

Chapter 7

LABOUR AND THE WORKPLACE

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Chapter 7

LABOUR AND THE WORKPLACE

Over the last two decades the Tasmanian labour force as well as the conditions under which people are either employed or not employed have undergone significant changes. Whereas in the early 1960s an unemployment rate of three per cent was considered unacceptably high, it is now above eight per cent. In response governments, both Commonwealth and State, have devised schemes to create additional jobs and training opportunities as well as to alleviate the financial hardship resulting from the loss in income.

Women now comprise a significantly greater proportion of the labour force than at any time since the Second World War. This has been a leading factor in moves against discrimination in employment and working conditions on the basis of sex.

Changes have also occurred in the work environment. Earnings have increased substantially although in many cases hours worked have decreased. The concept of a basic wage has been replaced by that of a total wage incorporating the idea of a minimum wage to be applied equally to males and females doing work of equal value.

Australia's conciliation and arbitration system, established early this century, has resulted in a level of unionism unparalleled anywhere in the Western world. The system of periodic national wage cases that has ensued has reinforced the union as a cornerstone of the Australian system of industrial relations. This has given workers' organisations wide ranging responsibilities and powers in maintaining and regulating working conditions. For example, legislation in Tasmania has given specific and extensive powers to safety representatives elected to monitor workplace conditions and practices.



*Meat boners at work at the Hawkrigde Meat Co. Pty Ltd.
Photo: Advocate*

7.1 THE LABOUR FORCE

In December 1989 there were 218 800 Tasmanians or 62.3 per cent of the State's working age civilian population in the labour force (either working or looking for work) in seasonally adjusted terms.

7.1.1 Participation in the Labour Force

Historically, the Tasmanian labour force participation rate has been lower than the national average. Over the last few years however, participation rates in Tasmania have risen more quickly than the national average and the gap has narrowed.

By far the largest movements in participation in Tasmania over the last few years, have been increases among females. In 1978 males made up 66.7 per cent of the Tasmanian labour force; by 1989 this proportion had fallen to 59.4 per cent even though the actual numbers of males participating increased. Female participation climbed from a rate of 40 per cent in 1984 to 50 per cent by the end of 1989 with an additional 22 000 females in the labour force.

Between 1978 and 1989 the participation rate for males of all age groups declined. At the early ages, this reflects the higher probability that young people remain in education after the legal leaving age, while at the older end of the

age spectrum it reflects continuing trends towards earlier retirement. While these comments are equally applicable to females, female participation rates have risen for all age groups reflecting a number of factors including greater social recognition of working females (especially those married with children), the economic requirement for some female partners to work and the opening up of jobs, notably part-time jobs, in the services sectors, an area traditionally dominated by female employment.

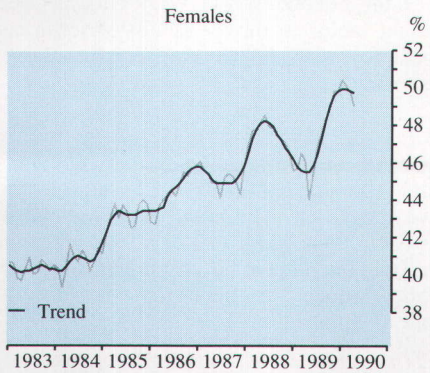
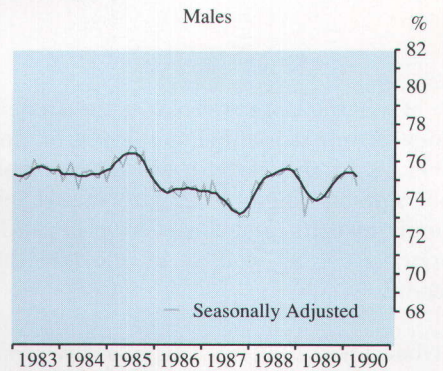
7.1 LABOUR FORCE PARTICIPATION RATES, TASMANIA, MALES (%)

Age group	At August	
	1978	1989
15-19	63.0	59.7
20-24	95.0	91.5
25-44	97.1	93.5
45-54	93.8	89.4
55-64	67.7	62.6
65+	10.2	8.2
Total	78.5	74.0

7.2 LABOUR FORCE PARTICIPATION RATES, TASMANIA, FEMALES (%)

Age group	At August	
	1978	1989
15-19	53.5	59.6
20-24	61.8	73.4
25-44	46.5	63.7
45-54	43.0	53.9
55-64	20.1	22.5
65+	1.1	2.7
Total	38.7	47.8

PARTICIPATION RATES, TASMANIA



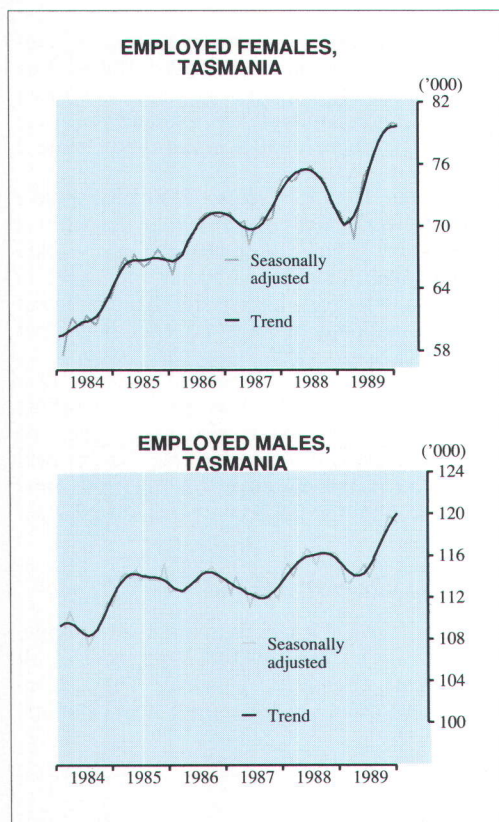
7.1.2 Employment

Employment of both males and females in Tasmania has increased during the 1980s. In December 1989 there were 198 900 persons employed in Tasmania, in seasonally adjusted terms, up from 168 500 in January 1984.

Employment growth has been dominated by an increase in female employment. Female

employment growth was particularly strong during 1989 with an annual growth rate of 13.6 per cent compared with a growth of males employed of 4.1 per cent.

In the twelve months to December 1989, Tasmanian employment rose by 7.6 per cent, the largest increase of any State. The average increase across all Australia during 1989 was 4.2 per cent.



Full-time and Part-time Employment

Over the last decade, there has been little growth in male full-time employment. There has been growth in part-time male employment although it is still at a very low base. There are now nearly 10 000 males employed part time in Tasmania, more than double the numbers measured up to the mid-1980s.

For females, similar patterns emerge, with little long-term growth in females employed full time but significant growth in part-time female employment. In 1978 there were about 21 000 part-time females employed in Tasmania. These

numbers rose fairly steadily to reach 36 000 in 1989.

Tasmanian females have the highest propensity for part-time work of any State in Australia. In July 1989, 48.4 per cent of all females employed in Tasmania worked part time; for Australia, 39.1 per cent of all employed females worked part time.

Employment Sector

Tasmania has the highest proportion of any State of its employees in the public sector, 34.2 per cent in August 1989. This proportion has remained relatively stable for the last two years. Of the 53 500 public sector employees in Tasmania in August 1989, 40 600 worked for the State government, 9200 worked for the Commonwealth government and 3700 for local government.

Occupational Sector

The occupational distribution for males and females in Tasmania is quite different. Males are far more likely to be employed as managers and administrators, professionals, trades-persons or plant and machine operators and drivers. The dominant occupational groups for females are clerks, and sales and personal service workers.

Regional Employment Patterns

As expected, Tasmania's regional employment pattern reflects population distribution throughout the three regions. In December 1989, the Hobart and Southern regions with 97 400, employed 48 per cent of all the State's employed persons, the Northern region 57 400 and the Mersey-Lyell region 47 700.

During 1989, the number of persons with jobs in the south (Hobart and Southern Statistical Divisions) increased by 8.5 per cent, but employment growth in the north of the State was lower at rates of 5.7 per cent for the Northern Statistical Division and 4.1 per cent for the Mersey-Lyell Statistical Division.

Industry Distribution

Data on the industry distribution of Tasmanian employees continue to show the importance of the community services sector. This sector employed 26.8 per cent of all Tasmanian employees in August 1989, the same proportion as in August 1986. The other large industry sectors were manufacturing (18.4 per cent, up from 17.0 per cent three years ago) and wholesale and

retail trade (16.5 per cent down from 17.7 per cent).

The industry distribution by sex shows different pictures. For males, the distribution is more even with the manufacturing sector being the

most important with just over one quarter of all employees. The next most likely employers of males were the community services and wholesale and retail trade sectors. For females, the community services industry dominates, covering nearly 43 per cent of all employed females in Tasmania. The wholesale and retail trade sector is the next most important followed by manufacturing and finance, property and business services.

7.3 INDUSTRY EMPLOYMENT DISTRIBUTION, TASMANIA (%)

Industry	August 1986	August 1989
Mining	2.1	1.8
Manufacturing	17.0	18.4
Electricity, gas and water, construction	8.3	7.0
Wholesale and retail trade	17.7	16.5
Transport and storage	4.5	4.3
Communication	2.3	1.9
Finance, property and business services	9.7	9.2
Banking	2.0	2.0
Non-bank finance investment and insurance	1.8	2.1
Property and business services	5.9	5.1
Public administration and defence	5.0	6.3
Community services	26.8	26.8
Health	11.3	12.8
Education, museum and library services	10.8	10.9
Welfare and other community services	4.8	3.9
Recreation, personal and other services	6.1	6.6
Total all industries	100.0	100.0

Hours Worked

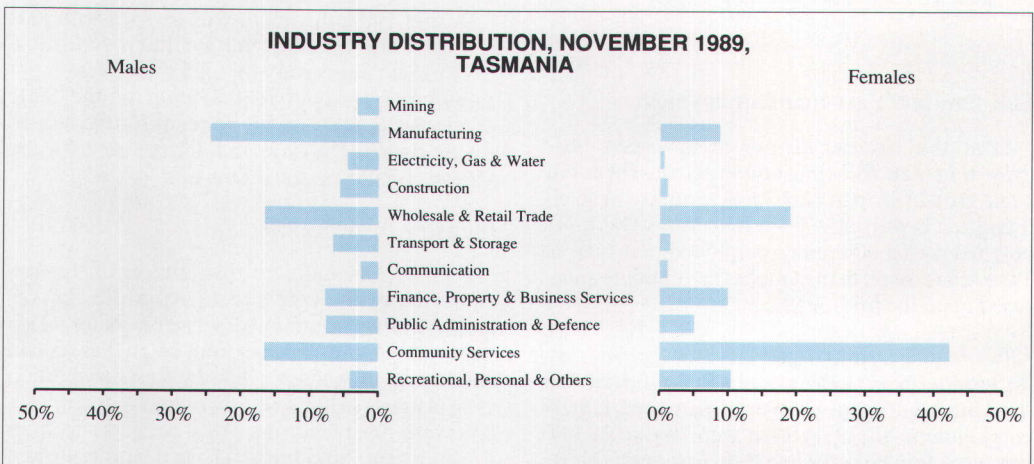
Average weekly hours worked vary considerably each month and are heavily influenced by the incidence of public holidays and, to a lesser extent, school holidays. On average, full-time males work longer hours than full-time females.

Over the last few years, Tasmanians have generally worked less overtime than the national average. In August 1989, the average weekly hours of overtime worked by all employees in Tasmania was 1.07 hours, significantly lower than the national average of 1.48 hours per week.

The proportion of all employees working overtime in Tasmania is also lower than the national average. In August 1989, 17.5 per cent of all Tasmanian employees worked overtime compared with the national average of 19.9 per cent.

Persons Employed at Home

There were 7300 persons employed at home in Tasmania in April 1989, 3.9 per cent of all Tasmanian employed persons. They were people who usually worked more hours at home



than elsewhere in their job or business (excluding farmers and their assistants).

Sixty per cent were females and 55 per cent were family members with children under 14 years. A quarter of those employed at home were clerks, 21 per cent were tradespersons and 20 per cent were professionals.

Labour Mobility

Sixteen per cent of Tasmanians who had worked at some time during the year to February 1989 had changed their job. This is the lowest proportion of any State or Territory in Australia and compares with the national average of 19.7 per cent. Tasmanians aged 20-24 years were the most job mobile (28.7 per cent), consistent with the national trend.

Of those Tasmanians who had worked at some time in the twelve months to February 1989, 87.4 per cent had only one employer or business during the year, 10.3 per cent had two employers or businesses during the year, while 2.3 per cent had three or more employers.

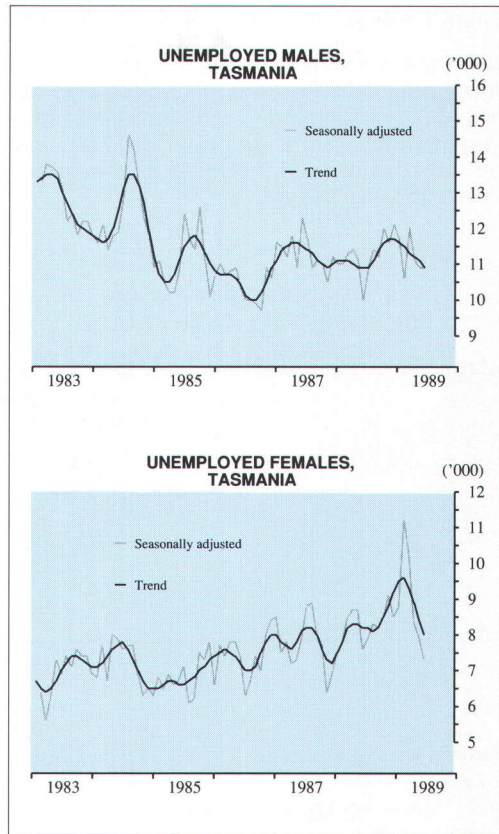
Seventy-six per cent of those Tasmanians working in February 1989 had worked for one year or more in their current job. Tasmanians were far more likely than average Australians to have remained in their current job for a long time. Nearly one-third of Tasmanians employed in February 1989 had been in their current job for 10 years or more, significantly higher than the 22 per cent for all Australians.

7.1.3 Unemployment

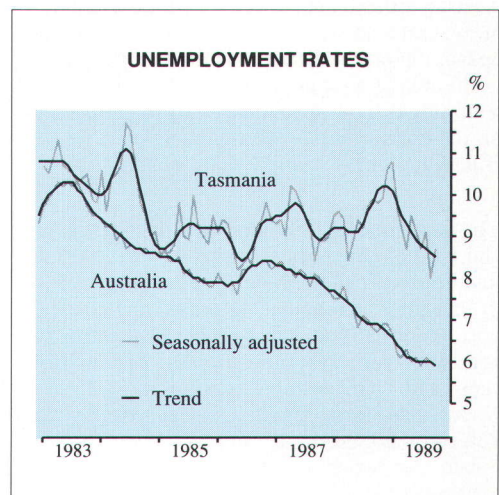
Unemployment remains high in Tasmania. In December 1989 there were 19 900 Tasmanians unemployed on a seasonally adjusted basis. This is slightly higher than the number unemployed in January 1984.

In the twelve months to December 1989 the number of Tasmanians unemployed fell by 10 per cent in line with the fall recorded nationally of 10.2 per cent.

There are some surprising patterns emerging from an analysis of changes in regional unemployment during 1989. While unemployment fell slightly for all of Tasmania from 21 500 in December 1988 to 20 900 in December 1989, all of the fall was in the Northern Statistical Division (6600 to 4800). In the other two regions unemployment rose during 1989.



The unemployment rate in Tasmania has consistently remained the highest of all States over the last few years. The seasonally adjusted unemployment rate for December 1989 was 8.8 per cent, while the average for all Australia was 6.0 per cent.



Youth Unemployment

Unemployment is particularly severe amongst young people. In Tasmania, persons aged 15-24 years comprise 20.5 per cent of the State's civilian population aged 15 and over. However, this age group accounts for nearly 46 per cent of all Tasmania's unemployed.

7.4 AGE DISTRIBUTION OF UNEMPLOYED, TASMANIA, NOVEMBER 1989 (%)

Age group	Proportion of population	Proportion of unemployment
15-19	11.0	22.3
20-24	9.5	23.6
25-34	20.6	19.9
35-44	18.9	16.9
45-54	13.3	11.1
55+	26.3	6.1
Total	100.0	100.0

Hidden Unemployment

As levels of unemployment rose the term 'hidden unemployment' became widely used to describe those who, although failing to satisfy the statistical criteria as unemployed, nevertheless do have some commitment to gain work. The term 'hidden unemployment' is used to refer to people who, while neither employed nor actively seeking work when surveyed, would seek work if the demand for labour should improve or other considerations would change to allow them to seek work. However, precise measurement is difficult. People wanting to work include a range of potential workers, from genuinely discouraged jobseekers to people with family commitments whose interest in finding employment may be unlikely to be realised.

In September 1989 there were 21 160 people who, although neither working nor officially 'unemployed', nevertheless indicated this kind of 'marginal attachment' to the labour force. Of those marginally attached 90 per cent wanted to work and were available to start work in four weeks but were not actively looking for work, 79 per cent were females, 74 per cent would prefer to work part time, and 74 per cent had not looked for work within the previous twelve months.

Job Vacancies

The tightness of the Tasmanian labour market is clearly seen when the total number of people looking for work is compared with the number of vacancies available with employers. While unemployment has remained at around 20 000 in Tasmania over the last few years, the number of job vacancies estimated has been around 1000, a ratio of about one vacancy for every 20 persons seeking work.

Tasmanian Employment Summit

On 28 and 29 November 1989, the Government held the Tasmanian Employment Summit at Parliament House.

The objectives of the summit were to:

- bring together representatives of employee, business, community and government organisations to consider Tasmania's employment situation; and
- seek consensus on an overall strategy for addressing employment issues in Tasmania.

Submissions were publicly sought from interested individuals and organisations. Sixty-four were received. A range of background papers was prepared and widely disseminated prior to the summit to facilitate discussion of employment issues.

The summit was attended by 53 participants and 40 official observers. The public gallery of the House of Assembly was open to members of the public throughout the proceedings.

At the conclusion of the summit, a communique was prepared identifying the areas of consensus on employment issues and strategies to create employment opportunities. In particular, it was agreed that a new economic consultative body - the Tasmanian Economic Partnership - would be established to provide an ongoing forum for consultation.

A full Hansard record of the summit was kept and has been published, together with other details of the summit in *Tasmanian Employment Summit - Proceedings*.

The vacancies have been generally split fairly evenly between the public and private sectors although over the last year private sector vacancies have increased slightly. Tasmania's job vacancy rate remains below the national average.

7.2 EMPLOYMENT, EDUCATION AND TRAINING

The quality of Australia's future workforce skills will depend not only on the basic education and initial preparation provided to young people, but also on the development and continuous upgrading of skills in the adult workforce. Traditional skill requirements have already undergone significant change as a result of the rapid spread of micro-electronic applications in the manufacturing and service industries, and further changes will inevitably occur under the influence of continuous improvements in technology.

Consequently, government is moving on a number of fronts to make education and training systems more attuned to the new requirements for skills demanded by our changed economic circumstances.

Education and the Labour Market

Participation in the labour force varies according to educational attainment. In February 1989, persons who had obtained post-school qualifications had a participation rate of 72.2 per cent, significantly higher than those with no post-school qualifications (56.7 per cent).

Of persons with a post-school qualification, those with a trade qualification or apprenticeship had the highest participation rate (77.8 per cent) followed by persons with a degree (76.8 per cent) and persons with a certificate or diploma qualification (65.3 per cent).

The overall proportion of males with post-school qualifications was 39.8 per cent, considerably higher than the estimate of 26.6 per cent for females, but both were lower than the Australian rates of 44.3 and 32.7 per cent respectively.

Seventy-eight per cent of the 23 200 estimated unemployed persons in February 1989 had not obtained a post-school qualification. The unemployment rate for those without a tertiary qualifi-

cation was 15.1 per cent. This compared with an unemployment rate of five per cent for Tasmanians with a post-school qualification.

Transition from Education to Work

Of the 24 100 Tasmanians aged 15 to 64 who attended a school at some time in 1988, there were 8200 who had left school by May 1989. In May 1989, 33 per cent were attending a tertiary institution, lower than the national average (50 per cent) of school leavers continuing on to tertiary education. Of those not attending a tertiary institution, 4000 were employed while those unemployed comprised 19 per cent of the school leavers.

In 1988, 9700 Tasmanians left full-time education. Of these, 72 per cent were employed in May 1989 and 19 per cent were unemployed. The unemployment rate among leavers was 21 per cent and the labour force participation rate was 92 per cent.

Nearly one-third of employed leavers found jobs in the wholesale and retail trade sector, 19 per cent in the community service sector, 14 per cent in finance, property and business services and 12 per cent in manufacturing.

Of the 3000 employed persons who had left a tertiary institution, 40 per cent had become managers and administrators or professionals. On the other hand, of the 4000 leavers from schools who were employed in May 1989, 31 per cent were sales persons and personal service workers and 27 per cent were labourers.

7.2.1 The Commonwealth Employment Service

The CES delivers a wide range of programs to assist disadvantaged people to seek and gain employment.

Newstart

Newstart provides assistance and incentives to long-term unemployed people (18-54 year olds, unemployed for over 12 months), to help them get back into the workforce. Help includes counselling, assessment, placement in other programs and a payment to help with the extra expenses involved in going back to work.

Job Search Training Program (JSTP)

The JSTP was introduced in recognition of the fact that vocational skills alone are not always the determining factor in obtaining a job;

while many jobseekers are capable of undertaking the employment they seek, a sizeable proportion lacks the necessary knowledge of how the labour market actually operates, and the skills to effectively look for and obtain satisfactory employment.

Job search training courses are spread over three to five days and cover aspects such as choosing a job, contacting employers and keeping the job. Job clubs, the other element of the program, offer a much more intensive and comprehensive coverage of job search techniques and practical exercises such as writing applications and interviewing techniques.

The needs of professionally qualified job seekers are served by Professional Employment Services Offices in the major centres of population and business.

In its attempts to increase employment prospects of job seekers, the CES provides counselling and support services for groups with particular difficulties and needs. These include youth, people with disabilities, Aboriginals and migrants.

7.5 CES STATISTICS, TASMANIA, 1987-88

Registrations of jobseekers	70 161
Vacancies notified to the CES	33 844
Vacancies filled	29 411

Source: DEET Annual Report 1987-88.

7.2.2 Commonwealth Government Assistance Schemes

Skillshare

Skillshare was introduced in January 1989, integrating the former Community Youth Support Scheme (CYSS), Community Training Program (CTP) and Community Volunteer Program (CVP). Program delivery is through the Commonwealth funding projects sponsored by community organisations or local government authorities. The aim of Skillshare is to assist long-term and other most disadvantaged unemployed people to gain employment, or to move on to further education or training.

Activities include structured skills training with an appropriately balanced combination of job specific skills, job search skills and personal

effectiveness skills; open access services including volunteer referral activity, ad hoc job search training, employment related personal support and referral services, general work skills and personal effectiveness training, work related excursions and limited recreational/hobby activities; and enterprise activities through income generating activities and training in small business skills.

Information Technology Centres (ITeC) specialise in providing structured skills training in electronics and computer applications. Services include promotion of information technology applications to the broader community through their open access and encouraging new and existing small business by providing information technology support.

A network of projects services areas of high unemployment providing a balanced range of relevant programs and activities for the target group. In 1989, 12 organisations sponsored 15 projects in Tasmania and received \$2 840 000 in Commonwealth funding.

JOBTRAIN

This program assists disadvantaged job seekers, such as the long-term unemployed, to increase their competitiveness in the local labour market through the acquisition of marketable skills.

Short-term training up to a maximum 12 months duration is provided through established or specially contracted courses designed to meet local labour market needs. Preparatory training may also be approved to enable participants to undertake skills training.

JOBSTART

JOBSTART, provides a 20-week wage subsidy to employers who provide jobs to job seekers who have experienced long periods of unemployment or face other disadvantages in obtaining employment.

Assistance is offered to employers if they are prepared to pay at least the award or appropriate wage for the job and fulfill other award conditions.

Heavy Engineering Adjustment and Development Program

This scheme was introduced to assist with the restructuring and revitalising of the heavy-engineering industry. Assistance is provided to

heavy-engineering firms to upgrade and enhance the skills of existing employees, including assistance with the training of specialised trainers and supervisors. This assistance is linked to improvements in work practices and more effective utilisation of existing and new technology.

In addition, a package of formal training, wage subsidy and relocation assistance is provided for workers retrenched from heavy-engineering firms, including eligibility for labour-market-orientated formal training, relocation assistance and eligibility for wage subsidy assistance.

7.2.3 State Government Assistance Schemes

In 1988-89 flexible new programs were introduced and a number of creative employment initiatives were supported in response to a difficult labour market. Most of these programs concentrate on full-time paid positions and emphasize the importance of training, but part-time employment and self-employment are also encouraged under some programs. In response to requests from a number of local government bodies a major effort was made to include local government in job creation.

During 1988-89, 1949 full-time and 77 part-time positions were directly created. These included: 904 positions under the Build a Business program; 255 additional positions under the Tasmanian Employment Program; 157 additional training positions under the Traineeships Tasmania program; 617 additional training positions under the Add an Apprentice program; 13 additional training positions under the Training Express program; and three management training positions under the Young Managers program.

In addition there have been 48 additional part-time positions established under Job Share Tasmania and under the Taswork pilot project at George Town 29 additional part-time positions were created.

7.2.4 Training and Apprenticeship

The State Department of Employment, Industrial Relations and Training in conjunction with the Commonwealth Department of Employment, Education and Training are charged with the role of developing and administering employment and training schemes to give people the skills and experience they need to obtain and keep employment.

International Award*

The Summerleas Youth Co-operative Programme at Kingston, a farm co-operative for youth, won an international \$2400 award through the Commonwealth Youth Service Award Scheme in May 1988.

It was in recognition of the contribution made by young people to their society and showed that Australian Youth projects are of world standard both in the quality of services they produce and in the innovative approach they take.

Governments nominate projects which:

- show effective teamwork by young people;
- are devised, set up and maintained by young people;
- have met local needs;
- show long-term potential; and
- provide inspiration for other groups.

Mr Julian Punch is the co-operative's co-ordinator of welfare and seven young people live on the farm, which is run by the Youth Programmes Inc.

**This article has been taken from the Mercury.*



Workers at the Summerleas co-operative farm for youth, which won an international award for projects set up and maintained by young people.

Photo: Mercury

The Australian Traineeship System

By the end of 1989, 897 young Tasmanians had commenced traineeships in various industries around the State under the Australian Traineeship System; 391 of those trainees have now completed their traineeships.

7.6 TRAINEESHIPS, TASMANIA, 1989 (a)

Traineeship	Number of trainees commenced	Number of trainees completed
Office skills	522	267
Concrete worker	4	0
Hospitality	70	36
Insurance	13	7
Local government	22	12
Furniture removalist	20	20
Freight forwarding	15	8
Textile	10	7
Telecom	10	10
Rural	58	24
Retail sales	113	0
Logging	11	0
Silviculture	10	0
Plant operations	4	0
Banking	15	0
Total	897	391

(a) These statistics represent total figures as from the commencement of the Australian Traineeship System in Tasmania.

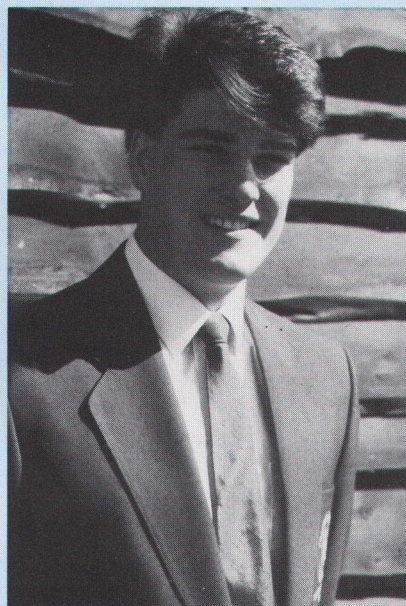
In broad terms, a traineeship is a structured vocational training system. It combines on and off-the-job training for 15-19 year olds. It provides broad based training and offers the opportunity to progress to permanent employment and a worthwhile career and/or further education and training.

Essentially a traineeship lasts for 12 months, including 13 weeks of off-the-job training which is provided by TAFE colleges throughout the State. Upon successful completion of the traineeship a trainee receives a nationally recognised Certificate of Proficiency.

Further traineeships are expected to be offered in warehousing, office systems software support, mining, automotive, fishing and many other areas of employment during 1990.

The inaugural Tasmanian Trainee of the Year was held in 1989. The competition was sponsored by UNISYS who provided \$4000 worth of computer hardware.

Tasmanian Trainee of the Year, 1988-89



Simon Hine was a trainee in freight forwarding with TNT Express Devonport. He also won the silver award in the AMP National Apprentice and Trainee of the Year Awards.

Apprenticeships

Similar to traineeships, apprenticeships involve two types of training; broad practical on-the-job training and off-the-job technical training given at a technical college or equivalent.

Attendance at off-the-job training is compulsory and for some trades it may be necessary to attend a college away from home, at either intra or inter-State colleges.

The apprentice serves a three month probationary period which is included in the formal contract of training signed by both the employer and the apprentice at the commencement of the employment. Once the contract is signed and registered, it can only be ended if the government Training Authority agrees. When the apprenticeship is finished a certificate is presented to the apprentice to show that they are a qualified tradesperson.

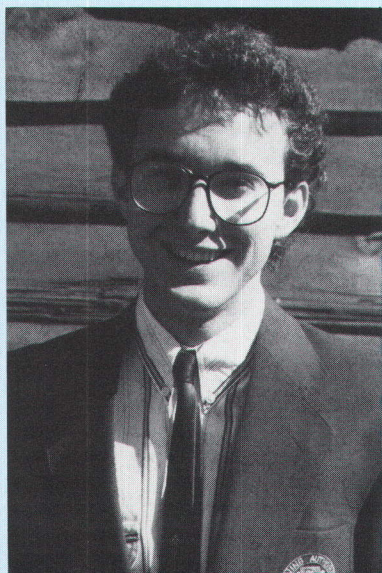
Depending on the various trades an apprenticeship may last from two to four years. In spe-

7.7 APPRENTICES, TASMANIA, 1988-89

Trade group	Commencements	Completions	Apprentices in training at 30 June 1989
Metal	265	236	945
Electrical	149	135	472
Building	308	263	876
Printing	24	17	92
Vehicle	177	118	462
Food	170	118	445
Other	304	182	875
Total	1 397	1 069	4 167
Females	189	97	557
Males	1 208	972	3 610

cial cases apprenticeships can be shortened or lengthened depending on the requests.

During 1988-89 there were 4167 apprentices in training around the State with approximately 1397 of these in their first year. Almost 96 per cent of commencements in 1988-89 occurred

Apprentice of the Year, 1988

Jamie Howell was an apprentice industrial instrument mechanic with Associated Pulp & Paper Mills, Burnie. He also won the silver award for apprentices in the Australian AMP Apprentice and Trainee of the Year Awards.

with private firms. Over the past 10 years the number of apprenticeships in particular trades varied considerably.

In 1989 the new apprenticeship scheme which is competency based was introduced. This scheme will take many years to cover all trades offered in Tasmania as it involves a complete review of each trade.

Each year the Tasmanian Training Authority offers an award to the outstanding apprentice in each major group of trades. From these apprentices the 'Apprentice of the Year' is chosen. In 1989 the awards were sponsored by the Tasmanian Bank, Qantas and Australian Airlines.

7.3 THE WORKING ENVIRONMENT**7.3.1 Earnings**

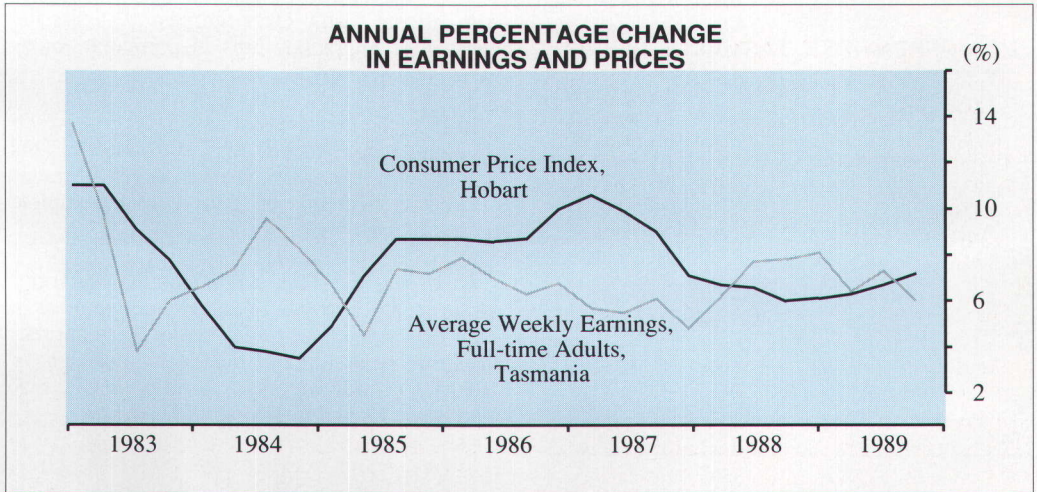
For much of 1988 and early 1989 real wages in Tasmania rose - that is, the annual increase in average weekly earnings for full-time adults in Tasmania was higher than the annual growth in the Hobart Consumer Price Index (CPI). This period followed nearly three years when real earnings fell. Towards the end of 1989, the annual movement in the CPI increased while the annual change in average weekly earnings fell.

In August 1989, the average weekly earnings for full-time Tasmanian males was \$556.10, while for females it was \$430.70, both lower than the national average of \$585.00 for males and \$459.30 for females.

For the year to August 1989, average weekly earnings for all Tasmanian male employees rose by 6.8 per cent (6.4 per cent for full-time adult males); those for all female employees rose by 6.6 per cent over the year (5.1 per cent for full-time adult females). These increases were generally less than the national averages.

7.3.2 Employment Benefits

While the propensity for males and females working full-time or part-time to receive benefits were similar, the fact that a much higher proportion of females worked part time meant that 78.2 per cent of female employees received a benefit compared with 91.2 per cent of males in August 1989.



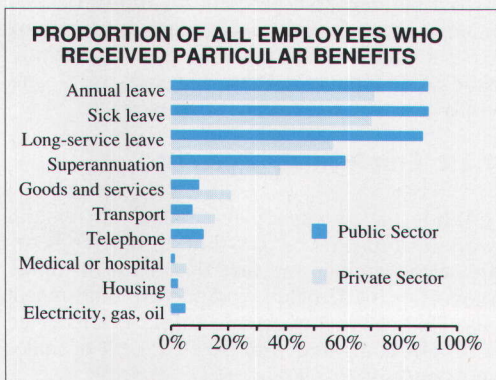
The most common benefits received were leave provisions: 77.1 per cent of all Tasmanian employees received annual leave, 76.4 per cent sick leave and 68.1 per cent received long service leave. A superannuation benefit was received by 52.9 per cent of Tasmanian employees, slightly higher than the national average (46.8 per cent).

Employees in the Tasmanian public sector were more likely to receive an employment benefit than their counterparts in the private sector (92.8 per cent and 82.5 per cent respectively). They were more likely to receive sick leave (89.5 per cent versus 70.2 per cent), annual leave (89.4 per cent versus 71.4 per cent), long-service leave (87.7 per cent versus 59.0 per cent) and superannuation (68.3 per cent versus 45.9 per cent). On the other hand Tasmanian private sector employees were more likely to receive benefits such as goods and services,

housing, transport and assistance with medical and hospital expenses and union dues.

There was some variation in benefits received across the various industry sectors. At least one benefit was received by 96.3 per cent of employees in the electricity, gas and water industry, while 97.0 per cent of employees in the mining and 90.8 per cent of employees in the communication industries received benefits. For the recreational, personal and other services sector however, only 60 per cent of employees received a benefit, although it should be remembered that a large proportion of employees in this sector work on a part-time or casual basis.

For some types of benefits, receipt of the benefit was predominantly associated with employees in a particular industry. Of the 1.9 per cent of all employees who received low-interest finance as a benefit, 61.5 per cent worked in the finance, property and business services sector. Nearly half of all those who received a housing benefit were employed in the agriculture or mining sectors, while 45.2 per cent of those who received shares, rights or options as an employment benefit worked in the manufacturing sector.



7.3.3 Major Labour Costs

Tasmanian employers were estimated to have spent \$3170 million on labour costs during the year ended 30 June 1987. Estimated expenditures in Tasmania on labour cost items included in the survey were:

- employee earnings (\$2903 million) made up of payments for time worked (\$2493

million), annual leave (\$207 million), other leave (\$166 million), and severance, termination and redundancy payments (\$37 million); and

- other labour costs (\$267 million) were made up of payroll tax (\$76 million), superannuation (\$132 million), workers compensation (\$51 million), and fringe benefits tax (\$8 million).

The average cost of employing labour in Tasmania in 1986-87 at \$20 630 per employee was well below the national average of \$22 536. On-costs in Tasmania at \$4406 per employee were also lower than for the whole country (\$5129). They comprised an estimated \$1346 for annual leave, \$1083 for other leave and bonuses, \$239 for severance, termination and redundancy payments, \$492 for payroll tax, \$861 for superannuation, \$330 for workers' compensation and \$54 for fringe benefits tax.

In Tasmania the average cost per employee for private sector employers was \$18 687 compared with \$24 257 for public sector employers.

In Tasmania the highest labour cost per employee was incurred by private sector employers involved in mining (\$28 395) while the lowest was in the recreation and other service industry (\$10 657). This pattern is consistent with that measured in other States.

Labour costs per employee were significantly higher in large firms compared with small business largely because of the differing applicability of payroll tax and the effect of the type of employment in small businesses on annual leave entitlements.

The most expensive government employment sector in Tasmania was the Commonwealth (\$27 245 per employee). This compares with total labour costs in the State government sector of \$23 760 per employee and in the local government sector of \$21 111 per employee. Significant contributions to this result were payments of time worked (\$19 290 per employee for Commonwealth; \$17 872 for State and \$16 968 for local government) and superannuation (\$2753 per employee for Commonwealth; \$1109 for State and \$1007 for local government).

7.3.4 Wage Fixing

In Australia two sets of authorities regulate wages and salaries: the Australian Industrial Re-

lations Commission (AIRC) with federal jurisdiction, and various State tribunals; in Tasmania the Tasmanian Industrial Commission. In Tasmania approximately 35 per cent of employees are covered by federal awards and about 51 per cent by State awards.

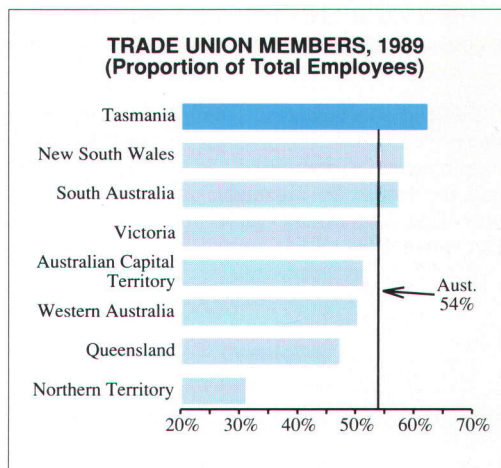
Over the twelve months to December 1989, the weekly award rates of pay indexes rose by 5.5 per cent for Tasmanian adult males and by 6.6 per cent for Tasmanian adult females, the largest increases of any State or Territory.

During 1989, for full-time adult males in Tasmania, the largest annual increases occurred in the construction industry (8.3 per cent) and the wholesale and retail trade sector (7.3 per cent), while the smallest pay rises (3.6 per cent) were received by male employees in the communication and public administration sectors. For females the largest increases were recorded in the wholesale and retail trade industry (7.9 per cent), the recreation, personal and other services sector (7.6 per cent) and the manufacturing sector (7.4 per cent). The lowest increase was the 4.4 per cent rise for employees in the communication industry.

7.3.5 Trade Unions

Tasmania has the highest rate of trade union membership of any Australian State.

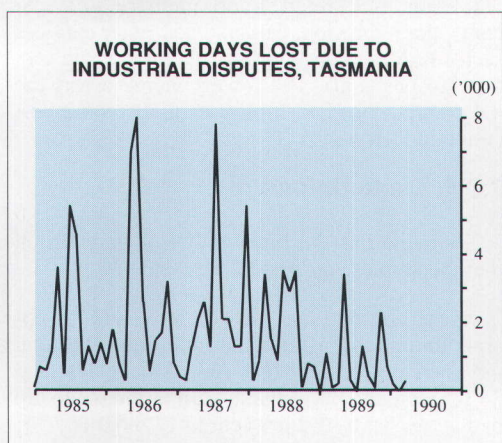
At the end of June 1989 there were 125 separate unions in Tasmania, accounting for a total membership of 97 100 (63 000 males and 34 000 females). Tasmania's union membership had increased by 3.2 per cent in 12 months.



Tasmania has maintained the highest proportion of trade union members to total employees for both males and females; 69 per cent of all male employees and 51 per cent of females were trade union members. Nationally, 62 per cent of male employees and 44 per cent of females were trade union members.

7.3.6 Industrial Disputes

The current level of industrial disputation in Tasmania is relatively low both compared with the recent past and with the experience in other States. For the twelve months to October 1989, 9700 working days were lost due to industrial disputes in Tasmania. This followed 1988 and 1987 when 18 600 and 28 000 working days were lost respectively and compares with the early 1980s when of the order of 50 000 to 60 000 days were lost each year.



The level of industrial disputation reached a record low in August 1989.

For the twelve months ended August 1989, there were 53 working days lost per thousand employees in Tasmania, the lowest of any State, and the lowest in Tasmania since this statistic was first introduced on a monthly basis in December 1981.

7.4 REFERENCES

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