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CHAPTER SEVEN

LABOUR

The principal subjects covered in this chapter are labour force, unemployment, wage rates, earnings, hours of work, labour costs, industrial disputes, trade unions and Commonwealth Government employment and training programs. Further detail on these subjects is contained in *Labour Statistics, Australia* (6101.0), *A Guide to Labour Statistics* (6102.0) and in other publications listed at the end of this chapter. A brief history of labour statistics follows.

HISTORY OF LABOUR STATISTICS

Early in this century, some limited labour statistics were available from the population censuses. The demand for data on a more regular basis grew until, early in the second decade, the Labour and Industrial Branch of the Bureau of Statistics was formed.

Essentially, that Branch was responsible for producing information on trade unionism, wages and hours of labour, wage rates, strikes and lockouts, and unemployment. In December 1912 the *Labour and Industrial Branch Report No. 1* was published. This was the forerunner of many such reports presenting a range of labour statistics in a comparable form, on a regular basis.

Industrial relations

Trade union membership statistics have been produced annually since 1891. The number of separate trade unions has been published annually from 1912.

Industrial disputes statistics were compiled quarterly from 1913 until 1970 when the series became monthly.

INDUSTRIAL RELATIONS, AUSTRALIA

<i>December</i>	<i>Disputes</i>	<i>Working days lost</i>	<i>Unions</i>	<i>Union members</i>
	(No.)	('000)	(No.)	('000)
1891	n.a.	n.a.	n.a.	54.9
1901	n.a.	n.a.	n.a.	97.2
1911	n.a.	n.a.	n.a.	364.7
1916	508	1,644.8	392	546.6
1921	624	1,286.2	382	703.0
1931	134	246.0	362	769.0
1941	567	984.2	374	1,075.7
1951	1,344	873.0	359	1,690.3
1961	815	606.8	355	1,894.6
1966	1,273	732.1	330	2,123.5
1971	2,404	3,068.6	355	2,451.4
1976	2,055	3,799.2	322	2,800.0
1981	2,915	4,192.2	324	2,994.1
1982	2,060	2,158.0	322	3,012.4
1983	1,787	1,641.4	319	2,985.2
1984	1,965	1,307.4	329	3,028.5
1985	1,845	1,256.2	323	3,154.2
1986	1,687	1,390.7	326	3,186.2

The labour force

Prior to the 1960s, the major source of data relating to employment and unemployment was the Population Census. Information was also obtained from data supplied by trade unions from 1891 and from payroll tax returns from 1941.

Statistics for persons in the occupational status categories 'at work', 'not at work' and 'total in work force', from the Population Censuses held from 1911 to 1961, are presented in the table below. It should be noted that these terms are not directly comparable to current definitions of persons employed, unemployed and the total labour force.

OCCUPATIONAL STATUS OF THE POPULATION OF AUSTRALIA
(*000)

Census	At work		Not at work		Total in work force
	Males	Females	Males	Females	Persons
1911	1,473.4	364.5	48.0	8.3	1,894.2
1921	1,625.8	417.1	139.4	21.5	2,203.8
1933	1,734.4	511.4	405.4	75.8	2,727.1
1947	2,412.7	700.2	66.6	16.9	3,196.4
1954	2,815.6	831.4	41.0	14.0	3,702.0
1961	3,037.3	1,015.2	128.6	44.0	4,225.1

In November 1960, the Labour Force Survey was introduced to provide regular data on the labour force, employment and unemployment. It was a sample survey of households, initially undertaken quarterly and covering only the capital cities. In February 1964, it was extended to cover the whole of Australia. The survey has been undertaken on a monthly basis since February 1978.

CIVILIAN POPULATION: LABOUR FORCE STATUS, AUSTRALIA
(*000)

August	Employed		Unemployed		Labour force
	Males	Females	Males	Females	Persons
1966	3,365.6	1,458.2	38.9	39.7	4,902.5
1971	3,712.7	1,803.0	43.8	48.9	5,608.4
1976	3,836.3	2,061.5	156.6	136.1	6,190.5
1981	4,057.9	2,335.8	200.4	180.1	6,774.3
1982	4,024.3	2,355.0	271.7	189.7	6,840.7
1983	3,903.6	2,337.4	429.7	257.1	6,927.9
1984	4,012.4	2,449.9	381.5	223.1	7,066.9
1985(a)	4,102.8	2,587.5	346.6	221.0	7,257.9
1986	4,179.8	2,705.9	348.0	247.6	7,481.4

(a) Discontinuity in series. Estimates from 1985 are based on a revised definition of employment.

Average weekly hours of work

AVERAGE WEEKLY HOURS OF WORK (a), AUSTRALIA

December	Males	Females	December	Males	Females
1914	48.87	49.11	1971	39.87	39.67
1919	47.41	47.54	1972	39.87	39.67
1924	46.66	46.02	1973	39.86	39.67
1929	45.34	44.79	1974	39.86	39.67
1934	45.36	44.81	1975	39.86	39.67
1939	44.29	44.36	1976(b)	39.37	39.29
1944	43.61	44.03	1977	39.34	39.28
1949	39.96	40.00	1978	39.34	39.28
1954	39.95	40.00	1979	39.32	39.27
1959	39.96	39.67	1980	39.31	39.27
1964	39.96	39.67	1981	39.29	39.25
1965	39.96	39.67	1982	38.77	39.07
1966	39.96	39.67	1983	38.70	39.01
1967	39.96	39.67	1984	38.58	38.74
1968	39.95	39.67	1985	38.52	38.63
1969	39.95	39.67	1986	38.52	38.61
1970	39.91	39.67			

(a) Weighted average standard hours of work (excluding overtime) in a full week as prescribed in awards, determinations and collective agreements. (b) Discontinuity in series due to a major reweighting.

Hours of work statistics have been produced since 1914, based on the standard number of hours constituting a full week's work as prescribed by industrial tribunals. These statistics are still compiled, although they are now supplemented by data on hours of work collected in the monthly Labour Force Survey and the Surveys of Employers.

Award rates of pay indexes and average weekly earnings

Rates of pay statistics were first produced in 1914. Information related to minimum rates of pay prescribed under awards, determinations and registered agreements. The series which was compiled quarterly from 1914 was replaced by a monthly series from 1957 for males and from 1967 for females.

The award rates of pay indexes, like other indexes, depict movements. They are designed to measure general trends in award rates of pay.

Statistics on average weekly earnings, derived from employment and wages recorded on payroll tax returns, were first compiled in the early 1940s. Average weekly earnings statistics were compiled using this method until 1981, when a quarterly sample survey of employers was introduced.

WAGE AND SALARY EARNERS AND AVERAGE WEEKLY EARNINGS, AUSTRALIA

Period	Weekly award Rates of Pay Index (a)		Average weekly earnings (b)		Period	Weekly Award Rates of Pay Index (a)		Average weekly earnings (b)
	Males	Females	(\$)	Males		Males	Females	(\$) Males
1914	4.2	2.3	n.a.	1971	47.4	39.1	89.90	
1919	5.7	3.1	n.a.	1972	52.1	43.3	97.30	
1924	7.2	4.2	n.a.	1973	59.8	54.2	112.20	
1929	7.7	4.5	n.a.	1974	81.2	76.2	143.90	
1934	6.2	3.7	n.a.	1975	90.8	90.4	163.70	
1939	7.6	4.4	n.a.	1976	104.3	104.3	182.10	
1944	9.3	6.0	13.00	1977	114.5	114.7	198.00	
1949	13.0	9.1	18.80	1978	123.3	123.2	212.70	
1954	22.1	16.6	33.20	1979	129.9	128.4	231.90	
1959	26.5	20.1	42.20	1980	144.9	144.6	270.00	
1964	30.5	23.6	53.80	1981	166.8	164.3	296.00	
1965	31.4	24.2	55.70	1982	185.5	183.7	337.60	
1966	33.1	25.5	59.00	1983	194.8	193.1	362.00	
1967	34.6	27.1	62.50	1984	203.4	201.9	389.50	
1968	37.6	29.0	67.60	1985	216.7	215.5	413.90	
1969	39.8	31.4	73.60	1986	221.7	221.4	446.30	
1970	41.6	33.0	80.40					

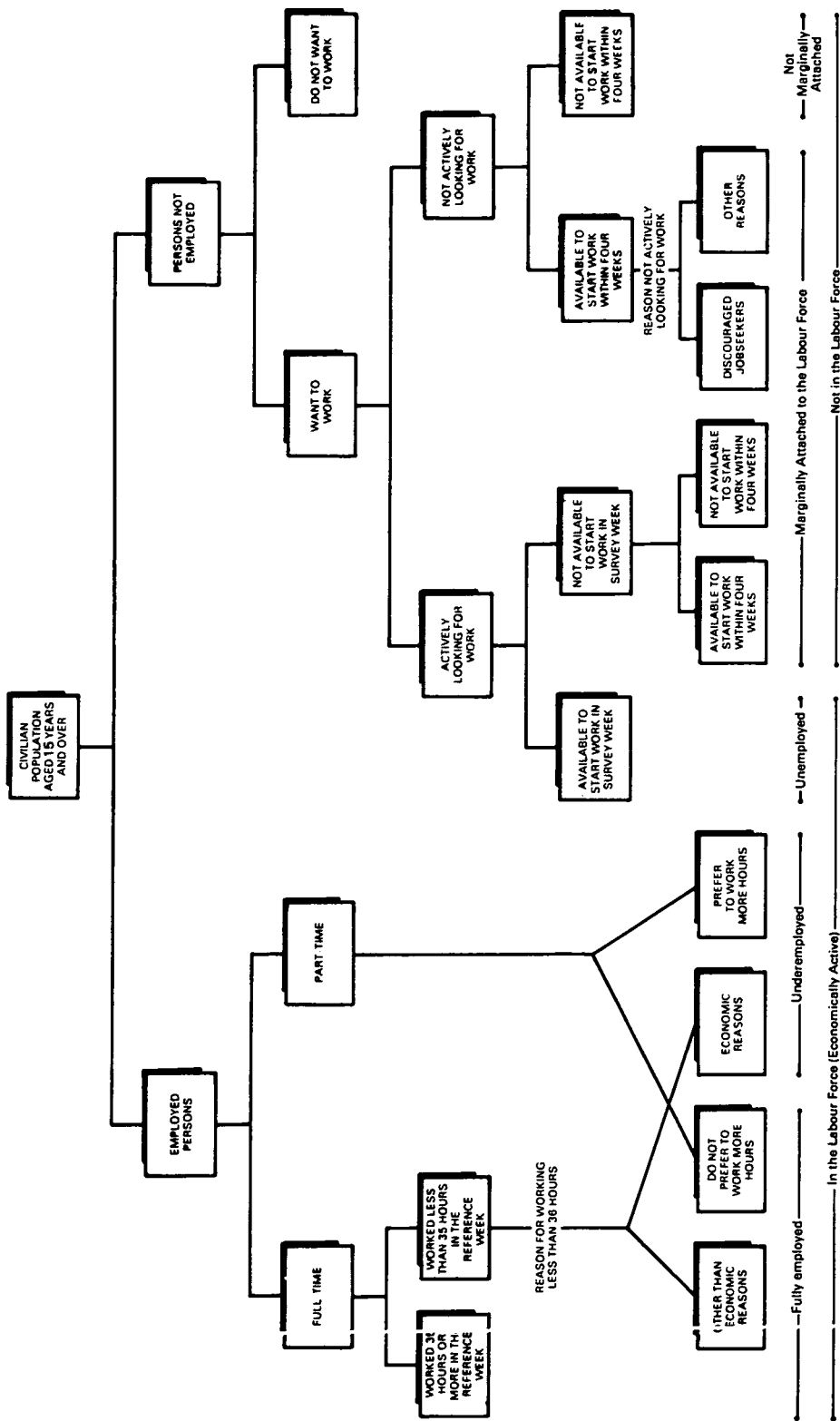
(a) As at 31 December. (b) From 1944 to 1980 estimates relate to the whole December quarter; from 1981, reference period relates to the pay period ending on or before the third Friday in November each year.

The labour force

Fundamental to the measurement of employment and unemployment is the concept of the labour force. The labour force is defined broadly as those persons aged 15 and over who during a particular week are either employed or unemployed. The labour force represents the total official supply of labour available to the labour market during a given week.

This section presents some summary statistics on the civilian labour force drawn from the ABS monthly Labour Force Survey and associated supplementary surveys. Set out below is a range of characteristics such as whether persons are employed, unemployed or not in the labour force, together with demographic information (i.e. age, sex, marital status, birthplace, etc.). For a description of the Labour Force Survey and its relationship to the Population Census see *Year Book* No 68. 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.

THE AUSTRALIAN LABOUR FORCE FRAMEWORK



Australian labour force framework

The need to reflect the dynamic structure and characteristics of the labour market and the changes required to respond to evolving socio-economic conditions and policy concerns have resulted in significant modifications to the original Labour Force Survey framework that was developed in the 1960s. An ever-increasing demand to obtain information concerning underemployment and information on persons wanting work but not defined as unemployed has led to improvements to the conceptual basis of the Australian labour force framework. The modified framework is set out schematically on page 295.

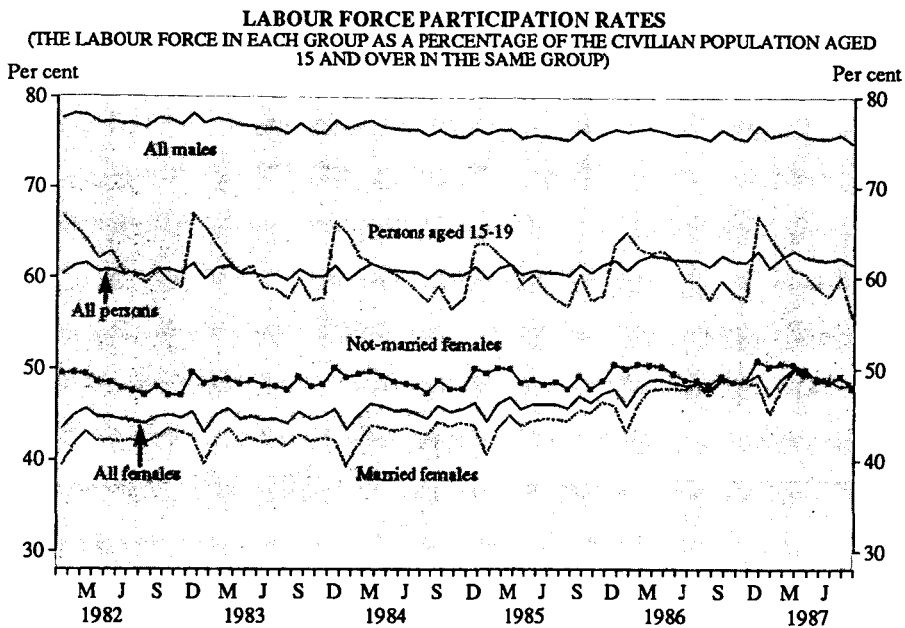
Characteristics of the labour force

The size and composition of the labour force is not static over time. Growth of the labour force is due to an increase/decrease in labour force participation or in the population aged 15 and over. The table below sets out the growth of the labour force by source.

LABOUR FORCE: SOURCES OF GROWTH
(per cent)

Year ending August	Males			Females			Persons		
	Proportion of change due to			Proportion of change due to			Proportion of change due to		
	Percentage change in labour force	Population growth	Labour force participation	Percentage change in labour force	Population growth	Labour force participation	Percentage change in labour force	Population growth	Labour force participation
1982	0.9	2.1	-1.2	1.1	2.1	-1.0	1.0	2.1	-1.1
1983	0.9	1.8	-0.9	2.0	1.8	0.2	1.3	1.8	-0.5
1984	1.4	1.6	-0.2	3.0	1.6	1.4	2.0	1.6	0.4
1985	1.0	1.6	-0.7	4.0	1.6	2.5	2.1	1.6	0.5
1986	2.0	2.1	—	6.2	2.0	4.1	3.7	2.1	1.7
1987	1.8	2.3	-0.4	3.8	2.2	1.4	2.6	2.3	0.3

One of the most important labour force measurements is the participation rate, which represents the proportion of the working age population who are in the labour force. Analysis of the participation rates provides the basis for monitoring changes in the size and composition of labour supply, particularly in terms of age, sex and marital status.



The following two tables provide more detailed information on the labour force status of persons. The first table presents the age and sex composition of the total labour force as at August 1987. The second table shows changes in labour force status over time.

CIVILIAN LABOUR FORCE, BY AGE, AUGUST 1987

Age group	Number ('000)					Participation rate (per cent)				
	Females			Total	Persons	Females			Total	Persons
	Males	Married	Not married			Males	Married	Not married		
15-64	4,547.4	1,806.3	1,233.0	3,039.3	7,586.7	83.8	53.9	62.0	56.9	70.4
15-19	404.2	10.0	354.0	364.0	768.2	57.5	51.2	53.7	53.7	55.6
20-24	592.1	149.8	341.6	491.5	1,083.6	89.5	64.2	81.9	75.5	82.6
25-34	1,249.4	550.1	268.4	818.5	2,067.9	94.6	56.9	75.4	61.9	78.2
35-44	1,124.1	623.5	143.1	766.7	1,890.8	94.4	65.1	68.9	65.8	80.3
45-54	739.7	357.3	81.0	438.3	1,178.0	89.6	55.5	54.7	55.3	72.8
55-59	281.2	84.1	28.5	112.6	393.8	74.5	29.8	32.7	30.5	52.8
60-64	156.5	31.5	16.3	47.8	204.3	44.7	12.6	14.4	13.2	28.7
65 and over	61.9	14.0	12.4	26.4	88.4	8.5	3.6	2.0	2.6	5.1
Total	4,609.3	1,820.3	1,245.5	3,065.8	7,675.1	74.9	48.6	47.9	48.3	61.4

CIVILIAN POPULATION AGED 15 AND OVER: LABOUR FORCE STATUS

August	Unemployed				Total	Labour force	Not in the labour force	Civilian population aged 15 years and over	Unemployment rate	Participation rate
	Employed	Looking for full-time work	Looking for part-time work	Total						
		—'000—	—per cent—							
MALES										
1982	4,024.3	250.4	21.3	271.7	4,296.0	1,314.6	5,610.6	6.3	76.6	
1983	3,903.6	409.5	20.2	429.7	4,333.3	1,379.2	5,712.5	9.9	75.9	
1984	4,012.4	359.0	22.5	381.5	4,393.9	1,411.5	5,805.4	8.7	75.7	
1985	4,089.0	324.5	23.7	348.1	4,437.1	1,459.7	5,896.9	7.8	75.2	
1986	4,179.8	319.9	28.1	348.0	4,527.8	1,492.4	6,020.2	7.7	75.2	
1987	4,262.3	317.3	29.7	347.0	4,609.3	1,548.5	6,157.8	7.5	74.9	
FEMALES										
1982	2,355.0	137.2	52.5	189.7	2,544.7	3,242.8	5,787.5	7.5	44.0	
1983	2,337.4	197.9	59.3	257.1	2,594.6	3,299.1	5,893.7	9.9	44.0	
1984	2,449.9	165.1	57.9	223.1	2,673.0	3,315.5	5,988.5	8.3	44.6	
1985	2,557.1	162.4	60.7	223.0	2,780.1	3,302.8	6,082.8	8.0	45.7	
1986	2,705.9	170.8	76.9	247.6	2,953.6	3,253.1	6,206.7	8.4	47.6	
1987	2,810.8	178.1	76.9	254.9	3,065.8	3,279.6	6,345.4	8.3	48.3	

The age at which a person leaves full-time education and the level of educational attainment reached can affect the labour force status of that person. The following two tables set out the differential effects of these characteristics.

LEAVERS FROM EDUCATIONAL INSTITUTIONS(a): LABOUR FORCE STATUS AND AGE, MAY 1987

Labour force status	Leavers aged 15 to 19			Leavers aged 20 to 24		
	Males	Females	Persons	Males	Females	Persons
—'000—						
Employed	90.4	80.9	171.3	22.3	22.5	44.7
Full-time	80.8	62.8	143.6	19.9	18.5	38.4
Part-time	9.6	18.1	27.7	*	3.9	6.3
Unemployed	25.7	18.7	44.3	3.7	5.9	9.6
Labour force	116.1	99.6	215.6	26.0	28.4	54.4
Not in labour force	5.5	7.6	13.1	*	*	4.5
Total	121.6	107.2	228.8	27.3	31.5	58.8
—per cent—						
Unemployment rate	22.1	18.7	20.6	14.2	20.9	17.7
Participation rate	95.5	92.9	94.3	95.0	90.1	92.4

(a) Leavers from educational institutions are persons who were full-time students at some time in the previous year but are not currently full-time students.

**CIVILIAN POPULATION AGED 15 AND OVER(a): EDUCATIONAL ATTAINMENT AND
LABOUR FORCE STATUS, FEBRUARY 1987**

Educational attainment	Employed			Unem- ployed —'000—	In the labour force	Not in the labour force	Total	Partici- pation rate	Unem- ployment rate
	Full time	Part time	Total							—per cent—
MALES									
With post-school qualifications	2,006.1	85.8	2,091.9	97.6	2,189.5	433.5	2,623.0	83.5	4.5
Degree	436.7	20.1	456.8	14.5	471.3	60.4	531.7	88.6	3.1
Trade qualification or apprenticeship	1,089.5	40.3	1,129.8	59.9	1,189.7	277.7	1,467.4	81.1	5.0
Certificate or diploma	470.9	24.3	495.2	21.9	517.1	93.6	610.7	84.7	4.2
Other	9.0	*	10.1	*	11.3	*	13.2	85.9	11.0
Without post-school qualifi- cations (b)	1,951.6	134.8	2,086.3	279.6	2,365.9	819.2	3,185.1	74.3	11.8
Attended highest level of secondary school available	462.0	54.5	516.5	61.0	577.5	119.2	696.8	82.9	10.6
Did not attend highest level of secondary school available	1,485.7	80.0	1,565.7	216.9	1,782.6	686.8	2,469.3	72.2	12.2
Left at age—									
18 and over	30.3	*	32.6	5.6	38.2	8.6	46.8	81.6	14.7
16 or 17	536.8	30.5	567.3	77.6	644.9	90.3	735.3	87.7	12.0
14 or 15	779.2	37.9	817.2	117.7	934.8	409.6	1,344.4	69.5	12.6
13 and under	139.4	9.2	148.6	16.0	164.6	178.2	342.9	48.0	9.7
Never attended school	*	*	*	*	5.6	12.6	18.2	30.6	30.8
Still at school	*	50.8	52.7	18.2	70.8	213.3	284.1	24.9	25.7
Total	3,959.5	271.4	4,230.9	395.4	4,626.3	1,466.0	6,092.3	75.9	8.5
FEMALES									
With post-school qualifications	767.5	380.2	1,147.7	83.2	1,230.9	673.4	1,904.3	64.6	6.8
Degree	178.4	52.0	230.4	11.1	241.6	77.8	319.4	75.6	4.6
Trade qualification or apprenticeship	53.5	34.6	88.1	5.7	93.9	90.3	184.2	51.0	6.1
Certificate or diploma	526.7	287.1	813.8	64.3	878.1	492.3	1,370.4	64.1	7.3
Other	8.9	6.5	15.3	*	17.3	12.9	30.3	57.3	11.7
Without post-school qualifi- cations (b)	948.6	604.9	1,553.5	197.3	1,750.9	2,352.3	4,103.2	42.7	11.3
Attended highest level of secondary school available	249.0	121.8	370.8	49.7	420.5	278.3	698.9	60.2	11.8
Did not attend highest level of secondary school available	696.8	481.9	1,178.8	147.3	1,326.1	2,048.0	3,374.0	39.3	11.1
Left at age—									
18 and over	11.1	*	15.1	*	18.4	21.8	40.3	45.8	18.3
16 or 17	298.3	158.6	456.9	60.5	517.4	407.1	924.5	56.0	11.7
14 or 15	341.0	291.4	632.4	75.5	707.8	1,272.2	1,980.0	35.7	10.7
13 and under	46.5	27.9	74.4	8.0	82.4	346.9	429.2	19.2	9.7
Never attended school	*	*	*	*	*	25.8	30.0	14.2	7.0
Still at school	*	65.8	66.1	23.7	89.8	182.2	272.0	33.0	26.4
Total	1,716.4	1,050.9	2,767.3	304.2	3,071.5	3,207.9	6,279.5	48.9	9.9

(a) Excludes students boarding at school, some patients in hospitals and sanatoriums and inmates of reformatories, gaols, etc. (b) Includes persons for whom secondary school qualifications could not be determined.

In the light of the changing economic and social conditions of recent years, there is increasing concern whether the labour offered by individuals can be considered to be 'adequately utilised' by the labour market. A person's labour is deemed to be underutilised if the person is either unemployed or underemployed. Underemployment is deemed to exist when a person who usually works full-time does not work full-time in the reference period for economic reasons, which includes stand downs, short time, or insufficient work, or when a person who worked part-time indicated a preference to work more hours.

Underutilisation, underemployment and unemployment are summarised in the following diagram in which each category is expressed as a percentage of the labour force.

Employment

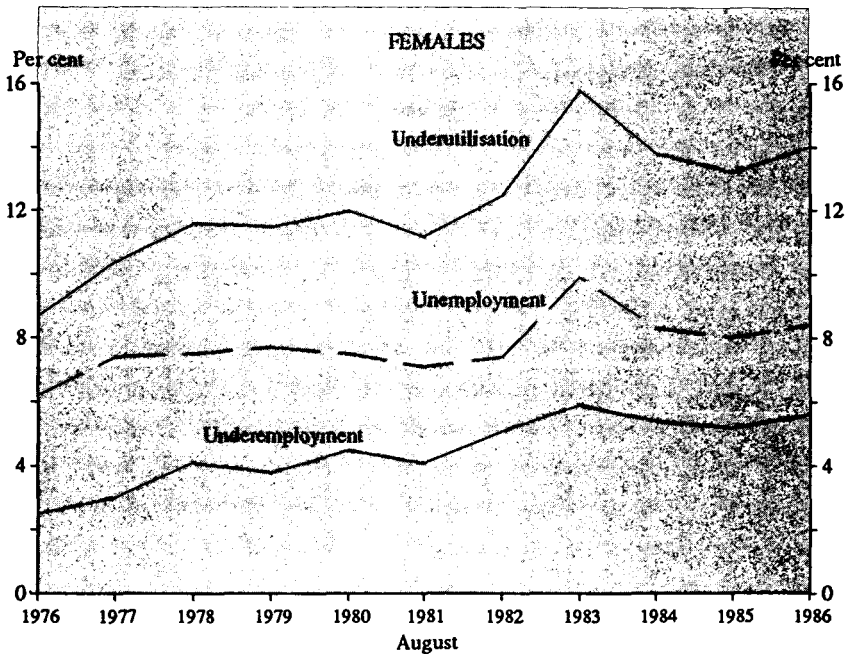
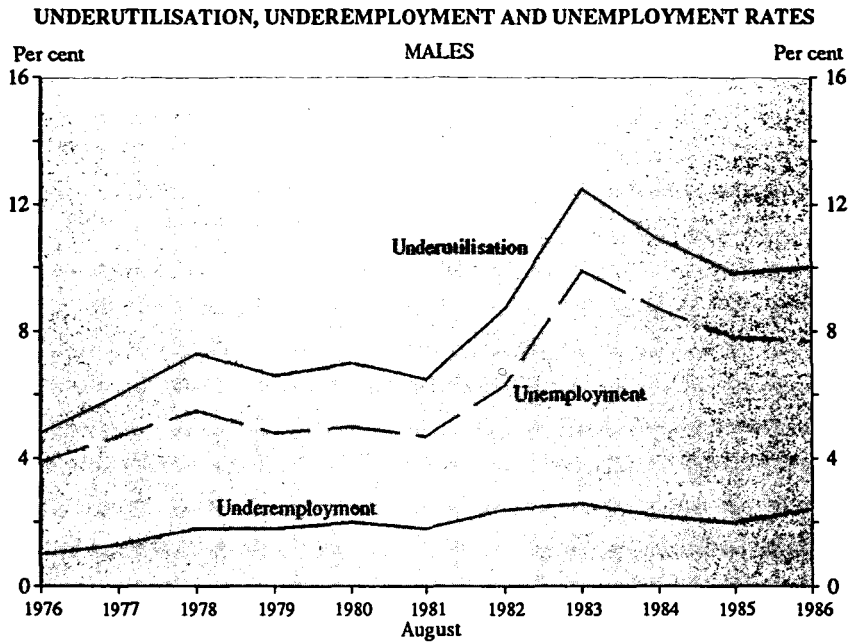
This section provides a statistical summary of employment in Australia. Broadly, a person is considered to be employed if he or she is doing any work at all, regardless of the number of hours worked. In the statistics, employment is presented according to the demographic characteristics of employed persons, their occupation and industry, hours worked and whether they are full-time or part-time workers. Data for employed wage and salary earners by whether they work in the private or government sector and estimates for apprentices and qualified tradespersons are also included in this section. Most of the statistics on employment have been derived from the ABS monthly Labour Force Survey, the exception being the two tables on employed wage and salary earners by sector which were derived from the quarterly Survey of Employment and Earnings.

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. Note that while a rise in employment may not appear as a rise in the ratio because of continuous population growth, a decrease in employment will always appear as a fall in the ratio.

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

August	Age group (years)								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	
MALES									
1982	52.3	79.3	89.7	91.7	86.7	76.6	45.5	9.1	71.7
1983	44.9	74.1	86.8	89.3	85.0	73.0	39.8	8.3	68.3
1984	46.0	76.6	87.8	89.9	85.0	72.6	39.9	8.8	69.1
1985	46.6	78.5	87.7	90.6	85.6	71.1	39.3	8.6	69.3
1986	47.7	78.1	88.4	90.0	85.1	71.2	42.3	8.3	69.4
1987	47.2	78.2	88.0	89.9	85.8	70.3	41.6	8.4	69.2
FEMALES									
1982	46.6	63.8	50.0	55.2	47.7	25.0	9.6	2.5	40.7
1983	44.4	62.7	47.8	54.1	46.2	27.3	11.9	2.1	39.7
1984	44.7	64.3	51.1	55.4	47.8	26.6	11.4	2.5	40.9
1985	46.5	65.9	53.3	58.2	48.0	26.2	11.1	1.9	42.0
1986	45.6	67.1	55.5	60.8	52.0	27.5	12.5	1.9	43.6
1987	43.2	67.6	57.2	61.8	52.8	29.6	13.1	2.6	44.3
PERSONS									
1982	49.5	71.6	69.8	73.8	67.6	50.8	26.8	5.3	56.0
1983	44.6	68.4	67.3	71.9	66.0	50.3	25.3	4.7	53.8
1984	45.4	70.5	69.5	72.9	66.8	49.8	25.2	5.2	54.8
1985	46.6	72.2	70.6	74.6	67.2	48.9	24.8	4.8	55.5
1986	46.6	72.7	72.0	75.6	68.9	49.5	27.1	4.6	56.3
1987	45.2	72.9	72.6	76.0	69.6	50.1	27.1	5.0	56.6

(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.



Indicates break in series. Estimates for August 1986 are based on a revised definition introduced in April 1986. Source: Employment, Underemployment Australia, 1966-1983 (6246.0). The Labour Force, Australia (6203.0).

The table below presents the status of worker for employed persons. Employers, self-employed persons and wage and salary earners are those who, during the survey 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. From April 1986, unpaid family helpers are those who, during the survey week, worked for one hour or more without pay in a family business or on a farm. Prior to April 1986, when a new definition was introduced, unpaid family helpers were those who worked for 15 hours or more without pay in a family business or on a farm.

EMPLOYED PERSONS: STATUS OF WORKER
(*000)

<i>August</i>	<i>Employers</i>	<i>Self-employed</i>	<i>Wage and salary earners</i>	<i>Unpaid family helpers</i>	<i>Total</i>
1982	353.2	647.0	5,354.3	24.9	6,379.3
1983	321.0	653.1	5,242.5	24.5	6,241.1
1984	335.4	681.8	5,423.8	21.2	6,462.3
1985	349.7	709.7	5,559.1	27.6	6,646.1
1986	343.4	745.5	5,730.8	66.0	6,885.7
1987	362.3	729.6	5,921.8	59.4	7,073.2

A measure of the relative importance of an industry is the size of its workforce. Also of interest is the work effort of that workforce as measured by hours worked. Taken together, employment and hours worked by industry serve as an indicator of labour supplied to that industry. The following table shows the distribution of employed persons by industry and average hours worked.

EMPLOYED PERSONS BY INDUSTRY AND AVERAGE WEEKLY HOURS WORKED
AUGUST 1987

<i>Industry</i>	<i>Number ('000)</i>			<i>Average weekly hours worked</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Agriculture, forestry, fishing and hunting	296.3	107.7	404.0	48.2	29.2	43.1
Mining	89.8	9.6	99.4	38.6	33.4	38.1
Manufacturing	847.8	303.6	1,151.4	39.3	33.1	37.7
Food beverages and tobacco	132.1	55.2	187.3	38.4	30.1	36.0
Metal products	167.1	24.7	191.8	39.7	33.2	38.8
Other manufacturing	548.6	223.7	772.3	39.5	33.9	37.8
Electricity, gas and water	106.0	13.6	119.6	35.5	33.2	35.3
Construction	425.9	59.8	485.7	39.2	20.1	36.8
Wholesale and retail trade	793.3	614.7	1,408.0	40.9	27.7	35.1
Transport and storage	306.7	66.9	373.6	39.6	29.3	37.7
Communication	103.5	35.2	138.7	34.5	28.3	32.9
Finance, property and business services	407.2	359.5	766.7	40.5	30.6	35.8
Public administration and defence	221.9	129.0	350.9	35.6	30.6	33.7
Community services	450.0	830.3	1,280.3	38.5	29.1	32.4
Recreation, personal and other services	213.9	281.0	494.9	39.2	27.4	32.5
Total	4,262.3	2,810.8	7,073.2	39.8	29.2	36.0

The following table sets out the distribution of employed persons across occupations.

EMPLOYED PERSONS BY OCCUPATION, AUGUST 1987
(*000)

<i>Occupation (a)</i>	<i>Males</i>	<i>Married females</i>	<i>All females</i>	<i>Persons</i>
Managers and administrators	606.7	153.8	186.3	793.0
Professionals	530.5	209.6	341.1	871.6
Para-professionals	248.9	113.9	191.8	440.7
Tradespersons	1,019.4	60.5	106.3	1,125.7
Clerks	308.8	554.9	905.5	1,214.3
Salespersons and personnel service workers	365.2	303.9	616.7	981.9
Plant and machine operators, and drivers	466.9	67.5	92.4	559.3
Labourers and related workers	715.9	253.2	370.8	1,086.7
Total	4,262.3	1,717.3	2,810.8	7,073.2

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

Full-time workers are those who usually work 35 hours or more a week or who worked 35 hours or more during the survey week. Part-time workers are those who usually work less than 35 hours a week and who did so during the survey week. Estimates of these workers by sex and age are shown in the following table.

EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS BY AGE
AUGUST 1987
(*000)

	<i>Age group (years)</i>								<i>Total</i>
	<i>15-19</i>	<i>20-24</i>	<i>25-34</i>	<i>35-44</i>	<i>45-54</i>	<i>55-59</i>	<i>60-64</i>	<i>65 and over</i>	
MALES									
Full-time workers . . .	229.1	472.0	1,118.5	1,036.1	677.7	248.0	125.9	39.9	3,947.0
Part-time workers . . .	102.1	45.5	44.1	34.6	30.7	17.0	19.9	21.4	315.3
Total	331.3	517.4	1,162.6	1,070.7	708.4	265.0	145.8	61.2	4,262.3
FEMALES									
Full-time workers . . .	165.7	350.5	478.1	388.5	230.3	60.8	24.5	10.8	1,709.2
Part-time workers . . .	127.7	89.1	278.9	331.2	188.2	48.3	23.2	15.1	1,101.6
Total	293.4	439.6	757.0	719.6	418.5	109.2	47.7	25.9	2,810.8

Estimates of employed wage and salary earners by sector are contained in the following tables. The estimates shown are derived from the quarterly Survey of Employment and Earnings.

EMPLOYED WAGE AND SALARY EARNERS: SECTOR BY STATES AND TERRITORIES
JUNE 1987
(*000)

<i>Sector</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
Private	1,410.7	1,139.2	563.1	324.1	366.7	100.5	34.8	49.6	3,988.6
Public	581.1	457.5	259.1	156.1	158.6	53.7	22.0	73.1	1,761.3
Commonwealth	140.3	99.6	51.1	36.2	27.2	10.1	5.3	72.6	442.5
State	377.5	314.2	181.3	111.7	121.1	40.1	(a)15.9	0.5	1,162.2
Local	63.3	43.7	26.7	8.3	10.3	3.5	0.8	..	156.6
Total	1,991.7	1,596.7	822.2	480.2	525.3	154.2	56.8	122.7	5,749.9

(a) Northern Territory Government.

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

<i>Industry</i>	<i>Private sector</i>				<i>Public sector</i>			
	<i>Sept. 1986</i>	<i>Dec. 1986</i>	<i>Mar. 1987</i>	<i>June 1987</i>	<i>Sept. 1986</i>	<i>Dec. 1986</i>	<i>Mar. 1987</i>	<i>June 1987</i>
Agriculture, forestry, fishing and hunting (a) . . . . .	..	..	..	..	8.4	8.2	8.2	8.6
Mining	79.9	76.2	77.0	76.9	7.3	7.7	7.8	7.1
Manufacturing	986.3	1,003.8	1,001.0	1,010.8	51.9	50.4	50.8	49.6
Electricity, gas and water	6.2	6.0	6.1	5.5	131.1	130.3	129.9	128.1
Construction	206.7	210.1	216.1	213.7	48.6	46.1	45.9	45.1
Wholesale and retail trade	1,086.8	1,134.9	1,129.6	1,133.0	5.2	5.4	5.2	5.2
Transport and storage	147.6	142.0	142.9	143.4	150.9	149.1	148.2	146.5
Communication	1.0	1.0	1.0	—	134.5	134.7	135.3	136.7
Finance, property and business services	546.4	560.4	560.1	585.0	104.5	103.7	104.7	106.6
Public administration and defence (b)	—	—	—	—	309.8	310.7	312.8	315.8
Community services—	421.0	422.4	424.3	439.5	772.6	777.2	739.7	779.3
Health	207.5	207.1	209.6	217.3	279.5	278.6	276.7	282.5
Education	89.8	89.6	86.7	91.6	379.6	380.6	344.3	378.2
Other	123.7	125.7	128.0	131.5	113.6	118.0	118.7	118.6
Recreation, personal and other services	369.6	368.6	383.0	394.3	25.2	24.6	24.9	25.2
Total all industries	3,850.9	3,925.1	3,940.5	4,002.7	1,750.0	1,748.2	1,713.2	1,753.7

(a) Out of scope of survey for private sector.

(b) Excludes members of permanent defence forces and employees of overseas embassies, consulates etc.

A table on sector and industry of apprentices and the year of their apprenticeship follows. The data were derived from the Transition from Education to Work Supplementary Survey conducted in May 1987.

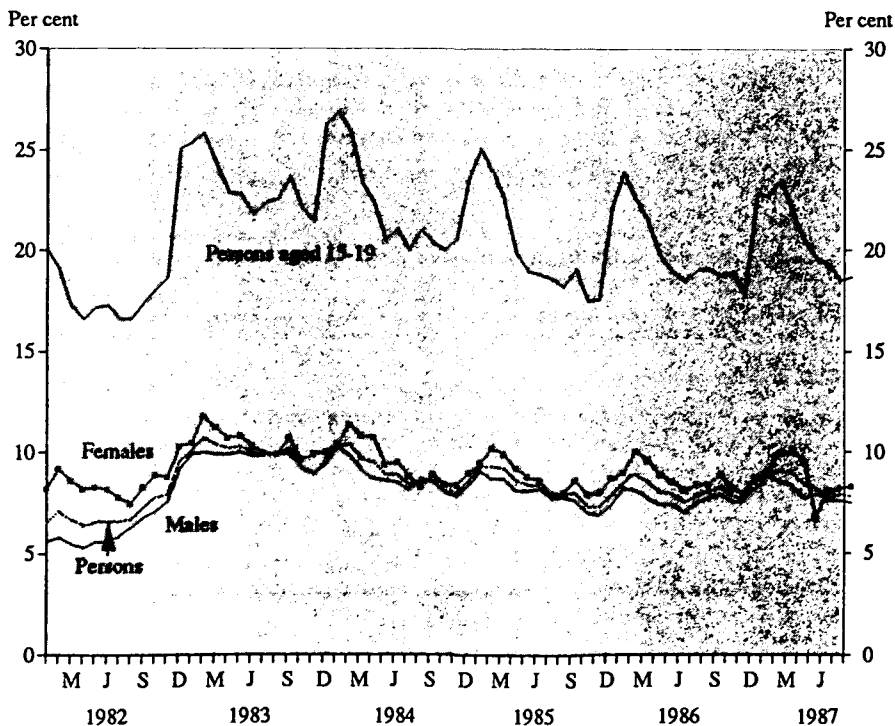
APPRENTICES: SECTOR AND INDUSTRY, MAY 1987
(’000)

	Year of apprenticeship				Total
	First	Second	Third	Fourth(a)	
Sector—					
Government	5.1	4.5	4.9	3.8	18.2
Private(b).	33.9	35.7	28.4	23.5	121.5
Industry—					
Manufacturing	9.2	12.0	9.8	7.3	38.3
Electricity, gas and water	*	*	*	*	4.2
Construction	6.2	8.3	8.0	5.2	27.7
Wholesale and retail trade	10.2	7.8	7.0	5.6	30.5
Transport and storage; communication	*	*	*	*	4.0
Community services	*	*	*	*	4.7
Recreation, personal and other services	7.0	6.0	*	3.6	19.1
Other(c)	*	*	*	*	11.1
Total	39.0	40.2	33.3	27.2	139.7

(a) Includes a small number of fifth year apprentices. (b) Includes a small number of persons for whom sector could not be determined. (c) Includes agriculture, etc; mining; finance, property and business services; and public administration and defence.

Unemployment

UNEMPLOYMENT RATES
(THE UNEMPLOYMENT IN EACH GROUP AS A PERCENTAGE OF CIVILIAN
LABOUR FORCE IN THE SAME GROUP)



The unemployment statistics presented in this section have been derived from the ABS monthly Labour Force Survey and its supplementaries.

Broadly, a person is considered to be unemployed if he or she satisfies three criteria—not employed, available for work, and taking active steps to find work. The most important characteristics presented include their demographic composition, the duration of unemployment and their educational qualifications. Also shown are some summary statistics on job vacancies.

Measures of unemployment provide one indicator of the underutilisation of labour. The two most important measures are the number of persons unemployed and the unemployment rate. The unemployment rate is defined as the number of unemployed expressed as a percentage of the size of the labour force.

By examining particular groups and characteristics of the unemployed, various economic and social aspects of unemployment can be analysed. While the aggregate unemployment rates shown above are important overall indicators, full-time and part-time unemployment levels and rates for different age groups by sex and marital status are also important. This information is set out in the table below, along with whether those aged 15–24 are looking for their first job.

**UNEMPLOYED PERSONS: AGE AND WHETHER LOOKING FOR
FULL-TIME OR PART-TIME WORK, AUGUST 1987**

Age	Number unemployed ('000)				Unemployment rate (per cent)			
	Males	Married females	All females	Persons	Males	Married females	All females	Persons
LOOKING FOR FULL-TIME WORK								
Total	317.3	62.5	178.1	495.4	7.4	6.4	9.4	8.1
<i>Aged 15–19</i>	<i>56.1</i>	<i>*</i>	<i>50.5</i>	<i>106.6</i>	<i>19.7</i>	<i>*</i>	<i>23.3</i>	<i>21.3</i>
Looking for first job	17.9	*	18.7	36.5	..	..	..	..
Attending school	5.3	*	*	8.7	n.a.	n.a.	n.a.	n.a.
Attending a tertiary educational institution								
full time	*	*	*	4.2	*	*	*	64.9
<i>Aged 20 and over</i>	<i>261.2</i>	<i>60.3</i>	<i>127.6</i>	<i>388.8</i>	<i>6.6</i>	<i>6.2</i>	<i>7.6</i>	<i>6.9</i>
20–24	69.6	10.9	41.9	111.5	12.9	9.7	10.7	11.9
Looking for first job	*	*	*	6.8	..	..	..	..
25–34	84.1	18.6	37.9	122.0	7.0	6.3	7.3	7.1
35–44	52.1	19.3	30.9	83.0	4.8	6.3	7.4	5.5
45–54	30.4	10.2	15.2	45.6	4.3	5.5	6.2	4.8
55 and over	24.9	*	*	26.7	5.7	*	*	5.0
<i>Aged 15–64</i>	<i>317.1</i>	<i>62.4</i>	<i>177.9</i>	<i>495.0</i>	<i>7.5</i>	<i>6.5</i>	<i>9.5</i>	<i>8.1</i>
LOOKING FOR PART-TIME WORK								
Total	29.7	40.5	76.9	106.5	8.6	4.8	6.5	7.0
<i>Aged 15–19</i>	<i>16.9</i>	<i>*</i>	<i>20.1</i>	<i>37.0</i>	<i>14.2</i>	<i>*</i>	<i>13.6</i>	<i>13.9</i>
Attending school	13.3	*	13.1	26.5	16.9	*	14.9	15.8
Attending a tertiary educational institution								
full time	*	*	4.6	7.6	*	*	17.2	16.6
<i>Aged 20 and over</i>	<i>12.8</i>	<i>40.0</i>	<i>56.8</i>	<i>69.6</i>	<i>5.7</i>	<i>4.7</i>	<i>5.5</i>	<i>5.5</i>
20–24	5.1	4.3	9.9	15.0	10.1	11.5	10.0	10.1
Attending a tertiary educational institution								
full time	3.6	*	*	5.9	16.2	*	*	12.8
25–34	*	17.5	23.6	26.4	*	6.9	7.8	7.5
35–44	*	13.2	16.2	17.5	*	4.2	4.7	4.6
45 and over	3.6	5.0	7.1	10.6	3.9	2.1	2.5	2.8
<i>Aged 15–64</i>	<i>29.2</i>	<i>40.3</i>	<i>76.4</i>	<i>105.6</i>	<i>9.0</i>	<i>4.8</i>	<i>6.6</i>	<i>7.1</i>

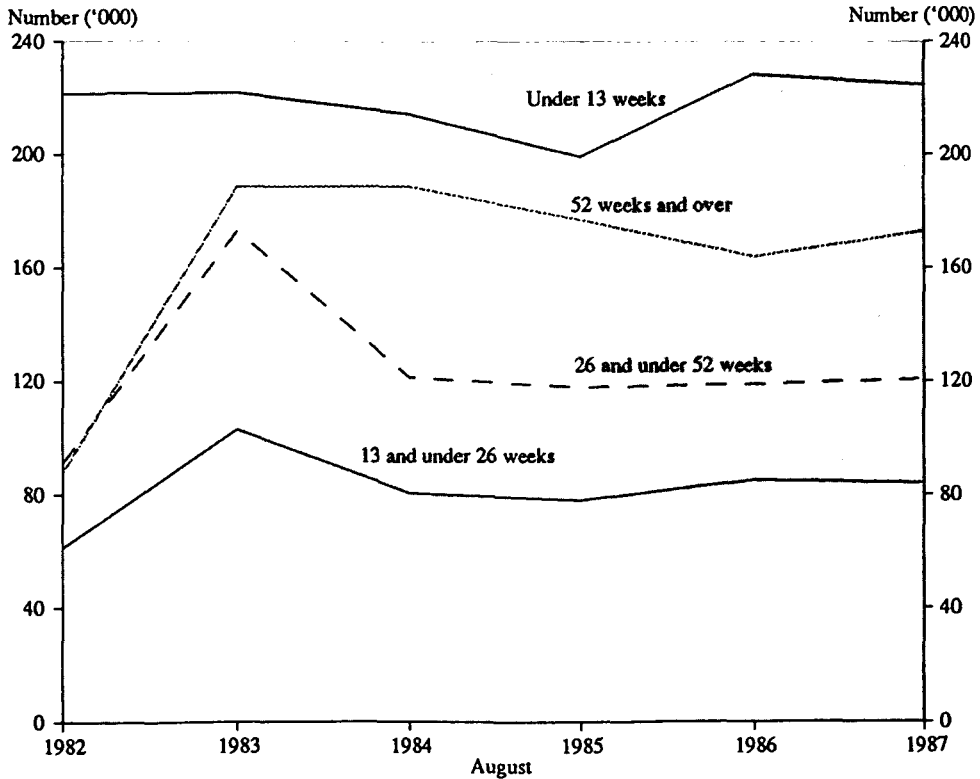
An important indicator of the severity of unemployment is the length of time a person is unemployed. Two views are presented—the chart depicts the increase in each duration of unemployment category from 1982 to 1987 while the table shows more detail as at August 1987. Note that in each case, only current and continuing periods of unemployment are shown rather than completed spells. This is because, in the monthly Labour Force Survey, duration of unemployment is the period from the time a person began looking for work or was laid off to the end of the survey week and only applies if the person is still unemployed.

UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT AND AGE, AUGUST 1987

Duration of unemployment (weeks)	Age group (years)					Total(a)	Married	Not married	Looking for	
	15-19	20-24	25-34	34-54	Full-time work				Part-time work	
	—'000—									
Under 2	10.3	10.0	11.5	9.1	41.7	15.2	26.4	23.8	17.9	
2 and under 4	14.7	12.1	17.1	14.0	59.3	24.5	34.8	39.8	19.5	
4 and under 8	18.3	13.4	19.0	14.4	67.4	27.0	40.4	52.3	15.2	
8 and under 13	14.0	12.5	13.8	14.7	56.3	22.5	33.8	44.8	11.5	
13 and under 26	21.2	21.9	17.4	20.4	84.1	28.4	55.7	72.0	12.1	
26 and under 39	32.3	19.5	21.0	18.4	95.0	28.7	66.3	79.9	15.1	
39 and under 52	6.2	5.3	7.4	5.1	25.5	8.3	17.2	24.1	1.4	
52 and under 65	8.3	6.9	10.9	10.9	39.6	17.7	21.9	34.0	5.6	
65 and under 104	7.5	7.4	10.3	9.9	36.7	14.3	22.5	34.2	2.5	
104 and over	10.7	17.6	19.9	34.8	96.3	46.9	49.4	90.6	5.7	
Total	143.6	126.5	148.4	151.7	601.9	233.5	368.4	495.4	106.5	
	—weeks—									
Average duration—										
Mean	32.5	41.9	45.7	62.2	48.6	55.4	44.2	54.0	23.3	
Median	20	19	20	26	23	24	22	26	8	

(a) Includes persons aged 55 and over, details for whom are not shown separately.

UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT



Also of interest is the industry and occupation of their last full-time job. These estimates are set out in the table which follows.

**UNEMPLOYED PERSONS: INDUSTRY AND OCCUPATION OF LAST FULL-TIME JOB
AUGUST 1987**

	Total ('000)			Unemployment rate (per cent)		
	Males	Females	Persons	Males	Females	Persons
<i>Had worked full time for two weeks or more in the last two years</i>	209.9	110.7	320.6	4.7	3.8	4.3
Industry—						
Agriculture, forestry, fishing and hunting	15.9	*	17.7	5.1	*	4.2
Agriculture and services to agriculture	13.3	*	14.7	4.6	*	3.8
Manufacturing	54.3	16.5	70.9	6.0	5.2	5.8
Food, beverages and tobacco	9.5	4.2	13.7	6.7	7.0	6.8
Metal products	10.5	*	11.1	5.9	*	5.5
Other manufacturing	34.3	11.8	46.1	5.9	5.0	5.6
Construction	32.2	*	34.0	7.0	*	6.6
Wholesale and retail trade	45.9	36.1	82.0	5.5	5.6	5.5
Wholesale trade	13.3	5.4	18.7	4.2	4.0	4.2
Retail trade	32.6	30.8	63.3	6.2	5.9	6.1
Transport and storage	9.5	*	11.1	3.0	*	2.9
Finance, property and business services	8.8	11.6	20.4	2.1	3.1	2.6
Public administration and defence	9.9	5.2	15.2	4.3	3.9	4.1
Community services	10.4	18.8	29.2	2.3	2.2	2.2
Recreation, personal and other services	15.7	15.8	31.5	6.9	5.3	6.0
Other industries	7.1	*	8.6	2.3	*	2.3
Occupation major group (a)						
Managers and administrators	11.2	3.6	14.9	1.8	1.9	1.8
Professionals	7.1	5.4	12.5	1.3	1.6	1.4
Para-professionals	5.2	3.9	9.1	2.0	2.0	2.0
Tradespersons	46.6	4.8	51.4	4.4	4.3	4.4
Clerks	9.6	27.1	36.7	3.0	2.9	2.9
Salespersons and personal service workers	18.3	38.4	56.7	4.8	5.9	5.5
Plant and machine operators, and drivers	24.7	6.3	31.0	5.0	6.4	5.3
Labourers and related workers	87.2	21.1	108.3	10.9	5.4	9.1
<i>Other (b)</i>	134.0	135.9	269.9	..	..	..
Looking for first job	34.1	39.4	73.5	..	..	..
Looking for full-time work	24.0	26.5	50.6	..	..	..
Other	99.9	96.5	196.5	..	..	..
<i>Stood down</i>	3.1	8.3	11.4	..	..	..
Total	347.0	254.9	601.9	7.5	8.3	7.8

(a) Classified according to the *Australian Standard Classification of Occupations (ASCO)*, 1986. (b) Had never worked for two weeks or more in a full-time job or had not done so in the last two years; industry and occupation were not obtained for these persons.

UNEMPLOYED PERSONS: ACTIVE STEPS TAKEN TO FIND FULL-TIME OR PART-TIME WORK, JUNE 1986

	Looking for full-time work			Looking for part-time work		
	Males	Females	Persons	Males	Females	Persons
<i>Active steps taken to find work during current period of unemployment</i>	—'000—			(per cent)		
Registered with the CES and—						
Took no other active steps	4.5	*	7.2	1.6	*	*
Contacted prospective employers	243.1	114.6	357.6	79.3	8.9	18.8
Took other active steps	23.3	10.6	34.0	7.5	*	3.8
Total	270.9	127.9	398.8	88.4	10.6	22.0
Not registered with the CES and—						
Contacted prospective employers	17.6	30.6	48.1	10.7	13.3	44.1
Took other active steps	*	*	4.2	0.9	*	4.3
Total	19.1	33.2	52.4	11.6	15.3	48.4
Total	290.0	161.1	451.2	100.0	25.9	70.4

The number of unemployed persons shown above will differ from the number of unemployed persons shown in *The Labour Force, Australia* (6203.0). This is because the latter includes persons who are waiting to be called back to a full-time or part-time job from

which they had been stood down without pay for less than four weeks up to the end of the survey week (including the whole of the survey week) for reasons other than bad weather or plant breakdown. Active steps taken to find work (also shown above) comprise writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service (CES) noticeboards; being registered with the CES; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

Job vacancies

Job vacancy statistics taken together with unemployment statistics assist in the assessment of the demand for labour. However, unemployment and job vacancy statistics should be regarded as complementary indicators. This is because the monthly Labour Force Survey (which collects unemployment) and a quarterly survey of employers (which collects job vacancies) utilise different collection methodologies, sample designs, definitions and concepts.

A job vacancy is a job available for immediate filling on the survey date and for which recruitment action had been taken by the employer. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are jobs available only to existing employees of the organisation; vacancies of less than one day's duration; vacancies to be filled by persons already hired or by promotion or transfer of existing employees; vacancies to be filled by employees returning from paid or unpaid leave or after industrial dispute(s); vacancies not available for immediate filling on the survey date; vacancies not available within the particular State or Territory to which the survey return relates; vacancies for work carried out under contract; vacancies for which no effort is being made to fill the position and vacancies which are available only to persons employed by government departments or authorities.

Statistics on job vacancies are produced from a survey conducted each quarter. Estimates prior to November 1983 are not strictly comparable to later estimates. Background information about the job vacancies series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) issued on 21 June 1984.

JOB VACANCIES: STATES AND TERRITORIES (*000)

Month	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
1982 May	9.0	7.6	3.9	1.2	2.2	0.4	0.2	0.8	25.3
1983 May	6.9	5.3	1.7	1.0	*	0.3	0.3	0.6	17.5
November—old (a) . .	7.8	4.5	2.0	1.3	1.4	0.7	0.3	0.9	19.1
—new (b)	11.2	6.5	4.1	2.1	3.5	0.8	0.5	1.3	30.1
1984 May	14.7	8.9	4.0	2.5	2.0	0.6	0.6	1.5	34.8
1985 May	22.3	16.8	4.7	3.6	4.3	1.2	1.1	2.5	56.6
1986 May	21.1	16.8	4.6	2.6	4.1	1.3	1.1	2.7	54.4
1987 May	19.9	17.6	4.0	3.5	5.5	1.0	0.7	1.6	53.8

(a) Results from payroll tax based surveys.

(b) Result of sample surveys of employers.

JOB VACANCY RATES^(a): STATES AND TERRITORIES (per cent)

Month	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
1982 May	0.6	0.7	0.7	0.3	0.6	0.4	0.7	1.0	0.6
1983 May	0.5	0.5	0.3	0.3	0.4	0.3	0.9	0.8	0.5
November—old (b) . .	0.6	0.4	0.4	0.3	0.4	0.6	1.0	1.2	0.5
—new (c)	0.7	0.5	0.5	0.5	*	0.7	*	1.3	0.6
1984 May	0.8	0.7	0.5	0.6	*	*	1.1	1.4	0.7
1985 May	1.2	1.2	0.6	0.8	1.0	0.9	2.3	2.3	1.1
1986 May	1.1	1.1	0.6	0.5	0.9	0.9	2.0	2.0	1.0
1987 May	1.1	1.2	0.5	0.7	1.1	0.7	1.5	1.3	1.1

(a) Job vacancy rate is calculated by expressing the number of job vacancies as a percentage of the number of employees plus vacancies. (b) Results from payroll tax based surveys. (c) Result of sample surveys of employers.

Persons not in the labour force

Persons not in the labour force represent that group of the population who, during a particular week, are not employed or unemployed. Interest in this group centres primarily around their potential to participate in the labour force.

In this section, data come from the supplementary survey of persons not in the labour force. Attention is given to demographic characteristics as well as focussing on degree of attachment to the labour force. Aspects such as whether they want a job, or whether they are discouraged jobseekers are emphasised.

CIVILIAN POPULATION AGED 15 AND OVER: LABOUR FORCE STATUS (*000)

	Sept. 1984	March 1985	Sept. 1985	March 1986	Sept. 1986	March 1987
Civilian population aged 15 and over.	11,808.0	11,897.3	11,998.5	12,121.7	12,249.5	12,394.7
Employed	6,572.9	6,634.5	6,783.9	6,926.3	7,007.6	7,109.1
Unemployed	621.3	671.7	587.7	640.4	631.6	702.5
Persons not in the labour force.	4,613.8	4,591.1	4,626.9	4,555.1	4,610.3	4,583.1
With marginal attachment to the labour force	726.3	708.3	739.7	707.3	749.4	709.8
Wanted to work and were actively looking for work	56.4	32.1	60.4	35.2	57.2	31.1
Were available to start work within four weeks	26.2	22.2	30.2	25.0	26.9	23.6
Were not available to start work within four weeks	30.2	9.9	30.2	10.2	30.3	7.6
Wanted to work but were not actively looking for work and were available to start work within four weeks	669.9	676.3	679.4	672.1	692.1	678.7
Discouraged jobseekers	93.7	96.0	89.0	96.8	90.5	100.2
Other	576.2	580.3	590.4	575.3	601.6	578.5
Without marginal attachment to the labour force	3,887.6	3,882.8	3,887.1	3,847.8	3,860.9	3,873.3
Wanted to work but were not actively looking for work and were not available to start work within four weeks	264.1	222.7	265.2	261.4	262.7	235.5
Did not want to work	3,365.6	3,399.1	3,380.1	3,340.8	3,345.3	3,368.8
Permanently unable to work	56.5	54.4	47.8	51.1	57.2	46.8
Institutionalised(a) and boarding school pupils	201.4	206.6	194.1	194.4	195.8	222.1

(a) Includes some patients in hospitals and sanatoriums and inmates of reformatories, gaols, etc.

Persons with marginal attachment to the labour force are those who were not in the labour force in the survey week and wanted to work and were available to start work within four weeks; or were actively looking for work but were not available to start work within four weeks. Discouraged jobseekers, a sub-category of those with marginal attachment, are those persons who wanted to work and were available to start work within four weeks but whose main reason for not taking active steps to find work was that they believed they would not be able to find a job for any of the following reasons:

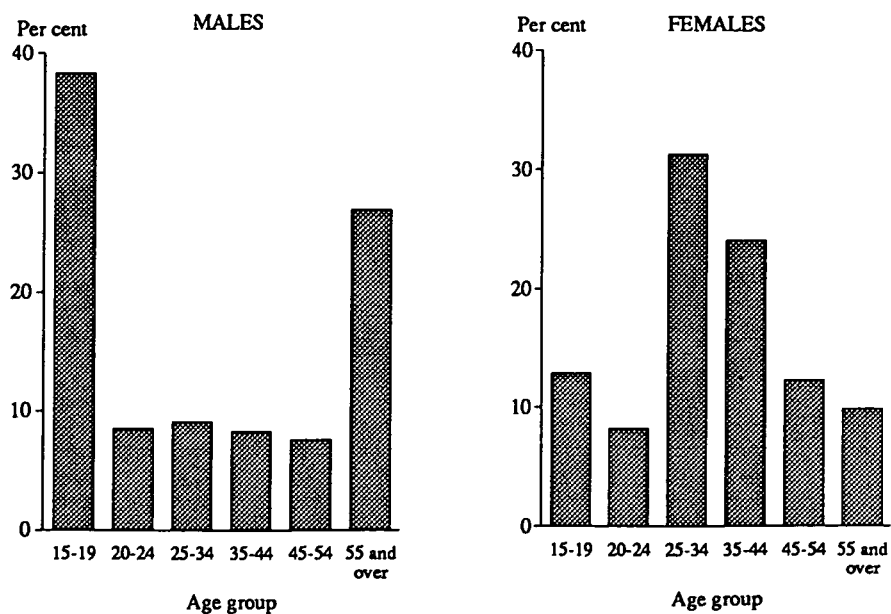
- considered by employers to be too young or too old;
- difficulties with language or ethnic background;
- lacked the necessary schooling, training, skills or experience;
- no jobs in their locality or line of work, or no jobs at all.

The following table gives an age and sex breakdown for persons with marginal attachment. Females account for 75.7 per cent of the marginally attached. While the age distribution of females with marginal attachment closely approximates that of females in the labour force, teenage males (15 to 19) are over-represented among males with marginal attachment to the labour force, accounting for 38.5 per cent of that group.

PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE: AGE, MARCH 1987
(’000)

Age group (years)	Persons who wanted to work and were actively looking for work			Persons who wanted to work but were not actively looking for work and were available to start work within four weeks			Persons with marginal attachment to the labour force		
	Were available to start work within four weeks	Were not available to start work within four weeks	Total	Discouraged job-seekers	Other	Total	Males	Females	Persons
15-19	4.9	*	7.3	6.7	123.0	129.7	66.5	70.5	137.0
20-24	*	*	4.3	*	52.9	56.1	15.0	45.3	60.4
25-34	7.7	*	8.7	11.7	164.8	176.5	16.1	169.1	185.3
35-44	4.5	*	6.6	21.8	117.2	139.0	14.7	130.8	145.5
45-54	*	*	*	18.6	60.3	78.9	13.4	67.0	80.4
55-59	*	*	*	11.3	24.9	36.1	10.7	27.0	37.7
60-64	*	*	*	11.9	16.5	28.4	16.4	13.2	29.6
65 and over	*	*	*	15.2	18.8	34.0	19.7	14.3	34.0
Total	23.6	7.6	31.1	100.2	578.5	678.7	172.6	537.3	709.8

PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE: AGE AND SEX, MARCH 1987



Details of the reason people ceased their last job are presented in the following table. The most frequent reasons persons with marginal attachment gave for ceasing their last job were 'pregnancy or to have children' (135,200) and retrenched (74,800).

**PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE
LABOUR FORCE: REASON FOR CEASING LAST JOB, MARCH 1987**
(^{'000})

Reason for ceasing last job	Persons who wanted to work and were actively looking for work			Persons who wanted to work but were not actively looking for work and were available to start work within four weeks			Persons with marginal attachment to the labour force		
	Were available to start work within four weeks	Were not available to start work within four weeks	Total	Discouraged job-seekers	Other	Total	Males	Females	Persons
Had had a job	20.6	6.2	26.7	92.3	483.2	575.5	127.4	474.8	602.2
Job loser	9.3	*	11.9	38.5	141.5	180.0	56.1	135.9	192.0
Retrenched	4.0	*	5.1	20.2	49.5	69.7	21.2	53.5	74.8
Job was temporary or seasonal and did not leave to return to studies	*	*	*	8.2	39.7	47.9	10.1	40.9	51.0
Own ill health or injury	*	*	*	7.4	47.4	54.8	21.9	36.2	58.1
Business closed down for economic reasons	*	*	*	*	5.0	7.6	*	5.3	8.1
Job leaver	11.2	*	14.8	53.8	329.2	383.0	67.8	330.0	397.8
Unsatisfactory work arrangements	*	*	*	6.2	25.7	31.9	10.3	24.6	34.8
Job was temporary or seasonal and left to return to studies	*	*	*	*	10.9	10.9	7.0	4.6	11.6
Retired/didn't want to work any longer	*	*	*	12.7	28.7	41.4	21.0	20.6	41.6
Returned to studies	*	*	*	*	20.6	21.7	14.7	8.3	23.0
To get married	*	*	*	5.3	31.4	36.7	*	37.7	37.7
Pregnancy/to have children	*	*	*	11.2	120.2	131.4	*	134.9	135.2
To look after family, house or someone else	*	*	*	5.1	32.1	37.3	*	36.5	38.2
To have holiday/to move house/spouse transferred	*	*	*	8.3	40.8	49.1	6.4	45.4	51.8
Business closed down for other reasons	*	*	*	*	8.2	9.3	*	6.6	10.0
Other	*	*	*	*	10.7	13.3	*	10.9	14.0
Not asked (a) . . . . .	..	..	..	..	12.4	12.4	*	8.9	12.4
Had never had a job	*	*	4.4	7.9	94.4	102.2	45.0	61.7	106.7
Total (b)	23.6	7.6	31.1	100.2	578.5	678.7	172.6	537.3	709.8

(a) Persons who had a job but, up to the end of the survey week had been away from work without pay for four weeks or longer and had not been actively looking for work. (b) Excludes unpaid voluntary workers.

The following table shows that 31.5 per cent of the 678,700 persons not in the labour force who wanted to work but were not actively looking for work and were available to start work within four weeks, did not intend to look for work in the next twelve months.

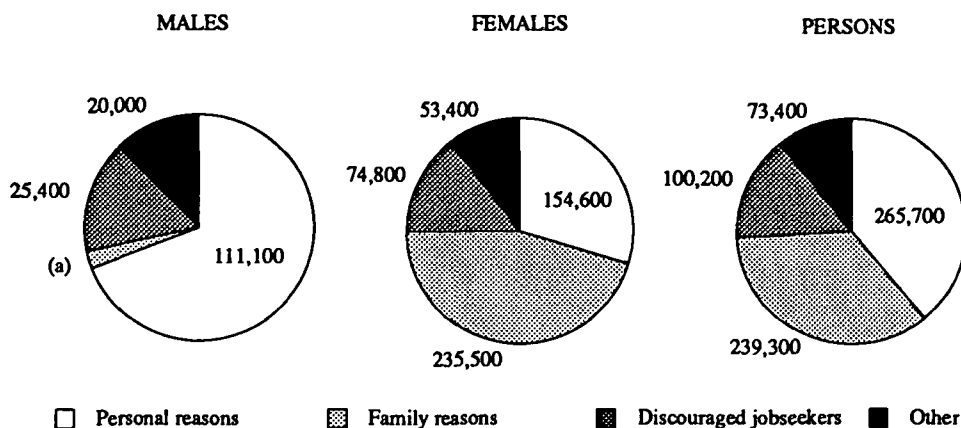
**PERSONS NOT IN THE LABOUR FORCE WHO WANTED TO WORK BUT WERE NOT
ACTIVELY LOOKING FOR WORK AND WERE AVAILABLE TO START WORK WITHIN
FOUR WEEKS: INTENTION TO LOOK FOR WORK IN THE NEXT TWELVE MONTHS
AND SEX, MARCH 1987**

	Males	Females	Persons	Males	Females	Persons
	—'000—			—per cent—		
Intended to look	84.1	201.8	285.9	52.4	38.9	42.1
Might look	22.5	101.7	124.2	14.0	19.6	18.3
Did not intend to look	41.5	172.7	214.1	25.9	33.3	31.5
Did not know	4.0	27.0	31.0	2.5	5.2	4.6
Not asked (a)	8.5	15.1	23.5	5.3	2.9	3.5
Total	160.4	518.2	678.7	100.0	100.0	100.0

(a) Comprises persons who had a job to go to and persons who had a job but, up to the end of the survey week, had been away from work without pay for four weeks or longer and had not been actively looking for work.

The following chart depicts, for persons not in the labour force who wanted to work but were not actively looking for work and were available to start work within four weeks, their main reason for not actively looking for work. That is, whether they were not actively looking for work predominantly because of personal reasons, family reasons, or discouragement.

PERSONS NOT IN THE LABOUR FORCE WHO WANTED TO WORK BUT WERE NOT ACTIVELY LOOKING FOR WORK AND WERE AVAILABLE TO START WORK WITHIN FOUR WEEKS: MAIN REASON FOR NOT ACTIVELY LOOKING FOR WORK, MARCH 1987



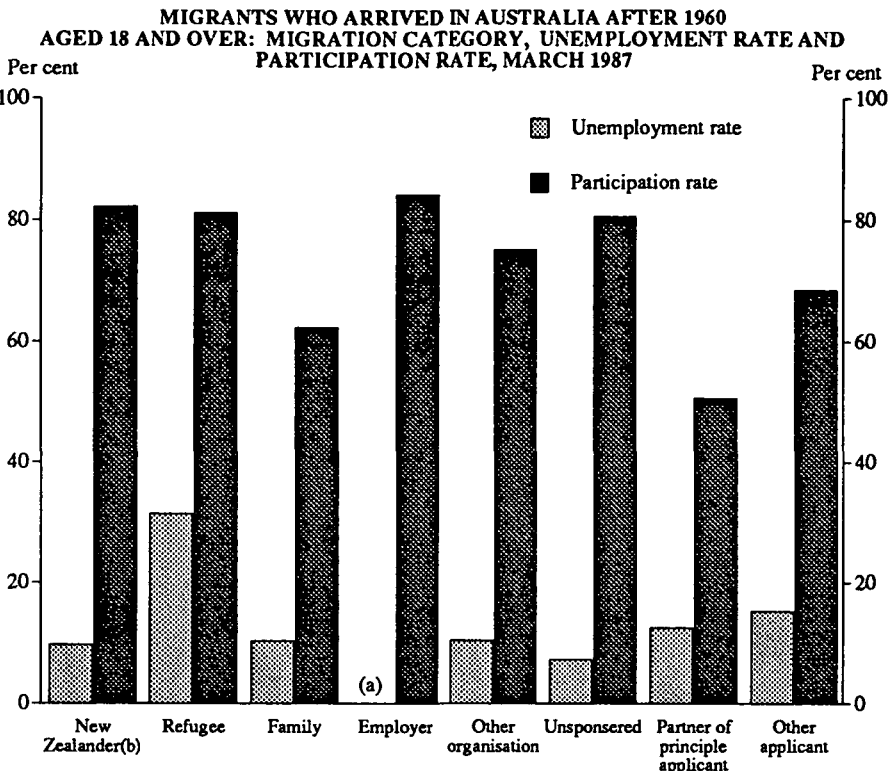
(a) Estimate subject to sampling variability too high for most practical uses.

Labour force characteristics of migrants

Immigration is an important factor influencing present and future levels of labour market activity. Information on the labour force characteristics of migrants was obtained from the monthly Labour Force Survey. Also additional data were obtained from the March 1987 supplementary survey on labour force participation of various categories of migrants (e.g. sponsored by employer, refugee, etc.). Some summary data from the survey are shown in the following tables and charts.

MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1960 AGED 18 AND OVER: LABOUR FORCE STATUS AND YEAR OF ARRIVAL, MARCH 1987

Year of arrival	Employed			Unem- ployed — '000 —	Labour force	Not in labour force	Total	Unemploy- ment rate — per cent —	Partici- pation rate
	Full-time	Part-time	Total						
MALES									
1961-1970	199.8	9.4	209.2	15.4	224.6	57.4	282.1	6.9	79.6
1971-1980	191.3	5.7	196.9	18.7	215.7	30.1	245.8	8.7	87.7
1981-1987	131.3	6.6	137.8	26.5	164.3	22.3	186.6	16.1	88.1
Total	522.4	21.6	544.0	60.6	604.6	109.8	714.5	10.0	84.6
FEMALES									
1961-1970	70.0	49.3	119.3	8.5	127.9	134.4	262.3	6.7	48.8
1971-1980	89.7	43.9	133.6	14.6	148.2	105.5	253.7	9.8	58.4
1981-1987	66.5	22.5	88.9	26.0	115.0	85.7	200.6	22.6	57.3
Total	226.2	115.7	341.9	49.1	391.0	325.6	716.6	12.6	54.6



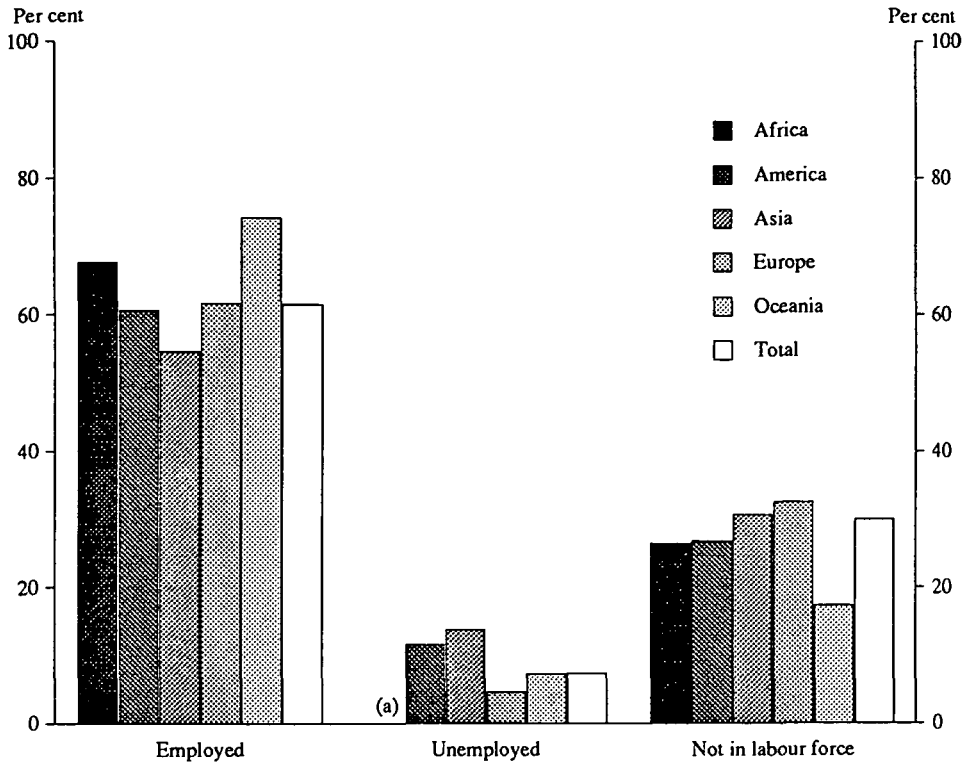
(a) Subject for sampling variability too high for most practical uses.

(b) Includes persons born in New Zealand and those whose place of last residence was New Zealand.

**MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1960 AGED 18 AND OVER: LABOUR
FORCE STATUS AND AGE AT MARCH 1987**

Labour force status	Age at March 1987 (years)						Total
	18-24	25-34	35-44	45-54	55-64	65 and over	
MALES							
—'000—							
Employed—	14.1	116.2	213.5	145.4	52.4	*	544.0
Full-time	12.9	111.4	205.9	141.3	49.3	*	522.4
Part-time	*	4.8	7.5	4.1	*	*	21.6
Unemployed	*	17.2	19.0	12.3	8.7	*	60.6
Labour force	17.2	133.4	232.4	157.7	61.1	*	604.6
Not in labour force	*	5.7	12.2	19.1	29.6	41.3	109.8
Total	19.1	139.1	244.6	176.8	90.7	44.1	714.5
—per cent—							
Unemployment rate	*	12.9	8.2	7.8	14.2	*	10.0
FEMALES							
—'000—							
Employed—	19.2	82.9	136.1	79.7	21.8	*	341.9
Full-time	16.4	63.0	84.6	49.0	12.6	*	226.2
Part-time	*	19.9	51.6	30.7	9.2	*	115.7
Unemployed	5.4	14.7	16.9	9.5	*	*	49.1
Labour force	24.6	97.6	153.0	89.2	24.4	*	391.0
Not in labour force	6.5	55.1	74.7	69.1	60.0	60.3	325.6
Total	31.1	152.7	227.6	158.2	84.4	62.6	716.6
—per cent—							
Unemployment rate	21.9	15.1	11.0	10.7	*	*	12.6

**MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1960 AGED 18 AND OVER:
BIRTHPLACE AND LABOUR FORCE STATUS**



(a) Estimate subject to sampling variability too high for most practical uses.

Retirement and retirement intentions

In the November 1986 supplementary survey to the Labour Force Survey, persons aged 45 and over were asked about their retirement, or their intentions to retire, from full-time work. The survey provides information on the flows and potential flows out of the labour force and on the provision being made by persons for their retirement. A summary of the results of the survey is shown in the following tables.

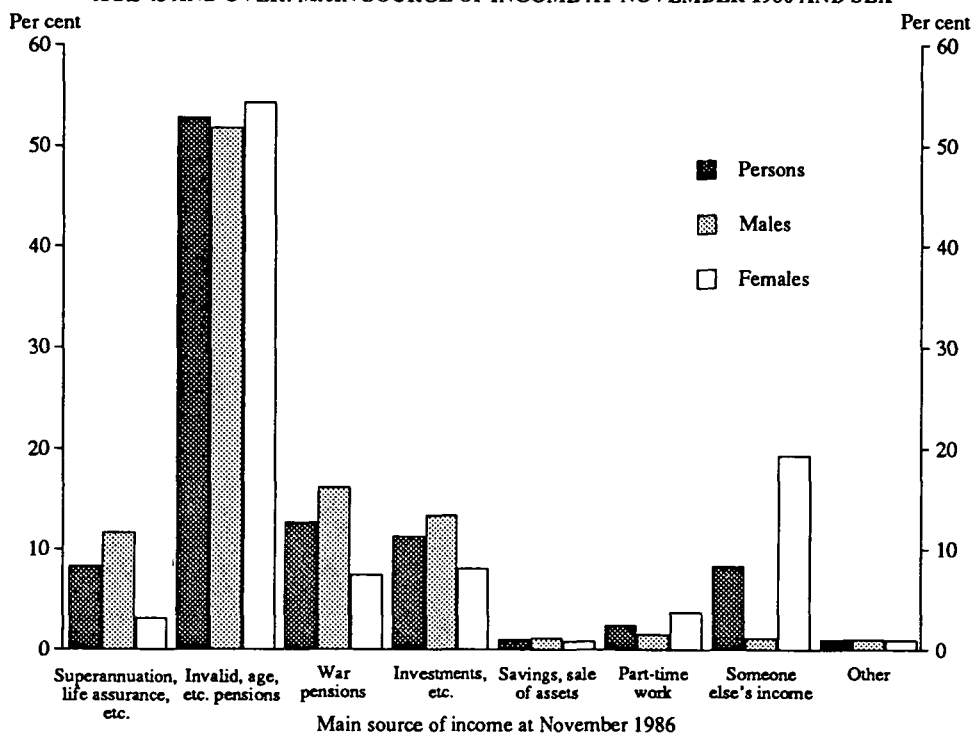
**PERSONS WHO HAD RETIRED FROM FULL-TIME WORK: AGE AT RETIREMENT
AND AGE AT NOVEMBER 1986**

Age at retirement	Age at November 1986						Total	per cent
	45-49	50-54	55-59	60-64	65-69	70 and over		
—'000—								
MALES								
Less than 45	16.8	13.7	7.9	4.8	*	*	49.0	5.2
45-49	7.3	12.6	8.7	4.1	*	*	36.7	3.9
50-54	..	12.2	25.3	22.1	6.7	6.7	73.0	7.8
55-59	..	..	33.7	71.1	36.2	20.0	160.9	17.2
60-64	..	..	..	84.7	119.4	114.9	319.1	34.1
65-69	..	..	..	..	62.1	199.8	261.9	28.0
70 and over	..	..	..	..	..	36.0	36.0	3.8
Total	24.1	38.5	75.7	186.8	229.4	382.1	936.6	100.0

**PERSONS WHO HAD RETIRED FROM FULL-TIME WORK: AGE AT RETIREMENT
AND AGE AT NOVEMBER 1986—continued**

Age at retirement	Age at November 1986						Total	per cent
	45-49	50-54	55-59	60-64	65-69	70 and over		
—'000—								
FEMALES								
Less than 45	169.6	138.8	140.2	136.2	108.3	185.5	878.6	60.2
45-49	18.7	34.1	24.9	17.6	13.8	9.7	118.9	8.2
50-54	..	22.1	47.2	38.4	22.4	22.0	152.1	10.4
55-59	..	..	25.2	47.0	31.4	28.1	131.8	9.0
60-64	..	..	..	26.9	38.4	64.1	129.3	8.9
65-69	..	..	..	..	7.9	29.9	37.7	2.6
70 and over	..	..	..	..	..	9.9	9.9	0.7
Total	188.3	195.1	237.5	266.1	222.2	349.2	1,458.4	100.0
PERSONS								
Less than 45	186.4	152.5	148.2	141.0	111.2	188.3	927.6	38.7
45-49	26.0	46.7	33.6	21.7	15.9	11.6	155.6	6.5
50-54	..	34.3	72.5	60.5	29.1	28.7	225.1	9.4
55-59	..	..	58.9	118.1	67.6	48.1	292.8	12.2
60-64	..	..	..	111.6	157.8	179.0	448.4	18.7
65-69	..	..	..	..	70.0	229.6	299.6	12.5
70 and over	..	..	..	..	..	45.9	45.9	1.9
Total	212.4	233.6	313.3	452.9	451.6	731.3	2,395.0	100.0

**PERSONS WHO HAD RETIRED FROM FULL-TIME WORK AT
AGE 45 AND OVER: MAIN SOURCE OF INCOME AT NOVEMBER 1986 AND SEX**



**PERSONS AGED 45 AND OVER (a):
RETIRED AND NOT RETIRED FROM FULL TIME WORK BY AGE, NOVEMBER 1986
(^{'000})**

	<i>Age at November 1986</i>						<i>Total</i>
	<i>45-49</i>	<i>50-54</i>	<i>55-59</i>	<i>60-64</i>	<i>65-69</i>	<i>70 and over</i>	
Had retired from full-time work—	212.4	233.6	313.3	452.9	451.6	731.3	2,395.0
Had not retired at age less than 45	186.4	152.5	148.2	141.0	111.2	188.3	927.6
Had retired at age 45 and over	26.0	81.1	165.1	311.9	340.4	543.0	1,467.4
Had retired early	26.0	81.1	165.1	285.0	232.0	203.4	992.5
Had not retired early . . . . .	..	..	..	26.9	108.4	339.6	474.9
Had not retired from full-time work—	585.3	454.6	365.1	180.2	32.6	18.8	1,636.6
Did not intend to retire from full-time work	42.2	34.9	32.3	23.2	13.8	13.3	159.7
Intended to retire from full-time work	543.1	419.7	332.8	157.0	18.8	5.5	1,476.9
Intended to retire early	175.2	117.7	82.1	16.2	..	..	391.3
Did not intend to retire early	211.2	187.0	174.2	105.1	9.5	*	688.8
Did not know age intended to retire	156.7	115.0	76.5	35.7	9.3	3.6	396.8
Had never worked full-time and did not intend to work full-time	41.9	45.8	51.4	77.2	79.6	193.5	489.4
Total	839.5	734.0	729.7	710.3	563.8	943.6	4,521.1

(a) Excludes persons who were institutionalised or permanently unable to work who were not in the scope of this survey.

**PERSONS WHO HAD RETIRED FROM FULL-TIME WORK AT AGE 45 AND OVER:
SUMMARY OF CHARACTERISTICS
AND AGE AT RETIREMENT, NOVEMBER 1986**

	<i>Age at retirement</i>						<i>Total</i>	<i>per cent</i>
	<i>45-49</i>	<i>50-54</i>	<i>55-59</i>	<i>60-64</i>	<i>65-69</i>	<i>70 and over</i>		
	—'000—							
Belonged to a retirement scheme	33.2	53.7	123.1	225.7	125.5	10.4	571.6	39.0
Had superannuation cover	28.3	46.2	112.7	207.6	112.2	6.6	513.5	35.0
In last full-time job	27.3	44.5	110.3	204.2	108.3	5.3	499.8	34.1
In some previous job	*	*	5.8		3.9	*	13.7	0.9
Had life assurance or similar scheme	5.0	7.5	10.4	18.1	13.3	3.8	58.1	4.0
Did not belong to a retirement scheme	122.3	171.4	169.7	222.7	174.1	35.5	895.8	61.0
Total	155.6	225.1	292.8	448.4	299.6	45.9	1,467.4	100.0
Superannuation, life assurance, or similar scheme	4.3	10.7	37.3	72.1	27.0	*	153.7	10.5
Invalid/age/supporting parent's/widow's pension	32.5	61.9	83.7	146.4	189.2	23.3	537.0	36.6
War disability/repatriation/war widow's pension	4.7	10.7	24.6	86.9	15.0	*	144.0	9.8
Investments/interest/stocks/debentures, etc.	8.1	18.5	42.8	53.0	27.3	10.1	159.9	10.9
Savings/sale of assets	6.4	13.8	27.8	38.3	21.0	4.9	112.1	7.6
Part-time work	11.9	13.8	10.2	11.0	8.0	*	56.3	3.8
Someone else's income	77.4	85.3	55.3	27.2	7.6	*	253.8	17.3
Other	10.3	10.4	11.1	13.4	4.4	*	50.5	3.4
Total	155.6	225.1	292.8	448.4	299.6	45.9	1,467.4	100.0

PERSONS WHO INTENDED TO RETIRE FROM FULL-TIME WORK: AGE INTENDED TO RETIRE AND AGE AT NOVEMBER 1986

Age intended to retire	Age at November 1986						Total	per cent
	45-49	50-54	55-59	60-64	65-69	70 and over		
	—'000—							
MALES								
45-49 . . . . .	*	..	..	..	..	..	*	*
50-54	7.4	*	..	..	..	..	9.6	0.9
55-59	41.2	25.7	12.7	..	..	..	79.6	7.2
60-64	74.6	63.8	62.8	16.2	..	..	217.5	19.8
65-69	149.2	131.2	133.0	88.7	4.4	..	506.4	46.1
70 and over	3.7	4.4	*	3.9	3.9	*	20.8	1.9
Did not know	96.3	74.5	56.2	26.9	6.5	*	263.6	24.0
Total	374.4	301.8	268.0	135.7	14.8	4.8	1,099.5	100.0
FEMALES								
45-49	4.9	..	..	..	..	..	4.9	1.3
50-54	19.5	7.0	..	..	..	..	26.5	7.0
55-59	25.6	19.0	6.5	..	..	..	51.2	13.6
60-64	49.8	42.2	29.8	6.1	..	..	127.9	33.9
65-69	7.9	8.2	7.0	5.5	*	..	29.0	7.7
70 and over	*	*	*	*	*	*	4.8	1.3
Did not know	60.4	40.6	20.4	8.8	*	*	133.3	35.3
Total	168.7	117.9	64.8	21.3	4.0	*	377.5	100.0
PERSONS								
45-49	6.9	..	..	..	..	..	6.9	0.5
50-54	26.9	9.2	..	..	..	..	36.1	2.4
55-59	66.8	44.7	19.2	..	..	..	130.7	8.9
60-64	124.4	106.0	92.7	22.3	..	..	345.4	23.4
65-69	157.1	139.4	139.9	94.2	4.9	..	535.4	36.3
70 and over	4.3	5.3	4.5	4.9	4.7	*	25.6	1.7
Did not know	156.7	115.0	76.5	35.7	9.3	3.6	396.8	26.9
Total	543.1	419.7	332.8	157.0	18.8	5.5	1,476.9	100.0

PERSONS WHO INTENDED TO RETIRE FROM FULL-TIME WORK: SUMMARY OF CHARACTERISTICS AND AGE INTENDED TO RETIRE, NOVEMBER 1986

	Age intended to retire						Persons(a)	per cent
	Males			Females				
	45-64 and over	65	Total(a)	45-59 and over	60	Total(a)		
	—'000—							
Belonged to a retirement scheme	259.4	351.9	755.9	44.0	80.0	167.9	923.8	62.6
Had superannuation cover	239.3	297.9	651.0	39.5	70.8	144.1	795.1	53.8
In job at November 1986	230.8	278.9	616.1	38.7	66.9	138.8	754.8	51.1
In some previous job	8.5	19.0	35.0	*	4.0	5.4	40.3	2.7
Had life assurance or similar scheme	20.1	54.0	104.9	4.5	9.2	23.8	128.7	8.7
Did not belong to a retirement scheme	49.3	175.3	343.6	38.5	81.6	209.5	553.1	37.4
Total	308.7	527.2	1,099.5	82.6	161.6	377.5	1,476.9	100.0
Superannuation, life assurance, or similar scheme	127.8	116.7	289.8	12.5	28.2	51.7	341.5	23.1
Invalid/age/supporting parent's/widow's pension	40.8	298.7	427.3	10.1	75.7	128.9	556.2	37.7
War disability/repatriation/service/war widow's pension	10.4	9.0	22.9	*	*	4.2	27.1	1.8

**PERSONS WHO INTENDED TO RETIRE FROM FULL-TIME WORK: SUMMARY OF
CHARACTERISTICS AND AGE INTENDED TO RETIRE, NOVEMBER 1986—continued**

	Age intended to retire						Persons(a)	per cent
	Males			Females				
	65		Total(a)	60		Total(a)		
	45-64	and over		45-59	and over			
—'000—								
Investments/interest/ stocks/debentures, etc.	67.4	42.1	148.8	11.2	15.9	38.4	187.2	12.7
Savings/sale of assets	20.7	17.7	59.0	4.1	5.1	16.3	75.3	5.1
Part-time work	15.5	10.6	33.4	•	•	5.1	38.5	2.6
Someone else's income	•	•	6.8	39.7	23.9	95.9	102.7	7.0
Other	7.6	•	14.9	•	•	4.6	19.5	1.3
Did not know	15.5	26.5	96.6	•	7.2	32.4	128.9	8.7
Total	308.7	527.2	1,099.5	82.6	161.6	377.5	1,476.9	100.0

(a) Includes persons who did not know at what age they intended to retire.

Wage rates, earnings and income

Industrial conciliation and arbitration

Legal minimum rates of pay for some 90 per cent of Australian wage and salary earners are prescribed in awards and determinations of federal and State industrial tribunals or in collective agreements registered with them.

In June 1983 the Australian Conciliation and Arbitration Commission met to consider the formulation of new wage fixing principles in relation to the determination of national wage adjustments based on movements in the consumer price index.

On 23 September 1983, the Commission announced that it would try once again to operate a centralised system based on prima facie full indexation. It awarded an increase of 4.3 per cent, based on the CPI movements for the March and June 1983 quarters. The increase was operative from 6 October 1983 in all States except Queensland where it was operative from 10 October 1983. The increase was awarded on condition that any award be varied only if every union party to the award gave a public and unequivocal commitment to the new principles announced by the Commission. The majority of unions had given this commitment.

Under this new system, the Commission was to adjust its award wages and salaries every six months in relation to the last two quarterly movements of the CPI unless it was persuaded to the contrary.

The subsequent round of hearings in February–March 1984 resulted in the recommendation of a 4.1 per cent increase based on CPI movements for the September and December 1983 quarters. The increase was operative from 6 April 1984 in all States except Queensland where it was operative from 9 April 1984. The ABS treatment of the method of financing medical services under the Medicare scheme introduced in February 1984 resulted in a negative movement in the CPI for the March and June 1984 quarters. This led to agreement that no applications would be made to the Commission in relation to these quarters during October 1984.

The hearings in February–March 1985 resulted in the recommendation of a 2.6 per cent increase based on CPI movements for the September and December 1984 quarters. The increase was operative from 6 April 1985 in all States except Queensland where it was operative from 15 April 1985. In Queensland a number of awards were varied by 1.6 per cent only, while under some others there was no increase.

Following the National Wage Case hearings in October 1985, the Commission awarded an increase of 3.8 per cent to operate from the beginning of the first pay period to commence on or after 4 November 1985. The Commission also decided to defer discounting of wages for the price effects of devaluation until the next National Wage Case hearings.

In July 1986 the Commission awarded a 2.3 per cent increase, effective from 1 July 1986 in all States, except Queensland where it was effective from 7 July 1986.

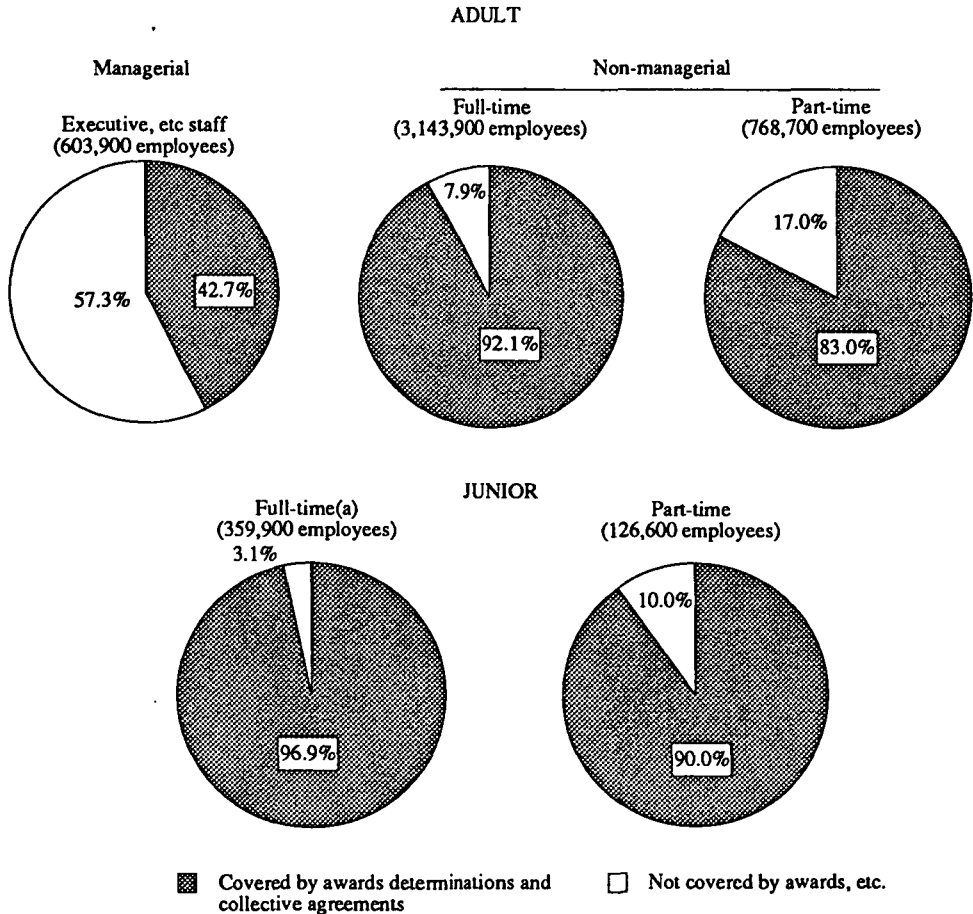
In March 1987, a two-tier wage fixing system superseded the CPI-based indexation. The first tier was a flat increase payable to all employees and the second tier will be a percentage increase (up to a maximum rate to be set by the Commission) which is negotiable between employees and employers.

Incidence of industrial awards

Set out below are details of the award coverage of employees obtained as a part of a sample survey conducted in May 1983. The survey was designed primarily to provide statistics of the distribution and composition of weekly earnings and hours of employees. The award coverage estimates shown are based on responses to a question which asked if employees had coverage under an award, determination, or registered collective agreement.

Employees covered by awards, etc. are employees whose rates of pay and conditions of work are normally varied in accordance with variations in a specific federal or State award, determination or collective agreement or a specific unregistered collective agreement (un-registered collective agreements dealing only with overaward pay are not included). Employees not covered by awards, etc. are those employees whose rates of pay and conditions of work are not varied in accordance with variations in a specific federal or State award, etc.

AWARD COVERAGE: EMPLOYEE CATEGORIES, AUSTRALIA, MAY 1985



(a) Includes managerial, executive, etc staff.

INCIDENCE OF AWARDS: ALL EMPLOYEES BY INDUSTRY, MAY 1985
(per cent)

Industry	Males			Females				
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Covered by awards, determinations and collective agreements			Not covered by awards, etc.
	Federal	State	Total (a)		Federal	State	Total (a)	
Mining	53.1	26.2	81.9	18.1	*	*	*	*
Manufacturing	48.9	32.4	84.0	16.0	39.7	46.7	87.9	12.1
Food, beverages and tobacco	25.6	56.3	85.7	14.3	20.4	69.1	91.4	*
Textiles; clothing and footwear	57.4	*	80.7	*	63.2	30.7	94.2	*
Paper, paper products, printing and publishing	45.4	28.8	84.9	15.1	*	44.0	80.6	*
Chemical, petroleum and coal products	36.3	32.4	70.7	29.3	*	59.3	81.1	*
Metal products, machinery and equipment—	62.3	22.1	85.6	14.4	49.3	37.3	88.3	*
Basic metal products	38.8	46.3	85.7	*	*	*	*	*
Fabricated metal products; other machinery and equipment	61.0	17.8	80.6	19.4	42.1	42.2	86.6	*
Transport equipment	80.0	13.6	94.0	*	75.2	*	96.0	*
Other	39.7	41.1	82.6	17.4	*	54.6	80.9	*
Electricity, gas and water	38.6	59.9	98.5	*	*	*	98.3	*
Construction	35.4	38.9	77.0	23.0	*	42.0	56.0	44.6
Wholesale trade	28.1	33.4	66.2	33.8	11.8	62.2	77.2	22.8
Retail trade	30.5	45.7	77.9	22.1	6.3	80.5	87.5	12.5
Transport and storage	55.3	31.4	90.6	9.4	47.3	29.7	79.3	*
Communication	99.8	*	99.9	*	99.6	*	99.9	*
Finance, property and business services	32.1	28.7	69.1	30.9	29.1	46.4	84.2	15.8
Public administration and defence	53.4	44.3	98.6	*	64.9	32.2	98.2	*
Community services	14.0	72.9	88.4	11.6	6.9	82.5	90.9	9.1
Recreation, personal and other services	32.1	46.2	81.1	18.9	27.3	56.5	85.2	14.8
All industries	40.1	40.4	83.4	16.6	21.6	63.4	87.4	12.6

(a) Includes small numbers of employees covered by unregistered collective agreements.

INCIDENCE OF AWARDS: ALL EMPLOYEES BY OCCUPATION GROUP, MAY 1985
(per cent)

Occupation group	Males			Females				
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Covered by awards, determinations and collective agreements			Not covered by awards, etc.
	Federal	State	Total(a)		Federal	State	Total(a)	
Professional, technical and related workers	24.8	63.4	90.3	9.7	6.6	87.9	96.2	3.8
Nurses	*	97.5	100.0	..	*	93.9	99.0	*
Teachers	13.0	77.7	93.1	*	6.1	86.3	95.0	*
Draftspersons and technicians	46.5	35.9	84.3	15.7	*	61.0	86.8	*
Administrative, executive and managerial workers	15.7	13.0	34.8	65.2	*	24.0	34.0	66.0
Clerical workers	48.7	33.3	87.0	13.0	27.9	53.3	85.4	14.6
Sales workers	17.7	57.1	78.2	21.8	4.2	83.4	88.6	11.4
Farmers, fisherpersons and related workers	*	61.0	87.5	*	*	*	*	*
Miners, quarry and related workers	57.1	*	86.6	*	*	*	*	*
Workers in transport and communications	50.5	37.6	91.7	8.3	*	44.1	88.2	*
Tradespersons, production-process workers and labourers, n.e.c.	52.9	37.7	92.5	7.5	53.8	40.0	94.8	5.2
Textile, clothing, footwear and leather goods makers and related workers	60.4	*	93.5	*	64.4	32.6	97.2	*
Machine toolmakers, metal machinists, mechanics, plumbers and related metal workers	63.8	27.2	92.3	7.7	*	*	*	*

INCIDENCE OF AWARDS: ALL EMPLOYEES BY OCCUPATION GROUP, MAY 1985
(per cent)—*continued*

Occupation group	Males			Not covered by awards, etc.	Females			Not covered by awards, etc.
	Covered by awards, determinations and collective agreements				Covered by awards, determinations and collective agreements			
	Federal	State	Total(a)		Federal	State	Total(a)	
Electricians and related electrical and electronics workers	67.1	27.6	95.7	*	*	*	*	*
Metalmaking and related workers(b)	68.3	26.8	95.5	*	90.4	*	95.7	*
Carpenters, cabinetmakers and related workers, building etc. tradespersons and construction workers(c)	41.6	44.1	87.3	12.7	*	*	*	*
Packers, wrappers, labellers, storepersons and freight handlers	41.1	50.9	94.3	*	*	67.2	94.1	*
Labourers, apprentices, factory workers, n.e.c.	42.5	47.5	92.8	7.2	*	41.9	92.7	*
Service, sport and recreation workers	20.1	71.2	92.3	7.7	17.8	71.5	90.0	10.0
All occupations	40.1	40.4	83.4	16.6	21.6	63.4	87.4	12.6

(a) Includes small numbers of employees covered by unregistered collective agreements. (b) Includes furnacemen, moulders and related metalmaking and treating workers, metal workers, metal and electrical production-process workers. (c) Includes carpenters, woodworking machinists, cabinetmakers and related workers, painters and decorators, bricklayers, plasterers and construction workers n.e.c.

Award rates of pay indexes

The award rates of pay indexes are based on a representative sample of award designations, designed to measure trends in rates payable under awards. The indexes are based on the occupation structure existing in May 1976. The base period chosen for the indexes is June 1976. Estimates of minimum award rates of pay for each component of the series are expressed as index numbers such that June 1976 = 100.0.

WAGE AND SALARY EARNERS: INDEXES OF WEEKLY AWARD RATES OF PAY
(Base: Weighted Average Minimum Award Rate, June 1976=100.0)
(Index Numbers)

Industry	June					
	1982	1983	1984	1985	1986	1987
MALES						
Manufacturing—						
Food, beverages and tobacco	173.4	183.7	210.1	206.4	214.5	225.6
Textiles; clothing and footwear	176.6	187.0	203.6	208.9	217.4	230.6
Paper, paper products, printing and publishing	179.9	183.4	199.4	204.7	212.8	223.7
Chemical, petroleum and coal products	177.8	185.0	200.8	206.5	215.1	225.6
Metal products, machinery and equipment—	188.7	191.5	208.6	214.0	222.4	234.5
Basic metal products	180.2	182.7	199.0	204.6	214.4	225.6
Fabricated metal products; other machinery, and equipment	194.4	196.5	214.2	219.5	227.6	240.8
Transport equipment	185.7	189.3	206.6	211.8	219.9	230.9
Other	179.8	187.5	204.3	209.9	218.4	231.4
Non-manufacturing—						
Mining	173.8	181.2	197.4	203.1	211.2	221.8
Electricity, gas and water	174.5	183.6	199.4	204.3	212.0	221.3
Construction	179.8	189.2	206.6	211.4	220.7	231.2
Wholesale trade	178.4	187.0	204.9	210.4	218.7	231.2
Retail trade	176.5	185.5	203.2	208.4	216.1	228.9
Transport and storage	177.4	184.9	202.2	207.8	216.2	226.2
Communication	182.1	189.8	206.1	212.2	220.7	231.0
Finance, property and business services	173.7	184.1	200.2	205.9	213.8	224.6
Public administration and defence (a)	171.1	180.5	197.1	203.4	211.5	220.4
Community services	175.5	184.1	201.4	206.8	214.8	224.1
Recreation, personal and other services	170.7	182.6	199.3	204.6	212.9	224.0
Total all industries (b)	178.3	186.1	203.1	208.5	216.9	227.8

WAGE AND SALARY EARNERS: INDEXES OF WEEKLY AWARD RATES OF PAY—continued
 (Base: Weighted Average Minimum Award Rate, June 1976=100.0)
 (Index Numbers)

Industry	June					
	1982	1983	1984	1985	1986	1987
FEMALES						
Manufacturing—						
Food, beverages and tobacco	175.6	184.8	200.3	207.2	215.4	226.4
Textiles; clothing and footwear	173.4	186.7	202.9	208.3	216.2	229.9
Paper, paper products, printing and publishing	180.2	184.2	200.3	205.8	213.7	226.5
Chemical, petroleum and coal products	170.6	179.9	195.3	201.8	209.5	220.6
Metal products, machinery and equipment—	187.2	191.6	208.0	213.6	222.1	235.3
Basic metal products	172.6	179.3	194.5	199.4	206.9	217.9
Fabricated metal products; other machinery, and equipment	191.0	194.1	210.8	216.4	225.2	239.1
Transport equipment	183.2	190.4	206.9	212.6	220.6	232.9
Other	175.7	185.0	201.7	207.7	215.6	229.0
Non-manufacturing—						
Electricity, gas and water	170.7	177.3	193.1	198.3	205.9	212.1
Construction	171.9	180.5	201.1	206.4	214.2	226.3
Wholesale trade	176.6	186.8	203.1	209.2	217.2	229.7
Retail trade	172.6	182.0	200.5	206.2	214.0	226.7
Transport and storage	172.4	182.0	198.1	204.7	214.4	225.0
Communication	168.6	178.7	196.0	205.2	213.0	221.3
Finance, property and business services	172.1	183.7	199.5	204.8	212.5	223.8
Public administration and defence (a)	169.7	180.3	197.5	205.1	213.7	223.5
Community services	177.6	186.0	203.5	209.2	222.3	234.3
Recreation, personal and other services	170.6	180.0	196.0	201.9	209.8	222.3
Total all industries (b)	175.4	184.6	201.5	207.5	217.0	229.0

(a) Excludes employees in the Defence Forces. (b) Excludes employees in the Defence Forces, Agriculture, Services to Agriculture and employees in private households employing staff.

More detailed information including explanatory notes, definitions, etc., used in the indexes is contained in the monthly publication *Award Rates of Pay Indexes, Australia* (6312.0).

Average weekly earnings

Statistics of average weekly earnings are produced quarterly, and are based on employment and earnings information obtained from a sample survey of employers. They relate to earnings of employees in respect of a single pay period ending on or before a specific date near the middle of the quarter. If, for a particular survey respondent, that pay period was affected unduly by an industrial dispute, plant breakdown, fire, etc., particulars for the previous normal pay period were obtained. Total earnings are gross earnings in a pay period, while ordinary time earnings refers to that part of total earnings attributable to award, standard or agreed hours of work.

Statistics of average weekly earnings are published in the quarterly publication *Average Weekly Earnings, States and Australia* (6302.0). The current series was introduced in November 1983, to complete the redevelopment of average weekly earnings series from that based principally on information from payroll tax returns. Average weekly earnings statistics were revised back to August 1981 with the introduction of the new series.

AVERAGE WEEKLY EARNINGS OF EMPLOYEES

Reference period— pay period ending on or before	Males		Females			Persons			
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings
	—dollars—								
1983—									
18 February	350.50	370.30	341.00	280.90	286.20	225.30	328.60	343.70	295.40
20 May	353.40	375.00	343.30	281.80	288.20	226.70	330.80	347.30	297.00
19 August	357.10	379.80	349.70	283.80	289.90	228.30	333.50	350.80	300.80
18 November	368.90	394.10	362.00	297.40	303.90	237.20	346.00	365.10	311.30
1984—									
17 February	376.20	400.70	370.60	304.10	311.00	246.50	353.10	371.90	321.30
18 May	388.00	415.70	383.80	316.90	324.20	257.10	365.20	386.30	333.40
17 August	392.40	419.20	386.20	319.00	326.70	256.20	369.00	389.80	334.30
16 November	397.80	427.30	389.50	325.50	333.50	255.10	375.30	398.10	335.40
1985—									
15 February	399.60	429.00	392.70	328.40	335.90	260.10	377.50	400.10	340.10
17 May	404.50	435.50	397.20	334.40	343.10	263.40	382.80	406.90	344.10
16 August	409.80	441.60	403.10	338.70	346.80	265.00	387.90	412.50	347.80
15 November	419.60	453.60	413.90	345.30	353.70	268.40	396.90	423.10	355.60
1986—									
21 February	427.20	460.10	422.70	352.80	360.60	276.40	404.20	429.50	364.10
16 May	432.60	465.90	425.50	356.40	364.90	278.20	409.20	434.90	366.50
15 August	444.00	476.20	437.20	363.60	371.90	282.90	418.90	443.70	373.70
21 November	452.10	488.60	446.30	372.70	382.00	287.60	427.20	455.20	380.60
1987									
20 February	454.80	488.60	445.30	375.70	384.20	291.10	429.90	455.70	381.80

In the November survey, additional information is collected relating to part-time and junior employees, managerial staff and hours of work.

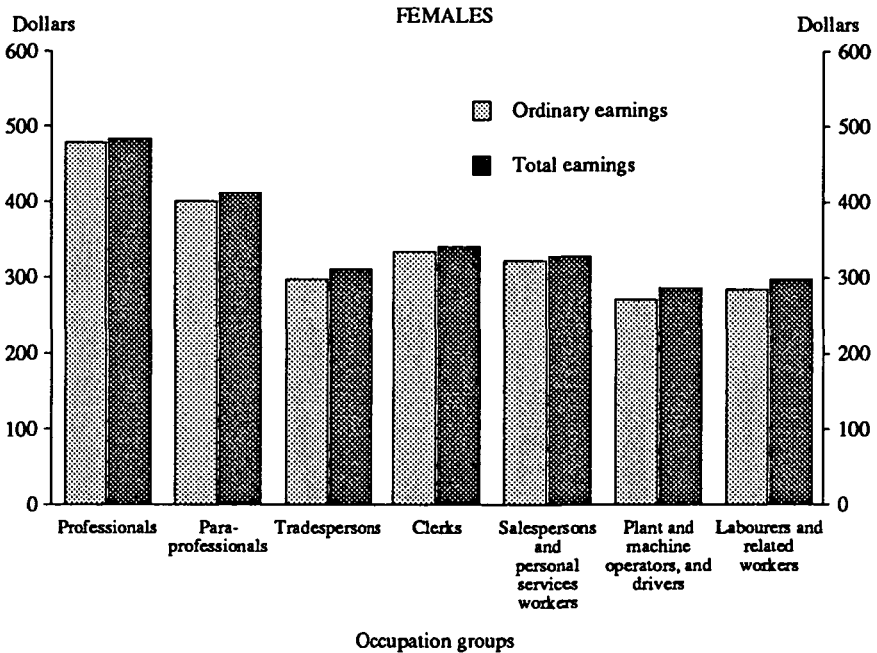
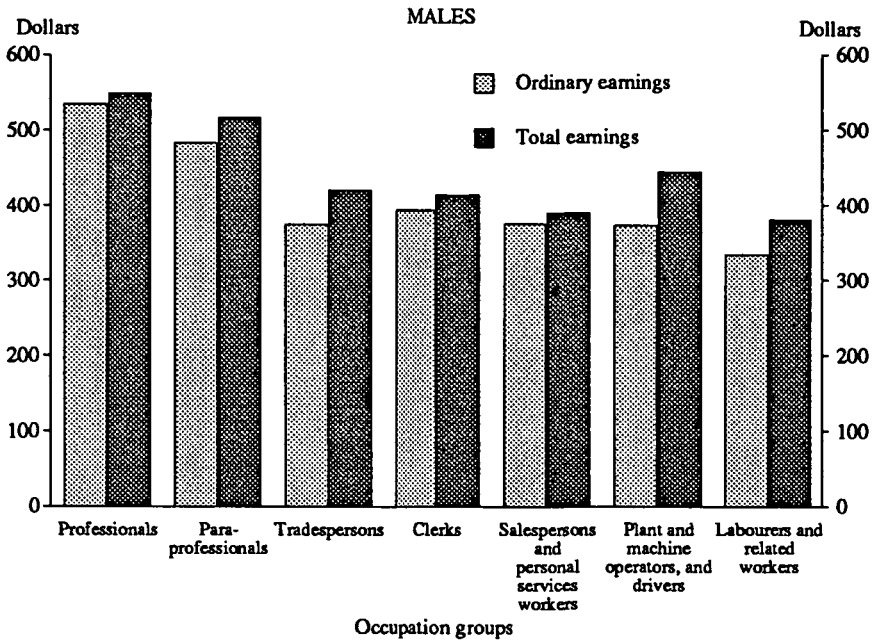
FULL-TIME NON-MANAGERIAL EMPLOYEES: AVERAGE EARNINGS AND HOURS PAID FOR, INDUSTRIES, NOVEMBER 1986

	<i>Males</i>		<i>Females</i>			<i>Persons</i>			
	<i>Average weekly earnings (\$)</i>	<i>Average weekly hours paid for</i>	<i>Average hourly earnings (\$)</i>	<i>Average weekly earnings (\$)</i>	<i>Average weekly hours paid for</i>	<i>Average hourly earnings (\$)</i>	<i>Average weekly earnings (\$)</i>	<i>Average weekly hours paid for</i>	<i>Average hourly earnings (\$)</i>
ADULT EMPLOYEES									
Mining	675.40	42.3	15.98	427.90	39.0	10.96	657.30	42.0	15.64
Manufacturing—	437.40	41.9	10.43	329.80	39.6	8.34	411.80	41.4	9.95
Food, beverages and tobacco	429.40	42.1	10.20	346.40	39.9	8.69	409.70	41.6	9.86
Textiles; clothing and footwear	400.70	43.9	9.13	298.60	39.6	7.54	343.70	41.5	8.28
Paper, printing and publishing	482.50	40.8	11.84	349.00	38.8	8.99	440.30	40.1	10.97
Chemical, petroleum and coal products	504.90	41.8	12.08	353.80	38.7	9.15	459.20	40.9	11.24
Metal products, machinery and equipment—									
Basic metal products	499.00	41.6	12.00	387.40	38.0	10.20	490.60	41.3	11.87
Fabricated metal products; other machinery and equipment	427.30	42.9	9.97	326.00	40.2	8.12	407.80	42.3	9.63
Transport equipment	431.30	40.4	10.69	340.80	39.1	8.71	420.90	40.2	10.46
<i>Total metal products, etc.</i>	<i>443.40</i>	<i>41.9</i>	<i>10.59</i>	<i>335.20</i>	<i>39.7</i>	<i>8.44</i>	<i>427.30</i>	<i>41.5</i>	<i>10.28</i>
Other manufacturing	398.80	41.9	9.51	321.60	40.0	8.04	383.20	41.5	9.23
Electricity, gas and water	493.90	39.0	12.65	383.20	37.3	10.26	484.40	38.9	12.45
Construction	482.90	41.5	11.64	363.20	37.7	9.64	472.70	41.2	11.49
Wholesale trade	419.10	40.4	10.39	351.40	38.6	9.09	398.70	39.8	10.01
Retail trade	358.80	40.9	8.77	310.50	39.5	7.85	339.80	40.4	8.41
Transport and storage	482.00	42.0	11.47	391.90	39.8	9.84	470.20	41.7	11.26
Communication	445.00	38.8	11.47	389.40	38.5	10.10	432.50	38.7	11.17
Finance, property and business services	448.70	39.4	11.38	365.30	38.1	9.60	406.30	38.7	10.49
Public administration and defence	429.00	37.8	11.35	384.70	36.7	10.48	414.30	37.4	11.07
Community services	491.00	38.6	12.71	409.40	37.4	10.95	442.70	37.9	11.68
Recreation, personal and other services	400.20	40.0	10.00	334.10	39.2	8.53	372.40	39.7	9.39
Total all industries	456.00	40.5	11.26	372.50	38.2	9.75	427.80	39.7	10.77
JUNIOR EMPLOYEES									
Mining	388.60	40.1	9.70	260.70	37.6	6.93	351.50	39.3	8.93
Manufacturing—	217.80	39.2	5.56	202.10	39.0	5.17	213.30	39.1	5.45
Food, beverages and tobacco	242.40	40.7	5.96	210.90	39.9	5.29	231.40	40.4	5.73
Textiles; clothing and footwear	238.60	41.2	5.80	189.70	38.4	4.94	207.60	39.4	5.27
Paper, printing and publishing	220.50	38.9	5.67	217.40	39.6	5.49	219.20	39.2	5.59
Chemical, petroleum and coal products	256.60	38.8	6.62	*	38.1	*	*	38.5	*
Metal products, machinery and equipment—									
Basic metal products	260.20	38.0	6.85	244.80	37.9	6.46	258.50	38.0	6.81
Fabricated metal products; other machinery and equipment	214.50	38.8	5.53	197.30	38.8	5.09	211.40	38.8	5.45
Transport equipment	231.60	38.9	5.96	228.40	38.5	5.93	231.40	38.9	5.96
<i>Total metal products, etc.</i>	<i>226.90</i>	<i>38.7</i>	<i>5.87</i>	<i>207.30</i>	<i>38.6</i>	<i>5.37</i>	<i>224.20</i>	<i>38.7</i>	<i>5.80</i>
Other manufacturing	185.60	39.0	4.76	196.20	39.6	4.95	187.50	39.1	4.79
Electricity, gas and water	271.10	38.3	7.07	236.50	37.1	6.38	262.70	38.0	6.91
Construction	236.60	39.1	6.05	203.60	38.0	5.36	232.70	38.9	5.97
Wholesale trade	225.80	40.8	5.54	222.00	39.4	5.64	224.80	40.4	5.56
Retail trade	194.20	40.5	4.79	194.30	39.0	4.98	194.20	39.8	4.88
Transport and storage	231.70	39.3	5.90	220.00	38.8	5.66	227.60	39.1	5.82
Communication	308.10	36.8	8.38	242.20	36.8	6.58	289.40	36.8	7.87
Finance, property and business services	229.40	39.1	5.86	225.40	38.5	5.86	226.60	38.7	5.86
Public administration and defence	236.10	37.3	6.34	230.90	36.6	6.32	232.90	36.8	6.32
Community services	244.40	37.1	6.59	236.90	37.8	6.27	238.30	37.6	6.33
Recreation, personal and other services	188.30	40.2	4.68	199.80	40.5	4.94	196.20	40.4	4.86
Total all industries	220.90	39.5	5.59	214.50	38.7	5.55	217.90	39.1	5.57

Distribution and composition of earnings

Statistics on the distribution of employees according to weekly earnings and hours, and the composition of weekly earnings and hours for various categories of employees and principal occupations are produced from a survey of employers currently conducted in May each year.

**AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS OF FULL-TIME ADULT
NON-MANAGERIAL EMPLOYEES IN MAJOR
OCCUPATION GROUPS, MAY 1986**



Employers selected are requested to supply relevant details, for a sample of their employees randomly selected by the employers in accordance with instructions supplied by the ABS. Employers with fewer than ten employees are required to complete a questionnaire for every employee.

The information presented in this sub-section relates solely to the earnings data collected in the May 1986 survey. The table below sets out the composition of average weekly earnings of employees by State and Territory.

**COMPOSITION OF AVERAGE WEEKLY EARNINGS: ALL
EMPLOYEES, STATES AND TERRITORIES, MAY 1986
(\$)**

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
MALES									
Overtime	33.40	29.50	26.80	22.50	33.40	26.90	44.30	23.20	30.10
Ordinary time—									
Award or agreed base rate of pay	388.20	383.70	366.20	365.20	391.30	370.40	416.50	469.40	383.50
Payment by measured result (a)	6.70	2.70	6.30	*	4.20	*	*	*	5.00
Overaward and other pay	10.00	10.40	7.40	8.10	6.50	6.00	14.60	2.70	9.10
Total	438.30	426.40	406.70	399.00	435.40	414.20	477.70	496.40	427.70
FEMALES									
Overtime	6.10	6.50	4.30	4.40	4.50	6.10	*	*	5.70
Ordinary time—									
Award or agreed base rate of pay	280.50	269.80	256.60	251.00	258.80	255.40	323.20	329.20	270.20
Payment by measured result (a)	0.60	*	0.70	*	*	0.20	*	*	0.90
Over award and other pay	4.40	4.80	3.00	2.40	1.70	2.00	7.10	1.10	3.80
Total	291.70	282.90	264.70	258.30	265.20	263.60	338.80	339.00	280.60

(a) Earnings which vary according to measured performance (e.g. piecework, production and task bonuses or commission).

Average weekly ordinary time earnings can vary across occupations, and this is shown in the accompanying charts. Note that for the 1986 survey, the *Classification and Classified List of Occupations* (CCLO) was completely replaced by the *Australian Standard Classification of Occupations* (ASCO). Details of ASCO can be found in *ASCO, First Edition Statistical Classification* (1222.0) which was released in September 1986. An Information Paper: *ASCO—Australian Classification of Occupations Introduction to ASCO Publications—First Edition* (1221.0) was also released at that time.

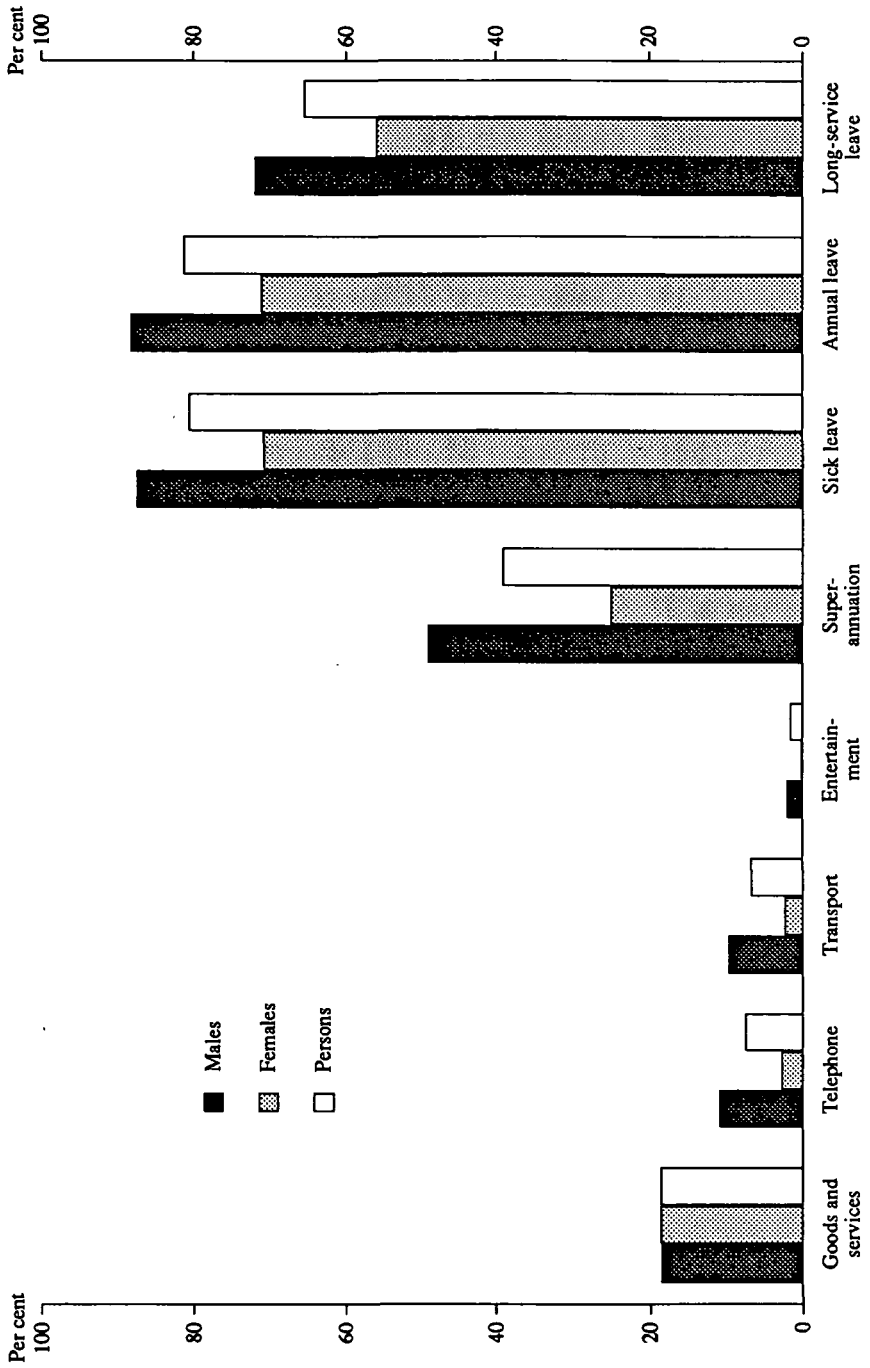
In 1986, males in the 'Professionals' group had the highest average weekly earnings while those in 'Labourers and related workers' had the lowest. For females, the occupation group with the highest average weekly earnings was 'Professionals' and the lowest was 'Plant and machine operators and drivers'.

Non-wage benefits

The previous section concentrated on monetary remuneration for employment. In this section, attention is given to a range of benefits other than wages, salaries and supplements that may arise from employment. Benefits covered are employer-provided concessions or allowances such as holiday costs, low interest finance, goods and services, housing, electricity, telephone, transport, medical, union dues, club fees, entertainment, shares, study leave, superannuation or children's education expenses.

Other than leave provisions, which were available to more than two-thirds of employees, superannuation was the most regularly received benefit. The incidence of this benefit was considerably proportionally higher for males than for females in every occupation group.

ALL EMPLOYEES: SELECTED BENEFITS RECEIVED, AUGUST 1986



The survey also showed that employees at the highest levels of earnings were more likely to receive non-wage benefits. The exceptions were goods and services and annual and sick leave. Children's education expenses were rarely provided. There was also an increased likelihood of receiving benefits as employees' hours of work increased.

ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND WEEKLY EARNINGS IN MAIN JOB AUGUST 1986

	<i>Weekly earnings in main job (dollars)</i>								<i>Total</i>
	<i>Under 120</i>	<i>120 and under 200</i>	<i>200 and under 280</i>	<i>280 and under 360</i>	<i>360 and under 440</i>	<i>440 and under 520</i>	<i>520 and under 600</i>	<i>600 and over</i>	
	Total employees ('000)	538.5	595.2	944.0	1,323.3	882.0	562.3	353.4		484.1	5,683.4

PERCENTAGE OF EMPLOYEES RECEIVING BENEFIT									
Type of benefit—									
Holiday expenses	*	1.4	2.9	4.1	4.8	5.5	5.7	7.6	3.9
Low-interest finance	*	0.6	1.6	2.6	3.0	4.0	4.1	6.6	2.6
Goods and services	13.1	20.1	21.2	20.9	18.6	16.8	16.9	18.0	18.9
Housing	2.0	2.6	3.2	2.1	2.5	4.1	6.3	7.2	3.3
Electricity	1.8	2.1	2.1	1.0	1.6	1.8	2.0	3.4	1.8
Telephone	3.7	3.8	3.8	4.5	8.8	12.0	13.6	2.8	7.8
Transport	2.3	3.6	3.4	4.2	7.7	10.4	13.7	20.9	7.0
Medical	1.1	1.4	2.0	2.6	2.8	3.9	4.7	7.9	3.0
Union dues	0.8	0.8	0.8	1.3	1.9	2.1	3.2	5.9	1.8
Club fees	*	*	0.4	0.5	1.0	1.2	2.0	3.6	0.9
Entertainment allowance	*	*	*	0.8	1.6	2.8	4.1	8.5	1.8
Shares	*	0.8	0.7	1.4	1.3	2.1	2.1	3.5	1.4
Study leave	1.4	1.4	1.3	1.6	2.0	3.2	3.7	2.9	2.0
Superannuation	3.1	10.8	23.8	41.0	51.3	59.8	68.6	74.0	39.4
Children's education expenses	*	*	*	*	*	*	*	*	0.2
Sick leave	17.6	63.1	82.1	92.0	93.5	94.2	94.1	92.7	80.9
Annual leave	17.1	64.5	82.8	92.8	94.4	94.2	94.7	93.1	81.5
Long-service leave	11.4	41.3	58.7	74.8	79.6	83.8	87.2	83.6	65.8

ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND HOURS WORKED IN MAIN JOB AUGUST 1986

	<i>Hours worked in main job</i>						<i>Total</i>
	<i>Less than 20</i>	<i>20-29</i>	<i>30-34</i>	<i>35-39</i>	<i>40</i>	<i>41 and over</i>	
	Total employees ('000)	929.9	468.9	531.8	1,172.2	1,269.2		1,311.5	5,683.4

PERCENTAGE OF EMPLOYEES RECEIVING BENEFIT							
Type of benefit—							
Holiday expenses	2.5	3.3	4.4	3.8	4.1	4.8	3.9
Low-interest finance	1.2	2.0	4.1	2.7	2.3	3.4	2.6
Goods and services	14.7	17.4	19.7	16.6	19.1	23.5	18.9
Housing	1.7	1.9	2.5	2.1	3.4	6.1	3.3
Electricity	1.1	1.1	1.3	0.9	1.4	3.8	1.8
Telephone	5.1	4.5	6.2	4.5	6.5	15.7	7.8
Transport	3.2	2.8	3.7	3.2	6.4	16.2	7.0
Medical	1.4	2.3	3.9	2.4	3.2	4.2	3.0
Union dues	1.1	0.9	1.4	1.1	1.4	3.8	1.8
Club fees	0.4	*	*	0.6	0.7	2.2	0.9
Entertainment allowance	0.6	*	1.0	0.7	1.6	4.4	1.8
Shares	1.1	1.0	0.9	0.7	1.0	2.9	1.4
Study leave	1.5	2.2	2.5	2.5	1.4	2.1	2.0
Superannuation	19.1	27.6	43.6	49.5	38.5	47.3	39.4
Children's education expenses	*	*	*	*	*	0.4	0.2
Sick leave	41.7	63.6	86.7	93.9	93.0	88.0	80.9
Annual leave	41.9	64.2	87.0	94.0	93.7	89.3	81.5
Long-service leave	35.9	53.4	73.5	79.3	71.7	69.3	65.8

Hours of work and work patterns

It is widely recognised that statistics of hours of work 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.

EMPLOYED PERSONS: AGGREGATE AND AVERAGE WEEKLY HOURS WORKED^(a)

	<i>Females</i>			<i>Total</i>	<i>Persons</i>
	<i>Males</i>	<i>Married</i>	<i>Not married</i>		
AUGUST 1985					
Aggregate weekly hours worked (million)	162.6	42.2	33.3	75.5	238.1
By full-time workers	158.5	30.8	29.6	60.4	218.9
By part-time workers	4.1	11.4	3.7	15.1	19.2
Average weekly hours worked	39.8	28.0	31.6	29.5	35.8
By full-time workers	41.3	38.3	37.0	37.7	40.3
By part-time workers	16.1	16.3	14.6	15.8	15.9
By wage and salary earners	38.1	27.7	31.5	29.4	34.6
By other than wage and salary earners ^(b)	47.0	29.6	34.5	30.2	41.9
Average weekly hours worked by persons who worked one hour or more in the survey week	41.9	29.7	33.2	31.1	37.7
By full-time workers	43.5	40.6	38.9	39.8	42.4
By part-time workers	17.3	17.2	15.1	16.6	16.8
AUGUST 1986					
Aggregate weekly hours worked (million)	166.8	46.3	33.1	79.4	246.2
By full-time workers	162.5	34.0	29.6	63.6	226.1
By part-time workers	4.3	12.3	3.5	15.9	20.1
Average weekly hours worked	39.9	28.1	31.4	29.4	35.8
By full-time workers	41.6	38.6	37.0	37.8	40.5
By part-time workers	15.4	16.0	13.9	15.5	15.5
By wage and salary earners	38.4	28.0	31.4	29.5	34.7
By other than wage and salary earners ^(c)	46.5	28.4	30.5	28.7	40.8
Average weekly hours worked by persons who worked one hour or more in the survey week	42.0	29.5	33.0	30.9	37.6
By full-time workers	43.8	40.6	38.9	39.8	42.6
By part-time workers	16.3	16.8	14.6	16.3	16.3
AUGUST 1987					
Aggregate weekly hours worked (million)	169.8	48.1	33.9	81.9	251.7
By full-time workers	165.0	35.0	29.8	64.8	229.7
By part-time workers	4.8	13.1	4.1	17.2	22.0
Average weekly hours worked	39.8	28.0	31.0	29.2	35.6
By full-time workers	41.8	38.5	37.2	37.9	40.6
By part-time workers	15.3	16.2	14.0	15.6	15.5
By wage and salary earners	38.3	27.9	31.0	29.3	34.6
By other than wage and salary earners ^(c)	46.6	28.2	30.4	28.5	40.8
Average weekly hours worked by persons who worked one hour or more in the survey week	41.9	29.5	32.5	30.7	37.4
By full-time workers	43.9	40.7	39.2	40.0	42.7
By part-time workers	16.2	17.0	14.6	16.4	16.3

(a) The figures refer to actual hours worked not hours paid for. (b) Comprises employers, self-employed persons and unpaid family helpers who worked 15 hours or more. (c) Comprises employers, self-employed persons and unpaid family helpers who worked one hour or more.

The table above sets out aggregate and average hours worked by employed persons who are either working full-time or part-time. The following table provides information on average hours worked by employed persons by the industry of their employment.

**EMPLOYED PERSONS: AVERAGE WEEKLY HOURS WORKED(a) BY INDUSTRY
AUGUST 1987**

Industry	Males	Females		Persons
		Married	Total	
Agriculture, forestry, fishing and hunting	48.2	29.3	29.2	43.1
Agriculture and services to agriculture	48.5	29.7	29.5	43.3
Forestry and logging, fishing and hunting	44.6	*	*	41.0
Mining	38.6	32.5	33.4	38.1
Manufacturing	39.3	31.9	33.1	37.7
Food, beverages and tobacco	38.4	30.6	30.1	36.0
Metal products	39.7	32.1	33.2	38.8
Other manufacturing	39.5	32.1	33.9	37.8
Electricity, gas and water	35.5	30.5	33.2	35.3
Construction	39.2	17.7	20.1	36.8
Wholesale and retail trade	40.9	29.0	27.7	35.1
Wholesale trade	41.8	28.3	31.1	38.6
Retail trade	40.4	29.2	26.8	33.6
Transport and storage	39.6	25.3	29.3	37.7
Communication	34.5	28.0	28.3	32.9
Finance, property and business services	40.5	27.6	30.6	35.8
Public administration and defence	35.6	28.3	30.6	33.7
Community services	38.5	27.0	29.1	32.4
Recreation, personal and other services	39.2	27.5	27.4	32.5
All industries	39.8	28.0	29.2	35.6

(a) The estimates refer to actual hours worked, not hours paid for.

Statistics on overtime are produced from a survey conducted each quarter. Estimates prior to November 1983 are not strictly comparable to later estimates. Background information about the job vacancies series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime (6256.0)*.

OVERTIME BY INDUSTRY

Industry	May 1982(a)	May 1983(a)	November 1983		May 1984(b)	May 1985(b)	May 1986(b)	May 1987(b)
			old(a)	new(b)				
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME								
Mining	9.6	8.4	9.0	8.9	8.7	10.5	9.2	9.4
Manufacturing	7.6	7.5	8.0	7.8	7.8	7.7	7.8	7.9
Food, beverages and tobacco	6.8	6.7	7.7	6.9	6.0	6.3	7.3	6.8
Textiles; clothing and footwear	9.8	10.5	10.1	8.6	8.6	8.9	7.9	8.4
Paper, printing, etc.	5.6	6.5	7.4	6.9	6.2	6.0	6.6	7.4
Chemical, petroleum and coal products	7.7	7.4	6.9	7.6	10.3	9.0	8.7	8.6
Basic metal products	7.6	7.3	8.5	9.0	10.7	9.2	9.3	9.9
Fabricated metal products; other machinery, etc.	7.5	7.7	7.5	8.9	7.7	7.6	7.5	7.8
Transport equipment	8.1	7.3	8.6	8.1	7.8	9.3	8.4	8.9
Other manufacturing	8.1	7.5	7.9	7.0	7.8	7.1	7.9	7.6
Electricity, gas and water	8.0	7.9	7.4	6.9	7.2	7.3	7.0	7.2
Construction	8.0	8.2	7.6	7.8	6.9	7.3	7.0	8.0
Wholesale trade	6.2	6.3	6.2	5.9	6.0	6.4	6.6	6.8
Retail trade	4.4	3.9	4.0	3.9	3.7	3.5	3.9	3.7
Transport and storage; communication	7.5	7.4	7.2	7.0	7.3	7.6	7.9	7.3
Public administration and defence						5.0	5.3	5.0
Community services	{7.1	{6.8	{7.4	{5.6	{5.6	6.3	6.0	5.9
Other	5.3	5.2	5.1	5.5	6.2	6.1	5.2	5.4
All industries	7.1	6.9	7.1	6.7	6.7	6.8	6.8	6.8

OVERTIME BY INDUSTRY—continued

Industry	May 1982(a)	May 1983(a)	November 1983		May 1984(b)	May 1985(b)	May 1986(b)	May 1987(b)
			old(a)	new(b)				
PERCENTAGE OF EMPLOYEES IN THE SURVEY WORKING OVERTIME								
Mining	53.3	45.3	45.6	42.4	46.7	42.6	46.2	44.1
Manufacturing	28.9	23.7	29.9	28.1	28.0	31.5	31.5	33.6
Food, beverages and tobacco	36.4	30.8	38.2	35.4	34.2	37.3	38.4	40.4
Textiles; clothing and footwear	19.9	21.2	26.8	27.0	24.6	24.7	20.3	24.8
Paper, printing, etc.	26.3	20.7	25.1	22.6	17.9	19.7	19.7	24.7
Chemical, petroleum and coal products	22.7	23.4	25.9	26.3	22.2	22.0	24.0	29.3
Basic metal products	36.1	29.3	36.0	30.6	38.0	37.7	41.8	45.1
Fabricated metal products; other machinery, etc.	29.0	22.9	27.6	26.2	26.8	31.1	33.9	35.5
Transport equipment	28.0	14.3	22.6	24.5	30.7	37.6	32.5	32.7
Other manufacturing	26.8	24.2	32.1	28.3	27.8	33.7	33.3	35.5
Electricity, gas and water	26.0	22.0	21.7	21.7	23.0	24.6	23.8	21.0
Construction	29.7	23.4	24.4	20.0	17.4	21.1	25.4	21.5
Wholesale trade	17.1	17.0	17.7	18.3	15.5	16.7	15.3	15.2
Retail trade	19.0	17.4	19.3	14.5	15.5	19.3	17.8	16.8
Transport and storage; communication Public administration and defence	35.3	27.6	30.7	26.9	27.0	31.9	31.5	28.6
Community services	{7.8	{7.7	{7.2	{7.7	{8.3	14.8	14.0	13.7
Other	10.8	11.8	10.9	8.2	7.4	5.0	6.2	7.0
All industries	20.4	17.4	19.0	16.3	16.5	18.2	18.1	18.1

(a) Result from payroll tax based survey. (b) Result of sample survey of employers.

Labour costs

Major labour costs statistics are produced from an annual survey of employers. This survey was first conducted in 1986. The information collected related to the costs incurred by private sector employers, for superannuation contributions; workers' compensation; earnings; payroll tax; and severance, termination and redundancy payments for the year ended 30 June 1986.

MAJOR LABOUR COSTS: PRIVATE SECTOR, INDUSTRIES, 1985-86

Type of cost	COSTS (\$ million)							Recre- ation	Total all indus- tries
	Mining	Manufac- turing	Con- struc- tion	Whole- sale and retail trade	Trans- port; Com- muni- cation	Finance, property and business services	Com- munity services; Elec- tricity, gas and water		
Earnings—	2,447	19,556	3,922	16,104	3,060	9,363	6,178	3,019	63,649
Gross wages and salaries	2,381	19,059	3,868	15,739	3,001	9,156	6,092	2,974	62,269
Severance, termination and redundancy payments	66	497	54	365	59	207	87	45	1,380
Other labour costs—	335	2,400	410	1,305	344	977	379	194	6,343
Payroll tax	125	935	115	559	123	383	93	95	2,427
Workers' compensation	103	833	186	362	126	101	102	63	1,876
Superannuation	107	632	109	384	95	493	184	36	2,040
Total labour costs	2,782	21,956	4,331	17,408	3,404	10,341	6,558	3,214	69,993

MAJOR LABOUR COSTS: PRIVATE SECTOR, INDUSTRIES, 1985-86—continued

Type of cost	Mining	Manufacturing	Construction	Wholesale and retail trade	Transport; communication	Finance, property and business services	Community services; Electricity, gas and water	Recreation	Total all industries
COSTS PER EMPLOYEE									
—dollars—									
Earnings—	32,440	20,060	20,080	14,550	21,210	19,230	15,750	11,120	17,450
Gross wages and salaries	31,570	19,550	19,810	14,220	20,800	18,800	15,530	10,950	17,070
Severance, termination and redundancy payments	870	510	280	330	410	430	220	170	380
Other labour costs—	4,440	2,460	2,100	1,190	2,380	2,010	970	710	1,740
Payroll tax	1,660	960	590	510	850	790	240	350	670
Workers' compensation	1,360	850	950	330	870	210	260	230	510
Superannuation	1,420	650	560	350	660	1,010	470	130	560
Total labour costs	36,880	22,530	22,180	15,730	23,590	21,230	16,720	11,840	19,190
—per cent—									
Superannuation—									
Employees covered	77.7	48.4	39.0	22.2	33.5	37.2	20.5	7.3	32.3
—dollars—									
Cost per employee covered	1,850	1,350	1,370	1,560	1,990	2,650	2,250	1,800	1,720
COSTS AS A PERCENTAGE OF TOTAL LABOUR COSTS									
Earnings—	88.0	89.1	90.5	92.5	89.9	90.5	94.2	93.9	90.9
Gross wages and salaries	85.6	86.8	89.3	90.4	88.2	88.5	92.9	92.5	89.0
Severance, termination and redundancy payments	2.4	2.3	1.2	2.1	1.7	2.0	1.3	1.4	2.0
Other labour costs—	12.1	11.0	9.4	7.5	10.1	9.5	5.8	6.1	9.1
Payroll tax	4.5	4.3	2.6	3.2	3.6	3.7	1.4	3.0	3.5
Workers' compensation	3.7	3.8	4.3	2.1	3.7	1.0	1.6	2.0	2.7
Superannuation	3.9	2.9	2.5	2.2	2.8	4.8	2.8	1.1	2.9
Total labour costs	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
COSTS AS A PERCENTAGE OF EARNINGS									
Payroll tax	5.1	4.8	2.9	3.5	4.0	4.1	1.5	3.2	3.8
Workers' compensation	4.2	4.3	4.8	2.2	4.1	1.1	1.7	2.1	3.0
Superannuation	4.4	3.2	2.8	2.4	3.1	5.3	3.0	1.2	3.2
Other labour costs	13.7	12.3	10.5	8.1	11.2	10.5	6.2	6.5	10.0

Industrial disputes

This section presents statistics of industrial disputes involving the loss of ten working days or more at the establishments where stoppages occurred. Industrial disputes data are obtained from employers (private and government), trade unions, and from reports of government authorities.

INDUSTRIAL DISPUTES: AUSTRALIA

Year	Number of disputes		Employees involved ('000)		Working days lost ('000)
	Commenced in year	Total (a)	Newly involved (b)	Total (a)	
1981	2,887	2,915	1,229.1	1,251.8	4,192.2
1982	2,045	2,060	691.3	722.9	2,158.0
1983	1,779	1,787	453.0	470.5	1,641.4
1984	1,958	1,965	551.1	560.3	1,307.4
1985	1,830	1,845	552.6	570.5	1,256.2
1986	1,680	1,687	673.9	691.7	1,390.7

(a) Refers to all disputes in progress during the year. (b) Comprises workers involved in disputes which commenced during the year and additional workers involved in disputes which continued from the previous year.

An industrial dispute is a withdrawal from work by a group of employees or a refusal by an employer (or a number of employers) to permit some or all employees to work, each withdrawal or refusal being made to enforce a demand, resist a demand, or to express a grievance. Employees involved include those directly and indirectly involved in disputes, with the indirectly involved being only those retrenched at establishments where stoppages have occurred but who are not party to the disputes. Working days lost refer to working days lost by workers directly or indirectly involved in disputes.

The annual figures contained in these tables relate to disputes *in progress*, while figures in the table on page 334 relate only to disputes which *ended* in the reference year.

INDUSTRIAL DISPUTES: WORKING DAYS LOST BY INDUSTRY
(^{'000})

Year	Manufacturing							All industries
	Mining		Metal products, machinery and equipment		Construction	Transport and storage; Communication	Other industries (a)	
	Coal	Other	Other	Other				
1981	318.3	307.4	1,221.6	654.1	441.9	465.5	783.3	4,192.2
1982	525.8	157.1	241.8	333.0	231.1	296.2	373.1	2,158.0
1983	122.8	194.7	157.6	120.7	337.2	213.6	494.8	1,641.4
1984	131.1	193.2	144.8	249.3	116.3	150.6	322.1	1,307.4
1985	233.8	106.4	107.3	189.4	175.3	180.4	263.7	1,256.2
1986	362.0	179.4	187.4	205.3	117.7	57.6	281.4	1,390.7

(a) Includes: agriculture, etc.; electricity, etc.; wholesale and retail trade; finance, etc.; public administration, etc.; community services; recreation and personal services.

INDUSTRIAL DISPUTES: WORKING DAYS LOST BY STATE
(^{'000})

Year	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust. (a)
1981	1,918.6	1,235.5	465.8	158.8	244.0	64.3	4,192.2
1982	961.6	368.0	509.8	66.6	162.4	61.5	2,158.0
1983	801.2	257.7	135.0	87.7	270.6	67.8	1,641.4
1984	660.6	187.5	236.5	25.5	119.2	50.5	1,307.4
1985	398.7	355.9	336.2	22.5	92.9	20.7	1,256.2
1986	598.8	381.8	173.4	46.2	143.1	29.2	1,390.7

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

The following table shows the number of working days lost per thousand employees in the years 1981 to 1986. Prior to 1984 the figures were calculated using estimates from the Labour Force Survey. As from 1984, the basis for calculating working days lost per thousand employees changed to include estimates of employees from the Survey of Employment and Earnings. These estimates are combined with estimates of the number of employees in agriculture and in private households obtained from the Labour Force Survey to derive the denominator.

INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES BY INDUSTRY

Year	Manufacturing							All industries (a)
	Mining		Metal products, machinery and equipment		Construction	Transport and storage; Communication	Other industries (a)	
	Coal	Other	Other	Other				
1981	10,302	5,238	2,287	986	1,405	1,116	238	798
1982	14,645	2,686	471	505	768	688	84	392
1983	3,223	3,375	353	186	1,269	485	42	249
1984	3,913	3,745	343	416	503	372	91	248
1985	6,898	1,931	255	312	666	432	71	228
1986	10,773	3,328	445	328	458	135	72	242

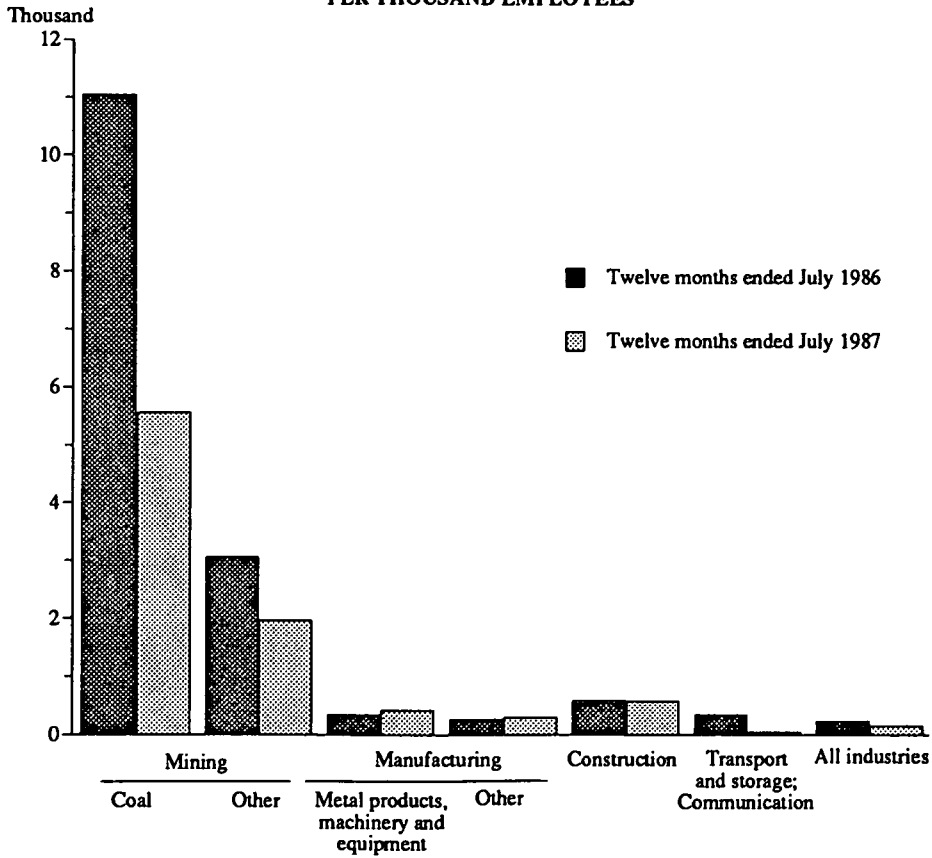
(a) Excludes agriculture, etc. and private households employing staff.

**INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES (a)
BY STATE**

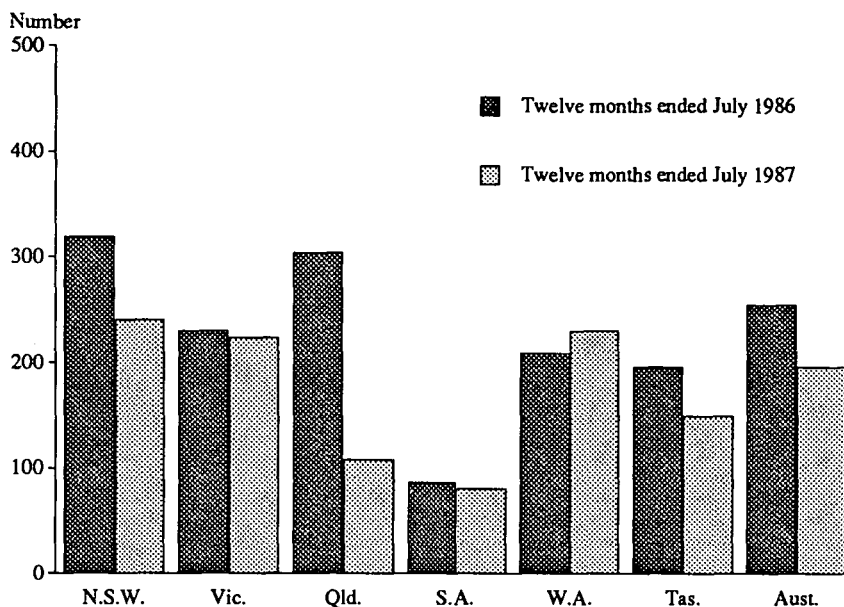
<i>Year</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust.(b)</i>
1981	1,024	863	620	320	548	461	798
1982	476	258	660	101	348	431	392
1983	287	163	176	115	577	478	249
1984	357	132	302	55	256	350	248
1985	209	236	411	47	187	138	228
1986	304	240	207	95	272	190	242

(a) Excludes agriculture, etc. and private households employing staff. (b) Includes the Northern Territory and the Australian Capital Territory.

**INDUSTRIAL DISPUTES: BY INDUSTRY, AUSTRALIA, WORKING DAYS LOST
PER THOUSAND EMPLOYEES**



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



**INDUSTRIAL DISPUTES: DURATION, CAUSES AND METHODS OF SETTLEMENT,
WORKING DAYS LOST (a)**
(^{'000})

	1984	1985	1986
DURATION			
Up to 1 day	187.1	168.7	325.5
Over 1 to 2 days	194.6	213.8	137.0
Over 2 to less than 5 days	213.8	393.5	144.4
5 to less than 10 days	202.8	211.8	219.7
10 to less than 20 days	183.5	260.0	396.6
20 days and over	271.6	56.6	144.0
Total	1,253.5	1,304.3	1,367.2
CAUSES			
Wages	308.4	301.3	546.0
Hours of work	73.4	49.5	13.2
Managerial policy	407.0	321.2	499.6
Physical working conditions	204.1	193.6	93.9
Trade unionism	109.5	216.9	45.7
Other(b)	151.0	221.9	168.8
Total	1,253.5	1,304.3	1,367.2
METHODS OF SETTLEMENT(c)			
Negotiation	314.6	213.7	191.2
State legislation—			
Under State conciliation, etc., legislation	260.2	140.6	110.2
Intervention, etc., of State Government officials			
Federal and joint Federal State legislation(d)	80.9	190.8	575.6
Resumption without negotiation	585.9	736.4	472.8
Other methods(e).	12.0	22.8	17.4
Total	1,253.5	1,304.3	1,367.2

(a) Refers to disputes which ended in the year. (b) Includes 'Leave, pensions, compensation provisions, etc.'. (c) Method directly responsible for ending the stoppage of work. (d) Includes Industrial Tribunals under (i) Conciliation and Arbitration Act, (ii) Coal Industry Acts, (iii) Stevedoring Act, (iv) Other Acts, and intervention, etc. of Federal Government officials. (e) Includes 'Mediation', 'Filling the places of workers on strike or locked out' and 'Closing down the establishment permanently'.

Trade unions

For the purpose of the following statistics a trade union is defined as an organisation, consisting predominantly of employees, whose principal activities include the negotiation of rates of pay and conditions of employment for its members. Returns showing membership by States and Territories each year are obtained for all trade unions and employee organisations.

TRADE UNIONS: NUMBER, MEMBERSHIP AND PROPORTION OF TOTAL EMPLOYEES

	Number of separate unions (a)	Number of members ('000)			Proportion of total employees (per cent)		
		Males	Females	Persons	Males	Females	Persons
31 December							
1981	324	2,029.4	964.7	2,994.1	60	48	56
1982	322	2,024.4	988.0	3,012.4	62	49	57
1983	319	2,007.2	978.0	2,985.2	61	46	55
1984	329	2,041.2	987.3	3,028.5	61	45	55
30 June							
1985(b)	323	2,121.6	1,032.6	3,154.2	63	47	57
1986	326	2,126.5	1,059.7	3,186.2	63	44	55

(a) Without interstate duplication. (b) Unions reported financial and total membership separately for the first time as at 30 June 1985.

In the table above the approximate percentages of wage and salary earners in employment who were members of trade unions are shown. The proportions of total employees shown have been calculated by using estimates of employees from the Labour Force Survey. The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employed wage and salary earners because the degree of unemployment of reported union members will affect the percentages for a particular year and comparison over time. Such comparisons may also be affected by duplication in the count of members due to persons holding membership in more than one union, and by union perceptions and practices in regard to membership (e.g. membership may be restricted to 'financial' members only) which can change over time.

TRADE UNIONS: CLASSIFICATION ACCORDING TO NUMBER OF MEMBERS 30 JUNE 1986

Number of members	Separate unions		Members	
	Number	Proportion of total (per cent)	Number ('000)	Proportion of total (per cent)
Under 100	40	12.3	2.0	0.1
100 and under 250	40	12.3	6.6	0.2
250 " " 500	32	9.8	11.8	0.4
500 " " 1,000	43	13.2	31.1	1.0
1,000 " " 2,000	45	13.8	63.0	2.0
2,000 " " 5,000	39	12.0	130.1	4.1
5,000 " " 10,000	23	7.1	158.8	5.0
10,000 " " 20,000	19	5.8	275.0	8.6
20,000 " " 30,000	12	3.7	294.6	9.2
30,000 " " 40,000	7	2.1	251.3	7.9
40,000 " " 50,000	10	3.1	455.8	14.3
50,000 " " 80,000	8	2.5	529.4	16.6
80,000 and over	8	2.5	976.8	30.7
Total	326	100.0	3,186.2	100.0

In addition, a special Household Supplementary Survey was conducted from March to May 1982 to provide information on the characteristics of trade union members such as their age, industry, and occupation. Summary details were shown in *Year Book* No. 69.

Employment injuries

The only regular statistics concerning occupational health and safety collected by the ABS are the annual statistics of employment injuries which are published by all State Offices. In recent years, some improvements have been made to these statistics through the progressive adoption of standardised classifications and data items. However, in producing these statistics, the ABS has to rely upon administrative by-product data generated under the differing provisions of workers' compensation legislation in each State. Because of these legislative differences and coverage and reporting deficiencies of the by-product source data, and because comparable data for the Commonwealth employee sector are not available, the statistics do not provide an adequate picture of the nation's occupational safety and health record. Thus, users of the statistics are limited to State-specific data covering a variety of items such as type and duration of disability, industry of employment, occupation, age, sex, agency and type of accident, and nature and bodily location of injury.

The collection of statistics of occupational health and safety will undergo significant change in the future, following the Commonwealth Government's establishment of the National Occupational Health and Safety Commission (Worksafe Australia). This body has responsibility for the facilitation and co-ordination of action in collaboration with unions, business and State governments, aimed at improving working conditions and reducing the incidence and severity of injury and illness in the workplace. The overall objectives of Worksafe Australia include plans to develop and implement improved systems for the recording and collection of statistical and other information. To this end, Worksafe Australia released its report *National Data Set for Compensation-Based Statistics, April 1987*, which proposes the collection of a set of data items with associated concepts, classifications, etc., utilising the existing compensation systems administered by all State, Territory and federal agencies.

Employment and training programs

In order to ensure that its programs were appropriate to the current needs of the labour market, in 1983 the Commonwealth Government established the Committee of Inquiry in Labour Market Programs. As a result of that Committee's recommendations, the Government has restructured and rationalised its labour force programs. The resulting mix of programs is designed to promote work experience and training. The principal aims of the labour force programs are to maintain a supply of trained persons to meet the needs of industry and to assist disadvantaged groups in the labour market. Labour force programs operating in 1987 are detailed as follows.

Australian traineeship system—ATS

The ATS was introduced in August 1985 to achieve long-term fundamental improvements in training arrangements for young people who do not go on to higher education, technical or trade training. Traineeships are of at least 12 months duration and consist of a structured combination of on- and off-the-job training. Training includes a minimum of 13 weeks off-the-job training, usually provided by TAFE. Traineeships are primarily available for 16-18 year olds with preference given to those who do not have Year 12 qualifications.

The Commonwealth is responsible for the overall development and implementation of the ATS in close consultation with State and Territory governments, State Training Authorities, TAFE, employers, unions and young people. The Commonwealth provides:

- an on-the-job training fee of \$1,000 per trainee to employers, \$2,000 in the case of trainees assessed as disadvantaged;
- an off-the-job training fee of \$1,800 per trainee which is paid to TAFE and \$2,000 in the case of other approved off-the-job training providers;
- living away from home allowances to trainees who have to move in order to take up a traineeship.

The trainee is paid a trainee wage for the duration of the traineeship which is set with reference to relevant junior rates for the time spent on the job. The trainee wage can not be less than \$99.30 per week and is adjusted in accordance with National Wage Case decisions.

In 1986-87, 7,085 young people commenced a traineeship and since the inception of the scheme over 10,500 traineeship positions have been created in a wide range of industries and occupations.

Industry training service

In addition to specific schemes directed at the training of individuals, the government also provides aid to assist industry to develop and improve its own training programs through the National Trainer Training Service and Industry Training Committees (ITCs).

ITCs are industry based autonomous committees with representatives from employers, employees and the government. Their role is to promote and develop systematic training and to provide advice on training issues in their industry.

Commonwealth rebate for apprentice full-time training—CRAFT

Assistance under CRAFT takes four forms. *Technical Education Rebates* are payable to employers for releasing their apprentices to attend, or study by correspondence, the technical education component of an approved basic trade course. As from 1 January 1987, these rebates range from \$24.90 to \$48.60 per day.

Rebates are also payable to employers who release their apprentices to attend approved full-time, *off-the-job* training courses at their own or other industry training centres and range from \$24.90 to \$35.50 per day.

A *Pre-Vocational Graduate Employment Rebate* is payable to employers who engage an apprentice who has completed an approved trade based pre-employment course which results in exemption from at least one stage of technical education and a reduction of at least 6 months in the normal period of apprenticeship. As from 1 January 1987 the rebate payable is \$820.

A *Living Away From Home Allowance* is also provided to apprentices who need to move away from home to commence or maintain an apprenticeship. As from 1 January 1987, the allowance payable was \$39.00 per week for first year apprentices, and \$16.60 per week for second year apprentices.

Special Apprentice Training

Special Apprentice Training encompasses special apprenticeship support programs which are designed to complement traditional apprentice training and reduce wastage from apprenticeship.

Under the *Group Training Scheme*, joint Commonwealth/State financial assistance is provided to a central body, such as an employer organisation or a training company formed by local government or a regional organisation. Apprentices/trainees (under the Australian Traineeship System) are then indentured to/employed by these organisations and then leased on a rotation basis to participating employers.

The *Special Trade Training Program* is directed at developing new approaches to complement traditional apprentice training. The major component of this program is the provision of assistance to State and Territory governments to provide additional standard trade-based pre-employment courses and designated preparatory course places for women.

The *Special Assistance Program* is aimed at reducing the incidence of apprentice retrenchments and wastage. Wage subsidies may be payable to existing employers of indentured apprentices to retain the apprentice in employment and training or to new employers who engage and indenture out-of-trade apprentices who were retrenched due to the economic circumstances of their previous employer. In addition, out-of-trade apprentices may be eligible for a training allowance to enable the completion of the basic trade course and/or to undertake an approved course of off-the-job training.

Under the *Group One Year Apprentice Scheme* apprentices indentured to private employers receive full-time training using the spare training capacity within Commonwealth and State Government establishments for the first year of apprenticeship. At the end of the first year, the apprentices return to their employers in order to undertake the remainder of the apprenticeship.

The *Disabled Apprentice Wage Subsidy Program* provides a subsidy of \$104.30 per week to employers who indenture a disabled person. Further assistance of up to \$2,000 is available to employers to assist with any necessary modifications to the workplace.

Adult Training Program—ATP

The ATP provides short-term vocational training opportunities for people aged 21 and over who have been unemployed for at least 6 out of the past 9 months, or who are otherwise

especially disadvantaged (e.g. disabled, sole parents, migrants with English language difficulties). The courses are developed at the local level in conjunction with TAFE and other training providers, taking into account the needs of the participants and the skill requirements of local labour markets.

TAFE has a major role in the delivery of courses. In 1986–87, courses were run in a wide range of areas, including office skills, tourism and hospitality, health care work, computer programming, industrial machining, welding, warehousing, and various rural occupations.

The program includes provision of training assistance targeted towards:

- sole parents and widows whose eligibility for benefit/pension is changed by new provisions relating to age of youngest child;
- the provision of bridging and retraining courses to assist migrants obtain recognition in Australia for professional qualifications acquired overseas.

Skills Training Program—STP

The STP, established in 1987–88, focuses on the need to address skill shortages and improve Australia's workforce skills at both occupational and industry levels. It is designed to facilitate a broadening of the training infrastructure in Australia, particularly through fostering a greater training effort on the part of the private sector.

Under this program, the Federal Government has increased the level and range of support for industry and occupational skills training. Key elements of this expanded assistance are:

- packages of direct financial support to industry and firms to upgrade workforce skills to meet the requirements of structural and technological change;
- assisting with the development and expansion of industry skill centres, in conjunction with industry, TAFE and State governments;
- encouraging the development of innovative industry approaches to improved workforce training through the Industry Training Committee network.

Measures under this program are complementary to policies for increasing private sector involvement in the provision of training through TAFE.

Youth Training Program—YTP

The YTP, established in 1987–88, provides vocational training opportunities for long-term unemployed and other young job seekers under 21 years. The YTP is aimed at those who have been unemployed for at least 6 out of the past 9 months, or who are otherwise especially disadvantaged (e.g. disabled, sole parents, migrants with English language difficulties).

Courses are vocationally-oriented with the average duration around 13 weeks. They are developed in co-operation with TAFE or other training providers, and take account of the needs of the participants and the skill requirements of local labour markets. Particular attention is paid to the preparatory training needs of young people and structured training in job search skills are provided. Some of the training opportunities are provided through mainstream TAFE courses particularly for young people who have been unable to undertake training through apprenticeships or traineeships.

Job Search Training Program

The Job Search Training Program, also introduced in 1987–88, has two elements: Job Clubs and Job Search Training. They provide structured training in job search skills. Job Clubs provide intensive 3 week training courses in job search skills for jobseekers unemployed 6 months or more. Job Clubs operate on a group basis under the guidance and supervision of a trained leader.

Participants receive advice, training and supervised practice in résumé and application writing, job interviewing, and personal presentation—increasing the avenues for job hunting. Participants continue to receive their unemployment benefit or Job Search Allowance entitlement for the duration of the course.

Shorter-term Job Search Training opportunities are provided through 200 external organisations, such as community bodies, TAFE and CYSS projects.

Job creation and employment assistance programs

Community Employment Program—CEP

The CEP is aimed at providing relevant work experience for those most disadvantaged in the labour market, particularly the long-term unemployed. In addition, the program funds

temporary jobs through projects of community benefit, with the view of enhancing participants' future employment prospects.

It was announced in the May 1987 Economic Statement that the CEP would be abolished: however projects approved in 1986-87 will be funded to completion and \$100 million has been allocated for this purpose in 1987-88.

New Enterprise Incentive Scheme—NEIS

The NEIS provides assistance to unemployed people who have the capacity to establish and operate their own business. The Scheme operates as a joint Commonwealth-State program. The Commonwealth offers participants continued income support for an initial 12 month establishment period and training in small business management. State governments contribute capital loans and resources for assessment of business proposals, and provide business advice and counselling through their small business advisory services. The Commonwealth and State Government assistance provides a comprehensive support package for participants during the crucial establishment phase, increasing their opportunity to establish themselves successfully in permanent self-employment.

The Scheme is open to all unemployed people 18 years and above or their spouses who are in receipt of, or dependent on, Social Security income support. Married rate income support is available.

Jobstart

Jobstart is a general wage subsidy program which aims to:

- provide access to employment mainly in the private sector for job seekers who, because of long-term unemployment or other characteristics, are unable to compete on an equal basis in the labour market;
- enhance the employment prospects of job seekers through the provision of employment experience which will provide, improve or maintain their job-related skills, motivation and confidence;
- provide equitable assistance to disadvantaged groups having regard to the relative labour market needs of these groups.

The target group of Jobstart is people unemployed for at least six out of the last nine months, or job seekers who are otherwise especially disadvantaged in the labour market. These are Aboriginals, migrants with English language/cultural difficulties, people with disabilities, and sole supporting parents.

Jobstart provides private sector employers with subsidy payments for 26 weeks as an incentive to engage and improve the employment prospects of the target group. Subsidy rates are tied to age-earnings levels, with an additional incentive for those unemployed more than 12 months and for the especially disadvantaged groups.

Mobility Assistance

The Mobility Assistance Program aims to facilitate referral or placement of job seekers by providing financial assistance towards the costs incurred in pursuing or taking up suitable employment opportunities.

- The *Fares Assistance Scheme* (FAS) provides free travel on public transport for job seekers to attend job interviews for employment of a continuing nature. This ensures that those most in need of financial assistance are not disadvantaged in their search for employment by the cost of fares.
- The *Relocation Assistance Scheme* (RAS) provides financial assistance to meet the relocation expenses of job seekers who are unable to obtain continuing employment in their present locality and are prepared to move to a new area to take up a job that cannot be filled by suitable local job seekers.

Assistance under RAS includes fares and expenses associated with moving a home and family.

Industry and Regional Employment Assistance

This program aims to:

- improve employment opportunities for individuals in nominated industries or regions

adversely affected by structural change through the provision of employment and training assistance;

- improve the skills/employment base of industries/regions undergoing structural change. There are six components, outlined below.

Heavy Engineering Adjustment and Development Program—HEADP

The Department of Education, Employment and Training is responsible for the labour adjustment component of the HEADP which comprises two elements:

- assistance for workers retrenched from industry to train, be placed in a subsidised job or relocated to another job;
- skills enhancement.

Financial assistance is provided to employers to upgrade the skills of existing employees, conditional upon improvements in work practices. Firms are required to accept greater responsibility for training on their own account.

The allocation for the labour adjustment component of HEADP is \$24 million over the three years of operation of the program, effective from 1 July 1986.

The HEADP provides management efficiency, industrial development and marketing assistance plus a concessional loan finance scheme to provide incentives for investment. This part of the scheme is administered by the Department of Industry, Technology and Commerce.

Steel Regions Assistance Program—SRAP'

This program was introduced in 1983–84 to reduce the impact of steel industry restructuring on the labour markets of the principal steel regions—the Hunter Valley, the Illawarra and Whyalla. The five-year program provides funds to diversify the employment bases of the three regions through enhancement of their economic infrastructure.

The administration of SRAP projects, including the management of funding, is diversified across various federal departments.

Assistance to Textile, Clothing and Footwear Industries—TCF

The Department is responsible for the employment and training component of the assistance plan for the textiles, clothing and footwear industries. The retraining and re-employment package was introduced on 1 January 1988, fourteen months earlier than the start of the government's seven year Industry Plan on 1 March 1989.

A range of measures will be available to assist those workers seeking re-employment in jobs outside the textiles, clothing and footwear industries.

Christmas Island Retraining and Employment Assistance

As part of the government's overall policy on the future of Christmas Island, a range of training initiatives is being developed to assist those being retrenched in the phosphate mining industry and other unemployed Christmas Islanders. The initiatives commenced and under consideration include formal technical training in building and construction, and clerical and administrative areas; on-the-job training in similar occupational areas; community-based training programs aimed at meeting community needs while providing relevant skills training; and vocationally oriented English language training, both on the Island and on the mainland.

Coal Mining Industry Labour Adjustment Package

Retraining and relocation assistance is provided for workers retrenched from the coal mining industry in New South Wales and Queensland. This Adjustment Package, which is an integral part of restructuring arrangements directed at improving mine viability and securing the future of the industry, will replace assistance previously available to retrenched New South Wales coalminers under the general labour adjustment training arrangements.

Labour Adjustment Training Arrangements—LATA

Under general labour adjustment and training arrangements, the problems of workers affected by large-scale retrenchments in designated industries or areas (other than above) undergoing restructuring are addressed. LATA assistance is available to people who have been retrenched, made redundant, or who have resigned or retired voluntarily because of large scale retrenchments in industries or locations designated by the Minister. A range of flexible training options is directed towards improving the employment prospects of these workers by updating, upgrading, refreshing or broadening their skill base.

Community-based and Aboriginal programs

Community Youth Support Scheme—CYSS

The objectives of the CYSS are to help unemployed people aged 15–24 years obtain and retain employment or to proceed to further education or training by enabling local communities to develop programs of assistance which will develop the work and personal skills of local unemployed young people.

CYSS projects are administered by publicly elected local management committees which receive grants to assist with staffing, accommodation and administrative costs.

Community Training Program—CTP

Introduced in January 1986, the CTP aims to assist the most disadvantaged job seekers to develop and maintain their ability to obtain and retain employment, or to proceed to further education or training by supporting initiatives by community groups to provide structured programs of training, work experience and job placement and related services.

CTP has two components:

- *Locally-based Projects.* Legally incorporated, non-profit-making community organisations, or in some cases local government authorities, are offered grants to conduct programs providing combinations of vocational training relevant to local labour market needs, work experience placements, personal support services and job placement and referral services.
- *Information Technology Centres (ITeCs).* The ITeCs offer training in electronics, electronic office skills and computer applications. The Centres also provide community access programs in information technology, and establish and support new enterprise development in the information technology based industries and in industries using information technology.

Local industries are encouraged to be involved in the development and operation of ITeCs, and 50 per cent of the costs must be contributed from sources other than government.

Community Volunteer Program—CVP

Announced in March 1987, the CVP aims to assist unemployed people, particularly the young unemployed, to improve their labour market prospects and enhance their personal skills by participating in voluntary activities of benefit to the community.

Volunteer Referral Agencies (VRAs) are designed to place unemployed volunteers in voluntary activities which match their skills, interests and/or career preferences. VRAs may be sponsored by incorporated community organisations, local governments, service clubs and business enterprises.

Aboriginal Employment and Training

The objectives of this sub-program are to:

- increase the overall level of employment among Aboriginals and to increase the range of occupations in which they are employed through the provision of training assistance to enable the development of work skills;
- promote increased awareness in the business sector and the community of Aboriginal employment issues;
- provide, in rural and remote areas, training and employment support directed at the enterprise and economic development of Aboriginal communities.

These are sought through implementation of the following component programs:

- *Training for Aboriginals Program (TAP),* which aims to improve training and employment opportunities for Aboriginal people by providing work experience, on-the-job training and/or, formal training. While the major priority for TAP is training for jobs in the private sector, it also provides assistance to public sector agencies for Aboriginal recruitment and training strategies.
- *Enterprise Employment Assistance Program (EEA)* which provides wage subsidy support to certain Aboriginal enterprises, for management training assistance to rural and remote community enterprises and community development projects.
- *Aboriginal Employment Action Program* which will provide flexible assistance to encourage better recruitment practices in major national companies.

Allowances

To assist disadvantaged job seekers to undertake training or re-training, the Formal Training Allowance (FTA) is made available. These are to support living and other costs during course participation and are payable to eligible people participating in the formal training programs, which are:

- Adult Training Program;
- Youth Training Program;
- Community Training Program;
- Training for Aboriginals Program;
- elements of Special Apprenticeship Training;
- training elements of New Enterprise Incentive Scheme.

To be eligible to receive FTA, people are generally unemployed for at least six months in the last nine or are otherwise especially disadvantaged in the labour market. FTA consists of:

- a living component equivalent to the total Unemployment Benefit/Job Search Allowance entitlement of the trainee;
- a training component of \$30 for those aged 21 and above;
- a Living-Away-From-Home Allowance (LAFHA) for people who need to move to undertake training, and a Home Base Maintenance Allowance for trainees on LAFHA who also maintain a home base.

LABOUR MARKET PROGRAMS AND SERVICES EXPENDITURE (S'000)

Type of program	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87
Training Programs—						
Vocational Training for Young People—						
Australian Traineeship System	—	—	—	—	2,087	13,565
Formal Training Assistance for Youth	8,423	11,365	14,564	16,121	14,854	(a)13,615
Experimental Training Projects	—	948	1,034	1,807	664	(a)1,720
Trade Training—						
CRAFT	78,749	84,938	86,603	99,362	88,075	96,252
Special Apprenticeship Training	4,506	12,397	23,323	21,865	20,213	18,860
Adult Training (b)						
Adult Training Program—						
General Skills Training	—	—	—	—	4,917	18,455
National Skills Shortages	—	—	—	—	1,061	4,308
Labour Adjustment Training	(c)	(c)	11,223	9,670	4,616	(d)2,064
Skills in Demand	(e)2,482	(e)3,606	2,068	3,092	(f)3,419	—
General Training Assistance—						
Formal	2,751	3,306	3,746	4,473	(g)3,661	—
On-the-job	5,522	2,692	1,842	848	(g)739	—
Former Regular Service Members'	196	74	31	11	10	—
Vocational Training Scheme						
Formal (Disabled)	615	807	1,120	476	(g)488	—
Industry Training Services	4,500	5,222	6,943	8,649	11,716	12,711
Job Creation and Employment Assistance—						
Job Creation—						
Community Employment Program	—	—	285,422	405,543	289,925	(h)198,981
Wage Pause Program (i)	—	98,900	101,100	—	—	—
Employment Incentives—						
JOBSTART—						
Private Sector	—	—	—	—	(j)18,787	113,972
CWEP	—	—	—	—	(k)	10,393
Work Experience (SYETP)	53,702	63,625	120,192	97,673	(l)61,714	—
Adult Wage Subsidy Scheme	—	375	23,200	35,134	(l)25,432	—
Special Needs Clients	1,007	751	1,938	2,333	(l)1,763	—
Disabled On-the-Job	4,792	4,068	7,161	9,234	(l)7,146	—
Mobility Assistance—						
Relocation Assistance Scheme	1,599	2,160	3,497	3,016	2,629	3,334
Fares Assistance Scheme	264	362	416	451	501	665

LABOUR MARKET PROGRAMS AND SERVICES EXPENDITURE—continued
(S'000)

Type of program	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87
Industry & Regional Employment Assistance—						
Assistance to the Steel Regions	—	—	—	3,198	894	8,979
Christmas Island Retraining & Employment Assistance	—	—	—	—	—	763
Heavy Engineering Adjustment & Development	—	—	—	—	—	122
Community Based and Aboriginal Program—						
Community Youth Support Scheme	14,200	17,880	21,348	26,056	31,540	35,092
Community Training Program—						
Community Youth Special Projects	586	1,499	2,794	3,342	4,586	(m)
Work Preparation Program	1,064	1,437	1,506	2,594	2,473	(m)
Locally Based Projects	—	—	—	—	935	14,181
Information Technology Centres	—	—	—	—	354	935
Community Volunteer Program—						
Volunteer Youth Program	151	178	392	529	816	(n)
Aboriginal Employment & Training Placement and Information Services—						
Occupational Information	1,211	1,627	2,402	2,883	2,600	(o)
Employment Services—						
National Promotional Campaigns	124	962	(q)2,477	2,200	(o)	(o)
Employment Strategies	290	512	(s)	(s)	(o)	(o)
Total expenditure	205,778	344,301	767,382	813,916	667,093	634,000

Source: Department of Education, Employment and Training

(a) Will be subsumed under Youth Training Program in 1987-88. (b) Expenditure in 1985-86 relates to approvals in the period 1 January 1986 to 30 June 1986. This program replaced General Training Assistance, Skills in Demand and the formal elements of Special Training for Disabled. (c) Expenditure included under Skills in Demand. (d) In 1986-87, this element formed part of the Adult Training Program; in 1987-88 it will form part of Industry and Regional Employment Assistance. (e) Includes Lata expenditure. (f) Expenditure relates to approvals on Skills in Demand projects approved prior to 1 January 1986. This program was then replaced by the National Skills element of the Adult Training Program. (g) Expenditure relates to approvals to 31 December 1985, when this program was then replaced by the Adult Training Program. (h) This amount includes expenditure on the New Enterprise Incentive Scheme, which operated as a pilot program under the Community Employment Program. (i) Funds were appropriated to the Department of Finance. (j) Expenditure relates to approvals in the period 1 December 1985 to 30 June 1986. This scheme replaced private sector assistance for Work Experience, Adult Wage Subsidy Scheme, Special Needs Job Seekers and Disabled On-the-Job. (k) From 2 December 1985, Commonwealth SYETP became the CWEP element of JOBSTART. Expenditure under these elements in 1985-86 is included in the figure for SYETP. (l) Expenditure relates to approvals to 30 November 1985 (except in the case of Commonwealth SYETP where expenditure refers to approvals to 30 June 1986). This program was then replaced by JOBSTART. (m) In 1986-87, these elements form part of Locally Based Projects. (n) In 1986-87, expenditure on existing YVP projects is included under the new Community Volunteer Program. (o) This item is included in the Department's administrative expenditure. (q) Includes expenditure on Employment Strategies. (s) Included under National Promotional Campaigns since 1983-84.

LABOUR MARKET PROGRAMS AND SERVICES APPROVALS(a)

Type of program	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87
Training Programs—						
Vocational Training for Young People—						
Australian Traineeships System	—	—	—	—	1,000	7,085
Formal Training Assistance for Youth	11,456	14,069	15,204	15,246	11,845	(b)9,800
Experimental Training Projects	—	150	369	630	387	(b)330
Trade Training Program—						
CRAFT	99,000	100,577	81,986	80,300	75,600	89,709
Special Apprentice Training	4,636	12,063	14,537	11,514	(c)10,202	(c)5,406
Adult Training and Retraining—						
Adult Training Program(d)	—	—	—	—	3,090	7,000
Labour Adjustment Training	—	(e)	3,701	2,765	733	(f)190
Skills in Demand	1,213	(g)1,615	426	553	(h)818	—
General Training Assistance—						
Formal	1,086	1,656	1,521	1,766	(i)1,331	—
On-the-job	7,320	3,526	1,832	1,237	(i)640	—
Formal (Disabled)	94	111	93	136	(i)39	—

LABOUR MARKET PROGRAMS AND SERVICES APPROVALS(a)—continued

Type of program	1981-82	1982-83	1983-84	1984-85	1985-86	1986-87
Job Creation and Employment Assistance—						
Job Creation—						
Community Employment Program(j)	—	—	30,450	46,670	37,019	(k)21,400
Wage Pause Program(l)	—	3,532	17,129	—	—	—
Employment Incentives—						
JOBSTART—						
Private Sector	—	—	—	—	(m)35,098	64,860
CWEP(n)	—	—	—	—	—	2,080
Work Experience—						
Standard SYETP						
Private	37,525	45,129	50,718	39,893	(o)16,362	—
Commonwealth	3,589	4,233	4,621	4,598	3,558	—
State	—	567	789	—	—	—
Extended SYETP	10,582	16,337	31,454	24,383	(o)10,187	—
Adult Wage Subsidy Scheme—						
Standard	—	1,360	13,074	11,943	(o)5,393	—
Extended	—	282	2,279	2,395	(o)1,134	—
Special Needs Jobseekers	915	1,012	2,097	2,190	(o)1,237	—
Disabled On-the-job	3,235	2,719	4,140	4,643	(o)2,518	—
Mobility Assistance—						
Relocation Assistance Scheme	1,513	1,985	2,790	2,290	1,749	2,480
Community Based and Aboriginal Program—						
Community Youth Support Scheme(q)	55,000	65,000	70,000	75,000	85,000	100,000
Community Training Program—						
Community Youth Special Projects(r)	n.a.	n.a.	956	1,202	1,331	(s)
Work Preparation Program (Disabled)	447	376	460	482	557	(s)
Locally Based Projects	—	—	—	—	38	4,350
Information Technology Centres	—	—	—	—	—	150
Community Volunteer Program—	—	—	—	—	—	7,000
Volunteer Youth Program(u)	1,031	1,600	2,200	3,500	4,100	—
Aboriginal Employment and Training	4,533	5,594	9,162	9,998	10,173	11,426
Total all programs	243,175	283,493	361,988	343,334	321,139	333,266

Source: Department of Education, Employment and Training

(a) An approval is defined as a person who was approved for, and commenced under, a specific program, for which financial assistance was available. An approval is registered each time an individual commences in a different component of a program, or in different programs, i.e. the total number of approvals can be greater than the number of individuals commencing in any one year. In some programs, the number of training or course places to be funded or job placements/commencements (CEP) are used instead of approvals. These have been included as approvals, given the explanation above. It should be noted that the total number assisted under any program in a financial year exceeds the number of approvals, owing to a carry-over between financial years. (b) Will be subsumed under Youth Training Program in 1987-88. (c) The lower figure in 1986-87 reflects the decision to discontinue the Pre-Apprenticeship Allowance from 1 January 1987. (d) This program replaced General Training Assistance, Skills in Demand and the formal elements of Special Training for Disabled. Approvals for General Skills Training and National Skills Shortages in 1985-86 relate to the period 1 January 1986 to 30 June 1986. (e) Approvals included under Skills in Demand. (f) In 1986-87, this element formed part of General Skills Training; in 1987-88 it will form part of Industry and Regional Employment Assistance. (g) Figure includes LATA approvals for 1982-83. (h) Approvals relate to Skills in Demand projects approved prior to 1 January 1986. This program was then replaced by the National Skills Element of the Adult Training Program. (i) Approvals relate to the period 1 July 1985 to 31 December 1985. This program was then replaced by the General Skills Training element of the Adult Training Program. (j) It should be noted that the CEP figures represent placements made in each financial year regardless of the year of project approval. (k) This figure includes 400 people assisted under the New Enterprise Incentive Scheme. (l) Funds for this program were appropriated to the Department of Finance, but the program was administered by the State and Territory governments in consultation with the Department of Employment and Industrial Relations. Figures refer to placements recorded by the CES. It should be noted that not all placement activity occurred through the CES. (m) Approvals relate to the period 1 December 1985 to 30 June 1986. This Scheme replaced the private sector assistance for Work Experience, Adult Wage Subsidy Scheme, Special Needs Job Seekers and Disabled On-the-Job. (n) From 2 December 1985, Commonwealth SYETP became the CWEP element of JOBSTART. Total approvals for these elements in 1985-86 are shown against Commonwealth SYETP. Figures for 1986-87 are shown against CWEP. (o) Approvals relate to the period 1 July 1985 to 30 November 1985. This program was then replaced by JOBSTART. (p) No formal approval is required to attend CYSS projects. The figures provided are only broad Departmental estimates of people who attended projects, and are based on monthly reports of the number of people who attended projects. (q) In 1986-87, these elements form part of Locally Based Projects. (r) The trainee allowance under Community Youth Special Projects (CYSP) was payable only to participants in projects which provided full-time courses. Participants in other CYSP projects retained eligibility for unemployment benefit and so were not included in this table. (u) Figures relate to young people involved in voluntary activities. In 1986-87, the Volunteer Youth Program was incorporated in the new Community Volunteer Program.

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