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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.

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, etc.). Further details concerning the scope, coverage and survey methods (as well as more detailed statistics) of the labour force and supplementary surveys can be found in the publications listed at the end of this chapter.

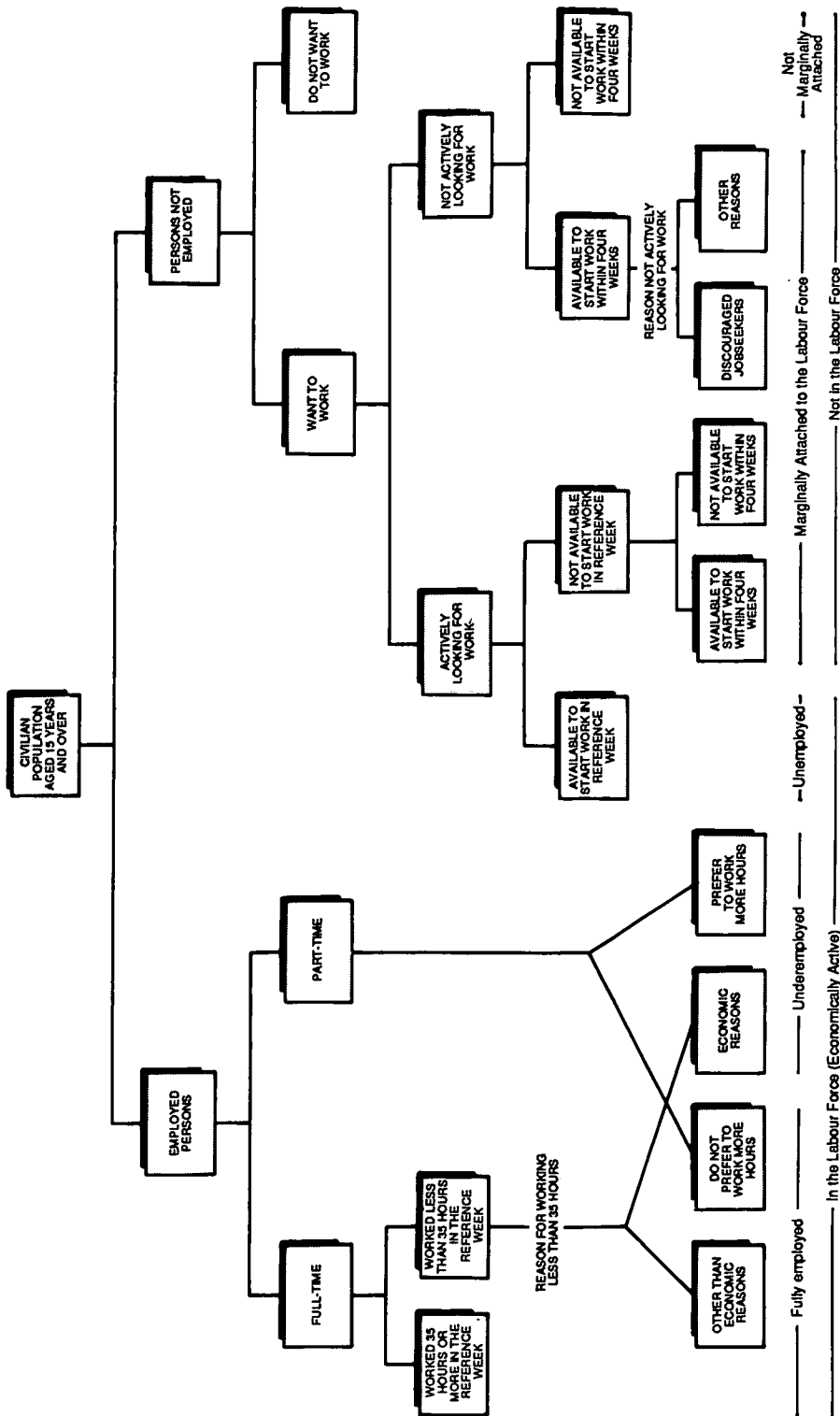
Australian labour force framework

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 the next page.

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.

THE AUSTRALIAN LABOUR FORCE FRAMEWORK



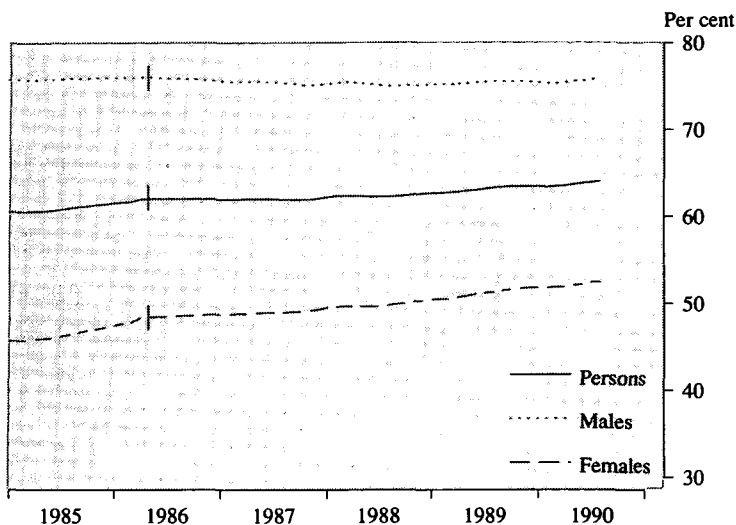
LABOUR FORCE: SOURCES OF GROWTH
(per cent)

<i>Annual average(a)</i>	<i>Males</i>			<i>Females</i>			<i>Persons</i>		
	<i>Percentage points change due to</i>			<i>Percentage points change due to</i>			<i>Percentage points change due to</i>		
	<i>Percentage change in labour force</i>	<i>Labour force population growth</i>	<i>participation</i>	<i>Percentage change in labour force</i>	<i>Labour force population growth</i>	<i>participation</i>	<i>Percentage change in labour force</i>	<i>Labour force population growth</i>	<i>participation</i>
1984-1985	1.0	1.9	-0.9	3.3	1.8	1.6	1.9	1.8	0.0
1985-1986	2.1	2.1	0.0	5.8	2.0	3.7	3.5	2.0	1.5
1986-1987	1.8	2.2	-0.4	5.0	2.1	2.8	3.1	2.1	0.9
1987-1988	1.7	2.1	-0.4	3.5	2.1	1.4	2.4	2.1	0.3
1988-1989	1.9	2.1	-0.2	4.1	2.0	2.0	2.8	2.1	0.7
1989-1990	2.4	1.9	0.5	4.7	1.8	2.8	3.3	1.9	1.4

(a) Averages calculated on monthly estimates.

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.

PARTICIPATION RATES (a)



(a) Trend (smoothed seasonally adjusted) estimates. | Indicates break in series. Estimates for the period prior to April 1986 are based on an earlier definition. See text for explanation.

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. The second table shows changes in labour force status over time.

CIVILIAN LABOUR FORCE, BY AGE, ANNUAL AVERAGE(a), 1989-1990

Age group	Number ('000)					Participation rate (per cent)				
	Males					Females				
	Males	Married	Not married	Total	Persons	Males	Married	Not married	Total	Persons
15-64	4,831.0	2,038.0	1,388.6	3,426.6	8,257.6	84.9	58.3	66.6	61.4	73.3
15-19	442.4	14.9	396.2	411.1	853.5	62.0	57.4	60.0	59.9	60.9
20-24	604.1	145.9	367.7	513.6	1,117.7	89.8	66.7	83.5	77.9	83.9
25-34	1,313.3	614.8	294.5	909.3	2,222.6	94.7	61.2	77.6	65.7	80.2
35-44	1,200.7	723.9	175.9	899.9	2,100.6	94.1	70.7	74.3	71.4	82.8
45-54	812.0	412.9	107.9	520.8	1,332.8	89.5	59.5	63.1	60.2	75.2
55-59	276.4	86.7	29.3	115.9	392.3	75.0	31.7	34.6	32.4	54.0
60-64	182.1	39.0	17.1	56.1	238.2	50.0	15.3	15.0	15.2	32.5
65 and over	73.8	13.0	10.8	23.9	97.6	9.2	2.9	1.7	2.2	5.2
Total	4,904.7	2,051.1	1,399.5	3,450.5	8,355.2	75.5	52.1	51.4	51.8	63.5

(a) Averages calculated on monthly estimates.

CIVILIAN POPULATION AGED 15 AND OVER: LABOUR FORCE STATUS

Annual average(a)	Unemployed				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					
				Total					
				—'000—					—per cent—
MALES									
1984-1985	4,073.1	346.7	24.9	371.5	4,444.6	1,414.7	5,859.3	8.4	75.9
1985-1986	4,197.5	312.5	28.2	340.7	4,538.1	1,441.6	5,979.8	7.5	75.9
1986-1987	4,254.1	336.1	29.8	365.9	4,620.0	1,490.1	6,110.1	7.9	75.6
1987-1988	4,354.4	310.7	34.3	345.0	4,699.4	1,540.8	6,240.2	7.3	75.3
1988-1989	4,494.3	263.4	32.4	295.9	4,790.2	1,580.6	6,370.8	6.2	75.2
1989-1990	4,622.2	248.2	34.4	282.6	4,904.7	1,587.7	6,492.4	5.8	75.5
FEMALES									
1984-1985	2,506.2	177.9	70.0	247.9	2,754.1	3,278.5	6,032.6	9.0	45.7
1985-1986	2,662.5	174.3	76.5	250.8	2,913.3	3,237.1	6,150.4	8.6	47.4
1986-1987	2,790.2	189.4	79.8	269.3	3,059.5	3,221.1	6,280.6	8.8	48.7
1987-1988	2,901.9	183.1	82.4	265.5	3,167.4	3,244.9	6,412.3	8.4	49.4
1988-1989	3,056.9	160.9	78.3	239.2	3,296.0	3,246.8	6,542.8	7.3	50.4
1989-1990	3,218.1	154.8	77.6	232.4	3,450.5	3,212.4	6,662.9	6.7	51.8

(a) Averages calculated on monthly estimates.

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 1989

Labour force status	Leavers aged 15 to 19			Leavers aged 20 to 24			Total(b)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	—'000—								
Labour force	111.6	97.7	209.4	31.2	31.7	62.9	161.6	150.6	312.2
Employed	97.1	82.0	179.1	27.7	27.2	54.9	141.4	127.7	269.2
Full-time	87.4	65.2	152.5	25.8	21.5	47.3	129.3	100.4	229.7
Part-time	9.7	16.9	26.6	*1.9	5.7	7.5	12.1	27.4	39.5
Unemployed	14.5	15.7	30.2	3.5	4.5	8.0	20.2	22.9	43.0
Not in labour force	5.5	7.7	13.2	*1.4	*2.4	3.8	9.2	14.2	23.4
Total	117.2	105.4	222.6	32.6	34.1	66.7	170.8	164.8	335.6
	—per cent—								
Unemployment rate	13.0	16.1	14.4	11.2	14.3	12.8	12.5	15.2	13.8
Participation rate	95.3	92.7	94.1	95.7	93.0	94.3	94.6	91.4	93.0

(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. (b) Includes leavers aged 25 to 64.

CIVILIAN POPULATION AGED 15 TO 69(a): EDUCATIONAL ATTAINMENT AND LABOUR FORCE STATUS, FEBRUARY 1990

Educational attainment	Employed			Unem- ployed —'000—	Labour force	Not in labour force	Unemp- loyment rate —per cent—	Partici- pation rate	
	Full-time	Part-time	Total						
MALES									
With post-school qualifications	2,213.9	97.6	2,311.5	83.8	2,395.2	319.6	2,714.8	3.5	88.2
Degree	507.2	28.3	535.4	19.6	555.1	46.0	601.1	3.5	92.3
Trade qualification or apprenticeship	1,130.5	38.0	1,168.5	39.8	1,208.3	193.7	1,402.1	3.3	86.2
Certificate or diploma	547.7	30.3	578.0	23.0	600.9	73.7	674.6	3.8	89.1
Other	28.5	*1.0	29.5	*1.4	30.9	6.2	37.1	*4.5	83.3
Without post-school qualifications(b)	2,004.7	170.5	2,175.2	203.1	2,378.4	546.4	2,924.8	8.5	81.3
Attended highest level of secondary school available	516.1	79.1	595.2	47.6	642.8	114.9	757.7	7.4	84.8
Did not attend highest level of secondary school available	1,474.2	89.4	1,563.6	153.5	1,717.1	422.2	2,139.4	8.9	80.3
Left at age—									
18 and over	38.1	4.4	42.5	5.3	47.8	6.5	54.3	11.1	88.1
16 or 17	581.1	28.4	609.5	57.6	667.2	64.3	731.4	8.6	91.2
14 or 15	744.7	47.6	792.3	79.5	871.8	251.7	1,123.5	9.1	77.6
13 and under	110.4	8.9	119.3	11.1	130.4	99.8	230.2	8.5	56.7
Never attended school	5.8	*1.5	7.3	*0.6	7.9	7.7	15.6	*7.7	50.8
Still at school	*1.4	61.1	62.5	16.2	78.7	205.9	284.6	20.6	27.6
Total	4,220.0	329.2	4,549.2	303.1	4,852.3	1,071.9	5,924.2	6.2	81.9
FEMALES									
With post-school qualifications	904.3	453.1	1,357.4	84.5	1,441.9	542.3	1,984.2	5.9	72.7
Degree	224.5	74.4	299.0	17.9	316.9	69.7	386.6	5.7	82.0
Trade qualification or apprenticeship	54.5	32.9	87.4	6.5	93.9	61.6	155.5	6.9	60.4
Certificate or diploma	614.3	340.0	954.3	57.5	1,011.9	403.3	1,415.1	5.7	71.5
Other	11.0	5.8	16.7	*2.6	19.3	7.7	27.0	*13.4	71.5
Without post-school qualifications(b)	1,036.3	699.4	1,735.7	174.3	1,910.0	1,699.2	3,609.2	9.1	52.9
Attended highest level of secondary school available	305.6	167.2	472.9	49.0	521.9	256.1	778.0	9.4	67.1
Did not attend highest level of secondary school available	722.8	527.5	1,250.3	123.6	1,373.9	1,415.4	2,789.4	9.0	49.3
Left at age—									
18 and over	15.1	8.1	23.1	*3.2	26.3	13.3	39.6	*12.0	66.4
16 or 17	326.2	200.7	526.8	52.6	579.4	350.4	929.8	9.1	62.3
14 or 15	340.2	293.3	633.5	62.3	695.8	856.9	1,552.7	8.9	44.8
13 and under	41.4	25.4	66.8	5.6	72.4	194.8	267.3	7.8	27.1
Never attended school	*1.3	*0.6	*1.9	*0.6	*2.5	22.8	25.3	*24.6	*9.9
Still at school	*0.3	81.4	81.7	19.9	101.6	179.1	280.7	19.6	36.2
Total	1,940.9	1,233.9	3,174.8	278.7	3,453.6	2,420.6	5,874.2	8.1	58.8

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

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)

Annual average(b)	Age group (years)—								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	
MALES									
1984-1985	47.7	78.4	87.8	90.3	85.5	72.0	40.4	9.1	69.6
1985-1986	49.3	80.1	88.6	90.7	85.8	73.0	41.7	8.8	70.3
1986-1987	48.7	79.5	88.4	90.2	85.4	71.6	42.4	8.5	69.7
1987-1988	49.2	79.8	88.9	90.4	84.9	70.4	43.5	9.1	69.8
1988-1989	51.7	81.7	89.1	90.9	85.5	69.7	45.4	9.0	70.6
1989-1990	53.0	82.0	89.8	90.9	86.6	71.3	46.2	9.1	71.2
FEMALES									
1984-1985	46.5	65.2	51.9	56.5	48.4	27.2	11.8	2.1	41.6
1985-1986	48.1	67.4	54.8	59.4	49.9	28.3	11.7	2.4	43.3
1986-1987	47.5	68.2	56.6	61.3	52.3	29.5	12.9	2.4	44.5
1987-1988	47.6	68.9	58.0	62.7	53.5	30.1	12.7	2.7	45.3
1988-1989	49.2	70.3	59.3	65.3	55.7	31.1	14.6	2.3	46.8
1989-1990	50.5	71.0	61.7	68.3	57.7	31.3	15.0	2.2	48.3
PERSONS									
1984-1985	47.1	71.8	69.8	73.6	67.4	49.9	25.7	5.0	55.4
1985-1986	48.7	73.8	71.7	75.3	68.3	51.0	26.4	5.1	56.6
1986-1987	48.1	73.9	72.5	75.9	69.2	51.0	27.3	5.0	56.9
1987-1988	48.4	74.4	73.4	76.7	69.6	50.6	27.9	5.4	57.4
1988-1989	50.5	76.1	74.2	78.2	71.0	50.8	29.8	5.1	58.5
1989-1990	51.8	76.6	75.8	79.6	72.5	51.6	30.5	5.1	59.6

(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. (b) Averages calculated on monthly estimates.

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 reference week, worked for one hour or more for pay, profit, commission or payment in kind in a job or a business, or on a farm. From April 1986, unpaid family helpers are those who, during the reference 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. The change in definition resulted in employment increasing by approximately 0.5 per cent and unemployment decreasing by approximately 1.0 per cent.

EMPLOYED PERSONS: STATUS OF WORKER
(^{'000})

<i>Annual average(a)</i>	<i>Employers</i>	<i>Self-employed</i>	<i>Wage and salary earners</i>	<i>Unpaid family helpers</i>	<i>Total</i>
1984-1985	342.4	663.8	5,544.6	23.2	6,574.0
1985-1986	358.9	686.4	5,765.0	39.4	6,849.7
1986-1987	335.5	724.5	5,895.1	64.6	7,019.7
1987-1988	365.2	708.4	6,080.1	65.5	7,219.2
1988-1989	367.4	734.4	6,371.9	66.5	7,540.3
1989-1990	372.4	736.0	6,661.8	60.6	7,830.9

(a) Averages calculated on quarterly estimates.

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,
ANNUAL AVERAGE(a), 1989-1990**

<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	303.7	122.0	425.7	49.3	29.6	43.6
Mining	92.6	11.8	104.4	41.6	35.1	40.9
Manufacturing	887.3	333.5	1,220.8	40.4	33.1	38.4
Food, beverages and tobacco	129.3	58.9	188.2	39.7	32.4	37.4
Metal products	170.6	30.8	201.4	40.9	31.9	39.5
Other manufacturing	587.5	243.8	831.3	40.4	33.4	38.4
Electricity, gas and water	98.3	10.9	109.2	36.3	32.2	35.9
Construction	523.3	76.9	600.1	40.7	21.2	38.2
Wholesale and retail trade	890.8	749.8	1,640.7	40.6	27.4	34.6
Transport and storage	317.6	79.7	397.3	41.1	30.6	39.0
Communication	100.2	39.7	140.0	35.1	31.3	34.0
Finance, property and business services	458.6	437.8	896.5	41.2	31.4	36.4
Public administration and defence	208.0	137.2	345.2	36.4	31.0	34.2
Community services	481.1	886.8	1,367.9	39.0	29.5	32.9
Recreation, personal and other services	252.9	330.4	583.2	39.0	27.7	32.6
Total	4,614.5	3,216.4	7,830.9	40.6	29.4	36.0

(a) Averages calculated on quarterly estimates.

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

EMPLOYED PERSONS BY OCCUPATION, ANNUAL AVERAGE(a), 1989-1990
(**'000**)

<i>Occupation(b)</i>	<i>Males</i>	<i>Married females</i>	<i>All females</i>	<i>Persons</i>
Managers and administrators	654.0	159.9	198.1	852.1
Professionals	586.3	236.4	390.9	977.2
Para-professionals	253.5	126.8	203.4	457.0
Tradespersons	1,109.9	67.0	123.2	1,233.1
Clerks	306.8	649.9	1,035.0	1,341.8
Salespersons and personnel service workers	417.6	361.0	734.9	1,152.6
Plant and machine operators, and drivers	494.0	71.5	98.0	592.0
Labourers and related workers	792.3	295.3	432.7	1,225.0
Total	4,614.5	1,967.8	3,216.4	7,830.9

(a) Averages calculated on quarterly estimates. (b) 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 reference week. Part-time workers are those who usually work less than 35 hours a week and who did so during the reference 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,
ANNUAL AVERAGE(a), 1989-1990
(**'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	257.4	497.1	1,198.3	1,122.8	754.7	239.4	142.7	42.4	4,254.9
Part-time workers	121.2	53.9	47.4	35.4	30.1	23.4	25.3	30.4	367.2
Total	378.6	551.1	1,245.7	1,158.3	784.8	262.8	168.1	72.9	4,622.2
	FEMALES								
Full-time workers	179.1	370.9	546.0	471.5	286.5	59.4	25.0	8.3	1,946.8
Part-time workers	168.0	97.2	308.0	388.0	212.0	52.7	30.0	15.2	1,271.3
Total	347.1	468.1	854.0	859.6	498.5	112.2	55.1	23.5	3,218.1

(a) Averages calculated on monthly estimates.

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
DECEMBER 1989
(**'000**)

<i>Sector</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Aust.</i>
Private	1,638.7	1,282.9	715.2	372.1	382.6	105.0	39.2	56.3	4,591.9
Public	552.1	452.8	255.3	150.5	157.4	54.7	22.3	68.2	1,713.4
Commonwealth	134.3	92.1	49.8	32.4	24.9	9.7	4.2	49.0	396.4
State	356.6	314.2	176.6	109.9	121.8	41.1	16.8	19.2	1,156.3
Local	61.1	46.5	28.9	8.2	10.8	3.9	1.2	..	160.7
Total	2,190.8	1,735.7	970.5	522.6	540.0	159.7	61.5	124.5	6,305.3

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

Industry	Private sector				Public sector			
	Mar. 1989	June 1989	Sept. 1989	Dec. 1989	Mar. 1989	June 1989	Sept. 1989	Dec. 1989
Agriculture, forestry, fishing and hunting(a)	..	..	..	..	7.7	7.5	7.4	7.5
Mining	78.6	76.2	75.1	77.3	6.8	6.9	6.6	6.5
Manufacturing	1,044.4	1,020.5	1,061.4	1,061.2	42.8	40.7	37.3	34.1
Electricity, gas and water	4.1	3.8	2.8	2.7	119.8	119.0	117.4	114.7
Construction	254.0	264.8	284.4	277.0	41.0	40.2	42.3	45.4
Wholesale and retail trade	1,301.4	1,280.7	1,272.2	1,314.3	4.1	4.2	4.6	4.6
Transport and storage	167.5	173.1	181.3	181.1	138.5	136.9	135.4	136.8
Communication	0.5	1.2	1.4	1.6	126.8	127.1	127.1	128.4
Finance, property and business services	669.8	663.7	674.7	711.1	105.1	106.1	108.3	112.9
Public administration and defence(b)	—	—	—	—	317.6	315.4	309.2	305.4
Community services	481.6	492.1	491.6	500.1	782.5	803.1	806.4	792.5
Health	233.4	232.3	233.4	236.8	290.8	292.6	291.9	290.5
Education	106.5	109.3	106.3	108.0	369.7	384.7	386.8	373.4
Other	141.7	150.5	151.9	155.4	122.0	125.7	127.7	128.6
Recreation, personal and other services	432.3	432.3	446.6	465.5	25.8	25.3	25.4	24.6
Total all industries	4,434.2	4,408.5	4,491.5	4,591.9	1,718.5	1,732.3	1,727.5	1,713.4

(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 1989.

APPRENTICES: SECTOR AND INDUSTRY, MAY 1989
(**'000**)

Industry—	Year of apprenticeship				Total
	First	Second	Third	Fourth(a)	
Industry—					
Manufacturing	16.6	13.3	11.0	8.0	49.0
Construction	12.7	8.6	6.2	7.3	34.8
Wholesale and retail trade	11.9	11.7	10.0	10.0	43.7
Recreation, personal and other services	7.7	5.4	4.4	4.2	21.7
Other(b)	7.1	8.5	5.4	5.2	26.2
Sector—					
Public	5.3	5.5	4.2	3.8	18.8
Private(c)	50.8	42.0	32.9	31.0	156.7
Total	56.1	47.6	37.0	34.8	175.5

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

Unemployment

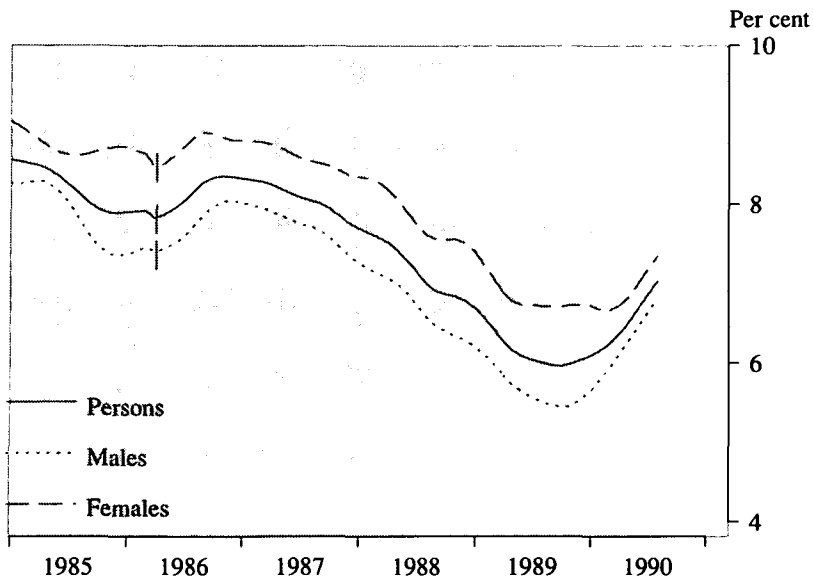
The unemployment statistics presented in this section have been derived from the ABS monthly Labour Force Survey and its supplementaries.

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 and their educational qualifications. Also shown are some summary statistics on job vacancies.

Measures of unemployment provide one indicator of the under-utilisation 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.

UNEMPLOYMENT RATES (a)



(a) Trend (smoothed seasonally adjusted) estimates. | Indicates break in series. Estimates for the period prior to April 1986 are based on an earlier definition. See text for explanation.

**UNEMPLOYED PERSONS: AGE AND WHETHER LOOKING FOR FULL-TIME OR
PART-TIME WORK, ANNUAL AVERAGE(a), 1989-1990**

Age	Number unemployed ('000)				Unemployment rate (per cent)			
	Married		All		Married		All	
	Males	females	females	Persons	Males	females	females	Persons
LOOKING FOR FULL-TIME WORK								
Aged 15-19	42.9	*3.2	39.2	82.1	14.2	*29.0	17.9	15.8
Looking for first job	16.9	*0.6	17.6	34.5	..	..	..	..
Attending school	3.5	*0.0	*2.5	6.0	n.a.	n.a.	n.a.	n.a.
Attending a tertiary educational institution full-time	*1.9	*0.0	*1.8	3.7	n.a.	n.a.	n.a.	n.a.
Aged 20 and over	205.3	49.1	115.6	320.9	4.9	4.5	6.1	5.3
20-24	48.4	7.9	36.1	84.5	8.9	7.1	8.9	8.9
Looking for first job	3.9	*0.7	6.1	10.0	..	..	..	..
25-34	65.0	18.0	35.9	100.9	5.1	5.4	6.2	5.5
35-44	40.8	14.5	26.1	66.9	3.5	4.0	5.2	4.0
45-54	25.8	7.5	15.0	40.8	3.3	3.2	5.0	3.8
55 and over	25.4	*1.1	*2.4	27.9	5.7	*1.8	*2.6	5.1
Aged 15-64	248.2	52.3	154.8	403.0	5.5	4.7	7.4	6.1
Total	248.2	52.3	154.8	403.0	5.5	4.7	7.4	6.1
LOOKING FOR PART-TIME WORK								
Aged 15-19	20.9	*0.8	24.8	45.7	14.7	*19.3	12.8	13.6
Attending school	14.6	*0.0	16.2	30.8	16.8	*0.0	14.8	15.6
Attending a tertiary educational institution full-time	4.7	*0.0	5.6	10.3	15.2	*0.0	13.4	14.1
Aged 20 and over	13.4	37.3	52.8	66.2	5.2	4.0	4.6	4.7
20-24	4.6	3.9	9.4	14.0	7.9	11.2	8.9	8.5
Attending a tertiary educational institution full-time	*3.0	*0.2	*3.2	6.2	*10.1	*21.2	*10.1	10.1
25-34	*2.6	14.4	19.3	21.9	*5.3	5.3	5.9	5.8
35-44	*1.7	11.5	14.2	15.8	*4.5	3.2	3.5	3.6
45 and over	4.5	7.4	9.9	14.4	3.9	2.8	3.1	3.3
Aged 15-64	33.9	37.9	77.3	111.2	9.1	4.1	5.8	6.5
Total	34.4	38.0	77.6	112.0	8.6	4.0	5.7	6.4

(a) Averages calculated on monthly estimates.

**UNEMPLOYED PERSONS: ACTIVE STEPS TAKEN TO FIND FULL-TIME OR PART-TIME
WORK, JULY 1988**

Active steps taken to find work during current period of unemployment	Looking for full-time work			Looking for part-time work			
	Males	Females	Persons	Males	Females	Persons	
	—'000—			(per cent)			
Registered with the CES and—							
Took no other active steps	*2.9	*1.9	4.8	1.1	*0.3	*2.1	*2.4
Contacted prospective employers	224.0	109.9	333.9	78.3	6.2	20.9	27.1
Took other active steps	18.8	8.2	26.9	6.3	*0.5	*3.2	*3.7
Total	245.7	119.9	365.6	85.7	7.0	26.2	33.2
Not registered with the CES and—							
Contacted prospective employers	27.8	29.7	57.4	13.5	10.7	27.4	38.1
Took other active steps	*1.7	*2.0	*3.7	*0.9	*1.6	*3.9	5.5
Total	29.5	31.6	61.1	14.3	12.3	31.3	43.6
Total	275.1	151.6	426.7	100.0	19.2	57.5	76.8

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 reference week (including the whole of the reference 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. 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	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
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
1988 May	22.0	18.6	6.6	3.1	4.8	0.7	0.7	1.9	58.5
1989 May	26.3	24.1	10.4	3.5	4.5	0.9	1.1	2.3	73.1
1990 May	19.9	12.9	7.1	4.2	2.7	1.0	0.7	2.3	50.8

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

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
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	1.0
1988 May	1.0	1.2	0.8	0.7	0.9	0.5	1.3	1.4	1.0
1989 May	1.2	1.5	1.2	0.7	0.9	0.6	1.9	1.7	1.2
1990 May	1.0	0.8	0.8	0.9	0.6	0.7	1.3	1.9	0.9

(a) Job vacancy rate is calculated by expressing the number of job vacancies as a percentage of the number of employees plus vacancies.

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, information has been derived 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 TO 69: LABOUR FORCE STATUS (^{'000})

	<i>March 1986</i>	<i>Sept. 1986</i>	<i>March 1987</i>	<i>March 1988</i>	<i>Sept. 1988</i>	<i>Sept. 1989</i>
Persons in the labour force	7,520.8	7,589.9	7,771.2	7,966.8	7,993.2	8,316.3
Persons not in the labour force	3,507.5	3,551.4	3,496.7	3,520.2	3,620.4	3,567.1
With marginal attachment to the labour force	697.4	737.2	696.4	725.0	721.7	708.4
Wanted to work and were actively looking for work	35.2	57.0	31.1	33.6	65.7	55.3
Were available to start work within four weeks	25.0	26.7	23.6	26.9	34.8	27.7
Were not available to start work within four weeks	10.2	30.3	7.6	6.7	30.9	27.6
Wanted to work but were not actively looking for work and were available to start work within four weeks	662.3	680.2	665.3	691.4	656.0	653.1
Discouraged jobseekers	91.5	83.6	94.4	92.0	83.8	76.1
Other	570.7	596.5	570.9	599.4	572.2	577.0
Without marginal attachment to the labour force	2,810.1	2,814.2	2,800.3	2,795.2	2,898.8	2,858.7
Wanted to work but were not actively looking for work and were not available to start work within four weeks	259.6	259.9	231.8	250.3	281.3	286.3
Did not want to work	2,446.6	2,453.8	2,460.9	2,437.8	2,515.7	2,451.1
Permanently unable to work	33.3	35.5	28.8	37.5	37.2	35.1
Institutionalised(a) and boarding school pupils	70.5	65.0	78.8	69.5	64.7	86.2
Civilian population aged 15 to 69	11,028.3	11,141.3	11,267.9	11,487.0	11,613.6	11,883.4

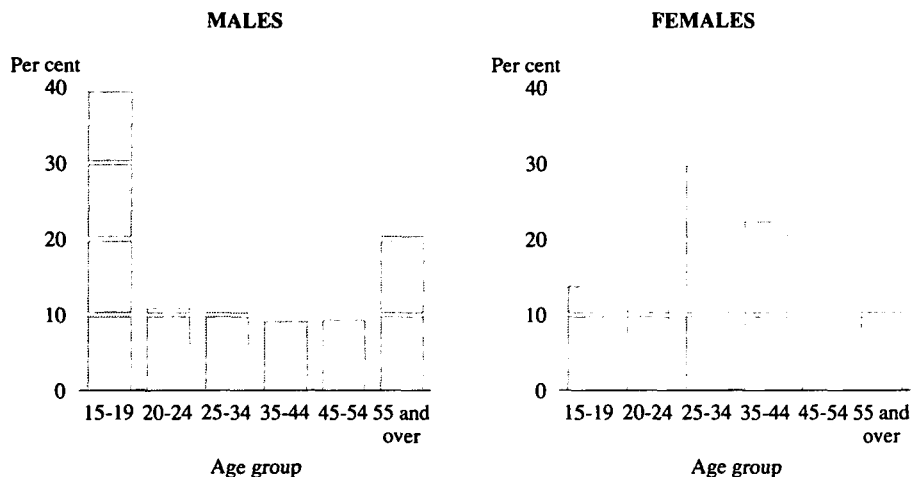
(a) Includes patients in hospitals and sanatoriums and inmates of reformatories, gaols, etc.

Persons with marginal attachment to the labour force are those who were not in the labour force in the reference 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; or
- no jobs in their locality or line of work, or no jobs at all.

Some 40 per cent of males with marginal attachment were in the 15 to 19 age group and a further 20 per cent were aged 55 and over. For females 30 per cent were in the 25 to 34 age group, followed by 22 per cent in the 35 to 44 age group.

PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE: AGE AND SEX, SEPTEMBER 1989



Persons Employed at Home

In the April 1989 supplementary survey to the Labour Force Survey, persons aged 15 and over were asked information about the jobs in which they were employed at home.

Of the estimated 7,683,200 persons aged 15 and over who were employed in April 1989, 266,600 persons were employed at home; 33 per cent of those employed at home were aged between 35 and 44 and a further 26 per cent were aged 25 to 34.

Females accounted for 70 per cent of all persons who were employed at home, with 27 per cent of these women working at home because their children were too young or decided to look after their children.

A summary of the results of the survey is shown in the following tables.

EMPLOYED PERSONS AGED 15 AND OVER: AGE AND WHETHER WORKED AT OR EMPLOYED AT HOME, APRIL 1989
(*000)

Age	<i>Employed</i>				<i>Total(a)</i>	<i>Total</i>
	<i>Worked some hours at home</i>					
	<i>Worked no hours at home</i>	<i>Usually worked less hours at home than elsewhere</i>	<i>Persons employed at home</i>			
MALES						
15-24	857.1	46.2	4.3	73.9	931.0	
25-34	959.4	224.9	13.2	264.4	1,223.8	
35-44	774.9	307.7	26.3	367.8	1,142.6	
45-54	529.8	180.4	17.0	232.5	762.2	
55-64	317.0	76.1	14.0	117.3	434.3	
65 and over	37.3	14.3	5.5	32.4	69.7	
Total	3,475.5	849.6	80.3	1,088.2	4,563.7	
FEMALES						
15-24	762.7	36.4	7.7	50.0	812.6	
25-34	629.9	129.7	57.0	199.3	829.2	
35-44	582.4	142.7	62.0	227.9	810.3	
45-54	358.7	66.8	37.4	123.7	482.4	
55-64	113.4	20.7	18.2	51.1	164.5	
65 and over	10.4	*2.2	4.0	10.1	20.5	
Total	2,457.6	398.5	186.2	662.0	3,119.6	
PERSONS						
15-24	1,619.8	82.6	12.0	123.9	1,743.7	
25-34	1,589.3	354.6	70.2	463.6	2,053.0	
35-44	1,357.3	450.4	88.3	595.7	1,952.9	
45-54	888.5	247.2	54.4	356.1	1,244.7	
55-64	430.4	96.7	32.1	168.4	598.8	
65 and over	47.7	16.6	9.6	42.5	90.2	
Total	5,933.0	1,248.1	266.6	1,750.2	7,683.2	

(a) Includes 235,400 persons comprising farmers (ASCO unit groups 1401 and 8201) who worked more hours at home than away in their main job, unpaid voluntary workers and persons who worked less than one hour at home.

PERSONS EMPLOYED AT HOME: INDUSTRY AND WHETHER JOB WORKED AT HOME WAS MAIN JOB, APRIL 1989
(*000)

<i>Industry</i>	<i>Whether job worked at home was main job</i>		<i>Total</i>
	<i>Main job</i>	<i>Second job</i>	
Agriculture, forestry, fishing and hunting	8.7	*0.4	9.1
Manufacturing	31.9	*2.5	34.4
Construction	35.6	*2.3	37.9
Wholesale and retail trade	42.4	4.7	47.1
Transport and storage	8.5	*0.8	9.3
Finance, property and business services	41.1	6.0	47.1
Community services	37.7	3.5	41.2
Recreation, personal and other services	32.9	4.4	37.2
Other(a)	*2.7	*0.5	*3.2
Total	241.5	25.0	266.6

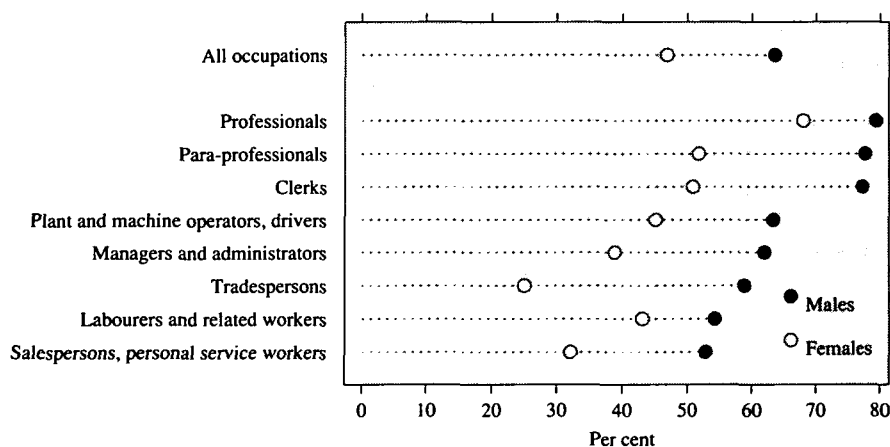
(a) Includes mining, electricity, gas and water, communication and public administration and defence.

Superannuation

In the November 1988 supplementary survey to the Labour Force Survey, persons aged 15 to 74 were asked whether they were covered by a superannuation scheme and, if so, details of that scheme. The survey provided information on those persons covered by superannuation schemes, those previously covered and those not covered. Details of gross weekly pay, expected main source of income and full-time or part-time status were also collected.

The following graph shows that amongst full-time workers, 63 per cent of males had superannuation coverage, compared with 47 per cent of female full-time workers. Occupation groups with a high proportion of full-time workers covered by superannuation were professionals, para-professionals and clerks.

FULL-TIME WORKERS AGED 15 TO 74: PERCENTAGE COVERED BY A SUPERANNUATION SCHEME AND OCCUPATION, NOVEMBER 1988



FULL-TIME WORKERS AGED 15 TO 74: SUMMARY OF CHARACTERISTICS AND SUPERANNUATION SCHEME COVERAGE, NOVEMBER 1988
(’000)

Age group—	Covered			Not covered			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
15-19	68.1	27.1	95.3	183.6	154.7	338.3	251.7	181.8	433.6
20-24	217.1	144.7	361.8	261.3	223.1	484.4	478.4	367.8	846.2
25-34	765.6	255.5	1,021.1	394.8	247.1	641.9	1,160.3	502.6	1,663.0
35-44	795.6	256.6	1,052.2	309.3	192.1	501.5	1,104.9	448.8	1,553.7
45-54	535.8	135.7	671.5	182.7	115.3	298.0	718.5	251.0	969.5
55-64	234.0	44.5	278.6	150.3	42.0	192.3	384.4	86.5	470.9
65-74	10.2	*1.2	11.4	27.6	8.7	36.3	37.8	9.8	47.7

For footnotes see end of table.

**FULL-TIME WORKERS AGED 15 TO 74: SUMMARY OF CHARACTERISTICS AND
SUPERANNUATION SCHEME COVERAGE, NOVEMBER 1988—continued**
(*000)

	Covered			Not covered			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Family status—									
Member of a family(a)	2,223.2	672.5	2,895.7	1,189.2	776.1	1,965.3	3,412.4	1,448.6	4,861.1
Husband or wife	1,915.8	485.5	2,401.3	802.7	475.5	1,278.2	2,718.5	961.0	3,679.5
With dependants present	1,260.8	224.9	1,485.7	493.3	236.3	729.7	1,754.1	461.2	2,215.3
Without dependants present	655.0	260.6	915.6	309.4	239.2	548.6	964.4	499.8	1,464.2
Not-married family head	44.4	64.4	108.8	21.4	53.4	74.8	65.8	117.8	183.6
With dependants present	23.4	43.0	66.4	9.4	34.2	43.6	32.8	77.2	110.0
Without dependants present	21.0	21.4	42.4	12.1	19.2	31.3	33.0	40.6	73.6
Other child/relative of family head	260.5	122.6	383.2	359.3	246.1	605.4	619.8	368.7	988.6
Not a member of a family	314.3	145.0	459.3	241.0	147.8	388.9	555.3	292.9	848.2
Living alone	169.8	73.3	243.1	95.5	50.9	146.4	265.3	124.1	389.5
Not living alone	144.5	71.8	216.2	145.5	97.0	242.5	290.0	168.7	458.7
Family status not determined	88.9	47.9	136.8	79.4	59.1	138.5	168.3	107.0	275.3
Status of worker—									
Employers	129.9	23.0	152.9	134.7	44.4	179.1	264.6	67.4	332.0
Self-employed/unpaid family helpers	177.2	17.2	194.4	266.8	90.2	357.0	444.0	107.4	551.4
Employees	2,319.3	825.2	3,144.5	1,106.3	842.7	1,949.0	3,425.6	1,667.9	5,093.5
Payment in kind	*0.0	*0.0	*0.0	*1.8	*5.8	7.6	*1.8	*5.8	7.6
Industry—									
Agriculture, forestry, fishing and hunting	113.2	15.8	129.0	174.6	39.9	214.5	287.8	55.7	343.5
Mining	78.3	*3.7	82.0	8.7	*2.8	11.5	87.0	*6.5	93.5
Manufacturing	592.1	123.9	716.0	299.8	133.6	433.4	891.9	257.5	1,149.4
Electricity, gas and water	85.6	8.2	93.8	10.9	*2.3	13.2	96.5	10.6	107.0
Construction	262.2	*6.8	269.0	206.6	13.8	220.4	468.8	20.6	489.4
Wholesale and retail trade	379.6	116.1	495.7	359.7	246.6	606.2	739.3	362.7	1,101.9
Transport and storage	193.6	27.6	221.2	95.0	25.7	120.6	288.6	53.2	341.8
Communication	91.7	23.9	115.7	*4.0	*5.3	9.3	95.8	29.2	125.0
Finance, property and business services	243.1	126.4	369.5	115.8	160.1	276.0	358.9	286.6	645.5
Public administration and defence	175.3	78.0	253.2	30.7	20.6	51.3	206.0	98.5	304.5
Community services	332.7	302.2	634.8	94.7	224.8	319.6	427.4	527.0	954.4
Recreation, personal and other services	79.1	32.8	111.9	109.1	107.6	216.7	188.2	140.4	328.6
Occupation—									
Managers and administrators	378.2	52.7	430.9	231.8	83.0	314.7	610.0	135.6	745.6
Professionals	405.8	171.3	577.0	105.6	80.8	186.3	511.3	252.0	763.4
Para-professionals	189.4	70.1	259.5	54.6	65.2	119.9	244.0	135.4	379.4
Tradespersons	618.0	21.5	639.5	432.6	64.3	496.9	1,050.6	85.9	1,136.5
Clerks	215.5	325.5	541.0	63.7	314.5	378.2	279.2	640.0	919.1
Salespersons and other personal service workers	156.0	105.5	261.5	139.4	222.8	362.2	295.4	328.3	623.7
Plant and machine operators, and drivers	289.8	38.5	328.3	167.3	46.7	214.0	457.1	85.2	542.3
Labourers and related workers	373.8	80.3	454.1	314.6	105.9	420.5	688.4	186.2	874.5
Time in current job (years)—									
Under 5	1,042.9	451.3	1,494.2	1,068.4	771.8	1,840.1	2,111.3	1,223.0	3,334.3
5 and under 10	519.0	200.4	719.4	171.2	124.0	295.2	690.2	324.4	1,014.6
10 and under 15	396.3	110.1	506.4	90.9	39.4	130.3	487.1	149.5	636.6
15 and under 20	270.8	61.0	331.8	57.4	20.1	77.5	328.2	81.2	409.4
20 and over	397.4	42.6	440.1	121.8	27.7	149.5	519.2	70.4	589.6
Total	2,626.4	865.4	3,491.8	1,509.6	983.1	2,492.7	4,136.1	1,848.5	5,984.5

(a) Includes full-time students aged 15 to 24.

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 Commonwealth 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 (CPI).

On 23 September 1983, the Commission announced that it would try once again to operate a centralised system based on prima facie full indexation. 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 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.

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 of \$10 per week payable to all employees. The second tier was a percentage increase of up to 4 per cent, a maximum rate set by the Commission, negotiable between employees and employers.

In February 1988, the Commission awarded a flat \$6 which was effective from 5 February 1988. In September 1988, the Commission again handed down a decision which allowed for a pay increase which was to be paid in two parts. The first part was an increase of 3 per cent which was payable from 1 September 1988 and the second was an increase of \$10 which was not to be available less than 6 months after the first increase. Both increases were based on the Structural Efficiency principles as laid down by the Commission.

In August 1989, the Commission handed down a decision allowing for a pay increase to be paid in two parts. The first part allowed for an increase of \$15 (or 3 per cent whichever was the greater) for skilled workers, \$12.50 for semi-skilled workers and \$10 for unskilled workers. The second part was an increase of the same amount which was not to be available less than 6 months after the first increase. Both increases were based on the Structural Efficiency principles as laid down by the Commission.

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 1985. The base period chosen for the indexes is June 1985. Estimates of minimum award rates of pay for each component of the series are expressed as index numbers such that June 1985=100.0.

**WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES: INDUSTRY, AUSTRALIA**
(Base: Weighted Average Minimum Award Rate, June 1985=100.0)
(Index Numbers)

<i>Industry</i>	<i>Males</i>			<i>Females</i>		
	<i>1987</i>	<i>1988</i>	<i>1989</i>	<i>1987</i>	<i>1988</i>	<i>1989</i>
	—December—					
Mining	114.1	121.8	128.0	112.8	121.3	126.8
Manufacturing	112.1	119.2	127.4	111.8	120.9	130.3
Food, beverages, tobacco	111.0	117.7	125.6	111.1	118.5	126.8
Textiles; Clothing, and footwear	110.9	122.5	135.2	111.7	124.1	135.4
Paper, paper products, printing and publishing	111.5	119.4	126.3	111.8	120.2	127.6
Chemicals, petroleum, and coal	111.7	118.3	125.7	111.1	118.4	126.0
Metal products, machinery and equipment	112.5	118.8	127.0	112.8	119.9	129.3
Basic metal products	111.7	117.5	125.4	111.4	117.4	126.1
Fabricated metal products;						
Other machinery and equipment	113.3	119.5	128.2	112.7	120.1	129.1
Transport equipment	112.1	118.9	126.7	113.2	120.0	130.4
Other manufacturing(a)	112.9	121.4	130.3	111.8	121.6	130.8
Electricity, gas and water	111.1	116.5	123.1	111.9	117.3	124.4
Construction	111.8	118.6	125.8	111.4	118.8	125.6
Wholesale and retail trade	111.0	118.6	127.1	110.5	118.7	127.9
Wholesale trade	111.7	119.6	127.6	110.9	119.4	127.6
Retail trade	110.5	117.6	126.6	110.3	118.4	128.1
Transport and storage	111.4	118.5	124.9	111.6	118.2	124.4
Communication	113.2	118.8	124.7	114.6	120.5	126.7
Finance, property and business services	110.1	116.7	124.1	110.3	117.6	124.5
Public administration and defence(b)	110.9	118.1	124.7	114.1	119.9	127.2
Community services	110.6	117.8	123.5	112.7	121.0	127.1
Recreation, personal and other services	110.6	118.2	125.9	110.4	117.8	126.5
Total all industries(c)	111.5	118.5	125.6	111.9	119.9	127.3

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing.
(b) Excludes employees in the defence forces. (c) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

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 one week's earnings from a single pay period ending on or before the third Friday of the middle month 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. Weekly total earnings are gross earnings in a pay period, while weekly ordinary time earnings refers to that part of weekly 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, AUSTRALIA

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
	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly total earnings
	—dollars—								
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	454.40	487.70	444.50	375.70	384.10	291.00	429.60	455.10	381.30
15 May	461.30	497.40	450.90	383.00	393.10	298.90	436.20	464.00	387.30
21 August	470.30	504.50	457.00	388.90	398.20	302.30	444.20	470.50	392.50
20 November	477.50	516.30	470.00	392.00	401.90	306.50	450.10	479.70	401.80
1988—									
19 February	485.70	522.40	474.90	402.20	412.20	315.30	458.80	486.90	408.80
20 May	491.40	532.40	481.70	409.20	419.50	316.40	464.80	495.80	411.90
19 August	497.80	538.80	486.20	415.00	426.40	319.60	470.90	502.40	415.70
18 November	512.70	558.90	505.20	426.80	439.60	328.70	484.90	520.20	430.10
1989—									
17 February	521.90	563.70	511.60	431.30	443.30	334.80	492.30	524.30	436.30
19 May	530.40	576.60	519.10	440.80	453.80	339.00	501.10	536.50	442.20
18 August	539.30	585.00	527.10	446.00	459.30	342.10	508.40	543.40	446.80
17 November	547.00	595.90	540.00	454.50	467.60	349.30	516.60	553.80	457.20
1990—									
16 February	555.80	600.20	546.30	462.40	475.10	358.30	524.70	558.60	464.80

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 AUSTRALIA, NOVEMBER 1988**

	Males			Females			Persons		
	Average weekly earnings (\$)	Average weekly hours paid for	Average hourly earnings (\$)	Average weekly earnings (\$)	Average weekly hours paid for	Average hourly earnings (\$)	Average weekly earnings (\$)	Average weekly hours paid for	Average hourly earnings (\$)
ADULT EMPLOYEES									
Mining	749.60	43.6	17.19	523.90	40.9	12.81	728.30	43.3	16.80
Manufacturing	512.60	42.5	12.06	378.50	39.4	9.60	479.10	41.7	11.48
Food, beverages and tobacco	496.90	43.2	11.51	396.40	40.5	9.78	471.30	42.5	11.09
Textiles; Clothing and footwear	477.10	43.5	10.97	334.00	38.7	8.63	391.60	40.6	9.64
Paper, paper products, printing and publishing	558.00	40.8	13.68	406.20	38.9	10.44	516.50	40.3	12.83
Chemical, petroleum and coal products	601.40	41.5	14.49	446.40	38.3	11.66	555.70	40.6	13.70
Metal products, machinery and equipment	520.70	42.5	12.24	384.70	39.6	9.71	496.30	42.0	11.81
Basic metal products	578.70	42.3	13.69	446.40	38.7	11.53	568.10	42.0	13.53
Fabricated metal products; other machinery and equipment	502.40	43.1	11.66	375.60	39.5	9.51	472.60	42.2	11.19
Transport equipment	506.00	41.9	12.09	387.40	40.3	9.62	488.50	41.6	11.73
Other manufacturing	473.70	42.6	11.12	365.10	39.6	9.22	450.50	42.0	10.74
Electricity, gas and water	546.90	39.3	13.90	433.10	37.1	11.69	536.50	39.1	13.71
Construction	567.40	42.2	13.44	411.60	38.8	10.60	555.70	42.0	13.25
Wholesale and retail trade	443.70	40.8	10.87	368.50	39.9	9.46	418.80	40.2	10.42
Wholesale trade	461.00	40.6	11.35	400.80	38.7	10.34	445.70	40.2	11.10
Retail trade	422.80	41.0	10.30	349.00	39.0	8.94	392.90	40.2	9.77
Transport and storage	546.50	42.4	12.89	429.30	39.8	10.78	528.10	42.0	12.58
Communication	508.70	38.4	13.24	445.80	38.4	11.62	494.90	38.4	12.88
Finance, property and business services	536.50	39.4	13.60	429.30	38.0	11.28	481.20	38.7	12.43
Public administration and defence	492.30	38.3	12.85	452.40	37.2	12.15	478.60	37.9	12.62
Community services	546.90	38.4	14.25	473.90	37.2	12.73	503.80	37.7	13.36
Recreation, personal and other services	443.70	40.5	10.95	368.70	39.1	9.42	411.60	39.9	10.31
Total all industries	522.30	40.8	12.80	429.20	38.2	11.25	489.90	39.9	12.28
JUNIOR EMPLOYEES									
Mining	430.00	40.1	10.71	299.90	38.1	7.88	400.40	39.7	10.09
Manufacturing	249.10	40.3	6.18	240.00	38.8	6.18	246.90	40.0	6.18
Food, beverages and tobacco	247.70	40.6	6.10	224.40	38.6	5.82	240.80	40.0	6.02
Textiles; Clothing and footwear	263.30	40.8	6.45	245.30	38.3	6.41	252.80	39.3	6.43
Paper, paper products, printing and publishing	274.00	39.6	6.91	245.70	38.9	6.32	261.70	39.3	6.66
Chemical, petroleum and coal products	305.50	37.6	8.12	261.90	37.5	6.98	291.40	37.6	7.75
Metal products, machinery and equipment	256.50	39.7	6.46	239.40	38.8	6.17	254.00	39.6	6.42
Basic metal products	292.00	39.5	7.38	270.70	38.1	7.10	290.20	39.4	7.36
Fabricated metal products; other machinery and equipment	248.50	39.8	6.24	232.90	38.7	6.02	245.70	39.6	6.20
Transport equipment	257.70	39.4	6.54	259.90	39.7	6.54	257.90	39.5	6.54
Other manufacturing	226.00	41.4	5.46	235.70	39.7	5.94	227.50	41.1	5.53
Electricity, gas and water	308.00	37.7	8.16	288.10	37.0	7.78	303.30	37.6	8.07
Construction	286.40	40.1	7.14	225.10	37.9	5.94	281.10	39.9	7.04
Wholesale and retail trade	223.70	39.9	5.61	222.40	38.8	5.74	223.20	39.4	5.66
Wholesale trade	240.00	39.0	6.15	251.70	39.4	6.38	244.50	39.2	6.24
Retail trade	220.30	40.1	5.50	217.70	38.7	5.63	219.20	39.5	5.55
Transport and storage	265.50	39.0	6.80	248.10	38.3	6.48	259.10	38.7	6.69
Communication	273.10	38.1	7.17	259.30	37.7	6.88	268.60	37.9	7.08
Finance, property and business services	260.90	38.9	6.70	249.90	38.3	6.53	253.20	38.5	6.58
Public administration and defence	276.50	37.5	7.37	275.00	37.0	7.43	275.60	37.2	7.41
Community services	268.40	39.0	6.88	259.40	37.8	6.86	261.10	38.0	6.87
Recreation, personal and other services	230.30	40.7	5.65	180.80	39.7	4.56	191.40	39.9	4.80
Total all industries	251.40	39.8	6.32	236.40	38.5	6.14	244.50	39.2	6.24

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.

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 eleven 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 1989 survey. The table below sets out preliminary estimates of the composition of average weekly earnings of full-time non-managerial employees by sector for Australia.

Average weekly ordinary time earnings can vary across occupations. Details of earnings by occupation are included in the publication *Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0). Occupation is classified to 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 Standard Classification of Occupations: Introduction to ASCO Publications—First Edition* (1221.0) was also released at that time.

COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS FULL-TIME NON-MANAGERIAL EMPLOYEES, SECTORS, AUSTRALIA, MAY 1989(a)

	Average weekly ordinary time earnings (\$)					
	Average weekly total earnings					
	Award or agreed base rate of pay	Payment by measured result	Over-award and other pay	Total ordinary time	Overtime	Total
PRIVATE SECTOR						
Adult—						
Males	435.90	11.20	16.00	463.20	71.90	535.10
Females	391.60	3.20	9.60	404.40	15.10	419.50
Persons	421.10	8.50	13.90	443.50	52.80	496.30
Junior—						
Males	236.20	0.80	5.10	242.10	21.60	263.70
Females	239.30	*0.60	3.40	243.30	7.70	251.00
Persons	237.70	0.70	4.30	242.60	14.90	257.60
PUBLIC SECTOR						
Adult—						
Males	513.60	*1.40	3.80	518.80	41.40	560.20
Females	484.90	*0.10	0.80	485.80	10.20	496.00
Persons	502.70	0.90	2.70	506.30	29.70	536.00
Junior—						
Males	270.20	*1.10	1.60	272.90	*9.40	282.30
Females	267.70	0.00	*0.50	268.10	6.10	274.20
Persons	268.80	*0.50	1.00	270.30	7.60	277.90
TOTAL						
Adult—						
Males	463.20	7.80	11.80	482.70	61.20	543.90
Females	428.40	2.00	6.10	436.50	13.20	449.70
Persons	451.00	5.70	9.80	466.50	44.30	510.90
Junior—						
Males	241.10	0.80	4.60	246.50	19.90	266.40
Females	244.40	*0.50	2.90	247.80	7.40	255.20
Persons	242.70	0.70	3.70	247.10	13.80	260.90

(a) Preliminary

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. The information was collected as a supplement to the August 1989 Labour Force Survey and 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.

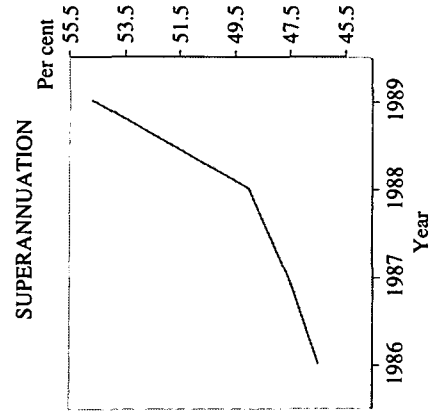
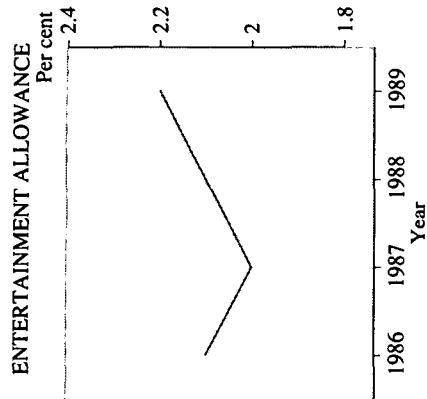
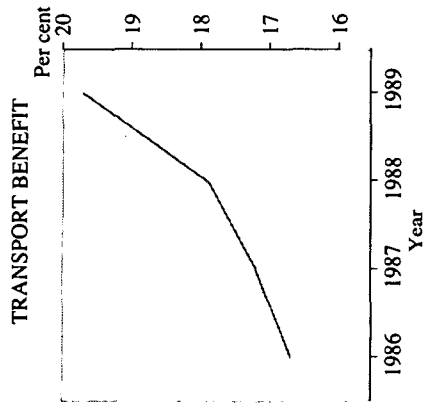
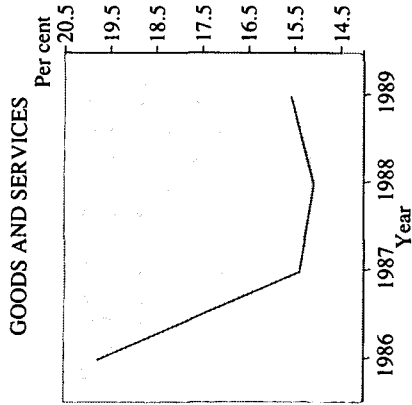
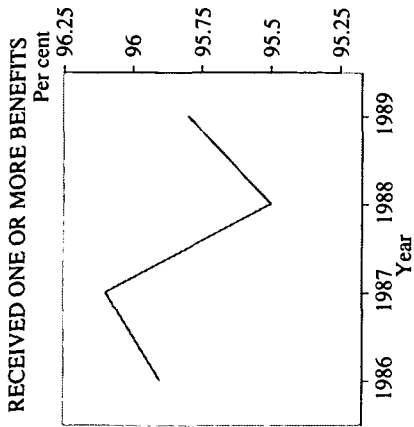
Other than leave provisions, which were available to more than two-thirds of employees, superannuation was the most regularly received benefit. The incidence of this benefit was considerably proportionally higher for males than for females in every occupation group.

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 1989

	<i>Weekly earnings in main job (dollars)</i>								<i>Total</i>
	<i>120 and 200 and 280 and 360 and 440 and 520 and</i>		<i>600 and over</i>						
	<i>Under 120</i>	<i>under 200</i>	<i>under 280</i>	<i>under 360</i>	<i>under 440</i>	<i>under 520</i>	<i>under 600</i>	<i>over</i>	
Total employees ('000)	560.0	508.3	672.0	1,086.9	1,092.4	835.2	596.3	1,146.4	6,497.4
	—Percentage of employees receiving benefit—								
Type of benefit—									
Holiday expenses	*0.5	*0.6	2.1	2.3	3.6	4.7	5.5	6.5	3.6
Low-interest finance	*0.1	0.9	1.8	1.8	2.5	3.1	3.5	4.9	2.6
Goods and services	21.4	19.2	18.4	18.1	16.1	13.9	13.1	12.8	16.2
Housing	1.9	2.5	2.4	2.3	2.0	3.5	3.5	6.4	3.2
Electricity	1.7	2.0	1.8	1.2	1.5	1.8	1.6	3.2	1.9
Telephone	3.7	3.6	4.7	3.8	5.6	9.0	11.8	19.7	8.4
Transport	5.8	6.7	8.1	8.9	13.2	20.6	24.6	35.6	16.7
Medical	1.1	1.5	2.4	2.4	2.5	3.5	4.5	7.2	3.4
Union dues	0.7	1.0	1.3	1.8	1.7	2.8	3.1	7.0	2.7
Club fees	*0.5	*0.3	0.6	0.5	0.8	1.2	1.7	4.6	1.5
Entertainment allowance	*0.1	*0.3	0.6	0.4	0.7	1.7	2.3	6.1	1.8
Shares	*0.5	0.7	0.9	1.3	1.9	2.9	3.5	5.5	2.4
Study leave	1.6	1.6	1.4	2.0	2.3	2.3	3.3	3.8	2.4
Superannuation	4.7	18.6	29.2	42.8	52.3	59.1	65.2	70.4	46.8
Child care/education expenses	*0.4	*0.3	*0.2	*0.1	*0.2	*0.3	*0.3	0.7	0.3
Sick leave	10.4	50.5	70.0	86.1	90.3	91.9	94.0	91.8	78.3
Annual leave	10.3	50.7	71.1	86.9	90.9	92.3	93.9	92.2	78.8
Long-service leave	8.2	33.8	49.8	66.4	75.0	78.9	83.6	81.8	64.4

FULL-TIME EMPLOYEES: SELECTED BENEFITS RECEIVED, AUGUST 1986 TO 1989



**ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND HOURS WORKED IN MAIN JOB
AUGUST 1989**

	<i>Hours worked in main job—</i>						<i>Total</i>
	<i>Under 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)	1,153.1	520.6	504.8	1,277.3	1,301.2	1,740.4	6,497.4
	—Percentage of employees receiving benefit—						
Type of benefit—							
Holiday expenses	2.4	2.4	3.8	3.2	3.8	4.7	3.6
Low-interest finance	1.2	2.9	3.0	2.8	2.7	3.0	2.6
Goods and services	18.5	17.4	15.0	14.0	13.7	18.2	16.2
Housing	1.6	1.2	2.1	1.8	3.6	6.1	3.2
Electricity	1.1	0.7	1.1	0.8	1.9	3.8	1.9
Telephone	4.5	4.2	7.4	4.9	7.1	15.9	8.4
Transport	8.4	8.2	12.6	11.6	15.8	30.5	16.7
Medical	1.8	2.8	3.8	3.1	3.5	4.8	3.4
Union dues	1.0	1.4	2.2	1.8	1.8	5.8	2.7
Club fees	0.6	*0.6	0.8	0.7	1.1	3.3	1.5
Entertainment allowance	0.4	*0.4	1.1	0.8	1.8	4.0	1.8
Shares	1.1	1.0	1.7	1.9	2.4	4.2	2.4
Study leave	1.8	1.8	3.0	2.9	2.2	2.5	2.4
Superannuation	23.7	34.3	51.4	55.6	49.0	56.5	46.8
Child care/education expenses	*0.3	*0.0	*0.1	*0.2	*0.2	0.6	0.3
Sick leave	38.2	0.0	81.3	92.6	91.5	89.1	78.3
Annual leave	38.2	60.6	81.1	93.1	92.0	90.0	78.8
Long-service leave	32.6	49.5	71.0	78.9	73.3	70.9	64.4

Labour Costs

Major labour costs statistics are produced from an annual survey of employers. This survey was conducted in respect of both private and public sector employers for the third time in 1989 and collected costs incurred by employers for gross wages and salaries; severance, termination and redundancy payments; superannuation contributions; workers' compensation; payroll tax; and fringe benefits tax for the year ended 30 June 1989.

MAJOR LABOUR COSTS, PRIVATE AND PUBLIC SECTORS: TYPE OF LABOUR COST AND INDUSTRY, 1988-89

Type of labour cost	Mining	Manufacturing	Electricity, gas and water	Construction	Wholesale and retail trade	Transport, storage and communication	Finance, property and business services	Public administration and defence	Community services	Recreation, personal and other services	Total
Earnings	3,319	27,283	3,500	7,607	21,699	11,357	19,097	7,886	29,668	6,662	138,078
Other labour costs	489	3,315	623	981	2,151	1,906	2,320	1,165	3,171	454	16,574
Payroll tax	171	1,312	195	254	779	559	851	111	611	180	5,023
Superannuation	154	917	307	386	653	984	890	818	1,991	119	7,219
Workers' compensation	122	936	109	305	472	322	265	211	526	131	3,397
Fringe benefits tax	42	150	12	36	*248	41	314	25	43	24	935
Total major labour costs	3,807	30,598	4,123	8,588	23,850	13,263	21,417	9,051	32,839	7,116	154,653
AVERAGE COSTS PER EMPLOYEE											
Earnings	40,535	25,375	30,167	25,213	17,632	27,863	24,788	25,426	22,991	14,477	22,845
Other labour costs	5,969	3,084	5,369	3,252	1,748	4,675	3,011	3,755	2,457	986	2,742
Payroll tax	2,087	1,220	1,678	842	633	1,370	1,105	358	474	391	831
Superannuation	1,883	853	2,643	1,280	531	2,415	1,155	2,639	1,543	259	1,194
Workers' compensation	1,489	871	943	1,010	383	789	344	679	408	284	562
Fringe benefits tax	510	139	105	121	*201	101	408	79	33	52	155
Total major labour costs	46,503	28,459	35,536	28,465	19,379	32,539	27,800	29,181	25,449	15,463	25,587
Superannuation— Cost per employee covered	2,332	1,371	2,729	2,280	1,899	3,105	2,449	3,015	2,223	1,252	2,186
Employees covered	80.7	62.2	96.8	56.2	27.9	77.8	47.1	87.5	69.4	20.7	54.6

—dollars—
—per cent—

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), ANNUAL AVERAGE(b), 1989-1990

	<i>Females</i>				
	<i>Males</i>	<i>Not</i>		<i>Total</i>	<i>Persons</i>
		<i>Married</i>	<i>married</i>		
Aggregate weekly hours worked (million)	180.2	53.2	37.5	90.7	270.9
By full-time workers	174.9	39.2	32.6	71.7	246.6
By part-time workers	5.3	14.0	4.9	18.9	24.3
Average weekly hours worked	39.0	27.1	29.9	28.2	34.5
By full-time workers	41.1	37.1	36.6	36.9	39.8
By part-time workers	14.5	15.4	13.5	14.9	14.8
By wage and salary earners	37.8	27.0	29.8	28.2	33.7
By other than wage and salary earners	45.3	27.6	31.0	28.1	39.6
Average weekly hours worked by persons who worked one hour or more in the reference week	41.9	29.5	31.9	30.5	37.2
By full-time workers	44.2	40.4	39.1	39.8	42.8
By part-time workers	15.6	16.8	14.4	16.1	16.0

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

The previous table 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, ANNUAL AVERAGE(b), 1989-1990

<i>Industry</i>	<i>Females</i>			
	<i>Males</i>	<i>Married</i>	<i>Total</i>	<i>Persons</i>
Agriculture, forestry, fishing and hunting	49.3	29.0	29.6	43.6
Agriculture and services to agriculture	49.7	29.3	29.8	43.8
Forestry and logging, fishing and hunting	43.6	22.8	22.5	40.3
Mining	41.6	33.9	35.1	40.9
Manufacturing	40.4	32.2	33.1	38.4
Food, beverages and tobacco	39.7	32.5	32.4	37.4
Metal products	40.9	30.2	31.9	39.5
Other manufacturing	40.4	32.3	33.4	38.4
Electricity, gas and water	36.3	31.3	32.2	35.9
Construction	40.7	18.2	21.2	38.2
Wholesale and retail trade	40.6	28.9	27.4	34.6
Wholesale trade	42.1	28.9	31.3	38.7
Retail trade	39.7	28.8	26.4	32.8
Transport and storage	41.1	27.6	30.6	39.0
Communication	35.1	30.4	31.3	34.0
Finance, property and business services	41.2	28.7	31.4	36.4
Public administration and defence	36.4	29.0	31.0	34.2
Community services	39.0	27.7	29.5	32.9
Recreation, personal and other services	39.0	27.5	27.7	32.6
All industries	40.6	28.4	29.4	36.0

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

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

<i>Industry</i>	<i>May</i> <i>1985</i>	<i>May</i> <i>1986</i>	<i>May</i> <i>1987</i>	<i>May</i> <i>1988</i>	<i>May</i> <i>1989</i>	<i>May</i> <i>1990</i>
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME						
Mining	10.5	9.2	9.4	11.1	11.7	10.7
Manufacturing	7.7	7.8	7.9	8.3	8.7	8.8
Food, beverages and tobacco	6.3	7.3	6.8	7.3	7.4	8.1
Textiles; Clothing and footwear	8.9	7.9	8.4	7.1	9.8	11.6
Paper, paper products, printing and publishing	6.0	6.6	7.4	7.5	7.6	8.1
Chemical, petroleum and coal products	9.0	8.7	8.6	7.8	8.4	8.8
Basic metal products	9.2	9.3	9.9	10.2	10.7	9.6
Fabricated metal products; other machinery, and equipment	7.6	7.5	7.8	9.0	8.7	7.9
Transport equipment	9.3	8.4	8.9	8.9	8.8	8.7
Other manufacturing	7.1	7.9	7.6	8.2	9.3	9.4
Electricity, gas and water	7.3	7.0	7.2	7.6	7.8	7.9
Construction	7.3	7.0	8.0	8.4	8.8	8.4
Wholesale trade	6.4	6.6	6.8	6.9	6.5	7.7
Retail trade	3.5	3.9	3.7	4.4	4.5	4.6
Transport and storage; Communication	7.6	7.9	7.3	9.3	8.5	7.6
Public administration and defence(a)	5.0	5.3	5.0	5.7	5.9	5.7
Community services	6.3	6.0	5.9	5.8	6.3	6.3
Other(a)	6.1	5.2	5.4	5.7	5.4	5.4
All industries	6.8	6.8	6.8	7.3	7.4	7.3
PERCENTAGE OF EMPLOYEES WORKING OVERTIME						
Mining	42.6	46.2	44.1	44.0	47.3	52.5
Manufacturing	31.5	31.5	33.6	32.6	35.5	34.1
Food, beverages and tobacco	37.3	38.4	40.4	39.2	36.7	33.0
Textiles; Clothing and footwear	24.7	20.3	24.8	26.6	29.1	27.7
Paper, paper products, printing and publishing	19.7	19.7	24.7	24.9	25.1	25.0
Chemical, petroleum and coal products	22.0	24.0	29.3	29.3	36.4	30.7
Basic metal products	37.7	41.8	45.1	43.0	49.4	49.3
Fabricated metal products; other machinery, and equipment	31.1	33.9	35.5	30.3	40.2	36.6
Transport equipment	37.6	32.5	32.7	35.7	39.1	38.3
Other manufacturing	33.7	33.3	35.5	33.5	33.9	32.5
Electricity, gas and water	24.6	23.8	21.0	23.3	25.0	27.0
Construction	21.1	25.4	21.5	26.4	28.1	31.3
Wholesale trade	16.7	15.3	15.2	19.3	19.2	18.3
Retail trade	19.3	17.8	16.8	17.9	16.3	17.5
Transport and storage; Communication	31.9	31.5	28.6	31.2	33.0	28.3
Public administration and defence(a)	14.8	14.0	13.7	14.7	13.5	16.0
Community services	5.0	6.2	7.0	6.6	6.5	7.4
Other(b)	9.9	9.5	10.0	12.1	12.6	10.5
All industries	18.2	18.1	18.1	19.0	19.6	18.7

(a) Excludes permanent defence forces. (b) Includes finance, property and business services and recreation, personal and other services.

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 IN PROGRESS DURING EACH YEAR 1985 TO 1989: AUSTRALIA

Year	Number of disputes		Employees involved ('000)		Working days lost ('000)
	Commenced in year	Total(a)	Newly involved(b)	Total(a)	
1985	1,876	1,895	552.7	570.5	1,256.2
1986	1,747	1,754	673.9	691.7	1,390.7
1987	1,512	1,517	593.4	608.8	1,311.9
1988	1,502	1,508	893.9	894.4	1,641.4
1989	1,391	1,402	706.4	709.8	1,202.4

(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 who ceased work 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.

INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1985 TO 1989: WORKING DAYS LOST BY INDUSTRY ('000)

Year	Manufacturing							All industries
	Mining		Metal products, machinery and equipment	Other	Construc- tion	Transport and storage; Communi- cation	Other industries (a)	
	Coal	Other						
1985	r233.6	106.4	r108.1	189.4	175.3	r179.8	263.7	1,256.2
1986	362.0	179.4	187.4	205.3	117.7	57.6	281.4	1,390.7
1987	291.8	55.7	199.6	195.5	194.5	92.5	282.3	1,311.9
1988	471.3	97.4	309.5	117.4	207.9	75.0	362.9	1,641.4
1989	164.8	34.2	201.1	186.7	117.0	70.7	427.9	1,202.4

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

INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1985 TO 1989: WORKING DAYS LOST BY STATE ('000)

Year	NSW	Vic.	Qld	SA	WA	Tas.	Aust.(a)
1985	398.7	355.9	336.2	22.5	92.9	20.7	1,256.2
1986	598.8	381.8	r173.3	46.3	143.1	29.2	1,390.7
1987	744.8	281.4	73.7	44.6	115.3	28.0	1,311.9
1988	730.1	362.6	299.5	47.0	160.6	18.6	1,641.4
1989	589.6	348.4	100.5	35.0	102.1	10.2	1,202.4

(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 1985 to 1989. 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. Prior to 1984, the figures were calculated using estimates from the Labour Force Survey.

INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1985 TO 1989: WORKING DAYS LOST PER THOUSAND EMPLOYEES BY INDUSTRY

Year	Manufacturing							All industries
	Mining		Metal products, machinery and equipment	Other	Construc- tion	Transport and storage; Communi- cation	Other industries	
	Coal	Other						
1985	6,892	1,928	256	312	666	430	71	228
1986	10,741	3,328	445	328	458	135	72	242
1987	8,920	1,072	479	305	743	217	70	223
1988	15,548	1,777	750	183	725	177	85	269
1989	5,505	642	473	283	374	160	97	190

INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1985 TO 1989: WORKING DAYS LOST PER THOUSAND EMPLOYEES BY STATE

Year	NSW	Vic.	Qld	SA	WA	Tas.	Aust.(a)
1985	209	236	411	48	r188	138	228
1986	304	240	207	95	272	190	242
1987	366	172	87	91	213	177	223
1988	341	214	r336	93	299	118	269
1989	269	199	102	67	187	64	190

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

INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1987 TO 1989: DURATION, CAUSE AND METHOD OF SETTLEMENT, WORKING DAYS LOST ('000)

	1987	1988	1989
DURATION			
Up to 1 day	350.1	732.9	516.4
Over 1 to 2 days	180.9	113.7	75.9
Over 2 to less than 5 days	160.1	144.2	135.9
5 to less than 10 days	261.5	r547.5	124.3
10 to less than 20 days	116.3	132.7	182.8
20 days and over	140.7	42.7	109.3
Total	1,209.5	1,713.8	1,144.5
CAUSE			
Wages	519.7	507.9	169.6
Hours of work	20.3	31.5	5.6
Managerial policy	330.9	897.6	625.2
Physical working conditions	88.7	158.1	61.9
Trade unionism	36.8	34.0	73.3
Other(a)	r213.2	84.6	208.8
Total	1,209.5	1,713.8	1,144.5

For footnotes see end of table.

**INDUSTRIAL DISPUTES ENDING DURING EACH YEAR 1987 TO 1989: DURATION, CAUSE
AND METHOD OF SETTLEMENT, WORKING DAYS LOST—*continued***
(*'000*)

	1987	1988	1989
METHOD OF SETTLEMENT(b)			
Negotiation	211.4	176.1	185.6
State legislation	171.9	102.7	122.5
Federal and joint Federal State legislation	297.2	788.2	249.7
Resumption without negotiation	509.2	598.4	577.1
Other methods(c)	19.8	48.3	9.5
Total	1,209.5	1,713.8	1,144.5

(a) Includes 'Leave, pensions, compensation provisions etc'. (b) Method directly responsible for ending the stoppage of work. (c) 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 State and Territory each year are obtained for all trade unions and employee organisations.

In the table following, the approximate percentages of wage and salary earners in employment (i.e. employees) who were members of trade unions are shown. From 30 June 1985, the proportions of employees have been calculated from estimates of employees from the Survey of Employment and Earnings, as published quarterly in *Employed Wage and Salary Earners, Australia* (6248.0).

These estimates have been adjusted by adding estimates of employees in agriculture, forestry, fishing and hunting and in private households employing staff, from the Labour Force Survey. For statistics prior to 30 June 1985, all estimates of employees were taken from the *Labour Force, Australia* (6203.0). The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of employed wage and salary earners. 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: NUMBER, MEMBERSHIP AND PROPORTION OF TOTAL EMPLOYEES

	Number of separate unions(a)	Number of members (<i>'000</i>)			Proportion of total employees (per cent)		
		Males	Females	Persons	Males	Females	Persons
30 June—							
1985(b)	323	2,121.6	1,032.6	3,154.2	65	46	57
1986	326	2,126.5	1,059.7	3,186.2	63	44	55
1987	316	2,136.0	1,104.2	3,240.1	63	44	55
1988	308	2,166.6	1,123.8	3,290.5	62	43	54
1989	299	2,191.0	1,219.3	3,410.3	62	44	54

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

TRADE UNIONS: CLASSIFICATION ACCORDING TO NUMBER OF MEMBERS
30 JUNE 1989

Size of union (number of members)	Separate unions		Members	
	Number	Proportion of total (per cent)	Number ('000)	Proportion of total (per cent)
Under 100	38	12.7	1.7	0.1
100 and under 250	31	10.4	5.3	0.2
250 and under 500	26	8.7	8.9	0.3
500 and under 1,000	41	13.7	28.8	0.8
1,000 and under 2,000	42	14.0	59.5	1.7
2,000 and under 3,000	12	4.0	29.6	0.9
3,000 and under 5,000	25	8.4	98.8	2.9
5,000 and under 10,000	19	6.4	138.9	4.1
10,000 and under 20,000	19	6.4	261.3	7.7
20,000 and under 30,000	12	4.0	295.4	8.7
30,000 and under 40,000	10	3.3	350.2	10.3
40,000 and under 50,000	6	2.0	271.1	7.9
50,000 and under 80,000	7	2.3	453.1	13.3
80,000 and over	11	3.7	1,407.8	41.3
Total	299	100.0	3,410.3	100.0

In addition, a Supplementary Survey was conducted in August 1988 to provide information on the characteristics of trade union members such as their age, industry, and occupation.

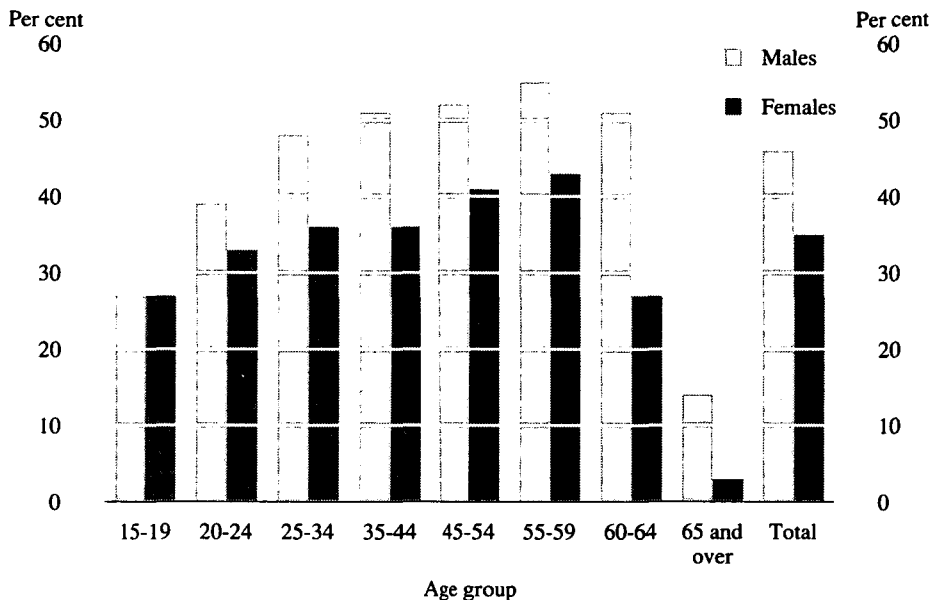
For the purposes of this Supplementary Survey, to be considered as members of a trade union persons must be employed wage and salary earners using their membership in conjunction with their main job. Selected results from this survey are shown in the following table and graph.

**PROPORTION OF ALL EMPLOYEES WHO WERE TRADE UNION MEMBERS, INDUSTRY
AND SECTOR, AUGUST 1988**
(per cent)

Industry	Males			Females			Persons		
	Public	Private	Total(a)	Public	Private	Total(a)	Public	Private	Total(a)
Agriculture, forestry, fishing and hunting	62	10	13	34	11	11	57	10	13
Mining	93	65	67	100	18	19	93	61	63
Manufacturing	88	50	52	88	37	38	88	47	48
Electricity, gas and water	83	74	82	62	69	62	81	73	80
Construction	79	48	52	56	6	11	77	43	47
Wholesale and retail trade	61	20	21	37	26	26	54	23	23
Transport and storage	88	52	69	71	23	35	86	44	62
Communication	84	77	84	55	52	55	76	73	76
Finance, property and business services	71	22	28	70	20	27	70	21	28
Public administration and defence	68	71	68	48	23	48	61	48	61
Community services	68	26	56	59	25	45	63	25	49
Recreation, personal and other services	51	25	27	55	24	26	53	25	26
Total	75	36	46	58	26	35	68	32	42

(a) Includes persons for whom sector could not be determined.

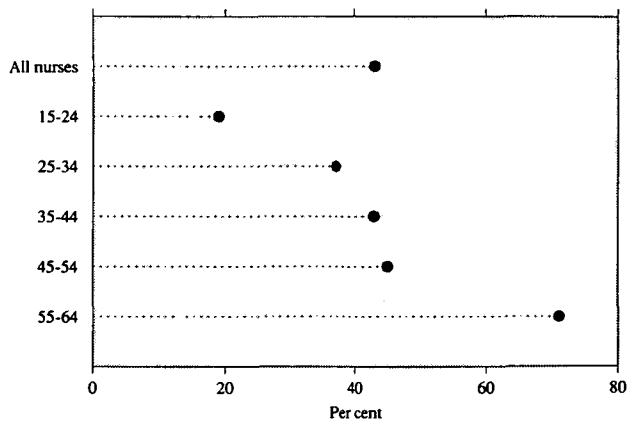
ALL EMPLOYEES: PROPORTION WHO WERE MEMBERS OF A TRADE UNION BY AGE, AUGUST 1988



Career Paths of Qualified Nurses

A national survey conducted in March to July 1989 found that of the 332,900 persons who had qualified at sometime as either a registered or enrolled nurse, 23 per cent were working outside the nursing profession and 20 per cent were not working. The graph shows how the proportion of nurses not working in the profession rises with age.

QUALIFIED NURSES, 1989
Proportion not working in nursing profession



Of the qualified nurses who had left nursing (that is, they had worked in nursing after registering, but were not working in nursing at the time of the survey), an estimated 50,800 (44 per cent) had left because of family responsibilities. More than half of those who had left would consider returning given a change in their circumstances.

Almost 140,000 qualified nurses have had a break of 12 months or more from nursing since registering with an Australian nursing board, but subsequently returned to nursing.

There were an estimated 189,400 qualified nurses working in the nursing profession—141,800 as registered nurses, 37,200 as enrolled nurses and 10,400 in other occupations.

The table below shows the number of qualified nurses in comparison with population estimates across States of usual residence.

QUALIFIED NURSES, 1989

	<i>Number of nurses ('000)</i>		<i>Nurses per thousand of the population</i>	
	<i>All nurses</i>	<i>Those currently</i>	<i>All nurses</i>	<i>Those currently</i>
		<i>in nursing</i>		<i>in nursing</i>
New South Wales	105.4	61.3	18	11
Victoria	93.5	56.2	22	13
Queensland	48.5	25.8	17	9
South Australia	33.0	18.3	23	13
Western Australia	36.1	18.6	23	12
Tasmania	6.9	4.7	15	10
Australia	332.9	189.4	20	11

Employer Training Expenditure

This section presents estimates of the expenditure by employers on the formal training of their employees. Also provided are estimates of the paid time employees spent receiving formal training. These statistics were produced from the 1989 Training Expenditure Survey.

The survey is designed to produce national estimates of training expenditure by industry and employer size. It was first run in respect of the September quarter 1989, when 2000 employers Australia wide participated in the survey.

Formal training is defined as all training activities which have a structured plan and format designed to develop job related skills and competence. By contrast, informal training, that is, unstructured on-the-job training, being shown how to do things as the need arises or learning by doing a job, is excluded from the scope of the survey.

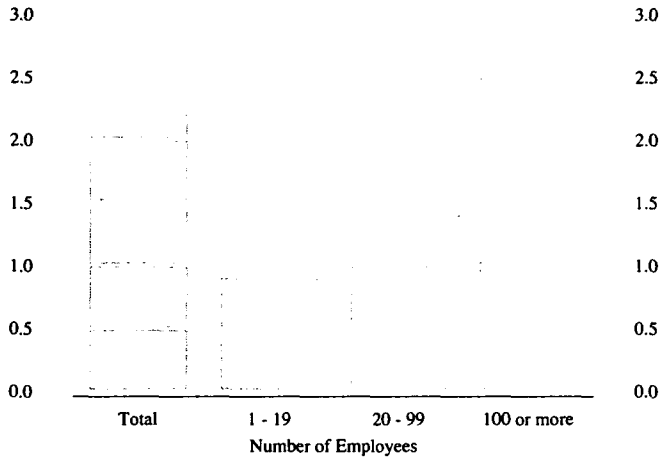
**AVERAGE TRAINING EXPENDITURE—ALL EMPLOYERS, SECTOR BY EMPLOYER SIZE,
JULY TO SEPTEMBER 1989**

	<i>1-19 employees</i>	<i>20-99 employees</i>	<i>100 or more employees</i>	<i>Total</i>
PRIVATE				
Total training expenditure	0.9	1.2	2.4	1.7
	—per cent of gross wages and salaries—			
Total training expenditure per employee	41.0	65.7	149.5	97.5
	—dollars—			
Training hours per employee	3.4	3.2	5.6	4.4
	—hours—			
Employers reporting training expenditure	17.4	46.0	85.0	21.4
	—per cent of all employers—			
PUBLIC				
Total training expenditure	*0.6	2.9	3.3	3.3
	—per cent of gross wages and salaries—			
Total training expenditure per employee	*30.6	177.9	224.5	221.5
	—dollars—			
Training hours per employee	*1.1	7.9	9.3	9.2
	—hours—			
Employers reporting training expenditure	*26.9	100.0	98.8	61.4
	—per cent of all employers—			
TOTAL				
Total training expenditure	0.9	1.3	2.8	2.2
	—per cent of gross wages and salaries—			
Total training expenditure per employee	40.9	70.6	183.5	132.9
	—dollars—			
Training hours per employee	3.3	3.4	7.3	5.7
	—hours—			
Employers reporting training expenditure	17.5	47.8	88.1	22.1
	—per cent of all employers—			

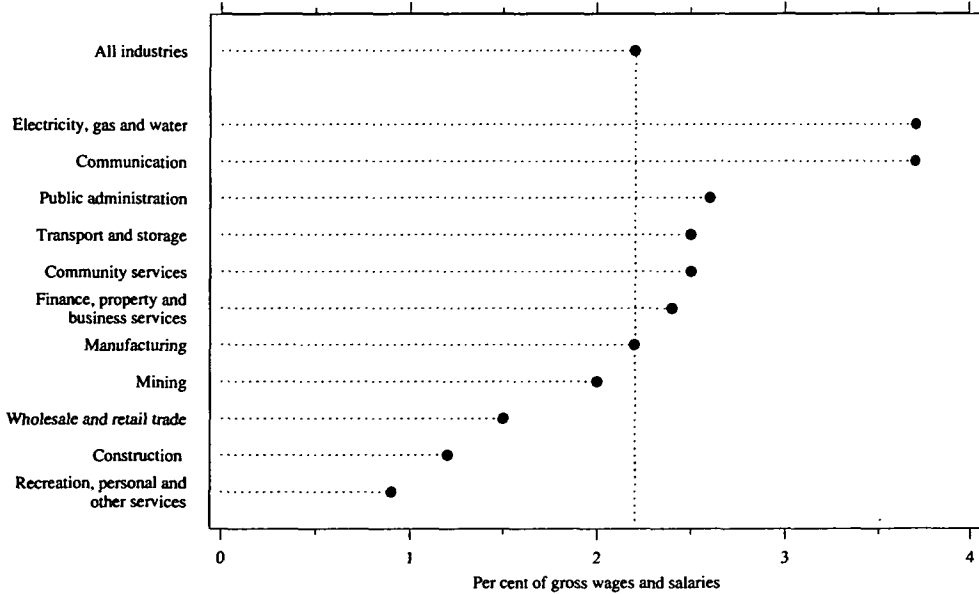
**AVERAGE TRAINING EXPENDITURE—ALL EMPLOYERS
SECTOR BY INDUSTRY, JULY TO SEPTEMBER 1989**

<i>Industry</i>	<i>Private</i>			<i>Total Private and Public</i>		
	<i>In-house</i>	<i>External</i>	<i>Total</i>	<i>In-house</i>	<i>External</i>	<i>Total</i>
	—per cent of gross wages and salaries—					
Mining	*1.4	*0.5	*1.9	*1.5	0.5	2.0
Manufacturing	1.4	0.7	2.1	1.5	0.7	2.2
Electricity, gas and water	3.0	0.9	4.0	2.8	1.0	3.7
Construction	*0.1	0.7	0.8	*0.6	0.7	1.2
Wholesale and retail trade	1.0	0.5	1.5	1.0	0.5	1.5
Transport and storage	*0.4	*0.5	*0.9	2.1	*0.4	2.5
Communication	*0.7	*0.5	*1.1	3.2	0.5	3.7
Finance, property and business services	1.6	0.7	2.3	1.7	0.7	2.4
Public administration and defence	..	..	..	1.9	0.7	2.6
Community services	0.8	0.5	1.3	2.0	0.5	2.5
Recreational, personal and other services	*0.2	*0.6	*0.8	*0.3	*0.6	0.9
All industries	1.1	0.6	1.7	1.6	0.6	2.2

AVERAGE TRAINING EXPENDITURE - ALL EMPLOYERS
EMPLOYER SIZE, JULY TO SEPTEMBER 1989
 Per cent of gross wages and salaries



AVERAGE TRAINING EXPENDITURE - ALL EMPLOYERS
INDUSTRY, JULY TO SEPTEMBER 1989



**AVERAGE PAID TRAINING TIME PER EMPLOYEE(a)—ALL EMPLOYERS
FIELD OF TRAINING BY SECTOR, JULY TO SEPTEMBER 1989**

<i>Field of training(b)</i>	<i>In-house</i>	<i>External</i>	<i>Total</i>
PRIVATE			
		—hours per employee—	
Induction	0.34	*0.01	0.35
General supervision	0.26	*0.04	0.30
General computing	0.18	0.06	0.24
Health and safety	0.12	0.05	0.17
Management and professional	0.35	0.27	0.62
Technical and para-professional	0.09	0.07	0.16
Trade and apprenticeship	0.30	1.45	1.75
Clerical, sales	0.34	0.08	0.42
Plant and machinery	0.22	*0.05	0.28
Other	0.08	*0.02	0.10
<i>All fields</i>	2.29	2.09	4.38
PUBLIC			
		—hours per employee—	
Induction	0.49	*0.00	0.49
General supervision	0.30	0.05	0.35
General computing	0.30	0.15	0.45
Health and safety	0.30	0.07	0.38
Management and professional	0.88	0.55	1.42
Technical and para-professional	2.42	0.40	2.82
Trade and apprenticeship	0.96	0.38	1.34
Clerical, sales	1.18	0.11	1.30
Plant and machinery	0.24	*0.05	0.29
Other	0.27	0.05	0.32
<i>All fields</i>	7.35	1.81	9.17
TOTAL			
		—hours per employee—	
Induction	0.38	*0.01	0.39
General supervision	0.27	0.04	0.31
General computing	0.21	0.09	0.30
Health and safety	0.18	0.05	0.23
Management and professional	0.50	0.35	0.85
Technical and para-professional	0.75	0.16	0.92
Trade and apprenticeship	0.49	1.14	1.63
Clerical, sales	0.58	0.09	0.67
Plant and machinery	0.23	*0.05	0.28
Other	0.13	0.03	0.16
<i>All fields</i>	3.73	2.01	5.74

(a) The total time receiving formal training averaged over the total number of employees. (b) Formal training was classified according to the main content of the course or program.

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 into 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 1990 are detailed as follows.

Skills Formation

Entry Level Training—ELT

The aims of Entry Level Training (ELT) are to assist in meeting the long-term quantitative and qualitative workforce skill needs of the economy and to enhance the long-term employment and career prospects of young Australians, by providing a Commonwealth contribution to the cost of entry level training under apprenticeships and the Australian Traineeship System (ATS), designed to:

- achieve quality improvements to entry level training;
- provide greater equality of access to entry level training; and
- encourage industry and young people to invest in structured training.

ELT has three components, through which these aims are achieved:

- Commonwealth Rebate For Apprentice Full-time Training Scheme;
- Australian Traineeship System; and
- Special Entry Level Training.

Commonwealth Rebate for Apprentice Full-time Training Scheme—CRAFT

The apprenticeship system has generally served Australia well over a long period of time. It has been the principal source of supply of skilled workers to the Australian labour market, has enabled a substantial reduction in Australia's reliance on migration as a source of skilled labour and, with the Australian Traineeship System, has provided significant job and structured training opportunities for school leavers.

Through CRAFT, incentives and support are provided to employers and apprentices within the framework of the State/Territory apprenticeship systems.

The objective of CRAFT is to provide an adequate number or appropriately skilled tradespeople through an apprenticeship system which maintains or improves the quality of, and equity of access to, apprentice training and, having regard to labour market conditions, maintains or increases the numbers of apprentices undergoing and completing that training.

- *Technical Education Rebate*, payable to employers to offset the costs associated with releasing their apprentices to undertake the technical education component of an approved basic trade course. Applies to all eligible employers with apprentices who commenced their apprenticeship prior to 1 January 1988.
- *Apprentice Training Incentive*, introduced on 1 January 1988 to progressively replace the Technical Education Rebate. Employers who take on, and indenture, apprentices after 1 January 1988 are able to apply for grants in respect of the commencement, recommencement and completion of an apprenticeship. From 1 July 1989, employers receive an extra \$1,000 for taking on a young person classified by the CES as disadvantaged in the labour market.
- *Off-the-Job Training*, payable to employers for releasing apprentices to attend approved full-time instruction at their own or other industry training centres. Employers approved to train other employers' apprentices can also be compensated for designated training costs.
- *Living-Away-From-Home-Allowance*, available to apprentices in their first and second year of apprenticeship where there is a need to live away from home to obtain or maintain their apprenticeship.
- *Fares Assistance*, available to apprentices, in approved trades, who have to move away from home to take up an apprenticeship.

Australian Traineeship System—ATS

ATS aims to assist the long-term employment and enhance the career prospects of young people, and improve the national skills base, through fundamental improvements in

arrangements for non-trades employment training by the development of broadly based structured entry level vocational training.

This program consists of a system of traineeships combining on-the-job and off-the-job training. The ATS aims to assist young people entering a particular industry or occupation and add to the stock of skills in the economy. This element of the Government's youth policy strategy was established as a stepping-stone into primary labour market jobs, to improve and increase broadly based work related training and to improve the first step in a career path for participants.

The ATS is jointly administered by the Commonwealth Government and the State and Territory Governments. Employers, unions, training authorities and governments are involved in the continuing development of the system through the development of new traineeship packages as well as the monitoring and reviewing of existing ones.

Traineeships are generally for a 12 month period and involve on-the-job training and a minimum of 13 weeks formal vocational instruction (off-the-job component) in a TAFE college or other approved training centre.

The trainee is paid a trainee wage for the duration of the traineeship which is set with reference to relevant junior rates for the time spent on the job. The trainee wage cannot be less than \$108.35 per week and is adjusted in accordance with National Wage Case decisions. Since the inception of the system over 44,000 young people have commenced a traineeship in a wide range of industries and occupations. Of these over 13,600 trainees commenced in 1989-90.

Following a review of entry level training and the rapid development of award restructuring, the Traineeship System has been more flexible. This is evidenced in the availability of traineeships longer than one year and in the loosening of age restrictions to bring it closer to the apprenticeship model and hence more responsive to the needs of industry.

A range of financial support is available to assist with the development and operation of traineeships:

- a *Training Fee* of \$1,000 per approved trainee to assist employers to offset the cost of providing on-the-job training. Employers are eligible to receive an additional \$1,000 if they employ trainees assessed by the CES as being disadvantaged in the labour market;
- an *Off-the-Job Training Fee* (currently \$1,900 to TAFE and up to \$2,000 to other approved training providers) in respect of each trainee;
- a *Living Away From Home Allowance*, available to trainees where there is a need to live away from home to obtain or maintain their traineeship; and
- *Fares Assistance*, available to trainees who have to move away from home to take up a traineeship.

Special Entry Level Training—SELT

In addition to CRAFT and ATS, the Commonwealth has a number of programs directed at testing, developing and introducing innovative approaches to traditional entry-level training under the SELT component.

The objective of SELT is to provide an adequate number of appropriately trained young Australians through the provision of specially targeted assistance to:

- expand the number of available apprenticeship and traineeship opportunities;
- increase the access of special groups to apprenticeship training opportunities; and
- assist in the development of improved approaches to entry level training.

SELT assistance is provided under a number of sub-programs:

- *Special Trade Training Program*, directed at testing, developing and introducing new approaches to traditional apprentice training. The major support under the program provides for special preparatory courses for women as well as the 'Tradeswomen on the Move' projects—a joint Commonwealth/State strategy designed to encourage greater participation of young women in non-traditional trades.
- *Group Training Schemes* cover apprentices and trainees under the ATS and aim to increase training opportunities with small companies which would not be able to recruit apprentices and trainees in their own right, by indenturing apprentices/trainees to a central body, such as an employer organisation or a training company. The Commonwealth provides assistance to group training projects to offset their administrative costs.
- *Disabled Apprentice Wage Subsidy* provides a subsidy to employers who indenture a person with disabilities as an apprentice. The subsidy may be provided for up to the duration of the apprenticeship and extra help may be granted to allow necessary workplace modifications and tutorial assistance.
- *Special Assistance Program* provides a training allowance to unemployed out-of-trade apprentices to assist them in completing basic trade courses.
- *Development Grants* to approved organisations and individuals to establish competencies and standards for traineeship models and to develop on- and off-the-job training components including curricula and training materials.
- *Institutional Development Grants* to peak employer and union organisations to enable them to employ Traineeship Liaison Officers to facilitate the introduction of Traineeships.

Industry Training Support

This program has two components:

- Innovative Training Projects
- Industry Training Services

Innovative Training Projects

The Innovative Training Projects component of the Industry Training Support Program is intended to be a flexible program designed to meet identified skill requirements at both occupational and industry levels by facilitating improvements in the level and quality of skills training. Financial assistance can be provided to industry to:

- upgrade workforce skills to meet structural and technological change;
- establish industry training foundations and skill centres;
- pilot test new and innovative training arrangements;
- facilitate industry restructuring through award restructuring processes;
- develop national curricula and competency based training and assessment procedures;
- establish enterprise based skill centres;
- assist in trainer training; and
- address national skill shortage issues.

National Skills Shortages

The National Skills Shortages Program provides short-term training assistance to individuals and industry in occupations where skilled labour is in short supply. Particular emphasis is given to occupations identified as requiring temporary reliance on skilled migrants.

The primary objective of the National Skills Shortages Program is to minimise the effects of current and emerging skill shortages of national significance. Training programs are developed in conjunction with industry groups and training providers. The Department welcomes suggestions from industry groups as to areas of shortages of national significance.

The program provides:

- refresher training for persons with basic qualifications or experience but whose skills need updating;
- bridging training for overseas qualified persons seeking recognition of their qualifications in Australia; and
- skills upgrading of existing employees.

In recent years the Program has assisted training in a range of areas of identified national skill shortages including:

- nursing and other health occupations;
- the hospitality industry; and
- the computer industry.

Industry Training Services

In addition to schemes directed at the training of individuals, the Government provides assistance to industry to improve training, particularly in pursuit of micro-economic reform. Support is provided for a network of Industry Training Advisory Bodies which are autonomous, industry based and incorporated as companies or associations with membership representing employer and employee associations, the Commonwealth Government and State and Territory Governments. There are 120 National and State/Territory Industry Training Advisory Bodies covering 18 major industries representing more than half of the private sector work force.

The primary role of these Industry Training Advisory Bodies is to act as the authoritative voice on training matters within their industries and advise governments on the training implications of workplace reform, work practices and award restructuring. A secondary role is to initiate research into training matters and coordinate the development of training solutions to identified or emerging training needs.

A further component of this Program is Training Services Australia (TSA) which provides a range of public training courses and consultancy services designed to improve the utility of training in industry and the competency of those who provide it. TSA operates training centres and offers training consultancy services in all capital cities excluding Darwin.

The Commonwealth Government also supports the National Training Board (NTB). The NTB was established in February 1990 as a joint initiative of the Commonwealth Government and the State and Territory Governments of Australia. The role of the NTB is, in consultation and cooperation with industry, to ratify national skills standards for occupations and classifications in industry or enterprise awards or agreements determined by an industrial tribunal.

The NTB is incorporated as a company to provide it with the flexibility and independence necessary to respond quickly and appropriately to vocational education and training needs emerging from the structural adjustment process.

The NTB is tripartite in composition but the States and Territories constitute a majority of the Board which reflects their constitutional responsibility for the provision of vocational education and training.

Special Employment, Education and Income Support

Employment access

The Employment Access Program assists jobseekers who are disadvantaged in the labour market to gain access to and secure employment through the use of a range of training, wage subsidy and mobility measures which can be flexibly adapted to individual needs and local labour market requirements.

In February 1990 it was decided to expand the range of measures available under the Employment Access Program as part of a more active employment strategy.

There are four program components under the umbrella of the Employment Access Program: Access Assistance, Job Search Assistance, Training Assistance, and Employment Assistance. The array of available measures can be linked and adapted to suit client needs in their local labour market.

Access Assistance

Early Intervention

Early Intervention is being introduced on 1 January 1991 as a measure to assist job seekers who are unable to take advantage of available work or vocational training opportunities because they encounter a variety of personal barriers to employment.

Such barriers might include functional illiteracy, learning deficiencies or functional area skills gaps which prevent jobseekers changing to new areas of employment or adapting to new work practices or work organisation.

Early Intervention assists the transition to work or vocational preparation by providing diagnostic assessment and remedial training for jobseekers facing specific, individual employment barriers. Assistance with literacy and numeracy, and English as a Second Language (ESL) problems are a primary focus.

Post Placement Support and Contracted Employment Placement

These measures are due to be introduced from 1 July 1991. They will provide further assistance to disadvantaged jobseekers to overcome barriers to active participation in the labour market.

Under Post Placement Support the Commonwealth Employment Service (CES) or an external agency can provide support to jobseekers during the first few weeks of employment following a period of unemployment to assist them to adapt to the new working environment.

Contracted Employment Placement will establish fee for service arrangements with external agencies for placement in permanent employment of the very long term unemployed.

Job Search Assistance

Job Search Training

The Job Search Training Program (JSTP) aims to address the employment needs of jobseekers by providing them with intensive instruction in job search techniques. The program complements the Job Search Allowance (JSA) initiative for youth and is an important element of the Government's NEWSTART and Jobs, Education and Training (JET) strategies for the long-term unemployed and sole parents.

JSTP has two components—Job Clubs and Job Search Training Courses (JSTCs). Both program elements provide jobseekers with training in job search skills to improve their competitiveness in the labour market.

The program operates by funding training providers to deliver an agreed program of jobsearch training on a contractual basis. Job Clubs run for 3 weeks full-time, while JSTCs provide 22 hours training in total.

During 1989–90 10,371 jobseekers took part in the 100 Job Clubs across the country and 8,182 undertook a JSTC. Forty-six per cent of Job Club participants and twenty-five per cent of JSTC participants are known to be in employment 3 months after completing their Job Search Training. In 1989–90 the expenditure for JSTP was \$5.9 million. The estimate for 1990–91 is \$8.7 million.

A number of enhancements scheduled to commence from 1 January 1991 will be introduced to this program. These enhancements will include:

- an additional 15 Job Clubs;
- a restructuring of existing Job Search Training Course arrangements to enable continuous entry courses to be established in several key locations; and
- the linking of job search training assistance to the information and advisory services provided by the CES by means of targeted videos, enhanced printed materials and translation into community languages.

Training Assistance

JOBTRAIN

The JOBTRAIN program provides opportunities for the long-term unemployed or other especially disadvantaged jobseekers to receive vocational training based on opportunities in the local labour market.

The program assists people who have been unemployed for at least six out of the past nine months or are otherwise especially disadvantaged in the labour market, e.g. people with disabilities, Aboriginals, sole parents, people born overseas with English language or cultural difficulties, women returning to the workforce after a prolonged absence, young people deemed 'at risk' and other special needs jobseekers.

Priority within JOBTRAIN has been given to providing additional assistance to:

- sole supporting parents under the Jobs, Education and Training (JET) Program; and to
- adults aged 18–54 who are unemployed for 12 months or more under the NEWSTART strategy.

JOBTRAIN participants' needs, their suitability for training, and the skill requirements of the local labour market, are taken into account in the development of short-term vocational courses at the local level.

Courses are usually developed and/or provided on a fee-for-service basis through TAFE or other training providers.

Course participants may receive the Formal Training Allowance (FTA), equivalent to their unemployment benefit or job search allowance, plus ancillary allowances such as for books and equipment and living away from home allowances, with a training component of \$30 per week for those 21 years and over.

Assistance with child care is available for sole parents (with children under 16 years) to undertake DEET-approved formal training to improve their job prospects.

In 1989–90 \$2.1 million was spent providing overseas qualified professionals with the opportunity to gain Australian recognition of their qualifications. Through JOBTRAIN—Bridging Training for Overseas Qualified Professionals—short term programs are conducted to train selected candidates in various professions. To date the training has focussed on occupations such as doctors, dentists and nurses.

Employment Assistance

JOBSTART

JOBSTART is a wage subsidy program which provides access to employment for jobseekers who have experienced long periods of unemployment or face other disadvantages in obtaining work. Employers receive subsidy payments for a period of up to 20 weeks as an incentive for engaging and improving the employment prospects of these disadvantaged jobseekers. The rate of the subsidy payment varies according to age, length of unemployment and other special disadvantages.

The primary eligibility requirement is to have been unemployed for at least six months out of the last nine months, away from full-time education, be currently registered with the Commonwealth Employment Service (CES) and actively seeking work. This requirement is waived for especially disadvantaged labour market groups such as overseas-born jobseekers who have English language difficulties or face cultural barriers in gaining access

to employment, Aboriginals, women returning to the workforce after a prolonged absence, young people deemed 'at risk', sole parents and other special needs jobseekers.

For employers to qualify for a JOBSTART subsidy they must be prepared to pay at least the award or appropriate wage for the job and fulfil other award conditions and should discuss the matter with the CES before employing the jobseeker.

Work Experience

Work Experience is being introduced in July 1991 to significantly enhance the employment prospects of long-term unemployed who have been in receipt of income support for over two years.

Work experience provides opportunities to reassess skills and aptitude in a 'real world situation' and demonstrate capacity to undertake a job.

Work experience will be made available on a limited basis through community organisations and local government on a regular weekly basis to a maximum of three days per week paid at the appropriate award wage.

Jobs, Education and Training—JET—Program for Sole Parents

JET aims to improve the financial circumstances of sole parents by facilitating their entry to the workforce through coordinated program assistance providing individual advice and access to employment, education, training and child care opportunities.

The JET program has two objectives:

- to increase the number and proportion of sole parents in employment; and
- to reduce social security outlays for sole parents.

JET is a voluntary program which provides sole parent pensioners with a consolidated range of assistance from the Department of Employment, Education and Training (DEET), the Department of Social Security (DSS) and the Department of Community Services and Health (DCSH).

JET was introduced in late March 1989 and is being phased in nationally over two years with full implementation by November 1990.

All sole parent pensioners are eligible for JET, however, priority is given to: those who have been on a pension for over 12 months, and whose children are over six years; those whose youngest child will reach the age of 16 within two years; and teenage sole parents.

JET Advisers in DSS offices provide sole parents with individual assessments of job barriers and prospects, advice about relevant services, and refer them to the Commonwealth Employment Service (CES) for employment, education and training assistance. Extra places are available for sole parents who need to retain or improve their work skills through the JOBTRAIN, JOBSTART or Job Search Training Programs. For JET clients undertaking full-time education courses, extra funds are available for income support under AUSTUDY. In addition, full-time student pensioners receive an AUSTUDY education supplement of \$30 per week.

Child care places are provided to sole parents not able to obtain permanent child care, through the Children's Services Program (by DCSH) during their training and education, and for a short period after they commence employment.

Community Based Strategies

SkillShare—The Community and Youth Network For Employment and Training

The objective of the SkillShare program is to enable long-term and other most disadvantaged unemployed people to obtain and retain employment or to proceed to further

education or training. The program began on 1 January 1989 and provides skills training including personal support and referral and enterprise activities through community sponsor bodies with a demonstrated capacity to deliver such services.

Sponsor bodies comprise non-profit community organisations either pre-existing or established specifically for this purpose and local government authorities. They are funded to provide a program of activities including structured skills training and job search training for the target group in their area during a calendar year or three-year grant period.

The SkillShare target group is long-term unemployed people, particularly those unemployed for twelve months or more and other most disadvantaged unemployed people who:

- are likely to benefit from a community-based approach to labour market assistance; and
- do not have ready access to other employment, further education and training opportunities.

The other most disadvantaged unemployed people include:

- people with disabilities;
- young people who are at risk such as the homeless, wards of state, ex-offenders, those from single-parent families or those dependent on pensions or benefits or those who left school before the successful completion of Year 10;
- Aborigines;
- migrants with English language difficulties and/or from culturally different backgrounds which inhibit their employment prospects;
- sole support parents including those in receipt of supporting parents benefits;
- offenders, ex-offenders and homeless people; and
- people who have lost or will lose eligibility for supporting parents benefit or widow's pension.

Sponsors provide regular reports on their activities and records of participants and these are currently being monitored as part of Departmental program participation monitoring.

From 1 January 1990, 371 SkillShare projects have assisted approximately 40,000 participants from the most disadvantaged unemployed; it is expected that almost 90,000 people will be assisted in 1990.

As a result of broader initiatives announced in the 1989-90 Budget, SkillShare Special Services Grants are also available to eligible community organisations in 1990 to provide labour market brokerage pilot services to people with disabilities and older unemployed and to deliver additional assistance to disadvantaged young people to enable them to participate successfully in mainstream training programs.

In 1990 eight pilot services for older unemployed people operated across all States and six pilot services for people with disabilities operated with one service in each State. By mid-1990 SkillShare Special Services Grants for Disadvantaged Young People had provided funds to 39 services under this four year program. These services are expected to assist approximately 2,300 young people in 1990.

New Enterprise Incentive Scheme—NEIS

NEIS provides assistance for unemployed people to set up self-employment ventures. The Scheme operates as a partnership between the Commonwealth Government and either State/Territory Governments or private sector and non-government organisations. It provides a comprehensive support package for participants during the crucial establishment phase, increasing their opportunity to establish themselves successfully in permanent self-employment.

The target group for NEIS is unemployed people registered with the Commonwealth Employment Service, in receipt of or dependent on unemployment benefit or certain other Social Security benefits or pensions, and aged between 18 years and the aged pension

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

Innovative Rural Education and Training Program—IRETP

IRETP is part of the Commonwealth's 'Fair Go' strategy targeted at improving access of rural Australia to education and training. IRETP is designed to assist community groups, educational institutions and industry in the development of innovative methods for delivery of relevant education and training programs at the regional level in non-metropolitan areas of Australia.

Aboriginal Employment

The overall aims of the Aboriginal Employment Development Policy (AEDP) are to achieve equitable Aboriginal representation in employment and to contribute to the achievement of economic activity for Aboriginal communities by:

- increasing the level of permanent employment for Aboriginal people in the mainstream labour market; and
- actively generating employment through economic development within Aboriginal communities located in rural and remote areas.

DEET's responsibilities under the AEDP are collectively known as the: *Training for Aboriginals Program* (TAP), which aims to improve training and employment opportunities for Aboriginal people by:

- assisting private and public sector employers to develop recruitment and career development strategies for Aboriginal people in the mainstream labour market;
- negotiating with employers for training assistance linked with employment outcomes;
- recognising and supporting community-based employment and training, including training support to enterprises and community development projects; and
- providing assistance for vocational training in formal and short-term special courses.

Several elements of TAP are better known by the following specific titles:

- *Aboriginal Employment Action* (AEA) which encourages large employer corporations to develop recruitment strategies for increasing Aboriginal employment;
- *Aboriginal Enterprise Incentive Scheme* (AEIS) which provides assistance to unemployed Aboriginals to become self-employed in business; and
- *Enterprise Employment Assistance* (EEA) which provides wage subsidies to Aboriginal enterprises to create employment opportunities.

Labour Market Operations

Mobility Assistance Scheme

The Mobility Assistance Scheme aims to facilitate referral or placement of jobseekers by providing financial assistance towards the costs incurred in pursuing or taking up suitable employment opportunities. In 1989-90 the scheme had four components:

- *Fares Assistance*. Provides free travel on public transport for jobseekers to attend 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.
- *Relocation Assistance*. Provides financial assistance to meet the relocation expenses of jobseekers 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 jobseekers. Assistance comprises contributions towards offsetting the various expenses associated with relocation.
- *Immediate Minor Assistance*. Provides for a one-off payment of up to \$100 to jobseekers in necessitous circumstances to cover incidental costs associated with starting employment. Examples of such incidental costs are union dues, uniforms and initial fares.

- *Trainee Mobility Assistance.* Provides fares and accommodation assistance for disadvantaged jobseekers attending live-in vocational training courses away from home, primarily under JOBTRAIN.

In 1989–90 1,096 people were assisted under the Relocation component and \$3.4 million was spent on the Mobility Assistance Scheme overall.

From 1 January 1991 two new elements are being introduced:

- *Support for Fares and Accommodation.* For short term job search activity in high employment areas by long term unemployed jobseekers who are prepared to move if they gain employment; and
- *Post Placement 'Travel-to-Work' Assistance.* Under certain circumstances for the long term unemployed in the early stages of employment.

Trainee Mobility Assistance will no longer be provided under this program, and is now funded directly against the labour market program under which the assistance is incurred, e.g. SkillShare, TAP and JOBTRAIN.

Industry Labour Adjustment Assistance

The program contributes to the efficient and equitable functioning of the labour market by improving and adapting the skills/employment base in particular industries or regions undergoing structural change and assisting individuals affected by the change.

This sub-program provides a range of labour market measures under the auspices of the Office of Labour Market Adjustment (OLMA). The measures cover varied forms of assistance directed to particular industries undergoing structural change in recognition of the need for enhanced competitiveness, and to workers losing employment as a result of structural adjustment or specific Commonwealth Government decisions. The assistance is available in specific packages or 'mixes' according to the assessed needs of the workers in the particular industry or region.

Packages which operate under the program can be divided into two main categories:

- industry packages usually in a national context to address major restructuring in an industry which results in significant labour shedding; and
- regional packages to address the impact of structural change on a specific geographic labour market.

Industry Packages

Situations indicating significant labour shedding across a number of enterprises in the one industry are investigated with a view to the design of innovative labour market measures to redress disadvantages of individuals resulting from shedding of labour in response to industry restructuring.

Industry Labour Adjustment Packages have the primary function of assisting retrenched from the industry to gain re-employment and may, as a secondary focus, look at information gathering activities to assist the industry in its direction of restructuring activities.

Industry Packages to operate in 1990–91 are:

- *Textiles, Clothing and Footwear Industries Labour Adjustment Package (TCF LAP)*—re-employment, retraining and/or relocation assistance for workers retrenched during the restructuring anticipated under the 1989–95 TCF Industry Plan. Special Assistance is also available for women and those with a need for English Language Training.
- *North Queensland Rainforests Labour Adjustment Package (Rainforests LAP)*—re-employment, retraining and relocation assistance for timber industry workers retrenched as a result of the decision to nominate the Queensland Wet Tropical Rainforests for the World Heritage List. Other assistance funded through the Appropriation includes cash compensation payments to ameliorate immediate dislocation.

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- *Passenger Motor Vehicles Package (PMV-LATA)*—previously provided under the Labour Adjustment Training Arrangements (LATA) to provide flexible vocational training and other assistance to employees retrenched from the Passenger Motor Vehicle Industry as a result of the Passenger Motor Vehicle Plan 1984–1992.
 - *Christmas and Cocos (Keeling) Islands Adjustment Training Program*—a package of vocational training to assist local residents retrenched as a result of the closure of the single product enterprises on their respective Islands to gain access to emerging new employment opportunities on the Islands.
 - *Coal Mining Industry Labour Adjustment Package (Coal LAP) and Heavy Engineering Adjustment and Development Program (HEADP)*—re-employment assistance for retrenchees from these two industries. While eligibility of access to the provisions of the programs ceased on 30 June 1990, those persons in training at that time will continue to be assisted until the completion of their training in 1990–91.

Regional Packages

Where the effect of several years of restructuring has resulted in chronic high levels of long-term unemployment, or where the need is assessed for improved regional coordination of industry and labour market planning in respect of a particular geographical area, then a regional labour adjustment package may prove appropriate.

Such packages provide retrenchment assistance similar to that of the Industry packages, but with the scope to include innovative measures such as small scale funding of coordination or information projects, as a catalyst to improved operation of the local labour market.

Packages to operate in 1990–91 are:

- NSW—Broken Hill and Illawarra;
 - Vic.—Ballarat;
 - SA—Eyre Peninsula;
 - Qld—Wide Bay/Burnett;
 - Tas.—A state wide regional package is in place; and
 - Other packages are currently under consideration by the Minister for Higher Education and Employment Services. These include the Goodna/Inala and Sunshine Coast Regions in Queensland and Kalgoorlie (Gold Mining) in Western Australia.
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