

Chapter 7

LABOUR AND THE WORKPLACE

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Chapter 7

LABOUR AND THE WORKPLACE

Over the last two decades the Tasmanian labour force as well as the conditions under which people are either employed or not employed have undergone significant changes. Whereas in the early 1960s an unemployment rate of three per cent was considered unacceptably high, it is now above eight per cent. In response governments, both Commonwealth and State, have devised schemes to create additional jobs and training opportunities as well as to alleviate the financial hardship resulting from the loss in income.

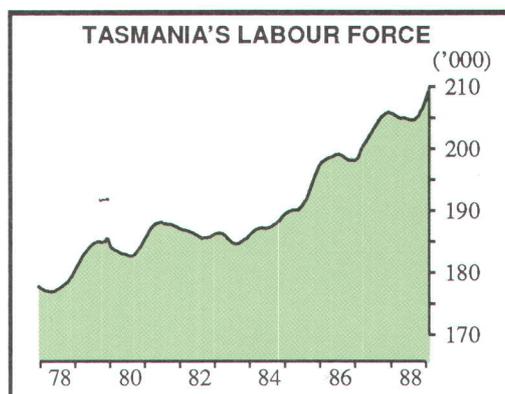
Women now comprise a significantly greater proportion of the labour force than at any time since the Second World War. This has been a leading factor in moves against discrimination in employment and working conditions on the basis of sex.

Changes have also occurred in the work environment. Earnings have increased substantially although in many cases hours worked have decreased. The concept of a basic wage has been replaced by that of a total wage incorporating the idea of a minimum wage to be applied equally to males and females doing work of equal value.

Australia's conciliation and arbitration system, established early this century, has resulted in a level of unionism unparalleled anywhere in the Western world. The system of periodic national wage cases that has ensued has reinforced the union as a corner stone of the Australian system of industrial relations. This has given workers' organisations wide ranging responsibilities and powers in maintaining and regulating working conditions. For example, legislation in Tasmania has given specific and extensive powers to safety representatives elected to monitor workplace conditions and practices.

7.1 THE LABOUR FORCE

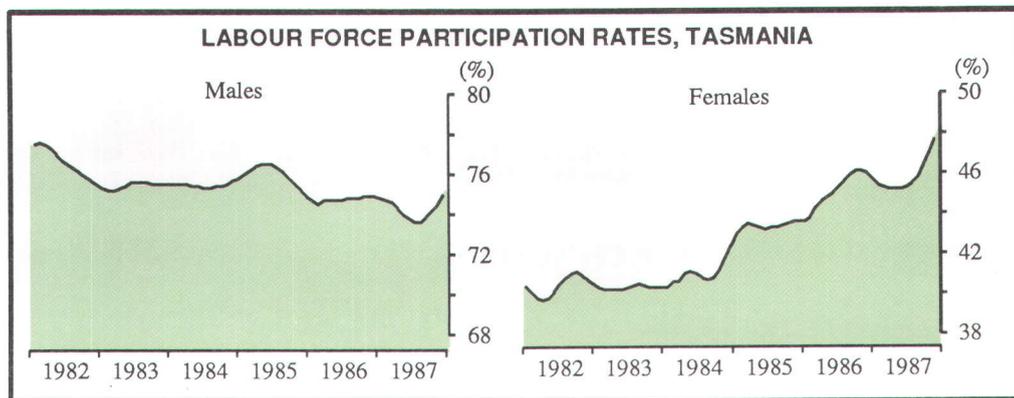
At August 1987 there were 204 800 people or 59.3 per cent of the State's working age civilian population either working or looking for work.



The number of persons either working or looking for work has grown by 15.4 per cent over the last decade. However, as a proportion of the civilian population, the labour force declined in the early 1980s before picking up significantly in the last few years. Such fluctuation is mainly due to varying movements in male and female participation levels in the labour force.

7.1.1 Participation in the Labour Force

The labour force comprised 125 100 males and 79 700 females at August 1987. Although the trend has not been dramatic, it is clear that the proportion of males making up the labour force has been falling steadily; from 66.7 per cent in August 1978 to 61.1 per cent in August 1987.



In that period the number of women in the labour force as a proportion of the female population (female participation rate) has increased while the male participation rate has fallen.

The fall in the proportion of males in the labour force has occurred in all age groups but most noticeably in the 55-64 age group, reflecting the effect of early retirement schemes and retrenchments.

The increase in female labour force participation has occurred in the 20-54 age group with the most significant increase being among females aged between 25 and 44. A major factor in this growth has been the significant increase in the number of females employed part-time.

7.1.2 Employment

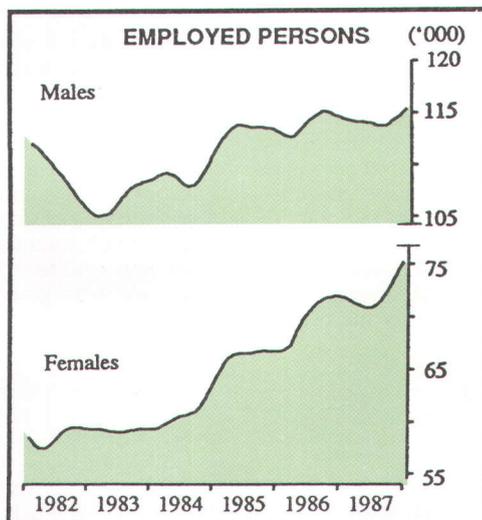
After a fall in employment levels in the early 1980s, by August 1987 the number of people working in Tasmania had risen to 185 500. Almost all of this employment growth is due to the substantial increase in the number of females employed. While there has been little change to total male employment since 1978, female employment has grown by 32.0 per cent; from 54 300 in 1978 to 71 700 in August 1987. In 1978, 67.2 per cent of all employed persons were male. By 1987 this proportion had fallen to 61.3 per cent.

7.1 LABOUR FORCE PARTICIPATION RATES, TASMANIA MALES (%)

Age group	At August	
	1978	1987
15-19	63.0	59.5
20-24	95.0	86.9
25-44	97.1	93.8
45-54	93.8	88.6
55-64	67.7	54.0
65+	10.2	7.2
Total	78.5	72.9

7.2 LABOUR FORCE PARTICIPATION RATES, TASMANIA FEMALES (%)

Age group	At August	
	1978	1987
15-19	53.5	52.5
20-24	61.8	67.5
25-44	46.5	59.8
45-54	43.0	51.3
55-64	20.1	18.0
65+	1.1	2.4
Total	38.7	44.6



Although total male employment has not changed significantly between 1978 and 1987, there have been some changes to the age distribution of those employed. There has been a fall in those employed aged 15–24, largely reflecting declining population birth rates, and a fall in the number of males aged 45 and over with jobs, due to the influence of early retirement. Thus employed males aged 25–44 now comprise 53.1 per cent of all males employed (46.3 per cent in 1978).

7.3 EMPLOYED MALES, TASMANIA ('000)

Age group (years)	August 1978	August 1987
15–19	11.1	9.7
20–24	14.7	13.4
25–34	29.7	32.3
35–44	21.9	27.7
45–54	19.9	18.3
55+	14.1	11.5
Total	111.4	113.0

Among females however, almost every age group has shown growth in employment since 1978, with the number aged 25–34 growing by nearly 57 per cent from 12 500 to 19 600, and those employed aged 35–44 increasing by 63 per cent from 11 000 to 17 900. More than half of this growth has been in full-time employment.

7.4 EMPLOYED FEMALES, TASMANIA ('000)

Age group (years)	Full-time	Part-time	Total
<i>August 1978</i>			
15–19	7.5	1.1	8.6
20–24	7.7	1.8	9.5
25–34	6.6	5.9	12.5
35–44	4.8	6.2	11.0
45–54	4.9	3.9	8.8
55+	1.7	2.4	4.1
Total	33.2	21.2	54.5
<i>August 1987</i>			
15–19	4.8	3.0	7.8
20–24	8.8	2.2	11.1
25–34	11.1	8.4	19.6
35–44	9.0	8.9	17.9
45–54	6.1	4.2	10.3
55+	1.9	2.3	4.2
Total	41.8	29.1	70.9

More than one quarter (26.8 per cent) of all Tasmanian employees work in the community services industry (which includes the health and education sectors), 17.1 per cent of all employees

work in wholesale and retail trade and 16.3 per cent work in the manufacturing industry.

Female employees are concentrated in two industries, community services and wholesale and retail trade, which together account for over 60 per cent of all female workers. Male employees on the other hand are more evenly distributed, with 54 per cent working in either manufacturing, community services or wholesale and retail trade.

7.5 INDUSTRY EMPLOYMENT DISTRIBUTION, TASMANIA, AUGUST 1987, (%)

Industry	Males	Females	Persons
Mining	3.2	0.3	2.0
Manufacturing	22.5	8.0	16.3
Electricity, gas and water, construction	12.4	2.0	8.0
Wholesale and retail trade	15.5	19.1	17.1
Transport and storage	6.6	1.5	4.5
Communication	3.0	1.1	2.2
Finance, property and business services	8.1	12.3	9.9
Public administration and defence	6.5	4.3	5.7
Community services	16.0	41.3	26.8
Recreation, personal and other services	5.4	9.6	7.2
Total all industries	100.0	100.0	100.0

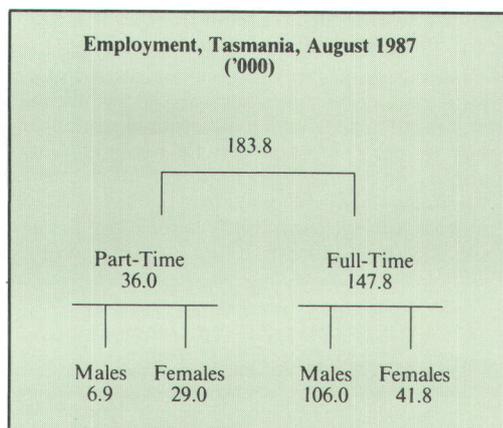
Employment growth in recreation and personal services, community services, and finance, property and business services has well exceeded growth in the other components of the Tasmanian economy. Given that these industries traditionally employ a higher proportion of females than males, it provides a clear explanation for the growth in female employment.

The two areas of the Tasmanian labour market which have declined in employment levels over the last decade are construction, and transport and storage, while employment in manufacturing has barely changed.

Employment Sector

Nearly 65 per cent of all employees in Tasmania are employed in the private sector. The remaining 35 per cent, 53 600 at August 1987, are employed by the public sector. Of these, 10 100 were employed by the Commonwealth government, 39 900 by the State government, and 3 500 by local government.

The proportion of public sector employment in Tasmania is the highest of all the States; for every 1 000 Tasmanians there were 119 in government employment. Corresponding figures for other States were: New South Wales — 102, Victoria — 109, Queensland — 95, South Australia — 112 and Western Australia — 105.



Part-time and Full-time Employment

In Tasmania, nearly 20 per cent of all employed persons work part-time, of which just over 80 per cent are females. Forty-one per cent of all employed females work part-time with the highest proportion being the 35 and over age group where 47.5 per cent work on a part-time basis.

Since 1978, growth in part-time employment has greatly exceeded the increase in full-time jobs. Part-time employment has increased by 41.2 per cent compared with only 5.3 per cent in full-time employment.

Occupational Structure

The occupational structure of employment is a fairly even pattern. Trades, with 17.2 per cent of employed persons, have the largest share; 15.7 per cent are clerks and a further 14.8 per cent are salespersons and personal service workers.

7.6 OCCUPATIONAL STRUCTURE, TASMANIA, AUGUST 1987

Occupation	Percentage distribution (%)		
	Males	Females	Persons
Managers and administrators	11.2	5.3	8.9
Professionals	11.3	13.2	12.0
Para-professionals	5.3	9.0	6.7
Tradespersons	25.0	4.7	17.2
Clerks	7.6	28.5	15.7
Salespersons and personal service workers	8.8	24.5	14.8
Plant and machine operators, and drivers	15.8	2.8	10.8
Labourers and related workers	15.1	12.1	13.9
Total	100.0	100.0	100.0

Since 1978 the number of clerical and sales workers in Tasmanian employment has grown by about 16 per cent. There has also been growth in those employed in service, sport and recreation jobs and of professional and technical workers. The number of Tasmanian tradespersons and production process workers (including labourers) has fallen by about five per cent since 1978.

Employment patterns differ markedly between males and females. Three occupations, tradespersons, plant and machine operators and drivers, and labourers account for almost 56 per cent of all male employment. Females however, tend to be predominantly clerks, or salespersons and personal service workers. In addition, proportionally more males than females occupy positions as managers and administrators.

7.1.3 Unemployment

The upsurge in unemployment that occurred in the mid-seventies was merely a foretaste of worse to follow. In the next few years the unemployment rate soared from 6.6 per cent in 1978 to a peak of 11.0 per cent, 21 000 people, in July 1984. By August 1987 it had fallen to 9.4 per cent with 19 200 people looking for work.

7.7 UNEMPLOYMENT, TASMANIA

Year	Number unemployed ('000)			Unemployment rate %
	Males	Females	Total	
August —				
1978	6.9	4.8	11.6	6.6
1980	5.9	4.8	10.7	5.8
1982	11.5	7.0	18.5	9.9
1984	13.4	7.3	20.7	10.9
1986	9.9	7.1	17.0	8.4
1987	8.9	8.1	19.2	9.4

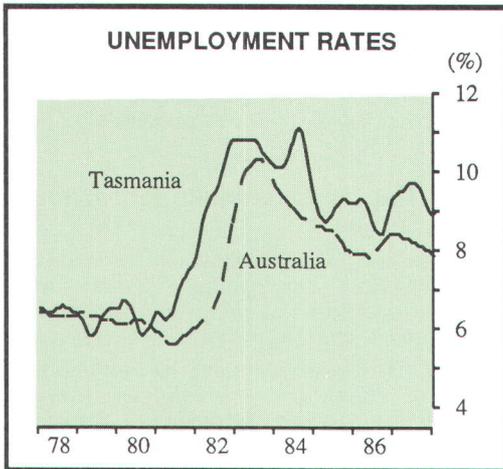
The unemployment rate for females at August 1987 was at a similar level to that ten years ago. However the rate for males has increased signi-

7.8 TREND IN UNEMPLOYMENT RATES, TASMANIA (%)

Year	Males	Females
August —		
1978	5.8	8.0
1980	5.0	7.4
1982	9.6	10.6
1984	11.0	10.7
1986	7.9	9.1
1987	8.9	8.1

ificantly, from 5.8 to 8.9 per cent. Both male and female unemployment rates have shown large movements over the ten-year period.

Since 1980, the unemployment rate in Tasmania has remained well above that measured in Australia overall.



Unemployment in Tasmania is not distributed evenly across the State, with the problem generally less extreme in the Hobart region than in the north of the State. For the eight months to August 1987 the average unemployment rate in the Hobart and Southern region was 8.8 per cent compared with 9.5 per cent in the Northern region and 11.5 per cent in the Mersey Lyell region.

Youth Unemployment

Unemployment is particularly severe amongst young people. Although they comprise only 22.0 per cent of the total population aged 15 and over, persons aged 15–24 years account for nearly half (46.1 per cent) of all unemployment in the State.

7.9 AGE DISTRIBUTION OF UNEMPLOYED, TASMANIA, AUGUST 1987 (%)

Age group	Proportion of population	Proportion of unemployment
15–19	11.3	24.4
20–24	10.7	21.7
25–34	21.4	24.7
35–44	18.2	17.2
45–54	12.4	8.3
55+	26.0	3.7
Total	100.0	100.0

In the 15–19 year old age group, one person in every five who want to work is unemployed. This situation is not unique to Tasmania but adequately reflects the national situation.

The unemployment rate for females is currently 4.6 per cent higher than males in the 15–19 year old age group. However, the reverse occurs in the 20–24 age group where the female unemployment rate is 5.6 per cent below that of males.

7.10 UNEMPLOYMENT RATES BY AGE (%)

Year	15–19	20–24	25–44	Total
<i>Males</i>				
August —				
1982	19.5	20.3	6.0	8.7
1984	31.5	19.3	7.7	11.4
1986	18.6	8.7	6.7	7.7
1987	18.2	16.4	6.9	8.7
<i>Females</i>				
August —				
1980	17.4	*	*	6.0
1982	31.5	11.1	5.9	10.5
1984	22.0	14.5	9.0	10.9
1986	20.3	13.2	6.4	8.9
1987	22.8	10.8	7.9	9.6

'Hidden Unemployment'

As levels of unemployment rose the term 'hidden unemployment' became widely used to describe those who, although failing to satisfy the statistical criteria as unemployed, nevertheless do have some commitment to gain work. The term 'hidden unemployment' is used to refer to people who, while neither employed nor actively seeking work when surveyed, would seek work if the demand for labour should improve or other considerations would change to allow them to seek work. However, precise measurement is difficult. People wanting to work include a range of potential workers, from genuine discouraged job seekers to people with family commitments whose interest in finding employment may be unlikely to be realised.

At March 1987 there were an estimated 20 000 people who, although neither working nor officially 'unemployed', nevertheless indicated this kind of 'marginal attachment' to the labour force. Of these, almost three quarters had personal or family reasons for not actively looking for work. Just over 11 per cent were people who believed they would not be able to find a job, and therefore were too discouraged to look for work.

7.2 EMPLOYMENT, EDUCATION AND TRAINING

With unemployment at a level that only a few years ago was regarded as potentially destructive of the nation, governments have had to become increasingly involved in employment programs, job placement, skills training, structural adjustment, and labour market planning.

The quality of Australia's future workforce skills will depend not only on the basic education and initial preparation provided to young people, but also on the development and continuous upgrading of skills in the adult workforce. Traditional skill requirements have already undergone significant change as a result of the rapid spread of micro-electronic applications in the manufacturing and service industries, and further changes will inevitably occur under the influence of continuous improvements in technology. The need for skills upgrading and re-direction during working life will apply to all levels of the workforce. Consequently, government is moving on a number of fronts to make education and training systems more attuned to the new requirements for skills demanded by our changed economic circumstances.

One of the major factors being addressed at present is secondary education retention rates. Although Australia's retention rate has increased from 36.6 per cent in 1982 to 48.7 per cent in 1986, it remains low by comparison with countries such as Japan and the USA. The Commonwealth Government has set a goal of a 65 per cent retention rate to year 12 by the early 1990s.

Australia also lags behind other countries in the proportion of the workforce holding post school qualifications with only 9 per cent holding a degree or equivalent.

The range of structured training opportunities is one area which could be considerably broadened. Apprenticeships remain a major employment and training destination for large numbers of young Australians. Outside of apprenticeships and tertiary education, up to 10 000 young people leave school each year and receive no further substantial vocational preparation.

The Australian Traineeship System was set up to remedy this deficiency by offering school leavers a year of systematic vocational preparation involving a combination of structured on-the-job training within employment and broadly based instruction at a TAFE institution or other approved training facilities. By the end of August 1987, more than 11 000 traineeship positions had been created and over 9 000 trainees had com-

menced training. Wide acceptance of the traineeship concept will be an important factor in improving the competitiveness of young people in the labour market and will assist further long-term improvements in the national skill base.

Government has also adopted special measures embracing employment assistance, training, community-based initiatives and income support to assist long-term unemployed youth and others assessed as especially disadvantaged in the labour market. Priority is being given to active market measures which enhance the long-term employment and skills development prospects of these people.

7.2.1 The Commonwealth Employment Service

Australia's public employment service, the Commonwealth Employment Service (CES), has its origins in the provisions of the *Re-establishment and Employment Act 1945*.

The CES is required, under the 1945 Act and the more recent *Commonwealth Employment Service Act 1978*, to provide an equitable employment service to job seekers and employers, to deliver employment and training programs and to advise the Government on labour economic matters.

CES services to job seekers extend from direct placement in employment of those persons who can immediately perform the job, to the provision of various forms of assistance to those who are experiencing difficulty gaining employment.

The services are provided through a decentralised network of offices throughout Australia. In all there are 277 Job Centres of the Commonwealth Employment Service plus 22 full-time and 20 part-time Branches and 132 Agents.

The CES provides a range of information and counselling services. These services include information and advice provided by the Youth Access Centres, Work Information Centres and Career Reference Centres. They hold a comprehensive library of audiotapes, videotapes and advice on the job search process. The centres are special units of the CES which do not engage in job placement activity.

7.11 CES STATISTICS, TASMANIA, 1986-87

Registrations of job seekers	70 847
Vacancies notified to the CES	34 893
Vacancies filled	30 199
Unemployed persons registered at 30 June 1987	26 753

Source: Commonwealth Employment Service, *Report of the National Director 1986-1987*.

In addition, Professional Employment Services Offices are provided in the major centres of population and business, which respond to the needs of professionally qualified job seekers.

In its attempts to increase employment prospects of job seekers, the CES provides counselling and support services for groups with particular difficulties and needs. These include youth, people with disabilities, Aboriginals and migrants.

7.2.2 Commonwealth Government Assistance Schemes

Community Youth Support Scheme

The Community Youth Support Scheme (CYSS) was introduced in October 1976 as a means of encouraging local community groups to become involved in assisting unemployed young people. The program is one of several community-based programs which aim to assist young people to compete more effectively for jobs in the labour market and develop both their personal and work-related skills while unemployed.

The objectives for the program are:

- to assist unemployed people aged 15–24 years inclusive 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; and
- at the national level provide for equal access by young men and women, with emphasis given to those groups who have been identified by the Government as especially disadvantaged: the long-term unemployed, Aboriginals, people with disabilities, migrants with English language difficulties or cultural barriers inhibiting employment prospects, and other special needs job seekers e.g. wards of the state, ex-offenders etc.

These objectives are achieved through a network of community-based CYSS projects servicing areas of high unemployment which provide a balanced range of relevant programs and activities for the target group within the local area.

Any young unemployed person under 25 years of age, over the legal school leaving age (or with special exemption) and not in full-time education, is eligible to participate in CYSS projects. This includes people receiving a pension or benefit who will eventually be capable of work. There are 22 CYSS groups throughout the State.

Community Employment Program

The Community Employment Program (CEP) was created to provide employment opportuni-

ties, particularly for those most disadvantaged in the workforce. In May 1987, the program was discontinued as part of a fundamental shift in government policy to assist job seekers via training (notably the Traineeship System) instead of short term job creation.

The program was jointly administered by the Commonwealth and State governments in a constructive partnership with local government authorities and community organisations. It commenced on 1 August 1983 and was funded for a further year after the initially proposed three years.

7.12 CEP APPROVALS, TASMANIA, AUG. 1983–MAY 1987

Value of approved projects (\$m)	48.6
Number of projects	1 283
Number of jobs	4 518

While the major objective of CEP was to create employment opportunities for disadvantaged job seekers, another significant benefit has seen the provision of many outstanding community facilities such as the Japanese Garden at the Royal Botanical Gardens, Hobart, refurbishing the Church of the Apostles Cathedral, Launceston, and many parks and recreation areas all around the State.

Community Training Program

The Community Training Program (CTP) was introduced in January 1986 to provide assistance to community organisations which develop full-time structured employment-related training opportunities for unemployed people.

The Community Training Program was created to improve the employment, education and training prospects of people who are experiencing special difficulties in finding employment by offering flexible training options in a non-threatening environment.

CTP projects assist disadvantaged job seekers to acquire the necessary skills to compete in the workforce. Linkage with other programs may be made if further training is required.

Community Volunteer Program

The Community Volunteer Program (CVP) was introduced in March 1987 as a means of encouraging community groups or local government authorities to be involved in co-ordinating volunteer opportunities for unemployed people.

The objective of the CVP 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.

The Commonwealth Government in October 1987 announced its intention to integrate the three community employment and training programs, CYSS, CTP and CVP.

Adult Training Program/ Youth Training Programs

These programs assist disadvantaged job seekers such as the long-term unemployed, to increase their competitiveness in the local labour market through the acquisition of marketable skills.

Short-term training up to a maximum 12 months duration is provided through established or specially contracted courses designed to meet local labour market needs. Preparatory training may also be approved to enable participants to undertake skills training.

JOBSTART

JOBSTART, introduced in December 1985, provides a 26-week wage subsidy to employers who provide jobs to job seekers who have experienced long periods of unemployment or face other disadvantages in obtaining employment.

Assistance is offered to employers if they are prepared to pay at least the award or appropriate wage for the job and fulfill other award conditions.

Heavy Engineering Adjustment and Development Program

This scheme was introduced to assist with the restructuring and revitalising of the heavy engineering industry. Assistance is provided to heavy-engineering firms to upgrade and enhance the skills of existing employees, including assistance with the training of specialised trainers and supervisors. This assistance is linked to improvements in work practices and more effective utilisation of existing and new technology.

In addition, a package of formal training, wage subsidy and relocation assistance is provided for workers retrenched from heavy-engineering firms, including eligibility for labour-market-orientated formal training, relocation assistance and eligibility for wage subsidy assistance.

7.2.3 State Government Assistance Schemes

The Department of Employment and Training was formed in July, 1986 and brought together

parts of Treasury, the Department of Labour and Industry and the Training Authority of Tasmania (formerly the Apprenticeship Commission) associated with the delivery of employment and training programs.

The main objectives of the Department are to increase the level of employment within Tasmania and ensure the timely supply of an appropriately skilled workforce through the creation and maintenance of employment generating programs, and the development, administration, and support of vocational training programs.

Taswork

On 23 January 1986 the Tasmanian Government announced it would trial a new employment assistance scheme to be called 'Taswork'. The announcement came in response to a specific request from the Municipality of George Town to help combat the high level of youth unemployment in that Municipality. The scheme was publicly launched in October 1986 and the first Taswork project began in December 1986. During 1987 Taswork provided regular employment for 60 of the 100 participants registered with the scheme. The remaining 40 were awaiting the commencement of new projects.

The purpose of Taswork is to provide young unemployed people with the opportunity to do two days a week community work whilst retaining eligibility for unemployment benefit. Participants in the scheme are paid an allowance equivalent to minimum award rates of pay and although their unemployment benefit or jobsearch allowance is adjusted to take account of this income, their eligibility for this and other forms of assistance to the unemployed is retained.

The cost of the scheme as at 30 June, 1987, was \$169 451. In total, an amount of \$114 918 was spent on the 38 Taswork projects. The cost per participant, since the inception of the program and as at 30 June, 1987, was \$2 118.

Tasmanian Employment Program

The Tasmanian Employment Program (TEP) provides a grant of \$5 000 spread over three equal instalments, to private sector employers for every additional full-time employee engaged and retained for a period of 18 months.

Since the scheme began in 1984-85, there have been some 2 194 grants totalling \$6 920 190. As at 30 June 1987, 3 451 jobs had been provided throughout the State.

7.2.4 Training and Apprenticeship

The Commonwealth Department of Employment and Industrial Relations and the State Department of Employment and Training are charged with the role of developing and adminis-

tering employment and training schemes to give people the skills and experience they need to obtain and keep employment.

The Australian Traineeship System

By the end of 1987, 235 young Tasmanians had commenced traineeships under the Australian Traineeship System in various industries around the State. Most of these trainees commenced during 1987. However only 30 trainees had completed their traineeship by the end of the year.

In broad terms, a Traineeship is a structured vocational training system. It combines on and off-the-job training for 16 to 18 year olds. It provides broad-based training and offers the opportunity to progress to permanent employment and a worthwhile career and/or further training and education.

Essentially, a traineeship lasts for 12 months, including 12 weeks off-the-job training which is provided by TAFE Colleges throughout the State. Upon successful completion of the Traineeship a trainee receives a Certificate of Proficiency.

7.13 TRAINEESHIPS, TASMANIA, 1987

<i>Traineeship</i>	<i>Number of trainees commenced</i>
Office Skills —	
Private sector	115
Australian public service	50
Local government	12
Telecommunication installation	10
Furniture removals	12
Food and beverage service	26
Local government —	
Maintenance and construction	10
Total	235

Further Traineeships are expected to be offered in the rural, automotive, State services, retail, insurance, banking/finance, fishing and food processing industries in Tasmania during 1988.

Apprenticeships

Apprenticeship involves a signed legal contract (indenture) between the employer, the apprentice and the parent or guardian if the apprentice is under the age of 18 years.

There are two types of training involved in an apprenticeship; broad practical on-the-job training and off-the-job technical instruction given at a technical college.

Attendance at technical college is compulsory and for some trades it may be necessary to attend a college away from home.

The apprentice serves a three-month probationary period before the formal contract of training (indenture) is signed by the employer and the apprentice. Once the indenture is signed and registered, a contract exists and the apprenticeship can only be ended if the government Training Authority agrees. When the apprenticeship is finished the indenture is given to the apprentice to show he/she is a qualified tradesperson.

The term of an apprenticeship is generally four years. If the employer agrees, it can be shortened by six months if the apprentice has completed a pre-vocational training course at a college of technical and further education.

During 1986-87 there was a total of 3 773 apprentices in training around the State. Approximately one third of these were in their first year and 87 per cent were males.

7.14 APPRENTICES, TASMANIA, 1986-87

<i>Trade group</i>	<i>Commencements</i>	<i>Completions</i>	<i>Apprentices in training at 30 June 1987</i>
Metal	375	186	1 174
Electrical	124	79	391
Building	250	125	894
Printing	28	7	83
Vehicle	48	16	114
Food	155	95	405
Other	245	133	712
Total	1 225	641	3 773
Male	1 064	—	3 279
Female	161	—	494

Most apprenticeships are served in the private sector, with almost 92 per cent of commencements in 1986-87 occurring with private firms.

Over the ten-year period 1976-77 to 1986-87, the number of apprenticeships in particular trades varied considerably. For instance, the number of commencements in the building trade has decreased by almost half while apprenticeships in other areas such as farming, horticulture and hairdressing have increased by 88 per cent, reflecting a move away from traditional employment areas.

Each year, the Training Authority offers an award of \$250 to the outstanding apprentice in each major group of trades. From these apprentices, the 'Apprentice of the Year' is selected. This apprentice is awarded an additional \$350 and competes for the National Apprentice of the Year Award.

7.15 APPRENTICESHIPS, TASMANIA, 1976-77 TO 1986-87

	1976-77	1978-79	1980-81	1982-83	1984-85	1985-86	1986-87
Commencements							
Public sector	n.a.	133	121	91	161	80	104
Private sector	n.a.	1 145	1 241	670	955	1 180	1 121
Total	1 427	1 278	1 362	761	1 116	1 260	1 225
Cancellations	254	250	213	200	129	156	251
Completions	1 007	1 007	1 190	1 091	1 046	815	641
In training	4 450	4 445	4 466	3 576	3 152	3 441	3 773
<i>Apprenticeship commencements by trade area</i>							
Metal	450	422	451	248	306	361	375
Electrical	153	139	133	86	100	127	124
Building	481	350	365	141	288	317	250
Printing	33	27	28	11	27	29	28
Vehicle	62	54	47	18	30	43	48
Food	118	125	148	96	141	147	155
Other	130	161	190	161	224	236	245
Total	1 427	1 278	1 362	761	1 116	1 260	1 225

116 apprentices applied for the 1987 awards, almost double the number for the previous year. Seven of the top ten apprentices in their respective trade areas came from the north and north-west of the State.

Apprentice Of The Year



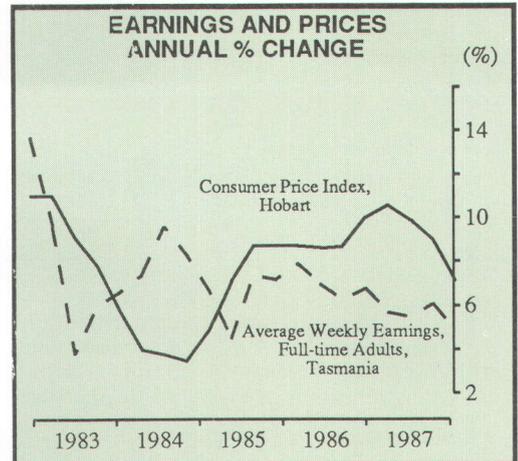
Tasmania's apprentice of the year for 1987 was Scott Greaves, 19, of Launceston. Scott was an apprentice diesel fitter with the Department of Main Roads. He also won the best first and second year apprentice in his trade.

7.3 THE WORKING ENVIRONMENT

7.3.1 Earnings

Annual growth in average weekly earnings of Tasmanian employees over the last three years has been significantly lower than the annual growth in the Hobart Consumer Price Index.

The loss in real earnings peaked in the March quarter of 1987 when the annual growth of average weekly earnings of full-time adults was measured at 5.1 per cent, compared with the Hobart Consumer Price Index annual growth of 10.6 per cent. However, while annual growth in earnings has since continued to decline, annual price movements, as measured by the Consumer Price Index, have also declined, thus narrowing the gap in loss of real earnings.



Average earnings for all employees in Tasmania in August 1987 were \$369.50. The average for all Australian employees was \$393.20. On the average, employees in Tasmania earned slightly more than those in South Australia in August 1987, but were behind all other States and Territories.

On average, Tasmanian male employees earn significantly more than their female counterparts. The average for all males was \$440.00 in August 1987 compared with \$270.10 for females. This apparent discrepancy can be attributed mainly to the high proportion of females working part-time, consequently earning less income. The difference in the earnings of full-time males and full-time females although still considerable, is much smaller (\$483.40 and \$382.80 respectively).

7.16 AVERAGE WEEKLY EARNINGS OF EMPLOYEES, TASMANIA

Average weekly earnings	Earnings at —		Annual change (%)
	August 1986 (\$)	August 1987 (\$)	
Full-time adult males	455.60	483.40	6.1
All males	424.80	440.00	3.6
Full-time adult females	356.60	332.80	7.3
All females	254.90	270.10	6.0
Full-time adult persons	428.40	454.60	6.1
All persons	355.10	369.50	4.1

Other factors which have contributed to the differences in male and female earnings include the higher proportion of female juniors in employment, the lower proportion of female managerial employees and differences in occupation and industry structure. Thus the median earnings for female employees remain at a level below that of males.

7.3.2 Other Major Labour Costs

Apart from earnings, there are four other major labour costs facing employers. These are payroll tax, workers' compensation, superannuation and, now, fringe benefits tax.

In Tasmania in 1985-86, for each dollar paid out for employee earnings, it has been estimated that an additional 3.6 cents was paid in payroll tax, 2.1 cents in workers compensation costs and 3.3 cents in employer contributions to superannuation schemes. For all Australian private sector employers, the figures were 3.8 cents, 3.0 cents and 3.7 cents respectively for each dollar paid in earnings.

Within the State an estimated \$590 was paid in payroll tax for each employee, \$340 for each employee for workers compensation and \$550 per employee in superannuation contributions. Just over one third of Tasmania's private sector employees (34.7 per cent) were covered by superannuation, slightly higher than the average for all Australia (32.3 per cent).

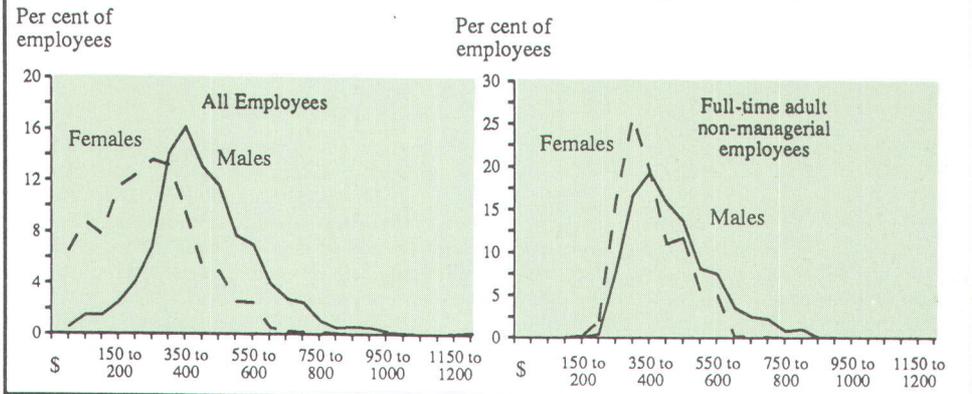
Differences in labour costs between Tasmania and other States are influenced by the industry composition and business concentration of the Tasmanian economy.

For instance, workers' compensation costs are highest in the mining, manufacturing, construction and transport and communication sectors; industries in which proportionally, Tasmania has less employment relative to some other States. In addition, the fact that payroll tax is determined according to employer size means that those States with higher proportion of employment in large companies tend to pay higher costs of payroll tax per employee.

7.3.3 Wage Fixing

In Australia two sets of authorities regulate wages and salaries. The Conciliation and Arbitration Commission with federal jurisdiction, and various State tribunals; in Tasmania the Tasmanian Industrial Commission. In Tasmania approximately 35 per cent of employees are covered by federal awards and about 51 per cent by State awards.

DISTRIBUTION OF AVERAGE WEEKLY TOTAL EARNINGS, TASMANIA, MAY 1987



National Awards

Under the Australian Constitution, the Commonwealth Government's power to legislate in relation to wages is limited to the prevention and settlement by conciliation and arbitration of industrial disputes extending beyond the limits of any one State. This power enabled the establishment of the Commonwealth Court of Conciliation and Arbitration in 1904, since named the Australian Conciliation and Arbitration Commission. The court was empowered to make orders and awards altering what was the basic wage for the purpose of settling industrial disputes which extended beyond any State.

In 1907 Mr Justice Higgins, President of the Court, made the first definition and determination of the basic wage in the 'Harvester Judgment' when he declared a basic wage rate of \$4.20 for Melbourne. By 1953, the basic wage had risen to \$23.50. In 1967 the basic wage and the payment of margins were replaced by a 'total wage' incorporating a minimum concept. The minimum total wage was set at \$38.15 in Hobart.

Since that time the Commission has continued to determine appropriate wage increases and has reviewed the principles of wage fixation on many occasions. The current wage fixation principle in operation since March 1987 involves a two-tier system; the first tier comprises a flat increase of \$10 per week while the second tier allows for wage increases of up to 4.0 per cent based on proven productivity gains.

7.17 INCREASES IN AWARD TOTAL WAGES: NATIONAL WAGE DECISIONS

Date Operative	Per cent Increase
1981 — 9 January	3.7
— 7 May	3.6
1983 — 6 October	4.3
1984 — 6 April	4.1
1985 — 18 April	2.6
— 14 November	3.8
1986 — 1 July	2.3
1987 — 10 March	\$10.00 (a)

(a) This is the first tier payment under the two-tier wage fixing system. The second tier allows for an increase of 4 per cent, of which a maximum of 2 per cent is payable no earlier than 1 September 1987, with a maximum of a further 2 per cent payable no earlier than 1 July 1988.

Tasmanian Awards

With the proclamation of the *Industrial Relations Act* 1984 on 1 January 1985, the Tasmanian Industrial Commission was created. It replaced the system of Industrial Boards that had existed since 1975 and also took over the industrial functions of the Public Service Board

and the arbitration functions of the Tasmanian Public Service Arbitrator.

There are five Commissioners, including the President and the Deputy President. They are empowered to make and amend awards relating to industrial matters affecting permanent, temporary, full-time, part-time, casual and piece-work. To a limited degree they are also empowered to make and amend awards covering contract employees employed in private industry, in the State Service, or in any State authority outside the State Service, such as the Police and the HEC to the extent those private and public employers are not bound by Federal Awards.

COMMISSION MEMBERS

President	Mr L A Koerbin
Deputy President	Mr A Robinson
Commissioners	Mr R K Gozzi Mr J G King Mr R J Watling
Registrar	Mr Q H James

The Commission can hear and determine, without appeal, industrial disputes in any area, provided the subject of the dispute is an industrial matter and is notified to the Commission by an employer, or any registered employee organisation.

7.18 MINIMUM WAGES, ADULT MALES

Date operative (a)	Federal awards	Tasmanian awards
9 January 1981	140.70	142.10
7 May 1981	145.80	147.20
1 November 1982	145.80	168.00
6 October 1983	152.10	175.20
6 April 1984	158.30	182.40
18 April 1985	162.40	187.10
14 November 1985	168.60	194.20
1 July 1986	172.50	198.70
10 March 1987	182.50	208.70

(a) Rates operative from the first pay-period commencing on or after the date shown.

7.3.4 Trade Unions

Tasmania has the highest rate of trade union membership of any Australian State. At the end of June 1987, 62 per cent of Tasmanian employees were members of a trade union; the rate for females was 45 per cent and for males it was 71 per cent. The Northern Territory had the lowest rate; 40 per cent of males, 26 per cent of females giving 34 per cent of all employees. Fifty-six per cent of all Australian employees were members of trade unions.

7.19 PROPORTION OF EMPLOYEES BELONGING TO A TRADE UNION, DECEMBER, (%)

State/Territory	1979	1987
New South Wales	57	61
Victoria	54	54
Queensland	53	54
South Australia	55	55
Western Australia	49	47
Tasmania	61	62
Northern Territory	42	34
Australian Capital Territory	58	52
Australia	56	56

Over the past nine years, the overall rate of trade union membership in Australia has been quite stable. In 1979, 56 per cent of all Australian employees were trade union members, the same proportion as in 1987. Across the States and Territories, there has been an increase in the proportion of trade union members in New South Wales offset by a small fall in Western Australia and larger falls in the Northern Territory and the Australian Capital Territory.

In Tasmania in 1987 there were 129 unions and a total of 96 500 members. Although female membership has increased over recent years, the proportion of all female employees who are members has declined. The growth in part-time employment, where there is a low rate of unionisation, has contributed to this decline.

7.20 TRADE UNIONS, TASMANIA

	1979	1987
Trade Unions	121	129
Members —		
Males	62 100	67 100
Females	26 100	29 400
Total	88 200	96 500

7.3.5 Industrial Disputes

During 1987, 28 000 working days were lost in Tasmania as a result of industrial disputes, a similar level to that experienced in 1986. Days

7.21 WORKING DAYS LOST IN INDUSTRIAL DISPUTES, TASMANIA

Year	Working days lost
1980	91 500
1983	67 800
1985	20 700
1986	29 200
1987	28 000

lost through industrial disputes have declined significantly over the last three years from the early 1980s when of the order of 50 000 to 60 000 days were lost each year.

In 1987, 177 working days were lost for every thousand employees in Tasmania, a decline on the 190 recorded in 1986 and lower than the national average of 223. However, Tasmania was still the third highest of all States in the number of working days lost per thousand employees, with the New South Wales figures significantly boosting the national average.

7.22 WORKING DAYS LOST PER THOUSAND EMPLOYEES, BY STATE

State	1986	1987
New South Wales	304	340
Victoria	240	164
Queensland	207	87
South Australia	95	90
Western Australia	272	212
Tasmania	190	177
Australia	242	223

7.3.6 Industrial Accidents

In the twelve months to the end of June 1987, nine fatal industrial accidents were recorded in Tasmania. In addition, a further 62 accidents which resulted in some form of permanent disability were reported.

During the year, a total of 9 090 new compensation claims for industrial accidents were lodged under the *Workers Compensation Act 1927*; 7 835 involved males and 1 255 involved females.

7.23 INDUSTRIAL ACCIDENTS, TASMANIA

Year	Deaths	Total number of accidents
1979-80	8	9 860
1980-81	11	10 308
1981-82	11	9 779
1982-83	11	9 004
1983-84	9	8 788
1984-85	10	9 795
1985-86	4	10 275
1986-87	9	9 090

Manufacturing accounted for just over 28 per cent of the accidents. The next highest groups were wholesale and retail trade, 13 per cent, and community services, 11 per cent.

7.24 INDUSTRIAL ACCIDENTS BY INDUSTRY GROUP, TASMANIA, 1986-87

Industry group	Number of accidents by extent of disability		Death	Total number of accidents	Time lost (a)	
	Temporary	Permanent			Duration of leave (days)	Average leave (days)
Agriculture, forestry, fishing and hunting	733	7	-	740	16 487	22
Mining	696	-	-	696	8 979	13
Manufacturing	2 544	21	4	2 569	42 414	17
Electricity, gas and water	770	-	-	770	17 904	23
Construction	843	7	2	852	15 240	18
Wholesale and retail trade	1 170	13	-	1 183	20 598	17
Transport, storage and communication	476	3	1	480	9 529	24
Finance, property and business services	95	-	-	95	1 690	18
Public administration and defence	334	2	2	338	6 231	19
Community services	1 026	3	-	1 029	22 831	22
Recreation, personal and other services	332	6	-	338	6 584	19
All industries	9 019	62	9	9 090	430 803	19

(a) Temporary and permanent partial disability cases.

For the year, a total of 170 803 days were lost as a result of leave taken with an average of 19 days per accident. The highest average number of days leave taken for accidents was in the manufacture of transport equipment group while the lowest average time off was in the manufacture of fabricated metal products.

Accidents reported include industrial diseases, of which 13 cases were reported. However, the most common types of accidents involved collision with an object and over-exertion or physical stress movement. These two categories comprised almost 60 per cent of all accidents.

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