

Labour

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Labour

Introduction

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.

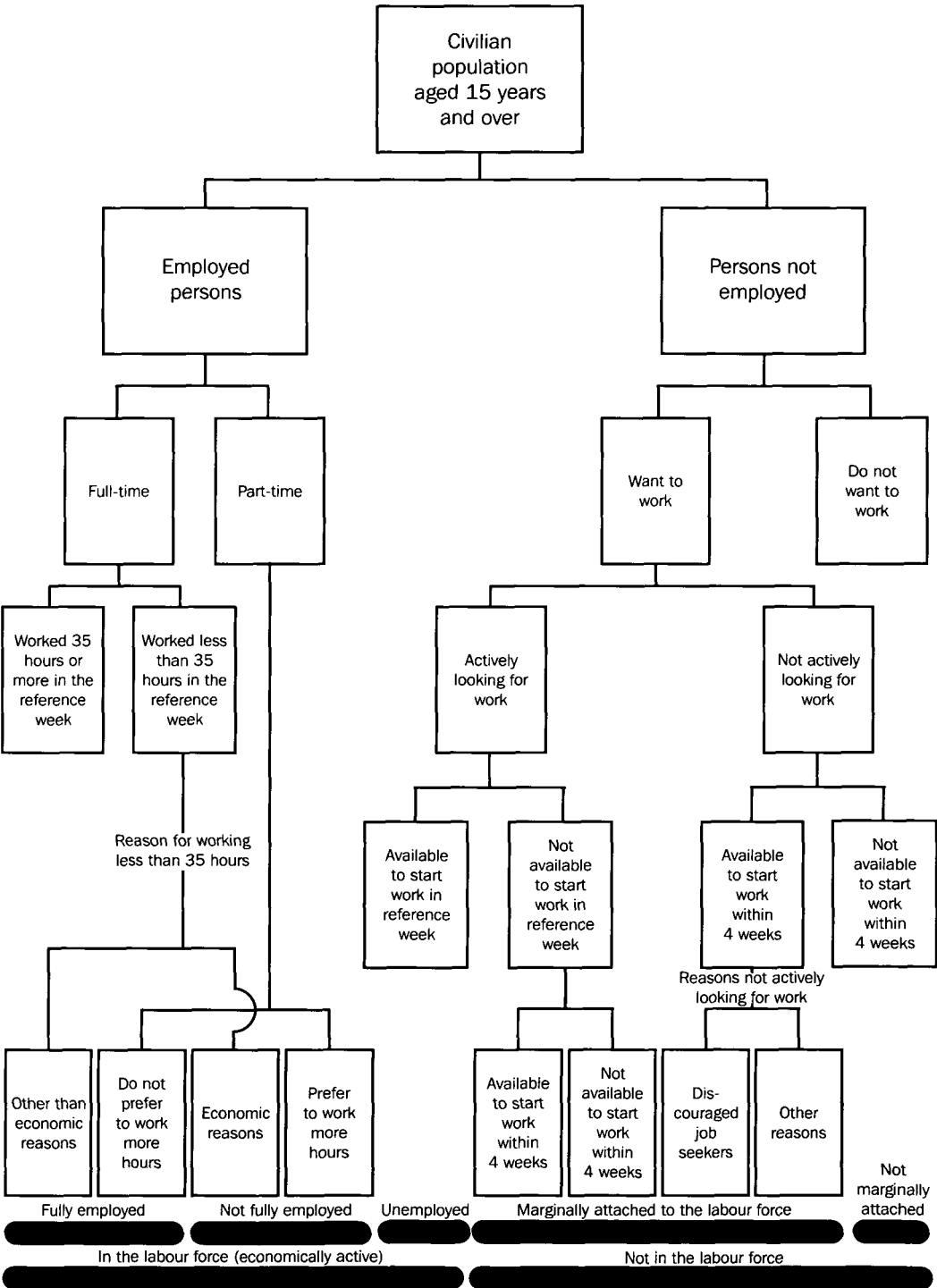
The labour force

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.

6.1 The Australian labour force framework



This section presents some summary statistics on the civilian labour force drawn from the ABS monthly Labour Force Survey and associated supplementary surveys. The data present 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.

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 and 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, before increasing slightly in 1993–94.

6.2 Labour force — components of change (%)

	Annual average(a)					
	1988–89	1989–90	1990–91	1991–92	1992–93	1993–94
Males						
Percentage change in labour force	1.8	2.2	1.3	—	0.5	0.9
Percentage points change due to						
Population growth	2.0	1.7	1.5	1.3	1.2	1.2
Labour force participation	-0.2	0.5	-0.2	-1.3	-0.7	-0.3
Females						
Percentage change in labour force	4.1	4.8	2.4	0.7	0.9	2.2
Percentage points change due to						
Population growth	2.1	1.9	1.6	1.4	1.2	1.2
Labour force participation	2.0	2.9	0.8	-0.7	-0.4	1.0
Persons						
Percentage change in labour force	2.8	3.3	1.8	0.3	0.7	1.4
Percentage points change due to						
Population growth	2.0	1.8	1.6	1.4	1.2	1.2
Labour force participation	0.7	1.4	0.2	-1.1	-0.5	0.2

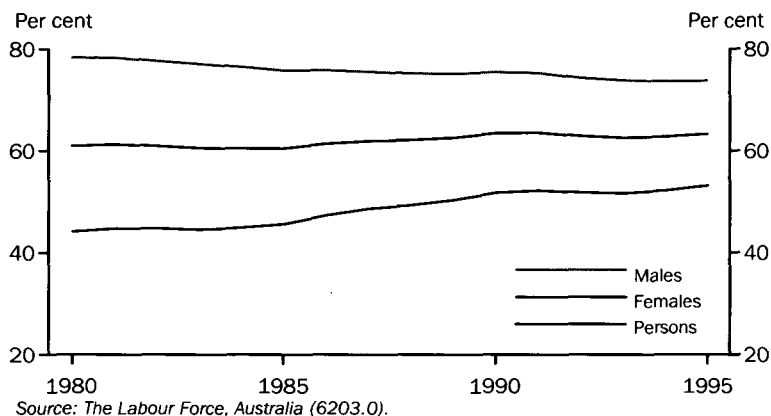
(a) Averages calculated on monthly estimates.

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

The participation rate is one of the most important descriptions 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% in 1987–88 to 73.6% in 1993–94. For females, the participation rate has increased steadily from an average of 49.4% in 1987–88 to 52.3% in 1990–91. After falling over the next two years, the female rate again increased in 1993–94, to 52.2% (graph 6.3).

6.3 Participation rates, annual average (%)



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 1993-94, the labour force participation rate for 15 to 19 year olds stood

at 55.8% compared with 62.8% 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.

6.4 Civilian labour force, annual average(a), 1993-94

Age group (years)	No. ('000)					Participation rate (%)				
	Males					Females				
	Males	Married	Not married	Total	Persons	Males	Married	Not married	Total	Persons
15-64	4 940.8	2 149.0	1 495.1	3 644.1	8 584.9	83.5	59.8	66.2	62.3	73.0
15-19	369.3	11.3	335.5	346.8	716.1	56.2	54.9	55.4	55.4	55.8
20-24	628.1	141.5	406.4	547.9	1 176.0	87.0	68.4	80.8	77.2	82.1
25-34	1 299.8	600.1	332.9	933.0	2 232.7	93.5	61.8	76.3	66.3	79.8
35-44	1 237.6	730.8	209.1	939.9	2 177.5	93.0	69.4	72.7	70.1	81.5
45-54	949.7	519.3	156.3	675.6	1 625.3	88.5	64.5	69.4	65.5	77.3
55-59	283.1	107.3	37.7	145.0	428.1	72.6	37.5	39.5	38.0	55.5
60-64	173.1	38.7	17.3	56.0	229.2	49.1	15.7	16.1	15.8	32.4
>64	80.5	18.3	12.4	30.6	111.1	8.9	3.8	1.8	2.6	5.3
Total	5 021.3	2 167.2	1 507.5	3 674.7	8 696.0	73.6	53.1	51.0	52.2	62.8

(a) Averages calculated on monthly estimates.

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

6.5 Civilian population aged 15 years and over — labour force status

	Annual average(a)					
	1988-89	1989-90	1990-91	1991-92	1992-93	1993-94
Males						
Employed ('000)	4 489.5	4 607.9	4 534.3	4 417.2	4 396.9	4 472.3
Unemployed						
Looking for full-time work ('000)	263.1	247.1	373.4	491.5	531.3	500.0
Looking for part-time work ('000)	32.4	34.3	43.9	44.2	50.2	49.0
Total unemployed ('000)	295.5	281.4	417.3	535.7	581.5	549.0
Labour force ('000)	4 785.0	4 889.3	4 951.6	4 952.9	4 978.4	5 021.3
Not in the labour force ('000)	1 579.2	1 584.7	1 619.9	1 706.1	1 760.0	1 797.0
Civilian population ('000)	6 364.2	6 473.9	6 571.5	6 659.1	6 738.3	6 818.3
Unemployment rate (%)	6.2	5.8	8.4	10.8	11.7	10.9
Participation rate (%)	75.2	75.5	75.4	74.4	73.9	73.6
Females						
Employed ('000)	3 059.1	3 224.1	3 248.2	3 219.5	3 237.0	3 308.3
Unemployed						
Looking for full-time work ('000)	160.9	154.6	201.2	252.5	259.8	262.3
Looking for part-time work ('000)	78.3	77.7	90.5	93.4	99.3	104.2
Total unemployed ('000)	239.2	232.3	291.7	345.9	359.0	366.4
Labour force ('000)	3 298.3	3 456.4	3 539.9	3 565.5	3 596.0	3 674.7
Not in the labour force ('000)	3 246.0	3 209.5	3 232.0	3 303.0	3 356.7	3 360.5
Civilian population ('000)	6 544.3	6 665.9	6 771.9	6 868.5	6 952.7	7 035.3
Unemployment rate (%)	7.3	6.7	8.2	9.7	10.0	10.0
Participation rate (%)	50.4	51.9	52.3	51.9	51.7	52.2

(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 1994 was 59.5% compared with the participation rate of 65.5% for the Australian born. The participation rate for overseas-born

persons born in other than main English-speaking countries was 55.9%. Of all overseas born, persons born in New Zealand had the highest participation rate (75.0%).

6.6 Civilian labour force by birthplace, May 1994 ('000)

	Employed		Unemployed		Total labour force ('000)	Unemployment rate (%)	Participation rate (%)
	Full-time workers ('000)	Total ('000)	Looking for full-time work ('000)	Total ('000)			
Born in Australia	4 464.5	5 971.9	485.2	593.1	6 565.0	9.0	65.5
Born outside Australia	1 499.5	1 907.3	219.0	256.8	2 164.1	11.9	59.5
English speaking countries	674.2	880.1	65.8	80.5	960.6	8.4	64.9
Other countries	825.3	1 027.2	153.2	176.3	1 203.5	14.6	55.9
Oceania							
New Zealand	120.1	155.7	15.6	18.0	173.7	10.4	75.0
Total Oceania	153.5	195.3	19.0	22.2	217.5	10.2	74.2
Europe & the former USSR							
Germany	50.2	64.4	4.6	5.1	69.5	7.4	58.2
Greece	51.6	63.2	7.2	7.8	71.0	11.0	54.1
Italy	85.7	105.8	7.9	9.1	114.8	7.9	43.9

...continued

6.6 Civilian labour force by birthplace, May 1994 — continued (^{'000})

	Employed		Unemployed		Total labour force (^{'000})	Unemployment rate (%)	Participation rate (%)
	Full-time workers (^{'000})	Total (^{'000})	Looking for full-time work (^{'000})	Total (^{'000})			
Europe & the former USSR — (continued)							
Netherlands	37.9	49.0	*2.3	*2.3	51.4	*4.5	54.9
UK & Ireland	505.8	657.3	46.9	57.5	714.7	8.0	62.4
Former Yugoslav Republics	63.7	76.7	15.9	17.5	94.3	18.6	55.9
Total Europe & the former USSR	915.1	1 172.4	104.9	122.7	1 295.1	9.5	56.9
The Middle East & N. Africa							
Lebanon	23.3	30.1	9.7	10.1	40.2	25.2	51.2
Total Middle East & N. Africa	57.3	72.8	26.6	28.8	101.6	28.4	53.4
South-East Asia							
Malaysia	24.7	31.2	*1.2	*2.8	34.0	*8.2	65.0
Philippines	35.1	42.4	*3.7	4.9	47.3	10.3	68.5
Viet Nam	51.6	60.2	26.7	27.9	88.1	31.6	62.0
Total South-East Asia	149.6	179.5	38.1	44.4	223.9	19.8	62.1
North-East Asia							
China	33.2	42.2	5.6	6.3	48.5	13.1	65.0
Total North-East Asia	64.0	83.2	7.9	9.6	92.8	10.4	56.0
The Americas	54.3	73.4	7.4	10.8	84.2	12.8	67.1
Other							
India	33.2	39.9	4.0	4.7	44.6	10.6	63.4
Total other	105.7	130.6	15.1	18.2	148.9	12.3	67.2

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

Statistics on labour force status according to level of educational attainment are contained in *Chapter 9, Education*.

Employment

Broadly, persons are considered to be employed if they are doing any work at all, regardless of the number of hours worked. Employment statistics are 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. 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% 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 41.6% in 1992–93 but in 1993–94, the ratio rose slightly to 42.5%.

6.7 Employed persons — employment/population ratios(a) (%)

Annual average(b)	Age group (years)							Total	
	15-19	20-24	25-34	35-44	45-54	55-59	60-64		>64
Males									
1988-89	51.7	81.7	89.0	90.8	85.4	69.8	45.4	9.0	70.5
1989-90	53.0	81.9	89.8	90.8	86.4	71.3	46.0	9.1	71.2
1990-91	47.4	77.4	86.7	89.4	85.8	70.4	45.9	8.9	69.0
1991-92	42.6	73.1	84.3	86.8	83.5	65.9	43.7	8.9	66.3
1992-93	41.0	72.2	83.0	85.9	82.8	64.4	41.2	8.4	65.3
1993-94	42.8	72.9	83.6	85.9	82.3	64.6	41.2	8.8	65.6
Females									
1988-89	49.2	70.3	59.2	65.2	55.6	31.1	14.6	2.3	46.7
1989-90	50.6	71.1	61.8	68.2	57.6	31.3	14.9	2.2	48.4
1990-91	46.3	69.7	60.8	67.5	59.1	34.2	15.7	2.6	48.0
1991-92	42.4	66.6	59.9	66.8	59.2	34.0	14.5	2.4	46.9
1992-93	42.3	65.6	59.1	65.5	60.8	34.6	14.2	2.1	46.6
1993-94	42.3	66.8	60.4	64.7	61.4	35.3	15.4	2.6	47.0
Persons									
1988-89	50.5	76.0	74.1	78.1	70.8	50.7	29.8	5.1	58.5
1989-90	51.8	76.5	75.7	79.5	72.4	51.5	30.4	5.1	59.6
1990-91	46.9	73.6	73.7	78.5	72.8	52.5	30.7	5.3	58.3
1991-92	42.5	69.8	72.1	76.8	71.6	50.1	29.1	5.2	56.5
1992-93	41.6	69.0	71.0	75.7	72.0	49.7	27.6	4.8	55.8
1993-94	42.5	72.5	71.9	75.2	72.1	50.2	28.3	5.2	56.2

(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, (i.e. employers, own-account workers, employees and contributing family workers) 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 own-account workers have increased relatively steadily

from a low of 708,400 in 1987-88 to 829,000 in 1993-94, estimates for employees increased from 6,080,100 in 1987-88 to 6,652,700 in 1989-90, before declining to 6,363,100 in 1992-93. In 1993-94, the estimate for employees rose to 6,500,300, still slightly lower than the 1989-90 peak.

6.8 Employed persons — status of worker ('000)

Annual average(a)	Employers	Own-account workers	Employees	Contributing family workers	Total
1988-89	367.5	734.9	6 368.4	66.6	7 548.7
1989-90	372.6	736.2	6 652.7	60.9	7 832.0
1990-91	368.1	761.9	6 564.8	67.1	7 782.4
1991-92	347.9	796.5	6 405.9	73.0	7 636.7
1992-93	339.3	816.8	6 363.1	81.9	7 633.9
1993-94	348.3	829.0	6 500.3	77.8	7 780.6

(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 in 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. Average weekly hours worked by all employed

persons rose to a peak of 34.7 in 1991-92, before falling to 34.4 in 1992-93. By 1993-94, the average had again risen to 34.6. The average weekly hours worked estimate for

employed males reached a peak of 39.3 hours per week in 1993-94 while for females, the average weekly hours worked was 28.2 (still lower than the 1991-92 peak of 28.4).

6.9 Employed persons by industry and average weekly hours worked, annual average(a), 1993-94

ANZSIC Division	No. ('000)			Average weekly hours worked		
	Males	Females	Persons	Males	Females	Persons
Agriculture, forestry & fishing	284.8	124.4	409.2	48.7	30.1	43.1
Mining	80.1	9.4	89.4	44.0	34.4	43.0
Manufacturing	793.5	288.7	1 082.1	40.8	32.8	38.7
Food, beverages & tobacco	112.1	50.8	162.9	40.2	32.4	37.8
Metal products manufacturing	156.0	23.5	179.5	40.5	31.0	39.3
Other manufacturing	59.6	18.7	78.3	41.7	30.1	38.9
Electricity, gas & water supply	78.9	13.4	92.2	36.5	33.4	36.1
Construction	479.7	79.9	559.6	40.7	21.0	37.9
Wholesale trade	347.8	156.2	503.9	42.8	32.0	39.4
Retail trade	548.2	575.6	1 123.8	39.1	25.5	32.2
Accommodation, cafes & restaurants	150.2	197.3	347.4	38.9	27.9	32.7
Transport & storage	285.6	80.8	366.4	42.6	31.9	40.3
Communication services	88.3	40.3	128.5	37.4	31.6	35.6
Finance & insurance	141.1	175.7	316.8	40.4	31.4	35.4
Property & business services	384.9	288.8	673.6	42.3	30.1	37.1
Government administration & defence	216.5	151.9	368.3	36.7	31.0	34.3
Education	192.9	359.5	552.4	39.2	31.9	34.4
Health & community services	160.9	511.4	672.3	38.9	28.5	31.0
Cultural & recreational services	85.8	82.4	168.2	37.4	27.5	32.5
Personal & other services	134.2	167.0	301.2	36.5	29.4	32.6

(a) Averages calculated on quarterly estimates.

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

6.10 Employed persons by occupation, annual average(a), 1993-94 ('000)

Occupation(b)	Males	Married females	All females	Persons
Managers & administrators	662.0	173.2	222.2	884.2
Professionals	596.2	283.5	453.9	1 050.1
Para-professionals	241.6	138.1	220.6	462.2
Tradespersons	1 023.0	69.0	118.2	1 141.1
Clerks	289.1	655.0	1 004.8	1 293.9
Salespersons & personal service workers	428.9	388.3	788.6	1 217.4
Plant & machine operators, & drivers	469.2	56.3	83.2	552.4
Labourers & related workers	743.1	267.3	410.9	1 154.0

(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 1993-94, there were 4,008,900 males employed full-time (89.6% of male employment), whereas the number of females employed full-time stood at 1,920,300 (58.0% of female employment).

6.11 Employed persons — full-time and part-time workers by age, annual average(a), ('000)

	Age group (years)								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	> 64	
Males									
Full-time workers	149.9	448.2	1 095.0	1 085.7	834.7	228.5	120.0	46.9	4 008.9
Part-time workers	131.0	78.0	67.8	56.9	48.7	23.6	25.4	32.1	463.3
Total	280.9	526.2	1 162.7	1 142.6	883.4	252.1	145.3	79.0	4 472.3
Females									
Full-time workers	82.0	342.8	553.6	467.9	368.9	69.6	25.0	10.6	1 920.3
Part-time workers	182.7	130.9	296.4	399.3	264.2	65.2	29.7	19.5	1 388.0
Total	264.7	473.8	850.1	867.2	633.1	134.7	54.7	30.1	3 308.3

(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 9.5% in the level of employment in the private sector to 4,156,900 in May 1994.

The number of employees in the public sector has also fallen over this time period, from 1,729,900 in December 1989 to 1,588,300 in May 1994 (8.2%).

6.12 Employed wage and salary earners — industry by sector ('000)

Industry	Private sector			Public sector		
	May 1992	May 1993	May 1994	May 1992	May 1993	May 1994
Agriculture, forestry, fishing & hunting(a)	..	..	..	5.9	4.7	5.0
Mining	73.2	65.4	59.6	4.9	4.3	1.7
Manufacturing	887.2	876.2	841.4	25.2	22.2	14.0
Electricity, gas & water	3.1	2.9	2.6	100.0	92.3	80.4
Construction	212.2	221.4	211.9	42.2	42.2	33.2
Wholesale & retail trade	1 182.3	1 184.8	1 208.0	2.5	2.4	1.8
Transport & storage	152.5	144.9	167.4	115.4	105.6	99.1
Communication	*0.7	1.1	1.9	118.9	108.3	103.1
Finance, property & business services	655.4	656.9	653.6	104.7	100.3	81.1
Public administration & defence(b)	..	..	..	325.3	334.8	328.8
Community services						
Health	257.5	270.6	259.6	286.4	282.7	286.2
Education, museums & library services	117.0	108.5	134.2	406.9	405.6	397.8
Other	167.5	187.9	200.4	137.2	148.0	132.9
Total	541.9	567.0	594.1	830.5	836.3	816.9
Recreation, personal & other services	422.9	416.2	416.4	22.6	21.7	23.0
Total all industries	4 131.5	4 136.8	4 156.9	1 698.0	1 675.1	1 588.3

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

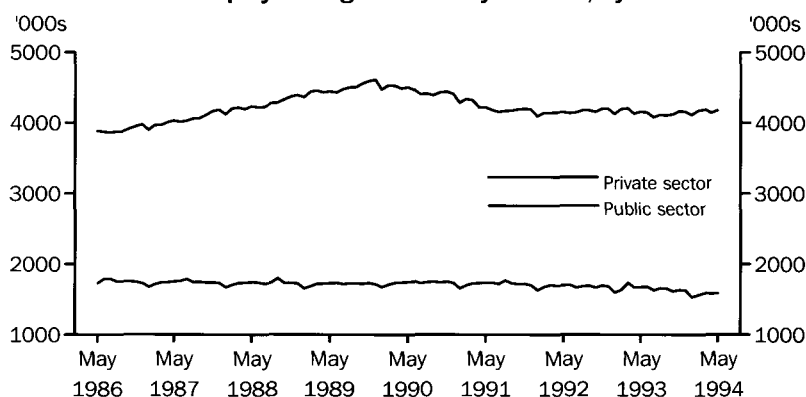
Source: *Employed Wage and Salary Earners, Australia* (6248.0).

6.13 Employed wage and salary earners by sector, May 1994
('000)

Sector	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
Private	1 471.9	1 098.6	682.9	331.6	383.6	96.1	36.0	56.3	4 156.9
Public									
Commonwealth	115.1	87.1	44.7	24.8	22.1	7.6	3.8	54.5	359.8
State	344.7	242.3	191.3	103.8	117.3	34.0	15.9	20.0	1 069.3
Local	53.1	44.8	33.8	9.1	13.3	3.9	1.2	—	159.2
Total	513.0	374.2	269.8	137.7	152.7	45.5	20.9	74.5	1 588.3
Total	1 984.9	1 472.8	952.7	469.3	536.2	141.6	56.9	130.8	5 745.2

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 August 1994, there were 404,100 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.

The proportion of employed persons who were multiple jobholders has steadily increased from 2.8% in August 1983 to 5.1% in August 1994.

Male multiple jobholders were distributed across all industry divisions in their main job, ranging from 4.5% in the Accommodation, cafes and restaurants industry division to 13% in the Retail trade industry division.

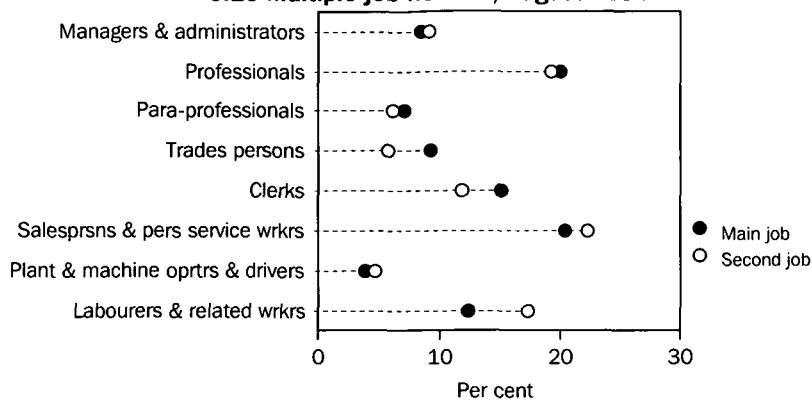
In comparison, over half of female multiple jobholders were employed in just three industries in their main job, namely Health

and community services (21%), Education (16%) and Retail trade (15%). These three industries were also the largest employers of female multiple jobholders in their second job, employing 17, 16 and 15% respectively.

Of the 404,100 multiple jobholders in August 1994, 32% worked in the same industry in both their main and second job. For those multiple jobholders whose main job was in the Health and community services industry, 55% had their second job in the same industry.

The 35–44 years age group had the highest proportion of employed persons who were multiple jobholders; about one third of all multiple jobholders were in this group.

6.15 Multiple job holders, August 1994



Source: Multiple Jobholding, Australia (6216.0).

6.16 Multiple jobholders — selected characteristics, August 1994

Characteristics	No. ('000)			Proportion of employed persons (%)			Proportion of labour force (%)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Marital status									
Married	134.5	129.4	263.8	4.5	6.2	5.2	4.2	5.8	4.9
Not married	66.8	73.5	140.3	4.3	5.9	5.0	3.7	5.1	4.3
Birthplace & period of arrival									
Born in Australia	159.4	163.7	323.1	4.7	6.3	5.4	4.3	5.8	5.0
Born outside Australia									
Born in main English speaking countries	21.8	21.3	43.2	4.4	5.8	5.0	4.0	5.4	4.6
Born in other countries	20.1	17.7	37.8	3.1	4.5	3.6	2.7	3.8	3.1
Total born outside Australia	41.9	39.1	81.0	3.7	5.1	4.2	3.3	4.5	3.8
Arrived before 1981	29.1	26.7	55.8	3.8	5.2	4.3	3.4	4.8	3.9
Arrived after 1981	12.8	12.3	25.3	3.5	4.8	4.1	3.0	4.0	3.4
Age (years)									
15–19	11.3	13.0	24.3	4.0	4.9	4.5	3.3	3.9	3.6
20–24	27.7	32.2	59.9	5.2	6.8	6.0	4.4	6.0	5.1
25–34	53.5	45.9	99.5	4.6	5.3	4.9	4.2	4.9	4.5
35–44	58.7	69.9	128.7	5.1	7.9	6.3	4.7	7.4	5.9
45–54	35.9	35.0	70.9	4.0	5.4	4.6	3.7	5.1	4.3
>54	14.2	6.7	20.9	2.9	3.1	3.0	2.6	3.0	2.7
Total	201.3	202.8	404.1	4.4	6.1	5.1	4.0	5.5	4.7

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% 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% had been promoted in the last 12 months and 8% had transferred to another position with their employer. Part-time employees reported a lower rate of promotion and transfer (2% and 4% respectively) than full-time employees (8% and 9% respectively).

Along with the changes occurring in the workplace, 42% 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 Employees who have worked with their current employer for one year or more, February 1993 ('000)

Characteristics	Full-time		Part-time		All employees		Total
	Males	Females	Males	Females	Males	Females	
Last twelve months							
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
Total	2 668.3	1 379.8	143.3	751.1	2 811.6	2 131.0	4 942.5
Length of time with current employer							
1 & under 2 years	268.8	183.3	41.5	128.8	310.4	312.1	622.5
2 & under 3 years	304.5	210.2	35.0	130.9	339.5	341.1	680.6
3 & under 5 years	558.6	342.7	36.0	200.1	594.6	542.8	1 137.5
5 & 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
Whether work performance formally appraised by current employer in the last twelve months(a)							
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).

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.

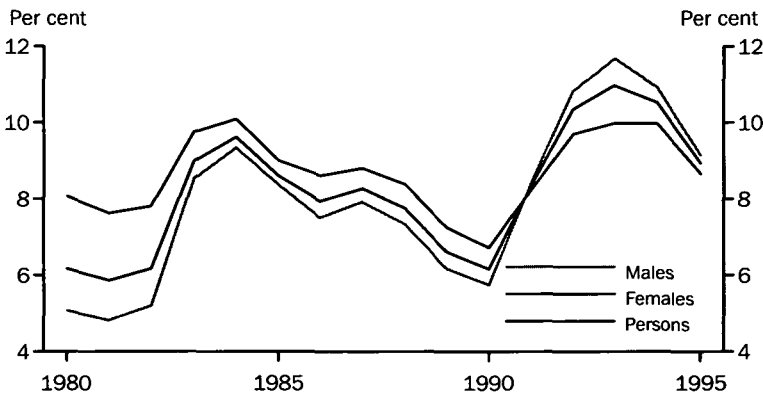
The number of unemployed persons increased from an average of 534,600 in 1988–89 to peak at 940,500 in 1992–93. In 1993–94, the average number of unemployed persons fell to 915,500.

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 from 5.8% in 1989–90, to 11.7% in 1992–93. By 1993–94, the average for males had fallen to 10.9%. For females, the unemployment rate rose from 6.7% in

1989–90, to 10.0% in 1993–94, unchanged from the previous year (graph 6.18). After reaching a peak of 11.9% in late 1992, the seasonally adjusted estimate of the unemployment rate for males has been generally declining since August 1993 and stood at 8.7% in August 1995. For females, the seasonally adjusted unemployment rate rose to a peak of 10.6% in November 1993, before falling steadily to 7.9% in August 1995.

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 6.19, provide additional perspectives.

6.18 Unemployment rate, annual average (%)



Source: Labour Force, Australia (6203.0).

6.19 Unemployed persons — age and whether looking for full-time or part-time work, annual average(a), 1993–94

Age group (years)	No. unemployed ('000)				Unemployment rate (%)			
	Males	Married females	All females	Persons	Males	Married females	All females	Persons
Looking for full-time work								
Aged 15–19								
Total aged 15–19	62.0	4.1	48.7	110.7	29.3	49.9	37.3	32.3
Looking for first job	33.8	1.4	30.3	64.1	..	..	..	..
Attending school	3.8	n.a.	2.9	6.7	n.a.	n.a.	n.a.	n.a.
Attending a tertiary educational institution full-time	2.8	n.a.	3.1	5.9	n.a.	n.a.	n.a.	n.a.
Aged >19								
Total aged >19	438.0	93.5	213.6	651.5	10.2	7.9	10.4	10.3
20–24								
Total aged 20–24	93.9	13.5	61.9	155.8	17.3	13.0	15.3	16.5
Looking for first job	18.4	3.3	18.7	37.1	..	..	..	..
25–34	131.5	31.3	60.5	192.0	10.7	8.9	9.9	10.4
35–44	92.8	29.2	51.2	144.0	7.9	8.0	9.9	8.5
45–54	63.7	15.8	32.1	95.8	7.1	5.5	8.0	7.4
>54	56.1	3.7	7.9	64.0	12.4	5.0	7.0	11.3
Aged 15–64	499.1	97.6	262.2	761.2	11.2	8.3	12.1	11.5
Total	500.0	97.6	262.3	762.2	11.1	8.2	12.0	11.4
Looking for part-time work								
Aged 15–19								
Total aged 15–19	26.4	0.6	33.4	59.8	16.8	19.2	15.5	16.0
Attending school	17.4	n.a.	21.7	39.1	19.6	n.a.	18.5	19.0
Attending a tertiary educational institution full-time	5.9	n.a.	7.8	13.7	17.1	n.a.	14.6	15.6
Aged >19								
Total aged >19	22.7	44.9	70.8	93.4	6.4	4.6	5.6	5.7
20–24								
Total aged 20–24	8.0	3.6	12.2	20.2	9.3	9.7	8.5	8.8
Attending a tertiary educational institution full time	5.3	n.a.	5.5	10.7	14.2	n.a.	11.5	12.7
25–34	5.5	15.8	22.5	28.0	7.5	6.3	7.0	7.1
35–44	2.2	15.6	21.5	23.7	3.8	4.3	5.1	4.9
>44	6.9	9.9	14.6	21.5	5.1	3.1	3.7	4.1
Aged 15–64	48.4	45.3	103.8	152.2	10.1	4.7	7.1	7.8
Total	49.0	45.5	104.2	153.2	9.6	4.6	7.0	7.6

(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 1988–89 and 1993–94, increasing from 145,600 to 334,800. Some 36.6% of all unemployed

persons in 1993–94 had been unemployed for 52 weeks or more (table 6.20). See also the later article on the long-term unemployed.

6.20 Unemployed persons — duration of unemployment

Annual average(a)	Duration of unemployment (weeks)					Total
	Under 4	4 & under 13	13 & under 26	26 & under 52	52 & over	
1988-89	113.6	128.7	72.5	74.3	145.6	534.6
1989-90	118.6	134.8	72.0	72.0	116.4	513.7
1990-91	131.8	184.5	127.0	116.3	149.5	709.0
1991-92	122.9	179.6	143.3	180.2	255.7	881.7
1992-93	121.7	173.0	134.0	175.4	336.3	940.5
1993-94	124.5	169.6	127.2	159.3	334.8	915.5

(a) Averages calculated on monthly estimates.

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

An estimated 89% of unemployed persons looking for full-time work in July 1994 were registered with the Commonwealth Employment Service (CES) compared with 37% of those looking for part-time work.

In July 1994, 81% of unemployed persons were registered with the CES. This is a decrease from the highest percentage recorded for the survey in July 1993 of 83%.

6.21 Unemployed persons — active steps taken to find work and whether looking for full-time or part-time work, July 1994 ('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 &									
Took no other active steps	*0.7	*1.3	*2.0	*0.3	*0.4	*0.7	*1.1	*1.6	*2.7
Contacted prospective employers	368.6	179.2	547.7	13.8	26.2	40.0	382.4	205.4	587.8
Took other active steps	14.6	11.2	25.8	*1.8	5.2	7.0	16.3	16.5	32.8
Total	383.9	191.7	575.6	15.9	31.8	47.7	399.8	223.5	623.3
Not registered with the CES &									
Contacted prospective employers	30.2	36.4	66.6	21.0	53.3	74.3	51.2	89.7	140.9
Took other active steps	*1.6	*2.4	*3.9	*2.0	*4.1	6.0	*3.5	6.4	10.0
Total	31.7	38.8	70.5	23.0	57.4	80.4	54.7	96.1	150.8
Total	415.6	230.4	646.1	38.9	89.2	128.1	454.5	319.6	774.2

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

In July 1994, the most commonly reported main difficulty in finding work was 'considered too young or too old by employers' which was nominated by 134,100 persons or 17% of the unemployed. For the 156,500 unemployed persons aged 45 and over, 51% reported age-related reasons as their main difficulty in finding work.

The proportion of unemployed persons who reported their main difficulty in finding work was 'no vacancies at all' has decreased from a high of 33% recorded in June 1991 to 17% in July 1994.

Other common difficulties reported were 'no vacancies in line of work' (14%), 'insufficient work experience' (12%) and 'lacked necessary skills or education' (11%).

There were 282,800 persons (37% of total unemployed) whose current period of unemployment, as at July 1994, was one year or more. For this group, the most frequently reported main difficulties in finding work were 'age' (25%) and 'no vacancies at all' (19%).

Of all the persons reporting 'language difficulties' as the main difficulty in finding work, 58% had been unemployed for one year

or more. Similarly, 54% of the 134,100 persons whose reported main difficulty was age-related had been unemployed for one year or more.

Unemployed persons without post-school qualifications had, on average, been unemployed for 9 weeks more than those with post-school qualifications (67 weeks compared to 58 weeks).

6.22 Unemployed persons(a) — main difficulty in finding work and duration of current period of unemployment, July 1994

Main difficulty in finding work	Duration of current period of unemployment (weeks)					Total ('000)	Average duration (weeks)
	Under 4 ('000)	4 & under 13 ('000)	13 & under 26 ('000)	26 & under 52 ('000)	52 & over ('000)		
Considered too young or too old by employers	8.5	13.0	17.6	22.9	72.1	134.1	91.8
No vacancies at all	9.4	23.5	20.4	25.8	53.0	132.1	66.5
No vacancies in line of work	14.8	24.0	19.5	22.6	28.0	109.0	47.1
Insufficient work experience	9.2	17.6	13.8	18.5	31.3	90.4	52.0
Lacked necessary skills or education	9.3	12.0	14.4	19.2	32.4	87.3	54.8
Too far to travel, transport problems	*3.8	8.0	6.2	9.5	15.9	43.3	66.2
Own ill health or disability	5.0	*3.3	*3.9	6.2	15.6	33.9	85.3
Language difficulties	*0.1	*3.0	*4.6	*4.8	17.6	30.1	116.5
Unsuitable hours	*3.2	5.4	*4.1	*4.5	*3.1	18.4	34.8
Difficulties with child-care, other family responsibilities	*3.5	*3.3	*0.8	*2.3	*3.5	13.3	39.4
Other difficulties(b)	*4.4	5.8	7.6	6.7	8.8	33.2	45.2
No difficulties reported	24.0	12.8	6.7	*3.9	*1.6	49.0	9.5
Total	95.2	129.7	119.6	146.8	282.8	774.2	62.2

(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)*.

In the 12 months to July 1994, an estimated 1,731,500 persons started a job for wages or salary (lasting two weeks or more). Of these persons, 601,800 had changed employer to start the job.

Of the persons who started a job for wages or salary, 38% obtained their job by approaching the employer without prior knowledge that the job was available and 38% approached the employer knowing that the job was available.

The remaining 24% 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% of those aged 15 to 34 years approached an employer for a job compared with 73% of persons aged 35 to 54 years and 59% of those aged 55 and over.

6.23 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 1994 ('000)

	Age group (years)						
Whether job started was in preferred occupation	15-19	20-24	25-34	35-44	45-54	>54	Total
Out of work prior to starting job							
Job was in preferred occupation	160.8	140.4	184.6	120.2	59.1	21.9	687.1
Job was not in preferred occupation	56.8	57.2	54.7	32.3	18.8	*3.1	222.9
Preferred occupation not specified	9.8	*4.2	7.0	5.2	*1.5	*0.6	28.3
Did not have a preferred occupation	68.6	35.0	37.1	29.5	15.1	6.0	191.4
Total	295.9	236.8	283.4	187.3	94.5	31.7	1 129.6
Changed employer to start job							
Job was in preferred occupation	47.6	113.9	170.0	89.4	43.0	11.8	457.6
Job was not in preferred occupation	9.9	13.5	21.9	14.7	4.8	*0.8	65.6
Preferred occupation not specified	*1.8	*2.7	*1.7	*2.9	*0.6	—	9.6
Did not have a preferred occupation	11.9	14.2	11.2	8.2	4.6	*0.9	51.0
Total	71.1	144.3	204.7	115.2	53.1	13.4	601.8
Total							
Job was in preferred occupation	208.4	254.3	354.6	209.6	102.1	33.7	1 162.7
Job was not in preferred occupation	66.6	70.7	76.6	47.0	23.6	*3.9	288.4
Preferred occupation not specified	11.5	6.9	8.6	8.1	*2.1	*0.6	37.9
Did not have a preferred occupation	80.4	49.2	48.4	37.8	19.7	6.9	242.5
Total	367.0	381.1	488.1	302.6	147.6	45.1	1 731.5

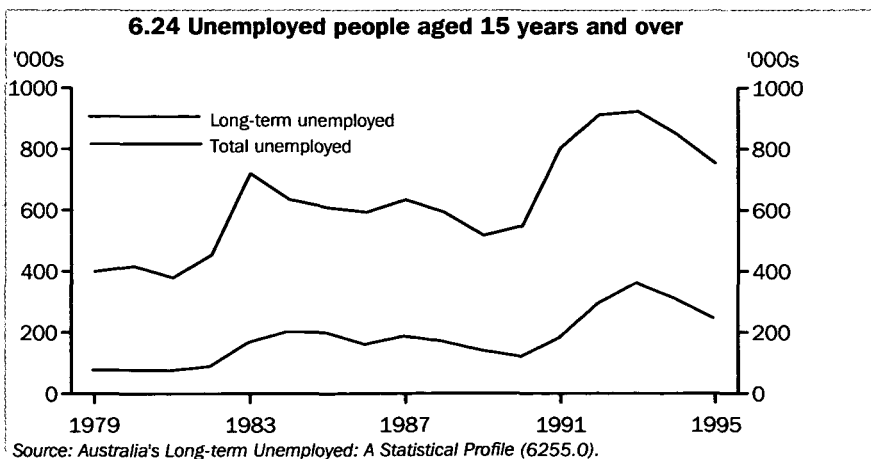
Source: Successful and Unsuccessful Job Search Experience, Australia (6245.0).

The long-term unemployed

In May 1995, there were 246,400 long-term unemployed persons in Australia. The long-term unemployed are those who have been unemployed for 52 weeks or more. This was significantly below the peak level of 366,000 persons reached in March 1993, but was still above the pre-1990-91 recession levels. The long-term unemployed

represented 32.7% of all unemployed persons, and 2.7% of the labour force.

There were a further 398,400 family members living in the same households as the long-term unemployed. Of these, 188,100 were dependent children.



Of the long-term unemployed in May 1995, 67% were male, which exceeded their labour force share of 57.1%. Long-term unemployment rates for males were higher than for females across all age groups, except for those aged 15 to 19 years. While younger males had high long-term unemployment rates, the rates were highest for older males. More than half of unemployed males aged 45 years and over, were long-term unemployed.

The average duration of unemployment (i.e. the average length of the current spell of unemployment for all unemployed persons within a particular group) tended to increase with age for both males and females. In May 1995, the average duration of unemployment for long-term unemployed males was shorter than for females across most age groups. However, the average duration of unemployment for all long-term unemployed males

(142.5 weeks) was longer than that for all long-term unemployed females (133.4 weeks). This reflects the high concentration of long-term unemployed males in older age groups, which have relatively higher average duration of unemployment.

Evidence suggests that there is a relationship between the unemployment and long-term unemployment experience of one family member and the labour market experience of other family members. In May 1995, of the 102,300 married couple families that had at least one partner long-term unemployed, only 31,900 (31.2%) had a partner in employment. Furthermore, there were 7,500 married couple families in which both partners were long-term unemployed. These married couple families tend to be more isolated from the work force and may have fewer informal contacts to assist in their search for employment.

6.25 Long-term unemployed married couple families — number and rates, husbands and wives aged 15 years and over, May 1995

Labour force status of partner	Husband		Wife	
	No. (‘000)	Rate (%)	No. (‘000)	Rate (%)
Employed -	16.2	0.8	15.7	0.8
Short-term unemployed	3.5	5.1	5.2	10.1
Long-term unemployed	7.5	26.3	7.5	27.4
Not in the labour force	50.9	5.3	3.4	3.1
Total	78.1	2.5	31.7	1.4

Source: *Labour Force Status and Other Characteristics of Families, Australia* (6224.0).

Sole parents also experience higher rates of long-term unemployment. In May 1995, the long-term unemployment rate for female sole parents (5.4%) was considerably higher than that for wives with dependants (1.5%). In addition, since the height of the 1990-91 recession, the long-term unemployment rate for female sole parents has fallen at a slower rate than that for wives with dependants.

The birthplace of migrants is another factor which can influence a person's labour force experience. In May 1995, 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.

6.26 Unemployment and long-term unemployment rates for persons aged 15 years and over — birthplace, May 1995 (%)

Birthplace	Unemployment rate	Long-term unemployment rate
Australia	7.9	2.3
Main English-speaking background countries(a)	7.4	2.2
Non-English-speaking background countries	12.0	5.6
Total	8.4	2.7

(a) Comprises the United Kingdom, Ireland, Canada, South Africa, United States of America and New Zealand.
Source: *The Labour Force, Australia* (6203.0).

For migrants from non-English speaking backgrounds, long-term unemployment rates decreased as their length of residence increased. Those who had recently arrived in Australia experienced a long-term unemployment rate of 10.7% in May 1995. This compares to 3.7% for migrants who arrived prior to 1971.

In February 1994, long-term unemployment rates were significantly higher among people without post-school qualifications. Those who had not completed the highest level of secondary school had the highest long-term unemployment rate (6.8%).

6.27 Unemployment and long-term unemployment rates for persons aged 15 to 19 — educational attainment, February 1994 (%)

Educational attainment	Unemployment rate	Long-term unemployment rate
Males		
With post-school qualifications	7.6	2.7
Without post-school qualifications	15.4	6.7
Total(a)	11.7	4.7
Females		
With post-school qualifications	7.6	2.1
Without post-school qualifications	13.5	4.7
Total(a)	11.2	3.5
Persons		
With post-school qualifications	7.6	2.5
Without post-school qualifications	14.6	5.8
Total(a)	11.5	4.2

(a) Includes persons still at school.

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

Over the last decade, the proportion of the long-term unemployed with post-school qualifications increased from 21.1% to 27.6%. 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.

There is significant variation in the long-term unemployment rates between the various States and Regions in Australia. In May 1995, Tasmania (3.6%), South Australia (3.5%) and Victoria (3.3%), had the highest long-term unemployment rates, well above the national average of 2.7%. For Tasmania and Victoria, these high long-term unemployment rates were reflected in Hobart (3.6%) and Melbourne (3.3%), as well as throughout the remainder of these

States. While Adelaide had a long-term unemployment rate of 3.9%, the rest of South Australia experienced a rate less than the national average.

The highest regional long-term unemployment rates were experienced in the western suburbs of Sydney and

Melbourne, as well as along the coastal areas of south-east Queensland and southern New South Wales.

A more detailed analysis of long-term unemployment can be found in *Australia's Long-term Unemployed: A Statistical Profile* (6255.0).

Job vacancies

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

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

The estimated number of job vacancies in Australia peaked at 73,100 in May 1989 and then fell rapidly to a low of 24,300 in May 1992. The number of job vacancies increased to its latest peak of 68,700 in August 1994 and then fell steadily to 53,700 in May 1995.

6.28 Job vacancies ('000)

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
May 1990	19.9	13.1	7.1	*3.4	2.7	1.0	0.7	2.3	50.1
May 1991	10.5	3.8	4.4	*1.5	2.1	0.7	0.3	1.8	25.1
May 1992	6.5	5.8	5.1	1.4	3.2	0.6	0.4	1.3	24.3
May 1993	12.9	5.4	4.9	*1.8	*2.5	0.4	*0.6	*1.6	30.2
May 1994	17.7	15.3	6.1	*2.4	4.4	0.8	0.7	*1.9	49.4
May 1995	23.9	10.2	6.1	3.3	6.2	*1.7	1.0	1.3	53.7

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

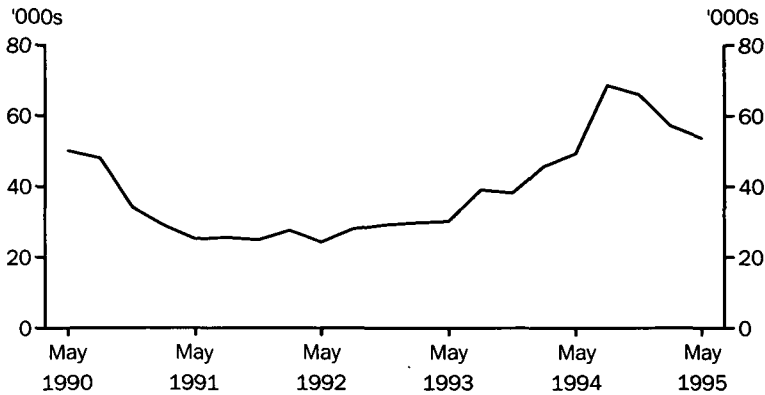
6.29 Job vacancy rates(a) (%)

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
May 1990	0.95	0.83	0.82	*0.70	0.56	0.69	1.30	1.90	0.86
May 1991	0.51	0.24	0.52	*0.30	0.43	0.44	0.46	1.43	0.43
May 1992	0.33	0.36	0.56	0.30	0.61	0.41	0.65	1.03	0.42
May 1993	0.64	0.34	0.49	*0.40	*0.47	0.29	*0.81	*1.24	0.51
May 1994	0.85	1.03	0.64	*0.54	0.79	0.54	1.08	*1.39	0.84
May 1995	1.06	0.60	0.62	0.75	1.08	*1.08	1.65	0.91	0.85

(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).

6.30 Job vacancies



Source: *Job Vacancies and Overtime*, (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 3.6 million persons aged 15 to 69 years not in the labour force at September 1994, 21% reported marginal attachment to the labour force and therefore were potential participants in it. An estimated 72% 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 1994 there were 106,500 discouraged jobseekers. In September 1993, there were 147,400 discouraged jobseekers.

6.31 Civilian population aged 15 to 69 — labour force status ('000)

	September				
	1990	1991	1992	1993	1994
Persons in the labour force					
Persons in the labour force	8 514.2	8 591.5	8 647.5	8 744.6	8 875.5
Persons not in the labour force					
With marginal attachment to the labour force					
Wanted to work & were actively looking for work					
Were available to start work within four weeks	31.5	24.2	33.8	34.8	38.4
Were not available to start work within four weeks	26.1	22.5	25.3	23.5	22.9
Total	57.6	46.7	59.1	58.3	61.4

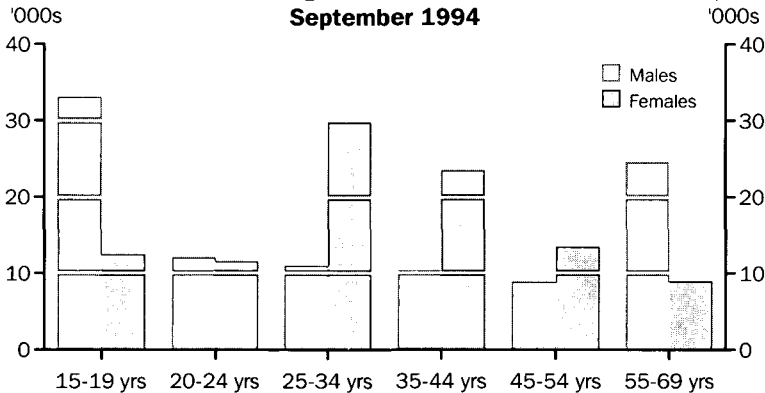
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6.31 Civilian population aged 15 to 69 — labour force status
(*'000*) — *continued*

	September				
	1990	1991	1992	1993	1994
Persons not in the labour force — (<i>continued</i>)					
With marginal attachment to the labour force — (<i>continued</i>)					
Wanted to work but not actively looking for work & available to start work within 4 weeks					
Discouraged jobseekers	100.9	138.2	145.6	147.4	106.5
Other	594.1	634.5	641.7	702.0	605.5
Total	694.9	772.7	787.3	849.5	712.0
Total with marginal attachment to the labour force	752.5	819.3	846.4	907.8	773.3
Without marginal attachment to the labour force	2 797.6	2 824.6	2 891.7	2 848.7	2 895.5
Total persons not in the labour force	3 550.1	3 643.9	3 738.1	3 756.4	3 668.8
Civilian population aged 15 to 69					
Civilian population aged 15 to 69	12 064.3	12 235.4	12 385.7	12 501.0	12 544.3

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

6.32 Persons with marginal attachment to the labour force, September 1994



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

Retirement and retirement intentions

In November 1994, the Australian population included 5,771,500 persons aged 45 and over. Of these, 3,146,100 (55%) had retired from full-time work and 1,898,500 (33%) intended to retire from full-time work. A further 518,400 persons (9%) had never worked full-time and did not intend to work full-time and 208,500 (4%) who were working did not intend to retire from full-time work.

Changing patterns of retirement are evident. For males there is a clear trend towards earlier retirement. In November 1994, 42% of males who had retired from full-time work, had retired aged younger than 60 years. This compares with 41% in October 1992 and 37% in November 1989. Fewer women are retiring aged less than 45 years than was the case 5 years ago, but an increasing proportion are

retiring aged between 45 and 59 years inclusive. In November 1989, 61% of females who had retired from full-time work, had retired aged less than 45 years compared with 57% in November 1994. The proportion who had retired aged 45 to 59 years has increased from 28% to 31% over the same period.

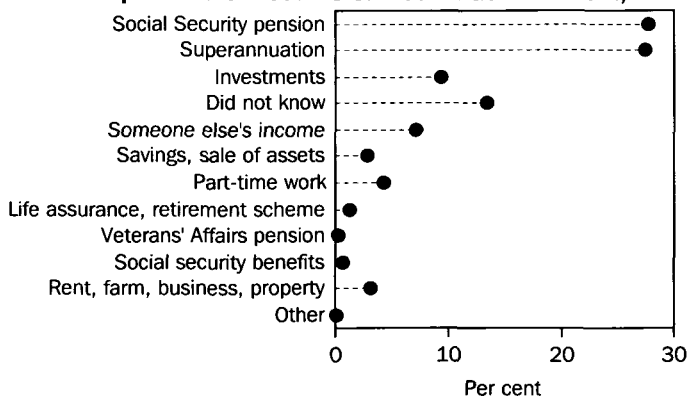
Of the 1,898,500 persons aged 45 and over who intended to retire from full-time work, 32% of males and 19% of females expected superannuation or life assurance to be their main source of income. A pension or benefit was expected to be the main source of income for 28% of males and 29% of females.

6.33 Persons aged 45 and over who had not yet retired from full-time work, November 1994 ('000)

Age (years)	Had retired	Intended to retire	Did not intend to retire	Never had a full-time job & did not intend to work full-time	Total(a)
Age group					
45-49	299.4	828.9	60.5	41.5	1 230.2
50-54	282.7	558.9	55.3	45.4	942.3
55-59	369.6	333.7	37.2	48.1	788.6
60-64	467.7	142.9	27.2	59.6	697.4
65-69	571.0	24.8	16.3	73.2	685.3
>69	1 155.8	9.3	12.0	250.5	1 427.6
Males	1 269.2	1 320.7	157.8	26.4	2 774.0
Females	1 876.9	577.8	50.8	492.0	2 997.5
Persons	3 146.1	1 898.5	208.6	518.3	5 771.5

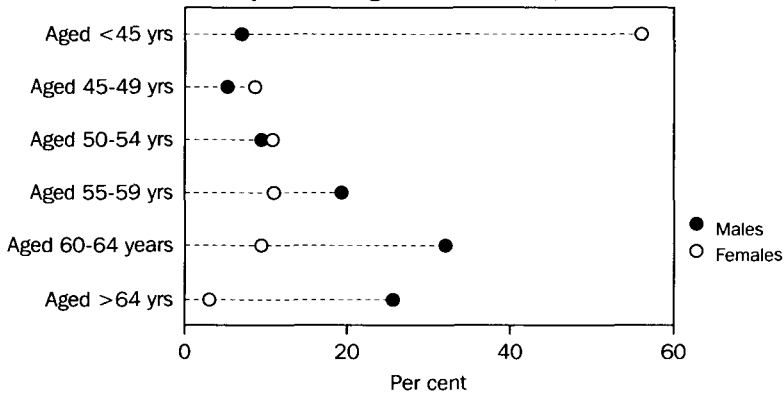
(a) Includes a small number of persons whose retirement status could not be determined.
Source: *Retirement and Retirement Intentions, Australia* (6238.0).

6.34 Expected main source of income at retirement, November 1994



Source: *Retirement and Retirement Intentions, Australia* (6238.0.40.001).

6.35 Retired persons: age at retirement, November 1994



Source: Retirement and Retirement Intentions, Australia (6238.0.40.001).

6.36 Persons aged 45 and over who had retired from full-time work — age at retirement, November 1989 to November 1994(a)

Age at retirement	November 1989			October 1992			November 1994		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Less than 45	5.7	60.7	39.1	7.0	59.9	38.7	7.2	56.5	36.6
45-49	3.7	7.6	6.1	4.5	7.4	6.2	5.4	8.7	7.3
50-54	8.7	11.0	10.1	9.8	10.9	10.5	9.5	11.0	10.4
55-59	18.5	9.3	12.9	19.2	9.5	13.4	19.6	11.1	14.5
60-64	35.4	8.5	19.1	33.4	9.2	18.9	32.3	9.6	18.7
65-69	24.9	2.5	11.3	23.2	2.6	10.8	22.7	2.5	10.7
70 & over	3.1	0.5	1.5	2.9	0.5	1.4	3.2	0.7	1.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(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% 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% 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% 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 4%, a maximum rate set by the Commission, negotiable between employees and employers.
- In February 1988, the Commission awarded a flat \$6 per week 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 3% which was payable from 1 September 1988 and the second was an increase of \$10 per week 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 per week (or 3% whichever was the greater) for skilled workers, \$12.50 per week for semi-skilled workers and \$10 per week 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% increase was awarded to all States, subject to application to and ratification by the Commission.
- In December 1993, the first of a possible three \$8.00 per week increases 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 6.37 shows changes in the index for full-time adult males and females by industry as at August 1993 to 1995. In the 12 months to August 1995, the index rose by 1.2% for full-time adult males and 1.4% for full-time adult females.

6.37 Weekly award rates of pay indexes for full-time adult employees, by industry
(Reference base year June 1985 = 100.0)

Industry	Males			Females		
	June 1993	June 1994	June 1995	June 1993	June 1994	June 1995
Mining	142.2	142.7	144.1	..	..	..
Manufacturing						
Food, beverages, tobacco	138.8	141.3	142.8	138.6	141.6	143.2
Textiles; Clothing, & footwear	151.5	154.8	157.4	152.0	156.2	158.9
Metal products, machinery & equipment						
Basic metal products	138.9	139.8	140.5	..	..	..
Fabricated metal products; other machinery & equipment	143.2	145.9	148.5	..	..	..
All metal products, machinery & equipment	141.4	143.2	144.9	143.0	145.9	148.4
Transport equipment	140.9	142.0	143.3	..	..	..
Other manufacturing(a)	145.0	147.5	149.6	146.1	149.1	151.6
Total manufacturing	141.6	143.8	145.5	144.7	148.0	150.2
Construction	137.1	139.4	141.2	..	..	..
Wholesale & retail trade						
Wholesale trade	142.2	145.2	147.5	140.8	144.2	146.5
Retail trade	147.6	151.0	153.6	144.8	148.6	150.9
Total wholesale & retail trade	145.1	148.2	150.7	143.5	147.1	149.4
Finance, property & business services	136.8	137.4	138.9	137.5	139.1	141.0
Community services	139.1	139.7	141.2	143.1	143.8	145.3
All industries(b)	139.6	141.2	142.8	142.0	143.9	145.9

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

over the six years ending May 1990 to May 1995. For males the AWOTE increased by 21.4% from \$566.60 to \$687.80 over this period and for females by 22.4% from \$470.20 to \$575.50. The slightly higher growth in AWOTE for females has resulted in the ratio of female to male AWOTE increasing from 83.0% to 83.7% over the six years to May 1995.

6.38 Average weekly earnings of employees (\$)

	Pay period ending on or before					
	May 1990	May 1991	May 1992	May 1993	May 1994	May 1995
Males						
Full-time adult employees						
Average weekly ordinary time earnings	566.60	592.00	624.80	632.90	654.00	687.80
Average weekly total earnings	613.30	632.70	665.50	679.60	705.90	743.00
All male employees						
Average weekly total earnings	555.80	569.90	597.40	612.50	625.10	652.70
Females						
Full-time adult employees						
Average weekly ordinary time earnings	470.20	500.50	519.70	533.00	552.10	575.50
Average weekly total earnings	483.00	512.40	531.20	545.60	566.70	589.80
All female employees						
Average weekly total earnings	361.80	378.90	397.00	406.30	422.80	429.90
Persons						
Full-time adult employees						
Average weekly ordinary time earnings	534.10	560.80	587.30	597.80	617.50	647.30
Average weekly total earnings	569.30	591.70	617.60	632.60	656.10	687.80
All employees						
Average weekly total earnings	470.00	484.30	504.50	517.50	531.80	548.10

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 6.39 shows the distribution of average weekly earnings across different occupations

and categories of employees in May 1994. The highest weekly total earnings for full-time adult employees were recorded in the following major occupation groups: Managers and administrators (males \$937.00, females \$752.70); Professionals (males \$995.10, females \$737.90); and Para-professionals (males \$912.40, females \$664.00).

6.39 Average weekly total earnings — major occupation groups by category of employee, May 1994 (\$)

Occupation	Full-time employees							Part-time employees	All employees
	Managerial		Non-managerial		Total				
	Adult	Adult	Junior	Total	Adult	Junior	Total		
Males									
Managers & administrators	937.00	814.60	162.00	806.40	933.30	162.00	933.00	309.90	922.10
Professionals	995.10	832.90	388.70	831.10	857.50	388.70	855.80	359.20	797.20
Para-professionals	912.40	750.00	347.20	747.90	757.40	347.20	755.40	235.70	718.40
Tradespersons	540.80	629.80	296.80	591.10	623.00	296.80	587.60	253.00	575.60
Clerks	668.60	596.00	332.20	586.70	601.30	332.20	592.40	215.50	553.40
Salespersons & personal service workers	766.20	591.10	304.50	577.70	613.40	304.50	600.80	163.90	469.60

...continued

6.39 Average weekly total earnings — major occupation groups by category of employee, May 1994 — continued
(**\$**)

Occupation	Full-time employees							Part-time employees	All employees
	Managerial	Non-managerial			Total				
	Adult	Adult	Junior	Total	Adult	Junior	Total		
Males — (continued)									
Plant & machine operators, & drivers	533.60	692.00	305.20	689.30	689.30	305.20	686.70	228.10	646.50
Labourers & related workers	459.80	551.80	300.20	535.00	551.10	300.20	534.50	187.40	453.00
Total	886.80	660.20	302.40	642.40	704.20	302.40	687.90	216.10	629.90
Females									
Managers & administrators	752.70	636.60	—	636.60	749.40	—	749.40	314.00	710.40
Professionals	737.90	732.70	353.50	732.00	732.80	327.90	731.90	325.30	591.40
Para-professionals	664.00	672.90	312.70	672.80	672.80	312.70	672.60	396.60	546.00
Tradespersons	301.00	477.80	247.90	408.80	466.20	247.90	403.70	235.80	345.30
Clerks	497.20	523.00	306.90	508.20	521.50	306.90	507.60	255.10	432.20
Salespersons & personal service workers	436.10	502.00	289.20	483.40	500.30	289.20	482.30	200.70	300.50
Plant & machine operators, & drivers	441.00	472.70	332.70	465.30	472.60	332.70	465.30	242.40	401.90
Labourers & related workers	324.10	444.30	296.10	439.70	443.70	296.10	439.20	208.90	298.70
Total	673.40	562.90	292.90	547.30	574.60	292.80	559.90	246.50	422.80
Persons									
Managers & administrators	896.00	777.70	162.00	771.60	892.40	162.00	892.20	312.40	872.20
Professionals	960.80	788.40	379.90	787.10	806.10	369.20	804.70	334.30	697.20
Para-professionals	865.00	722.40	345.70	721.10	727.60	345.70	726.30	373.60	635.40
Tradespersons	528.20	620.50	288.10	577.10	613.40	288.10	573.90	243.80	550.90
Clerks	553.50	544.00	311.20	530.20	544.60	311.20	531.60	251.30	460.80
salespersons & personal service workers	709.40	543.60	293.90	526.40	556.20	293.90	539.40	194.10	354.70
Plant & machine operators & drivers	533.00	671.30	317.60	667.30	669.20	317.60	665.20	232.50	617.10
Labourers & related workers	438.40	526.40	299.70	513.10	525.70	299.70	512.60	200.40	396.10
Total	837.10	623.00	298.40	605.90	657.80	298.40	641.70	239.20	533.00

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

Table 6.40 presents the components of average weekly earnings and hours for full-time adult non-managerial employees, by industry and sector.

In 1994, 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 \$138.80, females \$33.90). Male and female employees in the Finance and insurance

industry received higher average over-award pay (\$15.80 and \$10.30, respectively) than employees in any other industry. Significant amounts of overtime earnings were recorded for full-time adult non-managerial males in the Mining, Manufacturing, Transport and storage, and Construction industries (\$146.40, \$100.50, \$112.40 and \$105.00, respectively).

In May 1994, females in the private sector earned 82.5%, on average, of their male counterparts' total weekly earnings. In the public sector, female employees received 88.6% of total male earnings.

6.40 Composition of average weekly total earnings and average weekly total hours paid for — full-time adult non-managerial employees, by industry and sector, May 1994

	Average weekly total earnings (\$)						Average weekly total hours paid for		
	Average weekly ordinary time earnings								
	Base pay(a)	Payment by measured result	Overaward & over-agreement pay	Total ordinary time	Overtime	Total	Ordinary time	Overtime	Total
Males									
Industry(b)									
Mining	788.20	138.80	14.30	941.30	146.40	1087.70	39.30	5.30	44.60
Manufacturing	519.60	9.20	15.10	543.90	100.50	644.50	37.90	4.60	42.50
Electricity, gas & water	647.50	0.30	* 3.00	650.80	53.50	704.30	37.10	2.10	39.20
Construction	570.30	*5.90	7.10	583.30	105.00	688.30	38.00	4.40	42.40
Wholesale trade	513.00	*11.50	12.10	536.60	42.10	578.80	38.30	2.00	40.40
Retail trade	439.00	15.00	13.30	467.30	30.90	498.10	38.40	1.70	40.10
Accommodation, cafes & restaurants	474.10	*0.10	7.80	482.00	12.60	494.60	39.20	0.70	39.90
Transport & storage	578.40	*18.20	* 3.10	599.80	112.40	712.20	38.50	5.10	43.60
Communication services	628.90	*3.00	—	631.90	97.50	729.40	36.60	3.70	40.30
Finance & insurance	599.30	*2.50	15.80	617.50	18.70	636.30	37.70	*0.80	38.50
Property & business services	626.90	*8.20	* 3.40	638.50	28.30	666.90	40.30	1.30	41.60
Public administration & defence(c)	584.30	*0.20	2.50	587.00	28.10	615.10	37.10	1.30	38.40
Education	766.20	—	* 1.60	767.80	7.80	775.60	36.60	0.30	36.90
Health & community services	634.00	*0.10	* 1.80	635.90	48.70	684.60	38.20	1.60	39.80
Cultural & recreational services	620.10	*14.60	* 27.40	662.10	*31.30	693.40	38.40	*1.40	39.80
Personal & other services	662.60	*0.90	* 1.70	665.20	46.50	711.70	38.10	1.90	39.90
Sector									
Private	539.40	15.10	12.00	566.60	73.00	639.60	38.50	3.30	41.80
Public	652.00	0.70	1.70	654.40	47.40	701.80	37.20	1.90	39.10
Total	576.80	10.30	8.60	595.70	64.50	660.20	38.10	2.80	40.90
Females									
Industry(b)									
Mining	656.70	*33.90	*4.90	695.60	*49.20	744.80	39.10	*2.50	41.50
Manufacturing	464.40	6.00	10.00	480.30	31.00	511.30	37.80	1.70	39.40
Electricity, gas & water	563.60	—	1.40	565.10	*14.50	579.50	36.50	*0.50	37.00
Construction	509.20	*0.30	*3.20	512.80	*13.90	526.70	38.20	*0.70	38.80
Wholesale trade	481.50	*8.90	*8.70	499.10	12.50	511.60	38.20	0.70	38.90
Retail trade	433.30	*3.80	*2.70	439.90	*15.20	455.10	38.20	*0.90	39.10
Accommodation, cafes & restaurants	443.80	—	*3.70	447.50	*6.30	453.80	38.50	*0.40	38.90
Transport & storage	550.90	*2.60	*0.80	554.30	42.30	596.60	38.20	1.80	39.90
Communication services	568.50	*2.70	*0.10	571.30	31.90	603.10	35.80	1.40	37.20
Finance & insurance	519.10	*0.80	10.30	530.20	12.20	542.40	37.70	0.60	38.20
Property & business services	541.40	*5.40	8.40	555.20	8.20	563.40	37.50	0.40	37.90
Public administration & defence(c)	568.20	*0.70	1.20	570.10	7.60	577.70	36.50	0.30	36.90

For footnotes see end of table.

...continued

6.40 Composition of average weekly total earnings and average weekly total hours paid for — full-time adult non-managerial employees, by industry and sector, May 1994 —
continued

	Average weekly total earnings (\$)						Average weekly total hours paid for		
	Average weekly ordinary time earnings					Total	Ordinary time	Overtime	Total
	Base pay(a)	Payment by measured result	Overaward & over-agreement pay	Total ordinary time	Overtime				
Females — (continued)									
Industry(b) — (continued)									
Education	660.70	*0.10	*1.40	662.10	1.90	663.90	36.40	*0.10	36.50
Health & community services	577.90	—	1.40	579.30	11.60	590.90	38.10	0.40	38.50
Cultural & recreational services	584.20	*3.40	*12.10	599.70	*30.00	629.70	37.80	*1.10	38.90
Personal & other services	525.50	*5.80	*2.10	533.40	*12.40	545.80	37.30	*0.60	37.90
Sector									
Private	499.90	4.30	7.30	511.40	16.30	527.80	37.90	0.80	38.80
Public	609.90	*0.30	0.50	610.70	10.80	621.50	36.90	0.40	37.30
Total	541.10	2.80	4.70	548.60	14.30	562.90	37.50	0.70	38.20
Persons									
Industry(b)									
Mining	778.00	130.70	13.60	922.30	138.90	1061.20	39.30	5.10	44.40
Manufacturing	507.20	8.50	14.00	529.70	85.00	614.70	37.90	3.90	41.80
Electricity, gas & water	637.00	0.30	*2.80	640.10	48.60	688.70	37.00	1.90	39.00
Construction	563.00	*5.20	6.60	574.90	94.10	669.00	38.00	3.90	42.00
Wholesale trade	503.60	*10.70	11.10	525.40	33.20	558.60	38.30	1.60	39.90
Retail trade	436.60	10.30	8.80	455.70	24.20	479.90	38.30	1.40	39.70
Accommodation, cafes & restaurants	459.70	—	5.80	465.50	9.60	475.10	38.90	0.60	39.40
Transport & storage	572.00	*14.60	*2.60	589.20	96.10	685.30	38.40	4.30	42.70
Communication services	611.60	*2.90	—	614.60	78.70	693.30	36.40	3.10	39.40
Finance & insurance	549.80	*1.40	12.40	563.60	14.70	578.30	37.70	0.70	38.30
Property & business services	587.50	*6.90	5.70	600.10	19.10	619.20	39.00	0.90	39.90
Public administration & defence(c)	578.50	*40.00	2.00	580.90	20.70	601.60	36.90	0.90	37.80
Education	703.30	—	*1.50	704.80	4.30	709.10	36.50	0.20	36.60
Health & community services	594.00	—	1.50	595.50	22.20	617.80	38.10	0.80	38.90
Cultural & recreational services	603.40	*9.40	*20.30	633.00	*30.70	663.70	38.10	*1.30	39.40
Personal & other services	615.00	*2.60	*1.80	619.40	34.60	654.10	37.80	1.40	39.20
Sector									
Private	524.90	11.20	10.30	546.40	52.20	598.60	38.30	2.40	40.70
Public	634.70	0.50	1.20	636.40	32.40	668.80	37.10	1.30	38.40
Total	563.10	7.50	7.10	577.70	45.30	623.00	37.90	2.00	39.90

(a) Includes payments from enterprise bargaining awards and agreements. (b) Industry classified according to Australian and New Zealand Standard Industry Classification (ANZSIC). (c) Excludes permanent defence forces.

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 leave and superannuation benefits. A smaller proportion receive other non-wage benefits, such as holiday costs, low-interest finance, goods and services, housing, electricity, telephone, transport, medical, union dues, club fees, entertainment allowance, shares, study leave 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 97–98% each year since 1990.

The non-wage benefits most widely available to employees are leave benefits and superannuation (table 6.41). 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 93% in 1994 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 6.42) and by occupation (table 6.43), and a comparison of selected benefits received in the public and private sectors (graph 6.44).

6.41 Employees in main job(a) — type of benefit received and proportion of full-time and part-time employees receiving them (%)

Type of benefit received	Working full-time		Working part-time		Total employees	
	August 1989	August 1994	August 1989	August 1994	August 1989	August 1994
Superannuation	55.1	93.1	17.8	67.4	48.1	87.1
Holiday leave	92.1	89.6	32.0	34.0	80.8	76.6
Sick leave	91.5	89.4	31.8	34.4	80.3	76.6
Long-service leave	75.3	77.3	26.2	28.1	66.0	65.8
Goods & services	15.5	16.5	17.1	18.8	15.8	17.1
Transport	19.9	17.7	5.4	4.8	17.2	14.7
Telephone	9.7	9.3	3.7	3.2	8.6	7.9
Holiday expenses	4.3	4.0	0.7	0.8	3.6	3.2
Medical	4.1	3.8	1.1	1.2	3.5	3.2
Housing	3.8	3.5	1.2	1.2	3.3	2.9
Low-interest finance	3.1	3.1	0.8	0.9	2.6	2.6
Study leave	2.6	3.4	1.8	2.7	2.5	3.2
Shares	2.9	4.5	0.5	1.8	2.4	3.9
Union dues/prof. association	3.3	3.2	0.6	0.7	2.8	2.6
Electricity	2.2	2.2	0.9	1.1	1.9	2.0
Entertainment allowance	2.2	1.9	*0.2	*0.3	1.8	1.5
Club fees	1.8	2.1	0.3	0.4	1.5	1.7
Child care/education expenses	0.4	0.5	*0.2	*0.2	0.3	0.4
No benefits	3.5	2.2	42.7	21.7	10.9	6.8

(a) Excluding those attending school.

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

**6.42 Full-time employees in main job — type of benefit received by weekly earnings,
August 1994
('000)**

Type of benefit received	Weekly earnings in main job							Total
	Under \$160	\$160- \$319	\$320- \$479	\$480- \$639	\$640- \$799	\$800- \$959	\$960 & over	
Superannuation	36.5	298.9	1 242.4	1 345.7	770.0	408.8	441.6	4 536.0
Holiday leave	32.6	277.5	1 197.8	1 299.2	744.4	397.2	415.8	4 364.5
Sick leave	34.2	276.2	1 190.4	1 298.7	744.8	395.5	413.9	4 353.7
Long-service leave	17.0	189.0	952.7	1 155.5	697.9	374.1	378.8	3 765.0
Goods & services	9.9	67.0	280.1	230.0	103.5	54.2	61.4	806.2
Transport	18.3	47.4	125.9	198.6	175.5	112.5	186.5	864.7
Telephone	15.7	30.0	55.3	88.8	83.6	67.8	110.4	451.5
Holiday expenses	*1.5	7.2	30.3	61.6	38.1	19.3	35.0	193.0
Medical	*3.5	9.2	24.3	43.0	33.4	25.8	45.8	185.1
Housing	12.4	21.4	28.3	33.3	25.7	15.6	31.9	168.6
Low-interest finance	—	*3.1	29.6	48.8	24.5	17.7	29.7	153.3
Study leave	*1.6	5.8	25.8	49.8	37.4	21.8	22.3	164.5
Shares	*3.9	6.7	43.1	57.8	36.5	26.8	46.0	220.9
Union dues/prof. association	*2.8	6.7	15.4	30.3	33.2	26.7	42.8	158.0
Electricity	12.9	15.6	20.5	20.4	14.7	9.6	15.7	109.3
Entertainment allowance	*1.2	*1.8	6.1	12.7	21.8	13.5	35.5	92.5
Club fees	5.0	*3.8	13.3	20.9	17.7	13.4	26.7	100.9
Child care/education expenses	*2.0	*2.5	*3.7	4.5	*3.6	*2.4	*3.9	22.6
No benefits	13.0	20.6	32.0	21.9	9.8	4.7	6.8	108.7
Total	72.4	354.6	1 353.0	1 409.8	800.0	421.1	461.6	4 872.4

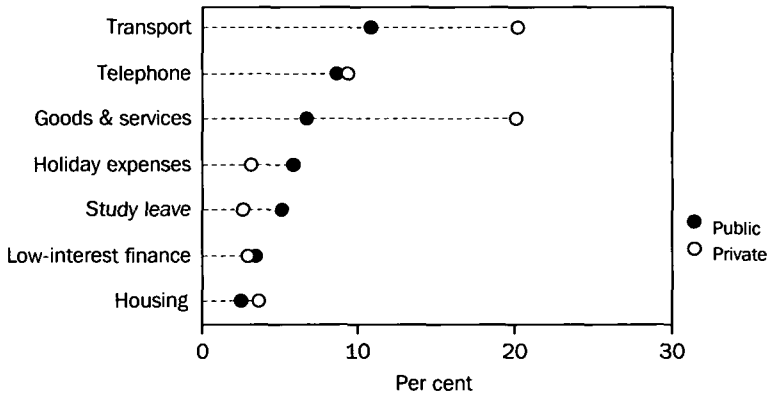
Source: *Employment Benefits, Australia* (6334.0.40.001).

6.43 All employees — type of benefit received and occupation in main job, August 1994 ('000)

Type of benefit received	Occupation								Total
	Managers & administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons & personal service workers	Plant & machine operators, & drivers	Labourers & related workers	
Superannuation	432.9	877.3	390.6	776.2	1 070.4	810.1	419.8	754.2	5 531.5
Holiday leave	406.0	799.6	366.6	720.4	964.8	601.9	380.2	626.4	4 865.9
Sick leave	406.3	805.0	365.6	715.7	964.0	603.1	379.2	622.6	4 861.4
Long-service leave	346.3	726.1	347.9	589.5	851.7	479.4	328.0	511.2	4 180.1
Goods & services	100.5	80.9	35.0	133.1	161.9	340.7	74.8	156.8	1 083.7
Transport	220.7	156.6	50.6	152.6	103.7	140.0	48.8	62.2	935.3
Telephone	141.7	94.8	29.0	68.7	77.9	46.5	15.4	24.5	498.6
Holiday expenses	27.7	22.5	10.1	23.3	44.3	39.4	15.6	22.6	205.4
Medical	32.1	36.4	18.5	15.4	49.5	24.9	14.3	12.0	203.3
Housing	45.7	40.5	13.1	20.1	18.6	13.9	11.3	22.9	186.0
Low-interest finance	26.8	17.7	*4.4	7.4	65.5	34.6	5.3	4.7	166.4
Study leave	19.5	54.6	23.8	13.1	46.0	24.9	6.1	15.6	203.7
Shares	47.0	34.5	6.8	22.3	50.7	48.3	17.6	20.7	247.8
Union dues/prof. association	29.8	71.6	8.8	15.7	15.0	12.6	8.0	6.8	168.1
Electricity	29.7	23.5	5.7	18.6	19.9	8.8	7.9	12.2	126.3
Entertainment allowance	41.8	17.7	*2.5	*3.0	9.7	19.0	*0.2	*2.3	96.3
Club fees	32.0	29.7	*3.9	6.7	11.2	17.0	*2.5	*4.1	107.2
Child care/education expenses	6.8	6.9	*1.6	*1.5	6.6	*1.5	*0.4	*0.6	25.9
No benefits	9.7	38.5	14.3	38.6	55.1	116.1	31.4	125.4	429.1
Total	480.8	956.0	420.9	865.4	1 177.7	1 021.5	472.4	953.8	6 348.5

Source: Employment Benefits, Australia (6334.0).

6.44 Full-time employees receiving selected benefits, August 1994



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 3% 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 6.45 shows details of superannuation costs in the private sector by industry. These costs have increased 68% over the period 1989-90 to 1993-94 to be \$1,480 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 6.46 shows the growth in the percentage of employees covered by superannuation in each industry up to 1993-94. The Superannuation Guarantee Legislation, introduced in July 1992, provided superannuation cover for all employees who earned more than the tax free threshold (currently \$5,400 per annum or \$450 per month). For the 1993-94 financial year this became compulsory and has contributed to the large increase in superannuation coverage in Australia.

6.45 Superannuation — cost to employers, private sector

Industry	1989-90	1990-91	1991-92	1993-94
Total superannuation cost (\$m)				
Mining	128	155	177	206
Manufacturing	*965	1 063	1 082	1 407
Electricity, gas & water supply	1	8	8	10
Construction	*394	327	349	412
Wholesale trade	*506	577	533	754
Retail trade	265	338	401	630
Accommodation, cafes & restaurants	78	103	*170	259
Transport & storage	*137	169	208	273
Communication services	1	2	*3	11
Finance & insurance	436	521	535	517
Property & business services	*438	668	843	984
Government administration & defence	—	—	—	—
Education	*74	78	115	143
Health & community services	*223	284	296	509
Cultural & recreational services	43	*84	*96	103
Personal & other services	59	78	99	*223
Total industry	3 747	4 455	4 915	6 440

...continued

6.45 Superannuation — cost to employers, private sector — continued

Industry	1989-90	1990-91	1991-92	1993-94
Superannuation cost per employee (\$)				
Mining	1 860	2 235	2 861	3 430
Manufacturing	*1 000	1 155	1 281	1 605
Electricity, gas & water supply	2 105	2 954	3 073	3 726
Construction	*1 556	1 533	1 709	1 785
Wholesale trade	*1 136	1 311	1 358	1 917
Retail trade	332	461	516	756
Accommodation, cafes & restaurants	263	379	*659	801
Transport & storage	*828	981	1 143	1 780
Communication services	793	1 430	*1 389	1 646
Finance & insurance	1 789	2 306	2 715	2 399
Property & business services	*914	1 444	1 610	1 798
Government administration & defence	—	—	—	—
Education	*952	1 085	1 286	1 332
Health & community services	*782	969	911	1 527
Cultural & recreational services	407	*1 033	*725	832
Personal & other services	770	897	1 035	*1 548
Total industry	879	1 101	1 203	1 480

Source: Labour Costs, Australia (6348.0).

6.46 Superannuation — employees covered, private and public sectors (%)

Industry	1989-90	1990-91	1991-92	1993-94
Mining	86.2	86.5	93.2	96.6
Manufacturing	78.5	83.3	87.1	96.1
Electricity, gas & water supply	96.6	95.2	98.4	98.1
Construction	67.3	71.1	73.5	92.5
Wholesale trade	64.2	75.2	79.7	93.2
Retail trade	40.6	51.3	55.0	81.8
Accommodation, cafes & restaurants	24.9	47.7	48.2	87.6
Transport & storage	70.9	77.8	81.8	96.4
Communication services	99.1	99.3	98.9	97.8
Finance & insurance	78.3	86.0	87.1	88.0
Property & business services	49.9	64.4	69.8	90.9
Government administration & defence	89.4	93.9	95.1	96.9
Education	85.9	87.0	86.0	94.2
Health & community services	76.0	84.2	83.3	91.6
Cultural & recreational services	43.0	52.9	67.0	84.3
Personal & other services	69.9	75.1	78.8	92.3
Total industry	66.9	75.3	77.6	91.5

Source: Labour Costs, Australia (6348.0).

Table 6.47 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% compared with 55% of employers and 37% 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.

As shown in table 6.48 for those employees making personal contributions, superannuation was expected to be the main source of income after retirement for 42% of the 888,300 employees aged 45 to 74. A further 21% 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 (46%)

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% nominated superannuation as their expected main income compared with 54% of employees earning \$600 or more per week.

6.47 Superannuation — coverage of employed persons aged 15 to 74, by status of worker and occupation, November 1993
(^{'000})

	Covered			Not covered			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Status of worker									
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	3238.1	2412.0	5650.1	341.7	392.4	734.0	3579.7	2804.4	6384.1
Payment in kind/unpaid family helpers	*1.6	*3.7	*5.3	32.1	41.7	73.8	33.7	45.4	79.1
Occupation									
Managers & 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	1069.5
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	1059.1	112.9	1172.0
Clerks	258.7	855.5	1114.2	18.0	153.5	171.5	276.7	1009.0	1285.7
Salespersons & personal service workers	304.9	497.6	802.5	103.0	204.6	307.6	407.9	702.2	1110.1
Plant & machine operators, & drivers	394.5	64.7	459.2	70.9	21.9	92.9	465.4	86.6	552.1
Labourers & related workers	536.4	278.3	814.7	154.2	100.7	255.0	690.7	379.0	1069.7
Total	3625.0	2520.5	6145.5	792.1	700.6	1492.7	4417.1	3221.1	7638.2

Source: Superannuation, Australia (6319.0).

6.48 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
(^{'000})

	Makes personal contributions							Employer or business contributions only	Total(a)
	Super-annuation	Invalid, age, sole parent's widow's pension	Investments, interest, stocks, debentures, etc.	Dependent on someone else's income, pension, super-annuation	Other	Did not know			
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 & under \$400	25.1	43.0	7.3	15.8	11.6	17.5	191.1	313.1	
\$400 & under \$600	96.1	89.5	14.6	21.1	19.1	40.6	191.6	477.3	
\$600 & under \$800	107.1	32.9	12.9	9.6	18.1	25.5	79.0	289.8	
\$800 & under \$1 000	67.6	10.2	9.6	*4.0	14.1	13.7	34.8	157.3	
\$1 000 & over	63.1	5.5	14.0	*1.3	8.5	9.6	35.1	142.5	
Did not know	9.0	*1.9	*1.6	*1.2	*1.6	*4.1	24.8	44.7	

For footnotes see end of table.

...continued

6.48 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 — continued
(^{'000})

	Makes personal contributions						Employer or business contributions only	Total(a)
	Super-annuation	Invalid, age, sole parent's widow's pension	Investments, interest, stocks, debentures, etc.	Dependent on someone else's income, pension, super-annuation	Other	Did not know		
Status								
Full-time	352.5	166.0	52.9	36.9	66.6	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
Total	370.3	188.5	60.5	58.9	75.0	114.7	629.3	1 517.6
Average usual gross weekly pay (\$)	751.7	514.1	749.6	478.4	669.7	647.9	490.1	593.3

(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

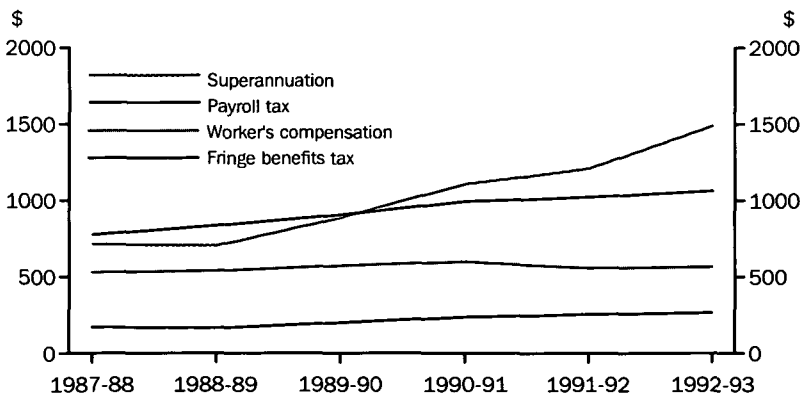
Labour costs are those costs incurred by employers in the employment of labour. Labour costs can be split into those payments for time actually worked by employees and additional labour costs incurred by employers.

Graph 6.49 shows how the non-earnings components of labour costs in the private sector have increased in the period 1986–87 to 1993–94. Over the past eight years these

costs have increased by approximately 63% compared to earnings which have increased by approximately 41%.

Table 6.50 details labour costs by industry for 1990–91, 1991–92 and 1993–94. 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.

6.49 Average labour costs per employee - private sector



Source: Labour Costs, Australia (6348.0).

6.50 Labour costs by industry

Type of labour cost & year	Mining	Manufacturing	Electricity, gas & water	Construction	Wholesale & retail trade	Transport, storage & communication	Finance, property & business services	Public administration & defence	Community services	Recreation, personal & other services	Total
Total costs (\$m)											
Earnings											
1990-91	3 615	27 027	3 597	7 042	24 735	13 190	24 652	9 473	27 322	10 725	151 396
1991-92	3 578	26 907	3 696	7 103	24 450	14 322	26 755	10 275	29 181	11 645	157 912
1993-94	3 585	28 468	3 903	7 820	27 791	14 402	28 290	13 490	31 465	14 762	173 977
Other labour costs											
Superannuation(a)											
1990-91	174	1 124	576	426	922	1 083	1 446	509	1 097	430	7 787
1991-92	198	1 142	404	484	941	1 439	1 718	622	1 255	562	8 765
1993-94	223	1 432	396	499	1 393	1 406	1 853	1 076	1 892	820	10 990
Payroll tax											
1990-91	200	1 327	221	246	950	682	1 096	154	685	347	5 909
1991-92	202	1 367	228	224	932	738	1 197	173	771	388	6 220
1993-94	194	1 441	216	279	1 134	774	1 148	280	825	503	6 793
Workers' compensation											
1990-91	104	1 009	119	246	496	397	263	210	484	221	3 549
1991-92	93	893	119	261	439	384	256	212	485	213	3 355
1993-94	104	948	107	275	487	386	229	274	508	273	3 590
Fringe benefits tax											
1990-91	53	181	17	56	191	67	487	29	25	48	1 154
1991-92	50	183	19	50	224	67	543	38	33	56	1 261
1993-94	61	184	23	49	269	86	555	91	52	71	1 441
Total other costs											
1990-91	530	3 641	932	975	2 560	2 230	3 291	902	2 291	1 046	18 399
1991-92	543	3 585	769	1 019	2 534	2 629	3 715	1 044	2 545	1 218	19 601
1993-94	582	4 005	742	1 102	3 282	2 652	3 785	1 721	3 277	1 666	22 814
Total labour costs											
1990-91	4 144	30 668	4 529	8 017	27 295	15 420	27 943	10 376	29 613	11 771	169 795
1991-92	4 122	30 492	4 465	8 121	26 984	16 951	30 469	11 319	31 726	12 863	177 513
1993-94	4 167	32 473	4 645	8 923	31 074	17 054	32 074	15 212	34 741	16 428	196 791

For footnotes see end of table.

...continued

6.50 Labour costs by industry — continued

Type of labour cost & year	Mining	Manufacturing	Electricity, gas & water	Construction	Wholesale & retail trade	Transport, storage & communication	Finance, property & business services	Public administration & defence	Community services	Recreation, personal & other services	Total
Earnings											
1990-91	48 813	28 712	34 373	28 237	21 040	30 353	29 790	28 691	25 847	19 652	26 373
1991-92	53 811	31 036	36 557	29 516	20 869	33 407	31 357	29 453	26 759	19 593	27 404
1993-94	57 763	32 059	43 351	30 990	22 587	38 728	31 810	32 089	28 529	21 071	28 958
Other labour costs											
Superannuation(a)											
1990-91	2 346	1 194	5 501	1 710	784	2 493	1 747	1 543	1 038	787	1 357
1991-92	2 974	1 318	3 992	2 012	803	3 357	2 014	1 782	1 151	945	1 521
1993-94	3 596	1 613	4 397	1 977	1 132	3 781	2 083	2 560	1 716	1 170	1 829
Payroll tax											
1990-91	2 696	1 410	2 108	988	808	1 570	1 324	467	648	636	1 029
1991-92	3 038	1 576	2 254	930	795	1 722	1 403	497	707	652	1 079
1993-94	3 123	1 623	2 399	1 106	922	2 081	1 291	665	748	718	1 131
Workers' compensation											
1990-91	1 401	1 072	1 133	987	422	914	318	637	458	404	618
1991-92	1 404	1 030	1 176	1 086	374	896	300	606	445	358	582
1993-94	1 683	1 068	1 188	1 090	395	1 037	257	652	460	389	598
Fringe benefits tax											
1990-91	711	192	163	225	163	155	588	86	24	88	201
1991-92	751	211	188	206	191	157	636	108	30	94	219
1993-94	975	208	253	195	219	231	624	217	47	101	240
Total other costs											
1990-91	7 153	3 867	8 906	3 910	2 177	5 132	3 977	2 733	2 168	1 916	3 205
1991-92	8 167	4 135	7 609	4 233	2 163	6 132	4 354	2 993	2 333	2 050	3 401
1993-94	9 377	4 511	8 237	4 368	2 668	7 131	4 256	4 094	2 971	2 378	3 797
Total labour costs											
1990-91	55 966	32 579	43 278	32 147	23 217	35 485	33 767	31 424	28 015	21 568	29 578
1991-92	61 978	35 171	44 166	33 749	23 033	39 539	35 711	32 445	29 093	21 642	30 805
1993-94	67 140	36 570	51 588	35 357	25 255	45 859	36 066	36 183	31 499	23 449	32 755

(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 1993–94 by various categories of employed persons, and in different industries are shown in tables 6.51 and 6.52.

6.51 Employed persons — aggregate and average weekly hours worked(a), annual average(b), 1993–94

	Males	Married	Females		Persons
			Not married	Total	
Aggregate weekly hours worked (million)					
By all workers	175.8	55.8	37.4	93.2	269.0
By full-time workers	168.9	41.3	31.0	72.2	241.2
By part-time workers	6.9	14.5	6.4	21.0	27.9
Average weekly hours worked					
By all workers	39.3	27.5	29.1	28.2	34.6
By full-time workers	42.1	37.8	37.3	37.6	40.7
By part-time workers	14.9	15.6	14.2	15.1	15.0
By wage & salary earners	38.1	27.4	29.1	28.1	33.7
By other than wage & salary earners	45.0	28.2	29.6	28.5	39.4
By all workers who worked one hour or more in the reference week	42.1	30.2	31.1	30.6	37.2
By full-time workers who worked one hour or more in the reference week	45.1	41.3	40.0	40.7	43.7
By part-time workers who worked one hour or more in the reference week	15.9	17.1	15.1	16.4	16.3

(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).

6.52 Employed persons — average weekly hours worked(a) by industry, annual average(b), 1993–94

	Males	Married	Females		Persons
			Total		
Agriculture, forestry, fishing & hunting					
Agriculture	49.8	30.9	30.5		43.6
Services to agriculture; Hunting & trapping	40.2	22.6	25.4		36.4
Forestry & logging	38.8	30.1	30.5		38.2
Commercial fishing	47.3	24.1	23.9		42.2
Total agriculture, forestry, fishing & hunting	48.7	30.4	30.1		43.1
Mining	44.0	31.6	34.4		43.0
Manufacturing					
Food, beverages & tobacco manufacturing	40.2	32.1	32.4		37.8
Metal product manufacturing	40.5	29.6	31.0		39.3
Other manufacturing	41.7	27.8	30.1		38.9
Total manufacturing	40.8	31.8	32.8		38.7
Electricity, gas & water supply	36.5	31.8	33.4		36.1
Construction	40.7	19.1	21.0		37.9

For footnotes see end of table.

...continued

6.52 Employed persons — average weekly hours worked(a) by industry, annual average(b), 1993–94 — continued

	Males	Females		Persons
		Married	Total	
Wholesale trade	42.8	30.4	32.0	39.4
Retail trade	39.1	29.2	25.5	32.2
Accommodation, cafes & restaurants	38.9	30.2	27.9	32.7
Transport & storage	42.6	29.8	31.9	40.3
Communication services	37.4	30.8	31.6	35.6
Finance & insurance	40.4	29.6	31.4	35.4
Property & business services	42.3	27.2	30.1	37.1
Government administration & defence	36.7	29.5	31.0	34.3
Education	39.2	30.8	31.9	34.4
Health & community services	38.9	27.0	28.5	31.0
Cultural & recreational services	37.4	25.9	27.5	32.5
Personal & other services	36.5	28.4	29.4	32.6
All industries	40.8	28.9	29.3	35.9

(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.

6.53 Overtime by industry

Industry	February					
	1989	1990	1991	1992	1993	1994
Average weekly overtime hours per employee working overtime						
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 & 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 & storage; Communication	8.6	8.0	7.7	8.0	8.0	7.9
Public administration & 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
All industries	7.5	7.3	7.1	7.0	7.3	7.3
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 & 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 & storage; Communication	29.8	28.2	28.5	26.1	25.9	32.3
Public administration & 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
All industries	18.9	18.7	16.5	15.9	15.7	16.8

(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% and 18%, 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).

6.54 All employees — working arrangements, August 1993 ('000)

	Permanent			Casual			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Full-time employees in main job									
Start & finish times not fixed									
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
Total start & 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
Start & finish times are fixed									
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
Total start & 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
Total	2 883.0	1 502.4	4 385.5	280.2	124.5	404.7	3 163.2	1 626.9	4 790.1
Part-time employees in main job									
Start & finish times not fixed									
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
Total start & finish times not fixed	18.9	102.9	121.8	132.6	286.8	419.3	151.5	389.7	541.1
Start & finish times are fixed									
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
Total start & finish times are fixed	38.9	342.2	381.1	165.3	445.8	611.0	204.2	788.0	992.2
Total	57.8	445.1	502.9	297.8	732.6	1 030.4	355.6	1 177.6	1 533.3

...continued

6.54 All employees — working arrangements, August 1993 — *continued* (‘000)

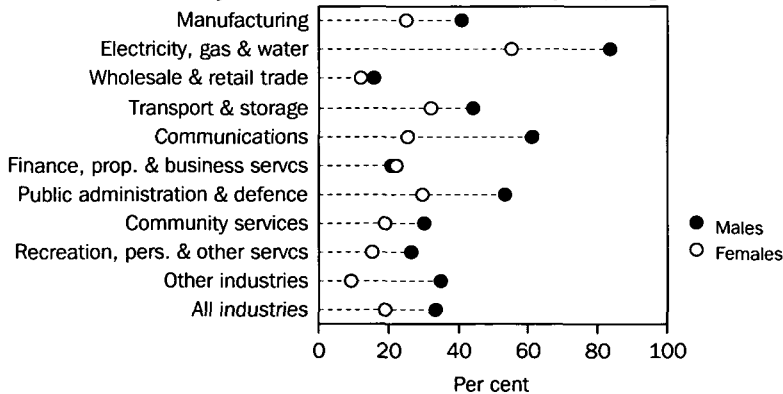
	Permanent			Casual			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Total									
Start & finish times not fixed									
Daily variation is available	661.1	334.6	995.7	157.8	170.8	328.6	818.9	505.4	1 324.3
Daily variation is not available	371.3	171.8	543.1	127.2	172.5	299.7	498.6	344.3	842.8
Total start & 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
Start & finish times are fixed									
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
Total start & 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
Total	2 940.8	1 947.5	4 888.4	578.0	857.1	1 435.0	3 518.8	2 804.6	6 323.4

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% of males and 56% 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% of employees in Public administration and defence to 12% in Agriculture, forestry, fishing and hunting.

6.55 Employees entitled to a rostered day off, August 1993



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

Of the 4.8 million full-time employees, 39% 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).

**6.56 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
(’000)**

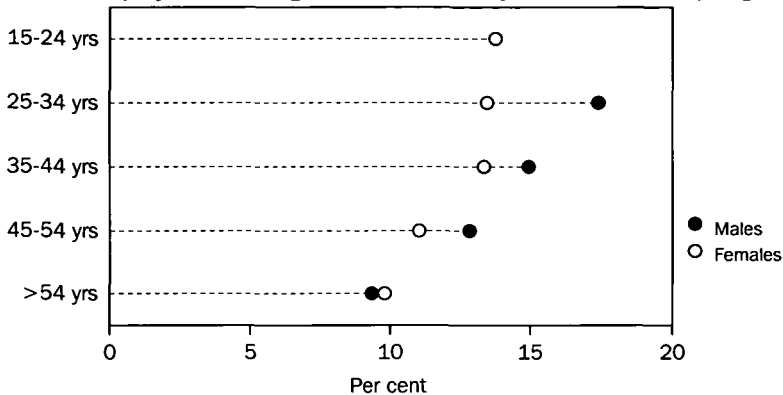
	Permanent			Casual			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Full-time employees in main job									
Overtime regularly worked	1 238.5	517.3	1 755.9	85.9	28.1	113.9	1 324.4	545.4	1 869.8
Overtime not regularly worked	1 644.5	985.1	2 629.6	194.3	96.4	290.7	1 838.8	1 081.5	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
Total	2 883.0	1 502.4	4 385.5	280.2	124.5	404.7	3 163.2	1 626.9	4 790.1
Part-time employees in main job									
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
Total	57.8	445.1	502.9	297.8	732.6	1 030.4	355.6	1 177.6	1 533.3
Total									
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
Total	2 940.8	1 947.5	4 888.4	578.0	857.1	1 435.0	3 518.8	2 804.6	6 323.4

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% of employees (15% of males and 13% of females).

Of the 513,900 male shift workers, 456,500 (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).

6.57 Employees working shift work in the previous 4 weeks, Aug 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 6.58, 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 1994, the reported number of working days lost in any one year varied between 6.3 million (in 1974) and 0.5 million (in 1994). The number has been consistently less than one million since 1992.

6.58 Industrial disputes

Year	No. of disputes(a)		Employees involved ('000)		Working days ('000)
	Commenced in year	Total(a)	Newly involved(b)	Total(a)	
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
1994	554	558	262.9	264.5	501.0

(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.

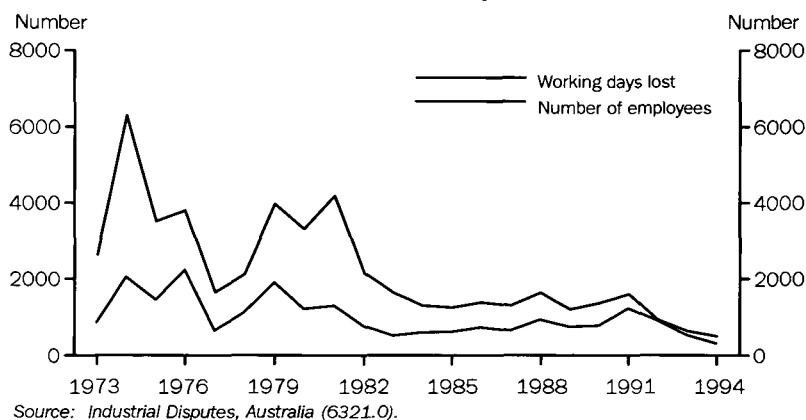
(b) Comprises workers involved in disputes which commenced during the year and additional workers involved in disputes which continued from the previous year.

Source: Industrial Disputes, Australia (6321.0).

In 1994 there were 558 disputes reported involving 264,500 employees and the loss of 501,000 working days. The number of disputes was the lowest recorded for a

calendar year since 1940 (350). The number of working days lost was the lowest reported for a calendar year since 1959 when 365,000 working days were lost.

6.59 Industrial disputes



6.60 Industrial disputes — working days lost by industry ('000)(a)

Industry(a)	1989	1990	1991	1992	1993	1994
Mining						
Coal	164.8	150.5	129.6	76.8	78.6	151.0
Other	34.2	86.7	37.1	50.8	14.4	18.3
Manufacturing						
Metal product; Machinery & equipment	201.1	536.3	664.0	121.4	160.4	44.9
Other	186.7	133.4	169.3	154.6	77.7	78.3
Construction	117.0	62.2	120.7	38.4	13.1	20.2
Transport & storage; Communication services	70.7	129.9	98.1	82.4	15.6	59.4
Education; Health & community services	224.1	199.2	201.1	238.9	147.5	73.8
Other industries(b)	203.9	78.3	190.7	177.7	128.7	55.2
All industries	1 202.4	1 376.5	1 610.6	941.2	635.8	501.0

(a) Prior to January 1994, industry information was classified according to ASIC. From that time, industry data has been classified to ANZSIC. (b) Includes: Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance and insurance; Property and business services; Government administration and defence; Cultural and recreational services; Personal and other services.

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

Working days lost per thousand employees decreased from 100 in 1993 to 76 in 1994. The Coal mining industry continued to report

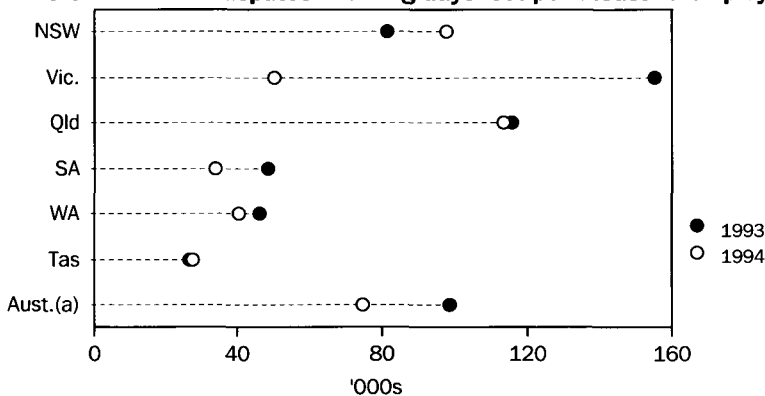
the highest number of working days lost per thousand employees (table 6.61) — 5,964 in 1994.

6.61 Industrial disputes — working days lost per thousand employees, by industry(a)(b)

Industry(b)	1989	1990	1991	1992	1993	1994
Mining						
Coal	5 505	4 966	4 465	3 078	2 915	5 964
Other	642	1 284	597	840	254	323
Manufacturing						
Metal product; Machinery & equipment	473	1 181	1 555	309	426	116
Other	283	197	268	243	121	123
Construction	374	161	349	126	41	59
Transport & storage; Communication services	160	279	214	192	37	137
Education; Health & community services	176	149	147	172	106	63
Other industries(c)	65	24	60	57	41	16
All industries	190	207	248	147	100	76

(a) The basis for the calculation of working days lost per thousand employees was changed in January 1995 to use estimates of employees taken from the Labour Force Survey only. Estimates have been recalculated on this basis for each 12 monthly period back to December 1990. (b) Prior to January 1994, industry information was classified according to ASIC. From that time, industry data has been classified to ANZSIC. (c) Includes: Agriculture, forestry and fishing; Electricity, gas and water supply; Wholesale trade; Retail trade; Accommodation, cafes and restaurants; Finance, and insurance; Government administration and defence; Cultural and recreational services; Personal and other services.

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

6.62 Industrial disputes: working days lost per thousand employees

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

Industrial disputes which lasted 5 and less than 10 days accounted for 29% of all time lost in 1994. The major reported cause of disputes that ended in 1994 was Managerial policy (including award restructuring). This cause accounted for 158,900 working days lost (31%). Resumption without negotiation was the main reported method of settlement of disputes that ended in 1994 (47%).

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 89 in 1993 to 76 in 1994. Unions with membership of 50,000 or more have increased their percentage of total union membership from 65.2% in 1992 to 77.2% in 1994.

6.63 Number of unions and membership, by size of union

Size of union (no. of members)	30 June 1992			30 June 1993			30 June 1994		
	No. of unions	No. of members ('000)	Cumulative % of total members	No. of unions	No. of members ('000)	Cumulative % of total members	No. of unions	No. of members ('000)	Cumulative % of total members
Under 1 000	104	31.4	1.0	89	27.2	1.0	76	21.7	0.8
1 000 – 4 999	51	122.0	4.9	44	109.5	4.6	33	76.0	3.3
5 000 – 19 999	34	336.1	15.6	22	201.5	11.3	20	200.2	10.3
20 000 – 49 999	18	601.6	34.8	12	391.8	24.3	11	360.5	22.8
50 000 & over	20	2 044.0	100.0	21	2 269.9	100.0	17	2 231.8	100.0
Total	227	3 135.1	—	188	3 000.1	—	157	2 890.2	—

Source: Trade Union Statistics, Australia (6323.0).

A survey conducted in August 1994 found that of the 6,525,800 employees aged 15 and over, 2,283,400 were trade union members (in connection with their main job).

The survey revealed that trade union membership declined from 50% in 1982 to 35% in 1994.

The Electricity, gas and water supply, and Communication services industry groups were the most unionised with 66% of employees being trade union members while the Agriculture, forestry and fishing industry group, with 12%, was the least unionised.

6.64 Proportion of all employees who were trade union members by industry and whether permanent or casual employee, August 1994 (%)

Industry	Males			Females			Persons		
	Permanent employee	Casual employee	Total	Permanent employee	Casual employee	Total	Permanent employee	Casual employee	Total
Agriculture, forestry & fishing	15.3	9.5	12.9	*19.5	*6.4	10.9	16.0	8.4	12.4
Mining	50.8	*26.1	49.0	*8.2	11.1	*6.1	47.2	*18.6	44.5
Manufacturing	47.3	15.8	44.3	35.6	16.0	30.7	44.6	15.9	40.8
Electricity, gas & water supply	69.9	*20.0	69.0	51.3	*35.6	49.9	67.5	*26.9	66.4
Construction	44.6	20.2	37.4	14.2	—	9.3	41.3	17.5	34.1
Wholesale trade	19.1	*3.5	17.5	8.6	*5.3	7.8	16.3	*4.4	14.6
Retail trade	19.2	19.0	19.1	33.5	21.3	27.0	25.6	20.5	23.3
Accommodation, cafes & restaurants	22.1	15.7	19.3	22.7	17.2	19.3	22.4	16.7	19.3
Transport & storage	64.7	24.6	58.3	35.4	*8.7	30.0	58.4	20.3	51.9
Communication services	73.8	*30.5	70.4	58.8	*4.3	55.2	69.0	*23.3	65.6
Finance & insurance	42.7	—	40.0	47.1	*5.3	44.1	45.3	*3.3	42.4
Property & business services	22.2	7.8	18.7	11.8	5.8	10.1	17.4	6.8	14.6
Government administration & defence	64.7	*2.8	61.9	50.7	*4.9	44.3	59.3	*4.2	54.7
Education	63.0	*13.9	58.1	64.4	14.8	55.0	63.9	14.6	56.1
Health & community services	42.5	*7.4	36.2	44.5	11.3	37.2	44.1	10.6	37.0
Cultural & recreational services	32.9	*11.0	25.3	24.7	20.4	22.4	29.4	16.8	23.8
Personal & other services	56.5	*5.7	50.5	27.3	*6.2	20.4	44.9	*6.0	36.6
Total	43.0	14.8	37.9	38.8	14.5	31.3	41.3	14.7	35.0

Source: Trade Union Members, Australia (6325.0).

Training

Training continues to be a major element of labour market reform in Australia. To provide the information necessary for the analysis of training issues and the development and evaluation of training policies and programs, the ABS has conducted a number of training surveys.

Training expenditure

Estimates of the expenditure by employers on the formal training of their employees, and of the paid time employees spent receiving

formal training were collected in the 1993 Employer Training Expenditure survey, which covered the September quarter 1993. The survey defined formal training as all training activities which have a structured plan and format designed to develop job related skills and competence, and found that total expenditure on formal training during 1 July to 30 September 1993 by Australian employers was estimated at \$1,100 million. More detailed information on this survey was presented in *Year Book Australia 1995*.

6.65 Training expenditure by employer size, July to September 1993

	Number of employees			
	1-19	20-99	>99	Total
Total training expenditure (% of gross wages & 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	5.3	6.17	5.55
Employers reporting training expenditure (% of all employers)(a)	18.0	80.3	97.9	24.6
Total training expenditure (\$m)	112.3	177.8	818.8	1 109

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

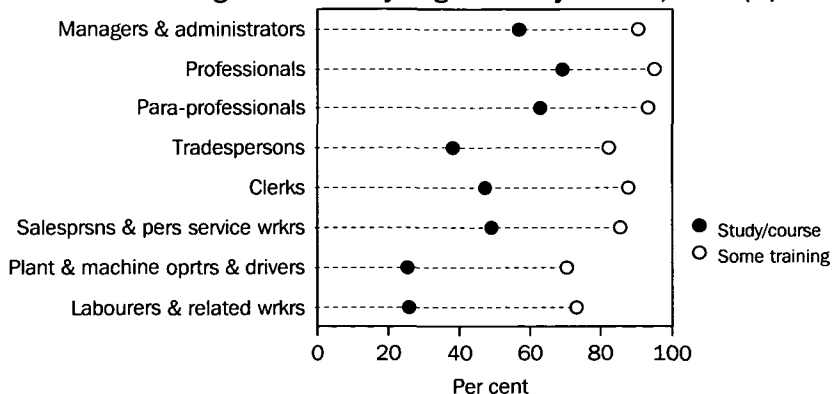
Source: *Employer Training Expenditure, Australia (6353.0)*.

Who received training?

The 1993 Survey of Training and Education found that in the twelve months prior to the survey being undertaken, an estimated 86% of those who had a wage or salary job in the previous twelve months undertook some form of training. The greatest proportion of wage or salary earners by occupation who undertook training in 1993 were

professionals. An estimated 96% of professionals received some form of training in the twelve month period and 70% undertook study or training courses. Plant and machine operators, and drivers had the lowest proportion receiving some form of training (72%).

6.66 Training undertaken by wage or salary earners, 1993 (%)



Source: *Training and Education Experience, Australia (6278.0)*.

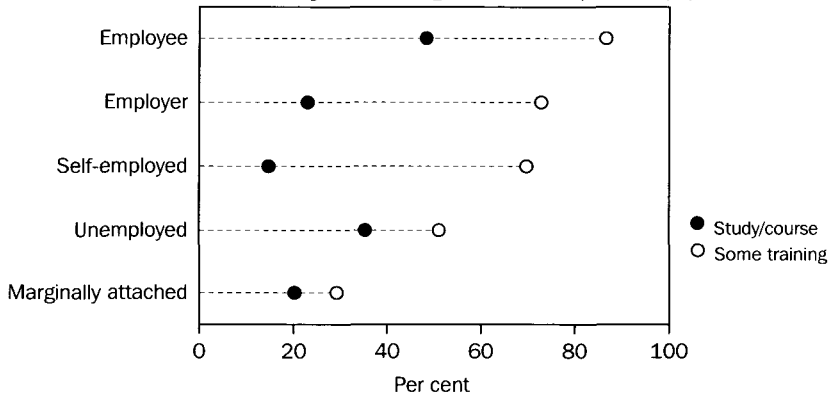
Length of training course

Of the 5,581,900 wage and salary earners who attended an in-house training course in the twelve months prior to the survey, some 35% of the courses lasted 40 hours or more. Male participants had more attendances at these longer courses than did female participants (42% compared with 27%).

Employment status of persons undertaking training courses

Of the estimated 9,241,900 persons who were employed, unemployed or marginally attached to the labour force at the time of the survey, almost 50% of employees had undertaken study or training courses compared with 23% of employers and 15% of self-employed persons. Almost twice as many unemployed persons as marginally attached persons undertook study or training courses (36% compared with 21%).

6.67 Summary of training undertaken, 1993 (%)



Source: *Training and Education Experience, Australia* (6278.0).

Reasons for training employees

The 1994 Training Practices Survey found that 32% of Australian employers reported providing some formal training for their employees during the twelve month period ending February 1994. Improved work performance was reported by 80% of employers as a reason for training employees. The next two most common reasons for training were to enable employees to move to other positions within the organisation, and to multi-skill employees, (reported by 41% and 40% of employer respectively). Almost half the employers who reported training (44%) also reported that their training expenditure increased during the previous twelve months. Technological change was the factor most often reported as having increased training expenditure (30% of

employers), followed by quality assurance (26% of employers). Time constraints and cost constraints were reported as the most common limitations to the amount of training provided by employers for their employees (56% and 41% of employers respectively).

Almost all employers who formally trained employees used external training providers to meet part, or all of their training needs (92%). A lesser proportion (62%) reported providing in-house training for their employees during the reference period. In February 1994, it is estimated that employers in Australia employed 15,800 full-time trainers to provide training for their employees. There was approximately one full-time trainer for every three hundred and fifty employees.

6.68 Reasons for training employees(a) during the last 12 months, February 1994

Reasons for training	1-19 employees	20-99 employees	100 or more employees	Total
Private employers				
Improve work performance of employees	75.7	86.4	95.6	79.4
Enable movement to other positions within organisation(b)	34.9	47.9	66.9	39.9
Multi-skill employees	32.5	51.4	66.0	39.0
Meet Training Guarantee requirements	23.6	45.9	30.5	29.1
Public employers				
Improve work performance of employees	72.4	99.2	97.1	93.8
Enable movement to other positions within organisation(b)	68.9	48.7	75.5	62.9
Multi-skill employees	82.4	*47.9	84.2	68.3
Meet Training Guarantee requirements	*48.7	46.4	31.5	40.8
Total employers				
Improve work performance of employees	75.6	87.2	95.8	79.8
Enable movement to other positions within organisation(b)	35.2	47.9	68.5	40.6
Multi-skill employees	32.9	51.2	69.3	39.9
Meet Training Guarantee requirements	23.8	46.0	30.7	29.5

(a) Employers may have more than one reason for training employees. (b) Includes employees being trained to move to more highly skilled or responsible positions within the organisation, or to fill identified vacant positions from within the organisation.

Source: *Employer Training Practices, Australia* (6356.0).

Training practices

Sixty-two per cent of all employers who formally trained employees provided in-house training during the reference period. A higher proportion of employers in the Northern Territory and the Australian Capital Territory provided in-house training for their employees than their state counterparts.

Excluding the two territories, Queensland was the state that had the highest proportion of employers who provided in-house training (72%), had a written training plan (42%), had a qualified trainer(s) (40%) and employed a full-time trainer(s) (6%).

6.69 Employers reporting training in the last 12 months, February 1994 (%)

Training practices	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
Employers reporting in-house training	59.0	60.1	72.0	64.9	61.4	n.p.	94.8	81.1	61.6
Employers with a written training plan(s)	27.3	25.7	41.6	36.9	27.3	n.p.	*53.3	52.5	29.9
Employers with a qualified trainer(s)	30.7	31.9	39.7	32.9	37.7	n.p.	58.3	*41.6	33.3
Employers with a full-time trainer(s)	4.1	4.5	5.6	2.6	*2.7	n.p.	n.p.	*5.9	4.1
Employers used formal training needs analysis	16.3	17.9	25.0	28.1	27.8	n.p.	*36.4	48.4	21.1

Source: *Employer Training Practices, Australia* (6356.0).

Government employment and training programs

The Commonwealth Government, generally 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.

Considerable focus is also being given to the development of a 'training culture' in Australia, recognising the importance of vocational education and training for the efficiency and productivity of the Australian economy. This 'training culture' revolves around a notion of 'life-long learning', including the availability of career paths and on-going skills formation for all Australians. A key element of the 'training culture' is the

implementation of a nationally consistent competency-based training system. This system aligns vocational education and training delivery, assessment and certification arrangements to competency standards developed by the industry parties.

The following section provides a description of the major training and labour market programs administered by the Department of Employment, Education and Training during 1994-95.

There is a degree of interrelationship between individual programs and with some of the provisions contained in *Chapter 7, Social security and welfare*.

More detail on each of these programs and other training and labour market programs can be obtained from the Department of Employment, Education and Training.

6.70 Expenditure on main training and labour market programs, 1994-95

Type of program	Allocation (\$m)	No. participating
Industry based vocational education and training		
Support of Apprentices	137.5	n.a.
Support for Traineeships	53.0	n.a.
Special Trade Training	1.6	n.a.
Skills Enhancement		
Workplace English Literacy	11.6	n.a.
Australian Vocational Certificate Training System	8.8	n.a.
Pre-vocational training	33.0	n.a.
Employment Participation		
Job Needs	6.0	n.a.
Job Funds	25.7	13 200
Job Clubs	36.3	58 200
Job Place	8.8	4 900
Skill Train	414.0	125 200
Advanced English for Migrants Program	5.0	4 800
Skill Share	201.1	130 000
Job Start	458.9	189 700
Job Skills	150.5	12 600
Landcare and Environment Action Program	101.7	12 700
New Work Opportunities	74.8	11 700
National Training Wage Subsidy Program	7.9	5 100
Industry Adjustment Packages	32.0	n.a.
Assistance to firms implementing change	17.0	n.a.
New Enterprise Incentive Scheme	91.3	6 000
Case Management Services	171.9	500 000
Aboriginal Employment and Training Assistance	44.8	n.a.

Source: Department of Employment, Education and Training.

1994 White Paper on Employment and Growth

The Government's White Paper on Employment and Growth, *Working Nation*, which was announced by the Prime Minister on 4 May 1994, is the key element of the Employment Program and is designed to boost jobs growth, increase skills formation in the workforce and ensure that the long-term unemployed are able to participate in the

economic recovery. The major initiatives announced in *Working Nation* are:

- a Job Compact — which provides individual case management and access to a range of labour market programs leading to a firm offer of a job placement for all people aged 18 years or over who have

been receiving JobSearch/Newstart Allowance continuously for more than 18 months. In return, the Government is requiring a reciprocal obligation from Job Compact participants to accept any reasonable job placement offer or lose their entitlement to income support for a period;

- Non-Compact Assistance — assistance for unemployed job seekers not eligible under the Job Compact will be maintained and improved and more tightly targeted to those most at risk of becoming long term unemployed;
- the National Training Wage — Workers employed under the National Training Wage Award (NTWA) will receive wages which reflect the level of training and skills required to become fully competent in the job. In combination with the NTWA, training subsidies will be offered to employers engaging long term unemployed and otherwise disadvantaged job seekers through the National Training Wage Program; and
- improved delivery of employment and training services — The Government will introduce competition in the provision of case management services through the creation of independent Contracted Case Managers. A new statutory authority, the Employment Services Regulatory Authority (ESRA) will promote and protect fair and open competition between the government and non-government agencies. This will give job seekers a choice of sources of personalised labour market assistance. The Government will provide its Case Management services through a newly established body, Employment Assistance Australia (EAA), which will operate in cooperation with the Commonwealth Employment Service (CES).

Boosting the skill level of the labour force is also a fundamental priority of *Working Nation*. By the end of 1995–96 the Government aims to establish an additional 50,000 entry level training places encompassing apprenticeships, traineeships and places in institutions and suitable labour worker programs.

Working Nation also introduced new income support measures, administered by the

Department of Social Security, to encourage unemployed people to take a more active role in the labour market. New income test arrangements for JobSearch and Newstart allowances will mean that, as recipients accept increasing amounts of part-time work, they will be better off financially, thereby encouraging their job readiness. Partners or unemployed people who do not have dependent children and who are less than 40 years of age will be expected to look for work and receive separate income support under the JobSearch and Newstart allowances.

Industry based vocational education and 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.

Support for 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 (\$500) and completion (\$2,500) of an apprenticeship.
- Disabled Apprentice Wage Subsidy is available to employers who indenture a

person with a disability as an apprentice. The subsidy may be provided for the duration of the apprenticeship and extra help may be granted to allow necessary workplace modifications and tutorial assistance.

- Living Away from Home Allowance.
- Fares Assistance.

Support for 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.

The Commonwealth provides financial support to assist with the development and operation of traineeships through financial incentives for employers and trainees.

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.

Skills enhancement

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.

Workplace English Literacy Program

In 1991 the Commonwealth announced the establishment of the Workplace English Language and Literacy (WELL) Program. WELL is managed by the Department of Employment, Education and Training in consultation with 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.

Australian Vocational Certificate Training System (AVCTS)

Funding assistance has been provided for prior projects to test aspects of the proposed AVCTS, including the viability of different work-based pathways and infrastructure arrangements. This includes testing program content and outcomes, innovative delivery arrangements, wage and allowance arrangements, and articulation between pathways and delivery. *Working Nation* introduced a number of new priorities for the AVCTS including an enterprise stream, a small business stream and projects directed to meet the specific needs of Aboriginal and Torres Strait Islander communities.

Pre-vocational training program

Pre-vocational training program provides young people, particularly those disadvantaged in the labour market, with the general and vocational skills which they need to make a successful transition to vocational education, training and employment.

The program provides funding to States and Territories to provide courses of up to six months accredited pre-vocational training. A pre-vocational training course is an accredited course or training program conducted by a registered training provider. It relates directly to immediate job opportunities or may be the first stage of a broader program of training leading to a qualification under the AVCTS.

Employment participation

The objective of the Employment Participation Program is to contribute to the reduction of long-term unemployment by providing cost-effective labour market programs which meet the Government's requirements to target assistance according to the needs of three broad groups of clients:

- job ready clients;
- those at “high risk” of becoming long-term unemployed; and
- the long term and very long term unemployed.

The Employment Participation Program includes the following components: Worksearch, Workskills and Workstart.

Worksearch

Worksearch provides options to assess the job readiness of jobseekers and to facilitate their return to employment as quickly as possible and includes the following elements — JobNeeds, JobFunds, JobClubs and JobPlace.

JobNeeds

JobNeeds is part of the comprehensive screening and assessment process being introduced into the CES to help identify jobseekers who are at “high risk” of becoming long term unemployed. By purchasing external services such as needs assessments and interpreter services, JobNeeds enables CES staff to communicate more effectively with their clients and determine their needs and barriers to employment and training.

JobFunds

JobFunds provides assistance to jobseekers to help overcome financial barriers that hinder them being considered for, or their acceptance of, an employment training or related opportunity. Assistance is provided for fares and relocation as well as for clothing and equipment not provided by the employer.

JobClub

A JobClub is a job hunting program in which members of the club receive support, help and encouragement from a leader and other members.

JobPlace

JobPlace is designed to assist people with significant barriers to employment to obtain and retain employment or complete courses through the use of external agencies.

Workskills

Workskills provides training and other employment assistance to address the assessed barriers to employment of at “high risk” clients so that they can become job ready and be placed in employment. It also addresses the vocational needs of job ready jobseekers after six months registration.

SkillTrain

SkillTrain is designed to improve the employment prospects of jobseekers who are long term unemployed or at “high risk” of

becoming long term unemployed by overcoming their significant barriers to employment or participation in further vocational training, through the provision of structured training assistance. The significant barriers SkillTrain addresses are English as a second language needs; literacy and numeracy needs; employment-related personal development needs; and lack of current, recognised vocational skills relevant to immediate employment opportunities in the local labour market.

Advanced English for Migrants Program (AEMP) — AEMP courses aim to raise migrant jobseekers' English proficiency to which they can enter vocational training in TAFE or other post-secondary institutions. AEMP courses are also provided for migrant jobseekers who already have vocational skills.

SkillShare — SkillShare is designed to assist long term unemployed people and jobseekers with significant or multiple barriers to employment to secure work or to proceed to further education and training. This is achieved through skills training, employment-related assistance and enterprise activities provided by community-based organisations.

Workstart

Workstart provides options designed to address the more entrenched employment barriers, mostly for the long term and very long term unemployed. The options are described below.

JobStart

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 of up to 39 weeks as an incentive to employ disadvantaged jobseekers. There is an obligation on the employer to continue to provide similar employment for at least three months after the expiration of the agreed subsidy period.

JobSkills

JobSkills provides people aged 21 years and over who have been unemployed for

12 months or more with work experience and training to broaden their employment experience and equip them with new skills to improve their long term employment prospects. Participants receive a mix of supervised work experience, structured on-the-job or off-the-job training and the opportunity to develop and practice new skills in a work environment over a 26 week period. Up to 40% of the participant's time is spent in formal training.

Landcare and Environment Action Program (LEAP)

LEAP provides 26 weeks of formal training and practical experience to unemployed people aged 15 to 20 years through projects with a conservation focus.

New Work Opportunities (NWO) Program

The NWO program was announced in May 1994 as part of *Working Nation*. The program is project based and is designed to meet the needs of local communities. NWO also includes programs which operate in specific sectors.

National Training Wages (NTW) Program

The NTW program, a major initiative of *Working Nation*, is available to all jobseekers including new entrants to the labour force (for example, school leavers) and people who are short term or long term unemployed. The NTW Program provides a framework for employers to take on employees best suited to the needs of their organisation under a simple wage structure if they are able to offer approved training. Trainees are provided with a combination of work experience and approved training to assist them to retain their jobs and gain greater long term work opportunities.

Industry Labour Adjustment Packages (LAPs)

Industry LAPs have been developed for workers retrenched from industries that have been adversely affected by tariff reductions and industry restructuring. LAPs operating in 1994–95 are:

- the Textile, Clothing and Footwear LAP for workers retrenched during the restructuring anticipated under the TCF Industry Plan (1988–2000);

- the Passenger Motor Vehicle LAP for workers retrenched during the restructuring anticipated under the Passenger Motor Vehicle Plan (1984–2000); and
- the Australian National LAP for rail workers made redundant by Australian National.

The Industry LAPs provide a range of assistance including:

- formal vocational training;
- preparatory training (English language, literacy and numeracy training as required);
- wages subsidies; and
- relocation assistance to commence a new job, search for employment or undertake formal training.

Assistance to firms implementing change

This program is designed to assist firms to expand, restructure and develop effective human resource practices and to retain, expand and increase the skills of that workforce.

Funding is provided towards the establishment of a bipartite workplace committee, the analysis and review of current production methodology, development of the human resource aspects of a business plan and the development and delivery of suitable training.

To be eligible for assistance, enterprises are required to be:

- considering or undertaking expansion; and/or
- considering or implementing new production methods or equipment; and/or
- implementing new work practices.

Enterprises must agree to maintain staff levels during the funding period. Priority is given to firms where restructuring could cause displacement of staff or a move to short time or down time.

New Enterprise Incentive Schemes (NEIS)

This scheme helps jobseekers receiving or depending on a DSS benefit/pension/allowance to become self-employed in viable new businesses through a comprehensive package of assistance. The Commonwealth contracts Managing Agents to deliver NEIS training and support nationally, with the exception of the ACT where the scheme is delivered on a joint basis with the ACT Government.

The program is designed to provide participants with the skills and support to establish and operate businesses successfully. The Commonwealth provides income support to participants, broadly equivalent to the adult single or married rate of the Job Search and NewStart Allowances, for up to 52 weeks. In addition, funds are supplied to Managing Agents to provide training, business development support and mentor support.

Case management services

The objective of the Case Management Program is to help reduce long term unemployment of job seekers with significant employment barriers and assist them to secure and retain employment. The case management services are provided by Employment Assistance Australia, funded independently and drawn from the CES, in competition with other contracted case managers.

All jobseekers are assessed for eligibility for case management services by the CES. Jobseekers eligible for case management are informed about the process, given an information kit and a list of local case managers from which to choose. The selected case manager negotiates a case management activity agreement which includes a return to work plan with the jobseeker. This is supported by access to vocational training, relevant remedial courses in literacy, numeracy or English language skills and community based work experience or subsidised employment. Unemployed people on income support are required to satisfy an activity test and certain administrative procedures in return for the assistance they

receive. Failure to meet the activity test usually means that the unemployed person has failed to accept a reasonable job offer, undertake training offered, or reach an agreement with the case manager on a case management activity agreement. Failure to comply with their reciprocal obligation means that such people lose entitlement to income support for a period.

Aboriginal Employment and Training Assistance

Aboriginal Employment and Training Assistance, or TAP — Training for Aboriginals and Torres Strait Islanders — aims to increase the skills and employment level of Aboriginal and Torres Strait Islander people by providing training and employment opportunities.

The objectives and structure of TAP reflect the Government's commitment to the objectives of the Aboriginal Employment Development Policy (AEDP).

TAP Direct Assistance is administered through the CES. It includes:

- Skills Development: which aims to increase the level of skills and development of Aboriginal and Torres

Strait Islander people by providing them with employment-based training placements. The training provided may be totally on-the-job, or combined with off-the-job training;

- Transition Assistance: which aims to help clients overcome immediate obstacles to participation in employment and training and make a successful transition to employment. Transition Assistance has two main parts — subsidised short-term work experience placements and other assistance such as mentor support, referral to specialist agencies and vocational and career guidance; and
- Formal Training: which aims to provide clients with further skills they need for ongoing employment or participation in further training, especially industry-accredited training such as traineeships and apprenticeships. Formal training can be used to provide Skills Development participants with training that is directly related to their on-the-job placement and as part of a sequence of assistance to clients.

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