

Research Paper

Workplace Functions in Regional Labour Markets, Queensland

1976 to 2001

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Views expressed in this paper are those of the authors and do not necessarily represent those of the Australian Bureau of Statistics. Where quoted or used, they should be clearly attributed to the authors.

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PREFACE

Changes over time in the characteristics of regional labour markets can be considered as an indicator of possible current and future imbalances in the supply and demand for various skills. This study describes changes to the characteristics of the working population of different regions within Queensland, as reported in each Census of Population and Housing from 1976 to 2001.

This study uses the concept of 'workplace function' as a basic framework to provide a comparison of data over 25 years. Readers are strongly encouraged to first read Chapter 1 'The Concept of Workplace Functions' to gain an understanding of the terms and structure used in the analysis. Further details of functions are given in the Technical Notes, to be referred to as needed. Chapter 2 provides an overview of Queensland and includes Australian data for comparison. Chapters 3 to 7 provide regional data and commentary on each of the five function groups. Chapters 8 to 17 provide further analysis and more detailed data for Queensland regions.

The authors of this publication wish to acknowledge Anthony P. Carnevale and Steven J. Rose the authors of *Education for What? The New Office Economy*, the study which provided the concepts on which this research paper is based.

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Lynne Peterson, Tracy Burns and Mark Chalmers
Australian Bureau of Statistics
14 January 2005

SYMBOLS AND ABBREVIATIONS

ABSCQ	Australian Bureau of Statistics Classification of Qualifications
AC	Aboriginal Council
ANTA	Australian National Training Authority
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCED	Australian Standard Classification of Education
ASCO	Australian Standard Classification of Occupations
ASGC	Australian Standard Geographical Classification
ASIC	Australian Standard Industrial Classification
ABS	Australian Bureau of Statistics
C	City
CDEP	Community Development and Employment Program
CCLO	Classification and Classified List of Occupations
CPI	Consumer Price Index
FIRE	Finance, Insurance and Real Estate
IC	Island Council
S	Shire
SIC	Standard Industrial Classification (US classification)
SD	Statistical Division
T	Town
VET	Vocational Education and Training
no.	number
na	not available
. . .	not applicable
—	nil or rounded to zero

CHAPTER 1

THE CONCEPT OF WORKPLACE FUNCTIONS

INTRODUCTION

This paper looks at a 25 year time series from 1976 to 2001, for a longer term perspective of the changes taking place in the supply of labour in regions. Factors such as globalisation, technological change and deregulation of markets have contributed to structural changes in the economy in this period. The general perception of the impact of these changes on the labour market has been formed by reports on an industry basis, but the nature of such changes in the workplace and their drivers are not fully understood. This research paper provides a complementary view of changes in Queensland labour markets.

FUNCTIONS

Recognising that similar workplace activities occur in many industries, functions combine the industry of the business with the internal division of labour within the business. Functions categorise employment according to an individual worker's direct contribution to economic output, providing a complementary framework for analysing changes occurring in the labour market.

Functions take into account both the type of activities performed by workers (their occupation) and how the employing firm's business activities fit within the economy (its industry). The function group structure particularly focusses on separating out the management, marketing, accounting and coordination tasks performed in a firm's administration office, from the production or service tasks involved in producing the firm's output.

The separation of the management of resources from direct production and service tasks allows a closer analysis of changes taking place in this growing part of the economy. In this methodology self employed persons are recognised as having, in part, a similar role to managers in their administration and executive tasks.

Use of the function framework has identified that much of the employment growth in Queensland has been in management and coordination. There has also been strong employment growth in the provision of services. While employment in industrial production has shown little growth, a young, highly educated and well paid workforce has been maintained within that function over the past 25 years. Ageing of skills in the workforce is evident in some functions and may represent a future skill replacement issue. Regional labour markets have differences in qualifications, income, age, hours worked and migration of workers from overseas and interstate which are highlighted in the analysis.

FUNCTION GROUPS STRUCTURE

A function group defines the primary outputs of a person in their work. The function group structure identifies five distinct function groups and these groups are comprised of 13 distinct functions.

The five highly aggregated function groups presented here are equivalent to those in the original study by Carnevale and Rose, although there have been some changes in names. The composition of the five function groups (with the original Carnevale and Rose descriptors given in brackets) are:

1. Farm/mine (Extractive production) — direct labour in agriculture, mining, fishing, logging and forestry, e.g. miners, farm labourers and gardeners. For more details about this group see the Introduction in Chapter 3 Farm/mine and Technical Notes.

2. Factory (Industrial production) — direct labour in manufacturing, construction, public utilities (gas, water, electricity) and transporting goods, e.g. tradespersons, engineers, truck drivers and production workers. For more details about this group see the Introduction in Chapter 4 Factory and Technical Notes.

3. Retail/personal services (Low-skilled services) — direct labour involved in sales to individual consumers, e.g. retail assistants and hospitality workers in restaurants or entertainment venues. Generally, these consumer contact activities do not require highly specialised training or a large physical capital base. For more details about this group see the Introduction in Chapter 5 Retail/personal services and Technical Notes.

4. Social infrastructure services (High-skilled services) — direct labour in providing social infrastructure services such as education, health care and public order, e.g. teachers, doctors and police officers. The provision of these services generally requires a large investment in capital expenditure and/or specialised training. Personal transportation and communication are included in this group (e.g. pilots and radio announcers) because these services have a high requirement for physical capital (phone lines, trains, planes, etc.). For more details about this group see the Introduction in Chapter 6 Social infrastructure services and Technical Notes.

5. Office (Administration and coordination) — labour involved in management, administrative, business and financial services, including clerical and office support services, e.g. managers, clerical workers, insurance brokers and accountants. For more details about this group see the Introduction in Chapter 7 Office and Technical Notes.

Note: The first four groups include the direct labour necessary for the production and supply of goods or services. The fifth function group brings together all the activities which contribute to managing and coordinating an economic enterprise.

The association between the five function groups and 13 distinct functions is outlined in the table below.

<i>Function groups</i>	<i>Functions</i>
1. Farm/mine	F1. Farm/mine
2. Factory	F2. Manufacturing F3. Construction and transport
3. Retail/personal services	F4. Personal services F5. Retail services
4. Social infrastructure services	F6. Health care F7. Education F8. Security and communication
5. Office	F9. Management F10. Finance, insurance and real estate (FIRE) F11. Business professionals F12. Office support F13. Public administration

For a more detailed definition of the 13 functions please refer to the Technical notes at the end of this publication. Background information regarding each of the census data items involved in this study are given in the Explanatory Notes.

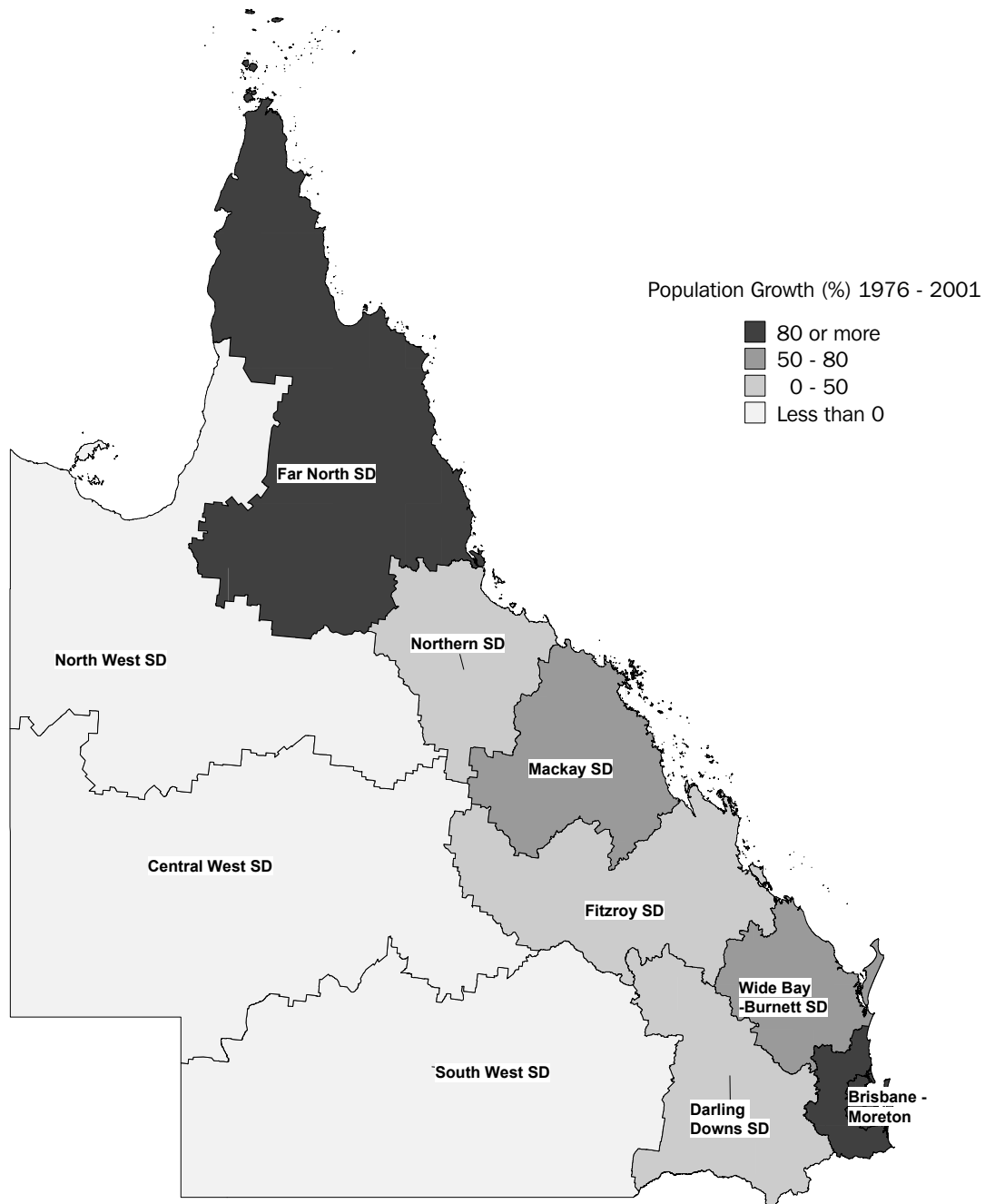
CHAPTER 2

EMPLOYMENT IN QUEENSLAND

POPULATION GROWTH

The Queensland population as measured by the Census usual resident count increased by 79% between the 1976 and 2001 census, from 1,967,285 to 3,522,044 (see table 2.2). The Australian population for the same period grew by 39% from 13,514,943 to 18,769,249. The Queensland share of Australia's population increased from 15% in 1976 to 19% in 2001.

2.1 POPULATION GROWTH BY REGION, CENSUS USUAL RESIDENTS COUNTS, Queensland 1976 to 2001.



POPULATION GROWTH
continued

Queensland's population growth was predominately in the south-east of the state. From 1976 to 2001, 75% of the state's growth occurred in the Brisbane SD and Moreton SD (combined together as the Brisbane–Moreton region for this research paper). In this 25 year period, the population in Brisbane–Moreton doubled, and the region became home to 65% of the states population in 2001 compared with 58% in 1976.

Population grew strongly in all the east coast Statistical Divisions (SD). The Far North SD was the fastest growing region (83%) outside the south-east of the state. The Wide Bay–Burnett SD, Mackay SD, Fitzroy SD and Northern SD all showed growth greater than 43%.

The inland region of the Darling Downs SD grew 31%, but lost its ranking as the largest SD outside the Brisbane–Moreton region. The three SDs in the west of the state had small populations which declined in size between 1976 and 2001. Collectively the population of the South West SD, Central West SD and North West SD accounted for 2% of the state's population in 2001, half what it represented in 1976.

2.2 POPULATION BY REGION, CENSUS USUAL RESIDENT COUNTS, 1976 TO 2001

	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>%</i>
Brisbane–Moreton(b)	1 146 443	1 336 424	1 543 384	1 771 826	2 068 822	2 303 136	100.9
Wide Bay–Burnett SD	137 067	146 416	164 355	187 298	217 757	228 045	66.4
Darling Downs SD	154 068	160 953	175 663	185 310	194 050	202 475	31.4
South West SD	27 819	26 796	27 900	27 869	25 728	25 952	–6.7
Fitzroy SD	121 902	137 893	154 344	160 751	172 873	174 771	43.4
Central West SD	13 700	13 586	13 217	12 748	12 161	12 163	–11.2
Mackay SD	82 866	96 848	113 728	118 341	129 465	132 533	59.9
Northern SD	127 875	135 734	152 004	161 365	173 299	183 290	43.3
Far North SD	116 289	131 005	156 644	172 503	203 243	212 647	82.9
North West SD	38 452	37 193	37 414	36 426	34 826	34 599	–10.0
Queensland(c)	1 967 285	2 224 334	2 540 249	2 887 506	3 247 363	3 522 044	79.0
Australia(d)	13 514 943	14 516 896	15 542 567	16 771 803	17 752 829	18 769 249	38.9

(a) All regions are defined by 2001 ASGC Statistical Division boundaries.

(b) Brisbane–Moreton is comprised of the Brisbane and Moreton Statistical Divisions.

(c) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

(d) Including persons not able to be classified to a state.

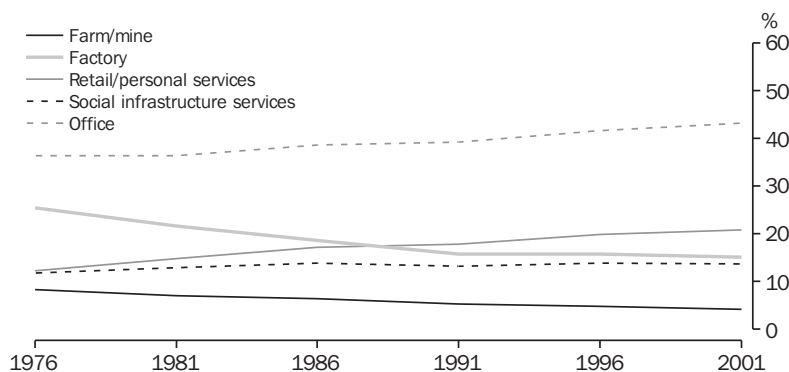
Source: *Census of Population and Housing, 1976 to 2001.*

EMPLOYED PERSONS

The 1,554,209 employed persons in Queensland at the 2001 census was almost double the number employed in 1976 (807,994). All function groups except the Farm/mine showed increased numbers of employed persons over this period (see table 2.12).

Graph 2.3 shows the changes in employment share of each of the five function groups as a proportion of all employed persons in Queensland. The largest function group in all census years was the Office, which grew from 36% to 43% of all employed persons, providing an additional 376,053 jobs. The fastest growth occurred in Retail/personal services, from 12% of employed persons in 1976 to 20% of employed persons in 2001, an additional 224,404 workers. Social infrastructure services grew by 115,936 workers, from 12% to 14% of all employed persons in the state.

2.3 EMPLOYED PERSONS BY FUNCTION GROUP, Queensland—1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

The Factory and Farm/mine function groups did not keep their share of total employment over the period. The Factory, which accounted for 25% of all employed persons in Queensland in 1976, decreased to 15% of all employed persons in 2001. However, the number of workers actually increased by 29,197 to 234,548. The Farm/mine function group also fell substantially over this period, declining from 8% to 4% of total employed persons with the number of workers decreasing from 66,946 to 64,834.

Australian figures for the same period show a growth rate in the number of employed persons about half that of Queensland. Growth in the number of workers in each function group was correspondingly smaller at the national level, resulting in similar changes to the share of employment for the function groups. Australia-wide, increased proportions of the workforce laboured in the Office (from 37% in 1976 to 43% in 2001) and Retail/personal services (from 12% to 19%), the proportion in Social infrastructure changed little (from 12% to 14%) and smaller proportions worked in the Factory (from 27% to 16%) and the Farm/mine (from 6% to 4%).

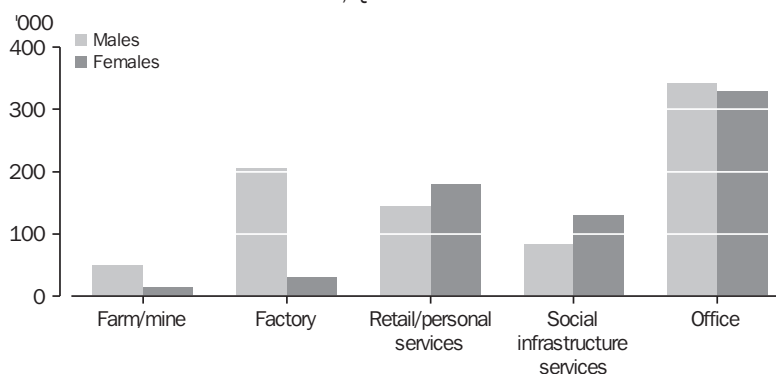
Table 2.12 provides further details regarding changes in functions from 1976 to 2001. For example:

- The Business Professional function displayed the largest rate of growth in Queensland, (over five times larger), from 16,657 workers in 1976 to 101,811 in 2001.
- Personal services had the second fastest rate of growth in Queensland, and its share of employed persons increased from 5% in 1976 to 9% in 2001
- Apart from the Farm/mine, the Construction and transport function showed the lowest rate of growth of employment in Queensland, and its share of employed persons declined from 15% in 1976 to 8% in 2001.
- The Manufacturing function experienced a decline from 11% to 7% of total employment over the reference period.
- Notable differences between Queensland and Australian figures were the stronger growth in Manufacturing and Business professionals in Queensland compared to Australia.

MALE AND FEMALE EMPLOYMENT

Males and females tended to have different workplace functions (see table 2.13 and graph 2.4), although there were a similar numbers of both sexes in the Office in 2001. The great majority of workers in the Factory and Farm/mine were males, whereas more females than males worked within Social infrastructure services and Retail/personal services.

2.4 EMPLOYED PERSONS BY SEX, Queensland—2001



Source: Census of Population and Housing 2001.

Males Total male employment rose by 61%, from 529,010 to 850,301. Both of the function groups which declined in share of employment over the reference period, the Factory and the Farm/mine, employed more males than females. This was offset by growth in Retail/personal services, Social infrastructure services and the Office.

In 1976, the Factory was the largest function group for males, employing 35% of all male workers; the Office followed closely, employing another 34%. By 2001 the proportion of males employed in the Office had grown to 40% of all male workers (341,916) and the Factory, now the second largest group, employed 24% of male workers (204,229).

Males *continued* Retail/personal services grew from 9% of male employment in 1976 to 17% in 2001 (143,408), the third largest function group. Social infrastructure services showed a small increase in proportion, to account for 10% of all male employment in 2001 (82,757). The Farm/mine employed a similar number of males in 2001 (50,161) as in 1976 and its proportion of all male employment fell from 9% to 6% over the period.

Females The increasing participation of females in the workforce resulted in the number of employed females in Queensland more than doubling between 1976 and 2001, from 278,984 to 703,908. The proportion of employed persons who were female increased from 35% to 45% of all employed persons.

In all census years between 1976 and 2001, the Office was the largest function group for females. The proportion of the female workforce who worked in the Office increased from 41% to 47% (328,634 females in 2001). Retail/personal services was the second largest function group for employed females in 2001, employing 26% or 179,902 females, up from 18% in 1976.

Social infrastructure services employed 18% (128,920) of female workers in 2001; this function group had the highest representation of female workers, with 61% of all workers in 2001 being female. The Factory and Farm/mine were both comparatively minor workplaces for females, each accounting for less than 5% of all female employment.

Further details available from table 2.13 include:

- All functions within the Office showed increases between 1976 and 2001 in the proportion of workers who were female.
- Business professionals showed by far the fastest growth in female workers, with their number increasing from 2,223 in 1976 to 36,806 in 2001.
- Management was the largest function for males in 2001, accounting for 138,047 male workers.
- Office support was the largest function for females in 2001, accounting for 137,338 female workers.
- Health care had the highest proportion of workers who were female (74%).
- Construction and transport recorded the lowest proportion of workers who were female, 10% in 2001, although this was double the proportion in 1976.
- The Farm/mine was the one function in which the female proportion of employment fell. The number of female workers with a Farm/mine function fell from 16,808 in 1976 to 14,673 in 2001, while the number of male workers remained just over 50,100.

AGE

Both the later entry into the workforce following additional post school study and the ageing of the general population have contributed to the ageing of the Queensland workforce. The average age of employed persons in Queensland increased from 36 years in 1976 to 38 years in 2001, remaining marginally younger than the average age of 39 for Australia (see table 2.14).

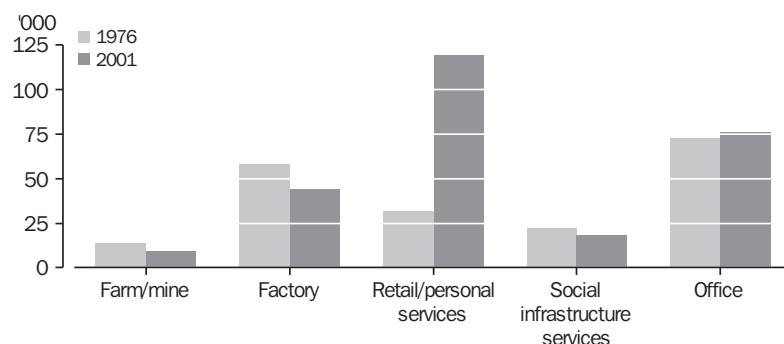
Within Social infrastructure services, training requirements have increased over time and career entry now more often begins post-qualification. This has contributed to Social infrastructure services showing the largest increase in the average age of its workers, from 36 years in 1976 to 41 years in 2001. The number of workers aged 15–24 years actually fell from 22,241 in 1976 to 18,257 in 2001. The number of older workers more than doubled.

Similarly, the average age of employed persons in the Office increased from 36 years in 1976, to 40 years of age in 2001. The proportion of 15–24 year olds in this function group fell from 25% of all workers in 1976 to 11% in 2001. By contrast, Retail/personal services, where training requirements remained low and casual employment was attractive, experienced a small drop in the average age of workers, from 34 years in 1976 to 33 years in 2001.

Young people aged 15–24 years responded to increased educational requirements by deferring their full-time participation in the workforce. While studying for a post-school qualification, many worked part-time in jobs which required little formal training, often in Retail/personal services. While the number of this age group in the population increased 39% between 1976 and 2001 to 510,031, the number employed increased by 31%, to 275,799.

By far the largest increase in jobs for young people occurred in Retail/personal services. In this function, the number of employed persons aged 15–24 years more than tripled, from 31,692 in 1976 to 119,217 in 2001 (see graph 2.5 and table 2.14). In 2001, 43% of employed persons aged 15–24 years worked in Retail/personal services compared with 15% in 1976. The Office was the most popular function group for young workers in 1976 (72,904 or 35%). Although it employed a similar number in 2001 (76,170 or 28%), it was second in size to Retail/personal services. Fewer numbers of young people were employed in each of the other three function groups in 2001 compared with 1976.

2.5 EMPLOYED PERSONS AGED 15–24 YEARS, Queensland—1976 and 2001



Source: *Census of Population and Housing, 1976 and 2001.*

For other age groups the Office provided the majority of additional jobs available in 2001, although both Retail/personal services and Social infrastructure services also increased significantly.

The number of Queensland workers aged 25–44 years doubled from 357,515 in 1976 to 746,895 people in 2001. Most of the additional jobs were in the Office, the predominant function group for this age group. The Office accounted for 45% (339,449) of workers aged 25–44 years in 2001, up from 38% in 1976. By 2001 Retail/personal services had become the second largest function group, tripling its employment of this age group to 125,823 in 2001. The Factory increased its numbers aged 25–44 years by 40%, to 120,947 in 2001. Social infrastructure services, with 110,831 persons in 2001, was only a little smaller.

The number of employed persons aged 45 years and over more than doubled, from 240,009 in 1976 to 531,515 in 2001. The Office also dominated the work available for this age group, employing 254,931 people or 48% of all workers aged 45 and over. This was almost three times the number employed in the Office in 1976. The second and third largest function groups in 2001 for this age group, Social infrastructure services (82,590) and Retail/personal services (78,270), grew at a similar rate. Numbers in the Factory and the Farm/mine grew much more slowly, so that workers aged 45 years and over were less likely to have Factory or Farm/mine jobs in 2001 compared with 1976.

Further details available from table 2.14 include:

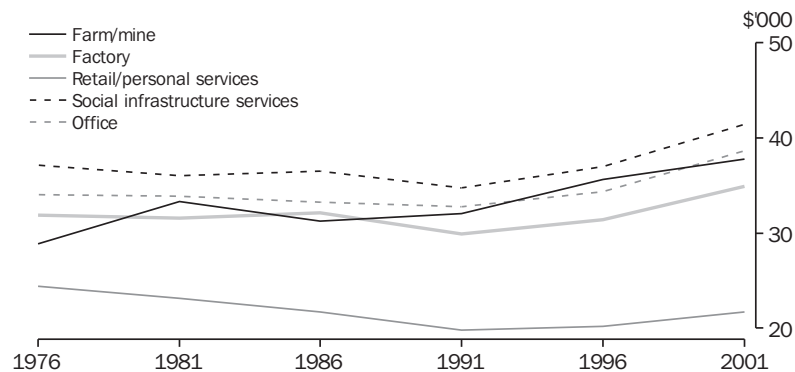
- Between 1976 and 2001 the average age of workers in the FIRE function increased by six years to 39 years in 2001, the greatest increase of any function in Queensland.
- With a higher proportion of older workers, Queensland workers with a FIRE function had an average age higher than the average age in Australia in 2001.
- Retail services demonstrated the strongest decline in average age, from 34 years in 1976 to 32 years in 2001.
- The most common functions for young people in 2001 were Retail services and Personal services with the numbers of jobs increasing by 56,197 and 31,328 from 1976 to 2001 respectively.
- Office support was the third largest function in 2001 for young people, employing 35,353 workers aged 15–24 years. This was an increase of 642 compared with 1976.
- Against the trend for stable or decreasing employment of 15–24 year olds in the Office, there were almost five times as many employed 15–24 year olds with a Business professionals function.
- From 1976 to 2001, there were more than 55,000 additional workers aged 25–44 years in both the Management and Office support functions.
- For workers aged 45 years and more, Management was the most common function in 2001, employing 101,725 or 19% of workers of this age group.

AVERAGE ANNUAL INCOME

In 2001, the average annual CPI-adjusted income for employed persons in Queensland was \$34,651, an increase of 9% from 1976. This compared with \$37,642 for all Australian workers (see table 2.15). This disparity was evident in all function groups except Social infrastructure services and was strongest in the Office where much stronger growth in income (21%) was recorded by Office workers throughout Australia, compared with 14% growth for Queensland.

Graph 2.6 shows the considerable variation in average income for workers within the different function groups, between 1976 and 2001. Apart from the Farm/mine, all function groups showed flat or declining income until 1991, followed by a rise. Income in the Farm/mine was particularly low in 1976 due to the low price of beef cattle.

2.6 AVERAGE INCOME OF EMPLOYED PERSONS, Queensland—1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

Across all census years between 1976 and 2001, average individual income in Queensland remained higher for persons in Social infrastructure services compared with other function groups. While the average income of persons in Social infrastructure services increased by 12% from \$37,139 in 1976 to \$41,471 in 2001, it had fallen as low as \$34,736 in 1991. Similarly, the average individual income in the Office grew by 14% from \$34,044 in 1976 to \$38,683 in 2001, although it had fallen to \$32,801 in 1991. Average income in the Factory function group in Queensland fell to \$29,866 in 1991 before rising to \$34,921 in 2001, a 10% rise compared with 1976.

Although growth was erratic, individual income within the Farm/mine grew at a faster rate (31%) than other function groups between 1976 (a low base year) and 2001, from \$28,854 to \$37,809. The Farm/mine was the only function group for which the average income of workers in Queensland was higher than the Australian average, for each census year from 1976 to 2001.

Across all census years between 1976 and 2001, persons in the Retail/personal services function group received the lowest average income. The gap between Retail/personal services and the other function groups increased over time, with average income for persons in Retail/personal services declining by 11% between 1976 and 2001.

Table 2.15 provides further details regarding functions in 1976 and 2001. For example:

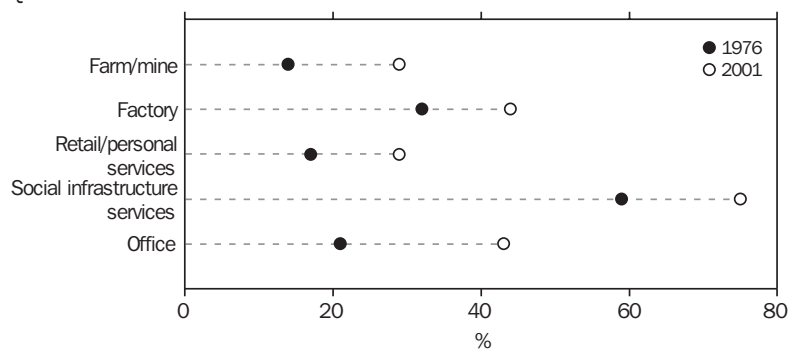
- Business professionals earned the highest average income in 2001, of \$49,303. This was 6% more than in 1976.
- Outside the Farm/mine, the fastest growth in average income was experienced in the FIRE function, where average income grew by 25% between 1976 and 2001 (to \$43,943).
- The three functions which experienced reduced incomes from 1976 to 2001 also received the lowest incomes in 2001: Retail services (\$19,902) Personal services (\$24,132) and Office support (\$27,112). Many people with these functions worked part-time (see table 2.16).
- In 2001, Australian average income exceeded Queensland average income in all functions except the Farm/mine and Education.
- In 2001, the average Australian worker earned in excess of \$5,000 more than the average Queensland worker in each of the functions Management, FIRE and Business professionals.

QUALIFICATIONS

In Queensland, the number of persons with a post-school qualification tripled between 1976 and 2001, growing from 216,953 people to 674,968. The proportion of workers with a post-school qualification grew from 27% to 43% (see table 2.16). Throughout Australia this proportion had increased even further, from a similar base to 47%. It should be noted that the data also showed the proportion of employed persons in Queensland who had a qualification level of 'Not specified' (either not stated or could not be classified) decreased significantly, from 10% in 1976 to 5% in 2001, making it difficult to directly compare qualification categories over time.

Qualification levels increased in all function groups. The Office showed the largest increase, as the proportion of workers with post-school qualifications rose from 21% in 1976 to 43% in 2001 (see graph 2.7). The most qualified group, Social infrastructure services, recorded three-quarters (75%) of workers with a post-school qualification, up from 59% in 1976. The function groups with the lowest proportion of persons with post-school qualifications were the Farm/mine and Retail/personal services (29% each in 2001, a considerable increase from 14% and 17%, respectively, in 1976).

2.7 EMPLOYED PERSONS WITH POST-SCHOOL QUALIFICATIONS, Queensland — 1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

Between 1976 and 2001 the number of VET qualified workers in Queensland increased from 161,146 to 405,780. The proportion of workers reporting VET qualifications increased from 20% to 26% of all workers, similar to Australian figures. VET qualifications were widespread throughout the function groups: The Factory had the largest proportion of persons with a VET qualification – 40% in 2001 compared with 31% in 1976; the Office, Retail/personal services and Farm/mine function groups all had from 24% to 26% of their workforce VET qualified, up from 12% to 18% in 1976; Social infrastructure services recorded 15% of workers with a VET qualification in 2001, compared to 14% in 1976.

There was a large increase in the number of Queensland workers with higher education qualifications between 1976 and 2001, from 55,797 to 269,188. The proportion of workers with higher education qualifications increased from 7% in 1976 to 17% in 2001, still lower than the Australian figure of 21% in 2001. Social infrastructure services contained the greatest proportion (60%) of persons with higher education qualifications in 2001, compared with 45% in 1976. By contrast, less than 6% of Farm/mine, Factory or Retail/personal services workers in Queensland had a higher education qualification. The Office displayed fast growth in the proportion of workers with higher educational qualifications, from 3% in 1976 to 16% in 2001.

Table 2.16 provides further details regarding qualifications in 1976 and 2001. For example:

- All functions recorded an increase in the proportion of workers with higher education qualifications, between 1976 and 2001.
- All functions in Queensland recorded a fall in the proportion of persons without post-school qualifications in the period 1976 to 2001.
- The largest fall in the proportion of workers with no post-school qualification was recorded by the FIRE function (from 77% to 55%).
- Both of the Factory functions had large proportions of workers with a VET qualification in 2001: Construction and transport 41% and Manufacturing 38%.
- Between 1976 and 2001 the largest increases in the proportion of workers with VET qualifications occurred in the Office support function (from 8% to 22%) and the Farm/mine (from 12% to 24%).
- Business professionals was the only function to record a drop in the proportion of workers with VET qualifications (from 33% to 24%), although it recorded one of the largest increases in higher education qualifications (from 16% to 37%).
- In 2001, the proportion of workers with higher education qualifications ranged from 3% in the Retail services function to 80% in Education.

HOURS WORKED

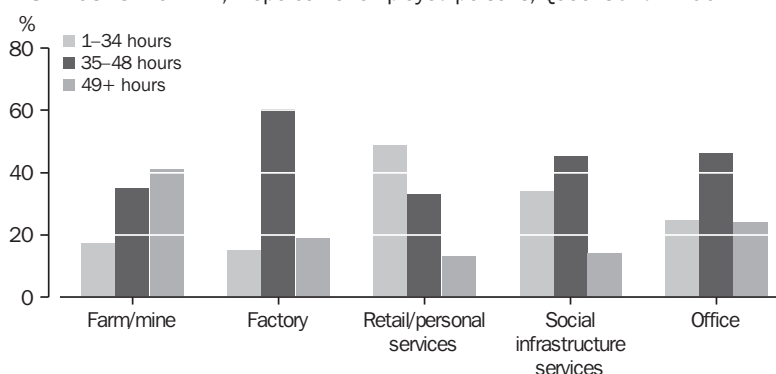
Note: Comparable data on actual hours worked is available for 1996 and 2001 only (see table 2.17 and Explanatory Notes).

On average, employed persons in Queensland worked 38 hours in the week prior to census in 2001, the same as the Australian average figure. There was considerable variation amongst the function groups, from 31 hours in Retail/personal services to 48 hours in the Farm/mine.

There was an apparent trend away from a working week of 35–48 hours in both the Queensland and Australian data, toward people working either shorter or longer hours. From 1996 to 2001 there was a decrease in the number of people in Queensland working 35–48 hours (–33,249). This was despite an increase in the workforce. By 2001, less than half of all employed people worked 35–48 hours in the week prior to the census (44% in Queensland and 46% in Australia).

While there were increasing percentages of people working part-time hours in all functions, among full-time workers there was a trend towards working longer hours. Over the five years 1996 to 2001, the number of Queenslanders working part-time hours (1–34 hours) increased by 73,266 and there was a similar increase of 75,592 people working 49 hours or more. Graph 2.8 shows the proportion of employed persons in Queensland who reported working part-time (1–34 hours), 35–48 hours, or 49 hours or more, during the week prior to the 2001 census.

2.8 HOURS WORKED, Proportion of employed persons, Queensland—2001



Source: Census of Population and Housing 2001.

In 2001, almost half (49%) of those in Retail/personal services worked part-time hours (compared with 47% in 1996). This function group recorded the lowest average hours worked in 2001, of 31 hours. Workers in Social infrastructure services were also more likely to work part-time hours (34%) than 49 hours or more (14%). In contrast, the function group with the lowest proportion of part-time workers (15%) was the Factory.

The Factory was characterised by the highest proportion of people working 35–48 hours, although the 2001 figure of 60% of workers was a reduction from 68% in 1996. The proportion of employed persons working 35–48 hours in Social infrastructure services fell from 53% in 1996 to 45% in 2001, similar to the Office (from 54% to 46%).

HOURS WORKED *continued*

Long working hours were common in the Farm/mine, where Queensland workers recorded, on average, 48 hours worked in the week prior to census in 2001. In this function group, 41% worked 49 hours or more in 2001 compared with 36% in 1996. Factors contributing to these long hours included high rates of self-employment amongst agricultural workers and highly structured production processes in mining which depend on long shifts and full-time employment.

Table 2.17 provides further details regarding hours worked in 1996 and 2001. For example:

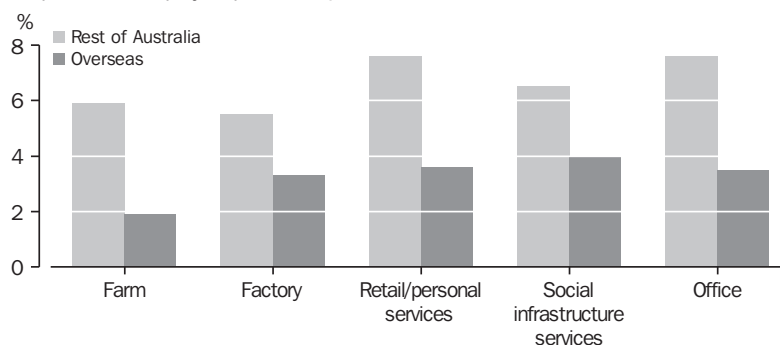
- Only 13% of Manufacturing workers and 14% of Security and communication workers reported part-time hours in 2001.
- The three functions with the highest proportion of part-time workers were Retail services (54%), Personal services (41%) and Office support (39%). They also recorded the lowest incomes (see table 2.15).
- The proportion of employed persons working 35–48 hours decreased in all functions, ranging from a drop of nine percentage points in Business professionals (to 51% in 2001) to a three percentage point drop in Retail services (to 28% in 2001).
- Functions which had increases of five percentage points or more in the proportion of people working 49 hours or more were FIRE, Business professionals, Construction and transport and the Farm/mine.
- In 2001, both Management and the Farm/mine recorded the highest proportion of persons working 49 hours or more (41%).

ORIGIN OF WORKERS

Overseas and interstate migration is an important source of labour into Queensland. In 2001, 163,206 workers (11% of all employed persons) lived outside Queensland five years earlier. A similar proportion (12%) was recorded in 1976 (see table 2.18).

Those workers who were living interstate five years earlier accounted for 7% of employed persons in 2001. The function groups attracting the most employees from interstate were Retail/personal services and the Office (8% of workers), as indicated in graph 2.9.

2.9 USUAL RESIDENCE OF PERSONS LIVING OUTSIDE QUEENSLAND IN 1996, Proportion of employed persons, Queensland—2001



Source: Census of Population and Housing 2001.

ORIGIN OF WORKERS
continued

Workers who were living overseas five years earlier accounted for 3% of the Queensland labour force in 2001. In the 1976 census, Social infrastructure services was the function group with the highest proportion (6%) of workers with an overseas address five years earlier. In 2001, this proportion had fallen to 4%, similar to the Office, Retail/personal services and Factory function groups.

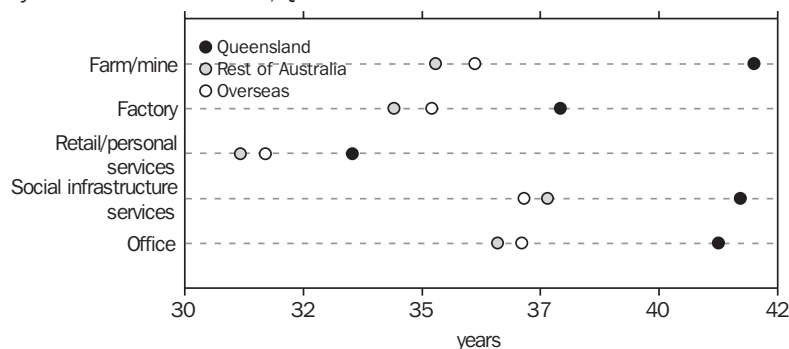
Table 2.18 provides further details regarding the usual residence of workers five years earlier, for both 1976 and 2001. For example:

- Personal services, more than other functions, attracted recent arrivals – 14% of workers had been living outside the state five years earlier.
- Workers previously from interstate accounted for around 9% of workers in the Personal services function and 7% of Retail services functions in 2001.
- Public administration attracted workers from other states, with 12% of workers previously from interstate in 2001, partly due to the inclusion of Defence Force personnel.
- In 2001, the functions which were most attractive to workers from overseas were Business professionals, Personal services and Health care. In each of these functions, 5% of workers had lived overseas five years earlier. This level of movement from overseas changed little from 1976.

Age The average age of both overseas and interstate workers in 2001 was 35 years, four years lower than the balance of the Queensland working population (39 years). As detailed in table 2.19, the younger profile of these workers was also apparent in 1976.

Among the function groups, the largest difference in average age was in Farm/mine, where workers previously from interstate had an average age of 35 years, those previously from overseas were slightly older (36 years on average) and those from within Queensland were seven years older (42 years on average).

2.10 AVERAGE AGE OF EMPLOYED PERSONS,
by Usual residence in 1996, Queensland — 2001



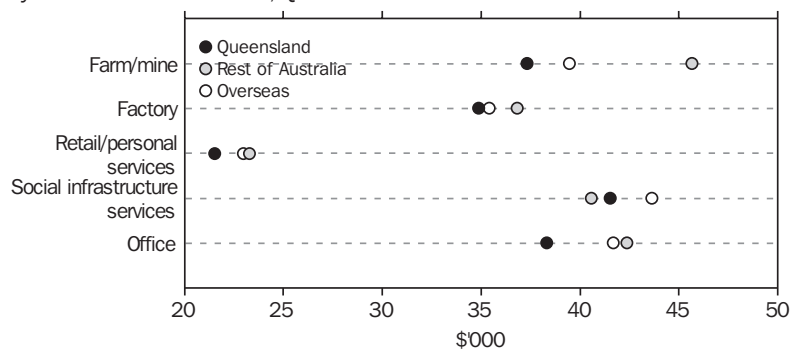
Source: Census of Population and Housing 2001.

Table 2.19 provides further details regarding the age of workers who lived outside the state five years earlier, for both 1976 and 2001. For example:

- In 2001, workers previously from interstate with a Retail services function had the lowest average age of 30 years.
- The highest average age in 2001 (44 years) was recorded by workers with a Management function who were living in Queensland five years earlier.
- In all functions other than Public administration there was less than one year difference between the average age of workers from interstate and overseas.
- In 2001, the small number of workers with a Public administration function and previously living overseas were four years older than those from interstate. This was influenced by the inclusion of Defence Force personnel in this function.

Income The average income received by workers previously from interstate or overseas was generally higher than income received by other workers, in both 1976 and 2001 (see table 2.20). The largest differential in 2001 occurred in Farm/mine, where workers who had lived interstate five years earlier received over \$8,000 more on average than those from within Queensland. Their overseas counterparts earned over \$2,000 more (see graph 2.11). The situation was different in Social infrastructure services, where workers previously from interstate were paid almost \$1,000 less than those from within Queensland, while those from overseas were paid over \$2,000 more.

2.11 AVERAGE INCOME OF EMPLOYED PERSONS, by Usual residence in 1996, Queensland—2001



Source: Census of Population and Housing 2001.

Table 2.20 provides further details regarding the income of workers residing outside the state five years earlier, for both 1976 and 2001. For example:

- There was little income differential between workers previously from Queensland, interstate and overseas in the Retail services and Office support functions.
- There were two functions in 2001 in which workers previously from Queensland received higher incomes than those previously from interstate or from overseas – Education and FIRE.
- For both Management and Business professionals, the average income of persons from overseas and interstate increased substantially between 1976 and 2001, suggesting that the demand for skills within these functions was growing faster than the local labour market could supply.
- In 2001, workers with a Management function who lived interstate five years earlier received almost \$8,000 more than those previously from within Queensland and workers previously from overseas received almost \$7,000 more.
- In 2001, Health care workers living overseas five years earlier earned over \$6,000 more than those previously from within Queensland.

2.12 EMPLOYED PERSONS BY FUNCTION, Queensland and Australia

Function group	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
Function	no.	no.	no.	no.	no.	no.	%
QUEENSLAND							
Farm/mine	66 946	65 282	65 392	63 491	67 022	64 834	-3.2
Factory							
Manufacturing	87 950	93 159	82 780	84 918	97 192	107 259	22.0
Construction and transport	117 401	107 544	107 744	106 001	123 116	127 289	8.4
Total	205 351	200 703	190 523	190 919	220 308	234 548	14.2
Retail/personal services							
Personal services	36 361	52 897	66 634	86 157	129 068	140 408	286.1
Retail services	62 545	84 112	108 145	128 577	149 038	182 902	192.4
Total	98 906	137 009	174 779	214 733	278 105	323 310	226.9
Social infrastructure services							
Health care	38 412	47 642	57 986	66 464	81 278	91 522	138.3
Education	39 213	46 285	56 039	67 197	80 088	88 671	126.1
Security and communication	18 116	25 320	27 614	26 080	32 235	31 484	73.8
Total	95 741	119 247	141 639	159 741	193 601	211 677	121.1
Office							
Management	90 617	89 403	113 563	138 760	164 155	215 917	138.3
FIRE(a)	37 156	43 928	51 841	63 332	69 208	74 632	100.9
Business professionals	16 657	24 504	32 549	45 984	83 986	101 811	511.2
Office support	102 079	121 827	133 747	154 842	189 970	198 134	94.1
Public administration	47 987	57 788	62 934	69 820	76 344	80 057	66.8
Total	294 497	337 449	394 632	472 737	583 662	670 550	127.7
Other	46 555	69 347	53 644	104 151	61 365	49 292	5.9
Total	807 994	929 035	1 020 608	1 205 771	1 404 062	1 554 209	92.4
AUSTRALIA							
Farm/mine	325 270	312 709	294 487	270 839	281 509	273 625	-15.9
Factory							
Manufacturing	865 939	831 710	668 672	588 436	625 308	635 490	-26.6
Construction and transport	695 765	626 256	615 247	567 415	602 057	618 669	-11.1
Total	1 561 705	1 457 966	1 283 919	1 155 851	1 227 364	1 254 159	-19.7
Retail/personal services							
Personal services	257 306	342 244	412 941	486 576	662 674	719 723	179.7
Retail services	411 805	501 947	621 310	680 694	753 723	914 562	122.1
Total	669 112	844 191	1 034 250	1 167 269	1 416 397	1 634 284	144.2
Social infrastructure services							
Health care	287 576	340 695	385 838	416 250	458 894	499 216	73.6
Education	273 287	333 379	385 172	411 088	444 059	472 922	73.0
Security and communication	133 539	157 094	163 948	154 458	177 413	167 021	25.1
Total	694 401	831 168	934 958	981 795	1 080 366	1 139 159	64.0
Office							
Management	583 438	558 371	689 460	807 144	901 663	1 167 961	100.2
FIRE(a)	263 586	308 320	366 720	415 360	420 108	461 178	75.0
Business professionals	138 846	181 164	233 872	311 056	510 410	627 713	352.1
Office support	784 999	885 247	896 757	935 978	1 047 929	1 062 649	35.4
Public administration	351 256	380 931	405 131	418 151	401 277	400 561	14.0
Total	2 122 124	2 314 032	2 591 939	2 887 687	3 281 386	3 720 061	75.3
Other	406 665	520 482	364 596	621 468	349 298	277 320	-31.8
Total	5 779 275	6 280 546	6 504 148	7 084 908	7 636 319	8 298 606	43.6

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

2.13 EMPLOYED PERSONS BY SEX BY FUNCTION, Queensland and Australia

Function group	1976				2001			
	Males	Females	Persons		Males	Females	Persons	
Function	no.	no	no.	%	no.	no.	no.	%
QUEENSLAND								
Farm/mine	50 138	16 808	66 946	8.3	50 161	14 673	64 834	4.2
Factory								
Manufacturing	74 575	13 375	87 950	10.9	89 752	17 507	107 259	6.9
Construction and transport	111 157	6 244	117 401	14.5	114 547	12 742	127 289	8.2
Total	185 732	19 618	205 351	25.4	204 299	30 249	234 548	15.1
Retail/personal services								
Personal services	20 810	15 551	36 361	4.5	70 772	69 636	140 408	9.0
Retail services	26 902	35 644	62 545	7.7	72 637	110 266	182 902	11.8
Total	47 712	51 194	98 906	12.2	143 408	179 902	323 310	20.8
Social infrastructure services								
Health care	11 143	27 269	38 412	4.8	24 095	67 427	91 522	5.9
Education	15 666	23 547	39 213	4.9	31 480	57 191	88 671	5.7
Security and communication	16 959	1 158	18 116	2.2	27 182	4 302	31 484	2.0
Total	43 768	51 974	95 741	11.8	82 757	128 920	211 677	13.6
Office								
Management	68 903	21 714	90 617	11.2	138 047	77 870	215 917	13.9
FIRE(a)	21 328	15 828	37 156	4.6	33 025	41 608	74 632	4.8
Business professionals	14 435	2 223	16 657	2.1	62 782	39 029	101 811	6.6
Office support	37 613	64 467	102 079	12.6	60 796	137 338	198 134	12.7
Public administration	37 006	10 981	47 987	5.9	47 267	32 790	80 057	5.2
Total	179 284	115 213	294 497	36.4	341 916	328 634	670 550	43.1
Other	22 376	24 179	46 555	5.8	27 761	21 531	49 292	3.2
Total	529 010	278 984	807 994	100.0	850 301	703 908	1 554 209	100.0
AUSTRALIA								
Farm/mine	241 302	83 968	325 270	5.6	210 675	62 950	273 625	3.3
Factory								
Manufacturing	677 631	188 309	865 939	15.0	515 127	120 364	635 490	7.7
Construction and transport	652 713	43 052	695 765	12.0	556 190	62 479	618 669	7.5
Total	1 330 344	231 361	1 561 705	27.0	1 071 317	182 842	1 254 159	15.1
Retail/personal services								
Personal services	152 918	104 389	257 306	4.5	366 803	352 920	719 723	8.7
Retail services	176 069	235 736	411 805	7.1	370 634	543 928	914 562	11.0
Total	328 987	340 125	669 112	11.6	737 437	896 848	1 634 284	19.7
Social infrastructure services								
Health care	78 098	209 478	287 576	5.0	128 512	370 704	499 216	6.0
Education	118 203	155 084	273 287	4.7	168 597	304 325	472 922	5.7
Security and communication	126 501	7 037	133 539	2.3	145 688	21 333	167 021	2.0
Total	322 802	371 599	694 401	12.0	442 797	696 362	1 139 159	13.7
Office								
Management	456 586	126 852	583 438	10.1	763 679	404 282	1 167 961	14.1
FIRE(a)	149 262	114 324	263 586	4.6	211 800	249 378	461 178	5.6
Business professionals	116 968	21 878	138 846	2.4	391 186	236 527	627 713	7.6
Office support	293 744	491 256	784 999	13.6	334 083	728 567	1 062 649	12.8
Public administration	257 228	94 028	351 256	6.1	226 659	173 902	400 561	4.8
Total	1 273 787	848 338	2 122 124	36.7	1 927 406	1 792 655	3 720 061	44.8
Other	214 636	192 028	406 665	7.0	157 153	120 167	277 320	3.3
Total	3 711 858	2 067 417	5 779 275	100.0	4 546 783	3 751 823	8 298 606	100.0

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

2.14 EMPLOYED PERSONS BY AGE BY FUNCTION, Queensland and Australia

Function group	1976					2001				
	15-24 years	25-44 years	45 years and over	Total	Average age	15-24 years	25-44 years	45 years and over	Total	Average age
Function	no.	no.	no.	no.	years	no.	no.	no.	no.	years
QUEENSLAND										
Farm/mine	13 802	30 549	22 596	66 946	38	9 554	29 311	25 970	64 834	41
Factory										
Manufacturing	25 615	36 449	25 887	87 950	35	20 784	55 496	30 980	107 259	37
Construction and transport	32 601	50 221	34 579	117 401	36	22 985	65 452	38 853	127 289	37
Total	58 216	86 670	60 465	205 351	36	43 769	120 947	69 832	234 548	37
Retail/personal services										
Personal services	11 218	15 143	10 001	36 361	35	42 546	62 734	35 128	140 408	34
Retail services	20 474	25 289	16 783	62 545	34	76 671	63 089	43 142	182 902	32
Total	31 692	40 433	26 783	98 906	34	119 217	125 823	78 270	323 310	33
Social infrastructure services										
Health care	10 041	16 044	12 326	38 412	37	7 253	47 866	36 403	91 522	41
Education	8 468	20 912	9 834	39 213	36	8 788	44 244	35 639	88 671	41
Security and communication	3 732	8 878	5 508	18 116	37	2 216	18 721	10 548	31 484	40
Total	22 241	45 833	27 668	95 741	36	18 257	110 831	82 590	211 677	41
Office										
Management	6 410	47 720	36 488	90 617	42	10 865	103 327	101 725	215 917	44
FIRE(a)	14 226	14 172	8 759	37 156	33	9 692	38 610	26 330	74 632	39
Business professionals	1 738	9 863	5 056	16 657	38	10 334	56 490	34 987	101 811	39
Office support	34 711	42 880	24 488	102 079	33	35 353	98 054	64 727	198 134	38
Public administration	15 820	20 683	11 484	47 987	34	9 926	42 969	27 162	80 057	39
Total	72 904	135 318	86 275	294 497	36	76 170	339 449	254 931	670 550	40
Other	11 617	18 714	16 224	46 555	38	8 834	20 535	19 923	49 292	41
Total	210 470	357 515	240 009	807 994	36	275 799	746 895	531 515	1 554 209	38
AUSTRALIA										
Farm/mine	60 001	143 175	122 094	325 270	40	36 588	123 332	113 705	273 625	42
Factory										
Manufacturing	198 413	386 639	280 888	865 939	37	98 632	336 834	200 025	635 490	38
Construction and transport	173 468	313 530	208 767	695 765	36	113 985	318 143	186 541	618 669	37
Total	371 881	700 169	489 656	1 561 705	37	212 617	654 977	386 566	1 254 159	38
Retail/personal services										
Personal services	77 550	108 407	71 349	257 306	35	209 738	326 448	183 537	719 723	35
Retail services	130 398	162 883	118 525	411 805	35	382 754	320 096	211 712	914 562	32
Total	207 949	271 290	189 874	669 112	35	592 492	646 543	395 249	1 634 284	33
Social infrastructure services										
Health care	76 875	124 937	85 763	287 576	36	39 664	260 166	199 386	499 216	41
Education	54 558	151 936	66 793	273 287	36	38 533	228 638	205 751	472 922	42
Security and communication	25 129	68 450	39 960	133 539	37	12 996	100 827	53 198	167 021	39
Total	156 563	345 323	192 516	694 401	36	91 193	589 631	458 335	1 139 159	41
Office										
Management	37 712	301 407	244 319	583 438	42	58 932	575 369	533 661	1 167 961	43
FIRE(a)	99 432	104 851	59 303	263 586	33	62 748	256 005	142 425	461 178	38
Business professionals	15 335	80 773	42 738	138 846	38	64 120	363 994	199 599	627 713	39
Office support	231 632	339 406	213 962	784 999	35	182 319	523 815	356 516	1 062 649	38
Public administration	94 666	155 105	101 486	351 256	36	41 318	210 801	148 442	400 561	40
Total	478 777	981 540	661 808	2 122 124	37	409 436	1 929 983	1 380 642	3 720 061	40
Other	93 327	186 130	127 206	406 665	37	49 916	118 862	108 542	277 320	41
Total	1 368 496	2 627 626	1 783 152	5 779 275	37	1 392 241	4 063 327	2 843 038	8 298 606	39

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

2.15 AVERAGE INCOME OF EMPLOYED PERSONS BY FUNCTION, Queensland and Australia

Function group	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
Function	\$	\$	\$	\$	\$	\$	%
QUEENSLAND							
Farm/mine	28 854	33 307	31 205	32 011	35 612	37 809	31.0
Factory							
Manufacturing	30 732	29 781	29 665	28 191	29 787	32 971	7.3
Construction and transport	32 718	33 110	34 017	31 212	32 666	36 564	11.8
Total	31 867	31 562	32 124	29 866	31 393	34 921	9.6
Retail/personal services							
Personal services	25 522	24 669	24 294	22 290	22 430	24 132	-5.4
Retail services	23 792	22 157	20 113	18 111	18 183	19 902	-16.4
Total	24 431	23 129	21 714	19 794	20 153	21 739	-11.0
Social infrastructure services							
Health care	35 717	33 706	33 947	34 078	37 148	41 106	15.1
Education	38 230	37 495	37 930	34 637	35 496	40 558	6.1
Security and communication	37 788	37 696	39 000	36 664	40 134	45 119	19.4
Total	37 139	36 026	36 513	34 736	36 958	41 471	11.7
Office							
Managers	36 620	37 555	35 422	36 212	38 168	42 092	14.9
FIRE(a)	35 145	35 684	34 931	35 677	37 043	43 943	25.0
Business professionals	46 386	44 794	44 701	43 529	43 450	49 303	6.3
Office support	27 802	27 889	26 936	25 098	25 645	27 112	-2.5
Public administration	37 435	35 074	35 478	33 609	35 666	39 720	6.1
Total	34 044	33 898	33 241	32 801	34 388	38 683	13.6
Other	20 671	20 032	26 352	26 348	26 563	28 489	37.8
Total	31 683	31 130	31 057	29 715	31 192	34 651	9.4
AUSTRALIA							
Farm/mine	26 384	32 485	30 121	30 830	33 618	37 340	41.5
Factory							
Manufacturing	31 017	30 998	30 675	30 092	31 477	35 535	14.6
Construction and transport	33 795	34 336	35 093	32 926	33 313	37 515	11.0
Total	32 253	32 431	32 789	31 480	32 376	36 511	13.2
Retail/personal services							
Personal services	26 444	25 355	25 265	23 315	23 352	25 513	-3.5
Retail services	23 740	22 822	21 111	18 809	18 390	20 379	-14.2
Total	24 784	23 852	22 777	20 692	20 711	22 642	-8.6
Social infrastructure services							
Health care	35 485	33 871	34 922	35 779	37 714	41 918	18.1
Education	40 616	39 093	39 102	35 748	36 461	41 392	1.9
Security and communication	39 652	39 633	40 322	38 505	41 815	47 861	20.7
Total	38 302	37 059	37 595	36 194	37 869	42 568	11.1
Office							
Management	38 834	40 103	39 748	40 399	42 103	47 146	21.4
FIRE(a)	37 067	37 006	37 786	39 760	42 309	50 972	37.5
Business professionals	47 939	47 099	48 139	47 475	47 693	55 791	16.4
Office support	29 556	29 488	28 245	26 914	26 867	28 998	-1.9
Public administration	40 196	37 796	38 117	35 983	38 612	43 660	8.6
Total	35 988	35 784	35 979	36 043	37 708	43 530	21.0
Other	22 194	20 306	28 383	27 824	27 886	30 761	38.6
Total	32 796	32 389	32 830	31 920	33 150	37 642	14.8

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

2.16 QUALIFICATIONS OF EMPLOYED PERSONS BY FUNCTION, Queensland and Australia

Function group	1976				2001			
	No post-school qualifications	VET(a)	Higher education	Not specified	No post-school qualifications	VET(a)	Higher education	Not specified
	%	%	%	%	%	%	%	%
QUEENSLAND								
Farm/mine	78.1	12.4	1.2	8.4	66.1	23.6	5.2	5.1
Factory								
Manufacturing	59.5	28.5	0.6	11.4	53.3	38.2	3.8	4.6
Construction and transport	54.4	33.0	1.1	11.4	50.7	41.2	3.6	4.6
Total	56.6	31.1	0.9	11.4	51.9	39.8	3.7	4.6
Retail/personal services								
Personal services	60.4	26.6	0.7	12.3	53.6	34.9	6.5	5.1
Retail services	78.9	11.1	0.3	9.8	75.3	16.4	3.4	4.9
Total	72.1	16.8	0.5	10.7	65.9	24.5	4.7	5.0
Social infrastructure services(b)								
Health Care	41.4	13.4	37.8	7.4	20.5	16.4	58.7	4.4
Education	19.2	5.7	71.9	3.2	12.1	6.9	79.8	1.2
Security and communication	58.2	31.7	1.0	9.1	49.8	35.1	9.4	5.7
Total	35.5	13.7	44.8	6.0	21.4	15.2	60.2	3.3
Office								
Management	63.3	25.6	1.9	9.2	47.9	33.3	13.6	5.2
FIRE(c)	77.2	14.4	1.9	6.5	54.6	22.1	17.9	5.5
Business professionals	44.4	33.5	16.2	5.9	34.9	24.0	37.0	4.1
Office support	82.5	8.3	1.1	8.1	66.5	22.0	5.7	5.8
Public administration	63.6	23.9	5.7	6.7	47.6	24.4	23.6	4.5
Total	70.7	18.3	3.1	7.9	52.1	26.2	16.5	5.2
Other	59.1	11.3	1.7	27.8	57.6	20.2	7.8	14.4
Total (%)	63.0	19.9	6.9	10.1	51.5	26.1	17.3	5.1
Total (persons)	509 435	161 146	55 797	81 614	800 421	405 780	269 188	78 820
AUSTRALIA								
Farm/mine	77.4	13.5	1.3	7.8	62.5	25.5	6.6	5.5
Factory								
Manufacturing	62.4	25.9	1.0	10.7	51.8	36.9	6.2	5.1
Construction and transport	55.6	32.5	1.2	10.7	48.8	41.7	4.6	4.9
Total	59.4	28.9	1.1	10.7	50.3	39.3	5.4	5.0
Retail/personal services								
Personal services	60.9	26.8	1.1	11.2	51.2	34.9	8.3	5.6
Retail services	78.9	11.4	0.4	9.2	72.7	17.4	4.6	5.3
Total	72.0	17.3	0.7	10.0	63.2	25.1	6.2	5.5
Social infrastructure services(b)								
Health care	38.6	15.2	39.7	6.5	18.4	15.6	61.2	4.8
Education	16.9	6.0	74.5	2.6	8.8	6.7	83.4	1.1
Security and communication	57.8	32.6	1.5	8.1	47.1	36.5	10.3	6.1
Total	33.7	14.9	46.1	5.3	18.6	15.0	62.9	3.5
Office								
Management	61.1	27.3	3.1	8.5	43.0	34.0	17.5	5.5
FIRE(c)	75.4	14.9	3.5	6.2	45.8	23.3	25.0	5.9
Business professionals	42.1	35.5	17.1	5.3	29.0	24.1	42.6	4.2
Office support	79.7	11.0	1.3	8.0	61.0	24.4	7.6	7.1
Public administration	60.6	24.1	8.6	6.7	40.3	25.0	30.1	4.7
Total	68.4	19.7	4.3	7.5	45.8	27.3	21.2	5.7
Other	45.4	9.3	1.6	43.8	54.3	20.7	10.2	14.8
Total (%)	61.1	20.3	7.7	11.0	47.0	26.7	20.7	5.5
Total (persons)	3 531 292	1 171 243	443 695	633 045	3 902 296	2 216 219	1 720 121	459 970

(a) Vocational Education and Training.

(b) Teaching and nursing qualifications were reclassified as higher education qualifications across all census years.

(c) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

2.17 HOURS WORKED(a) BY EMPLOYED PERSONS BY FUNCTION, Queensland and Australia

Function group	1996			2001			
	Persons			Persons			Hours
	1-34 hours	35-48 hours	49 hours or more	1-34 hours	35-48 hours	49 hours or more	Average hours worked(b)
Function	%	%	%	%	%	%	no.
QUEENSLAND							
Farm/mine	16.0	43.6	35.9	17.4	34.9	40.9	48
Factory							
Manufacturing	12.9	72.0	11.5	13.2	65.6	15.8	41
Construction and transport	14.5	64.5	16.8	16.2	56.0	21.9	41
Total	13.8	67.8	14.5	14.8	60.4	19.1	41
Retail/personal services							
Personal services	37.9	45.5	12.9	41.1	39.6	13.5	34
Retail services	54.1	31.1	11.4	54.3	27.7	12.7	30
Total	46.6	37.8	12.1	48.6	32.9	13.0	31
Social infrastructure services							
Health care	35.5	50.2	8.9	38.3	43.4	11.1	35
Education	36.0	50.6	9.9	36.9	43.4	14.2	35
Security and communication	12.3	63.7	18.1	14.2	55.3	21.6	42
Total	31.9	52.6	10.9	34.1	45.2	14.0	36
Office							
Management	15.5	43.5	37.9	18.8	35.7	40.7	45
FIRE(c)	21.7	57.0	17.3	22.1	49.6	23.4	40
Business professionals	13.7	60.7	22.7	16.0	51.4	28.2	42
Office support	36.5	52.6	7.4	39.0	47.4	8.5	33
Public administration	16.2	66.9	11.9	19.1	60.5	13.5	39
Total	22.9	53.6	19.9	24.7	46.1	24.1	40
Other	19.2	35.7	13.3	20.0	24.5	12.0	37
Total (%)	26.9	51.3	16.7	29.0	44.2	20.0	38
Total (persons)	377 720	720 306	235 088	450 986	687 057	310 680	. .
AUSTRALIA							
Farm/mine	17.6	43.0	34.2	18.8	36.6	37.3	46
Factory							
Manufacturing	12.3	72.9	10.9	13.0	67.1	14.1	40
Construction and transport	15.1	65.7	14.8	16.4	57.6	19.8	41
Total	13.6	69.4	12.8	14.7	62.4	16.9	40
Retail/personal services							
Personal services	37.9	45.8	12.2	40.8	40.2	13.0	33
Retail services	54.1	31.6	10.6	54.3	28.1	11.9	29
Total	46.5	38.2	11.4	48.4	33.4	12.4	31
Social infrastructure services							
Health Care	39.0	46.4	8.9	39.9	41.6	11.4	35
Education	34.8	49.9	11.7	34.9	43.8	16.1	35
Security and communication	11.7	65.2	16.7	12.8	57.1	20.9	42
Total	32.8	50.9	11.3	33.9	44.8	14.7	36
Office							
Management	15.5	46.0	35.1	18.6	38.4	38.0	44
FIRE(c)	20.6	59.3	16.0	20.7	52.0	22.2	40
Business professionals	14.0	61.6	21.3	15.9	53.1	26.7	42
Office support	36.3	53.4	6.4	38.3	48.5	7.9	33
Public administration	17.1	66.3	11.4	19.2	60.6	13.6	39
Total	22.8	55.0	18.5	24.1	47.8	22.9	40
Other	19.6	37.0	11.5	20.1	27.2	10.8	36
Total (%)	26.8	52.3	15.5	28.5	45.7	18.9	38
Total (persons)	2 044 965	3 997 010	1 183 217	2 364 862	3 794 160	1 566 533	. .

(a) Number of hours actually worked in the week prior to census in all jobs, including paid overtime, unpaid hours, work taken home and/or weekend work.

(b) Mean hours worked, excluding employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(c) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1996 and 2001.

2.18 USUAL RESIDENCE FIVE YEARS EARLIER OF EMPLOYED PERSONS BY FUNCTION, Queensland.

Function group	1976				2001			
	Queensland	Rest of Australia	Overseas	Total(a)	Queensland	Rest of Australia	Overseas	Total(a)
Function	%	%	%	%	%	%	%	%
Farm/mine	90.7	5.5	1.9	100.0	90.2	5.9	1.9	100.0
Factory								
Manufacturing	86.4	7.0	4.8	100.0	88.4	5.4	3.8	100.0
Construction and transport	87.1	7.1	3.7	100.0	89.3	5.6	2.9	100.0
Total	86.8	7.0	4.2	100.0	88.9	5.5	3.3	100.0
Retail/personal services								
Personal services	83.1	10.2	4.6	100.0	84.1	8.9	4.7	100.0
Retail services	86.7	8.4	3.6	100.0	88.9	6.7	2.8	100.0
Total	85.4	9.0	4.0	100.0	86.8	7.6	3.6	100.0
Social infrastructure services								
Health care	84.7	8.1	5.5	100.0	86.5	7.4	4.6	100.0
Education	84.1	6.5	8.3	100.0	89.8	5.4	3.8	100.0
Security and communication	88.7	6.6	2.9	100.0	88.8	6.9	2.5	100.0
Total	85.2	7.1	6.2	100.0	88.2	6.5	4.0	100.0
Office								
Management	88.9	7.1	2.9	100.0	89.4	6.2	3.1	100.0
FIRE(b)	87.5	8.0	3.5	100.0	86.5	8.2	4.0	100.0
Business professionals	83.5	9.9	5.4	100.0	85.2	8.5	4.9	100.0
Office support	87.5	7.1	4.1	100.0	87.9	6.9	3.6	100.0
Public administration	75.4	17.5	5.3	100.0	84.8	11.7	2.1	100.0
Total	85.7	9.1	3.9	100.0	87.5	7.6	3.5	100.0
Other	81.8	7.3	3.6	100.0	84.0	5.6	3.3	100.0
Total (%)	86.1	7.9	4.1	100.0	87.7	7.0	3.5	100.0
Total (persons)	695 456	64 025	32 909	807 994	1 362 312	109 143	54 063	1 554 209

(a) Including those who did not state their usual residence five years earlier.

(b) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

2.19 AVERAGE AGE OF EMPLOYED PERSONS BY USUAL RESIDENCE FIVE YEARS EARLIER, Queensland

Function group	1976				2001			
	Queensland	Rest of Australia	Overseas	Total(a)	Queensland	Rest of Australia	Overseas	Total(a)
Function	years	years	years	years	years	years	years	years
Farm/mine	39	32	32	38	42	35	36	41
Factory								
Manufacturing	36	32	33	35	37	34	35	37
Construction and transport	36	32	32	36	38	34	35	37
Total	36	32	32	36	38	34	35	37
Retail/personal services								
Personal services	35	33	32	35	35	32	32	34
Retail services	35	32	32	34	32	30	31	32
Total	35	32	32	34	33	31	32	33
Social infrastructure services								
Health care	37	31	33	37	42	38	37	41
Education	36	34	33	36	41	37	37	41
Security and communication	37	31	33	37	40	36	37	40
Total	37	32	33	36	41	37	37	41
Office								
Management	42	37	36	42	44	40	40	44
FIRE(b)	33	34	33	33	40	37	37	39
Business professionals	39	34	34	38	40	37	37	39
Office support	34	31	31	33	39	34	34	38
Public administration	35	28	33	34	40	34	38	39
Total	37	32	33	36	41	36	37	40
Other	39	34	33	38	42	38	36	41
Total	37	32	33	36	39	35	35	38

(a) Including those who did not state their usual residence five years earlier.

(b) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

2.20 INCOME OF EMPLOYED PERSONS BY USUAL RESIDENCE FIVE YEARS EARLIER BY FUNCTION, Queensland

Function group	1976				2001			
	Queensland	Rest of Australia	Overseas	Total(a)	Queensland	Rest of Australia	Overseas	Total(a)
Function	\$	\$	\$	\$	\$	\$	\$	\$
Farm/mine	28 476	33 262	34 263	28 854	37 304	45 654	39 467	37 809
Factory								
Manufacturing	30 629	32 140	31 540	30 732	32 898	35 424	32 779	32 971
Construction and transport	32 619	33 469	34 459	32 718	36 484	37 943	38 316	36 564
Total	31 770	32 910	33 017	31 867	34 853	36 813	35 386	34 921
Retail/personal services								
Personal services	25 320	26 294	27 337	25 522	23 986	25 505	24 295	24 132
Retail serices	23 794	23 721	23 696	23 792	19 756	20 983	21 224	19 902
Total	24 342	24 802	25 294	24 431	21 537	23 276	22 959	21 739
Social infrastructure services								
Health care	35 614	33 939	41 804	35 717	40 861	41 006	47 457	41 106
Education	37 579	37 628	46 205	38 230	40 883	37 549	38 671	40 558
Security and communication	37 852	37 513	39 606	37 788	45 195	45 895	43 980	45 119
Total	36 849	35 929	44 069	37 139	41 518	40 567	43 607	41 471
Office								
Management	36 474	38 450	37 028	36 620	41 443	49 109	48 103	42 092
FIRE(b)	34 970	36 419	37 829	35 145	44 109	43 954	42 021	43 943
Business professionals	46 462	45 981	46 882	46 386	48 856	52 457	53 227	49 303
Office support	27 665	28 634	29 210	27 802	27 103	27 596	26 677	27 112
Public administration	36 910	38 798	41 977	37 435	39 143	43 728	43 656	39 720
Total	33 757	36 127	36 129	34 044	38 307	42 344	41 654	38 683
Other	20 217	22 490	25 108	20 671	28 285	31 854	30 224	28 489
Total	31 443	33 079	34 975	31 683	34 451	37 023	36 683	34 651

(a) Including those who did not state their usual residence five years earlier.

(b) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

CHAPTER 3

THE FARM/MINE

INTRODUCTION

The Farm/mine function group in Queensland consisted mainly of workers in the agriculture industry (75%) in 2001, but another 20% of workers were employed in the mining industry and a smaller proportion were gardeners, greenkeepers and nurserypersons. These proportions vary considerably across the different regions of the state, with mine workers dominating the figures in the North West Statistical Division (SD) and representing a significant proportion in the Fitzroy SD and Mackay SD.

The agriculture industry tended to have many self-employed workers, half of whose characteristics have been put into the Office function group; the mining industry had a higher proportion of employees. The contrast in agricultural enterprises between regions – from large cattle runs in the western regions to sugar cane farms, orchards and fisheries in the coastal regions, to nurseries, market gardens and city parks in the Brisbane–Moreton region – contributes to substantial variations in characteristics across regions. Both commodity markets and weather phenomenon can also influence the data in a time-series.

The Farm/mine was the only function group where the Queensland workforce decreased in size between 1976 and 2001. The fall was marginal at the state level (3%) but three western regions recorded declines of over 20%. Two regions (with large coal mining industries) increased their Farm/mine workforce by over 20%.

The average age of Farm/mine workers increased at a rate similar to those in the rest of the Queensland economy, although in some regions the average age may indicate future labour shortages. The average number of hours worked was the highest of any function group and increased over time; although long working hours are a tradition in this workplace, labour shortages may be indicated by this increase. The proportion of Vocational Education and Training (VET) qualifications amongst workers in this group nearly doubled, however, a number of regions had much larger increases, though from a lower base.

There was a high degree of mobility evident in the more remote regions in the Farm/mine group. In 2001, two regions recorded over 30% of Farm/mine workers had lived outside the region in 1996. Other regions within Queensland were the main source of these workers. Overseas migration to work on the Farm/mine was very small but up to 10% of workers in remote areas had come from other states.

EMPLOYED PERSONS

Employment in the Farm/mine function group in Queensland fell 3% between 1976 and 2001, to 64,834 persons. As a proportion of all employed persons in Queensland, the Farm/mine halved from 8% to 4% over the same period. Falling numbers of persons in the Farm/mine were greatest in the North West SD (-45%), Central West SD (-23%) and Darling Downs SD (-20%). Three exceptions to this downward trend were the Mackay SD (up 23%) and Northern SD (up 21%), where coal mining contributed to the increase in the size of this function group, and Brisbane–Moreton (up 11%).

3.1 EMPLOYED PERSONS BY REGION, the Farm/mine

	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
	no.	no.	no.	no.	no.	no.	%
Brisbane–Moreton	12 565	12 688	12 940	11 950	13 946	13 982	11.3
Wide Bay–Burnett SD	8 869	7 976	7 813	7 607	8 150	8 338	-6.0
Darling Downs SD	10 643	9 058	9 349	8 585	8 444	8 496	-20.2
South West SD	3 123	2 759	2 967	2 911	2 474	2 674	-14.4
Fitzroy SD	6 837	7 422	7 995	7 139	7 435	6 657	-2.6
Central West SD	1 811	1 862	1 594	1 544	1 279	1 397	-22.9
Mackay SD	6 724	7 546	8 355	8 512	8 945	8 289	23.3
Northern SD	3 815	3 593	3 316	4 047	4 539	4 599	20.5
Far North SD	6 620	6 653	5 998	6 205	7 019	6 526	-1.4
North West SD	5 916	5 688	5 027	4 838	4 095	3 239	-45.3
Queensland(a)	66 946	65 282	65 392	63 491	67 022	64 834	-3.2

(a) Including Off-shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 to 2001.

MALE AND FEMALE EMPLOYMENT

There were three male workers for each female worker in the Farm/mine function group. There was a decline in the number of females working in the Farm/mine in Queensland, with a fall of around 2,000 female workers between 1976 and 2001, to 14,673. Fewer female workers were recorded in 2001 in all regions except Brisbane–Moreton. The Darling Downs SD had the greatest fall in the number of females from 3,727 in 1976 to 2,257 in 2001.

3.2 EMPLOYED PERSONS BY SEX BY REGION, the Farm/mine

	1976			2001		
	Males	Females	Persons	Males	Females	Persons
	no.	no.	no.	no.	no.	no.
Brisbane–Moreton	9 012	3 553	12 565	9 785	4 197	13 982
Wide Bay–Burnett SD	6 122	2 747	8 869	6 211	2 127	8 338
Darling Downs SD	6 917	3 727	10 643	6 239	2 257	8 496
South West SD	2 269	854	3 123	2 036	638	2 674
Fitzroy SD	5 529	1 308	6 837	5 570	1 087	6 657
Central West SD	1 341	471	1 811	991	406	1 397
Mackay SD	5 514	1 211	6 724	7 174	1 116	8 289
Northern SD	2 890	924	3 815	3 832	767	4 599
Far North SD	5 087	1 533	6 620	5 025	1 501	6 526
North West SD	5 436	480	5 916	2 824	415	3 239
Queensland(a)	50 138	16 808	66 946	50 161	14 673	64 834

(a) Including Off-shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 and 2001.

AGE

The Farm/mine workforce has aged since 1976. The proportion of persons working in the Farm/mine who were aged 45 years and over increased from 34% to 40% while the proportion aged 15–24 years fell from 21% to 15%, over the 25 years to 2001. The average age of persons working in the Farm/mine function group increased by three years to 41 years between 1976 and 2001, three years older than the average age for Queensland. The largest increase in the average age occurred in the Mackay SD, from 35 years to 40 years. The 'oldest' Farm/mine workers were to be found in the Wide Bay–Burnett SD and Darling Downs SD, with an average age of 43 years.

3.3 EMPLOYED PERSONS BY AGE BY REGION, the Farm/mine

	1976					2001				
	15–24 years	25–44 years	45 years and over	Total	Average age	15–24 years	25–44 years	45 years and over	Total	Average age
	no.	no.	no.	no.	years	no.	no.	no.	no.	years
Brisbane–Moreton	2 277	5 289	4 998	12 565	40	2 350	5 993	5 640	13 982	41
Wide Bay–Burnett SD	1 659	3 980	3 231	8 869	39	1 133	3 337	3 868	8 338	43
Darling Downs SD	1 881	4 546	4 217	10 643	40	1 151	3 395	3 951	8 496	43
South West SD	657	1 278	1 189	3 123	40	423	1 223	1 029	2 674	41
Fitzroy SD	1 459	3 376	2 003	6 837	37	856	3 255	2 547	6 657	41
Central West SD	503	687	621	1 811	37	368	567	462	1 397	38
Mackay SD	1 790	3 343	1 590	6 724	35	1 067	4 096	3 127	8 289	40
Northern SD	739	1 774	1 304	3 815	38	578	2 356	1 665	4 599	40
Far North SD	1 429	3 144	2 048	6 620	37	960	3 005	2 562	6 526	41
North West SD	1 400	3 122	1 393	5 916	35	546	1 802	891	3 239	37
Queensland(a)	13 802	30 549	22 596	66 946	38	9 554	29 311	25 970	64 834	41

(a) Including Off-shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 and 2001.

AVERAGE ANNUAL INCOME

The effects of seasonal conditions and commodity prices are apparent in the volatility of Farm/mine incomes over the reference period. Farm/mine income, for example, was particularly low in 1976 as a result of low prices for beef cattle. The average income of Farm/mine workers increased 31% between 1976 and 2001 compared with an overall increase for all Queensland workers of 9% over this period. Regions with fast growth in income were the Fitzroy SD (up 82%) and South West SD (up 78%). The highest Farm/mine incomes in 2001 occurred in the North West SD (\$58,196), Fitzroy SD (\$56,489) and Mackay SD (\$56,381), areas which also had large proportions of mine workers with above-average incomes.

3.4 AVERAGE INCOME OF EMPLOYED PERSONS BY REGION, the Farm/mine

	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
	\$	\$	\$	\$	\$	\$	%
Brisbane–Moreton	24 949	29 590	27 465	25 413	26 866	31 208	25.1
Wide Bay–Burnett SD	23 060	26 674	21 562	21 571	24 257	26 544	15.1
Darling Downs SD	19 470	25 363	20 947	21 780	23 103	26 662	36.9
South West SD	18 658	25 439	24 335	26 423	23 787	33 159	77.7
Fitzroy SD	31 023	39 067	42 175	45 189	51 928	56 489	82.1
Central West SD	22 178	27 042	24 438	25 796	23 433	32 823	48.0
Mackay SD	44 311	46 017	46 887	48 526	59 472	56 381	27.2
Northern SD	39 095	36 925	26 153	30 162	37 518	39 335	0.6
Far North SD	30 992	32 932	29 467	29 776	31 848	30 904	-0.3
North West SD	40 561	43 470	42 922	44 294	48 751	58 196	43.5
Queensland(a)	28 854	33 307	31 205	32 011	35 612	37 809	31.0

(a) Including Off-shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 to 2001.

QUALIFICATIONS

The number of Farm/mine workers with post-school qualifications more than doubled between 1976 and 2001 (to 18,667 or 29% of workers). This increase reflects the increase in post school qualifications in the general workforce. In 2001, 3,388 (5% of all Farm/mine workers) had higher education qualifications and 15,279 (24%) had VET qualifications. The influence of mining on the qualifications profile can be clearly seen in Figure 3.6 with the areas more dependent on agriculture having a lower proportion of VET qualified workers.

3.5 QUALIFICATIONS OF EMPLOYED PERSONS BY REGION, the Farm/mine

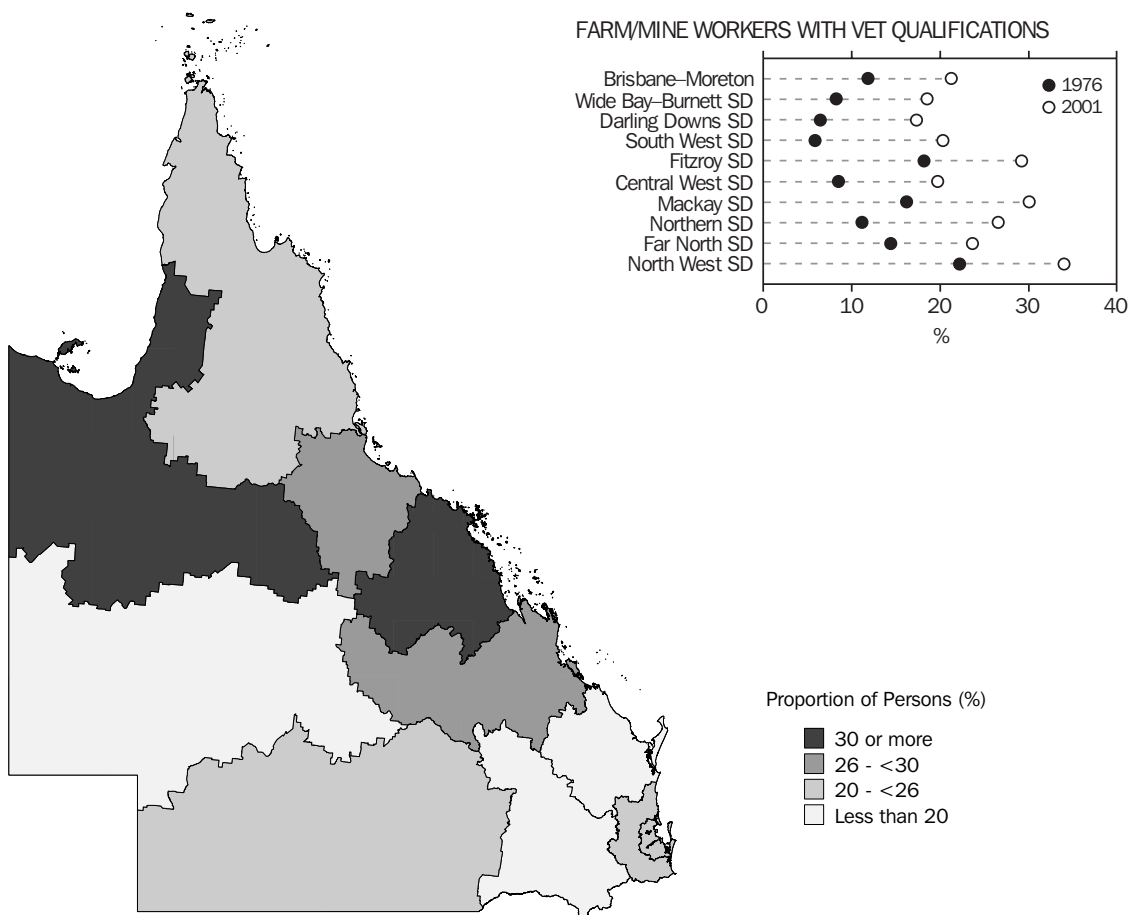
	1976					2001				
	No post-school qualification	VET(a)	Higher education	Not specified	Total	No post-school qualification	VET(a)	Higher education	Not specified	Total
	%	%	%	%	%	%	%	%	%	%
Brisbane–Moreton	76.5	11.9	2.2	9.4	100.0	64.6	21.3	8.5	5.6	100.0
Wide Bay–Burnett SD	83.4	8.3	0.4	7.9	100.0	72.8	18.5	3.3	5.4	100.0
Darling Downs SD	85.0	6.5	0.6	7.9	100.0	73.5	17.3	4.6	4.6	100.0
South West SD	85.3	5.9	0.6	8.2	100.0	70.5	20.3	4.3	4.8	100.0
Fitzroy SD	73.2	18.2	0.9	7.6	100.0	61.2	29.2	4.8	4.8	100.0
Central West SD	83.5	8.5	0.6	7.3	100.0	71.9	19.7	3.6	4.8	100.0
Mackay SD	75.2	16.2	0.6	8.0	100.0	61.6	30.1	3.4	4.9	100.0
Northern SD	79.8	11.2	0.7	8.3	100.0	63.2	26.6	6.1	4.2	100.0
Far North SD	75.3	14.4	1.1	9.2	100.0	66.5	23.7	3.7	6.1	100.0
North West SD	66.2	22.2	2.9	8.7	100.0	54.7	34.0	6.2	5.1	100.0
Queensland(b) (%)	78.1	12.4	1.2	8.4	100.0	66.1	23.6	5.2	5.1	100.0
Queensland(b) (persons)	52 253	8 295	775	5 623	66 946	42 834	15 279	3 388	3 334	64 834

(a) Vocational Education and Training.

(b) Including Off-shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 and 2001.

3.6 FARM/MINE WORKERS WITH VET QUALIFICATIONS, Queensland, 2001.



Source: Census of Population and Housing.

HOURS WORKED

The average person in the Farm/mine function group worked 48 hours in 2001 compared with 38 hours for the average worker in Queensland. In general, regions further North or West recorded longer hours worked, with the longest hours worked experienced in the Northern SD (55 hours). Other areas recording in excess of 50 hours worked were the North West SD, Central West SD, South West SD, Fitzroy SD and Mackay SD.

Part-time hours (1–34 hours) were worked by 17% of persons in the Farm/mine function group in 2001, little changed from 1976. Generally, regions closer to Brisbane recorded more people working part-time.

3.7 HOURS WORKED(a) BY EMPLOYED PERSONS BY REGION, the Farm/mine

	1996				2001				Average hours worked(c) no.
	Persons				Persons				
	1-34 hours %	35-48 hours %	49 hours and more %	Total(b) %	1-34 hours %	35-48 hours %	49 hours and more %	Total(b) %	
Brisbane–Moreton	26.9	40.4	28.4	100.0	28.5	34.8	29.3	100.0	42
Wide Bay–Burnett SD	21.1	40.0	35.0	100.0	22.0	35.6	36.1	100.0	45
Darling Downs SD	15.0	34.3	46.7	100.0	17.2	29.9	46.2	100.0	49
South West SD	11.0	35.0	49.5	100.0	10.2	28.7	54.7	100.0	52
Fitzroy SD	9.0	50.6	35.5	100.0	9.5	36.5	47.3	100.0	50
Central West SD	12.3	34.8	48.2	100.0	10.5	29.6	54.0	100.0	52
Mackay SD	8.9	56.1	29.2	100.0	9.5	41.6	42.6	100.0	50
Northern SD	12.5	35.5	47.7	100.0	12.0	24.5	55.9	100.0	55
Far North SD	15.9	41.2	38.7	100.0	19.5	35.7	37.7	100.0	47
North West SD	4.9	63.5	26.6	100.0	5.5	46.1	42.0	100.0	52
Queensland(d) (%)	16.0	43.6	35.9	100.0	17.4	34.9	40.9	100.0	48
Queensland(d) (persons)	10 722	29 219	24 030	67 022	11 274	22 615	26 526	64 834	. .

(a) Number of hours actually worked in the week prior to census in all jobs, including paid overtime, unpaid hours, work taken home and/or weekend work.

(b) Total includes employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(c) Mean hours worked, excluding employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(d) Including Off-shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: *Census of Population and Housing, 1996 and 2001.*

ORIGIN OF WORKERS

In Queensland, 90% of workers in the Farm/mine function group in 2001 were living in Queensland five years earlier, another 6% came from interstate and 2% were from overseas, proportions similar to 1976.

The mobility of workers in the Farm/mine differed widely across the state. The South Eastern part of the state relied less on intrastate migration as a source of labour. The proportion of workers in 2001 who lived in another Queensland region five years earlier ranged from 6% in Brisbane–Moreton to 24% in the Central West SD. The North West SD had the highest percentage (10%) of Farm/mine workers in 2001 who had lived in another state five years earlier. Brisbane–Moreton had the highest percentage (4%) of Farm/mine workers in 2001 who had lived overseas in 1996.

3.8 USUAL RESIDENCE IN 1996 OF EMPLOYED PERSONS BY REGION, the Farm/mine, 2001

	Queensland					
	Within same statistical divisions	Rest of state	Total in Queensland	Rest of Australia	Overseas	Total(a)
<i>Current residence</i>	%	%	%	%	%	%
Brisbane–Moreton	81.6	6.1	87.6	6.7	3.7	100.0
Wide Bay–Burnett SD	83.3	9.4	92.7	4.3	1.3	100.0
Darling Downs SD	83.6	9.4	93.1	4.6	0.9	100.0
South West SD	74.1	17.1	91.2	6.3	1.3	100.0
Fitzroy SD	78.9	13.2	92.1	4.6	1.1	100.0
Central West SD	63.3	24.2	87.5	8.6	2.5	100.0
Mackay SD	79.1	12.4	91.6	5.2	1.3	100.0
Northern SD	79.4	10.1	89.5	7.0	1.6	100.0
Far North SD	83.6	7.9	91.5	4.5	1.7	100.0
North West SD	66.4	19.6	85.9	9.9	1.6	100.0
Queensland(b) (%)	na	na	90.2	5.9	1.9	100.0
Queensland(b) (persons)	na	na	58 506	3 824	1 260	64 834

(a) Including persons not stating their usual residence in 1996.

(b) Including Off-shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing 2001.

CHAPTER 4

FACTORY

INTRODUCTION

The Factory function group consists of workers who labour directly toward the production of goods, the storage and transport of goods, or the production of infrastructure such as roads, electricity and buildings. These workplace situations share similar organisational structures and skill levels. Small self-employed businesses are common amongst tradespersons in this function group, and half of their characteristics are attributed to the Office function group (see Technical Notes). Geographic variation within this function group occurs as a result of the different economic drivers within regions (e.g. cane crushing and wharf work in coastal areas, house and office construction in the Brisbane–Moreton region, construction and fabrication work for the mining industry).

During the period 1976 to 2001, growth in employment in the Factory was modest when compared to the overall growth in the labour market. Industrial policy opened manufacturing to greater competition, bringing about a restructure of industry. The Factory adapted to the changes taking place in the economy, increasing its skill profile and keeping a fairly young workforce, while incomes increased moderately.

EMPLOYED PERSONS

Employment in the Factory function group in Queensland grew 14% from 205,351 in 1976 to 234,548 in 2001. There was a decline in employment in the Factory between 1976 and 1986 (to 190,523), before numbers increased. As a proportion of all employed persons in Queensland, the Factory declined in importance from 25% to 15% between 1976 and 2001.

Employment in the factory became more concentrated in the Brisbane–Moreton, region with the proportion of all Factory workers accounted for by that area increasing from 61% to 66% between 1976 and 2001. In absolute terms the numbers in this function group did not change substantially in regions outside Brisbane–Moreton.

4.1 EMPLOYED PERSONS BY REGION, the Factory

	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
	no.	no.	no.	no.	no.	no.	%
Brisbane–Moreton	124 343	126 009	118 830	122 445	142 836	154 164	24.0
Wide Bay–Burnett SD	13 883	12 056	10 839	11 118	12 197	12 457	–10.3
Darling Downs SD	12 650	11 427	11 385	10 981	12 255	13 650	7.9
South West SD	2 078	1 328	1 611	1 388	1 167	1 545	–25.7
Fitzroy SD	14 031	14 813	15 104	13 339	13 821	14 802	5.5
Central West SD	994	609	667	579	573	698	–29.7
Mackay SD	9 040	9 038	9 055	8 812	10 455	10 008	10.7
Northern SD	14 876	12 878	11 610	10 589	11 659	12 579	–15.4
Far North SD	10 857	10 370	9 338	9 523	12 389	11 609	6.9
North West SD	2 478	2 013	1 941	1 825	1 926	2 206	–11.0
Queensland(a)	205 351	200 703	190 523	190 919	220 308	234 548	14.2

(a) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 to 2001.

MALE AND FEMALE
EMPLOYMENT

Employment in the Factory was predominantly male (87%) in 2001 though female employment had increased by around 10,000 to 30,249 between 1976 and 2001. The largest increase in female employment in the Factory (148%) was reported in the Darling Downs, from 716 in 1976 to 1,775 in 2001.

4.2 EMPLOYED PERSONS BY SEX BY REGION, the Factory

	1976			2001		
	Males	Females	Persons	Males	Females	Persons
	no.	no.	no.	no.	no.	no.
Brisbane–Moreton	109 419	14 924	124 343	132 710	21 455	154 164
Wide Bay–Burnett SD	13 091	793	13 883	10 885	1 572	12 457
Darling Downs SD	11 934	716	12 650	11 876	1 775	13 650
South West SD	1 958	119	2 078	1 383	162	1 545
Fitzroy SD	13 265	767	14 031	13 365	1 437	14 802
Central West SD	952	42	994	618	81	698
Mackay SD	8 512	528	9 040	9 055	953	10 008
Northern SD	13 907	970	14 876	11 369	1 210	12 579
Far North SD	10 225	631	10 857	10 278	1 331	11 609
North West SD	2 353	125	2 478	2 013	193	2 206
Queensland(a)	185 732	19 618	205 351	204 299	30 249	234 548

(a) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 and 2001.

AGE

The average age of workers in the Factory function group increased only one year between 1976 and 2001, to 37 years. There was little variation in average age by region. The proportion of Factory workers aged 15–24 years declined from 28% in 1976 to 19% of all workers in 2001 while the proportion in the 24–44 year age group grew from 42% to 52% over the same period. This shift in age profile could reflect the later entry into the workforce of school leavers.

4.3 EMPLOYED PERSONS BY AGE BY REGION, the Factory

	1976					2001				
	15–24 years	25–44 years	45 years and over	Total	Average age	15–24 years	25–44 years	45 years and over	Total	Average age
	no.	no.	no.	no.	years	no.	no.	no.	no.	years
Brisbane–Moreton	34 138	52 934	37 271	124 343	36	28 268	79 671	46 225	154 164	37
Wide Bay–Burnett SD	4 117	5 505	4 261	13 883	36	2 150	6 161	4 147	12 457	38
Darling Downs SD	3 881	5 050	3 719	12 650	35	3 100	6 786	3 764	13 650	36
South West SD	635	895	549	2 078	35	369	780	397	1 545	36
Fitzroy SD	4 131	6 017	3 884	14 031	35	2 803	7 886	4 114	14 802	37
Central West SD	280	389	326	994	36	141	334	224	698	37
Mackay SD	2 789	3 756	2 496	9 040	35	1 884	5 166	2 958	10 008	37
Northern SD	4 510	6 176	4 192	14 876	35	2 480	6 377	3 723	12 579	37
Far North SD	3 026	4 666	3 165	10 857	36	1 975	6 128	3 507	11 609	38
North West SD	681	1 223	575	2 478	34	440	1 185	582	2 206	36
Queensland(a)	58 216	86 670	60 465	205 351	36	43 769	120 947	69 832	234 548	37

(a) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 and 2001.

AVERAGE ANNUAL INCOME The average income of Factory workers increased 10% to \$34,921 between 1976 and 2001, similar to the overall increase for all workers in Queensland of 9%. The highest income levels for Factory workers occurred in the North West SD (\$48,014), Fitzroy SD (\$41,601) and Mackay SD (\$39,200), regions with substantial mining industries which generate industrial work. Most other regions grew between 5% and 9% with the exception of the Wide Bay–Burnett SD where the income of Factory workers did not grow.

4.4 AVERAGE INCOME OF EMPLOYED PERSONS BY REGION, the Factory

	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
	\$	\$	\$	\$	\$	\$	%
Brisbane–Moreton	31 505	31 286	31 766	29 614	30 990	34 409	9.2
Wide Bay–Burnett SD	31 460	30 061	30 918	27 843	28 710	31 357	–0.3
Darling Downs SD	29 585	29 054	29 305	27 372	28 032	31 108	5.1
South West SD	30 379	29 649	30 845	28 614	29 640	33 241	9.4
Fitzroy SD	33 742	35 186	35 998	34 155	36 392	41 601	23.3
Central West SD	31 290	28 838	31 282	27 570	30 836	34 168	9.2
Mackay SD	33 572	33 839	34 755	31 957	34 094	39 200	16.8
Northern SD	33 837	32 240	32 744	30 231	32 859	36 271	7.2
Far North SD	32 042	30 671	31 251	29 379	31 594	33 985	6.1
North West SD	35 723	37 015	36 478	34 741	39 125	48 014	34.4
Queensland(a)	31 867	31 562	32 124	29 866	31 393	34 921	9.6

(a) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 to 2001.

QUALIFICATIONS

The number of Factory workers with post-school qualifications increased from 65,697 in 1976 to 102,104 in 2001. In 2001, 8,681 (4% of all Factory workers) had higher education qualifications and 93,423 (40%) had VET qualifications. The proportion of workers with VET qualifications in 2001 ranged from a low of 27% in the Central West SD to a high of 46% in the Far North SD while the proportion with higher education qualifications ranged from 2% to 4%.

4.5 QUALIFICATIONS OF EMPLOYED PERSONS BY REGION, the Factory

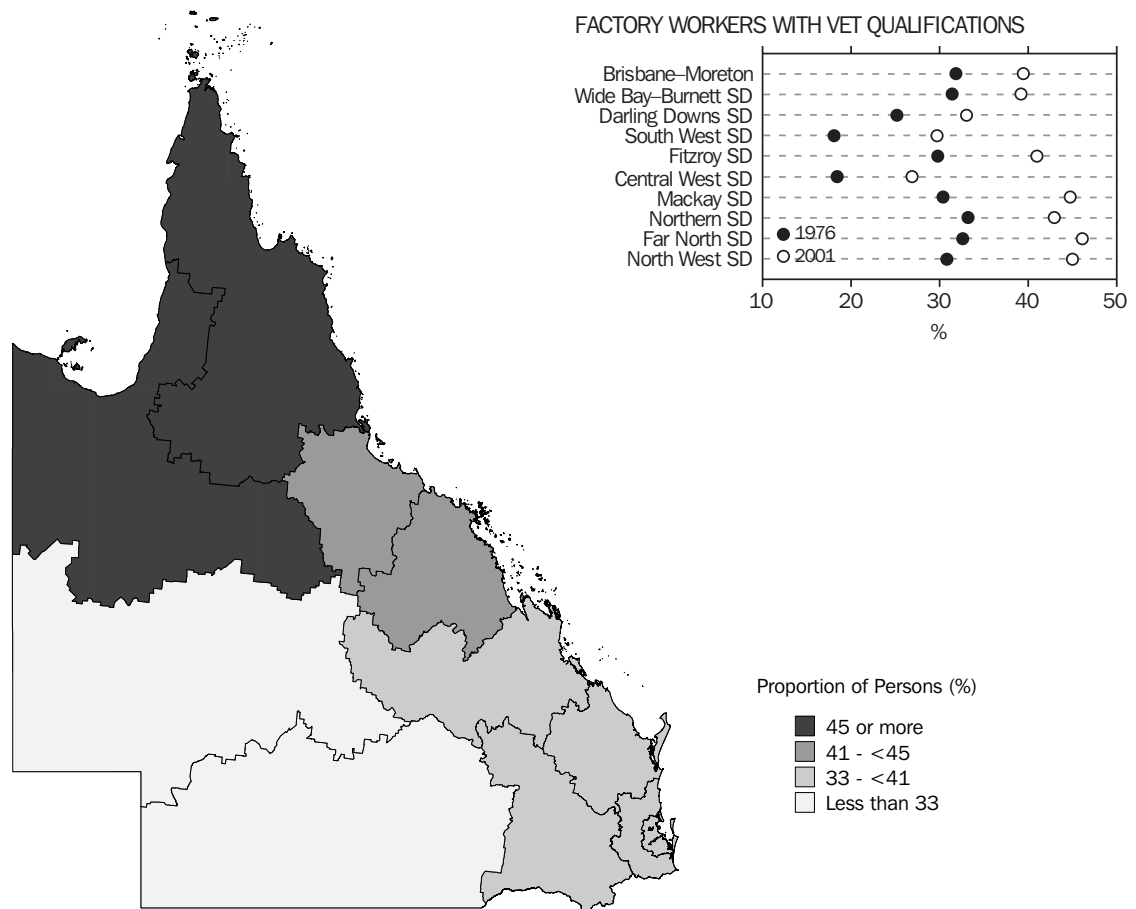
	1976					2001				
	No Post-school Qualification	VET(a)	Higher Education	Not Specified	Total	No Post-school Qualification	VET(a)	Higher Education	Not Specified	Total
	%	%	%	%	%	%	%	%	%	%
Brisbane–Moreton	55.7	31.8	1.0	11.5	100.0	51.7	39.4	4.2	4.7	100.0
Wide Bay–Burnett SD	57.2	31.4	0.5	10.8	100.0	54.4	39.2	1.9	4.5	100.0
Darling Downs SD	63.1	25.2	0.4	11.3	100.0	60.2	33.0	2.6	4.2	100.0
South West SD	69.7	18.1	0.6	11.6	100.0	64.6	29.7	1.9	3.9	100.0
Fitzroy SD	58.8	29.8	0.9	10.6	100.0	51.1	41.0	3.6	4.3	100.0
Central West SD	69.0	18.4	1.1	11.5	100.0	66.9	26.9	2.2	4.0	100.0
Mackay SD	57.7	30.4	0.6	11.4	100.0	48.5	44.7	2.0	4.8	100.0
Northern SD	54.0	33.2	1.2	11.7	100.0	50.1	42.9	3.2	3.8	100.0
Far North SD	53.9	32.6	0.7	12.7	100.0	45.5	46.1	3.0	5.5	100.0
North West SD	58.0	30.8	0.6	10.5	100.0	48.1	45.0	2.6	4.2	100.0
Queensland(b) (%)	56.6	31.1	0.9	11.4	100.0	51.9	39.8	3.7	4.6	100.0
Queensland(b) (persons)	116 179	63 834	1 863	23 476	205 351	121 641	93 423	8 681	10 803	234 548

(a) Vocational Education and Training.

(b) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 and 2001.

4.6 FACTORY WORKERS WITH VET QUALIFICATIONS, Queensland, 2001.



Source: Census of Population and Housing.

HOURS WORKED

The hours worked by the average person in the Factory function group was 41 hours, compared with 38 hours for the average worker in Queensland in 2001. The longest hours were worked by Factory workers in the North West SD (47 hours), with the next highest in Mackay SD (44 hours).

Compared to other function groups, a high proportion of workers in the Factory reported working 35-48 hours in the week prior to census (60% in 2001). Part-time hours (1-34 hours) were worked by 15% of workers in the Factory in 2001, little changed from 1996. The North West SD was the only region to record a decline in the proportion of persons working part-time. Those working 49 hours or more increased from 14% to 19% of all Factory workers, with a particularly large increase from 21% to 35% in the North West SD.

4.7 HOURS WORKED(a) BY EMPLOYED PERSONS BY REGION, The Factory

	1996				2001				
	Persons				Persons				Hours
	1-34 hours	35-48 hours	49 hours or more	Total(b)	1-34 hours	35-48 hours	49 hours or more	Total(b)	Average hours worked(c)
%	%	%	%	%	%	%	%	%	no.
Brisbane-Moreton	14.4	68.0	13.8	100.0	15.4	60.9	18.0	100.0	40
Wide Bay-Burnett SD	16.1	67.2	13.0	100.0	16.8	60.8	16.8	100.0	40
Darling Downs SD	13.6	68.9	13.4	100.0	15.5	61.6	16.9	100.0	40
South West SD	11.8	68.0	15.5	100.0	14.8	57.4	22.1	100.0	42
Fitzroy SD	11.0	70.4	14.4	100.0	11.4	62.2	20.3	100.0	43
Central West SD	11.5	65.9	18.8	100.0	15.2	50.9	28.6	100.0	43
Mackay SD	10.5	66.8	18.4	100.0	11.5	57.4	25.6	100.0	44
Northern SD	11.7	68.2	16.3	100.0	12.3	60.0	22.1	100.0	43
Far North SD	13.5	64.3	18.2	100.0	14.9	55.9	23.2	100.0	42
North West SD	10.1	64.2	21.3	100.0	9.2	49.8	34.7	100.0	47
Queensland(d) (%)	13.8	67.8	14.5	100.0	14.8	60.4	19.1	100.0	41
Queensland(d) (persons)	30 379	149 362	31 938	220 308	34 776	141 631	44 799	234 548	. .

(a) Number of hours actually worked in the week prior to census in all jobs, including paid overtime, unpaid hours, work taken home and/or weekend work.

(b) Total includes employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(c) Mean hours worked, excluding employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(d) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1996 and 2001.

ORIGIN OF WORKERS

In Queensland, 89% of workers in the Factory in 2001 also lived in Queensland in 1996, 6% had lived interstate and 3% were from overseas. Intrastate migration was a substantial source of labour to the Factory in some regions – the proportion of workers in 2001 who lived in another Queensland region five years earlier ranged from 4% in Brisbane-Moreton to 24% in the North West SD.

4.8 USUAL RESIDENCE IN 1996 OF EMPLOYED PERSONS BY REGION, the Factory, 2001

	Queensland					Total(a)
	Within same statistical divisions	Rest of state	Total in Queensland	Rest of Australia	Overseas	
Current residence	%	%	%	%	%	%
Brisbane–Moreton	83.4	4.1	87.6	5.8	4.2	100.0
Wide Bay–Burnett SD	83.3	10.0	93.3	4.1	0.8	100.0
Darling Downs SD	81.1	11.5	92.6	4.2	1.3	100.0
South West SD	74.3	18.9	93.2	3.8	1.1	100.0
Fitzroy SD	80.4	11.7	92.1	4.3	1.5	100.0
Central West SD	73.1	19.3	92.5	3.7	1.2	100.0
Mackay SD	80.3	11.1	91.4	5.2	1.2	100.0
Northern SD	80.0	11.0	91.0	5.2	1.3	100.0
Far North SD	81.5	8.0	89.4	6.1	2.2	100.0
North West SD	64.4	24.0	88.5	6.6	2.0	100.0
Queensland(b) (%)	na	na	88.9	5.5	3.3	100.0
Queensland(b) (persons)	na	na	208 463	12 953	7 722	234 548

(a) Including persons not stating their usual residence in 1996.

(b) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 2001.

CHAPTER 5

RETAIL/PERSONAL SERVICES

INTRODUCTION

Workers in the Retail/personal services function group provide a large variety of services directly to individual consumers. Retailing varies from small self-employed shops to large chain stores in main centres. Personal services include hospitality and entertainment workers, as well as automotive tradespersons and hairdressers. The size of this function group is more dependent on population numbers than on a region's primary or secondary production. Half of the characteristics of self-employed workers in Retail/personal services are attributed to the Office function group (see Technical Notes).

In 2001, workers in Retail/personal services were the youngest of all function groups, they worked fewer hours and earned the least income. Retail/personal services was also the fastest growing amongst all function groups and in general the growth was stronger for females.

There have been several changes responsible for the changing place of Retail/personal services in the economy. In 1971 young people could often start working in a career directly from school; by 2001 post-secondary education was often required before commencing a career. For a large number of young people Retail/personal services became a transitional workplace supporting them through study or training. The opening up of the labour market and deregulation of shopping hours created a new market for workers. Population growth and growth in the hospitality industry also contributed to the growth in opportunities.

EMPLOYED PERSONS

Employment in Retail/personal services tripled between 1976 and 2001, from 98,906 to 323,310. As a proportion of all employed persons in Queensland, Retail/personal services grew in importance from 12% to 21%. Growth was fastest between 1991 and 1996, then slowed from 1996 to 2001 to a level similar to earlier years. The fastest growing regions were the Far North SD, Brisbane–Moreton, Northern SD and Mackay SD, regions with strong population growth and tourism industries.

5.1 EMPLOYED PERSONS BY REGION, Retail/personal services

	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
	no.	no.	no.	no.	no.	no.	%
Brisbane–Moreton	60 493	85 608	111 924	140 138	184 226	219 540	262.9
Wide Bay–Burnett SD	6 479	8 326	9 615	11 042	14 562	16 740	158.4
Darling Downs SD	7 045	9 491	10 736	12 214	14 114	16 475	133.8
South West SD	1 121	1 331	1 441	1 675	1 628	1 905	70.0
Fitzroy SD	5 891	8 079	9 644	10 819	13 464	14 668	149.0
Central West SD	578	661	666	782	695	843	46.0
Mackay SD	4 282	5 922	7 353	8 615	10 641	11 561	170.0
Northern SD	6 079	8 263	10 741	12 614	15 013	16 896	178.0
Far North SD	5 456	7 466	10 599	14 300	20 495	21 581	295.5
North West SD	1 465	1 785	2 016	2 227	2 248	2 343	60.0
Queensland(a)	98 906	137 009	174 779	214 733	278 105	323 310	226.9

(a) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 to 2001.

MALE AND FEMALE
EMPLOYMENT

Female employment in Retail/personal services grew faster (251%) than male employment (201%) between 1976 and 2001. Three regions showing the largest differential increase in female employment compared with male employment were the Central West SD, Fitzroy SD and South West SD.

5.2 EMPLOYED PERSONS BY SEX BY REGION, Retail/personal services

	1976			2001		
	Males	Females	Persons	Males	Females	Persons
	no.	no.	no.	no.	no.	no.
Brisbane–Moreton	29 589	30 904	60 493	99 826	119 714	219 540
Wide Bay–Burnett SD	3 061	3 418	6 479	7 175	9 565	16 740
Darling Downs SD	3 469	3 577	7 045	6 973	9 502	16 475
South West SD	567	554	1 121	798	1 107	1 905
Fitzroy SD	2 888	3 003	5 891	5 829	8 840	14 668
Central West SD	286	292	578	322	521	843
Mackay SD	2 001	2 280	4 282	4 708	6 854	11 561
Northern SD	2 793	3 287	6 079	6 977	9 919	16 896
Far North SD	2 485	2 971	5 456	9 573	12 009	21 581
North West SD	560	905	1 465	840	1 503	2 343
Queensland(a)	47 712	51 194	98 906	143 408	179 902	323 310

(a) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 and 2001.

AGE

Retail/personal services was the only function group to show a fall in the average age between 1976 and 2001, from 34 years to 33 years. This is 5 years less than the average age of all workers in Queensland (38 years). The only region to show an increase in average age was the North West SD, from 33 to 35 years. The Central West SD had the highest average age (36 years) and the Northern SD the lowest (32 years).

In contrast to other function groups, the proportion of workers in Retail/personal services who were in the 15–24 year age group increased between 1976 and 2001, from 32% to 37%. This shift in the age profile of Retail/personal services workers was more noticeable in the Brisbane–Moreton region where the proportion increased from 31% in 1976 to 38% in 2001. Retail/personal services was a less significant function group for workers aged 15–24 years in the Central West SD, South West SD, North West SD and Far North SD – in these areas Retail/personal services represented under 30% of all employment of younger workers compared with the average of 37% for Queensland.

5.3 EMPLOYED PERSONS BY AGE BY REGION, Retail/personal services

	1976					2001				
	15-24 years	25-44 years	45 years and over	Total	Average age	15-24 years	25-44 years	45 years and over	Total	Average age
	no.	no.	no.	no.	years	no.	no.	no.	no.	years
Brisbane–Moreton	18 714	24 775	17 004	60 493	35	82 799	84 523	52 218	219 540	33
Wide Bay–Burnett SD	2 224	2 524	1 732	6 479	34	5 658	6 405	4 677	16 740	34
Darling Downs SD	2 523	2 667	1 856	7 045	34	6 294	6 001	4 180	16 475	33
South West SD	347	456	318	1 121	35	556	844	505	1 905	35
Fitzroy SD	1 950	2 444	1 497	5 891	34	5 605	5 523	3 541	14 668	33
Central West SD	160	209	211	578	37	238	361	245	843	36
Mackay SD	1 457	1 821	1 005	4 282	33	4 034	4 680	2 848	11 561	33
Northern SD	2 184	2 443	1 452	6 079	33	6 654	6 430	3 812	16 896	32
Far North SD	1 673	2 404	1 380	5 456	34	6 391	9 687	5 503	21 581	34
North West SD	455	684	327	1 465	33	689	1 036	619	2 343	35
Queensland(a)	31 692	40 433	26 783	98 906	34	119 217	125 823	78 270	323 310	33

(a) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 and 2001.

AVERAGE ANNUAL INCOME

The average annual income of persons working in Retail/personal services fell steadily from 1976 to 1991 before increasing slightly to 2001, with all regions showing a similar pattern of change. Between 1976 and 2001 the average CPI-adjusted income of workers in Retail/personal services in Queensland fell 11%. All regions recorded decreased incomes, with larger falls in Mackay SD (–21%), Fitzroy SD (–19%) and Wide Bay–Burnett SD (–19%). The increase in young persons working part time in Retail/personal services would account for much of this fall in average income.

5.4 AVERAGE INCOME OF EMPLOYED PERSONS BY REGION, Retail/personal services

	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
	\$	\$	\$	\$	\$	\$	%
Brisbane–Moreton	24 412	23 171	21 977	19 974	20 369	22 084	–9.5
Wide Bay–Burnett SD	23 523	21 932	19 761	18 312	17 965	19 127	–18.7
Darling Downs SD	23 022	21 992	20 483	18 483	18 516	19 985	–13.2
South West SD	24 001	23 765	23 144	19 872	19 424	22 538	–6.1
Fitzroy SD	24 748	23 526	20 856	18 586	18 812	19 991	–19.2
Central West SD	23 799	24 030	21 347	20 557	20 684	22 326	–6.2
Mackay SD	26 549	24 603	21 753	19 936	20 290	20 900	–21.3
Northern SD	25 283	22 954	21 958	19 700	19 743	21 357	–15.5
Far North SD	24 433	23 526	22 127	21 130	21 917	23 183	–5.1
North West SD	25 739	24 010	22 381	19 769	20 812	23 530	–8.6
Queensland(a)	24 431	23 129	21 714	19 794	20 153	21 739	–11.0

(a) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 to 2001.

QUALIFICATIONS

The proportion of workers in Retail/personal services with post-school qualifications increased from 17% to 29% between 1976 and 2001. In 2001, 5% (15,314) of all workers in Retail/personal services had higher education qualifications and 25% (79,050) had VET qualifications. Regions with the most qualified workers in this function group were the Far North SD and Brisbane–Moreton, both recording more than 30% of Retail/personal services workers with post-school qualifications in 2001. The North West SD and Fitzroy SD had the smallest proportions of workers in Retail/personal services reporting post-school qualifications.

5.5 QUALIFICATIONS OF EMPLOYED PERSONS BY REGION, Retail/personal services

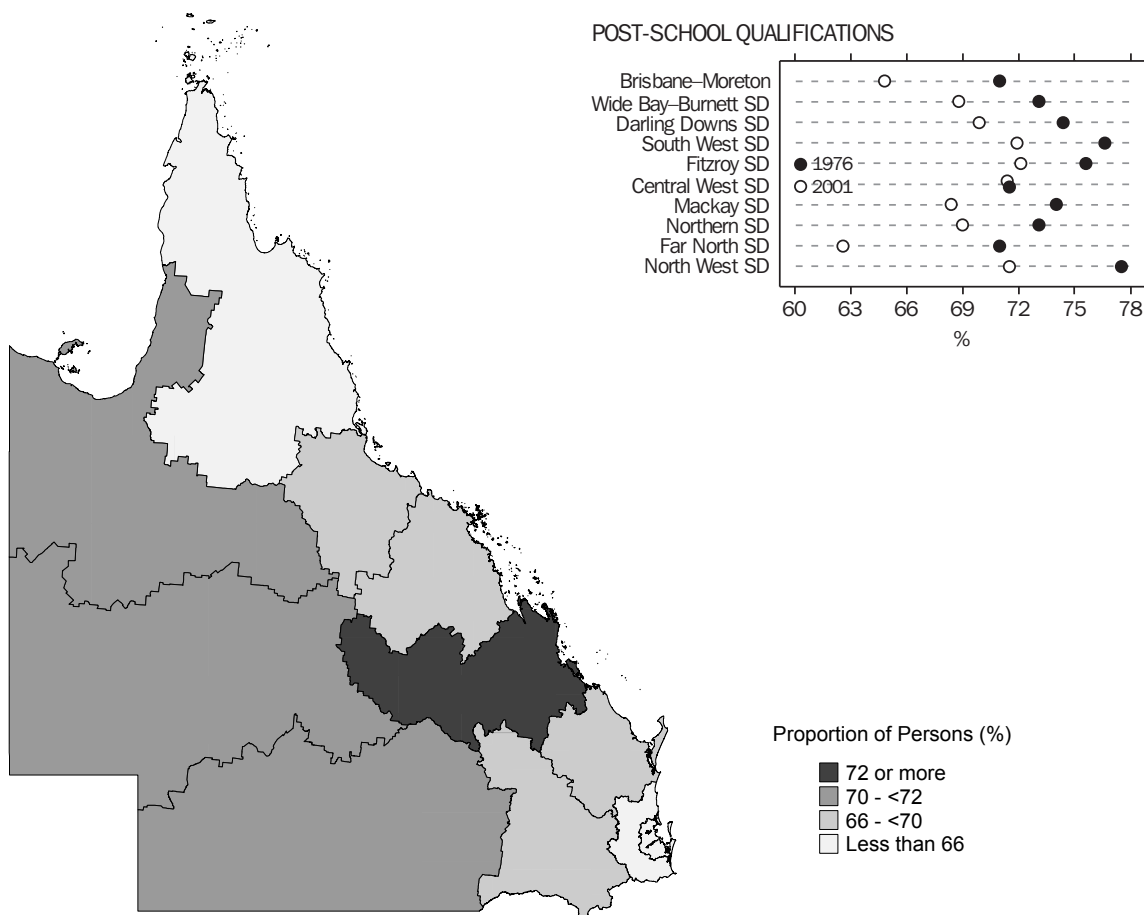
	1976					2001				
	No post-school qualification	VET(a)	Higher education	Not specified	Total	No post-school qualification	VET(a)	Higher education	Not specified	Total
	%	%	%	%	%	%	%	%	%	%
Brisbane–Moreton	71.0	17.7	0.6	10.7	100.0	64.8	24.7	5.5	5.0	100.0
Wide Bay–Burnett SD	73.1	15.5	0.2	11.3	100.0	68.8	24.6	2.0	4.6	100.0
Darling Downs SD	74.4	14.4	0.3	10.9	100.0	69.9	22.4	3.2	4.4	100.0
South West SD	76.6	12.7	0.0	10.7	100.0	71.9	21.6	2.5	4.0	100.0
Fitzroy SD	75.6	14.5	0.3	9.7	100.0	72.1	20.9	2.7	4.3	100.0
Central West SD	71.5	17.0	0.0	11.5	100.0	71.4	22.2	2.1	4.3	100.0
Mackay SD	74.0	16.5	0.3	9.2	100.0	68.4	24.1	2.4	5.1	100.0
Northern SD	73.1	15.4	0.4	11.2	100.0	69.0	22.9	3.8	4.3	100.0
Far North SD	71.0	17.1	0.5	11.4	100.0	62.6	27.3	4.4	5.8	100.0
North West SD	77.5	13.8	0.1	8.7	100.0	71.5	21.1	2.1	5.3	100.0
Queensland(b) (%)	72.1	16.8	0.5	10.7	100.0	65.9	24.5	4.7	5.0	100.0
Queensland(b) (persons)	71 288	16 600	447	10 571	98 906	212 908	79 050	15 314	16 038	323 310

(a) Vocational Education and Training.

(b) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 and 2001.

5.6 RETAIL/PERSONAL SERVICES WORKERS WITH NO POST-SCHOOL QUALIFICATIONS, Queensland, 2001



Source: Census of Population and Housing.

HOURS WORKED

Persons employed in Retail/personal services worked an average of 31 hours a week compared with 38 hours for all employed persons in Queensland in 2001. Between 1996 and 2001 there was a decline in the proportion of persons working 35–48 hours per week and an increase in both the proportion working part-time and 49 hours or more.

In general, the further North or West the region, the longer the hours worked by those within Retail/personal services. The longest hours worked were experienced in the Central West SD (37 hours) followed by the North West SD and South West SD (36 hours each) and Far North SD (34 hours).

5.7 HOURS WORKED(a) BY EMPLOYED PERSONS BY REGION, Retail/personal services

	1996				2001				
	Persons				Persons				Hours
	1-34 hours	35-48 hours	49 hours and more	Total(b)	1-34 hours	35-48 hours	49 hours and more	Total(b)	Average hours worked(c)
%	%	%	%	%	%	%	%	no.	
Brisbane–Moreton	47.9	37.0	11.6	100.0	49.4	32.5	12.4	100.0	31
Wide Bay–Burnett SD	46.5	36.4	13.6	100.0	49.9	30.5	14.0	100.0	31
Darling Downs SD	45.6	38.0	13.0	100.0	48.7	32.5	13.4	100.0	31
South West SD	37.5	40.7	18.8	100.0	40.2	36.4	18.6	100.0	36
Fitzroy SD	47.0	37.1	12.2	100.0	49.8	31.5	13.2	100.0	31
Central West SD	38.1	37.3	21.6	100.0	38.8	34.6	21.7	100.0	37
Mackay SD	42.7	40.8	13.1	100.0	46.0	34.3	14.5	100.0	32
Northern SD	47.0	37.7	11.3	100.0	47.9	33.7	12.7	100.0	31
Far North SD	39.0	43.9	13.8	100.0	41.8	37.2	15.7	100.0	34
North West SD	42.8	38.4	15.4	100.0	40.4	34.3	19.5	100.0	36
Queensland(d) (%)	46.6	37.8	12.1	100.0	48.6	32.9	13.0	100.0	31
Queensland(d) (persons)	129 555	105 087	33 641	278 105	157 024	106 230	42 107	323 310	. .

(a) Number of hours actually worked in the week prior to census in all jobs, including paid overtime, unpaid hours, work taken home and/or weekend work.

(b) Total includes employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(c) Mean hours worked, excluding employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(d) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1996 and 2001.

ORIGIN OF WORKERS

In 2001, 87% of workers in the Retail/personal services function group had lived in Queensland in 1996, 8% had come from interstate and 4% had lived overseas. This was similar to other function groups and little changed from 1976.

The three sparsely-settled western regions (North West SD, Central West SD and South West SD) each recorded more than 18% of workers had come from other regions within Queensland. The more highly tourist-orientated regions of the Far North SD and Brisbane–Moreton attracted Retail/personal services workers from outside Queensland, with over 8% of workers in 2001 living interstate in 1996 and another 4% living overseas.

5.8 USUAL RESIDENCE IN 1996 OF EMPLOYED PERSONS BY REGION, Retail/personal services, 2001

	Queensland					
	Within same statistical divisions	Rest of state	Total in Queensland	Rest of Australia	Overseas	Total(a)
Current residence	%	%	%	%	%	%
Brisbane–Moreton	80.3	5.2	85.5	8.2	4.4	100.0
Wide Bay–Burnett SD	81.1	11.0	92.2	5.4	0.9	100.0
Darling Downs SD	80.9	12.1	93.0	4.5	1.0	100.0
South West SD	76.0	18.2	94.2	3.4	0.8	100.0
Fitzroy SD	81.2	11.9	93.2	3.9	1.2	100.0
Central West SD	70.6	23.1	93.7	3.8	0.7	100.0
Mackay SD	77.8	11.6	89.4	7.0	1.8	100.0
Northern SD	77.3	12.5	89.8	6.9	1.6	100.0
Far North SD	74.6	8.8	83.4	9.8	4.4	100.0
North West SD	66.9	21.5	88.4	7.0	2.2	100.0
Queensland(b) (%)	na	na	86.8	7.6	3.6	100.0
Queensland(b) (persons)	na	na	280 782	24 698	11 656	323 310

(a) Including persons not stating their usual residence in 1996.

(b) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 2001.

CHAPTER 6

SOCIAL INFRASTRUCTURE SERVICES

INTRODUCTION

The Social infrastructure services function group consists of those who provide services such as health, education, security and personal transport to the community. The majority are nurses and teachers, but includes doctors, chemists and other health professionals; University, TAFE and other education professionals; as well as aides, cleaners and maintenance workers in hospitals, clinics, schools and campuses. Also included in this function group are police officers, security guards and fire-fighters; airline, bus and train personnel and taxi drivers; as well as journalists and other media workers. (see Technical Notes for details.)

Social infrastructure services more than doubled in size between 1976 and 2001. Regional variation in the size and growth of this function group was dependent on population growth and changes in the provision of services to regions. The importance of Social infrastructure services as a workplace for females is notable, particularly in non-metropolitan regions. This function group also provided opportunities for part-time work, with approximately one third of workers working less than 35 hours a week in 2001. Social infrastructure services, along with the Farm/mine, recorded the highest average age and had 'aged' faster than any other function group.

Higher education qualifications increased significantly in this function group, while the proportion of workers with VET qualifications was steady. Regional variation in the qualifications profile was fairly small in 2001, reflecting the mandatory training arrangements governing employment within these functions. Generally, incomes in Social infrastructure services did not vary markedly across regions (see table 6.8). Significant numbers of workers, particularly in Brisbane–Moreton and the northern regions of the state, came from interstate, and to a smaller extent overseas.

EMPLOYED PERSONS

Employment in Social infrastructure services in Queensland more than doubled between 1976 and 2001, to 211,677 persons. This increase in numbers was not consistent, with a slowdown evident between 1986 and 1991 and fast growth between 1991 to 1996. Over the whole period, the proportion of all employed persons working in Social infrastructure services increased slightly, from 12% to 14%.

The fastest growth amongst regions in the number of persons working in Social infrastructure services occurred in the Far North SD, Brisbane–Moreton and Mackay SD, regions with strong population growth. Regions with slower growth in Social infrastructure services jobs were regions with slower population growth. The South West SD, North West SD and Central West SD each had decreasing population between 1976 and 2001, but the number of persons employed in Social infrastructure services increased by more than 20% in these regions.

6.1 EMPLOYED PERSONS BY REGION, Social infrastructure services

	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
	no.	no.	no.	no.	no.	no.	%
Brisbane–Moreton	61 276	76 737	91 441	104 506	128 407	142 902	133.2
Wide Bay–Burnett SD	5 439	6 598	7 586	8 218	10 153	10 851	99.5
Darling Downs SD	7 076	8 302	9 403	10 404	12 304	12 851	81.6
South West SD	1 239	1 355	1 362	1 373	1 616	1 528	23.3
Fitzroy SD	5 279	6 613	7 799	8 456	9 695	9 998	89.4
Central West SD	574	686	708	682	712	757	31.9
Mackay SD	2 802	3 789	4 754	5 157	6 137	6 523	132.8
Northern SD	5 777	7 288	9 104	9 622	11 250	11 998	107.7
Far North SD	4 893	6 206	7 644	9 251	11 075	12 037	146.0
North West SD	1 362	1 603	1 794	1 880	1 701	1 780	30.7
Queensland(a)	95 741	119 247	141 639	159 741	193 601	211 677	121.1

(a) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 to 2001.

MALE AND FEMALE EMPLOYMENT

The majority of workers in Social infrastructure services were female, and their predominance increased between 1976 and 2001. This function group employed 18% of all female workers in 2001, and 10% of all male workers. The Brisbane–Moreton region, followed by the Mackay SD and Far North SD, recorded the fastest growth in employed females within Social infrastructure services. Male employment growth was fastest in the Far North SD, followed by Mackay SD and Brisbane–Moreton.

6.2 EMPLOYED PERSONS BY SEX BY REGION, Social infrastructure services

	1976			2001		
	Males	Females	Persons	Males	Females	Persons
	no.	no.	no.	no.	no.	no.
Brisbane–Moreton	29 395	31 881	61 276	56 764	86 138	142 902
Wide Bay–Burnett SD	2 120	3 320	5 439	4 017	6 834	10 851
Darling Downs SD	2 803	4 274	7 076	4 710	8 142	12 851
South West SD	447	791	1 239	491	1 037	1 528
Fitzroy SD	2 229	3 050	5 279	3 834	6 164	9 998
Central West SD	236	338	574	265	492	757
Mackay SD	1 212	1 591	2 802	2 360	4 163	6 523
Northern SD	2 698	3 080	5 777	4 582	7 416	11 998
Far North SD	2 111	2 783	4 893	4 899	7 138	12 037
North West SD	509	855	1 362	644	1 136	1 780
Queensland(a)	43 768	51 974	95 741	82 757	128 920	211 677

(a) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 and 2001.

AGE

The average age of persons working in Social infrastructure services increased by five years to 41 years between 1976 and 2001. This was three years older than the average age of all Queensland workers in 2001. The largest increases in average age occurred in the Wide Bay–Burnett SD and Mackay SD, with rises of six years each, to 42 and 40 years respectively.

AGE *continued*

The proportion of 15–24 year olds working in Social infrastructure services fell dramatically from 23% to 9% while the number aged 45 years and over increased from 29% to 39%, over the 25 years to 2001. This shift in age profile partly reflects the later entry into the workforce of school leavers. It may also represent a future skill replacement issue for the function group.

6.3 EMPLOYED PERSONS BY AGE BY REGION, Social infrastructure services

	1976					2001				
	15–24 years	25–44 years	45 years and over	Total	Average age	15–24 years	25–44 years	45 years and over	Total	Average age
	no.	no.	no.	no.	years	no.	no.	no.	no.	years
Brisbane–Moreton	13 280	29 246	18 751	61 276	37	12 417	74 477	56 009	142 902	41
Wide Bay–Burnett SD	1 427	2 498	1 514	5 439	36	724	5 507	4 620	10 851	42
Darling Downs SD	1 731	3 308	2 037	7 076	36	1 078	6 373	5 401	12 851	42
South West SD	381	600	259	1 239	34	188	867	474	1 528	38
Fitzroy SD	1 427	2 527	1 326	5 279	35	985	5 231	3 782	9 998	40
Central West SD	178	262	134	574	35	94	439	225	757	38
Mackay SD	772	1 380	650	2 802	35	548	3 566	2 409	6 523	40
Northern SD	1 417	2 855	1 506	5 777	36	1 091	6 465	4 442	11 998	40
Far North SD	1 138	2 464	1 292	4 893	36	813	6 601	4 624	12 037	41
North West SD	486	679	197	1 362	32	249	1 046	486	1 780	37
Queensland(a)	22 241	45 833	27 668	95 741	36	18 257	110 831	82 590	211 677	41

(a) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: *Census of Population and Housing, 1976 and 2001.*

AVERAGE ANNUAL INCOME

The average incomes of individual workers in Social infrastructure services increased 12% between 1976 and 2001 (to \$41,147) compared with an overall increase for Queensland of 9% over this period. Income levels declined 6% between 1976 and 1991 before rebounding 19% from 1991 to 2001.

Within Social infrastructure services, the highest income levels in 2001 occurred in the Brisbane–Moreton region (\$42,091) and North West SD (\$41,508). There was a fairly narrow range of growth in average income across regions, from 17% in the North West SD to 10% in the Central West SD and Mackay SD.

6.4 AVERAGE INCOME OF EMPLOYED PERSONS BY REGION, Social infrastructure services

	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
	\$	\$	\$	\$	\$	\$	%
Brisbane–Moreton	37 896	36 684	37 259	35 458	37 653	42 091	11.1
Wide Bay–Burnett SD	34 954	33 780	34 348	32 183	33 977	38 710	10.7
Darling Downs SD	35 392	34 710	34 738	33 430	35 151	39 737	12.3
South West SD	33 631	33 704	34 188	31 828	33 179	38 887	15.6
Fitzroy SD	35 723	34 569	34 820	32 984	35 615	40 136	12.4
Central West SD	35 039	32 651	32 975	30 317	32 896	38 471	9.8
Mackay SD	36 738	35 245	35 646	33 645	36 047	40 552	10.4
Northern SD	36 941	36 068	36 014	34 591	36 406	40 908	10.7
Far North SD	36 186	34 852	35 841	33 898	36 862	41 208	13.9
North West SD	35 463	35 851	35 035	32 629	36 332	41 508	17.0
Queensland(a)	37 139	36 026	36 513	34 736	36 958	41 471	11.7

(a) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 to 2001.

QUALIFICATIONS

The number of workers with post-school qualifications grew from 56,016 in 1976 to 159,578 in 2001, when they represented 75% of all Social infrastructure services workers compared with 59% in 1976. In 2001, 172,434 workers in Social infrastructure services (60%) had higher education qualifications and 32,144 (15%) had VET qualifications.

Higher education qualifications within Social infrastructure services showed some regional variation, ranging from 62% in Brisbane–Moreton to 51% in the Central West SD. The strongest regional growth of higher education qualifications occurred in the Brisbane–Moreton region.

6.5 QUALIFICATIONS OF EMPLOYED PERSONS BY REGION, Social infrastructure services

	1976					2001				
	No post-school qualification	VET(a)	Higher education(b)	Not specified	Total	No post-school qualification	VET(a)	Higher education(b)	Not specified	Total
	%	%	%	%	%	%	%	%	%	%
Brisbane–Moreton	35.5	14.9	43.5	6.1	100.0	20.0	15.2	61.6	3.2	100.0
Wide Bay–Burnett SD	36.3	11.3	47.0	5.4	100.0	23.7	15.7	57.1	3.4	100.0
Darling Downs SD	35.5	9.5	49.0	6.1	100.0	24.2	13.9	58.9	3.0	100.0
South West SD	36.2	10.9	47.3	5.6	100.0	29.5	14.1	53.3	3.1	100.0
Fitzroy SD	37.5	13.1	44.7	4.7	100.0	25.0	14.2	57.9	2.9	100.0
Central West SD	36.9	15.3	40.2	7.7	100.0	30.6	14.4	50.7	4.3	100.0
Mackay SD	34.7	12.4	47.1	5.7	100.0	23.8	15.9	56.9	3.4	100.0
Northern SD	34.6	12.0	46.7	6.6	100.0	23.8	15.8	57.3	3.1	100.0
Far North SD	33.7	12.6	47.2	6.4	100.0	23.0	16.4	56.5	4.1	100.0
North West SD	34.9	11.1	50.3	3.6	100.0	27.0	14.1	54.8	4.2	100.0
Queensland(c) (%)	35.5	13.7	44.8	6.0	100.0	21.4	15.2	60.2	3.3	100.0
Queensland(c) (persons)	33 979	13 120	42 896	5 746	95 741	45 198	32 144	127 434	6 901	211 677

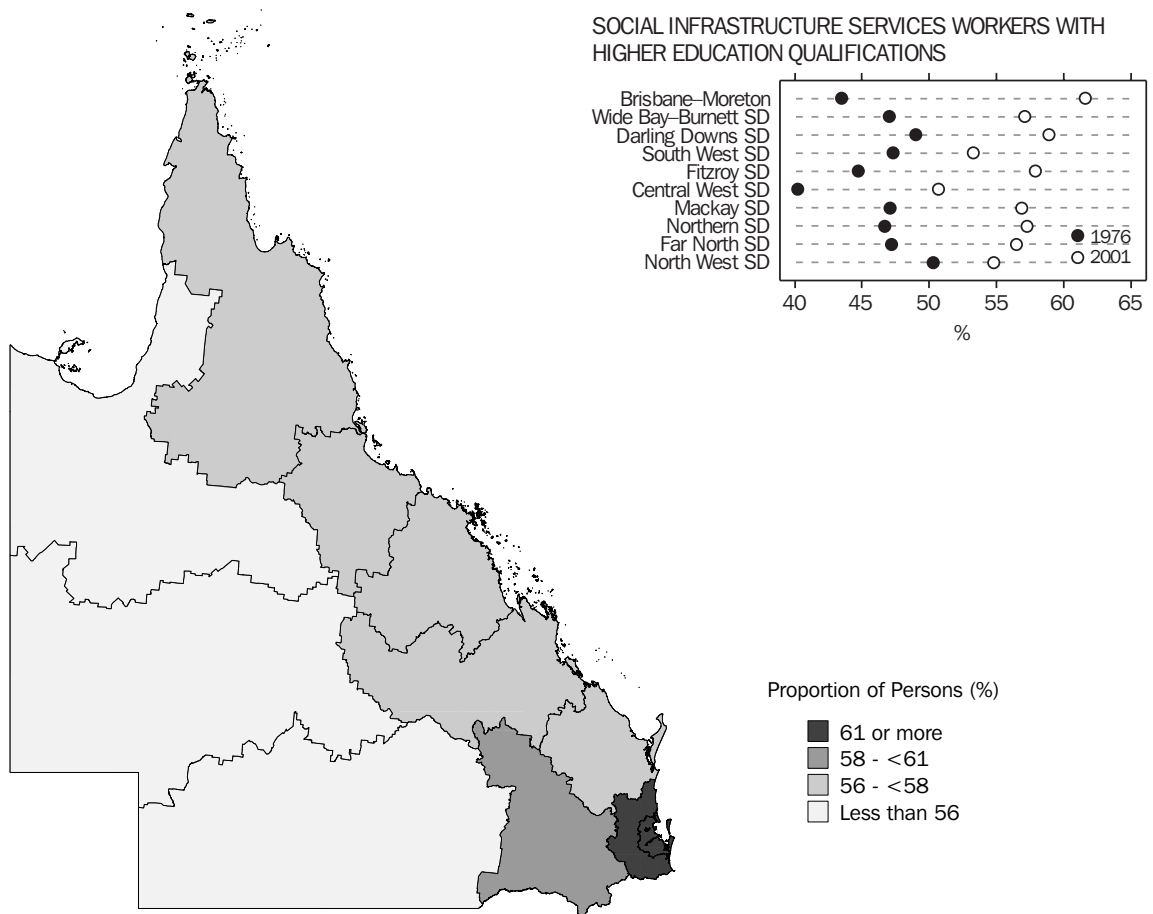
(a) Vocational Education and Training.

(b) Teaching and nursing qualifications were reclassified as higher education qualifications across all census years.

(c) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 and 2001.

6.6 SOCIAL INFRASTRUCTURE SERVICES WORKERS WITH HIGHER EDUCATION QUALIFICATIONS, Queensland, 2001



Source: Census of Population and Housing.

HOURS WORKED

Persons employed in Social infrastructure services worked an average 36 hours in the week prior to census 2001, just below the 38 hours recorded by the average worker in Queensland in 2001. Generally, regions further North and West recorded longer working hours with the longest hours in the North West SD (40 hours).

From 1996 to 2001, there was a fall of eight percentage points, to 45%, in the proportion working 35–48 hours in a week. Both part-time hours (34% in 2001) and working 49 hours or more (14%) recorded increased proportions of workers.

6.7 HOURS WORKED(a) BY EMPLOYED PERSONS BY REGION, Social infrastructure services

	1996				2001				Average hours worked(c)	
	Persons				Persons					Hours
	1-34 hours	35-48 hours	49 hours or more	Total(b)	1-34 hours	35-48 hours	49 hours or more	Total(b)		no.
%	%	%	%	%	%	%	%			
Brisbane–Moreton	32.4	52.3	10.7	100.0	34.7	45.0	13.6	100.0	36	
Wide Bay–Burnett SD	34.7	50.9	9.8	100.0	37.1	43.1	13.3	100.0	35	
Darling Downs SD	31.2	52.6	11.4	100.0	33.3	45.1	15.3	100.0	36	
South West SD	27.6	55.4	11.5	100.0	28.8	50.1	15.2	100.0	38	
Fitzroy SD	30.2	54.4	10.6	100.0	33.0	45.9	14.3	100.0	36	
Central West SD	24.5	60.2	12.2	100.0	26.7	50.0	16.6	100.0	38	
Mackay SD	31.9	52.1	10.9	100.0	33.5	44.2	15.5	100.0	36	
Northern SD	29.3	54.4	11.5	100.0	32.2	46.4	14.7	100.0	37	
Far North SD	29.5	52.9	12.4	100.0	31.0	46.5	14.9	100.0	37	
North West SD	26.7	55.7	13.3	100.0	24.9	53.0	15.7	100.0	40	
Queensland(d) (%)	31.9	52.6	10.9	100.0	34.1	45.2	14.0	100.0	36	
Queensland(d) (persons)	61 674	101 837	21 026	193 601	72 230	95 668	29 607	211 677	. .	

(a) Number of hours actually worked in the week prior to census in all jobs, including paid overtime, unpaid hours, work taken home and/or weekend work.

(b) Total includes employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(c) Mean hours worked, excluding employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(d) Including persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1996 and 2001.

ORIGIN OF WORKERS

Social infrastructure services depended heavily on recruiting workers from outside the region. This was particularly the case in the more remote western regions, reflecting the unavailability of trained workers in these localities. In 2001, only half the workers in Social infrastructure services in the North West SD had been living in the region five years previously. In contrast, 82% of those in Brisbane–Moreton had been living in the region in 1976.

Intrastate migration was a very important supply of workers to Social infrastructure services. In the Central West SD, North West SD and South West SD over 30% of these workers in 2001 had lived elsewhere in Queensland five years earlier. Recent interstate migration was the source of 7% of all Social infrastructure services workers in Queensland in 2001. Northern regions recorded higher proportions of workers from other states. People living overseas in 1996 accounted for a further 4% of workers in Social infrastructure services in 2001.

6.8 USUAL RESIDENCE IN 1996 OF EMPLOYED PERSONS, Social infrastructure services, 2001

	Queensland					Total(a)
	Within same statistical divisions	Rest of state	Total in Queensland	Rest of Australia	Overseas	
Current residence	%	%	%	%	%	%
Brisbane–Moreton	82.2	5.3	87.5	6.7	4.5	100.0
Wide Bay–Burnett SD	73.8	17.9	91.7	4.9	2.4	100.0
Darling Downs SD	76.8	15.6	92.4	4.7	1.9	100.0
South West SD	59.4	33.3	92.7	4.3	1.7	100.0
Fitzroy SD	75.5	16.9	92.4	3.9	2.5	100.0
Central West SD	54.2	38.4	92.5	4.8	1.6	100.0
Mackay SD	70.2	19.1	89.4	6.1	3.2	100.0
Northern SD	73.2	14.3	87.6	7.8	3.4	100.0
Far North SD	71.4	14.2	85.6	8.6	4.0	100.0
North West SD	48.4	39.2	87.6	7.3	4.0	100.0
Queensland(b) (%)	na	na	88.2	6.5	4.0	100.0
Queensland(b) (persons)	na	na	186 771	13 773	8 382	211 677

(a) Including persons not stating their usual residence in 1996.

(b) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 2001.

CHAPTER 7

INTRODUCTION

THE OFFICE

The Office function group consists of all management activities, in both public and private sectors. Usually working from an office desk, workers in this group provide the organisation, coordination, finance and administration within the economy. They may be employed by firms which specialise in providing such services to businesses or individuals, or they may work within the administrative section of firms in any industry. While the city high-rise landscape makes more obvious the contribution of the Office function group in metropolitan areas, the group also makes a large contribution to regional economies, which often goes unnoticed.

Included in the Office are managers and one-half of business owners and supervisors; workers within the asset management industries of finance, insurance and real estate; those who provide services to businesses such as legal advice, advocacy, marketing analysis and information technology; clerical and administrative support workers and those who clean and maintain the offices; as well as most public servants and those working for non-profit organisations. (See Technical Notes for further details.)

Note: Many self-employed workers have been split evenly between the Management function within the Office and their industry/occupation function. Consequently, in 2001 in Queensland, 56% of workers with a Management function were self-employed.

In 1976, the Office was the largest function group in all regions except the North West SD and Central West SD; By 2001 it was the largest function group in all regions. It had grown strongly in size in all regions, with the fastest growth in the Far North SD and Brisbane–Moreton region.

Income growth for Office workers differed between regions, reflecting different economic drivers and mixtures of functions within the Office. Generally, income grew strongly where population growth and/or business conditions were favourable (e.g. strong Farm/mine income).

The proportion of workers with higher education qualifications also differed between regions, with the Brisbane–Moreton region being the most qualified. Over the period there were increasing educational qualifications among Office workers. With career entry points delayed until the completion of post-secondary education, the average age of Office workers increased. There was also an increased proportion of older workers in the Office.

In 2001, from 18% to 29% of Office workers had lived in a different region in 1996. Most of these recent arrivals came from other regions within the state, with the exception of Brisbane–Moreton which gained a larger proportion from interstate.

EMPLOYED PERSONS

Employment in the Office function group in Queensland increased 128% between 1976 and 2001, to 670,550 persons. This increase in numbers in the Office resulted in the proportion of the total labour force working in the Office increasing from 36% to 43%. Growth of the Office was variable across regions, from 174% in the Far North SD to 32% in the Central West SD.

7.1 EMPLOYED PERSONS BY REGION, the Office

	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
	no.	no.	no.	no.	no.	no.	%
Brisbane–Moreton	186 520	218 791	257 222	317 250	396 835	466 637	150.2
Wide Bay–Burnett SD	16 740	17 343	19 705	22 160	27 224	29 447	75.9
Darling Downs SD	21 619	22 919	25 815	26 739	30 325	34 040	57.5
South West SD	3 678	3 974	4 561	4 561	4 599	5 029	36.7
Fitzroy SD	14 461	17 462	19 918	22 437	26 013	27 979	93.5
Central West SD	1 799	2 062	2 169	2 116	2 235	2 379	32.2
Mackay SD	10 001	11 870	14 580	16 206	19 566	21 286	112.8
Northern SD	20 496	22 104	24 852	27 221	31 957	35 191	71.7
Far North SD	14 994	16 523	20 903	28 724	37 203	41 079	174.0
North West SD	4 091	4 277	4 781	4 853	5 730	6 149	50.3
Queensland(a)	294 497	337 449	394 632	472 737	583 662	670 550	127.7

(a) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 to 2001.

MALE AND FEMALE EMPLOYMENT

Female employment in the Office grew by 185% between 1976 and 2001, more than double the rate for males (91%). All regions showed faster growth in female employment in the Office. The percentage of Office workers who were female increased from 39% in 1976 to 49% in 2001. In two regions, Mackay SD and North West SD, females formed the majority in 2001.

7.2 EMPLOYED PERSONS BY SEX BY REGION, the Office

	1976			2001		
	Males	Females	Persons	Males	Females	Persons
	no.	no.	no.	no.	no.	no.
Brisbane–Moreton	112 594	73 927	186 520	237 603	229 034	466 637
Wide Bay–Burnett SD	10 274	6 467	16 740	14 703	14 745	29 447
Darling Downs SD	13 725	7 896	21 619	18 051	15 989	34 040
South West SD	2 332	1 346	3 678	2 621	2 408	5 029
Fitzroy SD	8 581	5 881	14 461	13 799	14 181	27 979
Central West SD	1 135	664	1 799	1 266	1 113	2 379
Mackay SD	5 863	4 138	10 001	10 407	10 880	21 286
Northern SD	13 366	7 130	20 496	18 779	16 413	35 191
Far North SD	9 023	5 971	14 994	20 842	20 238	41 079
North West SD	2 306	1 786	4 091	3 049	3 100	6 149
Queensland(a)	179 284	115 213	294 497	341 916	328 634	670 550

(a) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 and 2001.

AGE

Between 1976 and 2001 the average age of persons working in the Office increased from 36 years to 40 years, two years older than the average age for Queensland in 2001. The largest increase in average age occurred in the Northern SD from 34 years to 39 years while the 'oldest' Office workers were to be found in the Wide Bay–Burnett SD with an average age of 43 years. One reason for the older age of Office workers is the inclusion of one half of the characteristics of self-employed persons, who tend to have an older age profile.

The proportion of all Office workers who were aged 15–24 years fell sharply from 25% to 11% while the proportion who were aged 45 years and over increased from 29% to 38% between 1976 and 2001.

7.3 EMPLOYED PERSONS BY AGE BY REGION, the Office

	1976					2001				
	15–24 years no.	25–44 years no.	45 years and over no.	Total no.	Average age years	15–24 years no.	25–44 years no.	45 years and over no.	Total no.	Average age years
Brisbane–Moreton	47 929	84 357	54 236	186 520	36	52 679	237 254	176 705	466 637	40
Wide Bay–Burnett SD	3 588	7 440	5 713	16 740	38	2 735	13 460	13 253	29 447	43
Darling Downs SD	4 334	10 023	7 262	21 619	38	3 600	16 359	14 081	34 040	42
South West SD	677	1 702	1 299	3 678	39	490	2 562	1 977	5 029	41
Fitzroy SD	3 502	6 984	3 976	14 461	36	3 196	13 879	10 905	27 979	41
Central West SD	352	801	647	1 799	39	261	1 183	935	2 379	41
Mackay SD	2 241	4 927	2 833	10 001	37	2 391	10 898	7 997	21 286	40
Northern SD	6 047	9 678	4 772	20 496	34	4 995	18 378	11 819	35 191	39
Far North SD	3 175	7 211	4 610	14 994	37	4 658	21 465	14 957	41 079	40
North West SD	1 018	2 159	915	4 091	35	934	3 282	1 933	6 149	38
Queensland(a)	72 904	135 318	86 275	294 497	36	76 170	339 449	254 931	670 550	40

(a) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 and 2001.

AVERAGE ANNUAL INCOME

The average incomes of Office workers increased 14% between 1976 and 2001 (to \$38,683) compared with an overall increase for all workers in Queensland of 9%. The highest income levels in 2001 occurred in the Brisbane–Moreton region (\$40,505) and Northern SD (\$37,241). There was a wide range of growth in average individual income across regions, from 31% in the South West SD and 27% in the Central West SD to a 1% increase in Wide Bay–Burnett SD and a fall of 8% in the Mackay SD. This variation is partly due to the inclusion of business professionals and business owners in this group as their incomes are affected by changing regional business conditions.

7.4 AVERAGE INCOME OF EMPLOYED PERSONS BY REGION, the Office

	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
	\$	\$	\$	\$	\$	\$	%
Brisbane–Moreton	34 946	34 530	34 457	34 081	35 694	40 505	15.9
Wide Bay–Burnett SD	30 194	30 353	27 712	26 933	27 951	30 435	0.8
Darling Downs SD	29 795	30 688	28 858	28 574	29 919	34 122	14.5
South West SD	26 355	30 365	28 510	29 240	27 077	34 460	30.8
Fitzroy SD	31 200	33 441	32 353	31 293	32 701	36 577	17.2
Central West SD	28 474	32 267	29 113	29 324	29 005	36 216	27.2
Mackay SD	38 579	35 867	33 181	31 401	33 690	35 373	-8.3
Northern SD	36 503	34 682	33 323	32 525	34 302	37 241	2.0
Far North SD	32 380	32 608	31 150	30 335	31 998	33 139	2.3
North West SD	32 662	33 960	32 137	31 210	31 953	35 272	8.0
Queensland(a)	34 044	33 898	33 241	32 801	34 388	38 683	13.6

(a) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 to 2001.

QUALIFICATIONS

The number of workers with post-school qualifications grew from 63,031 in 1976 to 286,485 in 2001, when they represented 43% of the Office labour force compared with 21% in 1976. In 2001, 110,551 (16% of all workers in the Office) had higher education qualifications and 175,934 (26%) had VET qualifications. Higher education qualifications within the Office showed substantial regional variation, ranging from 19% in Brisbane–Moreton to 8% in the North West SD.

7.5 QUALIFICATIONS OF EMPLOYED PERSONS BY REGION, the Office

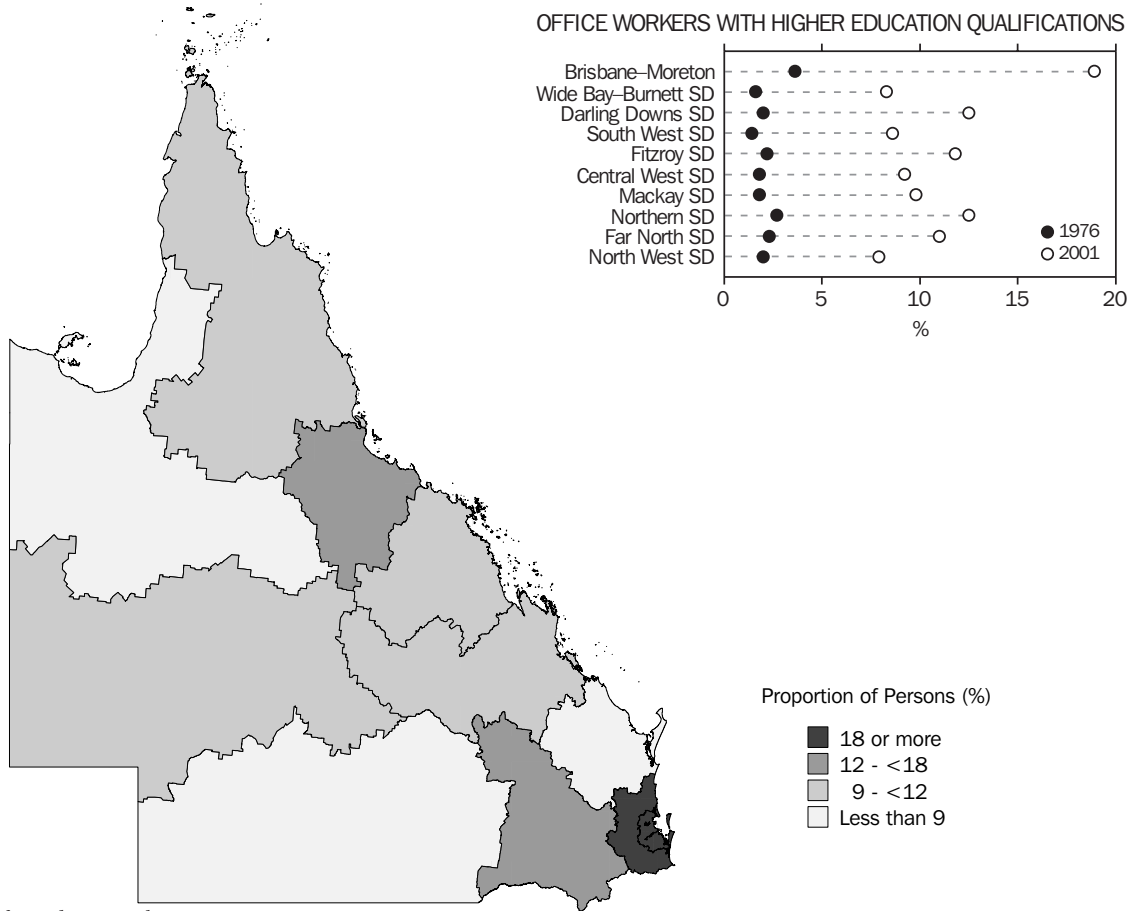
	1976					2001				
	No post-school qualification	VET(a)	Higher education	Not specified	Total	No post-school qualification	VET(a)	Higher education	Not specified	Total
	%	%	%	%	%	%	%	%	%	%
Brisbane–Moreton	69.2	19.4	3.6	7.7	100.0	49.6	26.4	18.9	5.2	100.0
Wide Bay–Burnett SD	74.9	15.1	1.6	8.3	100.0	60.0	26.5	8.3	5.2	100.0
Darling Downs SD	74.9	15.0	2.0	8.1	100.0	57.9	25.1	12.5	4.5	100.0
South West SD	79.1	11.6	1.4	7.9	100.0	64.4	22.4	8.6	4.7	100.0
Fitzroy SD	74.5	16.3	2.2	7.0	100.0	59.1	24.5	11.8	4.6	100.0
Central West SD	79.2	12.0	1.8	7.0	100.0	64.6	21.5	9.2	4.7	100.0
Mackay SD	71.6	18.1	1.8	8.5	100.0	58.1	27.1	9.8	5.0	100.0
Northern SD	69.5	19.5	2.7	8.3	100.0	56.4	26.3	12.5	4.8	100.0
Far North SD	71.3	17.5	2.3	8.9	100.0	54.9	27.6	11.0	6.5	100.0
North West SD	75.4	14.6	2.0	7.9	100.0	65.2	21.3	7.9	5.6	100.0
Queensland(b) (%)	70.7	18.3	3.1	7.9	100.0	52.1	26.2	16.5	5.2	100.0
Queensland(b) (persons)	208 212	54 017	9 014	23 254	294 497	349 440	175 934	110 551	34 625	670 550

(a) Vocational Education and Training.

(b) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1976 and 2001.

7.6 OFFICE WORKERS WITH HIGHER EDUCATION QUALIFICATIONS, Queensland, 2001



Source: Census of Population and Housing.

HOURS WORKED

Persons employed in the Office worked an average 40 hours in the week prior to census 2001, two hours more than the average for all workers in Queensland. Similar proportions of Office workers recorded working part-time hours (25%) and 49 hours or more (24%) while 46% worked 35–48 hours in a week. Compared with 1996 this was an increase of five percentage points in those working 49 hours or more and two percentage points in those working part-time. Partly due to the large numbers of Office workers, in 2001 there were more Queenslanders working 49 hours or more in the Office (161,734) than those working these long hours in all the other function groups added together (143,038).

7.7 HOURS WORKED(a) BY EMPLOYED PERSONS BY REGION, the Office

	1996				2001				
	Persons				Persons				Hours
	1-34 hours	35-48 hours	49 hours or more	Total(b)	1-34 hours	35-48 hours	49 hours or more	Total(b)	Average hours worked(c)
%	%	%	%	%	%	%	%	%	no.
Brisbane–Moreton	22.8	55.4	18.3	100.0	24.4	47.8	22.9	100.0	39
Wide Bay–Burnett SD	25.9	46.7	23.9	100.0	28.9	39.4	26.4	100.0	40
Darling Downs SD	21.7	48.6	26.1	100.0	24.4	41.8	28.5	100.0	41
South West SD	19.0	45.6	31.6	100.0	20.6	37.0	36.8	100.0	45
Fitzroy SD	23.3	51.2	22.0	100.0	25.9	42.5	26.4	100.0	40
Central West SD	19.6	43.7	33.2	100.0	19.0	37.5	38.3	100.0	46
Mackay SD	24.0	48.7	23.8	100.0	25.3	40.2	29.4	100.0	41
Northern SD	20.6	54.3	21.2	100.0	22.1	46.5	26.0	100.0	41
Far North SD	24.2	50.3	21.8	100.0	27.7	42.3	24.3	100.0	40
North West SD	27.6	46.4	22.4	100.0	29.5	37.5	27.3	100.0	41
Queensland(d) (%)	22.9	53.6	19.9	100.0	24.7	46.1	24.1	100.0	40
Queensland(d) (persons)	133 608	312 919	116 323	583 662	165 844	308 863	161 734	670 550	. .

(a) Number of hours actually worked in the week prior to census in all jobs, including paid overtime, unpaid hours, work taken home and/or weekend work.

(b) Total includes employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(c) Mean hours worked, excluding employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(d) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 1996 and 2001.

ORIGIN OF WORKERS

In 2001, the proportion of Office workers living in a different region in 1996 varied from 16% of all workers in Brisbane–Moreton to 27% in the Central West SD and Mackay SD. On the whole, the South Eastern part of the state had a more stable Office workforce.

The smaller western regions of Central West SD, North West SD and South West SD, as well as Mackay SD, had over 18% of their 2001 Office workers living elsewhere in Queensland in 1996. Interstate migration was a significant source of Office workers in the Northern SD, Far North SD and Brisbane–Moreton region. Those who had lived overseas five years earlier constituted less than 2% of Office workers in most areas, but in Brisbane–Moreton 4% of Office workers were from overseas.

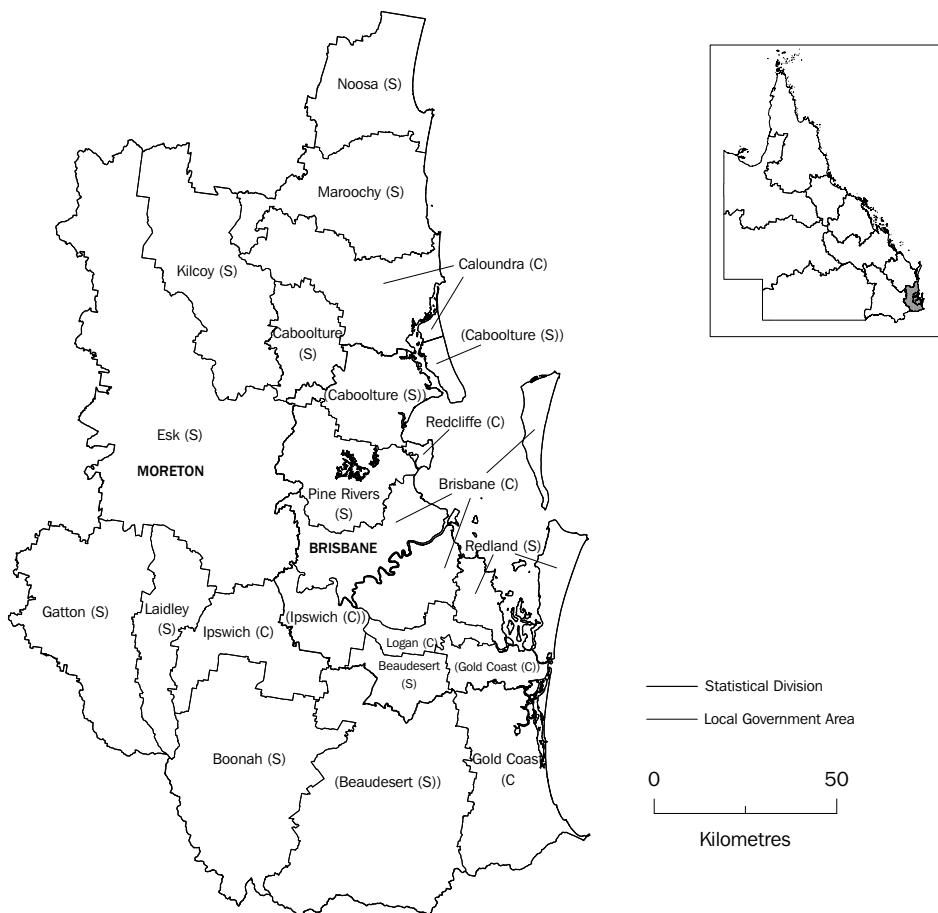
7.8 USUAL RESIDENCE IN 1996 OF EMPLOYED PERSONS BY REGION, the Office, 2001

	Queensland					
	Within same statistical divisions	Rest of state	Total in Queensland	Rest of Australia	Overseas	Total(a)
Current residence	%	%	%	%	%	%
Brisbane–Moreton	82.1	4.3	86.4	7.9	4.2	100.0
Wide Bay–Burnett SD	81.4	11.9	93.3	4.7	1.1	100.0
Darling Downs SD	79.7	12.6	92.3	5.4	1.2	100.0
South West SD	76.0	18.1	94.1	4.0	0.8	100.0
Fitzroy SD	80.8	12.2	92.9	4.4	1.4	100.0
Central West SD	71.0	21.8	92.8	4.7	0.9	100.0
Mackay SD	78.0	12.3	90.3	6.6	1.6	100.0
Northern SD	73.1	12.4	85.4	11.3	1.6	100.0
Far North SD	78.1	8.7	86.8	8.2	3.3	100.0
North West SD	71.4	18.7	90.2	6.3	1.3	100.0
Queensland(b) (%)	na	na	87.5	7.6	3.5	100.0
Queensland(b) (persons)	na	na	586 404	51 127	23 423	670 550

(a) Including persons not stating their usual residence in 1996.

(b) Including Off-Shore Areas and Migratory and persons not able to be classified to a statistical division.

Source: Census of Population and Housing, 2001.



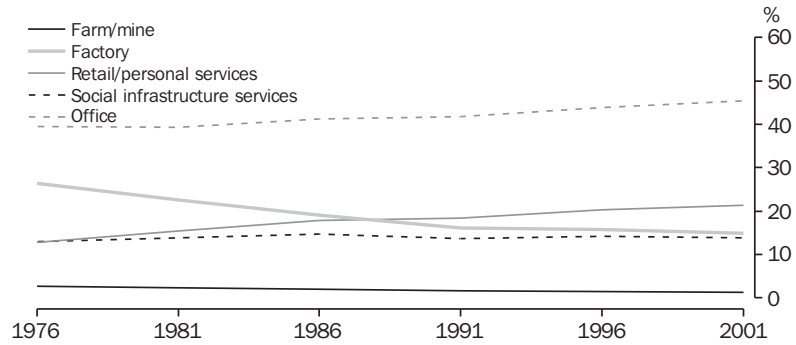
EMPLOYMENT IN THE REGION

The two Statistical Divisions of Brisbane and Moreton have experienced a number of boundary changes over the 25 years of this study. To gain a time series of data for this study, they have been combined into one region which has had a constant boundary. The combined region of Brisbane–Moreton contains the state’s largest and fastest growing urban centres, including Brisbane, Gold Coast, Sunshine Coast and Ipswich.

Between 1976 and 2001 the region attracted 74% of Queensland’s population growth, and doubled its population to 2,303,136 residents. This was 65% of Queensland’s population in 2001. The number of employed persons in the region more than doubled from 471,593 in 1976 to 1,029,670 in 2001 and there were large changes in the composition of that workforce.

Graph 8.1 shows each of the five function groups as a proportion of all employed persons in the region, from 1976 to 2001. The Office increased its predominance, from 40% to 46% of the workforce; the significance of the Factory decreased markedly, from 26% of workers in 1976 to 15%; by 2001 Retail/personal services became the second largest function group (21%); Social infrastructure services remained steady at 13% to 14%; and the Farm/mine represented just 1% of the workforce.

8.1 EMPLOYED PERSONS BY FUNCTION GROUP, Brisbane–Moreton—1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

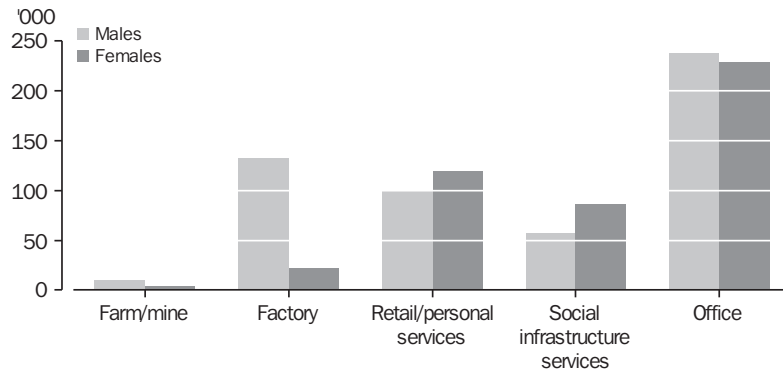
Table 8.8 provides further details regarding changes in functions between 1976 and 2001. For example:

- The Management function recorded the largest increase in the number of workers (96,439) from 1976 to 2001 to employ 142,055 persons, more than doubling its size.
- In 1976, the Farm/mine and the Business professional function had similar numbers (12,565 and 12,334 respectively). Twenty five years later there were 13,982 workers with a Farm/mine function (an 11% increase) compared with 80,369 Business professionals (more than five times as many).

MALE AND FEMALE EMPLOYMENT

The distribution of jobs amongst the five function groups was considerably different for males and females. There were similar numbers of both sexes in the Office in 2001. Males formed the majority of workers in the Factory and Farm/mine. There were a majority of females in Social infrastructure services and Retail/personal services (see graph 8.2).

8.2 EMPLOYED PERSONS BY SEX, Brisbane–Moreton—2001



Source: Census of Population and Housing 2001.

In 1976, there were similar numbers of males working in both the Factory and the Office (36% and 37% of the male workforce). By 2001, 43% of employed males worked in the Office and 24% worked in the Factory. The Factory was still the second largest workplace for males in 2001 (132,710), followed by the quickly-growing Retail/personal services (99,826).

MALE AND FEMALE
EMPLOYMENT *continued*

The proportion of all employed persons who were female increased from 36% in 1976 to 46% in 2001. This proportion increased in all function groups and varied, in 2001, from 13% in the Factory to 63% of those in Social infrastructure services. Almost half (48%) of all employed females in 2001 were Office workers (229,034), up from 44% in 1976. Female employment in Retail/personal services also grew quickly during this period, and it became the second largest function group for females in 2001 (119,714).

Further details regarding changes between 1976 and 2001 are available in table 8.9. These include:

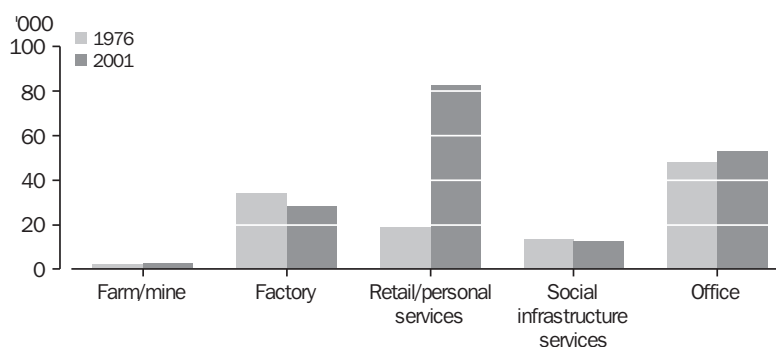
- The largest increases in male employment occurred in the functions of Management (55,627) and Business professionals (39,374).
- The 28,660 increase in the number of female Business professionals represented a growth from 1% to 6% of all female workers.
- The percentage of female workers with a Management function also increased by five percentage points, from 6% to 11%.
- The Office support function dropped from 26% to 20% of all female workers, although at 94,803 this was still the most common workplace function for females in 2001.

AGE

The average age of workers in the Brisbane–Moreton region increased by two years between 1976 and 2001, to 38 years (see table 8.10). Amongst the function groups, Social infrastructure services had the highest average age (41 years), which was four years older than the average in 1976 (37 years). Workers in Retail/personal services had the youngest average age in 2001, of 33 years, and this had fallen from 35 years in 1976.

Compared with 1976, in 2001 there were reduced opportunities for young people (aged 15–24 years) to enter directly into careers from school. The proportion of workers in Brisbane–Moreton aged 15–24 years dropped from 26% to 18% between 1976 and 2001. For many the increasing necessity for prerequisite VET and higher education qualifications delayed their entry into the full-time workforce, while some students participated in the labour market as part-time workers in retail/personal service jobs (see graph 8.3).

8.3 EMPLOYED PERSONS AGED 15–24 YEARS, Brisbane–Moreton—1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

Despite the doubling of their population between 1976 and 2001, the number of 15–24 year olds who were employed increased by just 50% and much of this increase was in Retail/personal services. In 2001, 45% (82,799) of employed persons in this age group worked in Retail/personal services compared with 15% (18,714) in 1976. The Office had been the largest employer of young workers in 1976 (39%), but in 2001 employed 29% of this age group. There were fewer people aged 15–24 years employed in both Social infrastructure services and the Factory in 2001 compared with 1976.

Those aged 25–44 years saw an increase in employment of 139% between 1976 and 2001. Major changes for workers of this age group were:

- The increasing proportion working in the Office, from 41% (84,357) to 48% (237,254).
- The increasing proportion working in Retail/personal services, from 12% (24,775) to 17% (84,523).
- The smaller proportion working in the Factory, from 26% to 16%, although there was an increase in jobs from 52,934 to 79,671.

Employed persons aged 45 years and over increased by 147% between 1976 and 2001, with an increasing proportion working within the Office. Half (51%) of the employed persons aged 45 years and over (176,705 people) were employed in the Office in 2001, compared with 38% (54,236) in 1976. The Factory decreased in significance as a workplace for this age group, from 26% of workers in 1976 to 13% in 2001.

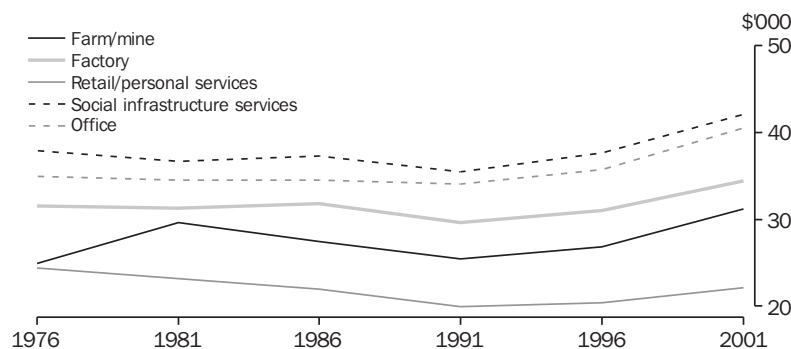
Further details available from table 8.10 include:

- In 2001, the average age varied from 43 years for those with a Management function to 32 years for those with a Retail services function.
- Retail services was the largest function of the young age group in 2001 (29%), up from 10% in 1976.
- Another 16% of young workers had a Personal services function (up from 6% in 1976) and 13% had an Office support function (down from 18% in 1976).
- In 2001, 19% of those aged 45 years and over had a Management function, up from 13% in 1976.

AVERAGE ANNUAL INCOME

Between 1976 and 2001 there was 10% growth in average individual income (CPI-adjusted) to employed persons within the Brisbane–Moreton region (see table 8.11), slightly higher than the Queensland average of 9%. Graph 8.4 shows the changes over time. Most function groups recorded a decline in incomes until 1991, followed by an increases in 1996 and 2001.

8.4 AVERAGE INCOME OF EMPLOYED PERSONS, Brisbane–Moreton—
1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

Compared with other function groups, the Farm/mine recorded the largest increase in income between 1976 and 2001 (25%), much in the first five-year period to 1981. Low income in 1976 was largely due to low beef prices. All function groups experienced gains in income over the 25 year period, except Retail/personal services, in which incomes declined by 10% to \$22,084 in 2001. Workers within Retail/personal services also recorded a declining average age.

Table 8.11 provides further details regarding functions in 1976 and 2001. For example:

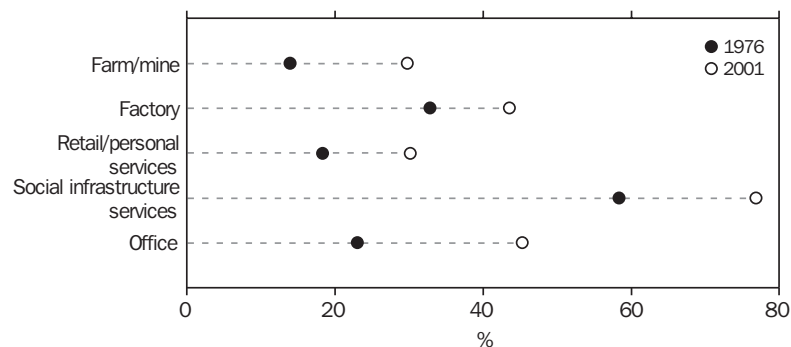
- In 2001, Business professionals received the highest average income (\$50,621); Retail services recorded the lowest average income (\$20,255).
- There was strong growth between 1976 and 2001 in the average income of persons with a FIRE function (27%) and a Farm/mine function (25%).
- The average income of those with a Retail services, Personal services or Office support function decreased between 1976 and 2001.
- Within Social infrastructure services, Education workers had the highest average income in 1976, but by 2001 they recorded the lowest income.

QUALIFICATIONS

Between 1976 and 2001 qualification profiles changed markedly for employed persons in the Brisbane–Moreton region. In 2001, 46% stated they had received qualifications since leaving school, compared with 29% in 1976 (see table 8.12).

The proportion of workers with a post-school qualification showed large differences by function group, ranging, in 2001, from 30% in the Farm/mine and Retail/personal services to 77% in Social infrastructure services (see graph 8.5). The Office showed a particularly large increase in this proportion, from 23% of workers with post-school employment in 1976 to 45% in 2001. The Factory showed the smallest increase in the proportion of workers with post-school qualifications, from 33% in 1976 to 44% in 2001.

8.5 EMPLOYED PERSONS WITH POST-SCHOOL QUALIFICATIONS,
Brisbane–Moreton—1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

The proportion of workers whose highest qualification was a VET qualification increased from 21% in 1976 to 26% in 2001. The Factory contained the largest proportion of workers with VET qualifications, 39% in 2001, up from 32% in 1976. The Farm/mine had experienced the largest increase in VET qualifications, from 12% in 1976 to 21% in 2001. Both of these function groups and Retail/personal services contained less than 10% of workers with higher education qualifications.

There was a large increase in the percentage of workers with a higher education qualification, from 8% in 1976 to 19% in 2001. With many positions requiring formal qualifications, Social infrastructure services recorded the highest qualification levels, with 62% of workers having a higher education qualification in 2001. This figure also represented a large increase, from 44% in 1976. The Office was the only other function group with a significant proportion of workers with a higher education qualification (19% in 2001), a large increase from 4% in 1976.

Table 8.12 provides further details regarding qualifications in 1976 and 2001. For example:

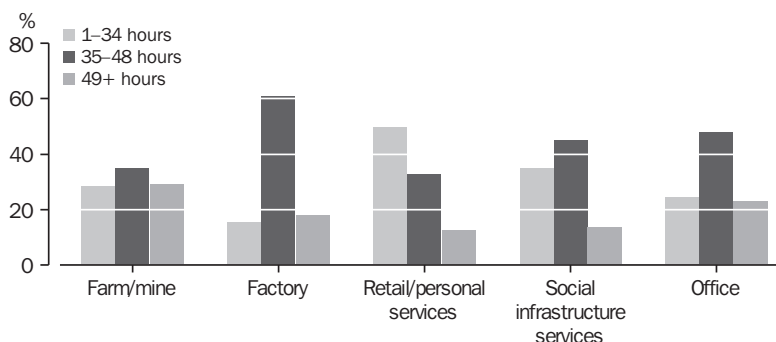
- Almost three quarters (74%) of employed persons with a Retail services function had no post-school qualifications in 2001, a small decrease from 78% in 1976.
- Construction and transport had the largest proportion of persons with VET qualifications in 2001 (42%), followed by Manufacturing (37%). Comparative figures for 1976 were 35% and 28% respectively.
- There was a large increase in the proportion of Office support workers with VET qualifications, to 22% in 2001.
- Business professionals was the only function to show a decrease in the proportion of workers with VET qualifications since 1976; but the proportion with higher education qualifications increased from 17% to 39%, the highest rate of any Office function.
- 80% of workers with an Education function had higher education qualifications in 2001, compared with 71% in 1976.
- 61% of persons with a Health care function had higher education qualifications, a large increase from 39% in 1976.

HOURS WORKED

Note: Comparable data on actual hours worked is available for 1996 and 2001 only (see table 8.13).

On average, employed persons in Brisbane–Moreton worked 37 hours in the census week in 2001, less than any other region in Queensland. While 466,067 workers (45%) reported working 35–48 hours, 306,456 (30%) worked 1–34 hours (part-time) and 189,009 (18%) worked 49 hours or more. This pattern of hours worked varied markedly across different function groups (see graph 8.6). Part-time work (1–34 hours) was most common in Retail/personal services (49%), followed by Social infrastructure services (35%). More than 60% of Factory workers worked 35–48 hours.

8.6 HOURS WORKED, Proportion of employed persons, Brisbane–Moreton—2001



Source: Census of Population and Housing 2001.

Changes between 1996 and 2001 in the pattern of hours worked suggest increased flexibility in working arrangements. Despite a total increase of 124,754 employed persons over these five years, there were 6,437 fewer persons working a 35–48 hour week. Table 8.13 shows that the proportion of all employed persons working 35–48 hours fell from 52% in 1996 to 45% in 2001.

Within all function groups there were both increased proportions of persons working part-time hours (1–34 hours) and increased proportions of persons working 49 hours or more. Between 1996 and 2001 Social infrastructure services recorded the largest increase in the proportion of persons working part-time hours, from 32% to 35%. The largest increases in the proportion of persons working 49 hours or more occurred in the Office (from 18% to 23%) and Factory (from 14% to 18%).

Table 8.13 provides further details regarding hours worked in 1996 and 2001. For example:

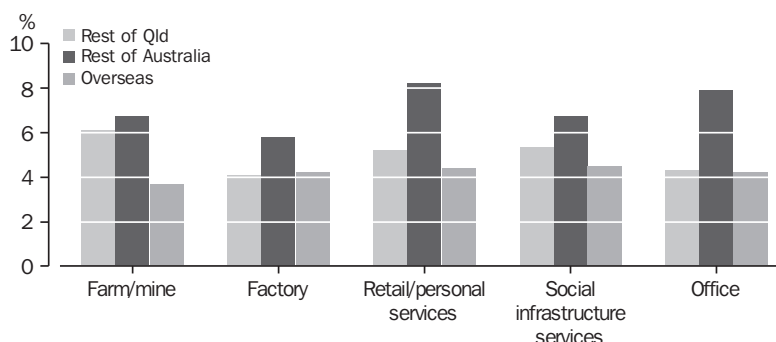
- The longest average hours worked in the week prior to the census in 2001 were reported by persons in the Management function (44 hours). This was less than the hours reported by workers in Management in any other Queensland region.
- On average, those with a Retail services function worked 29 hours in the week prior to census in 2001, the shortest hours worked by any function.
- More than half (55%) of Retail services workers reported part-time hours, compared with only 14% of Manufacturing workers, in 2001.
- The percentage of those working 49 hours or more increased by five percentage points between 1996 and 2001, in the functions of Construction and transport, FIRE and Business professionals.
- The proportion working 49 hours or more in Farm/mine in 2001 (29%) was considerably less than the overall Queensland figure (41%).

ORIGIN OF WORKERS

Approximately 82% of employed persons living in Brisbane–Moreton in 2001 had also lived within the region five years earlier, a larger proportion than any other Queensland region. In 2001, 7% of workers in Brisbane–Moreton had lived interstate five years previously, 4% had lived overseas and 5% had been resident elsewhere in Queensland (see table 8.14).

There were only small variations among function groups in the proportion of workers previously from outside the region (see graph 8.7). Retail/personal services contained the largest proportion of workers who had lived outside the region five years earlier (13%), including 8% previously from other states. Workers within the Farm/mine and Factory were least likely to be recent arrivals to the region (10%).

8.7 USUAL RESIDENCE OF PEOPLE LIVING OUTSIDE THE REGION IN 1996, Proportion of employed persons, Brisbane–Moreton—2001



Source: Census of Population and Housing 2001.

Table 8.14 provides further details regarding the usual residence of workers five years earlier 2001. For example:

- Personal services, Business professionals and Public administration were the functions which attracted the highest proportion of persons who lived outside the region in 1996.
- The Personal services function had the highest proportion (6%) of workers living overseas five years earlier.
- Of those with a Public administration function, 11% lived interstate five years earlier, a proportion higher than any other function.
- Persons with a Management function were least mobile, with just 14% of workers previously from outside the region.

8.8 EMPLOYED PERSONS BY FUNCTION, Brisbane–Moreton

<i>Function group</i>	1976	1981	1986	1991	1996	2001	<i>Change 1976 to 2001</i>
<i>Function</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>%</i>
<i>Farm/mine</i>	12 565	12 688	12 940	11 950	13 946	13 982	11.3
<i>Factory</i>							
Manufacturing	57 083	61 456	55 359	56 808	64 833	73 802	29.3
Construction and transport	67 260	64 554	63 471	65 637	78 003	80 362	19.5
<i>Total</i>	124 343	126 009	118 830	122 445	142 836	154 164	24.0
<i>Retail/personal services</i>							
Personal services	22 717	33 205	42 392	56 340	84 570	95 294	319.5
Retail services	37 777	52 403	69 532	83 798	99 656	124 246	228.9
<i>Total</i>	60 493	85 608	111 924	140 138	184 226	219 540	262.9
<i>Social infrastructure services</i>							
Health care	24 979	31 451	38 016	44 418	54 936	62 942	152.0
Education	23 728	28 270	34 923	42 415	51 444	58 836	148.0
Security and communication	12 569	17 016	18 502	17 674	22 027	21 124	68.1
<i>Total</i>	61 276	76 737	91 441	104 506	128 407	142 902	133.2
<i>Office</i>							
Management	45 616	47 458	63 416	84 577	103 844	142 055	211.4
FIRE(a)	27 625	32 792	38 413	47 719	52 534	58 914	113.3
Business professionals	12 335	18 337	24 768	35 733	64 620	80 369	551.6
Office support	69 246	83 633	89 777	105 267	129 369	137 316	98.3
Public administration	31 700	36 572	40 849	43 956	46 468	47 985	51.4
<i>Total</i>	186 520	218 791	257 222	317 250	396 835	466 637	150.2
<i>Other</i>	26 394	36 765	32 673	63 514	38 667	32 446	22.9
Total	471 591	556 597	625 029	759 801	904 916	1 029 670	118.3

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

8.9 EMPLOYED PERSONS BY SEX BY FUNCTION, Brisbane–Moreton

Function group	1976				2001			
	Males	Females	Persons		Males	Females	Persons	
Function	no.	no.	no.	%	no.	no.	no.	%
Farm/mine	9 012	3 553	12 565	2.7	9 785	4 197	13 982	1.4
Factory								
Manufacturing	46 207	10 876	57 083	12.1	60 295	13 508	73 802	7.2
Construction and transport	63 212	4 049	67 260	14.3	72 415	7 947	80 362	7.8
Total	109 419	14 924	124 343	26.4	132 710	21 455	154 164	15.0
Retail/personal services								
Personal services	13 207	9 510	22 717	4.8	49 028	46 266	95 294	9.3
Retail services	16 382	21 395	37 777	8.0	50 798	73 449	124 246	12.1
Total	29 589	30 904	60 493	12.8	99 826	119 714	219 540	21.3
Social infrastructure services								
Health care	7 543	17 436	24 979	5.3	17 219	45 723	62 942	6.1
Education	10 110	13 618	23 728	5.0	21 364	37 472	58 836	5.7
Security and communication	11 742	827	12 569	2.7	18 181	2 943	21 124	2.1
Total	29 395	31 881	61 276	13.0	56 764	86 138	142 902	13.9
Office								
Management	36 088	9 528	45 616	9.7	91 715	50 340	142 055	13.8
FIRE(a)	15 904	11 721	27 625	5.9	26 333	32 581	58 914	5.7
Business professionals	10 667	1 668	12 335	2.6	50 041	30 328	80 369	7.8
Office support	26 226	43 020	69 246	14.7	42 513	94 803	137 316	13.3
Public administration	23 710	7 990	31 700	6.7	27 003	20 982	47 985	4.7
Total	112 594	73 927	186 520	39.6	237 603	229 034	466 637	45.3
Other	13 028	13 367	26 394	5.6	18 021	14 425	32 446	3.2
Total	303 035	168 556	471 591	100.0	554 708	474 962	1 029 670	100.0

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

8.10 EMPLOYED PERSONS BY AGE BY FUNCTION, Brisbane–Moreton

Function group	1976					2001				
	15–24 years	25–44 years	45 years and over	Total	Average age	15–24 years	25–44 years	45 years and over	Total	Average age
Function	no.	no.	no.	no.	years	no.	no.	no.	no.	years
Farm/mine	2 277	5 289	4 998	12 565	40	2 350	5 993	5 640	13 982	41
Factory										
Manufacturing	16 039	23 826	17 219	57 083	36	13 848	38 440	21 515	73 802	37
Construction and transport	18 100	29 109	20 053	67 260	36	14 421	41 232	24 710	80 362	38
Total	34 138	52 934	37 271	124 343	36	28 268	79 671	46 225	154 164	37
Retail/personal services										
Personal services	6 928	9 388	6 402	22 717	35	29 640	42 415	23 239	95 294	34
Retail services	11 786	15 387	10 603	37 777	35	53 160	42 108	28 979	124 246	32
Total	18 714	24 775	17 004	60 493	35	82 799	84 523	52 218	219 540	33
Social infrastructure services										
Health care	6 192	10 441	8 345	24 979	37	5 133	33 057	24 752	62 942	41
Education	4 367	12 876	6 484	23 728	37	5 815	28 912	24 109	58 836	41
Security and communication	2 721	5 928	3 920	12 569	37	1 469	12 508	7 148	21 124	40
Total	13 280	29 246	18 751	61 276	37	12 417	74 477	56 009	142 902	41
Office										
Management	3 222	24 425	17 969	45 616	41	7 515	69 370	65 170	142 055	43
FIRE(a)	10 008	10 596	7 021	27 625	34	7 561	30 525	20 828	58 914	39
Business services	1 273	7 240	3 823	12 335	39	8 264	44 748	27 357	80 369	39
Office support	22 715	28 844	17 688	69 246	34	24 729	66 846	45 741	137 316	38
Public administration	10 712	13 252	7 736	31 700	34	4 610	25 765	17 610	47 985	40
Total	47 929	84 357	54 236	186 520	36	52 679	237 254	176 705	466 637	40
Other	6 487	10 707	9 200	26 394	38	5 952	13 732	12 762	32 446	41
Total	122 824	207 307	141 460	471 591	36	184 464	495 649	349 557	1 029 670	38

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

8.11 AVERAGE INCOME OF EMPLOYED PERSONS BY FUNCTION, Brisbane–Moreton

<i>Function group</i>	1976	1981	1986	1991	1996	2001	<i>Change 1976 to 2001</i>
<i>Function</i>	\$	\$	\$	\$	\$	\$	%
<i>Farm/mine</i>	24 949	29 590	27 465	25 413	26 866	31 208	25.1
<i>Factory</i>							
Manufacturing	29 896	29 275	29 256	27 718	29 273	32 340	8.2
Construction and transport	32 872	33 206	33 959	31 263	32 421	36 310	10.5
<i>Total</i>	31 505	31 286	31 766	29 614	30 990	34 409	9.2
<i>Retail/personal services</i>							
Personal services	25 730	24 886	24 700	22 677	22 763	24 466	-4.9
Retail services	23 610	22 080	20 306	18 147	18 339	20 255	-14.2
<i>Total</i>	24 412	23 171	21 977	19 974	20 369	22 084	-9.5
<i>Social infrastructure services</i>							
Health care	36 216	34 119	34 733	34 859	37 918	41 922	15.8
Education	39 637	38 773	38 781	35 353	35 948	40 768	2.9
Security and communication	37 956	37 941	39 555	37 220	40 988	46 303	22.0
<i>Total</i>	37 896	36 684	37 259	35 458	37 653	42 091	11.1
<i>Office</i>							
Management	38 900	38 882	38 632	38 587	40 262	44 419	14.2
FIRE(a)	35 600	36 362	35 688	36 572	38 108	45 179	26.9
Business professionals	46 415	44 913	44 931	44 245	44 296	50 621	9.1
Office support	28 375	28 304	27 089	25 442	25 987	27 571	-2.8
Public administration	38 674	36 348	36 758	35 304	37 841	43 218	11.8
<i>Total</i>	34 946	34 530	34 457	34 081	35 694	40 505	15.9
<i>Other</i>	21 505	20 588	27 377	26 870	27 037	29 331	36.4
Total	32 237	31 412	31 641	30 255	31 631	35 453	10.0

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

8.12 QUALIFICATIONS OF EMPLOYED PERSONS BY FUNCTION, Brisbane–Moreton

Function group	1976					2001				
	No post-school qualification	VET(a)	Higher education	Not specified	Total	No post-school qualification	VET(a)	Higher education	Not specified	Total
Function	%	%	%	%	%	%	%	%	%	%
Farm/mine	76.5	11.9	2.2	9.4	100.0	64.6	21.3	8.5	5.6	100.0
Factory										
Manufacturing	59.6	28.0	0.6	11.8	100.0	54.2	37.0	4.2	4.7	100.0
Construction and transport	52.4	35.0	1.4	11.2	100.0	49.5	41.7	4.2	4.6	100.0
Total	55.7	31.8	1.0	11.5	100.0	51.7	39.4	4.2	4.7	100.0
Retail/personal services										
Personal services	59.6	27.6	0.9	11.9	100.0	52.5	35.1	7.3	5.1	100.0
Retail services	77.9	11.8	0.3	10.0	100.0	74.1	16.8	4.1	5.0	100.0
Total	71.0	17.7	0.6	10.7	100.0	64.8	24.7	5.5	5.0	100.0
Social infrastructure services(b)										
Health care	40.1	13.8	39.0	7.1	100.0	18.9	15.8	61.1	4.3	100.0
Education	19.1	6.8	70.7	3.4	100.0	11.1	7.2	80.5	1.2	100.0
Security and communication	57.3	32.4	1.1	9.2	100.0	48.2	35.5	10.7	5.6	100.0
Total	35.5	14.9	43.5	6.1	100.0	20.0	15.2	61.6	3.2	100.0
Office										
Management	56.6	31.4	2.5	9.5	100.0	44.7	34.6	15.5	5.2	100.0
FIRE(c)	76.0	15.0	2.3	6.7	100.0	52.8	22.0	19.7	5.5	100.0
Business professionals	44.8	33.0	16.6	5.6	100.0	33.7	23.3	38.9	4.1	100.0
Office support	81.6	9.0	1.3	8.1	100.0	65.3	22.2	6.6	5.9	100.0
Public administration	64.0	23.3	6.4	6.3	100.0	41.8	24.4	29.7	4.1	100.0
Total	69.2	19.4	3.6	7.8	100.0	49.6	26.4	18.9	5.2	100.0
Other	57.6	12.7	2.0	27.7	100.0	55.7	20.7	9.3	14.3	100.0
Total (%)	61.1	21.3	7.6	10.1	100.0	49.4	26.2	19.3	5.1	100.0
Total (persons)	287 969	100 352	35 813	47 457	471 591	508 893	269 502	198 928	52 347	1 029 670

(a) Vocational Education and Training.

(b) Teaching and nursing qualifications were reclassified as higher education qualifications across all survey years.

(c) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

8.13 HOURS WORKED(a) BY FUNCTION, Brisbane–Moreton

Function group	1996				2001				
	Persons				Persons				Hours
	1–34 hours	35–48 hours	49 hours or more	Total(b)	1–34 hours	35–48 hours	49 hours or more	Total(b)	Average hours worked(c)
Function	%	%	%	%	%	%	%	%	no.
<i>Farm/mine</i>	26.9	40.4	28.4	100.0	28.5	34.8	29.3	100.0	42
<i>Factory</i>									
Manufacturing	13.4	72.0	11.0	100.0	14.0	66.1	14.5	100.0	40
Construction and transport	15.2	64.7	16.0	100.0	16.7	56.2	21.3	100.0	41
<i>Total</i>	14.4	68.0	13.8	100.0	15.4	60.9	18.0	100.0	40
<i>Retail/personal services</i>									
Personal services	39.0	45.1	12.2	100.0	42.1	39.4	12.7	100.0	33
Retail services	55.4	30.2	11.0	100.0	55.1	27.3	12.3	100.0	29
<i>Total</i>	47.9	37.0	11.6	100.0	49.4	32.5	12.4	100.0	31
<i>Social infrastructure services</i>									
Health care	36.4	49.4	9.0	100.0	38.8	43.0	11.2	100.0	35
Education	37.0	50.0	9.6	100.0	37.9	42.9	13.7	100.0	34
Security and communication	11.9	65.1	17.2	100.0	13.8	56.8	20.5	100.0	42
<i>Total</i>	32.4	52.3	10.7	100.0	34.7	45.0	13.6	100.0	36
<i>Office</i>									
Management	16.6	46.6	33.8	100.0	19.6	38.1	37.7	100.0	44
FIRE(d)	21.1	57.7	17.3	100.0	21.9	50.1	23.2	100.0	40
Business professionals	13.7	60.8	22.6	100.0	15.8	51.8	28.1	100.0	42
Office support	35.8	53.9	6.8	100.0	38.2	48.8	7.9	100.0	33
Public administration	14.8	69.3	10.7	100.0	16.2	64.5	12.6	100.0	39
<i>Total</i>	22.8	55.4	18.3	100.0	24.4	47.8	22.9	100.0	39
<i>Other</i>	20.4	37.2	11.8	100.0	21.2	25.5	11.2	100.0	36
Total (%)	27.9	52.2	15.0	100.0	29.8	45.3	18.4	100.0	37
Total (persons)	252 359	472 504	135 793	904 916	306 456	466 067	189 009	1 029 670	. .

(a) Number of hours actually worked in the week prior to census in all jobs, including paid overtime, unpaid hours, work taken home and/or weekend work.

(b) Including employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(c) Mean hours worked, excluding employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(d) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1996 and 2001.

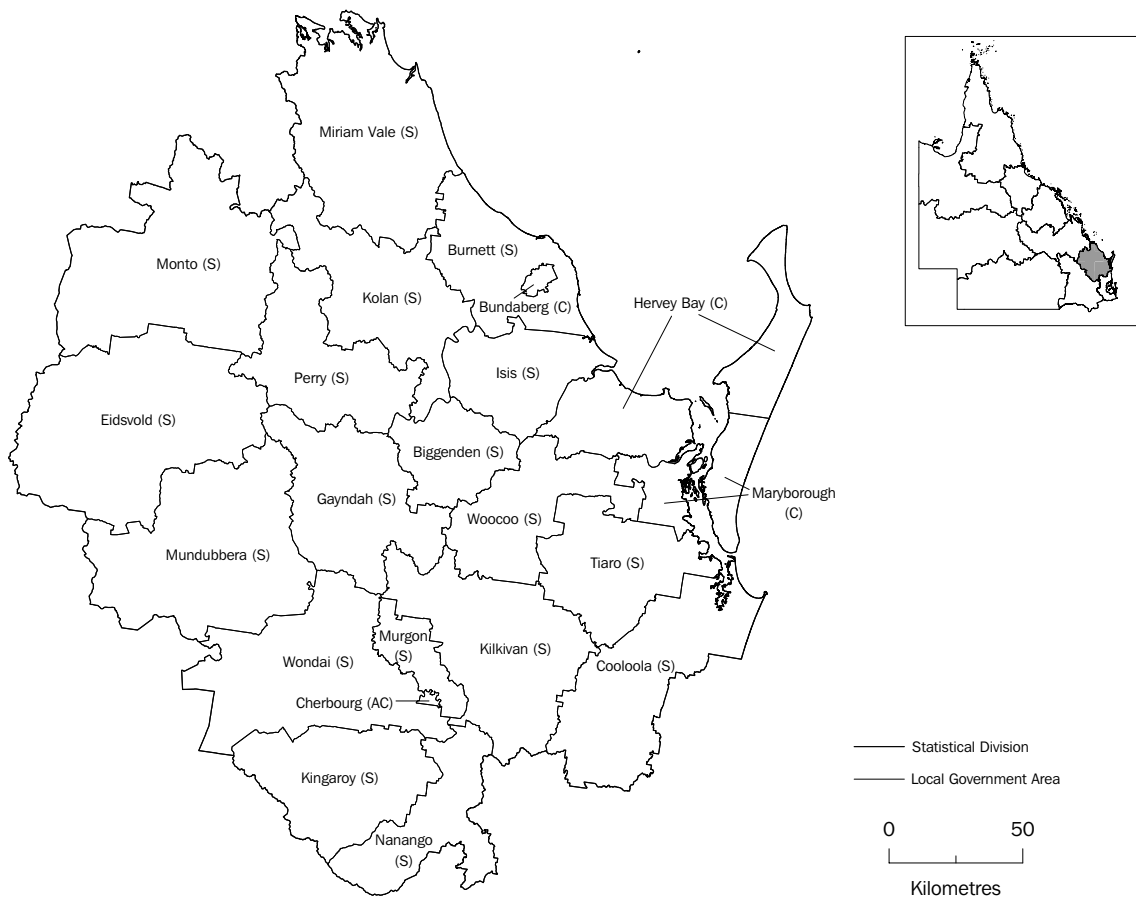
8.14 USUAL RESIDENCE IN 1996 OF EMPLOYED PERSONS BY FUNCTION, Brisbane–Moreton, 2001

Function group	Queensland					
	Within same statistical division	Rest of state	Total in Queensland	Rest of Australia	Overseas	Total(a)
Function	%	%	%	%	%	%
Farm/mine	81.6	6.1	87.6	6.7	3.7	100.0
Factory						
Manufacturing	83.3	3.8	87.0	5.6	4.9	100.0
Construction and transport	83.6	4.5	88.1	6.0	3.7	100.0
Total	83.4	4.1	87.6	5.8	4.2	100.0
Retail/personal services						
Personal services	77.5	5.5	83.0	9.2	5.6	100.0
Retail services	82.5	5.0	87.5	7.4	3.5	100.0
Total	80.3	5.2	85.5	8.2	4.4	100.0
Social infrastructure services						
Health care	81.6	4.5	86.0	7.5	5.0	100.0
Education	82.9	6.1	89.0	5.6	4.4	100.0
Security and communication	82.3	5.7	88.0	7.1	3.0	100.0
Total	82.2	5.3	87.5	6.7	4.5	100.0
Office						
Management	84.2	3.6	87.8	6.9	3.9	100.0
FIRE(b)	80.6	4.7	85.3	8.6	4.6	100.0
Business professionals	79.9	4.5	84.4	8.8	5.5	100.0
Office support	82.8	4.2	87.0	7.1	4.3	100.0
Public administration	79.9	5.3	85.2	10.9	2.6	100.0
Total	82.1	4.3	86.4	7.9	4.2	100.0
Other	79.0	3.5	82.6	6.1	4.2	100.0
Total (%)	81.9	4.6	86.4	7.4	4.3	100.0
Total (persons)	842 880	47 181	890 061	76 347	44 190	1 029 670

(a) Including those who did not state their usual residence in 1996.

(b) Finance, Insurance and Real Estate.

Source: Census of Population and Housing 2001.

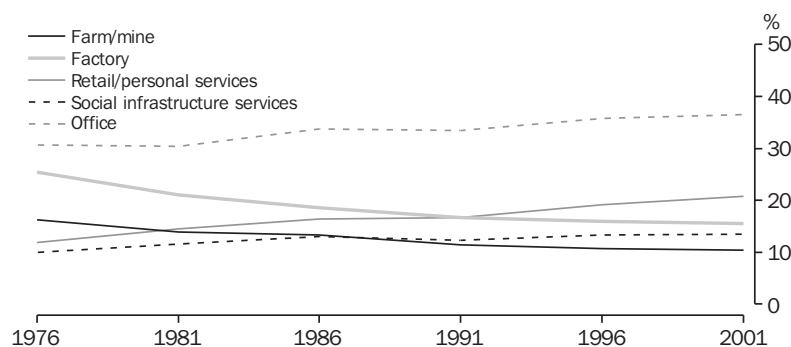


EMPLOYMENT IN THE REGION

At the time of the 2001 census, the Wide Bay–Burnett Statistical Division (SD) was home to 5% of the employed persons in Queensland, a fall from 7% in 1976. Population in the area grew by 66% over this period, with especially fast growth in the city of Hervey Bay, known as an eco-friendly tourism and retirement area. The great variety of agricultural products produced in the Wide Bay–Burnett SD included beef cattle, sugar cane, vegetables and citrus fruit.

During the period 1976 to 2001, the total number of employed persons in the region increased 48%, from 54,570 to 80,541 (see table 9.8). The Office employed the most persons in the region in all census years, increasing to 37% of all employment in 2001 (see graph 9.1).

9.1 EMPLOYED PERSONS BY FUNCTION GROUP, Wide Bay–Burnett SD—1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

Reflecting the population growth of the area, both Retail/personal services and Social infrastructure services grew quickly during this period and became more significant function groups in the Wide Bay–Burnett labour market. Retail/personal services became the second largest function group, as employment increased from 6,479 in 1976 to 16,740 in 2001. Workers in Social infrastructure services almost doubled in numbers, from 5,439 to 10,851.

In contrast, the Factory and Farm/mine decreased in numbers. In 1976, the Factory accounted for one quarter of all employment (13,883 workers), but by 2001 the numbers had fallen to 12,457, just over 15% of employment. Work opportunities in the Farm/mine also fell, from 8,869 in 1976 (third ranking) to 8,338 in 2001 (fifth ranking).

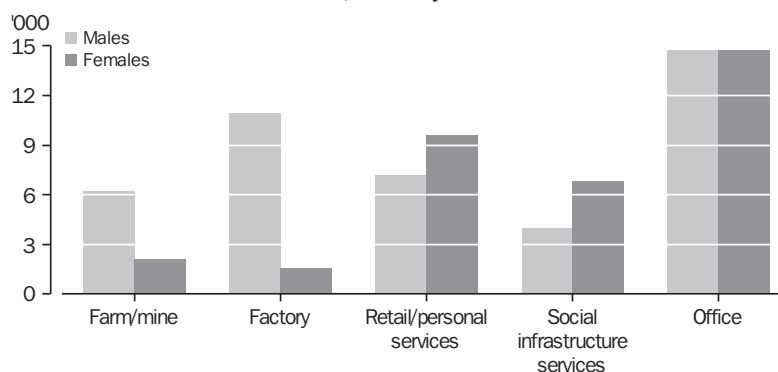
Table 9.8 provides further details regarding changes to functions between 1976 and 2001. For example:

- Most of the decrease in employment in the Factory occurred in the Construction and transport function, but with 6,549 workers in 2001 it was still a significant function, especially for males.
- The Farm/mine was the largest function in 1976, employing 16% of the workforce. This proportion had fallen to 10% by 2001.
- Management, steady at 15% of the workforce, became the most significant function in 2001.
- The smallest function in 1976, Business Professionals, increased from 1% of workers (490) in 1976 to 3% (2,572) in 2001.

MALE AND FEMALE EMPLOYMENT

Increasing female participation in the workforce resulted in females increasing from 34% of workers in the Wide Bay–Burnett SD in 1976 to 45% in 2001. The proportion of workers who were female increased in all function groups except the Farm/mine. By 2001, females had increased their majority in Social infrastructure services and Retail/personal services, and similar numbers of males and females worked in the Office. Males maintained their majority in the Factory and Farm/mine (see graph 9.2).

9.2 EMPLOYED PERSONS BY SEX, Wide Bay–Burnett SD—2001



Source: Census of Population and Housing 2001.

The only function groups to decline in total numbers between 1976 and 2001 were the Farm/mine and Factory, and both were predominantly male workplaces. In 1976, the Factory was the largest function group for males, accounting for 13,091 male workers or 36% of all employed males (see table 9.9). By 2001 this number had dropped to 10,885, or 24% of all employed males. The Office had become the largest function group for males in 2001, with 33% of all employed males, compared with 29% in 1976. The period 1976 to 2001 also saw increasing proportions of males working in Retail/personal services (from 8% to 16%) and Social infrastructure services (from 6% to 9%).

The most common function group for females in the Wide Bay–Burnett SD was the Office, employing 41% of female workers in 2001, up from 35% in 1976. Retail/personal services was the second largest function group for females, employing 27% of all female workers in 2001 compared with 18% in 1976. By contrast, the proportion of female workers who worked within the Farm/mine decreased from 15% in 1976 to 6% in 2001.

Further detailed data is available from table 9.9, including:

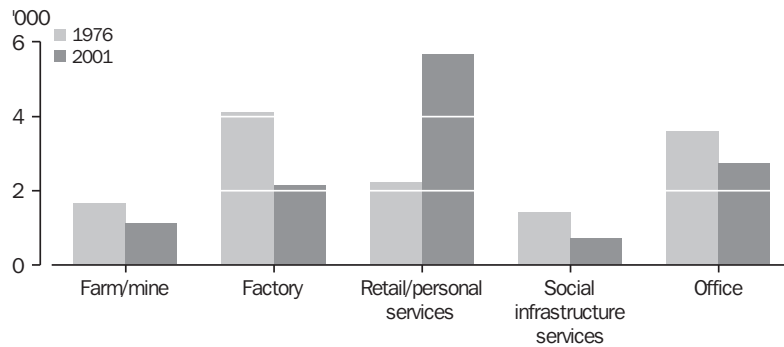
- The most common workplace function performed by males in 2001 was Management (7,717 or 17% of all employed males).
- The most common workplace function performed by females was Office support (6,303 in 2001, or 17% of all employed females).

AGE

The average age of workers in the Wide Bay–Burnett SD increased from 37 years in 1976 to 40 years in 2001 (see table 9.10). The function groups with the highest average age in 2001, of 43 years, were the Farm/mine and Office, an increase of 4–5 years compared with 1976. Workers in Social infrastructure services had an average age of 42 years in 2001, six years older than the 1976 average. Workers in Retail/personal services had the youngest average age of just 34 years, in both 1976 and 2001.

The number of young people (aged 15–24 years) in employment decreased from 13,806 in 1976 to 12,787 in 2001, and their workplace functions changed significantly. There were fewer 15–24 year olds employed in all function groups except Retail/personal services, where there was a 154% increase (to 5,658). In 2001, 44% of employed young people were working within the Retail/personal services function group, compared with 16% in 1976. The Factory particularly lost significance as a function group for the young, accounting for 17% of this age group in 2001 compared with 30% in 1976.

9.3 EMPLOYED PERSONS AGED 15–24 YEARS, Wide Bay–Burnett SD—1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

The number of workers in the region aged 25–44 years increased by 56% between 1976 and 2001. The Office was the main employer of this age group in all census years, employing 32% of them in 1976 (7,440) and 38% in 2001 (13,460). Between 1976 and 2001 there was only a small increase in the number of 25–44 year olds working in the Factory (from 5,505 to 6,161), so that it lost its second ranking position to Retail/personal services, which more than doubled its workforce of this age group to 6,405 in 2001. Social infrastructure services also doubled the number of 25–44 year old workers, from 2,498 in 1976 to 5,507 in 2001.

Employed persons aged 45 years and over increased by 80% between 1976 and 2001, with an increasing dominance of the Office function group. Of this age group, 42% (13,253) were employed in the Office in 2001, more than double the number (5,715) in 1976. For workers aged 45 years and over, Retail/personal services and Social infrastructure services became more significant function groups (employing 15% and 14% respectively, in 2001). The Factory and Farm/mine employed similar numbers in 2001 and 1976, thus dropping in significance as workplaces for older workers (13% and 12%, respectively of older workers in 2001).

Table 9.10 provides further details regarding functions in 1976 and 2001. For example:

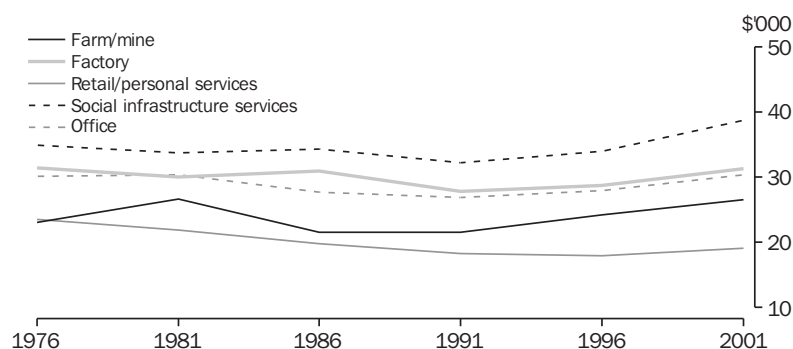
- In 2001, the average age of workers ranged from 33 years in Retail services to 46 years in Management.
- The average age of those with a FIRE function increased nine years, from 32 years in 1976 to 41 years in 2001.
- The only functions to show an increase in the number of 15–24 year old workers between 1976 and 2001 were Retail services, Personal services and Business professionals.
- The only function to employ fewer 25–44 year olds in 2001 was the Farm/mine.
- In 2001, 21% of those aged 45 years and over had a Management function.

AVERAGE ANNUAL INCOME

The 2001 average CPI-adjusted income of workers in the Wide Bay–Burnett SD was \$28,716, similar to 1976 (\$28,494). In the intervening years it had been as low as \$25,274 in 1991 (see table 9.11). The average individual income in 2001 in the Wide Bay–Burnett SD was less than any other region, as it had a comparatively high proportion of persons in the Farm/mine, with low incomes, and a low proportion in the more highly-paid Office function group.

Graph 9.4 illustrates the variation of average income across function groups, and their different patterns of change.

9.4 AVERAGE INCOME OF EMPLOYED PERSONS, Wide Bay–Burnett SD—1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

The quickly-growing Retail/personal services experienced a decrease of 19% in average individual income over the 25 years, to become the group with the lowest average income (\$19,127) in 2001. In contrast, the fewer Farm/mine workers experienced the largest percentage increase in income, from their low 1976 average of \$23,060 to \$26,544 in 2001. (A large factor in pushing down incomes in 1976 was low beef prices).

AVERAGE ANNUAL INCOME
continued

The only other function group to record significant growth in income between 1976 and 2001 was Social infrastructure services (11% increase). In 2001, Social infrastructure services received the highest average income (\$38,710), twice the amount received by those who worked within Retail/personal services (\$19,127). Both qualifications and hours of work, explored below, contribute to this difference.

Table 9.11 provides further details regarding functions in 1976 and 2001. For example:

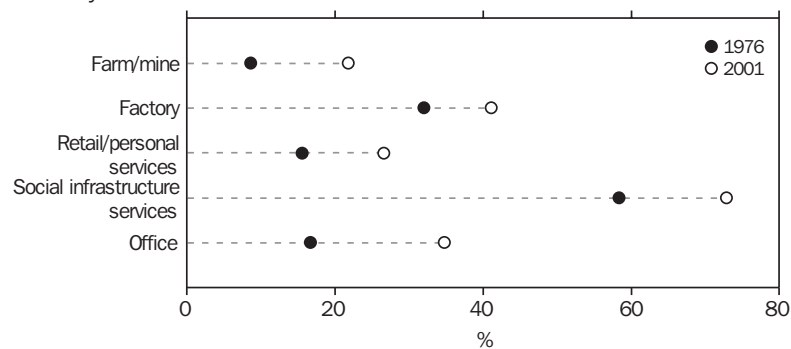
- Within Social infrastructure services, both Health care and Education workers received strong income growth for the period.
- The average income of those with a Retail services function fell more than 25%.
- In 1976 Business professionals recorded the highest average incomes (\$45,790); in 2001 their income had declined to (\$38,364) and was ranked third, behind those with an Education function (\$40,397) and Security and communication (\$38,643).

QUALIFICATIONS

In 2001, 37% of the employed persons in the Wide Bay–Burnett SD stated they had gained a qualification since leaving school, compared with 23% in 1976 (see table 9.12). This was an increase from 12,507 persons in 1976 to 30,108 in 2001.

Social infrastructure services was the most highly qualified group, with 73% of workers in 2001 with either a VET qualification or a higher education qualification compared with 58% in 1976 (see graph 9.5). The least qualified group, the Farm/mine, also recorded a significant increase in workers with post-school qualifications from 9% to 22%.

9.5 EMPLOYED PERSONS WITH POST-SCHOOL QUALIFICATIONS, Wide Bay–Burnett SD—1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

The proportion of workers in the Wide Bay–Burnett SD with VET qualifications increased from 18% in 1976 to 26% in 2001, similar to the Queensland figure. VET qualifications were widespread across all function groups, with the Factory function group having the largest proportion of workers with VET qualifications (39% in 2001). The lowest rate (16%) was recorded by Social infrastructure services.

QUALIFICATIONS *continued*

The proportion of all workers in the region who had a higher education qualification had grown from 5% in 1976 to 12% in 2001, but was below the state average of 17% in 2001. All functions showed an increase in this proportion from 1976. Social infrastructure services stands out as having the highest proportion of workers with higher education qualifications, 57% in 2001, up from 47% in 1976.

Table 9.12 provides further details regarding qualifications in 1976 and 2001. For example:

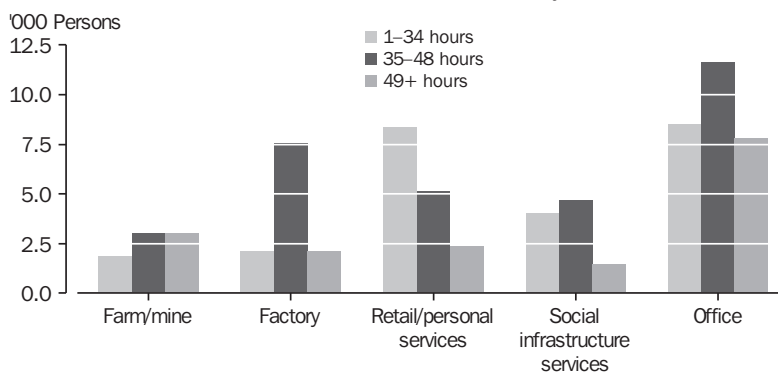
- Functions which had a high proportion of workers without post-school qualifications in 2001 were Retail services (79%), Farm/mine (73%) and Office support (71%).
- Functions with more than one third of workers with VET qualifications in 2001 were Manufacturing (40%), Construction and transport (38%), Personal services (37%) and Security and communication (34%).
- Within the Office, there was a large increase in the proportion of Office support workers whose highest qualification was a VET qualification, from 6% in 1976 to 22% in 2001, while the proportion of VET qualified Business professionals fell from 35% to 29%.
- In 2001, 80% of workers with an Education function and 49% of persons with a Health care function, had a higher education qualification. The corresponding figures for Queensland were 80% and 59% (table 7.14).
- Functions with the greatest increase between 1976 and 2001 in the proportion of workers with a higher education qualification were Health care (from 32% to 49%), Business professionals (from 12% to 22%) and Public administration (from 5% to 15%).

HOURS WORKED

Note: Comparable data on actual hours worked is available for 1996 and 2001 only (see table 9.13).

On average, employed persons in the Wide Bay–Burnett SD worked 38 hours in the week prior to census in 2001, similar to the Queensland average. The pattern of work-hours in 2001 varied considerably by function group, as illustrated in graph 9.6. From 1996 to 2001 all function groups recorded decreasing numbers working 35–48 hours and increasing numbers working both shorter and longer hours.

9.6 HOURS WORKED BY EMPLOYED PERSONS, Wide Bay–Burnett—2001



Source: Census of Population and Housing 2001.

HOURS WORKED *continued*

The Factory was the only function group where the majority (61%) of workers reported a 35–48 hour week in 2001. Overall, 40% of employed persons in the Wide Bay–Burnett SD worked 35–48 hours, a drop of 3,460 persons or seven percentage points from 1996.

In the five years from 1996 to 2001, there were an additional 3,575 persons in the region working part-time (1–34 hours). In 2001, most part-time workers were either in Retail/personal services (8,355) or in the Office (8,517). Half (50%) of all Retail/personal services workers reported part-time hours in 2001, up from 47% in 1996.

There were an additional 2,475 persons working 49 hours or more in 2001 compared with 1996. The Farm/mine had the highest proportion of people working 49 hours or more (36% in 2001) but the Factory recorded the largest increase in this proportion (from 13% in 1996 to 17% in 2001).

Table 9.13 provides further details regarding hours worked in 1996 and 2001. For example:

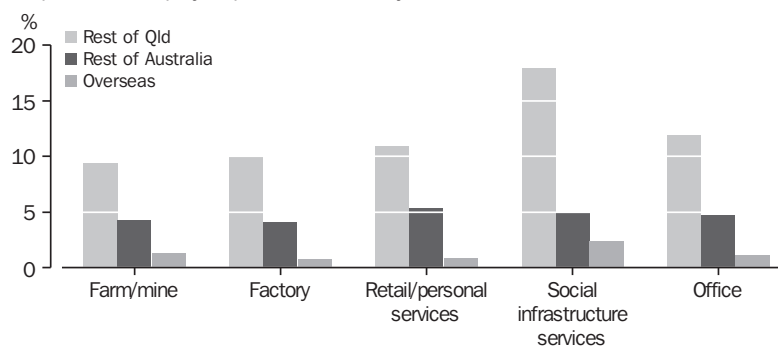
- Those with Management or Farm/mine functions reported working an average of 45 hours or more in 2001.
- With 54% of Retail services workers reporting part-time hours, this function recorded the smallest average hours (30 hours) in 2001.
- Other functions with high proportions of part-time workers in 2001 were Office support (47%), Personal services (44%) and Health care (42%).
- The largest increases from 1996 to 2001 in the proportion working 49 hours or more were reported in Security and Communication (from 19% to 25%), Manufacturing (from 11% to 17%) and Business professionals (from 22% to 27%).

ORIGIN OF WORKERS

In 2001, 81% of employed persons in the Wide Bay–Burnett SD lived within the region five years earlier (see table 9.14). Migration from other areas of Queensland supplied another 12% of all workers, 5% came from interstate and 1% of workers had an overseas address in 1996.

Social infrastructure services was the function group with the greatest proportion of workers previously from outside the region (25%), including 18% from other Queensland regions. Workers within the Farm/mine and Factory function groups were most likely to have been living within the region for more than five years (83%).

9.7 USUAL RESIDENCE OF PERSONS LIVING OUTSIDE THE REGION IN 1996, Proportion of employed persons, Wide Bay–Burnett SD—2001



Source: Census of Population and Housing 2001.

Table 9.14 provides further details regarding the usual residence of workers five years earlier 2001. For example:

- Workers with a Manufacturing function were the least mobile with just 14% living outside the region five years earlier.
- The Security and communication function had the highest proportion of recent arrivals (28%), including 22% from within Queensland.
- The Education function also had a high proportion (21%) of workers previously from other regions within Queensland.
- The Health care function had the highest proportion (3%) of workers living overseas five years earlier.

9.8 EMPLOYED PERSONS BY FUNCTION, Wide Bay–Burnett Statistical Division

<i>Function group</i>	1976	1981	1986	1991	1996	2001	<i>Change 1976 to 2001</i>
<i>Function</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>%</i>
<i>Farm/mine</i>	8 869	7 976	7 813	7 607	8 150	8 338	-6
<i>Factory</i>							
Manufacturing	6 383	5 996	4 758	5 393	5 677	5 908	-7.4
Construction and transport	7 500	6 060	6 081	5 725	6 520	6 549	-12.7
<i>Total</i>	13 883	12 056	10 839	11 118	12 197	12 457	-10.3
<i>Retail/personal services</i>							
Personal services	2 124	2 977	3 443	3 938	6 527	6 847	222.4
Retail services	4 355	5 349	6 172	7 104	8 036	9 893	127.2
<i>Total</i>	6 479	8 326	9 615	11 042	14 562	16 740	158.4
<i>Social infrastructure services</i>							
Health care	2 317	2 700	3 311	3 495	4 351	4 890	111.0
Education	2 398	2 764	3 151	3 733	4 509	4 665	94.5
Security and communication	725	1 134	1 124	991	1 293	1 296	78.8
<i>Total</i>	5 439	6 598	7 586	8 218	10 153	10 851	99.5
<i>Office</i>							
Management	8 288	7 615	8 540	9 349	10 131	12 357	49.1
FIRE(a)	1 573	1 704	2 013	2 439	2 659	2 326	47.9
Business professionals	490	760	854	1 160	2 457	2 572	425.4
Office support	4 529	4 982	5 659	6 477	8 655	8 773	93.7
Public administration	1 862	2 283	2 640	2 736	3 322	3 420	83.7
<i>Total</i>	16 740	17 343	19 705	22 160	27 224	29 447	75.9
<i>Other</i>	3 162	4 904	2 890	6 269	3 859	2 710	-14.3
Total	54 570	57 202	58 446	66 413	76 144	80 541	47.6

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

9.9 EMPLOYED PERSONS BY SEX BY FUNCTION, Wide Bay–Burnett Statistical Division

Function group	1976				2001			
	Males	Females	Persons		Males	Females	Persons	
Function	no.	no.	no.	%	no.	no.	no.	%
Farm/mine	6 122	2 747	8 869	16.3	6 211	2 127	8 338	10.4
Factory								
Manufacturing	6 057	327	6 383	11.7	5 197	711	5 908	7.3
Construction and transport	7 034	466	7 500	13.7	5 688	861	6 549	8.1
Total	13 091	793	13 883	25.4	10 885	1 572	12 457	15.5
Retail/personal services								
Personal services	1 131	993	2 124	3.9	3 226	3 622	6 847	8.5
Retail services	1 930	2 425	4 355	8.0	3 950	5 943	9 893	12.3
Total	3 061	3 418	6 479	11.9	7 175	9 565	16 740	20.8
Social infrastructure services								
Health care	537	1 780	2 317	4.2	1 160	3 730	4 890	6.1
Education	895	1 503	2 398	4.4	1 700	2 965	4 665	5.8
Security and communication	688	37	725	1.3	1 157	139	1 296	1.6
Total	2 120	3 320	5 439	10.0	4 017	6 834	10 851	13.5
Office								
Management	5 980	2 308	8 288	15.2	7 717	4 640	12 357	15.3
FIRE(a)	891	683	1 573	2.9	1 004	1 322	2 326	2.9
Business professionals	427	63	490	0.9	1 498	1 075	2 572	3.2
Office support	1 521	3 008	4 529	8.3	2 471	6 303	8 773	10.9
Public administration	1 456	406	1 862	3.4	2 014	1 406	3 420	4.2
Total	10 274	6 467	16 740	30.7	14 703	14 745	29 447	36.6
Other	1 383	1 779	3 162	5.8	1 493	1 217	2 710	3.4
Total	36 049	18 521	54 570	100.0	44 483	36 058	80 541	100.0

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

9.10 EMPLOYED PERSONS BY AGE BY FUNCTION, Wide Bay-Burnett Statistical Division

Function group	1976					2001				
	15-24 years	25-44 years	45 years and over	Total	Average age	15-24 years	25-44 years	45 years and over	Total	Average age
Function	no.	no.	no.	no.	years	no.	no.	no.	no.	years
Farm/mine	1 659	3 980	3 231	8 869	39	1 133	3 337	3 868	8 338	43
Factory										
Manufacturing	2 020	2 492	1 872	6 383	35	1 082	2 931	1 895	5 908	38
Construction and transport	2 098	3 013	2 390	7 500	36	1 068	3 230	2 252	6 549	39
Total	4 117	5 505	4 261	13 883	36	2 150	6 161	4 147	12 457	38
Retail/personal services										
Personal services	618	894	611	2 124	36	1 682	3 018	2 147	6 847	37
Retail services	1 606	1 630	1 120	4 355	33	3 976	3 387	2 530	9 893	33
Total	2 224	2 524	1 732	6 479	34	5 658	6 405	4 677	16 740	34
Social infrastructure services										
Health care	692	918	705	2 317	36	266	2 370	2 254	4 890	43
Education	616	1 198	584	2 398	35	377	2 389	1 899	4 665	41
Security and communication	119	383	224	725	38	81	748	467	1 296	40
Total	1 427	2 498	1 514	5 439	36	724	5 507	4 620	10 851	42
Office										
Management	574	4 141	3 574	8 288	43	503	5 154	6 701	12 357	46
FIRE(a)	706	535	332	1 573	32	292	1 115	919	2 326	41
Business services	34	275	181	490	40	224	1 249	1 100	2 572	42
Office support	1 782	1 747	1 001	4 529	32	1 368	4 334	3 071	8 773	39
Public administration	493	743	626	1 862	37	349	1 609	1 462	3 420	42
Total	3 588	7 440	5 713	16 740	38	2 735	13 460	13 253	29 447	43
Other	791	1 119	1 253	3 162	39	388	1 010	1 312	2 710	44
Total	13 806	23 063	17 701	54 570	37	12 787	35 878	31 876	80 541	40

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

9.11 AVERAGE INCOME OF EMPLOYED PERSONS BY FUNCTION, Wide Bay-Burnett Statistical Division

<i>Function group</i>	1976	1981	1986	1991	1996	2001	<i>Change 1976 to 2001</i>
<i>Function</i>	\$	\$	\$	\$	\$	\$	%
<i>Farm/mine</i>	23 060	26 674	21 562	21 571	24 257	26 544	15.1
<i>Factory</i>							
Manufacturing	31 727	28 933	29 324	26 630	28 117	30 802	-2.9
Construction and transport	31 230	31 180	32 173	28 990	29 229	31 857	2.0
<i>Total</i>	31 460	30 061	30 918	27 843	28 710	31 357	-0.3
<i>Retail/personal services</i>							
Personal services	23 445	22 966	21 788	20 130	19 878	21 488	-8.3
Retail services	23 578	21 350	18 611	17 291	16 413	17 497	-25.8
<i>Total</i>	23 523	21 932	19 761	18 312	17 965	19 127	-18.7
<i>Social infrastructure services</i>							
Health care	33 647	31 697	31 254	30 668	33 534	37 097	10.3
Education	35 585	35 054	36 863	33 334	33 997	40 397	13.5
Security and communication	36 873	35 644	36 350	33 164	35 400	38 643	4.8
<i>Total</i>	34 954	33 780	34 348	32 183	33 977	38 710	10.7
<i>Office</i>							
Management	31 192	32 447	26 980	27 935	29 375	31 947	2.4
FIRE(a)	31 994	32 021	31 208	30 015	30 175	35 289	10.3
Business professionals	45 790	41 977	39 372	35 551	34 861	38 364	-16.2
Office support	25 152	25 140	24 339	21 791	22 678	23 533	-6.4
Public administration	32 550	29 825	30 791	29 383	30 489	33 438	2.7
<i>Total</i>	30 194	30 353	27 712	26 933	27 951	30 435	0.8
<i>Other</i>	17 105	17 316	21 591	21 885	21 955	22 540	31.8
Total	28 494	27 963	26 798	25 274	26 294	28 716	0.8

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

9.12 QUALIFICATIONS OF EMPLOYED PERSONS BY FUNCTION, Wide Bay–Burnett Statistical Division

Function group	1976					2001				
	No post-school qualification	VET(a)	Higher education	Not specified	Total	No post-school qualification	VET(a)	Higher education	Not specified	Total
	%	%	%	%	%	%	%	%	%	%
<i>Function</i>										
Farm/mine	83.4	8.3	0.4	7.9	100.0	72.8	18.5	3.3	5.4	100.0
Factory										
Manufacturing	56.5	32.1	0.4	11.0	100.0	53.5	40.1	2.1	4.4	100.0
Construction and transport	57.8	30.9	0.6	10.7	100.0	55.2	38.3	1.8	4.7	100.0
Total	57.2	31.4	0.5	10.8	100.0	54.4	39.2	1.9	4.5	100.0
Retail/personal services										
Personal services	58.3	27.8	0.0	13.9	100.0	54.6	36.8	3.5	5.0	100.0
Retail services	80.3	9.4	0.2	10.1	100.0	78.5	16.1	1.0	4.4	100.0
Total	73.1	15.5	0.2	11.3	100.0	68.8	24.6	2.0	4.6	100.0
Social infrastructure services(b)										
Health care	47.7	13.2	31.9	7.2	100.0	26.1	20.4	48.6	4.9	100.0
Education	17.9	3.6	75.4	3.0	100.0	12.7	5.7	80.4	1.2	100.0
Security and communication	60.6	30.5	1.1	7.8	100.0	54.8	34.0	5.1	6.2	100.0
Total	36.3	11.3	47.0	5.4	100.0	23.7	15.7	57.1	3.4	100.0
Office										
Management	71.8	18.2	1.0	8.9	100.0	56.3	30.7	7.8	5.2	100.0
FIRE(c)	79.9	12.1	0.5	7.5	100.0	63.3	23.1	7.5	6.0	100.0
Business professionals	44.5	35.1	12.1	8.2	100.0	44.4	29.3	22.2	4.1	100.0
Office support	85.6	6.5	0.3	7.7	100.0	70.8	21.5	2.4	5.3	100.0
Public administration	66.7	19.9	5.3	8.1	100.0	55.5	24.6	15.1	4.9	100.0
Total	74.9	15.2	1.6	8.3	100.0	60.0	26.5	8.3	5.2	100.0
Other	63.4	9.4	0.7	26.5	100.0	64.0	16.6	4.4	14.9	100.0
Total (%)	67.1	17.5	5.4	10.0	100.0	57.5	25.5	11.9	5.1	100.0
Total (persons)	36 592	9 549	2 958	5 470	54 570	46 340	20 502	9 606	4 093	80 541

(a) Vocational Education and Training.

(b) Teaching and nursing qualifications were reclassified as higher education qualifications across all census years.

(c) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

9.13 HOURS WORKED(a) BY FUNCTION, Wide Bay-Burnett Statistical Division

Function group	1996				2001				Average hours worked(c)
	Persons				Persons				
	1-34 hours	35-48 hours	49 hours or more	Total(b)	1-34 hours	35-48 hours	49 hours or more	Total(b)	
Function	%	%	%	%	%	%	%	%	no.
Farm/mine	21.1	40.0	35.0	100.0	22.0	35.6	36.1	100.0	45
Factory									
Manufacturing	14.5	71.6	11.1	100.0	12.5	65.9	16.5	100.0	41
Construction and transport	17.4	63.5	14.7	100.0	20.8	56.2	17.1	100.0	40
Total	16.1	67.2	13.0	100.0	16.8	60.8	16.8	100.0	40
Retail/personal services									
Personal services	39.5	43.0	14.0	100.0	43.8	36.9	13.2	100.0	33
Retail services	52.2	31.0	13.3	100.0	54.1	26.0	14.6	100.0	30
Total	46.5	36.4	13.6	100.0	49.9	30.5	14.0	100.0	31
Social infrastructure services									
Health care	38.7	48.4	8.0	100.0	41.8	40.4	10.0	100.0	34
Education	35.8	51.4	9.0	100.0	37.0	45.0	13.5	100.0	35
Security and communication	17.4	57.7	18.9	100.0	20.1	46.3	24.6	100.0	41
Total	34.7	50.9	9.8	100.0	37.1	43.1	13.3	100.0	35
Office									
Management	15.7	36.3	44.6	100.0	19.7	30.2	44.7	100.0	47
FIRE(d)	26.3	52.2	17.4	100.0	27.4	46.1	21.3	100.0	39
Business professionals	17.1	58.2	22.1	100.0	20.8	47.6	27.2	100.0	41
Office support	43.2	45.3	8.1	100.0	47.4	39.8	7.9	100.0	31
Public administration	18.3	69.0	8.1	100.0	22.1	60.9	10.6	100.0	37
Total	25.9	46.7	23.9	100.0	28.9	39.4	26.4	100.0	40
Other	18.3	32.6	15.0	100.0	18.1	19.0	11.2	100.0	37
Total (%)	28.6	47.1	19.0	100.0	31.4	40.3	21.1	100.0	38
Total (persons)	21 745	35 890	14 498	76 144	25 320	32 430	16 973	80 541	. .

(a) Number of hours actually worked in the week prior to census in all jobs, including paid overtime, unpaid hours, work taken home and/or weekend work.

(b) Including employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(c) Mean hours worked, excluding employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

^d Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1996 and 2001.

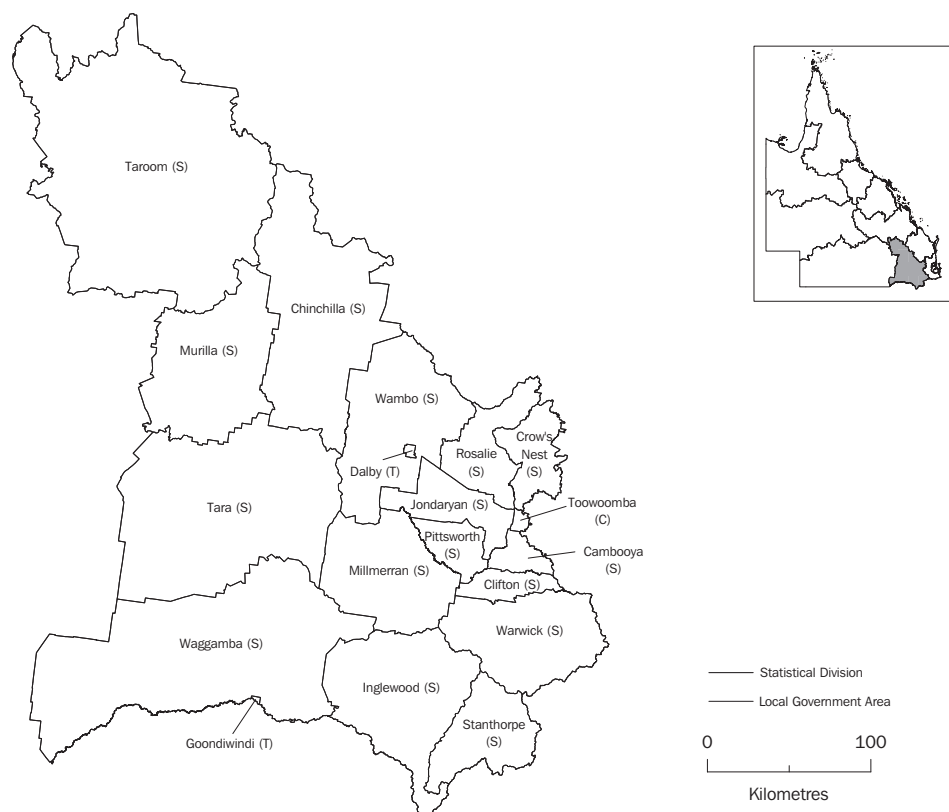
9.14 USUAL RESIDENCE IN 1996 OF EMPLOYED PERSONS BY FUNCTION, Wide Bay-Burnett SD, 2001

Function group	Queensland					
	Within same statistical division	Rest of state	Total in Queensland	Rest of Australia	Overseas	Total(a)
Function	%	%	%	%	%	%
Farm/mine	83.3	9.4	92.7	4.3	1.3	100.0
Factory						
Manufacturing	84.6	9.1	93.7	3.8	0.7	100.0
Construction and transport	82.1	10.8	92.9	4.3	0.8	100.0
Total	83.3	10.0	93.3	4.1	0.8	100.0
Retail/personal services						
Personal services	77.6	12.6	90.3	6.8	1.3	100.0
Retail services	83.5	10.0	93.5	4.5	0.7	100.0
Total	81.1	11.0	92.2	5.4	0.9	100.0
Social infrastructure services						
Health care	75.7	13.8	89.5	6.0	3.4	100.0
Education	72.8	21.0	93.8	3.8	1.8	100.0
Security and communication	70.3	22.2	92.5	5.2	0.6	100.0
Total	73.8	17.9	91.7	4.9	2.4	100.0
Office						
Management	83.4	10.5	93.9	4.1	1.1	100.0
FIRE(b)	77.9	15.9	93.8	4.8	0.7	100.0
Business professionals	76.5	14.9	91.4	5.8	1.8	100.0
Office support	82.2	10.9	93.1	4.8	1.0	100.0
Public administration	77.7	14.7	92.4	5.5	1.1	100.0
Total	81.4	11.9	93.3	4.7	1.1	100.0
Other	79.4	9.2	88.6	4.4	0.8	100.0
Total (%)	80.7	11.9	92.6	4.7	1.2	100.0
Total (persons)	65 024	9 573	74 597	3 802	961	80 541

(a) Including those who did not state their usual residence in 1996.

(b) Finance, Insurance and Real Estate.

Source: Census of Population and Housing 2001.

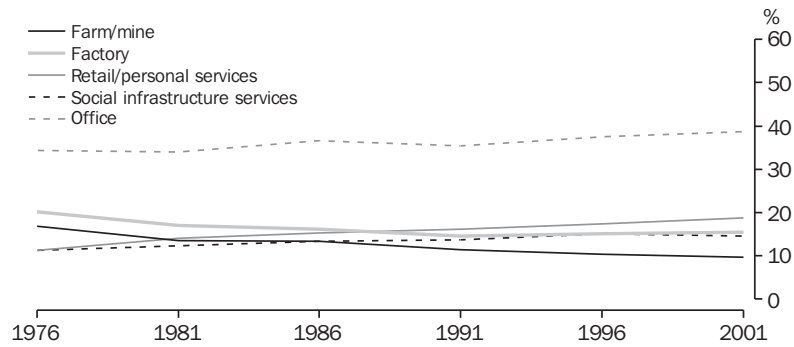


EMPLOYMENT IN THE REGION

The Darling Downs Statistical Division (SD) is recognised as a rich farming area. Key activities include wool growing, beef cattle grazing, cotton production and grain growing. The city of Toowoomba (105,060 residents in 2001) is the major service centre for the region, providing many retail, health and education facilities, including the University of Southern Queensland. The usual resident population of the Darling Downs SD rose 31% between 1976 and 2001, and the number of employed persons rose 40% (to 88,012). The region contained 6% of the Queensland workforce in 2001, down from 8% in 1976.

Graph 10.1 shows the dominance of the Office as a workplace in the region. In 1976, 34% of all employed persons worked within the Office, and this had increased to 39% by 2001. There were also increased proportions of employed persons working within Retail/personal services and Social infrastructure services – both function groups began the period with 11% of workers, but by 2001 Social infrastructure services accounted for 15% of the workforce and 19% worked in Retail/personal services.

10.1 EMPLOYED PERSONS BY FUNCTION GROUP, Darling Downs SD—
1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

Employment in the Farm/mine function group declined from 17% of all workers in 1976 to 10% in 2001. The Factory also recorded a decline in its proportion of all workers, from 20% to 16%, although there were actually more workers with this function in 2001 (13,650) compared with 1976 (12,649).

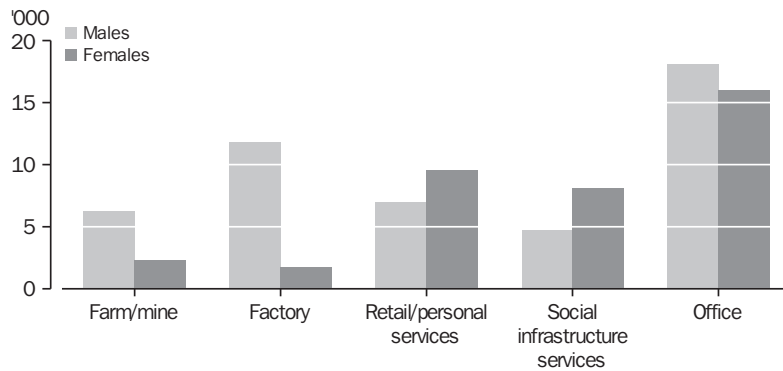
Table 10.8 provides further details regarding changes to functions between 1976 and 2001. For example:

- The Farm/mine and Construction and transport were the only functions to experience a decrease in numbers.
- Manufacturing increased its numbers to maintain its 7% share of the labour market.
- Personal services and Retail services more than doubled their numbers between 1976 and 2001.
- While the number of persons with a Management function increased, the proportion of the labour market with this function decreased from 17% to 16%.
- The Business professionals function displayed the fastest rate of growth, from 817 workers in 1976 to 3,536 in 2001.

MALE AND FEMALE
EMPLOYMENT

Males and females tended to have different workplace functions, as shown in graph 10.2 below. In 2001, the great majority of workers in both the Farm/mine and Factory were male. There were slightly more males than females in the Office. The majority of workers in Social infrastructure services and Retail/personal services were female.

10.2 EMPLOYED PERSONS BY SEX, Darling Downs SD—2001



Source: Census of Population and Housing 2001.

Table 10.9 shows that the Office was the largest function group for males in the region, employing 18,051 males in 2001 (37% of all employed males), an additional 4,326 jobs compared with 1976. The Factory was the second largest function group, employing 11,876 males in 2001. Although this was similar to the number of male Factory workers in 1976 (11,934), it represented a decrease from 29% to 24% of all male employment. The proportion of employed males working in the Farm/mine also decreased, from 17% to 13%.

Between 1976 and 2001 the representation of females in the workforce increased from 35% to 44% of all employed persons in the Darling Downs SD. The proportion of workers who were female increased in all function groups except the Farm/mine, and in 2001 varied from 13% in the Factory to 63% of Social infrastructure services. The largest function group for females was the Office, employing 15,989 in 2001, up from 7,896 in 1976. Female employment in Retail/personal services also grew quickly during this period, to become the second largest workplace for females in 2001 (9,502). By contrast, the number of female Farm/mine workers decreased from 3,727 in 1976 to 2,257 in 2001.

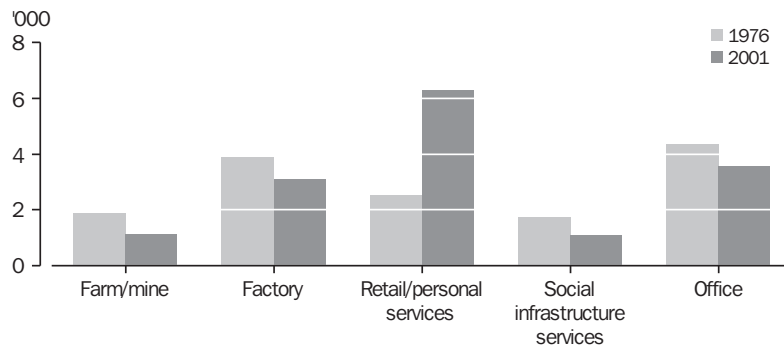
Further details available from table 10.9 include:

- In 2001, 90% of Security and communication workers were male.
- There was a 17% fall in the number of male Construction and transport workers, from 7,809 in 1976 to 6,485 in 2001.
- In 2001, three out of four workers with a Health care function were female.
- The number of female Business professionals grew from just 108 in 1976 to 1,369 in 2001.

Similar to other regions, both the later entry into the workforce by younger people and the ageing of the general population have contributed to the ageing of the workforce. During the period 1976 to 2001, the average age of all employed persons in the Darling Downs SD increased by two years to 39 years (see table 10.10). The function group with the highest average age was the Farm/mine, where the average of 40 years in 1976 had increased to 43 years in 2001. Workers in Retail/personal services had the youngest average age in 2001, of 33 years, slightly younger than the average in 1976. The largest increase in average age occurred in Social infrastructure services, from 36 years in 1976 to 42 years in 2001.

The employment pattern for young people aged 15–24 years changed significantly over the 25 years from 1976, as indicated in graph 10.3 below. There was just a 2% increase in the total number of 15–24 year olds employed, from 15,374 to 15,656. This consisted of a 134% increase in the number working in Retail/personal services and a fall in numbers for all other function groups. In 2001, 40% of employed young people were working within the Retail/personal services function group, compared with 16% in 1976.

10.3 EMPLOYED PERSONS AGED 15–24 YEARS, Darling Downs SD—1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

The total number of workers aged 25–44 years increased by 48%, from 26,889 in 1976 to 39,817 in 2001. The Office remained the predominant function group for this age group, with the proportion working in the Office increasing from 37% in 1976, to 41% (16,359 persons) in 2001. The second largest function group in 1976, the Factory, increased its numbers slowly (to 6,786 in 2001). By 2001 the numbers in the more quickly growing Retail/personal services and Social infrastructure services were almost similar (6,001 and 6,373 persons respectively in 2001). The number of 25–44 year olds employed in the Farm/mine dropped from 4,546 in 1976 to 3,395 in 2001.

Employed persons aged 45 years and over increased by 58% between 1976 and 2001 (to 32,539 persons). The Office remained the largest function group for this age group, employing 43% of this age group in 2001, compared with 35% in 1976. The number of older workers in the Farm/mine and Factory remained stable over this period. Retail/personal services saw large increases in total employment, and some of this growth was for workers aged 45 years and over (4,180 older workers in 2001 compared with 1,856 in 1976). Social infrastructure services grew more steadily overall but almost three out of every five additional workers were aged 45 years or over. In 2001, Social infrastructure services employed 5,401 workers aged 45 years and over compared with 2,037 in 1976. This resulted in the average age of Social infrastructure services workers increasing from 36 years in 1976 to 42 years in 2001.

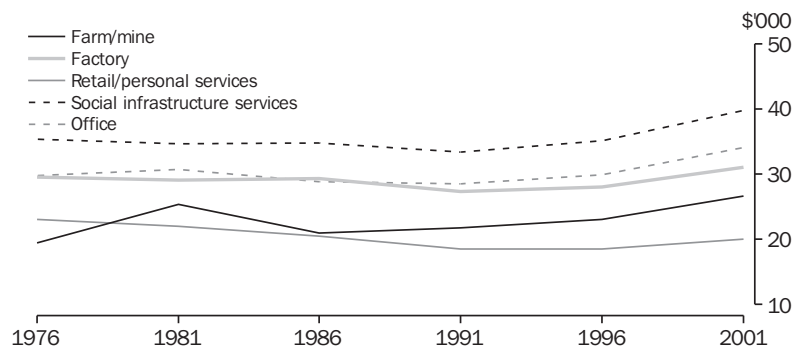
Further details available from table 10.10 include:

- The largest increases in average age (of six to seven years) occurred in the function groups FIRE and Education.
- Retail services employed the greatest proportion of young people aged 15–24 years in 2001 (26%, up from 11% in 1976).
- The proportion of 25–44 year olds employed in the Farm/mine fell from 17% in 1976 to 9% in 2001.
- For those aged 45 years and over, Management was the largest function, in both 2001 and 1976, accounting for approximately 22% of workers.

AVERAGE ANNUAL INCOME

Between 1976 and 1996 the average CPI-adjusted individual income in the Darling Downs SD varied, between \$28,000 and \$26,000 per annum; in 2001 average annual income increased to nearly \$31,000 (see table 10.11). Considerable variation in average income occurred between function groups, as indicated in graph 10.4 below.

10.4 AVERAGE INCOME OF EMPLOYED PERSONS, Darling Downs SD—1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

AVERAGE ANNUAL INCOME
continued

Workers within Retail/personal services experienced a decrease of 13% in average individual income over the 25 years. This function group recorded the lowest average income (\$19,985) in 2001. In contrast, the fewer Farm/mine workers experienced a 37% increase in income from their particularly low 1976 average of \$19,470 to \$26,662 in 2001. The function group with the highest average individual income in 2001 (\$39,737) was Social infrastructure services.

Table 10.11 provides further details regarding functions in 1976 and 2001. For example:

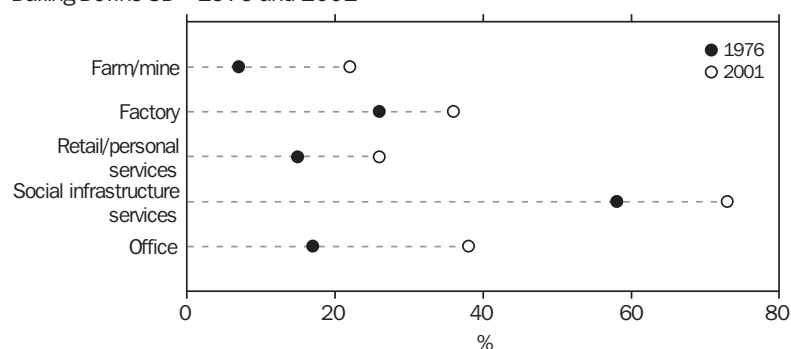
- The highest incomes of over \$42,000 were earned by Business professionals.
- Persons working in Education and Security and communication functions earned over \$41,000.
- The average income of those with a Retail services function fell 18% between 1976 and 2001.
- The Management function experienced the largest increase in average income over the period, of 22%.

QUALIFICATIONS

In 2001, 38% of the employed persons in the Darling Downs SD stated they had either a VET or higher education qualification. While this was less than the 43% figure for Queensland, it was considerably more than the 21% figure for Darling Downs SD in 1976 (see table 10.12).

The proportion of workers with post-school qualifications increased in all function groups, as illustrated in graph 10.5. The Farm/mine recorded the lowest proportion in 2001 of 22%, which had risen from 7% in 1976. Retail/personal services and the Office each had similar proportions of workers with post-school qualifications in 1976 (15%–17%), and by 2001 the figure had increased to 26% in Retail/personal services and to 38% in the Office.

10.5 EMPLOYED PERSONS WITH POST-SCHOOL QUALIFICATIONS, Darling Downs SD—1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

QUALIFICATIONS *continued*

There was an increase in the proportion of workers whose highest qualification was a VET qualification, from 15% in 1976 to 23% in 2001. VET qualifications were widespread across all function groups. The Factory function group having the largest proportion of workers with VET qualifications (33% in 2001), and the lowest rate (14%) was recorded by Social infrastructure services. Both the Office and the Farm/mine saw significant increases in rates of VET qualifications.

The proportion of workers who had a higher education qualification was 15% in 2001, just below the Queensland figure of 17%. Social infrastructure services stood out as having the highest proportion of workers with higher education qualifications (59%), and all function groups showed an increase from 1976.

Table 10.12 provides further details regarding qualifications in 1976 and 2001. For example:

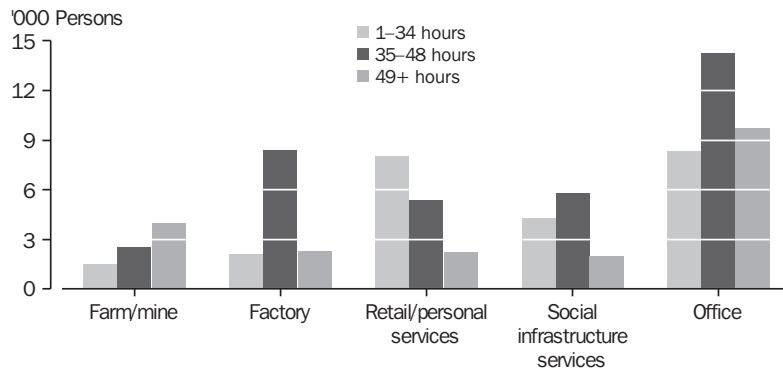
- Functions which had a high proportion of workers with no post-school qualifications in 2001 were Retail services (78%), Farm/mine (74%) and Office support (70%).
- The largest decreases in the proportion of workers with no post-school qualifications occurred in the Health care function (from 44% in 1976 to 25% in 2001) and FIRE (from 82% to 63%).
- The largest proportions of persons with VET qualifications in 2001 occurred in Construction and transport (35%), Personal services (33%) and Manufacturing (31%).
- Business professionals was the only function to record a drop in the proportion of workers with VET qualifications (from 30% in 1976 to 23% in 2001), although they recorded an increase in the rate of higher education qualifications (from 14% to 34%).
- In 2001, 79% of workers with an Education function had a higher education qualification as did 53% of persons with a Health care function.
- Functions with the greatest increase between 1976 and 2001 in the proportion of workers with a higher education qualification were Business professionals (14% to 34%) and Health care (37% to 53%).

HOURS WORKED

Note: Comparable data on actual hours worked is available for 1996 and 2001 only (see table 10.13).

On average, employed persons in the Darling Downs SD worked 39 hours in the week prior to census in 2001, similar to the Queensland average of 38 hours. In 2001, 36,831 (42%) workers reported working 35–48 hours, 24,641 (28%) worked 1–34 hours (part-time) and another 20,464 (23%) worked 49 hours or more. This pattern of hours worked varied markedly across different function groups (see graph 10.6), but there were indications of increasing flexibility in work arrangements in all function groups from 1996 to 2001.

10.6 HOURS WORKED BY EMPLOYED PERSONS, Darling Downs SD—2001



Source: Census of Population and Housing 2001.

Between 1996 and 2001 there were increased proportions of employed persons working part-time hours (from 25% to 28%). Part-time work dominated Retail/personal services and was quite common in Social infrastructure services and the Office. Numerically, most part-time workers were either in Retail/personal services (8,025) or in the Office (8,305).

The proportion of employed persons working 49 hours or more increased from 21% in 1996 to 23% in 2001. Of the five function groups, the Office contained the largest number who worked 49 hours or more (9,701 or 29% of all Office workers in 2001). The Farm/mine had the highest proportion of persons working 49 hours or more in 2001 (46%), similar to the 1996 figure but five percentage points higher than Farm/mine workers throughout Queensland in 2001 (41%).

Table 10.13 provides further details regarding hours worked in 1996 and 2001. For example:

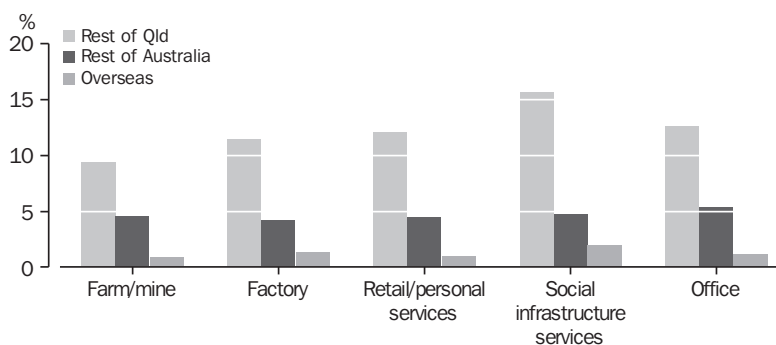
- The highest average hours worked in 2001 were in Farm/mine (49 hours) and Management (48 hours).
- With 53% of Retail workers working part-time, this function recorded the smallest average hours in 2001 (30 hours).
- Other functions with high proportions of part-time workers in 2001 were Office support (42%) and Personal services (42%).
- The largest increases between 1996 and 2001 in the proportion of the workforce working 49 hours or more were reported in FIRE (from 16% to 23%), Security and communication (from 25% to 31%) and Education (from 11% to 16%).

ORIGIN OF WORKERS

In 2001, 80% of employed persons in the Darling Downs SD lived within the region five years earlier. Table 10.14 indicates that another 12% of workers had previously lived in other areas of Queensland five years earlier, 5% had previously lived interstate and just 1% had an overseas address in 1996.

Social infrastructure services was the function group with the greatest proportion of workers previously from outside the region (22%), including 16% from other Queensland regions. Workers within the Farm/mine were most likely to have been living in the region for more than five years (84%).

10.7 USUAL RESIDENCE OF PERSONS LIVING OUTSIDE THE REGION IN 1996, Proportion of employed persons, Darling Downs SD—2001



Source: Census of Population and Housing 2001.

Table 10.14 provides further details regarding the usual residence of workers five years earlier 2001. For example:

- Of those with a Public administration function, 32% had moved to the region during the previous five years, including 13% from other states. These figures were boosted by the large number of Australian Defence Force personnel in the region.
- Workers with a Management function were the least mobile, with just 14% from outside the region.
- Both the Security and communication function and the Public administration function had a high proportion (18% each) of workers previously from other regions within Queensland.
- All functions recorded less than 3% of workers living overseas five years earlier.

10.8 EMPLOYED PERSONS BY FUNCTION, Darling Downs Statistical Division

<i>Function group</i>	1976	1981	1986	1991	1996	2001	<i>Change 1976 to 2001</i>
<i>Function</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>%</i>
<i>Farm/mine</i>	10 643	9 058	9 349	8 585	8 444	8 496	-20.2
<i>Factory</i>							
Manufacturing	4 530	4 931	4 891	4 939	6 219	6 345	40.1
Construction and transport	8 120	6 497	6 494	6 042	6 036	7 306	-10.0
<i>Total</i>	12 650	11 427	11 385	10 981	12 255	13 650	7.9
<i>Retail/personal services</i>							
Personal services	2 495	3 670	3 918	4 613	6 181	6 695	168.4
Retail services	4 551	5 821	6 818	7 602	7 933	9 780	114.9
<i>Total</i>	7 045	9 491	10 736	12 214	14 114	16 475	133.8
<i>Social infrastructure services</i>							
Health care	3 043	3 496	4 172	4 592	5 451	5 781	90.0
Education	3 200	3 503	3 868	4 585	5 368	5 571	74.1
Security and communication	833	1 303	1 363	1 228	1 485	1 499	80.0
<i>Total</i>	7 076	8 302	9 403	10 404	12 304	12 851	81.6
<i>Office</i>							
Management	10 547	9 652	11 093	10 957	11 307	13 860	31.4
FIRE(a)	1 767	2 012	2 387	2 502	2 616	2 640	49.4
Business professionals	817	1 118	1 323	1 564	2 979	3 536	332.7
Office support	5 361	6 140	6 939	7 673	9 003	9 576	78.6
Public administration	3 128	3 999	4 073	4 044	4 420	4 428	41.6
<i>Total</i>	21 619	22 919	25 815	26 739	30 325	34 040	57.5
<i>Other</i>	3 825	6 142	3 680	6 755	3 540	2 501	-34.6
Total	62 858	67 338	70 367	75 676	80 981	88 012	40.0

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

10.9 EMPLOYED PERSONS BY SEX BY FUNCTION, Darling Downs Statistical Division

Function group	1976				2001			
	Males	Females	Persons		Males	Females	Persons	
Function	no.	no.	no.	%	no.	no.	no.	%
Farm/mine	6 917	3 727	10 643	16.9	6 239	2 257	8 496	9.7
Factory								
Manufacturing	4 125	405	4 530	7.2	5 391	954	6 345	7.2
Construction and transport	7 809	311	8 120	12.9	6 485	821	7 306	8.3
Total	11 934	716	12 650	20.1	11 876	1 775	13 650	15.5
Retail/personal services								
Personal services	1 424	1 071	2 495	4.0	3 215	3 480	6 695	7.6
Retail services	2 045	2 506	4 551	7.2	3 759	6 022	9 780	11.1
Total	3 469	3 577	7 045	11.2	6 973	9 502	16 475	18.7
Social infrastructure services								
Health care	846	2 198	3 043	4.8	1 416	4 365	5 781	6.6
Education	1 194	2 005	3 200	5.1	1 943	3 628	5 571	6.3
Security and communication	763	71	833	1.3	1 351	149	1 499	1.7
Total	2 803	4 274	7 076	11.3	4 710	8 142	12 851	14.6
Office								
Management	7 549	2 998	10 547	16.8	8 888	4 972	13 860	15.7
FIRE(a)	1 059	708	1 767	2.8	1 142	1 498	2 640	3.0
Business professionals	709	108	817	1.3	2 167	1 369	3 536	4.0
Office support	1 743	3 618	5 361	8.5	2 914	6 663	9 576	10.9
Public administration	2 665	464	3 128	5.0	2 941	1 487	4 428	5.0
Total	13 725	7 896	21 619	34.4	18 051	15 989	34 040	38.7
Other	1 703	2 121	3 825	6.1	1 367	1 134	2 501	2.8
Total	40 549	22 309	62 858	100.0	49 215	38 797	88 012	100.0

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

10.10 EMPLOYED PERSONS BY AGE BY FUNCTION, Darling Downs Statistical Division

Function group	1976					2001				
	15-24 years	25-44 years	45 years and over	Total	Average age	15-24 years	25-44 years	45 years and over	Total	Average age
Function	no.	no.	no.	no.	years	no.	no.	no.	no.	years
Farm/mine	1 881	4 546	4 217	10 643	40	1 151	3 395	3 951	8 496	43
Factory										
Manufacturing	1 516	1 722	1 292	4 530	35	1 560	3 190	1 596	6 345	35
Construction and transport	2 365	3 329	2 427	8 120	35	1 541	3 597	2 169	7 306	37
Total	3 881	5 050	3 719	12 650	35	3 100	6 786	3 764	13 650	36
Retail/personal services										
Personal services	894	920	681	2 495	34	2 163	2 699	1 833	6 695	35
Retail services	1 629	1 747	1 175	4 551	34	4 131	3 302	2 347	9 780	32
Total	2 523	2 667	1 856	7 045	34	6 294	6 001	4 180	16 475	33
Social infrastructure services										
Health care	842	1 184	1 017	3 043	37	487	2 819	2 475	5 781	42
Education	740	1 684	776	3 200	36	474	2 677	2 420	5 571	42
Security and communication	147	440	246	833	36	117	877	506	1 499	40
Total	1 731	3 308	2 037	7 076	36	1 078	6 373	5 401	12 851	42
Office										
Management	712	5 190	4 644	10 547	43	646	6 018	7 197	13 860	45
FIRE(a)	753	615	399	1 767	32	404	1 302	934	2 640	39
Business services	91	444	283	817	40	350	1 917	1 269	3 536	40
Office support	1 940	2 249	1 172	5 361	33	1 646	4 756	3 175	9 576	38
Public administration	837	1 527	765	3 128	35	554	2 367	1 507	4 428	39
Total	4 334	10 023	7 262	21 619	38	3 600	16 359	14 081	34 040	42
Other	1 025	1 298	1 502	3 825	40	433	905	1 163	2 501	43
Total	15 374	26 889	20 594	62 858	37	15 656	39 817	32 539	88 012	39

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

10.11 AVERAGE INCOME OF EMPLOYED PERSONS BY FUNCTION, Darling Downs Statistical Division

Function group	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
Function	\$	\$	\$	\$	\$	\$	%
<i>Farm/mine</i>	19 470	25 363	20 947	21 780	23 103	26 662	36.9
<i>Factory</i>							
Manufacturing	28 392	27 302	27 091	26 470	26 762	28 858	1.6
Construction and transport	30 258	30 390	30 967	28 110	29 352	33 065	9.3
<i>Total</i>	29 585	29 054	29 305	27 372	28 032	31 108	5.1
<i>Retail/personal services</i>							
Personal services	23 330	22 575	21 970	19 989	20 050	21 772	-6.7
Retail services	22 829	21 622	19 624	17 561	17 323	18 759	-17.8
<i>Total</i>	23 022	21 992	20 483	18 483	18 516	19 985	-13.2
<i>Social infrastructure services</i>							
Health care	33 850	32 836	32 066	32 585	34 476	38 103	12.6
Education	36 770	36 568	37 207	34 056	35 370	41 059	11.7
Security and communication	35 728	34 750	35 858	34 238	36 821	41 057	14.9
<i>Total</i>	35 392	34 710	34 738	33 430	35 151	39 737	12.3
<i>Office</i>							
Management	28 475	31 251	27 445	28 570	30 285	34 711	21.9
FIRE(a)	33 888	33 208	32 136	32 793	33 180	40 370	19.1
Business professionals	41 201	40 283	40 894	38 891	37 515	42 430	3.0
Office support	24 666	25 163	24 662	22 884	23 859	26 085	5.8
Public administration	37 499	33 882	33 867	32 729	34 249	39 329	4.9
<i>Total</i>	29 795	30 688	28 858	28 574	29 919	34 122	14.5
<i>Other</i>	16 018	16 521	21 443	23 218	21 855	23 686	47.9
Total	27 267	27 833	27 054	26 233	27 410	30 854	13.2

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

10.12 QUALIFICATIONS OF EMPLOYED PERSONS BY FUNCTION, Darling Downs Statistical Division

Function group	1976					2001				
	No post-school qualification	VET(a)	Higher education	Not specified	Total	No post-school qualification	VET(a)	Higher education	Not specified	Total
Function	%	%	%	%	%	%	%	%	%	%
Farm/mine	85.0	6.5	0.6	7.9	100.0	73.5	17.3	4.6	4.6	100.0
Factory										
Manufacturing	67.0	22.3	0.2	10.5	100.0	61.8	31.3	2.7	4.2	100.0
Construction and transport	61.0	26.8	0.5	11.8	100.0	58.9	34.5	2.5	4.1	100.0
Total	63.1	25.2	0.4	11.3	100.0	60.2	33.0	2.6	4.2	100.0
Retail/personal services										
Personal services	63.3	22.3	0.5	13.9	100.0	57.6	33.1	4.6	4.6	100.0
Retail services	80.5	10.1	0.1	9.3	100.0	78.3	15.1	2.3	4.2	100.0
Total	74.4	14.4	0.3	10.9	100.0	69.9	22.4	3.2	4.4	100.0
Social infrastructure services(b)										
Health care	44.3	11.0	36.5	8.2	100.0	24.7	17.9	53.2	4.3	100.0
Education	19.4	4.2	73.6	2.8	100.0	13.8	6.2	79.0	1.0	100.0
Security and communication	65.1	24.0	0.0	10.7	100.0	60.8	27.2	6.0	6.0	100.0
Total	35.5	9.5	49.0	6.1	100.0	24.2	13.9	58.9	3.0	100.0
Office										
Management	74.6	15.6	1.1	8.8	100.0	57.6	26.9	10.9	4.6	100.0
FIRE(c)	81.6	12.1	1.1	5.3	100.0	62.5	19.8	13.0	4.8	100.0
Business professionals	49.6	30.2	14.3	5.9	100.0	39.4	23.0	33.8	3.8	100.0
Office support	85.9	4.4	0.7	8.9	100.0	69.5	21.5	4.1	4.9	100.0
Public administration	59.8	28.9	4.8	6.6	100.0	45.8	32.3	18.1	3.7	100.0
Total	74.9	15.0	2.0	8.1	100.0	57.9	25.1	12.5	4.5	100.0
Other	65.1	8.6	0.9	25.3	100.0	65.2	16.3	5.1	13.4	100.0
Total (%)	69.1	14.5	6.5	9.8	100.0	57.3	23.2	15.0	4.5	100.0
Total (persons)	43 460	9 137	4 073	6 187	62 858	50 435	20 423	13 216	3 938	88 012

(a) Vocational Education and Training.

(b) Teaching and nursing qualifications were reclassified as higher education qualifications across all census years.

(c) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

10.13 HOURS WORKED(a) BY FUNCTION, Darling Downs Statistical Division

Function group	1996				2001				Average hours worked(c)
	Persons				Persons				
	1-34 hours	35-48 hours	49 hours or more	Total(b)	1-34 hours	35-48 hours	49 hours or more	Total(b)	
Function	%	%	%	%	%	%	%	%	no.
Farm/mine	15.0	34.3	46.7	100.0	17.2	29.9	46.2	100.0	49
Factory									
Manufacturing	13.6	72.2	10.1	100.0	14.0	66.3	14.1	100.0	40
Construction and transport	13.5	65.5	16.8	100.0	16.9	57.5	19.5	100.0	41
Total	13.6	68.9	13.4	100.0	15.5	61.6	16.9	100.0	40
Retail/personal services									
Personal services	36.7	45.6	13.8	100.0	41.9	38.7	13.3	100.0	33
Retail services	52.5	32.2	12.3	100.0	53.4	28.3	13.4	100.0	30
Total	45.6	38.0	13.0	100.0	48.7	32.5	13.4	100.0	31
Social infrastructure services									
Health care	33.8	51.5	8.3	100.0	38.0	43.7	11.2	100.0	35
Education	33.9	52.3	10.8	100.0	33.5	45.8	15.5	100.0	36
Security and communication	12.2	57.5	24.9	100.0	14.0	47.2	30.5	100.0	44
Total	31.2	52.6	11.4	100.0	33.3	45.1	15.3	100.0	36
Office									
Management	12.8	35.9	47.9	100.0	16.8	30.5	47.3	100.0	48
FIRE(d)	22.3	57.3	16.1	100.0	22.5	50.3	23.2	100.0	40
Business professionals	13.6	60.2	23.0	100.0	17.6	50.1	27.6	100.0	42
Office support	39.5	48.4	8.8	100.0	41.9	43.9	9.3	100.0	33
Public administration	13.1	69.0	13.6	100.0	16.9	61.1	15.0	100.0	39
Total	21.7	48.6	26.1	100.0	24.4	41.8	28.5	100.0	41
Other	17.3	30.1	17.7	100.0	17.9	20.1	14.4	100.0	38
Total (%)	25.2	48.2	21.4	100.0	28.0	41.8	23.3	100.0	39
Total (persons)	20 397	38 994	17 359	80 981	24 641	36 831	20 464	88 012	. .

(a) Number of hours actually worked in the week prior to census in all jobs, including paid overtime, unpaid hours, work taken home and/or weekend work.

(b) Including employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(c) Mean hours worked, excluding employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(d) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1996 and 2001.

10.14 USUAL RESIDENCE IN 1996 OF EMPLOYED PERSONS BY FUNCTION, Darling Downs SD, 2001

Function group	Queensland					
	Within same statistical division	Rest of state	Total in Queensland	Rest of Australia	Overseas	Total(a)
Function	%	%	%	%	%	%
Farm/mine	83.6	9.4	93.1	4.6	0.9	100.0
Factory						
Manufacturing	81.8	10.6	92.4	4.1	1.5	100.0
Construction and transport	80.5	12.2	92.8	4.3	1.2	100.0
Total	81.1	11.5	92.6	4.2	1.3	100.0
Retail/personal services						
Personal services	77.9	13.6	91.5	5.1	1.5	100.0
Retail services	83.0	11.0	94.0	4.0	0.7	100.0
Total	80.9	12.1	93.0	4.5	1.0	100.0
Social infrastructure services						
Health care	78.0	13.6	91.5	5.2	2.2	100.0
Education	76.5	17.0	93.5	3.8	2.0	100.0
Security and communication	73.4	18.1	91.5	5.9	0.8	100.0
Total	76.8	15.6	92.4	4.7	1.9	100.0
Office						
Management	84.7	9.7	94.4	3.7	1.0	100.0
FIRE(b)	77.1	16.1	93.1	5.2	0.8	100.0
Business professionals	75.9	15.4	91.3	5.7	2.1	100.0
Office support	80.8	12.3	93.1	4.4	1.1	100.0
Public administration	66.5	17.8	84.4	12.7	1.8	100.0
Total	79.7	12.6	92.3	5.4	1.2	100.0
Other	81.0	9.0	90.0	3.4	1.3	100.0
Total (%)	80.1	12.4	92.5	4.8	1.3	100.0
Total (persons)	70 541	10 875	81 416	4 208	1 122	88 012

(a) Including those who did not state their usual residence in 1996.

(b) Finance, Insurance and Real Estate.

Source: Census of Population and Housing 2001.

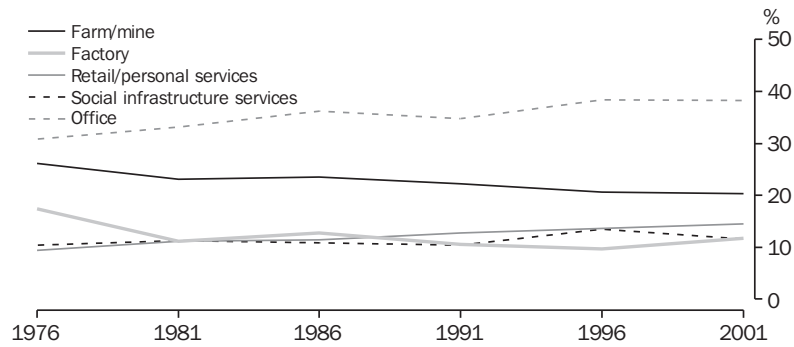


EMPLOYMENT IN THE REGION

The South West Statistical Division (SD) is a large rural region, known for the production of oil and gas as well as beef, wool, cotton and grains. There were 25,952 usual residents of the region at the 2001 census, 7% less than the 1976 count. The number of employed persons in the South West SD rose by 10% to 13,147 in 2001 – this was 274 less men than in 1976 and 1,476 additional women. The total number of employed persons in the South West SD comprised 0.8% of the employed population and 0.7% of the total population of Queensland in 2001.

Graph 11.1 shows that more people worked in the Office (5,029) than any other function group, and it had increased its share of employment from 31% of the workforce in 1976 to 38% in 2001. The Farm/mine was the second largest function group (2,674) in 2001, although this was a loss of 449 jobs compared with 1976 (see table 11.8). The significance of the Farm/mine as a function group had fallen, from comprising 26% of all workers in the region in 1976, to 20% in 2001.

11.1 EMPLOYED PERSONS BY FUNCTION GROUP, South West SD—
1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

Retail/personal services followed the pattern of growth shown elsewhere in Queensland, as the number of workers grew from 1,121 in 1976 to 1,905 in 2001 (14% of employed persons in 2001). Social infrastructure services saw a small rise in numbers over this period, to employ 1,528 workers in 2001, 12% of all employed persons. There 1,545 Factory workers in 2001, down from 2,078 in 1976.

Table 11.8 provides further details regarding changes in functions between 1976 and 2001. For example:

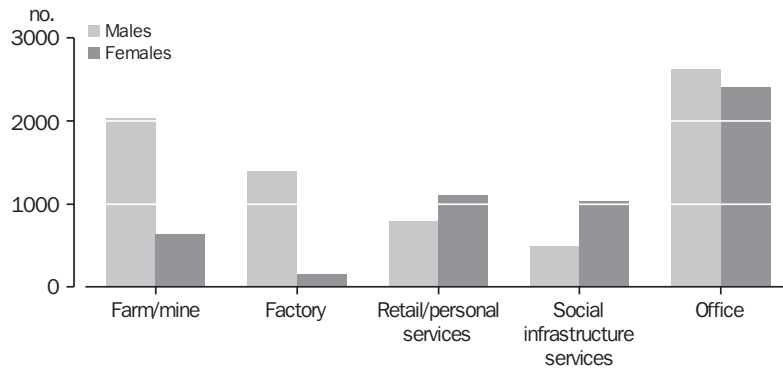
- Between 1976 and 2001 the largest increase in employment occurred in the functions of Personal services and Management.
- The fastest rate of increase occurred in the Business professionals function, which more than tripled in size.
- The number of Personal services and Public administration jobs more than doubled in the 25 year period.
- Within the Factory, both the Manufacturing and Construction and transport functions recorded a decrease in numbers.

MALE AND FEMALE
EMPLOYMENT

The proportion of employed persons in the South West SD who were female increased from 34% in 1976 to 42% in 2001, due to increased participation in the labour force by the female population. The proportion of workers who were female increased in all function groups except the Farm/mine.

In 2001, the most common function group for females was the Office (2,408), as shown in graph 11.2. This was an increase from 1,346 females in 1976. Female employment in Retail/personal services doubled from 554 in 1976 to 1,107 in 2001, to become the second largest function group.

11.2 EMPLOYED PERSONS BY SEX, South West SD—2001



Source: Census of Population and Housing 2001.

The Office was the largest function group for males in the region, employing 2,621 (34% of all male workers) in 2001, up from 2,332 in 1976. The Farm/mine was another large function group for males in 2001 (2,036), though the number had declined by 233 compared with 1976. The Factory experienced a fall in employment over the period, of 575 males, but remained the third largest group in 2001, accounting for 1,383 male workers.

Further details available from Table 11.9 include:

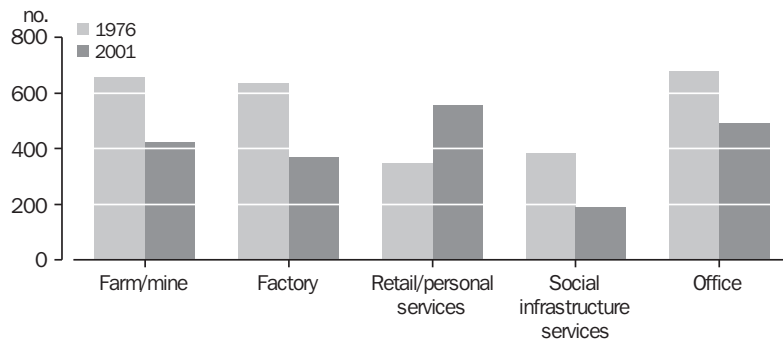
- In 2001, 80% of workers with a Health care function were female.
- In 2001, 91% of Construction and transport workers and 90% of Security and communication workers were male.
- Each of the functions to experience a decrease in numbers between 1976 and 2001 (Farm/mine, Manufacturing, Construction and transport and Security and communication) contained a high proportion of male workers.

AGE

The average age of employed persons increased from 38 years in 1976 to 39 years in 2001 (see table 11.10). Workers within the Office function group had the highest average age in 2001 (41 years), which was two years older than the average age in 1976 (39 years). Workers in Retail/personal services had the youngest average age in 2001, of 35 years, similar to 1976.

A factor contributing to this ageing workforce was the decline in the proportion of young people in the workforce. The number of employed young people aged 15–24 years decreased from 2,859 in 1976 to 2,097 in 2001. In this period all function groups experienced declining numbers of young workers except Retail/personal services (see graph 11.3). Retail/personal services was the largest function group for this age group in 2001, providing 27% of their jobs.

11.3 EMPLOYED PERSONS AGED 15–24 YEARS, South West SD—
1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

The number of employed persons aged 25–44 years increased 25% from 5,194 in 1976 to 6,474 in 2001. The Office remained the largest function group for this age group (employing 2,562 in 2001 compared with 1,702 in 1976) followed by the Farm/mine (employing 1,223 in 2001 and 1,278 in 1976). Retail/personal services and Social infrastructure services both became more significant as function groups, and in 2001 they each employed slightly more 25–44 year olds than the Factory.

Employed persons aged 45 years and over increased by 18% from 3,893 in 1976 to 4,576 in 2001. The Office contained 43% of them (1,977) in 2001, compared with 33% (1,299) in 1976. With similar numbers in both 1976 and 2001, the Farm/mine remained the second largest function group for this age group (1,029 in 2001).

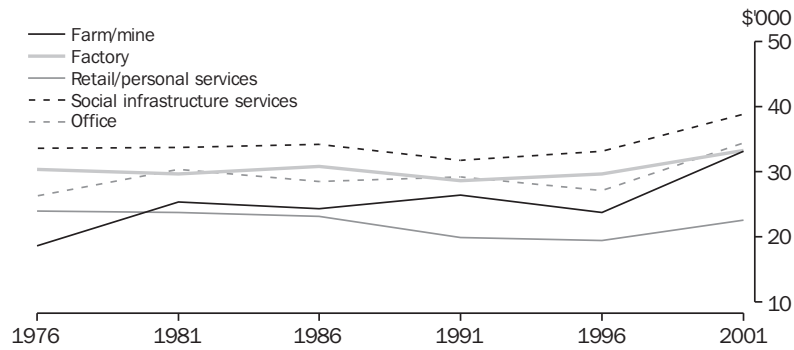
Further details available from table 11.10 include:

- The youngest average age was recorded by those with a Manufacturing function (33 years), in contrast to other regions where Retail services had the youngest average age.
- The Management function recorded the oldest average age of 45 years.
- The Farm/mine remained the most popular function for both 15–24 year olds and those aged 25–44 years.
- The proportion of workers aged 45 years and more in the Farm/mine was constant at 38% in both 1976 and 2001.

AVERAGE ANNUAL INCOME

There was strong growth (of 30%) in average income for employed persons in the South West SD between 1976 and 2001, much higher than the average growth for all of Queensland (9%). Strong growth in income of 78% was recorded by Farm/mine workers, from \$18,658 in 1976 to \$33,159 in 2001 (this growth came from a particularly low income in 1976, resulting largely from low cattle prices.) Only the Retail/personal services function group recorded a decrease in average income (–6%), to \$22,538 in 2001.

11.4 AVERAGE INCOME OF EMPLOYED PERSONS, South West SD—
1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

Table 11.11 provides further details regarding functions in 1976 and 2001. For example:

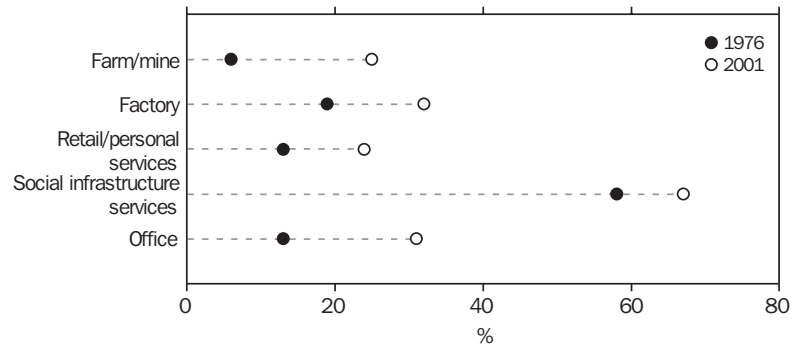
- In 2001, the highest average annual income (of over \$46,000) was earned by Security and communication, followed by the Office functions of Business professionals and FIRE (where incomes over \$41,000 were earned).
- The average income of those with a Retail services function fell 7% between 1976 and 2001, less than the 16% fall for Queensland.
- Those with a Business professionals, Public administration or Personal services function also received, on average, less income in 2001 compared with 1976.
- The Management function recorded strong growth in average income (59%), consistent with the many self-employed agricultural workers in the area and the even larger increase in the average Farm/mine income (78%).

QUALIFICATIONS

Workers in the South West SD were less likely to have a post-school qualification compared with Queensland as a whole. In 2001, 32% of the employed persons in the region stated they had either VET or higher education qualifications, up from 17% in 1976 (see table 11.12).

The proportion of workers with a post-school qualification increased between 1976 and 2001 in all function groups (see graph 11.5). The Farm/mine and the Office both recorded large increases of 18 percentage points, but they each remained considerably below the state rate of post-school qualifications for these function groups. Social infrastructure services contained the most highly qualified workers, with 67% having a post-school qualification in 2001.

11.5 EMPLOYED PERSONS WITH POST-SCHOOL QUALIFICATIONS,
South West SD — 1976 and 2001



Source: Census of Population and Housing 1976, 2001.

The proportion of workers in the South West SD with VET qualifications increased from 11% in 1976 to 21% in 2001. The Factory function group had the largest proportion of workers with VET qualifications in 2001 (30%). The Farm/mine showed the greatest increase in VET qualified workers, from 6% in 1976 to 20% in 2001.

The proportion of all workers in the region who had a higher education qualification grew from 6% in 1976 to 11% in 2001. The Social infrastructure services group stand out as having the highest proportion of workers with higher education qualifications (53%) in 2001, up from 47% in 1976. The Office recorded the largest increase in the proportion of persons with higher education qualifications, from 1% in 1976 to 9% in 2001.

Table 11.12 provides further details regarding qualifications in 1976 and 2001. For example:

- In 2001, 80% of workers with a Retail services function had no post-school qualification, similar to the figure in 1976 (82%).
- Other functions with a large percentages of workers without post-school qualifications in 2001 were Office support (75%), Farm/mine (71%) and Manufacturing (71%).
- The functions with the largest proportions of VET qualified persons in 2001 were Construction and transport (32%) and Personal services (30%).
- In 2001, 78% of workers within the Education function had a higher education qualification in 2001, a small decrease from 1976 (82%).

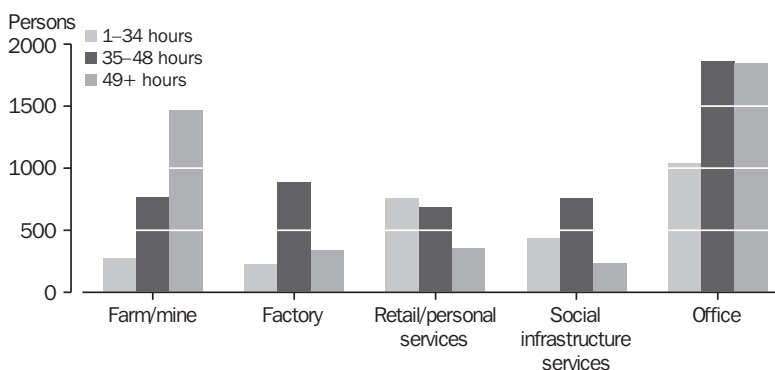
HOURS WORKED

Note: Comparable data on actual hours worked is available for 1996 and 2001 only (see table 11.13).

Employed persons in the South West SD worked, on average, 44 hours in one week in 2001, which was much higher than the Queensland average of 38 hours. Within each of the function groups the average hours worked was higher than that recorded for Queensland. The Farm/mine, Office and Retail/personal services each recorded approximately four hours above the state average, while Social infrastructure services and the Factory recorded more than one additional hour per week on average.

Graph 11.6 illustrates the distinct pattern of work-hours shown by each of the function groups in 2001.

11.6 HOURS WORKED BY EMPLOYED PERSONS, South West SD—2001



Source: Census of Population and Housing 2001.

The proportion of all employed persons working part-time hours increased from 20% in 1996 to 22% in 2001. Part-time work (1–34 hours) was most common in Retail/personal services (40%) and to a lesser extent in Social infrastructure services (29%).

The proportion of employed persons working 35–48 hours in the week fell from 46% in 1996 to 38% in 2001. The Factory and Social infrastructure services were the only function groups where 50% or more worked a 35–48 hour week.

From 1996 to 2001 there was a shift to longer hours in all function groups except Retail/personal services. The Office contained the largest number who worked 49 hours or more in 2001 (1,850) and the proportion of Office workers who reported these long hours increased from 32% in 1996 to 37% in 2001. The Farm/mine had the highest proportion of persons working 49 hours or more in 2001 (55%) and the largest increase in this proportion occurred in the Factory (from 16% to 22%).

Table 11.13 provides further details regarding hours worked in 1996 and 2001. For example:

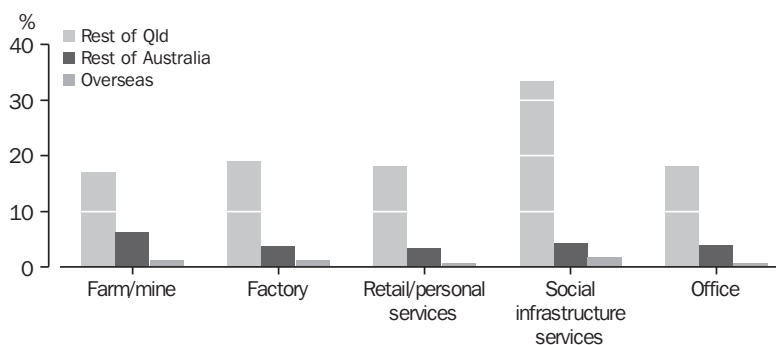
- All functions in the South West SD reported greater average working hours than the Queensland average.
- Management recorded the longest average hours in 2001 (53), with 58% working 49 hours or more.
- The average hours worked by those with a Retail services function (35 hours) was five hours more than the Queensland average for the function in 2001.
- Functions with high proportions of part-time workers were Retail services (43%) and Office support (42%).
- In the Farm/mine, 55% of persons worked 49 hours or more in 2001 (compared with 41% in Queensland) and 10% worked part-time hours (17% in Queensland).
- The largest increase in the proportion of persons working 49 hours or more was reported by Business professionals, from 18% in 1996 to 32% in 2001.

ORIGIN OF WORKERS

One quarter (25%) of employed persons in the South West SD in 2001 lived outside the region five years earlier. Table 11.14 indicates that the great majority of these recent arrivals came from other areas of Queensland (20% of all workers), another 4% came from interstate and 1% of workers had lived overseas in 1996.

As indicated in graph 11.7, Social infrastructure services stood out as the function group most likely to contain workers previously from outside the region, with one third (33%) of all workers living in another Queensland region five years earlier. Other function groups recorded between 17% and 19% of workers previously from other Queensland regions. Workers within the Office and Retail/personal services were most likely to have been living in the region for more than five years (76%).

11.7 USUAL RESIDENCE OF PERSONS LIVING OUTSIDE THE REGION IN 1996, Proportion of employed persons, South West SD — 2001



Source: Census of Population and Housing 2001.

Table 11.14 provides further details from the 2001 census regarding the usual residence of workers five years earlier. For example:

- All functions recorded rates higher than the Queensland average of workers who came from outside the region, predominantly from within Queensland.
- The functions which attracted workers previously from outside the region were Education (48%) and Security and communication (43%).
- Persons with a Retail services or Management function were least mobile, with 18%–19% previously from outside the region.
- The proportion of workers previously from outside of Queensland was largest in Farm/mine, where 6% came from other states and 1% from overseas.

11.8 EMPLOYED PERSONS BY FUNCTION, South West Statistical Division

<i>Function group</i>	1976	1981	1986	1991	1996	2001	<i>Change 1976 to 2001</i>
<i>Function</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>%</i>
<i>Farm/mine</i>	3 123	2 759	2 967	2 911	2 474	2 674	-14.4
<i>Factory</i>							
Manufacturing	576	282	349	366	265	397	-31.0
Construction and transport	1 502	1 046	1 263	1 022	902	1 148	-23.6
<i>Total</i>	2 078	1 328	1 611	1 388	1 167	1 545	-25.7
<i>Retail/personal services</i>							
Personal services	411	498	564	634	763	845	105.5
Retail services	710	833	877	1 042	865	1 060	49.4
<i>Total</i>	1 121	1 331	1 441	1 675	1 628	1 905	70.0
<i>Social infrastructure services</i>							
Health care	490	512	547	533	679	676	38.0
Education	515	529	502	591	693	632	22.7
Security and communication	234	314	313	250	244	220	-6.2
<i>Total</i>	1 239	1 355	1 362	1 373	1 616	1 528	23.3
<i>Office</i>							
Management	2 089	1 930	2 343	2 214	2 069	2 500	19.7
FIRE(a)	236	234	273	264	273	246	4.2
Business professionals	94	136	132	207	286	346	267.6
Office support	894	961	1 107	1 082	1 169	1 173	31.2
Public administration	365	714	706	794	803	764	109.3
<i>Total</i>	3 678	3 974	4 561	4 561	4 599	5 029	36.7
<i>Other</i>	708	1 226	647	1 214	514	468	-33.9
Total	11 945	11 973	12 588	13 121	11 997	13 147	10.1

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

11.9 EMPLOYED PERSONS BY SEX BY FUNCTION, South West Statistical Division

Function group	1976				2001			
	Males	Females	Persons		Males	Females	Persons	
Function	no.	no.	no.	%	no.	no.	no.	%
Farm/mine	2 269	854	3 123	26.1	2 036	638	2 674	20.3
Factory								
Manufacturing	499	76	576	4.8	340	58	397	3.0
Construction and transport	1 459	43	1 502	12.6	1 044	104	1 148	8.7
Total	1 958	119	2 078	17.4	1 383	162	1 545	11.7
Retail/personal services								
Personal services	251	160	411	3.4	394	451	845	6.4
Retail services	316	394	710	5.9	404	656	1 060	8.1
Total	567	554	1 121	9.4	798	1 107	1 905	14.5
Social infrastructure services								
Health care	134	356	490	4.1	138	538	676	5.1
Education	104	411	515	4.3	154	478	632	4.8
Security and communication	209	24	234	2.0	199	21	220	1.7
Total	447	791	1 239	10.4	491	1 037	1 528	11.6
Office								
Management	1 537	553	2 089	17.5	1 602	899	2 500	19.0
FIRE(a)	148	88	236	2.0	113	134	246	1.9
Business professionals	84	10	94	0.8	182	164	346	2.6
Office support	274	620	894	7.5	241	933	1 173	8.9
Public administration	290	75	365	3.1	485	279	764	5.8
Total	2 332	1 346	3 678	30.8	2 621	2 408	5 029	38.2
Other	312	396	708	5.9	283	185	468	3.6
Total	7 885	4 060	11 945	100.0	7 611	5 536	13 147	100.0

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

11.10 EMPLOYED PERSONS BY AGE BY FUNCTION, South West Statistical Division

Function group	1976					2001				
	15-24 years	25-44 years	45 years and over	Total	Average age	15-24 years	25-44 years	45 years and over	Total	Average age
	no.	no.	no.	no.	years	no.	no.	no.	no.	years
<i>Function</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>years</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>years</i>
Farm/mine	657	1 278	1 189	3 123	40	423	1 223	1 029	2 674	41
Factory										
Manufacturing	240	229	106	576	31	126	191	81	397	33
Construction and transport	393	666	443	1 502	36	243	589	316	1 148	37
Total	635	895	549	2 078	35	369	780	397	1 545	36
Retail/personal services										
Personal services	113	183	115	411	36	232	402	211	845	35
Retail services	234	273	203	710	35	325	442	294	1 060	35
Total	347	456	318	1 121	35	556	844	505	1 905	35
Social infrastructure services										
Health care	117	229	145	490	36	65	362	249	676	40
Education	223	238	54	515	30	109	358	165	632	36
Security and communication	42	133	60	234	35	14	147	60	220	39
Total	381	600	259	1 239	34	188	867	474	1 528	38
Office										
Management	136	1 000	955	2 089	44	100	1 205	1 196	2 500	45
FIRE(a)	113	87	36	236	30	37	137	73	246	38
Business services	9	57	28	94	39	39	198	109	346	39
Office support	335	401	159	894	31	211	624	339	1 173	37
Public administration	86	157	121	365	37	105	398	261	764	39
Total	677	1 702	1 299	3 678	39	490	2 562	1 977	5 029	41
Other	163	264	282	708	40	72	200	196	468	43
Total	2 859	5 194	3 893	11 945	38	2 097	6 474	4 576	13 147	39

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

11.11 AVERAGE INCOME OF EMPLOYED PERSONS BY FUNCTION, South West Statistical Division

Function group	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
Function	\$	\$	\$	\$	\$	\$	%
<i>Farm/mine</i>	18 658	25 439	24 335	26 423	23 787	33 159	77.7
<i>Factory</i>							
Manufacturing	27 892	25 526	27 966	24 806	24 358	29 456	5.6
Construction and transport	31 337	30 758	31 636	29 948	31 222	34 547	10.2
<i>Total</i>	30 379	29 649	30 845	28 614	29 640	33 241	9.4
<i>Retail/personal services</i>							
Personal services	24 644	23 752	24 124	20 327	20 064	23 282	-5.5
Retail services	23 515	23 773	22 506	19 595	18 859	21 943	-6.7
<i>Total</i>	24 001	23 765	23 144	19 872	19 424	22 538	-6.1
<i>Social infrastructure services</i>							
Health care	34 663	34 481	32 555	30 387	32 132	37 546	8.3
Education	32 035	31 394	33 853	31 543	31 901	37 498	17.1
Security and communication	35 078	36 292	37 581	35 533	39 694	46 941	33.8
<i>Total</i>	33 631	33 704	34 188	31 828	33 179	38 887	15.6
<i>Office</i>							
Management	23 846	31 352	28 409	29 922	26 695	37 998	59.4
FIRE(a)	34 245	33 761	33 854	34 945	33 053	41 013	19.8
Business professionals	45 106	45 514	42 946	41 980	35 312	41 221	-8.6
Office support	23 923	25 267	24 852	22 951	22 288	24 426	2.1
Public administration	36 238	30 817	29 884	30 828	29 992	33 342	-8.0
<i>Total</i>	26 355	30 365	28 510	29 240	27 077	34 460	30.8
<i>Other</i>	14 649	17 046	22 243	24 685	22 260	25 267	72.5
Total	25 077	27 597	27 559	27 225	26 253	32 562	29.8

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

11.12 QUALIFICATIONS OF EMPLOYED PERSONS BY FUNCTION, South West Statistical Division

Function group	1976					2001				
	No post-school qualification	VET(a)	Higher education	Not specified	Total	No post-school qualification	VET(a)	Higher education	Not specified	Total
	%	%	%	%	%	%	%	%	%	%
<i>Function</i>										
Farm/mine	85.3	5.9	0.6	8.2	100.0	70.5	20.3	4.3	4.8	100.0
Factory										
Manufacturing	77.0	11.3	0.0	11.5	100.0	70.5	23.7	1.6	4.2	100.0
Construction and transport	66.9	20.8	0.7	11.7	100.0	62.6	31.7	2.0	3.7	100.0
Total	69.7	18.1	0.6	11.6	100.0	64.6	29.7	1.9	3.9	100.0
Retail/personal services										
Personal services	68.0	18.4	0.0	13.4	100.0	61.5	30.5	3.7	4.3	100.0
Retail services	81.6	9.4	0.0	9.1	100.0	80.3	14.5	1.5	3.7	100.0
Total	76.6	12.7	0.0	10.7	100.0	71.9	21.6	2.5	4.0	100.0
Social infrastructure services(b)										
Health care	44.9	11.2	33.1	10.8	100.0	30.8	18.8	45.4	5.0	100.0
Education	12.8	3.7	82.1	1.2	100.0	17.7	3.6	77.5	1.1	100.0
Security and communication	69.0	26.3	0.0	4.7	100.0	59.2	29.8	7.7	3.2	100.0
Total	36.2	10.9	47.3	5.6	100.0	29.5	14.1	53.3	3.1	100.0
Office										
Management	78.9	12.1	0.8	8.2	100.0	63.6	24.4	7.2	4.8	100.0
FIRE(c)	84.3	9.3	0.0	5.9	100.0	62.8	24.2	8.7	4.3	100.0
Business professionals	56.4	21.8	11.7	9.6	100.0	46.7	24.2	24.6	4.5	100.0
Office support	87.9	5.0	0.0	7.0	100.0	74.6	18.2	2.9	4.3	100.0
Public administration	61.6	23.8	5.5	9.0	100.0	59.6	20.7	14.4	5.4	100.0
Total	79.1	11.6	1.4	7.9	100.0	64.4	22.4	8.6	4.7	100.0
Other	69.6	5.7	1.6	23.2	100.0	69.4	10.7	3.2	16.7	100.0
Total (%)	73.8	10.9	5.7	9.6	100.0	62.9	21.3	11.0	4.8	100.0
Total (persons)	8 820	1 306	678	1 141	11 945	8 266	2 803	1 450	628	13 147

(a) Vocational Education and Training.

(b) Teaching and nursing qualifications were reclassified as higher education qualifications across all census years.

(c) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

11.13 HOURS WORKED(a) BY EMPLOYED PERSONS BY FUNCTION, South West Statistical Division

Function group	1996				2001				Average hours worked(c)
	Persons				Persons				
	1-34 hours	35-48 hours	49 hours or more	Total(b)	1-34 hours	35-48 hours	49 hours or more	Total(b)	
Function	%	%	%	%	%	%	%	%	no.
Farm/mine	11.0	35.0	49.5	100.0	10.2	28.7	54.7	100.0	52
Factory									
Manufacturing	17.0	64.2	15.5	100.0	18.0	54.7	22.9	100.0	42
Construction and transport	10.3	69.1	15.5	100.0	13.7	58.3	21.8	100.0	42
Total	11.8	68.0	15.5	100.0	14.8	57.4	22.1	100.0	42
Retail/personal services									
Personal services	33.6	41.5	21.6	100.0	36.4	39.8	18.9	100.0	37
Retail services	40.9	40.0	16.3	100.0	43.3	33.7	18.3	100.0	35
Total	37.5	40.7	18.8	100.0	40.2	36.4	18.6	100.0	36
Social infrastructure services									
Health care	27.2	58.3	8.2	100.0	29.3	53.3	10.5	100.0	37
Education	33.8	52.1	10.5	100.0	33.9	45.9	15.5	100.0	36
Security and communication	11.1	56.9	23.4	100.0	12.8	52.4	28.7	100.0	45
Total	27.6	55.4	11.5	100.0	28.8	50.1	15.2	100.0	38
Office									
Management	8.7	30.4	57.2	100.0	12.8	23.6	57.9	100.0	53
FIRE(d)	20.7	54.1	18.7	100.0	23.6	47.8	26.4	100.0	41
Business professionals	14.2	62.5	18.2	100.0	14.0	49.8	31.5	100.0	43
Office support	41.5	46.6	8.6	100.0	41.9	42.5	10.0	100.0	33
Public administration	13.8	74.2	8.3	100.0	15.6	63.1	14.3	100.0	39
Total	19.0	45.6	31.6	100.0	20.6	37.0	36.8	100.0	45
Other	16.9	30.7	19.1	100.0	19.2	17.3	14.7	100.0	38
Total (%)	20.2	45.6	28.7	100.0	21.6	38.4	32.8	100.0	44
Total (persons)	2 428	5 472	3 447	11 997	2 836	5 055	4 307	13 147	. .

(a) Number of hours actually worked in the week prior to census in all jobs, including paid overtime, unpaid hours, work taken home and/or weekend work.

(b) Including employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(c) Mean hours worked, excluding employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(d) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1996 and 2001.

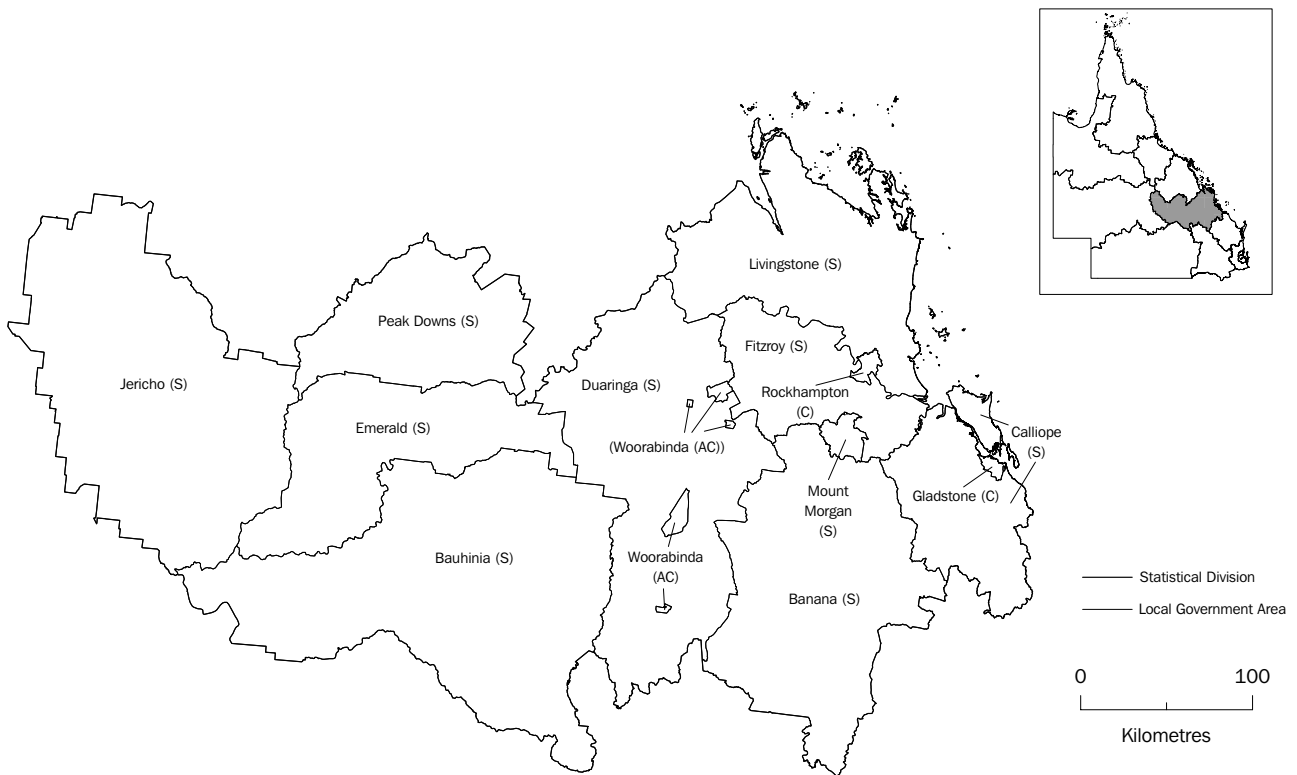
11.14 USUAL RESIDENCE IN 1996 OF EMPLOYED PERSONS BY FUNCTION, South West SD, 2001

Function group	Queensland					Total(a)
	Within same statistical division	Rest of state	Total in Queensland	Rest of Australia	Overseas	
Function	%	%	%	%	%	%
Farm/mine	74.1	17.1	91.2	6.3	1.3	100.0
Factory						
Manufacturing	69.9	20.9	90.8	4.8	1.4	100.0
Construction and transport	75.9	18.2	94.0	3.4	1.0	100.0
Total	74.3	18.9	93.2	3.8	1.1	100.0
Retail/personal services						
Personal services	70.2	22.1	92.2	4.3	1.2	100.0
Retail services	80.6	15.1	95.8	2.8	0.4	100.0
Total	76.0	18.2	94.2	3.4	0.8	100.0
Social infrastructure services						
Health care	69.2	24.0	93.2	4.0	1.8	100.0
Education	50.3	41.5	91.8	4.6	2.4	100.0
Security and communication	55.1	38.7	93.8	4.3	0.0	100.0
Total	59.4	33.3	92.7	4.3	1.7	100.0
Office						
Management	79.7	14.5	94.2	4.0	0.8	100.0
FIRE(b)	65.2	30.3	95.5	3.7	0.0	100.0
Business professionals	68.2	23.9	92.0	4.2	2.2	100.0
Office support	75.2	19.2	94.4	4.1	0.6	100.0
Public administration	72.3	21.9	94.1	3.8	0.8	100.0
Total	76.0	18.1	94.1	4.0	0.8	100.0
Other	73.7	13.0	86.8	3.2	0.6	100.0
Total (%)	73.4	19.6	93.0	4.4	1.0	100.0
Total (persons)	9 650	2 577	12 227	573	137	13 147

(a) Including those who did not state their usual residence in 1996.

(b) Finance, Insurance and Real Estate.

Source: Census of Population and Housing 2001.

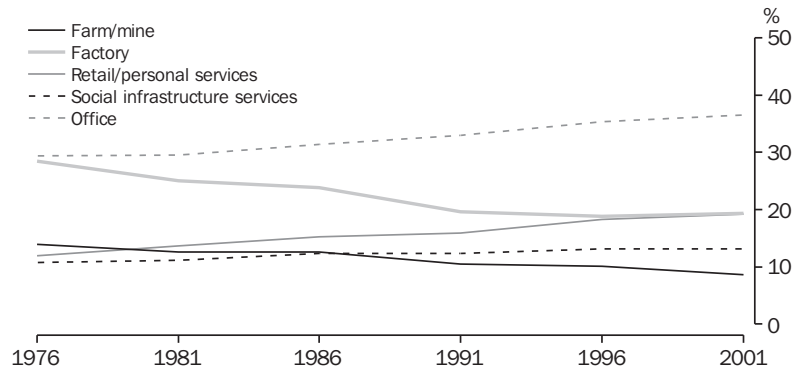


EMPLOYMENT IN THE REGION

The Fitzroy Statistical Division (SD) includes the large city of Rockhampton (61,019 population in 2001) and the industrial centre of Gladstone. Key industries in the area include coal mining, power generation, aluminium smelting, tourism and beef cattle. The region was home for approximately 5% of Queensland’s workforce in 2001. The number of employed persons in Fitzroy SD in 2001 (76,513) was a 55% increase on the number in 1976 (49,264). The population of the SD increased 43% over the same period to 174,771 in 2001.

There were large changes in the composition of the labour market in the Fitzroy SD in the period 1976 to 2001 (see table 12.8). Graph 12.1 illustrates changes in the proportional size of the five function groups. It shows growth in the Office and Retail/personal services and relative decline in the Farm/mine and Factory.

12.1 EMPLOYED PERSONS BY FUNCTION GROUP, Fitzroy SD—1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

The Office and Factory were the largest function groups in 1976, containing over 14,000 workers each (29% and 28% respectively of the workforce). Twenty-five years later, in 2001, the number of Office workers had almost doubled (to 27,979 or 37% of the workforce) but the number of Factory workers had only risen slightly (14,802 workers, representing just 19% of the workforce). This was consistent with the restructuring of electricity generation and other large industries in the period.

Retail/personal services followed the strong growth pattern shown elsewhere in Queensland, as the number of workers more than doubled from 5,891 in 1976 to 14,668 in 2001 (19% of employed persons in 2001, similar to the Factory). Over the same period the number of workers in the Farm/mine fell slightly to 6,657, representing just 9% of employed persons in 2001.

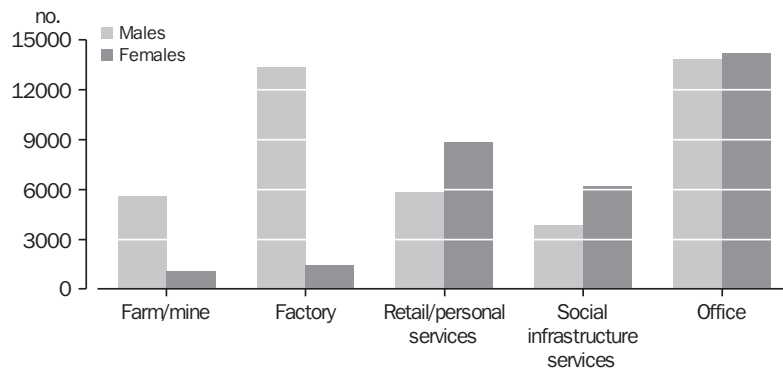
Table 12.8 provides further details regarding changes in functions between 1976 and 2001. For example:

- Farm/mine and Construction and transport were the only functions to experience a decrease in numbers.
- Manufacturing increased its numbers (from 4,515 to 6,215) but decreased its share of the labour market (from 9% to 8%).
- The largest percentage increase in size occurred in the Business professionals function, from 628 to 3,324 workers.
- Personal services tripled in size in the period, from 2,037 to 6,223 workers.

MALE AND FEMALE EMPLOYMENT

Males and females tended to have different workplace functions, as shown in graph 12.2 below. In 2001, the great majority of workers in both the Farm/mine and Factory were male and the majority of workers in Retail/personal services and Social infrastructure services were female. There were similar numbers of males and females working in the Office in 2001.

12.2 EMPLOYED PERSONS BY SEX, Fitzroy SD—2001



Source: Census of Population and Housing 2001.

There were large changes in the composition of the labour market for males in the Fitzroy region. The number of male workers within the Factory in 2001 (13,365) was similar to 1976, but proportionately this represented a drop from 39% to 30% of male employment. The number working in the Farm/mine function group also remained similar (5,570), representing a drop from 16% to 13% of male employment. Conversely, male employment in the Office increased from 8,581 to 13,799 (the largest function group for males in 2001), a rise from 25% to 31% of all employed males. Male employment in Retail/personal services doubled between 1976 and 2001, rising from 9% to 13% of all male employment in the region.

Females as a proportion of the workforce increased from 31% in 1976 to 43% in 2001. The female proportion of workers increased in all function groups except the Farm/mine. Growth in the Office and Retail/personal services afforded the most opportunities for increased female employment, between them providing 82% of the additional 17,161 jobs for females in 2001 (table 12.9). Social infrastructure services continued to be a major employer of females, employing 6,164 or 19% of females in 2001.

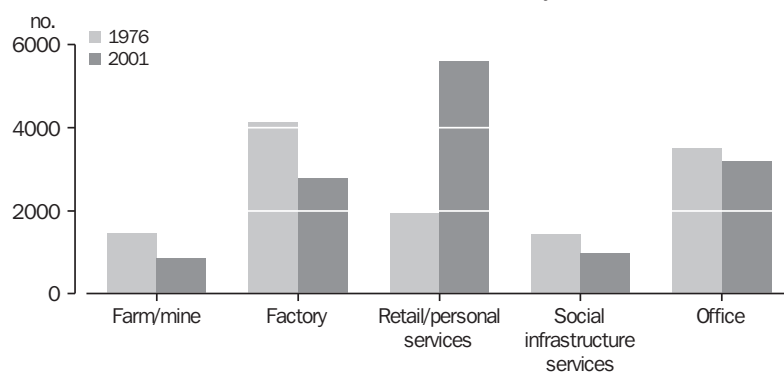
Further details available from table 12.9 include:

- In 2001, the most common function for male workers was Construction and transport (7,835), followed by Management (6,161).
- The most common functions for female workers were the same in 1976 and 2001: Office support followed by Retail services.
- In 2001, 14% of employed males and 11% of employed females had a Management function, a small increase from 1976.
- Between 1976 and 2001, the Business professionals function showed the fastest growth in employment for both females (from 88 to 1,314) and males (from 540 to 2,010).
- The number of females with a Construction and transport function more than doubled between 1976 and 2001, but they accounted for just 9% of all Construction and transport workers in 2001.

Similar to Queensland as a whole, later entry into the workforce by young people and the ageing of the general population has resulted in the ageing of the workforce of the Fitzroy SD. During the period 1976 and 2001, the average age of employed persons in the region increased from 36 to 38 years (see table 12.10). Those within the Office and Farm/mine function groups had the highest average age (41 years). This was 4–5 years older than the average age in 1976. The youngest function group was Retail/personal services (33 years in 2001), and it was also the only group in the region to show a decrease in average age (from 34 years in 1976).

Between 1976 and 2001 there was a large shift in the type of work in which young people aged 15–24 years participated, as shown in graph 12.3 below. The total number of 15–24 year olds in employment increased slightly, from 13,185 to 13,878 but the only function group to show additional employment of this age group was Retail/personal services (from 1,950 to 5,605). By 2001 Retail/personal services employed 40% of working 15–24 year olds, compared with 15% in 1976. The Office recorded a fall of 9% in employment of this age group between 1976 and 2001. Other function groups recorded a 31% to 41% fall in employment of this age group between 1976 and 2001.

12.3 EMPLOYED PERSONS AGED 15–24 YEARS, Fitzroy SD—1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

Between 1976 and 2001 there was a 63% increase in the number of 25–44 year olds employed, from 22,530 to 36,788. The Office accounted for 38% (13,879) of this age group in 2001, almost twice as many as in 1976. The largest increase occurred in Retail/personal services and Social infrastructure services, where numbers of 25–44 year olds more than doubled. The Factory increased its number by 31% and was still the second largest function group for this age group in 2001 (7,886). Numbers in the Farm/mine declined slightly, and it became the smallest function group for 25–44 year olds in 2001.

The most common function groups for those aged 45 years and over in 1976 were the Office (3,976) and Factory (3,884), each employing 29% of this age group. Between 1976 and 2001, the number within the Office more than doubled (to 10,905, or 42% of older workers) while those within the Factory had increased 6% (to 4,114 or 16% of older workers). Workers aged 45 years and over within Retail/personal services and Social infrastructure services had more than doubled since 1976, to represent 14% and 15% respectively, of the age group in 2001.

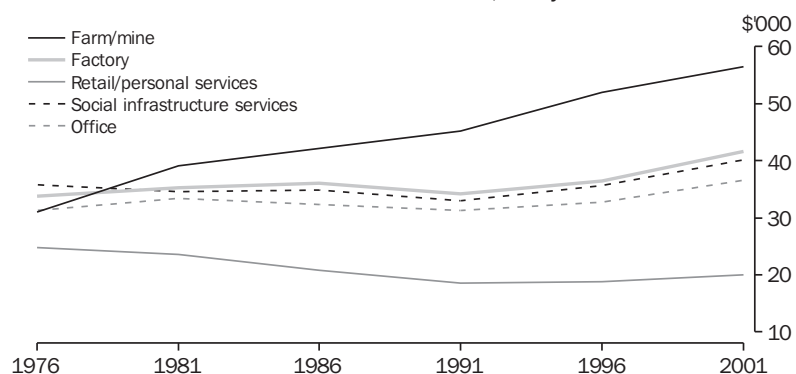
Further details available from table 12.10 include:

- The Management function had the oldest average age, of 44 years in 2001; those with a Retail services function were the youngest, with an average age of 32 years.
- In 2001, Retail services contained more young workers aged 15–24 years than any other function; in 1976 it ranked fifth for this age group.
- 14% of young workers had a Personal services function in 2001 (up from 5% in 1976) and 13% had an Office support function (down from 15% in 1976).
- In 2001, Management contained more workers aged 45 years and over than any other function (19% of workers of this age group in 2001).

AVERAGE ANNUAL INCOME

Between 1976 and 2001 the average CPI-adjusted income of employed persons in the Fitzroy SD rose 17%, from \$31,143 to \$36,397. There was a wide variation in income by function group, as shown in graph 12.4 below. The disparity in incomes for workers in different functions grew substantially over the study period, with the 2001 average income being \$19,991 in Retail/personal services and \$56,489 in the Farm/mine. The number of hours worked (see the following pages) was a factor in this large difference between Retail/personal services and Farm/mine incomes.

12.4 AVERAGE INCOME OF EMPLOYED PERSONS, Fitzroy SD—1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

AVERAGE ANNUAL INCOME
continued

Changes within the mining industry were largely responsible for the average individual income to persons working within the Farm/mine accelerating in front of all other function groups. Average income within the Farm/mine rose dramatically by 82% between 1976 and 2001, from \$31,023 to \$56,489. Those working in the Factory function group also experienced strong income growth of 23%, to \$41,601.

Table 12.11 provides further details regarding functions in 1976 and 2001. For example:

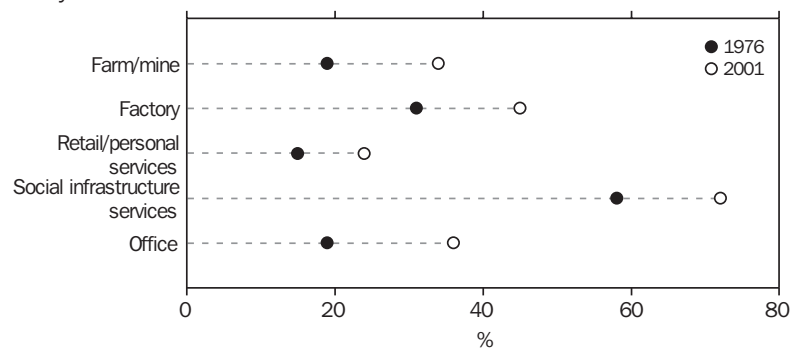
- Within the Office, Management incomes grew the fastest, by 30% between 1976 and 2001.
- In 1976, Business professionals received by far the highest average income, of \$47,481; in 2001, their average income had risen very little (\$48,345), but only those with a Farm/mine function earned more on average.
- Retail services recorded the lowest average income in all census years. In addition, this average income decreased by 25% over the 25 year period.

QUALIFICATIONS

In 2001, 40% of the employed persons in the Fitzroy SD stated they had gained either VET or higher education qualifications since leaving school, up from 25% in 1976. This was an increase from 12,560 persons in 1976 to 30,293 in 2001.

There were large variations in the qualification levels of the various function groups, as shown in graph 12.5 and table 12.12. The proportion of workers with a post-school qualification was highest in Social infrastructure services (72% in 2001, up from 58% in 1976). In contrast, 24% of those within Retail/personal services had a post-school qualification in 2001 although this was a considerable increase from the 1976 figure of 15%.

12.5 EMPLOYED PERSONS WITH POST-SCHOOL QUALIFICATIONS, Fitzroy SD—1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

QUALIFICATIONS *continued*

The number of workers in the region with a VET qualification increased from 9,634 (20%) in 1976 to 19,836 (26%) in 2001. The Factory was the function group with the highest rate of VET qualification throughout the period (from 30% in 1976 to 41% in 2001). These rates are similar to the Queensland figures for Factory workers. Social infrastructure services had the lowest rate of VET qualification, which had changed little over the 25 years (from 13% to 14%).

The proportion of all employed persons in Fitzroy SD who had a higher education qualification increased from 6% in 1976 to 14% in 2001. This was an increase from 2,926 persons to 10,457. Social infrastructure services had the highest qualification levels, and increased its rate of higher education qualifications from 45% in 1976 to 58% in 2001. The Office also recorded a large increase in the proportion of workers with a higher education qualification, from 2% in 1976 to 12% in 2001.

Table 12.12 provides further details regarding qualifications. For example:

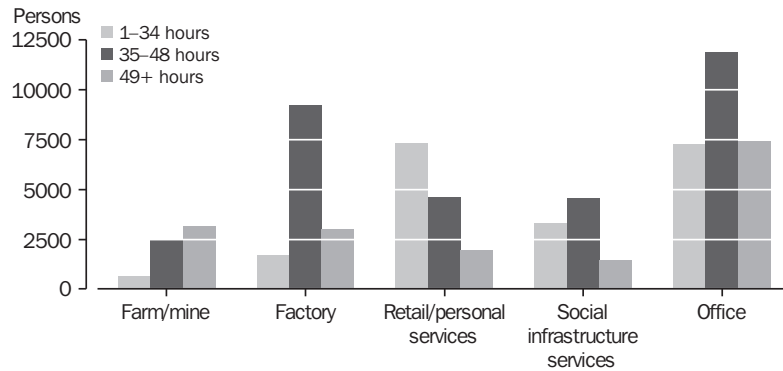
- Between 1976 and 2001 there were large falls in the proportion of workers without post-school qualifications in the Health care function (from 48% to 26%) and the FIRE function (from 83% to 65%).
- In 2001, the highest rates of VET qualifications occurred in Manufacturing (42%) and Construction and transport (40%).
- In the Business professionals function the proportion of persons with VET qualifications fell from 39% in 1976 to 25% in 2001. This was offset by an increase in higher education qualifications (from 16% to 31%).
- In 2001, 79% of workers in Education and 53% of persons in Health care had higher education qualifications.
- Health care recorded a large increase in the proportion of persons with higher education qualifications, from 32% in 1976 to 53% in 2001.

HOURS WORKED

Note: Comparable data on actual hours worked is available for 1996 and 2001 only (see table 12.13).

On average, employed persons in the Fitzroy SD worked 39 hours in the week prior to census in 2001, similar to the Queensland average of 38 hours. The distinct pattern of work-hours shown by each of the function groups in 2001 is shown in graph 12.6 below.

12.6 HOURS WORKED BY EMPLOYED PERSONS, Fitzroy SD—2001



Source: Census of Population and Housing 2001.

Part-time work (1–34 hours) was most common in Retail/personal services where 50% of workers worked 1–34 hours in the week prior to census. In the five years from 1996 to 2001 the proportion of all employed persons working 1–34 hours increased from 24% to 27% (20,563 persons).

Between 1996 and 2001 there was a decrease in the number of people working 35–48 hours in a week, so that in 2001 just 44% of workers (33,317) reported working these hours. Only in the Factory did the majority work 35–48 hours.

Between 1996 and 2001 there was a large increase in those who worked 49 hours or more, from 18% of all workers to 23% (17,256), led by the Farm/mine. The proportion of Farm/mine workers reporting 49 hours or more in 2001 (47%) was higher than the Queensland figure of 41%. It was also a large increase from 36% five years earlier, indicating significant changes had occurred in the workplace.

Table 12.13 provides further details regarding hours worked in 1996 and 2001. For example:

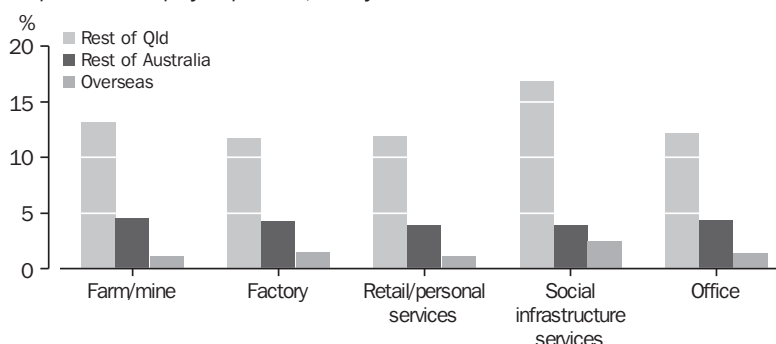
- In 2001, the largest number of average hours worked were recorded by workers with a Farm/mine function (50 hours) and a Management function (48 hours).
- The smallest number of average hours worked were recorded by workers with a Retail services function (29 hours), where (55%) of workers had worked part-time hours in the week before the 2001 census.
- Manufacturing and Farm/mine contained the smallest proportions of part-time workers in 2001, at 10%.
- The largest increases in the proportion of persons working 49 hours or more occurred in Manufacturing (from 11% in 1996 to 18% in 2001) and FIRE (from 17% to 24%).

ORIGIN OF WORKERS

In 2001, 18% of employed persons in the Fitzroy SD had moved to the region during the previous five years. As indicated in table 12.14, 13% of all workers had been living in other regions of Queensland in 1996, and 2% had been living overseas. Another 4% of all workers had lived in another state of Australia in 1996, a proportion smaller than any other region.

Workers within Retail/personal services were least likely to have come from outside the region (17%). In contrast, Social infrastructure services had the largest percentage (23%) of workers who had been living outside the region five years earlier. Within Social infrastructure services, 17% of workers had come from other regions within Queensland, 4% from other states and 2% had come from overseas.

12.7 USUAL RESIDENCE OF PERSONS LIVING OUTSIDE THE REGION IN 1996, Proportion of employed persons, Fitzroy SD — 2001



Source: Census of Population and Housing 2001.

Table 12.14 provides further details from the 2001 census regarding the usual residence of workers five years earlier. For example:

- Workers with a Retail services function were the least likely to have come from outside the region within the previous five years (14%).
- The Education function had the highest proportion of workers who lived outside the region in 1996 (25%), including 19% from other Queensland regions.
- Security and communication had the highest proportion of workers (20%) previously from other regions within Queensland.
- For all functions, the proportion of workers previously from outside of Queensland was smaller than the Queensland average.
- Health care had the highest proportion of workers who were living overseas five years earlier (4%).

12.8 EMPLOYED PERSONS BY FUNCTION, Fitzroy Statistical Division

<i>Function group</i>	1976	1981	1986	1991	1996	2001	<i>Change 1976 to 2001</i>
<i>Function</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>%</i>
<i>Farm/mine</i>	6 837	7 422	7 995	7 139	7 435	6 657	-2.6
<i>Factory</i>							
Manufacturing	4 515	4 950	5 145	5 115	5 498	6 215	37.7
Construction and transport	9 517	9 863	9 959	8 224	8 323	8 588	-9.8
<i>Total</i>	14 031	14 813	15 104	13 339	13 821	14 802	5.5
<i>Retail/personal services</i>							
Personal services	2 037	2 979	3 629	4 152	6 094	6 223	205.5
Retail services	3 854	5 100	6 015	6 668	7 370	8 446	119.1
<i>Total</i>	5 891	8 079	9 644	10 819	13 464	14 668	149.0
<i>Social infrastructure services</i>							
Health care	2 078	2 525	3 040	3 365	3 742	3 847	85.1
Education	2 283	2 775	3 326	3 861	4 431	4 623	102.5
Security and communication	919	1 313	1 433	1 230	1 522	1 528	66.3
<i>Total</i>	5 279	6 613	7 799	8 456	9 695	9 998	89.4
<i>Office</i>							
Management	5 551	5 632	6 643	7 157	8 268	9 895	78.3
FIRE(a)	1 505	1 876	2 132	2 494	2 473	2 290	52.1
Business professionals	628	940	1 175	1 466	2 917	3 324	429.6
Office support	5 296	6 772	7 587	8 098	9 359	9 485	79.1
Public administration	1 482	2 243	2 382	3 223	2 997	2 986	101.5
<i>Total</i>	14 461	17 462	19 918	22 437	26 013	27 979	93.5
<i>Other</i>	2 766	4 667	2 970	5 924	3 205	2 410	-12.9
Total	49 264	59 054	63 429	68 114	73 632	76 513	55.3

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

12.9 EMPLOYED PERSONS BY SEX BY FUNCTION, Fitzroy Statistical Division

Function group	1976				2001			
	Males	Females	Persons		Males	Females	Persons	
Function	no.	no.	no.	%	no.	no.	no.	%
Farm/mine	5 529	1 308	6 837	13.9	5 570	1 087	6 657	8.7
Factory								
Manufacturing	4 064	451	4 515	9.2	5 530	685	6 215	8.1
Construction and transport	9 201	316	9 517	19.3	7 835	753	8 588	11.2
Total	13 265	767	14 031	28.5	13 365	1 437	14 802	19.3
Retail/personal services								
Personal services	1 149	888	2 037	4.1	2 803	3 420	6 223	8.1
Retail services	1 739	2 115	3 854	7.8	3 026	5 420	8 446	11.0
Total	2 888	3 003	5 891	12.0	5 829	8 840	14 668	19.2
Social infrastructure services								
Health care	557	1 521	2 078	4.2	899	2 948	3 847	5.0
Education	806	1 476	2 283	4.6	1 618	3 005	4 623	6.0
Security and communication	866	53	919	1.9	1 317	211	1 528	2.0
Total	2 229	3 050	5 279	10.7	3 834	6 164	9 998	13.1
Office								
Management	4 147	1 405	5 551	11.3	6 161	3 735	9 895	12.9
FIRE(a)	888	618	1 505	3.1	987	1 303	2 290	3.0
Business professionals	540	88	628	1.3	2 010	1 314	3 324	4.3
Office support	1 888	3 408	5 296	10.8	2 915	6 571	9 485	12.4
Public administration	1 119	363	1 482	3.0	1 727	1 259	2 986	3.9
Total	8 581	5 881	14 461	29.4	13 799	14 181	27 979	36.6
Other	1 270	1 496	2 766	5.6	1 452	958	2 410	3.1
Total	33 760	15 504	49 264	100.0	43 848	32 665	76 513	100.0

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

12.10 EMPLOYED PERSONS BY AGE BY FUNCTION, Fitzroy Statistical Division

Function group	1976					2001				
	15-24 years	25-44 years	45 years and over	Total	Mean age	15-24 years	25-44 years	45 years and over	Total	Average age
Function	no.	no.	no.	no.	years	no.	no.	no.	no.	years
<i>Farm/mine</i>	1 459	3 376	2 003	6 837	37	856	3 255	2 547	6 657	41
Factory										
Manufacturing	1 326	1 991	1 198	4 515	35	1 213	3 412	1 590	6 215	36
Construction and transport	2 804	4 027	2 686	9 517	35	1 590	4 474	2 524	8 588	37
<i>Total</i>	4 131	6 017	3 884	14 031	35	2 803	7 886	4 114	14 802	37
Retail/personal services										
Personal services	650	888	500	2 037	34	1 898	2 705	1 620	6 223	35
Retail services	1 301	1 556	997	3 854	34	3 707	2 818	1 921	8 446	32
<i>Total</i>	1 950	2 444	1 497	5 891	34	5 605	5 523	3 541	14 668	33
Social infrastructure services										
Health care	646	850	581	2 078	35	286	2 006	1 555	3 847	41
Education	598	1 189	494	2 283	35	584	2 335	1 704	4 623	40
Security and communication	182	487	250	919	36	115	890	523	1 528	40
<i>Total</i>	1 427	2 527	1 326	5 279	35	985	5 231	3 782	9 998	40
Office										
Management	420	2 988	2 144	5 551	42	465	4 586	4 845	9 895	44
FIRE(a)	660	615	230	1 505	30	329	1 192	769	2 290	39
Business services	71	404	154	628	37	344	1 795	1 185	3 324	40
Office support	1 988	2 309	1 000	5 296	32	1 747	4 745	2 994	9 485	38
Public administration	365	669	448	1 482	37	312	1 561	1 113	2 986	40
<i>Total</i>	3 502	6 984	3 976	14 461	36	3 196	13 879	10 905	27 979	41
Other	717	1 184	864	2 766	37	435	1 016	959	2 410	41
Total	13 185	22 530	13 549	49 264	36	13 878	36 788	25 847	76 513	38

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

12.11 AVERAGE INCOME OF EMPLOYED PERSONS BY FUNCTION, Fitzroy Statistical Division

<i>Function group</i>	1976	1981	1986	1991	1996	2001	<i>Change 1976 to 2001</i>
<i>Function</i>	\$	\$	\$	\$	\$	\$	%
<i>Farm/mine</i>	31 023	39 067	42 175	45 189	51 928	56 489	82.1
<i>Factory</i>							
Manufacturing	32 798	33 503	34 524	33 564	36 227	41 790	27.4
Construction and transport	34 196	36 031	36 759	34 525	36 501	41 464	21.3
<i>Total</i>	33 742	35 186	35 998	34 155	36 392	41 601	23.3
<i>Retail/personal services</i>							
Personal services	25 373	25 101	23 702	21 113	21 294	22 423	-11.6
Retail services	24 424	22 607	19 120	16 995	16 758	18 199	-25.5
<i>Total</i>	24 748	23 526	20 856	18 586	18 812	19 991	-19.2
<i>Social infrastructure services</i>							
Health care	34 360	31 894	31 854	31 645	35 276	38 669	12.5
Education	36 327	35 769	36 395	33 320	34 993	40 268	10.8
Security and communication	37 217	37 179	37 416	35 574	38 290	43 408	16.6
<i>Total</i>	35 723	34 569	34 820	32 984	35 615	40 136	12.4
<i>Office</i>							
Management	32 059	38 294	35 155	35 450	36 498	41 771	30.3
FIRE(a)	34 253	34 563	32 831	33 190	32 876	38 358	12.0
Business professionals	47 481	47 703	46 019	42 213	43 749	48 345	1.8
Office support	26 582	27 674	27 918	25 562	25 803	26 912	1.2
Public administration	34 411	32 167	31 801	30 329	32 876	35 778	4.0
<i>Total</i>	31 200	33 441	32 353	31 293	32 701	36 577	17.2
<i>Other</i>	18 729	19 605	27 018	28 359	28 221	30 921	65.1
Total	31 143	32 426	32 787	31 251	32 981	36 397	16.9

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

12.12 QUALIFICATIONS OF EMPLOYED PERSONS BY FUNCTION, Fitzroy Statistical Division

Function group	1976					2001				
	No post-school qualification	VET(a)	Higher education	Not specified	Total	No post-school qualification	VET(a)	Higher education	Not specified	Total
	%	%	%	%	%	%	%	%	%	%
<i>Function</i>										
Farm/mine	73.3	18.2	0.9	7.6	100.0	61.2	29.2	4.8	4.8	100.0
Factory										
Manufacturing	61.6	28.5	0.6	9.3	100.0	49.7	41.9	4.3	4.2	100.0
Construction and transport	57.5	30.4	1.0	11.2	100.0	52.2	40.3	3.1	4.4	100.0
Total	58.8	29.8	0.9	10.6	100.0	51.1	41.0	3.6	4.3	100.0
Retail/personal services										
Personal services	62.1	24.7	0.4	12.7	100.0	59.7	31.6	4.3	4.4	100.0
Retail services	82.7	9.1	0.2	8.0	100.0	81.3	12.9	1.6	4.2	100.0
Total	75.6	14.5	0.3	9.7	100.0	72.1	20.9	2.7	4.3	100.0
Social infrastructure services(b)										
Health care	48.0	13.0	32.4	6.5	100.0	25.9	16.7	52.9	4.5	100.0
Education	19.8	4.6	73.6	2.0	100.0	14.3	5.8	79.0	0.9	100.0
Security and communication	57.9	34.2	0.7	7.2	100.0	54.9	33.6	6.6	4.9	100.0
Total	37.5	13.1	44.7	4.7	100.0	25.0	14.2	57.9	2.9	100.0
Office										
Management	67.2	22.5	1.6	8.8	100.0	53.7	30.7	11.2	4.5	100.0
FIRE(c)	82.7	12.6	1.1	3.6	100.0	64.6	19.7	10.4	5.4	100.0
Business professionals	38.6	39.4	15.7	6.2	100.0	40.3	25.3	30.9	3.5	100.0
Office support	86.4	6.3	0.5	6.8	100.0	71.9	19.2	3.7	5.2	100.0
Public administration	65.6	22.7	6.6	5.1	100.0	52.9	23.6	19.6	3.9	100.0
Total	74.5	16.3	2.2	7.0	100.0	59.1	24.5	11.8	4.6	100.0
Other	61.5	11.5	1.5	25.5	100.0	62.2	20.0	4.6	13.2	100.0
Total (%)	65.3	19.6	5.9	9.2	100.0	55.9	25.9	13.7	4.5	100.0
Total (persons)	32 161	9 634	2 926	4 543	49 264	42 739	19 836	10 457	3 481	76 513

(a) Vocational Education and Training.

(b) Teaching and nursing qualifications were reclassified as higher education qualifications across all census years.

(c) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

12.13 HOURS WORKED(a) BY EMPLOYED PERSONS BY FUNCTION, Fitzroy Statistical Division

Function group	1996				2001				Average hours worked(c)
	Persons				Persons				
	1-34 hours	35-48 hours	49 hours or more	Total(b)	1-34 hours	35-48 hours	49 hours or more	Total(b)	
Function	%	%	%	%	%	%	%	%	no.
Farm/mine	9.0	50.6	35.5	100.0	9.5	36.5	47.3	100.0	50
Factory									
Manufacturing	10.8	74.5	10.5	100.0	9.8	66.6	17.6	100.0	43
Construction and transport	11.1	67.7	17.1	100.0	12.6	59.0	22.2	100.0	43
Total	11.0	70.4	14.4	100.0	11.4	62.2	20.3	100.0	43
Retail/personal services									
Personal services	38.2	45.2	13.0	100.0	42.9	37.8	13.4	100.0	33
Retail services	54.3	30.4	11.6	100.0	54.9	26.8	13.1	100.0	29
Total	47.0	37.1	12.2	100.0	49.8	31.5	13.2	100.0	31
Social infrastructure services									
Health care	34.0	51.9	7.9	100.0	36.8	44.2	10.5	100.0	35
Education	33.1	52.8	10.8	100.0	36.0	44.1	14.8	100.0	35
Security and communication	12.5	65.0	16.8	100.0	14.4	55.4	22.6	100.0	42
Total	30.2	54.4	10.6	100.0	33.0	45.9	14.3	100.0	36
Office									
Management	12.4	40.1	44.2	100.0	16.0	32.3	46.7	100.0	48
FIRE(d)	24.1	55.1	16.7	100.0	24.6	47.2	23.5	100.0	40
Business professionals	12.8	61.9	22.5	100.0	15.2	51.8	28.1	100.0	43
Office support	38.1	51.0	7.6	100.0	41.5	43.7	9.7	100.0	33
Public administration	16.9	68.6	9.8	100.0	21.8	58.8	12.8	100.0	37
Total	23.3	51.2	22.0	100.0	25.9	42.5	26.4	100.0	40
Other	14.7	37.3	15.5	100.0	16.4	24.0	14.3	100.0	40
Total (%)	24.4	52.0	18.4	100.0	26.9	43.5	22.6	100.0	39
Total (persons)	17 976	38 262	13 541	73 632	20 563	33 317	17 256	76 513	. .

(a) Number of hours actually worked in the week prior to census in all jobs, including paid overtime, unpaid hours, work taken home and/or weekend work.

(b) Including employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(c) Mean hours worked, excluding employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(d) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1996 and 2001.

12.14 USUAL RESIDENCE IN 1996 OF EMPLOYED PERSONS BY FUNCTION, Fitzroy Statistical Division, 2001

Function group	Queensland					
	Within same statistical division	Rest of state	Total in Queensland	Rest of Australia	Overseas	Total(a)
Function	%	%	%	%	%	%
Farm/mine	78.9	13.2	92.1	4.6	1.1	100.0
Factory						
Manufacturing	77.8	12.5	90.3	5.5	2.0	100.0
Construction and transport	82.2	11.2	93.4	3.5	1.2	100.0
Total	80.4	11.7	92.1	4.3	1.5	100.0
Retail/personal services						
Personal services	76.9	14.0	90.9	5.4	1.7	100.0
Retail services	84.5	10.5	94.9	2.8	0.9	100.0
Total	81.2	11.9	93.2	3.9	1.2	100.0
Social infrastructure services						
Health care	77.7	13.0	90.7	4.5	3.6	100.0
Education	73.7	19.3	93.0	3.7	2.1	100.0
Security and communication	75.4	19.5	94.9	3.0	1.0	100.0
Total	75.5	16.9	92.4	3.9	2.5	100.0
Office						
Management	83.2	10.4	93.6	4.0	1.2	100.0
FIRE(b)	78.2	14.7	92.9	4.7	1.4	100.0
Business professionals	75.0	15.5	90.5	5.8	2.5	100.0
Office support	81.6	11.4	93.1	4.0	1.4	100.0
Public administration	78.4	14.5	93.0	4.8	0.8	100.0
Total	80.8	12.2	92.9	4.4	1.4	100.0
Other	78.3	9.6	87.9	3.3	1.5	100.0
Total (%)	79.9	12.7	92.5	4.2	1.5	100.0
Total (persons)	61 101	9 686	70 787	3 215	1 157	76 513

(a) Including those who did not state their usual residence in 1996.

(b) Finance, Insurance and Real Estate.

Source: Census of Population and Housing 2001.

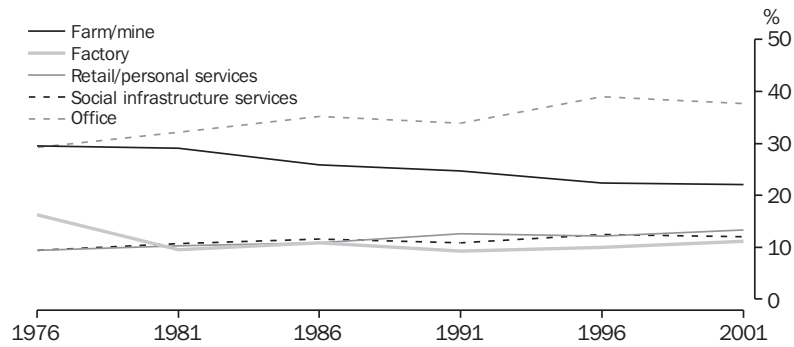


EMPLOYMENT IN THE REGION

The Central Statistical Division (SD) is a sparsely populated region, home to just 0.3% of Queensland’s residents in the 2001 census. The 2001 population of 12,163 people was a drop from 13,700 in 1976. Beef cattle and sheep grazing are major agricultural activities in the area, and tourists are attracted to the area to experience the outback lifestyle. The largest population centre in the region is Longreach (3,809 residents in 2001).

The number of employed persons in the region in 2001 (6,308) was similar to 1976 (6,146), but there were changes in the functions of workers, as shown in table 13.8. In 1976, the Office and the Farm/mine each employed approximately 29% of the workforce, but by 2001 they had diverged, to 38% and 22% respectively (see graph 13.1).

13.1 EMPLOYED PERSONS BY FUNCTION GROUP, Central West SD—
1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

There were 580 additional Office workers in the region in 2001 compared with 1976. Other function groups to increase during this period were Retail/personal services and Social infrastructure services. On the other hand, there were fewer Farm/mine and Factory workers.

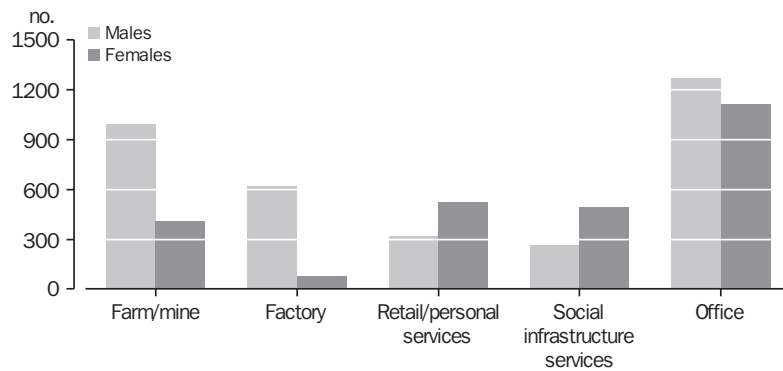
Table 13.8 provides further details regarding changes to functions between 1976 and 2001. For example:

- The largest increase in employment occurred in the Public administration function, to 8% of the workforce in 2001.
- Large decreases of approximately 400 jobs occurred in both the Farm/mine and Construction and transport functions between 1976 and 2001.

MALE AND FEMALE
EMPLOYMENT

While the total number of employed persons in 1976 and 2001 was similar, the number of males fell by 516 (to 3,602) and the number of females rose by 679 (to 2,706). This was a significant increase in the female workforce of the area, of one-third, due to greater female participation in the workforce. In general, the extra females entering the workforce did not work in the functions which saw a decline in male employment. Males and females tended to have different workplace functions, as shown in graph 13.2 below. There were fewer jobs in 2001 in the function groups which contained mainly males (Factory and Farm/mine) and more work became available in the function groups which employed more females.

13.2 EMPLOYED PERSONS BY SEX, Central West SD—2001



Source: Census of Population and Housing 2001.

In 1976, the Farm/mine ranked as the most common function group for males in the region, accounting for 33% of the male workforce. By 2001 it had dropped to second ranking, but still provided 28% of jobs for males. Over the same period the number of males working in the Office grew steadily, so that by 2001 it was the workplace for 36% of employed males. Employment in the Factory dropped from 23% to 17% of all male employment.

Between 1976 and 2001, the Office increased its significance as a function group for women, from 33% to 41% of all employed females. Retail/personal services also increased its share of female employment, from 14% to 19%. The Farm/mine dropped from being the second ranking functional group for females in 1976 to fourth place, containing just 15% of employed females in 2001.

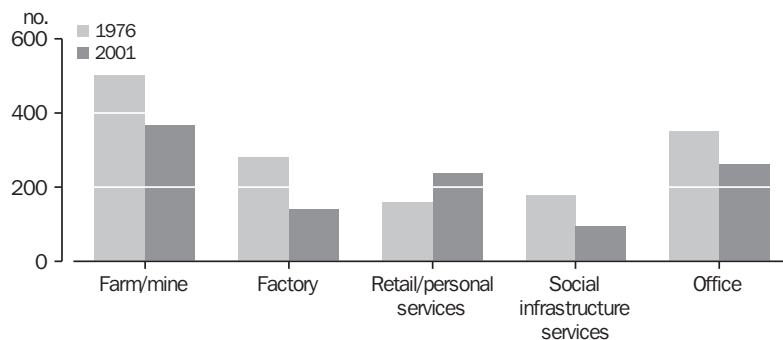
Further details available from table 13.9 include:

- The largest increase in employment of males occurred in Public administration, which more than doubled from 140 in 1976 to 338 in 2001.
- The largest decrease in employment of males occurred in Construction and transport, from 919 in 1976 to 508 in 2001.
- There were increased numbers of females in all functions except Farm/mine, where numbers fell from 471 in 1976 to 406 in 2001.
- Management grew to become the largest function for females in 2001 (443).
- Contrary to other regions in Queensland, in 2001 there were more females employed in Management (443) than in Office support functions (395).

A decline in the proportion of young people in the workforce since 1976 resulted in the average age of employed persons increasing from 37 years in 1976 to 39 years in 2001 (see table 13.10). Those within the Office function group had the highest average age (41 years) in 2001, which was two years older than the 1976 figure (39 years). On average, workers in Retail/personal services were the youngest (36 years in 2001, down from 37 years in 1976).

The number of employed persons aged 15–24 in the Central West SD decreased from 1,562 in 1976 to 1,139 in 2001. The Farm/mine remained the most common workplace of young people, accounting for almost a third of employment in this age group in 2001 (368), although this was fewer than 25 years earlier (see graph 13.3). Numbers in the second largest function group, the Office, also fell (to 261). Retail/personal services was the only function group to provide more jobs for young people in 2001.

13.3 EMPLOYED PERSONS AGED 15–24 YEARS, Central West SD—1976 and 2001



Source: Census of Population and Housing 1976, 2001.

The number of 25–44 year olds in employment increased by 19% from 2,512 in 1976 to 2,977 in 2001. The Office remained the largest function group for this age group (employing 1,183 in 2001), followed by the Farm/mine (employing 567 in 2001). Retail/personal services and Social infrastructure services both became more significant as function groups, and in 2001 they each employed more 25–44 year olds than the Factory.

Employed persons aged 45 years and over increased 6% from 2,072 in 1976 to 2,192 in 2001. The Office employed 935 of this age group in 2001, compared with 647 in 1976. The Farm/mine remained the second largest function group for this age group, although employment fell from 621 in 1976 to 462 in 2001.

Further details available from table 13.10 include:

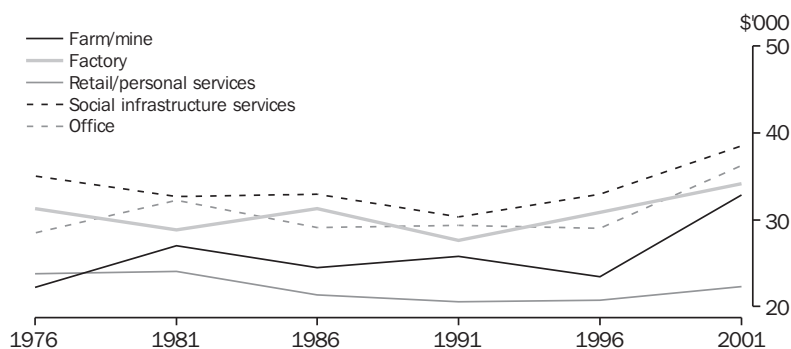
- In 2001, the average age varied from 45 years for those with a Management function to 35 years for those with a Retail services function.
- Compared to other functions, Management contained the highest number of workers aged 45 years and over in 2001.
- The only functions to show an increase in numbers of young people between 1976 and 2001 were Manufacturing, Personal services, Retail services and Public administration.
- The only functions to show a fall in employment of 25–44 year olds between 1976 and 2001 were Farm/mine and Construction and transport.

AVERAGE ANNUAL INCOME

Between 1976 and 2001 the average CPI-adjusted income of employed persons in the Central West SD increased by 25%, from \$26,692 to \$33,373 (see table 13.11). Much of this increase occurred between 1996 and 2001. The average income in the region in 2001 was still below the Queensland average (\$34,651), which had increased just 3% over the 25 years.

Graph 13.4 shows the change in average individual income for the different function groups between 1976 and 2001. The two most numerous function groups in the region, the Farm/mine and the Office, both recorded significant rises in income, of 48% and 27% respectively. Retail/personal services was the only function group to record a drop in income, of -6%.

13.4 AVERAGE INCOME OF EMPLOYED PERSONS, Central West SD—1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

Table 13.11 provides further details regarding functions in 1976 and 2001. For example:

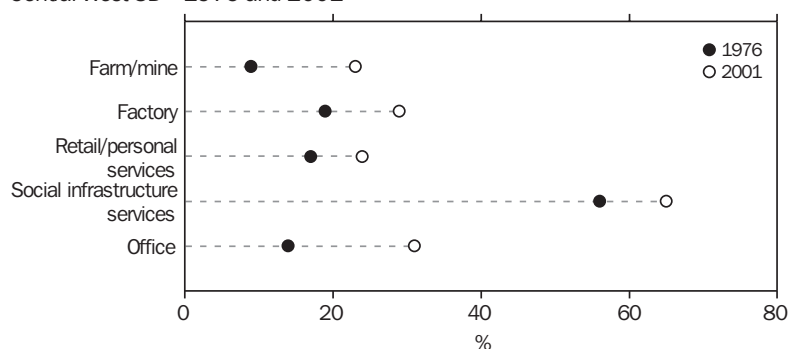
- Average incomes in 2001 ranged from \$20,368 (Retail services) to \$46,407 (Security and communication).
- Management recorded strong growth in average income (46%), just less than the growth in average Farm/mine income (48%).
- Retail services recorded a decrease of 11% in average income between 1976 and 2001.

QUALIFICATIONS

In the Central West SD, the number of employed persons with either a higher education or VET qualification increased from 1,046 in 1976 to 1,982 in 2001 (see table 13.12). In 2001, 31% of workers in the Central West SD reported they had post-school qualifications, significantly less than the figure for Queensland overall (43%).

While the proportion of workers with post-school qualifications in 2001 was 65% in Social infrastructure services, it was between 23% and 31% for all other function groups (see graph 13.5). The largest increase between 1976 and 2001 occurred amongst Office workers, where the proportion of workers with either a Higher education or VET qualification increased from 14% to 31%.

13.5 EMPLOYED PERSONS WITH POST-SCHOOL QUALIFICATIONS, Central West SD—1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

The proportion of workers in the region with VET qualifications grew from 12% to 21% over the 25 years of this study. The highest rate of VET qualified workers was in the Factory (27% in 2001, up from 18% in 1976). Social infrastructure services recorded the smallest proportion of VET qualified workers (14% in 2001, similar to the 1976 figure of 15%). The Office showed a large increase in the rate of VET qualified workers, from 12% in 1976 to 22% in 2001.

The proportion of workers holding higher education qualifications increased from 5% to 11% over the period 1976 to 2001. Half of all workers in Social infrastructure services had a higher education qualification in 2001. There was a large increase in the rate of Office workers with higher education qualifications (from 2% in 1976 to 9% in 2001).

Table 13.12 provides further details regarding qualifications in 1976 and 2001. For example:

- In 2001, workers with a Retail services function reported the highest proportion of persons with no post-school qualifications, of 77%.
- The function with the highest proportion of workers with VET qualifications in 2001 was Security and communication (29%), down from 39% in 1976. This was offset by an increase in higher education qualifications from 0% to 9%.
- Business professionals had the largest growth in the proportion of workers with a higher education qualification, from 7% in 1976 to 24% in 2001.
- In 2001, the proportion of workers with higher education qualifications (11%) and the proportion with VET qualifications (21%) were both below the state average (of 17% and 26%, respectively). (see also table 2.16)
- In the Central West SD 41% of persons with a Health care function had a higher education qualification, compared with 59% throughout Queensland in 2001.

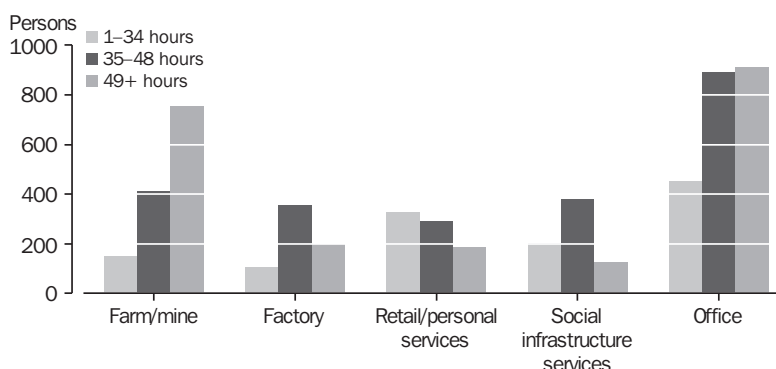
HOURS WORKED

Note: Comparable data on actual hours worked is available for 1996 and 2001 only (see table 13.13).

In 2001, the average hours worked in one week by employed persons in the Central West SD was 45 hours, much higher than the Queensland average of 38 hours. Within each of the function groups the average hours worked was higher than recorded for Queensland overall — Retail/personal services and the Office each recorded approximately six hours additional to the state average, the Farm/mine recorded four additional hours and Social infrastructure services and the Factory each recorded two or more additional hours.

The distinct pattern of work-hours shown by each of the function groups in 2001 is shown in graph 13.6 below.

13.6 HOURS WORKED BY EMPLOYED PERSONS, Central West SD—2001



Source: Census of Population and Housing 2001.

HOURS WORKED *continued*

Despite already working longer than the Queensland average in 1996, there was a further shift to longer hours over the following five years, in all function groups except Retail/personal services. The proportion of employed persons working part-time (1–34 hours) was similar in 1996 and 2001 (20%), the proportion working 35–48 hours fell from 44% to 38% and the proportion working 49 hours or more increased from 30% to 35%.

The proportions of employed persons working 49 hours or more (30% in 1996 and 35% in 2001) were much higher than the corresponding Queensland figures of 17% and 20%, respectively. The largest increase in this proportion occurred in the Factory, where 29% worked 49 hours or more in 2001 compared with 19% in 1996. In 2001, more than half of all Farm/mine workers worked 49 hours or more (54% or 754 workers). The Office was the other group with large numbers working 49 hours or more (911 workers).

Table 13.13 provides further details regarding hours worked in 1996 and 2001. For example:

- All functions in the Central West SD except Manufacturing reported higher average working hours than the Queensland average, and those with a Management function worked nine hours longer.
- The average hours worked by those with a Retail services function (36 hours) was six hours more than the Queensland average for the function in 2001.
- Functions with high proportions of part-time workers in 2001 were Retail services (44%) and Office support (39%).
- Only 23% of those with a Management function worked a 'standard' 35–48 hour week, while 60% worked 49 hours or more.
- The proportion of workers with a Construction and transport function who worked 35–48 hours fell from 68% in 1996 to 52% in 2001.
- In the Farm/mine, 54% of persons worked 49 hours or more in 2001 (compared with 41% in Queensland) and 11% worked part-time hours (17% in Queensland).
- The largest increases in working 49 hours or more were reported by those with a FIRE function (from 12% to 26%) and Construction and transport function (from 19% to 29%).

ORIGIN OF WORKERS

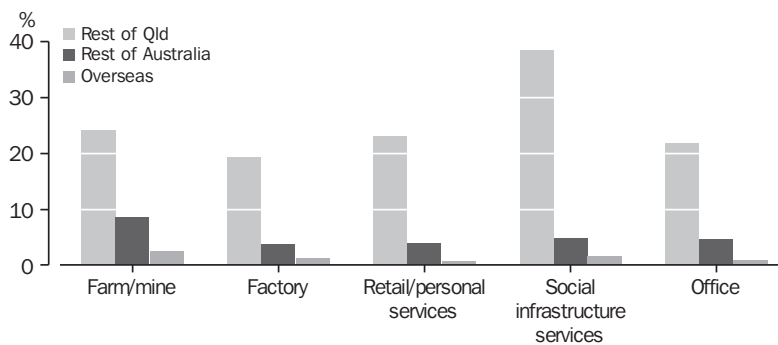
In 2001, 30% of employed persons in the Central West SD (1,920) had moved to the region since 1996 (see table 13.14). Amongst these were the 24% of workers who had been living in other regions of Queensland in 1996, a proportion higher than any of the other Queensland regions. Another 5% of all workers had come from other states and just 1% had been living overseas.

ORIGIN OF WORKERS

continued

Workers within the Factory were least likely to have come from outside the region within the last five years (24%), and Social infrastructure services had the largest percentage (45%) of workers previously from outside the region. Within Social infrastructure services, there were a large proportion of workers (38%) who had come from other regions within Queensland and just 5% had come from other states of Australia. The Farm/mine recorded the highest rate of workers coming from other states within the previous five years (9%).

13.7 USUAL RESIDENCE OF PERSONS LIVING OUTSIDE THE REGION IN 1996, Proportion of employed persons, Central West SD—2001



Source: Census of Population and Housing 2001.

Table 13.14 provides further details from the 2001 census regarding the usual residence of workers earlier. For example:

- The proportion of workers who lived outside the region five years earlier varied from 23% for Retail services to 50% for Education.
- Security and communication recorded the highest proportion of workers who had come from other Queensland regions (47%).
- The proportion of workers previously from outside of Queensland was small in all functions except the Farm/mine, where 9% had come from other states and 3% from overseas.

13.8 EMPLOYED PERSONS BY FUNCTION, Central West Statistical Division

<i>Function group</i>	1976	1981	1986	1991	1996	2001	<i>Change 1976 to 2001</i>
<i>Function</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>%</i>
<i>Farm/mine</i>	1 811	1 862	1 594	1 544	1 279	1 397	-22.9
Factory							
Manufacturing	40	58	66	56	71	135	240.5
Construction and transport	954	551	601	523	502	564	-40.9
<i>Total</i>	994	609	667	579	573	698	-29.7
Retail/personal services							
Personal services	233	284	271	381	367	405	74.2
Retail services	345	377	395	401	329	438	27.0
<i>Total</i>	578	661	666	782	695	843	46.0
Social infrastructure services							
Health care	217	231	253	253	246	297	36.9
Education	261	312	298	333	362	350	34.1
Security and communication	96	143	157	96	104	110	14.6
<i>Total</i>	574	686	708	682	712	757	31.9
Office							
Management	1 026	904	1 110	1 039	946	1 149	12.0
FIRE(a)	83	105	118	98	102	85	2.4
Business professionals	44	60	48	78	127	155	251.1
Office support	449	526	450	472	518	513	14.3
Public administration	198	467	444	429	543	477	140.9
<i>Total</i>	1 799	2 062	2 169	2 116	2 235	2 379	32.2
Other	391	534	350	547	245	235	-39.9
Total	6 146	6 412	6 152	6 249	5 738	6 308	2.6

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

13.9 EMPLOYED PERSONS BY SEX BY FUNCTION, Central West Statistical Division

Function group	1976				2001			
	Males	Females	Persons		Males	Females	Persons	
Function	no.	no.	no.	%	no.	no.	no.	%
Farm/mine	1 341	471	1 811	29.5	991	406	1 397	22.1
Factory								
Manufacturing	33	7	40	0.6	110	25	135	2.1
Construction and transport	919	35	954	15.5	508	56	564	8.9
Total	952	42	994	16.2	618	81	698	11.1
Retail/personal services								
Personal services	141	92	233	3.8	182	223	405	6.4
Retail services	146	200	345	5.6	140	298	438	6.9
Total	286	292	578	9.4	322	521	843	13.4
Social infrastructure services								
Health care	51	165	217	3.5	63	234	297	4.7
Education	96	165	261	4.2	101	249	350	5.5
Security and communication	89	8	96	1.6	101	9	110	1.7
Total	236	338	574	9.3	265	492	757	12.0
Office								
Management	765	261	1 026	16.7	707	443	1 149	18.2
FIRE(a)	47	36	83	1.4	38	47	85	1.3
Business professionals	40	4	44	0.7	80	75	155	2.4
Office support	143	305	449	7.3	119	395	513	8.1
Public administration	140	58	198	3.2	323	154	477	7.6
Total	1 135	664	1 799	29.3	1 266	1 113	2 379	37.7
Other	171	221	391	6.4	141	94	235	3.7
Total	4 118	2 027	6 146	100.0	3 602	2 706	6 308	100.0

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

13.10 EMPLOYED PERSONS BY AGE BY FUNCTION, Central West Statistical Division

Function group	1976					2001				
	15-24 years	25-44 years	45 years and over	Total	Mean age	15-24 years	25-44 years	45 years and over	Total	Average age
Function	no.	no.	no.	no.	years	no.	no.	no.	no.	years
Farm/mine	503	687	621	1 811	37	368	567	462	1 397	38
Factory										
Manufacturing	9	26	4	40	32	37	55	44	135	36
Construction and transport	271	363	322	954	36	105	279	180	564	37
Total	280	389	326	994	36	141	334	224	698	37
Retail/personal services										
Personal services	55	107	70	233	36	114	162	130	405	36
Retail services	104	102	140	345	38	124	199	116	438	35
Total	160	209	211	578	37	238	361	245	843	36
Social infrastructure services										
Health care	60	95	61	217	36	20	160	117	297	42
Education	91	123	46	261	33	65	203	82	350	36
Security and communication	27	43	26	96	36	9	76	26	110	38
Total	178	262	134	574	35	94	439	225	757	38
Office										
Management	80	477	468	1 026	43	45	532	573	1 149	45
FIRE(a)	47	26	10	83	27	14	54	18	85	37
Business services	16	24	4	44	30	15	95	46	155	39
Office support	163	200	85	449	32	102	267	145	513	37
Public administration	44	75	79	198	38	86	237	154	477	39
Total	352	801	647	1 799	39	261	1 183	935	2 379	41
Other	91	165	137	391	38	39	94	102	235	43
Total	1 562	2 512	2 072	6 146	37	1 139	2 977	2 192	6 308	39

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

13.11 AVERAGE INCOME OF EMPLOYED PERSONS BY FUNCTION, Central West Statistical Division

Function group	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
Function	\$	\$	\$	\$	\$	\$	%
<i>Farm/mine</i>	22 178	27 042	24 438	25 796	23 433	32 823	48.0
<i>Factory</i>							
Manufacturing	24 176	24 606	24 413	23 442	23 328	27 034	11.8
Construction and transport	31 621	29 290	31 996	28 002	31 903	35 824	13.3
<i>Total</i>	31 290	28 838	31 282	27 570	30 836	34 168	9.2
<i>Retail/personal services</i>							
Personal services	25 062	24 093	22 899	20 368	21 824	24 426	-2.5
Retail services	22 959	23 983	20 274	20 740	19 415	20 368	-11.3
<i>Total</i>	23 799	24 030	21 347	20 557	20 684	22 326	-6.2
<i>Social infrastructure services</i>							
Health care	35 993	33 804	30 359	29 838	33 291	36 474	1.3
Education	31 800	29 512	32 571	29 415	30 182	37 631	18.3
Security and communication	41 001	37 669	38 011	34 968	41 334	46 407	13.2
<i>Total</i>	35 039	32 651	32 975	30 317	32 896	38 471	9.8
<i>Office</i>							
Management	28 116	36 234	29 231	31 778	28 668	41 008	45.9
FIRE(a)	31 122	32 404	29 537	29 903	39 186	41 669	33.9
Business professionals	35 512	34 436	43 661	37 517	37 246	42 319	19.2
Office support	25 193	25 642	24 518	22 048	22 002	23 880	-5.2
Public administration	35 521	32 099	31 878	29 947	32 373	35 380	-0.4
<i>Total</i>	28 474	32 267	29 113	29 324	29 005	36 216	27.2
<i>Other</i>	16 144	16 755	22 023	22 265	24 342	27 565	70.7
Total	26 692	28 448	27 426	26 743	27 249	33 373	25.0

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

13.12 QUALIFICATIONS OF EMPLOYED PERSONS BY FUNCTION, Central West Statistical Division

Function group	1976					2001				
	No post-school qualification	VET(a)	Higher education	Not specified	Total	No post-school qualification	VET(a)	Higher education	Not specified	Total
	%	%	%	%	%	%	%	%	%	%
<i>Function</i>										
Farm/mine	83.5	8.5	0.6	7.3	100.0	71.9	19.7	3.6	4.8	100.0
Factory										
Manufacturing	63.3	30.4	0.0	5.1	100.0	68.0	24.9	2.2	4.9	100.0
Construction and transport	69.2	17.8	1.2	11.8	100.0	66.6	27.3	2.4	3.6	100.0
Total	69.0	18.4	1.1	11.5	100.0	66.9	26.9	2.2	4.0	100.0
Retail/personal services										
Personal services	61.5	24.1	0.0	14.2	100.0	65.8	26.0	3.3	4.8	100.0
Retail services	78.3	12.0	0.0	9.7	100.0	76.5	18.6	1.0	3.9	100.0
Total	71.5	17.0	0.0	11.5	100.0	71.4	22.2	2.1	4.3	100.0
Social infrastructure services(b)										
Health care	42.4	16.1	28.1	12.9	100.0	35.0	18.5	41.1	5.4	100.0
Education	25.3	5.4	65.1	4.2	100.0	19.7	6.3	72.0	2.0	100.0
Security and communication	54.6	39.2	0.0	5.2	100.0	53.6	29.1	8.6	8.6	100.0
Total	36.9	15.3	40.2	7.7	100.0	30.6	14.4	50.7	4.3	100.0
Office										
Management	78.1	14.3	1.4	6.2	100.0	64.8	23.2	7.4	4.5	100.0
FIRE(c)	95.2	3.6	0.0	1.2	100.0	65.9	18.8	11.8	3.5	100.0
Business professionals	75.0	13.6	6.8	4.6	100.0	45.3	25.2	24.3	5.2	100.0
Office support	86.8	5.9	0.7	6.7	100.0	73.5	18.4	3.5	4.6	100.0
Public administration	62.1	18.2	6.1	14.1	100.0	60.6	20.1	14.0	5.2	100.0
Total	79.2	12.0	1.8	7.0	100.0	64.6	21.5	9.2	4.7	100.0
Other	66.5	4.6	1.0	27.9	100.0	73.2	10.2	0.9	15.7	100.0
Total (%)	73.3	12.3	4.7	9.6	100.0	63.6	20.5	10.9	5.0	100.0
Total (persons)	4 507	756	290	592	6 146	4 013	1 295	687	313	6 308

(a) Vocational Education and Training.

(b) Teaching and nursing qualifications were reclassified as higher education qualifications across all census years.

(c) Finance, Insurance and Real Estate

Source: Census of Population and Housing, 1976 to 2001.

13.13 HOURS WORKED(a) BY FUNCTION, Central West Statistical Division

Function group	1996				2001				Average hours worked(c)	
	Persons				Persons					Hours
	1-34 hours	35-48 hours	49 hours or more	Total(b)	1-34 hours	35-48 hours	49 hours or more	Total(b)		no.
Function	%	%	%	%	%	%	%	%	no.	
Farm/mine	12.3	34.8	48.2	100.0	10.5	29.6	54.0	100.0	52	
Factory										
Manufacturing	29.6	47.9	18.3	100.0	22.3	47.6	25.3	100.0	41	
Construction and transport	9.0	68.4	18.8	100.0	13.5	51.7	29.4	100.0	44	
Total	11.5	65.9	18.8	100.0	15.2	50.9	28.6	100.0	43	
Retail/personal services										
Personal services	33.7	37.8	25.9	100.0	33.3	40.4	21.7	100.0	38	
Retail services	43.1	36.8	16.7	100.0	43.9	29.3	21.7	100.0	36	
Total	38.1	37.3	21.6	100.0	38.8	34.6	21.7	100.0	37	
Social infrastructure services										
Health care	23.6	62.6	8.9	100.0	27.9	52.2	10.8	100.0	37	
Education	29.0	58.0	11.6	100.0	29.4	48.0	17.4	100.0	38	
Security and communication	10.6	61.8	22.2	100.0	14.5	50.5	29.5	100.0	43	
Total	24.5	60.2	12.2	100.0	26.7	50.0	16.6	100.0	38	
Office										
Management	8.4	27.5	61.0	100.0	11.2	23.1	60.3	100.0	54	
FIRE(d)	24.6	57.1	12.3	100.0	24.1	44.7	26.5	100.0	42	
Business professionals	11.9	56.9	23.3	100.0	16.2	49.5	29.4	100.0	44	
Office support	45.3	39.4	11.6	100.0	39.2	42.5	11.9	100.0	34	
Public administration	15.5	70.2	11.4	100.0	15.9	61.6	18.7	100.0	40	
Total	19.6	43.7	33.2	100.0	19.0	37.5	38.3	100.0	46	
Other	15.9	27.8	17.6	100.0	16.6	28.9	16.2	100.0	41	
Total (%)	19.9	44.5	30.4	100.0	20.2	38.0	35.0	100.0	45	
Total (persons)	1 139	2 553	1 745	5 738	1 272	2 399	2 210	6 308	. .	

(a) Number of hours actually worked in the week prior to census in all jobs, including paid overtime, unpaid hours, work taken home and/or weekend work.

(b) Including employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(c) Mean hours worked, excluding employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(d) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1996 and 2001.

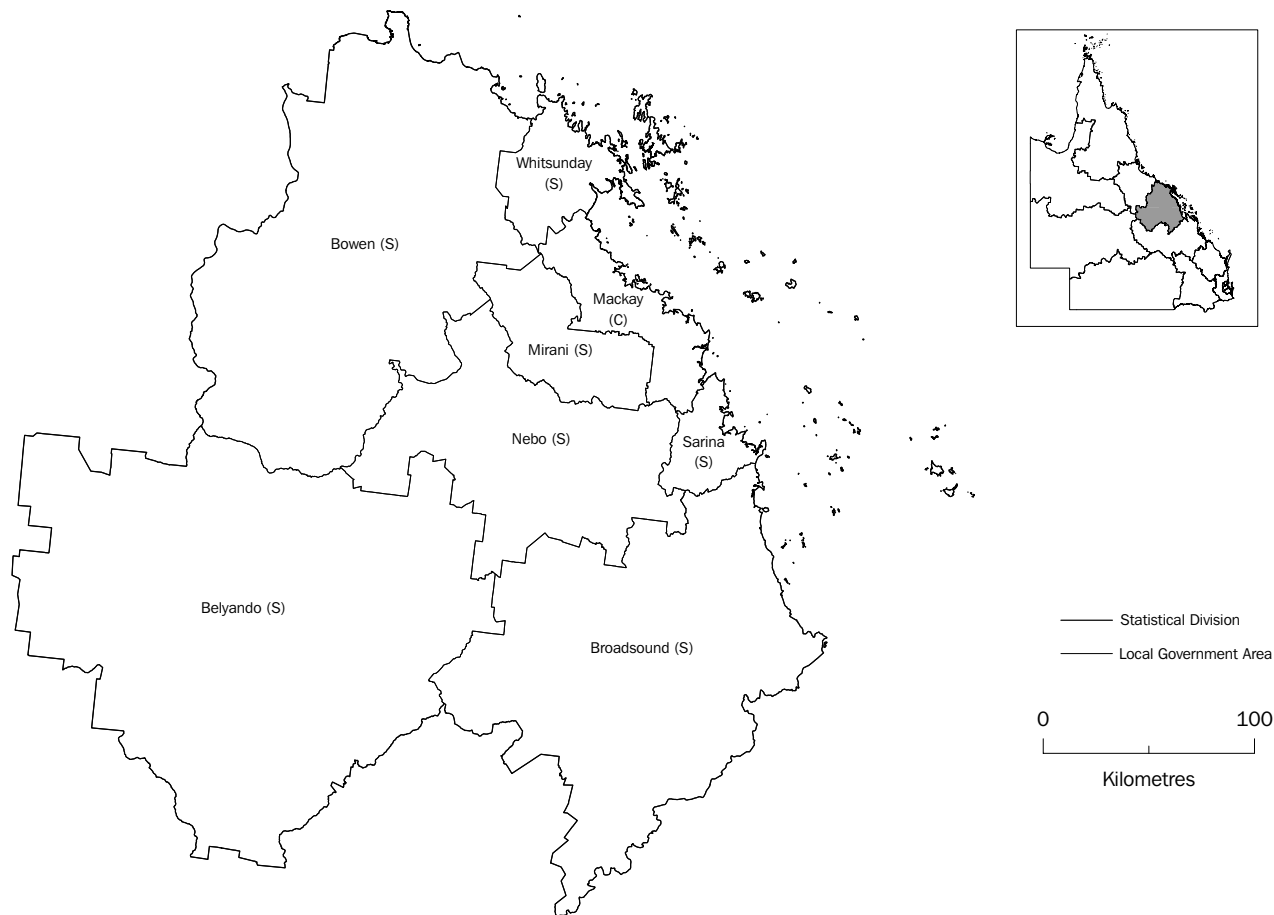
13.14 USUAL RESIDENCE IN 1996 OF EMPLOYED PERSONS BY FUNCTION, Central West Statistical Division, 2001

Function group	Queensland					
	Within same statistical division	Rest of state	Total in Queensland	Rest of Australia	Overseas	Total(a)
Function	%	%	%	%	%	%
Farm/mine	63.3	24.2	87.5	8.6	2.5	100.0
Factory						
Manufacturing	69.9	21.2	91.1	4.1	1.9	100.0
Construction and transport	73.9	18.9	92.8	3.6	1.1	100.0
Total	73.1	19.3	92.5	3.7	1.2	100.0
Retail/personal services						
Personal services	64.9	25.9	90.9	5.2	1.5	100.0
Retail services	75.8	20.4	96.2	2.5	0.0	100.0
Total	70.6	23.1	93.7	3.8	0.7	100.0
Social infrastructure services						
Health care	61.6	30.6	92.3	4.4	1.7	100.0
Education	49.1	42.3	91.4	6.0	2.0	100.0
Security and communication	50.0	46.8	96.8	2.3	0.0	100.0
Total	54.2	38.4	92.5	4.8	1.6	100.0
Office						
Management	74.5	19.2	93.8	4.1	0.8	100.0
FIRE(b)	53.5	44.1	97.6	0.0	0.0	100.0
Business professionals	60.2	30.1	90.3	7.1	0.0	100.0
Office support	73.1	18.3	91.4	5.8	1.1	100.0
Public administration	66.9	25.2	92.0	5.0	1.5	100.0
Total	71.0	21.8	92.8	4.7	0.9	100.0
Other	77.9	10.2	88.1	2.6	1.3	100.0
Total (%)	67.7	23.8	91.5	5.3	1.4	100.0
Total (persons)	4 271	1 501	5 772	333	86	6 308

(a) Including those who did not state their usual residence in 1996.

(b) Finance, Insurance and Real Estate.

Source: Census of Population and Housing 2001.



Note: The local government area of Bowen Shire was transferred from the Northern Statistical Division (SD) to the Mackay Statistical Division (SD) in 2001. To create a consistent time-series for this study, data for Bowen Shire has been included in the Mackay SD for all years.

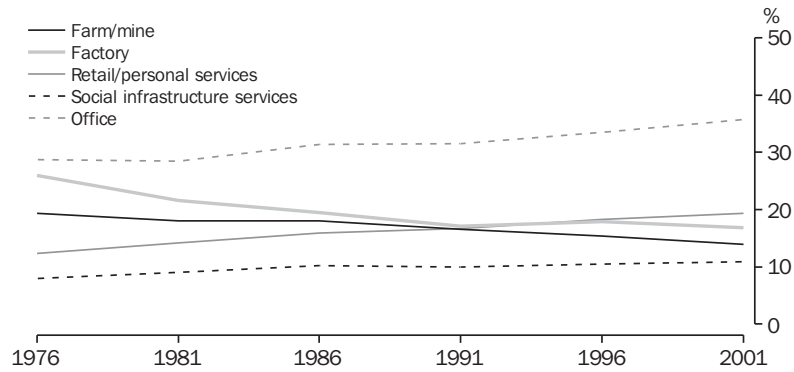
EMPLOYMENT IN THE REGION

The Mackay SD was home to 132,533 people in 2001, a 60% increase compared with 1976. The region has a large coal mining industry, and beef cattle and sugar cane are also important rural industries. The Great Barrier Reef and off-shore islands provide a drawcard for the many tourists visiting the region. The city of Mackay is the main population centre, with 62,183 residents in 2001.

There were 59,605 employed persons in the Mackay SD in 2001, almost 4% of Queensland’s workforce. Between 1976 and 2001 the total number of employed persons in the region increased by 71% (see table 14.8).

The distribution of this workforce amongst the function groups changed over this 25 year period, as shown in graph 14.1 below. More people worked in the Office than any other function group in the region in all census years, increasing its share to 36% of all employment in 2001 (21,286). Retail/personal services also grew significantly, from 12% of all employment in 1976 to 19% in 2001.

14.1 EMPLOYED PERSONS BY FUNCTION GROUP, Mackay SD—1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

Between 1976 and 2001 the number of workers within the Factory increased 11%, but its share of total employment fell from 26% to 17%. Similarly, while the number of workers employed with a Farm/mine function also increased, its share of total employment fell from 19% to 14%. (Note that the majority of workers in the Farm/mine function group were employed in the mining industry.) The smallest function group in each year, Social infrastructure services, more than doubled its number of workers, to account for 11% of workers (6,523) in 2001.

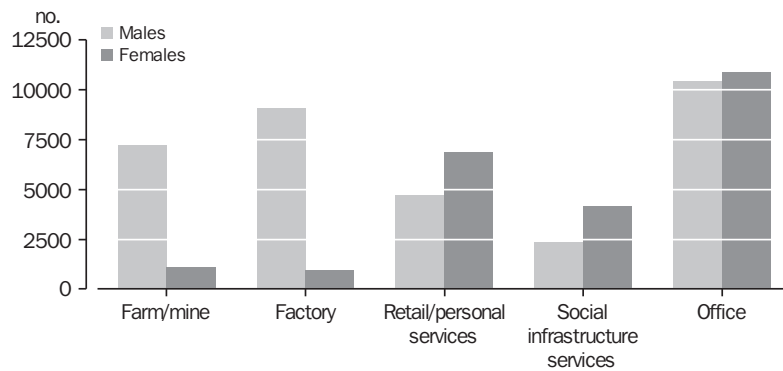
Table 14.8 provides further details regarding changes between 1976 and 2001. For example:

- The region provided additional jobs in all functions in 2001 compared with 1976.
- While the numbers with a Manufacturing function barely changed, the largest increase occurred in Retail services (an additional 3,819 jobs).
- Of the additional 11,286 jobs in the Office in 2001, 3,503 had a Management function and 3,626 provided Office support.
- Personal services more than tripled in size between 1976 and 2001, to 5,091 persons.
- The largest proportional increase occurred in the Business professionals function, where the 2,385 workers in 2001 was almost five times the 407 recorded in 1976.

MALE AND FEMALE EMPLOYMENT

Males and females tended to have different workplace functions, as shown in graph 14.2 below. In 2001, the great majority of workers in both the Farm/mine and Factory were male, most workers in Social infrastructure services and Retail/personal services were female and there were similar numbers of both sexes working in the Office.

14.2 EMPLOYED PERSONS BY SEX, Mackay SD—2001



Source: Census of Population and Housing 2001.

The proportion of the workforce who were females increased from 31% in 1976 to 41% in 2001. This was slightly less than the Queensland figure of 45% in 2001, due to the area's high reliance on Farm/mine and Factory workplaces, which together employed only 2,069 females in 2001 (see table 14.9).

The Office was the largest function group for women, accounting for 44% (10,880) of all employed females in 2001, more than double the number in 1976. The most rapid increase in female employment over this 25 year period occurred in Retail/personal services, from 2,280 to 6,854 in 2001 (28% of all female employment). In contrast, the only function group to record a fall in female employment was the Farm/mine, from 1,211 to 1,116 in 2001 (5% of all female employment).

For males, in 1976 the Factory was the largest function group, accounting for 35% of all male employment (8,512). By 2001 this number had increased only slightly to 9,055, and represented 26% of all male employment. The Office had become the major function group for males, accounting for 30% of all male employment in 2001. The Farm/mine was also a significant employer of males, accounting for 21% of all employed males in 2001.

Further details available from table 14.9 include:

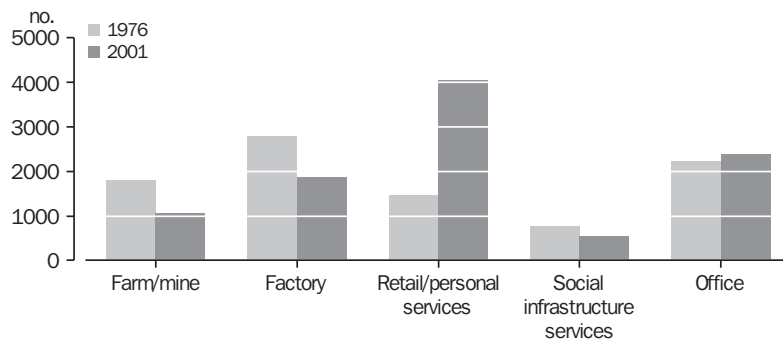
- In 2001, the proportion of workers who were female varied from 78% of those in Health care to 9% of Construction and transport workers.
- Within the Office, the Office support function was the largest category for female workers in 2001 (4,987) whereas Management was the largest category for male workers (5,115).
- Between 1976 and 2001, the Business professionals function showed the fastest growth in employment for both females (from 42 to 941) and males (from 365 to 1,444).
- Within Retail/personal services, the numbers of males were almost evenly split between Retail services and Personal services whereas females were more likely to work in Retail services.
- The number of males classified to the Manufacturing function was similar in 1976 (3,347) and 2001 (3,337), representing the lowest rate of growth.

Similar to other regions, later entry into the workforce by young people and the ageing of the general population have both contributed to the ageing of the workforce. During the period 1976 to 2001, the average age of all employed persons in the Mackay SD increased by three years to 38 years (see table 14.10). In 2001, three function groups, the Farm/mine, Social infrastructure services and the Office, each recorded the highest average age of 40 years. Workers in Retail/personal services had the youngest average age in 2001, of 33 years.

The number of young people (aged 15–24 years) in employment increased by just 7% between 1976 and 2001 (to 10,225), but their employment pattern changed significantly (see graph 14.3).

Retail/personal services increased strongly to become the largest function group for young people (4,034 in 2001 compared with 1,457 in 1976); the Office remained the second largest function group, employing similar numbers in both years; and each of the other function groups saw significant declines in the number of 15–24 year olds employed.

14.3 EMPLOYED PERSONS AGED 15–24 YEARS, Mackay SD—1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

Those aged 25–44 years increased their numbers in the workforce by 82% between 1976 and 2001, from 16,051 to 29,224. The Office doubled its numbers of this age group, from 4,927 in 1976 to 10,898 in 2001, and it contained more workers aged 25–44 years than any other function group. The Factory retained its second ranking, by increasing employment of 25–44 year olds from 3,756 to 5,166. Both Retail/personal services and Social infrastructure services more than doubled their employment of 25–44 year olds (to 4,680 and 3,566, respectively). The Farm/mine showed a small increase to 4,096.

The number of older workers aged 45 and over displayed the fastest growth between 1976 and 2001, increasing by 117% to 20,156. The Office increased its dominance as a workplace for older persons, employing 7,997 in 2001 (40% of all older workers). This was more than double the 2,833 (31%) employed in 1976. By 2001 the numbers of this age group employed in the other four function groups were similar to each other (ranging from 2,409 to 3,127).

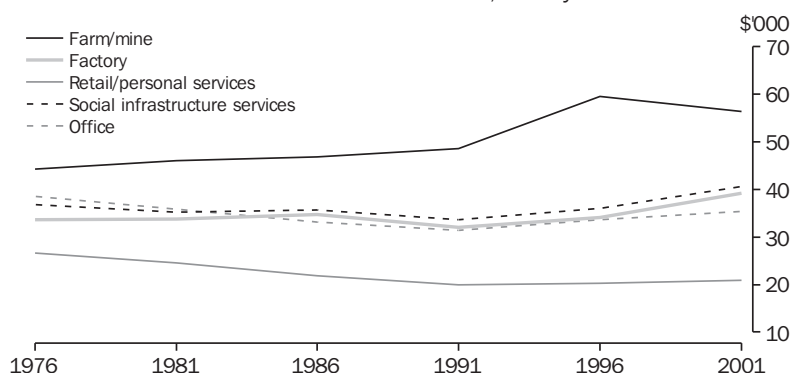
Further details available from table 14.10 include:

- The average age of workers in 2001 varied from 44 years for those with a Management function to 32 years for those with a Retail services function.
- The largest increases in average age were in Health care and FIRE, each increasing by eight years between 1976 and 2001.
- A greater proportion of 15–24 year olds had a Retail services function than any other function in 2001 (25%), up from 10% in 1976.
- Between 1976 and 2001 the largest falls in employment of young persons occurred in male-dominated functions: Farm/mine, Construction and transport and Manufacturing.
- In all age groups, Business professionals grew faster than any other function between 1976 and 2001.

AVERAGE ANNUAL INCOME

There was a mixture of rising and falling income levels within function groups in the Mackay SD between 1976 and 2001 (see graph 14.4), resulting in little change in the average individual income. Function groups to show income growth were the Farm/mine (27%), Factory (17%) and Social infrastructure services (10%). There was a fall in average income to those working within Retail/personal services (-21%) and the Office (-8%).

14.4 AVERAGE INCOME OF EMPLOYED PERSONS, Mackay SD—1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

In all census years, average income was highest in the Farm/mine and rose from \$44,311 in 1976 to \$56,381 in 2001. Retail/personal services recorded the lowest average income in all census years, and fell from \$26,549 in 1976 to \$20,900 in 2001. This was 37% of the average Farm/mine income in 2001. The number of hours worked and the age of workers were both factors in this difference.

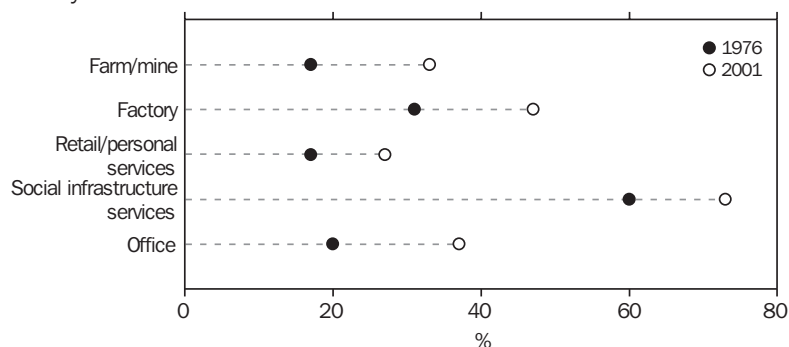
Table 14.11 provides further details regarding functions between 1976 and 2001. For example:

- The average income of those with a Construction and transport function increased 25% to \$41,637 in 2001. Most of this gain occurred in the last five years.
- The average income of those with a Retail services function decreased by 28% to \$18,634 in 2001.
- Four of the five functions within the Office reported falls in income. Managers sustained the largest fall, followed by Business professionals, both falling by over 10% from 1976 to 2001.

QUALIFICATIONS

The number of employed persons in the Mackay SD with a post-school qualification increased from 8,539 in 1976 to 23,631 in 2001 (see table 14.12). The proportion of workers with post-school qualifications rose from 25% to 40%. All function groups recorded an increase in this figure, as indicated in graph 14.5 below.

14.5 EMPLOYED PERSONS WITH POST-SCHOOL QUALIFICATIONS, Mackay SD—1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

The Farm/mine and Retail/personal services had the lowest proportion of workers with post-school qualifications in 1976 (17%). By 2001 the Farm/mine had increased this proportion to 33% and Retail/personal services to 27%. Social infrastructure services remained the most highly qualified group, the proportion with a post-school qualification having increased from 60% in 1976 to 73% in 2001.

Over the 25 years to 2001 the number of employed persons with a VET qualification more than doubled, from 6,915 (20% of all workers) to 16,976 (28%). The Factory function group had the largest proportion of VET qualified workers in 2001 (45%), which had grown considerably from 1976 (30%). There was also a large increase in the rate of VET qualifications in the Farm/mine (from 16% to 30%).

The number of workers in the region with a higher education qualification quadrupled from 1,624 (5% of all workers) in 1976 to 6,655 (11%) in 2001. All function groups showed an increase in this proportion over the period. Social infrastructure services had more than half (57%) of its workers with higher education qualifications in 2001, a rise from 47% in 1976. The rate of higher education qualifications in the Office in 2001 (10%) was significantly less than the Queensland rate of 16%.

Table 14.12 provides further details regarding qualifications in 1976 and 2001. For example:

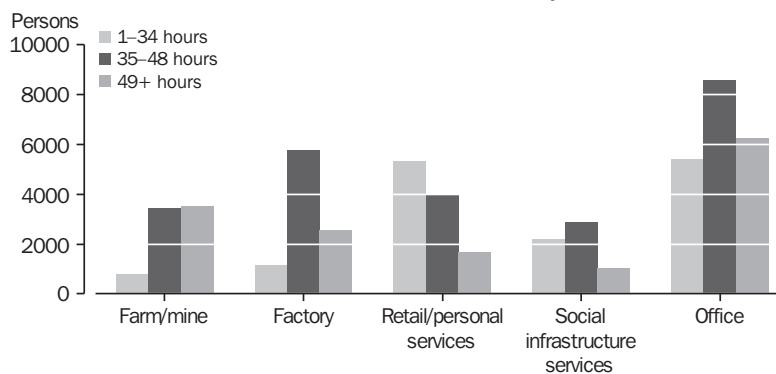
- The proportion of workers with no post-school qualification was largest in the Retail services function (78% in 2001, down slightly from 81% in 1976).
- The proportion of workers with no post-school qualifications fell in all functions except the quickly expanding Business professionals function (35% in 1976 and 40% in 2001).
- The Business professionals function recorded an increase in the rate of higher education qualifications (from 18% to 27%) offset by a decrease in the rate of VET qualifications (from 42% to 28%) between 1976 and 2001.
- By 2001 there was a large increase in the proportion of workers in Manufacturing with VET qualifications, from 28% in 1976 to 47%.
- 81% of workers with an Education function had a higher education qualification in 2001, as did 54% of persons with a Health care function.

HOURS WORKED

Note: Comparable data on actual hours worked is available for 1996 and 2001 only (see table 14.13).

In 2001, employed persons in the Mackay SD worked, on average, 41 hours in the week prior to census. This was higher than the Queensland average of 38 hours. While 25,009 persons reported working 35–48 hours, 15,158 worked 1–34 hours (part-time) and a similar number (15,331) worked 49 hours or more. The pattern of hours worked varied markedly across different function groups (see graph 14.6).

14.6 HOURS WORKED BY EMPLOYED PERSONS, Mackay SD—2001



Source: Census of Population and Housing, 2001.

In the five years from 1996 to 2001, the proportion of all employed persons working 35–48 hours fell from 51% to 42%. Within all function groups there were increased proportions of persons working part-time hours, especially in Retail/personal services (from 43% to 46% of the workforce). In all function groups other than Retail/personal services there were even greater increases in the proportions of persons working 49 hours or more.

HOURS WORKED *continued*

The proportion of all employed persons working 49 hours or more increased from 20% in 1996 to 26% in 2001. Working 49 or more hours was most common in the Farm/mine (43% in 2001), which included many coal miners who experienced significant workplace adjustments between 1996 and 2001. Within the Farm/mine, the proportion who worked 49 hours or more increased from 29% in 1996 to 43% in 2001. The Factory also recorded a significant increase in the proportion of persons working 49 hours or more, from 18% in 1996 to 26% in 2001, which was 7 percentage points higher than Factory workers across Queensland in 2001.

Table 14.13 provides further details regarding hours worked in 1996 and 2001. For example:

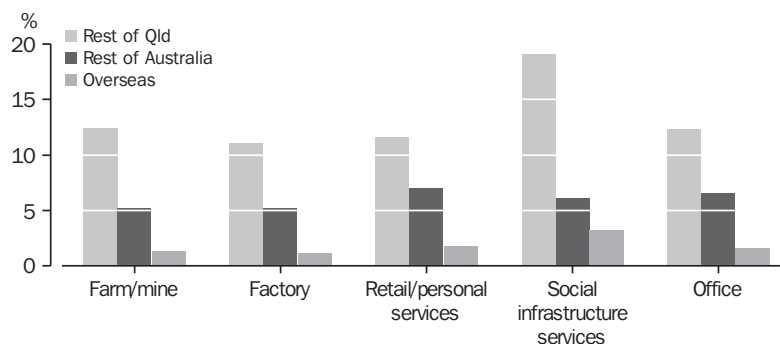
- In 2001, the highest average hours worked was in the Farm/mine (50 hours) and this was closely followed by Management (48 hours).
- The lowest hours worked (30 hours) were recorded by workers with a Retail services function, where 53% worked part-time hours in 2001.
- There were large increases, from 1996 to 2001, in the proportion of persons working 49 hours or more in the FIRE function (from 16% to 26%) and Manufacturing function (from 17% to 25%).
- The largest increases, from 1996 to 2001, in the proportion of part-time workers were recorded by Business professionals (from 12% to 17%) and Personal services (from 32% to 37%).

ORIGIN OF WORKERS

In 2001, 20% (12,205) of employed persons in the Mackay SD had moved to the region during the previous five years. As table 14.14 indicates, 13% of all workers had been living in other regions of Queensland in 1996, another 6% had been living in another state and 2% had been living overseas.

Workers within the Factory were least likely to have come from outside the region (18%), and Social infrastructure services had the largest percentage (28%) of persons previously from outside the region. Approximately one in five (19%) workers within Social infrastructure services had come from other regions within Queensland, 6% from other states and 3% had come from overseas.

14.7 USUAL RESIDENCE OF PERSONS LIVING OUTSIDE THE REGION IN 1996, Proportion of employed persons, Mackay SD—2001



Source: Census of Population and Housing 2001.

Table 14.14 provides further details from the 2001 regarding the usual residence of workers five years earlier. For example:

- The Education function had the highest proportion of recent arrivals (31%), including 24% previously from other regions of Queensland.
- Workers with a Manufacturing function were the least mobile, with 13% having come from outside the region during the previous five years.
- The Health care function had the highest proportion of workers who were living overseas five years earlier (5%).
- All functions recorded a percentage of workers previously from overseas smaller than the Queensland average.

14.8 EMPLOYED PERSONS BY FUNCTION, Mackay Statistical Division

<i>Function group</i>	1976	1981	1986	1991	1996	2001	<i>Change 1976 to 2001</i>
<i>Function</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>%</i>
<i>Farm/mine</i>	6 724	7 546	8 355	8 512	8 945	8 289	23.3
<i>Factory</i>							
Manufacturing	3 650	3 886	3 384	3 618	4 086	3 716	1.8
Construction and transport	5 391	5 152	5 671	5 195	6 369	6 292	16.7
<i>Total</i>	9 040	9 038	9 055	8 812	10 455	10 008	10.7
<i>Retail/personal services</i>							
Personal services	1 631	2 392	3 031	3 548	5 220	5 091	212.2
Retail services	2 651	3 530	4 322	5 067	5 421	6 470	144.1
<i>Total</i>	4 282	5 922	7 353	8 615	10 641	11 561	170.0
<i>Social infrastructure services</i>							
Health care	955	1 281	1 747	1 924	2 354	2 586	170.8
Education	1 247	1 616	2 044	2 416	2 708	2 823	126.4
Security and communication	600	892	963	817	1 075	1 114	85.6
<i>Total</i>	2 802	3 789	4 754	5 157	6 137	6 523	132.8
<i>Office</i>							
Management	4 660	4 386	5 244	5 708	6 563	8 163	75.2
FIRE(a)	815	1 164	1 510	1 839	1 978	1 886	131.6
Business professionals	407	678	883	1 100	2 116	2 385	486.0
Office support	3 523	4 311	5 358	5 952	7 329	7 149	102.9
Public administration	596	1 331	1 586	1 608	1 580	1 704	185.9
<i>Total</i>	10 001	11 870	14 580	16 206	19 566	21 286	112.8
<i>Other</i>	1 999	3 588	2 314	4 166	2 618	1 939	-3.0
Total	34 847	41 751	46 410	51 467	58 360	59 605	71.0

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

14.9 EMPLOYED PERSONS BY SEX BY FUNCTION, Mackay Statistical Division

Function group	1976				2001			
	Males	Females	Persons		Males	Females	Persons	
Function	no.	no.	no.	%	no.	no.	no.	%
Farm/mine	5 514	1 211	6 724	19.3	7 174	1 116	8 289	13.9
Factory								
Manufacturing	3 347	303	3 650	10.5	3 337	380	3 716	6.2
Construction and transport	5 166	225	5 391	15.5	5 718	574	6 292	10.6
Total	8 512	528	9 040	25.9	9 055	953	10 008	16.8
Retail/personal services								
Personal services	945	686	1 631	4.7	2 458	2 633	5 091	8.5
Retail services	1 057	1 594	2 651	7.6	2 250	4 221	6 470	10.9
Total	2 001	2 280	4 282	12.3	4 708	6 854	11 561	19.4
Social infrastructure services								
Health care	238	717	955	2.7	572	2 014	2 586	4.3
Education	395	853	1 247	3.6	821	2 002	2 823	4.7
Security and communication	579	21	600	1.7	967	147	1 114	1.9
Total	1 212	1 591	2 802	8.0	2 360	4 163	6 523	10.9
Office								
Managers	3 349	1 311	4 660	13.4	5 115	3 048	8 163	13.7
FIRE(a)	467	348	815	2.3	768	1 119	1 886	3.2
Business professionals	365	42	407	1.2	1 444	941	2 385	4.0
Office support	1 238	2 285	3 523	10.1	2 162	4 987	7 149	12.0
Public administration	444	152	596	1.7	918	786	1 704	2.9
Total	5 863	4 138	10 001	28.7	10 407	10 880	21 286	35.7
Other	972	1 027	1 999	5.7	1 173	766	1 939	3.3
Total	24 073	10 775	34 847	100.0	34 875	24 730	59 605	100.0

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

14.10 EMPLOYED PERSONS BY AGE BY FUNCTION, Mackay Statistical Division

Function group	1976					2001				
	15-24 years	25-44 years	45 years and over	Total	Average age	15-24 years	25-44 years	45 years and over	Total	Average age
Function	no.	no.	no.	no.	years	no.	no.	no.	no.	years
Farm/mine	1 790	3 343	1 590	6 724	35	1 067	4 096	3 127	8 289	40
Factory										
Manufacturing	1 190	1 431	1 030	3 650	35	780	1 844	1 092	3 716	37
Construction and transport	1 600	2 326	1 466	5 391	35	1 104	3 322	1 866	6 292	37
Total	2 789	3 756	2 496	9 040	35	1 884	5 166	2 958	10 008	37
Retail/personal services										
Personal Services	532	721	377	1 631	34	1 495	2 328	1 269	5 091	34
Retail Services	924	1 100	628	2 651	33	2 539	2 353	1 579	6 470	32
Total	1 457	1 821	1 005	4 282	33	4 034	4 680	2 848	11 561	33
Social infrastructure services										
Health care	325	412	218	955	34	175	1 352	1 059	2 586	42
Education	333	658	256	1 247	34	296	1 566	961	2 823	39
Security and communication	114	310	176	600	37	77	648	389	1 114	40
Total	772	1 380	650	2 802	35	548	3 566	2 409	6 523	40
Office										
Management	381	2 575	1 705	4 660	41	373	3 869	3 922	8 163	44
FIRE(a)	355	317	143	815	31	252	1 017	618	1 886	39
Business professionals	49	252	107	407	37	225	1 348	813	2 385	40
Office support	1 339	1 501	684	3 523	32	1 342	3 793	2 014	7 149	37
Public administration	118	281	196	596	38	201	872	631	1 704	40
Total	2 241	4 927	2 833	10 001	37	2 391	10 898	7 997	21 286	40
Other	475	824	700	1 999	38	302	818	819	1 939	42
Total	9 523	16 051	9 272	34 847	35	10 225	29 224	20 156	59 605	38

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

14.11 AVERAGE INCOME OF EMPLOYED PERSONS BY FUNCTION, Mackay Statistical Division

Function group	1976	1981	1986	1991	1996	2001	Change 1976 to 2001
Function	\$	\$	\$	\$	\$	\$	%
Farm/mine	44 311	46 017	46 887	48 526	59 472	56 381	27.2
Factory							
Manufacturing	33 849	32 377	31 133	30 659	32 145	35 063	3.6
Construction and transport	33 390	34 938	36 918	32 850	35 342	41 637	24.7
Total	33 572	33 839	34 755	31 957	34 094	39 200	16.8
Retail/personal services							
Personal services	27 809	26 739	24 994	22 179	23 270	23 778	-14.5
Retail services	25 763	23 144	19 447	18 348	17 412	18 634	-27.7
Total	26 549	24 603	21 753	19 936	20 290	20 900	-21.3
Social infrastructure services							
Health care	35 232	33 869	33 323	33 808	37 324	39 661	12.6
Education	36 437	34 418	36 340	32 538	33 995	40 195	10.3
Security and communication	39 735	38 743	38 379	36 537	38 426	43 530	9.6
Total	36 738	35 245	35 646	33 645	36 047	40 552	10.4
Office							
Management	46 696	43 133	35 174	34 991	39 734	39 212	-16.0
FIRE(a)	35 777	34 302	32 869	32 082	32 928	39 225	9.6
Business professionals	51 530	47 443	48 676	43 888	44 707	46 297	-10.2
Office support	27 656	28 766	29 360	26 064	25 976	26 616	-3.8
Public administration	37 288	31 851	31 470	29 669	30 937	34 480	-7.5
Total	38 579	35 867	33 181	31 401	33 690	35 373	-8.3
Other	26 692	24 105	27 581	29 247	31 215	30 167	13.0
Total	36 228	34 749	34 135	32 414	35 370	36 531	0.8

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

14.12 QUALIFICATIONS OF EMPLOYED PERSONS BY FUNCTION, Mackay Statistical Division

Function group	1976					2001				
	No post-school qualification	VET(a)	Higher education	Not specified	Total	No post-school qualification	VET(a)	Higher education	Not specified	Total
Function	%	%	%	%	%	%	%	%	%	%
Farm/mine	75.2	16.2	0.6	8.0	100.0	61.6	30.1	3.4	4.9	100.0
Factory										
Manufacturing	58.9	28.5	0.7	12.0	100.0	45.5	46.8	2.6	5.2	100.0
Construction and transport	56.8	31.7	0.5	11.0	100.0	50.3	43.4	1.7	4.6	100.0
Total	57.7	30.4	0.6	11.4	100.0	48.5	44.7	2.0	4.8	100.0
Retail/personal services										
Personal services	61.9	28.1	0.4	9.6	100.0	56.0	35.2	3.6	5.2	100.0
Retail services	81.4	9.4	0.2	9.0	100.0	78.1	15.3	1.6	5.1	100.0
Total	74.0	16.5	0.3	9.2	100.0	68.4	24.1	2.4	5.1	100.0
Social infrastructure services(b)										
Health care	41.4	11.3	39.2	8.2	100.0	22.3	19.1	53.5	5.1	100.0
Education	18.0	3.9	75.6	2.5	100.0	12.5	5.8	80.8	0.9	100.0
Security and communication	58.7	32.0	0.6	8.5	100.0	55.9	33.8	4.6	5.7	100.0
Total	34.7	12.4	47.1	5.8	100.0	23.8	15.9	56.9	3.4	100.0
Office										
Management	67.7	22.0	1.2	9.1	100.0	52.9	33.1	8.9	5.1	100.0
FIRE(c)	78.6	13.6	0.4	7.5	100.0	60.5	24.2	10.1	5.2	100.0
Business professionals	34.8	42.3	18.1	4.9	100.0	40.0	28.3	26.8	4.9	100.0
Office support	82.3	8.9	0.6	8.2	100.0	70.1	21.5	3.3	5.0	100.0
Public administration	55.4	31.5	4.2	8.9	100.0	55.3	23.2	17.3	4.3	100.0
Total	71.6	18.1	1.8	8.5	100.0	58.1	27.1	9.8	5.0	100.0
Other	56.8	10.8	1.2	31.2	100.0	57.4	22.2	4.6	15.8	100.0
Total (%)	65.2	19.8	4.7	10.3	100.0	55.2	28.5	11.2	5.2	100.0
Total (persons)	22 710	6 915	1 624	3 598	34 847	32 899	16 976	6 655	3 075	59 605

(a) Vocational Education and Training.

(b) Teaching and nursing qualifications were reclassified as higher education qualifications across all census years.

(c) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

14.13 HOURS WORKED(a) BY FUNCTION, Mackay Statistical Division

Function group	1996				2001				Average hours worked(c)
	Persons				Persons				
	1-34 hours	35-48 hours	49 hours or more	Total(b)	1-34 hours	35-48 hours	49 hours or more	Total(b)	
Function	%	%	%	%	%	%	%	%	no.
Farm/mine	8.9	56.1	29.2	100.0	9.5	41.6	42.6	100.0	50
Factory									
Manufacturing	9.8	69.8	16.6	100.0	9.0	61.5	25.1	100.0	44
Construction and transport	11.0	64.9	19.7	100.0	13.0	54.9	25.9	100.0	43
Total	10.5	66.8	18.4	100.0	11.5	57.4	25.6	100.0	44
Retail/personal services									
Personal services	32.2	49.4	14.7	100.0	36.8	40.9	16.3	100.0	36
Retail services	52.8	32.5	11.6	100.0	53.3	29.0	13.0	100.0	30
Total	42.7	40.8	13.1	100.0	46.0	34.3	14.5	100.0	32
Social infrastructure services									
Health care	36.1	48.9	9.2	100.0	38.4	42.6	10.9	100.0	35
Education	34.9	52.8	8.5	100.0	35.6	43.1	16.1	100.0	35
Security and communication	15.0	57.5	20.9	100.0	16.7	50.5	24.7	100.0	42
Total	31.9	52.1	10.9	100.0	33.5	44.2	15.5	100.0	36
Office									
Management	13.4	37.1	46.4	100.0	17.1	29.3	48.4	100.0	49
FIRE(d)	25.3	54.0	15.8	100.0	22.9	46.8	25.5	100.0	40
Business professionals	12.2	59.7	25.2	100.0	17.0	45.9	32.8	100.0	43
Office support	37.4	50.8	8.5	100.0	39.0	45.1	11.0	100.0	34
Public administration	19.6	66.3	9.2	100.0	21.2	56.8	14.4	100.0	38
Total	24.0	48.7	23.8	100.0	25.3	40.2	29.4	100.0	41
Other	15.4	34.0	16.6	100.0	17.0	21.4	15.6	100.0	39
Total (%)	23.1	51.3	20.1	100.0	25.4	42.0	25.7	100.0	41
Total (persons)	13 487	29 961	11 705	58 360	15 158	25 009	15 331	59 605	. .

(a) Number of hours actually worked in the week prior to census in all jobs, including paid overtime, unpaid hours, work taken home and/or weekend work.

(b) Including employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(c) Mean hours worked, excluding employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(d) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1996 and 2001.

14.14 USUAL RESIDENCE IN 1996 OF EMPLOYED PERSONS BY FUNCTION, Mackay Statistical Division, 2001

Function group	Queensland					
	Within same statistical division	Rest of state	Total in Queensland	Rest of Australia	Overseas	Total(a)
Function	%	%	%	%	%	%
Farm/mine	79.1	12.4	91.6	5.2	1.3	100.0
Factory						
Manufacturing	84.8	8.0	92.8	4.3	0.9	100.0
Construction and transport	77.6	13.0	90.5	5.8	1.4	100.0
Total	80.3	11.1	91.4	5.2	1.2	100.0
Retail/personal services						
Personal services	71.1	14.0	85.1	9.9	2.7	100.0
Retail services	83.1	9.7	92.8	4.7	1.1	100.0
Total	77.8	11.6	89.4	7.0	1.8	100.0
Social infrastructure services						
Health care	72.7	14.0	86.7	7.7	4.5	100.0
Education	67.8	23.6	91.4	4.3	2.9	100.0
Security and communication	70.6	19.8	90.4	6.9	0.8	100.0
Total	70.2	19.1	89.4	6.1	3.2	100.0
Office						
Management	81.3	10.7	92.0	5.3	1.3	100.0
FIRE(b)	75.2	14.9	90.1	7.2	1.2	100.0
Business professionals	72.4	15.5	87.9	8.1	2.9	100.0
Office support	76.6	12.2	88.8	7.6	1.9	100.0
Public administration	78.9	13.4	92.3	5.3	1.1	100.0
Total	78.0	12.3	90.3	6.6	1.6	100.0
Other	77.0	8.5	85.5	5.7	1.7	100.0
Total (%)	77.6	12.6	90.2	6.1	1.7	100.0
Total (persons)	46 267	7 516	53 783	3 665	1 024	59 605

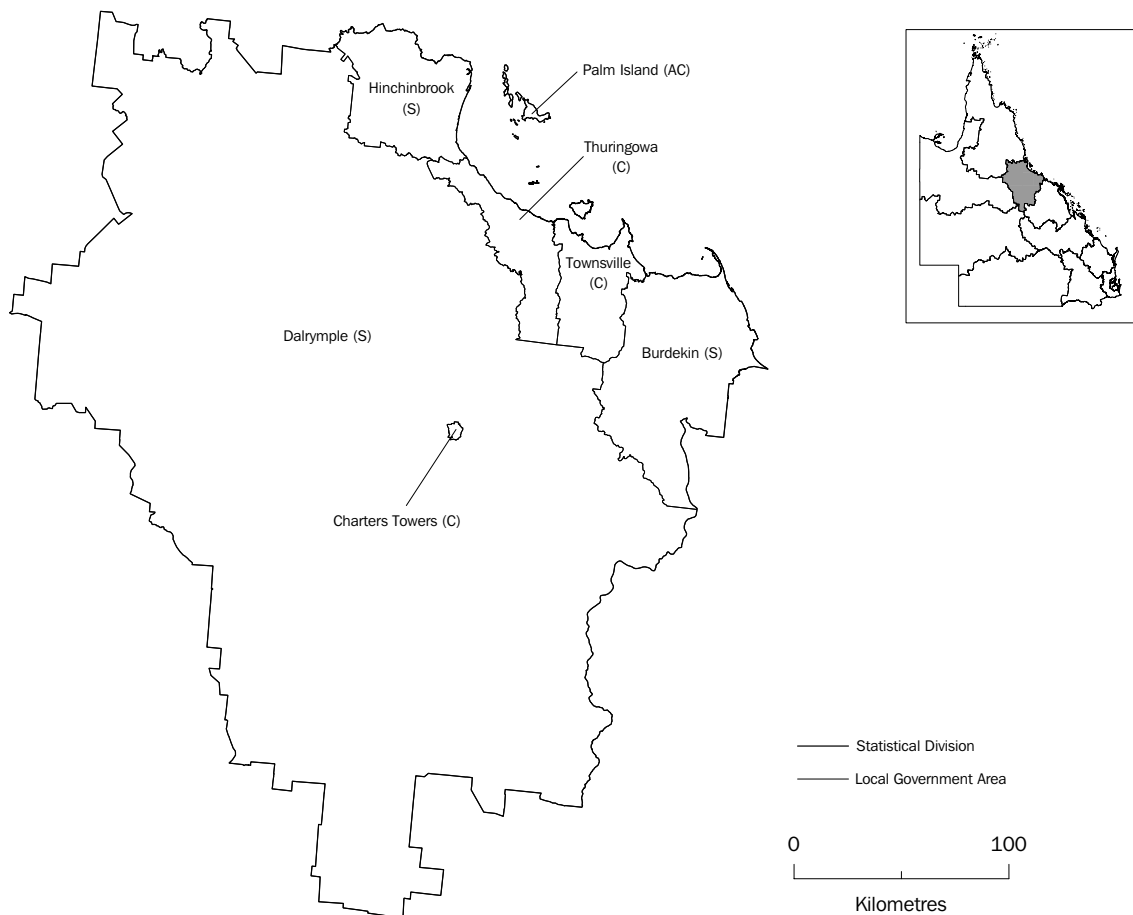
(a) Including those who did not state their usual residence in 1996.

(b) Finance, Insurance and Real Estate.

Source: Census of Population and Housing 2001.

CHAPTER 15

NORTHERN STATISTICAL DIVISION



Note: The local government area of Bowen Shire was transferred from the Northern Statistical Division (SD) to the Mackay Statistical Division (SD) in 2001. To create a consistent time-series for this study, data for Bowen Shire has been excluded from the Northern SD, and included in the Mackay SD, for all census years.

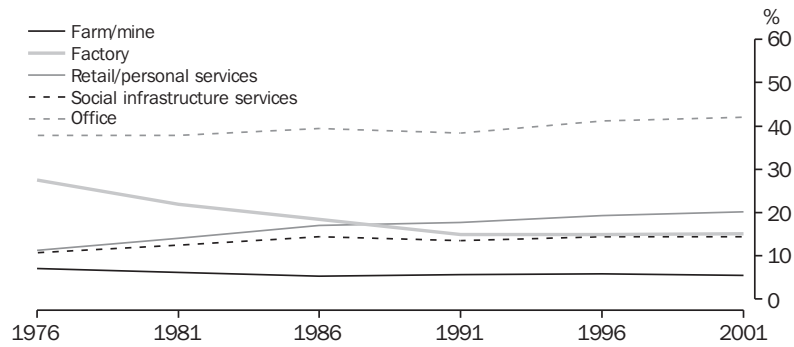
EMPLOYMENT IN THE REGION

The Northern Statistical Division (SD) in 2001 was home for approximately 5% of Queensland's workforce. The region contains the large administrative and service centre of Townsville, which provides many retail, health and education facilities for northern Queensland. A large military base is also located nearby. Major industries in the region are sugar cane, beef production and tourism.

Between the census in 1976 and 2001 the usual resident population increased by 43% to 183,290 people. Due to increased participation by females in the workforce, the number of employed persons in the Northern SD increased even faster (by 55%). Table 15.8 shows that the number of employed persons in the Northern SD increased from 54,176 in August 1976 to 83,741 in August 2001.

Graph 15.1 shows the distribution of this workforce amongst the function groups. The Office dominated employment in the region in 1976, and by 2001 had increased its size by approximately 15,000 persons, to 42% of all workers. A large increase (10,817) also occurred in Retail/personal services, from 11% of all workers in 1976 to 20% in 2001. Workers in Social infrastructure services doubled over the period (an additional 6,221), to account for 14% of all workers in 2001.

15.1 EMPLOYED PERSONS BY FUNCTION GROUP, Northern SD—
1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

The number of persons working in the Factory decreased by 2,297 between 1976 and 2001, to 12,579. The Factory accounted for 15% of workers in 2001 compared with 27% in 1976. The Farm/mine also decreased its share of employment over this time, from 7% of workers in 1976 to 5% in 2001, although the actual number of Farm/mine workers increased from 3,815 to 4,599.

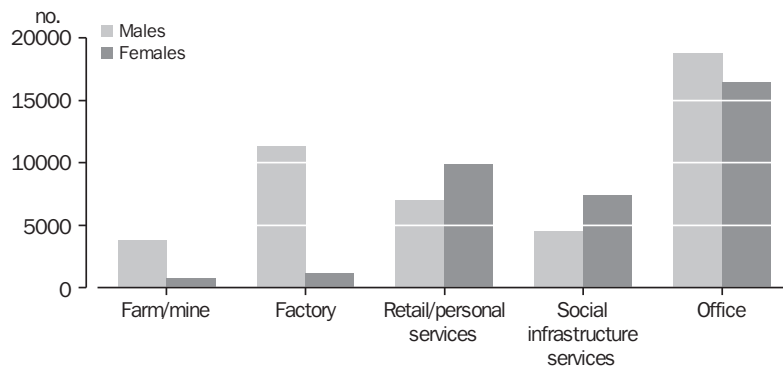
Table 15.8 provides further details regarding changes to functions between 1976 and 2001. For example:

- The number of Business professionals increased from 1,019 to 3,986 persons in 2001.
- The number of workers with a Personal services function more than tripled to 7,255 and those with a Retail services function more than doubled to 9,641.
- Manufacturing jobs fell 17% to 5,416 and the Construction and transport function fell 14% to 7,163. Most of this decrease occurred in the first 15 years, and the figures stabilised over the period 1991 to 2001.

MALE AND FEMALE
EMPLOYMENT

Males and females tended to have different workplace functions, as shown in graph 15.2. In 2001, the great majority of workers in both the Farm/mine and Factory were male and there was a small majority of males working in the Office. Most workers in Social infrastructure services and Retail/personal services were female.

15.2 EMPLOYED PERSONS BY SEX, Northern SD—2001



Source: Census of Population and Housing, 2001.

Male employment in the region increased by 30% between 1976 and 2001. The Office provided the most opportunities for male employment growth (an additional 5,413 positions) and more males were employed in the Office than any other function group in 2001. Retail/personal services also recorded a large increase in employment of males (4,184 additional jobs). The Factory had employed more males than any other function group in 1976 (13,907 or 36%), but by 2001 this had dropped to 11,369, representing 24% of all male workers in 2001.

The proportion of the workforce who were females increased from 31% in 1976 to 44% in 2001. Table 15.9 shows that the number of female workers in the region more than doubled in this period and the Office accounted for 47% of these additional jobs (an extra 9,283 jobs). The Office was the largest function group for females in both years. Retail/personal services, which also saw a large increase in employment (6,633 additional jobs), provided 27% of all female employment in 2001. Social infrastructure services continued to be a major employer of females (18% in 1976 and 20% in 2001).

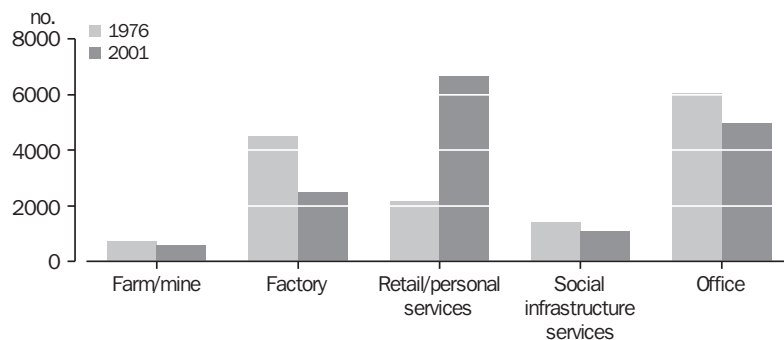
Further details available from table 15.9 include:

- The additional jobs created in Management and Business professionals between 1976 and 2001 were split approximately equally between males and females.
- In the Office support function, the number of males increased by 620 compared with an increase of 2,778 females, between 1976 and 2001.
- The fastest growth in employment of males occurred in the Personal services function, from 1,152 in 1976 to 3,444 in 2001.
- The fastest growth in employment of females was in the Business professionals function, from 128 in 1976 to 1,615 in 2001.
- In 2001, the proportion of workers who were female varied from 76% of those in Health care to 9% of Construction and transport workers.

The average age of workers in the Northern SD increased from 35 years in 1976 to 38 years in 2001 (see table 15.10). Those within the Farm/mine and Social infrastructure services both had the highest average age (40 years) in 2001, up from 38 years and 36 years, respectively. Workers in Retail/personal services had the youngest average age in 2001, of 32 years, which was younger than the average in 1976, of 33 years.

The proportion of young people aged 15–24 years in the employed workforce fell from 29% in 1976 to 19% in 2001. During this period the number of young workers increased by only 3%, to 16,268 in 2001, and graph 15.3 illustrates their changed function groups. There were fewer young people employed in each of the function groups in 2001 compared with 1976, with the exception of Retail/personal services. Retail/personal services grew rapidly to dominate employment amongst this age group, containing 41% of those all employed 15–24 year olds in 2001 compared with 14% in 1976.

15.3 EMPLOYED PERSONS AGED 15–24 YEARS, Northern SD—1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

Between 1976 and 2001, the number of employed 25–44 year olds increased by 69%, to 41,037 in 2001. The Office increased its significance as a function group, employing 18,378 workers of this age group (45%) in 2001 compared with 9,678 (40%) in 1976. In 2001, there were similar numbers of 25–44 year olds (approximately 6,400) employed in each of the function groups Factory, Retail/personal services and Social infrastructure services. Compared with 1976, this was an increase of 33% for the Factory but more than 50% for Retail/personal services and Social infrastructure services.

There was a large increase of 86% in workers aged 45 years and more, from 14,194 in 1976 to 26,436 in 2001. The Office provided increased opportunities for this age group, employing 45% in 2001 (compared with 34% in 1976). There were also rapid increases in employment within Social infrastructure services and Retail/personal services.

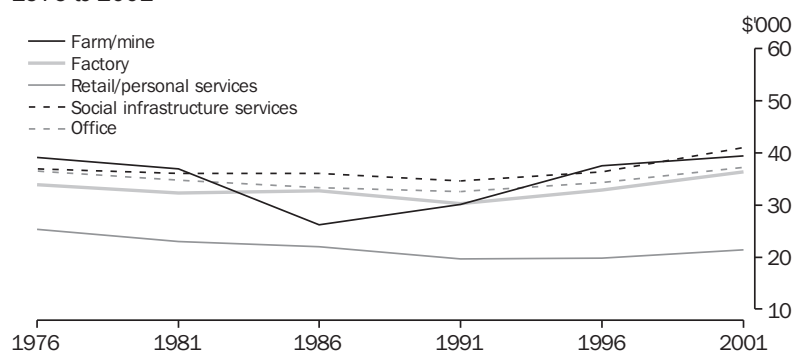
Table 15.10 provides further details regarding functions in 1976 and 2001. For example:

- In 1976, the average age of FIRE workers was 30 years; this increased rapidly to 39 years in 2001.
- For 15–24 year olds, the largest increase from 1976 to 2001 was an additional 2,775 jobs with a Retail services function; the largest decrease was 1,215 fewer jobs with a Construction and transport function.
- Only the Manufacturing function recorded fewer 25–44 year old workers in 2001, compared with 1976.
- There were fewer workers aged 45 and more with either a Manufacturing or Construction and transport function in 2001, compared with 1976.

AVERAGE ANNUAL INCOME

As shown in table 15.11, the CPI-adjusted annual income for employed persons in the Northern SD was similar in 1976 (\$34,175) and 2001 (\$34,280), although it had been lower in the years between. The average individual income of the various function groups in the region is shown in graph 15.4.

15.4 AVERAGE INCOME OF EMPLOYED PERSONS, Northern SD—1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

Those employed in the Farm/mine earned the highest incomes in 1976 (averaged \$39,095), which slumped in 1986 and 1991, largely due to reduced sugar prices. By 2001 their average income had recovered, and at \$39,335 was second only to workers in Social infrastructure services.

The average income to those in Social infrastructure services was \$40,908 in 2001, which was 11% more than in 1976. By contrast, Retail/personal services ended the period at \$21,357 on average, a fall of 16% compared with 1976.

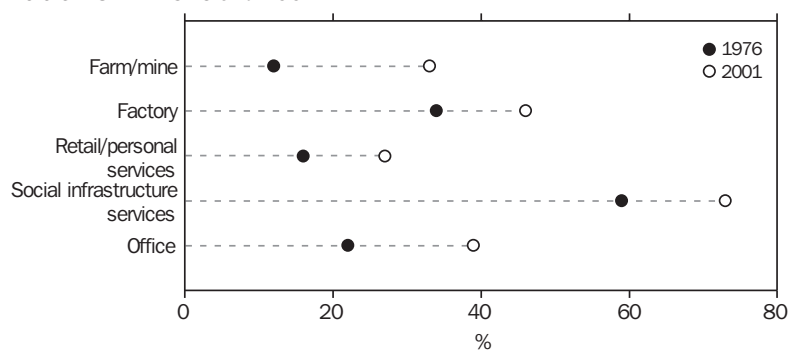
Table 15.11 provides further details regarding functions in 1976 and 2001. For example:

- Workers with a FIRE function recorded a 20% increase in income between 1976 and 2001 (to \$41,538).
- The highest average income in 2001 was received by Business professionals (\$45,909); this was less than their 1976 income (\$48,465).
- The lowest average income in all census years was received by those with a Retail services function; their income fell by 22% to \$19,445 in 2001.
- Within Social infrastructure services, Health care workers became more highly paid than Education workers.

QUALIFICATIONS

Workers in the Northern SD were more highly qualified in 2001 compared with 1976. The proportion of all employed persons with a post-school qualification rose from 27% to 42% (see table 15.12). All function groups recorded an increase in this figure, as indicated in graph 15.5.

15.5 EMPLOYED PERSONS WITH POST-SCHOOL QUALIFICATIONS, Northern SD—1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

While the Farm/mine had the lowest proportion of workers with post-school qualifications in 1976 (12%), by 2001 there was a large increase in this proportion (to 33%). Retail/personal services had become the function group with the smallest proportion of workers with a post-school qualification, in 2001.

As the number of workers in the region with a VET qualification increased from 11,318 in 1976 to 22,138 in 2001, the proportion of workers who were VET qualified increased from 21% in 1976 to 26% in 2001. The Factory had the highest proportion of VET qualifications in 2001 (43%), which had grown considerably since 1976 (33%). The greatest gain in the proportion of VET qualifications occurred in the Farm/mine, from 11% in 1976 to 27% in 2001.

QUALIFICATIONS *continued*

The proportion of all workers with a higher education qualification more than doubled from 7% in 1976 to 15% in 2001. This was an increase from 3,565 persons to 12,712. While all function groups showed an increase over the period, only Social infrastructure services recorded more than half (57%) of its workers with higher education qualifications in 2001, a rise from 47% in 1976. There was also a large increase in higher education qualifications in the Office, from 3% to 12%.

Table 15.12 provides further details regarding qualifications in 1976 and 2001. For example:

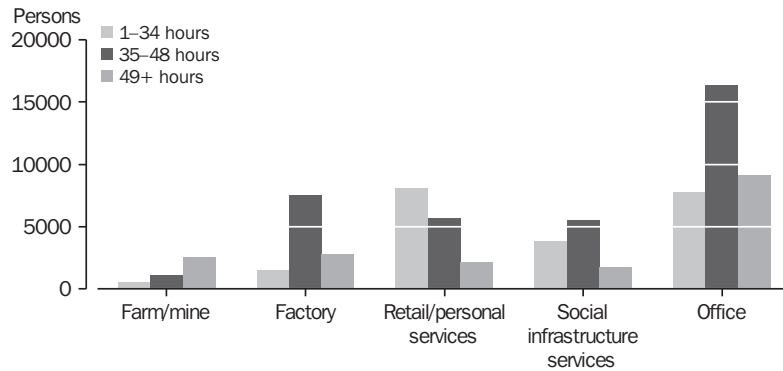
- All functions recorded a drop in the proportion of workers with no post-school qualifications between 1976 and 2001,
- The FIRE function recorded the largest fall in workers with no post-school qualifications, from 80% in 1976 to 59% in 2001, as a result of large increases in both VET qualifications and higher education qualifications.
- The proportion of VET qualified workers increased in all functions except Business professionals and Public administration, where although the proportion decreased the actual number of VET qualified persons increased.
- In 2001, the functions with the largest proportion of VET qualified workers were Manufacturing (44%) and Construction and transport (42%).
- Three quarters (76%) of workers with an Education function had a higher education qualification in 2001, and 56% of persons with a Health care function had higher education qualifications.
- Large increases in the proportion of workers with higher education was recorded in Health care (from 39% in 1976 to 56% in 2001) and Business professionals (from 17% to 33%).

HOURS WORKED

Note: Comparable data on actual hours worked is available for 1996 and 2001 only (see table 15.13).

On average, employed persons in the Northern SD worked 39 hours in the week prior to the 2001 census, similar to the Queensland average of 38 hours. Those working in the Farm/mine in the Northern SD recorded working the longest hours of any group across all Queensland SDs (55 hours on average). The distinct pattern of work-hours shown by each of the function groups in 2001 is shown in graph 15.6.

15.6 HOURS WORKED BY EMPLOYED PERSONS, Northern SD—2001



Source: Census of Population and Housing 2001.

Part-time work (1–34 hours) was most common in Retail/personal services (48%); 35–48 hours were most common amongst Factory workers (60%), followed by the Office and Social infrastructure services; the majority (56%) of Farm/mine workers reported working 49 hours or more.

Between 1996 and 2001 there was a noticeable shift away from working 35–48 hours to longer hours, in all function groups. The proportion of employed persons working 35–48 hours fell from 51% to 44% and the proportion working 49 hours or more increased from 18% to 22%. Those within the Farm/mine had the greatest increase in the proportion working 49 hours or more (from 48% to 56%), followed by the Factory and the Office. Social infrastructure services was the only function group where there was a significant increase in the numbers working part-time (from 29% to 32%).

Table 15.13 provides further details regarding hours worked in 1996 and 2001. For example:

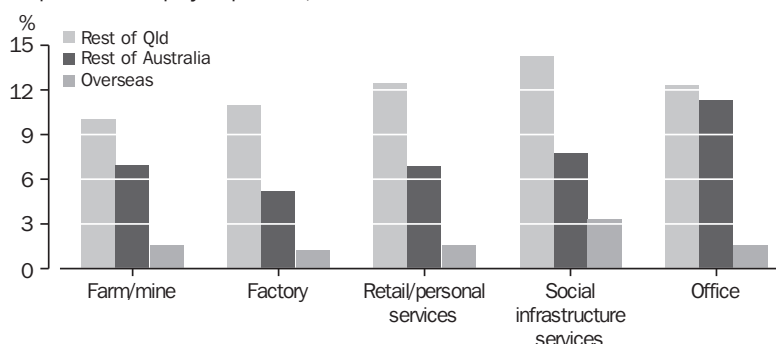
- In 2001, workers in the Northern SD worked longer hours than the average Queensland worker, in all functions except Retail services. This difference was seven hours for Farm/mine workers and five hours for Public administration workers.
- The least hours worked (29 hours) were recorded by workers with a Retail services function, where more than half (54%) worked part-time hours in 2001.
- Health care recorded the largest increase in the proportion of part-time workers, from 32% in 1996 to 37% in 2001.
- Outside the Farm/mine, the largest increases during the five years in the proportion of persons working 49 hours or more occurred in the FIRE function (from 18% to 25%) and Business professionals (from 22% to 29%).

ORIGIN OF WORKERS

In 2001, 23% (18,943) of employed persons in the Northern SD had moved to the region since 1996. The greatest source of these recent arrivals was other regions within Queensland (12% of all workers). Another 9% of workers came from other states of Australia (9%) and 2% had been living overseas five years earlier (see table 15.14).

Workers within the Factory were least likely to have come from outside the region within the last five years (18%); 11% had come from other regions in Queensland, and 7% had come from outside of Queensland (see graph 15.7). Social infrastructure services and the Office each recorded roughly a quarter of workers previously from outside the region. Within the Office, there were almost as many workers from other states (11%) as those from other regions within Queensland (12%).

15.7 USUAL RESIDENCE OF PERSONS LIVING OUTSIDE THE REGION IN 1996, Proportion of employed persons, Northern SD—2001



Source: Census of Population and Housing 2001.

Table 15.14 provides further details from the 2001 census regarding the usual residence of workers five years earlier. For example:

- The Public administration function stands out as having the highest proportion of recent arrivals (45%). This high figure is associated with the large number of Australian Defence Force personnel in the region.
- In 2001, 28% of those with a Public administration function came from other states of Australia.
- Persons with a Management or Manufacturing function were least mobile, with 16% having come from outside the SD within the previous five years, including 9% from other regions within Queensland.
- The Security and communication function had a high proportion (19%) of persons who had previously come from other regions of Queensland.
- The Health care function had the highest proportion of workers who had been living overseas five years earlier (5%).

15.8 EMPLOYED PERSONS BY FUNCTION, Northern Statistical Division

<i>Function group</i>	1976	1981	1986	1991	1996	2001	<i>Change 1976 to 2001</i>
<i>Function</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>%</i>
<i>Farm/mine</i>	3 815	3 593	3 316	4 047	4 539	4 599	20.5
<i>Factory</i>							
Manufacturing	6 532	6 214	4 621	4 400	5 155	5 416	-17.1
Construction and transport	8 344	6 664	6 989	6 189	6 504	7 163	-14.2
<i>Total</i>	14 876	12 878	11 610	10 589	11 659	12 579	-15.4
<i>Retail/personal services</i>							
Personal services	2 144	3 205	4 312	5 089	6 975	7 255	238.4
Retail services	3 935	5 058	6 429	7 525	8 038	9 641	145.0
<i>Total</i>	6 079	8 263	10 741	12 614	15 013	16 896	178.0
<i>Social infrastructure services</i>							
Health care	1 993	2 604	3 327	3 640	4 418	4 988	150.3
Education	2 808	3 185	3 872	4 353	5 088	5 131	82.7
Security and communication	976	1 499	1 905	1 629	1 744	1 879	92.5
<i>Total</i>	5 777	7 288	9 104	9 622	11 250	11 998	107.7
<i>Office</i>							
Management	5 556	4 980	6 240	7 004	8 177	10 306	85.5
FIRE(a)	1 802	2 046	2 378	2 537	2 607	2 638	46.4
Business professionals	1 019	1 391	1 821	2 230	3 641	3 986	291.1
Office support	6 458	7 262	8 324	8 528	9 723	9 857	52.6
Public administration	5 662	6 427	6 089	6 924	7 810	8 405	48.4
<i>Total</i>	20 496	22 104	24 852	27 221	31 957	35 191	71.7
<i>Other</i>	3 133	4 390	3 585	7 012	3 354	2 480	-20.8
Total	54 176	58 514	63 206	71 104	77 770	83 741	54.6

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

15.9 EMPLOYED PERSONS BY SEX BY FUNCTION, NORTHERN STATISTICAL DIVISION

Function group	1976				2001			
	Males	Females	Persons		Males	Females	Persons	
Function	no.	no.	no.	%	no.	no.	no.	%
Farm/mine	2 890	924	3 815	7.0	3 832	767	4 599	5.5
Factory								
Manufacturing	5 960	572	6 532	12.1	4 839	577	5 416	6.5
Construction and transport	7 947	398	8 344	15.4	6 531	633	7 163	8.6
Total	13 907	970	14 876	27.5	11 369	1 210	12 579	15.0
Retail/personal services								
Personal services	1 152	993	2 144	4.0	3 444	3 811	7 255	8.7
Retail services	1 641	2 294	3 935	7.3	3 533	6 108	9 641	11.5
Total	2 793	3 287	6 079	11.2	6 977	9 919	16 896	20.2
Social infrastructure services								
Health care	635	1 359	1 993	3.7	1 218	3 770	4 988	6.0
Education	1 136	1 672	2 808	5.2	1 753	3 378	5 131	6.1
Security and communication	927	49	976	1.8	1 611	268	1 879	2.2
Total	2 698	3 080	5 777	10.7	4 582	7 416	11 998	14.3
Office								
Management	4 206	1 350	5 556	10.3	6 461	3 845	10 306	12.3
FIRE(a)	994	808	1 802	3.3	1 119	1 519	2 638	3.2
Business professionals	891	128	1 019	1.9	2 371	1 615	3 986	4.8
Office support	2 306	4 153	6 458	11.9	2 926	6 931	9 857	11.8
Public administration	4 970	692	5 662	10.5	5 902	2 503	8 405	10.0
Total	13 366	7 130	20 496	37.8	18 779	16 413	35 191	42.0
Other	1 528	1 605	3 133	5.8	1 424	1 056	2 480	3.0
Total	37 180	16 996	54 176	100.0	46 961	36 780	83 741	100.0

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

15.10 EMPLOYED PERSONS BY AGE BY FUNCTION, Northern Statistical Division

Function group	1976					2001				
	15-24 years	25-44 years	45 years and over	Total	Average age	15-24 years	25-44 years	45 years and over	Total	Average age
	no.	no.	no.	no.	years	no.	%	%	no.	years
<i>Farm/mine</i>	739	1 774	1 304	3 815	38	578	2 356	1 665	4 599	40
<i>Factory</i>										
Manufacturing	1 967	2 768	1 797	6 532	35	1 154	2 678	1 585	5 416	37
Industrial production	2 541	3 409	2 394	8 344	35	1 326	3 699	2 138	7 163	37
<i>Total</i>	4 510	6 176	4 192	14 876	35	2 480	6 377	3 723	12 579	37
<i>Retail/personal services</i>										
Personal services	682	876	587	2 144	35	2 376	3 176	1 703	7 255	34
Retail services	1 503	1 567	866	3 935	32	4 278	3 254	2 109	9 641	31
<i>Total</i>	2 184	2 443	1 452	6 079	33	6 654	6 430	3 812	16 896	32
<i>Social infrastructure services</i>										
Health care	546	855	591	1 993	36	465	2 694	1 829	4 988	40
Education	696	1 484	627	2 808	35	491	2 620	2 020	5 131	40
Security and communication	175	516	286	976	37	135	1 151	593	1 879	39
<i>Total</i>	1 417	2 855	1 506	5 777	36	1 091	6 465	4 442	11 998	40
<i>Office</i>										
Management	442	2 988	2 127	5 556	41	555	4 945	4 806	10 306	44
FIRE(a)	817	697	287	1 802	30	349	1 398	892	2 638	39
Business professionals	101	681	238	1 019	37	393	2 232	1 361	3 986	39
Office support	2 352	2 735	1 372	6 458	32	1 803	4 938	3 117	9 857	38
Public administration	2 336	2 576	748	5 662	30	1 896	4 865	1 644	8 405	34
<i>Total</i>	6 047	9 678	4 772	20 496	34	4 995	18 378	11 819	35 191	39
<i>Other</i>	832	1 331	969	3 133	37	472	1 032	976	2 480	41
Total	15 727	24 256	14 194	54 176	35	16 268	41 037	26 436	83 741	38

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

15.11 AVERAGE INCOME OF EMPLOYED PERSONS BY FUNCTION, Northern Statistical Division

<i>Function group</i>	1976	1981	1986	1991	1996	2001	<i>Change 1976 to 2001</i>
<i>Function</i>	\$	\$	\$	\$	\$	\$	%
<i>Farm/mine</i>	39 095	36 925	26 153	30 162	37 518	39 335	0.6
<i>Factory</i>							
Manufacturing	34 251	32 119	30 745	29 712	32 479	35 401	3.4
Construction and transport	33 506	32 353	34 065	30 603	33 163	36 927	10.2
<i>Total</i>	33 837	32 240	32 744	30 231	32 859	36 271	7.2
<i>Retail/personal services</i>							
Personal services	26 063	23 955	24 385	22 302	22 104	23 890	-8.3
Retail services	24 886	22 321	20 328	17 941	17 699	19 445	-21.9
<i>Total</i>	25 283	22 954	21 958	19 700	19 743	21 357	-15.5
<i>Social infrastructure services</i>							
Health care	36 487	33 431	32 989	33 661	36 900	40 787	11.8
Education	36 914	36 970	37 019	34 312	35 272	40 285	9.1
Security and communication	37 959	38 689	39 238	37 379	38 495	42 936	13.1
<i>Total</i>	36 941	36 068	36 014	34 591	36 406	40 908	10.7
<i>Office</i>							
Management	44 695	41 978	34 813	36 393	38 857	40 613	-9.1
FIRE(a)	34 519	34 008	33 748	34 873	36 050	41 538	-0.3
Business professionals	48 465	44 370	44 292	42 163	41 081	45 909	-5.3
Office support	27 797	27 595	27 223	24 830	25 587	26 451	-4.8
Public administration	37 105	35 307	36 689	34 160	36 641	40 269	8.5
<i>Total</i>	36 503	34 682	33 323	32 525	34 302	37 241	2.0
<i>Other</i>	22 884	21 522	27 388	26 556	26 653	27 655	20.9
Total	34 175	31 950	31 004	29 491	31 461	34 280	0.3

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

15.12 QUALIFICATIONS OF EMPLOYED PERSONS BY FUNCTION, Northern Statistical Division

Function group	1976					2001				
	No post-school qualification	VET(a)	Higher education	Not specified	Total	No post-school qualification	VET(a)	Higher education	Not specified	Total
Function	%	%	%	%	%	%	%	%	%	%
Farm/mine	79.8	11.2	0.7	8.3	100.0	63.2	26.6	6.1	4.2	100.0
Factory										
Manufacturing	55.5	32.4	1.4	10.8	100.0	48.3	43.8	4.0	3.9	100.0
Construction and transport	52.8	33.8	1.0	12.4	100.0	51.4	42.2	2.6	3.8	100.0
Total	54.0	33.2	1.2	11.7	100.0	50.1	42.9	3.2	3.8	100.0
Retail/personal services										
Personal services	62.3	24.9	0.3	12.5	100.0	56.7	33.7	5.3	4.3	100.0
Retail services	78.9	10.1	0.5	10.5	100.0	78.2	14.9	2.6	4.3	100.0
Total	73.1	15.4	0.4	11.2	100.0	69.0	22.9	3.8	4.3	100.0
Social infrastructure services(b)										
Health care	38.8	13.5	39.0	8.8	100.0	22.3	17.1	56.4	4.2	100.0
Education	22.8	5.6	68.2	3.5	100.0	15.5	7.1	76.3	1.1	100.0
Security and communication	59.9	27.8	0.8	11.5	100.0	50.7	36.2	7.7	5.5	100.0
Total	34.6	12.0	46.7	6.6	100.0	23.8	15.8	57.3	3.1	100.0
Office										
Management	64.2	24.4	2.1	9.4	100.0	50.5	33.1	11.5	4.8	100.0
FIRE(c)	79.9	12.9	1.1	6.2	100.0	59.4	23.1	12.2	5.2	100.0
Business professionals	42.0	33.7	16.7	7.7	100.0	38.1	25.3	32.5	4.1	100.0
Office support	83.0	7.4	0.9	8.7	100.0	71.5	19.3	3.8	5.4	100.0
Public administration	60.9	28.2	3.5	7.4	100.0	53.8	27.5	14.3	4.4	100.0
Total	69.5	19.5	2.8	8.3	100.0	56.4	26.3	12.5	4.8	100.0
Other	57.0	10.4	2.3	30.3	100.0	61.1	20.1	5.6	13.2	100.0
Total (%)	61.9	20.9	6.6	10.6	100.0	53.8	26.4	15.2	4.5	100.0
Total (persons)	33 538	11 318	3 565	5 755	54 176	45 093	22 138	12 712	3 798	83 741

(a) Vocational Education and Training.

(b) Teaching and nursing qualifications were reclassified as higher education qualifications across all census years.

(c) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

15.13 HOURS WORKED(a) BY FUNCTION, Northern Statistical Division

Function group	1996				2001				Average hours worked(c)
	Persons				Persons				
	1-34 hours	35-48 hours	49 hours or more	Total(b)	1-34 hours	35-48 hours	49 hours or more	Total(b)	
Function	%	%	%	%	%	%	%	%	no.
<i>Farm/mine</i>	12.5	35.5	47.7	100.0	12.0	24.5	55.9	100.0	55
<i>Factory</i>									
Manufacturing	9.4	73.8	13.3	100.0	9.1	65.8	19.9	100.0	43
Construction and transport	13.6	63.7	18.7	100.0	14.7	55.6	23.8	100.0	42
<i>Total</i>	11.7	68.2	16.3	100.0	12.3	60.0	22.1	100.0	43
<i>Retail/personal services</i>									
Personal services	38.4	45.1	12.2	100.0	40.2	40.5	13.4	100.0	34
Retail services	54.4	31.3	10.6	100.0	53.7	28.6	12.2	100.0	29
<i>Total</i>	47.0	37.7	11.3	100.0	47.9	33.7	12.7	100.0	31
<i>Social infrastructure services</i>									
Health care	32.2	53.9	8.3	100.0	36.6	45.7	10.5	100.0	36
Education	33.0	51.6	12.0	100.0	34.7	43.3	16.8	100.0	36
Security and communication	11.2	63.7	18.3	100.0	13.3	56.9	20.5	100.0	42
<i>Total</i>	29.3	54.4	11.5	100.0	32.2	46.4	14.7	100.0	37
<i>Office</i>									
Management	13.9	43.8	38.9	100.0	17.4	34.4	43.2	100.0	47
FIRE(d)	21.4	56.2	17.7	100.0	20.2	49.7	25.3	100.0	41
Business professionals	12.1	63.0	21.6	100.0	14.9	52.1	28.8	100.0	43
Office support	36.2	52.5	7.5	100.0	39.7	45.3	9.6	100.0	33
Public administration	11.9	62.9	20.6	100.0	11.1	59.0	23.0	100.0	44
<i>Total</i>	20.6	54.3	21.2	100.0	22.1	46.5	26.0	100.0	41
<i>Other</i>	17.1	34.1	14.5	100.0	16.5	25.3	12.8	100.0	39
Total (%)	25.0	51.2	18.4	100.0	26.5	44.1	22.4	100.0	40
Total (persons)	19 442	39 832	14 306	77 770	22 220	36 916	18 723	83 741	. .

(a) Number of hours actually worked in the week prior to census in all jobs, including paid overtime, unpaid hours, work taken home and/or weekend work.

(b) Including employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(c) Mean hours worked, excluding employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(d) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1996 and 2001.

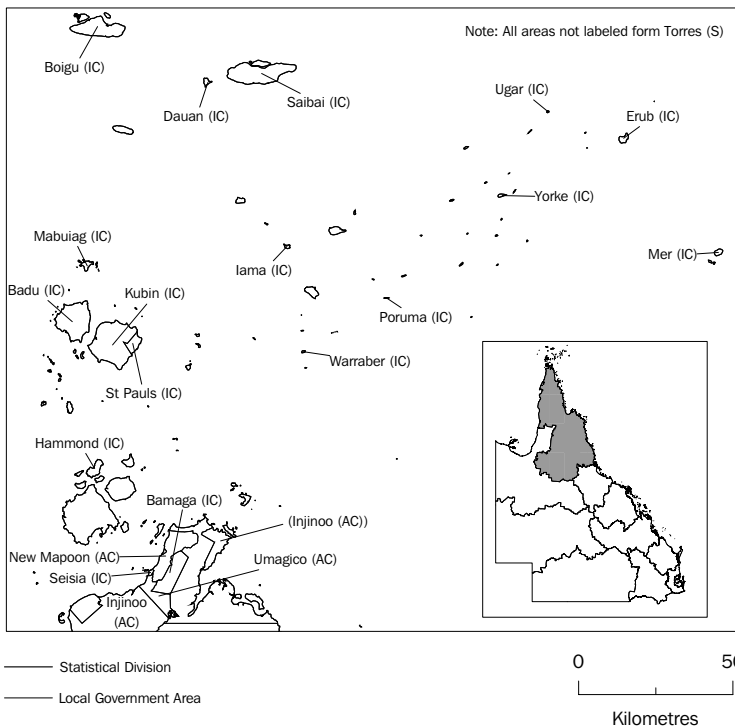
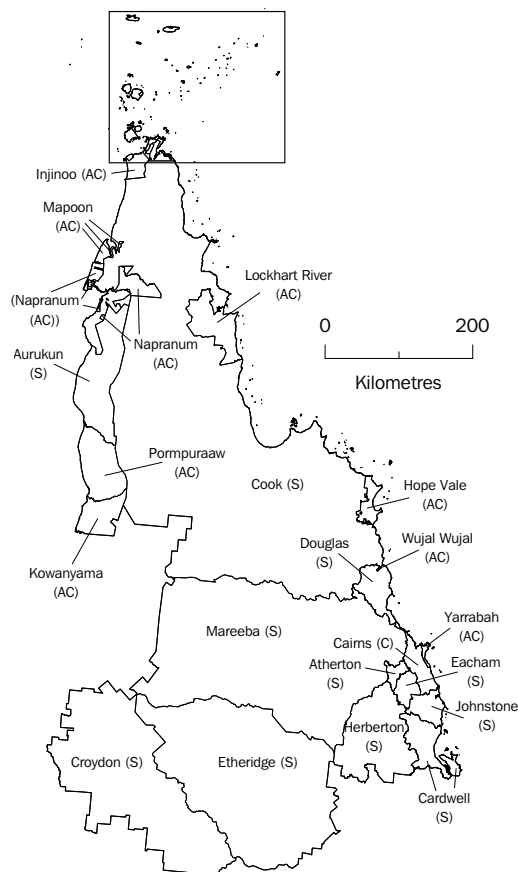
15.14 USUAL RESIDENCE IN 1996 OF EMPLOYED PERSONS BY FUNCTION, Northern Statistical Division, 2001

Function group	Queensland					
	Within same statistical division	Rest of state	Total in Queensland	Rest of Australia	Overseas	Total(a)
Function	%	%	%	%	%	%
Farm/mine	79.4	10.1	89.5	7.0	1.6	100.0
Factory						
Manufacturing	81.4	9.3	90.7	5.4	1.5	100.0
Construction and transport	78.9	12.3	91.3	4.9	1.2	100.0
Total	80.0	11.0	91.0	5.2	1.3	100.0
Retail/personal services						
Personal services	73.4	13.6	87.0	8.5	2.2	100.0
Retail services	80.2	11.7	91.9	5.7	1.1	100.0
Total	77.3	12.5	89.8	6.9	1.6	100.0
Social infrastructure services						
Health care	71.4	13.2	84.6	9.4	4.6	100.0
Education	75.5	13.9	89.4	6.7	3.1	100.0
Security and communication	71.7	18.8	90.5	6.8	1.0	100.0
Total	73.2	14.3	87.6	7.8	3.4	100.0
Office						
Management	82.5	9.3	91.8	5.1	1.7	100.0
FIRE(b)	76.3	14.4	90.7	7.0	0.7	100.0
Business professionals	74.4	13.7	88.2	7.7	2.8	100.0
Office support	78.9	11.2	90.1	6.5	1.6	100.0
Public administration	52.9	16.3	69.2	27.5	1.2	100.0
Total	73.1	12.4	85.4	11.3	1.6	100.0
Other	77.1	9.4	86.5	5.0	1.4	100.0
Total (%)	75.5	12.3	87.7	8.6	1.8	100.0
Total (persons)	63 190	10 261	73 451	7 171	1 511	83 741

(a) Including those who did not state their usual residence in 1996.

(b) Finance, Insurance and Real Estate.

Source: Census of Population and Housing 2001.



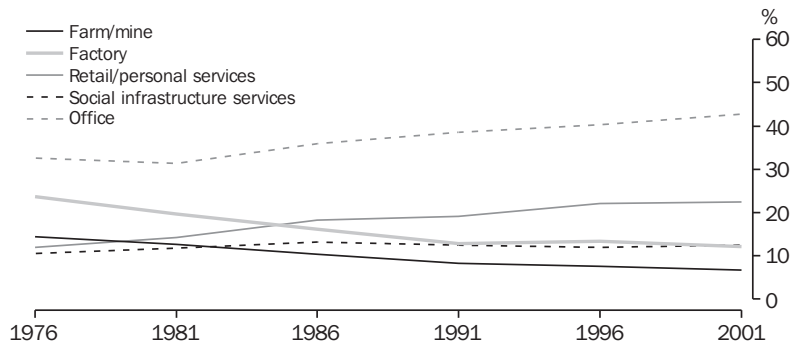
EMPLOYMENT IN THE REGION

The Far North Statistical Division (SD) hosts many Australian and overseas tourists each year, who come to experience the tropical landscape and seascape, including the islands of the Great Barrier Reef. The largest city in the region is Cairns (population 108,234 in 2001), which provides services such as health, government services and retailing. There are a large number of indigenous communities situated in the more remote areas of Cape Yorke.

The population of the Far North SD increased by 83% between 1976 and 2001, and was the only SD outside the Brisbane–Moreton region to experience a faster rate of growth than Queensland. The number of employed persons in the Far North SD in August 1976 more than doubled to 96,182 persons in August 2001. The following commentary and tables describe changes to the working population of the region over this 25 year period.

The Office was the largest function group in the region, with 41,079 employed persons in 2001 (see table 16.8). As graph 16.1 shows, between 1976 and 2001 the Office increased its share of all employed persons from 33% to 43%. Retail/personal services also grew in significance as a function group, as its proportion of all workers increased from 12% in 1976 to 22% in 2001. Social infrastructure services maintained a similar proportion of employment, 11% in 1976 and 13% in 2001, while more than doubling the number of workers, from 4,893 to 12,037.

16.1 EMPLOYED PERSONS BY FUNCTION GROUP, Far North SD—1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

The Factory and the Farm/mine each decreased their share of employment over this period. Both were male dominated workplaces. The Factory recorded a small increase in the number of workers but its share of all employment dropped from 24% in 1976 to 12% in 2001. The Farm/mine saw a slight fall in numbers, from 6,620 to 6,526.

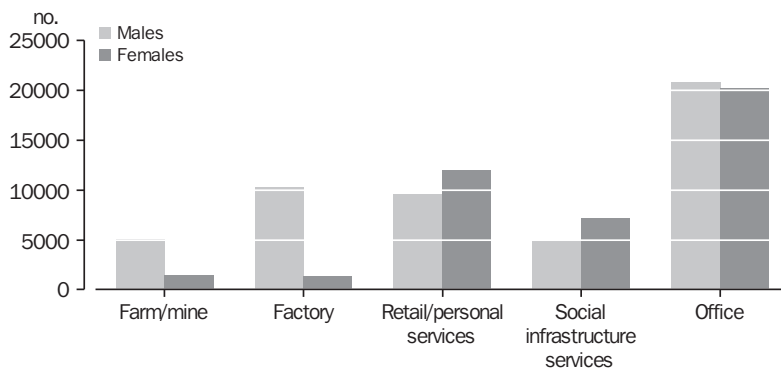
Table 16.8 provides further details regarding changes to functions from 1976 to 2001. For example:

- Outside the Farm/mine and the Factory, all functions more than doubled their number of workers.
- There were increases of more than 7,000 persons in each of the functions Personal services, Retail services, Management and Office support.
- The number of Business professionals increased more than five times, from 673 to 4,448 persons.
- Personal service workers increased by a factor of four, from 1,977 to 10,255 persons.

MALE AND FEMALE EMPLOYMENT

The distribution by function of female workers was very different to that of males, as shown in graph 16.2. The great majority of workers in both the Farm/mine and Factory were male in 2001. Most workers in Social infrastructure services and Retail/personal services were female and there were similar numbers of both sexes working in the Office.

16.2 EMPLOYED PERSONS BY SEX, Far North SD—2001



Source: Census of population and housing, 2001.

MALE AND FEMALE
EMPLOYMENT *continued*

In 2001, the highest proportion of male workers (40%) were employed in the Office, followed by the Factory (20%) and Retail/personal services (18%). The Factory accounted for more males than any other function group in 1976, but its numbers were similar 25 years later (10,278). Male employment in the Farm/mine had also changed little (5,025). In contrast, the number of males employed within Retail/personal services tripled (to 9,573) and male employment more than doubled in both the Office (from 9,023 to 20,842) and Social infrastructure services (from 2,111 to 4,899).

A significant feature of the region's labour market between 1976 and 2001 was the increased female employment, from 34% of the workforce in 1976 to 45% in 2001. The large growth of the Office and Retail/personal services provided many opportunities for female employment. Of the additional 26,085 positions available within the Office in 2001 compared to 1976, more than half (14,267) were filled by females. In 2001, 46% of all female workers had an Office function and 28% were employed in Retail/personal services function.

Further details available from table 16.9 include:

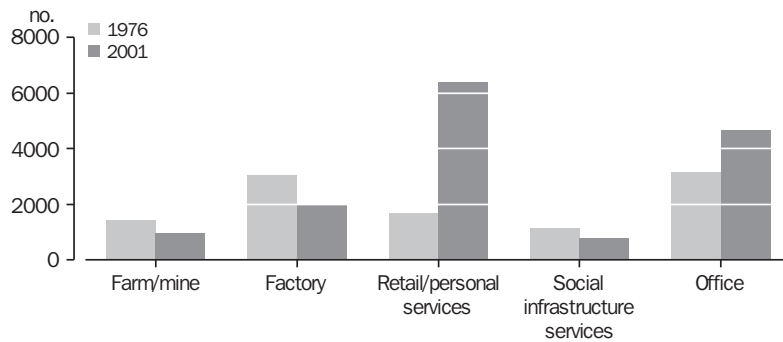
- Between 1976 and 2001 there were increases of more than 4,000 males in both Personal services and Management.
- The most common functions for males in 2001 were Management (16% of all employed males) and Construction and transport (12%).
- In 2001, the proportion of workers who were female varied from 74% of those in Health care to 11% of Construction and transport workers.
- Female Business professionals increased from just 87 in 1976 to 1,871 in 2001.

AGE

Between 1976 and 2001 the average age of workers in the Far North SD increased from 36 years to 39 years (see table 16.10). The Farm/mine and Social infrastructure services had the highest average age in 2001, of 41 years; workers in Retail/personal services had the youngest average age, of 35 years, and an age profile similar to 1976.

While there was a doubling in the total number of persons employed between 1976 and 2001, the number of young people aged 15–24 years employed in the Far North SD increased by 37%, to 15,411. Graph 16.3 illustrates the large shifts over this period in the type of work done by young people. Retail/personal services grew very quickly to dominate employment for this age group. It contained 41% (6,391) of employed 15–24 year olds in 2001 compared with 15% (1,673) in 1976. The Office was the second largest function group for young workers in 2001 and was the only other function group to increase employment opportunities for young workers between 1976 and 2001.

16.3 EMPLOYED PERSONS AGED 15–24 YEARS, Far North SD—
1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

The function groups of employed persons aged more than 25 years was quite different. Their function was increasingly likely to be within the Office, where 36,422 (45% of this age group) were employed in 2001 compared with 11,821 (34%) in 1976. The Factory and the Farm/mine had also been significant function groups in 1976 but showed little growth during the following 25 years and by 2001 accounted for just 12% (9,635) and 7% (5,567) respectively. In contrast, Retail/personal services and Social infrastructure services grew rapidly, to employ 15,190 (19%) and 11,225 (14%), respectively, by 2001.

Table 16.10 provides further details regarding functions in 2001 compared with 1976. For example:

- The average age of FIRE workers had reached 40 years in 2001, up from 32 years in 1976.
- Other functions to show large increases in average age were the Education and Health care functions.
- For 15–24 year olds, there were an additional 2,790 jobs with a Retail services function, and 1,928 additional jobs with a Personal services function in 2001; there were 639 fewer jobs with a Construction and transport function.
- Only the Farm/mine recorded fewer 25–44 year old workers in 2001.
- Within the Farm/mine the only age group to increase in numbers were those aged 45 years and over.
- All age groups shared in the rapid growth of the Business Professionals function.

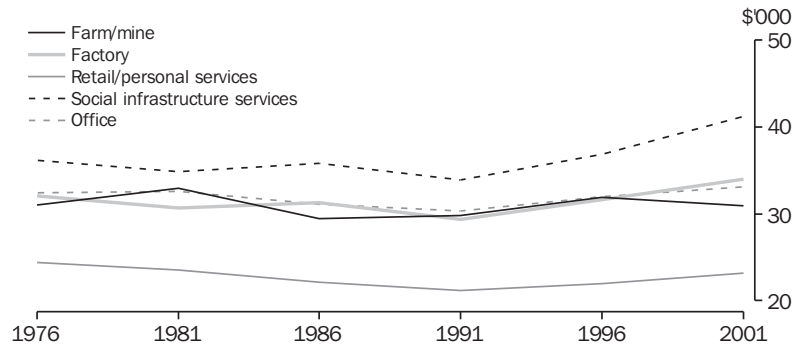
AVERAGE ANNUAL INCOME

The average CPI-adjusted annual income of employed persons in the Far North SD fell from \$31,008 in 1976 to \$28,413 in 1991 (see table 16.11). It subsequently rose to \$31,645 in 2001. This was less than the average income for all Queensland workers of \$34,651 in 2001.

AVERAGE ANNUAL INCOME
continued

Graph 16.4 shows the average individual income by function group. Social infrastructure services was the highest-earning function group in all census years (\$41,208 in 2001). Those recording the lowest incomes in all census years worked in Retail/personal services, where the average income in 2001 (\$23,183) did not recover to its 1976 level. The average earnings of those in the Farm/mine, Factory, and Office remained similar over the 25 years (between \$29,000 and \$34,000).

16.4 AVERAGE INCOME OF EMPLOYED PERSONS, Far North SD—1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

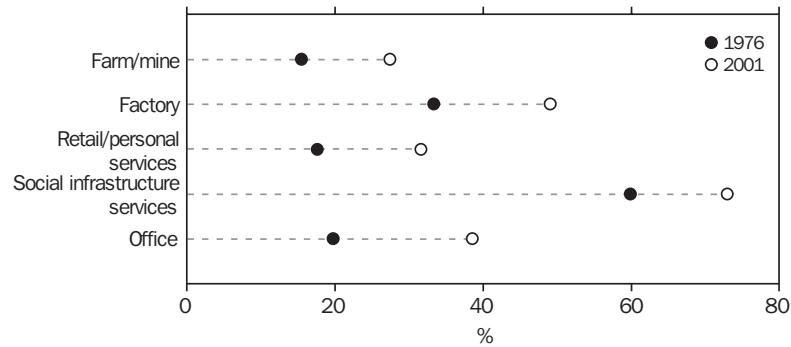
Table 16.11 provides further details regarding functions in 1976 and 2001. For example:

- Those with a Security and communication function earned the highest average income in 2001, of \$44,012.
- Business professionals had the second highest average incomes, of \$43,720 in 2001. This was 4% less than their 1976 income.
- In 2001, the average income for those with a Retail services function was only \$21,150, less than half that for Security and communication.
- Retail services workers received, on average, 11% less in 2001 compared with 1976; those in Public administration received 6% less.
- Workers with a FIRE function recorded a 21% increase in income between 1976 and 2001 (to \$39,724).

QUALIFICATIONS

The proportion of employed persons in the Far North SD who had gained a qualification since leaving school increased from 26% in 1976 to 41% in 2001. As indicated in graph 16.5, the largest increase occurred amongst Office workers (from 20% to 39%). In 2001, the proportion of workers with a post-school qualification ranged from 27% in the Farm/mine to 73% in Social infrastructure services.

16.5 EMPLOYED PERSONS WITH POST-SCHOOL QUALIFICATIONS,
Far North SD – 1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

The proportion of workers whose highest qualification was a VET qualification increased from 20% in 1976 to 28% in 2001. The Factory recorded the largest rate of VET qualifications amongst workers in 2001 (46%), notably higher than the Queensland rate for the Factory of 40%.

In 2001, the proportion of workers who had a higher education qualification was 14%, up from 6% in 1976. While Social infrastructure services stands out in the qualifications list (56% had higher education qualifications in 2001) all function groups showed an increase since 1976 in the rate of higher education qualifications. The proportion of workers with higher education qualifications in 2001 was slightly lower than the Queensland figure, most notably for Office workers (11% in the Far North SD and 16% in Queensland).

Table 16.12 provides further details regarding qualifications in 1976 and 2001. For example:

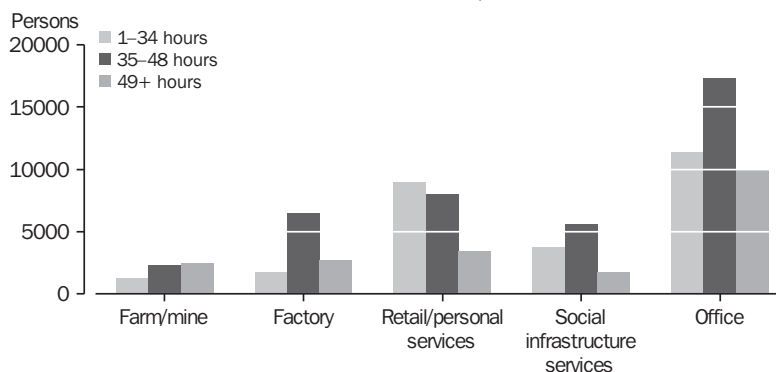
- In 2001, the function with the highest proportion of workers with no post-school qualifications was Retail services (73%), followed by the Farm/mine (67%).
- Between 1976 and 2001, the largest falls, in the proportion of workers with no post-school qualifications occurred in FIRE (from 80% to 58%), Health Care (from 40% to 20%) and Office support (from 82% to 63%).
- There was an increased proportion of VET qualified workers in all functions except the quickly-growing Business professionals function.
- In 2001, the Manufacturing function had the largest proportion of VET qualified workers (48%). This was considerably higher than the Queensland rate for Manufacturing (38%).
- The Education function recorded 77% of workers with a higher education qualification in 2001, virtually unchanged from 1976.
- There was a large increase in the proportion of workers with higher education qualifications in the Health care function, from 37% in 1976 to 58% in 2001.
- In 2001, the proportion of workers in the Public administration function with higher education qualifications was 11%, compared with 24% for the state.

HOURS WORKED

Note: Comparable data on actual hours worked is available for 1996 and 2001 only (see table 16.13).

On average, employed persons in the Far North SD worked 39 hours in the week prior to census in 2001, similar to the Queensland average of 38 hours. The distinct pattern of work-hours shown by each of the function groups in 2001 is shown in graph 16.6.

16.6 HOURS WORKED BY EMPLOYED PERSONS, Far North SD—2001



Source: Census of Population and Housing, 2001.

In the five years from 1996 to 2001 there was a noticeable shift away from working 35–48 hours, as the proportion of all workers reporting these hours fell from 50% to 42%. The number of additional people working part-time (1–34) hours was greater than those who worked 49 hours or more, in all function groups except the Factory and Social infrastructure services.

The proportion of all employed persons working part-time (1–34) hours increased from 26% in 1996 to 29% in 2001. Retail/personal services recorded the highest proportion of part-time work (42%). Although this was an increase from 39% in 1996, it was significantly less than the corresponding 2001 Queensland figure of 49%.

From 1996 to 2001 the proportion of workers who worked 49 hours or more per week increased in all function groups except the Farm/mine, although the Farm/mine still recorded the highest rate in 2001 (38%). Overall, 22% of employed persons worked these long hours in 2001, compared with 19% in 1996.

Table 16.13 provides further details regarding hours worked in 1996 and 2001. For example:

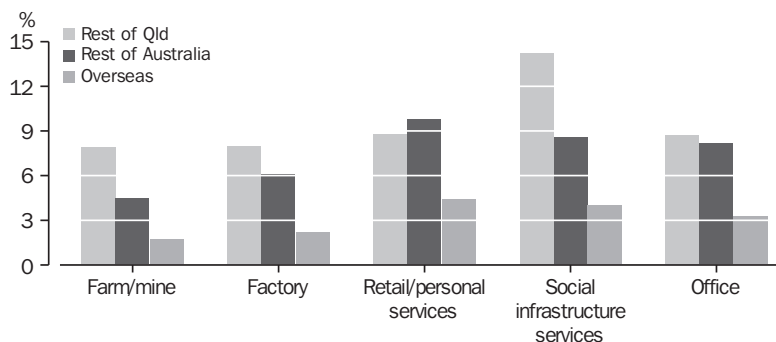
- The proportion of part-time workers in Public administration increased from 27% in 1996 to 38% in 2001, which was double the 19% figure for Queensland. Many of these part-time workers were recipients of the Community Development Employment Program.
- In 2001, 34% of Personal services workers in the Far North SD worked part-time, a much lower figure than the Queensland figure of 41%.
- FIRE and Education both recorded a decrease over the five years in the proportion of workers who worked part-time hours.
- Within the Office, 44% of workers with a Management function worked 49 hours or more, compared with 11% of those in Office support or Public administration functions.
- The largest increase in the proportion of persons working 49 hours or more was reported by those with a FIRE function, from 18% in 1996 to 26% in 2001.
- Manufacturing and Construction and transport also recorded increases, of five percentage points each, in the proportion working 49 hours or more.

ORIGIN OF WORKERS

Approximately 21% (19,745) of employed persons in the Far North SD in 2001 had lived outside the region five years earlier. Table 16.14 indicates that 9% of workers had moved from another region within Queensland, another 8% had come from interstate and 3% had come from overseas.

Workers within the Farm/mine function group were most likely to have been living in the region for more than five years (84%); 8% had come from other regions in Queensland, and 6% had come from other states or overseas (see graph 16.7). Social infrastructure services had the smallest percentage of workers who were living in the region five years earlier (71%), with 14% of workers coming from other areas in Queensland. The function group containing the largest proportion of workers previously from outside Queensland was Retail/personal services (10% from other states of Australia and 4% from overseas).

16.7 USUAL RESIDENCE OF PERSONS LIVING OUTSIDE THE REGION IN 1996, Proportion of employed persons, Far North SD—2001



Source: Census of Population and Housing 2001.

Table 16.14 provides further details from the 2001 census regarding the usual residence of workers five years earlier. For example:

- The functions with the highest proportions of recent arrivals were Personal services (28%) and Security and communication (28%).
- The least mobile workers were within the Farm/mine where 84% of workers had lived within the same region five years earlier.
- Persons with a Management or Manufacturing function also showed little mobility and just 7% came from elsewhere in Queensland.
- The Security and communication function had a high proportion (17%) of workers who had come from other regions within Queensland.
- Personal services had the highest proportion of workers who had been living overseas five years earlier (6%).

16.8 EMPLOYED PERSONS BY FUNCTION, Far North Statistical Division

<i>Function group</i>	1976	1981	1986	1991	1996	2001	<i>Change 1976 to 2001</i>
<i>Function</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>%</i>
<i>Farm/mine</i>	6 620	6 653	5 998	6 205	7 019	6 526	-1.4
<i>Factory</i>							
Manufacturing	4 284	4 795	3 704	3 711	4 607	4 380	2.2
Construction and transport	6 574	5 576	5 634	5 812	7 783	7 230	10.0
<i>Total</i>	10 857	10 370	9 338	9 523	12 389	11 609	6.9
<i>Retail/personal services</i>							
Personal services	1 977	2 971	4 294	6 455	10 633	10 255	418.8
Retail services	3 480	4 495	6 305	7 845	9 862	11 327	225.5
<i>Total</i>	5 456	7 466	10 599	14 300	20 495	21 581	295.5
<i>Social infrastructure services</i>							
Health care	1 918	2 341	2 963	3 417	4 198	4 655	142.7
Education	2 092	2 479	3 162	3 992	4 554	5 116	144.6
Security and communication	883	1 386	1 519	1 842	2 323	2 266	156.8
<i>Total</i>	4 893	6 206	7 644	9 251	11 075	12 037	146.0
<i>Office</i>							
Management	5 970	5 745	7 552	9 272	11 050	13 454	125.4
FIRE(a)	1 384	1 652	2 244	3 038	3 469	3 165	128.6
Business professionals	673	870	1 348	2 136	4 028	4 448	560.9
Office support	4 685	5 546	6 772	9 456	12 536	12 073	157.7
Public administration	2 282	2 711	2 988	4 824	6 121	7 940	247.9
<i>Total</i>	14 994	16 523	20 903	28 724	37 203	41 079	174.0
<i>Other</i>	3 160	5 526	3 674	6 483	4 293	3 350	6.0
Total	45 979	52 743	58 155	74 485	92 474	96 182	109.2

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

16.9 EMPLOYED PERSONS BY SEX BY FUNCTION, Far North Statistical Division

Function group	1976				2001			
	Males	Females	Persons		Males	Females	Persons	
Function	no.	no.	no.	%	no.	no.	no.	%
Farm/mine	5 087	1 533	6 620	14.4	5 025	1 501	6 526	6.8
Factory								
Manufacturing	3 955	329	4 284	9.3	3 852	528	4 380	4.6
Construction and transport	6 271	303	6 574	14.3	6 427	803	7 230	7.5
Total	10 225	631	10 857	23.6	10 278	1 331	11 609	12.1
Retail/personal services								
Personal services	1 137	840	1 977	4.3	5 307	4 948	10 255	10.7
Retail services	1 348	2 132	3 480	7.6	4 266	7 061	11 327	11.8
Total	2 485	2 971	5 456	11.9	9 573	12 009	21 581	22.4
Social infrastructure services								
Health care	514	1 404	1 918	4.2	1 194	3 461	4 655	4.8
Education	757	1 336	2 092	4.5	1 774	3 342	5 116	5.3
Security and communication	840	43	883	1.9	1 931	335	2 266	2.4
Total	2 111	2 783	4 893	10.6	4 899	7 138	12 037	12.5
Office								
Management	4 327	1 644	5 970	13.0	8 341	5 113	13 454	14.0
FIRE(a)	744	640	1 384	3.0	1 329	1 836	3 165	3.3
Business professionals	587	87	673	1.5	2 577	1 871	4 448	4.6
Office support	1 660	3 025	4 685	10.2	3 825	8 248	12 073	12.6
Public administration	1 706	576	2 282	5.0	4 770	3 170	7 940	8.3
Total	9 023	5 971	14 994	32.6	20 842	20 238	41 079	42.7
Other	1 472	1 688	3 160	6.9	1 917	1 433	3 350	3.5
Total	30 402	15 576	45 979	100.0	52 533	43 649	96 182	100.0

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

16.10 EMPLOYED PERSONS BY AGE BY FUNCTION, Far North Statistical Division

Function group	1976					2001				
	15-24 years	25-44 years	45 years and over	Total	Average age	15-24 years	25-44 years	45 years and over	Total	Average age
Function	no.	no.	no.	no.	years	no.	no.	no.	no.	years
Farm/mine	1 429	3 144	2 048	6 620	37	960	3 005	2 562	6 526	41
Factory										
Manufacturing	1 186	1 796	1 302	4 284	36	774	2 211	1 396	4 380	38
Construction and transport	1 841	2 870	1 863	6 574	35	1 202	3 917	2 111	7 230	38
Total	3 026	4 666	3 165	10 857	36	1 975	6 128	3 507	11 609	38
Retail/personal services										
Personal services	579	868	531	1 977	35	2 507	5 130	2 618	10 255	35
Retail services	1 094	1 536	851	3 480	34	3 884	4 558	2 885	11 327	34
Total	1 673	2 404	1 380	5 456	34	6 391	9 687	5 503	21 581	34
Social infrastructure services										
Health care	493	852	573	1 918	36	253	2 555	1 847	4 655	42
Education	527	1 121	445	2 092	34	425	2 653	2 038	5 116	41
Security and communication	118	492	274	883	38	135	1 393	739	2 266	40
Total	1 138	2 464	1 292	4 893	36	813	6 601	4 624	12 037	41
Office										
Management	367	3 191	2 413	5 970	42	547	6 530	6 377	13 454	44
FIRE(a)	598	521	264	1 384	32	370	1 626	1 169	3 165	40
Business services	73	393	207	673	38	383	2 511	1 554	4 448	40
Office support	1 522	2 064	1 100	4 685	33	1 961	6 551	3 562	12 073	38
Public administration	616	1 042	625	2 282	35	1 397	4 248	2 295	7 940	37
Total	3 175	7 211	4 610	14 994	37	4 658	21 465	14 957	41 079	40
Other	776	1 355	1 030	3 160	37	615	1 379	1 356	3 350	41
Total	11 215	21 242	13 522	45 979	36	15 411	48 264	32 507	96 182	39

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

16.11 AVERAGE INCOME OF EMPLOYED PERSONS BY FUNCTION, Far North Statistical Division

<i>Function group</i>	1976	1981	1986	1991	1996	2001	<i>Change 1976 to 2001</i>
<i>Function</i>	\$	\$	\$	\$	\$	\$	%
<i>Farm/mine</i>	30 992	32 932	29 467	29 776	31 848	30 904	-0.3
<i>Factory</i>							
Manufacturing	32 723	30 300	29 601	28 263	29 735	32 879	0.5
Construction and transport	31 605	30 990	32 335	30 094	32 700	34 655	9.7
<i>Total</i>	32 042	30 671	31 251	29 379	31 594	33 985	6.1
<i>Retail/personal services</i>							
Personal services	25 740	24 889	24 392	23 078	23 395	25 423	-1.2
Retail services	23 708	22 616	20 565	19 511	20 324	21 150	-10.8
<i>Total</i>	24 433	23 526	22 127	21 130	21 917	23 183	-5.1
<i>Social infrastructure services</i>							
Health care	36 018	33 182	33 578	33 640	37 229	41 856	16.2
Education	35 796	34 887	36 451	33 376	34 954	39 373	10.0
Security and communication	37 659	37 625	38 961	35 494	39 967	44 012	16.9
<i>Total</i>	36 186	34 852	35 841	33 898	36 862	41 208	13.9
<i>Office</i>							
Management	35 998	36 477	32 581	34 004	36 384	37 221	3.4
FIRE(a)	32 921	34 244	33 629	34 022	35 800	39 724	20.7
Business professionals	45 759	44 905	44 534	41 482	41 159	43 720	-4.5
Office support	27 037	26 888	26 001	24 726	25 522	26 284	-2.8
Public administration	29 984	31 485	31 442	27 271	29 215	28 114	-6.2
<i>Total</i>	32 380	32 608	31 150	30 335	31 998	33 139	2.3
<i>Other</i>	20 173	19 856	23 768	25 024	25 829	25 645	27.1
Total	31 008	30 128	29 557	28 413	30 019	31 645	2.1

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

16.12 QUALIFICATIONS OF EMPLOYED PERSONS BY FUNCTION, Far North Statistical Division

Function group	1976					2001				
	No post-school qualification	VET(a)	Higher education	Not specified	Total	No post-school qualification	VET(a)	Higher education	Not specified	Total
	%	%	%	%	%	%	%	%	%	%
<i>Function</i>										
Farm/mine	75.3	14.4	1.1	9.2	100.0	66.5	23.7	3.7	6.1	100.0
Factory										
Manufacturing	55.7	32.2	0.5	11.5	100.0	43.8	48.1	2.7	5.3	100.0
Construction and transport	52.8	32.9	0.8	13.5	100.0	46.5	44.8	3.1	5.6	100.0
Total	53.9	32.6	0.7	12.7	100.0	45.5	46.1	3.0	5.5	100.0
Retail/personal services										
Personal services	59.8	25.3	0.6	14.3	100.0	51.2	36.1	6.1	6.6	100.0
Retail services	77.4	12.4	0.5	9.8	100.0	72.9	19.3	2.8	5.1	100.0
Total	71.0	17.1	0.5	11.4	100.0	62.6	27.3	4.4	5.8	100.0
Social infrastructure services(b)										
Health care	40.2	14.1	36.8	9.0	100.0	20.5	16.3	57.9	5.4	100.0
Education	17.6	3.3	76.3	2.8	100.0	14.8	6.4	77.2	1.6	100.0
Security and communication	58.0	31.6	1.1	9.5	100.0	47.0	39.2	7.0	6.8	100.0
Total	33.7	12.6	47.3	6.4	100.0	23.0	16.4	56.5	4.1	100.0
Office										
Management	66.1	22.9	1.4	9.6	100.0	49.2	34.8	10.0	6.0	100.0
FIRE(c)	80.3	12.7	1.0	6.0	100.0	57.8	23.6	11.7	6.8	100.0
Business professionals	42.5	37.0	14.6	5.9	100.0	36.2	29.4	29.4	5.0	100.0
Office support	82.4	8.0	0.7	8.9	100.0	63.3	24.7	5.0	7.0	100.0
Public administration	65.2	19.8	5.2	9.9	100.0	61.3	20.3	11.3	7.2	100.0
Total	71.3	17.5	2.3	8.9	100.0	54.9	27.6	11.0	6.5	100.0
Other	58.7	9.8	1.6	29.9	100.0	57.1	21.0	5.4	16.5	100.0
Total (%)	62.9	19.5	6.3	11.3	100.0	52.4	27.9	13.6	6.2	100.0
Total (persons)	28 909	8 969	2 889	5 211	45 979	50 371	26 800	13 038	5 973	96 182

(a) Vocational Education and Training.

(b) Teaching and nursing qualifications were reclassified as higher education qualifications across all census years.

(c) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

16.13 HOURS WORKED(a) BY FUNCTION, Far North Statistical Division

Function group	1996				2001				Average hours worked(c)
	Persons				Persons				
	1-34 hours	35-48 hours	49 hours or more	Total(b)	1-34 hours	35-48 hours	49 hours or more	Total(b)	
Function	%	%	%	%	%	%	%	%	no.
Farm/mine	15.9	41.2	38.7	100.0	19.5	35.7	37.7	100.0	47
Factory									
Manufacturing	10.8	71.2	15.0	100.0	11.7	62.3	20.0	100.0	42
Construction and transport	15.1	60.3	20.1	100.0	16.8	52.1	25.1	100.0	42
Total	13.5	64.3	18.2	100.0	14.9	55.9	23.2	100.0	42
Retail/personal services									
Personal services	31.6	50.0	14.9	100.0	33.6	43.1	17.9	100.0	37
Retail services	46.9	37.3	12.6	100.0	49.2	31.9	13.8	100.0	32
Total	39.0	43.9	13.8	100.0	41.8	37.2	15.7	100.0	34
Social infrastructure services									
Health care	32.0	52.1	10.4	100.0	34.3	45.5	12.0	100.0	36
Education	35.7	49.5	10.9	100.0	35.1	43.7	14.9	100.0	35
Security and communication	12.6	61.2	19.0	100.0	14.7	54.9	21.1	100.0	42
Total	29.5	52.9	12.4	100.0	31.0	46.5	14.9	100.0	37
Office									
Management	14.7	39.9	42.3	100.0	17.7	33.2	43.6	100.0	47
FIRE(d)	23.3	53.8	18.3	100.0	21.7	46.8	25.7	100.0	41
Business professionals	13.7	58.6	24.4	100.0	17.2	50.4	27.2	100.0	42
Office support	34.8	52.5	9.3	100.0	37.5	46.9	10.5	100.0	34
Public administration	27.0	57.4	10.6	100.0	38.0	44.3	10.5	100.0	35
Total	24.2	50.3	21.8	100.0	27.7	42.3	24.3	100.0	40
Other	19.5	31.7	13.9	100.0	18.9	23.7	12.9	100.0	38
Total (%)	25.8	49.5	19.3	100.0	28.9	42.2	21.6	100.0	39
Total (persons)	23 876	45 806	17 865	92 474	27 766	40 604	20 768	96 182	. .

(a) Number of hours actually worked in the week prior to census in all jobs, including paid overtime, unpaid hours, work taken home and/or weekend work.

(b) Including employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(c) Mean hours worked, excluding employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(d) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1996 and 2001.

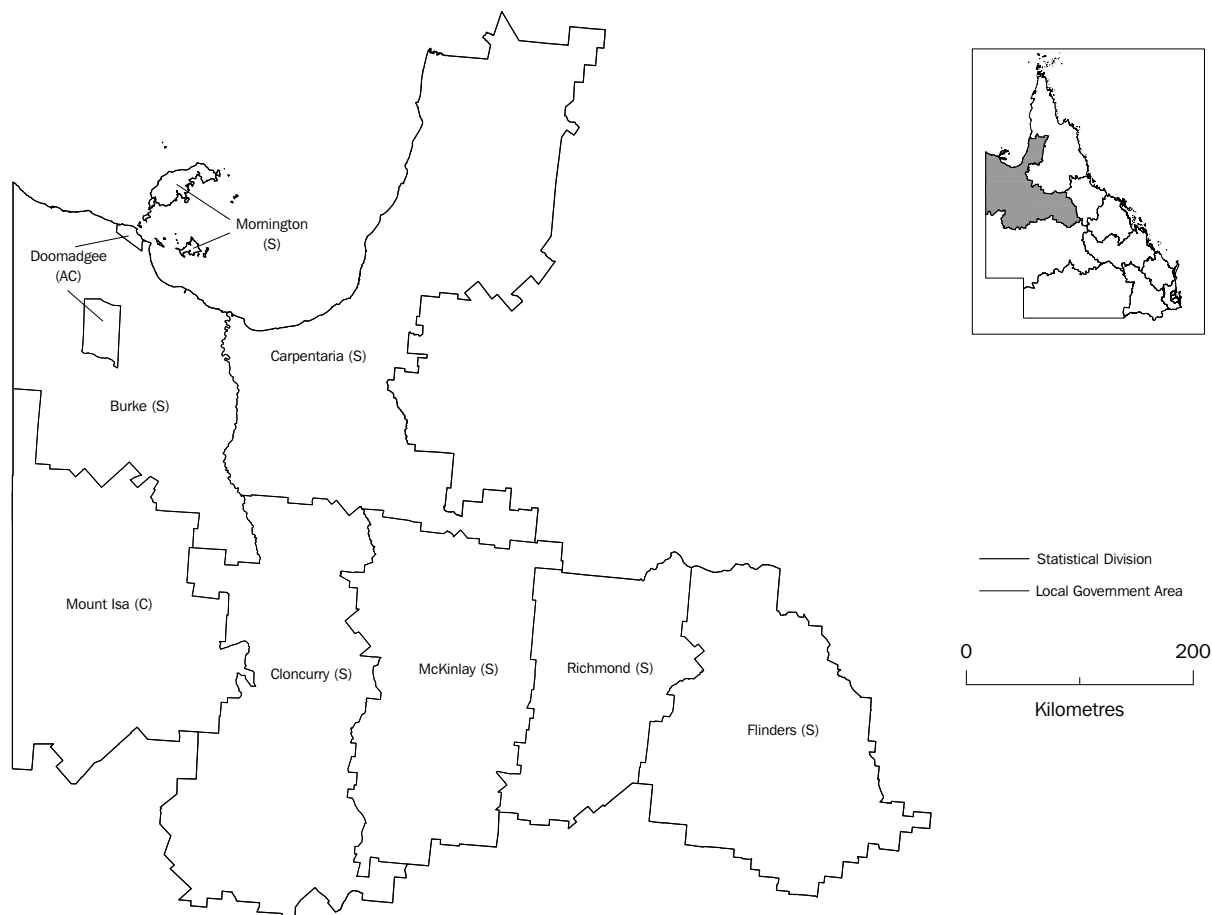
16.14 USUAL RESIDENCE IN 1996 OF EMPLOYED PERSONS BY FUNCTION, Far North Statistical Division, 2001

Function group	Queensland					
	Within same statistical division	Rest of state	Total in Australia	Rest of Australia	Overseas	Total(a)
Function	%	%	%	%	%	%
Farm/mine	83.6	7.9	91.5	4.5	1.7	100.0
Factory						
Manufacturing	83.2	7.2	90.4	5.5	2.0	100.0
Construction and transport	80.4	8.5	88.9	6.4	2.4	100.0
Total	81.5	8.0	89.4	6.1	2.2	100.0
Retail/personal services						
Personal services	69.1	10.0	79.1	12.3	5.8	100.0
Retail services	79.6	7.6	87.2	7.6	3.2	100.0
Total	74.6	8.8	83.4	9.8	4.4	100.0
Social infrastructure services						
Health care	71.3	11.5	82.8	10.6	4.9	100.0
Education	72.2	15.6	87.9	6.7	3.8	100.0
Security and communication	69.9	16.6	86.5	8.7	2.6	100.0
Total	71.4	14.2	85.6	8.6	4.0	100.0
Office						
Management	82.7	7.0	89.8	6.1	2.8	100.0
FIRE(b)	75.0	11.9	86.8	8.6	3.3	100.0
Business professionals	70.9	12.1	83.0	10.4	4.8	100.0
Office support	75.0	8.8	83.8	9.5	4.5	100.0
Public administration	80.4	8.0	88.4	8.4	1.3	100.0
Total	78.1	8.7	86.8	8.2	3.3	100.0
Other	78.9	5.8	84.7	5.1	2.8	100.0
Total (%)	77.3	9.2	86.4	8.0	3.4	100.0
Total (persons)	74 334	8 805	83 139	7 702	3 238	96 182

(a) Including those who did not state their usual residence in 1996.

(b) Finance, Insurance and Real Estate.

Source: Census of Population and Housing 2001.

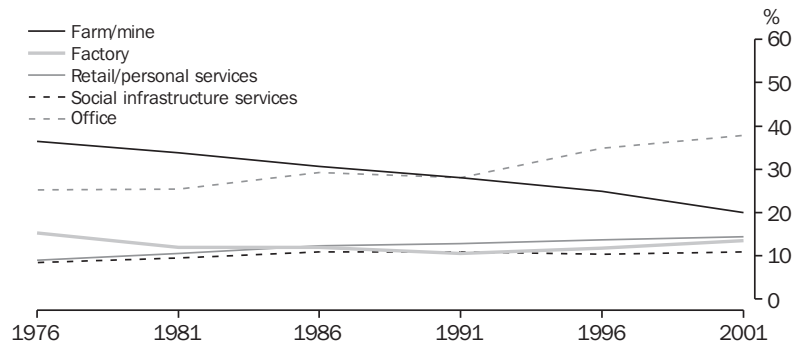


EMPLOYMENT IN THE REGION

The North West Statistical Division (SD) is known for its expanses of cattle grazing as well as the mining of copper, silver, lead, zinc and gold. The large mining town of Mount Isa is a service centre for the region. The population usually resident in the region decreased from 38,452 in 1976 to 34,599 at the 2001 census. In 2001, the number of employed persons in the region was 16,251, similar to that recorded 25 years earlier (16,247), although in the intervening years employment had risen as high as 17,263 in 1991.

The composition of this workforce has changed markedly over the 25 year period from 1976 to 2001. There were decreasing numbers of Farm/mine and Factory workers and increasing numbers working in the Office, Retail/personal services and Social infrastructure services. Graph 17.1 indicates the significance of the decline of Farm/mine work, which once dominated employment in the region (from 36% of all employment in 1976 to 20% in 2001). By 2001, the Office had become the most common function group, accounting for 38% of employment in the region.

17.1 EMPLOYED PERSONS BY FUNCTION GROUP, North West SD—
1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

It should be noted that in this region the majority of workers in the Farm/mine function group were employed in the mining industry. Table 17.8 indicates there were 2,677 fewer Farm/mine workers in 2001 compared with 1976 – this was a 45% reduction in employment within the function. On the other hand, there was a 60% increase in Retail/personal services, a 50% increase in the Office and a 31% increase in Social infrastructure services.

Table 17.8 provides further details regarding changes to functions between 1976 and 2001. For example:

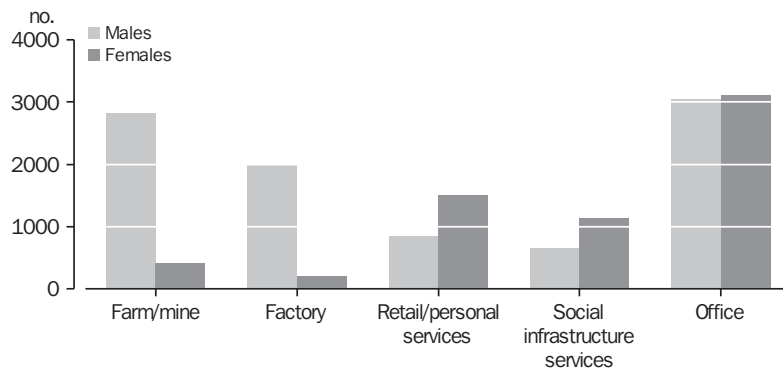
- The Public administration function increased by 1,080 persons between 1976 and 2001, to 1,740. Many of these additional workers in 2001 were participants in the Community Development Employment Program (CDEP), working part-time.
- The second largest increase, of 509 persons, occurred in Management.
- The numbers of persons more than doubled in the functions of Business professionals and Manufacturing.
- In 2001, within the Office, there were similar numbers employed with the functions Management and Office support (approximately 1,800 each or 11% of all workers).
- Outside the Farm/mine, the largest fall in employment occurred in Construction and transport, from 2,142 workers in 1976 to 1,526 in 2001.

MALE AND FEMALE
EMPLOYMENT

Between 1976 and 2001 the number of employed males decreased by 1,924 (-17%), balanced by an increase of 1,928 (42%) in the number of employed females (see table 17.9). While the total number of employed persons was similar in 1976 and 2001, the proportion who were female increased from 28% to 40%.

In 2001, the Office was the largest function group for both males and females, employing similar numbers (just over 3,000). Other function groups displayed large differences in the number of males and females, as illustrated in graph 17.2.

17.2 EMPLOYED PERSONS BY SEX, North West SD—2001



Source: Census of Population and Housing 2001.

The Office was the largest function group for males, employing 3,049 or 31% of all male workers in 2001. The Farm/mine employed almost as many (2,824), followed by the Factory (2,013). This was different from 1976, when more males were employed in the Farm/mine (5,436 or 47%) and fewer (2,306) were employed in the Office, while a similar percentage (20%) were employed in the Factory.

The Office also employed 3,100 females or 47% of all female workers in 2001. The second ranking function group for females was Retail/personal services (1,503) followed by Social infrastructure services (1,136). Few females were employed in the Farm/mine or Factory. The situation was similar to 1976, when the Office was the largest employer of females, followed by Retail/personal services and Social infrastructure services.

Further details available from table 17.9 include:

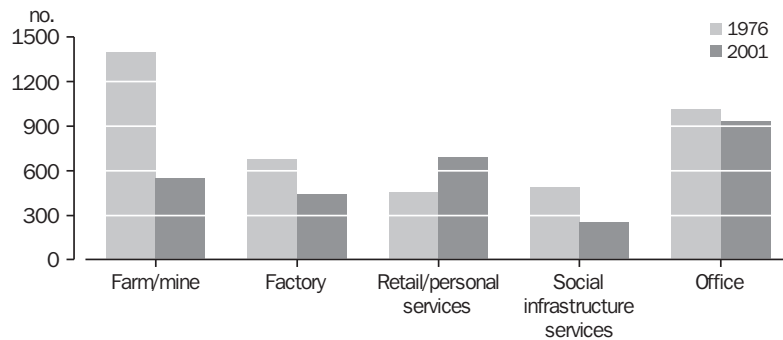
- The number of males employed in the Farm/mine decreased from 5,436 in 1976 to 2,824 in 2001, a drop of 48%; female employment decreased just 14%, from 480 to 415.
- Of the 1,080 additional Public administration jobs in 2001 (which included CDEP), 605 were filled by males and 475 were filled by females.
- The proportion of workers who were female varied considerably between functions, from less than 10% of workers with a Manufacturing function, to more than 74% for those with an Education or Health care function.

AGE

Compared with the rest of Queensland, workers in the North West SD had a young age profile. During the period 1976 to 2001, the average age of all employed persons in the North West SD increased from 34 to 37 years (see table 17.10). Amongst the function groups, in 2001 the average age varied from 38 years in the Office to 35 years in Retail/personal services. Social infrastructure services aged most rapidly, from 32 years in 1976 to 37 years in 2001.

For young people aged 15–24 years, workforce participation decreased – there were 4,283 employed in 1976 but just 2,948 in 2001. As indicated in graph 17.3, the number of workers of this age group within the Farm/mine declined by more than 60% (from 1,400 in 1976 to 546 in 2001). Only Retail/personal services increased its employment of young people, from 455 in 1976 to 689 in 2001.

17.3 EMPLOYED PERSONS AGED 15–24 YEARS, North West SD— 1976 and 2001



Source: *Census of Population and Housing, 1976 and 2001.*

Employment in the Farm/mine also decreased for those aged 25–44 years, from 3,122 in 1976 to 1,802 in 2001. There was a ‘balancing’ increase in their employment in the Office, from 2,159 to 3,282, and smaller increases in Retail/personal services and Social infrastructure services. Numbers of 25–44 year olds employed in the Factory were stable. Total employment of this age group increased just 4% to 8,596 in 2001.

The number of older workers, aged 45 years and over, increased 28% from 3,665 to 4,707 in the period 1976 to 2001. The Office grew to be the most significant function group, providing twice the number of jobs for this age group in 2001 (1,933) compared with 1976 (915). The Farm/mine, which had been the largest function group in 1976 (employing 1,393), had fallen to second ranking in 2001 with 891 workers aged 45 years and over.

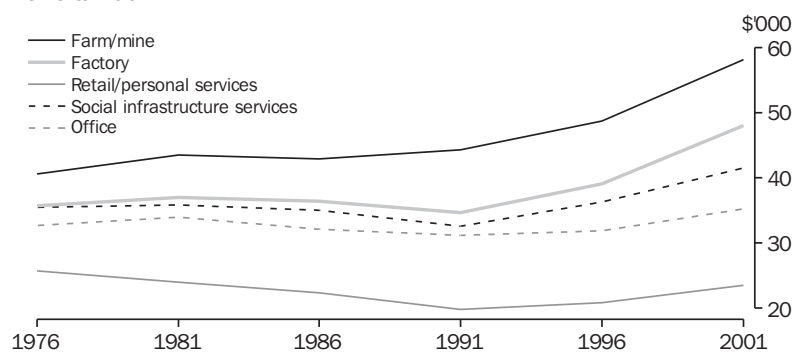
Table 17.10 provides further details regarding functions in 2001 compared with 1976. For example:

- The largest decreases in workers aged 15–24 years occurred in Farm/mine (–854), Construction and transport (–274) and Office support (–236).
- The proportion of all workers who were aged 15–24 years decreased in all functions during the period.
- For 25–44 year olds, the decrease of 273 in the Construction and transport function almost balanced the 235 increase in Manufacturing.
- In all functions, there was an increase in the proportion of workers who were aged 45 years and over.
- In 2001, the Farm/mine still employed more workers aged 45 years and over than any other function (19% of this age group in 2001 were employed in the Farm/mine, compared with 38% in 1976).

AVERAGE ANNUAL INCOME

In the North West SD there was a 15% increase (to \$40,601) in average individual income (adjusted for CPI) for all employed persons during the period 1976 to 2001, considerably more than the 9% increase for all of Queensland. As indicated in graph 17.4, those in the Farm/mine and Factory saw large increases, particularly from 1991 to 2001. Workers in Retail/personal services received, on average, less income in 2001 than in 1976.

17.4 AVERAGE INCOME OF EMPLOYED PERSONS, North West SD—1976 to 2001



Source: Census of Population and Housing, 1976 to 2001.

There was increasing disparity between average incomes in the various function groups. In 2001, workers in the Farm/mine received \$58,196, more than twice the average received by those in Retail/personal services (\$23,530). High incomes were recorded by those working in the mining industry. The hours worked by different function groups (see the following pages) explains some of this difference.

Table 17.11 provides further details regarding functions in 1976 and 2001. For example:

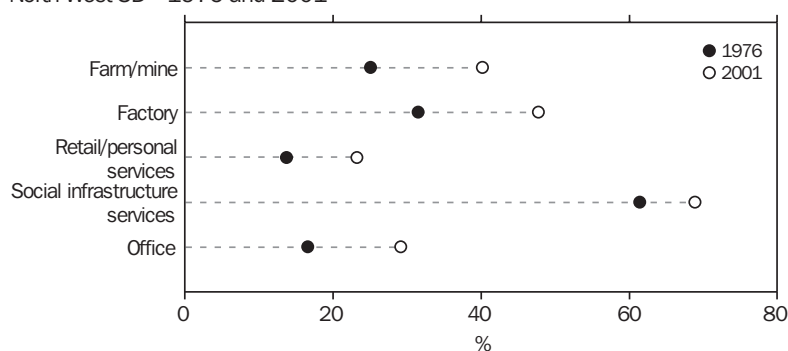
- Workers with a Retail services function experienced a drop of 18% in CPI-adjusted income over the 25 years; there was also a decrease of 19% for those with a Public administration function (which included CDEP workers in 2001).
- In all census years the lowest average income was received by those in Retail services (\$20,706 in 2001).
- Business professionals, who stood out as high income earners in 1976 (\$49,357), received a similar average income in 2001 (\$49,644).
- Each of the functions which recorded large increases in income over the 25 years employed high proportions of males – Farm/mine (43% increase), Manufacturing (42%), Construction and transport (31%) and Management (39%).

QUALIFICATIONS

In 2001, 37% of the employed persons in the North West SD stated they had a post-school qualification, compared with 43% for all Queensland workers (see table 17.12 and table 2.16). The proportion of workers with VET qualifications (26%) was similar to the state figure, but the proportion with higher education qualifications (11%) was below the state average (17%).

From 1976 to 2001 the proportion of workers with post-school qualifications rose from 25% to 37%, but varied considerably by function group (see graph 17.5). Social infrastructure services was the most highly qualified group, with 69% of workers having post-school qualifications in 2001 (61% in 1976). The least qualified group, Retail/personal services, also recorded a significant increase in workers with post-school qualifications, from 14% to 23%.

17.5 EMPLOYED PERSONS WITH POST-SCHOOL QUALIFICATIONS, North West SD—1976 and 2001



Source: Census of Population and Housing, 1976 and 2001.

QUALIFICATIONS *continued*

The proportion of workers with VET qualifications increased from 19% in 1976 to 26% in 2001. The highest rate of VET qualifications in 2001, of 45%, was amongst Factory workers, a considerable increase from 31% in 1976. There was also a large increase within the Farm/mine function group, from 22% in 1976 to 34% in 2001. This rate of VET qualifications for Farm/mine workers was higher than any other Queensland region, due to the high proportion of miners in the region.

The proportion of all workers in the region who had a higher education qualification grew from 6% in 1976 to 11% in 2001. The Social infrastructure services group stood out as having the highest proportion of workers with higher education qualifications (55% in 2001). Although this was an increase from 50% in 1976 this rate of increase was small compared with the state figures for Social infrastructure services (from 45% in 1976 to 60% in 2001). The region also recorded fewer higher education qualifications in the Office, where 8% of workers in the North West SD reported higher education qualifications in 2001, compared with 16% for Office workers throughout Queensland.

Table 17.12 provides further details regarding qualifications in 1976 and 2001. For example:

- The proportion of workers without post-school qualifications decreased in all functions except Public administration (which included CDEP workers in 2001).
- Functions which had a high proportion of workers with no post-school qualifications in 2001 were Retail services (80%), Public administration (78%) and Office support (70%).
- The Manufacturing function recorded a large fall in the proportion of workers with no post-school qualification, from 64% in 1976 to 44% in 2001.
- In 2001, 49% of those with a Manufacturing function and 43% of persons in Construction and transport had VET qualifications (compared with 38% and 41%, respectively, for Queensland).
- Between 1976 and 2001 the proportion of workers with VET qualifications increased in all functions except Security and communication and Public administration.
- Although VET qualifications dropped slightly within the Security and communication function (from 33% to 30%), there was a large increase in the proportion of workers with higher education qualifications (from 0% to 13%).
- While most functions recorded less than 10% of workers with a higher education qualification, 80% of those with an Education function in 2001 had a higher education qualification.

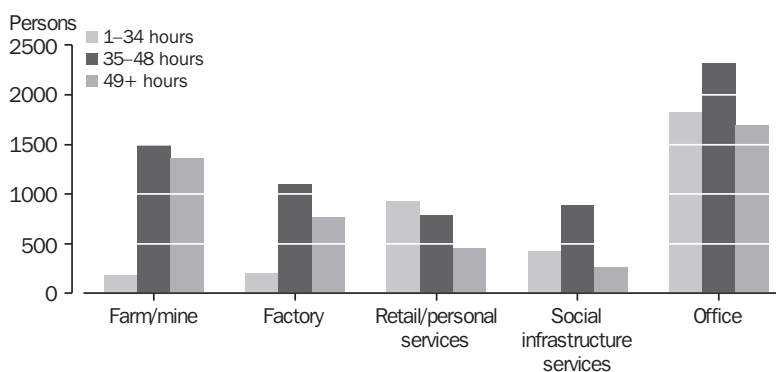
HOURS WORKED

Note: Comparable data on actual hours worked is available for 1996 and 2001 only (see table 17.13).

The average hours worked in one week by employed persons in the North West SD in 2001 was 43, higher than the Queensland average of 38 hours. Within each of the function groups the average hours worked in the North West SD was higher than that recorded for Queensland, the largest difference being six hours extra for those in the Factory.

Graph 17.6 illustrates the distinct patterns of working hours in each of the function groups.

17.6 HOURS WORKED BY EMPLOYED PERSONS, North West SD—2001



Source: Census of Population and Housing 2001.

In 2001, part-time work (1–34 hours) remained rare within the Farm/mine (5% of workers). Unlike any other region, the proportions of persons working part-time in the Factory, Social infrastructure services and Retail/personal services had dropped since 1996. These function groups also recorded lower rates of part-time work compared with Queensland. By contrast, the rate of part-time work in the Office (29%) was higher than the state figure (25%), due to the inclusion of those participating in CDEP, many of whom worked part time.

From 1996 to 2001 there was a noticeable shift toward longer working hours in all function groups, but particularly in the Farm/mine and the Factory. Workers in the Farm/mine were most likely to work long hours, with 42% working 49 hours or more in 2001. It is notable that in 1996 just 27% of workers in the Farm/mine recorded working 49 hours or more, which was much lower than the state average of 36%, reflecting large changes in the working patterns of those associated with the mining industry in the area. Within the Factory, 35% of workers reported 49 hours or more in 2001, higher than the rate recorded for any other region and a large increase from 21% in 1996. Both Manufacturing and Construction and transport showed this rapid change to longer working hours.

Table 17.13 provides further details regarding hours worked in 1996 and 2001. For example:

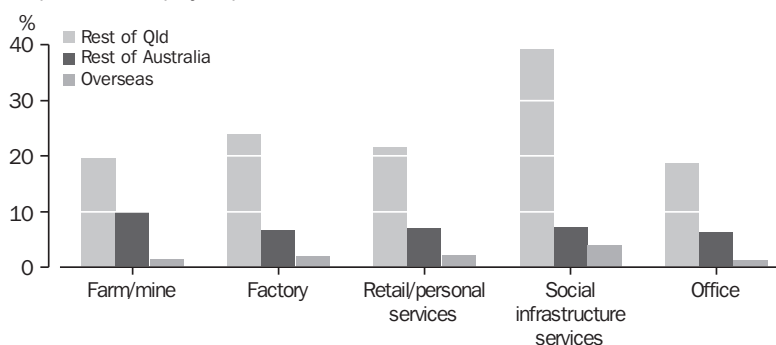
- The smallest number of average hours worked were recorded by workers with a Public administration function (32 hours), smaller than Public administration in any other Queensland region in 2001. This was related to the many part-time workers who were participants in CDEP.
- Health care recorded a much lower rate of part-time work (22%) in 2001 compared with the Queensland figure (38%).
- Personal services recorded a much lower rate of part-time work (30%) in 2001 compared with the Queensland figure (41%).
- Management recorded the highest proportion of persons working 49 hours or more (56% in 2001), compared with 41% for Queensland.

ORIGIN OF WORKERS

Almost one third (31%) of employed persons in the North West SD in 2001 had lived outside the region five years earlier. This proportion was higher than any of the other regions of Queensland, although the figure for the Central West SD (30%) was similar. Table 17.14 indicates that the majority of these recent arrivals (22% of all workers) came from other regions within Queensland, 7% of all workers came from other states and another 2% lived overseas five years earlier.

Within Social infrastructure services, half of the workers had lived outside the region five years earlier – 40% came from other regions within Queensland, 7% came from other states and 4% from overseas (see graph 17.7). Workers within the Office function group were least likely to have moved to the region within the previous five years (26%), including 8% of Office workers from outside of Queensland. The function group employing the largest percentage of workers previously from outside Queensland was the Farm/mine (10% from other states of Australia and 2% from overseas).

17.7 USUAL RESIDENCE OF PERSONS LIVING OUTSIDE THE REGION IN 1996, Proportion of employed persons, North West SD—2001



Source: Census of Population and Housing 2001.

Table 17.14 provides further details from the 2001 census regarding the usual residence of workers five years earlier. For example:

- The functions with the highest proportions of recent arrivals were Education (58%) and Security and communication (54%).
- For all functions, the proportion of workers who came from other regions within Queensland was larger than the average for all Queensland regions.
- The Business professionals function had a high proportion (13%) of persons who had come from other states or from overseas.
- Those providing Health care had the highest proportion of workers who had been living overseas five years earlier (6%).

17.8 EMPLOYED PERSONS BY FUNCTION, North West Statistical Division

<i>Function group</i>	1976	1981	1986	1991	1996	2001	<i>Change 1976 to 2001</i>
<i>Function</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>no.</i>	<i>%</i>
<i>Farm/mine</i>	5 916	5 688	5 027	4 838	4 095	3 239	-45.3
<i>Factory</i>							
Manufacturing	336	544	477	367	436	681	102.5
Construction and transport	2 142	1 470	1 465	1 458	1 491	1 526	-28.8
<i>Total</i>	2 478	2 013	1 941	1 825	1 926	2 206	-11.0
<i>Retail/personal services</i>							
Personal services	579	659	750	835	1 080	1 053	81.8
Retail services	886	1 127	1 266	1 392	1 168	1 291	45.7
<i>Total</i>	1 465	1 785	2 016	2 227	2 248	2 343	60.0
<i>Social infrastructure services</i>							
Health care	412	480	592	727	661	664	61.2
Education	675	824	883	855	749	754	11.7
Security and communication	275	299	319	298	291	362	31.9
<i>Total</i>	1 362	1 603	1 794	1 880	1 701	1 780	30.7
<i>Office</i>							
Management	1 292	1 077	1 348	1 358	1 491	1 801	39.4
FIRE(a)	363	332	366	353	318	339	-6.6
Business professionals	149	210	190	272	511	475	218.5
Office support	1 628	1 649	1 745	1 678	1 701	1 795	10.3
Public administration	660	1 010	1 133	1 193	1 709	1 740	163.6
<i>Total</i>	4 091	4 277	4 781	4 853	5 730	6 149	50.3
<i>Other</i>	937	1 477	800	1 641	739	535	-42.9
Total	16 247	16 842	16 358	17 263	16 437	16 251	0.0

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

17.9 EMPLOYED PERSONS BY SEX BY FUNCTION, North West Statistical Division

Function group	1976				2001			
	Males	Females	Persons		Males	Females	Persons	
Function	no.	no.	no.	%	no.	no.	no.	%
Farm/mine	5 436	480	5 916	36.4	2 824	415	3 239	19.9
Factory								
Manufacturing	308	29	336	2.1	626	55	681	4.2
Construction and transport	2 045	97	2 142	13.2	1 387	139	1 526	9.4
Total	2 353	125	2 478	15.3	2 013	193	2 206	13.6
Retail/personal services								
Personal services	264	316	579	3.6	468	585	1 053	6.5
Retail services	296	589	886	5.5	373	918	1 291	7.9
Total	560	905	1 465	9.0	840	1 503	2 343	14.4
Social infrastructure services								
Health care	88	325	412	2.5	168	496	664	4.1
Education	170	505	675	4.2	178	576	754	4.6
Security and communication	251	25	275	1.7	298	64	362	2.2
Total	509	855	1 362	8.4	644	1 136	1 780	11.0
Office								
Management	937	355	1 292	7.9	1 072	729	1 801	11.1
FIRE(a)	186	177	363	2.2	135	204	339	2.1
Business professionals	123	27	149	0.9	266	209	475	2.9
Office support	607	1 021	1 628	10.0	518	1 277	1 795	11.0
Public administration	454	206	660	4.1	1 059	681	1 740	10.7
Total	2 306	1 786	4 091	25.2	3 049	3 100	6 149	37.8
Other	474	463	937	5.8	341	194	535	3.3
Total	11 635	4 612	16 247	100.0	9 711	6 540	16 251	100.0

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

17.10 EMPLOYED PERSONS BY AGE BY FUNCTION, North West Statistical Division

Function group	1976					2001				
	15-24 years	25-44 years	45 years and over	Total	Average age	15-24 years	25-44 years	45 years and over	Total	Average age
	no.	no.	no.	no.	years	no.	no.	no.	no.	years
<i>Function</i>										
Farm/mine	1 400	3 122	1 393	5 916	35	546	1 802	891	3 239	37
Factory										
Manufacturing	119	157	59	336	31	153	392	136	681	34
Construction and transport	561	1 066	515	2 142	34	287	793	446	1 526	37
Total	681	1 223	575	2 478	34	440	1 185	582	2 206	36
Retail/personal services										
Personal services	164	291	125	579	34	277	490	286	1 053	36
Retail services	291	393	202	886	33	413	546	333	1 291	34
Total	455	684	327	1 465	33	689	1 036	619	2 343	35
Social infrastructure services										
Health care	122	202	89	412	34	74	372	218	664	39
Education	276	334	65	675	30	124	439	191	754	36
Security and communication	89	143	43	275	32	51	235	77	362	36
Total	486	679	197	1 362	32	249	1 046	486	1 780	37
Office										
Management	77	735	481	1 292	41	84	922	795	1 801	43
FIRE(a)	168	160	33	363	28	72	180	88	339	36
Business services	20	95	33	149	36	60	274	141	475	38
Office support	575	827	226	1 628	31	339	988	468	1 795	36
Public administration	179	342	140	660	34	381	918	441	1 740	36
Total	1 018	2 159	915	4 091	35	934	3 282	1 933	6 149	38
Other	243	435	260	937	36	90	247	198	535	40
Total	4 283	8 300	3 665	16 247	34	2 948	8 596	4 707	16 251	37

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

17.11 AVERAGE INCOME OF EMPLOYED PERSONS BY FUNCTION, North West Statistical Division

<i>Function group</i>	1976	1981	1986	1991	1996	2001	<i>Change 1976 to 2001</i>
<i>Function</i>	\$	\$	\$	\$	\$	\$	%
<i>Farm/mine</i>	40 561	43 470	42 922	44 294	48 751	58 196	43.5
<i>Factory</i>							
Manufacturing	35 830	38 009	36 505	33 451	41 335	50 779	41.7
Construction and transport	35 678	36 646	36 468	35 067	38 477	46 784	31.1
<i>Total</i>	35 723	37 015	36 478	34 741	39 125	48 014	34.4
<i>Retail/personal services</i>							
Personal services	26 510	25 864	24 255	21 766	22 454	26 992	1.8
Retail services	25 234	22 929	21 270	18 553	19 291	20 706	-17.9
<i>Total</i>	25 739	24 010	22 381	19 769	20 812	23 530	-8.6
<i>Social infrastructure services</i>							
Health care	35 256	36 501	34 140	32 116	36 688	41 394	17.4
Education	34 693	34 011	34 136	32 057	33 884	39 071	12.6
Security and communication	37 648	39 863	39 220	35 503	41 882	46 791	24.3
<i>Total</i>	35 463	35 851	35 035	32 629	36 332	41 508	17.0
<i>Office</i>							
Management	35 185	41 964	38 150	40 170	43 908	49 028	39.3
FIRE(a)	35 932	32 748	33 437	33 877	34 114	41 045	14.2
Business professionals	49 357	50 862	44 090	47 115	47 557	49 644	0.6
Office support	30 541	30 621	29 023	26 505	26 645	29 511	-3.4
Public administration	27 606	27 920	27 671	23 705	21 871	22 227	-19.5
<i>Total</i>	32 662	33 960	32 137	31 210	31 953	35 272	8.0
<i>Other</i>	24 274	21 850	29 744	26 837	33 074	35 636	46.8
Total	35 399	35 923	34 996	33 559	35 953	40 601	14.7

(a) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 to 2001.

17.12 QUALIFICATIONS OF EMPLOYED PERSONS BY FUNCTION, North West Statistical Division

Function group	1976					2001				
	No post-school qualification	VET(a)	Higher education	Not specified	Total	No post-school qualification	VET(a)	Higher education	Not specified	Total
	%	%	%	%	%	%	%	%	%	%
<i>Function</i>										
<i>Farm/mine</i>	66.2	22.2	2.9	8.7	100.0	54.7	34.0	6.2	5.1	100.0
<i>Factory</i>										
Manufacturing	64.0	29.5	1.2	5.4	100.0	44.0	48.8	2.4	4.8	100.0
Construction and transport	57.1	31.1	0.6	11.3	100.0	49.9	43.4	2.8	4.0	100.0
<i>Total</i>	58.0	30.8	0.7	10.5	100.0	48.1	45.0	2.6	4.2	100.0
<i>Retail/personal services</i>										
Personal services	68.0	22.1	0.0	9.8	100.0	61.2	30.1	3.0	5.7	100.0
Retail services	83.8	8.3	0.0	8.0	100.0	79.9	13.8	1.4	4.9	100.0
<i>Total</i>	77.5	13.8	0.0	8.7	100.0	71.5	21.1	2.1	5.3	100.0
<i>Social infrastructure services(b)</i>										
Health care	42.7	12.9	41.0	3.2	100.0	28.9	15.8	48.6	6.6	100.0
Education	19.9	1.0	76.4	2.7	100.0	14.2	4.8	80.4	0.7	100.0
Security and communication	60.2	33.3	0.0	6.7	100.0	50.0	30.4	12.7	6.9	100.0
<i>Total</i>	35.0	11.1	50.3	3.6	100.0	27.0	14.1	54.8	4.2	100.0
<i>Office</i>										
Management	67.5	21.0	2.1	9.4	100.0	54.7	28.6	11.5	5.2	100.0
FIRE(c)	82.4	13.0	0.0	4.6	100.0	63.4	26.5	4.6	5.5	100.0
Business professionals	41.3	32.9	19.5	6.7	100.0	40.5	34.0	21.4	4.1	100.0
Office support	82.8	8.1	0.4	8.6	100.0	70.4	19.0	3.1	7.6	100.0
Public administration	76.4	15.0	3.2	5.5	100.0	77.7	11.7	6.1	4.5	100.0
<i>Total</i>	75.4	14.6	2.0	7.9	100.0	65.2	21.3	7.9	5.6	100.0
<i>Other</i>	59.9	9.2	1.2	29.8	100.0	58.1	22.2	3.2	16.4	100.0
Total (%)	65.3	19.2	6.0	9.6	100.0	57.3	26.3	11.0	5.5	100.0
Total (persons)	10 610	3 112	970	1 556	16 247	9 306	4 269	1 785	891	16 251

(a) Vocational Education and Training.

(b) Teaching and nursing qualifications were reclassified as higher education qualifications across all census years.

(c) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1976 and 2001.

17.13 HOURS WORKED(a) BY FUNCTION, North West Statistical Division

Function group	1996				2001				Average hours worked(c)
	Persons				Persons				
	1-34 hours	35-48 hours	49 hours or more	Total(b)	1-34 hours	35-48 hours	49 hours or more	Total(b)	
Function	%	%	%	%	%	%	%	%	no.
Farm/mine	4.9	63.5	26.6	100.0	5.5	46.1	42.0	100.0	52
Factory									
Manufacturing	8.2	71.8	16.2	100.0	6.6	49.7	36.8	100.0	49
Construction and transport	10.6	62.0	22.7	100.0	10.4	49.9	33.8	100.0	47
Total	10.1	64.2	21.3	100.0	9.2	49.8	34.7	100.0	47
Retail/personal services									
Personal services	34.8	43.6	17.9	100.0	29.9	40.1	24.5	100.0	40
Retail services	50.2	33.6	13.1	100.0	48.6	29.8	15.7	100.0	33
Total	42.8	38.4	15.4	100.0	40.4	34.3	19.5	100.0	36
Social infrastructure services									
Health care	23.9	58.5	12.7	100.0	22.4	54.1	15.7	100.0	41
Education	35.2	53.3	8.9	100.0	32.4	49.3	13.4	100.0	37
Security and communication	10.8	55.8	26.2	100.0	9.9	55.4	26.7	100.0	46
Total	26.7	55.7	13.3	100.0	24.9	53.0	15.7	100.0	40
Office									
Management	8.7	34.1	53.3	100.0	11.7	26.8	56.4	100.0	53
FIRE(d)	22.2	57.2	17.2	100.0	16.8	53.8	22.7	100.0	42
Business professionals	12.5	59.1	25.2	100.0	10.9	48.3	35.9	100.0	46
Office support	37.3	47.8	11.1	100.0	35.1	45.0	14.7	100.0	37
Public administration	39.8	49.7	6.7	100.0	49.0	34.7	9.1	100.0	32
Total	27.6	46.4	22.4	100.0	29.5	37.5	27.3	100.0	41
Other	13.9	34.5	18.3	100.0	15.0	26.9	17.0	100.0	43
Total (%)	21.3	52.1	21.2	100.0	22.4	41.7	28.7	100.0	43
Total (persons)	3 495	8 557	3 487	16 437	3 643	6 776	4 657	16 251	. .

(a) Number of hours actually worked in the week prior to census in all jobs, including paid overtime, unpaid hours, work taken home and/or weekend work.

(b) Including employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(c) Mean hours worked, excluding employed persons who did not work during the week prior to census and those who did not state the number of hours they worked.

(d) Finance, Insurance and Real Estate.

Source: Census of Population and Housing, 1996 and 2001.

17.14 USUAL RESIDENCE IN 1996 OF EMPLOYED PERSONS BY FUNCTION, North West Statistical Division – 2001

Function group	Queensland					
	Within same statistical division	Rest of state	Total in Queensland	Rest of Australia	Overseas	Total(a)
Function	%	%	%	%	%	%
Farm/mine	66.4	19.6	85.9	9.9	1.6	100.0
Factory						
Manufacturing	60.8	22.7	83.5	9.7	2.7	100.0
Construction and transport	66.0	24.6	90.7	5.2	1.7	100.0
Total	64.4	24.0	88.5	6.6	2.0	100.0
Retail/personal services						
Personal services	61.8	24.1	85.9	9.3	2.1	100.0
Retail services	71.0	19.4	90.4	5.1	2.3	100.0
Total	66.9	21.5	88.4	7.0	2.2	100.0
Social infrastructure services						
Health care	58.4	25.9	84.3	7.8	6.2	100.0
Education	41.6	48.9	90.6	6.5	2.5	100.0
Security and communication	43.8	43.3	87.1	7.9	2.9	100.0
Total	48.4	39.2	87.6	7.3	4.0	100.0
Office						
Management	71.0	18.7	89.8	7.2	1.2	100.0
FIRE(b)	66.8	24.3	91.2	6.5	0.9	100.0
Business professionals	57.7	27.4	85.1	10.6	2.7	100.0
Office support	66.3	22.0	88.3	6.9	2.1	100.0
Public administration	81.5	12.1	93.7	3.7	0.5	100.0
Total	71.4	18.7	90.2	6.3	1.3	100.0
Other	69.3	16.3	85.6	5.6	0.7	100.0
Total (%)	66.2	22.2	88.4	7.2	1.9	100.0
Total (persons)	10 764	3 603	14 367	1 178	306	16 251

(a) Including those who did not state their usual residence in 1996.

(b) Finance, Insurance and Real Estate.

Source: Census of Population and Housing 2001.

EXPLANATORY NOTES

INTRODUCTION

1 Anthony P. Carnevale and Stephen J. Rose of the Educational Testing Service, an educational research organisation based in the United States, completed a study in 1998. This study was based on US population survey data from 1959 to 1995 and provided insights into changes in the labour force and economy. Their work, published in the technical report *Education for What? The New Office Economy*, provides the basis for this research paper.

2 Using the concepts developed by Carnevale and Rose, this paper presents usual resident data from the Australian Census of Population and Housing from the years 1976 to 2001. It focuses on Queensland and Queensland statistical divisions, and also presents data at the Australian level for comparative purposes.

3 The data presented in this publication use a conceptual basis different from traditional labour market statistics. Census data have not been collected on the basis of a person's function but on a traditional industry and occupation basis. As a result, a 'link' or 'bridge' has been developed between existing classifications and the functional groupings, which is explained in the Technical Notes. This allows for an approximation of workplace functions in the economy, based on assumptions about the relationship between function and industry, occupation and status in employment. The accuracy of the assumptions made is untested and clients are advised to interpret the data with caution.

SCOPE AND COVERAGE

4 The Census of Population and Housing is conducted every 5 years, and this study uses information from six censuses, spanning 25 years. This census data was collected on

30 June 1976,

30 June 1981,

30 June 1986,

6 August 1991,

6 August 1996 and

7 August 2001.

5 The objective of the census is to provide information regarding certain key characteristics of people on census night, and the dwellings in which they live. The census includes all people in Australia on census night, with the exception of foreign diplomats and their families. The census includes people on vessels in or between Australian ports, on board long distance trains, buses or aircraft and on oil or gas rigs off the Australian coast and also includes homeless people and people camping out. Australian residents out of the country on census night are out of the scope of the census.

6 The scope of this research paper consists of employed people, as defined from information supplied in each census. Excluded are people who were unemployed or not in the labour force, people aged under 15 years, people who did not provide an answer to the questions regarding their employment status, people staying in institutions or hotels on census night and overseas visitors.

7 An employed person is defined as one who worked more than 1 hour in the week prior to census night for payment or profit, or as an unpaid helper in a family business, or had a job from which they were temporarily absent (e.g. on leave or on strike). Included in this study are people who worked part-time, those who usually work long hours and those who worked more than one job.

8 Minor changes have been made to the definition of employed persons during the years 1976 to 2001, with two having a small impact on this time series study.

- In 1976 and 1981, people who gave an employment description of studying full-time, housewife, home duties or pensioner were counted as employed, but their function group has been assigned to 'Other'. In 1976 this group accounted for 1.1 % of employed persons and in 1981 1.5% of employed persons. From 1986 to 2001 they were not considered to be employed, and are not within scope of this study.
- In 1976 and 1981, unpaid workers working less than 15 hours a week were not considered to be employed. From 1986 to 2001, unpaid workers working 1 hour a week or more were considered employed. This was an insignificant change, as in 1986, these extra employees (unpaid helpers who worked 1–15 hours) accounted for just 0.3% of all employed persons.

9 The labour force statistics collected from the census are valuable in providing data for small groups of the population. They are not to be confused with the statistics from the monthly Labour Force Survey, which are available for states and territories and Labour Force Survey regions. Official monthly labour force statistics are published in Labour Force, Australia (cat. no. 6202.0). Census figures differ from the Labour Force Survey figures as there are differences in scope, questionnaire design and collection procedures. For more information refer to the following products on the ABS web site <<http://www.abs.gov.au>>

- Census Working Paper 99/2 — 1996 Census: Labour Force Status.
- 2001 Census Working Paper — Fact Sheet: Labour Force Status — Comparing Census and Survey Data.

10 Although every effort is made to count all people in Australia on census night, data regarding labour force characteristics is not available for some people. For example, only basic demographic information is recorded for overseas visitors and people staying in institutions or hotels on census night. These people are excluded from this study.

DATA LIMITATIONS

11 The concept of workplace functions is new and its accuracy is untested. All figures should be interpreted as approximations only.

12 The workplace function groupings used in this study are derived from the industry, occupation and status of employment classifications, as coded from responses to census questions. Industry and occupation classifications in particular have changed over the 25 years of this study, and concordances were created to link similar categories. The change in occupation classification between 1981 and 1986 involved some major conceptual changes, which may affect the comparability of data over time. Further concordances were needed to produce Australian data similar to that used in the original US study, as different industry and occupation classifications were used by the two countries. Inevitably, some loss in accuracy results from such concordances, the extent of which is hard to measure. The highly aggregated nature of the final groupings used in this study should override the aberrations caused by concordancing different classifications.

13 Details regarding the classifications used for industry, occupation and status of employment, and how they relate to workplace functions, are provided in the Technical Notes.

14 Census data are subject to a number of inaccuracies resulting from errors by respondents or mistakes in collection or processing. Whilst many of these are corrected by careful processing procedures, some still remain. The effect of the remaining errors is generally slight, although it may be more important for small groups in the population. The main kinds of error to be aware of include:

- Partial non-response. In some cases where an answer is not provided to a question an answer is imputed (often from other information on the form). In other cases a 'Not stated' code is allocated.
- Processing error. While such errors can occur in any processing system, quality management is used continuously to improve the quality of processed data, and to identify and correct data of unacceptable quality.
- Random adjustment. Table cells containing small values are randomly adjusted or suppressed to avoid releasing information about particular individuals, families, or households. The effects of these adjustments are statistically insignificant.
- Respondent error. Because processing procedures cannot detect or repair all errors made by people in completing the forms, some remain in final data.
- Undercount. Although the census aims to count each person, there are some people who are missed and others who are counted more than once. The data in this publication are not adjusted for the net undercount.

15 The sum of the components of any group within the tables may not add to the total given, due to the independent rounding of figures.

UNDEFINED CATEGORIES

16 Census data, because it is self enumerated, includes 'Not stated' and 'Not further defined' and 'Inadequately described' categories. The responses which fall into these categories have been combined into a category labelled 'Other'. Although this category may not be shown explicitly in data tables, the responses in this group do contribute to the 'Total' figures. The numbers in the 'Other' category are generally small, but should be taken into account when interpreting the data.

17 When calculating the proportion of the population with a particular characteristic, the 'Other' category is included in the denominator. As a result of this, in many tables the sum of all categories displayed may not equal 100%.

18 In different years the proportions of persons falling into the 'Other' category vary significantly and this may affect comparisons between years. For example, in Table 1.1 the proportion of Queensland employed persons whose function was unknown (because their occupation, industry or status of employment was unknown), varied from 5.8% in 1976 to 3.2% in 2001. Thus, 94.2% of employed persons in 1976 were able to be identified with a function, whereas in 2001 96.8% of employed persons could be categorised into a function.

19 The following table shows the percentage of employed persons in Queensland who fell into the 'Other' category for each data item.

PROPORTION OF EMPLOYED PERSONS IN 'OTHER' CATEGORIES

	1976	1981	1986	1991	1996	2001
Function	5.8	7.5	5.3	8.6	4.3	3.2
Educational qualifications	10.1	5.5	9.6	7.9	6.3	5.1
Hours worked	n.a.	n.a.	n.a.	n.a.	2.2	3.1
Income	4.9	3.2	3.3	3.9	2.2	2.6
Residence five years ago	1.9	1.1	1.0	1.9	2.0	1.9
Age	0.0	0.0	0.0	0.0	0.0	0.0
Sex	0.0	0.0	0.0	0.0	0.0	0.0

Source: *Census of Population and Housing, 1976 to 2001.*

GEOGRAPHIC AREAS

20 The data in this study are based on where people 'usually' live rather than where they were counted on census night. Each census form asked for a person's usual address i.e. the address at which people lived or intended to live for 6 months or more. If there was inadequate information provided to allocate a code for usual residence, a statistical division of usual residence may have been imputed (e.g. according to the usual residence of a spouse) or a code of 'Not Stated' given. The data item 'usual residence five years ago' is derived from the person's address five years ago, and provides information on internal and overseas migration patterns at the state and regional levels.

GEOGRAPHIC AREAS
continued

21 The tables in this publication give data for the geographic levels of Australia, Queensland and statistical division (SD), as defined by the 2001 census edition of the Australian Standard Geographical Classification (ASGC). Further information on geographic classifications is contained in *Statistical Geography: Volume 1—Australian Standard Geographical Classification (ASGC), 2001* (cat. no. 1216.0).

22 Over the 25 years of this study there have been some changes in geographic categories, which have necessitated the following changes to the geographic categories in use at each census:

- The statistical divisions of Brisbane and Moreton have been combined for reporting purposes for all years included in this study. This has been necessary because usual residence data were not separately available for these two SDs in 1976, and various boundary changes between Moreton SD and Brisbane SD have occurred since 1976.
- Bowen local government area has been excluded from the Northern SD and included in the Mackay SD for all years included in this study. (In the ASGC, Bowen local government area was included in the Northern SD until the 2001 census edition of the ASGC, when it was included in the Mackay SD.)
- For a complete enumeration of state residents, data for the category 'Off-Shore Areas and Migratory' have been included in the Queensland total for all years included in this study.

AGE

23 The average or mean age of employed persons is the sum of their reported ages (in years) divided by the number of employed persons.

INCOME

24 Although it is their main job which determines their function grouping, the income figures available from each census refers to a respondent's total income from all sources, not only income from their main job.

25 Gross weekly income is the income before tax, superannuation, health insurance, or other deductions are made. Gross income includes: family allowance, parenting payment, pensions, unemployment benefits, student allowances, maintenance (child support), superannuation, wages, salary, overtime, dividends, rents received, interest received, business or farm income (less operation expenses) and worker's compensation received.

26 Research suggests there is a tendency for people to understate their income on census forms, by omitting secondary sources of income such as interest. However, useful information concerning relative incomes can be gained from the data.

27 The census requests respondents to indicate their income range, rather than a specific income figure. For example, a person with a gross weekly income of \$650 per week would tick the range '\$600–\$699 per week'. There were significant variations in income ranges at each census. Negative income has been classified as zero income in all years.

INCOME *continued*

28 In order to produce average income figures, a mean income point for each range was derived using data from the surveys listed below. The mean incomes were then converted into July 2002 prices using the All Groups Consumer Price Index (CPI). The 2002 CPI was divided by the CPI for each census year to create a conversion factor for that year.

- Income and Housing Survey, 1981–82
- Income Distribution Survey, 1986
- Survey of Income and Housing Costs and Amenities, 1990
- Survey of Income and Housing Costs, 1996–97 and 1999–00.

EDUCATIONAL QUALIFICATIONS

29 In the Census data are collected on the level of education of the highest completed non-school qualification (for example, bachelor degree, diploma). In this publication educational qualifications are classified according to the Australian Standard Classification of Education. The full classification for levels of education and fields of education, together with an explanation of the conceptual basis of the classification, can be found in the publication *Australian Standard Classification of Education (ASCED)* (cat. no. 1272.0).

30 ASCED was used to record information from the 2001 census, and information from previous censuses has been concorded to ASCED. Despite changes in classification concepts over the 25 years, the distinction between Higher education and Vocational education and training (VET) qualifications remained generally comparable.

31 Industry standards regarding minimum educational qualifications altered during the period 1976 to 2001. In particular, nursing and teaching became careers requiring a university education. To reduce the impact of this change on the time series analysis in this study, for all years nurses and teachers have been classified as persons who have Higher education qualifications, regardless of the information supplied on their census forms regarding qualifications.

32 The quality of qualifications data has improved from 1976 to 2001 as shown by the fall in the proportion of 'Not specified' and 'Inadequately described' responses. However this reduces the reliability of the comparisons from 1976 to 2001 and care should be exercised because of this.

33 There may be a propensity for persons without post-school qualifications to not complete the census question on qualifications, so to some extent the category 'No post-school qualifications' may be understated.

34 The census asks only for the highest qualification attained.

HOURS WORKED

35 In this study, a person's main job determines their function grouping. However, the number of hours worked refers to the number of actual hours worked in all jobs last week, and therefore may include hours worked in a job other than the main job.

HOURS WORKED *continued*

36 Data on the number of actual hours worked in all jobs last week were collected in both 1996 and 2001, making a direct comparison possible. In censuses prior to this there were several conceptual differences affecting the measurement of average hours worked.

37 The average or mean hours worked by employed persons is the sum of their reported hours worked divided by the number of employed persons.

RELATED PUBLICATIONS

ABS *ABS Classification of Qualifications, 1993*, cat. no. 1262.0

Australian Standard Classification of Education (ASCED), 2001, cat. no. 1272.0

Australian and New Zealand Standard Industrial Classification, 1993, cat. no. 1292.0

Australian Social Trends, 2003, cat. no. 4102.0

Australian Standard Geographical Classification, 2001, cat. no. 1216.0

Australian Standard Classification of Occupations Second Edition, 1997, cat. no. 1220.0

Labour Statistics: Concepts, Sources and Methods, 2001, cat. no. 6102.0

2001 Census Dictionary, cat. no. 2901.0

1996 Census Dictionary, cat. no. 2901.0

1991 Census Dictionary, cat. no. 2901.0

Discussion Paper: Measuring a Knowledge-based Economy and Society, An Australian Framework, 2002, cat. no. 1375.0

Non-ABS A.P. Carnevale & S.J. Rose, *Education for What: The New Office Economy*, Technical Report, Educational Testing Services, New Jersey, 1998

A.P. Carnevale & S.J. Rose, *Education for What: The New Office Economy*, Executive Summary, Educational Testing Services, New Jersey, 1998

Australian National Training Authority, *Knowledge Work: The Rise of the Office Economy*, 2000

TECHNICAL NOTES

The concept of workplace functions was developed by the USA authors Carnevale and Rose and published in the 1998 Technical Report *Education for What? The New Office Economy*. The five highly aggregated function groups they defined are equivalent to those in this Australian study, although there have been some changes in names.

The 15 functions they defined provides the basis for this Australian study and have been replicated as far as practical, resulting in 13 functions. The differences being;

- It is not possible to replicate the distinction between ‘High wage manufacturing’ and ‘Low wage manufacturing’, and these have been combined into one ‘Manufacturing’ category.
- The two small categories of ‘Police and firefighters’ and ‘Transport and communication for personal consumption’ have been combined into the one ‘Security and communication’ category.

<i>Function groups</i>	<i>Functions</i>
1. Farm/mine	F1. Farm/mine
2. Factory	F2. Manufacturing F3. Construction and transport
3. Retail/personal services	F4. Personal services F5. Retail services
4. Social infrastructure services	F6. Health care F7. Education F8. Security and communication
5. Office	F9. Management F10. Finance, insurance and real estate (FIRE) F11. Business professionals F12. Office support F13. Public administration

THE CREATION OF FUNCTION CODES

The functions used in this study are a composite grouping of more traditional labour force classification categories. An individual’s function is determined from the industry, occupation and status in employment of their main job, as coded from their responses to census questions.

Unit records of employed persons are first coded into 21 function-oriented groups according to their occupation coding (4-digit ASCO unit groups) and status in employment (self-employed or not). These groupings are more aligned to economic function than the skill-based ASCO groups.

Employed persons are then assigned to a function category according to both their occupation/self-employment grouping and their employer’s industry (2-digit ANZSIC subdivision code). Each of the combinations within this cross-matrix is assigned to one of 13 function categories. These 13 functions are further summarised into five function groups.

DECISION RULES FOR
DEFINING FUNCTIONS

1. The Farm/mine includes all the direct labour in agriculture, mining, fishing, forestry and logging.
2. The Factory is defined broadly to include all direct labour in manufacturing, construction, public utilities (gas, water, electricity) and the transport and storage of goods on their way to market. The construction and transport component performed by truck drivers, electricity line repairers, construction and warehouse workers is included in this function group because the organisation of work and skill levels are similar.
3. Retail/personal services represents those activities with direct consumer contact that do not require highly specialised training or a large physical capital base. In general, these personal contact jobs can be staffed flexibly by newcomers and part-timers. More than any other function group, this category includes jobs with few opportunities for high pay and progression up a career ladder. There are exceptions, however. While entertainment companies are staffed mainly by ushers and ticket takers, they also employ those on the stage, such as actors and performers.

As distinct from sales assistants, sales representatives are not included in Retail/personal services because they are business professionals who promote their company's output to other companies. They are allocated to the Office function group.

4. Social infrastructure services consists of consumer services that require the effort of more specialised labour. The two major professional services that fall into this function group are health care and education. Individual skill levels within any function may be quite diverse, as it includes medical doctors and academics as well as hospital orderlies and school cleaners.

The 'Security and communication' category within this group consists of two groups:

- (a) Police officers and fire-fighters also perform a high-skilled service concerned with social infrastructure. Although they are usually employed within the public sector, they have been assigned to the Social infrastructure services function group, while other public administration workers were placed in the Office.
- (b) Travel and communication services do not fall easily into either Retail/personal services or Social infrastructure services. The physical capital requirements are high (e.g. phone lines, planes, trains) and a range of skills are required. They are allocated to the Social infrastructure services function group.

5. The Office consists of all workers involved in management, administration, business and financial services. This function group consists of five components:

(a) Managers in most industries, one-half of supervisors involved in coordinating and supervising activities (from all firms) (see point 7) and one-half of self-employed persons in "non-professional" occupations (see point 8);

(b) Employees of firms which specialise in managing assets (Finance, Insurance and Real Estate);

(c) Business professionals employed in the managerial hierarchy. These include sales representatives, marketing analysts, accountants, lawyers, editors, graphic designers, Information Technology specialists or other professionals servicing a firm's business activities (from all firms);

(d) Office support staff, primarily clerical and administrative, as well as other office help such as cleaners and couriers (from all firms);

(e) Employees of public administration and non-profit social service institutions who perform coordinating functions at the communal level.

6. Managers who work in industries concerned with retail, accommodation, restaurants, business services, media, sport, recreation and personal services are treated as 'supervisors'. The reason for this differentiation according to industry is because the role of a manager in a service industry is predominantly supervisory whereas the role of a manager in the balance of industries includes more discretionary decision making.

7. Supervisors and foremen do both production/service work and coordination work, and have been treated as special cases. The characteristics of those who fall into such occupation groups are divided equally between their relevant production/service function group and the Office, the same assignment used by Carnevale and Rose. The 50:50 split of their characteristics between the Office and their industry-based function group provides some consistent recognition of their dual role.

8. Using the extra variable 'Status in Employment', individuals with a 'non-professional' occupation (e.g. builder, hairdresser) who are self-employed are treated similarly to supervisors. Because of their dual function as managers and direct production workers, their characteristics are assigned equally between the function of 'Management' within the Office and their industry/occupation function.

Self-employed professionals are not split between functions, but are treated identically to employed professionals. The nature of the professions make it impractical to separate administration and coordination activities from other tasks. 'Self-employment' in these cases is more of a description of a contractual relationship between the worker and the business, rather than indicating the extra managerial functions carried out by non-professionals who are self-employed.

DECISION RULES FOR
DEFINING FUNCTIONS
continued

9. There are some other industry/occupation combinations which were split into two function groups. For example some tradespersons, technicians and operatives in the 'Transport and storage' industry (specifically ANZSIC subdivisions 61, 64 & 65) are split between the 'Security and communication' function and the 'Office support' function. This identifies the different functions performed by tradespersons, technicians and operatives in these industries.

EXAMPLES OF ASSIGNMENT
TO FUNCTION CATEGORIES

EXAMPLE 1 ASSIGNMENT OF 'PROFESSIONAL' WORKERS TO FUNCTION GROUPS

<i>Occupation</i>	<i>Industry</i>	<i>Function group</i>
Nurse	Health services	Social infrastructure services
Nurse	Education	Social infrastructure services
Nurse	Government administration	Office
Teacher	Education	Social infrastructure services
Teacher	Manufacturing	Social infrastructure services
Teacher	Finance and insurance	Office
Manager	Health services	Office
Manager	Education	Office

EXAMPLE 2 ASSIGNMENT OF 'NON-PROFESSIONAL' WORKERS TO FUNCTION GROUPS

<i>Occupation</i>	<i>Industry</i>	<i>Status in employment</i>	<i>Function group</i>
Bricklayer	Construction	Employee	Factory
Bricklayer	Construction	Self-employed	50% Factory, 50% Office
Bricklayer	Electricity and Gas Supply	Self-employed	50% Factory, 50% Office
Cleaner	Construction	Employee	Factory
Cleaner	Construction	Self-employed	50% Factory, 50% Office
Cleaner	Health Services	Employee	Social infrastructure services
Cleaner	Health Services	Self-employed	50% Social infrastructure services, 50% Office

Note: The variable 'Status in employment' enables the characteristics of individuals with a non-professional occupation who are self-employed to be split between two functions. Because of their dual role as managers and direct production workers, their characteristics are assigned equally between the Office function group and their industry/occupation function group.

RELATING DIFFERENT
CLASSIFICATIONS

Production of Australian data similar to that used in the USA study involved creating a link between the different industry, occupation and self-employment classifications used by the two countries. Similar categories were aligned by reference to the classifications and associated reference material.

To produce comparable Australian data from 1976 to 2001 required creating further linkages, as both industry and occupation classifications had changed over the 25 years. The conceptual change between the occupation classifications resulted in some of the occupational codes being problematic to concord. Linking industry classifications for the time series proved to be less problematic, as they had remained relatively stable at the subdivision level.

RELATING DIFFERENT
CLASSIFICATIONS *continued*

Inevitably, some loss in accuracy results from such concordances, the extent of which is hard to measure. The highly aggregated nature of the final groups used in this study should reduce the extent of aberrations caused by concurring different classifications.

OCCUPATION
CLASSIFICATIONS

In the Census, a worker's occupation refers to the type of work performed in the main job held during the week prior to census night. The hundreds of occupations recognised in standard occupation classifications are grouped according to similarity in type of work. In the classifications used from 1986 onwards this was defined in terms of skill level and skill specialisation.

Occupational classifications used for recording Australian census information have varied over the 25 years of this study:

- 1976 and 1981: Classification and Classified List of Occupations (CCLO),
- 1986 and 1991: Australian Standard Classification of Occupations (ASCO)
- 1996 and 2001: ASCO second edition.

To produce comparable data over a 25 year period, occupation data from each Australian census was concorded with the current classification.

There are many conceptual differences between CCLO and ASCO, particularly in relation to skill levels. For example, in CCLO managerial classification levels are broken up by industry. The degree to which such issues affect the validity of the time series comparison is difficult to quantify.

To replicate the original Carnevale and Rose definitions, a concordance was created between the USA 1990 Census Occupational Codes and the current Australian occupational classification (ASCO second edition).

INDUSTRY CLASSIFICATIONS

Industry classifications aim to identify groupings of businesses which carry out similar economic activity. In the census, a person's industry of employment describes the industry of their employer.

Industry classifications in Australia have been relatively stable at the subdivision level since 1976. The 1976 census used the preliminary edition of the Australian Standard Industrial Classification (ASIC 1969). There were some minor changes to ASIC in 1978 and again in 1983 that were used in the 1981 and 1986 censuses accordingly. With the introduction of the Australian and New Zealand Standard Industrial Classification (ANZSIC) for the 1996 census, there were more changes made to the classification structure, however at the two-digit level it is possible to achieve reasonable intercensal comparability for the purposes of this study.

Carnevale and Rose used the 1990 USA classification Census Industry Codes, which was concorded to the ANZSIC two-digit classification. The grouping of USA codes used by Carnevale and Rose was not completely replicable in the Australian data as there was insufficient industry differentiation at the subdivision level of ANZSIC.

INDUSTRY CLASSIFICATIONS

continued

- There was a problem distinguishing the industries associated with High Wage Manufacturing and Low Wage Manufacturing. These two categories have been combined into one Manufacturing category in this research paper.
- To allow for better replication of the Carnevale and Rose functions, industry definitions were created below the ANZSIC subdivision level in two cases: 57.1 (Eating places), 57.2 (Accommodation), and 78.1 (Legal services) and 78.2 (Other business services).

STATUS IN EMPLOYMENT

This data item is used to enable the dual function of self-employed workers (as both managers and direct production workers) to be recognised. In some occupations a distinction is made between:

- self-employed workers, i.e. their status in employment was either 'Employer' or 'Own account workers' (called 'Self-employed' from 1976 to 1991); and
- other workers, who were classified as 'Employees' (called 'Wage and salary earner' from 1976 to 1991) or 'Contributing family workers' (called 'Unpaid helper' from 1976 to 1991)

Note: this is different from the standard output of Status in Employment, in which 'Contributing family workers' would be classified as self-employed.

For example, in 2001 those with an occupation of Florist (ASCO 4984) in the Retail Trade (ANZSIC 52) were considered to have a Retail services function if they were 'Employees' or 'Contributing family workers'; but if they were 'Employers' or 'Own account workers' their characteristics were split equally between the Retail services and Management functions.

Status in employment and the categories within it have had some name changes, but the four categories for employed persons have remained essentially similar since 1976. In 1996, however, a slight variation of questions was asked, resulting in a different coding for some persons who were self-employed in a limited liability company. The 2001 census reverted to the wording used in previous years. The change in the question in 1996 resulted in an understating of the number of self-employed workers (17.4% of employed persons in 1991, 8.3% in 1996 and 17.0% in 2001). This would have reduced the size of the Office function group in 1996, with slightly increased numbers in other function groups.

There is some doubt about how persons who are self-employed in small limited liability companies actually answer the census questions on status in employment. Some studies have shown an almost equal split between their resulting categorisation as 'Own account workers' or 'Employees'. As this distinction has been used to add into the Management function half the characteristics of 'Own account workers' within some occupations, it is possible that the size of the Management function has been understated.

The USA and Australia have similar definitions relating to employment status, resulting in a comparable definition of self-employed and other workers.

RELATIONSHIP OF INDUSTRIES AND OCCUPATIONS TO FUNCTION GROUPS, Queensland, 2001.

Farm/mine	<ul style="list-style-type: none"> ■ Major industries: Dominated by the ANZSIC Division 'Agriculture, forestry and fishing' (75%); another 20% were employed in 'Mining'. ■ Major occupations: 35% of workers had occupations within the ASCO category 'Farmers and farm managers'; another 29% were 'Labourers and related workers'.
Factory	<ul style="list-style-type: none"> ■ Major industries: 51% were employed within the ANZSIC Division 'Manufacturing'; 28% were employed in 'Construction' industries. ■ Major occupations: 39% of workers were 'Tradespersons and related workers' in the ASCO classification (e.g. 'Construction tradespersons' and 'Mechanical and fabrication engineering tradespersons'); 25% were classified 'Intermediate production and transport workers' (e.g. 'Plant operators' and 'Machine operators'); another 20% were 'Labourers and related workers'.
Retail/personal services	<ul style="list-style-type: none"> ■ Major industries: 59% of employment was in the ANZSIC division 'Retail trade'; another 16% was in 'Accommodation, cafes and restaurants'. ■ Major occupations: 36% of workers were classified as 'Elementary clerical, sales and service workers' in ASCO (mainly 'Elementary sales workers'); another 15% are categorised in each of the two major groups 'Intermediate clerical, sales and service workers' (e.g. 'Hospitality workers') and 'Tradespersons and related workers' (e.g. 'Automotive tradespersons').
Social infrastructure services	<ul style="list-style-type: none"> ■ Major industries: Workers in the ANZSIC Divisions 'Health and community services' (42%) and 'Education' (38%) dominate this group. ■ Major occupations: This group is dominated by the 66% of workers in the ASCO major group 'Professionals' (e.g. 'Nursing professionals' and 'School teachers').
Office	<ul style="list-style-type: none"> ■ Major industries: Comprised of workers from many industries, but the largest ANZSIC Division was 'Property and business services' (24%); another 10% worked in 'Government administration and defence'. ■ Major occupations: 26% had occupations within the ASCO Major group 'Intermediate clerical, sales and service workers' (e.g. 'Receptionists', 'Keyboard operators'); a further 17% in each of the major groups 'Managers and administrators' (e.g. 'Sales and marketing managers') and 'Associate professionals' (e.g. 'Finance associate professionals'); and 16% in 'Professionals' (e.g. 'Computing professionals').
Other	<ul style="list-style-type: none"> ■ When either of the variables industry or occupation were unavailable the record was included in the "Other" category of functions. ■ If a regional indicator was unavailable the record was included in the "Other" category at the state level of geography.

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