.70	707.00	340.30	706.00	312.50	581.00
Para-professionals	750.30	661.30	304.00	658.70	666.60	304.00	664.00	368.60	537.10
Tradespersons	387.80	458.90	253.10	413.30	455.70	253.10	412.40	229.60	360.20
Clerks	504.20	504.30	298.90	490.40	504.30	298.90	491.40	254.30	421.10
Salespersons & personal service workers	561.30	471.90	291.00	448.30	478.40	291.00	455.60	191.40	291.40
Plant & machine operators, & drivers	*—	435.00	331.70	431.90	435.00	331.70	431.90	204.80	388.10
Labourers & related workers	497.80	440.90	299.40	437.30	441.10	299.40	437.50	206.50	301.60
Total	653.70	540.00	290.60	524.50	553.10	290.60	538.60	239.90	414.60
PERSONS									
Managers & administrators	895.40	761.70	*—	761.70	888.40	*—	888.40	289.60	870.00
Professionals	970.00	750.50	307.50	748.80	799.80	307.50	798.30	317.80	696.70
Para-professionals	838.60	701.10	349.50	698.10	713.40	349.50	710.50	354.40	626.10
Tradespersons	530.30	603.60	298.10	565.20	598.20	298.10	563.00	237.50	541.90
Clerks	578.00	531.20	301.40	518.00	535.40	301.40	523.10	252.70	457.10
Salespersons & personal service workers	651.90	520.50	295.20	498.80	539.90	295.20	519.50	185.10	351.50
Plant & machine operators, & drivers	529.80	636.60	336.80	633.80	634.10	336.80	631.40	185.00	592.20
Labourers & related workers	605.00	513.10	285.20	502.40	514.60	285.20	504.00	196.70	390.10
Total	824.70	601.50	298.30	585.00	641.20	298.30	625.70	232.40	526.40

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

Table 6.45 presents the components of average weekly earnings and hours for full-time adult non-managerial employees, by industry and sector.

In 1993, payment by measured result, over-award pay and overtime were more significant for full-time adult non-managerial males than females, as a percentage of total weekly earnings.

Payment by measured result was most predominant in the Mining industry (males \$126.60, females \$46.60). Male employees in the Manufacturing industry, and female employees in the Finance, property and

business industry received higher average over-award pay (\$20.00 and \$14.00, respectively) than employees in any other industry. Significant amounts of overtime earnings were recorded for full-time adult non-managerial males in the Mining, Transport and storage, and Construction industries (\$160.40, \$103.70 and \$99.00, respectively). Overtime payments to females were highest in the Transport and storage industry (\$33.90).

In May 1993, females in the private sector earned 80.6 per cent, on average, of their male counterparts' total weekly earnings. In the public sector, female employees received 90.2 per cent of total male earnings.

**6.45 COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, BY INDUSTRY AND SECTOR, MAY 1993**

Average weekly total earnings (\$)									
Average weekly ordinary time earnings						Average weekly total hours paid for			
	Award or base rate of pay	Payment by measured result	Over- award pay	Total ordinary time	Overtime	Total	Ordinary time	Over- time	Total
MALES									
Industry									
Mining	725.40	126.60	*13.80	865.80	160.40	1,026.20	38.4	6.5	44.9
Manufacturing	496.70	9.00	20.00	525.70	85.60	611.30	37.9	4.0	41.9
Electricity, gas & water	614.00	*0.90	1.30	616.20	61.50	677.70	37.0	2.5	39.5
Construction	564.40	*3.10	5.90	573.40	99.00	672.40	37.9	4.3	42.1
Wholesale trade	505.60	*9.30	19.30	534.10	43.10	577.20	38.5	2.0	40.5
Retail trade	429.90	*20.70	17.60	468.30	31.70	500.00	38.5	1.8	40.2
Transport & storage	567.80	*8.30	*5.40	581.50	103.70	685.30	38.5	4.6	43.1
Communication	606.70	*2.10	—	608.80	69.30	678.20	36.6	2.6	39.2
Finance, property & business services	572.90	*9.90	8.20	591.00	30.40	621.50	38.2	1.4	39.6
Public administration & defence	572.60	—	2.70	575.20	33.20	608.50	37.5	1.5	38.9
Community services	656.20	*0.20	3.10	659.50	30.70	690.20	37.5	1.1	38.6
Recreation, personal & other services	533.10	*5.10	8.30	546.50	22.30	568.90	38.9	1.1	40.0
Sector									
Private	522.60	14.50	15.00	552.10	69.50	621.70	38.2	3.2	41.5
Public	622.10	1.70	*2.00	625.80	47.40	673.20	37.3	1.9	39.2
Total	557.20	10.00	10.50	577.80	61.80	639.60	37.9	2.7	40.7
FEMALES									
Industry									
Mining	630.10	46.60	*7.80	684.50	30.60	715.10	38.8	*1.6	40.4
Manufacturing	441.60	5.10	11.20	458.00	28.10	486.10	37.7	1.5	39.3
Electricity, gas & water	539.60	*0.40	*1.20	541.20	*17.90	559.10	36.4	*0.8	37.3
Construction	457.30	*0.30	*3.60	461.20	*11.20	472.40	38.2	*0.6	38.7
Wholesale trade	462.70	*4.70	10.30	477.70	17.10	494.80	38.1	0.9	39.1
Retail trade	403.60	*1.60	4.70	409.90	13.20	423.00	37.9	0.8	38.7
Transport & storage	522.90	*2.00	*1.90	526.80	33.90	560.70	37.9	1.6	39.5
Communication	543.20	*4.00	*0.30	547.50	30.80	578.40	36.1	1.4	37.5
Finance, property & business services	496.20	*2.20	14.00	512.40	10.00	522.40	37.6	0.5	38.1
Public administration & defence	559.00	—	*0.70	559.70	10.00	569.70	36.8	0.4	37.2
Community services	592.90	*0.20	2.20	595.30	7.40	602.60	37.3	0.3	37.5
Recreation, personal & other services	458.30	*0.30	6.40	465.00	14.50	479.60	38.5	0.8	39.2
Sector									
Private	473.50	2.80	9.60	485.90	15.00	500.90	37.9	0.8	38.6
Public	595.40	*0.30	*0.40	596.10	10.80	607.00	37.0	0.4	37.4
Total	518.40	1.90	6.20	526.50	13.50	540.00	37.5	0.7	38.2

... continued

**6.45 COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, BY INDUSTRY AND SECTOR, MAY 1993 — continued**

	Average weekly total earnings (\$)								
	Average weekly ordinary time earnings						Average weekly total hours paid for		
	Award or base rate of pay	Payment by measured result	Over- award pay	Total ordinary time	Overtime	Total	Ordinary time	Over- time	Total
PERSONS									
Industry									
Mining	717.50	120.00	13.30	850.80	149.70	1,000.50	38.5	6.1	44.5
Manufacturing	482.60	8.00	17.70	508.30	70.80	579.10	37.8	3.4	41.2
Electricity, gas & water	606.10	*0.90	1.30	608.30	56.90	665.10	36.9	2.3	39.3
Construction	551.90	*2.80	5.60	560.30	88.70	649.00	37.9	3.8	41.7
Wholesale trade	493.10	*7.90	16.60	517.60	35.50	553.10	38.4	1.7	40.1
Retail trade	419.00	*12.80	12.20	444.00	24.00	467.90	38.2	1.4	39.6
Transport & storage	560.60	*7.30	*4.90	572.80	92.50	665.30	38.4	4.1	42.5
Communication	590.40	*2.60	*0.10	593.10	59.50	652.50	36.5	2.3	38.8
Finance, property & business services	529.30	*5.60	11.50	546.40	18.80	565.20	37.9	0.9	38.8
Public administration & defence	567.50	*—	1.90	569.40	24.50	594.00	37.2	1.1	38.3
Community services	619.30	*0.20	2.60	622.00	17.10	639.10	37.4	0.6	38.0
Recreation, personal & other services	495.80	*2.70	7.40	505.80	18.40	524.20	38.7	0.9	39.6
Sector									
Private	504.20	10.10	13.00	527.30	49.10	576.40	38.1	2.3	40.4
Public	611.50	1.20	*1.40	614.00	32.90	646.90	37.2	1.3	38.5
Total	542.40	6.90	8.90	558.20	43.30	601.50	37.8	1.9	39.7

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 has

remained about 96–97 per cent each year since 1988.

The non-wage benefits most widely available to employees are leave benefits and superannuation (table 6.46). 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% in 1992 and 92% in 1993 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 6.47) and by occupation (table 6.48), and a comparison of selected benefits received in the public and private sectors (graph 6.49).

**6.46 EMPLOYEES IN MAIN JOB(a): TYPE OF BENEFIT RECEIVED AND PROPORTION OF FULL-TIME AND PART-TIME EMPLOYEES RECEIVING THEM (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

(a) Excluding those attending school.

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

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

	Weekly earnings in main job (\$)							Total
	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	
<b>Total</b>	<b>78.5</b>	<b>473.2</b>	<b>1,604.5</b>	<b>1,343.8</b>	<b>645.6</b>	<b>295.8</b>	<b>325.9</b>	<b>4,767.4</b>
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	228.0	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

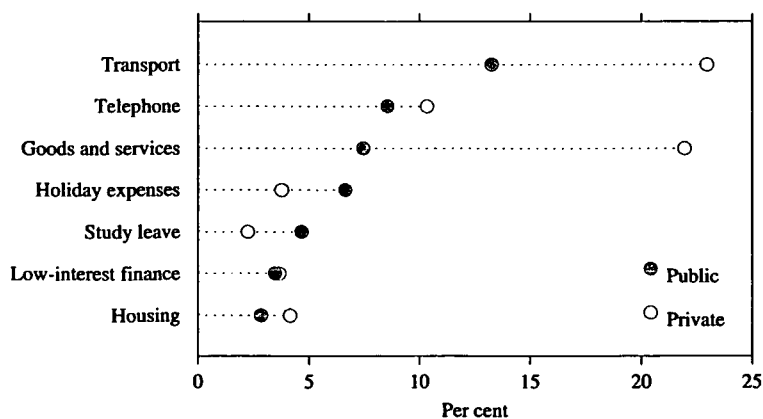
Source: *Employment Benefits, Australia* (6334.0).

**6.48 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	
<b>Total</b>	<b>424.8</b>	<b>758.1</b>	<b>343.0</b>	<b>805.6</b>	<b>860.2</b>	<b>502.5</b>	<b>412.4</b>	<b>660.8</b>	<b>4,767.4</b>
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).*

**6.49 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 (a biennial survey from 1991-92), 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.

Table 6.50 shows details of superannuation costs in the private sector by industry. These costs have increased 84 per cent over the period 1986-87 to 1991-92 to be \$1,196 per employee. Superannuation costs per employee vary considerably between industries, reflecting differences in the mix of occupations and employment conditions. In the Mining industry superannuation costs are nearly five times the costs in the Recreational, personal and other services industry.

Table 6.51 shows the growth in the percentage of employees covered by superannuation in each industry up to 1991-92. Since the introduction of productivity (or award) superannuation the percentage covered has grown from 44 per cent to 77 per cent. This figure is expected to increase further with the introduction of the Superannuation Guarantee Charge from 1 July 1992.

6.50 SUPERANNUATION: COST TO EMPLOYERS, PRIVATE SECTOR

	Mining	Manufac- turing	Elect- ricity, gas and water	Con- struc- tion	Whole- sale and retail trade	Transport, storage and commu- nication	Finance, property and business services	Public admin- istration and defence	Com- munity services	Recre- ation, personal and other services	Total
TOTAL COST TO EMPLOYERS (\$ million)											
1986-87	124	666	9	158	491	119	640	..	233	*57	2,497
1987-88	114	732	12	226	563	112	830	..	283	*98	2,969
1988-89	133	813	11	263	645	110	612	..	328	99	3,014
1989-90	132	995	5	389	745	139	843	..	365	135	3,747
1990-91	166	1,089	9	328	879	166	1,172	..	443	200	4,452
1991-92	166	1,125	8	351	921	190	1,358	..	525	205	4,849
COST TO EMPLOYERS PER EMPLOYEE (\$)											
1986-87	1,551	668	1,568	792	464	775	1,038	..	554	*185	650
1987-88	1,546	736	1,964	1,012	494	748	1,334	..	592	*190	707
1988-89	1,775	785	2,086	1,015	533	740	925	..	668	227	697
1989-90	1,902	997	2,201	1,530	605	847	1,290	..	815	308	880
1990-91	2,336	1,169	2,611	1,534	755	996	1,770	..	987	524	1,101
1991-92	2,603	1,295	2,763	1,734	793	1,081	1,928	..	1,055	542	1,196

Source: Labour Costs, Australia (6348.0).

**6.51 SUPERANNUATION: EMPLOYEES COVERED, PRIVATE AND PUBLIC SECTORS  
(per cent)**

	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
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	79.6	59.3	89.4	79.8	29.9	66.7
1990-91	86.6	84.7	95.7	72.9	60.0	85.1	71.3	93.7	84.8	48.3	75.5
1991-92	92.1	87.2	98.4	75.9	63.3	86.5	74.2	94.9	84.3	50.7	77.4

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

Table 6.52 shows that, of those persons employed in November 1993, 6,145,500 (or 80%) 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 89 per cent compared with 55 per cent of employers and 36 per cent of self-employed persons.

The Para-professionals occupation group had the highest level of coverage (93%), followed by Professionals (87%). The occupation groups with the lowest levels of superannuation coverage were Managers and administrators (70%) and Salespersons and personal service workers (72%). Males recorded higher levels of superannuation coverage than females across all occupation groups.

Table 6.53 shows that some 93 per cent of full-time employees were covered by superannuation compared with 71 per cent of part-time employees. Some 95 per cent of permanent employees were covered by superannuation compared with 64 per cent of casual employees.

An estimated 96 per cent of employees who belonged to a trade union were covered by superannuation. In contrast, 84 per cent of employees who did not belong to a trade union were covered.

As shown in table 6.54 for those employees making personal contributions, superannuation was expected to be the main source of income after retirement for 42 per cent of the 888,300 employees aged 45 to 74 personally contributing to superannuation schemes. A further 21 per cent expected a government pension to be their main source of income. Fewer part-time employees (20%) compared with full-time employees who contribute personally to a superannuation scheme (44%) 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, 11 per cent nominated superannuation as their expected main income compared with 54 per cent of employees earning \$600 or more per week.

**6.52 SUPERANNUATION: COVERAGE OF EMPLOYED PERSONS AGED 15 TO 74, BY STATUS OF WORKER AND OCCUPATION, NOVEMBER 1993**  
(<sup>'000</sup>)

	Covered			Not covered			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<b>Status of worker</b>									
Employers	140.7	42.4	183.0	91.4	58.3	149.6	232.0	100.6	332.6
Self-employed	244.7	62.5	307.1	327.0	208.2	535.3	571.7	270.7	842.4
Employees	3,238.1	2,412.0	5,650.1	341.7	392.4	734.0	3,579.7	2,804.4	6,384.1
Payment in kind/unpaid family helpers	*1.6	*3.7	*5.3	32.1	41.7	73.8	33.7	45.4	79.1
<b>Occupation</b>									
Managers and administrators	493.2	134.6	627.8	171.7	103.8	275.5	664.9	238.4	903.3
Professionals	525.6	402.9	928.5	78.7	62.2	140.9	604.3	465.1	1,069.5
Para-professionals	232.7	211.1	443.8	15.5	16.6	32.1	248.2	227.7	475.9
Tradespersons	879.1	75.7	954.8	180.0	37.2	217.2	1,059.1	112.9	1,172.0
Clerks	258.7	855.5	1,114.2	18.0	153.5	171.5	276.7	1,009.0	1,285.7
Salespersons & personal service workers	304.9	497.6	802.5	103.0	204.6	307.6	407.9	702.2	1,110.1
Plant and machine operators and drivers	394.5	64.7	459.2	70.9	21.9	92.9	465.4	86.6	552.1
Labourers and related workers	536.4	278.3	814.7	154.2	100.7	255.0	690.7	379.0	1,069.7
<b>Total</b>	<b>3,625.0</b>	<b>2,520.5</b>	<b>6,145.5</b>	<b>792.1</b>	<b>700.6</b>	<b>1,492.7</b>	<b>4,417.1</b>	<b>3,221.1</b>	<b>7,638.2</b>

Source: Superannuation, Australia (6319.0).

**6.53 SUPERANNUATION: COVERAGE OF EMPLOYEES AGED 15 TO 74, BY SELECTED CHARACTERISTICS, NOVEMBER 1993**  
(<sup>'000</sup>)

	Covered			Not covered			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<b>Usual gross weekly pay in current job (\$)</b>									
Under 200	86.2	287.1	373.3	110.8	215.5	326.3	196.9	502.6	699.5
200 and under 240	48.5	117.3	165.8	19.7	30.7	50.5	68.2	148.1	216.3
240 and under 280	64.7	142.2	206.9	18.1	23.8	42.0	82.8	166.0	248.8
280 and under 320	80.6	147.0	227.6	18.6	23.8	42.4	99.2	170.7	269.9
320 and under 360	137.6	181.2	318.8	19.9	21.0	40.8	157.4	202.1	359.6
360 and under 400	201.5	212.3	413.8	24.2	17.9	42.2	225.7	230.3	456.0
400 and under 440	287.5	211.3	498.7	23.3	17.6	41.0	310.8	228.9	539.7
440 and under 480	239.9	187.6	427.5	15.1	9.4	24.5	255.0	197.0	452.0
480 and under 520	274.2	191.6	465.8	16.0	7.7	23.7	290.3	199.3	489.6
520 and under 560	222.4	128.3	350.7	13.5	*4.6	18.1	235.9	132.9	368.8
560 and under 600	180.4	92.1	272.4	8.7	*3.0	11.7	189.0	95.0	284.1
600 and under 640	187.6	99.4	287.0	8.6	*2.4	11.0	196.2	101.8	298.0
640 and under 680	148.7	78.2	226.9	*3.6	*2.0	*5.6	152.3	80.2	232.5
680 and under 720	141.8	60.1	201.9	*5.8	*0.9	*6.7	147.6	61.0	208.5
720 and under 760	106.1	58.5	164.6	*3.3	*1.1	*4.3	109.4	59.6	169.0
760 and under 800	113.3	47.7	161.0	*3.3	*1.6	*4.9	116.6	49.3	165.9

... continued

**6.53 SUPERANNUATION: COVERAGE OF EMPLOYEES AGED 15 TO 74, BY SELECTED CHARACTERISTICS, NOVEMBER 1993 — continued**  
(<sup>'000</sup>)

	Covered			Not covered			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
800 and under 840	106.2	44.4	150.6	*2.2	*0.9	*3.1	108.3	45.3	153.6
840 and under 880	79.0	19.0	98.0	*2.0	*0.3	*2.3	81.0	19.3	100.4
880 and under 920	56.3	16.7	73.0	*2.0	*—	*2.0	58.3	16.7	75.0
920 and under 960	53.3	11.4	64.6	*0.9	*—	*0.9	54.1	11.4	65.5
960 and under 1,000	65.7	12.2	77.9	*1.8	*0.9	*2.7	67.5	13.2	80.7
1,000 and under 1,040	70.7	12.3	83.0	*2.7	*0.2	*2.9	73.4	12.5	85.9
1,040 and under 1,080	65.8	8.4	74.2	*1.2	*0.2	*1.4	67.0	8.6	75.6
1,080 and over	154.9	16.2	171.1	*6.0	*0.9	*6.9	160.9	17.1	178.0
Did not know	65.4	29.6	95.0	10.4	*5.9	16.4	75.8	35.6	111.4
Status ( <sup>'000</sup> )									
Full-time	3,088.9	1,602.7	4,691.6	228.0	113.4	341.4	3,316.9	1,716.1	5,033.1
Part-time	149.1	809.3	958.4	113.7	278.9	392.6	262.8	1,088.2	1,351.0
Permanent	2,861.0	1,907.0	4,768.0	125.2	108.0	233.1	2,986.2	2,015.0	5,001.2
Casual	377.0	505.0	882.0	216.5	284.4	500.9	593.6	789.4	1,382.9
Trade union membership ( <sup>'000</sup> )									
Member of a trade union	1,444.9	910.9	2,355.8	48.5	52.7	101.2	1,493.4	963.6	2,457.0
Not a member of a trade union	1,752.2	1,483.0	3,235.2	286.4	333.8	620.2	2,038.6	1,816.8	3,855.4
Did not know	40.9	18.2	59.1	*6.8	*5.8	12.6	47.7	24.0	71.7
<b>Total</b>	<b>3,238.1</b>	<b>2,412.0</b>	<b>5,650.1</b>	<b>341.7</b>	<b>392.4</b>	<b>734.0</b>	<b>3,579.7</b>	<b>2,804.4</b>	<b>6,384.1</b>
Average usual gross weekly pay in current job (\$)	617	441	542	358	215	281	593	409	512

Source: Superannuation, Australia (6319.0).

**6.54 EMPLOYEES AGED 45 TO 74 COVERED BY A SUPERANNUATION SCHEME:  
USUAL GROSS WEEKLY PAY IN (ALL) JOBS AND EXPECTED MAIN SOURCE  
OF INCOME AFTER CEASING FULL-TIME WORK, NOVEMBER 1993  
(<sup>'000</sup>)**

<i>Makes personal contributions</i>								
	<i>Super- annuation</i>	<i>Invalid age, sole parent's widow's pension</i>	<i>Invest- ments, interest, stocks, de- bentures, etc.</i>	<i>Dependent on some- one else's income, pension, super annuation</i>	<i>Other</i>	<i>Did not know</i>	<i>Employer or business contri- butions only</i>	<i>Total(a)</i>
Usual gross weekly pay in all jobs (\$)								
Under 200	*2.3	*5.4	*0.5	*5.9	*2.0	*3.6	72.9	93.0
200 and under 240	*2.1	*4.2	*0.7	*1.8	0.2	*2.6	26.9	38.5
240 and under 280	*2.6	*6.8	*1.3	*2.6	*2.1	*1.0	35.3	51.7
280 and under 320	*1.8	*4.8	*2.2	*4.4	*2.6	*2.3	31.8	50.4
320 and under 360	*4.1	9.9	*1.9	*3.7	*2.1	*3.8	46.9	72.9
360 and under 400	14.4	17.3	*1.3	*3.2	*4.6	7.8	50.2	99.6
400 and under 440	15.9	22.0	*1.3	*6.9	*4.6	10.6	57.4	120.3
440 and under 480	19.4	17.7	*5.5	*4.6	*3.3	9.1	40.7	101.2
480 and under 520	24.3	22.5	*3.9	*4.5	*6.7	8.2	43.2	115.2
520 and under 560	20.0	16.2	*2.8	*3.9	*2.8	*4.4	26.9	77.5
560 and under 600	16.5	11.0	*1.1	*1.2	*1.4	8.2	23.3	63.2
600 and under 640	25.3	11.1	*4.8	*2.2	*5.0	*6.3	27.0	82.3
640 and under 680	22.1	8.1	*2.8	*2.2	*2.9	*5.7	16.1	60.7
680 and under 720	17.3	*5.6	*2.3	*2.3	*4.5	*6.0	17.6	56.4
720 and under 760	22.7	*4.8	*1.7	*2.2	*3.2	*3.6	8.0	47.5
760 and under 800	19.7	*3.3	*1.4	*0.7	*2.5	*3.8	10.3	42.9
800 and under 840	17.8	*1.8	*2.7	*1.2	*4.3	*5.0	13.9	47.5
840 and under 880	17.5	*1.4	*1.9	*1.0	*2.8	*2.3	*5.0	32.5
880 and under 920	11.9	*2.5	*1.6	*0.8	*0.9	*3.2	*2.5	24.4
920 and under 960	11.4	*3.1	*1.1	*0.5	*2.5	*0.3	*4.0	23.0
960 and under 1,000	9.0	*1.3	*2.4	*0.5	*3.2	*3.0	9.5	29.8
1,000 and under 1,040	12.5	*2.5	*5.1	*0.5	*2.8	*3.7	9.4	37.6
1,040 and under 1,080	15.5	*1.7	*2.7	*0.6	*1.2	*3.2	*4.5	29.9
1,080 and over	35.2	*1.3	*6.2	*0.2	*4.5	*2.7	21.2	75.0
Did not know	9.0	*1.9	*1.6	*1.2	*1.6	*4.1	24.8	44.7
Status								
Full-time	352.5	166.0	52.9	36.9	66.0	102.6	429.3	1,226.3
Part-time	17.9	22.5	7.6	22.1	8.4	12.0	200.0	291.4
<b>Total</b>	<b>370.3</b>	<b>188.5</b>	<b>60.5</b>	<b>58.9</b>	<b>74.4</b>	<b>114.7</b>	<b>629.3</b>	<b>1,517.6</b>
Average usual gross weekly pay (\$)								
	752	514	750	478	669	648	490	593

(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

Labour costs are those costs incurred by employers in the employment of labour. Labour costs can be split into those payments for time actually worked by employees and

additional labour costs incurred by employers. These extra costs are referred to as on-costs.

On-costs as a percentage of total labour costs increased from 23.7 per cent in 1986-87 to 25.4 per cent in 1991-92. Hence payment for

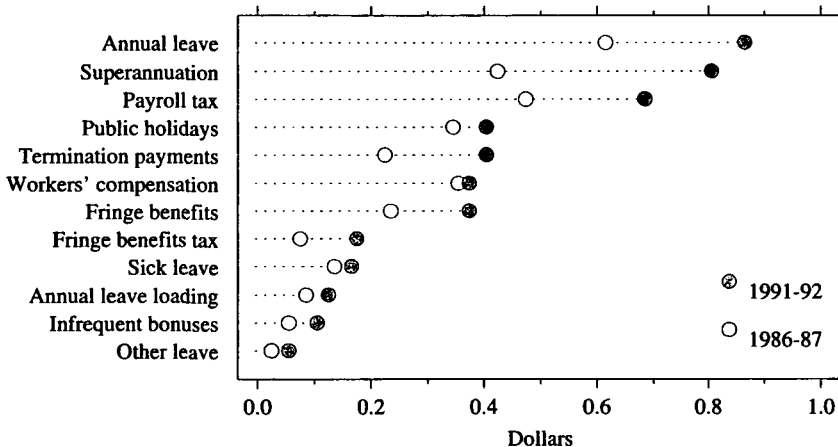
time worked accounted for less than 75 per cent of the total labour costs bill in 1991-92.

Graph 6.55 shows the relative size of components of on-costs and how on-costs per hour worked in the private sector have increased from 1986-87 to 1991-92. The three highest on-costs for employers are annual leave, superannuation contributions and payroll tax. Since 1986-87 large percentage increases have occurred in superannuation contributions, termination payments and fringe benefits. By contrast workers' compensation costs recorded the smallest increase over the period.

Graph 6.56 shows how the non-earnings components of labour costs in the private sector have increased in the period 1986-87 to 1991-92. Over the past six years these costs have increased by nearly 48 per cent compared to earnings which have increased by 35 per cent.

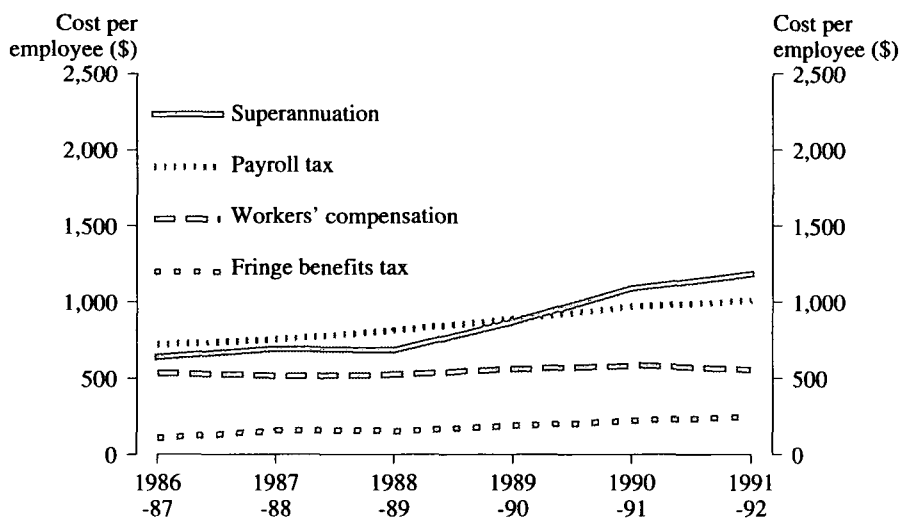
Table 6.57 details labour costs by industry for 1991-92. The Mining industry continues to incur the highest costs per employee, with the Recreation, personal and other services industry incurring the lowest labour costs per employee.

#### 6.55 ON-COSTS PER HOUR WORKED, PRIVATE SECTOR



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

## 6.56 AVERAGE LABOUR COSTS PER EMPLOYEE: PRIVATE SECTOR

Source: *Labour Costs, Australia* (6348.0).6.57 LABOUR COSTS BY INDUSTRY, 1991-92  
(\$)

Type of labour cost	Mining	Manufacturing	Electricity, gas & water	Construction	Wholesale & retail trade	Transport & communication	Finance, property & business services	Public administration & defence	Community services	Recreation, personal & other services	Total
COSTS PER HOUR WORKED											
Earnings	29.39	18.05	22.38	17.75	15.08	20.24	20.20	19.27	20.61	14.38	18.59
Payments for time worked	24.22	15.18	17.61	15.11	13.11	16.50	16.48	16.08	17.16	12.97	15.59
Other earnings	5.17	2.87	4.77	2.65	1.97	3.73	3.72	3.19	3.44	1.41	3.00
Annual leave	1.62	0.93	1.35	0.81	0.68	1.14	1.05	1.14	1.67	0.54	1.07
Sick leave	0.37	0.22	0.50	0.18	0.13	0.36	0.22	0.38	0.35	0.09	0.25
Other leave	0.19	0.07	0.27	0.07	0.04	0.14	0.07	0.23	0.22	0.02	0.11
Public holidays	0.66	0.46	0.69	0.48	0.34	0.52	0.57	0.64	0.55	0.22	0.48
Annual leave loading	0.29	0.16	0.21	0.12	0.10	0.19	0.14	0.19	0.20	0.09	0.15
Infrequent bonuses	0.11	0.10	0.01	*0.07	0.10	0.03	0.20	0.01	*0.01	*0.07	0.08
Termination payments	1.03	0.65	1.49	0.66	0.29	1.14	0.55	0.43	0.38	0.24	0.54
Fringe benefits	0.91	0.27	0.25	0.26	0.30	0.21	0.92	0.15	0.08	0.14	0.32
Other labour costs	4.41	2.43	4.66	2.65	1.56	3.67	2.80	1.80	1.95	1.23	2.30
Superannuation(a)	1.55	0.79	2.45	1.30	0.57	1.98	1.26	1.08	0.97	0.53	1.02
Payroll tax	1.64	0.91	1.38	0.60	0.58	1.05	0.92	0.26	0.58	0.40	0.73
Workers' compensation	0.79	0.60	0.72	0.63	0.27	0.54	0.18	0.39	0.35	0.24	0.40
Fringe benefits tax	0.43	0.13	0.12	0.12	0.14	0.10	0.43	0.07	0.04	0.06	0.15
<b>Total labour costs</b>	<b>33.80</b>	<b>20.48</b>	<b>27.04</b>	<b>20.40</b>	<b>16.64</b>	<b>23.90</b>	<b>23.00</b>	<b>21.07</b>	<b>22.55</b>	<b>15.62</b>	<b>20.89</b>
Of which											
On-costs	9.58	5.29	9.43	5.29	3.53	7.40	6.52	4.99	5.39	2.65	5.30

For footnotes see end of table.

**6.57 LABOUR COSTS BY INDUSTRY, 1991-92 — continued**  
(**\$**)

Type of labour cost	AVERAGE COSTS PER EMPLOYEE										Total
	Mining	Manufac- turing	Elect- ricity, gas & water	Con- struc- tion	Whole- sale & retail trade	Trans- port & commu- nication	Finance, property & business services	Public admin- istration & defence	Com- munity services	Recre- ation, personal & other services	
Earnings	52,608	30,883	36,585	30,066	20,965	33,460	31,120	29,144	27,406	17,341	27,581
Payments for time worked	43,354	25,981	28,789	25,586	18,227	27,287	25,386	24,319	22,826	15,635	23,126
Other earnings	9,254	4,903	7,796	4,481	2,738	6,174	5,734	4,825	4,580	1,706	4,455
Annual leave	2,906	1,596	2,214	1,374	939	1,884	1,620	1,730	2,218	652	1,585
Sick leave	660	382	815	301	177	599	346	577	463	113	369
Other leave	335	124	440	119	50	232	106	352	298	26	167
Public holidays	1,180	785	1,120	806	473	852	873	972	725	269	711
Annual leave loading	515	275	347	205	139	314	210	295	262	105	228
Infrequent bonuses	191	167	14	*117	141	45	310	12	*10	*81	118
Termination payments	1,843	1,111	2,442	1,122	399	1,893	845	656	501	294	798
Fringe benefits	1,625	463	403	437	419	355	1,424	232	103	165	478
Other labour costs	7,896	4,155	7,617	4,480	2,171	6,066	4,315	2,718	2,589	1,486	3,413
Superannuation(a)	2,773	1,345	4,003	2,201	796	3,272	1,944	1,632	1,296	635	1,516
Payroll tax	2,944	1,565	2,253	1,010	805	1,729	1,422	393	774	484	1,086
Workers' compensation	1,415	1,028	1,173	1,063	373	899	280	584	470	290	586
Fringe benefits tax	764	217	189	206	197	167	669	109	48	77	225
<b>Total labour costs</b>	<b>60,504</b>	<b>35,038</b>	<b>44,203</b>	<b>34,546</b>	<b>23,137</b>	<b>39,527</b>	<b>35,435</b>	<b>31,862</b>	<b>29,994</b>	<b>18,827</b>	<b>30,995</b>
Of which											
On-costs	17,150	9,058	15,413	8,960	4,910	12,240	10,049	7,542	7,169	3,192	7,869

(a) Additional public sector costs met from consolidated revenue funds are not shown in this table.

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.

The average weekly hours worked in 1992-93 by various categories of employed persons, and in different industries are shown in tables 6.58 and 6.59.



**6.58 EMPLOYED PERSONS: AGGREGATE AND AVERAGE WEEKLY HOURS WORKED(a)  
ANNUAL AVERAGE(b), 1992-93**

	<i>Males</i>	<i>Married</i>	<i>Females</i>		<i>Persons</i>
			<i>Not married</i>	<i>Total</i>	
Aggregate weekly hours worked (million)	178.1	57.1	36.7	93.9	272.0
By full-time workers	171.5	42.0	30.7	72.7	244.1
By part-time workers	6.7	15.2	6.1	21.2	27.8
Average weekly hours worked	40.3	28.6	29.7	29.0	35.5
By full-time workers	43.1	39.3	37.9	38.7	41.7
By part-time workers	15.1	16.2	14.1	15.6	15.4
By wage and salary earners	38.9	28.5	29.7	29.0	34.5
By other than wage and salary earners	46.3	28.9	29.2	28.9	40.5
Average weekly hours worked by persons who worked one hour or more in the reference week	42.2	30.0	31.0	30.4	37.3
By full-time workers	45.2	41.5	39.7	40.7	43.8
By part-time workers	15.8	17.1	14.7	16.3	16.2

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

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

**6.59 EMPLOYED PERSONS: AVERAGE WEEKLY HOURS WORKED(a) BY INDUSTRY  
ANNUAL AVERAGE(b), 1992-93**

<i>Industry</i>	<i>Males</i>	<i>Females</i>		<i>Persons</i>
		<i>Married</i>	<i>Total</i>	
Agriculture, forestry, fishing and hunting	49.7	29.9	29.7	43.7
Agriculture and services to agriculture	50.2	—	30.0	44.1
Forestry and logging, fishing and hunting	43.0	—	23.6	39.1
Mining	42.1	30.2	34.2	41.3
Manufacturing	40.1	32.1	32.7	38.0
Food, beverages and tobacco	39.8	—	32.6	37.4
Metal products	40.1	—	31.8	38.9
Other manufacturing	40.1	—	32.9	38.0
Electricity, gas and water	35.7	29.3	32.0	35.2
Construction	40.0	18.2	20.3	37.4
Wholesale and retail trade	40.3	29.3	27.0	34.3
Wholesale trade	42.0	—	31.5	38.7
Retail trade	39.4	—	25.9	32.5
Transport and storage	41.6	30.1	32.0	39.6
Communication	35.8	30.0	30.7	34.2
Finance, property and business services	41.2	27.8	30.1	35.9
Public administration and defence	36.2	29.0	30.4	33.9
Community services	38.2	28.0	29.3	32.3
Recreation, personal and other services	37.6	27.5	27.0	31.7
<b>All industries</b>	<b>40.3</b>	<b>28.6</b>	<b>29.0</b>	<b>35.5</b>

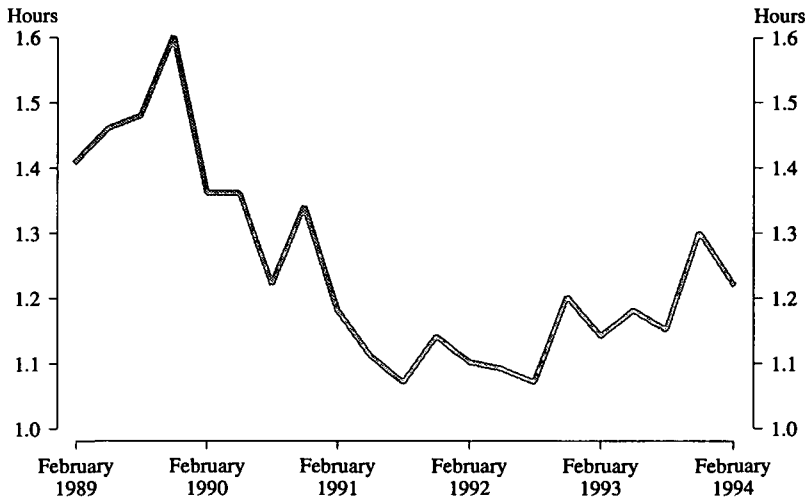
(a) The estimates refer to actual hours worked not hours paid for. (b) Averages calculated on quarterly estimates.

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 amount of overtime worked declined from

7.5 hours in February 1989 to 7.0 hours in February 1992 and has subsequently increased to 7.3 hours in February 1994. A similar pattern is evident in the percentage of employees working overtime.

#### 6.60 AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE



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

#### 6.61 OVERTIME BY INDUSTRY

Industry	February 1989	February 1990	February 1991	February 1992	February 1993	February 1994
<b>AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME</b>						
Mining	11.9	10.8	11.6	10.3	10.4	10.7
Manufacturing	8.6	8.4	7.9	7.8	8.7	8.5
Electricity, gas and water	7.8	7.7	7.7	8.1	7.9	8.2
Construction	8.7	8.7	11.1	9.2	9.0	9.9
Wholesale trade	6.3	7.0	6.7	6.7	7.3	7.5
Retail trade	4.6	4.2	4.6	4.4	4.7	4.5
Transport and storage; Communication	8.6	8.0	7.7	8.0	8.0	7.9
Public administration and defence(a)	5.9	6.5	5.2	5.0	6.1	5.0
Community services	6.0	6.2	6.5	5.7	5.5	5.6
Other(b)	5.7	4.5	4.9	5.4	4.9	5.4
<b>All industries</b>	<b>7.5</b>	<b>7.3</b>	<b>7.1</b>	<b>7.0</b>	<b>7.3</b>	<b>7.3</b>

For footnotes see end of table.

6.61 OVERTIME BY INDUSTRY — *continued*

Industry	February 1989	February 1990	February 1991	February 1992	February 1993	February 1994
PERCENTAGE OF EMPLOYEES WORKING OVERTIME						
Mining	45.3	52.6	49.5	40.8	48.4	41.7
Manufacturing	34.7	36.4	30.4	31.5	32.5	34.8
Electricity, gas and water	24.5	27.4	24.3	23.6	24.3	23.1
Construction	29.0	31.0	25.8	24.2	21.6	25.2
Wholesale trade	16.5	18.4	17.0	18.6	19.7	21.5
Retail trade	16.2	15.7	13.7	12.3	12.2	12.7
Transport and storage; Communication	29.8	28.2	28.5	26.1	25.9	32.3
Public administration and defence(a)	14.4	14.7	15.0	14.4	12.0	14.0
Community services	5.7	6.4	6.8	7.0	6.4	6.6
Other(b)	11.8	10.1	8.6	7.4	7.1	8.0
<b>All industries</b>	<b>18.9</b>	<b>18.7</b>	<b>16.5</b>	<b>15.9</b>	<b>15.7</b>	<b>16.8</b>

(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)*.

## Working arrangements

Two-thirds of employees (4.2 million) had little flexibility in when they started and finished work, as their start and finish times were fixed. Of these employees, 3.3 million had no say in setting these fixed times.

An estimated 2.2 million employees did not have fixed start and finish times, and 1.3 million of these employees had the flexibility of being able to choose their start and finish times on a day-to-day basis. More male

employees had this flexibility than female employees, with 23 per cent and 18 per cent, respectively.

Rostered days off are a feature of the working conditions for 1.7 million employees (28% of employees). Rostered days off were most common among permanent full-time employees (37%), with a higher proportion of males than females in this category reporting that they were entitled to a rostered day off (40% of males and 32% of females).

## 6.62 ALL EMPLOYEES: WHETHER START OR FINISH WORK TIMES WERE FIXED, FULL-TIME OR PART-TIME STATUS IN MAIN JOB AND WHETHER EMPLOYMENT WAS PERMANENT OR CASUAL, AUGUST 1993 (\*000)

	Permanent			Casual			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
FULL-TIME EMPLOYEES IN MAIN JOB									
Start and finish times not fixed	1,013.5	403.5	1,417.1	152.5	56.5	208.9	1,166.0	460.0	1,626.0
Daily variation is available	650.8	269.6	920.4	103.1	31.3	134.5	753.9	301.0	1,054.9
Daily variation is not available	362.8	133.9	496.6	49.3	25.2	74.5	412.1	159.0	571.1
Start and finish times are fixed	1,869.5	1,098.9	2,968.4	127.7	68.0	195.7	1,997.2	1,166.9	3,164.1
Times were negotiated with employer	316.8	196.2	513.1	37.3	21.7	59.0	354.1	217.9	572.1
Times were not negotiated with employer	1,552.6	902.7	2,455.3	90.4	46.3	136.7	1,643.0	949.0	2,592.1
<b>Total</b>	<b>2,883.0</b>	<b>1,502.4</b>	<b>4,385.5</b>	<b>280.2</b>	<b>124.5</b>	<b>404.7</b>	<b>3,163.2</b>	<b>1,626.9</b>	<b>4,790.1</b>

... continued

**6.62 ALL EMPLOYEES: WHETHER START OR FINISH WORK TIMES WERE FIXED,  
FULL-TIME OR PART-TIME STATUS IN MAIN JOB AND WHETHER EMPLOYMENT WAS  
PERMANENT OR CASUAL, AUGUST 1993 — continued**  
(<sup>'000</sup>)

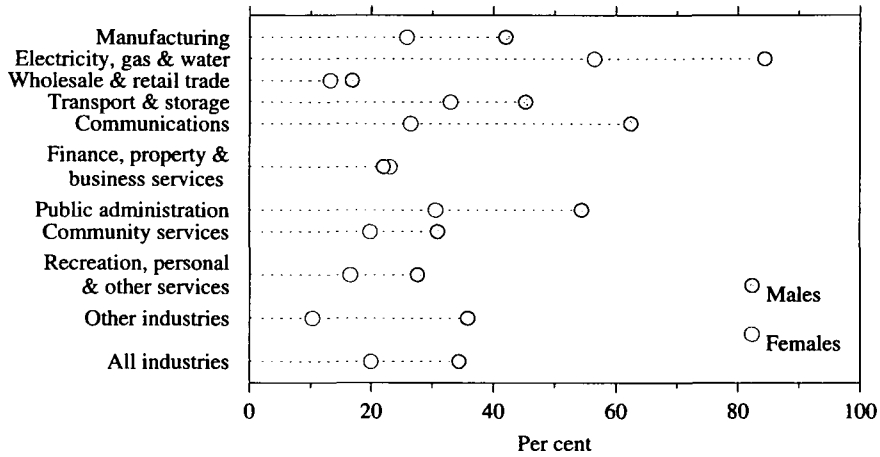
	<i>Permanent</i>			<i>Casual</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
<b>PART-TIME EMPLOYEES IN MAIN JOB</b>									
Start and finish times not fixed	18.9	102.9	121.8	132.6	286.8	419.3	151.5	389.7	541.1
Daily variation is available	10.3	65.0	75.3	54.7	139.5	194.1	65.0	204.5	269.5
Daily variation is not available	8.6	37.9	46.5	77.9	147.3	225.2	86.4	185.2	271.7
Start and finish times are fixed	38.9	342.2	381.1	165.3	445.8	611.0	204.2	788.0	992.2
Times were negotiated with employer	12.3	96.3	108.6	32.8	119.6	152.4	45.1	215.9	261.0
Times were not negotiated with employer	26.6	245.9	272.6	132.4	326.2	458.6	159.1	572.1	731.2
<b>Total</b>	<b>57.8</b>	<b>445.1</b>	<b>502.9</b>	<b>297.8</b>	<b>732.6</b>	<b>1,030.4</b>	<b>355.6</b>	<b>1,177.6</b>	<b>1,533.3</b>
<b>TOTAL</b>									
Start and finish times not fixed	1,032.4	506.4	1,538.9	285.0	343.2	628.3	1,317.5	849.7	2,167.1
Daily variation is available	661.1	334.6	995.7	157.8	170.8	328.6	818.9	505.4	1,324.3
Daily variation is not available	371.3	171.8	543.1	127.2	172.5	299.7	498.6	344.3	842.8
Start and finish times are fixed	1,908.4	1,441.1	3,349.5	292.9	513.8	806.8	2,201.4	1,954.9	4,156.3
Times were negotiated with employer	329.1	292.5	621.6	70.1	141.3	211.4	399.2	433.8	833.0
Times were not negotiated with employer	1,579.3	1,148.6	2,727.9	222.8	372.5	595.4	1,802.1	1,521.1	3,323.2
<b>Total</b>	<b>2,940.8</b>	<b>1,947.5</b>	<b>4,888.4</b>	<b>578.0</b>	<b>857.1</b>	<b>1,435.0</b>	<b>3,518.8</b>	<b>2,804.6</b>	<b>6,323.4</b>

Source: *Working Arrangements, Australia, August 1993* (6345.0).

Eighty per cent of employees in the Electricity, gas and water industry reported having a rostered day off — 84 per cent of males and 56 per cent of females in the industry, followed by the Communications industry (54%) where the ratio for males

(62%) was considerably higher than for females (26%). Other industries varied between 44 per cent of employees in Public administration and defence to 12 per cent in Agriculture, forestry, fishing and hunting.

**6.63 EMPLOYEES ENTITLED TO A ROSTERED DAY OFF AS A PROPORTION OF ALL EMPLOYEES BY INDUSTRY, AUGUST 1993**



Source: *Working Arrangements, Australia, August 1993 (6345.0).*

Of the 4.8 million full-time employees, 39 per cent worked overtime on a regular basis, with a higher proportion of males working overtime regularly (42%) compared with females (33%). A lower proportion of part-time employees worked overtime regularly (10% of males and 11% of females).

Those full-time employees most likely to work overtime regularly were employees in the occupations Managers and administrators (62% of males and 57% of females) and Professionals (57% of males and 65% of females).

**6.64 ALL EMPLOYEES WHO REGULARLY WORKED OVERTIME OR WERE SHIFT WORKERS  
IN THEIR MAIN JOBS: FULL-TIME OR PART-TIME STATUS AND WHETHER EMPLOYMENT  
WAS PERMANENT OR CASUAL, AUGUST 1993  
(<sup>'000</sup>)**

	<i>Permanent</i>			<i>Casual</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
<b>FULL-TIME EMPLOYEES IN MAIN JOB</b>									
Overtime regularly worked	1,238.5	517.3	1,755.9	85.9	28.1	113.9	1,324.4	545.4	1,869.8
Overtime not regularly worked	1,644.5	985.1	2,629.6	194.3	96.4	290.7	1,838.8	1,081.5	2,920.3
On shift work in last 4 weeks	433.9	168.2	602.2	22.6	12.4	35.0	456.5	180.6	637.1
No shift work in last 4 weeks	2,449.1	1,334.2	3,783.3	257.6	112.1	369.7	2,706.6	1,446.3	4,153.0
<b>Total</b>	<b>2,883.0</b>	<b>1,502.4</b>	<b>4,385.5</b>	<b>280.2</b>	<b>124.5</b>	<b>404.7</b>	<b>3,163.2</b>	<b>1,626.9</b>	<b>4,790.1</b>
<b>PART-TIME EMPLOYEES IN MAIN JOB</b>									
Overtime regularly worked	9.7	78.7	88.4	24.4	47.9	72.3	34.1	126.6	160.7
Overtime not regularly worked	48.1	366.4	414.5	273.4	684.7	958.1	321.6	1,051.0	1,372.6
On shift work in last 4 weeks	10.5	84.0	94.5	46.8	97.9	144.8	57.3	181.9	239.3
No shift work in last 4 weeks	47.3	361.1	408.4	251.0	634.6	885.6	298.3	995.7	1,294.0
<b>Total</b>	<b>57.8</b>	<b>445.1</b>	<b>502.9</b>	<b>297.8</b>	<b>732.6</b>	<b>1,030.4</b>	<b>355.6</b>	<b>1,177.6</b>	<b>1,533.3</b>
<b>TOTAL</b>									
Overtime regularly worked	1,248.2	596.1	1,844.3	110.2	76.0	186.2	1,358.5	672.1	2,030.5
Overtime not regularly worked	1,692.6	1,351.4	3,044.1	467.7	781.1	1,248.8	2,160.4	2,132.5	4,292.9
On shift work in last 4 weeks	444.5	252.2	696.6	69.4	110.3	179.8	513.9	362.5	876.4
No shift work in last 4 weeks	2,496.4	1,695.3	4,191.7	508.6	746.7	1,255.3	3,005.0	2,442.1	5,447.0
<b>Total</b>	<b>2,940.8</b>	<b>1,947.5</b>	<b>4,888.4</b>	<b>578.0</b>	<b>857.1</b>	<b>1,435.0</b>	<b>3,518.8</b>	<b>2,804.6</b>	<b>6,323.4</b>

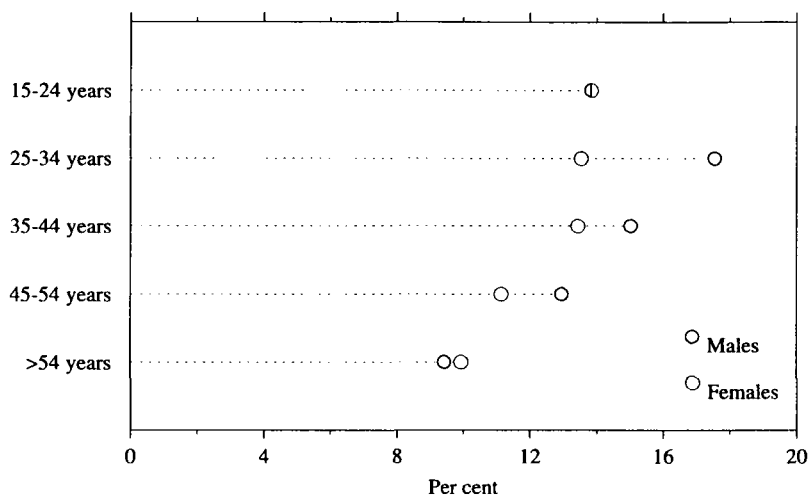
Source: *Working Arrangements, Australia, August 1993 (6342.0)*.

In August 1993, some 876,400 employees (513,900 males and 362,500 females) had worked shift work in the previous four weeks. This represented 14 per cent of employees (15% of males and 13% of females).

Of the 513,900 male shift workers, 433,900 (89%) were full-time employees. Of the 362,500 female shift workers, 180,600 (50%) were full-time employees.

Male employees aged 25 to 34 were the group most likely to have worked shift work in the previous four weeks (18%), while male and female employees aged 55 or more were the least likely to have worked shift work in the previous four weeks (9% and 10% respectively).

### 6.65 PROPORTION OF MALE AND FEMALE EMPLOYEES WHO HAD WORKED SHIFT WORK IN THE PREVIOUS FOUR WEEKS, AUGUST 1993



Source: Working Arrangements, Australia, August 1993 (6342.0).

## 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 6.72, 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 1993, the reported number of working days lost in any one year varied between 6.3 million (in 1974) and 0.6 million (in 1993). The number has been consistently less than two million since 1982.

### 6.66 INDUSTRIAL DISPUTES

Year	Number of disputes(a)		Employees involved ('000)		Working days lost ('000)
	Commenced in year	Total(a)	Newly involved(b)	Total(a)	
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
1993	607	610	489.2	489.6	635.8

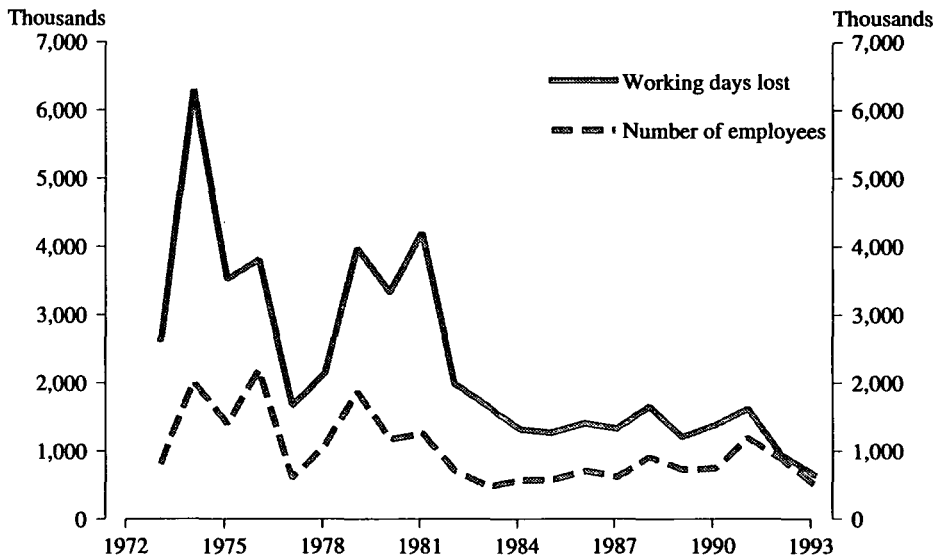
(a) Prior to September 1991 disputes affecting more than one industry and/or State have been counted as separate disputes in each industry and State and in the Australian total. (b) Comprises workers involved in disputes which commenced during the year and additional workers involved in disputes which continued from the previous year.

Source: Industrial Disputes, Australia (6321.0).

In 1993 there were 610 disputes reported involving 489,600 employees and the loss of 635,800 working days. The number of disputes was the lowest recorded for a calendar year

since 1942 (602). The number of working days lost was the lowest reported for a calendar year since 1963 when 581,600 working days were lost.

#### 6.67 INDUSTRIAL DISPUTES: WORKING DAYS LOST AND NUMBER OF EMPLOYEES INVOLVED (DIRECTLY AND INDIRECTLY)



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

#### 6.68 INDUSTRIAL DISPUTES: WORKING DAYS LOST BY INDUSTRY ('000)

Year	Manufacturing				Construc- tion	Transport and storage; Communi- cation	Community services	Other industries (a)	All industries
	Mining Coal	Mining Other	Metal products, machinery and equipment	Other					
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
1993	78.6	14.4	160.4	77.7	13.1	15.6	147.5	128.7	635.8

(a) 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 158 in 1992 to 108 in 1993. The Coal mining industry continued to report

the highest number of working days lost per thousand employees (table 6.69) — 3,256 in 1993.

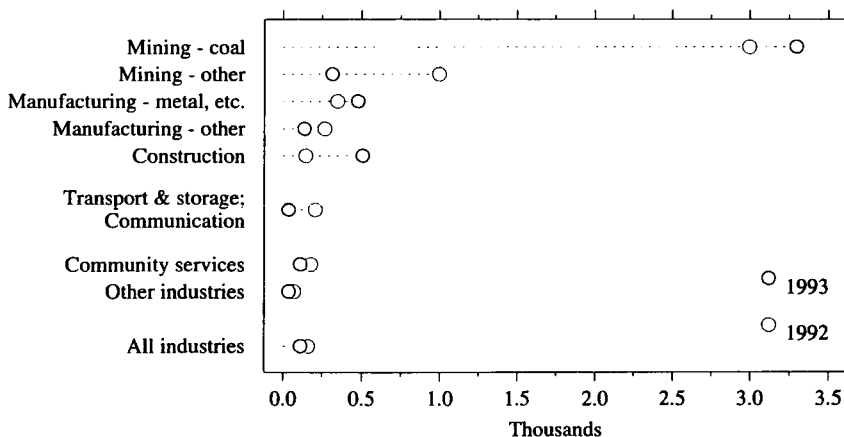
#### 6.69 INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES BY INDUSTRY

Year	Manufacturing								All industries
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; Communication	Community services	Other industries (a)	
	Coal	Other							
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
1992	2,970	1,997	352	274	152	214	175	60	158
1993	3,256	317	479	140	51	42	107	44	108

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

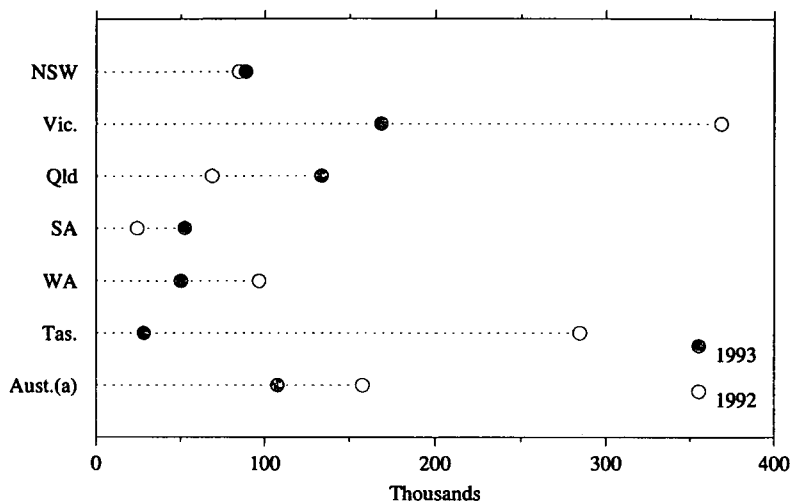
Source: *Industrial Disputes, Australia* (6321.0).

#### 6.70 INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES BY INDUSTRY



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

# 6.71 INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES, STATES AND AUSTRALIA



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

Industrial disputes which lasted over one and up to and including two days accounted for 42 per cent of all time lost in 1993. The major reported cause of disputes that ended in 1993 was Managerial policy (including award

restructuring) (table 6.72). This cause accounted for 271,200 working days lost (44%). Resumption without negotiation was the main reported method of settlement of disputes that ended in 1993 (64%).

## 6.72 INDUSTRIAL DISPUTES ENDING DURING EACH YEAR: DURATION, CAUSE AND METHOD OF SETTLEMENT, WORKING DAYS LOST ('000)

	1991	1992	1993
CAUSE OF DISPUTE			
Wages	37.8	23.2	137.0
Hours of work	3.9	0.3	3.5
Leave, pensions, compensation	22.6	15.0	12.3
Managerial policy	869.4	224.0	271.2
Physical working conditions	60.8	27.2	18.9
Trade unionism	31.2	47.2	10.8
Other(a)	597.4	606.1	169.9
<b>Total</b>	<b>1,623.1</b>	<b>943.0</b>	<b>623.4</b>

For footnotes see end of table.

**6.72 INDUSTRIAL DISPUTES ENDING DURING EACH YEAR: DURATION, CAUSE AND METHOD OF SETTLEMENT, WORKING DAYS LOST — *continued***  
(\*000)

	1991	1992	1993
<b>DURATION OF DISPUTE</b>			
Up to and including 1 day	182.5	674.4	142.8
Over 1 and up to and including 2 days	835.1	102.4	262.8
Over 2 and less than 5 days	463.4	73.7	142.6
5 and less than 10 days	53.7	30.9	40.1
10 and less than 20 days	65.5	16.7	32.3
20 days and over	22.9	44.9	2.8
<b>Total</b>	<b>1,623.1</b>	<b>943.0</b>	<b>623.4</b>
<b>METHOD OF SETTLEMENT(b)</b>			
Negotiation	161.2	107.3	100.0
State legislation	80.8	18.8	14.3
Federal and joint Federal-State legislation	548.5	27.9	110.0
Resumption without negotiation	825.6	783.5	396.0
Other methods(c)	6.9	5.5	3.0
<b>Total</b>	<b>1,623.1</b>	<b>943.0</b>	<b>623.4</b>

(a) Includes disputes not elsewhere categorised. (b) Method directly responsible for ending the stoppage of work. (c) Includes 'Mediation', 'Filling the places of workers on strike or locked out'; 'Closing establishments permanently'; 'Dismissal or resignation of employees'.

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 124 in 1991 to 89 in 1993. Unions with membership of 50,000 or more have increased their percentage of total union membership from 57.6 per cent in 1991 to 75.7 per cent in 1993.

**6.73 NUMBER OF UNIONS AND MEMBERSHIP, BY SIZE OF UNION**

Size of union (number of members)	30 June 1991			30 June 1992			30 June 1993		
	Number of members unions	Number of members ( '000)	Cumulative % of total members	Number of members unions	Number of members ( '000)	Cumulative % of total members	Number of members unions	Number of members ( '000)	Cumulative % of total members
Under 1,000	124	38.9	1.2	104	31.4	1.0	89	27.2	1.0
1,000 and under 5,000	68	166.1	6.1	51	122.0	4.9	44	109.5	4.6
5,000 and under 20,000	39	417.8	18.4	34	336.1	15.6	22	201.5	11.3
20,000 and under 50,000	25	810.4	42.4	18	601.6	34.8	12	391.8	24.3
50,000 and over	19	1,949.5	100.0	20	2,044.0	100.0	21	2,269.9	100.0
<b>Total</b>	<b>275</b>	<b>3,382.6</b>		<b>227</b>	<b>3,135.1</b>		<b>188</b>	<b>3,000.1</b>	

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.

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

Industry	Males			Females			Persons		
	Perma- nent employee	Casual employee	Total	Perma- nent employee	Casual employee	Total	Perma- nent 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
<b>Total</b>	<b>48.1</b>	<b>18.4</b>	<b>43.4</b>	<b>42.9</b>	<b>16.5</b>	<b>34.8</b>	<b>46.0</b>	<b>17.2</b>	<b>39.6</b>

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. Most recently the ABS conducted three training surveys. The Training Expenditure Survey is an employer survey which measures the expenditure by employers on the formal training of their employees, the results of which are summarised below. The results of the Training Practices Survey on how and why employers train employees and the Survey of Training and Education, a household survey, will be available later in 1994.

## 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 1993. This survey was also conducted in the September quarter of 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.

Total expenditure on formal training during 1 July to 30 September 1993 by Australian employers was estimated at \$1.1 billion. This represents an increase of 18 per cent from the

expenditure reported for the same period in 1990 (\$943 million).

On average, employers spent the equivalent of 2.9 per cent of gross wages and salaries on formal training during the three month period. The corresponding figure for 1990 was 2.6 per cent. Large organisations (those with 100 or more employees) spent 3.2 per cent of gross wages and salaries on training employees, whereas small employers (those with 1 to 19 employees) spent 1.7 per cent of gross wages and salaries. The average

expenditure on training per employee, in the period July to September 1993 was \$192. The average time each employee spent receiving formal training during the three months was 5.6 hours, a decrease from 5.9 hours in 1990.

In both 1990 and 1993, the private sector reported a higher total expenditure on training than the public sector. In 1993, organisations in the private sector spent \$660 million, compared with \$448 million by the public sector (the comparable figures for 1990 were \$525 million and \$418 million, respectively).

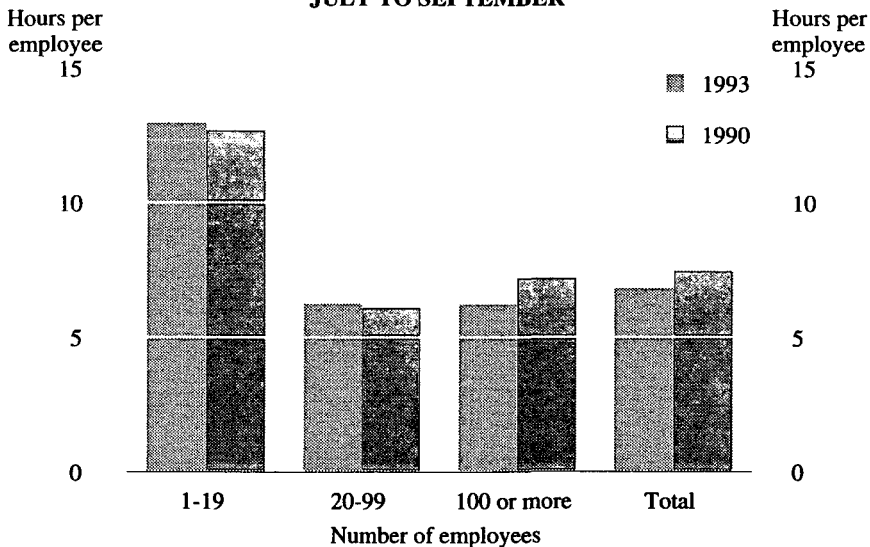
#### 6.75 TRAINING EXPENDITURE BY EMPLOYER SIZE, JULY TO SEPTEMBER 1993

	1-19 employees	20-99 employees	100 or more employees	Total
Total training expenditure (% of gross wages and salaries)	1.7	2.7	3.2	2.9
Average training expenditure per employee (\$)	86	180	236	192
Average training hours per employee	4.11	5.30	6.17	5.55
Employers reporting training expenditure(a) (% of all employers)	18.0	80.3	97.9	24.6
Total training expenditure (\$ million)	112.3	177.8	818.8	1,108.9

(a) The percentage of employers is based on the statistical unit for the survey.

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

#### 6.76 AVERAGE HOURS SPENT BY EMPLOYEES ON TRAINING JULY TO SEPTEMBER



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

The industries which recorded the largest percentage of gross wages and salaries spent on training were the Communication (5.4%), Mining (5.1%) and Basic metal products manufacturing industries (5.0%). On the other hand, the industry which spent the lowest proportion of gross wages and salaries on training was the Restaurants, hotels and clubs industry (1.6%).

The average number of hours spent on training ranged from 2.6 hours in the Entertainment and recreational services industry, to 16.0 hours in the Basic metal products manufacturing industry.

Employees in the Mining industry spent, on average, more time receiving training in 1993 (13.9 hours) than in 1990 (10.7 hours). The Insurance industry also recorded an increase — from 6.0 hours to 10.0 hours over the same period.

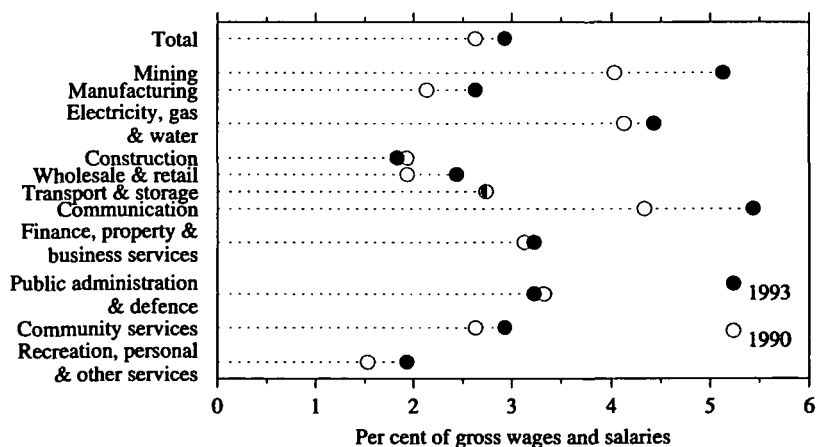
A number of industries showed a decrease in the time employees spent training. For example, employees in the Construction industry received 5.9 hours of training in 1993 and 9.0 hours in 1990.

#### 6.77 AVERAGE TRAINING EXPENDITURE BY INDUSTRY, JULY TO SEPTEMBER 1993

<i>Industry</i>	<i>Percentage of gross wages and salaries</i>	<i>Dollars per employee</i>	<i>Hours per employee</i>
Mining	5.1	687	13.9
Manufacturing	2.6	204	6.5
Electricity, gas and water	4.4	383	10.0
Construction	1.8	135	5.9
Wholesale and retail trade	2.4	117	4.2
Transport and storage	2.7	223	5.7
Communication	5.4	452	9.2
Finance, property and business services	3.2	228	5.4
Public administration and defence	3.2	238	6.0
Community services	2.9	193	5.6
Recreation, personal and other services	1.9	82	3.1
<b>Total</b>	<b>2.9</b>	<b>192</b>	<b>5.6</b>

Source: Employer Training Expenditure, Australia (6353.0).

#### 6.78 TRAINING EXPENDITURE BY INDUSTRY, JULY TO SEPTEMBER



Source: Employer Training Expenditure, Australia (6353.0).

In July to September 1993, the largest amount of gross wages and salaries was spent on Management and professional training (\$20 per employee). This was only a slight increase from 1990 when the corresponding figure was \$19 per employee.

Two fields of training reported a decline in spending since the 1990 survey. These were Technical and para-professional training (\$13 per employee was spent in 1990 and \$11 in 1993) and Trade and apprenticeship training (\$13 per employee in 1990 and \$10 in 1993). This reduction in spending on Trade and apprenticeship training reflects the decline in the number of apprentices employed in Australian organisations over that period.

Trade and apprenticeship training was also the field of training where employees on average

spent the largest amount of time training (1.07 hours per employee). The second highest amount of time was spent in Management and professional training (0.93 hours per employee).

Table 6.79 illustrates that overall, during the three month reference period, employees spent more time receiving in-house training (3.60 hours per employee) than external training (1.96 hours per employee).

The only field of training where employees spent more time receiving external training, rather than in-house training, was Trade and apprenticeship training. This is due to attendance at TAFE (an external training body) by employees completing an apprenticeship or a post-trade certificate.

**6.79 AVERAGE PAID TRAINING TIME: FIELDS OF TRAINING BY TYPE OF TRAINING  
JULY TO SEPTEMBER 1993  
(hours per employee(a))**

<i>Fields of training(b)</i>	<i>In-house</i>	<i>External</i>	<i>Total</i>
Induction	0.34	*0.01	0.35
General supervision	0.24	0.06	0.30
General computing	0.36	0.15	0.52
Health and safety	0.24	0.10	0.34
Management and professional	0.48	0.44	0.93
Technical and para-professional	0.44	0.15	0.59
Trade and apprenticeship	0.29	0.78	1.07
Clerical, sales	0.59	0.11	0.70
Plant and machinery	0.33	0.05	0.38
Other	0.28	0.11	0.38
<b>Total</b>	<b>3.60</b>	<b>1.96</b>	<b>5.55</b>

(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)*.

## 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.

On 4 May 1994 the Commonwealth Government handed down a White Paper on Employment and Growth entitled *Working Nation* which detailed a plan of action designed to restore full employment to Australia. The paper included a number of programs to be introduced from 1 July 1994 to assist the long-term unemployed to find work. These programs were in addition to the existing range of programs, some of which were also enhanced or modified.

The following section describes the programs which existed prior to the White Paper. Following that, there is a brief description of new programs and strategies introduced in the White Paper.

There is a degree of interrelationship between individual programs and with some of the provisions contained in the chapter, Social Security and Welfare.

More detail on each of the programs can be obtained from the Department of Employment, Education and Training Annual Report.

#### 6.80 EXPENDITURE ON TRAINING AND LABOUR MARKET PROGRAMS, 1993-94

<i>Type of program</i>	<i>Allocation (\$m)</i>	<i>Numbers</i>
Entry Level Training		
Support of Apprentices	136.6	n.a.
Support for Traineeships	89.7	n.a.
Special Trade Training	44.7	n.a.
Skills Enhancement		
Adult Language and Literacy	20.7	n.a.
National Skills Shortages	2.5	n.a.
Australian Vocational Certificate Training System Professional Development	5.0	n.a.
Employment Assistance		
JOBSTART	356.7	154,000
Employment Incentive Scheme	5.0	n.a.
Contracted Placement	8.3	3,300
Post Placement Support	0.5	500
Work Experience for People	5.1	2,700
Post Placement/Training Support for People with Disabilities	0.4	700
Interpreter Services	2.2	n.a.
Job Search Assistance	26.5	51,500
Mobility Assistance	15.0	n.a.
Training Assistance		
JOBTRAIN	159.0	68,200
Special Intervention	122.3	36,150
Accredited Training for Youth	74.4	11,000
Landcare and Environment Action Program	65.3	10,000
Advanced English for Migrants Program	4.9	4,800
Skillshare	177.2	n.a.
Disadvantaged Young People Services	2.8	n.a.
JOBSKILLS	145.9	10,000
Self Employment Assistance	63.7	5,000
Community Activity Program	3.0	7,000
Labour Adjustment Assistance		
Industry-based Measures	30.0	n.a.
Region-based Measures	12.0	n.a.
Enterprise-based Measures	30.0	n.a.
Aboriginal Employment and Training Assistance	43.7	n.a.

Source: Department of Employment, Education and Training.



## 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 Entry Level Training Funding, incentives and support are provided to employers and apprentices within the framework of the State/Territory apprentices systems.

The aim of Entry Level Training Funding 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.

Assistance is provided in a number of ways:

- Apprentice Training Incentive (ATI) was introduced on 1 January 1988. Employers who indenture apprentices in an approved trade are able to apply for grants in respect of the commencement (\$1,500), re-establishment (\$1,000) and completion (\$1,500) of an apprenticeship.

Other incentive payments available in 1993-94 comprise:

- \$2,000 for taking on a young person classified by the Commonwealth Employment Service (CES) as disadvantaged in the labour market;
- \$2,000 for each 'additional' first year apprentice recruited;
- \$2,000 for the second and subsequent female apprentices employed in non-traditional trades; and
- \$3,000 for each first year apprentice employed by group training companies.

Other payments associated with Entry Level Training Funding are:

- Off the Job Training Subsidy;

- The Disabled Apprentice Wage Subsidy;
- Living Away from Home Allowance; and
- Fares Assistance.

**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.

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 80,500 young people have commenced traineeships in a wide range of industries and occupations. Of these, over 16,700 trainees commenced during 1992-93.

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.
- Other incentive payments available in 1993-94 comprise:
  - (i) \$2,000 for taking on a young person classified by the CES as disadvantaged in the labour market;
  - (ii) \$1,000 for each 'additional' trainee recruited; and
  - (iii) \$300 re-establishment grant for each unemployed trainee recruited to complete their training.

Other payments associated with the operation of traineeships are:

- Off the Job Training Subsidy;
- Living Away from Home Allowance; and

- Fares Assistance.

**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.

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 National Skills Shortages Program provides short-term training assistance to individuals and industry in occupations where skilled labour is in short supply. 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;
- the computer industry; and
- specialist welders.

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.

### **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 (ITABs) 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 180 National and State/Territory Industry Training Advisory Bodies covering 36 major industries representing more than 75 per cent 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 supports the National Training Board (NTB) whose role is to assist industry develop national competency standards and to endorse standards that are put forward to Competency Standards Bodies. Competency standards endorsed by the NTB are the benchmarks for curriculum development, course accreditation, delivery and assessment of training, and certification of skills. By the end of 1993, the NTB had endorsed competency standards covering 46 per cent of the work force.

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 except 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 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.

For 1994, priority was to be given to the automotive, building and construction, foodprocessing, tourism and hospitality, timber, health, metals, textile, clothing and footwear, and transport industries.

The total funding available for WELL program assistance in 1993-94 was in excess of \$11 million.

## Eligibility requirements for labour market programs and assistance

General access to programs is on the basis of duration of registration with the Commonwealth Employment Service (CES).

Disadvantaged clients generally have earlier access to programs. Disadvantaged clients include:

- Aboriginal and Torres Strait Islander people;
- people with disabilities;
- jobseekers aged 50 years or older;
- homeless people;
- ex-offenders; and
- spouses of Newstart Allowance recipients.

For access to Skillshare the following clients are also regarded as disadvantaged:

- jobseekers whose literacy and/or English language ability adversely affects their employment prospects;
- retrenched workers from an Office of Labour Market Adjustment (OLMA) designated region or industry; and
- sole supporting parents.

Immediate access (upon registration with the CES) to basic program elements is provided to:

- Jobs, Education and Training (JET) clients referred by a Department of Social Security JET Adviser;
- Disability Reform Package (DRP) clients who have an activity plan endorsed by a joint DSS/DEET Disability Panel; and
- Labour Adjustment Program (LAP) clients who are retrenched workers in OLMA designated industries.

Details of the duration of registration required for eligibility for each of the labour market programs for each category of client are available from the Department of Employment, Education and Training.

## 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 20 weeks as an incentive for engaging and improving the employment prospects of these disadvantaged jobseekers. Wage subsidy rates vary according to age, length of unemployment and other disadvantages.

Employers are required to pay the relevant award rates and abide by all award conditions. The position must normally be available for continuous employment for at least three months after expiration of the agreed subsidy period.

Contracted Placement assists jobseekers who have been unemployed for three 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.

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.

Agencies can be contracted to assist clients to remain employed by providing post placement advice and contact services, including retraining if required.

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, 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.

While wage subsidy is the main form of assistance, employers may also be reimbursed up to \$2,000 for costs associated with lease, hire or modification of special equipment.

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.

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.

**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 two elements:

- Self Help Job Search materials comprising a kit and video; 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 combine training in job search techniques with the opportunity for intensive real job search activity in a supportive atmosphere.

**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 or petrol allowance is available for travel on public transport for jobseekers to attend interviews.
- Relocation assistance is available where unemployed jobseekers have an offer of permanent work in a new location.
- 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 five elements:

- JOBTRAIN;
- Special Intervention;
- Accredited Training for Youth;
- Landcare and Environment Action Program (LEAP); and
- Advanced English for Migrants.

JOBTRAIN seeks to improve the employment prospects of long-term unemployed and especially disadvantaged jobseekers by providing formal training aimed at

opportunities in the local labour market, or the acquisition of durable skills for work force participation.

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.

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 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.

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 or vocational training faced by individual jobseekers, and assistance to help overcome those barriers. Special Intervention addresses four main barriers: English as a second language needs; literacy (including numeracy) problems; outdated work skills; and employment-related personal development needs.

Accredited Training for Youth 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.

Landcare and Environment Action Program (LEAP) provides unemployed people aged 15 to 20 years with formal training and practical experience in landcare, environment, cultural heritage and conservation activities.

### **Aboriginal employment and training**

The broad objectives of the Aboriginal Employment Development Policy (AEDP) are to enable Aboriginal and Torres Strait Islander people to achieve by the year 2000:

- employment equity with other Australians;
- income equity with other Australians;

- equitable participation in primary, secondary and tertiary education; and
- a reduction of welfare dependency to a level commensurate with that of other Australians.

The AEDP emphasises that employment and training opportunities should be provided for Aboriginal and Torres Strait Islander people in areas where they live and in accordance with the Government's commitment to Aboriginal and Torres Strait Islander self determination. Two programs which implement the AEDP are TAP Training for Aboriginal and Torres Strait Islander People and the Community Development Employment Projects/Scheme (CDEP).

TAP achieves its objective by:

- providing assistance to those Aboriginal and Torres Strait Islander people whose needs are not met by general labour market programs and services and, in particular, providing equitable levels of assistance to Aboriginal and Torres Strait Islander women and young people;
- assisting major public and private sector employers to develop strategies for Aboriginal and Torres Strait Islander recruitment and career development;
- targeting training at those industries or significant regional employers where there is potential for increased Aboriginal and Torres Strait Islander employment, in particular, those which are located in places where Aboriginal and Torres Strait Islander people live; and
- increasing Aboriginal and Torres Strait Islander participation in on- and off-the-job training and industry-accredited training (including training in both work-related skills and the basic skills of employment), with a particular emphasis on training which is likely to lead to long-term job security and career achievement.

Training and employment assistance is available under programs through the Aboriginal and Torres Strait Islander Commission (ATSIC). The ATSIC programs provide training required by Aboriginal and Torres Strait Islander communities and organisations, and the funding and priority of training needs are determined by the Regional Councils.

Other training programs are supported more directly by ATSIC. They include the Inwork Traineeship Program which is aimed at young unemployed people and the Full Time Professional Study Grants Scheme which enables Aboriginal and Torres Strait Islander organisations to sponsor a member of staff to undertake full-time study at an approved educational institution.

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 1992-93, 219 communities and organisations participated in the CDEP scheme, providing employment opportunities to more than 22,000 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 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.

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.

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

- *Structured Skills Training.* All projects offer vocational training relevant to the needs of the local labour market.
- *Open Access Activities.* All projects offer services to the target group including volunteer referral services, job search training, motivational and personal development activities.
- *Enterprise Activities.* Projects may develop enterprise activities to help unemployed people to self-employment and to develop project-based enterprise activities which provide training to participants in a commercial environment. All funds generated by an enterprise activity are reinvested back into the project.

## Disadvantaged Young People Services

**Program (DYP).** The objective of the program is to assist young people, currently not attracted 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 aged 15 to 20 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 for more than six months; who are leaving institutional care; and/or who have drug or alcohol-related dependencies.

Although not part of the SkillShare Program, the DYP Services have been shown to benefit from an association with SkillShare projects.

**Community Activity Program,** to be implemented in 1993–94, aims to assist unemployed people, particularly the long-term unemployed, to gain valuable work experience and to develop, or maintain, work-related skills through community service.

**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.

Proposed businesses must be new, independent, reputable, legal, assessed as viable and meeting an unsatisfied demand.

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.

**JOBSKILLS** aims to improve the long-term employment prospects of the unemployed by

equipping them with new skills through work experience and training.

Brokers are contracted to arrange work experience placements and training for participants. Participants receive a mix of supervised work experience, structured training both on- and off-the-job, and the opportunity to develop and practise new skills in a work environment over a 26 week period.

## **Labour Adjustment Assistance for Restructuring**

The Office of Labour Market Adjustment provides labour market assistance 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.

Assistance is provided through 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.

Regional initiatives are designed to address the impact of structural change on specific geographical labour markets. Packages of initiatives 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.

During 1993–94, regional initiatives were funded in over 120 regions across Australia, in each State and the Northern Territory.

Enterprise-based measures are provided by three programs:

- Training and Skills (TASK) Program;
- Assistance to Firms Implementing Change (ATFIC); and
- Employee Skills Upgrade.



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, 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.

Assistance to Firms Implementing Change is designed to assist firms expand, restructure and develop effective business and human resource planning practices and to retain, expand and increase the skills of their work force.

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).

### 1994 White Paper on Employment and Growth

The following provides a brief description of the major elements of labour market and training initiatives announced in the 1994 White Paper on Employment and Growth. The description does not aim to provide a listing of all modifications to established labour market and training programs. Rather it aims to provide an outline of major new programs and strategies to be implemented from 1 July 1994. Further details can be obtained by reference to the White paper.

The Government will increase its total spending on labour market programs from \$1.4 billion in 1993-94 to \$2.2 billion in 1995-96, the first full year of the Job Compact. Some 645,000 program commencements a year will be funded by

1995-96. Much of this assistance will be focused on the long-term unemployed, but additional assistance will also be provided in entry level training, in measures for young people, for women, for Aboriginal and Torres Strait Islander peoples, for people with disabilities and in enhanced service delivery.

The **Job Compact**, the largest single component of initiatives, is designed to reduce the number of long-term unemployed people by improving their skills and their competitiveness in the job market through case management, training and work experience in a substantial job.

The Job Compact focuses on people aged 18 years and over who have been in receipt of unemployment allowance for 18 months or more and will include:

- more intensive case management;
- training and support to ensure that the unemployed person is job ready;
- a job for 6 to 12 months (primarily in the private sector) under one of the established programs;
- a training wage which combines employment with training leading to recognised and transferable skills;
- new work opportunities which will encourage local proposals for employment generation, especially in regions where other employment opportunities are limited;
- intensive job search assistance and referral to suitable vacancies at the end of the Job Compact job, to maximise the employment outcomes for those assisted; and
- stronger penalties for jobseekers who do not meet their obligations under the Job Compact.

**Other labour market assistance** comprises training places for those in the Job Compact, additional assistance for people unemployed for less than 12 months (particularly those assessed as being at high risk of becoming long-term unemployed) and further assistance to long-term unemployed persons not covered by the Job Compact arrangements.

A **National Training Wage** is to be introduced. This will enable adults to access traineeships for the first time and will also simplify and expand the existing traineeship arrangements for entry-level training.

At the end of the period of training, participants will receive a certificate of skill competency under either the Australian Vocational Certificate Training System or the certificate of competency applying to the industry concerned.

In addition, employers who take on unemployed under the National Training Wage will be eligible for subsidies as set out below.

<i>Duration of jobseeker's unemployment</i>	<i>Subsidy rates and duration</i>
Less than 12 months and at 'high risk'	\$120pw for 13 weeks
From 12 to 18 months	\$120pw for 13 weeks
From 18 to 36 months	\$230pw for the first 13 weeks, then \$115pw for the next 26 weeks
36 months or over	\$260pw for the first 13 weeks, then \$130pw for the next 26 weeks

**Entry Level Training.** A number of measures have been introduced aimed at improvements in vocational training and pathways into employment, including:

- measures to increase institutional training places;
- additional pre-vocational training places;
- funding for additional curriculum and materials development;
- measures to increase apprenticeship places;
- measures to increase traineeship places; and
- increased funding for off-the-job training.

There are some young people, for whom remedial vocational assistance is essential, who fall out of the educational/vocational training system into unemployment. The **Youth Training Initiative** is aimed at taking early action to prevent unemployed people under the age of 18 years from entering the ranks of the long-term unemployed. This action includes:

- Youth Training Allowance to replace Job Search Allowance; and

- funding for labour market job placements, case management and training.

**Women.** Some spouses of Job Search or Newstart Allowance recipients are to be activity tested in their own right. Those assessed as being at high risk of becoming long-term unemployed will be accorded the same unemployment duration as their partner. The remainder will be able to access the labour market services available to short-term unemployed people.

In addition to labour market places that will be available to **Aboriginal and Torres Strait Islander** people, the following measures are being taken:

- expansion of community development employment projects;
- enhancements to community development employment projects; and
- expansion of community economic initiatives schemes.

Increased places will be made available for both the Disability Service Program and the Commonwealth Rehabilitation Service.

**BIBLIOGRAPHY****ABS Publications**

- Average Weekly Earnings, Australia, Preliminary* (6301.0)
- Average Weekly Earnings (Historical 1941–1990)* (6350.0)
- Average Weekly Earnings, States and Australia* (6302.0)
- Award Coverage, Australia* (6315.0)
- Award Rates of Pay Indexes, Australia* (6312.0)
- Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0)
- Distribution and Composition of Employee Earnings and Hours, Australia, Preliminary* (6305.0)
- Employed Wage and Salary Earners, Australia* (6248.0)
- Employer Training Expenditure, Australia* (6353.0)
- Employment Benefits, Australia* (6334.0)
- Employment, Underemployment and Unemployment, Australia, 1966–1983* (6246.0)
- A Guide to Labour Statistics* (6102.0)
- How Workers Get Their Training, Australia* (6278.0)
- Industrial Disputes, Australia* (6322.0) — annual
- Industrial Disputes, Australia* (6321.0) — monthly
- Information Paper: Measuring Employment and Unemployment* (6279.0)
- Job Search Experience of Unemployed Persons, Australia* (6222.0)
- Job Vacancies and Overtime, Australia* (6354.0)
- Labour Costs, Australia* (6348.0)
- The Labour Force, Australia* (6203.0)
- The Labour Force, Australia, Historical Summary, 1978–1989* (6204.0)
- The Labour Force, Australia, Preliminary* (6202.0)
- Labour Force Projections, Australia* (6260.0)
- Labour Force Status and Educational Attainment, Australia* (6235.0)
- Labour Force Status and Other Characteristics of Families, Australia* (6224.0)
- Labour Force Status and Other Characteristics of Migrants, Australia* (6250.0)
- Labour Statistics, Australia* (6101.0)
- Multiple Jobholding, Australia* (6216.0)
- Participation in Education, Australia* (6272.0)
- Persons Not in the Labour Force, Australia* (6220.0)
- Retirement and Retirement Intentions, Australia* (6238.0)

**BIBLIOGRAPHY — continued**

*Statistics On Wages, Earnings, Income And Labour Costs — A Guide To Their Concepts, Measurements And Usage (Occasional Paper No. 1986/1)*

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

*Superannuation, Australia (6319.0)*

*Trade Union Members, Australia (6325.0)*

*Trade Union Statistics, Australia (6323.0)*

*Transition from Education to Work, Australia (6227.0)*

*Working Arrangements, Australia (6345.0)*

**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*.

