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LABOUR

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

The Labour Force

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

This section presents some summary statistics on the civilian labour force drawn from the ABS monthly Labour Force Survey and associated supplementary surveys. Set out below is a range of characteristics such as whether persons are employed, unemployed or not in the labour force, together with demographic information (i.e. age, sex, marital status, birthplace, etc.). For a description of the Labour Force Survey and its relationship to the Population Census see *Year Book* No. 68. Further details concerning the scope, coverage and survey methods (as well as more detailed statistics) of the labour force and supplementary surveys can be found in the publications listed at the end of this chapter.

Australian labour force framework

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

Characteristics of the labour force

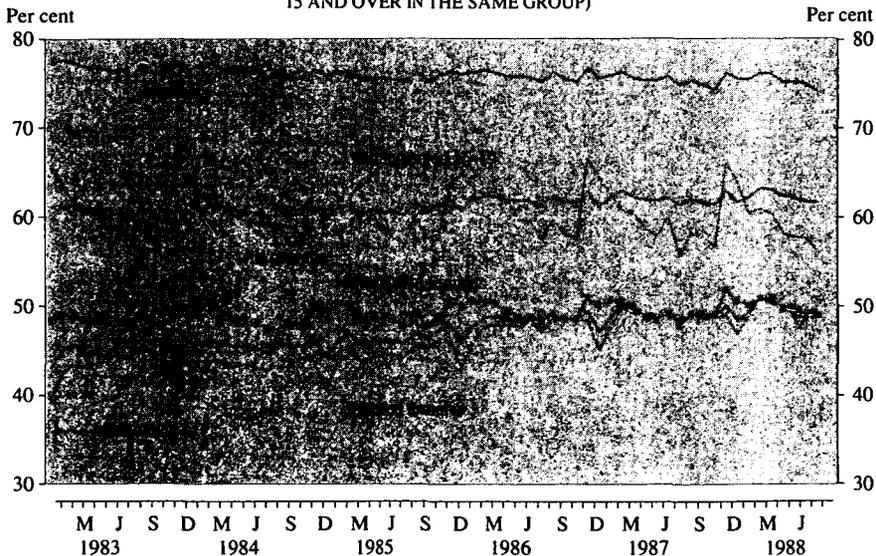
The size and composition of the labour force is not static over time. Growth of the labour force is due to an increase/decrease in labour force participation or in the population aged 15 and over. The table below sets out the growth of the labour force by source.

LABOUR FORCE: SOURCES OF GROWTH
(per cent)

Year ending August	Males			Females			Persons		
	Percentage points change due to			Percentage points change due to			Percentage points 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
1983	0.9	1.8	-0.9	2.0	1.8	0.2	1.3	1.8	-0.5
1984	1.4	1.6	-0.2	3.0	1.6	1.4	2.0	1.6	0.4
1985	1.0	1.6	-0.7	4.0	1.6	2.5	2.1	1.6	0.5
1986	2.0	2.1	—	6.2	2.0	4.1	3.7	2.1	1.7
1987	1.8	2.3	-0.4	3.8	2.2	1.4	2.6	2.3	0.3
1988	1.3	2.1	-0.7	4.3	2.0	2.3	2.5	2.1	0.5

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)



The following two tables provide more detailed information on the labour force status of persons. The first table presents the age and sex composition of the total labour force as at August 1988. The second table shows changes in labour force status over time.

CIVILIAN LABOUR FORCE, BY AGE, AUGUST 1988

Age group	Number ('000)					Participation rate (per cent)				
	Females					Females				
	Males	Married	Not married	Total	Persons	Males	Married	Not married	Total	Persons
15-64	4,606.7	1,894.1	1,278.7	3,172.8	7,779.5	83.3	55.2	63.6	58.3	70.9
15-19	401.7	13.5	371.3	384.8	786.6	56.5	49.5	56.3	56.0	56.3
20-24	597.3	147.5	344.7	492.2	1,089.5	90.2	64.2	81.9	75.7	83.0
25-34	1,262.6	562.6	275.2	837.7	2,100.4	93.7	57.1	75.4	62.1	77.9
35-44	1,160.8	675.2	149.9	825.1	1,985.9	94.2	67.5	71.8	68.2	81.3
45-54	743.1	372.7	93.3	465.9	1,209.0	87.3	56.3	60.3	57.1	72.5
55-59	273.3	88.0	26.2	114.1	387.4	73.6	31.0	32.5	31.4	52.7
60-64	167.8	34.8	18.2	53.0	220.8	47.2	14.1	15.2	14.5	30.6
65 and over	63.3	14.9	11.2	26.2	89.5	8.4	3.6	1.8	2.5	5.0
Total	4,670.0	1,909.0	1,290.0	3,199.0	7,869.0	74.3	49.6	49.1	49.4	61.7

CIVILIAN POPULATION AGED 15 AND OVER: LABOUR FORCE STATUS

August	Unemployed				Labour force	Not in the labour force	Civilian population aged 15 years and over	Unemployment rate	Participation rate
	Employed	Looking for full-time work	Looking for part-time work	Total					
MALES									
—'000—									
1983	3,903.6	409.5	20.2	429.7	4,333.3	1,379.2	5,712.5	9.9	75.9
1984	4,012.4	359.0	22.5	381.5	4,393.9	1,411.5	5,805.4	8.7	75.7
1985	4,089.0	324.5	23.7	348.1	4,437.1	1,459.7	5,896.9	7.8	75.2
1986	4,179.8	319.9	28.1	348.0	4,527.8	1,492.4	6,020.2	7.7	75.2
1987	4,262.3	317.3	29.7	347.0	4,609.3	1,548.5	6,157.8	7.5	74.9
1988	4,364.4	279.9	25.7	305.6	4,670.0	1,614.3	6,284.3	6.5	74.3
FEMALES									
1983	2,337.4	197.9	59.3	257.1	2,594.6	3,299.1	5,893.7	9.9	44.0
1984	2,449.9	165.1	57.9	223.1	2,673.0	3,315.5	5,988.5	8.3	44.6
1985	2,557.1	162.4	60.7	223.0	2,780.1	3,302.8	6,082.8	8.0	45.7
1986	2,705.9	170.8	76.9	247.6	2,953.6	3,253.1	6,206.7	8.4	47.6
1987	2,810.8	178.1	76.9	254.9	3,065.8	3,279.6	6,345.4	8.3	48.3
1988	2,965.8	166.0	67.3	233.2	3,199.0	3,276.3	6,475.3	7.3	49.4

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

**LEAVERS FROM EDUCATIONAL INSTITUTIONS(a): LABOUR FORCE STATUS AND AGE,
MAY 1988**

<i>Labour force status</i>	<i>Leavers aged 15 to 19</i>			<i>Leavers aged 20 to 24</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	—'000—					
Employed	91.6	83.6	175.2	28.7	28.1	56.8
Full-time	80.0	67.1	147.1	27.1	21.9	49.0
Part-time	11.6	16.5	28.1	*1.6	6.2	7.8
Unemployed	22.8	15.1	37.8	*2.3	*2.5	4.8
Labour Force	114.4	98.7	213.0	31.0	30.6	61.6
Not in Labour Force	6.5	6.5	13.0	*0.7	*2.7	*3.4
Total	120.8	105.2	226.0	31.7	33.3	65.0
	—per cent—					
Unemployment rate	19.9	15.3	17.8	*7.3	*8.2	7.8
Participation rate	94.7	93.8	94.3	97.7	91.8	94.7

(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.

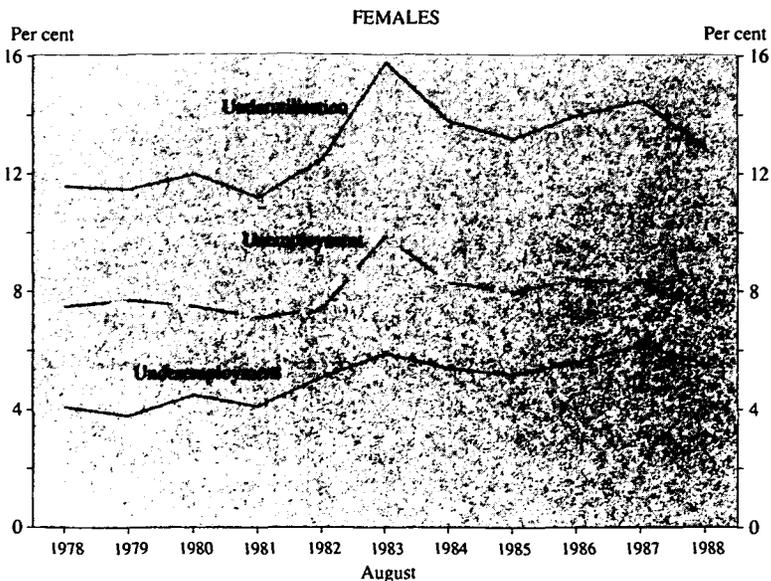
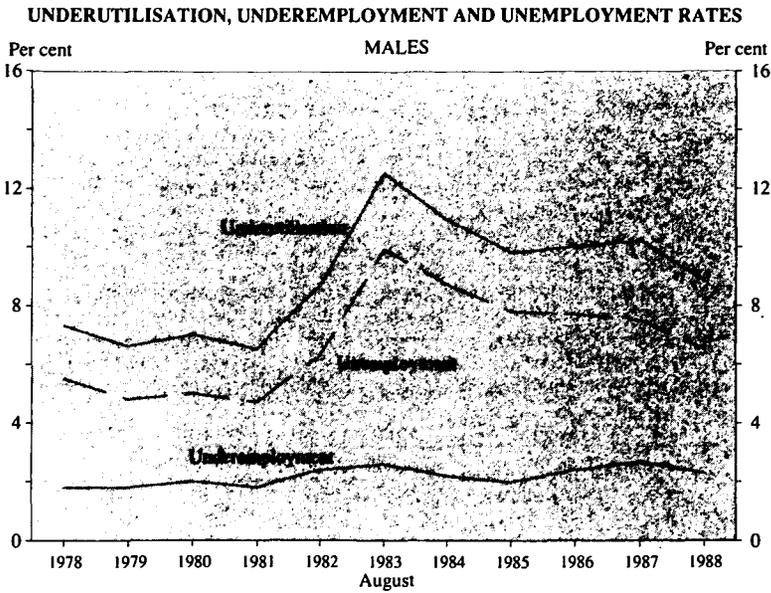
**CIVILIAN POPULATION AGED 15 AND OVER(a): EDUCATIONAL
ATTAINMENT AND LABOUR FORCE STATUS, FEBRUARY 1988**

<i>Educational attainment</i>	<i>Employed</i>			<i>Unem- ployed</i>	<i>Labour force</i>	<i>Not in labour force</i>	<i>Total</i>	<i>Partici- pation rate</i>	<i>Unem- ployment rate</i>
	<i>Full-time</i>	<i>Part-time</i>	<i>Total</i>						
	MALES								
	—'000—						—per cent—		
With post-school qualifications	2,083.9	87.3	2,171.1	93.3	2,264.5	451.2	2,715.7	83.4	4.1
Degree	470.9	22.2	493.1	13.2	506.2	61.1	567.3	89.2	2.6
Trade qualification or apprenticeship	1,109.6	41.0	1,150.6	56.0	1,206.6	285.7	1,492.3	80.9	4.6
Certificate or diploma	497.6	23.0	520.6	22.8	543.4	103.3	646.7	84.0	4.2
Other	5.8	*1.1	6.9	*1.3	8.2	*1.1	9.4	87.9	*16.1
Without post-school qualifications (b)	1,973.3	147.0	2,120.3	242.5	2,362.8	851.2	3,214.0	73.5	10.3
Attended highest level of secondary school available	488.2	59.0	547.3	50.2	597.5	131.7	729.2	81.9	8.4
Did not attend highest level of secondary school available	1,465.8	85.6	1,551.4	189.6	1,741.0	703.9	2,444.9	71.2	10.9
Left at age—									
18 and over	24.8	*1.7	26.5	*4.1	30.5	7.5	38.1	80.2	*13.2
16 or 17	547.5	30.0	577.6	74.4	651.9	102.0	753.9	86.5	11.4
14 or 15	756.9	43.9	800.7	96.7	897.4	424.0	1,321.4	67.9	10.8
13 and under	136.6	10.0	146.6	14.5	161.1	170.4	331.5	48.6	9.0
Never attended school	5.9	*1.2	7.1	*1.5	8.6	12.7	21.3	40.2	*17.3
Still at school	*2.3	47.7	50.0	18.8	68.8	217.7	286.5	24.0	27.4
Total	4,059.6	281.9	4,341.5	354.7	4,696.1	1,520.1	6,216.2	75.5	7.6
	FEMALES								
With post-school qualifications	797.5	401.6	1,199.1	91.2	1,290.2	678.9	1,969.1	65.5	7.1
Degree	190.7	55.0	245.7	14.2	259.8	75.6	335.5	77.5	5.4
Trade qualification or apprenticeship	51.7	30.7	82.3	6.8	89.1	94.0	183.1	48.7	7.6
Certificate or diploma	548.1	310.5	858.6	68.2	926.9	494.1	1,421.0	65.2	7.4
Other	7.1	5.4	12.4	*2.0	14.4	15.2	29.6	48.7	*13.7
Without post-school qualifications (b)	995.0	612.4	1,607.5	174.9	1,782.4	2,355.4	4,137.9	43.1	9.8
Attended highest level of secondary school available	261.8	125.8	387.6	48.0	435.6	281.4	716.9	60.8	11.0
Did not attend highest level of secondary school available	725.2	480.1	1,205.2	124.3	1,329.5	2,040.6	3,370.1	39.5	9.3
Left at age—									
18 and over	13.7	*4.0	17.7	*1.7	19.4	15.9	35.3	55.0	*9.0
16 or 17	317.9	170.9	488.9	52.9	541.7	416.1	957.9	56.6	9.8
14 or 15	347.4	276.3	623.7	64.9	688.6	1,276.1	1,964.7	35.0	9.4
13 and under	46.2	28.8	75.0	*4.8	79.8	332.4	412.2	19.3	*6.0
Never attended school	*2.6	*1.7	*4.3	*1.7	5.9	26.7	32.7	18.2	*28.3
Still at school	*0.8	70.3	71.1	22.0	93.1	206.9	300.0	31.0	23.7
Total	1,793.4	1,084.3	2,877.7	288.1	3,165.8	3,241.2	6,407.0	49.4	9.1

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

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

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



Source: Employment, Underemployment Australia, 1966-1983 (6246.0). The Labour Force, Australia (6203.0).

Employment

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

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

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

<i>Age group (years)—</i>									
<i>August</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>	<i>Total</i>
MALES									
1983	44.9	74.1	86.8	89.3	85.0	73.0	39.8	8.3	68.3
1984	46.0	76.6	87.8	89.9	85.0	72.6	39.9	8.8	69.1
1985	46.6	78.5	87.7	90.6	85.6	71.1	39.3	8.6	69.3
1986	47.7	78.1	88.4	90.0	85.1	71.2	42.3	8.3	69.4
1987	47.2	78.2	88.0	89.9	85.8	70.3	41.6	8.4	69.2
1988	48.0	80.4	88.5	90.6	83.4	68.9	43.4	8.3	69.4
FEMALES									
1983	44.4	62.7	47.8	54.1	46.2	27.3	11.9	2.1	39.7
1984	44.7	64.3	51.1	55.4	47.8	26.6	11.4	2.5	40.9
1985	46.5	65.9	53.3	58.2	48.0	26.2	11.1	1.9	42.0
1986	45.6	67.1	55.5	60.8	52.0	27.5	12.5	1.9	43.6
1987	43.2	67.6	57.2	61.8	52.8	29.6	13.1	2.6	44.3
1988	47.1	67.4	58.0	64.9	54.9	30.5	13.9	2.5	45.8
PERSONS									
1983	44.6	68.4	67.3	71.9	66.0	50.3	25.3	4.7	53.8
1984	45.4	70.5	69.5	72.9	66.8	49.8	25.2	5.2	54.8
1985	46.6	72.2	70.6	74.6	67.2	48.9	24.8	4.8	55.5
1986	46.6	72.7	72.0	75.6	68.9	49.5	27.1	4.6	56.3
1987	45.2	72.9	72.6	76.0	69.6	50.1	27.1	5.0	56.6
1988	47.5	74.0	73.2	77.9	69.4	49.9	28.4	5.0	57.4

(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.

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

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

<i>August</i>	<i>Employers</i>	<i>Self-employed</i>	<i>Wage and salary earners</i>	<i>Unpaid family helpers</i>	<i>Total</i>
1983	321.0	653.1	5,242.5	24.5	6,241.1
1984	335.4	681.8	5,423.8	21.2	6,462.3
1985	349.7	709.7	5,559.1	27.6	6,646.1
1986	343.4	745.5	5,730.8	66.0	6,885.7
1987	362.3	729.6	5,921.8	59.4	7,073.2
1988	378.9	741.7	6,143.0	66.5	7,330.1

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
AUGUST 1988

<i>Industry</i>	<i>Number ('000)</i>			<i>Average weekly hours worked</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Agriculture, forestry, fishing and hunting	307.2	123.8	431.0	47.9	27.3	42.0
Mining	88.8	8.0	96.7	41.5	37.2	41.2
Manufacturing	883.0	316.4	1,199.4	40.4	33.0	38.5
Food, beverages and tobacco	115.2	48.1	163.3	39.5	32.6	37.5
Metal products	182.8	23.1	205.9	41.5	31.9	40.4
Other manufacturing	585.0	245.2	830.2	40.3	33.1	38.2
Electricity, gas and water	102.5	11.4	113.8	33.9	30.0	33.5
Construction	459.3	66.9	526.2	40.4	21.1	38.0
Wholesale and retail trade	835.2	660.9	1,496.1	41.2	27.5	35.1
Transport and storage	303.7	73.1	376.7	40.3	30.2	38.3
Communication	98.8	35.4	134.2	34.4	29.8	33.2
Finance, property and business services	401.2	400.0	801.1	42.0	31.3	36.7
Public administration and defence	200.0	121.6	321.6	36.2	31.4	34.4
Community services	460.9	844.0	1,304.9	39.2	29.5	32.9
Recreation, personal and other services	223.9	304.4	528.3	38.9	27.6	32.4
Total	4,364.4	2,965.8	7,330.1	40.6	29.3	36.0

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

EMPLOYED PERSONS BY OCCUPATION, AUGUST 1988
(*000)

<i>Occupation (a)</i>	<i>Males</i>	<i>Married females</i>	<i>All females</i>	<i>Persons</i>
Managers and administrators	624.5	163.0	196.1	820.5
Professionals	544.1	224.2	361.2	905.3
Para-professionals	256.6	107.3	188.3	444.9
Tradespersons	1,065.4	59.5	105.9	1,171.4
Clerks	286.6	599.7	968.5	1,255.1
Salespersons and personnel service workers	364.5	332.3	660.5	1,025.0
Plant and machine operators, and drivers	482.1	70.4	102.0	584.1
Labourers and related workers	740.5	261.8	383.2	1,123.7
Total	4,364.4	1,818.2	2,965.8	7,330.1

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

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

EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS BY AGE
AUGUST 1988
(*000)

	<i>Age group (years)—</i>							<i>65 and over</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>		
	MALES								
Full-time workers	238.0	491.1	1,151.6	1,084.4	683.3	237.8	131.5	42.7	4,060.4
Part-time workers	102.8	41.2	39.9	32.4	26.7	18.1	22.6	20.1	303.9
Total	340.8	532.3	1,191.6	1,116.9	709.9	255.9	154.1	62.8	4,364.4
	FEMALES								
Full-time workers	180.7	356.4	489.2	417.2	253.9	60.7	26.7	10.9	1,795.5
Part-time workers	142.7	81.9	293.7	368.2	194.0	50.4	24.3	15.0	1,170.2
Total	323.4	438.3	782.9	785.3	447.8	111.1	51.0	25.9	2,965.8

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 1988
(*000)

<i>Sector</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Aust.</i>
Private	1,535.4	1,191.3	588.7	339.8	361.2	96.3	32.4	53.9	4,198.9
Public	573.6	455.0	253.5	151.5	159.6	52.3	21.7	72.5	1,739.8
Commonwealth	135.4	97.7	50.2	35.2	26.2	9.7	5.1	72.0	431.7
State	376.5	313.3	176.5	107.8	123.1	39.2	(a)15.7	0.5	1,152.6
Local	61.8	44.0	26.9	8.4	10.2	3.4	0.8	..	155.5
Total	2,109.1	1,646.3	842.2	491.2	520.8	148.6	54.1	126.4	5,938.7

(a) Northern Territory Government.

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

Industry	Private sector				Public sector			
	Sept. 1987	Dec. 1987	Mar. 1988	June 1988	Sept. 1987	Dec. 1987	Mar. 1988	June 1988
Agriculture, forestry, fishing and hunting (a)	..	..	..	..	8.7	8.0	8.0	8.1
Mining	77.7	78.2	79.5	77.8	7.2	7.1	6.9	6.8
Manufacturing	1,007.8	1,022.2	1,023.4	1,004.0	47.9	45.3	47.3	43.9
Electricity, gas and water	5.6	5.6	5.8	5.7	124.8	123.7	123.2	122.5
Construction	215.6	225.6	238.7	244.9	43.9	43.2	42.8	42.4
Wholesale and retail trade	1,140.2	1,195.4	1,191.8	1,221.5	4.9	5.0	4.6	4.7
Transport and storage	144.4	152.1	151.8	147.0	144.6	145.2	140.9	140.5
Communication	0.6	0.7	0.7	0.6	132.7	134.0	131.6	129.9
Finance, property and business services	596.1	604.4	629.5	630.8	106.1	106.0	106.0	105.5
Public administration and defence (b)	—	—	—	—	316.3	317.3	320.0	318.1
Community services	458.8	456.5	453.2	459.7	784.8	771.5	773.6	792.4
Health	229.9	229.8	223.5	224.8	284.7	285.6	287.3	290.0
Education	92.9	96.0	100.9	101.9	381.4	365.2	364.9	379.9
Other	136.1	130.7	128.8	133.0	118.7	120.6	121.5	122.4
Recreation, personal and other services	393.0	420.3	418.8	406.9	24.5	24.3	25.0	25.1
Total all industries	4,039.8	4,161.0	4,193.2	4,198.9	1,746.4	1,730.5	1,730.0	1,739.8

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

A table on sector and industry of apprentices and the year of their apprenticeship follows. The data were derived from the Transition from Education to Work Supplementary Survey conducted in May 1988.

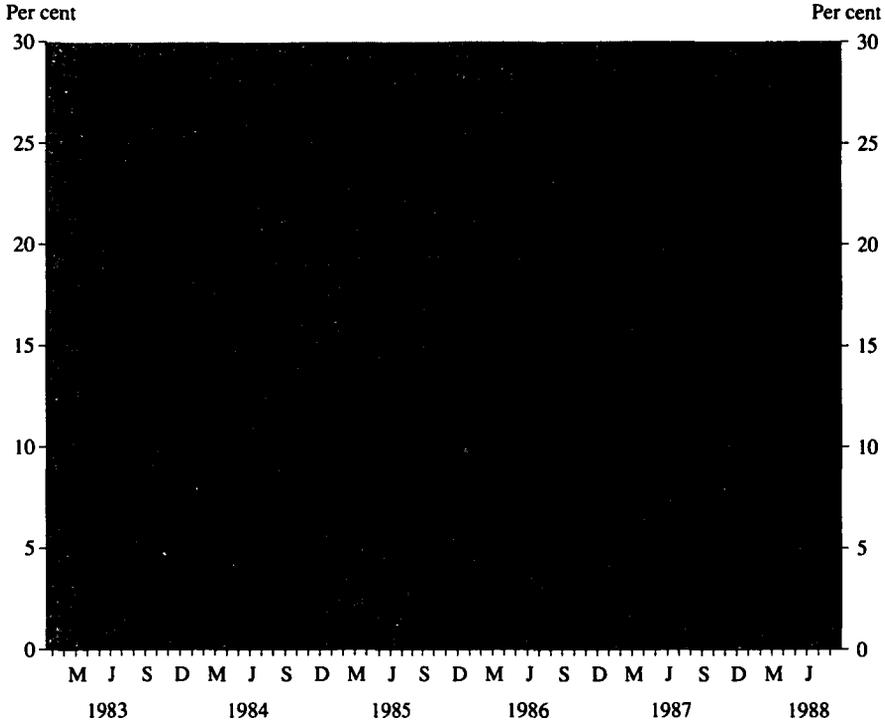
APPRENTICES: SECTOR AND INDUSTRY, MAY 1988
(**'000**)

	Year of apprenticeship				Total
	First	Second	Third	Fourth(a)	
Sector—					
Public	4.5	6.9	*3.9	4.9	20.2
Private(b)	35.2	35.0	33.8	28.8	132.8
Industry—					
Manufacturing	9.8	13.7	9.1	11.5	44.1
Electricity, gas and water	*1.4	*0.9	*1.1	*0.9	4.2
Construction	8.5	5.6	7.5	5.4	27.1
Wholesale and retail trade	10.4	9.9	10.3	6.9	37.5
Transport and storage; communication	*0.9	*2.2	*1.1	*0.7	5.0
Community services	*0.8	*1.2	*1.1	*1.5	4.6
Recreation, personal and other services	5.7	5.6	5.2	*3.6	20.1
Other (c)	*2.2	*2.7	*2.3	*3.2	10.4
Total	39.7	41.9	37.7	33.7	153.0

(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

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



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

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

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

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

**UNEMPLOYED PERSONS: AGE AND WHETHER LOOKING FOR FULL-TIME OR
PART-TIME WORK, AUGUST 1988**

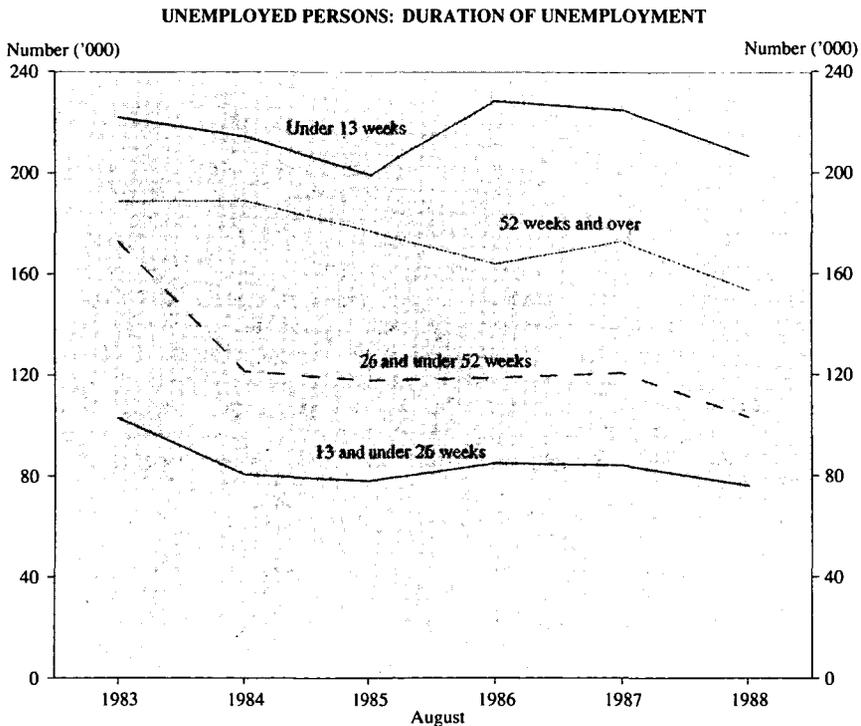
Age	Number unemployed ('000)				Unemployment rate (per cent)			
	Married		All	Persons	Married		All	Persons
	Males	females	females		Males	females	females	
LOOKING FOR FULL-TIME WORK								
Total	279.9	61.0	166.0	445.9	6.4	6.0	8.5	7.1
<i>Aged 15-19</i>	47.7	*3.2	38.8	86.5	16.7	*32.8	17.7	17.1
Looking for first job	19.1	*1.0	17.4	36.6	..	..	..	..
Attending school	*3.6	*0.0	*2.9	6.5	n.a.	n.a.	n.a.	n.a.
Attending a tertiary educational institution								
full-time	*2.3	*0.1	*2.2	4.5	n.a.	n.a.	n.a.	n.a.
<i>Aged 20 and over</i>	232.2	57.8	127.2	359.4	5.7	5.7	7.3	6.2
20-24	60.0	10.7	42.6	102.6	10.9	9.7	10.7	10.8
Looking for first job	4.4	*1.1	6.8	11.2	..	..	..	..
25-34	69.3	19.7	38.7	108.0	5.7	6.6	7.3	6.2
35-44	42.3	16.3	28.3	70.6	3.8	4.9	6.4	4.5
45-54	32.0	10.0	15.0	47.0	4.5	5.0	5.6	4.8
55 and over	28.7	*1.1	*2.6	31.3	6.5	*1.6	*2.6	5.8
<i>Aged 15-64</i>	279.9	61.0	166.0	445.9	6.5	6.0	8.5	7.1
LOOKING FOR PART-TIME WORK								
Total	25.7	29.9	67.3	92.9	7.8	3.4	5.4	5.9
<i>Aged 15-19</i>	13.2	*1.0	22.7	35.9	11.4	*26.4	13.7	12.8
Attending school	9.7	*0.0	15.1	24.8	13.1	*0.0	15.4	14.4
Attending a tertiary educational institution								
full-time	*2.5	*0.3	5.6	8.2	*14.4	*56.5	17.7	16.5
<i>Aged 20 and over</i>	12.5	28.9	44.6	57.1	5.8	3.3	4.2	4.4
20-24	5.0	4.5	11.2	16.3	10.9	12.1	12.1	11.7
Attending a tertiary educational institution								
full-time	4.6	*0.0	*2.5	7.1	19.7	*0.0	*10.7	15.2
25-34	*1.8	12.8	16.2	17.9	*4.2	4.8	5.2	5.1
35-44	*1.6	8.5	11.5	13.1	*4.8	2.5	3.0	3.2
45 and over	4.1	*3.1	5.7	9.8	4.4	*1.3	2.0	2.6
<i>Aged 15-64</i>	25.2	29.9	67.0	92.2	8.2	3.4	5.5	6.0

An important indicator of the severity of unemployment is the length of time a person is unemployed. Two views are presented—the chart depicts the increase in each duration of unemployment category from 1983 to 1988 while the table shows more detail as at August 1988. 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 reference week and only applies if the person is still unemployed.

UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT AND AGE, AUGUST 1988

Duration of unemployment (weeks)	Age group (years)—				Total(a)	Married	Looking for		
	15-19	20-24	25-34	35-54			Not married	Full- time work	Part- time work
	---'000---								
Under 2	9.1	9.8	11.6	8.8	41.0	17.7	23.2	26.4	14.6
2 and under 4	17.8	8.9	14.5	12.2	54.5	21.0	33.4	38.9	15.6
4 and under 8	16.2	12.3	13.9	14.9	60.5	24.1	36.3	48.1	12.4
8 and under 13	12.3	11.7	13.0	11.5	50.6	19.1	31.5	41.8	8.8
13 and under 26	19.1	20.9	18.1	15.1	76.0	27.4	48.6	63.5	12.5
26 and under 39	23.8	19.1	14.1	17.8	78.5	29.7	48.8	63.8	14.6
39 and under 52	5.6	5.0	5.0	7.3	24.5	12.1	12.4	22.5	*1.9
52 and under 65	5.6	6.7	7.5	10.8	33.7	15.9	17.8	30.4	*3.3
65 and under 104	4.1	7.7	6.9	8.3	29.8	12.6	17.2	26.5	*3.3
104 and over	8.8	16.6	21.3	28.1	89.9	40.8	49.2	84.0	6.0
Total	122.4	118.8	125.9	134.9	538.8	220.4	318.4	445.9	92.9
Average duration—									
Mean	28.5	46.9	52.8	60.5	51.5	55.3	48.8	56.2	28.9
Median	14	21	16	27	22	26	20	26	8

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



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

The number of unemployed persons shown above will differ from the number of unemployed persons shown in *The Labour Force, Australia* (6203.0). This is because the latter includes persons who are waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather or plant breakdown. Active steps taken to find work (also shown above) comprise writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service (CES) noticeboards; being registered with the CES; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

Job Vacancies

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

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

Statistics on job vacancies are produced from a survey conducted each quarter. Background information about the job vacancies series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) issued on 21 June 1984.

JOB VACANCIES: STATES AND TERRITORIES (^{'000})

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
1984 May	14.7	8.9	4.0	2.5	2.0	0.6	0.6	1.5	34.8
1985 May	22.3	16.8	4.7	3.6	4.3	1.2	1.1	2.5	56.6
1986 May	21.1	16.8	4.6	2.6	4.1	1.3	1.1	2.7	54.4
1987 May	19.9	17.6	4.0	3.5	5.5	1.0	0.7	1.6	53.8
1988 May	22.0	18.6	6.6	3.1	4.8	0.7	0.7	1.9	58.5

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

Month	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
1984 May	0.8	0.7	0.5	0.6	0.5	0.5	1.1	1.4	0.7
1985 May	1.2	1.2	0.6	0.8	1.0	0.9	2.3	2.3	1.1
1986 May	1.1	1.1	0.6	0.5	0.9	0.9	2.0	2.0	1.0
1987 May	1.1	1.2	0.5	0.7	1.1	0.7	1.5	1.3	1.0
1988 May	1.0	1.2	0.8	0.7	0.9	0.5	1.3	1.4	1.0

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

Persons Not in the Labour Force

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

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

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

	<i>March 1985</i>	<i>Sept. 1985</i>	<i>March 1986</i>	<i>Sept. 1986</i>	<i>March 1987</i>	<i>March 1988</i>
Civilian population aged 15 and over	11,897.3	11,998.5	12,121.7	12,249.5	12,394.7	12,642.1
Employed	6,634.5	6,783.9	6,926.3	7,007.6	7,109.1	7,366.1
Unemployed	671.7	587.7	640.4	631.6	702.5	642.3
Persons not in the labour force	4,591.1	4,626.9	4,555.1	4,610.3	4,583.1	4,633.6
With marginal attachment to the labour force	708.3	739.7	707.3	749.4	709.8	739.0
Wanted to work and were actively looking for work	32.1	60.4	35.2	57.2	31.1	33.8
Were available to start work within four weeks	22.2	30.2	25.0	26.9	23.6	27.1
Were not available to start work within four weeks	9.9	30.2	10.2	30.3	7.6	6.7
Wanted to work but were not actively looking for work and were available to start work within four weeks	676.3	679.4	672.1	692.1	678.7	705.2
Discouraged jobseekers	96.0	89.0	96.8	90.5	100.2	98.0
Other	580.3	590.4	575.3	601.6	578.5	607.2
Without marginal attachment to the labour force	3,882.8	3,887.1	3,847.8	3,860.9	3,873.3	3,894.6
Wanted to work but were not actively looking for work and were not available to start work within four weeks	222.7	265.2	261.4	262.7	235.5	254.3
Did not want to work	3,399.1	3,380.1	3,340.8	3,345.3	3,368.8	3,382.8
Permanently unable to work	54.4	47.8	51.1	57.2	46.8	55.2
Institutionalised(a) and boarding school pupils	206.6	194.1	194.4	195.8	222.1	202.3

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

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

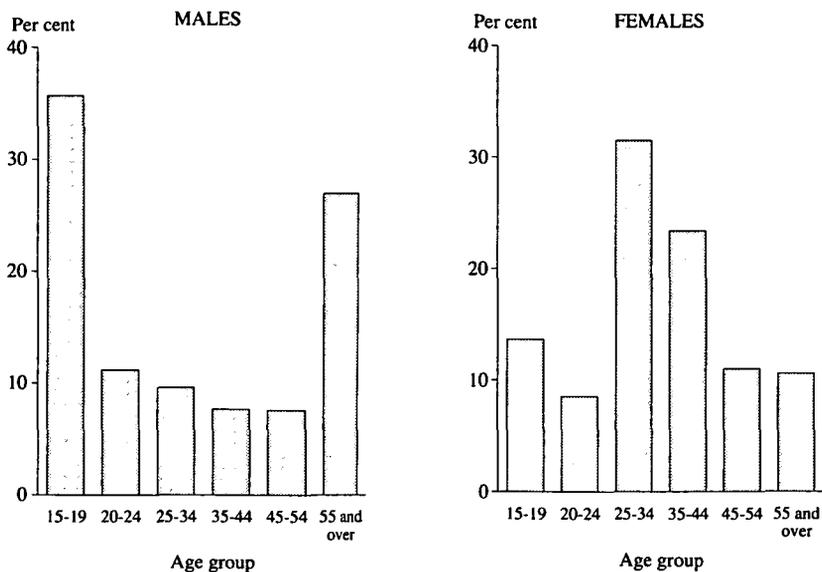
- considered by employers to be too young or too old;
- difficulties with language or ethnic background;
- lacked the necessary schooling, training, skills or experience;
- no jobs in their locality or line of work, or no jobs at all.

The following table gives an age and sex breakdown for persons with marginal attachment. Females account for 74.9 per cent of the marginally attached. While the age distribution of females with marginal attachment is similar to that of females in the labour force, teenage males (15 to 19) are over-represented among males with marginal attachment to the labour force, accounting for 35.9 per cent of that group.

PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE: AGE, MARCH 1988
(^{'000})

Age group (years)	<i>Persons who wanted to work and were actively looking for work</i>			<i>Persons who wanted to work but were not actively looking for work and were available to start work within four weeks</i>			<i>Persons with marginal attachment to the labour force</i>		
	<i>Were available to start work within four weeks</i>	<i>Were not available to start work within four weeks</i>	<i>Total</i>	<i>Discouraged job-seekers</i>	<i>Other</i>	<i>Total</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
15-19	5.0	*2.2	7.3	7.9	128.1	136.1	66.6	76.8	143.3
20-24	*4.4	*0.4	4.9	*2.7	62.2	64.9	21.1	48.7	69.8
25-34	9.0	*1.5	10.6	15.3	168.0	183.2	18.2	175.6	193.8
35-44	4.5	*1.8	6.3	19.0	120.3	139.3	14.7	130.8	145.5
45-54	*2.8	*0.3	*3.1	15.4	57.8	73.2	14.5	61.8	76.3
55-59	*0.7	*0.2	*0.9	11.6	25.6	37.1	11.7	26.4	38.0
60-64	*0.4	*0.0	*0.4	10.7	25.0	35.7	18.8	17.3	36.1
65 and over	*0.2	*0.2	*0.4	15.5	20.2	35.7	19.9	16.2	36.1
Total	27.1	6.7	33.8	98.0	607.2	705.2	185.5	553.6	739.0

PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE: AGE AND SEX, MARCH 1988



Details of the reason people ceased their last job are presented in the following table. The most frequent reasons persons with marginal attachment gave for ceasing their last job were 'pregnancy or to have children' (136,400) and retrenched (73,900).

PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE: REASON FOR CEASING LAST JOB, MARCH 1988 ('000)

Reason for ceasing last job	Persons who wanted to work and were actively looking for work	Persons who wanted to work but were not actively looking for work and were available to start work within four weeks			Persons with marginal attachment to the labour force		
		Discouraged job seekers	Other	Total	Males	Females	Persons
Had had a job	28.3	87.7	507.2	594.9	134.5	488.8	623.2
Job loser	11.2	33.0	155.1	188.2	62.1	137.2	199.3
Retrenched	5.6	15.4	52.9	68.3	23.6	50.3	73.9
Job was temporary or seasonal and did not leave to return to studies	*3.2	9.4	40.0	49.4	8.8	43.9	52.6
Own ill health or injury	*1.8	6.2	53.1	59.3	26.7	34.5	61.2
Business closed down for economic reasons	*0.5	*2.0	9.2	11.2	*3.0	8.6	11.6
Job leaver	17.1	54.7	340.4	395.1	70.0	342.3	412.3
Unsatisfactory work arrangements	*2.5	4.7	21.3	26.0	5.5	23.0	28.4
Job was temporary or seasonal and left to return to studies	*1.5	*0.6	14.0	14.6	9.1	7.0	16.1
Retired/didn't want to work any longer	*0.3	13.5	35.9	49.4	24.1	25.6	49.7
Returned to studies	*1.8	*0.0	24.3	24.3	11.7	14.4	26.1
To get married	*0.6	6.7	32.1	38.8	*0.2	39.2	39.4
Pregnancy/to have children	*3.8	9.7	123.0	132.7	*0.2	136.3	136.4
To look after family, house or someone else	*1.4	4.6	29.5	34.2	*3.7	31.8	35.5
To have holiday/to move house/spouse transferred	*3.9	9.6	39.7	49.3	6.7	46.5	53.2
Business closed down for other reasons	*0.5	*3.2	9.3	12.5	5.0	8.0	13.0
Other	*0.9	*0.9	11.4	13.6	*4.0	10.5	14.5
Not asked (a)	..	..	11.6	11.6	*2.4	9.2	11.6
Had never had a job	5.6	10.3	99.9	110.2	51.0	64.8	115.8
Total	33.8	98.0	607.2	705.2	185.5	553.6	739.0

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

The following table shows that 28.9 per cent of the 705,200 persons not in the labour force who wanted to work but were not actively looking for work and were available to start work within four weeks, did not intend to look for work in the next twelve months.

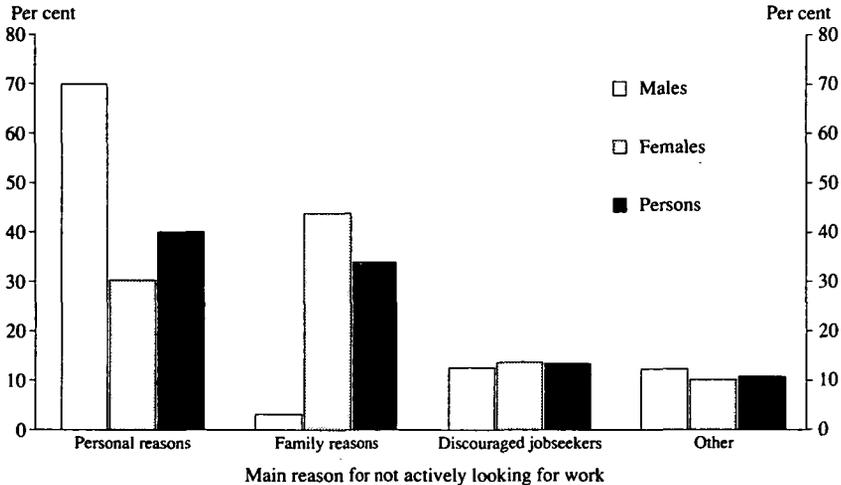
PERSONS NOT IN THE LABOUR FORCE WHO WANTED TO WORK BUT WERE NOT ACTIVELY LOOKING FOR WORK AND WERE AVAILABLE TO START WORK WITHIN FOUR WEEKS: INTENTION TO LOOK FOR WORK IN THE NEXT TWELVE MONTHS AND SEX, MARCH 1988

	Males	Females	Persons	Males	Females	Persons
	—'000—			—per cent—		
Intended to look	93.6	215.4	309.0	54.5	40.4	43.8
Might look	24.2	111.0	135.2	14.1	20.8	19.2
Did not intend to look	42.3	161.4	203.7	24.6	30.3	28.9
Did not know	5.1	28.1	33.1	3.0	5.3	4.7
Not asked (a)	6.8	17.4	24.2	4.0	3.3	3.4
Total	171.9	533.3	705.2	100.0	100.0	100.0

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

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

PERSONS NOT IN THE LABOUR FORCE WHO WANTED TO WORK BUT WERE NOT ACTIVELY LOOKING FOR WORK AND WERE AVAILABLE TO START WORK WITHIN FOUR WEEKS: MAIN REASON FOR NOT ACTIVELY LOOKING FOR WORK, MARCH 1988



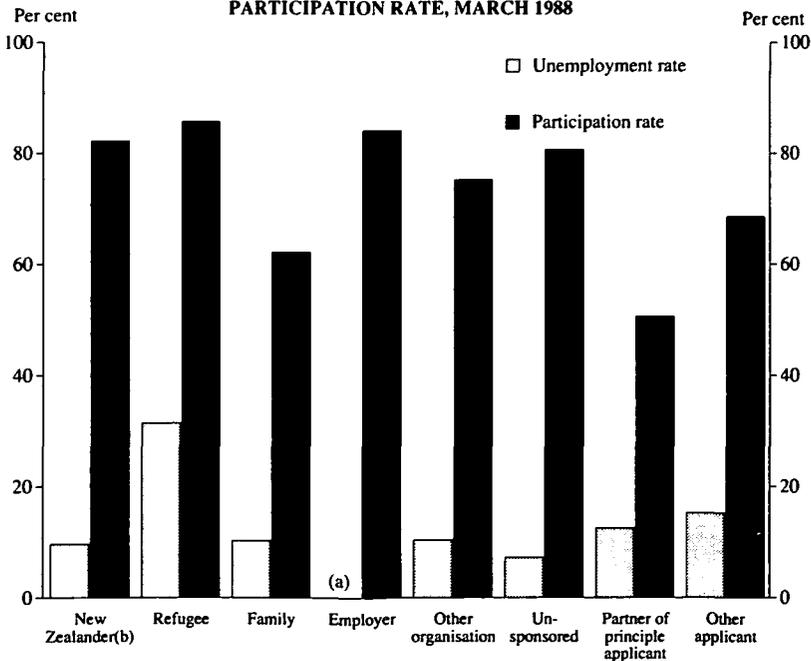
Labour Force Characteristics of Migrants

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

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

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

**MIGRANTS WHO ARRIVED IN AUSTRALIA AFTER 1960 AGED 18 AND OVER:
MIGRATION CATEGORY, UNEMPLOYMENT RATE AND
PARTICIPATION RATE, MARCH 1988**

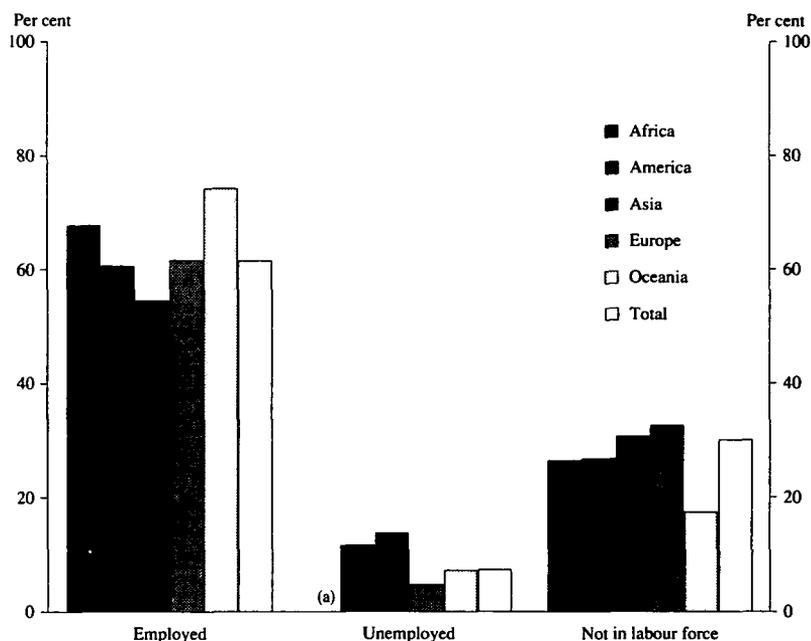


(a) Subject for sampling variability too high for most practical purpose. (b) Includes persons born in New Zealand and those whose place of last residence was New Zealand.

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

Labour force status	Age at March 1987 (years)						Total
	18-24	25-34	35-44	45-54	55-64	65 and over	
MALES							
—'000—							
Employed	14.1	116.2	213.5	145.4	52.4	*2.4	544.0
Full-time	12.9	111.4	205.9	141.3	49.3	*1.5	522.4
Part-time	*1.2	4.8	7.5	4.1	*3.1	*0.9	21.6
Unemployed	*3.1	17.2	19.0	12.3	8.7	*0.4	60.6
Labour force	17.2	133.4	232.4	157.7	61.1	*2.8	604.6
Not in labour force	*1.9	5.7	12.2	19.1	29.6	41.3	109.8
Total	19.1	139.1	244.6	176.8	90.7	44.1	714.5
—per cent—							
Unemployment rate	*17.8	12.9	8.2	7.8	14.2	*15.0	10.0
FEMALES							
—'000—							
Employed	19.2	82.9	136.1	79.7	21.8	*2.2	341.9
Full-time	16.4	63.0	84.6	49.0	12.6	*0.7	226.2
Part-time	*2.8	19.9	51.6	30.7	9.2	*1.6	115.7
Unemployed	5.4	14.7	16.9	9.5	*2.7	*0.0	49.1
Labour force	24.6	97.6	153.0	89.2	24.4	*2.2	391.0
Not in labour force	6.5	55.1	74.7	69.1	60.0	60.3	325.6
Total	31.1	152.7	227.6	158.2	84.4	62.6	716.6
—per cent—							
Unemployment rate	21.9	15.1	11.0	10.7	*11.0	*0.0	12.6

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



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

Retirement and Retirement Intentions

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

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

Age at retirement	Age at November 1986 (years)						Total	
	45-49	50-54	55-59	60-64	65-69	70 and over		
MALES								
	—'000—					—per cent—		
Less than 45	16.8	13.7	7.9	4.8	*2.9	*2.8	49.0	5.2
45-49	7.3	12.6	8.7	4.1	*2.1	*1.9	36.7	3.9
50-54	..	12.2	25.3	22.1	6.7	6.7	73.0	7.8
55-59	..	..	33.7	71.1	36.2	20.0	160.9	17.2
60-64	..	..	..	84.7	119.4	114.9	319.1	34.1
65-69	..	..	..	..	62.1	199.8	261.9	28.0
70 and over	..	..	..	..	..	36.0	36.0	3.8
Total	24.1	38.5	75.7	186.8	229.4	382.1	936.6	100.0
FEMALES								
Less than 45	169.6	138.8	140.2	136.2	108.3	185.5	878.6	60.2
45-49	18.7	34.1	24.9	17.6	13.8	9.7	118.9	8.2
50-54	..	22.1	47.2	38.4	22.4	22.0	152.1	10.4
55-59	..	..	25.2	47.0	31.4	28.1	131.8	9.0
60-64	..	..	..	26.9	38.4	64.1	129.3	8.9
65-69	..	..	..	..	7.9	29.9	37.7	2.6
70 and over	..	..	..	..	..	9.9	9.9	0.7
Total	188.3	195.1	237.5	266.1	222.2	349.2	1,458.4	100.0
PERSONS								
Less than 45	186.4	152.5	148.2	141.0	111.2	188.3	927.6	38.7
45-49	26.0	46.7	33.6	21.7	15.9	11.6	155.6	6.5
50-54	..	34.3	72.5	60.5	29.1	28.7	225.1	9.4
55-59	..	..	58.9	118.1	67.6	48.1	292.8	12.2
60-64	..	..	..	111.6	157.8	179.0	448.4	18.7
65-69	..	..	..	..	70.0	229.6	299.6	12.5
70 and over	..	..	..	..	..	45.9	45.9	1.9
Total	212.4	233.6	313.3	452.9	451.6	731.3	2,395.0	100.0

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

	<i>Age at November 1986 (years)</i>						<i>Total</i>
	<i>45-49</i>	<i>50-54</i>	<i>55-59</i>	<i>60-64</i>	<i>65-69</i>	<i>70 and over</i>	
Had retired from full-time work	212.4	233.6	313.3	452.9	451.6	731.3	2,395.0
Had not retired at age less than 45	186.4	152.5	148.2	141.0	111.2	188.3	927.6
Had retired at age 45 and over	26.0	81.1	165.1	311.9	340.4	543.0	1,467.4
Had retired early	26.0	81.1	165.1	285.0	232.0	203.4	992.5
Had not retired early	..	..	..	26.9	108.4	339.6	474.9
Had not retired from full-time work	585.3	454.6	365.1	180.2	32.6	18.8	1,636.6
Did not intend to retire from full-time work	42.2	34.9	32.3	23.2	13.8	13.3	159.7
Intended to retire from full-time work	543.1	419.7	332.8	157.0	18.8	5.5	1,476.9
Intended to retire early	175.2	117.7	82.1	16.2	..	..	391.3
Did not intend to retire early	211.2	187.0	174.2	105.1	9.5	*1.9	688.8
Did not know age intended to retire	156.7	115.0	76.5	35.7	9.3	3.6	396.8
Had never worked full-time and did not intend to work full-time	41.9	45.8	51.4	77.2	79.6	193.5	489.4
Total	839.5	734.0	729.7	710.3	563.8	943.6	4,521.1

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

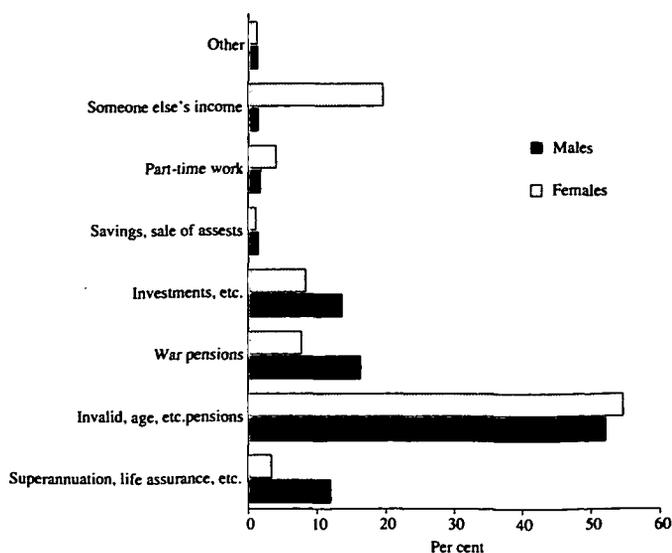
**PERSONS WHO HAD RETIRED FROM FULL-TIME WORK AT AGE 45 AND OVER:
SUMMARY OF CHARACTERISTICS
AND AGE AT RETIREMENT, NOVEMBER 1986**

	<i>Age at retirement (years)</i>						<i>Total</i>	<i>per cent</i>
	<i>45-49</i>	<i>50-54</i>	<i>55-59</i>	<i>60-64</i>	<i>65-69</i>	<i>70 and over</i>		
	—'000—							
Belonged to a retirement scheme	33.2	53.7	123.1	225.7	125.5	10.4	571.6	39.0
Had superannuation cover	28.3	46.2	112.7	207.6	112.2	6.6	513.5	35.0
In last full-time job	27.3	44.5	110.3	204.2	108.3	5.3	499.8	34.1
In some previous job	*1.0	*1.7	—5.8—	..	3.9	*1.3	13.7	0.9
Had life assurance or similar scheme	5.0	7.5	10.4	18.1	13.3	3.8	58.1	4.0
Did not belong to a retirement scheme	122.3	171.4	169.7	222.7	174.1	35.5	895.8	61.0
Total	155.6	225.1	292.8	448.4	299.6	45.9	1,467.4	100.0
Superannuation, life assurance, or similar scheme	4.3	10.7	37.3	72.1	27.0	*2.3	153.7	10.5
Invalid/age/supporting parent's/widow's pension	32.5	61.9	83.7	146.4	189.2	23.3	537.0	36.6
War disability/repat./service/war widow's pension	4.7	10.7	24.6	86.9	15.0	*2.1	144.0	9.8
Investments/interest/stocks/debentures, etc.	8.1	18.5	42.8	53.0	27.3	10.1	159.9	10.9
Savings/sale of assets	6.4	13.8	27.8	38.3	21.0	4.9	112.1	7.6
Part-time work	11.9	13.8	10.2	11.0	8.0	*1.5	56.3	3.8
Someone else's income	77.4	85.3	55.3	27.2	7.6	*1.0	253.8	17.3
Other	10.3	10.4	11.1	13.4	4.4	*0.8	50.5	3.4
Total	155.6	225.1	292.8	448.4	299.6	45.9	1,467.4	100.0

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

Age intended to retire	Age at November 1986 (years)						Total	
	45-49	50-54	55-59	60-64	65-69	70 and over		
MALES								
	—'000—						—per cent—	
45-49	*0.8	..	..	..	..	..	*0.8	*0.1
50-54	7.4	*2.3	..	..	..	..	9.6	0.9
55-59	41.2	25.7	12.7	..	..	..	79.6	7.2
60-64	74.6	63.8	62.8	16.2	..	..	217.5	19.8
65-69	149.2	131.2	133.0	88.7	4.4	..	506.4	46.1
70 and over	3.7	4.4	*3.3	3.9	3.9	*1.5	20.8	1.9
Did not know	96.3	74.5	56.2	26.9	6.5	*3.2	263.6	24.0
Total	374.4	301.8	268.0	135.7	14.8	4.8	1,099.5	100.0
FEMALES								
45-49	4.9	..	..	..	..	..	4.9	1.3
50-54	19.5	7.0	..	..	..	..	26.5	7.0
55-59	25.6	19.0	6.5	..	..	..	51.2	13.6
60-64	49.8	42.2	29.8	6.1	..	..	127.9	33.9
65-69	7.9	8.2	7.0	5.5	*0.4	..	29.0	7.7
70 and over	*0.6	*0.9	*1.1	*1.0	*0.8	*0.4	4.8	1.3
Did not know	60.4	40.6	20.4	8.8	*2.8	*0.4	133.3	35.3
Total	168.7	117.9	64.8	21.3	4.0	*0.7	377.5	100.0
PERSONS								
45-49	6.9	..	..	..	..	..	6.9	0.5
50-54	26.9	9.2	..	..	..	..	36.1	2.4
55-59	66.8	44.7	19.2	..	..	..	130.7	8.9
60-64	124.4	106.0	92.7	22.3	..	..	345.4	23.4
65-69	157.1	139.4	139.9	94.2	4.9	..	535.4	36.3
70 and over	4.3	5.3	4.5	4.9	4.7	*1.9	25.6	1.7
Did not know	156.7	115.0	76.5	35.7	9.3	3.6	396.8	26.9
Total	543.1	419.7	332.8	157.0	18.8	5.5	1,476.9	100.0

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



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

	Age intended to retire						Persons (a)	per cent
	Males			Females				
	45-64	65 and over	Total(a)	45-59	60 and over	Total(a)		
	—'000—							
Belonged to a retirement scheme	259.4	351.9	755.9	44.0	80.0	167.9	923.8	62.6
Had superannuation cover	239.3	297.9	651.0	39.5	70.8	144.1	795.1	53.8
In job at November 1986	230.8	278.9	616.1	38.7	66.9	138.8	754.8	51.1
In some previous job	8.5	19.0	35.0	*0.8	4.0	5.4	40.3	2.7
Had life assurance or similar scheme	20.1	54.0	104.9	4.5	9.2	23.8	128.7	8.7
Did not belong to a retirement scheme	49.3	175.3	343.6	38.5	81.6	209.5	553.1	37.4
Total	308.7	527.2	1,099.5	82.6	161.6	377.5	1,476.9	100.0
Superannuation, life assurance, or similar scheme	127.8	116.7	289.8	12.5	28.2	51.7	341.5	23.1
Invalid/age/supporting parent's/widow's pension	40.8	298.7	427.3	10.1	75.7	128.9	556.2	37.7
War disability/repatriation/service/war widow's pension	10.4	9.0	22.9	*0.1	*3.1	4.2	27.1	1.8
Investments/interest/stocks/debentures, etc.	67.4	42.1	148.8	11.2	15.9	38.4	187.2	12.7
Savings/sale of assets	20.7	17.7	59.0	4.1	5.1	16.3	75.3	5.1
Part-time work	15.5	10.6	33.4	*1.6	*1.5	5.1	38.5	2.6
Someone else's income	*2.9	*2.6	6.8	39.7	23.9	95.9	102.7	7.0
Other	7.6	*3.2	14.9	*0.7	*1.1	4.6	19.5	1.3
Did not know	15.5	26.5	96.6	*2.6	7.2	32.4	128.9	8.7
Total	308.7	527.2	1,099.5	82.6	161.6	377.5	1,476.9	100.0

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

Wage Rates, Earnings and Income

Industrial conciliation and arbitration

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

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

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

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

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

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

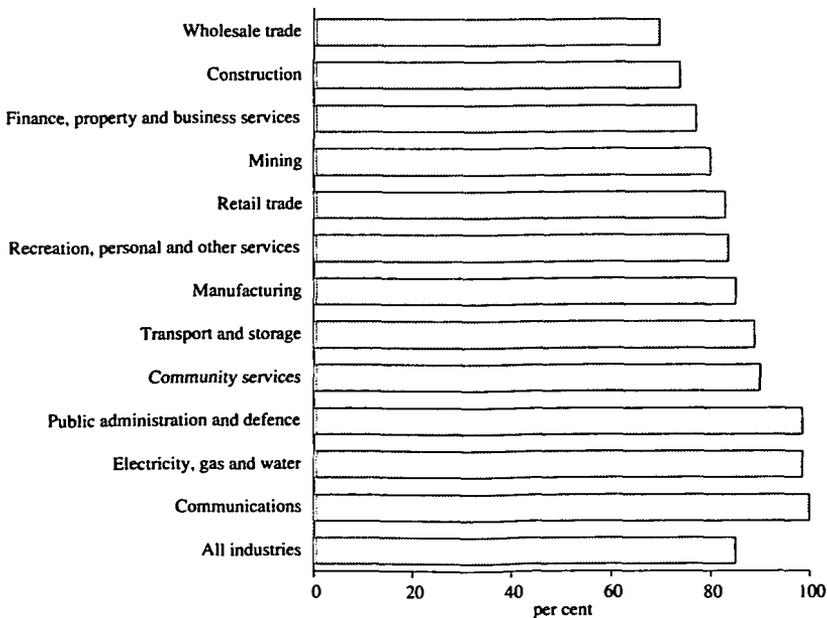
Following the National Wage Case hearings in October 1985, the Commission awarded an increase of 3.8 per cent to operate from the beginning of the first pay period to commence on or after 4 November 1985. The Commission also decided to defer discounting of wages for the price effects of devaluation until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

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

In March 1987, a two tier wage fixing system superseded the CPI-based indexation. The first tier was a flat increase of \$10 per week payable to all employees. The second tier was a percentage increase of up to 4 per cent, a maximum rate set by the Commission, negotiable between employees and employers.

National Wage Case hearings were held in February 1988 and, in accordance with the two tier wage fixing principles a flat increase of \$6 per week was handed down by the Commission. A subsequent percentage increase will be recommended by the Commission.

AWARD COVERAGE: EMPLOYEE CATEGORIES, AUSTRALIA, MAY 1985



Incidence of industrial awards

Details are shown of the award coverage of employees obtained as a part of a sample survey conducted in May 1985. 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 1985 (per cent)

Industry	Males				Females			
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Covered by awards, determinations and collective agreements			Not covered by awards, etc.
	Federal	State	Total(a)		Federal	State	Total(a)	
Mining	53.1	26.2	81.9	18.1	*29.7	*27.4	*60.9	*39.1
Manufacturing	48.9	32.5	84.0	16.0	39.7	46.7	87.9	12.1
Food, beverages and tobacco	25.5	56.3	85.7	14.3	20.4	69.1	91.4	*8.6
Textiles; Clothing and footwear	56.7	*23.0	80.7	*19.3	63.2	30.7	94.2	*5.8
Paper, paper products, printing and publishing	45.4	28.8	84.9	15.1	*33.5	44.0	80.6	*19.4
Chemical, petroleum and coal products	36.2	32.5	70.7	29.3	*21.3	59.3	81.1	*18.9
Metal products, machinery and equipment	62.3	22.1	85.6	14.4	49.3	37.3	88.3	*11.7
Basic metal products	38.8	46.3	85.7	*14.3	*29.1	*48.6	*77.7	*22.3
Fabricated metal products; Other machinery and equipment	61.0	17.8	80.6	19.4	42.1	42.2	86.6	*13.4
Transport equipment	80.0	13.6	94.0	*6.0	75.2	*20.4	96.0	—
Other manufacturing	39.7	41.1	82.6	17.4	*25.2	54.6	80.9	*19.1
Electricity, gas and water	38.6	59.9	98.5	—	*44.0	*54.3	98.3	—
Construction	35.4	38.9	77.0	23.0	*10.8	42.0	56.0	44.0
Wholesale trade	28.1	33.4	66.2	33.8	11.8	62.2	77.2	22.8
Retail trade	30.4	45.8	77.9	22.1	6.3	80.5	87.5	12.5
Transport and storage	55.3	31.5	90.6	9.4	47.2	29.7	79.3	*20.7
Communication	99.8	—	99.9	—	99.6	—	99.9	—
Finance, property and business services	32.1	28.7	69.1	30.9	29.1	46.4	84.2	15.8
Public administration and defence	53.4	44.3	98.6	—	64.7	32.3	98.2	—
Community services	14.0	72.9	88.4	11.6	6.9	82.6	90.9	9.1
Recreation, personal and other services	31.6	46.6	81.1	18.9	27.3	56.5	85.2	*14.8
All industries	40.0	40.5	83.4	16.6	21.6	63.4	87.4	12.6

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

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

Occupational 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 employees	27.7	48.9	78.9	21.1	8.8	81.2	92.1	7.9
Nurses	—	97.5	100.0	—	*4.6	93.9	99.0	*1.0
Teachers	13.0	77.7	93.1	*6.9	6.1	86.3	95.0	*5.0
Draftspersons and technicians	46.5	35.9	84.3	15.7	*23.8	61.0	86.8	*13.2
Other professionals	31.3	30.6	64.6	35.4	20.1	47.6	71.7	28.3
Administrative, executive and managerial employees	15.7	13.0	34.8	65.2	—	—	—	66.0
Clerical employees	48.6	33.4	87.0	13.0	27.9	53.4	85.4	14.6
Sales employees	17.7	57.1	78.2	21.8	4.2	83.4	88.6	11.4
Farmers, fisherpersons and related employees	*25.1	61.0	87.5	*12.5	*10.8	*76.2	*91.6	*8.4
Miners, quarry and related employees	57.1	*26.9	86.6	*13.4	—	—	—	—
Employees in transport and communications	49.9	38.3	91.7	8.3	*41.0	44.1	88.2	*11.8
Tradespersons, production-process employees and labourers, n.e.c.	52.9	37.7	92.5	7.5	53.8	40.0	94.8	5.2
Textile, clothing, footwear and leather goods makers and related employees	60.4	*37.1	93.5	*6.5	64.4	32.6	97.2	*2.8
Machine toolmakers, metal machinists, mechanics, plumbers and related metal employees	63.8	27.2	92.3	7.7	*50.9	*40.6	*91.5	*8.5
Electricians and related electrical and electronics employees	67.1	27.6	95.7	*4.3	*93.6	*3.0	*96.7	*3.3
Metalmaking and related employees	68.3	26.8	95.5	*4.5	90.4	*5.2	95.7	*4.3
Carpenters, cabinetmakers and related employees, building etc. tradespersons and construction employees	41.5	44.2	87.3	12.7	*27.3	*57.8	*85.2	*14.8
Packers, wrappers, labellers, storepersons and freight handlers	41.1	50.9	94.3	*5.7	*25.8	67.2	94.1	*5.9
Labourers, apprentices, factory employees, n.e.c.	42.5	47.5	92.8	7.2	*48.1	*41.9	92.7	*7.3
Service, sport and recreation employees	20.1	71.2	92.3	*7.7	17.8	71.5	90.0	*10.0
Other	97.2	—	97.2	—	—	—	79.9	—
All occupations	40.0	40.5	83.4	16.6	21.6	63.4	87.4	12.6

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

Award rates of pay indexes

The award rates of pay indexes are based on a representative sample of award designations, designed to measure trends in rates payable under awards. The indexes are based on the occupation structure existing in May 1985. The base period chosen for the indexes is June 1985. Estimates of minimum award rates of pay for each component of the series are expressed as index numbers such that June 1985=100.0.

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

Industry	Males			Females		
	1985	1986	1987	1985	1986	1987
	—December—					
Manufacturing—						
Food, beverages, tobacco	103.8	106.3	110.7	103.8	106.5	111.1
Textiles; Clothing, and footwear	103.8	106.2	112.1	103.8	106.2	112.7
Paper, printing and publishing	103.8	106.2	111.0	103.8	106.2	111.2
Chemicals, petroleum, and coal	103.8	106.3	110.9	103.8	106.5	110.5
Metal products, machinery and equipment	103.8	106.2	112.0	103.8	106.2	112.4
Basic metal products	103.9	106.2	111.0	103.9	106.2	111.1
Fabricated metal products,						
Other machinery and equipment	103.8	106.2	112.8	103.8	106.2	112.4
Transport equipment	103.8	106.2	111.7	103.8	106.2	112.7
Other manufacturing (a)	103.8	106.2	112.2	103.8	106.2	111.5
Non-manufacturing—						
Mining	103.7	106.1	112.3	103.8	106.1	113.3
Electricity, gas and water	103.8	106.3	110.3	103.8	106.4	111.0
Construction	103.8	106.2	110.9	103.8	106.2	110.5
Wholesale trade	103.8	106.2	111.0	103.8	106.2	110.5
Retail trade	103.8	106.2	110.4	103.8	106.2	110.2
Transport and storage	103.8	106.2	110.4	103.8	106.2	110.6
Communication	103.8	106.2	111.9	103.9	106.3	113.1
Finance, property and business services	103.8	106.2	109.7	103.8	106.2	110.2
Public administration and defence (b)	103.8	106.3	109.3	103.8	106.2	109.5
Community services	103.9	106.5	109.3	103.8	107.7	111.5
Recreation, personal and other services	103.9	106.3	110.5	103.8	106.2	110.3
Total all industries (c)	103.8	106.3	110.6	103.8	106.8	111.1

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

Average weekly earnings

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

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

AVERAGE WEEKLY EARNINGS OF EMPLOYEES, AUSTRALIA

Reference period— pay period ending on or before	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly total earnings	Average weekly ordinary time earnings	Average weekly total earnings	Average weekly total earnings
	—dollars—								
1984—									
17 February	376.20	400.70	370.60	304.10	311.00	246.50	353.10	371.90	321.30
18 May	388.00	415.70	383.80	316.90	324.20	257.10	365.20	386.30	333.40
17 August	392.40	419.20	386.20	319.00	326.70	256.20	369.00	389.80	334.30
16 November	397.80	427.30	389.50	325.50	333.50	255.10	375.30	398.10	335.40
1985—									
15 February	399.60	429.00	392.70	328.40	335.90	260.10	377.50	400.10	340.10
17 May	404.50	435.50	397.20	334.40	343.10	263.40	382.80	406.90	344.10
16 August	409.80	441.60	403.10	338.70	346.80	265.00	387.90	412.50	347.80
15 November	419.60	453.60	413.90	345.30	353.70	268.40	396.90	423.10	355.60
1986—									
21 February	427.20	460.10	422.70	352.80	360.60	276.40	404.20	429.50	364.10
16 May	432.60	465.90	425.50	356.40	364.90	278.20	409.20	434.90	366.50
15 August	444.00	476.20	437.20	363.60	371.90	282.90	418.90	443.70	373.70
21 November	452.10	488.60	446.30	372.70	382.00	287.60	427.20	455.20	380.60
1987—									
20 February r	454.40	487.70	444.50	375.70	384.10	291.00	429.60	455.10	381.30
15 May	461.30	497.40	450.90	383.00	393.10	298.90	436.20	464.00	387.30
21 August	470.30	504.50	457.00	388.90	398.20	302.30	444.20	470.50	392.50
20 November	477.50	516.30	470.00	392.00	401.90	306.50	450.10	479.70	401.80
1988—									
19 February	485.70	522.40	474.90	402.20	412.20	315.30	458.80	486.90	408.80

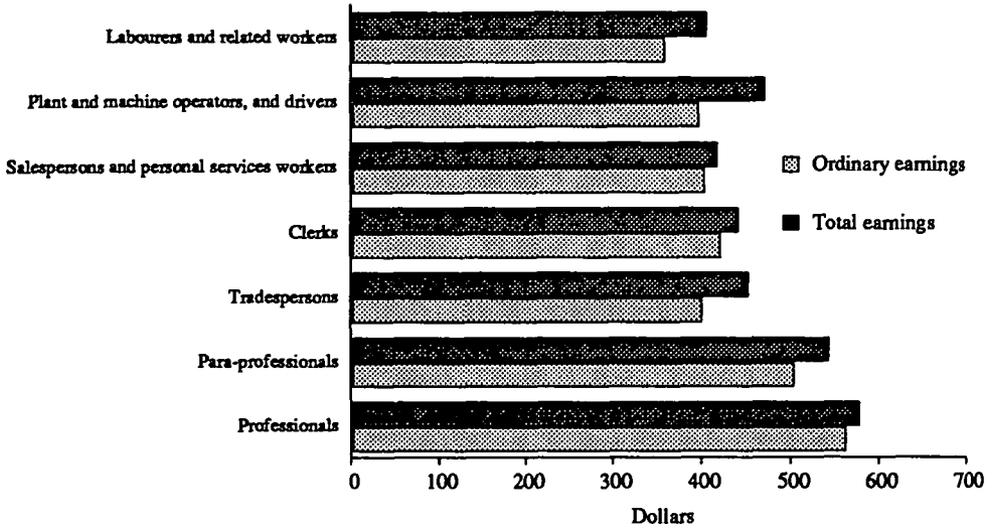
In the November survey, additional information is collected relating to part-time and junior employees, managerial staff and hours of work.

**FULL-TIME NON-MANAGERIAL EMPLOYEES: AVERAGE EARNINGS AND HOURS PAID
FOR, INDUSTRIES, NOVEMBER 1987**

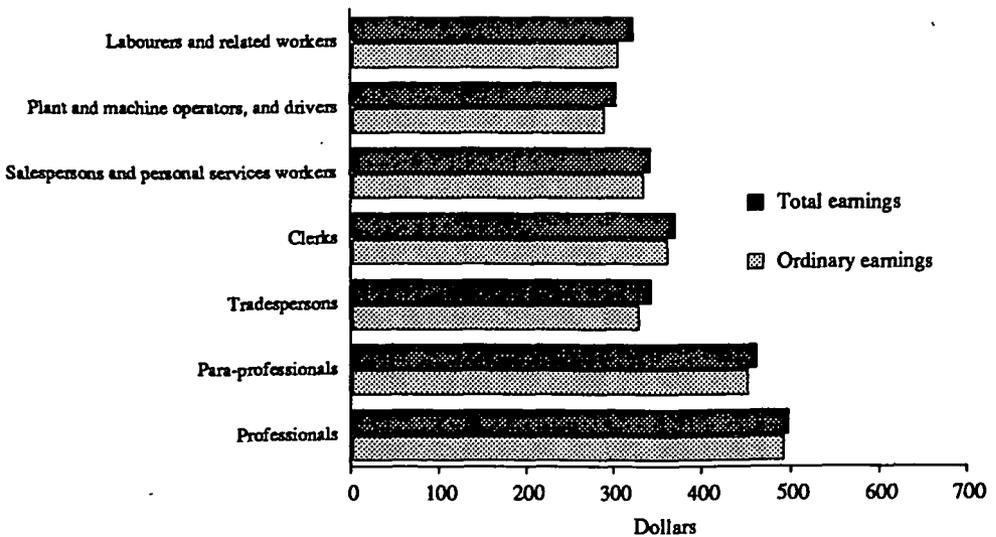
	Males			Females			Persons		
	Average weekly earnings (\$)	Average weekly hours paid for	Average hourly earnings (\$)	Average weekly earnings (\$)	Average weekly hours paid for	Average hourly earnings (\$)	Average weekly earnings (\$)	Average weekly hours paid for	Average hourly earnings (\$)
ADULT EMPLOYEES									
Mining	720.80	42.5	16.96	465.20	39.7	11.71	702.70	42.3	16.61
Manufacturing	467.10	42.3	11.05	345.40	39.1	8.82	436.50	41.5	10.52
Food, beverages and tobacco	450.30	42.3	10.64	363.40	39.6	9.17	428.60	41.6	10.29
Textiles; Clothing and footwear	435.90	45.2	9.65	297.30	38.9	7.65	352.50	41.4	8.52
Paper, printing and publishing	532.00	40.7	13.08	392.40	37.9	10.36	489.30	39.8	12.29
Chemical, petroleum and coal products	511.70	41.4	12.35	370.00	39.0	9.49	465.50	40.6	11.45
Metal products, machinery and equipment—									
Basic metal products	531.10	41.7	12.73	409.50	38.5	10.64	521.90	41.5	12.58
Fabricated metal products; Other machinery and equipment	445.40	42.2	10.55	348.10	40.2	8.65	425.00	41.8	10.17
Transport equipment	470.10	41.5	11.34	357.70	39.9	8.97	456.10	41.3	11.05
<i>Total metal products, etc.</i>	<i>471.10</i>	<i>41.9</i>	<i>11.24</i>	<i>355.90</i>	<i>40.0</i>	<i>8.90</i>	<i>452.70</i>	<i>41.6</i>	<i>10.83</i>
Other manufacturing	436.70	43.3	10.08	340.40	38.7	8.80	418.30	42.4	9.86
Electricity, gas and water	510.30	39.5	12.92	394.00	37.4	10.54	499.70	39.3	12.72
Construction	499.30	41.1	12.14	374.50	38.4	9.76	489.50	40.9	11.96
Wholesale trade	440.10	40.2	10.96	380.90	38.6	9.87	423.50	39.7	10.66
Retail trade	376.90	41.1	9.17	320.30	39.6	8.09	353.90	40.5	8.74
Transport and storage	518.40	42.1	12.31	407.90	39.7	10.27	504.00	41.8	12.06
Communication	464.50	38.5	12.08	399.80	38.1	10.50	450.30	38.4	11.73
Finance, property and business services	501.00	39.7	12.62	390.10	38.0	10.27	441.50	38.8	11.39
Public administration and defence	450.70	38.5	11.70	404.90	37.0	10.93	434.90	38.0	11.44
Community services	509.00	38.4	13.26	435.70	37.4	11.66	466.00	37.8	12.33
Recreation, personal and other services	420.50	40.2	10.47	357.90	39.1	9.15	395.10	39.7	9.94
Total all industries	481.90	40.6	11.87	393.90	38.1	10.33	451.60	39.8	11.36
JUNIOR EMPLOYEES									
Mining	403.40	39.0	10.36	257.50	37.9	6.79	365.00	38.7	9.43
Manufacturing	234.10	39.9	5.87	221.80	38.7	5.72	231.40	39.6	5.84
Food, beverages and tobacco	245.70	40.1	6.13	224.50	38.1	5.89	240.30	39.6	6.07
Textiles; Clothing and footwear	251.60	40.6	6.20	214.80	39.0	5.51	227.80	39.6	5.76
Paper, printing and publishing	236.20	38.8	6.09	206.20	38.1	5.42	224.30	38.5	5.82
Chemical, petroleum and coal products	245.60	38.3	6.41	212.00	37.4	5.66	227.20	37.9	6.00
Metal products, machinery and equipment—									
Basic metal products	283.70	38.2	7.43	260.20	37.6	6.92	281.40	38.1	7.38
Fabricated metal products; Other machinery and equipment	236.10	40.7	5.80	234.20	39.2	5.97	235.90	40.5	5.82
Transport equipment	242.40	39.7	6.11	264.40	39.7	6.66	243.70	39.7	6.14
<i>Total metal products, etc.</i>	<i>243.60</i>	<i>40.1</i>	<i>6.07</i>	<i>241.40</i>	<i>39.1</i>	<i>6.17</i>	<i>243.30</i>	<i>40.0</i>	<i>6.08</i>
Other manufacturing	208.40	39.6	5.26	231.00	39.8	5.81	211.50	39.6	5.34
Electricity, gas and water	285.90	37.9	7.55	260.90	36.9	7.07	279.90	37.6	7.43
Construction	266.10	39.6	6.72	218.90	38.8	5.64	262.30	39.5	6.63
Wholesale trade	222.30	39.2	5.67	231.20	39.0	5.93	225.10	39.2	5.75
Retail trade	202.10	40.8	4.95	199.80	39.0	5.13	201.00	40.0	5.03
Transport and storage	241.80	38.2	6.34	244.90	39.4	6.22	243.10	38.6	6.29
Communication	303.10	36.8	8.25	244.70	36.8	6.64	285.40	36.8	7.76
Finance, property and business services	248.10	38.7	6.40	234.50	38.4	6.11	238.90	38.5	6.21
Public administration and defence	254.90	38.1	6.70	242.90	37.1	6.54	247.50	37.5	6.60
Community services	249.30	38.1	6.54	255.10	38.2	6.68	253.50	38.1	6.65
Recreation, personal and other services	219.10	40.2	5.45	186.30	39.6	4.71	196.70	39.8	4.94
Total all industries	235.60	39.6	5.94	224.20	38.6	5.81	230.50	39.2	5.88

AVERAGE WEEKLY ORDINARY TIME AND TOTAL EARNINGS OF ADULT FULL-TIME NON-MANAGERIAL EMPLOYEES IN MAJOR ASCO OCCUPATIONAL GROUPS, MAY 1987

MALES



FEMALES



Distribution and composition of earnings

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

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

The information presented in this sub-section relates solely to the earnings data collected in the May 1987 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 1987 (\$)

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
MALES									
Overtime	32.40	33.00	25.50	28.70	35.20	25.60	36.40	23.40	31.30
Ordinary time—									
Award or agreed base rate of pay	407.00	400.00	399.50	383.00	424.20	397.50	452.80	499.80	406.00
Payment by measured result (a)	7.40	2.00	6.60	2.10	4.50	*7.40	*1.70	*0.60	4.90
Over-award and other pay	7.90	11.20	8.10	6.90	8.00	5.10	*3.90	*1.10	8.50
Total	454.60	446.20	439.60	420.70	471.90	435.50	494.90	524.90	450.60
FEMALES									
Overtime	6.30	7.80	3.40	4.20	7.10	5.80	*11.50	7.80	6.30
Ordinary time—									
Award or agreed base rate of pay	293.10	288.60	267.60	269.60	278.40	257.60	350.70	337.30	285.70
Payment by measured result (a)	0.70	1.10	*1.10	*0.60	*0.30	*0.30	*0.60	—	0.80
Over-award and other pay	4.10	4.80	3.10	2.40	2.80	*0.60	*0.80	0.50	3.70
Total	304.10	302.20	275.20	276.80	288.70	264.20	363.60	345.60	296.50
PERSONS									
Overtime	21.40	22.00	16.00	18.20	22.60	16.80	25.50	16.30	20.50
Ordinary time—									
Award or agreed base rate of pay	358.70	351.40	343.20	334.60	359.00	335.10	407.90	426.70	354.10
Payment by measured result (a)	4.50	1.60	4.20	1.50	2.60	*4.20	*1.30	*0.30	3.10
Over-award and other pay	6.30	8.40	6.00	5.00	5.70	3.10	*2.50	0.80	6.40
Total	390.90	383.40	369.50	359.30	389.90	359.20	437.20	444.10	384.10

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

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

In 1987, males in the 'Professionals' group had the highest average weekly earnings while those in 'Labourers and related workers' had the lowest. For females, the occupation group with the highest average weekly earnings was 'Professionals' and the lowest was 'Plant and machine operators, and drivers'.

Non-Wage Benefits

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

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

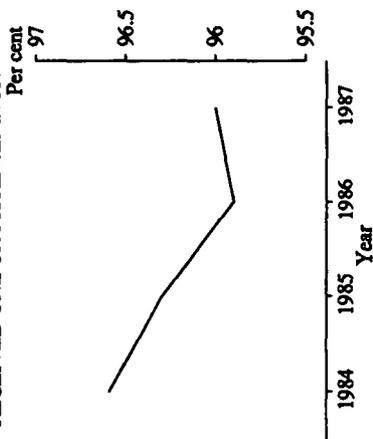
The survey also showed that employees at the highest levels of earnings were more likely to receive non-wage benefits. The exceptions were goods and services and annual and sick leave. Children's education expenses were rarely provided. There was also an increased likelihood of receiving benefits as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

ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND WEEKLY EARNINGS IN MAIN JOB AUGUST 1987

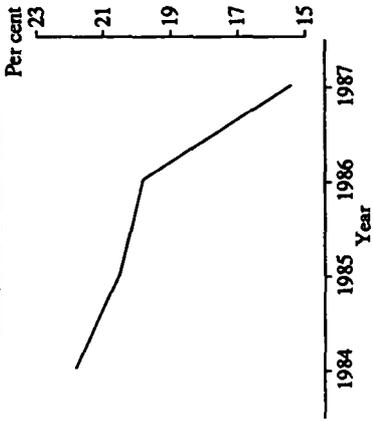
	<i>Weekly earnings in main job (dollars)</i>														
	<i>120 and under 120</i>		<i>200 and under 200</i>		<i>280 and under 280</i>		<i>360 and under 360</i>		<i>440 and under 440</i>		<i>520 and under 520</i>		<i>600 and over</i>		<i>Total</i>
Total employees ('000)	533.4	551.7	816.5	1,262.2	973.1	631.1	449.0	600.6	5,817.6						
PERCENTAGE OF EMPLOYEES RECEIVING BENEFIT															
Type of benefit—															
Holiday expenses	*0.3	1.3	2.6	3.0	4.0	5.8	6.2	6.5	3.6						
Low-interest finance	*0.1	0.9	2.0	2.4	3.5	4.4	4.2	6.9	3.0						
Goods and services	12.1	18.8	17.9	17.0	15.0	12.6	10.2	13.0	15.1						
Housing	2.0	2.1	2.8	1.9	3.2	4.0	4.6	7.5	3.3						
Electricity	1.8	1.5	2.1	1.4	1.3	1.9	2.1	3.4	1.9						
Telephone	3.0	3.3	4.3	4.5	7.5	11.2	13.1	22.1	7.9						
Transport	4.2	6.3	7.4	9.9	16.4	21.4	23.0	36.2	14.7						
Medical	*0.5	1.6	1.9	2.3	2.8	4.3	4.7	8.2	3.1						
Union dues	*0.4	0.7	0.9	1.1	1.9	2.3	3.5	7.3	2.1						
Club fees	*0.4	*0.5	0.4	0.5	0.8	1.2	2.2	5.5	1.3						
Entertainment allowance	*0.2	*0.6	*0.4	0.6	1.3	2.3	3.1	7.1	1.7						
Shares	0.7	0.9	1.0	1.5	2.4	2.5	2.8	6.2	2.1						
Study leave	1.3	1.6	1.4	1.5	2.1	3.0	3.6	3.4	2.1						
Superannuation	2.2	10.9	23.9	37.6	49.6	58.9	67.2	71.0	39.9						
Child care/education expenses	*0.2	*0.1	*0.2	*0.1	*0.3	*0.2	*0.5	*0.4	0.2						
Sick leave	15.2	58.0	78.3	89.7	92.7	93.3	95.1	92.3	79.8						
Annual leave	14.9	58.5	79.3	90.4	93.3	93.7	95.4	93.2	80.4						
Long-service leave	11.3	38.6	56.8	71.5	79.7	83.9	86.4	83.3	65.9						

FULL-TIME EMPLOYEES: SELECTED BENEFITS RECEIVED, AUGUST 1984 TO 1987

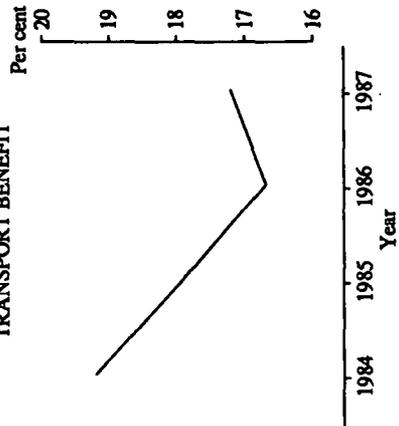
RECEIVED ONE OR MORE BENEFITS



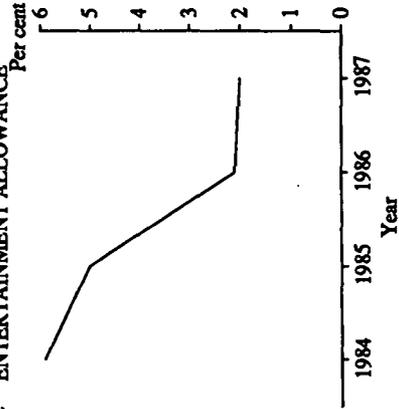
GOODS AND SERVICES



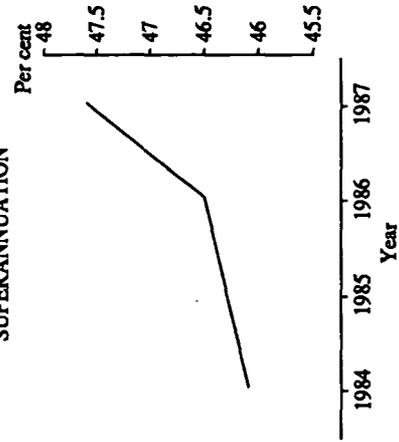
TRANSPORT BENEFIT



ENTERTAINMENT ALLOWANCE



SUPERANNUATION



**ALL EMPLOYEES: TYPE OF BENEFIT RECEIVED AND HOURS WORKED IN MAIN JOB
AUGUST 1987**

	<i>Hours worked in main job—</i>						<i>Total</i>
	<i>Under 20</i>	<i>20-29</i>	<i>30-34</i>	<i>35-39</i>	<i>40</i>	<i>41 and over</i>	
Total employees ('000)	1,000.3	500.1	530.2	1,180.8	1,271.5	1,334.6	5,817.6
PERCENTAGE OF EMPLOYEES RECEIVING BENEFIT							
Type of benefit—							
Holiday expenses	2.1	3.1	4.7	3.2	4.2	4.4	3.6
Low-interest finance	1.2	1.9	4.3	3.0	3.6	3.6	3.0
Goods and services	13.3	15.5	14.2	13.5	15.0	18.2	15.1
Housing	1.7	1.6	2.8	2.0	3.7	6.1	3.3
Electricity	1.0	1.3	1.6	1.0	1.9	3.5	1.9
Telephone	3.9	5.4	7.0	5.6	6.9	15.3	7.9
Transport	6.9	8.9	11.4	10.2	15.6	27.3	14.7
Medical	1.5	1.9	3.7	3.3	3.4	4.0	3.1
Union dues	0.8	0.9	1.2	1.3	1.8	4.6	2.1
Club fees	0.5	*0.6	*0.6	0.9	1.2	2.7	1.3
Entertainment allowance	0.5	*0.6	0.8	0.8	1.6	4.1	1.7
Shares	1.2	1.3	1.5	1.5	2.0	4.1	2.1
Study leave	1.5	1.8	2.5	2.4	1.9	2.5	2.1
Superannuation	19.6	27.8	44.2	50.5	40.0	48.6	39.9
Child care/education expenses	*0.2	*0.1	*0.0	*0.2	*0.1	0.4	0.2
Sick leave	40.7	62.0	85.7	93.7	92.5	89.2	79.8
Annual leave	40.6	62.4	86.3	94.2	93.1	90.4	80.4
Long-service leave	36.0	50.9	74.1	81.3	72.1	71.0	65.9

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)

	Females			Total	Persons
	Males	Married	Not married		
AUGUST 1986					
Aggregate weekly hours worked (million)	166.8	46.3	33.1	79.4	246.2
By full-time workers	162.5	34.0	29.6	63.6	226.1
By part-time workers	4.3	12.3	3.5	15.9	20.1
Average weekly hours worked	39.9	28.1	31.4	29.4	35.8
By full-time workers	41.6	38.6	37.0	37.8	40.5
By part-time workers	15.4	16.0	13.9	15.5	15.5
By wage and salary earners	38.4	28.0	31.4	29.5	34.7
By other than wage and salary earners (b)	46.5	28.4	30.5	28.7	40.8
Average weekly hours worked by persons who worked one hour or more in the reference week	42.0	29.5	33.0	30.9	37.6
By full-time workers	43.8	40.6	38.9	39.8	42.6
By part-time workers	16.3	16.8	14.6	16.3	16.3
AUGUST 1987					
Aggregate weekly hours worked (million)	169.8	48.1	33.9	81.9	251.7
By full-time workers	165.0	35.0	29.8	64.8	229.7
By part-time workers	4.8	13.1	4.1	17.2	22.0
Average weekly hours worked	39.8	28.0	31.0	29.2	35.6
By full-time workers	41.8	38.5	37.2	37.9	40.6
By part-time workers	15.3	16.2	14.0	15.6	15.5
By wage and salary earners	38.3	27.9	31.0	29.3	34.6
By other than wage and salary earners (b)	46.6	28.2	30.4	28.5	40.8
Average weekly hours worked by persons who worked one hour or more in the reference week	41.9	29.5	32.5	30.7	37.4
By full-time workers	43.9	40.7	39.2	40.0	42.7
By part-time workers	16.2	17.0	14.6	16.4	16.3
AUGUST 1988					
Aggregate weekly hours worked (million)	177.1	51.2	35.7	86.9	264.0
By full-time workers	172.5	37.1	31.5	68.6	241.1
By part-time workers	4.5	14.1	4.2	18.3	22.8
Average weekly hours worked	40.6	28.2	31.1	29.3	36.0
By full-time workers	42.5	38.8	37.6	38.2	41.2
By part-time workers	15.0	16.4	13.6	15.6	15.5
By wage and salary earners	39.1	28.2	31.2	29.5	35.1
By other than wage and salary earners (b)	47.2	27.9	29.0	28.0	40.9
Average weekly hours worked by persons who worked one hour or more in the reference week	42.8	29.8	32.7	30.9	38.0
By full-time workers	44.8	41.1	39.6	40.4	43.5
By part-time workers	16.0	17.3	14.2	16.5	16.4

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

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

**EMPLOYED PERSONS: AVERAGE WEEKLY HOURS WORKED (a) BY INDUSTRY
AUGUST 1988**

Industry	Males	Females		Persons
		Married	Total	
Agriculture, forestry, fishing and hunting	47.9	26.6	27.3	42.0
Agriculture and services to agriculture	48.4	27.1	27.8	42.4
Forestry and logging, fishing and hunting	41.6	16.0	15.2	36.6
Mining	41.5	*34.3	37.2	41.2
Manufacturing	40.4	32.2	33.0	38.5
Food, beverages and tobacco	39.5	32.5	32.6	37.5
Metal products	41.5	30.8	31.9	40.4
Other manufacturing	40.3	32.2	33.1	38.2
Electricity, gas and water	33.9	*27.1	30.0	33.5
Construction	40.4	18.8	21.1	38.0
Wholesale and retail trade	41.2	28.7	27.5	35.1
Wholesale trade	41.8	28.1	31.1	38.6
Retail trade	40.8	28.9	26.5	33.6
Transport and storage	40.3	27.0	30.2	38.3
Communication	34.4	30.0	29.8	33.2
Finance, property and business services	42.0	28.2	31.3	36.7
Public administration and defence	36.2	29.5	31.4	34.4
Community services	39.2	27.5	29.5	32.9
Recreation, personal and other services	38.9	27.5	27.6	32.4
All industries	40.6	28.2	29.3	36.0

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

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

OVERTIME BY INDUSTRY

Industry	November 1983							May 1988(b)
	May 1983(a)	May old(a)	May new(b)	May 1984(b)	May 1985(b)	May 1986(b)	May 1987(b)	
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME								
Mining	8.4	9.0	8.9	8.7	10.5	9.2	9.4	11.1
Manufacturing	7.5	8.0	7.8	7.8	7.7	7.8	7.9	8.3
Food, beverages and tobacco	6.7	7.7	6.9	6.0	6.3	7.3	6.8	7.3
Textiles; Clothing and footwear	10.5	10.1	8.6	8.6	8.9	7.9	8.4	7.1
Paper, printing, etc.	6.5	7.4	6.9	6.2	6.0	6.6	7.4	7.5
Chemical, petroleum and coal products	7.4	6.9	7.6	10.3	9.0	8.7	8.6	7.8
Basic metal products	7.3	8.5	9.0	10.7	9.2	9.3	9.9	10.2
Fabricated metal products; Other machinery, etc.	7.7	7.5	8.9	7.7	7.6	7.5	7.8	9.0
Transport equipment	7.3	8.6	8.1	7.8	9.3	8.4	8.9	8.9
Other manufacturing	7.5	7.9	7.0	7.8	7.1	7.9	7.6	8.2
Electricity, gas and water	7.9	7.4	6.9	7.2	7.3	7.0	7.2	7.6
Construction	8.2	7.6	7.8	6.9	7.3	7.0	8.0	8.4
Wholesale trade	6.3	6.2	5.9	6.0	6.4	6.6	6.8	6.9
Retail trade	3.9	4.0	3.9	3.7	3.5	3.9	3.7	4.4
Transport and storage; Communication	7.4	7.2	7.0	7.3	7.6	7.9	7.3	9.3
Public administration and defence	6.8	7.4	5.6	5.6	5.0	5.3	5.0	5.7
Community services	6.8	7.4	5.6	5.6	6.3	6.0	5.9	5.8
Other	5.2	5.1	5.5	6.2	6.1	5.2	5.4	5.7
All industries	6.9	7.1	6.7	6.7	6.8	6.8	6.8	7.3

For footnotes see over.

OVERTIME BY INDUSTRY—*continued*

Industry	November 1983							
	May 1983(a)	May old(a)	May new(b)	May 1984(b)	May 1985(b)	May 1986(b)	May 1987(b)	May 1988(b)
PERCENTAGE OF EMPLOYEES IN THE SURVEY WORKING OVERTIME								
Mining	45.3	45.6	42.4	46.7	42.6	46.2	44.1	44.0
Manufacturing	23.7	29.9	28.1	28.0	31.5	31.5	33.6	32.6
Food, beverages and tobacco	30.8	38.2	35.4	34.2	37.3	38.4	40.4	39.2
Textiles; Clothing and footwear	21.2	26.8	27.0	24.6	24.7	20.3	24.8	26.6
Paper, printing, etc.	20.7	25.1	22.6	17.9	19.7	19.7	24.7	24.9
Chemical, petroleum and coal products	23.4	25.9	26.3	22.2	22.0	24.0	29.3	29.3
Basic metal products	29.3	36.0	30.6	38.0	37.7	41.8	45.1	43.0
Fabricated metal products; Other machinery, etc.	22.9	27.6	26.2	26.8	31.1	33.9	35.5	30.3
Transport equipment	14.3	22.6	24.5	30.7	37.6	32.5	32.7	35.7
Other manufacturing	24.2	32.1	28.3	27.8	33.7	33.3	35.5	33.5
Electricity, gas and water	22.0	21.7	21.7	23.0	24.6	23.8	21.0	23.3
Construction	23.4	24.4	20.0	17.4	21.1	25.4	21.5	26.4
Wholesale trade	17.0	17.7	18.3	15.5	16.7	15.3	15.2	19.3
Retail trade	17.4	19.3	14.5	15.5	19.3	17.8	16.8	17.9
Transport and storage;								
Communication	27.6	30.7	26.9	27.0	31.9	31.5	28.6	31.2
Public administration and defence	7.7	7.2	7.7	8.3	14.8	14.0	13.7	14.7
Community services	7.7	7.2	7.7	8.3	5.0	6.2	7.0	6.6
Other	11.8	10.9	8.2	7.4	9.9	9.5	10.0	12.1
All industries	17.4	19.0	16.3	16.5	18.2	18.1	18.1	19.0

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

Labour Costs

Major labour costs statistics are produced from an annual survey of employers. This survey was conducted for the second time in 1987 and collected costs incurred by private sector employers, for gross wages and salaries; superannuation contributions; workers' compensation; payroll tax; and fringe benefits tax for the year ended 30 June 1987.

MAJOR LABOUR COSTS: PRIVATE SECTOR, INDUSTRIES, 1986-87

Type of cost	COSTS (\$ million)								
	Mining	Manufac- turing	Con- struc- tion	Whole- sale and retail trade	Transport and Com- muni- cation	Finance, property and business services	Com- muni- ty Elec- tricity, gas and water	Recre- ation, personal and other services	Total all indus- tries
Gross wages and salaries	2,780	21,164	4,371	16,394	3,538	13,031	7,132	3,607	72,017
Other labour costs—									
Payroll tax	153	1,040	136	569	147	596	99	110	2,850
Workers' compensation	110	881	220	388	133	135	107	81	2,056
Superannuation	123	676	163	488	125	633	242	*56	2,508
Fringe benefits tax	32	87	*29	103	12	180	14	18	474
Major labour costs	3,198	23,848	4,920	17,942	3,956	14,575	7,595	3,871	79,905

MAJOR LABOUR COSTS: PRIVATE SECTOR, INDUSTRIES, 1986-87—continued

Type of cost	Mining	Manu- facturing	Con- struc- tion	Whole- sale and retail trade	Transport and Com- muni- cation	Finance, property and business services	Com- munity	Recre- ation,	Total
							Elec- tricity, gas and water	personal and other services	
COSTS PER EMPLOYEE									
—dollars—									
Gross wages and salaries	34,414	20,812	22,114	15,556	22,999	21,204	16,782	11,708	18,702
Other labour costs—									
Payroll tax	1,891	1,023	689	540	958	971	233	356	740
Workers' compensation	1,358	867	1,115	369	865	220	253	262	534
Superannuation	1,527	665	826	463	815	1,031	569	*182	651
Fringe benefits tax	399	85	*146	98	80	292	34	57	123
Major labour costs	39,589	23,451	24,891	17,025	25,717	23,717	17,871	12,564	20,751
—per cent—									
Superannuation—									
Employees covered	71.0	45.1	40.7	23.4	36.4	35.3	19.3	10.5	31.9
—dollars—									
Cost per employee covered	2,150	1,474	2,031	1,984	2,243	2,924	2,957	1,730	2,040
COSTS AS A PERCENTAGE OF MAJOR LABOUR COSTS									
Gross wages and salaries	86.9	88.8	88.9	91.4	89.4	89.4	93.9	93.2	90.1
Other labour costs—									
Payroll tax	4.8	4.4	2.8	3.2	3.7	4.1	1.3	2.8	3.6
Workers' compensation	3.4	3.7	4.5	2.2	3.4	0.9	1.4	2.1	2.6
Superannuation	3.9	2.8	3.3	2.7	3.2	4.4	3.2	*1.5	3.1
Fringe benefits tax	1.0	0.4	*0.6	0.6	0.3	1.2	0.2	0.5	0.6
Major labour costs	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
COSTS AS A PERCENTAGE OF GROSS WAGES AND SALARIES									
Payroll tax	5.5	4.9	3.1	3.5	4.2	4.6	1.4	3.0	4.0
Workers' compensation	4.0	4.2	5.0	2.4	3.8	1.0	1.5	2.2	2.9
Superannuation	4.4	3.2	3.7	3.0	3.5	4.9	3.4	*1.6	3.5
Fringe benefits tax	1.2	0.4	*0.7	0.6	0.4	1.4	0.2	0.5	0.7
Other labour costs	15.0	12.7	12.6	9.4	11.8	11.9	6.5	7.3	11.0

Industrial Disputes

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

INDUSTRIAL DISPUTES: AUSTRALIA

Year	Number of disputes		Employees involved ('000)		Working days lost ('000)
	Commenced in year	Total (a)	Newly involved (b)	Total (a)	
1982	2,045	2,060	678.4	706.1	1,980.4
1983	1,779	1,787	452.8	470.2	1,641.4
1984	1,958	1,965	551.1	560.3	1,307.4
1985	r1,876	r1,895	552.6	570.5	1,256.2
1986	r1,747	r1,756	673.9	691.7	1,390.7
1987	1,512	1,517	593.4	608.8	1,311.9

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

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

The annual figures contained in these tables relate to disputes in *progress*.

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

Year	<i>Manufacturing</i>							All industries
	<i>Mining</i>		<i>Metal products, machinery and equipment</i>	<i>Other</i>	<i>Construc- tion</i>	<i>Transport and storage; Communi- cation</i>	<i>Other industries (a)</i>	
	<i>Coal</i>	<i>Other</i>						
1982	525.8	157.1	241.8	333.0	231.1	296.2	373.1	2,158.0
1983	122.8	194.7	157.6	120.7	337.2	213.6	494.8	1,641.4
1984	131.1	193.2	144.8	249.3	116.3	150.6	322.1	1,307.4
1985	233.8	106.4	107.3	189.4	175.3	180.4	263.7	1,256.2
1986	362.0	179.4	187.4	205.3	117.7	57.6	281.4	1,390.7
1987	291.8	55.7	199.6	195.5	194.5	92.5	282.3	1,311.9

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

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

Year	NSW	Vic.	Qld	SA	WA	Tas.	Aust. (a)
1982	961.6	368.0	509.8	66.6	162.4	61.5	2,158.0
1983	801.2	257.7	135.0	87.7	270.6	67.8	1,641.4
1984	660.6	187.5	236.5	25.5	119.2	50.5	1,307.4
1985	398.7	355.9	336.2	22.5	92.9	20.7	1,256.2
1986	598.8	381.8	173.4	46.2	143.1	29.2	1,390.7
1987	744.8	281.4	73.7	44.6	115.3	28.0	1,311.9

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

The following table shows the number of working days lost per thousand employees in the years 1982 to 1987. Prior to 1984, the figures were calculated using estimates from the Labour Force Survey. As from 1984, the basis for calculating working days lost per thousand employees changed to include estimates of employees from the Survey of Employment and Earnings. These estimates are combined with estimates of the number of employees in agriculture and in private households obtained from the Labour Force Survey.

INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES BY INDUSTRY

Year	Manufacturing							All industries
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; Communication	Other industries	
	Coal	Other						
1982 (a)	9,698	2,686	471	505	768	r672	84	358
1983 (a)	3,223	3,375	353	186	1,269	r485	42	249
1984	3,913	3,745	343	416	r503	372	91	248
1985	r6,892	r1,928	r256	312	r666	r430	71	228
1986	r10,741	3,328	445	328	458	135	72	242
1987	8,920	1,072	479	305	743	217	70	223

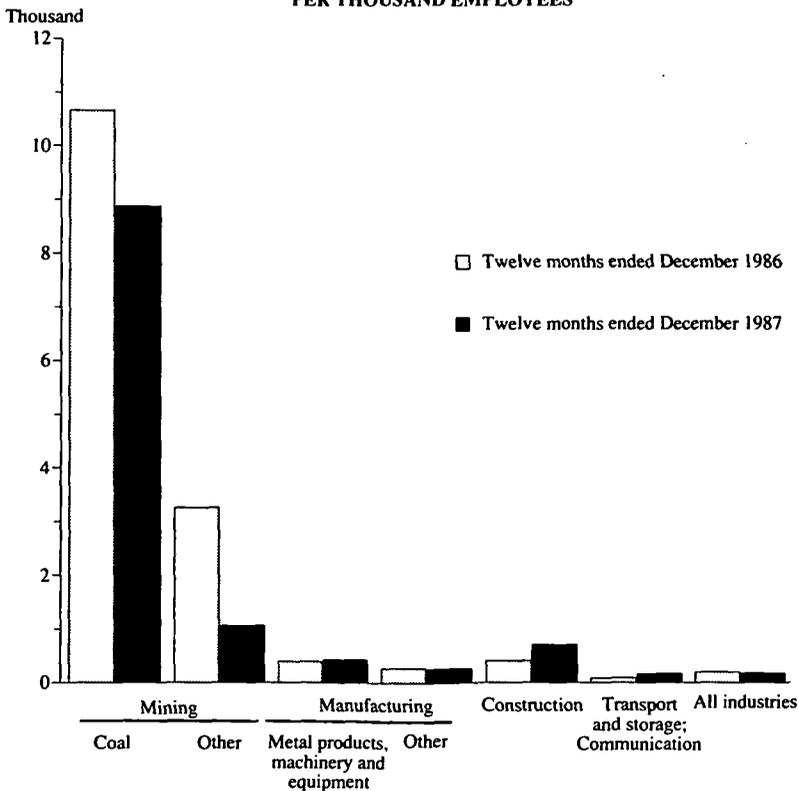
(a) Excludes agriculture, etc. and private households employing staff.

INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES BY STATE

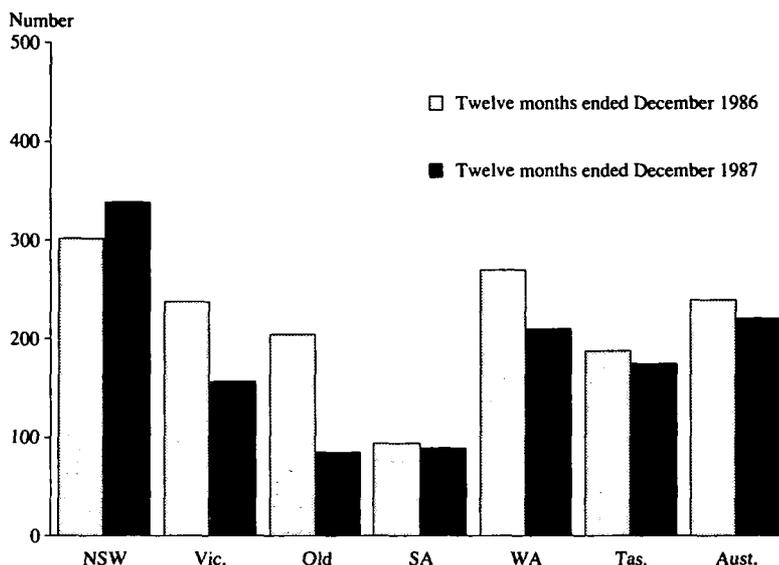
Year	NSW	Vic.	Qld	SA	WA	Tas.	Aust. (b)
1982 (a)	381	258	660	101	348	431	358
1983 (a)	287	163	176	115	577	478	249
1984	357	132	302	r56	256	350	248
1985	209	236	411	r48	187	138	228
1986	304	240	r208	r95	272	190	242
1987	366	172	87	91	212	177	223

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

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



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



**INDUSTRIAL DISPUTES: DURATION, CAUSE AND METHOD OF SETTLEMENT,
WORKING DAYS LOST (a)
(’000)**

	1985	r 1986	1987
DURATION			
Up to 1 day	168.7	441.00	350.1
Over 1 to 2 days	213.8	65.7	180.9
Over 2 to less than 5 days	393.5	98.9	160.1
5 to less than 10 days	211.8	219.4	261.5
10 to less than 20 days	260.0	398.4	116.3
20 days and over	56.6	142.8	140.7
Total	1,304.3	1,366.2	1,209.5
CAUSE			
Wages	301.3	546.3	519.7
Hours of work	49.5	13.2	20.3
Managerial policy	321.2	486.0	330.9
Physical working conditions	193.6	93.7	88.7
Trade unionism	216.9	45.7	36.8
Other (b)	221.9	181.3	213.1
Total	1,304.3	1,366.2	1,209.5
METHOD OF SETTLEMENT (c)			
Negotiation	193.6	165.1	211.4
State legislation—			
Under State conciliation, etc., legislation	} 140.6	110.2	171.9
Intervention, etc., of State Government officials			
Federal and joint Federal State legislation	190.8	576.8	297.2
Resumption without negotiation	736.4	467.8	509.2
Other methods(d)	42.9	46.3	19.8
Total	1,304.3	1,366.2	1,209.5

(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 'Mediation', 'Filling the places of workers on strike or locked out' and 'Closing down the establishment permanently'.

Trade Unions

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

TRADE UNIONS: NUMBER, MEMBERSHIP AND PROPORTION OF TOTAL EMPLOYEES

	Number of separate unions (a)	Number of members ('000)			Proportion of total employees (per cent)		
		Males	Females	Persons	Males	Females	Persons
31 December—							
1983	319	2,007.2	978.0	2,985.2	61	47	56
1984	329	2,041.2	987.3	3,028.5	61	45	55
30 June—							
1985 (b)	323	2,121.6	1,032.6	3,154.2	65	46	57
1986	326	2,126.5	1,059.7	3,186.2	63	44	55
1987	316	2,136.0	1,104.2	3,240.1	63	44	55
1988	308	2,090.7	1,122.3	3,213.0	60	43	53

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

In the table above the approximate percentages of wage and salary earners in employment (i.e. employees) who were members of trade unions are shown. From 30 June 1985, the proportions of employees have been calculated from estimates of employees from the Survey of Employment and Earnings, as published quarterly in *Employed Wage and Salary Earners, Australia* (6248.0). These estimates have been adjusted by adding estimates of employees in agriculture, forestry, fishing and hunting and in private households employing staff, from the Labour Force Survey. For statistics prior to 30 June 1985, all estimates of employees were taken from the *Labour Force, Australia* (6203.0). The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of employed wage and salary earners. The degree of unemployment of reported union members will affect the percentages for a particular year and comparison over time. Such comparisons may also be affected by duplication in the count of members due to persons holding membership in more than one union, and by union perceptions and practices in regard to membership (e.g. membership may be restricted to 'financial' members only) which can change over time.

**TRADE UNIONS: CLASSIFICATION ACCORDING TO NUMBER OF MEMBERS
30 JUNE 1988**

<i>Size of union (number of members)</i>	<i>Separate unions</i>		<i>Members</i>	
	<i>Number</i>	<i>Proportion of total (per cent)</i>	<i>Number ('000)</i>	<i>Proportion of total (per cent)</i>
Under 100	37	12.0	1.7	0.1
100 and under 250	32	10.4	5.3	0.2
250 and under 500	31	10.1	11.4	0.4
500 and under 1,000	43	14.0	30.6	1.0
1,000 and under 2,000	45	14.6	65.2	2.0
2,000 and under 3,000	11	3.6	27.8	0.9
3,000 and under 5,000	27	8.8	107.1	3.3
5,000 and under 10,000	18	5.8	131.6	4.1
10,000 and under 20,000	19	6.2	265.0	8.2
20,000 and under 30,000	11	3.6	261.1	8.1
30,000 and under 40,000	8	2.6	277.1	8.6
40,000 and under 50,000	8	2.6	353.9	11.0
50,000 and under 80,000	9	2.9	570.5	17.8
80,000 and over	9	2.9	1,104.8	34.4
Total	308	100.0	3,213.0	100.0

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

Employment and Training Programs

In order to ensure that its programs were appropriate to the current needs of the labour market, in 1983 the Commonwealth Government established the Committee of Inquiry into Labour Market Programs. As a result of that Committee's recommendations, the Government has restructured and rationalised its labour force programs. The resulting mix of programs is designed to promote work experience and training. The principal aims of the labour force programs are to maintain a supply of trained persons to meet the needs of industry and to assist disadvantaged groups in the labour market. Labour force programs operating in 1988 are detailed as follows.

Australian Traineeship System—ATS

The ATS was introduced in August 1985 to bring structured training arrangements to the non-trades occupations. It is particularly directed towards young people who do not go on to higher education, technical or trade training, primarily 16–18 year olds, with preference given to those who do not have Year 12 qualifications. Traineeships are of at least 12 months duration and consist of a structured combination of on- and off-the-job training. Training includes a minimum of 13 weeks off-the-job training, usually provided by a TAFE.

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

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

The trainee is paid a trainee wage for the duration of the traineeship which is set with reference to relevant junior rates for the time spent on the job. The trainee wage cannot be less than \$101.55 per week and is adjusted in accordance with National Wage Case decisions. Since the inception of the system almost 18,300 young people have commenced a traineeship in a wide range of industries and occupations. Of these almost 10,200 trainees commenced in 1987–88.

Industry training service

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

The NTTS provides a range of public training courses and consultancy services designed to improve the utility of training in industry and the competence of those who provide it. The NTTS operates training centres in all capital cities. ITCs are industry based autonomous committees with representatives from employers, employees and the Government. Their role is to promote and develop systematic training and to provide advice on training issues in their industry.

Commonwealth Rebate for Apprentice Full-time Training—CRAFT

Assistance under CRAFT takes a number of forms. The Apprenticeship Training Incentive was introduced on 1 January 1988 to replace the Technical Education Rebate. The incentive is two standard grants to employers, one at the start of the apprenticeship and one at completion. The *Apprentice Training Incentive* aims to encourage employers to maintain a high level of apprentice recruitment and, at the same time, provide incentives to improve the quality of training. In addition, employers who recruit and indenture an out-of-trade apprentice may be eligible for a re-establishment grant.

The *Technical Education Rebate*, which offsets costs associated with the release of apprentices to trade classes, will continue to be available to employers in respect of apprentices who commenced prior to 1 January 1988.

Rebates are 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.

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

A *Living Away From Home Allowance* is also provided to apprentices who need to move away from home to commence or maintain an apprenticeship. The allowance is available to first year and second year apprentices.

Special Apprentice Training

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

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

The *Special Trade Training Program* is directed at developing new approaches to complement traditional apprentice training. The major component of this program is the

provision of assistance to State and Territory governments to provide additional standard trade-based pre-employment courses and designated preparatory course places for women.

The *Special Assistance Program* is aimed at reducing the incidence of apprentice wastage. Out-of-trade apprentices may be eligible for a training allowance to enable the completion of the basic trade course and/or to undertake an approved course of off-the-job training.

The *Disabled Apprentice Wage Subsidy Program* provides a subsidy to employers who indenture a disabled person. Further assistance is available to employers to assist with any necessary modifications to the workplace.

Adult Training Program—ATP

The ATP provides short-term vocational training opportunities for people aged 21 and over who have been unemployed for at least 6 out of the past 9 months, or who are otherwise especially disadvantaged (e.g. disabled, sole parents, migrants with English language difficulties). The courses are developed at the local level in conjunction with TAFE and other training providers, taking into account the needs of the participants and the skill requirements of local labour markets.

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

The program includes provision of training assistance targeted towards:

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

Skills Training Program—STP

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

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

- packages of direct financial support to industry and firms to upgrade workforce skills to meet the requirements of structural and technological change;
- assisting with the development and expansion of industry skill centres, in conjunction with industry, TAFE and State governments;
- encouraging the development of innovative industry approaches to improved workforce training;
- assistance to overcome national skills shortage by providing appropriate training opportunities through the National Skills Shortages program.

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

Youth Training Program—YTP

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

Courses are vocationally oriented with the average duration around 10 weeks. They are developed in cooperation with TAFE or other training providers, and take account of the needs of the participants and the skill requirements of local labour markets. Particular attention is paid to the preparatory training needs of young people and structured training in job search skills are provided. Some of the training opportunities are provided through mainstream TAFE courses particularly for young people who have been unable to undertake training through apprenticeships or traineeships.

Job Search Training Program

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

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

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

Job Creation and Employment Assistance Programs

Community Employment Program—CEP

The CEP was aimed at providing relevant work experience for those most disadvantaged in the labour market, particularly long-term unemployed people on temporary jobs funded through projects of community benefit. CEP commenced in 1983 and was phased out during 1987–88 after announcement of its abolition in the May 1987 Economic Statement.

New Enterprise Incentive Scheme—NEIS

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

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

Jobstart

Jobstart is a general wage subsidy program which aims to:

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

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

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

Mobility Assistance Program

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

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

Industry Labour Adjustment Assistance

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

Heavy Engineering Adjustment and Development Program—HEADP.

The Department of Employment, Education, and Training administers, in conjunction with the Heavy Engineering Board, the labour adjustment component of the HEADP which comprises two elements:

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

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

The allocation for the labour adjustment component of HEADP is \$20 million over the three years of operation of the program, effective from 1 July 1986.

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

Steel Regions Assistance Program—SRAP

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

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

Textiles, Clothing and Footwear—Labour Adjustment Package—TCF—LAP

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

A range of measures is available to assist eligible retrenched workers seeking re-employment in jobs outside the textiles, clothing and footwear industries.

Christmas Island Retraining and Employment Assistance

As a part of the Government's overall policy on the management of Christmas Island, training and re-employment assistance is available to retrenched phosphate mine workers who relocate to the mainland. Special training courses which include English language instruction, and wage subsidies are provided to assist the Chinese and Malay former residents of Christmas Island to gain work skills to help them gain employment in the mainland labour force.

Coal Mining Industry Labour Adjustment Package

Retraining, relocation and in some cases wage subsidy assistance is provided for workers retrenched from the coal mining industry in New South Wales and Queensland. This Adjustment Package is an integral part of restructuring arrangements directed at improving mine viability and securing the future of the industry.

Labour Market Adjustment Assistance—LMAA

This program provides general labour adjustment and training arrangements, to assist workers affected by major contraction in designated industries or areas undergoing restructuring. A range of flexible assistance options is directed towards improving the employment prospects of these workers by updating, upgrading, refreshing or broadening their skill base. This component includes the Labour Adjustment Training Arrangements (LATA) program.

Queensland Rainforests Labour Adjustment Package

Assistance is available to workers in the timber industry and closely related businesses who are retrenched following the cessation of logging in the wet tropical rainforest areas nominated for the World Heritage List. Retraining, wage subsidies and relocation assistance are provided to assist workers to obtain new employment, and a Dislocation Allowance is available on retrenchment.

Community-based and Aboriginals Programs**Community Youth Support Scheme—CYSS**

The objective of CYSS, which commenced in 1976, is to assist unemployed people aged 15–24 years to obtain and retain employment or to proceed to further education or training by enabling local communities to develop programs of assistance which will develop the work and personal skills of local unemployed young people.

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

Community Training Program—CTP

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

CTP has two components:

- *Locally-based Projects.* Legally incorporated, non-profit-making community organisations, or in some cases local government authorities, are offered grants to conduct programs providing combinations of vocational training relevant to local labour

market needs, work experience placements, personal support services and job placement and referral services. Sponsor organisations provide 25 per cent of the operational costs of the project.

- *Information Technology Centres (ITeCs)*. ITeCs offer training in electronics, electronic office skills and computer applications. The Centres also provide community access programs in information technology, and establish and support new enterprise development in the information technology based industries and in industries using information technology.

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

Community Volunteer Program—CVP

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

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

SkillShare—The Community and Youth Network For Employment and Training

The Government has decided that a more effective and consistent use of available funds could be achieved through the integration of the three existing community-based programs, CYSS, CTP and CVP.

SkillShare, which was developed after an extensive consultation process and was formally announced in June 1988, has the aim of ensuring that available community-based assistance is effectively provided for structured training and employment related support for the most disadvantaged job seekers.

SkillShare will commence on 1 January 1989, with existing programs operating under present arrangements until the end of 1988.

Aboriginal Employment

The objectives of this sub-program are to enable Aboriginal people to obtain equitable representation in employment and hence contribute to the promotion of Aboriginal economic independence, by:

- increasing the levels of permanent employment for Aboriginal people in the mainstream labour market; and
- generating employment within Aboriginal communities located in rural and remote areas.

These are sought through participation in the strategies of the Aboriginal Employment Development Policy (AEDP) including implementation of the following component programs:

- *Training for Aboriginals Program (TAP)*, which aims to improve training and employment opportunities for Aboriginal people by:
 - assisting private and public sector employers to develop recruitment and career development strategies for Aboriginal people in the mainstream labour;
 - negotiating with employers for training assistance linked with employment outcomes;
 - recognising and supporting community-based employment and training, including training support to enterprises and community development projects; and
 - providing assistance for vocational training in formal and short-term special courses.

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

Other Assistance

Allowances

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

- Adult Training Program;
- Youth Training Program;
- SkillShare;
- Training for Aboriginals Program;
- elements of Special Apprenticeship Training;
- the national skills shortages element of the Skills Training Program;
- training elements of New Enterprise Incentive Scheme.

To be eligible to receive FTA, people are generally unemployed for at least six months in the last nine or are otherwise especially disadvantaged in the labour market. FTA is also payable to those who are retrenched or subject to retrenchment under the provisions of various industry and regional employment assistance programs. FTA includes:

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

Child care

Some assistance with child care is available for sole parents undertaking CES-approved training courses to increase their job prospects. Subsidy is payable for child care which is provided by non-profit bodies/organisations over and above places funded by the Children's Services Program (CSP), the major Federal program for child care. The subsidy covers the duration of the training course and, like CSP, requires a basic parent contribution of \$13 per week for full-time care for one child, \$15 for two or more children.

LABOUR MARKET PROGRAMS AND SERVICES EXPENDITURE
(*\$'000*)

<i>Type of program</i>	<i>1982-83</i>	<i>1983-84</i>	<i>1984-85</i>	<i>1985-86</i>	<i>1986-87</i>	<i>1987-88</i>
Training Programs—						
Vocational Training for Young People—						
Australian Traineeship System	—	—	—	2,087	13,565	28,607
Formal Training Assistance for Youth	11,365	14,564	16,121	14,854	13,615	(a)
Experimental Training Projects	948	1,034	1,807	664	1,720	(a)
Youth Training Program (b)	—	—	—	—	—	25,890
Trade Training—						
CRAFT	84,938	86,603	99,362	88,075	96,252	102,617
Special Apprenticeship Training	12,397	23,323	21,865	20,213	18,860	16,825
Adult Training (c)—						
Adult Training Program	—	—	—	—	—	(d)29,480
General Skills Training	—	—	—	4,917	18,455	—
National Skills Shortages	—	—	—	1,061	4,308	(e)
Labour Adjustment Training	(f)	11,223	9,670	4,616	(g)2,064	—
Skills in Demand	(h)3,606	2,068	3,092	(i)3,419	—	—
General Training Assistance—						
Formal	3,306	3,746	4,473	(j)3,661	—	—
On-the-job	2,692	1,842	848	(j)739	—	—
Former Regular Service Members'	74	31	11	10	—	—
Vocational Training Scheme—						
Formal (Disabled)	807	1,120	476	(j)488	—	—
Industry Training Services	5,222	6,943	8,649	11,716	12,711	12,749
Job Creation and Employment Assistance—						
Job Creation—						
Community Employment Program	—	285,422	405,543	289,925	(l)198,981	(l)99,454
New Enterprise Incentive Scheme (k)	—	—	—	—	—	897,000
Wage Pause Program (m)	98,900	101,100	—	—	—	—
Employment Incentives—						
JOBSTART—						
Private Sector	—	—	—	(n)18,787	113,972	105,690
CWEP	—	—	—	(o)	10,393	2,794
Work Experience (SYETP)	63,625	120,192	97,673	(q)61,714	—	—
Adult Wage Subsidy Scheme	375	23,200	35,134	(q)25,432	—	—
Special Needs Clients	751	1,938	2,333	(q)1,763	—	—
Disabled On-the-Job	4,068	7,161	9,234	(q)7,146	—	—
Mobility Assistance—						
Relocation Assistance Scheme	2,160	3,497	3,016	2,629	3,334	3,552
Fares Assistance Scheme	362	416	451	501	665	994
Industry & Regional Employment Assistance—						
Assistance to the Steel Regions	—	—	3,198	894	8,979	5,029
Labour Adjustment Training Arrangements	—	—	—	—	—	1,134
Coal Mining Industry Labour Adjustment Package	—	—	—	—	—	618
Textile, Clothing and Footwear Industries Labour Package	—	—	—	—	—	3
North Queensland Rainforests Labour Adjustment Package	—	—	—	—	—	328
Christmas Island Retraining & Employment Assistance	—	—	—	—	763	1,034
Heavy Engineering Adjustment & Development	—	—	—	—	122	5,243
Community Based and Aboriginal Program—						
Community Youth Support Scheme	17,880	21,348	26,056	31,540	35,092	35,489
Community Training Program—						
Community Youth Special Projects	1,499	2,794	3,342	4,586	(s)	—
Work Preparation Program	1,437	1,506	2,594	2,473	(s)	—
Locally Based Projects	—	—	—	935	14,181	14,853
Information Technology Centres	—	—	—	354	935	3,942
Community Volunteer Program	—	—	—	—	1,801	3,419
Volunteer Youth Program	178	392	529	816	(t)	—
Aboriginal Employment & Training	24,610	41,040	53,356	58,477	63,232	72,199
Total	341,200	762,503	808,833	664,493	634,000	1,468,943

Source: Department of Employment, Education and Training
For footnotes, see next page.

(a) Subsumed under Youth Training Program. (b) In 1987-88 the Youth Training Program replaced the under 21 year old element of the former Formal Training Assistance for Youth, Experimental Training Projects and Adult Training (Local Skills Training element) Programs. (c) Expenditure in 1985-86 relates to approvals in the period 1 January 1986 to 30 June 1986. This program replaced General Training Assistance Skills in Demand and the formal elements of Special Training for Disabled. (d) In 1987-88, the Adult Training Program replaced the 21 and over element of the former Formal Training Assistance for Youth, Experimental Training Projects and Adult Training (Local Skills Training element) Programs. (e) In 1987-88, this element was transferred from the Adult Training Program to the Skills Training Program. (f) Expenditure included under Skills in Demand. (g) In 1986-87, this element formed part of the Adult Training Program; in 1987-88 it formed part of Industry and Regional Employment Assistance. (h) Includes LATA expenditure. (i) Expenditure relates to approvals on Skills in Demand projects approved prior to 1 January 1986. This program was then replaced by the National Skills element of the Adult Training Program. (j) Expenditure relates to approvals to 31 December 1985, when this program was then replaced by the Adult Training Program. (k) The New Enterprise Incentive Scheme operated as a Pilot program under CEP in 1985-86 and 1986-87. (l) No new funds were approved in 1987-88; expenditure was for commitments entered into in 1986-87, including project variations. (m) Funds were appropriated to the Department of Finance. (n) Expenditure relates to approvals in the period 1 December 1985 to 30 June 1986. This scheme replaced private sector assistance for Work Experience, Adult Wage Subsidy Scheme, Special Needs Job Seekers and Disabled On-the-job. (o) From 2 December 1985, Commonwealth SYETP became the CWEP element of JOBSTART. Expenditure under these elements in 1985-86 is included in the figure for SYETP. (p) Expenditure relates to approvals to 30 November 1985 (except in the case of Commonwealth SYETP where expenditure refers to approvals to 30 June 1986). This program was then replaced by JOBSTART. (q) From 1986-87, these elements form part of Locally Based Projects. (r) From 1986-87, expenditure on VYP projects is included under the Community Volunteer Program.

LABOUR MARKET PROGRAMS AND SERVICES APPROVALS (a)

Type of program	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88
Training Programs—						
Vocational Training for Young People—						
Australian Traineeships System	—	—	—	1,000	7,085	10,166
Formal Training Assistance for Youth	14,069	15,204	15,246	11,845	9,800	(b)
Experimental Training Projects	150	369	630	387	330	(b)
Youth Training Program (c)	—	—	—	—	—	11,868
Trade Training Program—						
CRAFT	100,577	81,986	80,300	75,600	89,709	86,615
Special Apprentice Training	12,063	14,537	11,514 (d)	10,202	(d)5,406	5,619
Adult Training and Retraining						
Adult Training Program (e)	—	—	—	3,090	7,000	15,352
Labour Adjustment Training	—	3,701	2,765	733	(g)190	—
Skills in Demand	(h)1,615	426	553	(i)818	—	—
General Training Assistance—						
Formal	1,656	1,521	1,766	(j)1,331	—	—
On-the-job	3,526	1,832	1,237	(j)640	—	—
Formal (Disabled)	111	93	136	(j)39	—	—
Job Creation and Employment Assistance—						
Job Creation—						
Community Employment Program (k)	—	30,450	46,670	37,019	(l)21,400	9,659
New Enterprise Incentive Scheme (m)	—	—	—	—	—	450
Wage Pause Program (n)	3,532	17,129	—	—	—	—
Employment Incentives—						
JOBSTART—						
Private Sector	—	—	—	(o)35,098	64,860	44,930
CWEP (q)	—	—	—	—	2,080	—
Work Experience—						
Standard SYETP—						
Private	45,129	50,718	39,893	(s)16,362	—	—
Commonwealth	4,233	4,621	4,598	3,558	—	—
State	567	789	—	—	—	—
Extended SYETP	16,337	31,454	24,383	(s)10,187	—	—
Adult Wage Subsidy Scheme—						
Standard	1,360	13,074	11,943	(s)5,393	—	—
Extended	282	2,279	2,395	(s)1,134	—	—
Special Needs Jobseekers	1,012	2,097	2,190	(s)1,237	—	—
Disabled On-the-job	2,719	4,140	4,643	(s)2,518	—	—
Mobility Assistance—						
Relocation Assistance Scheme	1,985	2,790	2,290	1,749	2,480	1,890

For footnotes see end of table.

LABOUR MARKET PROGRAMS AND SERVICES APPROVALS (a)—*continued*

<i>Type of program</i>	1982-83	1983-84	1984-85	1985-86	1986-87	1987-88
Industry and Regional Employment Assistance—						
Assistance to the Steel Regions	—	—	—	—	—	—
Labour Adjustment Training Arrangements	—	—	—	—	—	93
Coal Mining Industry Labour Adjustment Package	—	—	—	—	—	309
Textile, Clothing and Footwear Industries Labour Package	—	—	—	—	—	8
North Queensland Rainforests Labour Adjustment Package	—	—	—	—	—	10
Christmas Island Retraining and Employment Assistance	—	—	—	—	—	274
Heavy Engineering Adjustment and Development	—	—	—	—	—	455
Community Based and Aboriginal Program—						
Community Youth Support Scheme (t)	65,000	70,000	75,000	85,000	100,000	100,000
Community Training Program—						
Community Youth Special Projects (u)	n.a.	956	1,202	1,331	(v)	—
Work Preparation Program (Disabled)	376	460	482	557	(v)	—
Locally Based Projects	—	—	—	38	4,350	4,818
Information Technology Centres	—	—	—	—	150	294
Community Volunteer Program	—	—	—	—	7,000	18,000
Volunteer Youth Program (w)	1,600	2,200	3,500	4,100	—	—
Aboriginal Employment and Training	5,594	9,162	9,998	10,173	11,426	10,971
Total all programs	283,493	361,988	343,334	321,139	333,266	321,781

Source: Department of Employment, Education and Training

(a) An approval is defined as a person who was approved for, and commenced under, a specific program, for which financial assistance was available. An approval is registered each time an individual commences in a different component of a program, or in different programs, i.e. the total number of approvals can be greater than the number of individuals commencing in any one year. In some programs, the number of training or course places to be funded or job placements/commencements (CEP) are used instead of approvals. These have been included as approvals, given the explanation above. It should be noted that the total number assisted under any program in a financial year exceeds the number of approvals, owing to a carry-over between financial years. (b) Subsumed under Youth Training Program. (c) In 1987-88 the Youth Training Program replaced the under 21 year old element of the former Formal Training Assistance for Youth, Experimental Training Projects and Adult Training (Local Skills Training element) Programs. (d) The lower figure in 1986-87 reflects the decision to discontinue the Pre-Apprenticeship Allowance from 1 January 1987. (e) This program replaced General Training Assistance Skills in Demand and the formal elements of Special Training for Disabled, Approvals for General Skills Training and National Skills Shortages in 1985-86 relate to the period 1 January 1986 to 30 June 1986. In 1987-88, the Adult Training Program replaced the 21 and over element of the former Formal Training Assistance for Youth, Experimental Training Projects and Adult Training (Local Skills Training element) Programs. (f) Approvals included under Skills in Demand. (g) In 1986-87, this element formed part of General Skills Training; in 1987-88 it formed part of Industry and Regional Employment Assistance. (h) Figure includes LATA approvals for 1982-83. (i) Approvals relate to Skills in Demand projects approved prior to 1 January 1986. This program was then replaced by the National Skills element of the Adult Training Program. (j) Approvals relate to the period 1 July 1985 to 31 December 1985. This program was then replaced by the General Skills Training element of the Adult Training Program. (k) It should be noted that the CEP figures represent placements made in each financial year regardless of the year of project approval. (l) This figures includes 400 people assisted under the pilot New Enterprise Incentive Scheme. (m) The New Enterprise Incentive Scheme operated as a pilot program under CEP in 1985-86 and 1986-87. (n) 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. (o) Approvals relate to the period 1 December 1985 to 30 June 1986. This Scheme replaced the private sector assistance for Work Experience, Adult Wage Subsidy Scheme, Special Needs Job Seekers and Disabled On-the-job. (p) From 2 December 1985, Commonwealth SYETP became the CWEP element of JOBSTART. Total approvals for these elements in 1985-86 are shown against Commonwealth SYETP. Figures for 1986-87 are shown against CWEP. CWEP was abolished from the end of the 1986-87 financial year. (q) Approvals relate to the period 1 July 1985 to 30 November 1985. This program was then replaced by JOBSTART. (r) No formal approval is required to attend CYSS projects. The figures provided are only broad Departmental estimates of people who attended projects and are based on monthly reports of the number of people who attended projects. (s) The trainee allowance under Community Youth Special Projects (CYSP) was payable only to participants in projects which provided full-time courses. Participants in other CYSP projects retained eligibility for unemployment benefit and so were not included in this table. (v) From 1986-87, these elements form part of Locally Based Projects. (w) Figures relate to young people involved in voluntary activities. In 1986-87, the Volunteer Youth Program was incorporated in the new Community Volunteer Program.

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