

CHAPTER 8

THE LABOUR MARKET

The principal subjects covered in this chapter are labour force, unemployment, wage rates, earnings, hours of work, 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, birthplace, etc.). For a description of the labour force survey and its relationship to the population census see Year Book No. 68, pages 133-135. 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 page 138.

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 for the period August 1980-1985.

LABOUR FORCE: SOURCES OF GROWTH, AUGUST 1980 TO AUGUST 1985
(Per cent)

Year ending August	Males			Females			Persons		
	Proportion of change due to			Proportion of change due to			Proportion of change due to		
	Percentage change in labour force	Population growth	Labour force participation	Percentage change in labour force	Population growth	Labour force participation	Percentage change in labour force	Population growth	Labour force participation
1980	1.8	1.7	0.1	6.2	1.8	4.4	3.4	1.8	1.6
1981	1.6	2.0	-0.4	1.3	2.1	-0.8	1.5	2.1	-0.6
1982	0.9	2.1	-1.2	1.1	2.1	-1.0	1.0	2.1	-1.1
1983	0.9	1.8	-0.9	2.0	1.8	0.2	1.3	1.8	-0.5
1984	1.4	1.6	-0.2	3.0	1.6	1.4	2.0	1.6	0.4
1985	1.0	1.6	-0.6	4.0	1.6	2.4	2.1	1.6	0.5

THE AUSTRALIAN LABOUR FORCE FRAMEWORK

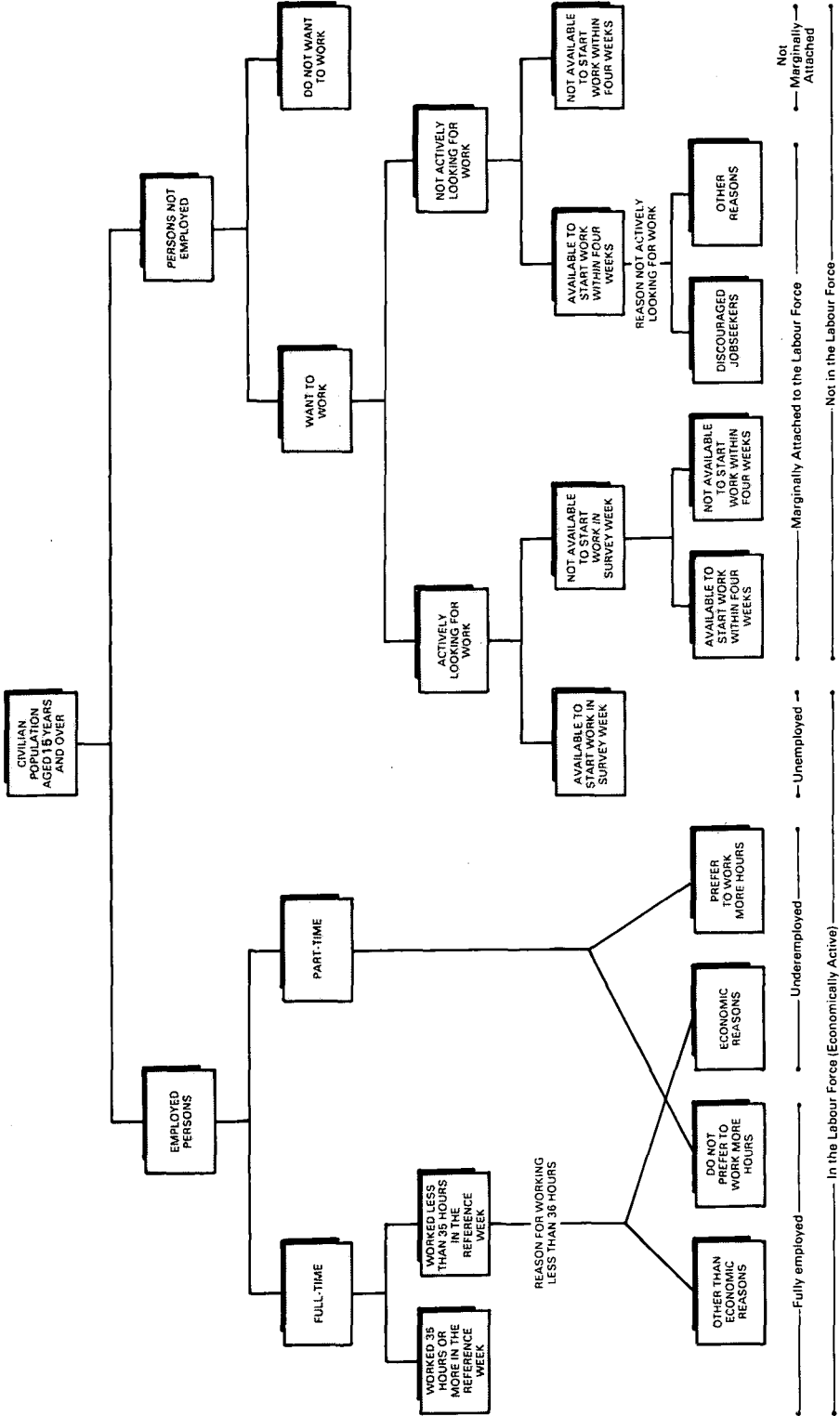


PLATE 17

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.

LABOUR FORCE PARTICIPATION RATES

(THE LABOUR FORCE IN EACH GROUP AS A PERCENTAGE OF THE CIVILIAN POPULATION AGED 15 AND OVER IN THE SAME GROUP)

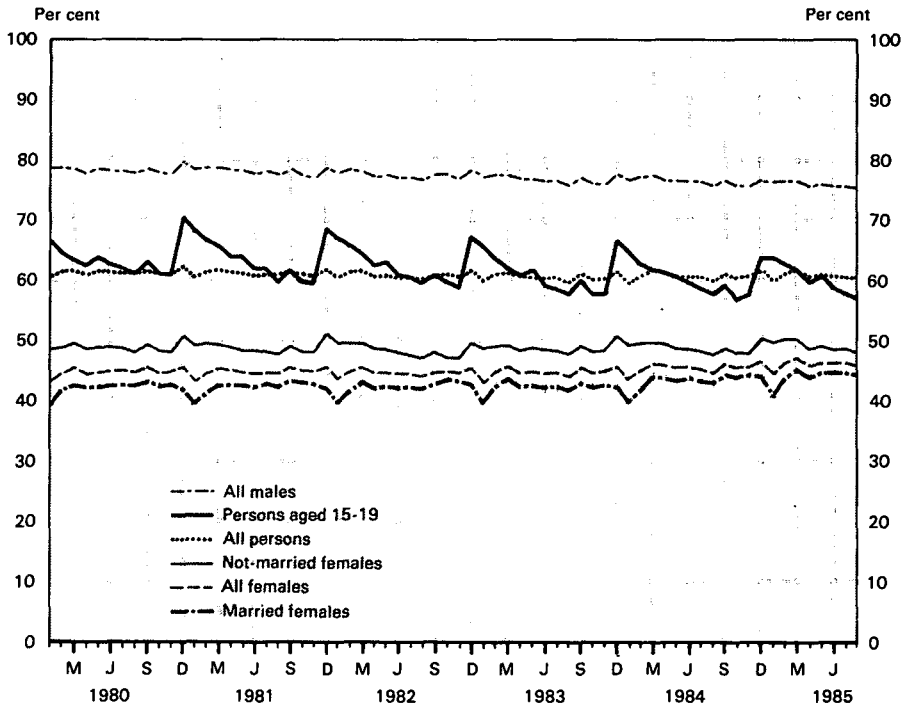


PLATE 18

The following two tables provide more detailed information on the labour force status of persons. The first table presents the age and sex composition of the total labour force as at June 1985. The second table shows changes in labour force status over time.

CIVILIAN LABOUR FORCE, BY AGE, JUNE 1985

Age group	Number ('000)				Participation rate (per cent)					
	Females				Persons	Females				
	Males	Married	Not married	Total		Males	Married	Not married	Total	Persons
15-64	4,380.2	1,596.3	1,181.3	2,777.6	7,157.7	84.2	49.2	62.7	54.2	69.3
15-19	396.2	12.5	354.2	366.7	762.9	59.8	46.4	57.9	57.4	58.6
20-24	598.0	151.4	336.7	488.1	1,086.1	90.3	59.2	83.6	74.1	82.2
25-34	1,204.8	496.9	235.3	732.3	1,937.1	94.7	52.0	74.9	57.7	76.2
35-44	1,037.6	535.8	123.8	659.6	1,697.2	94.2	60.5	65.7	61.4	78.0
45-54	706.3	302.0	78.8	380.8	1,087.1	89.9	50.1	51.9	50.5	70.6
55-59	291.2	69.4	32.5	101.9	393.2	76.9	25.3	33.5	27.5	52.4
60-64	146.1	28.3	19.8	48.1	194.1	42.9	11.6	16.9	13.3	27.7
65 and over	63.0	8.7	9.2	17.9	80.9	9.3	2.4	1.6	1.9	5.0
Total	4,443.1	1,605.0	1,190.5	2,795.5	7,238.6	75.6	44.6	48.3	46.1	60.6

CIVILIAN POPULATION AGED 15 AND OVER: LABOUR FORCE STATUS 1980-1985

June	Unemployed			Total	Labour force	Not in the labour force	Civilian population aged 15 years and over	Unemployment rate	Participation rate
	Employed	Looking for full-time work	Looking for part-time work						
—'000—									
—per cent—									
MALES									
1980	3,984.3	194.5	15.9	210.3	4,194.6	1,176.3	5,370.9	5.0	78.1
1981	4,074.4	170.1	12.4	182.5	4,256.9	1,219.2	5,476.0	4.3	77.7
1982	4,064.9	216.8	23.9	240.6	4,305.6	1,287.7	5,593.2	5.6	77.0
1983	3,924.5	407.9	16.5	424.5	4,349.0	1,346.6	5,695.6	9.8	76.4
1984	4,042.1	349.7	25.3	375.0	4,417.2	1,374.1	5,791.3	8.5	76.3
1985	4,078.0	341.9	23.2	365.1	4,443.1	1,435.6	5,878.7	8.2	75.6
FEMALES									
1980	2,285.6	146.1	52.9	199.0	2,484.6	3,054.2	5,538.8	8.0	44.9
1981	2,339.6	122.4	48.8	171.2	2,510.8	3,141.2	5,651.9	6.8	44.4
1982	2,349.3	152.9	58.1	211.0	2,560.3	3,209.4	5,769.7	8.2	44.4
1983	2,342.0	205.8	62.9	268.7	2,610.7	3,266.4	5,877.1	10.3	44.4
1984	2,456.6	189.5	69.5	259.1	2,715.7	3,258.4	5,974.1	9.5	45.5
1985	2,553.8	170.1	71.5	241.6	2,795.5	3,268.4	6,063.9	8.6	46.1

The age at which a person leaves school 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 1984

Labour force status	Leavers aged 15 to 19			Leavers aged 20 to 24		
	Males	Females	Persons	Males	Females	Persons
—'000—						
Employed	86.8	75.4	162.1	23.9	22.5	46.4
Full-time	78.9	61.4	140.3	20.6	18.7	39.3
Part-time	7.9	13.9	21.8	3.3	3.8	7.1
Unemployed	26.4	24.1	50.6	6.3	5.6	12.0
In the labour force	113.2	99.5	212.7	30.2	28.2	58.4
Not in the labour force	5.2	8.0	13.2	*	*	*
Total	118.4	107.5	225.9	31.2	29.9	61.1
—per cent—						
Unemployment rate	23.3	24.3	23.8	21.0	20.0	20.5
Participation rate	95.6	92.6	94.2	97.0	94.2	95.6

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

**CIVILIAN POPULATION AGED 15 AND OVER (a): EDUCATIONAL ATTAINMENT AND
LABOUR FORCE STATUS, FEBRUARY 1985**

Educational attainment	Employed			Unem- ployed —'000—	In the labour force	Not in the labour force	Total	Partici- pation rate	Unem- ployment rate
	Full time	Part time	Total							—per cent—
MALES									
With post-school qualifications	1,825.4	68.8	1,894.1	94.4	1,988.5	320.0	2,308.5	86.1	4.7
Degree	416.3	19.2	435.6	12.5	448.0	57.0	505.1	88.7	2.8
Trade, technical or other certificate	1,362.9	47.1	1,410.0	77.7	1,487.7	256.2	1,743.9	85.3	5.2
Other	46.1	*	48.6	*	52.8	6.7	59.5	88.7	*
Without post-school qualifications	2,011.9	130.8	2,142.7	284.0	2,426.7	803.0	3,229.7	75.1	11.7
Attended highest level of secondary school available	459.6	45.8	505.4	60.3	565.7	107.3	673.1	84.1	10.7
Did not attend highest level of secondary school available	1,546.9	84.8	1,631.7	222.9	1,854.7	681.8	2,536.5	73.1	12.0
Left at age									
18 years or over	26.8	*	29.7	5.5	35.2	6.8	41.9	83.8	15.6
16 or 17 years	519.5	24.3	543.7	73.8	617.5	76.9	694.4	88.9	11.9
14 or 15 years	846.6	46.6	893.1	125.3	1,018.4	424.4	1,442.8	70.6	12.3
13 years or under	154.1	11.1	165.2	18.4	183.6	173.7	357.3	51.4	10.0
Never attended school	5.3	*	5.5	*	6.3	13.9	20.1	31.2	*
Still at school	*	33.9	35.7	12.0	47.7	186.5	234.2	20.4	25.1
Total	3,839.1	233.5	4,072.5	390.4	4,462.9	1,309.5	5,772.4	77.3	8.7
FEMALES									
With post-school qualifications	700.8	311.1	1,011.8	70.6	1,082.4	584.6	1,667.0	64.9	6.5
Degree	175.0	52.2	227.2	11.2	238.4	73.0	311.4	76.6	4.7
Trade, technical or other certificate	501.2	241.6	742.8	53.7	796.5	482.4	1,278.8	62.3	6.7
Other	24.6	17.2	41.8	5.7	47.5	29.3	76.8	61.9	12.0
Without post-school qualifications	905.7	536.7	1,442.3	192.8	1,635.2	2,386.6	4,021.8	40.7	11.8
Attended highest level of secondary school available	219.1	108.8	327.9	41.2	369.1	286.7	655.7	56.3	11.2
Did not attend highest level of secondary school available	686.0	427.3	1,113.3	151.7	1,265.0	2,070.0	3,335.0	37.9	12.0
Left at age									
18 years or over	10.6	5.3	15.8	*	20.1	12.7	32.9	61.3	*
16 or 17 years	282.9	128.1	411.0	61.6	472.6	423.7	896.3	52.7	13.0
14 or 15 years	344.4	266.0	610.4	77.7	688.2	1,325.5	2,013.6	34.2	11.3
13 years or under	48.1	28.0	76.1	8.0	84.1	308.1	392.2	21.4	9.5
Never attended school	*	*	*	*	*	30.0	31.1	*	*
Still at school	*	48.9	49.6	19.9	69.4	165.5	234.9	29.6	28.6
Total	1,607.1	896.6	2,503.7	283.2	2,787.0	3,136.7	5,923.7	47.0	10.2

(a) Excludes students boarding at school, some patients in hospitals and sanatoria and inmates of reformatories, jails, etc.

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

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

EMPLOYMENT

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

By relating employment levels to population levels, the magnitude of job growth in the economy can be evaluated. The measure relating these two levels is the employment/population ratio. Its usefulness lies in the fact that while movements in the employment level reflect *net* changes in the levels of persons holding jobs, movements in the ratio reflect *net* changes in the number of jobholders relative to changes in the size of the population. Note that while a rise in employment may not appear as a rise in the ratio because of continuous population growth, a decrease in employment will always appear as a fall in the ratio.

EMPLOYED PERSONS: EMPLOYMENT/POPULATION RATIOS (a), JUNE 1980-1985

(Per cent)

June	Age group (years)								Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	
MALES									
1980	55.3	83.5	91.7	93.0	89.1	79.2	51.4	10.6	74.2
1981	57.4	84.9	91.8	93.4	88.7	77.7	48.8	10.7	74.4
1982	53.5	81.3	90.8	92.0	87.9	77.7	46.3	9.3	72.5
1983	46.9	74.5	87.4	89.5	84.5	72.3	41.3	9.5	68.9
1984	47.8	76.3	88.1	90.3	85.7	75.4	41.0	9.1	69.8
1985	48.2	79.1	87.4	89.5	85.5	71.2	39.4	9.3	69.4
FEMALES									
1980	49.3	63.9	49.2	55.9	46.1	27.6	13.6	3.2	41.3
1981	50.2	64.0	49.9	56.0	47.2	29.0	9.8	2.3	41.4
1982	46.9	63.3	49.4	55.5	47.1	27.1	10.3	2.5	40.7
1983	45.1	63.3	48.6	54.0	45.1	26.5	12.3	2.4	39.9
1984	46.1	63.7	50.3	55.9	48.4	28.4	11.5	2.5	41.1
1985	46.9	66.1	53.1	57.7	48.2	25.9	13.2	1.9	42.1
PERSONS									
1980	52.3	73.7	70.5	74.8	68.1	53.2	31.7	6.3	57.5
1981	53.8	74.5	70.9	75.0	68.4	53.3	28.4	5.9	57.6
1982	50.2	72.3	70.1	74.0	68.0	52.4	27.5	5.4	56.4
1983	46.0	68.9	68.0	72.3	65.2	49.5	26.2	5.4	54.1
1984	46.9	70.0	69.2	73.4	67.4	52.1	25.7	5.2	55.2
1985	47.6	72.6	70.2	73.8	67.3	48.7	25.9	5.0	55.5

(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.

UNDERUTILISATION, UNDEREMPLOYMENT AND UNEMPLOYMENT RATES, AUGUST 1980-85

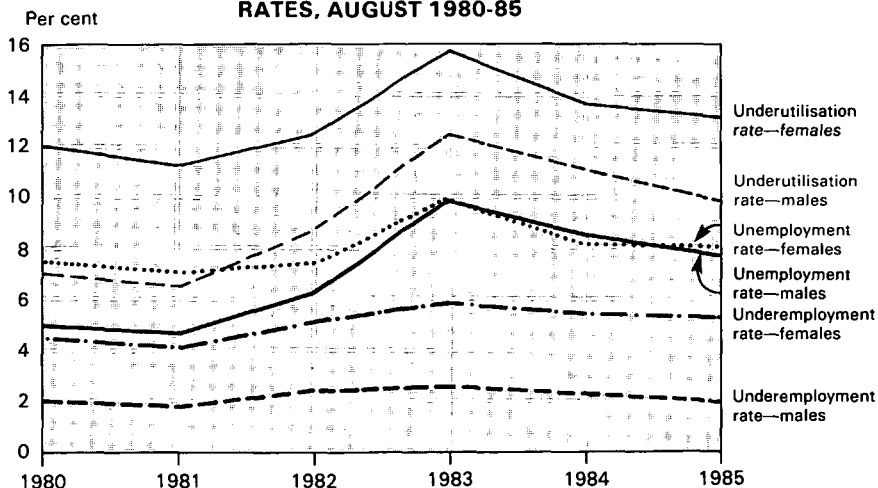


PLATE 19

The table below presents the status of worker for employed persons. Employers, self-employed persons and wage and salary earners are those who, during the survey week, worked for one hour or more for pay, profit, commission or payment in kind in a job or a business, or on a farm. Unpaid family helpers are those who, during the survey week, worked for 15 hours or more without pay in a family business or on a farm.

EMPLOYED PERSONS: STATUS OF WORKER, AUGUST 1980 TO AUGUST 1985
(^{'000})

August	Employers	Self-employed	Wage and salary earners	Unpaid family helpers	Total
1980	366.6	648.4	5,241.5	24.8	6,281.4
1981	345.3	643.1	5,378.6	26.7	6,393.7
1982	353.2	647.0	5,354.3	24.9	6,379.3
1983	321.0	653.1	5,242.5	24.5	6,241.1
1984	335.4	681.8	5,423.8	21.2	6,462.3
1985	349.7	709.7	5,559.1	27.6	6,646.1

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, MAY 1985

Industry	Number (^{'000})			Average weekly hours worked		
	Males	Females	Persons	Males	Females	Persons
Agriculture, forestry, fishing and hunting . . .	284.7	109.0	393.7	51.3	28.6	45.0
Mining	86.5	7.2	93.7	38.8	33.3	38.4
Manufacturing	841.5	295.5	1,137.0	39.0	32.4	37.3
Food beverages and tobacco	123.6	51.7	175.4	38.2	32.0	36.4
Metal products	175.2	28.0	203.2	38.6	30.7	37.5
Other manufacturing	542.7	215.7	758.4	39.4	32.7	37.5
Electricity, gas and water	121.9	11.1	132.9	34.7	30.6	34.4
Construction	422.8	62.2	485.1	39.3	20.3	36.8
Wholesale and retail trade	738.8	579.7	1,318.5	41.1	28.9	35.7
Transport and storage	308.7	57.1	365.8	39.4	30.2	38.0
Communication	107.0	39.8	146.9	34.7	30.0	33.4
Finance, property and business services	351.2	301.0	652.2	39.6	30.1	35.2
Public administration and defence	202.9	121.0	323.9	35.2	31.5	33.8
Community services	425.3	715.6	1,140.9	36.8	28.7	31.7
Recreation, personal and other services	192.4	249.4	441.8	39.5	28.1	33.1
Total	4,083.8	2,548.5	6,632.3	39.7	29.3	35.7

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

EMPLOYED PERSONS BY OCCUPATION, MAY 1985
(^{'000})

Occupation	Males	Married females	All females	Persons
Professional technical, etc.	569.1	274.6	459.6	1,028.7
Administrative, executive and managerial	382.7	54.2	76.0	458.7
Clerical	337.5	486.1	893.3	1,230.8
Sales	278.9	170.6	326.8	605.8
Farmers, fishermen, timbergetters, etc.	334.6	89.6	107.4	442.0
Miners, quarryworkers, etc.	33.0	*	*	33.4
Transport and communication	281.1	26.2	44.8	325.8
Trades persons, production-process workers and labourers, n.e.c.	1,635.4	152.2	225.0	1,860.5
Service, sport and recreation	231.4	257.0	415.1	646.5
Total	4,083.8	1,510.8	2,548.5	6,632.3

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

EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS BY AGE, JUNE 1985
(*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	246.8	485.1	1,068.5	958.6	649.9	256.3	119.9	36.2	3,821.3
Part-time workers	72.5	39.0	42.8	26.9	21.8	13.1	14.2	26.4	256.8
Total	319.3	524.0	1,111.3	985.5	671.7	269.5	134.1	62.6	4,078.0
FEMALES									
Full-time workers	189.8	361.4	422.2	334.0	206.4	55.3	26.0	5.3	1,600.5
Part-time workers	110.2	73.8	251.9	285.5	157.5	40.6	21.6	12.2	953.4
Total	300.0	435.2	674.1	619.6	363.9	96.0	47.6	17.4	2,553.8

Estimates of employed wage and salary earners by sector are contained in the following tables. The estimates shown are derived from the quarterly survey of employment and earnings.

EMPLOYED WAGE AND SALARY EARNERS: SECTOR BY STATES AND TERRITORIES, JUNE 1985
(*000)

<i>Sector</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
Private	1,306.6	1,026.2	537.5	310.6	322.8	90.4	31.4	43.8	3,669.2
Government	558.7	439.7	258.9	152.1	156.3	51.6	21.2	69.7	1,708.1
Commonwealth	134.1	101.6	50.4	37.2	26.7	10.2	4.7	69.7	434.3
State	363.8	296.4	179.6	106.6	118.8	37.9	15.7(a)	..	1,119.2
Local	60.9	41.6	28.9	8.3	10.7	3.5	0.9	..	154.7
Total	1,865.4	1,465.8	796.4	462.7	479.0	141.9	52.6	113.5	5,377.4

(a) Northern Territory Government.

**EMPLOYED WAGE AND SALARY EARNERS: INDUSTRY BY SECTOR,
SEPTEMBER 1984 TO JUNE 1985**
(*000)

<i>Industry</i>	<i>Private sector</i>				<i>Government sector</i>			
	<i>Sept. 1984</i>	<i>Dec. 1984</i>	<i>Mar. 1985</i>	<i>June 1985</i>	<i>Sept. 1984</i>	<i>Dec. 1984</i>	<i>Mar. 1985</i>	<i>June 1985</i>
Agriculture, forestry, fishing and hunting (a) . . . . .	..	..	..	..	12.0	11.3	11.1	9.3
Mining	80.5	81.0	80.3	82.2	6.8	6.7	6.8	6.9
Manufacturing	976.5	970.6	962.7	971.9	54.2	53.5	54.8	53.8
Electricity, gas and water	6.0	5.8	5.8	5.9	134.4	135.2	134.9	134.2
Construction	181.8	190.5	225.7	225.2	50.3	50.4	50.5	51.5
Wholesale and retail trade	994.7	1,039.4	1,023.4	1,027.8	5.6	5.7	5.6	5.8
Transport and storage	125.6	134.3	131.8	131.4	149.4	151.3	150.6	152.3
Communication	—	—	—	—	128.1	130.9	133.4	132.9
Finance, property and business services	460.8	470.8	484.2	490.5	94.9	96.4	98.7	99.5
Public administration and defence (b)	—	—	—	—	297.7	297.6	297.7	303.5
Community services	365.9	367.8	383.6	391.7	720.6	702.3	721.0	734.8
Health	178.2	182.3	189.7	193.2	260.8	260.4	266.5	268.8
Education	80.0	76.4	81.9	87.0	358.3	339.7	351.8	362.2
Other	107.6	109.1	112.0	111.4	101.5	102.2	102.7	103.8
Recreation, personal and other services	324.0	333.5	342.4	342.6	23.1	22.0	23.9	23.8
Total all industry	3,515.8	3,593.8	3,639.8	3,669.2	1,676.9	1,663.3	1,689.1	1,708.1

(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 was derived from the transition from education to work supplementary survey conducted in May 1984.

APPRENTICES: SECTOR AND INDUSTRY, MAY 1984

('000)

	Year of apprenticeship				Total
	First	Second	Third	Fourth(a)	
Sector—					
Government	6.9	5.3	5.4	5.2	22.8
Private(b).	25.1	24.7	42.0	27.4	119.2
Industry—					
Manufacturing	8.3	10.4	16.1	12.1	46.9
Electricity, gas and water	*	*	*	*	7.2
Construction	4.7	3.9	5.9	7.1	21.6
Wholesale and retail trade	5.3	6.0	11.8	5.5	28.5
Transport and storage, communication	*	*	*	*	5.7
Community services	*	*	*	*	4.8
Recreation, personal and other services	5.0	3.8	5.7	*	16.9
Other(c)	3.7	*	*	*	10.4
Total	32.0	30.0	47.3	32.7	142.0

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

UNEMPLOYMENT

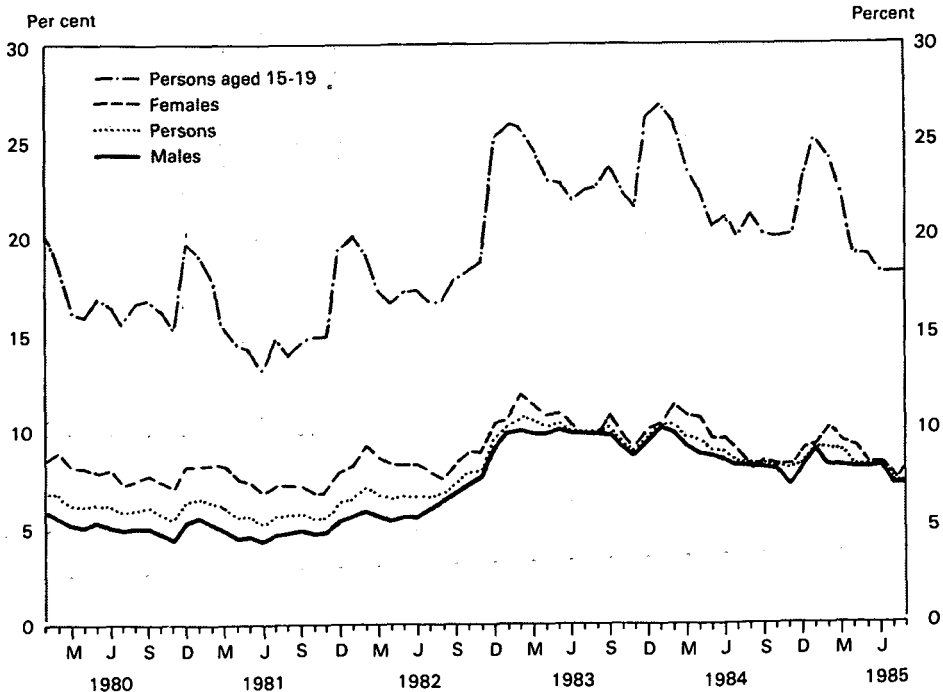
The unemployment statistics presented in this section have been derived from the ABS monthly labour force survey and its supplementaries.

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

Measures of unemployment provide one indicator of the underutilization 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.

UNEMPLOYMENT RATES

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



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

UNEMPLOYED PERSONS: AGE AND WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, JUNE 1985

Age	Number unemployed ('000)				Unemployment rate (per cent)			
	Males	Married females	All females	Persons	Males	Married females	All females	Persons
LOOKING FOR FULL-TIME WORK								
Total	341.9	53.0	170.1	512.0	8.2	6.2	9.6	8.6
<i>Aged 15-19</i>	64.1	*	53.2	117.3	20.6	*	21.9	21.2
Looking for first job	28.1	*	26.4	54.5	..	..	..	..
Attending school	4.0	*	4.5	8.5	n.a.	n.a.	n.a.	n.a.
<i>Aged 20 and over</i>	277.8	50.4	116.9	394.7	7.2	6.0	7.7	7.3
20-24	70.8	7.9	42.1	112.9	12.7	7.1	10.4	11.8
Looking for first job	5.8	*	*	9.1	..	..	..	..
25-34	89.9	18.4	36.4	126.3	7.8	7.1	7.9	7.8
35-44	51.1	14.8	23.4	74.5	5.1	5.6	6.6	5.5
45-54	33.8	7.5	11.3	45.0	4.9	4.7	5.2	5.0
55 and over	32.3	*	3.7	36.0	7.3	*	4.1	6.7
<i>Aged 15-64</i>	341.6	52.8	169.9	511.5	8.3	6.2	9.6	8.7
LOOKING FOR PART-TIME WORK								
Total	23.2	42.8	71.5	94.7	8.3	5.7	7.0	7.3
<i>Aged 15-19</i>	12.8	*	13.4	26.2	15.0	*	10.9	12.5
Attending school	8.0	*	10.3	18.3	14.8	*	14.4	14.5
<i>Aged 20 and over</i>	10.4	42.8	58.1	68.5	5.4	5.7	6.4	6.3
20-24	*	5.4	10.8	14.0	*	13.4	12.8	11.0
25-34	3.5	17.1	21.8	25.3	7.7	7.2	8.0	7.9
35-44	} 3.7	{ 14.6	16.6	17.6	4.0	{ 5.3	5.5	5.3
45 and over									{ 5.6	8.9	11.6	{ 2.8	3.7	3.6
<i>Aged 15-64</i>	23.1	42.8	71.3	94.4	9.1	5.7	7.0	7.5

UNEMPLOYED PERSONS : DURATION OF UNEMPLOYMENT, JUNE 1980 TO JUNE 1985

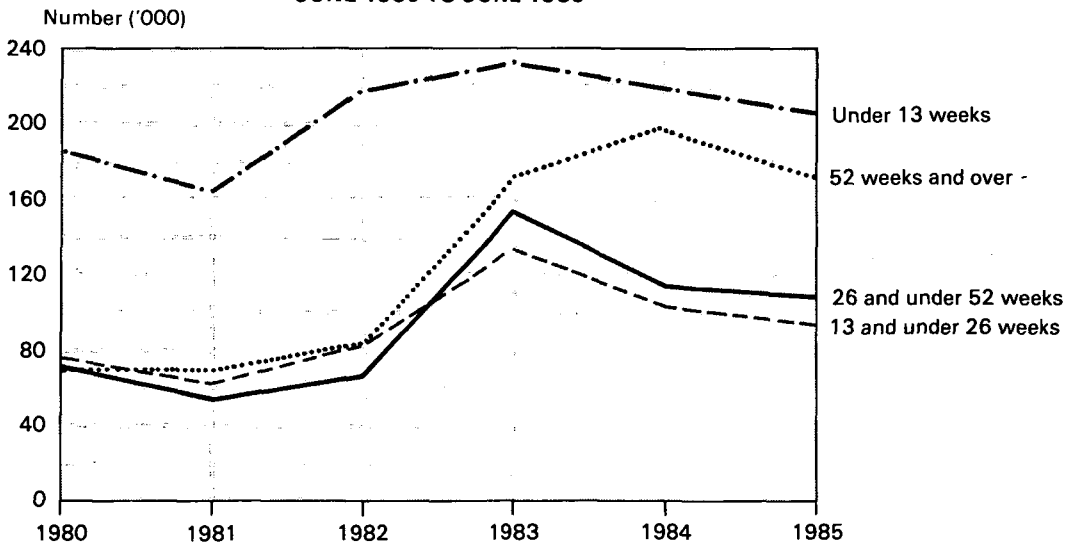


PLATE 21

An important indicator of the severity of unemployment is the length of time a person is unemployed. Two views are presented—the chart depicts the increase in each duration of unemployment category for 1980-85 while the table shows a more detailed snapshot as at June 1985. Note that in each case only current and continuing periods of unemployment are shown rather than completed spells. This is because, in the monthly labour force survey, duration of unemployment is the period from the time a person began looking for work or was laid off to the end of the survey week and only applies if the person is still unemployed.

UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT AND AGE, JUNE 1985

Duration of unemployment (weeks)	Age group (years)					Married	Not married	Looking for	
	15-19	20-24	25-34	34-54	Total(a)			Full- time work	Part- time work
			—'000—						
Under 2	10.2	6.9	10.2	10.0	39.2	16.4	22.8	25.4	13.8
2 and under 4	14.1	11.1	13.9	10.8	51.6	21.2	30.4	35.1	16.5
4 and under 8	15.3	13.8	14.5	11.6	56.7	23.3	33.5	46.0	10.8
8 and under 13	14.9	12.4	15.6	14.6	59.7	23.3	36.4	47.7	12.0
13 and under 26	26.5	20.3	26.2	18.2	94.0	33.6	60.4	79.9	14.1
26 and under 39	30.5	18.5	19.0	15.2	86.5	26.5	59.9	74.3	12.2
39 and under 52	4.7	5.6	3.8	6.5	22.7	9.9	12.7	22.0	*
52 and under 65	6.3	9.3	10.9	14.1	45.4	19.2	26.3	39.6	5.9
65 and under 104	10.8	7.7	8.7	6.3	37.2	13.1	24.1	34.2	*
104 and over	10.2	21.2	28.7	36.2	113.8	52.7	61.1	107.9	5.9
Total	143.5	126.9	151.6	143.6	606.7	239.1	367.6	512.0	94.7
			—weeks—						
Average duration—									
Mean	30.3	46.0	49.0	63.3	50.3	55.1	47.2	55.1	24.4
Median	21.1	25.0	23.0	26.1	26.0	26.0	26.0	26.1	8.1

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

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

UNEMPLOYED PERSONS: INDUSTRY AND OCCUPATION OF LAST FULL-TIME JOB, MAY 1985

	Total ('000)			Unemployment rate (per cent)		
	Males	Females	Persons	Males	Females	Persons
Had worked full time for two weeks or more in the last two years	218.1	101.7	319.7	5.1	3.8	4.6
Industry—						
Agriculture, forestry, fishing and hunting	17.1	*	20.2	5.7	*	4.9
Agriculture and services to agriculture	14.2	*	16.8	5.1	*	4.3
Manufacturing	54.4	16.7	71.1	6.1	5.3	5.9
Food, beverages and tobacco	9.2	3.8	13.1	6.9	6.9	6.9
Metal products	14.5	*	15.5	7.6	*	7.1
Other manufacturing	30.7	11.8	42.5	5.4	5.2	5.3
Construction	34.6	*	36.8	7.6	*	7.0
Wholesale and retail trade	44.8	30.6	75.4	5.7	5.0	5.4
Wholesale trade	12.9	6.0	18.9	4.4	4.8	4.6
Retail trade	31.9	24.6	56.5	6.5	5.1	5.8
Transport and storage	13.1	*	15.4	4.1	*	4.1
Finance, property and business services	8.6	8.2	16.7	2.4	2.6	2.5
Public administration and defence	9.6	4.9	14.5	4.5	3.9	4.3
Community services	8.8	16.7	25.5	2.0	2.3	2.2
Recreation, personal and other services	17.2	15.6	32.8	8.2	5.9	6.9
Other industries	9.9	*	11.2	3.0	*	3.2

continued over

UNEMPLOYED PERSONS: INDUSTRY AND OCCUPATION OF LAST FULL-TIME JOB, MAY 1985—
(continued)

	Total ('000)			Unemployment rate (per cent)		
	Males	Females	Persons	Males	Females	Persons
<i>Occupation group—</i>						
Professional, technical, etc	8.7	8.4	17.2	1.5	1.8	1.6
Clerical	7.0	31.8	38.8	2.0	3.4	3.1
Sales	12.9	17.6	30.5	4.4	5.1	4.8
Farmers, fishermen, etc	22.8	*	26.1	6.4	*	5.6
Transport and communication	17.3	*	18.2	5.8	2.0	5.3
Tradespersons, production-process workers and labourers, n.e.c.	124.3	15.7	140.0	7.1	6.5	7.0
Service, sport and recreation	14.4	21.1	35.4	5.8	4.8	5.2
Other occupations	10.7	*	13.5	2.5	*	2.7
Other (a)	141.0	138.7	279.7	..	..	..
Looking for first job	45.9	50.1	96.0	..	..	..
Looking for full-time work	32.2	31.8	64.0	..	..	..
Other	95.1	88.6	183.7	..	..	..
Stood down	*	5.5	8.3	..	..	..
Total	361.8	245.8	607.7	8.1	8.8	8.4

(a) Had never worked for two weeks or more in a full-time job or had not done so in the last two years; industry and occupation were not obtained for these persons.

The number of unemployed persons shown below will differ from the number of unemployed persons shown in *The Labour Force, Australia* (6203.0). This is because the latter includes persons who are waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the survey week (including the whole of the survey week) for reasons other than bad weather or plant breakdown. Active steps taken to find work (also shown below) 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.

UNEMPLOYED PERSONS: ACTIVE STEPS TAKEN TO FIND FULL-TIME OR PART-TIME WORK,
JULY 1984

	Looking for full-time work				Looking for part-time work			
	Males	Females	Persons	(per cent)	Males	Females	Persons	(per cent)
<i>Active steps taken to find work during current period of unemployment</i>	—'000—				—'000—			
Registered with the CES and—								
Took no other active steps	3.7	3.4	7.1	1.4	*	*	*	*
Contacted prospective employers	285.8	126.6	412.4	80.3	4.7	16.0	20.8	28.1
Took other active steps	25.7	10.3	35.9	7.0	*	*	3.4	4.6
Total	315.2	140.3	455.5	88.7	6.0	18.8	24.8	33.5
Not registered with the CES and—								
Contacted prospective employers	21.1	32.0	53.1	10.3	8.9	34.4	43.3	58.5
Took other active steps	2.5	2.4	4.9	0.9	1.9	4.0	6.0	8.0
Total	23.6	34.4	57.9	11.3	10.8	38.4	49.2	66.5
Total	338.8	174.6	513.4	100.0	16.8	57.2	74.0	100.0

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 complimentary indicators. This is because the monthly labour force survey (which collects unemployment) and the 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 government 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 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 disputes; 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; and vacancies for which no effort is being made to fill the position.

JOB VACANCIES: STATES AND TERRITORIES, 1980-1985
(^{'000})

Month	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
1980 May	13.0	8.1	3.0	1.4	2.2	0.8	0.5	0.8	29.8
1981 May	18.5	8.3	3.1	1.0	3.2	0.5	0.7	0.5	35.7
1982 May	9.0	7.6	3.9	1.2	2.2	0.4	0.2	0.8	25.3
1983 May	6.9	5.3	1.7	1.0	*	0.3	0.3	0.6	17.5
November—old (a)	7.8	4.5	2.0	1.3	1.4	0.7	0.3	0.9	19.1
—new (b)	11.2	6.5	4.1	2.1	3.5	0.8	0.5	1.3	30.1
1984 May	14.7	8.9	4.0	2.5	2.0	0.6	0.6	1.5	34.8
1985 May	22.3	16.8	4.7	3.6	4.3	1.2	1.1	2.5	56.6

(a) Results from payroll tax based surveys.

(b) Result of sample surveys of employers.

JOB VACANCY RATES(a): STATES AND TERRITORIES, 1980-1985
(per cent)

Month	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
1980 May	0.9	0.7	0.5	0.4	0.6	0.7	1.7	1.1	0.7
1981 May	1.2	0.7	0.6	0.3	0.9	0.4	2.3	0.7	0.8
1982 May	0.6	0.7	0.7	0.3	0.6	0.4	0.7	1.0	0.6
1983 May	0.5	0.5	0.3	0.3	0.4	0.3	0.9	0.8	0.5
November—old(b)	0.6	0.4	0.4	0.3	0.4	0.6	1.0	1.2	0.5
—new(c)	0.7	0.5	0.5	0.5	*	0.7	*	1.3	0.6
1984 May	0.8	0.7	0.5	0.6	*	*	1.1	1.4	0.7
1985 May	1.2	1.2	0.6	0.8	1.0	0.9	2.3	2.3	1.1

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

PERSONS NOT IN THE LABOUR FORCE

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

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

Details of the reasons why persons left their last job are presented below. The table also shows that most persons not in the labour force did not want work and, of those who did want work, the majority were available to start work. The most frequently mentioned reason people left their last job was retirement or the desire to no longer work.

**PERSONS NOT IN THE LABOUR FORCE(a): WANTING WORK AND REASON FOR LEAVING
LAST JOB, SEPTEMBER 1984**
(*000)

Reason for leaving last job	Wanted to work		Total	Did not want to work	Total
	Available to start work within four weeks(b)	Not available to start work within four weeks			
Retrenched, made redundant/lost job	83.6	16.3	99.9	152.5	252.5
Seasonal or temporary job	57.7	15.1	72.8	104.4	177.2
Returned to studies	15.3	16.8	32.1	53.2	85.3
Retired/did not want to work any longer	40.7	5.6	46.3	943.5	989.7
Unsatisfactory work arrangements	28.7	6.2	34.9	38.6	73.5
Own ill health or injury	50.9	31.2	82.1	452.2	534.3
To get married	40.6	16.9	57.5	474.1	531.6
Pregnancy/to have children	147.4	64.8	212.2	327.4	539.7
To look after family, house or someone else	39.1	12.3	51.4	167.2	218.6
Travel, moved house, spouse transferred	62.5	16.6	79.1	111.6	190.6
Other reasons	19.3	5.1	24.4	40.3	64.7
Never had a job	100.8	72.4	173.2	557.1	730.3
Not asked(c)	9.5	15.0	24.6	*	24.6
Total	696.1	294.3	990.4	3,422.1	4,412.5

(a) Excludes students boarding at school, some patients in hospitals and sanatoria and inmates of reformatories, jails, etc. (b) Includes persons who did not know whether available to start work within four weeks. (c) Persons who had a job but, up to the end of the survey week, had been away from work without pay for four weeks or longer and had not been actively looking for work.

The remainder of the data presented in this section is based on the newly introduced concept of marginal attachment to the labour force. For a comprehensive discussion of this concept see *Employment, Underemployment and Unemployment, 1966-1983* (6246.0) and *Persons Not in the Labour Force, September 1984* (6220.0).

Persons with marginal attachment to the labour force are those who were not in the labour force in the survey week and wanted to work and were available to start work within four weeks; or were actively looking for work but were not available to start work within four weeks. Discouraged jobseekers, a subcategory of those with marginal attachment, are those persons who wanted to work and were available to start work within four weeks but whose main reason for not taking active steps to find work was that they believed they would not be able to find a job for any of the following reasons: considered by employers to be too young or too old; difficulties with language or ethnic background; lacked the necessary schooling, training, skills or experience; no jobs in their locality or line of work, or no jobs at all. A summary of the characteristics of these groups is shown in the following table.

**PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR
FORCE, SEPTEMBER 1984**
(*000)

	Discouraged jobseekers			All persons who wanted to work and were available to start work within four weeks			All persons with marginal attachment to the labour force		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Total	19.0	74.7	93.7	144.6	551.5	696.1	163.0	563.3	726.3
Age group (years)—									
15-19	*	5.7	8.4	52.8	58.7	111.5	65.5	65.8	131.3
20-24	*	*	5.1	14.0	58.7	72.8	16.4	61.2	77.6
25-34	*	12.9	13.8	14.3	187.6	201.9	14.7	188.7	203.4
35-44	*	17.8	19.1	14.9	129.0	143.9	16.5	129.9	146.4
45-54	*	18.0	19.9	11.6	71.8	83.4	12.2	72.0	84.2
55-64	4.4	12.3	16.7	22.6	36.8	59.4	23.1	36.8	59.9
65 and over	5.5	5.2	10.7	14.3	8.9	23.2	14.6	8.9	23.4

continued over

PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE, SEPTEMBER 1984—(continued)
(‘000)

	<i>Discouraged jobseekers</i>			<i>All persons who wanted to work and were available to start work within four weeks</i>			<i>All persons with marginal attachment to the labour force</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Family status—									
Member of a family	14.1	62.8	76.9	116.2	495.9	612.1	130.6	505.8	636.4
Husband or wife	8.9	48.1	57.0	48.6	360.6	409.2	51.3	362.4	413.7
With children aged 0-14 present	*	24.8	25.5	16.7	271.8	288.5	18.7	273.3	292.0
Without children aged 0-14 present	8.2	23.3	31.5	31.9	88.8	120.7	32.6	89.1	121.7
Not-married family head	*	7.9	7.9	5.8	78.0	83.8	5.8	78.7	84.5
With children aged 0-14 present	*	4.6	4.6	3.4	67.1	70.5	3.4	67.8	71.2
Without children aged 0-14 present	*	3.2	3.2	*	10.9	13.3	*	10.9	13.3
Child of family head	3.4	5.7	9.1	57.9	53.4	111.4	69.5	60.9	130.4
Other relative of family head	*	*	3.0	3.9	3.9	7.8	4.0	3.9	7.9
Not a member of a family	3.0	6.9	9.9	18.2	22.6	40.8	19.3	23.7	43.0
Living alone	*	6.6	8.6	8.8	17.4	26.2	8.8	17.6	26.4
Not living alone	*	*	*	9.4	5.2	14.6	10.5	6.1	16.6
Not family coded	*	4.9	6.8	10.2	33.0	43.2	13.2	33.8	46.9
Type of work preferred—									
Preferred to work full-time	9.6	13.6	23.2	69.0	85.7	154.6	83.4	93.5	176.9
Preferred to work part-time	8.2	57.9	66.1	70.2	451.7	522.0	74.2	455.1	529.2
No preference	*	3.2	4.5	5.4	14.1	19.5	5.5	14.8	20.2
Whether looked for work in the last 12 months(a)—									
Had not looked for work	10.7	48.9	59.6	92.5	426.0	518.6	92.5	426.0	518.6
Had looked for work	8.3	25.8	34.1	52.1	125.5	177.5	70.5	137.3	207.8
Less than 5 weeks ago	*	6.1	8.0	21.2	44.1	65.3	39.6	55.9	95.5
5 and less than 8 weeks ago	3.0	7.6	10.6	16.1	30.6	46.7	16.1	30.6	46.7
8 and less than 13 weeks ago	*	4.9	6.0	5.4	20.3	25.7	5.4	20.3	25.7
13 and less than 52 weeks ago	*	7.2	9.4	9.4	30.5	39.9	9.4	30.5	39.9
Time since last job—									
Had never had a job	*	8.6	11.1	41.4	59.3	100.8	51.8	64.9	116.7
Had had a job	16.6	66.0	82.6	103.2	492.2	595.3	111.3	498.4	609.7
Under 12 months	4.3	7.9	12.2	46.1	96.5	142.7	51.5	101.2	152.7
Under 6 months	*	4.4	6.8	27.8	56.4	84.2	29.1	58.3	87.4
6 and under 12 months	*	3.5	5.4	18.4	40.1	58.5	22.4	42.9	65.3
1 and under 3 years	4.0	13.4	17.5	27.3	105.3	132.6	29.5	105.8	135.3
3 and under 10 years	6.7	23.4	30.1	25.5	181.8	207.3	26.1	182.5	208.7
10 years or more	*	21.3	22.8	4.2	108.6	112.8	4.2	108.8	113.0
Reason for leaving last job—									
Retrenched/made redundant/lost job	5.6	12.6	18.2	22.2	61.4	83.6	23.7	61.4	85.1
Seasonal or temporary job	*	6.8	8.3	9.5	48.1	57.7	10.1	49.3	59.4
Returned to studies	*	*	*	8.1	7.2	15.3	11.6	10.1	21.7
Retired/did not want to work any longer	4.8	3.7	8.5	18.1	22.6	40.7	18.1	22.6	40.7
Unsatisfactory work arrangements	*	*	3.5	6.4	22.3	28.7	6.7	22.4	29.1
Own ill health or injury	*	5.9	6.8	20.5	30.4	50.9	21.8	30.5	52.3
To get married	*	5.8	5.8	*	40.6	40.6	*	40.6	40.6
Pregnancy/to have children	*	11.1	11.1	*	147.3	147.4	*	148.2	148.3

For footnotes see end of table.

PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE, SEPTEMBER 1984—(continued)
('000)

	<i>Discouraged-jobseekers</i>			<i>All persons who wanted to work and were available to start work within four weeks</i>			<i>All persons with marginal attachment to the labour force</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
To look after family, house or someone else	*	5.0	5.0	*	37.1	39.1	*	37.2	39.4
Travel, moved house, spouse transferred.	*	9.7	12.0	8.7	53.8	62.5	8.9	54.2	63.1
Other reasons	*	*	3.5	4.7	14.5	19.3	5.3	15.0	20.3
Never had a job	*	8.6	11.1	41.4	59.3	100.8	51.8	64.9	116.7
Not asked (b)	*	*	*	*	6.8	9.5	*	6.8	9.5

(a) Persons who had left a job in the last twelve months were only asked whether they had looked for work since that job.
(b) Persons who had a job but, up to the end of survey week, had been away from work without pay for four weeks or longer and had not been actively looking for work.

The following chart depicts, for persons with marginal attachment to the labour force, their main reason for not actively looking for work. That is, whether they were not actively looking for work predominantly because of personal reasons, family reasons, or discouragement.

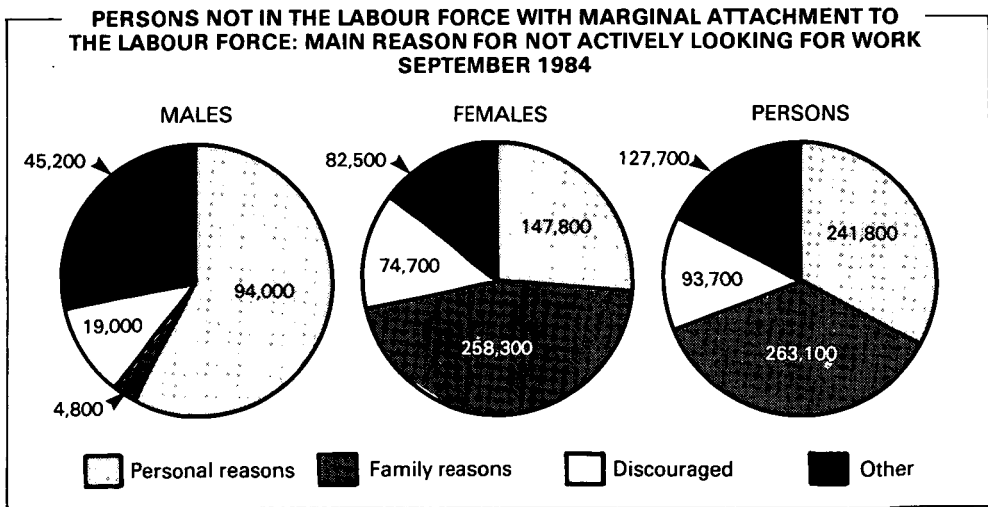


PLATE 22

LABOUR FORCE CHARACTERISTICS OF MIGRANTS

Immigration is an important factor influencing present and future levels of labour market activity. Information on the labour force characteristics of migrants is obtained from the monthly labour force survey. Also additional data were obtained from the March 1984 supplementary survey on labour force participation of various categories of migrants (eg admitted for family reunion, employer sponsored, refugee). Some summary data from the survey are shown in the following tables and charts.

MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1960 AGED 18 AND OVER: LABOUR FORCE STATUS AND YEAR OF ARRIVAL, MARCH 1984

Year of arrival	Employed			Unem- ployed	In the labour force	Not in the labour force	Total	Unemploy- ment rate	Partici- pation rate
	Full-time	Part-time	Total						
— '000 —									
— per cent —									
MALES									
1961-1970	220.1	5.2	225.3	23.8	249.1	46.4	295.5	9.5	84.3
1971-1980	193.8	4.7	198.5	21.9	220.4	22.9	243.3	9.9	90.6
1981-1984	66.6	4.2	70.8	17.5	88.2	14.6	102.9	19.8	85.8
Total	480.5	14.1	494.6	63.1	557.8	83.9	641.7	11.3	86.9
FEMALES									
1961-1970	75.6	39.8	115.4	12.0	127.4	135.1	262.5	9.4	48.5
1971-1980	98.0	40.9	138.9	17.0	155.9	111.8	267.8	10.9	58.2
1981-1984	29.8	12.3	42.1	15.0	57.1	48.6	105.7	26.3	54.0
Total	203.4	93.0	296.4	44.0	340.5	295.6	636.0	12.9	53.5

MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1960 AGED 18 AND OVER: MIGRATION CATEGORY, UNEMPLOYMENT RATE AND PARTICIPATION RATE, MARCH 1984

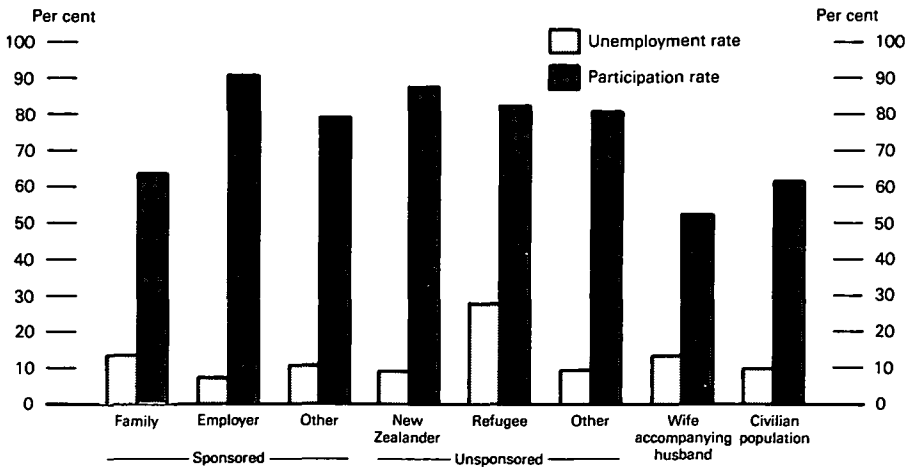
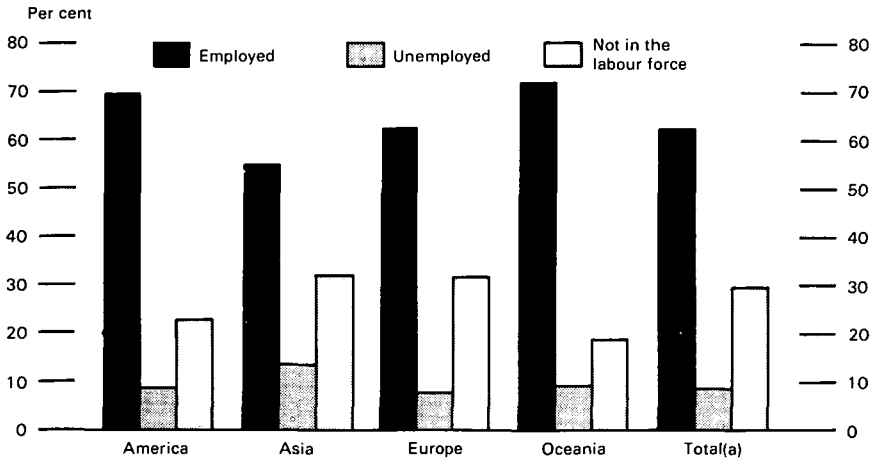


PLATE 23

MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1960 AGED 18 AND OVER : LABOUR FORCE STATUS AND AGE ON ARRIVAL, MARCH 1984

Labour force status	Age on arrival (years)							Total
	18-24	25-34	35-44	45-54	55-59	60-64	65 and over	
MALES								
—'000—								
Employed	178.6	205.0	90.1	18.0	*	*	*	494.6
Full-time	174.2	199.6	86.8	17.3	*	*	*	480.5
Part-time	4.4	5.4	3.4	*	*	*	*	14.1
Unemployed	25.0	23.0	9.5	4.9	*	*	*	63.1
In the labour force	203.6	228.0	99.6	22.9	*	*	*	557.8
Not in the labour force	10.8	17.4	17.0	16.4	5.3	7.3	9.9	83.9
Total	214.4	245.3	116.6	39.3	7.6	8.1	10.4	641.7
—per cent—								
Unemployment rate	12.3	10.1	9.5	21.2	*	*	*	11.3
FEMALES								
—'000—								
Employed	119.3	125.2	42.7	7.6	*	*	*	296.4
Full-time	86.8	81.8	29.0	5.2	*	*	*	203.4
Part-time	32.5	43.4	13.7	*	*	*	*	93.0
Unemployed	15.6	20.2	6.4	*	*	*	*	44.0
In the labour force	134.9	145.4	49.0	9.2	*	*	*	340.5
Not in the labour force	85.4	84.3	54.0	30.2	12.5	14.0	15.2	295.6
Total	220.3	229.7	103.0	39.3	13.6	14.9	15.2	636.0
—per cent—								
Unemployment rate	11.5	13.9	13.0	*	*	*	*	12.9

MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1960 AGED 18 AND OVER : BIRTHPLACE AND LABOUR FORCE STATUS, MARCH 1984



(a) Includes Africa

RETIREMENT INTENTIONS

In the September 1984 supplementary to the labour force survey, persons aged 45 and over were surveyed regarding their intention to retire from full-time work. The survey provides information on the potential flows out of the labour force and on the provision being made by persons for their future retirement. It will enable estimates to be made of the present and future impact of retirement (including early retirement) on the structure of the labour force. A summary of the results of the survey is shown in the following tables.

PERSONS AGED 45 AND OVER (a):
RETIRED AND NOT RETIRED FROM FULL TIME WORK BY AGE, SEPTEMBER 1984
(^{'000})

	Age at September 1984 (years)						Total
	45-49	50-54	55-59	60-64	65-69	70 and over	
Had retired from full-time work (b)	254.8	292.8	375.7	513.9	493.4	878.3	2,809.0
Had not retired from full-time work (c)	532.5	449.0	369.3	145.6	30.2	17.5	1,544.1
Did not ever intend to retire	37.6	37.4	32.3	20.2	11.1	12.2	150.8
Intended to retire	494.8	411.6	336.9	125.4	19.1	5.3	1,393.2
Age intended to retire (years)—							
45-49	3.7	..	..	..	..	..	3.7
50-54	19.4	6.2	..	..	..	..	25.6
55-59	44.1	33.4	14.4	..	..	..	91.9
60-64	112.6	108.3	101.8	15.8	..	..	338.6
65-69	152.3	148.1	138.9	76.3	4.6	..	520.3
70 and over	*	*	3.9	3.2	*	*	16.0
Did not know	159.9	112.9	78.0	30.1	12.8	3.4	397.2
Total	787.3	741.8	745.0	659.6	523.6	895.8	4,353.0

(a) Excludes persons who were institutionalised or permanently unable to work who were not in the scope of this survey.
(b) Includes some persons who had never worked full-time. (c) Includes persons who had never worked full-time but who were looking for full-time work, would like full-time work or intended to take up full-time work at some time.

PERSONS AGED 45 AND OVER WHO INTEND TO RETIRE FROM FULL-TIME WORK: SEPTEMBER 1984
(^{'000})

	Age intended to retire (years)						Persons(a)
	Males			Females			
	45-64	65 and over	Total(a)	45-59	60 and over	Total(a)	
Total	273.7	514.3	1,059.4	66.3	141.8	333.9	1,393.2
Expected main source of income at retirement—							
Superannuation	130.0	102.9	272.7	7.0	25.5	40.9	313.6
Life assurance and other schemes	4.5	6.7	15.9	*	*	*	17.9
Government pensions and benefits (b)	56.8	334.8	508.9	14.4	83.3	158.4	667.2
Investments	48.1	31.3	115.5	7.3	10.7	26.4	141.9
Savings/sale of assets	10.8	9.0	33.2	*	*	8.7	41.9
Part-time work	11.1	4.8	19.0	*	*	*	21.9
Dependent upon another person	*	*	4.1	32.3	11.0	64.6	68.7
Other (c)	11.2	23.4	90.0	*	6.9	30.1	120.1
Expected type of payment from retirement scheme—							
Belonged to a scheme	229.8	329.3	702.6	27.5	66.1	131.7	834.4
Lump sum only	109.6	191.0	367.4	19.0	32.1	71.2	438.6
Regular payments only	27.1	26.9	62.7	*	6.6	11.6	74.3
Lump sum and regular payments	44.8	22.8	76.0	3.4	7.7	12.9	88.9
No lump sum or regular payments	*	3.4	7.2	*	*	*	8.1
Did not know type of payments	46.7	85.3	189.3	*	19.2	35.1	224.4
Did not belong to a scheme (d)	43.9	184.9	356.8	38.8	75.7	202.1	558.9
Expected time until retirement (years)—							
4 or less	86.9	59.8	146.7	36.5	33.4	69.9	216.7
5 to 9	97.1	125.6	222.7	24.7	39.7	64.4	287.1
10 to 14	73.2	146.5	219.8	5.1	51.3	56.4	276.2
15 to 19	16.4	146.3	162.7	*	15.6	15.6	178.3
20 or more	..	36.1	36.1	..	*	*	37.8
Did not know	..	..	271.4	..	..	125.8	397.2

For footnotes see end of table.

PERSONS AGED 45 AND OVER WHO INTEND TO RETIRE FROM FULL-TIME WORK: SEPTEMBER 1984
(^{'000})—(continued)

	Age intended to retire (years)						Persons(a)
	Males			Females			
	45-64	65 and over	Total(a)	45-59	60 and over	Total(a)	
Housing arrangements at September 1984—							
Owns own home	137.0	245.4	525.2	32.9	64.4	160.1	685.3
Paying off home	100.4	162.2	336.6	25.6	42.9	102.4	438.9
Renting from Housing Commission	6.4	21.7	36.0	*	6.1	11.4	47.4
Renting from other	24.7	66.2	127.5	5.0	19.1	42.6	170.1
Rent free	4.1	15.1	27.1	*	6.2	11.1	38.1
Other	*	3.6	7.0	*	3.1	6.3	13.3
Expected housing arrangements at retirement—							
Owns own home	220.7	382.0	796.0	48.2	96.2	225.4	1,021.5
Paying off home	26.0	38.7	80.1	10.7	14.1	35.0	115.2
Renting from Housing Commission	5.6	17.8	29.3	*	5.8	10.9	40.2
Renting from other	6.4	32.1	52.2	*	7.6	17.3	69.5
Rent free	*	6.2	10.2	*	4.9	7.4	17.6
Other	*	*	4.9	*	*	*	7.6
Did not know	11.9	34.6	86.6	*	11.6	35.1	121.7

(a) Includes persons who did not know at what age they intended to retire. (b) May include some Government superannuation. (c) Includes persons who did not know what their main source of income would be. (d) Includes persons who had never worked.

WAGE RATES, EARNINGS AND INCOME

Industrial conciliation and arbitration

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

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

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

Under the new system, the Commission is to adjust its award wages and salaries every six months in relation to the last two quarterly movements of the CPI unless it is 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 Consumer Price Index movements for the September and December 1983 quarters. The increase was operative from 6 April 1984 in all States except Queensland where it was operative from 9 April 1984. The ABS treatment of the method of financing medical services under the Medicare scheme introduced in February 1984 resulted in a negative movement in the Consumer Price Index for the March and June 1984 quarters. This led to agreement that no applications would be made to the Commission in relation to these quarters during October 1984.

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

Following the National Wage Case hearings in October 1985 the Commission awarded an increase of 3.8 per cent to operate from the beginning of the first pay period to commence on or after 4 November 1985. The Commission also decided to defer discounting of wages for the price effects of devaluation until the next National Wage Case hearings which are due in April 1986.

Incidence of industrial awards

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

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

INCIDENCE OF AWARDS: ALL EMPLOYEES BY INDUSTRY, MAY 1983
(Per cent)

Industry	Males			Not covered by awards, etc.	Females			Not covered by awards, etc.
	Covered by awards, determinations and collective agreements				Covered by awards, determinations and collective agreements			
	Federal	State	Total (a)		Federal	State	Total (a)	
Mining	45.6	32.3	80.3	19.7	*	*	*	*
Manufacturing	50.9	32.6	84.2	15.8	42.8	44.6	87.7	12.3
Food, beverages and tobacco	32.2	53.0	85.8	14.2	32.0	60.0	92.0	*
Textiles, clothing and footwear	63.5	*	81.6	*	65.3	25.6	90.9	*
Paper, paper products, printing and publishing	53.9	26.9	83.4	16.6	34.4	44.6	80.2	*
Chemical, petroleum and coal products	37.3	29.5	69.2	30.8	*	57.6	77.9	*
Metal products, machinery and equipment	61.8	24.7	86.8	13.2	45.2	44.3	89.5	*
Basic metal products	36.2	50.8	88.3	*	*	*	*	*
Fabricated metal products; other machinery and equipment	63.7	19.0	82.7	17.3	41.0	49.1	90.1	*
Transport equipment	75.6	17.2	92.8	*	*	*	94.9	*
Other	38.4	43.5	82.3	17.7	*	51.5	84.7	*
Electricity, gas and water	42.1	56.7	99.4	*	*	*	99.3	*
Construction	45.1	35.9	81.7	18.3	*	57.7	64.1	35.9
Wholesale trade	28.4	37.2	66.3	33.7	15.2	66.5	81.9	18.1
Retail trade	28.5	53.9	82.6	17.4	6.3	84.7	91.1	8.9
Transport and storage	58.4	30.7	89.4	10.6	53.6	34.0	87.6	12.4
Communication	99.9	..	99.9	*	99.9	..	99.9	*
Finance, property and business services	40.8	27.9	69.1	30.9	39.5	47.3	87.1	12.9
Public administration and defence	52.1	46.5	98.9	*	64.0	34.4	98.8	*
Community services	17.4	68.8	87.1	12.9	7.3	83.4	92.1	7.9
Recreation, personal and other services	31.6	45.5	77.8	22.2	30.2	57.9	88.2	11.8
All industries	42.0	40.9	83.6	16.4	23.7	65.4	89.7	10.3

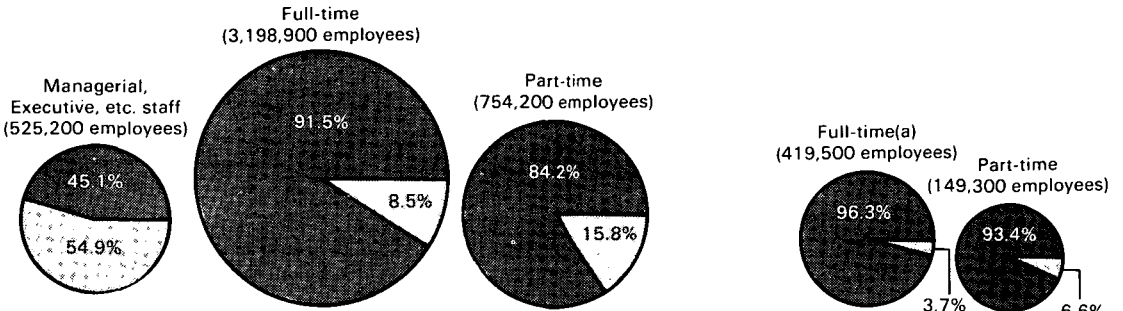
(a) Includes small numbers of employees covered by unregistered collective agreements.

AWARD COVERAGE : EMPLOYEE CATEGORIES, AUSTRALIA, MAY 1983

ADULT

JUNIOR

Non-managerial



Covered by awards determinations and collective agreements

Not covered by awards, etc.

(a) Includes managerial, executive, etc. staff

PLATE 25



Printing Hall at the Note Printing Branch of the Reserve Bank of Australia.

Australian Information Service photograph by John McKinnon

INCIDENCE OF AWARDS: ALL EMPLOYEES BY OCCUPATION GROUP, MAY 1983
(Per cent)

Occupation group	Males			Females				
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Covered by awards, determinations and collective agreements			Not covered by awards, etc.
	Federal	State	Total(a)		Federal	State	Total(a)	
Professional, technical and related workers	32.6	44.3	77.9	22.1	9.2	81.0	92.2	7.8
Nurses	*	95.5	98.7	*	*	95.7	99.2	*
Teachers	19.9	70.2	92.2	7.8	7.9	83.8	96.2	*
Draftsmen and technicians	55.3	31.1	87.0	13.0	*	70.6	88.7	*
Administrative, executive and managerial workers	19.8	12.9	33.1	66.9	5.9	37.6	43.5	56.5
Clerical workers	52.2	35.4	88.0	12.0	28.2	60.4	88.9	11.1
Sales workers	16.6	61.8	78.6	21.4	5.1	87.7	92.9	7.1
Farmers, fishermen and related workers	*	68.9	85.6	*	*	*	*	*
Miners, quarry and related workers . .	50.1	29.6	84.9	*	*	*	*	*
Workers in transport and communications	54.5	35.5	90.3	9.7	54.7	35.9	90.6	9.4
Tradespersons, production-process workers and labourers, n.e.c.	52.9	38.6	92.1	7.9	59.7	35.2	95.3	4.7
Textile, clothing, footwear and leather goods makers and related workers	65.5	*	96.5	*	75.0	21.4	96.4	3.6
Machine toolmakers, metal machinists, mechanics, plumbers and related metal workers	62.3	28.5	91.1	8.9	*	*	*	*
Electricians and related electrical and electronics workers	63.0	32.9	96.3	*	*	*	*	*
Metalmaking and related workers(b)	67.0	29.4	96.9	*	90.5	*	97.9	*
Carpenters, cabinetmakers and related workers, building etc. tradespersons and construction workers(c)	38.6	52.2	91.0	9.0	*	*	*	*
Packers, wrappers, labellers, storemen and freight handlers	45.4	47.2	93.9	*	42.2	55.9	98.1	1.9
Labourers, apprentices, factory workers, n.e.c.	44.8	44.9	90.6	9.4	52.5	38.3	92.8	7.2
Service, sport and recreation workers	23.2	66.2	90.0	10.0	21.9	67.7	89.7	10.3
All occupations	42.0	40.9	83.6	16.4	23.7	65.4	89.7	10.3

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

Award rates of pay indexes

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

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

FULL TIME ADULT WAGE AND SALARY EARNERS: INDEXES OF WEEKLY AWARD RATES OF PAY, JUNE 1980 TO JUNE 1985

(Base: Weighted Average Minimum Award Rate, June 1976=100.0)
(Index Numbers)

Industry	June					
	1980	1981	1982	1983	1984	1985
MALES						
Manufacturing—						
Food, beverages and tobacco	135.8	155.6	173.4	183.7	210.1	206.2
Textiles, clothing and footwear	134.6	154.7	176.6	187.0	203.6	208.7
Paper, paper products, printing and publishing	136.9	157.4	179.9	183.4	199.4	204.7
Chemical, petroleum and coal products	137.0	155.5	177.8	185.0	200.8	206.8
Metal products, machinery and equipment—	141.5	159.3	188.7	191.5	208.6	213.9
Basic metal products	139.7	157.6	180.2	182.7	199.0	204.2
Fabricated metal products, other machinery, and equipment	143.9	162.1	194.4	196.5	214.2	219.6
Transport equipment	139.3	156.2	185.7	189.3	206.6	211.8
Other	138.6	157.3	179.8	187.5	204.3	209.9
Non-manufacturing—						
Mining	138.1	154.6	173.8	181.2	197.4	202.4
Electricity, gas and water	136.0	153.8	174.5	183.6	199.4	204.0
Construction	137.9	156.7	179.8	189.2	206.6	211.6
Wholesale trade	137.3	157.1	178.4	187.0	204.9	210.2
Retail trade	137.2	156.9	176.5	185.5	203.2	208.4
Transport and storage	137.8	155.1	177.4	184.9	202.2	207.8
Communication	137.3	157.1	182.1	189.8	206.1	212.1
Finance, property and business services	136.4	154.4	173.7	184.1	200.2	205.8
Public administration and defence (a)	134.9	152.3	171.1	180.5	197.1	203.3
Community services	135.1	155.0	175.5	184.1	201.4	206.6
Recreation, personal and other services	136.4	154.3	170.7	182.6	199.3	204.6
Total all industries (b)	137.5	156.1	178.3	186.1	203.1	208.5
FEMALES						
Manufacturing—						
Food, beverages and tobacco	134.5	156.8	175.6	184.8	200.3	207.2
Textiles, clothing and footwear	133.5	155.6	173.4	186.7	202.9	208.2
Paper, paper products, printing and publishing	134.0	155.9	180.2	184.2	200.3	205.8
Chemical, petroleum and coal products	132.3	153.4	170.6	179.9	195.3	201.8
Metal products, machinery and equipment—	139.6	159.4	187.2	191.6	208.0	213.5
Basic metal products	134.3	154.0	172.6	179.3	194.5	199.4
Fabricated metal products; other machinery, and equipment	140.8	160.9	191.0	194.1	210.8	216.3
Transport equipment	138.9	157.3	183.2	190.4	206.9	212.5
Other	136.7	157.6	175.7	185.0	201.7	206.9
Non-manufacturing—						
Electricity, gas and water	139.3	156.3	170.7	177.3	193.1	198.3
Construction	136.4	156.6	171.9	180.5	201.1	206.4
Wholesale trade	135.4	157.2	176.6	186.8	203.1	208.6
Retail trade	133.2	155.5	172.6	182.0	200.5	205.9
Transport and storage	135.2	154.5	172.4	182.0	198.1	204.7
Communication	135.4	151.3	168.6	178.7	196.0	205.2
Finance, property and business services	134.7	154.5	172.1	183.7	199.5	204.7
Public administration and defence (a)	136.8	154.0	169.7	180.3	197.5	205.1
Community services	135.3	155.7	177.6	186.0	203.5	209.0
Recreation, personal and other services	138.5	156.7	170.6	180.0	196.0	201.8
Total all industries (b)	135.6	155.9	175.4	184.6	201.5	207.3

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

Average weekly earnings

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

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

ALL EMPLOYEES: AVERAGE WEEKLY EARNINGS 1981-1985

Reference period	Male employees			Female employees			All employees		
	Full-time adult		Total	Full-time adult		Total	Full-time adult		Total
	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings
	—dollars—								
1981									
August	283.20	306.80	283.30	230.60	236.70	190.30	267.00	284.80	247.20
November	295.90	322.80	296.00	239.10	245.90	193.00	278.50	299.00	255.60
1982									
February	309.80	336.40	312.40	246.10	253.20	202.60	289.40	310.10	269.20
May	320.00	347.00	322.30	256.90	263.50	210.80	300.10	320.50	278.30
August	334.20	357.90	329.90	265.90	271.70	217.00	312.40	330.30	285.00
November	346.30	370.30	337.60	276.70	282.20	218.70	324.80	342.70	290.40
1983									
February	350.50	370.30	341.00	280.90	286.20	225.30	328.60	343.70	295.40
May	353.40	375.00	343.30	281.80	288.20	226.70	330.80	347.30	297.00
August	357.10	379.80	349.70	283.80	289.90	228.30	333.50	350.80	300.80
November	368.90	394.10	362.00	297.40	303.90	237.20	346.00	365.10	311.30
1984									
February	376.20	400.70	370.60	304.10	311.00	246.50	353.10	371.90	321.30
May	388.00	415.70	383.80	316.90	324.20	257.10	365.20	386.30	333.40
August	392.40	419.20	386.20	319.00	326.70	256.20	369.00	389.80	334.30
November	397.80	427.30	389.50	325.50	333.50	255.10	375.30	398.10	335.40
1985									
February	399.60	429.00	392.70	328.40	335.90	260.10	377.50	400.10	340.10
May	404.50	435.50	397.20	334.40	343.10	263.40	382.80	406.90	344.10
August	409.80	441.60	403.10	338.70	346.80	265.00	387.90	412.50	347.80

In the November survey, additional information is collected relating to part-time and junior employees, managerial staff and hours of work as at a reference date in November.

**FULL-TIME NON-MANAGERIAL EMPLOYEES : AVERAGE EARNINGS AND HOURS PAID FOR,
INDUSTRIES, NOVEMBER 1984**

Industry	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	607.40	41.9	14.48	383.20	39.8	9.63	591.30	41.8	14.15
Manufacturing									
Food, beverages and tobacco	381.40	42.4	9.01	298.10	39.4	7.57	360.00	41.6	8.66
Textiles; clothing and footwear	334.60	41.1	8.14	253.80	38.8	6.55	275.60	39.4	7.00
Paper, printing, etc.	430.20	40.3	10.68	313.40	37.8	8.29	396.60	39.6	10.03
Chemical, petroleum and coal products	429.50	41.5	10.36	317.20	38.4	8.26	395.80	40.5	9.76
Metal products, machinery and equipment									
Basic metal products	427.40	41.0	10.42	334.00	38.1	8.77	419.80	40.8	10.29
Fabricated metal products; other machinery, etc.	375.10	41.5	9.03	307.00	40.1	7.65	359.70	41.2	8.73
Transport equipment	391.10	41.4	9.44	293.10	40.2	7.29	378.30	41.3	9.17
<i>Total metal products, etc.</i>	<i>390.40</i>	<i>41.4</i>	<i>9.43</i>	<i>306.20</i>	<i>40.0</i>	<i>7.66</i>	<i>375.90</i>	<i>41.2</i>	<i>9.13</i>
Other manufacturing	356.70	41.5	8.60	270.00	38.1	7.08	341.80	40.9	8.36
<i>Total manufacturing</i>	<i>386.30</i>	<i>41.5</i>	<i>9.31</i>	<i>289.40</i>	<i>39.0</i>	<i>7.41</i>	<i>362.10</i>	<i>40.9</i>	<i>8.86</i>
Electricity, gas and water	447.00	39.8	11.24	345.30	36.9	9.37	439.00	39.5	11.10
Construction	425.10	40.6	10.47	326.70	37.9	8.63	418.20	40.4	10.35
Wholesale trade	358.90	40.2	8.92	301.40	38.3	7.87	342.50	39.7	8.63
Retail trade	315.90	42.2	7.49	273.10	39.5	6.92	300.00	41.2	7.29
Transport and storage; communication	423.30	40.9	10.36	355.30	39.4	9.02	411.60	40.6	10.14
Finance, business services	386.20	39.3	9.83	310.90	37.9	8.21	348.90	38.6	9.04
Public administration, community services, etc.	424.70	38.1	11.14	362.20	37.4	9.67	392.40	37.8	10.39
Other industries	345.20	40.1	8.61	293.00	39.4	7.44	323.70	39.8	8.14
Total all industries	405.50	40.3	10.05	329.20	38.2	8.62	380.00	39.6	9.59
JUNIOR EMPLOYEES									
Mining	350.40	38.7	9.05	217.90	37.6	5.80	303.40	38.3	7.92
Manufacturing									
Food, beverages and tobacco	205.40	40.3	5.10	181.50	38.9	4.67	198.40	39.9	4.97
Textiles; clothing and footwear	174.50	39.4	4.43	166.70	38.6	4.32	168.90	38.8	4.35
Paper, printing, etc.	199.50	38.1	5.23	193.90	37.6	5.16	197.40	37.9	5.20
Chemical, petroleum and coal products	223.50	40.7	5.49	194.00	38.0	5.10	213.00	39.8	5.36
Metal products, machinery and equipment									
Basic metal products	258.40	37.5	6.90	224.10	38.2	5.86	255.80	37.5	6.82
Fabricated metal products; other machinery, etc.	194.30	39.2	4.96	193.90	38.5	5.04	194.20	39.1	4.97
Transport equipment	219.60	39.3	5.58	198.80	38.7	5.14	217.80	39.3	5.54
<i>Total metal products, etc.</i>	<i>211.70</i>	<i>38.9</i>	<i>5.44</i>	<i>197.20</i>	<i>38.5</i>	<i>5.12</i>	<i>209.70</i>	<i>38.9</i>	<i>5.39</i>
Other manufacturing	198.10	39.9	4.96	197.40	39.4	5.01	198.00	39.8	4.97
<i>Total manufacturing</i>	<i>205.50</i>	<i>39.3</i>	<i>5.23</i>	<i>185.40</i>	<i>38.6</i>	<i>4.81</i>	<i>200.30</i>	<i>39.1</i>	<i>5.12</i>
Electricity, gas and water	257.90	38.2	6.75	237.80	37.3	6.37	253.40	38.0	6.67
Construction	228.90	38.7	5.92	198.80	37.9	5.25	226.50	38.6	5.87
Wholesale trade	191.10	39.1	4.88	181.50	38.1	4.77	187.50	38.7	4.84
Retail trade	182.40	40.5	4.50	175.90	39.0	4.51	179.20	39.8	4.51
Transport and storage; communication	223.90	38.6	5.79	210.10	38.4	5.48	219.50	38.6	5.69
Finance, business services	212.90	38.4	5.54	203.80	38.2	5.34	206.50	38.3	5.40
Public administration, community services, etc.	226.20	41.6	5.43	215.00	38.7	5.55	219.40	39.9	5.50
Other industries	166.90	40.6	4.11	181.50	40.0	4.54	175.90	40.3	4.37
Total all industries	207.80	39.6	5.24	195.00	38.7	5.05	202.00	39.2	5.15

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 last conducted in May 1983.

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 10 employees are required to complete a questionnaire for every employee.

The information presented in this subsection relates solely to the earnings data collected in the May 1983 survey. The table below sets out the composition of average weekly earnings of employees by State and Territory.

COMPOSITION OF AVERAGE WEEKLY EARNINGS: ALL EMPLOYEES, STATES AND TERRITORIES, MAY 1983 (\$)

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
MALES									
Overtime.	20.00	21.70	18.50	19.00	24.30	17.70	31.80	12.50	20.40
Ordinary time									
Award or agreed base rate of pay	308.30	311.90	300.30	300.70	308.30	300.60	328.90	368.90	308.50
Payment by measured result (a)	5.10	2.30	3.60	4.30	3.90	7.40	2.90	*	4.00
Over award and other pay	9.60	11.60	8.60	7.40	10.70	6.00	9.40	*	9.70
Total	343.00	347.50	331.00	331.40	347.30	331.60	373.10	388.80	342.60
FEMALES									
Overtime.	3.70	4.40	3.50	3.30	3.20	3.00	*	4.00	3.80
Ordinary time									
Award or agreed base rate of pay	226.30	223.90	215.00	217.00	200.40	200.60	253.60	259.00	221.20
Payment by measured result (a)	0.70	*	*	*	*	*	*	*	0.80
Over award and other pay	4.20	3.80	2.70	2.40	3.00	*	1.60	*	3.50
Total	235.00	233.30	222.10	223.20	207.10	206.60	261.10	266.40	229.30

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

Average weekly ordinary time earnings can vary across occupation, and this is shown in the following chart. Note that males in the 'Miners' group had the highest average weekly earnings, while those in 'Sales' had the lowest in May 1983. For females the occupation group with the highest average weekly earnings was 'Professional' and the lowest was 'Tradespersons'.

AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS OF ADULT EMPLOYEES IN MAJOR OCCUPATION GROUPS, MAY 1983

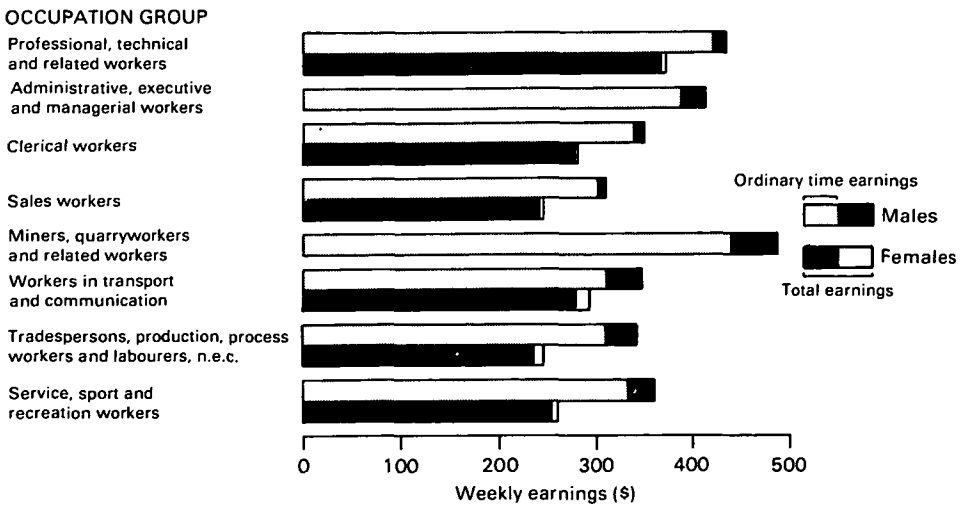


PLATE 26

NON-WAGE BENEFITS

The previous section concentrated on monetary remuneration for employment. In this section, attention is given to a range of benefits other than wages, salaries and supplements that may arise from employment. Benefits covered are employer-provided concessions or allowances such as holiday costs, low interest finance, goods and services, housing, electricity, telephone, transport, medical, union dues, club fees, entertainment, shares, study leave, superannuation or children's education expenses. The survey was expanded in 1984 to cover three benefits not previously included—sick leave, annual leave and long-service leave.

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 higher for males than for females in every occupation group.

ALL EMPLOYEES: SELECTED BENEFITS RECEIVED, AUGUST 1984

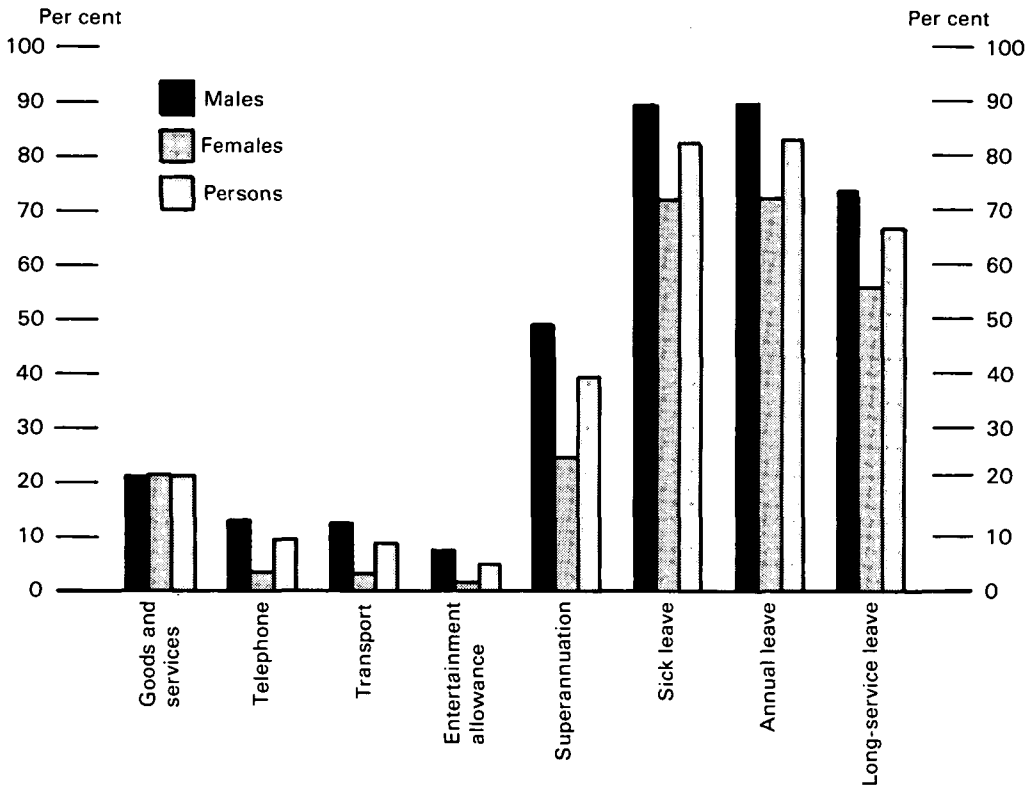


PLATE 27

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.

EMPLOYEES: TYPE OF BENEFIT RECEIVED AND WEEKLY EARNINGS IN MAIN JOB, AUGUST 1984

	<i>Weekly earnings in main job—dollars</i>								<i>Total</i>
	<i>Under 160</i>	<i>160 and under 200</i>	<i>200 and under 240</i>	<i>240 and under 280</i>	<i>280 and under 320</i>	<i>320 and under 400</i>	<i>400 and under 480</i>	<i>480 and over</i>	
Total employees ('000)	920.4	356.2	533.7	734.1	714.7	922.9	497.6	678.4	5,358.2
PERCENTAGE OF EMPLOYEES RECEIVING BENEFIT									
<i>Type of benefit</i>									
Holiday costs	1.1	1.8	3.2	3.2	3.9	5.2	5.2	7.4	3.9
Low-interest finance	0.5	*	1.6	2.1	2.7	3.6	4.2	6.4	2.8
Goods and services	21.5	24.0	21.5	23.7	22.2	21.6	18.3	18.3	21.4
Housing	3.6	2.8	4.0	2.8	3.0	3.4	4.9	8.8	4.1
Electricity	3.2	2.1	3.0	1.7	1.4	2.2	2.0	3.9	2.4
Telephone	5.8	4.3	6.1	4.4	6.3	9.2	14.9	23.4	9.3
Transport	4.2	3.5	5.3	5.6	7.7	11.1	13.0	18.6	8.7
Medical	1.9	2.4	2.6	2.2	3.2	3.9	4.5	8.0	3.6
Union dues	1.2	1.1	2.0	1.5	1.7	2.9	3.8	6.2	2.5
Club fees	0.9	*	0.7	0.6	1.1	1.9	2.9	5.7	1.8
Entertainment allowance	1.5	1.8	2.0	2.2	3.0	5.7	9.3	15.4	5.1
Shares	0.8	*	1.3	1.0	1.0	2.0	2.8	3.6	1.6
Study leave	1.0	1.3	0.9	1.0	1.7	2.4	3.2	3.0	1.8
Superannuation	6.5	20.0	25.3	34.7	44.8	52.0	62.4	71.7	39.5
Children's education expenses	*	*	*	*	*	*	*	1.0	0.3
Sick leave	39.3	77.1	85.6	91.3	93.6	95.0	94.7	94.3	82.5
Annual leave	39.3	78.6	86.5	91.6	93.6	95.2	94.8	94.7	82.8
Long-service leave	22.4	52.9	59.7	71.3	78.1	82.1	85.8	87.7	66.7

EMPLOYEES: TYPE OF BENEFIT RECEIVED AND HOURS WORKED IN MAIN JOB, AUGUST 1984

	<i>Hours worked in main job</i>						<i>Total</i>
	<i>Less than 20</i>	<i>20-29</i>	<i>30-34</i>	<i>35-39</i>	<i>40</i>	<i>41 and over</i>	
Total employees ('000)	824.3	375.5	440.6	1,111.4	1,404.5	1,202.0	5,358.2
PERCENTAGE OF EMPLOYEES RECEIVING BENEFIT							
<i>Type of benefit</i>							
Holiday costs	2.9	3.0	4.4	3.3	3.8	5.3	3.9
Low-interest finance	1.3	2.0	3.8	2.9	2.5	3.7	2.8
Goods and services	19.8	20.1	22.0	16.2	21.7	27.1	21.4
Housing	2.2	2.5	3.4	2.2	4.1	8.0	4.1
Electricity	1.9	1.8	1.8	1.1	2.1	4.9	2.4
Telephone	5.3	6.3	6.4	4.8	8.1	19.5	9.3
Transport	4.0	4.7	4.9	4.2	8.3	19.4	8.7
Medical	2.1	2.8	4.0	3.6	3.2	5.2	3.6
Union dues	1.1	1.6	1.9	1.4	2.0	5.6	2.5
Club fees	0.7	*	1.2	1.0	1.2	4.6	1.8
Entertainment allowance	1.9	1.7	2.3	2.2	4.5	12.6	5.1
Shares	0.9	0.8	0.9	0.8	1.6	3.6	1.6
Study leave	1.4	1.6	1.4	2.6	1.5	2.0	1.8
Superannuation	19.4	26.0	42.9	52.6	37.4	46.7	39.5
Children's education expenses	*	*	*	*	*	0.9	0.3
Sick leave	43.0	61.9	85.3	94.5	93.7	90.7	82.5
Annual leave	43.1	61.9	85.4	94.8	94.2	91.3	82.8
Long-service leave	35.9	47.8	73.1	81.4	72.7	70.9	66.7

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) MAY 1983 TO MAY 1985

	<i>Females</i>			<i>Total</i>	<i>Persons</i>
	<i>Males</i>	<i>Married</i>	<i>Not married</i>		
MAY 1983					
Aggregate weekly hours worked (million)	150.5	37.8	29.6	67.4	217.9
By full-time workers	146.5	28.4	26.8	55.2	201.7
By part-time workers	3.9	9.4	2.8	12.2	16.2
Average weekly hours worked	38.3	26.9	31.5	28.7	34.7
By full-time workers	39.8	37.0	36.5	36.8	38.9
By part-time workers	16.1	14.7	13.6	14.5	14.8
By wage and salary earners	36.7	26.5	31.4	28.7	33.6
By other than wage and salary earners ^(b)	46.1	28.5	34.5	29.3	40.9
Average weekly hours worked by persons who worked one hour or more in the survey week	41.1	29.2	33.5	31.0	37.3
By full-time workers	42.7	40.3	38.7	39.5	41.8
By part-time workers	17.5	16.0	14.5	15.6	16.1
MAY 1984					
Aggregate weekly hours worked (million)	160.1	39.3	31.4	70.7	230.8
By full-time workers	156.2	29.2	28.0	57.2	213.4
By part-time workers	3.9	10.1	3.4	13.5	17.4
Average weekly hours worked	39.6	27.2	31.2	28.9	35.6
By full-time workers	41.2	37.6	36.6	37.1	40.0
By part-time workers	15.7	15.2	14.0	14.9	15.0
By wage and salary earners	37.8	26.7	31.1	28.7	34.2
By other than wage and salary earners ^(b)	48.4	29.6	32.4	30.0	42.9
Average weekly hours worked by persons who worked one hour or more in the survey week	42.3	29.7	33.2	31.2	38.1
By full-time workers	44.0	40.8	39.0	39.9	42.8
By part-time workers	16.8	16.6	14.9	16.1	16.3
MAY 1985					
Aggregate weekly hours worked (million)	162.2	41.6	32.9	74.5	236.8
By full-time workers	158.3	30.6	29.5	60.2	218.5
By part-time workers	3.9	11.0	3.4	14.4	18.3
Average weekly hours worked	39.7	27.6	31.7	29.3	35.7
By full-time workers	41.4	38.1	37.1	37.6	40.3
By part-time workers	15.2	15.6	13.9	15.2	15.2
By wage and salary earners	38.0	27.2	31.5	29.1	34.4
By other than wage and salary earners ^(b)	47.9	29.3	37.6	30.4	42.5
Average weekly hours worked by persons who worked one hour or more in the survey week	42.2	29.5	33.5	31.1	37.9
By full-time workers	43.9	40.9	39.1	40.0	42.7
By part-time workers	16.4	16.6	14.8	16.1	16.2

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

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

EMPLOYED PERSONS: AVERAGE WEEKLY HOURS WORKED(a) BY INDUSTRY, MAY 1985

Industry	Males	Females		Persons
		Married	Total	
Agriculture, forestry, fishing and hunting	51.3	27.5	28.6	45.0
Agriculture and services to agriculture	52.1	27.9	28.9	45.5
Forestry and logging, fishing and hunting	40.7	16.3	19.7	37.4
Mining	38.8	31.0	33.3	38.4
Manufacturing	39.0	31.0	32.4	37.3
Food, beverages and tobacco	38.2	31.6	32.0	36.4
Metal products	38.6	28.3	30.7	37.5
Other manufacturing	39.4	31.2	32.7	37.5
Electricity, gas and water	34.7	28.2	30.6	34.4
Construction	39.3	18.1	20.3	36.8
Wholesale and retail trade	41.1	29.4	28.9	35.7
Wholesale trade	40.8	28.3	31.8	38.1
Retail trade	41.3	29.7	28.1	34.7
Transport and storage	39.4	25.7	30.2	38.0
Communication	34.7	26.4	30.0	33.4
Finance, property and business services	39.6	26.8	30.1	35.2
Public administration and defence	35.2	28.6	31.5	33.8
Community services	36.8	26.3	28.7	31.7
Recreation, personal and other services	39.5	27.3	28.1	33.1
All industries	39.7	27.6	29.3	35.7

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

Statistics on overtime are produced from a survey conducted each quarter. This survey has recently undergone redevelopment in association with the development of the other employer surveys. The redeveloped survey was introduced in the December quarter 1983 and, for that quarter, statistics were produced on both the old basis and the new to provide a link between them.

OVERTIME BY INDUSTRY, 1980 TO 1985

Industry	May 1980(a)	May 1981(a)	May 1982(a)	May 1983(a)	May 1984(b)	May 1985(b)
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME						
Mining	8.2	9.6	9.6	8.4	8.7	10.5
Manufacturing	7.6	7.7	7.6	7.5	7.8	7.7
Food, beverages and tobacco	7.0	7.5	6.8	6.7	6.0	6.3
Textiles, clothing and footwear	7.0	6.8	9.8	10.5	8.6	8.9
Paper, printing, etc.	7.2	6.0	5.6	6.5	6.2	6.0
Chemical, petroleum and coal products	7.2	8.1	7.7	7.4	10.3	9.0
Basic metal products	8.0	8.3	7.6	7.3	10.7	9.2
Fabricated metal products, other machinery, etc.	7.6	8.2	7.5	7.7	7.7	7.6
Transport equipment	7.1	8.2	8.1	7.3	7.8	9.3
Other manufacturing	8.4	7.8	8.1	7.5	7.8	7.1
Electricity, gas and water	7.4	7.7	8.0	7.9	7.2	7.3
Construction	7.5	7.5	8.0	8.2	6.9	7.3
Wholesale trade	7.6	7.0	6.2	6.3	6.0	6.4
Retail trade	4.5	4.3	4.4	3.9	3.7	3.5
Transport and storage, communication	7.0	7.2	7.5	7.4	7.3	7.6
Public administration, community services	6.7	6.8	7.1	6.8	5.6	5.7
Other	4.6	4.4	5.3	5.2	6.2	6.1
All industries.	7.0	7.1	7.1	6.9	6.7	6.8

See footnotes at end of table.

OVERTIME BY INDUSTRY, 1980 TO 1985—continued

Industry	May	May	May	May	May	May
	1980 (a)	1981 (a)	1982 (a)	1983 (a)	1984 (b)	1985 (b)
PERCENTAGE OF EMPLOYEES IN THE SURVEY WORKING OVERTIME						
Mining	45.9	59.6	53.3	45.3	46.7	42.6
Manufacturing	29.2	29.7	28.9	23.7	28.0	31.5
Food, beverages and tobacco	31.8	38.9	36.4	30.8	34.2	37.3
Textiles, clothing and footwear	18.5	18.3	19.9	21.2	24.6	24.7
Paper, printing, etc.	27.6	27.5	26.3	20.7	17.9	19.7
Chemical, petroleum and coal products	28.2	24.2	22.7	23.4	22.2	22.0
Basic metal products	43.6	43.0	36.1	29.3	38.0	37.7
Fabricated metal products, other machinery, etc.	29.2	29.2	29.0	22.9	26.8	31.1
Transport equipment	20.1	25.0	28.0	14.3	30.7	37.6
Other manufacturing	31.5	27.3	26.8	24.2	27.8	33.7
Electricity, gas and water	26.0	23.3	26.0	22.0	23.0	24.6
Construction	28.3	29.6	29.7	23.4	17.4	21.1
Wholesale trade	16.8	19.8	17.1	17.0	15.5	16.7
Retail trade	16.2	17.5	19.0	17.4	15.5	19.3
Transport and storage, communication	35.1	35.0	35.3	27.6	27.0	31.9
Public administration, community services	7.3	7.9	7.8	7.7	8.3	7.1
Other	8.9	13.2	10.8	11.8	7.4	9.9
All industries	19.7	21.1	20.4	17.4	16.5	18.2

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

INDUSTRIAL DISPUTES

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

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. Workers involved includes workers directly and indirectly involved in disputes, with the indirectly involved being only those thrown out of work at establishments where stoppages have occurred but who are not party to the disputes. Working days lost refer to man-days lost by workers directly or indirectly involved in disputes.

The annual figures contained in these tables relate to disputes *in progress*, whilst figures in the table on page 170 relate only to disputes which *ended* in the reference year.

INDUSTRIAL DISPUTES: AUSTRALIA, 1979 TO 1984

Year	Number of disputes		Workers involved ('000)		Working days lost ('000)
	Commenced in year	Total (a)	Newly involved (b)	Total (a)	
1979	2,040	2,042	1,861.6	1,862.9	3,964.4
1980	2,420	2,429	1,165.2	1,172.8	3,320.2
1981	2,887	2,915	1,229.1	1,251.8	4,192.2
1982	2,045	2,060	691.3	722.9	2,158.0
1983	1,779	1,787	453.0	470.5	1,641.4
1984	1,958	1,965	553.1	562.3	1,307.4

(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.

INDUSTRIAL DISPUTES: WORKING DAYS LOST BY INDUSTRY, 1979 TO 1984
(*'000*)

Year	Manufacturing							All industries
	Mining		Metal products, machinery and equipment		Construction	Transport and storage; Communication	Other industries (a)	
	Coal	Other		Other				
1979	232.6	283.6	929.7	749.0	359.7	550.1	859.7	3,964.4
1980	710.7	197.7	615.9	728.4	217.9	215.9	633.7	3,320.2
1981	318.3	307.4	1,221.6	654.1	441.9	465.5	783.3	4,192.2
1982	525.8	157.1	241.8	333.0	231.1	296.2	373.1	2,158.0
1983	122.8	194.7	157.6	120.7	337.2	213.6	494.8	1,641.4
1984	131.1	193.2	144.8	249.3	116.3	150.6	322.1	1,307.4

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

INDUSTRIAL DISPUTES: WORKING DAYS LOST BY STATE, 1979 TO 1984
(*'000*)

Year	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust. (a)
1979	1,369.9	1,486.1	467.9	186.5	348.1	59.8	3,964.4
1980	1,208.6	1,115.4	618.7	59.4	191.0	91.5	3,320.2
1981	1,918.6	1,235.5	465.8	158.8	244.0	64.3	4,192.2
1982	961.6	368.0	509.8	66.6	162.4	61.5	2,158.0
1983	801.2	257.7	135.0	87.7	270.6	67.8	1,641.4
1984	660.6	187.5	236.5	25.5	119.2	50.5	1,307.4

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

The following table shows the number of working days lost per 1,000 employees in the years 1979 to 1984. The figures have been calculated by using estimates of employees from the Labour Force Survey.

INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES BY INDUSTRY, 1979 TO 1984

Year	Manufacturing							All industries (a)
	Mining		Metal products, machinery and equipment		Construction	Transport and storage; Communication	Other industries (a)	
	Coal	Other		Other				
1979	8,220	5,752	1,886	1,112	1,100	1,348	269	787
1980	23,379	4,036	1,194	1,080	674	535	202	649
1981	10,302	5,238	2,287	986	1,405	1,116	238	798
1982	14,645	2,686	471	505	768	688	84	392
1983	3,223	3,375	353	186	1,269	485	42	249
1984	3,543	3,286	327	387	427	346	94	246

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

INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES (a) BY STATE, 1979 TO 1984

Year	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust. (b)
1979	742	1,083	679	402	838	439	787
1980	657	792	863	132	446	668	649
1981	1,024	863	620	320	548	461	798
1982	476	258	660	101	348	431	392
1983	287	163	176	115	577	478	249
1984	355	131	301	56	251	352	246

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

**INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES
BY INDUSTRY, 1983 AND 1984**

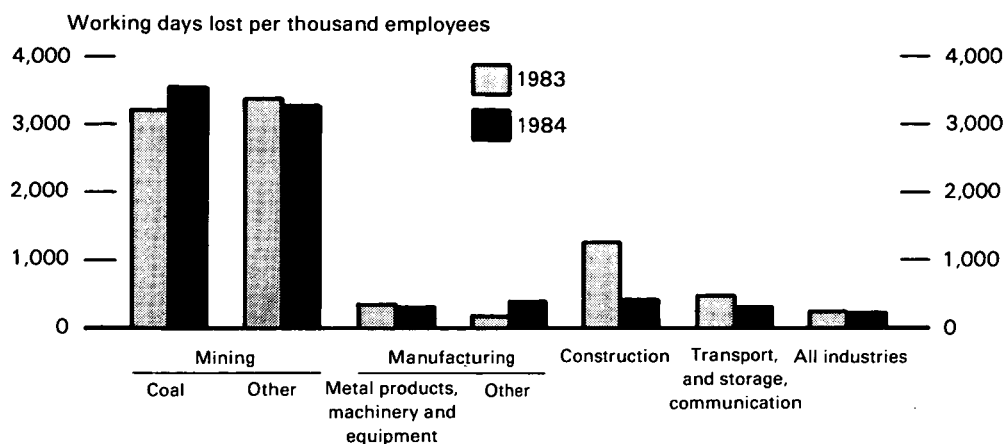


PLATE 28

**INDUSTRIAL DISPUTES: DURATION, CAUSES AND METHODS OF SETTLEMENT,
WORKING DAYS LOST, 1982 TO 1984 (a)**
(^{'000})

	1982	1983	1984
DURATION			
Up to 1 day	187.1	153.7	187.7
Over 1 to 2 days	290.8	138.8	194.6
Over 2 to 3 days	323.0	228.3	213.2
Over 3 to less than 5 days	515.1	303.4	202.8
5 to less than 10 days	629.0	242.5	183.5
10 to less than 20 days	247.0	652.2	271.6
20 to less than 40 days			
40 days and over			
Total	2,219.0	1,691.9	1,253.5
CAUSES			
Wages	1,081.4	207.2	308.4
Hours of work	455.2	84.6	73.4
Managerial policy	369.1	735.1	407.0
Physical working conditions	155.6	532.2	204.1
Trade unionism	76.7	55.3	109.5
Other(b)	81.0	77.6	151.0
Total	2,219.0	1,691.9	1,253.5
METHODS OF SETTLEMENT (c)			
Negotiation	412.7	351.0	314.6
State legislation—			
Under State conciliation, etc., legislation	129.2	284.7	260.2
Intervention, etc., of State Government officials			
Federal and joint Federal State legislation (d)	691.7	417.2	80.9
Resumption without negotiation	976.9	629.6	585.9
Other methods(e).	8.6	9.4	12.0
Total	2,219.0	1,691.9	1,253.5

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

**INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES
BY STATE, 1983 AND 1984**

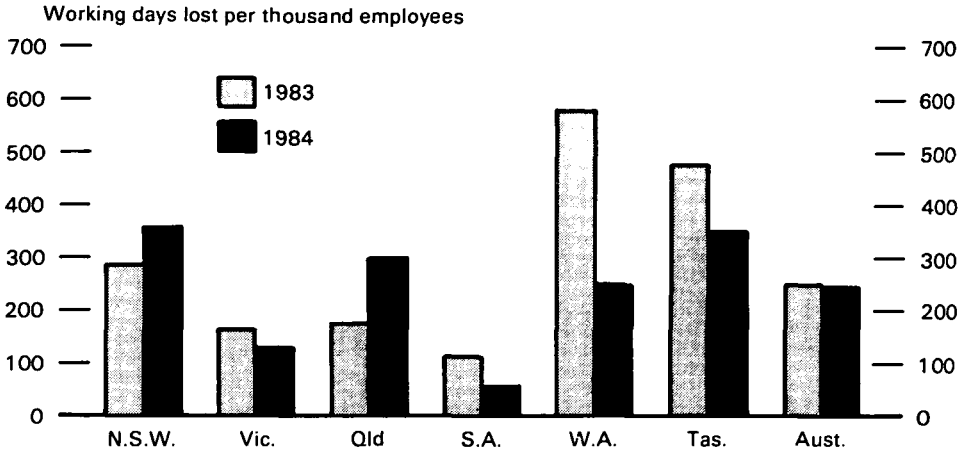


PLATE 29

TRADE UNIONS

For the purpose of the following statistics a trade union is defined as an organisation, consisting predominantly of employees, whose principal activities include the negotiation of rates of pay and conditions of employment for its members. Returns showing membership by States and Territories at 31 December each year are obtained for all trade unions and employee organisations.

TRADE UNIONS: NUMBER, MEMBERSHIP AND PROPORTION OF TOTAL EMPLOYEES, 1979-1984

<i>End of December</i>	<i>Number of separate unions (a)</i>	<i>Number of members ('000)</i>			<i>Proportion of total employees (per cent)</i>		
		<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
1979	328	1,971.4	902.2	2,873.6	61	47	56
1980	325	2,009.5	946.3	2,955.9	61	47	56
1981	324	2,029.4	964.7	2,994.1	60	48	56
1982	322	2,024.4	988.0	3,012.4	62	49	57
1983	319	2,007.2	978.0	2,985.2	61	46	55
1984	329	2,041.2	987.3	3,028.5	61	45	55

(a) Without inter-State duplication.

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

TRADE UNIONS: CLASSIFICATION ACCORDING TO NUMBER OF MEMBERS, 1984

Number of members	Separate unions		Members	
	Number	Proportion of total (per cent)	Number ('000)	Proportion of total (per cent)
Under 100	41	12.4	2.0	0.1
100 and under 250	45	13.7	6.9	0.2
250 " " 500	24	7.3	8.4	0.3
500 " " 1,000	52	15.8	37.2	1.2
1,000 " " 2,000	41	12.4	56.7	1.9
2,000 " " 5,000	40	12.2	127.3	4.2
5,000 " " 10,000	22	6.7	156.1	5.2
10,000 " " 20,000	20	6.1	289.5	9.4
20,000 " " 30,000	13	4.0	307.3	10.1
30,000 " " 40,000	6	1.8	207.1	6.8
40,000 " " 50,000	11	3.4	495.7	16.4
50,000 " " 80,000	4	1.2	244.5	8.0
80,000 and over.	10	3.0	1,089.5	36.0
Total.	329	100.0	3,028.5	100.0

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

INDUSTRIAL ACCIDENTS

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

The collection of statistics of occupational health and safety may undergo significant change in the future, following the Federal Government's establishment of a National Occupational Health and Safety Commission. It is intended that this body will have responsibilities for the facilitation and co-ordination of action in collaboration with State Governments, aimed at improved working conditions and reducing the incidence of death, injury and illness in the workplace. To assist in this process, a National Occupational Health and Safety Office (NOHSO) and a National Institute of Occupational Health and Safety (NIOHS) are to be created. The objectives of NIOHS include plans to develop and implement improved systems for the collection, recording, evaluation and dissemination of statistics and other information.

EMPLOYMENT AND TRAINING PROGRAMS

In order to ensure that its programs were appropriate to the current needs of the labour market the Commonwealth Government established, in 1983, the Committee of Inquiry in Labour Market Programs. As a result of that Committee's recommendations the Government has restructured and rationalised its labour force programs. The resulting mix of programs is designed to promote work experience and training. The principal aims of the labour force programs are to maintain a supply of trained persons to meet the needs of industry and to assist disadvantaged groups in the labour market. Labour force programs operating in 1986 are detailed as follows.

Vocational Training for Young People

Australian Traineeship System (ATS)

Up to 100,000 young people leave school each year with no substantial vocational preparation. To redress this situation the Government has recently established the Australian Traineeship System. The long term objective of the ATS is to establish a new system of quality vocational training as an alternative transitional path from school to work for those young people who do not go on to higher education, technical or trade training.

Traineeships are of at least 12 months duration and consist of a structured combination of on-the-job work experience and training, including formal off-the-job training of at least 13 weeks.

In 1985-86 10,000 traineeships will be offered to school leavers, with preference given to those who have not completed Year 12. It is the Government's aim that this target rise progressively to 75,000 traineeships per annum by 1988-89.

In order to establish the ATS as a quality training system, the Federal Government provides:

- on-the-job training fees of \$1,000 per trainee paid to employers; \$2,000 per trainee will be paid to employers who take on those especially disadvantaged in the labour market;
- off-the-job training fees of \$1,700 per trainee paid to TAFE (\$2,000 per trainee to all other off-the-job providers) for the equivalent of at least 13 weeks training for a 12 month traineeship; and
- living away from home, moving and travel allowances to trainees, where appropriate.

The trainee is paid a wage negotiated by unions and employers, of between \$90 per week and the rate of pay, at current junior hourly rates, for the time spent on the job.

The Commonwealth and State Governments will share the responsibility for the approval of traineeship proposals from employers and industries. The States will be responsible for administering training arrangements.

Transition Allowance

The *Transition Allowance*, equal to the level of unemployment benefit plus \$6.00 per week, is available to eligible unemployed young persons to enable them to attend full-time vocationally oriented training courses conducted mainly in Technical and Further Education (TAFE) Colleges. Most Transition Allowance-eligible courses are funded under the Participation and Equity Program (PEP). For further details refer to Chapter 12, Education.

Experimental Training Projects

This program funds innovative short-term training arrangements to meet identified training and employment-related needs of unemployed young people.

Preference is given to those who are most disadvantaged. Financial assistance is available to appropriate training institutions, employer and industry associations and established community groups to develop and pilot training arrangements.

Trainees are eligible for an equivalent of Transition Allowance and related benefits.

Pre-Apprenticeship Allowance

The *Pre-Apprenticeship Allowance* of \$20 per week is available to students attending approved trade based pre-employment courses at TAFE institutions when assistance under other Commonwealth education assistance schemes is not available at a higher rate.

Adult Training and Retraining

A new comprehensive adult training program was introduced on 1 January 1986 and includes the following elements:

- assistance to adults who have been unemployed for six months or longer, although this eligibility criterion is waived in the case of disabled people or other seriously disadvantaged people; these people are assisted to attend existing courses at training educational institutions or specially designed and purchased courses tailored to identified group needs;
- the Labour Adjustment Training Arrangements which have been retained as a separate entity; (see below)
- building on the experience with the Skills in Demand program, an enhanced and continuing capacity to respond to national skill shortages by assisting the establishment of appropriate courses at the State and local levels; the main focus is to satisfy skill shortage needs although disadvantaged unemployed people are assisted with training allowances as appropriate.

This program has subsumed the formal training elements of the General Training Assistance program and the Training for the Disabled program.

Industry Training Services

In addition to specific schemes directed at the training of individuals, the Government also provides aid to assist industry to develop and improve its own training programs.

Labour Adjustment Training Arrangements

Redundant workers in designated instances of large scale retrenchments are eligible for flexible packages of special training assistance. The arrangements are developed in consultation with the retrenching firm(s), relevant unions and education authorities and are implemented in educational institutions and available industry training facilities. Assistance is provided through the payment of allowances to eligible trainees, negotiating special courses not locally available and meeting the costs of development and provision of such courses.

Trade Training Program

Commonwealth Rebate for Apprentice Full-time Training (CRAFT)

Assistance under CRAFT takes four forms. *Technical Education Rebates* are payable to employers for releasing their apprentices to attend, or study by correspondence, the technical education component of an approved basic trade course. From 1 January 1985, these rebates range from \$22.80 to \$44.60 per day.

Rebates are also payable to employers who release their apprentices to attend approved full-time *Off-The-Job* training courses at their own or other industry training centres in the first year of apprenticeship and range from \$22.80 to \$32.60 per day.

Pre-vocational Graduate Employment Rebates of \$750 are payable to employers who engage an apprentice, on or after 1 January 1985, who has completed an approved trade based pre-employment course which results in exemption from at least one stage of technical education and a reduction of at least 6 months in the normal period of apprenticeship. Eligible apprentices engaged prior to 1 January 1985 can attract for their employer a higher rate of technical education rebate of between \$31.60 and \$45.60 per day.

A *Living Away From Home Allowance* is also provided at the rate of, from 1 January 1985, \$35.80 for first year apprentices and \$15.25 for apprentices in their second year of apprenticeship.

Special Apprentice Training Schemes

Four types of support are available for certain categories of apprentices.

Under the *Group Apprentice Support Program* joint Commonwealth/State financial support is provided to employer and industry associations for costs associated with the management and administration of new or expanded group apprenticeship schemes.

The *Special Trade Training Program* is directed at developing new approaches to complement traditional apprentice training. It includes a range of schemes through which innovations can be tested and/or introduced. The major components of this program are special training schemes for mature age apprentices and the provision of Commonwealth assistance to State and Territory governments to provide additional trade based pre-employment course places, with particular emphasis on expanding places for young women.

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

Under the *Group One Year Apprentice Scheme* training is provided to first year apprentices utilising spare training capacity within Commonwealth and State government establishments. Apprentices are indentured to private employers, but are trained in government establishments for the first year before returning to their employer for the remainder of their apprenticeship.

Community Based Programs and Assistance to Special Groups

Community-based Programs

Assistance to unemployed young persons and those groups especially disadvantaged in the labour market is provided through labour market support programs which encourage the community to respond to their needs.

Community Youth Support Scheme (CYSS)

The objective of CYSS is to encourage communities to assist local unemployed young people to develop their capacity for obtaining and retaining employment and also to become more self-reliant during periods of unemployment.

Community-based Labour Market Program (CLMP)

This Program has been introduced from 1 January 1986. It incorporates the existing Community Youth Special Projects (CYSP), the Volunteer Youth Program (VYP) and the Work Preparation Program (WPP). It also extends funding to local community groups to assist especially disadvantaged people in the labour market and provide for experimentation in the area of information technology training.

Other Assistance for the Disabled

A disabled job-seeker is one who, because of a mental or physical impairment which results in a loss or reduction of functional capacity, has difficulty in finding or keeping employment.

A subsidy of \$104.30 per week is available to employers who indenture a disabled person. The subsidy is paid for the duration of the apprenticeship.

Training for Aborigines (TAP)

A wide range of training assistance in various occupations and industries is available under TAP. Aborigines who are either registered with an office of the CES or who lack basic skills for employment or wish to upgrade their skills, as well as Aboriginal school-leavers, may be considered for assistance under this program.

Seven general kinds of assistance are provided:

- public sector training;
- on-the-job (private sector) training;
- formal training;
- special training projects;
- private sector (negotiated fee) training;
- work experience;
- other training assistance.

Employment Incentives

Integrated Wage Subsidy Program

From 1 January 1986, the former range of wage subsidy programs, including the Special Youth Employment and Training Program, the Adult Wage Subsidy Scheme, the Special Needs Program and the on-the-job component of the General Training Assistance Program and the Training for the Disabled Program, has been replaced by a new Integrated Wage Subsidy Program. The new program provides more equitable, effective and targeted assistance to the longer term unemployed including the especially disadvantaged across all age groups and is a simpler program for employers, job seekers and program administrators.

The new program provides subsidy periods of six months with the eligibility period of six months unemployment being waived in the case of disabled and special needs clients. Subsidy rates are based on a rational structure related in a systematic way to the degree of disadvantage and length of unemployment of the participants. Subsidies are now available on a pro-rata basis for part-time work generally in excess of 20 hours with the emphasis on disabled and special needs clients. The Commonwealth Work Experience Program (CWEP) continues.

The subsidy rates for private sector employees are set out in the table below.

**DEPARTMENT OF EMPLOYMENT AND INDUSTRIAL RELATIONS
SUBSIDY RATES FOR PRIVATE SECTOR EMPLOYEES**

	15-17 years	18-20 years	21-44 years	45 years plus
	—\$ per week—			
Unemployed 6-12 months	50	75	100	125
Unemployed over 12 months, or disabled, or special needs	75	110	150	180

Job Creation

Community Employment Program (CEP)

This program was established by the *Community Employment Act 1983* as a three year program, ending on 30 June 1986, and is designed to create additional employment opportunities for unemployed persons through the funding of labour intensive projects of social and economic benefit to the community. The CEP is directed at those unemployed persons who are particularly disadvantaged in the labour market and who are consequently least likely to benefit from improved economic activity. These include the long-term unemployed, Aborigines, migrants with English language difficulties and people with disabilities. It is an objective of the Program that women receive an equal share of the jobs created, except for the Jobs on Local Roads (JOLOR) component, which has a 25 per cent target for women's participation.

Eligible projects are those which provide additional employment to that which otherwise would have occurred; are labour intensive; provide services of public and community value and provide worthwhile work experience and/or training for participants.

The Commonwealth contribution is on the basis of meeting 70 per cent to 80 per cent of overall costs. Sponsors are required to contribute the remainder with State/Territory governments being expected to contribute a minimum of 30 per cent of total project costs while local government and community groups contribute 20 per cent; this requirement can be waived for community organisations in extenuating circumstances.

New Enterprise Incentive Scheme (NEIS)

The objective of the pilot *New Enterprise Incentive Scheme (NEIS)* is to create employment opportunities for those unemployed persons with the capacity to establish a small business. NEIS provides training, and income support broadly equivalent to unemployment benefit for up to 52 weeks. The Scheme operates in conjunction with State Government schemes which offer establishment capital and access to business counselling. Six hundred places are available on the pilot scheme.

Mobility Assistance Placement and Information Services

A number of programs are funded to support the Government's labour force and training policies and to offset the effects of certain inefficiencies in the labour market.

The two main types of program are mobility assistance programs and information programs. Mobility assistance includes the *Relocation Assistance Scheme (RAS)* which assists the relocation of unemployed people or people who have received notification of impending redundancy and who are unable to obtain within a reasonable time continuing employment in the area in which they live, and the *Fares Assistance Scheme (FAS)* which assists unemployed people to attend job interviews with prospective employers.

The information programs include the provision of *Occupation Information and a National Promotional Campaign* to ensure a widespread knowledge of the assistance provided under the Government's program.

DEPARTMENT OF EMPLOYMENT AND INDUSTRIAL RELATIONS

LABOUR MARKET PROGRAMS AND SERVICES EXPENDITURE 1980-81 TO 1985-86
(\$'000)

Type of program	1980-81	1981-82	1982-83	1983-84	1984-85	1985-86 (est)
Training Programs—						
Vocational Training for Young People—						
Australian Traineeship System	—	—	—	—	—	15,700
Transition Allowance	4,703	8,423	11,365	14,564	16,121	15,571
Experimental Training Projects	—	—	948	1,034	1,807	2,329
Pre-Apprenticeship Allowance	1,587	1,146	1,941	3,274	3,466	5,100
Adult Training and Retraining—						
Labour Adjustment Training (LATA)	—	(a)	(a)	11,223	9,670	10,700
Skills in Demand (SID)	478	2,482(b)	3,606(b)	2,068	3,092	4,509
General Training Assistance—						
Formal	2,726	2,751	3,306	3,746	4,473	3,200(c)
On-the-job	8,006	5,522	2,692	1,842	848	600(c)
Former Regular Service Members'						
Vocational Training Scheme	287	196	74	31	11	15
Adult Training and Retraining	—	—	—	—	—	5,591(d)
Industry Training Services	3,000	4,500	5,222	6,943	8,649	12,000
Trade Training—						
CRAFT	64,451	78,749	84,938	86,603	99,362	98,000
Special Apprenticeship Training	3,600	3,360	10,456	20,049	17,336	19,600
Community Based and Special Groups—						
Community-based Programs—						
Community Youth Support Scheme	13,800	14,200	17,880	21,348	26,056	32,000
Community Youth Special Projects	206	586	1,499	2,794	3,342	5,280
Volunteer Youth Program	157	151	178	392	529	1,020
Work Preparation Program	404	1,064	1,437	1,506	2,594	3,280
Locally based community projects	—	—	—	—	—	2,300
Information Technology Centres	—	—	—	—	—	400
Other Assistance for the Disabled—						
Formal	461	615	807	1,120	476	340(c)
Apprentices	—	—	—	—	1,063	2,280
Aboriginals	13,928	19,044	24,610	41,040	53,356	58,500
Job Creation and Employment Assistance—						
Employment Incentives—						
Work Experience (SYETP)	41,255	53,702	63,625	120,192	97,673	68,000
Adult Wage Subsidy Scheme	—	—	375	23,200	35,134	27,300
Special Needs Clients	731	1,007	751	1,938	2,333	2,700
Disabled On-the-Job	1,854	4,792	4,068	7,161	9,234	9,100
Integrated Wage Subsidy Program	—	—	—	—	—	34,900(e)
Job Creation—						
Wage Pause Program (f)	—	—	98,900	101,100	—	—
Community Employment Program	—	—	—	285,422	405,543	290,000
Assistance to the Steel Regions	—	—	—	—	3,198	555
Mobility Assistance—						
Relocation Assistance Scheme	1,265	1,599	2,160	3,497	3,016	3,500
Fares Assistance Scheme	303	264	362	416	451	600
Placement and Information Services—						
Occupational Information	1,620	1,211	1,627	2,402	2,883	2,600
Employment Services—						
National Promotional Campaign	840	124	962	2,477(g)	2,200	(h)
Employment Strategies	428	290	512	(i)	(i)	(h)
Other—						
Industrial Democracy Grants	—	—	—	17	(j)	—
Total Expenditure	166,090	205,778	344,301	767,399	813,916	737,570

(a) Expenditure included under SID. (b) Includes LATA expenditure. (c) Expenditure relates to approvals to 31 December 1985. This program will then be replaced by the Adult Training and Retraining. (d) Expenditure relates to approvals in the period 1 January 1986 to 30 June 1986. This Program replaces General Training Assistance, Skills in Demand and the formal elements of Other Assistance for the Disabled. (e) Expenditure relates to approvals to 31 December 1985. This program will then be replaced by the Integrated Wage Subsidy Program. (f) Funds were appropriated to the Department of Finance. (g) Includes estimate for expenditure on Employment Strategies. (h) This item is included in the Department's Administrative expenditure. (i) Included under National Promotional Campaign since 1983-84. (j) Expenditure relates to approvals in the period 1 January 1986 to 30 June 1986. This scheme replaces the Assistance for Work Experience, Adult Wage Subsidy Scheme, Special Needs Job Seekers and Disabled On-the-Job.

DEPARTMENT OF EMPLOYMENT AND INDUSTRIAL RELATIONS

LABOUR MARKET PROGRAMS AND SERVICES APPROVALS^(a) 1981-82 TO 1985-86

Type of program	1981-82	1982-83	1983-84	1984-85	1985-86 (est.)
Training Programs—					
Vocational Training for Young People—					
Australian Traineeships System	—	—	—	—	10,000
Transition Allowance	11,456	14,069	15,204	15,246	12,220
Experimental Training Projects	—	150	369	630	600
Pre-apprenticeship Allowance	1,596	3,785	6,073	5,828	6,716
Adult Training and Retraining—					
Labour Adjustment Training	—	(b)	3,701	2,765	2,400
Skills in Demand	1,213	1,615(c)	426	553	1,050
General Training Assistance					
Formal	1,086	1,656	1,521	1,766	1,000(d)
On-the-job	7,320	3,526	1,832	1,237	600(d)
Adult Training Program	—	—	—	—	2,200(e)
Trade Training Program					
CRAFT	99,000	100,577	81,986	80,300	83,620
Special Apprentice Training	3,040	8,278	8,340	5,475	5,176
Community Based and Special Groups					
Community-based Programs					
Community Youth Special Projects(f)	(n.a.)	(n.a.)	956	1,202	1,540
Work Preparation Program (Disabled)	447	376	460	482	500
Other Assistance for the Disabled—					
Formal	94	111	93	136	70(d)
Apprentices	(n.a.)	(n.a.)	124	211	230
Aborigines	4,628	5,697	9,257	10,180	11,533
Job Creation and Employment Assistance—					
Employment Incentives—					
Work Experience—					
Standard SYETP					
Private	37,525	45,129	50,718	39,893	18,741(g)
Commonwealth	3,589	4,233	4,621	4,598	3,600(g)
State	—	567	789	—	—
Extended SYETP	10,582	16,337	31,454	24,383	11,048(g)
Adult Wage Subsidy Scheme—					
Standard	—	1,360	13,074	11,943	5,527(g)
Extended	—	282	2,279	2,395	1,235(g)
Special Needs Jobseekers	915	1,012	2,097	2,190	1,360(g)
Disabled On-the-job	3,235	2,719	4,140	4,643	2,404(g)
Integrated Wage Subsidy Program	—	—	—	—	41,185(h)
Job Creation—					
Wage Pause Program(i)	—	3,532	17,129	—	—
Community Employment Program(k)	—	—	29,393	45,600	45,000
Mobility Assistance—					
Relocation Assistance Scheme	1,513	1,985	2,790	2,290	2,700
Total All Programs	187,239	216,996	288,826	263,946	272,255

(a) An "approval" is defined as a person who was approved for, and commenced under a specific program, for which financial assistance was available. An approval is registered each time an individual commences in a different component of a program, or in different programs, i.e. the total number of approvals can be greater than the number of individuals commencing in any one year. In some programs, the number of training or course places to be funded or job placements/commencements (CEP) are used instead of approvals. These have been included as approvals, given the explanation above. It should be noted that the total number assisted under any program in a financial year is greater than the number of approvals, owing to carry-over of trainees into each financial year. (b) Approvals included under SID. (c) Figure includes LATA approvals for 1982-83. (d) Approvals relate to the period 1 July 1985 to 31 December 1985. This Program will then be replaced by the Adult Training Program. (e) Approvals relate to the period 1 January 1986 to 30 June 1986. This Program replaces General Training Assistance, Skills in Demand and the formal elements of Special Training for Disabled. (f) The CYSP trainee allowance is payable only to participants in projects which provide full time courses. Participants in other CYSP projects retain eligibility for the unemployment benefit and so are not included in this table. (g) Approvals relate to the period 1 July 1985 to 31 December 1985. This Program will be replaced by the Integrated Wage Subsidy Program. (h) Approvals relate to the period 1 January 1986 to 30 June 1986. This Scheme replaces the Assistance for Work Experience, Adult Wage Subsidy Scheme, Special Needs Jobseekers and Disabled On-the-Job. (i) Funds for this program were appropriated to the Department of Finance, but the program was administered by the State and Territory Governments in consultation with the Department of Employment and Industrial Relations. Figures refer to placements recorded by the CES. It should be noted that not all placement activity occurred through the CES. (k) Estimate only for 1983-84. Estimate for 1984-85 refers to initial job commencements only and does not include labour turnover. It should be noted that commencements and expenditure patterns do not necessarily coincide for CEP. This results from lags between project approval and commencement, and from the pattern of payments to projects, e.g. \$283.2 million of 1984-85 expenditure will be on projects approved/recommended in 1983-84.

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