

Introduction	103
The labour force	103
Characteristics of the labour force	105
Employment	107
Labour mobility	111
Persons employed at home	112
Underemployed workers	114
Unemployment	115
Job search experience	118
Job vacancies	119
Persons not in the labour force	120
Persons who re-entered the labour force	121
Wage rates, earnings, costs of labour and hours of work	122
Award rates of pay indexes	122
Average weekly earnings	123
Composition and distribution of earnings	124
Standard non-wage benefits	128
Superannuation	129
Labour costs	132
Hours of work and work patterns	134
Working arrangements	135
Industrial relations	138
Industrial disputes	138
Trade unions	140
Training	141
Training expenditure	141
Who received training?	142
Length of training course	142
Reasons for training employees	142
Training practices	143
Government employment programs	143
Transition to the new Employment Placement Market	145
Employer incentives	145
JobStart	145
Entry-level training incentives	145
Special Employer Support	145

Enterprise and Adjustment	145
Labour Adjustment Packages (LAPs)	145
Training and Skills (TASK) Program	146
New Enterprise Incentive Scheme (NEIS)	146
Training for Employment Program (TEP)	146
Advanced English for Migrants Program (AEMP)	146
Bridging courses for overseas-born Australian residents	147
Job Seeker Preparation and Support	147
Training for Aboriginals and Torres Strait Islanders Program (TAP)	147
Employment Strategies	147
Direct Assistance	147
SkillShare	147
Case management services	148
Bibliography	149

## Introduction

The information relating to labour 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 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, whether they are in the private or public sector, their hours worked and other characteristics of their working lives. Next come 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 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 re-entered the labour force after spending at least a year away from it.

The section dealing with earnings presents increases in award rates and average weekly earnings, 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 examines hours worked, including overtime. Statistics are presented about the extent, cause and duration of disputes, followed by details of trade union size and membership.

This is followed by statistics on training provided by employers. The chapter concludes with information on the range of Commonwealth government training programs presently available.

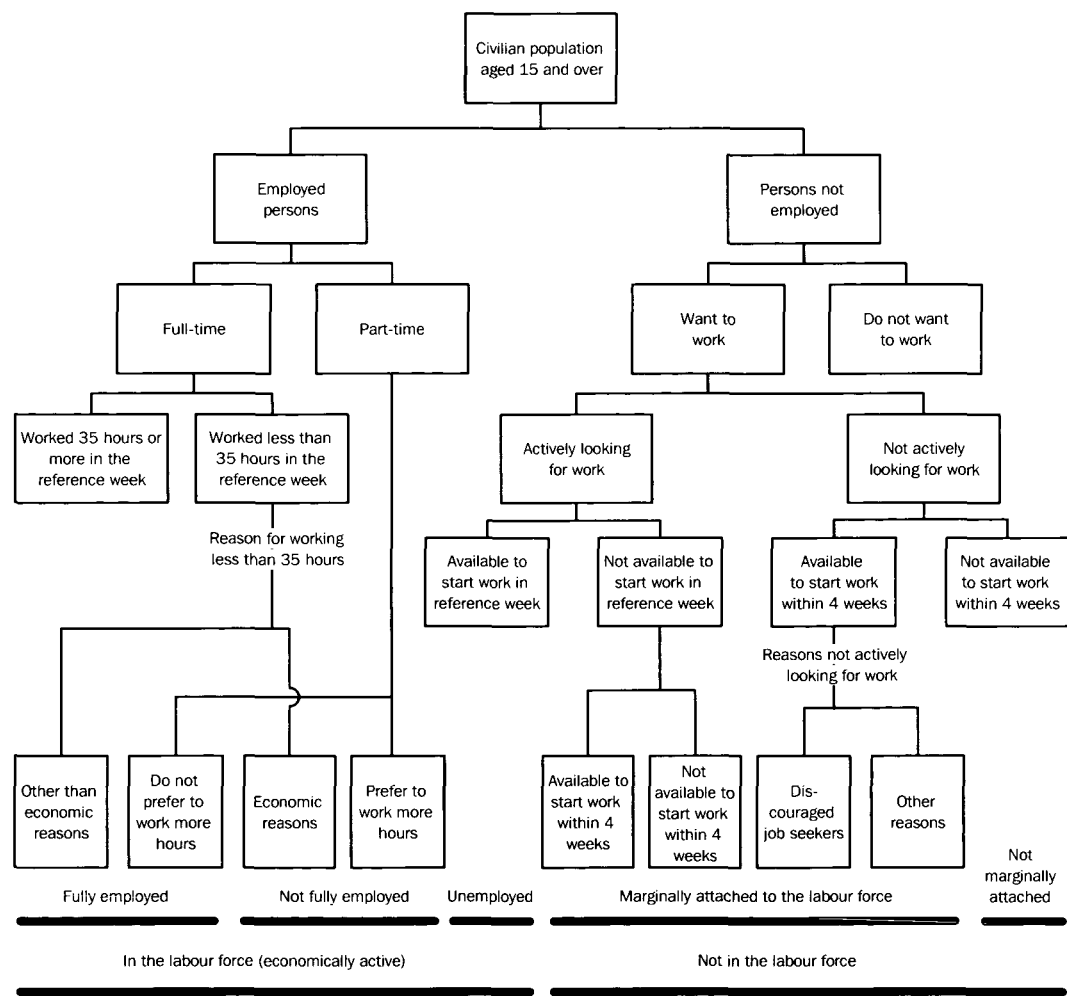
## The labour force

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 statistical 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 official measure of the total supply of labour available to the labour market during a given week.

The conceptual framework for the Australian labour force is set out schematically in diagram 6.1.

6.1 THE AUSTRALIAN LABOUR FORCE FRAMEWORK



This section presents 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

(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 are not static over time. Changes in the size of the labour force are caused by changes in labour force participation as well as changes in the population aged 15 and over.

The contribution to labour force growth from population increase remained steady between

1992–93 and 1994–95, whereas the contribution due to labour force participation is more variable. In 1991–92 and 1992–93, labour force participation had a negative impact on the growth of the labour force, but has since increased to 0.5% of labour force growth in 1995–96 (table 6.2).

**6.2 LABOUR FORCE, Components of change**

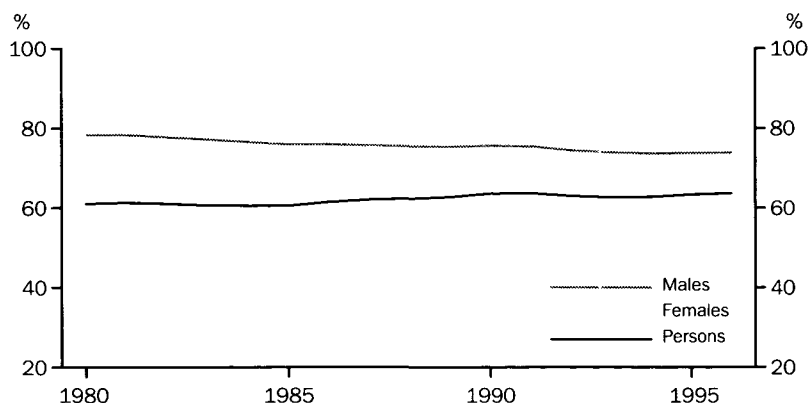
	Annual average					
	1990–91 %	1991–92 %	1992–93 %	1993–94 %	1994–95 %	1995–96 %
<b>MALES</b>						
Percentage change in labour force	1.3	—	0.5	0.9	1.5	1.6
Percentage points change due to						
Population growth	1.5	1.3	1.2	1.2	1.3	1.5
Labour force participation	-0.2	-1.3	-0.7	-0.3	0.2	0.1
<b>FEMALES</b>						
Percentage change in labour force	2.4	0.7	0.9	2.2	3.2	2.6
Percentage points change due to						
Population growth	1.6	1.4	1.2	1.2	1.3	1.4
Labour force participation	0.8	-0.7	-0.4	1.0	1.9	1.1
<b>PERSONS</b>						
Percentage change in labour force	1.8	0.3	0.7	1.4	2.2	2.0
Percentage points change due to						
Population growth	1.6	1.4	1.2	1.2	1.3	1.5
Labour force participation	0.2	-1.1	-0.5	0.2	0.9	0.5

Source: *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 population aged 15 and over who are in the labour force. Analysis of 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 declined from 75.4% in 1990–91 to 73.6% in 1993–94 and has since risen to 73.9% in 1995–96. For females, the participation rate decreased from 52.3% in 1990–91 to 51.7% in 1992–93. Over the next three years the female participation rate increased, to 53.8% in 1995–96 (graph 6.3).

## 6.3 PARTICIPATION RATES, Annual Average



Source: Labour Force, Australia (6203.0).

Table 6.4 shows changes in labour force status over time for both males and females. Notable features include steady increases in employment for females from 1993-94 to 1995-96, compared with less marked rises for males over the same

period; marked increases in unemployment, particularly in 1991-92 and 1992-93; and steady decreases in the unemployment rates for males and females, after peaking at 11.7% and 10.0% respectively in 1992-93.

## 6.4 CIVILIAN POPULATION AGED 15 AND OVER, Labour Force Status

3.4 CIVILIAN POPULATION AGED 15 AND OVER, Labour Force Status							
		Annual average					
	Unit	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
MALES							
Employed	'000	4 534.3	4 417.2	4 396.9	4 472.3	4 630.1	4 721.5
Unemployed							
Looking for full-time work	'000	373.4	491.5	531.3	500.0	415.1	401.9
Looking for part-time work	'000	43.9	44.2	50.2	49.0	51.1	53.4
Total unemployed	'000	417.3	535.7	581.5	549.0	466.2	455.3
Labour force	'000	4 951.6	4 952.9	4 978.4	5 021.3	5 096.3	5 176.8
Not in the labour force	'000	1 619.9	1 706.1	1 760.0	1 797.0	1 810.4	1 832.2
Civilian population	'000	6 571.5	6 659.1	6 738.3	6 818.3	6 906.7	7 009.0
Unemployment rate	%	8.4	10.8	11.7	10.9	9.2	8.8
Participation rate	%	75.4	74.4	73.9	73.6	73.8	73.9
FEMALES							
Employed	'000	3 248.2	3 219.5	3 237.0	3 308.3	3 463.0	3 578.2
Unemployed							
Looking for full-time work	'000	201.2	252.5	259.8	262.3	225.0	211.4
Looking for part-time work	'000	90.5	93.4	99.3	104.2	103.4	100.0
Total unemployed	'000	291.7	345.9	359.0	366.4	328.4	311.4
Labour force	'000	3 539.9	3 565.5	3 596.0	3 674.7	3 791.4	3 889.6
Not in the labour force	'000	3 232.0	3 303.0	3 356.7	3 360.5	3 333.1	3 337.7
Civilian population	'000	6 771.9	6 868.5	6 952.7	7 035.3	7 124.5	7 227.3
Unemployment rate	%	8.2	9.7	10.0	10.0	8.7	8.0
Participation rate	%	52.3	51.9	51.7	52.2	53.2	53.8

Source: Labour Force, Australia (6203.0).

The labour force participation rate for persons born overseas was 59.2% in June 1996 compared with a participation rate of 66.5% for persons born in Australia (table 6.5). The participation rate for persons born overseas in other than

main English-speaking countries was 55.5%. Of all overseas born persons, those born in the Oceania region, which includes New Zealand, had the highest participation rate (72.5%).

### 6.5 CIVILIAN LABOUR FORCE, By Birthplace — June 1996

	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	4 651.6	6 317.8	400.8	515.7	6 833.4	7.5	66.5
Born outside Australia							
English speaking countries	700.5	908.5	49.8	63.5	972.0	6.5	64.9
Other countries	891.4	1 127.7	124.6	151.4	1 279.2	11.8	55.5
Oceania	190.1	242.9	16.8	22.8	265.7	8.6	72.5
Europe and the former USSR	896.4	1 151.3	75.8	90.7	1 242.0	7.3	56.0
The Middle East and North Africa	65.3	87.5	20.2	23.0	110.5	20.8	53.9
South-East Asia	176.8	219.1	31.1	37.7	256.8	14.7	62.0
North-East Asia	80.3	103.7	9.3	12.0	115.7	10.4	52.9
The Americas	128.9	166.1	11.9	18.9	184.9	10.2	66.8
Other	203.6	258.5	26.6	33.2	291.8	11.4	70.4
Total born outside Australia	1 591.9	2 036.3	174.4	214.9	2 251.2	9.5	59.2
<b>Total</b>	<b>6 243.5</b>	<b>8 354.1</b>	<b>575.2</b>	<b>730.5</b>	<b>9 084.6</b>	<b>8.0</b>	<b>64.5</b>

Source: 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 for the 15–19 age group. The employment/population ratio for 15–19 year olds declined from 46.9% in 1990–91 (while school retention rates have increased) to stand at 41.6% in 1992–93, but the ratio has risen over the last three years to 47.0% in 1995–96. Overall, the employment/population ratio has increased to 58.3% in 1995–96, reflecting rises in the ratio for most age groups (table 6.6).

**6.6 EMPLOYED PERSONS, Employment/Population Ratios(a)**

Annual average	Age group (years)								Total
	15-19 %	20-24 %	25-34 %	35-44 %	45-54 %	55-59 %	60-64 %	>64 %	
MALES									
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
1994-95	45.9	76.2	84.8	86.3	83.6	66.1	43.1	9.5	67.0
1995-96	46.2	76.1	86.0	87.0	83.5	66.0	42.7	9.4	67.4
FEMALES									
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
1994-95	47.2	68.8	62.3	66.4	62.7	36.6	15.7	2.4	48.6
1995-96	47.8	69.8	62.9	67.6	64.0	39.0	17.1	2.7	49.5
PERSONS									
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
1994-95	46.5	72.5	73.4	76.3	73.4	51.6	29.4	5.5	57.7
1995-96	47.0	73.0	74.4	77.2	73.9	52.7	29.9	5.6	58.3

(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.

Source: 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. Estimates of

own-account workers increased steadily, except for a small decline in 1994-95, to stand at 849,100 in 1995-96. Estimates for employees decreased from 6,564,800 in 1990-91 to 6,363,100 in 1992-93, before rising to 6,998,900 in 1995-96 (table 6.7).

**6.7 EMPLOYED PERSONS, Status in Employment**

Annual average	Employers '000	Own-account workers '000	Employees '000	Contributing family workers '000
1990-91	368.1	761.9	6 564.8	67.1
1991-92	347.9	796.5	6 405.9	73.0
1992-93	339.3	816.8	6 363.1	81.9
1993-94	348.3	829.0	6 500.3	77.8
1994-95	355.6	822.9	6 802.1	77.3
1995-96	363.9	849.1	6 998.9	75.4

Source: Labour Force, Australia (6203.0).

Tables 6.8 and 6.9 provide information on the number of employed persons and the proportion employed, by industry and occupation. A measure of the relative importance of an industry is the proportion of persons employed in it. Manufacturing and Retail trade have the highest proportion of persons employed, followed by Property and

business services and Health and community services. The number of persons employed by occupation is highest for Clerks and Salespersons and personal service workers, which is reflected in the proportion of females employed in these occupations, accounting for over half the total females employed.



**6.8 EMPLOYED PERSONS BY INDUSTRY, Annual Average — 1995–96**

Industry	Males		Females		Persons	
	No. '000	Proportion employed %	No. '000	Proportion employed %	No. '000	Proportion employed %
Agriculture, forestry and fishing	293.9	6.2	128.0	3.6	421.9	5.1
Mining	76.0	1.6	9.4	0.3	85.3	1.0
Manufacturing	811.7	17.2	299.6	8.4	1 111.4	13.4
Electricity, gas and water supply	66.9	1.4	14.0	0.4	80.8	1.0
Construction	519.3	11.0	81.1	2.3	600.3	7.2
Wholesale trade	345.3	7.3	153.8	4.3	499.1	6.0
Retail trade	598.1	12.7	628.7	17.6	1 226.8	14.8
Accommodation, cafes and restaurants	165.5	3.5	215.1	6.0	380.6	4.6
Transport and storage	304.2	6.4	84.1	2.4	388.3	4.7
Communication services	105.6	2.2	52.8	1.5	158.4	1.9
Finance and insurance	140.0	3.0	175.7	4.9	315.6	3.8
Property and business services	442.2	9.4	353.6	9.9	795.8	9.6
Government administration and defence	219.8	4.7	158.8	4.4	378.7	4.6
Education	193.8	4.1	390.9	10.9	584.7	7.1
Health and community services	178.7	3.8	578.4	16.2	757.0	9.1
Cultural and recreational services	96.7	2.0	91.0	2.5	187.6	2.3
Personal and other services	158.6	3.4	156.4	4.4	314.9	3.8
<b>All industries</b>	<b>4 716.3</b>	<b>100.0</b>	<b>3 571.2</b>	<b>100.0</b>	<b>8 287.2</b>	<b>100.0</b>

Source: Labour Force, Australia (6203.0).

**6.9 EMPLOYED PERSONS BY OCCUPATION, Annual Average — 1995–96**

Occupation(a)	Males		Females		Persons	
	No. '000	Proportion employed by occupation %	No. '000	Proportion employed by occupation %	No. '000	Proportion employed by occupation %
Managers and administrators	662.3	14.0	216.5	6.1	878.8	10.6
Professionals	661.0	14.0	511.2	14.3	1 172.2	14.1
Para-professionals	244.5	5.2	231.3	6.5	475.8	5.7
Tradespersons	1 068.2	22.6	125.4	3.5	1 193.6	14.4
Clerks	291.1	6.2	1 067.8	29.9	1 358.8	16.4
Salespersons and personal service workers	487.9	10.3	908.6	25.4	1 396.5	16.9
Plant and machine operators, and drivers	506.3	10.7	73.0	2.0	579.3	7.0
Labourers and related workers	794.9	16.9	437.4	12.2	1 232.4	14.9
<b>All occupations</b>	<b>4 716.2</b>	<b>100.0</b>	<b>3 571.2</b>	<b>100.0</b>	<b>8 287.2</b>	<b>100.0</b>

(a) Classified according to the Australian Standard Classification of Occupations (ASCO), 1986.

Source: 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 1995–96, there were 4,201,400 males employed full-time (89.0% of male

employment), whereas the number of females employed full-time stood at 2,059,100 (57.5% of female employment). For males, part-time work is concentrated among younger (aged 15–24) and older (aged 55 and over) males, while for females, part-time work is common across all age groups (table 6.10).

### 6.10 EMPLOYED PERSONS, Full-time and Part-time Workers by Age, Annual Average — 1995-96

	Age group (years)								Total '000
	15-19 '000	20-24 '000	25-34 '000	35-44 '000	45-54 '000	55-59 '000	60-64 '000	>64 '000	
MALES									
Full-time workers	154.6	458.9	1 135.7	1 124.0	906.6	248.2	121.0	52.5	4 201.4
Part-time workers	146.4	86.4	74.0	66.1	56.2	26.8	28.0	36.2	520.1
Total	301.0	545.2	1 209.7	1 190.1	962.8	275.0	149.0	88.6	4 721.5
FEMALES									
Full-time workers	84.8	339.4	572.5	511.4	430.7	82.6	26.9	10.8	2 059.1
Part-time workers	210.6	147.6	321.2	424.3	285.9	74.3	33.3	21.9	1 519.1
Total	295.4	486.9	893.7	935.7	716.6	156.9	60.2	32.7	3 578.2

Source: Labour Force, Australia (6203.0).

Tables 6.11, 6.12 and graph 6.13 provide various views of the distribution of employed wage 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 dissections by industry and public/private sector.

The number of employed wage and salary earners in Australia in the private and public sectors is shown in graph 6.13. 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 (by 8.2%).

### 6.11 EMPLOYED WAGE AND SALARY EARNERS, Industry by Sector

Industry	Private sector			Public sector		
	May 1992 '000	May 1993 '000	May 1994 '000	May 1992 '000	May 1993 '000	May 1994 '000
Agriculture, forestry, fishing and 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 and 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 and retail trade	1 182.3	1 184.8	1 208.0	2.5	2.4	1.8
Transport and 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 and business services	655.4	656.9	653.6	104.7	100.3	81.1
Public administration and 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 and 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 and other services	422.9	416.2	416.4	22.6	21.7	23.0
<b>Total all industries</b>	<b>4 131.5</b>	<b>4 136.8</b>	<b>4 156.9</b>	<b>1 698.0</b>	<b>1 675.1</b>	<b>1 588.3</b>

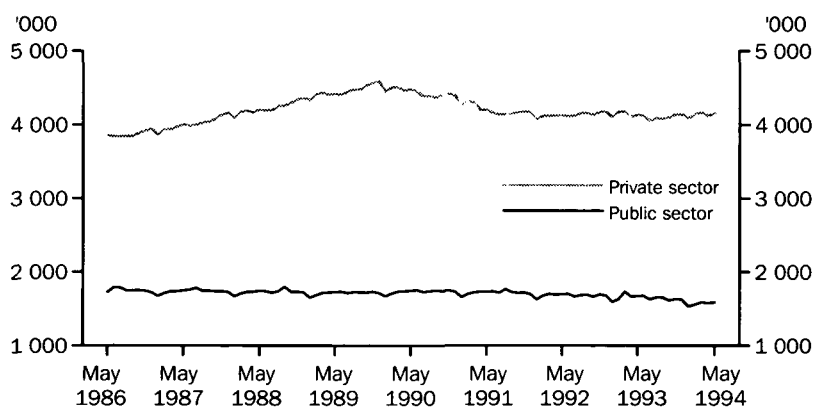
(a) Out of scope of survey for private sector. (b) Excludes members of permanent defence forces and employees of overseas embassies, consulates etc.

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

**6.12 EMPLOYED WAGE AND SALARY EARNERS, By Sector — May 1994**

Sector	NSW '000	Vic. '000	Qld '000	SA '000	WA '000	Tas. '000	NT '000	ACT '000	Aust. '000
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
<b>Total</b>	<b>1 984.9</b>	<b>1 472.8</b>	<b>952.7</b>	<b>469.3</b>	<b>536.2</b>	<b>141.6</b>	<b>56.9</b>	<b>130.8</b>	<b>5 745.2</b>

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

**6.13 EMPLOYED WAGE AND SALARY EARNERS, By Sector**

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

**Labour mobility**

Labour mobility refers to a change of employer/business or a change of locality in a specific 12 month period. Labour mobility data are an important source of information on the dynamic nature of the labour force.

Table 6.14 shows that in the 12 months ending February 1996 there were an estimated 9,141,900 persons aged 15–69 years who had worked at some time during the year. Of these, 91% were working at February 1996, with the balance either looking for work (4%) or not in the labour force (5%).

Of persons who worked at some time during the year ending February 1996, 24% were classified as being 'job mobile', that is, they had changed their job/business or locality of work. The majority of those who were job mobile changed their employer/ business (85%), while 13% changed their location of work only and

2% changed both employer/business and location of work at different times during the year. Job mobility levels have slightly increased (by 2.2 percentage points) from the previous survey conducted in February 1994.

Labour mobility was greatest for persons aged 20–24 years (35%, up from 31% in February 1994) and least for those aged 55–69 years (13%, up from 9% in February 1994). The level of job mobility was similar for males and females (24.2% and 24.5% respectively).

Labour mobility for persons with post-school qualifications (27%) was higher than for persons without post-school qualifications (23%) and persons still at school (17%).

Of the 7,489,100 persons who were working both in February 1995 and in February 1996, 85% had been in the same job for the entire

year. Of the remainder who changed jobs, 57% changed to another job in the same industry and 43% changed to a job in a different industry. Persons working in the Agriculture, forestry and fishing industry group had the highest proportion of persons staying in their current job for the full year (90%), while the Accommodation, cafes and restaurants industry had the lowest proportion (74%).

Some 2,104,200 (23%) persons who had worked at some time during the year, ceased a job during the year. Of these, 65% were job leavers and 35% were job losers. Over half (57%) of job losers were retrenched and, of those retrenched, 51% had been in their last job for less than one year.

#### 6.14 LABOUR MOBILITY — February 1990 to February 1996

		Survey conducted in February				
Characteristics	Unit	1990	1991	1992	1994	1996
MALES						
Changed employer/business	%	18.3	18.6	16.1	18.3	20.8
Changed locality but not employer/business	%	3.7	3.3	3.3	3.4	3.4
Changed employer/business or locality	%	22.0	21.9	19.4	21.7	24.2
Did not change employer/business or locality	%	78.0	78.1	80.6	78.3	75.8
Total labour force	%	100.0	100.0	100.0	100.0	100.0
Total	'000	4 927.6	4 946.0	4 880.1	4 842.1	5 112.1
FEMALES						
Changed employer/business	%	19.0	19.2	17.3	19.6	21.7
Changed locality but not employer/business	%	3.0	2.7	2.9	2.9	2.8
Changed employer/business or locality	%	22.0	21.9	20.1	22.5	24.5
Did not change employer/business or locality	%	78.0	78.1	79.9	77.5	75.5
Total labour force	%	100.0	100.0	100.0	100.0	100.0
Total	'000	3 700.4	3 719.5	3 684.0	3 760.3	4 029.8
PERSONS						
Changed employer/business	%	18.6	18.8	16.6	18.9	21.2
Changed locality but not employer/business	%	3.4	3.1	3.1	3.2	3.1
Changed employer/business or locality	%	22.0	21.9	19.7	22.1	24.3
Did not change employer/business or locality	%	78.0	78.1	80.3	77.9	75.7
Total labour force	%	100.0	100.0	100.0	100.0	100.0
Total	'000	8 628.0	8 665.5	8 564.1	8 602.3	9 141.9

Source: Multiple Jobholding, Australia (6216.0).

### Persons employed at home

The ABS survey of persons employed at home collects information on the size and characteristics of that part of the labour force which is engaged in home-based employment. Structural change in the economy and rapid technological change suggest that the incidence and variety of home-based employment is increasing.

Table 6.15 shows that in September 1995, 343,300 persons aged 15 and over were employed at home, that is, they worked more hours at home than elsewhere in their main or second job. This group represents 4.1% of all employed persons, compared with 4.0% in March 1992 and 3.5% in April 1989.

The most common reason for commencing work at home, given by 27% of persons employed at home, was 'to open/operate own/family business' (based on table 6.17). Other common reasons were 'wanted office at home/no overheads/no rent' (18%) and 'children too young/preferred to look after children' (17%).

Almost two-thirds (225,500) of persons employed at home usually worked less than 35 hours a week at home, while 97,500 persons (28%) worked 40 hours and over. Some 49% of men employed at home worked 40 hours and over compared with 18% of women.

As graph 6.16 shows, the largest occupation group (39%) of persons at home was clerks. Almost all clerks employed at home were women (96% or 127,400).

Almost 37% of all persons employed at home were employees. Of this group:

- 35% usually worked 35 hours or more at home (compared with 64% of all employees);
- 69% were temporary employees (compared with 24% of all employees);
- 72% were not provided with paid sick leave and 71% were not provided with paid holiday leave (compared with 26% for each type of leave for all employees);
- 58% were covered by superannuation provided by their current employer (compared with 78% of all employees); and
- 3.7% were members of a trade union (compared with 33% for all employees).

#### 6.15 EMPLOYED PERSONS, Whether Employed at Home

	April 1989			March 1992			September 1995		
	Males '000	Females '000	Persons '000	Males '000	Females '000	Persons '000	Males '000	Females '000	Persons '000
Worked no hours at home	3 475.5	2 457.6	5 933.0	3 232.3	2 434.8	5 667.1	3 465.2	2 726.4	6 191.5
Worked some hours at home(a)	1 088.2	662.0	1 750.2	1 226.9	810.5	2 037.4	1 269.0	880.1	2 149.0
Usually worked less hours at home than elsewhere	849.6	398.5	1 248.1	971.3	515.6	1 486.8	1 022.2	568.3	1 590.5
Persons employed at home	80.3	186.2	266.6	101.2	206.7	307.9	112.6	230.7	343.3
<b>Total</b>	<b>4 563.7</b>	<b>3 119.6</b>	<b>7 683.3</b>	<b>4 459.2</b>	<b>3 245.3</b>	<b>7 704.4</b>	<b>4 734.2</b>	<b>3 606.4</b>	<b>8 340.6</b>

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

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

#### 6.16 PERSONS EMPLOYED AT HOME, Occupation — September 1995



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

## 6.17 PERSONS EMPLOYED AT HOME — September 1995

Main reason began working at home	Born in Australia '000	Born in main English speaking countries '000	Born in other countries '000	Total '000	Total persons '000
Wanted office at home/no overheads/no rent	45.0	11.5	6.4	17.9	62.9
Did not want to travel to work	*4.3	*1.3	*1.2	*2.5	6.8
Flexible working hours	18.2	*4.2	*2.5	6.6	24.9
Children too young/preferred to look after children	44.5	7.5	5.3	12.8	57.3
Reached retirement age	6.1	*1.5	*1.0	*2.5	8.6
No other work available	8.4	*3.2	*3.3	6.5	14.9
To help spouse	24.3	*2.4	*2.2	*4.5	28.8
To open/operate own/family business (with spouse)	70.7	11.2	10.7	22.0	92.7
Other(a)	33.4	4.7	8.2	12.9	46.4
<b>Total</b>	<b>255.0</b>	<b>47.5</b>	<b>40.8</b>	<b>88.3</b>	<b>343.3</b>

(a) Includes 'Unable to find suitable childcare' and 'Family trust company'.

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

## Underemployed workers

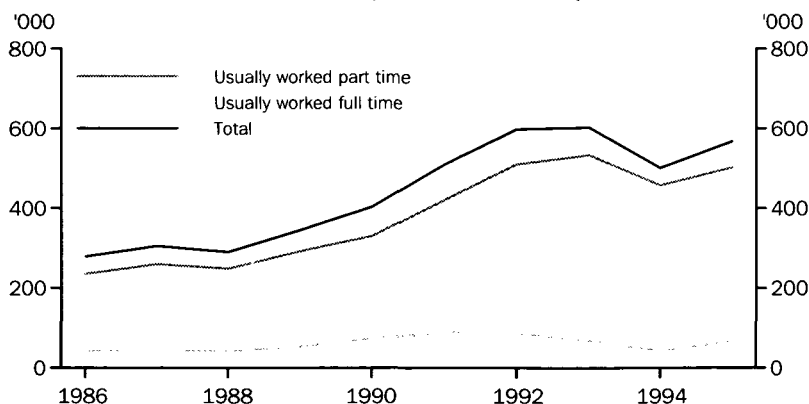
Underemployment refers to part-time workers who indicate that they would prefer to work more hours, and full-time workers who did not work full-time hours in the reference period for economic reasons (e.g. because of insufficient work).

In September 1995 there were 8,340,600 employed persons aged 15 and over, of whom 7,772,800 (93%) were fully employed. Of the remaining 567,800 employed persons who would prefer to work more hours, 88% were part-time workers, and 12% were full-time

workers who worked less than 35 hours in the reference week. Graph 6.18 shows a 10 year time series.

The number of persons who would prefer to work more hours increased by 12% from September 1994 to September 1995, while total employment increased by only 3% over the same period. This followed a drop of 20% in the number of persons who would prefer to work more hours over the 12 months to September 1994.

6.18 EMPLOYED PERSONS WHO WORKED PART-TIME BUT WOULD PREFER TO WORK MORE HOURS, September 1986 to September 1995



Source: *Labour Force Australia* (6203.0).

The 404,600 workers who had either been looking for work with more hours or were available to start such work in the survey reference week reported a preference for 17 extra hours of work per worker on average.

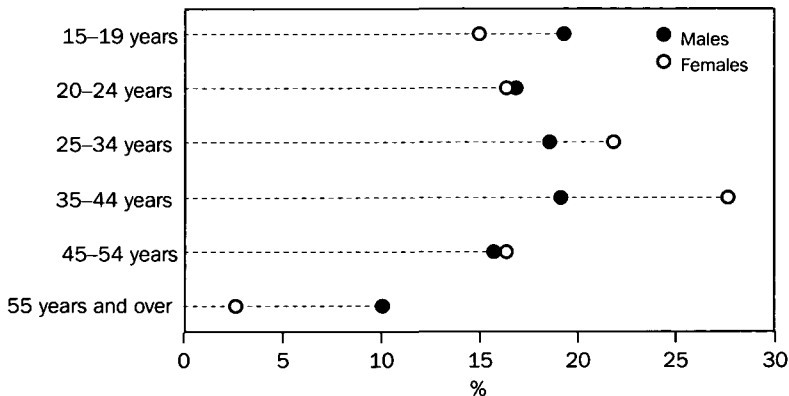
Employed persons who want to work more hours (6.2% of the labour force) may be grouped with unemployed persons (8.4% of the labour force) to represent all persons not fully employed. These two groups are not strictly comparable, however, because more stringent criteria (active job search and availability) are applied to classify persons as unemployed. When similar criteria are applied to the former group, only 2.5% of the labour force can be strictly classified as underemployed.

Of the 499,300 part-time workers who would prefer to work more hours, 42% indicated that they wanted to work an extra 10–19 hours per week, with a further 23% wanting an extra 20–29 hours of work. Most part-time workers who would prefer to work more hours would like full-time work (63%). Males were more likely to prefer full-time work (77%) than females (55%).

Persons who would prefer to work more hours were more highly represented in the younger age groups. Of the 567,800 employed persons who wanted to work more hours:

- 33% were aged 15–24 years;
- 45% were aged 25–44 years;
- 22% were aged 45 years and over.

**6.19 PROPORTION OF EMPLOYED PERSONS WHO WOULD PREFER TO WORK MORE HOURS, By Age — September 1995**



Source: *Underemployed Workers, Australia* (6265.0).

## 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 709,000 in 1990–91 to peak at 940,500 in 1992–93. In 1995–96, the average number of unemployed persons fell to 766,700.

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 8.4% in 1990–91 to 11.7% in 1992–93. By 1995–96, the average unemployment rate for males had fallen to 8.8%. For females, the unemployment rate rose from 8.2% in 1990–91 to 10.0% in 1992–93 and 1993–94 and has since declined to 8.0% in 1995–96.

After reaching a peak of 11.9% in late 1992, the seasonally adjusted estimate of the unemployment rate for males generally declined from July 1993, then remained relatively steady from 1995, to stand at 8.6% in June 1996. For females, the seasonally adjusted unemployment rate rose to a peak of 10.5% in November 1993, before falling steadily to a low of 7.6% in July 1995. The unemployment rate for females has gradually risen to 8.0% in June 1996.

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 6.21, provide additional perspectives.





### 6.21 UNEMPLOYED PERSONS, Age and Whether Looking for Full-time or Part-time Work, Annual Average — 1995–96

	No. unemployed			Unemployment rate		
	Males '000	Females '000	Persons '000	Males %	Females %	Persons %
<b>LOOKING FOR FULL-TIME WORK</b>						
Aged 15–19	53.7	38.6	92.4	25.7	31.2	27.8
Looking for first job	29.8	23.6	53.4	n.a.	n.a.	n.a.
Attending school/tertiary educational institution	5.3	5.4	10.7	n.a.	n.a.	n.a.
Not attending school/tertiary educational institution	48.5	33.2	81.7	24.6	29.3	26.3
Aged 20–24	73.9	48.4	122.3	13.9	12.5	13.3
Looking for first job	15.2	16.2	31.4	n.a.	n.a.	n.a.
Attending a tertiary educational institution	3.7	2.8	6.5	36.1	34.0	34.9
Not attending a tertiary educational institution full-time	70.2	45.6	115.8	13.5	12.0	12.9
Aged 25–34	99.4	51.0	150.4	8.1	8.2	8.1
Aged 35–44	76.8	39.0	115.8	6.4	7.1	6.6
Aged 45–54	58.6	27.4	85.9	6.1	6.0	6.0
Aged 55 and over	39.5	7.1	46.6	8.6	5.5	7.9
<b>Total</b>	<b>401.9</b>	<b>211.4</b>	<b>613.4</b>	<b>8.7</b>	<b>9.3</b>	<b>8.9</b>
<b>LOOKING FOR PART-TIME WORK</b>						
Aged 15–19	28.7	35.1	63.8	16.3	14.3	15.1
Attending school/tertiary educational institution part-time	26.6	30.8	57.4	36.5	31.0	33.2
Not attending school/tertiary educational institution part-time	2.1	4.3	6.4	5.7	7.6	6.9
Aged 20–24	8.8	12.0	20.8	9.2	7.5	8.2
Attending a tertiary educational institution part-time	5.9	5.4	11.3	13.5	9.9	11.5
Not attending a tertiary educational institution part-time	2.9	6.6	9.5	5.6	6.3	6.1
Aged 25–34	4.4	19.8	24.2	5.6	5.8	5.8
Aged 35–44	3.9	18.5	22.4	5.5	4.2	4.4
Aged 45–54	3.0	10.3	13.2	5.1	3.5	3.7
Aged 55 and over	4.6	4.3	9.0	4.8	3.2	3.9
<b>Total</b>	<b>53.4</b>	<b>100.0</b>	<b>153.3</b>	<b>9.3</b>	<b>6.2</b>	<b>7.0</b>

Source: Labour Force, Australia (6203.0).

The number of persons unemployed for 52 weeks or more doubled between 1990–91 and 1992–93, increasing from 149,500 to 336,300. However from 1992–93 the number of persons unemployed for 52 weeks or more fell

to stand at 226,500 in 1995–96 (table 6.22). Some 29.5% of all unemployed persons in 1995–96 had been unemployed for 52 weeks or more compared with 35.6% in 1992–93.

### 6.22 UNEMPLOYED PERSONS, Duration of Unemployment

Annual average	Duration of unemployment (weeks)					Total '000
	Under 4 '000	4 and under 13 '000	13 and under 26 '000	26 and under 52 '000	52 and over '000	
1990–91	131.8	184.5	127.0	116.3	149.5	<b>709.0</b>
1991–92	122.9	179.6	143.3	180.2	255.7	<b>881.7</b>
1992–93	121.7	173.0	134.0	175.4	336.3	<b>940.5</b>
1993–94	124.5	169.6	127.2	159.3	334.8	<b>915.5</b>
1994–95	123.3	159.4	110.6	127.7	273.6	<b>794.6</b>
1995–96	129.2	167.7	116.7	126.6	226.5	<b>766.7</b>

Source: Labour Force, Australia (6203.0).

## Job search experience

An estimated 87% of unemployed persons looking for full-time work in July 1995 were registered with the Commonwealth Employment Service (CES) compared with 37% of those looking for part-time work (based on table 6.23).

In July 1995, 79% of unemployed persons were registered with the CES. This is a decrease from the highest percentage (83%) recorded for the survey in July 1993.

### 6.23 UNEMPLOYED PERSONS, Active Steps Taken to Find Full-time or Part-time Work — July 1995

Active steps taken to find work	Looking for full-time work			Looking for part-time work			Total		
	Males '000	Females '000	Persons '000	Males '000	Females '000	Persons '000	Males '000	Females '000	Persons '000
Registered with the CES and									
Took no other active steps	*4.0	*1.2	5.2	*0.5	*1.4	*1.9	*4.5	*2.6	7.1
Contacted prospective employers	330.9	140.6	471.5	14.8	20.0	34.8	345.7	160.7	506.3
Took other active steps	12.3	6.1	18.4	*2.1	*3.9	6.0	14.4	10.0	24.3
Total	347.3	147.9	495.1	17.3	25.3	42.6	364.6	173.2	537.8
Not registered with the CES and									
Contacted prospective employers	29.0	42.2	71.2	21.6	45.3	66.9	50.6	87.5	138.1
Took other active steps	*0.1	*3.1	*3.2	*1.9	*2.9	4.8	*2.0	6.1	8.1
Total	29.1	45.4	74.4	23.5	48.2	71.7	52.6	93.6	146.1
<b>Total</b>	<b>376.4</b>	<b>193.2</b>	<b>569.6</b>	<b>40.8</b>	<b>73.5</b>	<b>114.3</b>	<b>417.2</b>	<b>266.8</b>	<b>683.9</b>

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

As table 6.24 shows, in July 1995 the most commonly reported main difficulty in finding work was 'considered too young or too old by employers' which was nominated by 105,400 persons or 15% of the unemployed. For the 132,900 unemployed persons aged 45 and over, 47% 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' fell from a high of 33% recorded in June 1991 to 11% in July 1995.

Other common difficulties reported were 'insufficient work experience' (12%), 'too many applicants for available jobs' (12%), 'no vacancies in line of work' (11%) and 'lacked necessary skills or education' (11%).

There were 236,500 persons (35% of total unemployed) whose current period of unemployment, as at July 1995, was one year or more. For this group the most frequently reported main difficulties in finding work were 'age' (23%) and 'lacked necessary skills or education' (13%).

Of all the persons reporting 'language difficulties' as the main difficulty in finding work, 60% had been unemployed for one year or more. Similarly, 52% of the 105,400 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 13 weeks more than those with post-school qualifications (66 weeks compared to 53 weeks).

### 6.24 UNEMPLOYED PERSONS(a), Main Difficulty in Finding Work and Duration of Current Period of Unemployment — July 1995

Main difficulty in finding work	Duration of current period of unemployment (weeks)					Total '000	Average duration weeks
	Under 4 '000	4 and under 13 '000	13 and under 26 '000	26 and under 52 '000	52 and over '000		
Considered too young or too old by employers	7.6	12.8	14.0	16.7	54.4	105.4	94.0
No vacancies at all	9.6	13.2	14.5	16.3	20.7	74.4	48.3
No vacancies in line of work	10.1	19.4	16.2	13.2	13.7	72.5	38.0
Insufficient work experience	7.2	16.7	8.4	25.2	26.5	84.1	54.0
Too many applicants for available jobs	5.5	15.8	12.6	17.2	28.2	79.2	51.7
Lacked necessary skills or education	6.6	14.3	9.7	14.7	29.6	74.9	63.8
Too far to travel, transport problems	5.6	9.7	10.1	10.0	14.0	49.3	52.1
Own ill health or disability	*2.8	5.5	*2.9	*3.9	19.1	34.3	107.2
Language difficulties	*0.5	*4.0	*2.8	*4.2	16.9	28.4	85.2
Unsuitable hours	*3.7	*2.9	*2.3	4.9	*4.0	17.8	29.2
Difficulties with child-care, other family responsibilities	*1.4	*1.9	*0.4	*1.3	*2.0	7.1	*76.6
Other difficulties(b)	*1.9	*2.6	*2.7	*4.4	4.9	16.4	69.2
No difficulties reported	19.2	10.9	*3.9	*3.8	*2.6	40.2	12.5
<b>Total</b>	<b>81.7</b>	<b>129.4</b>	<b>100.5</b>	<b>135.7</b>	<b>236.5</b>	<b>683.9</b>	<b>60.0</b>

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

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

## Job vacancies

Job vacancy statistics, taken together with unemployment statistics, help in assessing 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

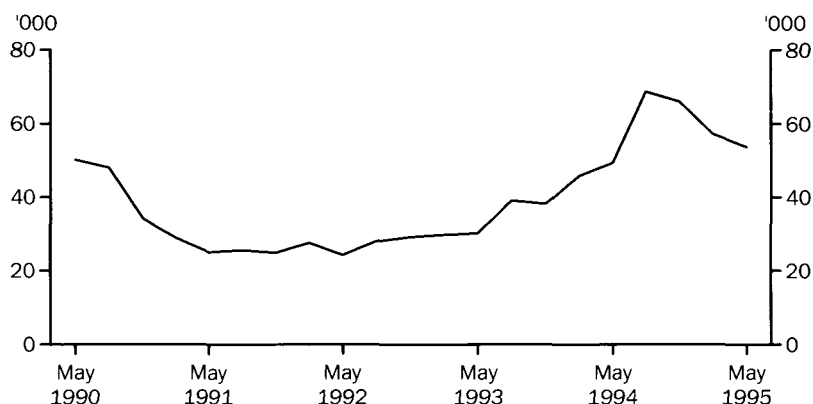
fell rapidly to a low of 24,300 in May 1992. The number of job vacancies increased to its latest peak of 68,700 in August 1994, and in May 1996 the job vacancies level was 53,600 (see table 6.25 and graph 6.26). Table 6.27 shows a time series for job vacancy rates (job vacancies as a percentage of the number of employees plus vacancies) by State/Territory.

### 6.25 JOB VACANCIES

Month	NSW '000	Vic. '000	Qld '000	SA '000	WA '000	Tas. '000	NT '000	ACT '000	Aust. '000
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
May 1996	24.5	11.6	7.3	*2.4	5.4	*0.8	0.9	0.8	53.6

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

## 6.26 JOB VACANCIES



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

## 6.27 JOB VACANCY RATES(a)

Month	NSW %	Vic. %	Qld %	SA %	WA %	Tas. %	NT %	ACT %	Aust. %
May 1991	0.51	0.24	0.52	*0.30	0.43	0.44	0.46	1.43	<b>0.43</b>
May 1992	0.33	0.36	0.56	0.30	0.61	0.41	0.65	1.03	<b>0.42</b>
May 1993	0.64	0.34	0.49	*0.40	*0.47	0.29	*0.81	*1.24	<b>0.51</b>
May 1994	0.85	1.03	0.64	*0.54	0.79	0.54	1.08	*1.39	<b>0.84</b>
May 1995	1.06	0.60	0.62	0.75	1.08	*1.08	1.65	0.91	<b>0.85</b>
May 1996	1.07	0.68	0.62	*0.51	0.87	*0.48	1.13	0.59	<b>0.81</b>

(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).

## 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 the reasons for their non-participation.

Of the 3.6 million persons aged 15–69 years not in the labour force at September 1995, 24% reported marginal attachment to the labour force and therefore were potential participants in it (based on table 6.28). An estimated 70% 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

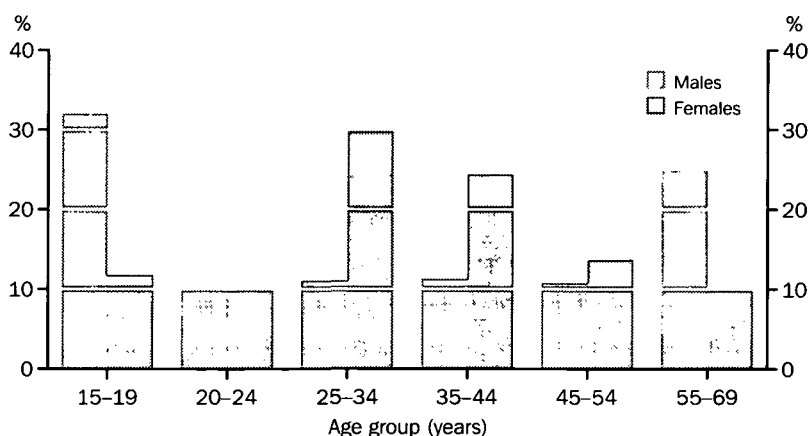
because they believed they would not be able to find a job. This was either because they believed that jobs were not available, or that they would not be acceptable to employers because of their age, their lack of skills/education, or difficulties with language or ethnic background.

In September 1995 there were 111,900 discouraged jobseekers, up from 106,500 discouraged jobseekers in September 1994, an increase of 5%. In September 1993 there were 147,400 discouraged jobseekers (table 6.28). Graph 6.29 shows the proportion of males and females with marginal attachment to the labour force, by age group, at September 1995. It shows that for the age groups 25–34 and 35–44 the proportion of females was significantly higher than for males.

**6.28 CIVILIAN POPULATION AGED 15–69, Labour Force Status**

	September				
	1991 '000	1992 '000	1993 '000	1994 '000	1995 '000
<b>Persons in the labour force</b>	8 591.5	8 647.5	8 744.6	8 875.5	9 057.0
<b>Persons not in the labour force with marginal attachment to the labour force</b>					
Wanted to work and were actively looking for work					
Were available to start work within four weeks	24.1	33.8	34.8	38.4	32.8
Were not available to start work within four weeks	22.5	25.3	23.5	22.9	31.0
Total	46.7	59.1	58.3	61.4	63.8
Wanted to work but not actively looking for work and available to start work within four weeks					
Discouraged jobseekers	138.2	145.6	147.4	106.5	111.9
Other	634.5	641.7	702.0	605.5	687.1
Total	772.7	787.3	849.5	712.0	799.0
Total with marginal attachment to the labour force	819.3	846.4	907.8	773.3	862.8
Without marginal attachment to the labour force	2 824.6	2 891.7	2 848.7	2 895.5	2 778.1
Total persons not in the labour force	3 643.9	3 738.1	3 756.4	3 668.8	3 640.9
<b>Civilian population aged 15–69</b>	<b>12 235.4</b>	<b>12 385.7</b>	<b>12 501.0</b>	<b>12 544.3</b>	<b>12 697.9</b>

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

**6.29 PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO LABOUR FORCE, Age and Sex — September 1995**

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

**Persons who re-entered the labour force**

In the 12 months to July 1995, 105,700 persons (or 1.2% of the labour force) re-entered the labour force after spending at least a year away from it. These 're-entrants' had worked continuously for a period of 12 months or more at some earlier time. Some 76% of re-entrants were working in July 1995, while the other 24% were looking for work.

There were some 7.6% fewer re-entrants in 1995 than in 1993 when the survey was last conducted. Over the same period, the

proportion of re-entrants who were looking for work declined from 40% in 1993 to 24% in 1995.

In July 1995, 81% of re-entrants were females, 84% of whom indicated that their main activity while out of the labour force had been home duties/childcare. For male re-entrants, 30% reported that their main activity had been attending an educational institution.

For all re-entrants 'Financial reasons' was the most frequently reported main reason for wanting to work again (given by 54% of female

re-entrants and 52% of male re-entrants). For females, other frequently reported reasons for wanting to work again were 'Boredom/needs another interest' (16%) and 'Children gone to school/no longer needed to look after children' (10%).

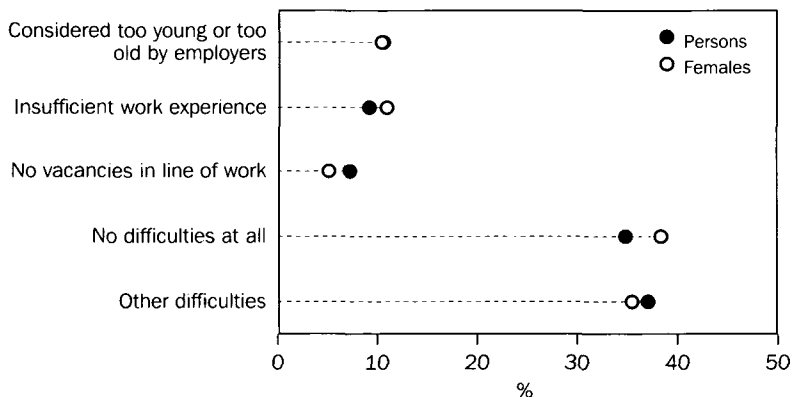
Of the 80,600 re-entrants who were working in July 1995, 57,400 (71%) were part-time workers (down from 73% in May 1993). Of re-entrants who were working in July 1995, 36% were aged 35–44 years, 33% were aged 25–34 years and 17% were aged 45–54 years.

An estimated 62,900 re-entrants were working as employees. Of these, 31% had not had a job for

5 to 9 years, while 27% had been out of work for 1 to 2 years. About 40% of re-entrants who were working as employees earned a gross weekly wage of \$160 or less.

As graph 6.30 shows, in July 1995 35% of re-entrants who had looked for work in the last 12 months reported 'No difficulties at all' in finding work (compared with 26% in May 1993). Some 11% of re-entrants reported that they were 'Considered too young or too old by employers', 9% of re-entrants reported that they were considered to have 'Insufficient work experience'.

**6.30 RE-ENTRANTS WHO HAD LOOKED FOR WORK IN THE LAST 12 MONTHS, Main Difficulty in Finding Work — July 1995**



Source: *Persons Who Had Re-entered the Labour Force, Australia (6264.0)*.

## Wage rates, earnings, costs of labour and hours of work

### 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 6.31 shows the index for full-time adult males and females by industry for June 1994, 1995 and 1996. In the 12 months to June 1996, the index rose by 1.0% for full-time adult males and 1.2% for full-time adult females.

**6.31 WEEKLY AWARD RATES OF PAY INDEXES, Full-time Adult Employees — By Industry(a)**

Industry	Males			Females		
	June 1994	June 1995	June 1996	June 1994	June 1995	June 1996
<b>Mining</b>	142.2	143.7	145.3	..	..	—
<b>Manufacturing</b>						
Food, beverages, tobacco	141.1	143.1	144.4	141.3	143.4	145.3
Textiles; Clothing, and footwear	154.8	158.2	159.3	156.2	160.1	161.5
Metal products, machinery and equipment						
Basic metal products	139.8	140.5	141.4	..	..	—
Fabricated metal products; other machinery and equipment	145.9	148.6	151.2	..	..	—
All metal products, machinery and equipment	143.3	145.1	147.0	146.0	148.7	151.0
Transport equipment	142.3	143.9	145.5	..	..	—
Other manufacturing(b)	147.4	149.9	152.0	149.0	151.8	153.9
Total manufacturing	143.7	145.7	147.5	147.9	150.8	152.6
<b>Construction</b>	139.4	141.7	143.5	..	..	—
<b>Wholesale and retail trade</b>						
Wholesale trade	144.9	147.7	149.3	144.2	147.2	149.1
Retail trade	150.9	153.8	155.6	148.6	151.1	152.5
Total wholesale and retail trade	148.1	150.9	152.6	147.1	149.8	151.3
<b>Finance, property and business services</b>	138.9	141.8	142.5	139.6	142.6	143.4
<b>Community services</b>	139.7	141.7	142.7	144.2	146.7	148.2
<b>All industries(c)</b>	<b>141.2</b>	<b>143.3</b>	<b>144.7</b>	<b>144.1</b>	<b>146.8</b>	<b>148.5</b>

(a) Reference base year June 1985 = 100.0. (b) Includes Wood, wood products and furniture; Non-metallic mineral products; and Miscellaneous manufacturing. (c) 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).

**6.32 AVERAGE WEEKLY EARNINGS OF EMPLOYEES**

	Pay period ending on or before					
	17 May 1991 \$	15 May 1992 \$	21 May 1993 \$	20 May 1994 \$	19 May 1995 \$	17 May 1996 \$
<b>MALES</b>						
Full-time adult employees						
Average weekly ordinary time earnings	592.00	624.80	632.90	654.00	687.80	715.80
Average weekly total earnings	632.70	665.50	679.60	705.90	743.00	774.20
All male employees						
Average weekly total earnings	569.90	597.40	612.50	625.10	652.70	671.50
<b>FEMALES</b>						
Full-time adult employees						
Average weekly ordinary time earnings	500.50	519.70	533.00	552.10	575.50	594.10
Average weekly total earnings	512.40	531.20	545.60	566.70	589.80	607.90
All female employees						
Average weekly total earnings	378.90	397.00	406.30	422.80	429.90	441.10
<b>PERSONS</b>						
Full-time adult employees						
Average weekly ordinary time earnings	560.80	587.30	597.80	617.50	647.30	672.60
Average weekly total earnings	591.70	617.60	632.60	656.10	687.80	715.20
All employees						
Average weekly total earnings	484.30	504.50	517.50	531.80	548.10	564.40

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

**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 32 shows the average weekly ordinary time earnings (AWOTE) of both males and female employed wage and salary earners over the six years ending May 1991 to May 1996. For males the AWOTE increased by 20.9% from \$592.00 to \$715.80 over this period, and for females by 18.7% from \$500.50 to \$594.10.

### **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 33 shows the distribution of average weekly earnings across different occupations and categories of employees in May 1995. The highest weekly total earnings for full-time adult employees were recorded in the following major occupation groups: Managers and administrators (males \$978.70, females \$749.30); Professionals (males \$809.40, females \$613.80); and Para-professionals (males \$778.40, females \$574.00).

Table 6 34 presents the components of average weekly earnings and hours for full-time adult

non-managerial employees, by industry and sector.

In 1995, 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 largest in the Mining industry (males \$117.30, females \$29.70). Male employees in the Finance and Insurance industry, and female employees in the Property and Business Services industry, received higher average over-award pay (\$29.90 and \$11.90, respectively) than employees in any other industries. Significant amounts of weekly overtime earnings were recorded for full-time adult non-managerial males in the Mining, Manufacturing, Construction and Transport and storage industries (\$133.30, \$106.00, \$122.60 and \$117.30 respectively).

In May 1995, females in the private sector earned 80.2%, on average, of their male counterparts' total weekly earnings. In the public sector, female employees received 89.0% of total male earnings.



### 6.33 AVERAGE WEEKLY TOTAL EARNINGS, Major Occupation Groups by Category of Employee — May 1995

Occupation	Full-time employees							Part-time employees \$	All employees \$
	Managerial	Non-managerial			Total				
	Adult \$	Adult \$	Junior \$	Total \$	Adult \$	Total \$			
MALES									
Managers and administrators	992.90	823.10	—	823.10	990.90	990.90	299.10	978.70	
Professionals	915.10	876.10	352.10	874.60	881.40	880.10	337.80	809.40	
Para-professionals	1 164.80	801.60	317.80	796.80	821.30	816.60	286.20	778.40	
Tradespersons	519.30	676.60	306.60	628.80	667.50	623.20	302.80	609.10	
Clerks	553.00	627.60	312.80	618.60	626.50	617.60	236.70	572.60	
Salespersons and personal service workers	547.60	635.30	334.90	620.50	630.40	616.60	174.70	468.60	
Plant and machine operators, and drivers	429.20	719.40	311.90	716.30	713.70	710.70	226.20	658.60	
Labourers and related workers	431.40	573.70	293.30	562.70	572.80	561.90	190.40	462.50	
<b>Total</b>	<b>934.30</b>	<b>697.70</b>	<b>308.80</b>	<b>678.90</b>	<b>740.60</b>	<b>723.40</b>	<b>222.90</b>	<b>654.00</b>	
FEMALES									
Managers and administrators	802.90	546.00	—	546.00	798.20	798.20	323.60	749.30	
Professionals	663.00	757.50	n.p.	757.50	755.60	755.60	321.60	613.80	
Para-professionals	799.70	703.20	336.20	698.20	704.60	699.70	414.40	574.00	
Tradespersons	315.40	498.50	297.00	454.90	484.80	446.60	248.00	375.70	
Clerks	446.50	541.10	307.40	529.70	536.90	526.10	268.40	443.50	
Salespersons and personal service workers	432.40	514.10	308.20	493.20	512.20	492.00	198.70	299.60	
Plant and machine operators, and drivers	370.70	513.20	339.00	508.10	511.50	506.60	226.40	437.40	
Labourers and related workers	294.50	466.00	293.90	460.60	464.20	458.90	205.20	291.00	
<b>Total</b>	<b>707.90</b>	<b>587.10</b>	<b>306.60</b>	<b>573.40</b>	<b>599.00</b>	<b>586.10</b>	<b>247.30</b>	<b>434.10</b>	
PERSONS									
Managers and administrators	950.60	737.10	—	737.10	947.70	947.70	315.00	923.60	
Professionals	889.10	820.30	352.10	819.60	826.20	825.50	326.20	711.20	
Para-professionals	1 118.60	766.90	325.70	762.00	781.30	776.40	394.20	683.30	
Tradespersons	500.70	664.00	305.40	615.20	654.30	609.30	274.90	582.70	
Clerks	458.90	566.70	308.40	555.60	562.80	552.30	265.20	474.00	
Salespersons and personal service workers	515.50	575.00	316.70	555.40	572.60	553.90	193.80	356.70	
Plant and machine operators and drivers	425.60	698.30	320.40	694.60	693.10	689.60	226.20	632.00	
Labourers and related workers	384.70	548.70	293.40	539.10	547.50	538.10	199.60	394.80	
<b>Total</b>	<b>881.30</b>	<b>655.50</b>	<b>308.00</b>	<b>638.60</b>	<b>689.70</b>	<b>673.90</b>	<b>241.00</b>	<b>551.00</b>	

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

### 6.34 COMPOSITION OF AVERAGE WEEKLY EARNINGS, Full-time Adult Non-managerial Employees — May 1994

	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 and over-agreement pay	Total ordinary time	Overtime	Total	Ordinary time hours	Overtime hours	Total hours
	\$	\$	\$	\$	\$	\$			
MALES									
Industry(b)									
Mining	845.50	117.30	11.20	974.00	133.30	1 107.30	40 00	4.80	44 80
Manufacturing	551.30	7 00	17.60	575 90	106.00	681 90	38 00	4 50	42 40
Electricity, gas and water	692 90	0 10	1.30	694 30	61.60	755 90	37 00	2 20	39 20
Construction	604.00	3.10	11.90	619 00	122.60	741 60	38 10	5 00	43 20
Wholesale trade	543 60	10.50	16.00	570 10	42.70	612 80	38 40	2 00	40 40
Retail trade	473 90	21.70	16.80	512 40	33.60	546 00	39.00	1 70	40 70
Accommodation, cafes and restaurants	504 10	0 20	6.20	510 50	12.40	522 90	38.60	0 70	39 30
Transport and storage	608 90	17 50	3.80	630 10	117.30	747 40	38.80	4 90	43 70
Communication services	651.10	2 50	0.20	653 70	96.20	749.90	36 90	3 60	40 50
Finance and insurance	660.10	23 80	29.90	713 80	18.70	732.40	38 00	0 80	38 80
Property and business services	648 70	8 90	8.30	665.80	39.70	705.50	38 30	1 80	40 20
Government administration and defence(c)	616 70	n.p.	n.p.	618.90	31.60	650 50	37 20	1 40	38 60
Education	772 50	0 10	0.80	773.40	4.20	777 60	36 80	0 20	37 00
Health and community services	660 90	n.p.	n.p.	662.50	50.70	713.10	38 10	1 60	39 70
Cultural and recreational services	646 30	6 50	6.00	658.80	42.80	701.60	38 10	1 70	39 80
Personal and other services	684 60	0 60	0.80	686.00	35.70	721.70	38 30	1 40	39 70
Sector									
Private	574 50	14 80	14.90	604.20	77.60	681.90	38.40	3 30	41 70
Public	682.70	0 50	1.00	684.20	48.10	732.30	37 40	1 80	39 10
Total	608.50	10.30	10.60	629.30	68.40	697.70	38.10	2.90	40.90

For footnotes see end of table.

...continued

**6.34 COMPOSITION OF AVERAGE WEEKLY EARNINGS, Full-time Adult Non-managerial Employees**  
**— May 1994 — continued**

	May 1994 continued								
	Average weekly total earnings						Average weekly total hours paid for		
	Average weekly ordinary time earnings								
Base pay(a)	Payment by measured result	Overaward and over-agreement pay	Total ordinary time	Overtime	Total	Ordinary time hours	Overtime hours	Total hours	
\$	\$	\$	\$	\$	\$	\$			
FEMALES									
Industry(b)									
Mining	744.10	29.70	1.70	775.50	14.20	789.70	41.40	0.60	42.00
Manufacturing	493.50	6.90	8.40	508.80	29.90	538.60	37.90	1.50	39.40
Electricity, gas and water	629.40	0.30	2.50	632.30	29.20	661.50	36.40	0.90	37.30
Construction	517.50	n.p.	n.p.	518.30	46.60	564.90	38.30	2.20	40.50
Wholesale trade	513.10	3.50	11.20	527.80	12.50	540.30	38.20	0.60	38.80
Retail trade	446.70	2.60	5.70	455.00	14.20	469.20	38.30	0.70	39.00
Accommodation, cafes and restaurants	478.50	0.60	3.70	482.70	13.20	495.90	38.50	0.60	39.10
Transport and storage	574.10	6.10	3.00	583.10	29.80	612.90	38.30	1.20	39.50
Communication services	608.40	2.00	0.20	610.60	29.70	640.40	36.10	1.30	37.40
Finance and insurance	543.00	1.50	9.80	554.30	12.90	567.20	37.80	0.60	38.40
Property and business services	547.90	9.30	11.90	569.20	9.90	579.10	37.70	0.50	38.20
Public administration and defence(c)	603.20	0.50	1.30	605.00	9.00	613.90	36.70	0.40	37.00
Education	678.00	3.10	0.80	681.90	2.40	684.20	36.40	0.10	36.50
Health and community services	595.30	0.10	1.10	596.40	12.60	609.00	37.90	0.40	38.40
Cultural and recreational services	588.60	2.70	3.70	594.90	14.20	609.10	37.20	0.60	37.80
Personal and other services	522.80	5.70	5.90	534.30	16.50	550.80	37.60	0.70	38.40
Sector									
Private	518.60	5.50	7.90	532.00	15.00	547.00	38.00	0.70	38.70
Public	638.60	0.30	0.40	639.20	12.90	652.10	36.90	0.50	37.40
Total	564.40	3.50	5.00	572.90	14.20	587.10	37.60	0.60	38.20

For footnotes see end of table.

...continued

### 6.34 COMPOSITION OF AVERAGE WEEKLY EARNINGS, Full-time Adult Non-managerial Employees — May 1994 — *continued*

	Average weekly total earnings								
	Average weekly ordinary time earnings					Average weekly total hours paid for			
	Base pay(a) \$	Payment by measured result \$	Overaward and over- agreement pay \$	Total ordinary time \$	Overtime \$	Total \$	Ordinary time hours	Overtime hours	Total hours
PERSONS									
Industry(b)									
Mining	834.50	107.90	10.20	952.50	120.40	1 072.90	40.20	4.30	44.50
Manufacturing	538.90	7.00	15.60	561.50	89.60	651.10	37.90	3.80	41.80
Electricity, gas and water	685.30	0.10	1.40	686.90	57.80	744.70	37.00	2.00	39.00
Construction	593.90	2.70	10.60	607.30	113.80	721.00	38.10	4.70	42.90
Wholesale trade	534.40	8.40	14.50	557.30	33.50	590.80	38.30	1.60	39.90
Retail trade	462.70	13.90	12.20	488.80	25.60	514.40	38.70	1.30	40.00
Accommodation, cafes and restaurants	491.70	0.40	5.00	497.10	12.80	509.90	38.60	0.70	39.20
Transport and storage	602.30	15.30	3.60	621.30	100.80	722.10	38.70	4.20	42.90
Communication services	637.40	2.30	0.20	639.90	74.90	714.80	36.60	2.80	39.50
Finance and insurance	593.10	11.10	18.40	622.50	15.40	637.90	37.90	0.70	38.60
Property and business services	601.40	9.10	10.00	620.40	25.70	646.10	38.00	1.20	39.20
Public administration and defence(c)	611.60	0.2	1.90	613.70	23.10	636.80	37.00	1.00	38.00
Education	715.40	1.90	0.80	718.10	3.10	721.20	36.60	0.10	36.70
Health and community services	614.20	0.00	1.20	615.40	23.50	639.00	38.00	0.80	38.70
Cultural and recreational services	620.70	4.80	5.00	630.40	30.10	660.50	37.70	1.20	38.90
Personal and other services	624.80	2.50	2.70	629.90	28.60	658.60	38.10	1.10	39.20
Sector									
Private	554.50	11.50	12.40	578.40	55.20	633.60	38.20	2.40	40.70
Public	663.80	0.40	0.80	664.90	33.00	697.90	37.20	1.20	38.40
Total	591.60	7.70	8.50	607.80	47.70	655.50	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)*.

## Standard non-wage benefits

In addition to wages and salaries, a majority of employees receive leave (sick, holiday and long service) and superannuation benefits. 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 standard non-wage benefits, and not to their value.

In August 1995, 97% of the 5,104,600 full-time employees received one or more of the 'standard' employment benefits of superannuation, sick leave, holiday leave or long service leave in their main job. In comparison, 69% of the 1,777,700 part-time employees received one or more 'standard' employment benefits.

Table 6.35 shows the proportion of employees receiving one or more of the 'standard' employment benefits. The proportion receiving a superannuation benefit (i.e. belonging to a superannuation scheme or fund arranged by their employer) has increased steadily in recent years (from 55% in 1989 to 95% in 1995 for full-time employees). Details of coverage by industry, occupation and status of worker are shown in the following section on superannuation.

Public sector employees had a higher incidence of receipt of standard benefits than private sector employees. Of the 1,677,600 public sector employees, 93% received superannuation, 88% received holiday leave, 89% received sick leave

and 86% received long service leave. In comparison, for the 5,204,600 private sector employees, the proportions were 85%, 70%, 70% and 57% respectively (based on table 6.36).

Persons who worked for larger employers also had a higher incidence of receipt of standard

benefits. The proportion of employees receiving one or more benefits was 83% where number of employees was less than 10, 88% where there were 10 to 19 employees, 93% where there were 20 to 99 and 97% where there were 100 or more employees.

### 6.35 EMPLOYEES IN MAIN JOB(a), Type of Standard Benefit Received

Type of benefit	Working full-time		Working part-time		Total employees	
	August 1989 %	August 1995 %	August 1989 %	August 1995 %	August 1989 %	August 1995 %
Superannuation	55.1	94.6	17.8	65.4	48.1	87.0
Holiday leave	92.1	89.3	32.0	32.0	80.8	74.5
Sick leave	91.5	89.1	31.8	32.6	80.3	74.5
Long-service leave	75.3	76.9	26.2	27.4	66.0	64.1

(a) Excluding those attending school.

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

### 6.36 EMPLOYEES, Selected Characteristics and Standard Benefits — August 1995

Type of benefit received	Type of standard benefit received						Per cent who received a benefit %
	No standard benefits received '000	Superannuation '000	Holiday leave '000	Sick leave '000	Long-service leave '000	Total '000	
Full-time and part-time employees							
Full-time	130.8	4 827.2	4 556.2	4 546.5	3 925.5	5 104.6	97.4
Part-time	555.3	1 162.7	568.0	579.6	487.6	1 777.7	68.8
Permanent or casual employees							
Permanent	..	5 034.9	5 124.2	5 126.0	4 304.2	5 229.0	100.0
Casual	686.1	955.0	..	..	108.9	1 653.3	58.5
Sector							
Public	64.2	1 567.4	1 483.2	1 499.9	1 438.2	1 677.6	96.2
Private	621.9	4 422.4	3 641.0	3 626.2	2 974.9	5 204.6	88.1
Size of location							
Less than 10 employees	318.7	1 421.9	1 080.8	1 066.5	747.2	1 819.6	82.5
10–19 employees	113.0	784.0	666.7	671.6	534.9	932.5	87.9
20–99 employees	137.9	1 668.8	1 453.5	1 465.3	1 321.6	1 850.1	92.5
100 or more employees	68.6	1 952.7	1 792.1	1 792.7	1 710.2	2 059.0	96.7
Don't know	47.9	162.4	131.2	130.0	99.3	221.0	78.4
<b>Total</b>	<b>686.1</b>	<b>5 989.9</b>	<b>5 124.2</b>	<b>5 126.0</b>	<b>4 413.1</b>	<b>6 882.2</b>	<b>90.0</b>

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

## Superannuation

Over recent years superannuation has assumed a major role in Australian industrial relations and government policy on labour and social welfare. 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 the

Australian 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 are 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, affecting the compatibility of the resulting statistics.

Table 6.37 shows details of superannuation costs in the private sector by industry. These costs increased 68% over the period 1989–90 to 1993–94, to an average of \$1,480 per employee in 1993–94.

**6.37 SUPERANNUATION, Cost to Employers — Private Sector**

Industry	1990-91	1991-92	1993-94
<b>TOTAL SUPERANNUATION COST (\$m)</b>			
Mining	155	177	206
Manufacturing	1 063	1 082	1 407
Electricity, gas and water supply	8	8	10
Construction	327	349	412
Wholesale trade	577	533	754
Retail trade	338	401	630
Accommodation, cafes and restaurants	103	*170	259
Transport and storage	169	208	273
Communication services	2	*3	11
Finance and insurance	521	535	517
Property and business services	668	843	984
Government administration and defence	—	—	—
Education	78	115	143
Health and community services	284	296	509
Cultural and recreational services	*84	*96	103
Personal and other services	78	99	*223
<b>Total industry</b>	<b>4 455</b>	<b>4 915</b>	<b>6 440</b>
<b>SUPERANNUATION COST PER EMPLOYEE (\$)</b>			
Mining	2 235	2 861	3 430
Manufacturing	1 155	1 281	1 605
Electricity, gas and water supply	2 954	3 073	3 726
Construction	1 533	1 709	1 785
Wholesale trade	1 311	1 358	1 917
Retail trade	461	516	756
Accommodation, cafes and restaurants	379	*659	801
Transport and storage	981	1 143	1 780
Communication services	1 430	*1 389	1 646
Finance and insurance	2 306	2 715	2 399
Property and business services	1 444	1 610	1 798
Government administration and defence	—	—	—
Education	1 085	1 286	1 332
Health and community services	969	911	1 527
Cultural and recreational services	*1 033	*725	832
Personal and other services	897	1 035	*1 548
<b>Total industry</b>	<b>1 101</b>	<b>1 203</b>	<b>1 480</b>

Source: Labour Costs, Australia (6348.0).

**6.38 SUPERANNUATION, Employees Covered — Private and Public Sectors**

Industry	1990-91 %	1991-92 %	1993-94 %
Mining	86.5	93.2	96.6
Manufacturing	83.3	87.1	96.1
Electricity, gas and water supply	95.2	98.4	98.1
Construction	71.1	73.5	92.5
Wholesale trade	75.2	79.7	93.2
Retail trade	51.3	55.0	81.8
Accommodation, cafes and restaurants	47.7	48.2	87.6
Transport and storage	77.8	81.8	96.4
Communication services	99.3	98.9	97.8
Finance and insurance	86.0	87.1	88.0
Property and business services	64.4	69.8	90.9
Government administration and defence	93.9	95.1	96.9
Education	87.0	86.0	94.2
Health and community services	84.2	83.3	91.6
Cultural and recreational services	52.9	67.0	84.3
Personal and other services	75.1	78.8	92.3
<b>Total industry</b>	<b>75.3</b>	<b>77.6</b>	<b>91.5</b>

Source: Labour Costs, Australia (6348.0).

Table 6.38 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 year \$450 per month). For the 1993-94 financial year this became compulsory and has contributed to the large increase in superannuation coverage in Australia.

Table 6.39 shows that, of those persons employed in November 1995, 6,545,100 (or 81%) 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 51% of employers and 31% of self-employed persons.

**6.39 SUPERANNUATION, Coverage of Employed Persons Aged 15-74 — November 1995**

	Covered			Not covered			Total		
	Males '000	Females '000	Persons '000	Males '000	Females '000	Persons '000	Males '000	Females '000	Persons '000
Status of worker									
Employees	3 442.1	2 666.4	6 108.5	336.1	390.8	726.8	3 778.2	3 057.2	6 835.3
Employers	118.7	43.2	161.9	93.9	61.1	155.0	212.6	104.3	316.9
Self-employed	213.0	54.0	267.0	379.2	225.8	605.0	592.2	279.8	872.0
Payment in kind/unpaid family helpers	*2.0	5.6	7.6	21.4	38.6	60.0	23.4	44.2	67.6
Occupation									
Managers and administrators	491.6	136.4	628.0	165.1	83.2	248.2	656.7	219.6	876.2
Professionals	590.3	453.8	1 044.1	84.4	66.0	150.4	674.7	519.8	1 194.5
Para-professionals	217.4	219.7	437.1	20.5	16.0	36.6	237.9	235.7	473.7
Tradespersons	854.6	80.2	934.7	199.4	42.0	241.6	1 054.0	122.2	1 176.3
Clerks	274.8	897.1	1 171.9	18.6	160.1	178.7	293.4	1 057.2	1 350.6
Salespersons and personal service workers	354.0	606.0	960.1	85.0	211.0	296.0	439.0	817.0	1 256.1
Plant and machine operators, and drivers	421.8	56.7	478.5	90.2	18.0	108.2	512.0	74.7	586.7
Labourers and related workers	571.4	319.4	890.8	167.2	119.8	287.0	738.6	439.2	1 177.8
<b>Total</b>	<b>3 775.8</b>	<b>2 769.3</b>	<b>6 545.1</b>	<b>830.6</b>	<b>716.2</b>	<b>1 546.7</b>	<b>4 606.4</b>	<b>3 485.5</b>	<b>8 091.8</b>

Source: Superannuation, Australia (6319.0).

The Para-professionals occupation group had the highest level of coverage (92%), followed by Professionals (87%). The occupation groups with the lowest levels of superannuation coverage were Labourers and related workers (76%) and Managers and administrators (72%). Males recorded higher levels of superannuation coverage than females across most occupation groups.

Based on table 6.40, for those employees covered by a superannuation scheme, superannuation was expected to be the main source of income after retirement for 31% of the

1,706,500 employees aged 45–74. A further 18% expected a government pension to be their main source of income. Of those covered by a superannuation scheme, a smaller proportion of female employees (17%) than male employees (41%) 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, 4% nominated superannuation as their expected main income compared with 49% of employees earning \$600 or more per week.

#### 6.40 EMPLOYEES AGED 45–74 COVERED BY SUPERANNUATION, Weekly Pay and Expected Source of Income after Ceasing Work — November 1995

	Expected main source of income after ceasing full-time work							Total '000
	Super-annuation '000	Invalid, age, sole parent's widow's pension '000	Investments, interest, stocks, debentures, etc. '000	Dependent on someone else's income, pension, super-annuation '000	Other/ Did not know '000	Will never cease full-time work '000	Other(a) '000	
Usual gross weekly pay in all jobs								
Under \$200	*4.1	7.6	*2.8	*3.2	8.7	*2.3	68.7	97.4
\$200 and under \$400	20.0	56.3	9.9	19.3	35.6	8.5	130.3	279.8
\$400 and under \$600	124.3	148.0	27.7	47.9	103.7	18.5	52.6	522.6
\$600 and under \$800	132.5	66.6	34.2	17.8	67.8	7.1	13.1	339.2
\$800 and under \$1 000	103.9	21.8	18.3	8.0	36.4	5.8	*2.0	196.1
\$1 000 and over	129.4	8.3	32.8	*4.2	30.1	10.4	*1.9	216.9
Income not reported	16.5	6.5	6.5	*1.5	12.8	*2.8	7.7	54.4
Sex								
Males	409.1	198.2	92.7	17.4	192.0	43.8	35.9	989.2
Females	121.6	116.9	39.5	84.5	103.1	11.5	240.3	717.3
<b>Total</b>	<b>530.6</b>	<b>315.1</b>	<b>132.2</b>	<b>101.9</b>	<b>295.1</b>	<b>55.3</b>	<b>276.2</b>	<b>1 706.5</b>
Average usual gross weekly pay in (all) job(s)(b)	861.0	540.0	876.0	557.0	710.0	840.0	332.0	671.0

(a) Includes categories 'Had ceased full-time work', 'Had never worked full-time', 'Had not decided whether ceased full-time work' and 'Not determined'. (b) Excludes category 'Income not reported'.

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 payments for time actually worked by employees and additional labour costs incurred by employers.

Table 6.41 details labour costs per employee by industry for 1990–91, 1991–92 and 1993–94. The Mining industry continued to incur the highest costs per employee, with the Accommodation, cafes and restaurants industry incurring the lowest



## 6.41 LABOUR COSTS PER EMPLOYEE, By Industry

Industry	Total labour costs \$	Earnings \$	Other labour costs \$	Super-annuation \$	Payroll tax \$	Workers' compensation \$	Fringe benefits tax \$
Mining							
1993-94	67 140	57 763	9 377	3 596	3 123	1 683	975
1991-92	61 978	53 811	8 167	2 974	3 038	1 404	751
1990-91	55 966	48 813	7 153	2 346	2 696	1 401	711
Manufacturing							
1993-94	36 570	32 059	4 511	1 613	1 623	1 068	208
1991-92	35 171	31 036	4 135	1 318	1 576	1 030	211
1990-91	32 579	28 712	3 867	1 194	1 410	1 072	192
Electricity, gas and water supply							
1993-94	51 588	43 351	8 237	4 397	2 399	1 188	253
1991-92	44 166	36 557	7 609	3 992	2 254	1 176	188
1990-91	43 278	34 373	8 906	5 501	2 108	1 133	163
Construction							
1993-94	35 357	30 990	4 368	1 977	1 106	1 090	195
1991-92	33 749	29 516	4 233	2 012	930	1 086	206
1990-91	32 147	28 237	3 910	1 710	988	987	225
Wholesale trade							
1993-94	37 504	33 158	4 346	1 922	1 362	558	505
1991-92	33 950	30 315	3 636	1 368	1 302	511	455
1990-91	31 982	28 492	3 490	1 318	1 251	593	327
Retail trade							
1993-94	19 435	17 565	1 870	756	713	318	83
1991-92	17 493	16 077	1 416	516	538	305	57
1990-91	17 914	16 531	1 383	462	540	319	63
Accommodation, cafes and restaurants							
1993-94	18 560	16 883	1 677	802	523	292	59
1991-92	16 656	15 231	1 425	*660	424	288	52
1990-91	16 770	15 564	1 206	381	452	323	50
Transport and storage							
1993-94	44 253	37 182	7 070	3 698	1 909	1 222	241
1991-92	38 724	32 929	5 795	3 065	1 557	1 001	172
1990-91	35 118	30 225	4 893	2 245	1 458	1 031	159
Communication services							
1993-94	49 503	42 234	7 269	3 970	2 472	618	209
1991-92	41 628	34 632	6 995	4 105	2 144	629	118
1990-91	36 351	30 654	5 696	3 078	1 834	638	146
Finance and insurance							
1993-94	43 584	37 502	6 082	2 454	2 116	213	1 299
1991-92	41 757	35 695	6 063	2 519	2 079	170	1 294
1990-91	37 592	32 409	5 183	2 154	1 774	194	1 061
Property and business services							
1993-94	32 429	29 057	3 372	1 904	892	278	*298
1991-92	32 825	29 287	3 538	1 773	1 080	362	323
1990-91	31 453	28 205	3 248	1 501	1 053	392	302
Government administration and defence							
1993-94	36 183	32 089	4 094	2 560	665	652	217
1991-92	32 445	29 453	2 993	1 782	497	606	108
1990-91	31 424	28 691	2 733	1 543	467	637	86
Education							
1993-94	34 935	31 128	3 806	1 928	1 455	345	78
1991-92	31 984	28 817	3 167	1 439	1 378	299	52
1990-91	30 980	28 071	2 910	1 263	1 308	305	34

...continued

**6.41 LABOUR COSTS PER EMPLOYEE, By Industry — continued**

Industry	Total labour costs \$	Earnings \$	Other labour costs \$	Super-annuation \$	Payroll tax \$	Workers' compensation \$	Fringe benefits tax \$
Health and community services							
1993-94	28 847	26 521	2 326	1 551	202	550	23
1991-92	26 947	25 232	1 715	938	210	553	14
1990-91	25 890	24 254	1 636	876	176	568	16
Cultural and recreational services							
1993-94	20 075	18 097	1 978	1 034	552	269	*123
1991-92	19 536	17 692	1 844	972	523	237	*112
1990-91	23 854	21 476	2 377	1 252	625	352	*148
Personal and other services							
1993-94	32 860	29 190	3 670	1 798	1 113	612	147
1991-92	30 905	27 748	3 158	1 343	1 105	570	*139
1990-91	28 011	25 223	2 789	1 155	948	574	113
Total all industries							
1993-94	32 755	28 958	3 797	1 829	1 131	598	240
1991-92	30 805	27 404	3 401	1 521	1 079	582	219
1990-91	29 578	26 373	3 205	1 357	1 029	618	201

Source: Australian Bureau of Statistics, Labour Costs Survey.

**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 1995-96 by various categories of employed persons, and in different industries, are shown in tables 6.42 and 6.43.

**6.42 EMPLOYED PERSONS, Aggregate and Average Weekly Hours Worked(a), Annual Average(b) — 1995-96**

	Unit	Males	Married	Females		Persons
				Not married	Total	
Aggregate weekly hours worked by						
All workers	mill. hours	184.1	60.3	39.9	100.2	<b>284.3</b>
Full-time workers	mill. hours	176.3	44.5	32.5	77.0	<b>253.3</b>
Part-time workers	mill. hours	7.8	15.8	7.4	23.2	<b>31.0</b>
Average weekly hours worked by						
All workers	hours	39.0	27.6	28.7	28.0	<b>34.3</b>
Full-time workers	hours	42.0	37.5	37.2	37.4	<b>40.5</b>
Part-time workers	hours	14.9	15.8	14.3	15.3	<b>15.2</b>
Wage and salary earners	hours	38.0	27.5	28.6	28.0	<b>33.5</b>
Other than wage and salary earners	hours	43.9	27.8	30.3	28.2	<b>38.6</b>
All workers who worked one hour or more in the reference week	hours	41.8	30.2	30.8	30.5	<b>37.0</b>
Full-time workers who worked one hour or more in the reference week	hours	45.0	41.1	39.9	40.6	<b>43.6</b>
Part-time workers who worked one hour or more in the reference week	hours	16.1	17.4	15.3	16.7	<b>16.5</b>

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

Source: Labour Force, Australia (6203.0).

### 6.43 EMPLOYED PERSONS, Average Weekly Hours Worked(a) by Industry, Annual Average(b) — 1995-96

Industry	Males hours	Females		Persons hours
		Married hours	Total hours	
Agriculture, forestry, fishing and hunting	48.1	29.3	29.2	42.4
Mining	44.3	34.8	38.2	43.6
Manufacturing	40.9	32.1	32.8	38.7
Electricity, gas and water supply	37.7	31.1	33.3	36.9
Construction	40.6	19.0	21.1	37.9
Wholesale trade	42.7	31.2	32.7	39.6
Retail trade	38.4	29.4	25.6	31.8
Accommodation, cafes and restaurants	39.9	30.3	27.4	32.9
Transport and storage	43.0	29.2	31.6	40.5
Communication services	39.2	29.1	31.3	36.6
Finance and insurance	41.9	30.8	32.5	36.7
Property and business services	42.1	28.3	30.6	37.0
Government administration and defence	37.0	30.3	32.0	34.9
Education	39.0	31.4	32.3	34.5
Health and community services	38.8	27.5	28.7	31.1
Cultural and recreational services	36.5	27.6	27.8	32.3
Personal and other services	37.9	28.2	29.4	33.7
<b>All industries</b>	<b>40.8</b>	<b>29.3</b>	<b>29.5</b>	<b>35.9</b>

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

Source: Labour Force, Australia (6203.0).

## Working arrangements

In August 1995, 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 (table 6.44).

An estimated 2.4 million employees did not have fixed start and finish times, and 1.5 million of these 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 (25% and 20%, respectively).

### 6.44 ALL EMPLOYEES, Working Arrangements — August 1995

	Permanent			Casual			Total		
	Males '000	Females '000	Persons '000	Males '000	Females '000	Persons '000	Males '000	Females '000	Persons '000
Start and finish times not fixed									
Daily variation is available	757.3	397.6	1 154.9	175.2	186.6	361.8	932.5	584.2	1 516.7
Daily variation is not available	411.1	194.2	605.4	138.4	181.2	319.6	549.5	375.4	924.9
Total start and finish times not fixed	1 168.4	591.9	1 760.3	313.6	367.7	681.3	1 482.0	959.6	2 441.6
Start and finish times are fixed									
Times were negotiated with employer	349.2	352.0	701.3	64.5	139.5	204.0	413.8	491.5	905.3
Times were not negotiated with employer	1 558.9	1 200.4	2 759.3	239.9	343.9	583.7	1 798.8	1 544.3	3 343.1
Total start and finish times are fixed	1 908.1	1 552.5	3 460.6	304.4	483.3	787.7	2 212.6	2 035.8	4 248.3
<b>Total</b>	<b>3 076.6</b>	<b>2 144.4</b>	<b>5 220.9</b>	<b>618.0</b>	<b>851.0</b>	<b>1 469.1</b>	<b>3 694.6</b>	<b>2 995.4</b>	<b>6 690.0</b>

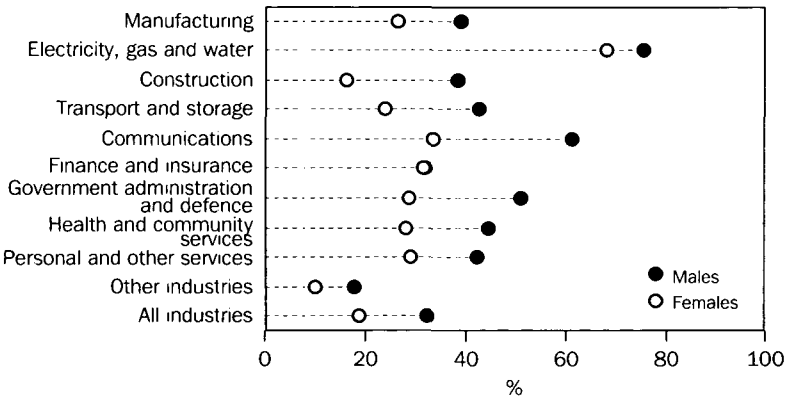
Source: Working Arrangements, Australia, August 1995 (6345.0).

Rostered days off were a feature of the working conditions for 27% of employees (1.8 million). Rostered days off were most common among permanent full-time employees (36%), with a higher proportion of males than females in this category reporting that they were entitled to a rostered day off (38% of males and 30% of females).

Graph 6.45 shows that 76% of males and 68% of females in the Electricity, gas and water industry

were entitled to a rostered day off, followed by the Communications industry where the proportion for males (62%) was considerably higher than for females (34%). The occupation groups with the highest proportion of employees entitled to a rostered day off were Para-professionals (44% of males and 33% of females) followed by Tradespersons (43% of males and 33% of females).

6.45 EMPLOYEES ENTITLED TO A ROSTERED DAY OFF — August 1995



Source: Working Arrangements, Australia, August 1995 (6342.0).

Of the 5.1 million full-time employees, 43% worked overtime on a regular basis, with a higher proportion of males working overtime regularly (46%) than females (36%) (table 6.46). A lower proportion of part-time employees worked overtime regularly (10% of males and 12% of females).

Those full-time employees most likely to work overtime regularly were employees in the occupations Managers and administrators (64% of males and 62% of females) and Professionals (60% of males and 66% of females).

**6.46 OVERTIME AND SHIFTWORK — August 1995**

	Permanent			Casual			Total		
	Males '000	Females '000	Persons '000	Males '000	Females '000	Persons '000	Males '000	Females '000	Persons '000
<b>FULL-TIME EMPLOYEES IN MAIN JOB</b>									
Overtime regularly worked	1 422.3	615.4	2 037.7	123.4	35.4	158.9	1 545.7	650.9	2 196.6
Overtime not regularly worked	1 574.3	1 009.9	2 584.2	215.6	107.5	323.1	1 789.9	1 117.4	2 907.2
On shift work in last 4 weeks	474.7	187.3	662.1	33.2	16.4	49.6	507.9	203.8	711.7
No shift work in last 4 weeks	2 521.9	1 438.0	3 959.8	305.9	126.5	432.4	2 827.7	1 564.5	4 392.2
<b>Total</b>	<b>2 996.6</b>	<b>1 625.3</b>	<b>4 621.9</b>	<b>339.0</b>	<b>142.9</b>	<b>482.0</b>	<b>3 335.6</b>	<b>1 768.3</b>	<b>5 103.8</b>
<b>PART-TIME EMPLOYEES IN MAIN JOB</b>									
Overtime regularly worked	13.5	100.6	114.1	23.1	52.4	75.5	36.6	153.0	189.4
Overtime not regularly worked	66.5	418.4	485.0	255.9	655.7	911.6	322.4	1 074.1	1 396.5
On shift work in last 4 weeks	16.3	105.9	112.3	47.2	96.2	143.5	63.6	202.1	265.7
No shift work in last 4 weeks	63.7	413.1	476.8	231.7	611.9	843.6	295.4	1 025.0	1 320.4
<b>Total</b>	<b>80.0</b>	<b>519.1</b>	<b>599.1</b>	<b>279.0</b>	<b>708.1</b>	<b>987.1</b>	<b>359.0</b>	<b>1 227.2</b>	<b>1 586.2</b>
<b>TOTAL</b>									
Overtime regularly worked	1 435.8	716.1	2 151.8	146.5	87.9	234.4	1 582.3	803.9	2 386.2
Overtime not regularly worked	1 640.8	1 428.3	3 069.1	471.5	763.2	1 234.7	2 112.3	2 191.5	4 303.8
On shift work in last 4 weeks	491.1	293.3	784.3	80.4	112.6	193.0	571.5	405.9	977.4
No shift work in last 4 weeks	2 585.5	1 851.1	4 436.6	537.6	738.4	1 276.0	3 123.1	2 589.5	5 712.6
<b>Total</b>	<b>3 076.6</b>	<b>2 144.4</b>	<b>5 220.9</b>	<b>618.0</b>	<b>851.0</b>	<b>1 469.1</b>	<b>3 694.6</b>	<b>2 995.4</b>	<b>6 690.0</b>

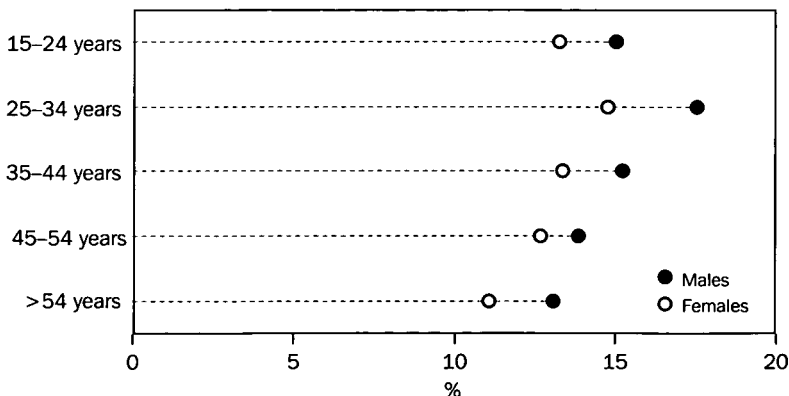
Source: Working Arrangements, Australia, August 1995 (6342.0).

In August 1995, some 977,400 employees had worked shift work in the previous four weeks (table 6.46). This represented 15% of employees (15% of males and 14% of females).

Of the 571,500 male shift workers, 507,900 (89%) were full-time employees. Of the 405,900 female shift workers, 203,800 (50%) were full-time employees.

As graph 6.47 shows, male employees aged 25 to 34 were the group most likely to have worked shift work in the previous four weeks (18%), while employees aged 55 or more were the least likely to have worked shift work in the previous four weeks (13% of males and 11% of females).

**6.47 EMPLOYEES WORKING SHIFT WORK IN THE PREVIOUS FOUR WEEKS — August 1995**



Source: Working Arrangements, Australia, August 1995 (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 6.48, 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 1995, the reported number of working days lost in any one year varied between 6.3 million (in 1974) and 0.5 million (in 1995). The number has been consistently less than one million since 1992.

6.48 INDUSTRIAL DISPUTES

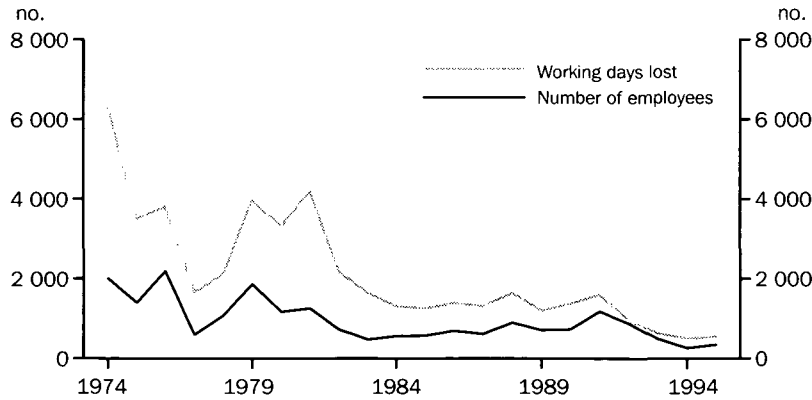
Year	Disputes(a)		Employees involved		Working days lost '000
	Commenced in year no.	Total(a) no.	Newly involved(b) '000	Total(a) '000	
1990	1 189	1 193	725.9	729.9	1 376.5
1991	1 032	1 036	1 178.9	1 181.6	1 610.6
1992	726	728	871.3	871.5	941.2
1993	607	610	489.2	489.6	635.8
1994	556	560	263.4	265.1	501.6
1995	635	643	335.4	344.3	547.6

(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 1995 there were 643 disputes reported involving 344,300 employees and the loss of 547,600 working days (table 6.48). This is the

first increase in the number of disputes since 1984.

6.49 INDUSTRIAL DISPUTES



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

**6.50 INDUSTRIAL DISPUTES, Working Days Lost by Industry**

Industry(a)	1990 '000	1991 '000	1992 '000	1993 '000	1994 '000	1995 '000
Mining						
Coal	150.5	129.6	76.8	78.6	151.0	111.1
Other	86.7	37.1	50.8	14.4	18.3	78.0
Manufacturing						
Metal product; Machinery and equipment	536.3	664.0	121.4	160.4	45.4	54.8
Other	133.4	169.3	154.6	77.7	78.3	105.1
Construction	62.2	120.7	38.4	13.1	20.2	42.7
Transport and storage; Communication services	129.9	98.1	82.4	15.6	59.4	38.7
Education; Health and community services	199.2	201.1	238.9	147.5	73.8	70.9
Other industries(b)	78.3	190.7	177.7	128.7	55.2	46.3
<b>All industries</b>	<b>1 376.5</b>	<b>1 610.6</b>	<b>941.2</b>	<b>635.8</b>	<b>501.6</b>	<b>547.6</b>

(a) Prior to January 1994, industry information was classified according to ASIC. From that time, industry data have been classified to ANZSIC. (b) Include: 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 increased from 76 in 1994 to 79 in 1995 (table 6.51). The Coal mining industry continued to

report the highest number of working days lost per thousand employees, 4,660 in 1995.

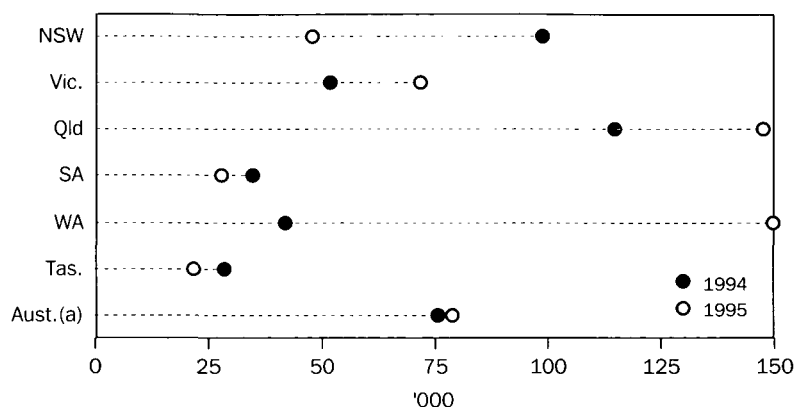
**6.51 INDUSTRIAL DISPUTES, Working Days Lost per Thousand Employees(a)(b)**

Industry	1990	1991	1992	1993	1994	1995
Mining						
Coal	4 966	4 465	3 078	2 915	5 964	4 660
Other	1 284	597	840	254	323	1 359
Manufacturing						
Metal product; Machinery and equipment	1 181	1 555	309	426	117	142
Other	197	268	243	121	123	160
Construction	161	349	126	41	59	115
Transport and storage; Communication services	279	214	192	37	137	84
Education; Health and community services	149	147	172	106	63	57
Other industries(c)	24	60	57	41	16	12
<b>All industries</b>	<b>207</b>	<b>248</b>	<b>147</b>	<b>100</b>	<b>76</b>	<b>79</b>

(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 have been classified to ANZSIC. (c) Include: 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).

### 6.52 INDUSTRIAL DISPUTES, Working Days Lost Per '000 Employees



(a) Includes the Northern Territory and the Australian Capital Territory.

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

Industrial disputes which lasted over two and less than five days accounted for 28% of all time lost in 1995. The major reported cause of disputes that ended in 1995 was Managerial policy (including award restructuring). This cause accounted for 207,300 working days lost (37%). Resumption without negotiation was the main reported method of settlement of disputes that ended in 1995 (54%).

### 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 76 in 1994 to 69 in 1995. Unions with membership of 50,000 or more have increased their percentage of total union membership from 75.7% in 1993 to 78.3% in 1995 (table 6.53).

### 6.53 NUMBER OF UNIONS AND MEMBERSHIP, By Size of Union

Size of union (number of members)	30 June 1993			30 June 1994			30 June 1995		
	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	89	27.2	1.0	76	21.7	0.8	69	22.2	0.8
1 000-4 999	44	109.5	4.6	33	76.0	3.3	33	84.1	3.9
5 000-19 999	22	201.5	11.3	20	200.2	10.3	16	187.2	10.6
20 000-49 999	12	391.8	24.3	11	360.5	22.8	9	304.9	21.7
50 000 and over	21	2 269.9	100.0	17	2 231.8	100.0	15	2 158.1	100.0
<b>Total</b>	<b>188</b>	<b>3 000.1</b>	<b>..</b>	<b>157</b>	<b>2 890.2</b>	<b>..</b>	<b>142</b>	<b>2 756.3</b>	<b>..</b>

Source: *Trade Union Statistics, Australia* (6323.0).

A survey conducted in August 1995 found that of the 6,882,200 employees aged 15 and over, 33% were trade union members (in connection with their main job). Trade union membership has declined from 46% in 1986.

The Communication services, and Electricity, gas and water supply industry groups were the

most unionised with 66% and 65% of employees respectively being trade union members, while the Agriculture, forestry and fishing industry group, with 10%, was the least unionised (table 6.54).



**6.54 PROPORTION OF EMPLOYEES WHO WERE TRADE UNION MEMBERS — August 1995**

Industry	Males			Females			Persons		
	Permanent employees %	Casual employees %	Total %	Permanent employees %	Casual employees %	Total %	Permanent employees %	Casual employees %	Total %
Agriculture, forestry and fishing	14.9	9.4	12.7	3.0	2.9	2.9	12.9	6.8	9.9
Mining	52.7	16.4	49.9	18.6	23.9	19.5	48.8	18.2	46.1
Manufacturing	45.3	23.4	43.0	35.1	11.1	28.8	43.1	17.8	39.4
Electricity, gas and water supply	67.4	79.9	67.7	55.5	29.1	50.3	65.9	49.1	65.1
Construction	41.0	14.4	33.8	11.3	2.4	7.9	38.0	12.5	30.6
Wholesale trade	18.3	12.9	17.6	9.0	9.8	9.2	15.7	11.4	15.0
Retail trade	20.4	13.8	18.1	34.9	19.4	26.6	26.9	17.4	22.7
Accommodation, cafes and restaurants	21.4	11.2	17.3	25.3	15.9	19.3	23.2	14.4	18.5
Transport and storage	61.9	25.5	54.7	37.2	10.1	31.9	56.4	22.1	49.6
Communication services	77.5	16.2	73.8	56.4	9.9	48.1	71.8	12.7	66.1
Finance and insurance	38.4	5.8	35.8	40.6	11.6	38.1	39.7	9.3	37.2
Property and business services	21.3	11.1	18.9	16.1	4.9	13.1	18.7	7.7	16.0
Government administration and defence	57.2	16.6	55.1	46.5	15.8	42.4	53.1	16.1	50.0
Education	56.0	14.9	50.9	56.8	13.8	48.5	56.5	14.1	49.3
Health and community services	40.2	6.1	34.7	40.3	14.2	35.0	40.3	12.7	35.0
Cultural and recreational services	43.5	12.0	32.2	24.6	17.1	20.7	35.8	14.9	26.8
Personal and other services	41.9	12.1	38.8	16.6	3.7	12.4	30.8	5.6	25.3
<b>Total</b>	<b>40.5</b>	<b>14.8</b>	<b>35.7</b>	<b>35.8</b>	<b>13.8</b>	<b>29.1</b>	<b>38.6</b>	<b>14.2</b>	<b>32.7</b>

Source: *Weekly Earnings of Employees (Distributions)* (6310.0).

## 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. Total expenditure on formal training over the three months July to September 1993 by Australian employers was estimated at \$1,109m (table 6.55). More detailed information on this survey was presented in *Year Book Australia, 1995*.

**6.55 TRAINING EXPENDITURE, By Employer Size — July to September 1993**

	Unit	Number of employees			
		1-19	20-99	>99	Total
Total training expenditure	% of gross wages and salaries	1.7	2.7	3.2	2.9
Average training expenditure per employee	\$	86	180	236	192
Average training hours per employee	hours	4.11	5.3	6.17	5.55
Employers reporting training expenditure	% of all employers	18.0	80.3	97.9	24.6
<b>Total training expenditure</b>	<b>\$m</b>	<b>112.3</b>	<b>177.8</b>	<b>818.8</b>	<b>1 109</b>

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

## Who received training?

The 1993 Survey of Training and Education found that in the 12 months prior to that survey, an estimated 86% of those who had a wage or salary job in that 12 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 12 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%) (see graph 6.56).

**6.56 TRAINING UNDERTAKEN BY WAGE OR SALARY EARNERS — 1993**



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

## Length of training course

Of the in-house courses attended by the 5,581,900 wage and salary earners in the 12 months prior to the 1993 survey, 35% lasted 40 hours or more. Male participants had more attendances at these longer courses than did female participants (42% compared with 27%).

## Reasons for training employees

The 1994 Training Practices Survey found that 32% of Australian employers provided some formal training for their employees during the 12 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 employers respectively) (table 6.57). Almost half the employers who reported

training (44%) also reported that their training expenditure increased during the previous 12 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 smaller proportion (62%) reported providing in-house training for their employees during the reference period. In February 1994, it was estimated that employers in Australia employed 15,800 full-time trainers to provide training for their employees. There was on average one full-time trainer for every 350 employees.

**6.57 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
Total employers				
Improve work performance of employees	75.6	87.2	95.8	<b>79.8</b>
Enable movement to other positions within organisation(b)	35.2	47.9	68.5	<b>40.6</b>
Multi-skill employees	32.9	51.2	69.3	<b>39.9</b>
Meet Training Guarantee requirements	23.8	46.0	30.7	<b>29.5</b>

(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**

Of those employers who used external training providers, about one-third (32%) used a technical and further education (TAFE) institution as the provider of most of their training. Another 23% used private training providers for most of their training, and a further 12% used industry associations. Professional associations and equipment manufacturers/suppliers were also often used; around 9% of employers reported using these providers most often (table 6.58).

Small companies (fewer than 20 employees) used TAFE most often (38%), while medium-sized employers (20-99 employees) and large employers (100 or more employees) most often used private training providers to train their staff (28% and 42%, respectively). Large employers used TAFE less frequently (15%) than small or medium-sized employees.

**6.58 EXTERNAL PROVIDERS MOST OFTEN USED, February 1994**

Training practices	1-19 employees %	20-99 employees %	100 or more employees %	Total %
TAFE	37.7	20.2	14.5	31.9
Private training provider	19.4	27.9	42.3	23.1
Industry association	9.5	18.2	16.7	12.0
Professional association	9.6	9.5	11.1	9.7
Equipment manufacturer/supplier	8.4	12.5	8.9	9.4
University	*2.9	*2.3	4.2	*2.9
Other	*	*1.3	*0.8	*
<b>Total</b>	<b>90.0</b>	<b>91.9</b>	<b>98.4</b>	<b>91.7</b>

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

**Government employment programs**

The Commonwealth Government, in conjunction with State and Territory Governments, provides a range of assistance to facilitate the efficient functioning of the labour market, to encourage and assist individuals and industry to improve the productivity and skills of the work force, and to improve the skills and employment prospects of people disadvantaged in the labour market.

The Government's August 1996 Ministerial Statement *Reforming Employment Assistance — Helping Australians into Real Jobs*

announced major changes to arrangements for active labour market assistance in Australia.

The primary objective of the Government's reforms is to ensure that labour market assistance has a clear focus on final outcomes, defined as real and sustainable jobs. Under these reforms labour market assistance will be client driven, not program driven. A fundamental aspect of the Government's reforms is to maintain an individual focus to labour market assistance provided through case management, but with an emphasis away from placements into short-term programs and on to

placements into long-term jobs. Incentives and rewards to providers are to be based on performance in delivering these outcomes.

These labour market assistance reforms are to be fully implemented by 1 December 1997. During 1997, the Government will establish a new statutory authority within the Social Security portfolio to be the key point of public contact for people seeking access to Commonwealth services. The new agency will integrate the public contact services of the currently separate DSS and CES networks. From December 1997, a fully competitive market for employment placement services will replace existing arrangements for labour market assistance. A corporatised public provider will be established to assume many of the responsibilities currently exercised by the CES. The public provider will be required to operate on the same basis as its private and community sector competitors.

During the transition period to the new Employment Placement Market, the

Government announced a streamlined and simplified set of labour market programs to be implemented from 7 October 1996. The following section provides a description of assistance administered by the Department of Employment, Education, Training and Youth Affairs.

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

Table 6.59 shows Commonwealth expenditure on training and labour market assistance, and the number of participants in each form of assistance, in 1995–96.

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

**6.59 EXPENDITURE ON TRAINING AND LABOUR MARKET ASSISTANCE — 1995–96**

Program	Expenditure \$m	Participants no.
Industry based vocational education and training		
Support for Apprentices	90.6	53 800
Support for Traineeships	74.0	35 000
National Skills Shortages	4.4	1 900
Special Assistance Program	0.3	600
Skills Enhancement		
Workplace English Literacy	11.8	45 000
Australian Vocational Training System	6.6	n.a.
Pre-vocational training	53.2	20 100
Employment Participation		
Accredited Training for Youth	9.2	1 700
Job Clubs	30.1	45 800
JobSkills	273.1	27 400
JobStart	236.4	100 500
JobTrain	168.4	92 800
Landcare and Environment Action Program	88.8	13 500
Mobility Assistance Scheme	20.1	48 800
National Training Wage	62.5	33 500
New Work Opportunities	498.3	49 400
SkillShare	181.9	164 800
Special Intervention	193.7	90 000
Industry Adjustment Packages	19.4	5 800
Training and Skills Program (TASK)	9.2	n.a.
New Enterprise Incentive Scheme	104.1	12 100
Case Management Services	140.8	457 600
Aboriginal Employment and Training Assistance	73.2	11 900

Source: Department of Employment, Education, Training and Youth Affairs.

## Transition to the new Employment Placement Market

In 1995, the Commonwealth Employment Service Advisory Committee (CESAC) reviewed labour market programs, in particular administrative arrangements, job seekers' travel related needs and the program structure to achieve maximum simplicity and effectiveness of programs. CESAC made 11 recommendations that would streamline program administration, make programs more flexible, provide a greater client focus and simplify the program structure.

The changes were implemented from 7 October 1996 with a streamlined and simplified set of four main labour market programs. The four programs are:

- **Employer Incentives** — incentives for employers to employ (and train) eligible job seekers and to arrange placements for more disadvantaged clients;
- **Enterprise and Adjustment** — assistance for individual job seekers, enterprises and regions;
- **Training for Employment** — to assist unemployed job seekers to gain employment through the provision or enhancement of vocational skills linked to specific opportunities; and
- **Job seeker Preparation and Support** — to help job seekers access employment and training and address barriers which may be preventing this.

These programs will complement the Training for Aboriginals and Torres Strait Islanders Program (TAP) and SkillShare (discussed later). Existing arrangements for case management will also remain in place, albeit with some enhancements.

## Employer incentives

There are three elements of the Employer Incentives Program: Wage subsidy measures — JobStart; Entry-level training incentives; and Special Employer Support.

### JobStart

JobStart is a wage subsidy program that provides access to employment for job seekers 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 20 weeks as an incentive to employ disadvantaged job seekers.

There is an expectation that the employer will continue to provide similar employment for at least three months after the expiration of the agreed subsidy period. JobStart includes the provision of wage subsidy payments for employers of apprentices and trainees as well as work experience for people with disabilities.

### Entry-level training incentives

Financial payments to employers are made as an incentive to recruit and retain apprentices and trainees. The incentive payment arrangements have been revised in the 1996–97 Budget to provide better targeted assistance and to encourage progression to a higher skill level. From 1 January 1998 the incentives will be payable to small and medium enterprises only.

The Commonwealth also provides assistance to encourage employers to take on apprentices or trainees who are at a disadvantage in the labour market, including those with a disability, and pays allowances to assist apprentices and trainees to access training. These include a living away from home allowance so that trainees and apprentices are able to take up traineeships and apprenticeships which would require them to move from home, and special assistance so that unemployed apprentices and trainees can continue to access off-the-job training.

### Special Employer Support

The Special Employer Support program was introduced in the 1996–97 Budget. The program provides a 20 week work experience and training placement for severely disadvantaged and rural and remote job seekers who are unlikely to secure employment through participation on a training program or through assistance of a wage subsidy.

## Enterprise and Adjustment

### Labour Adjustment Packages (LAPs)

Labour Adjustment Packages have been developed for workers retrenched from industries that have been adversely affected by tariff reductions and industry restructuring. LAPs provides a range of assistance including:

- formal vocational training;
- preparatory training (English language, literacy and numeracy training as required);
- wage subsidies; and

- relocation assistance to commence a new job, search for employment or undertake formal training.

LAPs that operated in 1995–96 included:

- The Forestry Industry LAP (FILAP), developed for workers retrenched as a result of restructuring within the native forest industry;
- the Australian National LAP (AN) for rail workers made redundant by Australian National;
- the Textile, Clothing and Footwear (TCF) LAP for workers retrenched as a result of restructuring within the TCF industry; and
- Passenger Motor Vehicle (PMV) LAP for workers retrenched as a result of restructuring within the PMV manufacturing industry.

The AN LAP ceased on 30 June 1996 and TCF and PMV LAPs ceased to exist on 31 August 1996.

### **Training and Skills (TASK) Program**

The TASK program provides Commonwealth assistance to enterprises facing the possibility of retrenching staff or moving to a shortened working week, due to either an economic downturn, or industry or enterprise restructuring.

TASK aims to help employers in this position to retain and increase the skills of their workforce by providing funds towards:

- establishing and operating an in-house consultative committee;
- investigating the human resource implications of restructuring;
- developing training packages; and
- delivering training.

Funding assistance is provided in a modular arrangement. Modules have differing amounts available for activities and some modules do not allow for all activities.

### **New Enterprise Incentive Scheme (NEIS)**

This scheme helps job seekers receiving 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.

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 rate of the Newstart Allowance, for up to 52 weeks. In addition, funds are supplied to Managing Agents to provide training, business development support and mentor support.

### **Training for Employment Program (TEP)**

TEP has the objective of assisting job seekers gain employment through the provision or enhancement of vocational skills which are linked to specific employment opportunities in the labour market (e.g. a confirmed job offer, vacancies negotiated with an industry or employer group and specific employment opportunities identified through an analysis of the local labour market conditions). TEP assistance is available to job seekers who have been registered as unemployed with the Commonwealth Employment Service for 12 months or are in case management and have an agreed Case Management Activity Agreement.

TEP training is to be accredited wherever possible and must be linked to employment. A maximum of 26 weeks training can be undertaken by a job seeker in a 52 week period under TEP.

In addition, there are two specialised training programs:

### **Advanced English for Migrants Program (AEMP)**

AEMP provides advanced English language assistance to a level which assists job seekers to gain employment or enter vocational courses in TAFE or other post-secondary institutions. AEMP also assists skilled migrants develop English language proficiency for occupational purposes or to gain recognition of their overseas qualifications. AEMP assistance is focused on providing English language assistance above level 2 on the Australian Second Language Proficiency Rating (ASLPR) scale. To receive AEMP assistance a job seeker must be registered as unemployed with the Commonwealth Employment Service and have an English language proficiency level of above ASLPR 2 in all four macro skills.

The maximum duration of assistance under AEMP is 52 weeks. In the majority of cases,

AEMP courses do not exceed one semester in duration.

### **Bridging courses for overseas-born Australian residents**

The bridging courses are available to Australian residents preparing to meet recognition requirements for entry to their profession in Australia.

### **Job Seeker Preparation and Support**

The aim of this program is to help job seekers access employment and training and to address barriers which may be preventing this. Assistance is available to unemployed job seekers who satisfy the conditions applying to the assistance they are seeking. Program provisions include:

- training in job search techniques and access to facilities for intensive supported job search;
- interpreters for job seekers with poor English language skills or hearing impairment so that they can communicate effectively with the CES or their case manager;
- external professional assessments for job seekers with special needs to help determine major barriers to participation in approved training or employment;
- training and other assistance to overcome significant job seeker barriers to participation in vocational training and employment (e.g. language, literacy and other essential training, counselling and post placement support); and
- help with the cost of:
  - travel associated with approved training, job search and related activity; and
  - entry to approved training and employment (e.g. relocating to a job; special equipment, items and workplace modifications for people with disabilities; and general costs related to training or entry to employment where there are financial barriers).

### **Training for Aboriginals and Torres Strait Islanders Program (TAP)**

TAP aims to increase the skills and employment level of Aboriginal and Torres Strait Islander people by providing training and employment opportunities. Clients can combine different forms of TAP assistance and may also combine

assistance from other labour market programs. TAP has two components, *Employment Strategies* and *Direct Assistance*.

### **Employment Strategies**

Employment strategies are administered through DEETYA's National and Area offices. These are packages of recruitment and career development assistance negotiated with major employers and representative groups. The strategies aim to:

- increase the number of Indigenous people in continuing employment; and
- improve the career prospects of Indigenous people.

### **Direct Assistance**

TAP Direct Assistance is administered through the CES and includes:

*Skills development* — aims to increase the level of skills and development of Indigenous people by providing them with employment-based training placements. The training provided may be totally on-the-job or both on and off-the-job training.

*Transition assistance* — 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 transition placements, and other assistance such as mentor support and vocational and career guidance.

*Formal training* — 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.

### **SkillShare**

SkillShare provides vocational skills training and other employment related assistance to help job seekers get jobs. The program is delivered by community organisations through a national network of locally-based projects. SkillShare assistance is targeted to long-term unemployed people, people between the ages of 15 and 20 years, and those at risk of becoming long-term unemployed.

### **Case management services**

Full implementation of the Government's reforms of the delivery of employment services will take some time to achieve. In the meantime existing arrangements for case management will remain in place, albeit with some enhancements.

The objective of case management is to find jobs for people who are long-term unemployed or assessed as being at high risk of becoming long-term unemployed. Case managers work with job seekers on a one-to-one basis to identify their abilities and employment needs and any barriers which are preventing them from finding employment. The case management services are provided by Employment Assistance Australia, funded independently and drawn from the CES, in competition with contracted case managers drawn from the private and community sectors.

All job seekers are assessed for eligibility for case management services by the CES. Job seekers

eligible for case management are informed about the process, and given an information kit and a list of local case managers from whom to choose. The selected case manager negotiates with the job seeker a Case Management Activity Agreement which includes a return to work plan. 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.



## Bibliography

### ABS publications and standard data services

- Average Weekly Earnings, States and Australia* (6302.0).  
*Award Rates of Pay Indexes, Australia* (6312.0).  
*Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0).  
*Employed Wage and Salary Earners, Australia* (6248.0).  
*Employer Training Expenditure, Australia* (6353.0).  
*Employer Training Practices, Australia* (6356.0).  
*Employment Benefits, Australia* (6334.0.40.001).  
*Industrial Disputes, Australia* (6321.0).  
*Job Search Experience of Unemployed Persons, Australia* (6222.0).  
*Job Vacancies and Overtime, Australia* (6354.0).  
*Labour Costs, Australia* (6348.0).  
*Labour Force, Australia* (6203.0).  
*Multiple Jobholding, Australia* (6216.0.40.001).  
*Persons Employed at Home, Australia* (6275.0).  
*Persons Not in the Labour Force, Australia* (6220.0.40.001).  
*Persons Who Had Re-entered the Labour Force, Australia* (6264.0).  
*Retirement and Retirement Intentions, Australia* (6238.0.40.001).  
*Successful and Unsuccessful Job Search Experience, Australia* (6245.0).  
*Superannuation, Australia* (6319.0).  
*Training and Education Experience, Australia* (6278.0).  
*Trade Union Statistics, Australia* (6323.0).  
*Underemployed Workers, Australia* (6265.0).  
*Weekly Earnings of Employees (Distributions)* (6310.0).  
*Working Arrangements, Australia* (6345.0).

