

CHAPTER 8

MANPOWER

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

THE LABOUR FORCE

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

This section presents some summary statistics on the civilian labour force drawn from the ABS monthly labour force survey and associated supplementary surveys. Set out below is a range of characteristics such as whether persons are employed, unemployed or not in the labour force, together with demographic information (i.e. age, sex, marital status, birthplace, etc.). For a description of the labour force survey and its relationship to the population census see Year Book No. 68, pages 133-135. Further details concerning the scope, coverage and survey methods (as well as more detailed statistics) of the labour force and supplementary surveys can be found in the publications listed at the end of this chapter.

Australian labour force framework

The need to reflect the dynamic structure and characteristics of the labour market and the changes required to respond to evolving socio-economic conditions and policy concerns has resulted in significant modifications to the original labour force survey framework that was developed in the 1960s. An ever increasing demand to obtain information concerning underemployment and information on persons wanting work but not defined as unemployed has led to improvements to the conceptual basis of the Australian labour force framework. The modified framework is set out schematically on page 117.

Characteristics of the labour force

The size and composition of the labour force is not static over time. Growth of the labour force is due to an increase/decrease in labour force participation or in the population aged 15 and over. The table below sets out the growth of the labour force by source for the period August 1979-1984.

LABOUR FORCE: SOURCES OF GROWTH, AUGUST 1979 TO AUGUST 1984

(Per cent)

Year ending August	Males			Females			Persons		
	Proportion of change due to			Proportion of change due to			Proportion of change due to		
	Percentage change in labour force	Population growth	Labour force participation	Percentage change in labour force	Population growth	Labour force participation	Percentage change in labour force	Population growth	Labour force participation
1979	1.1	1.6	-0.5	0.3	1.8	-1.5	0.8	1.7	-0.9
1980	1.8	1.7	0.1	6.2	1.8	4.4	3.4	1.8	1.6
1981	1.6	2.0	-0.4	1.3	2.1	-0.8	1.5	2.1	-0.6
1982	0.9	2.1	-1.2	1.1	2.1	-1.0	1.0	2.1	-1.1
1983	0.9	1.8	-0.9	2.0	1.8	0.2	1.3	1.8	-0.5
1984	1.4	1.6	-0.2	3.0	1.6	1.4	2.0	1.6	0.4

THE AUSTRALIAN LABOUR FORCE FRAMEWORK

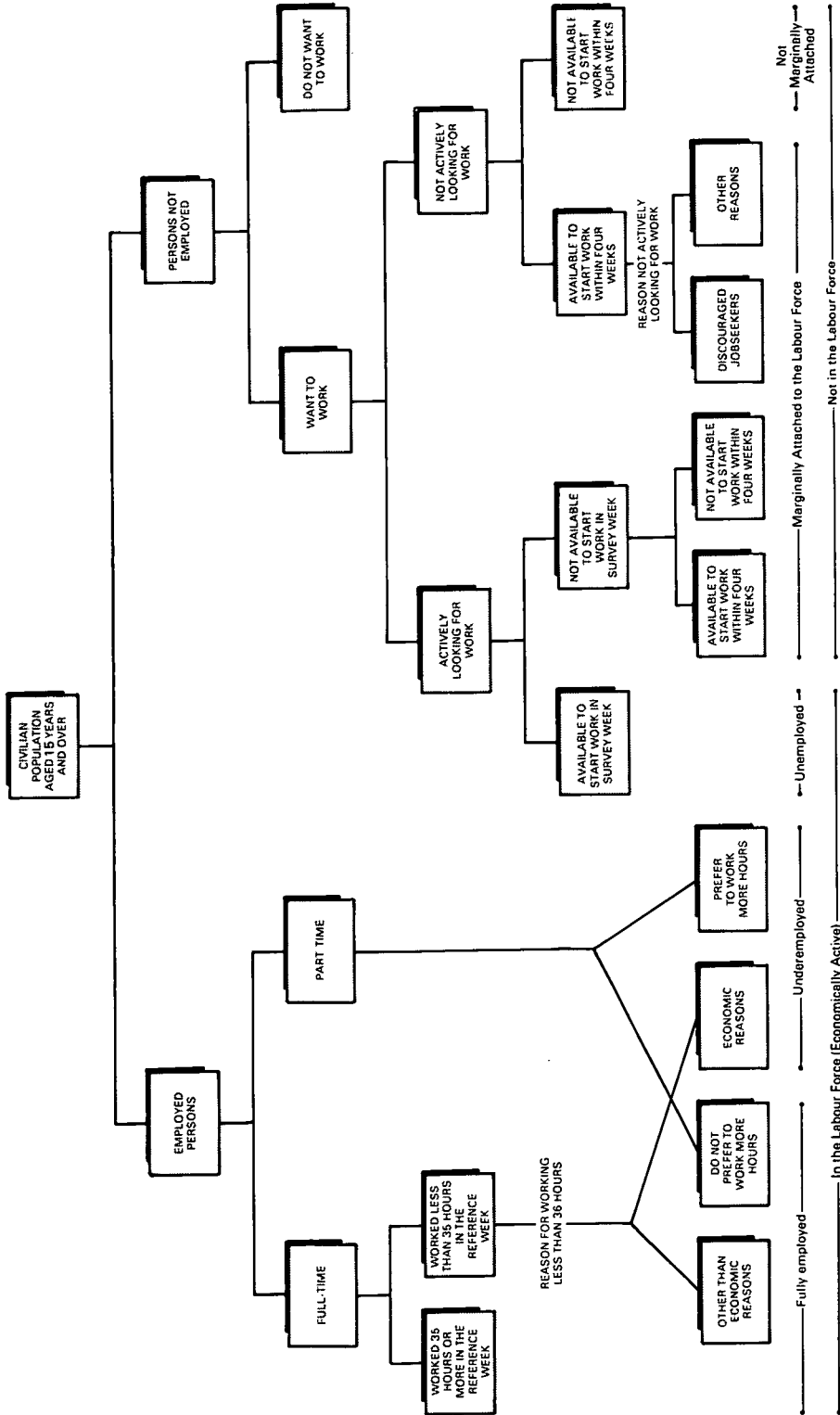


PLATE 17

One of the most important labour force measurements is the participation rate, which represents the proportion of the working age population who are in the labour force. Analysis of the participation rates provides the basis for monitoring changes in the size and composition of labour supply, particularly in terms of their age, sex and marital status.

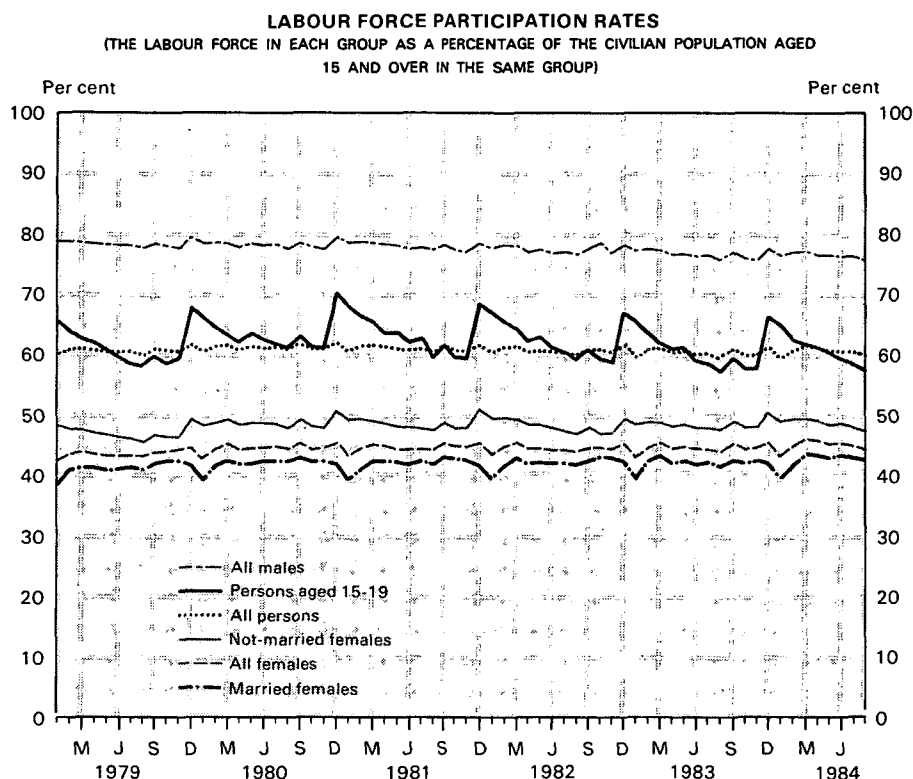


PLATE 18

The following two tables provide more detailed information on the labour force status of persons. The first table presents the age and sex composition of the total labour force as at June 1984. The second table shows changes in labour force status over time.

CIVILIAN LABOUR FORCE, BY AGE, JUNE 1984

Age group	Number ('000)					Participation rate (per cent)				
	Males					Females				
	Males	Married	Not married	Total	Persons	Males	Married	Not married	Total	Persons
15-64	4,356.7	1,545.1	1,147.8	2,692.9	7,049.6	84.8	48.0	62.3	53.2	69.1
15-19	396.5	11.6	356.5	368.0	764.5	60.6	46.9	58.7	58.2	59.5
20-24	590.1	164.5	315.0	479.5	1,069.6	88.7	59.5	81.2	72.2	80.4
25-34	1,202.7	465.4	231.6	697.0	1,899.7	95.3	49.3	73.8	55.4	75.4
35-44	1,012.9	502.6	113.6	616.2	1,629.0	95.2	58.6	64.0	59.6	77.6
45-54	704.9	299.7	80.8	380.5	1,085.4	90.6	49.6	56.4	50.9	71.2
55-59	302.4	76.1	33.9	110.0	412.4	79.7	27.5	35.0	29.4	54.7
60-64	147.3	25.3	16.4	41.7	189.0	44.5	10.7	14.2	11.8	27.6
65 and over	60.5	9.7	13.0	22.7	83.2	9.2	2.7	2.3	2.5	5.3
Total	4,417.2	1,554.8	1,160.9	2,715.7	7,132.8	76.3	43.5	48.4	45.5	60.6

CIVILIAN POPULATION AGED 15 AND OVER : LABOUR FORCE STATUS, 1979-84

June	Unemployed				Labour force	Not in the labour force	Civilian population aged 15 years and over	Unemploy- ment rate —per cent—	Partici- pation rate
	Employed	Looking for	Looking for	Total — '000—					
		full-time work	part-time work						
MALES									
1979 . . .	3,928.0	194.1	13.2	207.3	4,135.3	1,148.9	5,284.2	5.0	78.3
1980 . . .	3,984.3	194.5	15.9	210.3	4,194.6	1,176.3	5,370.9	5.0	78.1
1981 . . .	4,074.4	170.1	12.4	182.5	4,256.9	1,219.2	5,476.0	4.3	77.7
1982 . . .	4,064.9	216.8	23.9	240.6	4,305.6	1,287.7	5,593.2	5.6	77.0
1983 . . .	3,924.5	407.9	16.5	424.5	4,349.0	1,346.6	5,695.6	9.8	76.4
1984 . . .	4,042.1	349.7	25.3	375.0	4,417.2	1,374.1	5,791.3	8.5	76.3
MARRIED FEMALES									
1979 . . .	1,313.9	32.9	33.2	66.0	1,379.9	1,967.7	3,347.7	4.8	41.2
1980 . . .	1,356.2	37.2	33.9	71.1	1,427.3	1,945.7	3,373.0	5.0	42.3
1981 . . .	1,372.6	33.0	32.3	65.2	1,437.8	1,987.1	3,424.9	4.5	42.0
1982 . . .	1,376.5	44.9	32.0	77.0	1,453.4	2,006.9	3,460.4	5.3	42.0
1983 . . .	1,392.0	67.4	38.1	105.5	1,497.5	2,069.2	3,566.8	7.0	42.0
1984 . . .	1,454.5	59.9	40.4	100.3	1,554.8	2,022.1	3,577.0	6.4	43.5
ALL FEMALES									
1979 . . .	2,167.7	132.7	53.1	185.7	2,353.4	3,086.7	5,440.1	7.9	43.3
1980 . . .	2,285.6	146.1	52.9	199.0	2,484.6	3,054.2	5,538.8	8.0	44.9
1981 . . .	2,339.6	122.4	48.8	171.2	2,510.8	3,141.2	5,651.9	6.8	44.4
1982 . . .	2,349.3	152.9	58.1	211.0	2,560.3	3,209.4	5,769.7	8.2	44.4
1983 . . .	2,342.0	205.8	62.9	268.7	2,610.7	3,266.4	5,877.1	10.3	44.4
1984 . . .	2,456.6	189.5	69.5	259.1	2,715.7	3,258.4	5,974.1	9.5	45.5
PERSONS									
1979 . . .	6,095.7	326.8	66.2	393.0	6,488.7	4,235.6	10,724.4	6.1	60.5
1980 . . .	6,269.9	340.5	68.8	409.3	6,679.2	4,230.5	10,909.7	6.1	61.2
1981 . . .	6,413.9	292.5	61.2	353.7	6,767.6	4,360.3	11,128.0	5.2	60.8
1982 . . .	6,414.3	369.7	82.0	451.6	6,865.9	4,497.0	11,362.9	6.6	60.4
1983 . . .	6,266.5	613.7	79.4	693.2	6,959.7	4,613.0	11,572.6	10.0	60.1
1984 . . .	6,498.7	539.2	94.9	634.1	7,132.8	4,632.5	11,765.4	8.9	60.6

Whether a person has been born in or outside Australia can influence their likelihood of being employed or unemployed. For persons born outside Australia, their period of arrival can also influence their employment status. These characteristics are set out in summary form in the following table.

**CIVILIAN LABOUR FORCE, BY BIRTHPLACE AND PERIOD OF ARRIVAL IN AUSTRALIA,
JUNE 1984**

Birthplace	Employed		Unemployed		Labour force	Unemployment rate —per cent—	Participation rate
	Full-time	Total	Looking for full-time work —'000—	Total			
Born in Australia	3,943.0	4,851.4	359.7	430.9	5,282.2	8.2	61.4
Born outside Australia	1,400.1	1,647.4	179.5	203.2	1,850.6	11.0	62.5
Africa	45.0	52.3	*	5.0	57.3	8.7	67.3
America	43.2	53.6	5.1	5.8	59.4	9.8	65.9
Asia	180.4	209.1	42.3	47.3	256.4	18.5	63.4
Lebanon	15.5	16.8	10.4	10.6	27.3	38.6	54.9
Vietnam	22.9	25.5	13.6	14.4	39.9	36.0	68.3
Europe	1,032.4	1,217.9	113.5	129.2	1,347.1	9.6	61.3
Germany	54.7	63.5	4.9	6.0	69.5	8.7	61.2
Greece	67.4	77.0	7.0	7.4	84.4	8.8	61.1
Italy	130.9	151.1	10.2	11.6	162.7	7.2	57.7
Malta	30.0	33.0	*	*	36.4	*	64.2
Netherlands	45.9	55.7	4.7	6.0	61.8	9.8	62.3
Poland	21.1	23.5	*	*	27.5	*	48.4
U.K. and Ireland	514.2	620.7	58.3	66.9	687.6	9.7	62.9
Yugoslavia	74.5	82.7	10.2	10.5	93.2	11.2	64.2
Oceania	99.1	114.5	14.3	15.9	130.4	12.2	71.4
New Zealand	84.6	98.2	11.4	12.2	110.4	11.0	72.7
Arrivals—							
Before 1966	630.2	744.9	52.4	59.5	804.4	7.4	54.7
1966-1970	295.9	342.6	41.0	46.2	388.8	11.9	73.1
1971-1975	194.0	232.7	27.6	32.1	264.8	12.1	71.8
1976-1980	159.5	187.3	26.2	30.1	217.4	13.9	67.6
1981-1982	84.9	99.6	15.1	16.7	116.3	14.3	69.8
1983-1984	35.6	40.3	17.3	18.6	59.0	31.6	58.6

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

**LEAVERS FROM EDUCATIONAL INSTITUTIONS^(a): LABOUR FORCE STATUS
BY AGE, MAY 1983**

Labour force status	Leavers aged 15 to 19			Leavers aged 20 to 24		
	Males	Females	Persons	Males	Females	Persons
	—'000—					
Employed	73.5	67.2	140.8	23.4	20.4	43.8
Full-time	63.4	52.3	115.8	21.0	16.0	37.0
Part-time	10.1	14.9	25.0	*	4.4	6.9
Unemployed	25.1	28.4	53.5	8.5	5.0	13.4
In the labour force	98.7	95.6	194.3	31.9	25.4	57.3
Not in the labour force	5.5	9.2	14.7	*	*	*
Total	104.2	104.8	209.0	32.2	28.0	60.2
	—per cent—					
Unemployment rate	25.5	29.7	27.6	26.6	19.6	23.5
Participation rate	94.7	91.2	93.0	99.0	90.7	95.1

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

**CIVILIAN POPULATION AGED 15 AND OVER (a): EDUCATIONAL ATTAINMENT AND
LABOUR FORCE STATUS, FEBRUARY 1984**

Educational attainment	Number ('000)						Participation rate	Unemployment rate	
	Employed			Unemployed	In the labour force	Not in the labour force			
	Full time	Part time	Total						
—per cent—									
MALES									
With post-school qualifications	1,800.8	80.4	1,881.2	118.6	1,999.8	297.4	2,297.2	87.1	5.9
Degree or equivalent	399.6	25.5	425.1	18.9	441.1	49.0	493.1	90.1	4.3
Trade, technical level	1,370.3	54.6	1,424.9	96.7	1,521.6	244.3	1,765.9	86.2	6.4
Other	30.9	*	31.2	*	34.1	*	38.2	89.3	*
Without post-school qualifications	1,960.9	120.4	2,081.3	301.6	2,382.9	754.2	3,137.1	76.0	12.7
Attended highest level of secondary school available	418.5	35.8	454.3	60.6	514.9	103.7	618.6	83.2	11.8
Did not attend highest level of secondary school available	1,534.6	84.4	1,618.9	238.6	1,857.5	642.0	2,499.5	74.3	12.8
Left at age—									
18 years or over	22.2	*	22.9	4.6	27.6	*	30.9	89.1	16.8
16 or 17 years	493.7	27.9	521.6	84.4	606.0	68.8	674.8	89.8	13.9
14 or 15 years	873.2	44.2	917.5	128.4	1,045.9	408.0	1,453.9	71.9	12.3
13 years or under	145.5	11.4	156.9	21.1	178.0	161.8	339.8	52.4	11.9
Never attended school	7.9	*	8.1	*	10.5	8.5	19.0	55.3	*
Still at school	*	36.0	37.8	15.7	53.5	186.0	239.5	22.3	29.3
Total	3,763.6	236.8	4,000.3	435.8	4,436.2	1,237.5	5,673.7	78.2	9.8
FEMALES									
With post-school qualifications	625.3	293.5	918.8	88.5	1,007.2	632.7	1,640.0	61.4	8.8
Degree or equivalent	138.9	45.5	184.3	14.2	198.5	71.9	270.4	73.4	7.1
Trade, technical level	465.7	238.4	704.1	71.1	775.2	532.9	1,308.1	59.3	9.2
Other	20.6	9.7	30.3	*	33.5	27.9	61.4	54.6	*
Without post-school qualifications	887.0	512.2	1,399.2	198.0	1,597.3	2,350.5	3,947.7	40.5	12.4
Attended highest level of secondary school available	225.0	108.3	333.3	41.4	374.7	281.8	656.5	57.1	11.0
Did not attend highest level of secondary school available	658.6	402.9	1,061.5	156.1	1,217.6	2,043.6	3,261.1	37.3	12.8
Left at age—									
18 years or over	11.1	*	14.7	*	16.4	12.8	29.2	56.2	*
16 or 17 years	259.4	112.9	372.2	60.9	433.1	404.7	837.9	51.7	14.1
14 or 15 years	340.3	256.3	596.6	82.8	679.4	1,322.8	2,002.2	33.9	12.2
13 years or under	47.8	30.2	77.9	10.7	88.7	303.2	391.9	22.6	12.1
Never attended school	*	*	*	*	5.0	25.1	30.1	16.6	*
Still at school	*	46.9	47.7	15.4	63.1	164.0	227.0	27.8	24.4
Total	1,513.1	852.6	2,365.7	301.9	2,667.6	3,147.1	5,814.7	45.9	11.3

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

**UNDERUTILISATION, UNDEREMPLOYMENT AND UNEMPLOYMENT
RATES, AUGUST 1978-1983**

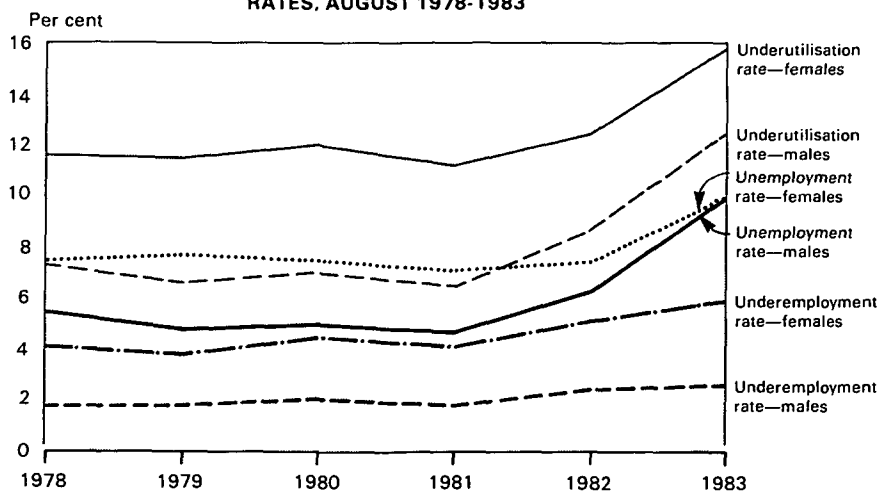


PLATE 19

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

Underutilisation, underemployment and unemployment are summarised in the diagram on page 121, in which each category is expressed as a percentage of the labour force.

EMPLOYMENT

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

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

EMPLOYED PERSONS: EMPLOYMENT/POPULATION RATIOS (a), JUNE 1979-1984
(Per cent)

Age group (years)									
June	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	Total
MALES									
1979	53.1	82.0	92.5	93.5	89.6	79.9	52.8	11.7	74.3
1980	55.3	83.5	91.7	93.0	89.1	79.2	51.4	10.6	74.2
1981	57.4	84.9	91.8	93.4	88.7	77.7	48.8	10.7	74.4
1982	53.5	81.3	90.8	92.0	87.9	77.7	46.3	9.3	72.5
1983	46.9	74.5	87.4	89.5	84.5	72.3	41.3	9.5	68.9
1984	47.8	76.3	88.1	90.3	85.7	75.4	41.0	9.1	69.8
MARRIED FEMALES									
1979	45.1	52.8	43.1	53.8	43.2	24.4	11.0	2.5	39.2
1980	41.5	52.2	44.3	54.9	44.9	25.8	12.8	3.7	40.2
1981	40.3	50.5	44.7	54.9	45.9	27.3	8.3	2.8	40.1
1982	31.5	49.3	45.0	55.4	45.4	24.9	9.7	2.7	39.8
1983	41.6	50.3	44.4	55.3	44.1	24.0	10.6	2.8	39.0
1984	34.1	53.0	45.2	55.5	47.9	26.5	10.4	2.7	40.7
ALL FEMALES									
1979	45.3	62.9	47.7	54.5	45.0	26.8	13.4	2.2	39.8
1980	49.3	63.9	49.2	55.9	46.1	27.6	13.6	3.2	41.3
1981	50.2	64.0	49.9	56.0	47.2	29.0	9.8	2.3	41.4
1982	46.9	63.3	49.4	55.5	47.1	27.1	10.3	2.5	40.7
1983	45.1	63.3	48.6	54.0	45.1	26.5	12.3	2.4	39.9
1984	46.1	63.7	50.3	55.9	48.4	28.4	11.5	2.5	41.1

EMPLOYED PERSONS: EMPLOYMENT/POPULATION RATIOS (a), JUNE 1979-1984
(Per cent)

June	Age group (years)							Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over
PERSONS								
1979	49.2	72.5	70.2	74.4	67.8	53.1	32.2	6.2
1980	52.3	73.7	70.5	74.8	68.1	53.2	31.7	6.3
1981	53.8	74.5	70.9	75.0	68.4	53.3	28.4	5.9
1982	50.2	72.3	70.1	74.0	68.0	52.4	27.5	5.4
1983	46.0	68.9	68.0	72.3	65.2	49.5	26.2	5.4
1984	46.9	70.0	69.2	73.4	67.4	52.1	25.7	5.2

(a) Employment/population ratio for any group is the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

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

EMPLOYED PERSONS: STATUS OF WORKER, AUGUST 1979 TO AUGUST 1984
(^{'000})

August	Employers	Self employed	Wage and salary earners	Unpaid family helpers	Total
1979	339.0	618.2	5,096.8	24.5	6,078.5
1980	366.6	648.4	5,241.5	24.8	6,281.4
1981	345.3	643.1	5,378.6	26.7	6,393.7
1982	353.2	647.0	5,354.3	24.9	6,379.3
1983	321.0	653.1	5,242.5	24.5	6,241.1
1984	335.4	681.8	5,423.8	21.2	6,462.3

A measure of the relative importance of an industry is the size of its workforce. Also of interest is the work effort of that workforce as measured by hours worked. Taken together, employment and hours worked by industry serve as an indicator of labour supplied to that industry. The following table shows the distribution of employed persons by industry and average hours worked.

EMPLOYED PERSONS BY INDUSTRY AND AVERAGE WEEKLY HOURS WORKED, MAY 1984

Industry	Number (^{'000})			Average weekly hours worked		
	Males	Females	Persons	Males	Females	Persons
Agriculture and services to agriculture	279.4	93.2	372.6	51.7	27.7	45.7
Forestry and logging, fishing and hunting	21.6	*	24.8	38.4	*	36.1
Mining	90.9	9.1	100.0	36.8	32.2	36.4
Manufacturing	856.4	291.6	1,148.0	38.5	32.7	37.0
Food, beverages and tobacco	128.0	53.4	181.4	37.6	31.6	35.9
Metal products	166.9	24.7	191.7	38.4	33.2	37.7
Other manufacturing	561.5	213.5	774.9	38.7	32.9	37.1
Electricity, gas and water	134.0	16.3	150.2	34.3	30.5	33.9
Construction	382.1	51.3	433.4	39.3	20.8	37.1
Wholesale and retail trade	720.2	561.0	1,281.2	41.2	28.6	35.7
Transport and storage	309.1	58.2	367.2	39.0	30.3	37.6
Communication	103.5	33.2	136.8	34.1	28.5	32.7
Finance, property and business services	320.4	294.6	615.0	39.6	29.8	34.9
Public administration and defence	216.5	108.5	325.0	35.6	32.1	34.4
Community services	415.4	700.3	1,115.7	36.9	27.7	31.1
Recreation, personal and other services	189.9	230.8	420.7	41.6	27.2	33.7
Total	4,039.3	2,451.2	6,490.5	39.6	28.9	35.6

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

EMPLOYED PERSONS BY OCCUPATION, MAY 1984
(^{'000})

<i>Occupation</i>	<i>Males</i>	<i>Married females</i>	<i>All females</i>	<i>Persons</i>
Professional, technical, etc.	551.8	260.0	453.7	1,005.5
Administrative, executive and managerial	375.8	42.9	62.8	438.6
Clerical	325.2	461.9	858.7	1,183.8
Sales	273.9	168.4	317.8	591.7
Farmers, fishermen, timbergetters, etc.	349.8	79.5	93.8	443.6
Miners, quarryworkers, etc.	38.5	*	*	38.9
Transport and communication	279.7	25.8	43.0	322.7
Trades persons, production-process workers and labourers, n.e.c.	1,602.1	147.9	215.3	1,817.5
Service, sport and recreation	242.6	256.8	405.6	648.2
Total	4,039.3	1,443.3	2,451.2	6,490.5

Full-time workers are those who usually work 35 hours or more a week or who worked 35 hours or more during the survey week. Part-time workers are those who usually work less than 35 hours a week and who did so during the survey week. Estimates of these workers by sex and age are shown below. In addition, the preferences of part-time workers for more or less hours is also depicted.

PART-TIME WORKERS : WHETHER PREFERRED TO WORK MORE HOURS, BY AGE, JUNE 1984

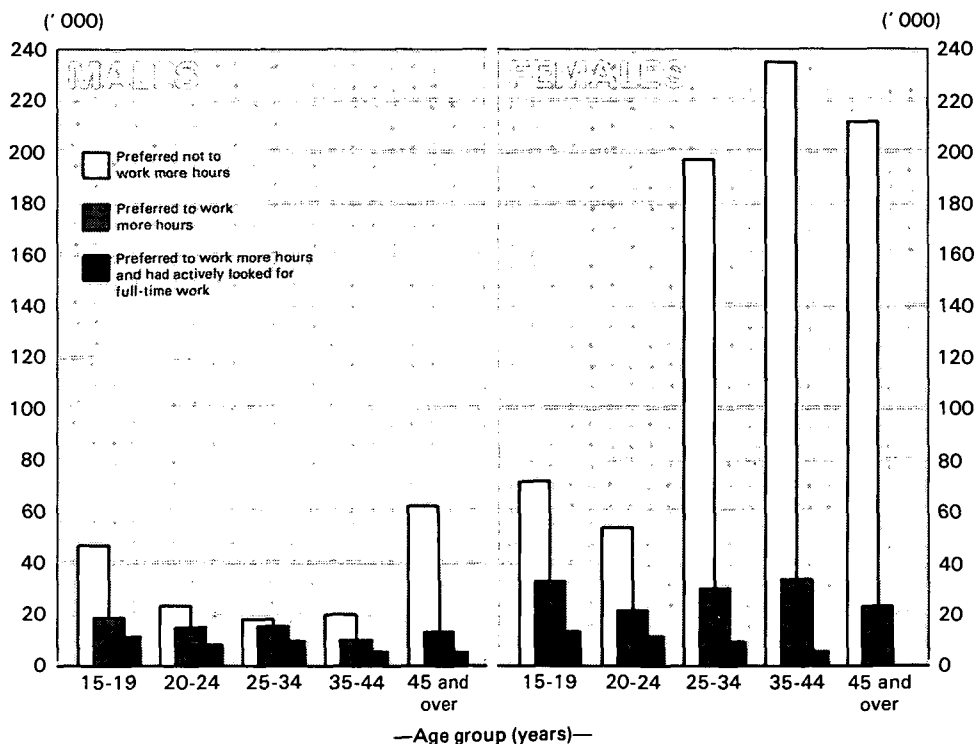


PLATE 20

EMPLOYED PERSONS: FULL-TIME AND PART-TIME WORKERS BY AGE, JUNE 1984
(^{'000})

	Age group (years)								
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	Total
MALES									
Full-time workers	246.3	469.1	1,078.4	931.2	644.2	271.7	122.2	34.7	3,797.7
Part-time workers	65.9	38.7	34.2	30.1	22.5	14.4	13.4	25.1	244.4
Total	312.2	507.8	1,112.6	961.3	666.7	286.1	135.6	59.8	4,042.1
MARRIED FEMALES									
Full-time workers	6.6	112.3	229.0	235.6	155.3	32.9	11.1	*	786.4
Part-time workers	*	34.3	197.9	240.4	133.8	40.4	13.7	5.7	668.1
Total	8.4	146.6	426.9	476.0	289.1	73.3	24.8	9.5	1,454.5
ALL FEMALES									
Full-time workers	186.1	347.7	405.5	309.3	210.3	56.8	20.0	9.5	1,545.4
Part-time workers	105.1	75.4	226.9	269.5	151.7	49.2	20.5	12.9	911.3
Total	291.2	423.1	632.4	578.8	362.0	106.1	40.5	22.5	2,456.6
PERSONS									
Full-time workers	432.5	816.8	1,483.9	1,240.5	854.5	328.5	142.2	44.2	5,343.1
Part-time workers	171.0	114.1	261.1	299.6	174.2	63.6	33.9	38.0	1,155.6
Total	603.4	930.9	1,745.0	1,540.1	1,028.8	392.1	176.2	82.2	6,498.7

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

EMPLOYED WAGE AND SALARY EARNERS: SECTOR BY STATES AND TERRITORIES, JUNE 1984
(^{'000})

<i>Sector</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
Private	1,254.1	955.6	498.3	299.8	298.4	85.6	25.9	42.3	3,459.9
Government	544.4	428.1	253.2	151.4	152.7	51.6	20.9	66.5	1,668.9
Commonwealth	129.1	99.7	48.4	37.0	25.0	10.0	4.4	66.5	419.9
State	353.3	288.5	175.8	106.1	117.3	37.8	15.8(a)	..	1,094.8
Local	62.0	39.8	29.1	8.3	10.5	3.8	0.7	..	154.3
<i>Total</i>	<i>1,798.5</i>	<i>1,383.7</i>	<i>751.5</i>	<i>451.1</i>	<i>451.1</i>	<i>137.2</i>	<i>46.8</i>	<i>108.9</i>	<i>5,128.8</i>

(a) Northern Territory Government

EMPLOYED WAGE AND SALARY EARNERS: INDUSTRY BY SECTOR, SEPTEMBER 1983 TO JUNE 1984
(^{'000})

<i>Industry</i>	<i>Private sector</i>				<i>Government sector</i>			
	<i>Sept. 1983</i>	<i>Dec. 1983</i>	<i>Mar. 1984</i>	<i>June 1984</i>	<i>Sept. 1983</i>	<i>Dec. 1983</i>	<i>Mar. 1984</i>	<i>June 1984</i>
Agriculture, forestry, fishing and hunting (a)	..	..	..	..	11.3	11.4	11.6	12.7
Mining	76.1	77.0	74.3	79.1	6.8	6.8	6.7	6.7
Manufacturing	958.7	953.7	970.1	961.4	55.1	54.5	55.4	54.6
Electricity, gas and water	6.2	6.4	6.0	6.0	134.3	134.1	135.2	135.1
Construction	184.8	179.4	169.6	171.4	50.7	51.7	53.9	53.0
Wholesale and retail trade	988.7	1,024.8	974.6	983.4	4.9	5.0	4.8	5.7
Transport and storage	122.9	128.5	127.1	125.4	148.8	149.7	148.5	149.5
Communication	—	—	—	—	127.1	128.1	127.9	126.2
Finance, property and business services	435.7	441.2	444.4	450.3	91.6	94.0	95.7	95.7
Public administration and defence (b)	—	—	—	—	278.3	283.2	287.7	295.2

EMPLOYED WAGE AND SALARY EARNERS: INDUSTRY BY SECTOR, SEPTEMBER 1983 TO JUNE
1984—continued
(^{'000})

Industry	Private sector				Government sector			
	Sept. 1983	Dec. 1983	Mar. 1984	June 1984	Sept. 1983	Dec. 1983	Mar. 1984	June 1984
Community services	341.7	340.8	350.8	360.2	708.2	689.4	704.6	710.8
Health	163.7	172.0	173.7	175.5	252.9	251.5	254.6	257.6
Education	79.3	73.8	78.3	80.7	354.7	337.0	347.7	350.5
Other	98.6	95.0	98.8	104.0	100.7	100.9	102.3	102.7
Recreation, personal and other services	316.1	329.2	316.8	322.6	22.9	22.8	23.4	23.7
Total all industry	3,431.0	3,481.0	3,434.0	3,459.9	1,640.0	1,630.8	1,655.4	1,668.9

(a) Out of scope of survey for private sector.
consulates etc.

(b) Excludes members of permanent defence forces and employees of overseas embassies.

Below is a summary of characteristics of apprentices and the year of their apprenticeship. The data was derived from the transition from education to work supplementary survey conducted in May 1983.

APPRENTICES: SUMMARY OF CHARACTERISTICS, MAY 1983
(^{'000})

	Year of apprenticeship				
	First	Second	Third	Fourth(a)	Total
Current age—					
15	*	*	*	*	*
16	9.6	3.2	*	*	13.2
17	8.5	13.9	3.2	*	25.6
18	5.4	11.4	19.2	*	38.7
19	*	6.0	12.3	9.3	28.9
20–24	*	5.8	12.4	20.3	39.8
25–34	*	*	*	*	*
Sector—					
Government	6.0	6.3	7.9	6.1	26.3
Non-government(b)	23.5	34.6	39.7	27.0	124.8
Industry—					
Manufacturing	9.6	13.0	16.6	13.0	52.2
Construction	*	6.4	8.2	4.9	22.1
Wholesale and retail	3.5	10.7	9.5	6.9	30.6
Transport, etc.	*	*	*	*	6.9
Community	*	*	*	*	3.9
Recreation, etc.	6.8	4.0	3.5	*	17.0
Other(c)	3.6	4.7	7.0	3.2	18.5
Country of birth—					
Born in Australia	25.9	34.4	42.2	30.3	132.8
Born outside Australia	3.6	6.4	5.5	*	18.4
Total	29.5	40.8	47.6	33.1	151.1

(a) Includes a small number of fifth year apprentices.
mining, electricity, gas, defence, public administration, agriculture and finance.

(b) Includes a small number of persons who did not know.

(c) Includes

The following chart is derived from a supplementary survey about tradespersons and depicts their current trade status.

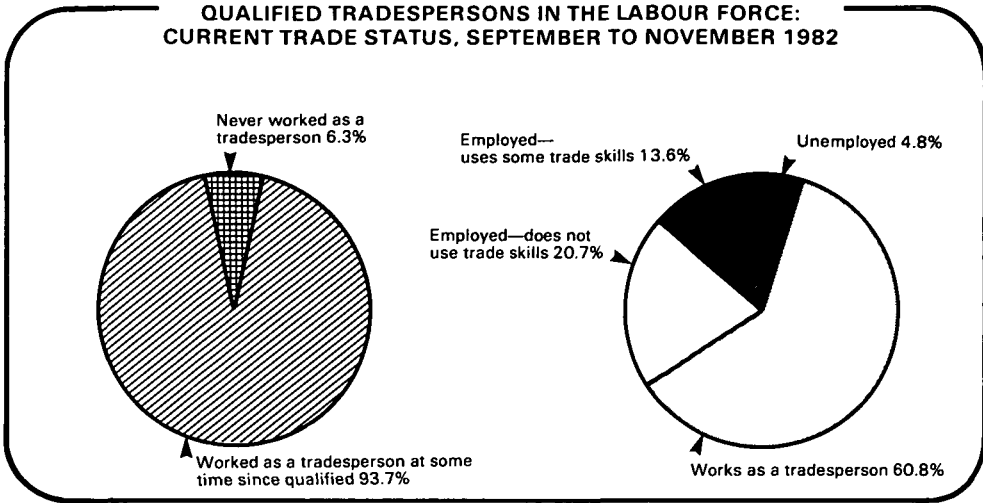


PLATE 21

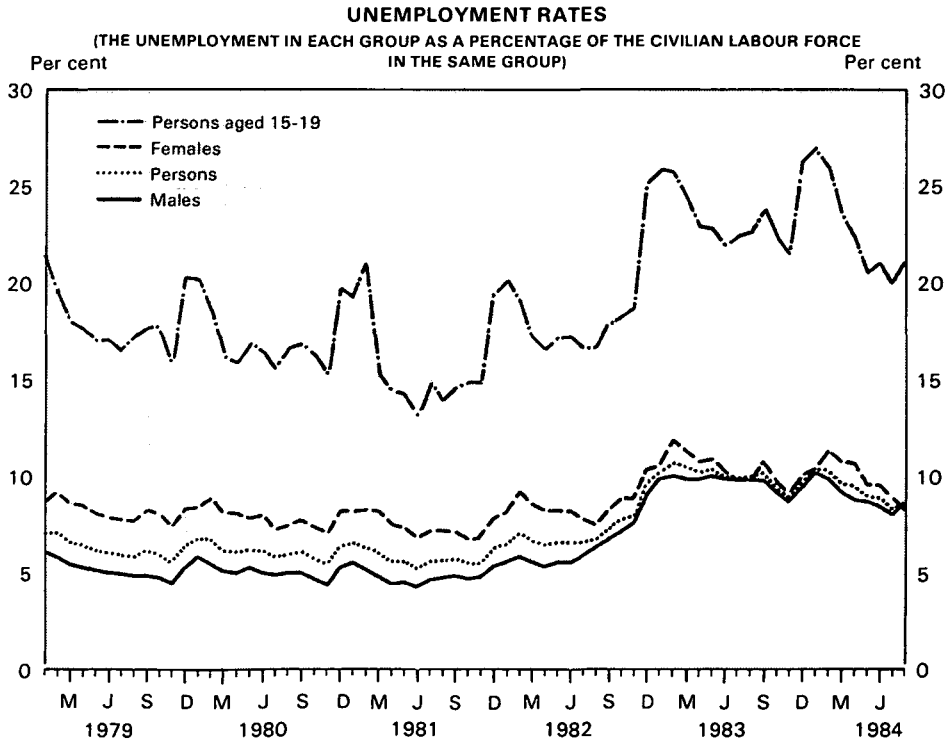


PLATE 22

UNEMPLOYMENT

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

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

Measures of unemployment provide one indicator of the underutilization of labour. The two most important measures are the number of persons unemployed and the unemployment rate. The unemployment rate is defined as the number of unemployed expressed as a percentage of the size of the labour force. A chart showing unemployment rates is shown on page 127.

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

UNEMPLOYED PERSONS: BY AGE AND WHETHER LOOKING FOR
FULL-TIME OR PART-TIME WORK, JUNE 1984

Age	Number unemployed ('000)				Unemployment rate (per cent)			
	Married Males	Married females	All females	Persons	Married Males	Married females	All females	Persons
LOOKING FOR FULL-TIME WORK								
Total	349.7	59.9	189.5	539.2	8.4	7.1	10.9	9.2
Aged 15-19	69.4	*	61.2	130.5	22.0	*	24.7	23.2
Looking for first job	29.1	*	30.3	59.5	..	..	..	..
Attending school	5.6	*	*	8.9	n.a.	n.a.	n.a.	n.a.
Aged 20 and over	280.4	57.8	128.3	408.7	7.3	6.9	8.6	7.7
20-24	79.0	11.9	46.5	125.5	14.4	9.6	11.8	13.3
25-34	87.9	21.4	41.9	129.8	7.5	8.5	9.4	8.0
35-44	50.9	16.4	24.4	75.3	5.2	6.5	7.3	5.7
45-54	37.4	6.3	12.3	49.7	5.5	3.9	5.5	5.5
55 and over	25.2	*	*	28.4	5.5	*	*	5.2
Aged 15-64	349.3	59.9	189.5	538.8	8.5	7.1	11.0	9.2
LOOKING FOR PART-TIME WORK								
Total	25.3	40.4	69.5	94.9	9.4	5.7	7.1	7.6
Aged 15-19	14.9	*	15.6	30.5	18.4	*	13.0	15.1
Attending school	10.6	*	10.6	21.2	21.4	*	15.5	17.9
Aged 20 and over	10.4	39.3	53.9	64.3	5.5	5.6	6.3	6.1
20-24	5.6	{ 6.0	9.9	13.2	7.1	{ 14.9	11.6	10.4
25-34		{ 17.1	22.6	24.9		{ 8.0	9.1	8.7
35-44		{ 10.2	12.9	13.6		{ 4.1	4.6	4.4
45 and over	4.9	{ 6.0	8.4	12.6	4.4	{ 3.0	3.5	3.9
Aged 15-64	25.0	40.2	69.3	94.3	10.2	5.7	7.2	7.8

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

UNEMPLOYED PERSONS: INDUSTRY AND OCCUPATION OF LAST FULL-TIME JOB, MAY 1984

	Total ('000)			Unemployment rate (per cent)		
	Males	Females	Persons	Males	Females	Persons
Had worked full time for two weeks or more in the last two years	247.6	106.7	354.3	5.8	4.2	5.2
Industry division or subdivision—						
Agriculture, forestry, fishing and hunting	17.8	*	20.9	5.6	*	5.0
Agriculture and services to agriculture	14.3	*	17.0	4.9	*	4.4
Manufacturing	71.1	19.8	91.0	7.7	6.4	7.3
Food, beverages and tobacco	14.4	*	18.8	10.1	*	9.4
Metal products	19.6	*	21.7	10.5	*	10.2
Other manufacturing	37.1	13.3	50.4	6.2	5.9	6.1
Construction	41.8	*	43.3	9.9	*	9.1
Wholesale and retail trade	47.4	31.0	78.4	6.2	5.2	8.4
Wholesale trade	15.9	*	20.0	5.5	*	5.0
Retail trade	31.5	26.8	58.4	6.6	5.6	6.1
Transport and storage	15.4	*	17.8	4.7	*	4.6
Finance, property and business services	8.6	8.7	17.3	2.6	2.9	2.7
Community services	11.0	18.5	29.5	2.6	2.6	2.6
Recreation, personal and other services	17.5	16.3	33.8	8.4	6.6	7.4
Other industries	17.1	5.5	22.5	3.9	2.6	3.4
Occupation group—						
Professional, technical, etc.	12.1	10.3	22.3	2.1	2.2	2.2
Clerical	10.0	26.0	36.0	3.0	2.9	3.0
Sales	19.1	21.4	40.5	6.5	6.3	6.4
Farmers, fishermen, etc.	19.3	*	22.7	5.2	*	4.9
Transport and communication	17.2	*	18.8	5.8	*	5.5
Tradespersons, production-process workers and labourers, n.e.c.	141.3	19.4	160.7	8.1	8.3	8.1
Service, sport and recreation	17.9	21.6	39.5	6.9	5.1	5.7
Other occupations	10.6	*	13.8	2.5	*	2.8
Other (a)	132.0	142.7	274.6	..	..	..
Looking for first job	51.6	55.3	106.9	..	..	..
Looking for full-time work	37.6	42.1	79.6	..	..	..
Other	80.4	87.3	167.8	..	..	..
Stood down	*	5.4	8.1	..	..	..
Total	382.2	254.8	637.0	8.6	9.4	8.9

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

An important indicator of the severity of unemployment is the length of time a person is unemployed. Two views are presented below—the chart depicts the increase in each duration of unemployment category for 1978-1983 while the table shows a more detailed snapshot as at June 1984. Note that in each case what is shown is current and continuing periods of unemployment rather than completed spells. This is because in the monthly labour force survey, duration of unemployment is the period from the time a person began looking for work or was laid off to the end of the survey week and only applies if the person is still unemployed.

**UNEMPLOYED PERSONS : DURATION OF UNEMPLOYMENT,
AUGUST 1978 TO AUGUST 1983**

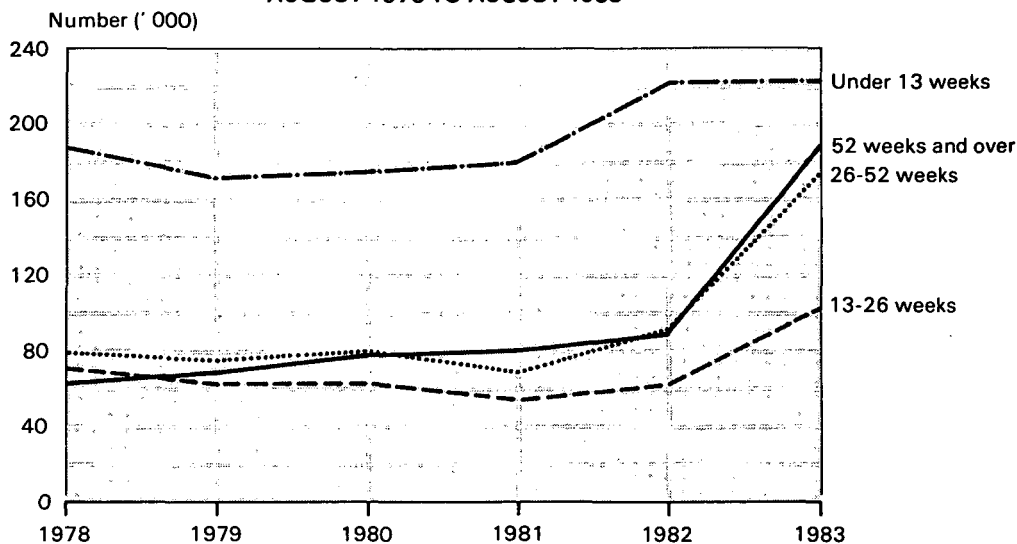


PLATE 23

**UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT AND AGE, JUNE 1984
('000)**

Duration of unemployment (weeks)	Age group (years)				Total(a)	Married	Looking for		
	15-19	20-24	25-34	35-54			Not married	Full-time work	Part-time work
Under 2	10.5	6.1	8.7	8.8	35.7	16.5	19.2	23.1	12.6
2 and under 4	15.4	14.5	14.7	10.6	57.2	23.3	33.9	39.6	17.5
4 and under 8	18.6	15.9	17.2	13.4	66.9	26.7	40.2	51.9	15.0
8 and under 13	16.3	15.5	14.1	12.3	58.8	20.1	38.7	49.4	9.4
13 and under 26	30.6	23.9	23.3	18.7	102.1	35.7	66.4	87.9	14.2
26 and under 39	30.0	17.7	23.0	15.7	89.7	27.4	62.3	80.4	9.2
39 and under 52	6.1	4.8	5.4	7.9	25.0	10.9	14.1	23.3	*
52 and under 65	9.8	10.4	14.4	15.6	54.0	24.4	29.6	46.8	7.2
65 and under 104	11.5	10.3	10.5	16.5	54.5	24.0	30.6	52.1	*
104 and over	12.3	19.6	23.2	26.3	90.2	40.4	49.9	84.6	5.6
Total	161.1	138.7	154.7	145.6	634.1	249.3	384.8	539.2	94.9
—weeks—									
Average duration—									
Mean	31.6	43.6	43.8	53.6	44.6	47.9	42.5	48.2	24.1
Median	21.0	21.0	24.1	31.1	25.0	26.0	24.1	26.1	8.0

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

The number of persons looking for work (shown below) will differ from the number of unemployed persons. This is because the latter includes persons who are waiting to be called back to a full-time or part-time job from which they have been stood down without pay for less than four weeks.

Active steps to find work (also shown below) includes writing, telephoning, applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service (CES) noticeboards; being registered with the CES; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

PERSONS LOOKING FOR WORK: ACTIVE STEPS TAKEN TO FIND WORK AND WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, JULY 1983

Active steps taken to find work during current period of unemployment	Looking for full-time work				Looking for part-time work			
	Males	Females	Persons		Males	Females	Persons	
	—'000—		'000	Per cent	—'000—		'000	Per cent
Registered with the CES and—								
Took no other active steps	10.1	5.7	15.9	2.7	*	*	*	*
Contacted prospective employers	339.6	127.1	466.7	78.9	5.2	12.8	18.0	22.6
Took other active steps (a)	24.0	9.6	33.6	5.7	*	*	*	*
Total registered with the CES	373.7	142.4	516.2	87.2	6.4	15.4	21.9	27.5
Not registered with the CES and—								
Contacted prospective employers	26.6	41.9	68.5	11.6	12.5	37.5	49.9	62.8
Took other active steps (a)	*	4.4	7.0	1.2	*	5.2	7.7	9.7
Total not registered with the CES	29.2	46.4	75.5	12.8	15.0	42.7	57.7	72.5
Total	402.9	188.8	591.7	100.0	21.4	58.1	79.5	100.0

(a) Includes persons who contacted friends, relatives or other persons and those who registered with an employment agency other than the CES.

Job vacancies

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

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

JOB VACANCIES AND JOB VACANCY RATES(a): STATES AND TERRITORIES

Month	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
JOB VACANCIES ('000)									
1977 March	14.5	18.0	5.3	3.3	4.0	1.6	0.7	2.2	49.6
1978 March	13.2	11.5	3.5	1.8	3.0	1.0	0.4	1.8	36.3
1979 May	14.0	10.6	3.5	2.2	2.1	0.7	0.5	0.7	34.3
1980 May	13.0	8.1	3.0	1.4	2.2	0.8	0.5	0.8	29.8
1981 May	18.5	8.3	3.1	1.0	3.2	0.5	0.7	0.5	35.7
1982 May	9.0	7.6	3.9	1.2	2.2	0.4	0.2	0.8	25.3
1983 February	5.8	5.8	1.9	0.7	*	0.4	0.4	0.6	16.9
May	6.9	5.3	1.7	1.0	*	0.3	0.3	0.6	17.5
August	5.9	5.8	1.3	1.1	0.9	0.4	0.3	0.9	16.7
November—old (b)	7.8	4.5	2.0	1.3	1.4	0.7	0.3	0.9	19.1
—new (c)	11.2	6.5	4.1	2.1	3.5	0.8	0.5	1.3	30.1
1984 February	19.6	10.1	4.5	3.4	3.7	1.2	0.5	1.3	44.3
May	14.7	8.9	4.0	2.5	2.0	0.6	0.6	1.5	34.8
August	17.5	7.8	4.0	2.7	2.9	0.8	0.6	1.2	37.6

JOB VACANCIES AND JOB VACANCY RATES(a): STATES AND TERRITORIES—continued

Month	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
JOB VACANCY RATES (per cent)									
1977 March	1.0	1.6	1.0	0.8	1.2	1.4	2.5	2.7	1.2
1978 March	0.9	0.9	0.6	0.4	0.8	0.8	1.5	2.3	0.8
1979 May	0.9	0.9	0.7	0.6	0.6	0.6	1.7	1.0	0.8
1980 May	0.9	0.7	0.5	0.4	0.6	0.7	1.7	1.1	0.7
1981 May	1.2	0.7	0.6	0.3	0.9	0.4	2.3	0.7	0.8
1982 May	0.6	0.7	0.7	0.3	0.6	0.4	0.7	1.0	0.6
1983 February	0.4	0.6	0.4	0.2	0.4	0.4	1.2	0.8	0.4
May	0.5	0.5	0.3	0.3	0.4	0.3	0.9	0.8	0.5
August	0.4	0.6	0.3	0.3	0.3	0.4	1.0	1.2	0.4
November—old(b)	0.6	0.4	0.4	0.3	0.4	0.6	1.0	1.2	0.5
—new(c)	0.7	0.5	0.5	0.5	*	0.7	*	1.3	0.6
1984 February	1.0	0.8	*	0.8	*	0.9	*	1.2	0.9
May	0.8	0.7	0.5	0.6	*	*	1.1	1.4	0.7
August	1.0	0.6	0.6	0.6	0.7	0.7	1.3	1.2	0.8

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

(b) Results from payroll tax based surveys. (c) Result of sample surveys of employers.

PERSONS NOT IN THE LABOUR FORCE

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

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

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

PERSONS NOT IN THE LABOUR FORCE(a): WHETHER WANTED TO WORK, WHETHER AVAILABLE TO START WORK WITHIN FOUR WEEKS AND REASON FOR LEAVING LAST JOB, MARCH 1984 ('000)

Reason for leaving last job(b)	Wanted to work			Does not want to work	Total
	Available to start(c)(d)	Not available to start(c)	Total		
Dismissed, retrenched	83.4	15.3	98.7	132.1	230.8
Seasonal or temporary job; returned to studies	90.3	18.0	108.3	160.7	269.0
Retired/did not want to work any longer	45.5	7.6	53.1	974.5	1,027.6
Unsatisfactory work arrangements	30.0	6.1	36.1	31.3	67.4
Own ill health or injury	49.6	34.7	84.3	402.3	486.6
Left to get married	46.9	11.2	58.1	475.1	533.2
Pregnancy/to have children	152.6	58.0	210.6	311.6	522.2
To look after family or other persons	39.8	10.3	50.1	165.6	215.7
Travel, changed residence, spouse transferred	66.2	13.9	80.1	103.5	183.6
Other reasons	21.7	4.0	25.7	43.6	69.3
Never had a job(b)	107.7	35.6	143.3	527.2	670.4
Not asked(e)	9.3	16.3	25.6	*	25.6
Total	743.0	231.0	974.0	3,327.4	4,301.4

(a) Excludes students boarding at school, some patients in hospitals and sanatoria and inmates of reformatories, jails, etc. (b) Paid employment, full-time or part-time, for two weeks or more in any job or business. (c) Work within four weeks. (d) Includes persons who don't know whether available to start work within four weeks. (e) Persons who had a job but, up to the end of the survey week, had been away from work without pay for four weeks or longer and had not been actively looking for work.

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

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

PERSONS NOT IN THE LABOUR FORCE WITH MARGINAL ATTACHMENT TO THE LABOUR FORCE: SUMMARY OF CHARACTERISTICS, MARCH 1984
(⁰⁰⁰)

	Discouraged jobseekers			All persons who wanted to work and were available to start work within 4 weeks			All persons with marginal attachment to the labour force		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Total	24.8	91.3	116.1	150.9	592.1	743.0	154.2	595.8	750.0
Marital Status—									
Married	12.8	63.9	76.8	51.0	409.6	460.6	51.7	411.4	463.1
Not married	12.0	27.3	39.3	99.9	182.5	282.3	102.5	184.4	286.9
Age group (years)									
15-19	5.2	4.8	10.0	56.9	63.7	120.7	58.5	64.7	123.2
20-24	*	4.8	6.7	16.2	62.7	78.9	16.9	63.5	80.3
25-34	*	18.7	19.3	13.2	202.7	216.0	13.4	203.9	217.3
35-44	*	20.5	21.2	9.1	137.7	146.8	9.4	138.2	147.6
45-54	*	25.0	27.2	13.5	73.4	86.9	13.7	73.9	87.5
55-64	7.5	11.8	19.4	24.8	40.4	65.2	25.0	40.4	65.4
65 and over	6.6	5.6	12.3	17.2	11.3	28.6	17.2	11.3	28.6
Type of work preferred—									
Prefers to work full-time	12.9	17.1	30.0	70.5	89.9	160.4	72.9	91.3	164.1
Prefers to work part-time	10.6	68.5	79.1	73.8	484.2	558.0	74.7	486.5	561.2
No preference	*	5.7	7.0	6.6	18.0	24.6	6.6	18.0	24.6
Whether looked for work in the last 12 months—									
Had not looked for work	12.5	60.0	72.5	95.6	460.5	556.1	95.6	460.5	556.1
Had looked for work	12.3	31.3	43.6	55.3	131.6	186.9	58.6	135.3	193.8
Less than 5 weeks ago	4.5	8.7	13.2	23.5	45.0	68.4	26.8	48.7	75.4
5 and less than 8 weeks ago	*	9.6	11.3	12.0	36.6	48.6	12.0	36.6	48.6
8 and less than 13 weeks ago	*	5.6	8.5	10.0	22.1	32.1	10.0	22.1	32.1
13 and less than 52 weeks ago	3.3	7.4	10.7	9.8	27.9	37.7	9.8	27.9	37.7
Work experience—									
Has never had a job(a)	3.6	7.5	11.1	43.3	64.4	107.7	44.3	65.0	109.3
Has had a job(a)	21.2	83.8	105.0	107.6	527.7	635.3	109.9	530.8	640.7
Worked in the last year	5.7	11.8	17.6	47.5	105.0	152.5	48.9	105.9	154.7
Within the last 6 months	3.1	6.4	9.6	34.4	67.0	101.4	35.1	67.8	102.9
6 to 12 months ago	*	5.4	8.0	13.2	38.0	51.1	13.7	38.1	51.8
Worked 1 to 3 years ago	7.9	19.4	27.3	30.8	116.7	147.5	31.5	117.2	148.7
Worked 3 to 10 years ago	6.6	28.9	35.5	27.0	196.0	223.0	27.2	197.0	224.2
Worked more than 10 years ago	*	23.7	24.7	*	110.1	112.3	*	110.8	113.0
Reason for leaving last job(a)—									
Dismissed, retrenched	7.4	17.2	24.6	21.7	61.7	83.4	22.2	61.8	84.0
Seasonal/temporary, returned to studies	3.6	9.9	13.4	26.5	63.8	90.3	27.3	64.3	91.6
Retired, did not want to work any longer	5.2	7.5	12.7	18.0	27.5	45.5	18.1	27.5	45.6
Own ill health or injury	*	5.2	6.7	21.2	28.4	49.6	21.9	28.4	50.3
Family considerations	*	24.6	24.7	*	237.4	239.3	*	238.9	240.8
Left to get married	*	8.4	8.4	*	46.9	46.9	*	47.4	47.4
Left to have children	*	11.4	11.4	*	152.6	152.6	*	153.4	153.4
Other family considerations	*	4.7	4.8	*	37.8	39.8	*	38.1	40.1
Travel, moved house, spouse transferred	*	12.4	13.3	4.7	61.5	66.2	4.9	62.1	67.1
Unsatisfactory work arrangements	*	4.2	5.7	5.5	24.5	30.0	5.5	24.8	30.3
Other reasons	*	*	3.8	6.0	15.7	21.7	6.0	15.7	21.7
Not asked(b)	..	..	..	*	7.3	9.3	*	7.3	9.3
Never had a job(a)	3.6	7.5	11.1	43.3	64.4	107.7	44.3	65.0	109.3

(a) Paid employment, full-time or part-time, for two weeks or more in any job or business. (b) Persons who wanted a job but, up to the end of the survey week, had been away from work without pay for four weeks or longer and had not been actively looking for work.

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

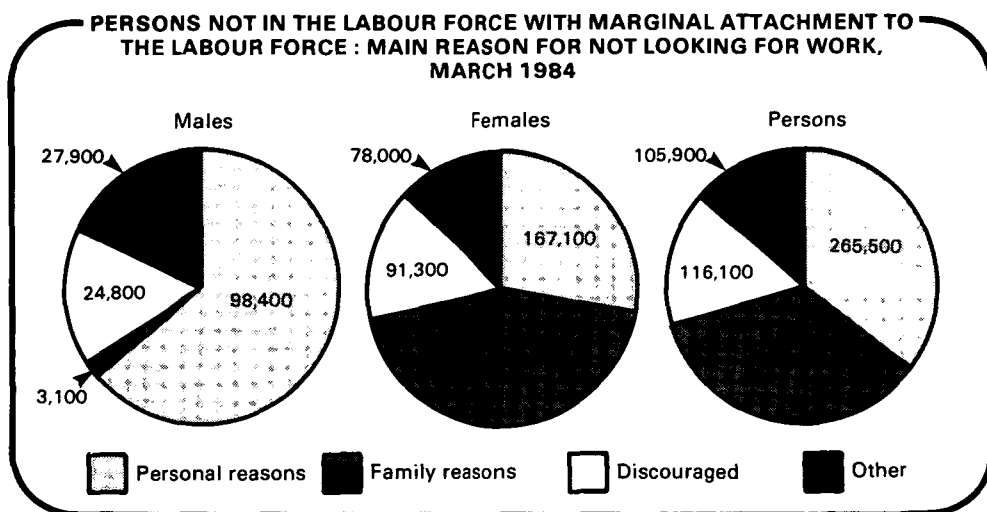


PLATE 24

WAGE RATES, EARNINGS AND INCOME

Industrial conciliation and arbitration

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

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

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

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

The subsequent round of hearings in February-March 1984 resulted in the recommendation of a further 4.1 per cent increase based on CPI movements for the September and December 1983 quarters operative from 6 April 1984. A negative movement in the CPI for the combined March and June 1984 quarters, resulting from the introduction of a non-contributory universal health scheme in March has led to the decision to defer any wage and salary adjustment until 1985.

The principles of the new system are to be reviewed after a period of two years. In the meantime, a committee to review the Australian industrial relations law and systems chaired by Professor K. Hancock has been established. Included in the committee's terms of reference is the conduct of wage fixation and the determination of employment conditions, the recommendations of which may well influence the wage fixing environment both at Federal and State level.

Award rates of pay indexes

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

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

**WAGE AND SALARY EARNERS: INDEXES OF WEEKLY AWARD RATES OF PAY,
ADULT MALES AND ADULT FEMALES, INDUSTRIES, JUNE 1979 TO JUNE 1984**

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

Industry	June					
	1979	1980	1981	1982	1983	1984
MALES						
Manufacturing—						
Food, beverages and tobacco	128.0	135.8	155.6	173.4	183.7	200.8
Textiles, clothing and footwear	127.5	134.6	154.7	176.6	187.0	203.4
Paper, printing, etc.	127.8	136.9	157.4	179.9	183.4	199.2
Chemical, petroleum and coal products	128.1	137.0	155.4	177.7	184.4	200.3
Metal products, machinery and equipment—	130.4	141.5	159.3	188.6	191.2	207.5
Basic metal products	130.2	139.7	157.7	180.3	182.8	198.5
Fabricated metal products, other machinery, etc	132.1	143.9	162.2	194.6	196.5	213.6
Transport equipment	128.3	139.3	156.2	185.1	188.0	204.2
Other	128.9	138.6	157.4	179.6	186.9	203.0
Non-manufacturing—						
Mining	129.1	138.1	154.6	173.8	181.0	196.6
Electricity, gas and water	126.1	136.0	153.8	174.0	183.0	198.4
Construction	128.6	137.8	156.6	179.2	187.9	203.8
Wholesale trade	129.2	137.3	157.1	178.3	187.3	204.4
Retail trade	127.5	137.2	156.5	176.1	185.5	202.6
Transport and storage	127.9	137.8	155.1	176.0	182.8	198.7
Communication	126.5	137.2	157.0	182.0	189.5	205.7
Finance, business services	126.2	136.4	154.4	173.6	183.9	200.1
Public administration and defence	124.4	134.8	152.2	170.5	180.0	196.0
Community services	125.3	135.0	155.0	175.1	183.5	200.5
Recreation, personal and other services	127.0	136.4	154.2	170.5	182.0	197.7
Total all industries	127.7	137.4	156.0	177.9	185.6	201.8
FEMALES						
Manufacturing—						
Food, beverages and tobacco	127.9	134.5	156.8	174.7	182.9	199.4
Textiles, clothing and footwear	127.6	133.5	155.6	173.4	186.4	202.6
Paper, printing, etc.	127.1	134.0	155.9	180.2	184.2	200.3
Chemical, petroleum and coal products	126.2	132.3	153.4	170.6	179.3	194.6
Metal products, machinery and equipment—	129.7	139.6	159.4	187.2	191.5	208.1
Basic metal products	127.1	134.3	154.0	172.6	179.3	194.5
Fabricated metal products; other machinery, etc	130.5	140.8	161.0	190.9	194.0	210.8
Transport equipment	128.3	138.9	157.3	183.2	190.4	206.9
Other	128.2	136.7	157.7	175.7	185.0	201.3
Non-manufacturing—						
Electricity, gas and water	126.9	139.3	156.3	170.7	177.3	193.1
Construction	128.3	136.4	156.6	169.9	177.0	192.2
Wholesale trade	128.8	135.4	157.2	176.6	186.8	203.4
Retail trade	126.8	133.2	155.5	172.6	181.9	200.3
Transport and storage	127.8	135.2	154.5	172.4	182.0	198.2
Communication	125.4	135.0	151.1	170.5	180.6	196.1
Finance, business services	126.4	134.7	154.5	172.0	183.4	199.3
Public administration and defence	126.2	136.8	154.0	169.7	179.2	196.2
Community services	126.0	135.3	155.7	177.5	185.9	203.1
Recreation, personal and other services	127.1	138.5	156.5	170.1	178.6	194.8
Total all industries	127.1	135.5	155.9	175.4	184.3	201.0

Surveys of earnings and hours

Surveys collecting information on earnings and hours, as well as those on employment, job vacancies and overtime have undergone recent redevelopment. These surveys now use a common statistical frame (the ABS register of businesses), statistical unit, industry classifications, common data concepts and definitions and, where possible, reference period. More information on this redevelopment is contained in the publication *New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0).

Average weekly earnings

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

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

AVERAGE WEEKLY EARNINGS OF EMPLOYEES, 1981-1984

Quarter	Male employees			Female employees			All employees		
	Full-time adult			Full-time adult			Full-time adult		
	Weekly		Total	Weekly		Total	Weekly		Total
	ordinary	total		ordinary	total		ordinary	total	
	earnings	earnings	earnings	earnings	earnings	earnings	earnings	earnings	earnings
—dollars—									
1981									
September	283.20	306.80	283.30	230.60	236.70	190.30	267.00	284.80	247.20
December	295.90	322.80	296.00	239.10	245.90	193.00	278.50	299.00	255.60
1982									
March	309.80	336.40	312.40	246.10	253.20	202.60	289.40	310.10	269.20
June	320.00	347.00	322.30	256.90	263.50	210.80	300.10	320.50	278.30
September	334.20	357.90	329.90	265.90	271.70	217.00	312.40	330.30	285.00
December	346.30	370.30	337.60	276.70	282.20	218.70	324.80	342.70	290.40
1983									
March	350.50	370.30	341.00	280.90	286.20	225.30	328.60	343.70	295.40
June	353.40	375.00	343.30	281.80	288.20	226.70	330.80	347.30	297.00
September	357.10	379.80	349.70	283.80	289.90	228.30	333.50	350.80	300.80
December	368.90	394.10	362.00	297.40	303.90	237.20	346.00	365.10	311.30
1984									
March	376.20	400.70	370.60	304.10	311.00	246.50	353.10	371.90	321.30
June	388.00	415.70	383.80	316.90	324.20	257.10	365.20	386.30	333.40

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

**FULL-TIME NON-MANAGERIAL EMPLOYEES : AVERAGE EARNINGS AND HOURS PAID FOR,
INDUSTRIES, NOVEMBER 1983**

Industry	Males		Females			Persons			
	Average weekly earnings	Average weekly hours paid for	Average hourly earnings	Average weekly earnings	Average weekly hours paid for	Average hourly earnings	Average weekly earnings	Average weekly hours paid for	Average hourly earnings
	(\$)		(\$)	(\$)		(\$)	(\$)		(\$)
ADULT EMPLOYEES									
Mining	535.30	41.3	12.96	366.30	39.3	9.32	523.00	41.2	12.69
Manufacturing									
Food, beverages and tobacco	366.20	41.9	8.74	288.70	38.8	7.44	345.70	41.3	8.37
Textiles, clothing and footwear	331.30	42.1	7.87	239.60	40.1	5.98	268.10	40.6	6.60
Paper, printing, etc.	378.00	41.4	9.13	280.50	39.7	7.07	345.70	41.0	8.43
Chemical, petroleum and coal products	392.80	39.9	9.84	291.90	36.7	7.95	363.60	38.9	9.35
Metal products, machinery and equipment									
Basic metal products	399.10	40.4	9.88	311.30	38.7	8.04	392.50	40.3	9.74
Fabricated metal products, other machinery, etc.	357.10	39.5	9.04	258.50	38.3	6.75	336.00	39.2	8.57
Transport equipment	360.30	40.8	8.83	268.70	39.3	6.84	350.20	40.6	8.63
Total metal products, etc.	367.30	40.0	9.18	265.30	38.5	6.89	351.10	39.8	8.82
Other manufacturing	333.30	42.0	7.94	256.10	40.5	6.32	319.70	41.7	7.67
Total manufacturing	362.10	40.8	8.88	265.10	39.2	6.76	337.70	40.4	8.36
Electricity, gas and water	412.80	39.5	10.45	311.40	36.7	8.49	405.20	39.3	10.31
Construction	373.50	40.5	9.22	264.30	37.9	6.97	362.50	40.3	9.00
Wholesale trade	338.30	40.8	8.29	273.00	39.7	6.88	319.80	40.5	7.90
Retail trade	280.70	40.5	6.93	233.40	40.2	5.81	261.90	40.4	6.48
Transport and storage, commun- ication	394.10	40.5	9.73	337.10	39.0	8.64	385.00	40.3	9.55
Finance, business services	367.90	39.7	9.27	282.20	38.0	7.43	320.60	38.7	8.28
Public administration, community services, etc.	400.00	38.9	10.28	337.10	37.8	8.92	367.40	38.3	9.59
Other industries	308.90	39.9	7.74	263.50	39.3	6.70	289.20	39.6	7.30
Total all industries	374.00	40.2	9.30	299.30	38.5	7.77	348.30	39.6	8.80
JUNIOR EMPLOYEES									
Mining	305.00	38.6	7.90	*	37.9	8.56	298.80	38.4	7.78
Manufacturing									
Food, beverages and tobacco	212.20	39.5	5.37	203.10	40.0	5.08	207.00	39.6	5.23
Textiles, clothing and footwear	169.90	39.9	4.26	172.80	39.7	4.35	172.30	39.8	4.33
Paper, printing, etc.	167.40	39.8	4.21	160.30	37.4	4.29	165.70	39.3	4.22
Chemical, petroleum and coal products	199.40	38.1	5.23	192.30	38.0	5.06	196.40	38.1	5.15
Metal products, machinery and equipment									
Basic metal products	233.80	36.5	6.41	221.60	38.4	5.77	233.50	36.6	6.38
Fabricated metal products, other machinery, etc.	203.70	39.8	5.12	188.60	38.4	4.91	200.80	39.6	5.07
Transport equipment	208.10	38.5	5.41	161.70	38.1	4.24	203.30	38.5	5.28
Total metal products, etc.	211.40	38.8	5.45	186.40	38.3	4.87	208.50	38.7	5.39
Other manufacturing	175.30	39.9	4.39	176.10	39.2	4.49	175.40	39.8	4.41
Total manufacturing	196.30	39.2	5.01	178.10	38.9	4.58	191.60	39.2	4.89
Electricity, gas and water	234.30	37.9	6.18	207.40	37.3	5.56	228.90	37.8	6.06
Construction	207.00	39.0	5.31	162.30	37.7	4.31	200.80	38.9	5.16
Wholesale trade	187.20	40.3	4.65	182.10	39.6	4.60	185.50	40.0	4.64
Retail trade	167.60	41.6	4.03	156.50	39.3	3.98	163.50	40.6	4.03
Transport and storage, commun- ication	217.70	38.7	5.63	201.00	38.4	5.23	211.80	38.6	5.49
Finance, business services	208.20	39.5	5.27	186.40	38.2	4.88	192.00	38.6	4.97
Public administration, community services, etc.	204.10	38.9	5.25	197.40	38.2	5.17	199.60	38.4	5.20
Other industries	206.20	41.6	4.96	153.30	40.5	3.79	175.20	41.0	4.27
Total all industries	194.80	40.0	4.87	181.50	38.8	4.68	188.50	39.4	4.78

Distribution and composition of earnings

Statistics on the distribution of employees according to weekly earnings and hours, and the composition of weekly earnings and hours for various categories of employees and principal occupations are produced from a survey of employers last conducted in May 1983.

The majority of employers selected are requested to supply relevant details, on separate questionnaires, for a sample of their employees. Individual employees are randomly selected by the employers in accordance with instructions supplied by the ABS. Employers with fewer than 10 employees are required to complete a questionnaire for every employee.

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

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

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

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

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

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

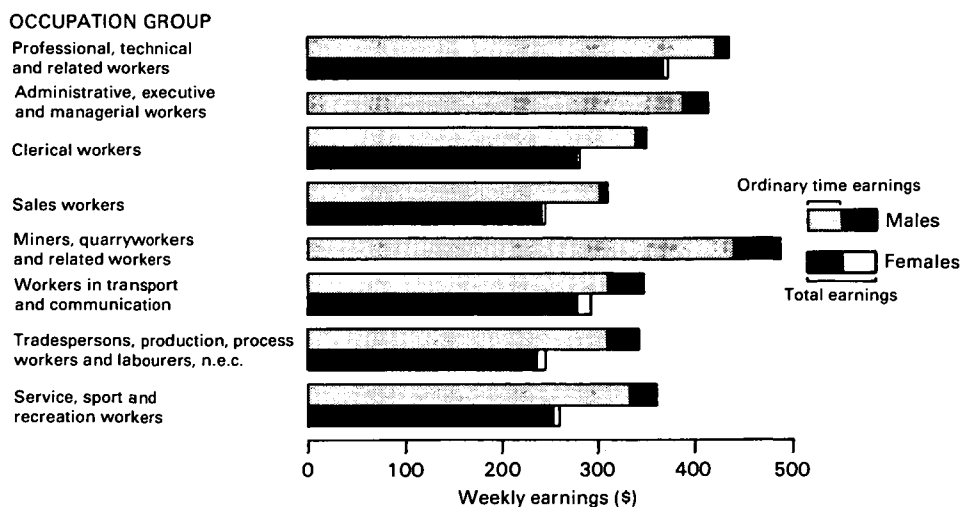


PLATE 25

DISTRIBUTION OF ALL EMPLOYEES BY WEEKLY EARNINGS, STATES, MAY 1983

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(a)
MALES							
—per cent of employees—							
Weekly earnings (\$)—							
Under 100	5.3	4.8	5.1	4.4	6.6	5.7	5.2
100 and under 120	1.1	1.2	3.8	4.7	4.5	5.9	1.3
120 " 140	1.7	1.4	3.4	5.3	8.7	9.1	1.6
140 " 160	1.3	1.6	4.2	4.6	6.4	7.4	1.6
160 " 180	1.5	1.6	4.7	7.3	6.9	6.8	1.5
180 " 200	1.9	1.7	5.3	8.7	7.7	8.7	1.8
200 " 220	2.1	3.1	4.2	6.8	7.3	6.8	2.6
220 " 240	3.6	4.5	4.7	6.7	4.4	6.8	4.1
240 " 260	6.7	7.0	7.2	9.1	5.6	5.6	6.8
260 " 280	7.8	7.4	9.2	8.7	6.9	7.4	7.8
280 " 300	6.9	6.4	8.7	9.1	6.9	6.8	7.2
300 " 320	8.5	7.7	6.8	8.7	7.7	8.7	7.9
320 " 340	7.2	6.2	6.3	6.8	7.3	6.8	6.7
340 " 360	6.6	6.1	5.9	6.7	4.4	6.8	6.2
360 " 380	4.9	4.8	5.0	8.5	4.7	5.8	4.8
380 " 400	4.3	4.1	3.8	5.6	5.6	5.6	4.3
400 " 450	9.1	9.3	7.5	9.9	9.9	9.5	9.0
450 " 500	6.7	7.3	6.1	5.2	6.6	9.9	6.7
500 " 550	4.6	4.3	4.3	4.3	4.7	5.8	4.5
550 " 600	3.0	2.9	2.7	6.0	9.3	5.8	2.8
600 and over	5.4	6.5	5.1	5.1	5.1	5.1	5.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
—number ('000)—							
Total employees	1,058.6	809.0	465.6	258.0	266.2	83.4	3,027.8
—dollars—							
Median earnings	322.50	325.10	310.30	313.40	325.60	320.10	321.60
Mean earnings	343.00	347.50	331.00	331.40	347.30	331.60	342.60
FEMALES							
—per cent of employees—							
Weekly earnings (\$)—							
Under 60	7.8	6.1	7.4	11.6	15.6	12.1	7.4
60 and under 80	3.1	3.6	5.3	8.4	9.7	11.8	3.4
80 " 100	2.6	3.4	5.9	8.8	10.1	10.4	3.3
100 " 120	4.1	5.1	4.9	10.6	9.4	8.2	4.7
120 " 140	4.4	4.4	6.9	7.4	7.3	10.0	4.5
140 " 160	4.3	4.5	5.0	9.2	9.2	10.5	4.8
160 " 180	4.3	3.8	5.1	9.7	8.7	9.1	4.5
180 " 200	4.0	5.1	4.8	10.9	9.8	9.8	4.7
200 " 220	6.4	7.2	9.2	7.3	7.3	7.3	6.4
220 " 240	7.8	7.1	12.2	9.7	9.7	9.1	7.9
240 " 260	11.6	10.2	7.6	9.3	9.3	9.3	10.7
260 " 280	8.0	8.5	6.4	5.7	5.7	5.7	8.0
280 " 300	6.4	7.0	6.4	5.7	5.7	5.7	6.3
300 " 350	11.1	10.2	8.4	9.6	9.4	8.4	10.1
350 " 400	5.7	6.0	4.1	11.7	9.8	9.8	5.4
400 and over	8.5	8.0	6.9	6.9	6.9	6.9	7.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
—number ('000)—							
Total employees	690.0	577.3	280.6	178.4	178.3	54.2	2,019.3
—dollars—							
Median earnings	242.00	239.40	233.30	229.40	213.60	210.20	236.00
Mean earnings	235.00	233.30	222.10	223.20	207.10	206.60	229.30

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

Total income

Information on the total income of individuals can come from a range of sources. Full scale income surveys provide detailed analyses of such information. The table and chart following focus on the incomes of full-year full-time workers.

FULL-YEAR, FULL-TIME WORKERS: MEAN ANNUAL INCOME BY AGE AND EDUCATIONAL ATTAINMENT, AUSTRALIA, 1981-82
(Mean annual income (\$))

	Age group (years)							
Educational attainment	15-19	20-24	25-34	35-44	45-54	55-59	60-64	Total (a)
MALES								
With post-school qualifications—								
Degree	*	16,400	21,500	29,100	32,000	37,900	33,700	26,900
Certificate (non-trade) diploma	9,100	14,300	19,700	20,700	22,800	23,000	20,600	20,500
Trade certificate	9,400	14,600	15,900	17,000	16,700	16,300	16,700	16,200
Other (b)	11,700	16,600	17,600	17,500	21,700	21,900	24,900	18,500
Without post-school qualifications—								
Left school at age—								
18 or over	*	12,200	17,800	18,800	15,200	17,900	*	16,100
17	9,100	12,800	16,400	20,900	18,500	18,200	14,900	15,400
16	8,000	12,400	15,200	16,900	19,400	27,700	17,800	15,100
15 or 14	7,800	12,800	15,000	16,300	16,100	16,000	16,400	15,100
13 or under	*	*	12,700	14,800	15,000	15,400	13,700	14,500
Did not attend school	*	*	*	*	*	*	*	11,100
Total	8,300	13,500	17,100	19,100	18,900	19,100	17,600	17,300
FEMALES								
With post-school qualifications—								
Degree	*	15,000	18,200	24,000	22,900	32,200	*	20,000
Certificate (non-trade) diploma	8,100	12,400	15,800	16,100	15,100	17,100	13,900	14,500
Trade certificate	*	10,600	13,000	11,800	11,700	11,800	*	11,400
Other (b)	*	10,800	13,300	12,400	16,400	*	*	13,000
Without post-school qualifications—								
Left school at age—								
18 or over	*	11,900	14,100	14,900	13,900	13,600	*	12,900
17	8,200	12,000	13,300	15,400	12,800	14,600	*	11,300
16	9,300	10,200	12,500	13,300	11,700	11,600	11,400	11,300
15 or 14	7,000	11,200	12,800	12,500	12,300	11,300	10,800	11,500
13 or under	*	*	12,100	9,800	10,500	12,800	*	10,700
Did not attend school	*	*	*	*	*	*	*	11,300
Total	8,100	11,800	14,600	14,500	13,200	13,700	13,000	13,100

(a) Includes income contributed by 44,500 persons aged 65 and over. (b) Includes adult education and completion of secondary school qualifications.

FULL-YEAR, FULL-TIME WORKERS : DIFFERENCES IN MEAN ANNUAL INCOME BETWEEN
MALES AND FEMALES(a) BY EDUCATIONAL ATTAINMENT, AUSTRALIA,
1981-1982

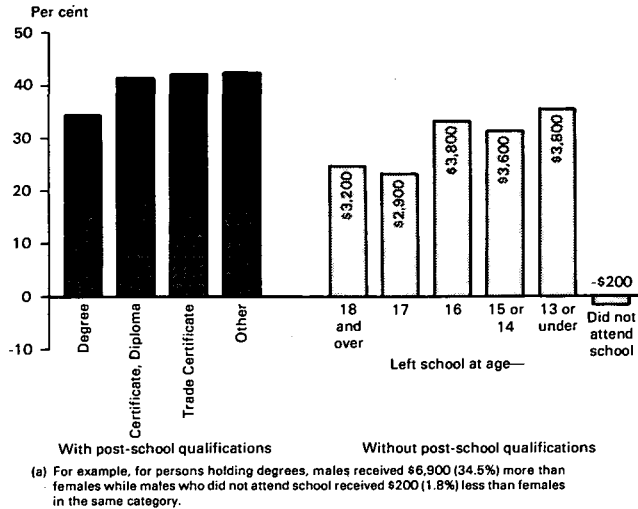


PLATE 26

NON-WAGE BENEFITS

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

Superannuation was the most regularly received benefit. The incidence of this benefit was considerably higher for males than for females in every occupation group.

ALL EMPLOYEES : TYPE OF BENEFIT RECEIVED, AUGUST 1983

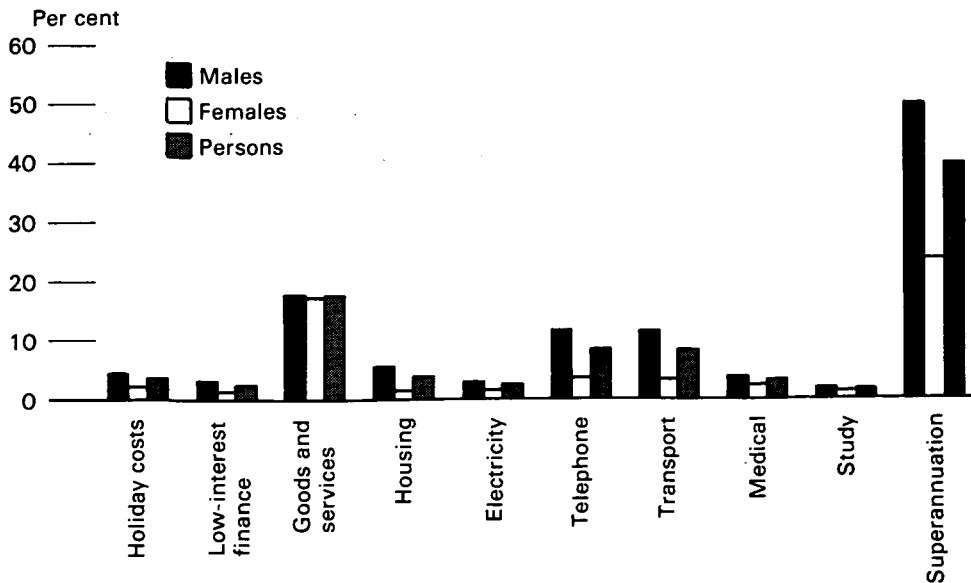


PLATE 27

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

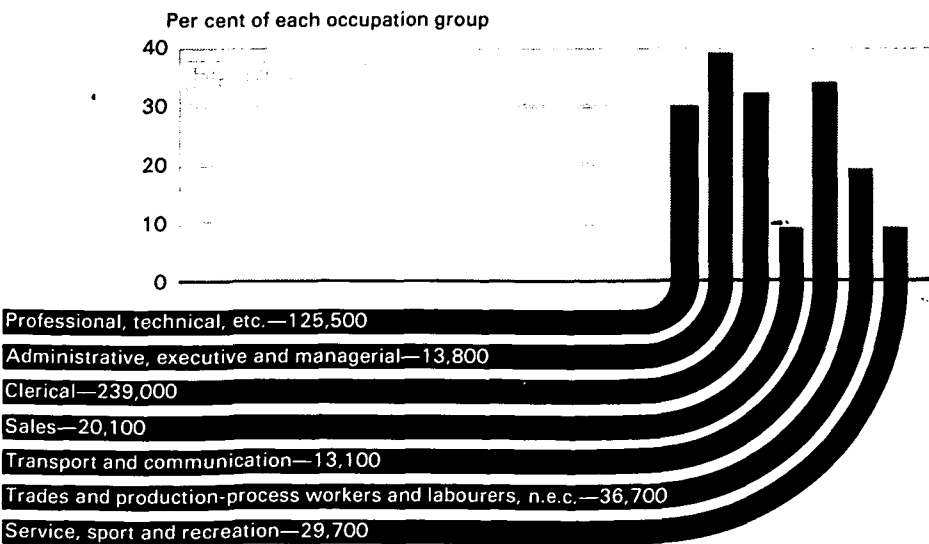
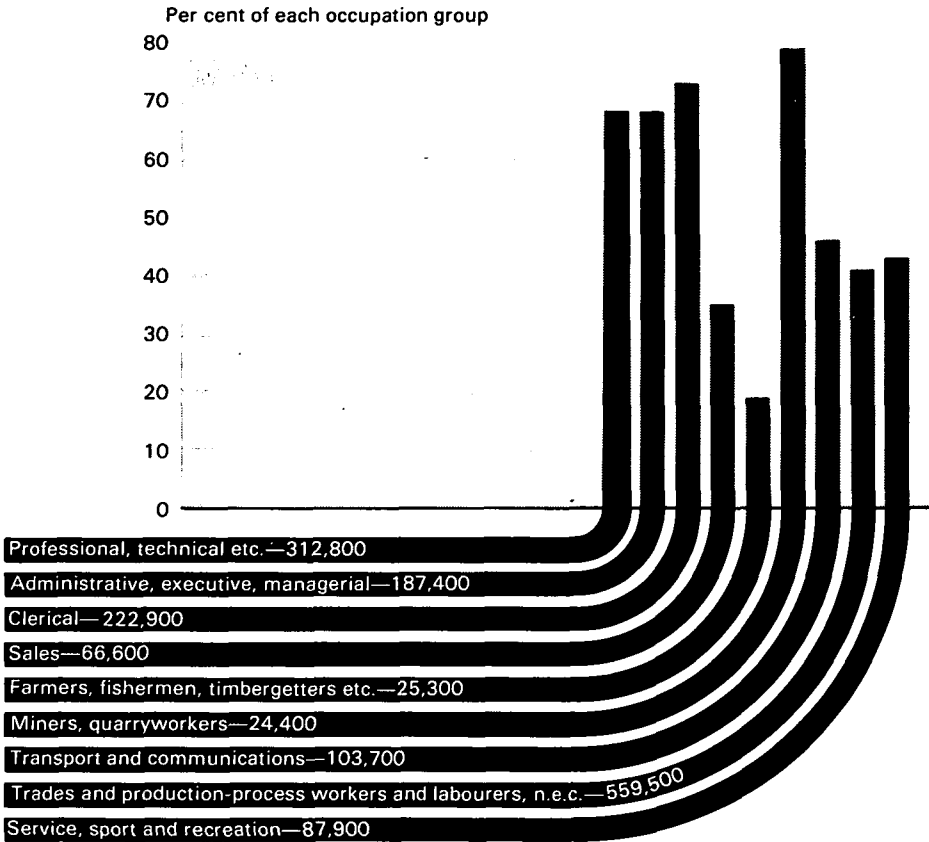
EMPLOYEES: TYPE OF BENEFIT RECEIVED AND WEEKLY EARNINGS IN MAIN JOB, AUGUST 1983

	<i>Weekly earnings in main job—dollars</i>								<i>Total</i>
	<i>Under 160</i>	<i>160 and under 220</i>	<i>220 and under 240</i>	<i>240 and under 280</i>	<i>280 and under 320</i>	<i>320 and under 380</i>	<i>380 and under 420</i>	<i>420 and over</i>	
Total employees ('000)	947.2	677.9	419.4	802.9	642.1	604.9	339.9	753.5	5,187.9
<i>Per cent</i>									
<i>Type of benefit</i>									
Holiday costs	0.9	2.5	2.5	3.2	3.8	4.5	4.6	7.0	3.5
Low-interest finance	0.5	1.3	1.8	2.4	2.9	3.9	4.1	5.0	2.6
Goods and services	18.0	17.8	18.8	18.1	18.4	17.0	16.7	16.0	17.6
Housing	3.3	3.6	3.4	2.3	2.7	3.4	5.4	8.1	4.0
Electricity	3.2	3.0	1.5	1.7	1.6	1.9	1.9	3.4	2.4
Telephone	5.7	4.8	4.2	4.1	6.6	9.7	13.4	21.3	8.6
Transport	4.7	4.6	5.0	5.2	8.1	10.4	14.0	17.7	8.9
Medical	1.8	1.8	2.0	3.1	3.4	4.2	4.9	6.2	3.3
Union dues	1.0	1.3	1.6	1.3	1.8	2.4	2.2	5.1	2.1
Club fees	0.7	0.9	0.7	0.7	0.9	1.6	2.2	5.2	1.6
Entertainment allowance	1.1	1.6	1.8	1.9	3.6	6.0	7.4	13.5	4.4
Shares	1.2	1.3	0.8	0.9	1.7	1.9	2.6	2.8	1.6
Study leave	1.2	1.1	0.8	1.5	1.0	2.3	2.8	2.9	1.7
Superannuation	6.7	22.8	30.2	39.6	49.7	55.9	60.9	71.8	39.9
Children's education expenses	0.3	*	*	*	*	*	*	0.5	0.3

EMPLOYEES: TYPE OF BENEFIT RECEIVED AND HOURS WORKED IN MAIN JOB, AUGUST 1983

	<i>Hours worked in main job</i>						<i>Total</i>
	<i>Less than 20</i>	<i>20-29</i>	<i>30-34</i>	<i>35-39</i>	<i>40</i>	<i>41 and over</i>	
Total employees ('000)	828.8	364.6	430.1	1,000.2	1,501.3	1,062.8	5,187.9
<i>Per cent</i>							
<i>Type of benefit</i>							
Holiday costs	2.4	3.0	3.7	3.4	3.4	4.8	3.5
Low-interest finance	1.1	2.7	4.3	3.2	2.0	3.2	2.6
Goods and services	16.1	16.2	16.0	14.1	17.4	23.6	17.6
Housing	2.4	2.8	2.4	2.5	3.5	8.2	4.0
Electricity	1.8	2.0	1.6	1.1	1.9	5.3	2.4
Telephone	6.5	5.0	5.6	5.2	6.6	18.5	8.6
Transport	5.1	4.1	4.6	4.5	7.6	18.9	8.4
Medical	1.8	2.4	4.3	3.6	2.8	4.9	3.3
Union dues	0.9	1.5	1.6	1.7	1.6	4.4	2.1
Club fees	0.8	*	1.0	0.8	1.3	4.0	1.6
Entertainment allowance	1.5	1.8	2.0	2.2	4.1	11.2	4.4
Shares	1.0	1.0	1.2	1.1	1.1	3.6	1.6
Study leave	1.3	1.5	2.1	2.6	1.1	2.0	1.7
Superannuation	20.5	27.8	45.0	55.4	36.9	46.6	39.9
Children's education expenses	*	*	*	*	*	0.9	0.3

**NUMBER AND PROPORTION OF EMPLOYEES IN EACH OCCUPATION RECEIVING
SUPERANNUATION BENEFITS, AUGUST 1983**



HOURS OF WORK AND WORK PATTERNS

It is widely recognised that statistics of hours of work and patterns of work are essential for the study of economic activity, productivity, working conditions, living standards and the quality of life of working people. In this section a range of data has been brought together on work patterns and hours of work.

EMPLOYED PERSONS: AGGREGATE AND AVERAGE WEEKLY HOURS WORKED(a), MAY 1982 TO MAY 1984 (^{'000})

	<i>Females</i>				
	<i>Males</i>	<i>Married</i>	<i>Not married</i>	<i>Total</i>	<i>Persons</i>
MAY 1982					
Aggregate weekly hours worked (million)	159.4	37.7	30.8	68.4	227.8
By full-time workers	155.7	28.3	27.8	56.2	211.8
By part-time workers	3.7	9.3	2.9	12.3	16.0
Average weekly hours worked	39.1	27.2	31.5	28.9	35.4
By full-time workers	40.5	36.9	36.2	36.5	39.3
By part-time workers	16.0	15.1	14.1	14.8	15.1
By wage and salary earners	37.4	26.9	31.3	28.9	34.2
By other than wage and salary earners(b)	47.4	28.3	34.4	29.1	41.9
Average weekly hours worked by persons who worked one hour or more in the survey week	41.7	29.6	33.7	31.3	37.9
By full-time workers	43.2	40.2	38.8	39.5	42.1
By part-time workers	17.1	16.4	14.9	16.0	16.3
MAY 1983					
Aggregate weekly hours worked (million)	150.5	37.8	29.6	67.4	217.9
By full-time workers	146.5	28.4	26.8	55.2	201.7
By part-time workers	3.9	9.4	2.8	12.2	16.2
Average weekly hours worked	38.3	26.9	31.5	28.7	34.7
By full-time workers	39.8	37.0	36.5	36.8	38.9
By part-time workers	16.1	14.7	13.6	14.5	14.8
By wage and salary earners	36.7	26.5	31.4	28.7	33.6
By other than wage and salary earners(b)	46.1	28.5	34.5	29.3	40.9
Average weekly hours worked by persons who worked one hour or more in the survey week	41.1	29.2	33.5	31.0	37.3
By full-time workers	42.7	40.3	38.7	39.5	41.8
By part-time workers	17.5	16.0	14.5	15.6	16.1
MAY 1984					
Aggregate weekly hours worked (million)	160.1	39.3	31.4	70.7	230.8
By full-time workers	156.2	29.2	28.0	57.2	213.4
By part-time workers	3.9	10.1	3.4	13.5	17.4
Average weekly hours worked	39.6	27.2	31.2	28.9	35.6
By full-time workers	41.2	37.6	36.6	37.1	40.0
By part-time workers	15.7	15.2	14.0	14.9	15.0
By wage and salary earners	37.8	26.7	31.1	28.7	34.2
By other than wage and salary earners(b)	48.4	29.6	32.4	30.0	42.9
Average weekly hours worked by persons who worked one hour or more in the survey week	42.3	29.7	33.2	31.2	38.1
By full-time workers	44.0	40.8	39.0	39.9	42.8
By part-time workers	16.8	16.6	14.9	16.1	16.3

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

(b) Comprises employers, self-employed persons and unpaid family helpers who worked 15 hours or more.

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

EMPLOYED PERSONS: AVERAGE WEEKLY HOURS WORKED(a), BY INDUSTRY, MAY 1984
(^{'000})

Industry	Males	Females		Persons
		Married	Total	
Agriculture, forestry, fishing and hunting	50.7	25.8	27.5	45.1
Agriculture and services to agriculture	51.7	26.0	27.7	45.7
Forestry and logging, fishing and hunting	38.4	19.0	20.8	36.1
Mining	36.8	25.5	32.2	36.4
Manufacturing	38.5	32.1	32.7	37.0
Food, beverages and tobacco	37.6	30.8	31.6	35.9
Metal products	38.4	31.6	33.2	37.7
Other manufacturing	38.7	32.4	32.9	37.1
Electricity, gas and water	34.3	28.5	30.5	33.9
Construction	39.3	17.9	20.8	37.1
Wholesale and retail trade	41.2	29.4	28.6	35.7
Wholesale trade	40.3	29.5	31.6	37.8
Retail trade	41.8	29.4	27.9	34.8
Transport and storage	39.0	26.7	30.3	37.6
Communication	34.1	26.5	28.5	32.7
Finance, property and business services	39.6	26.6	29.8	34.9
Public administration and defence	35.6	30.2	32.1	34.4
Community services	36.9	24.9	27.7	31.1
Recreation, personal and other services	41.6	26.6	27.2	33.7
Total	39.6	27.2	28.9	35.6

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

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

OVERTIME BY INDUSTRY, 1983 TO 1984

Industry	February 1983	May 1983	August 1983	November 1983		February 1984
				Old(a)	New(b)	
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME						
Mining	8.15	8.35	8.36	8.96	8.85	8.28
Manufacturing	7.42	7.48	7.71	7.99	7.82	7.98
Food, beverages and tobacco	7.69	6.66	7.04	7.71	6.92	7.31
Textiles, clothing and footwear	9.53	10.46	9.40	10.05	8.58	8.25
Paper, printing, etc.	7.21	6.49	7.06	7.43	6.92	5.87
Chemical, petroleum and coal products	7.81	7.37	6.95	6.92	7.61	7.83
Basic metal products	6.31	7.34	7.58	8.51	8.97	9.13
Fabricated metal products, other machinery, etc.	6.54	7.70	7.47	7.50	8.85	8.38
Transport equipment	8.33	7.33	8.22	8.62	8.05	7.71
Other manufacturing	7.29	7.46	8.53	7.87	7.03	8.52
Electricity, gas and water	7.67	7.85	7.21	7.40	6.89	6.99
Construction	7.74	8.15	8.17	7.61	7.78	7.56
Wholesale trade	6.43	6.25	5.79	6.20	5.85	6.40
Retail trade	4.02	3.93	3.86	3.99	3.91	3.91
Transport and storage, communication	6.75	7.39	7.09	7.17	7.04	6.84
Public administration, community services	6.77	6.82	6.69	7.38	5.61	5.59
Other	5.73	5.18	5.05	5.09	5.52	5.08
All industries	6.78	6.85	6.80	7.06	6.66	6.70

OVERTIME BY INDUSTRY, 1983 TO 1984

Industry	February 1983	May 1983	August 1983	November 1983		February 1984
				Old(a)	New(b)	
PERCENTAGE OF EMPLOYEES IN THE SURVEY WORKING OVERTIME						
Mining	45.46	45.28	44.36	45.59	42.37	44.28
Manufacturing	21.67	23.70	25.49	29.90	28.09	27.07
Food, beverages and tobacco	33.97	30.82	34.79	38.24	35.37	33.63
Textiles, clothing and footwear	16.32	21.21	25.81	26.81	25.98	31.32
Paper, printing, etc.	19.48	20.65	22.17	25.08	22.56	19.51
Chemical, petroleum and coal products	17.11	23.36	20.63	25.87	26.31	18.29
Basic metal products	24.26	29.29	33.89	36.02	30.62	36.06
Fabricated metal products, other machinery, etc.	18.12	22.88	22.46	27.64	26.22	25.51
Transport equipment	11.29	14.30	16.27	22.59	24.47	24.28
Other manufacturing	25.77	24.15	24.96	32.10	28.33	25.97
Electricity, gas and water	22.00	21.99	22.12	21.68	21.70	21.11
Construction	24.94	23.42	22.97	24.41	20.04	18.04
Wholesale trade	15.22	16.98	14.89	17.67	18.33	14.68
Retail trade	16.10	17.43	18.21	19.25	14.49	14.73
Transport and storage, communication	29.26	27.60	27.93	30.72	26.91	26.06
Public administration, community services	7.24	7.72	7.60	7.18	7.70	6.91
Other	10.94	11.75	11.65	10.94	8.17	7.40
All industries	16.82	17.36	17.59	19.02	16.34	15.74

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

INDUSTRIAL DISPUTES

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

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

The annual figures contained in these tables relate to disputes *in progress*, whilst figures in the table on page 149 relate only to disputes which *ended* in the reference year.

INDUSTRIAL DISPUTES: AUSTRALIA, 1978 TO 1983

Year	Number of disputes		Workers involved ('000)		Working days lost ('000)
	Commenced in year	Total(a)	Newly involved(b)	Total(a)	
1978	2,276	2,277	1,075.6	1,075.6	2,130.8
1979	2,040	2,042	1,861.6	1,862.9	3,964.4
1980	2,420	2,429	1,165.2	1,172.8	3,320.2
1981	2,887	2,915	1,229.1	1,251.8	4,192.2
1982	2,045	2,060	691.3	722.9	2,158.0
1983	1,779	1,787	453.0	470.5	1,641.4

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

INDUSTRIAL DISPUTES: WORKING DAYS LOST BY INDUSTRY, 1978 TO 1983
(^{'000})

Year	Manufacturing							All industries
	Mining		Metal products, machinery and equipment	Other	Construction	Transport and storage; Communication	Other industries (a)	
	Coal	Other						
1978	142.3	125.1	732.1	490.2	134.1	289.9	217.2	2,130.8
1979	232.6	283.6	929.7	749.0	359.7	550.1	859.7	3,964.4
1980	710.7	197.7	615.9	728.4	217.9	215.9	633.7	3,320.2
1981	318.3	307.4	1,221.6	654.1	441.9	465.5	783.3	4,192.2
1982	525.8	157.1	241.8	333.0	231.1	296.2	373.1	2,158.0
1983	122.8	194.7	155.8	120.7	337.2	215.4	494.8	1,641.4

(a) ASIC divisions A, D, F, I to L.

INDUSTRIAL DISPUTES: WORKING DAYS LOST BY STATE, 1978 TO 1983
(^{'000})

Year	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust.(a)</i>
1978	970.8	468.1	360.3	79.1	197.9	35.4	2,130.8
1979	1,369.9	1,486.1	467.9	186.5	348.1	59.8	3,964.4
1980	1,208.6	1,115.4	618.7	59.4	191.0	91.5	3,320.2
1981	1,918.6	1,235.5	465.8	158.8	244.0	64.3	4,192.2
1982	961.6	368.0	509.8	66.6	162.4	61.5	2,158.0
1983	801.2	257.7	135.3	87.4	270.6	67.8	1,641.4

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

The following table shows the number of working days lost per 1,000 employees in the years 1979 to 1983. For classification of causes *see* grouping on the next page. The figures to 1979 were based on estimates of employees as published in *Civilian Employees, Australia* (6213.0). As this series was suspended from April 1980, estimates from 1980 have been calculated by using estimates of employees from the labour force survey. For purposes of comparison, figures for 1979 have been shown on both bases.

INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES BY INDUSTRY, 1979 TO 1983

Year	Manufacturing							All industries (a)
	Mining	Metal products, machinery and equipment			Construction	Transport and storage; Communication	Other industries (a)	
	Coal	Other	Other					
1979(b)	8,744	5,412	1,818	1,147	1,044	1,371	270	787
1979	8,021	5,649	1,872	1,116	1,115	1,356	270	788
1980	23,533	3,915	1,181	1,094	681	537	202	650
1981	10,011	5,141	2,285	989	1,423	1,104	239	800
1982	14,483	2,691	487	512	782	670	85	396
1983	3,240	3,399	352	186	1,269	485	42	249

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

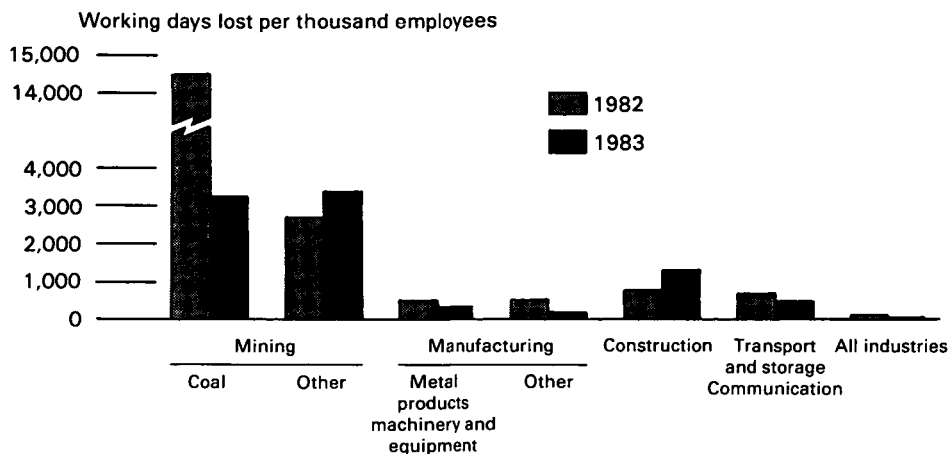
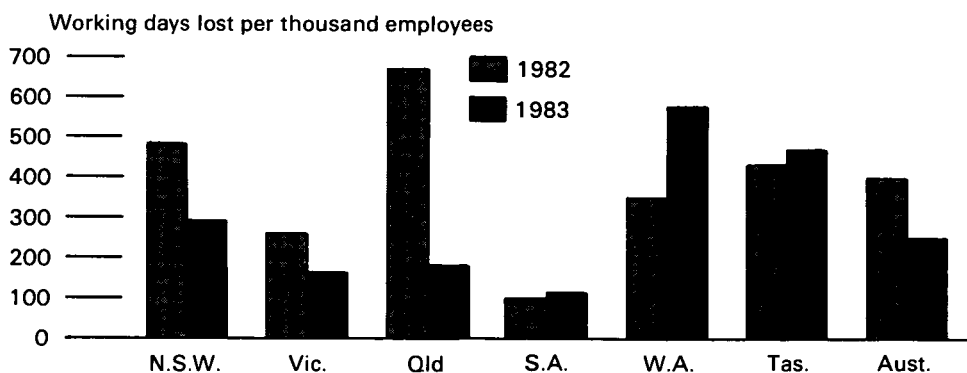
(b) Based on the civilian employees series.

INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES (a) BY STATE, 1979 TO 1983

Year	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(b)
1979(c)	744	1,090	680	395	832	439	787
1979	743	1,082	686	402	842	436	788
1980	660	792	866	132	445	659	650
1981	1,028	865	624	320	552	456	800
1982	481	260	672	102	352	432	396
1983	288	163	178	114	581	471	249

(a) Excludes agriculture, etc. and private households employing staff.
 Territory. (c) Based on the civilian employees series.

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

INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES BY INDUSTRY, 1982-1983

PLATE 29
INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES BY STATE, 1982 AND 1983

PLATE 30

The following table shows, for the years 1981 to 1983, working days lost in industrial disputes which ended in those years, classified according to duration, causes, and methods of settlement. Causes (i.e. the direct causes of stoppages of work) are grouped as follows:

- Wages—claims involving general principles relating to wages, including combined claims relating to wages, hours or conditions of work;
- Hours of work—claims involving general principles relating to hours of work;
- Leave, pensions, compensation provisions, etc.—claims involving general principles relating to these provisions;
- Managerial policy—disputes concerning managerial policy of employers including computation of wages, hours, leave, etc. in individual cases; docking pay, etc.; dismissals, etc.; principles of promotion, etc.; employment of particular persons and personal disagreements; production limitations, etc.;
- Physical working conditions—disputes concerning physical working conditions including safety issues; protective clothing and equipment, etc.; amenities; shortage of, or condition of, equipment or material; new production methods, etc.; arduous physical tasks, etc.;
- Trade unionism—disputes concerning employment of non-unionists; inter-union and intra-union disputes; sympathy stoppages; recognition of union activities, etc.;
- Other—disputes concerning protests directed against persons or situations other than those dealing with employer-employee relationships; non-award public holidays; accidents and funerals; cases where no reasons given for the stoppage; etc.

**INDUSTRIAL DISPUTES: DURATION, CAUSES AND METHODS OF SETTLEMENT,
WORKING DAYS LOST, 1981 TO 1983(a)**
(*000)

	1981	1982	1983
DURATION			
Up to 1 day	293.0	187.1	153.7
Over 1 to 2 days	295.9	290.8	138.8
Over 2 to 3 days	530.8	323.0	228.3
Over 3 to less than 5 days	674.7		
5 to less than 10 days	1,131.5	515.1	303.4
10 to less than 20 days	926.3	629.0	242.5
20 to less than 40 days	438.5	247.0	652.2
40 days and over	136.7		
Total	4,427.4	2,219.0	1,691.9
CAUSES (b)			
Wages	2,066.9	1,081.4	207.2
Hours of work	1,099.1	455.2	84.6
Leave, pensions, compensation provisions, etc.	278.3	(c)	(c)
Managerial policy	687.8	369.1	735.1
Physical working conditions	176.5	155.6	532.2
Trade unionism	87.4	76.7	55.3
Other	31.3	81.0(d)	77.6
Total	4,427.4	2,219.0	1,691.9
METHODS OF SETTLEMENT (e)			
Negotiation	701.5	412.7	351.0
Mediation	9.5	(f)	(f)
State legislation—			
Under State conciliation, etc., legislation	323.8	129.2	284.7
Intervention, etc., of State Government officials	2.4		
Federal and joint Federal State legislation (g)	1,343.7	691.7	417.2
Filling the places of workers on strike or locked out	0.9	(f)	(f)
Closing down the establishment permanently	9.8	(f)	(f)
Resumption without negotiation	2,003.2	976.9	629.6
Other methods	32.7	8.6 (h)	9.4(h)
Total	4,427.4	2,219.0	1,691.9

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

TRADE UNIONS

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

TRADE UNIONS: NUMBER, MEMBERSHIP AND PROPORTION OF TOTAL EMPLOYEES, 1979-1983

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

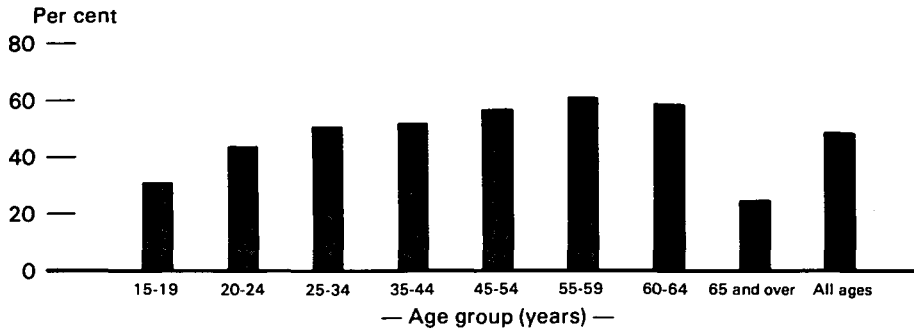
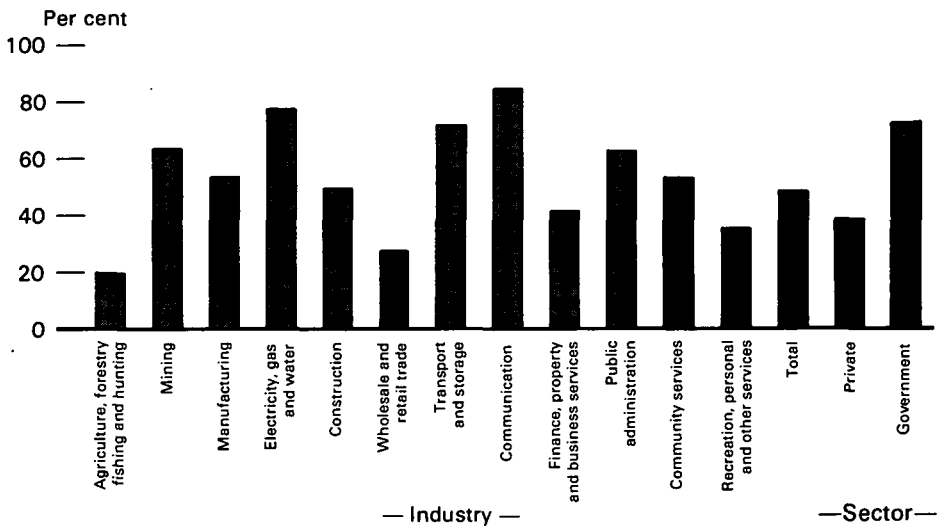
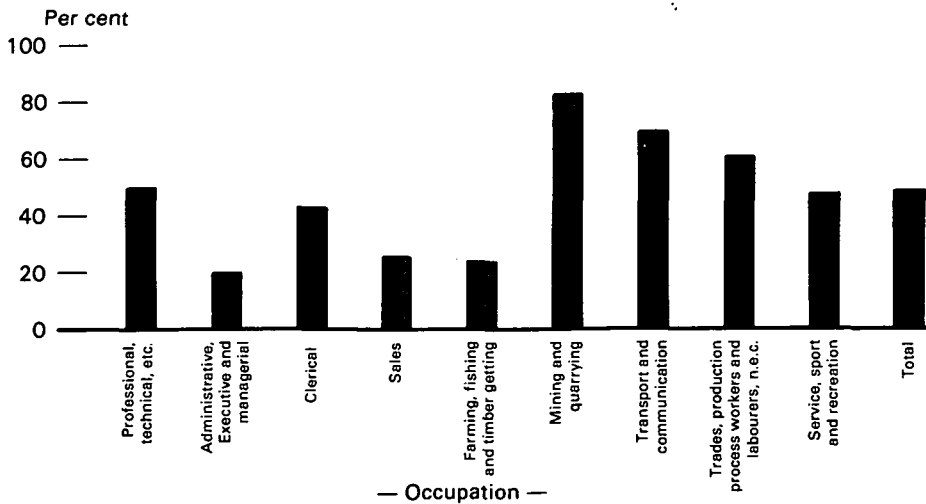
(a) Without inter-State duplication.

In the table above the approximate percentages of wages and salary earners in employment who were members of trade unions are shown. The proportions of total employees shown have been calculated by using estimates of employees from the labour force survey. The percentages shown should be regarded as giving only a broad indication of the extent of union membership among wage and salary earners because they are based on estimates of *employed* wage and salary earners which are subject to revision and because the degree of unemployment of reported union members will affect the percentages for a particular year and comparison over time.

TRADE UNIONS: CLASSIFICATION ACCORDING TO NUMBER OF MEMBERS, 1983

Number of members	Separate unions		Members	
	Number	Proportion of total (per cent)	Number ('000)	Proportion of total (per cent)
Under 100	41	12.9	2.0	0.1
100 and under 250	39	12.2	6.0	0.2
250 " " 500	25	7.8	8.9	0.3
500 " " 1,000	47	14.7	33.9	1.1
1,000 " " 2,000	41	12.9	57.7	1.9
2,000 " " 5,000	41	12.9	132.0	4.4
5,000 " " 10,000	21	6.6	149.3	5.0
10,000 " " 20,000	22	6.9	328.1	11.0
20,000 " " 30,000	13	4.1	315.2	10.6
30,000 " " 40,000	7	2.2	254.7	8.5
40,000 " " 50,000	8	2.5	363.2	12.2
50,000 " " 80,000	5	1.6	320.9	10.7
80,000 and over	9	2.8	1,013.4	33.9
Total	319	100.0	2,985.2	100.0

In addition, a special household supplementary survey was conducted from March to May 1982 to provide information on the characteristics of trade union members such as their age, industry, and occupation. These characteristics are summarised on the following page.

TRADE UNION MEMBERSHIP : AGE, MARCH TO MAY 1982**TRADE UNION MEMBERSHIP : INDUSTRY AND SECTOR, MARCH TO MAY 1982****TRADE UNION MEMBERSHIP : OCCUPATION, MARCH TO MAY 1982**

INDUSTRIAL ACCIDENTS

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

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

PERSONS RETIRED FROM FULL-TIME WORK

In association with the September 1983 labour force survey, persons aged 45 years and over who had retired from full-time work were asked about their age at retirement, their retirement scheme coverage and type of payments derived from these schemes, and their housing arrangements and main source of income after retirement. A person who had retired from full-time work was a person who had had a full-time job at some time and who had ceased full-time labour force activity i.e. was not working full-time or was not looking for full-time work and did not intend to look for or take up full-time work at any time in the future. A retirement scheme included superannuation schemes, life assurance policies or similar schemes that provided a financial benefit when the person left full-time work. The survey also identified those persons who retired early i.e. for males, before age 65, and for females, before age 60.

The survey indicated that the age at which males and females retired from full-time work differed considerably. The majority of females had done so at age less than 45 years, whereas the majority of males had not until age 60-69.

PERSONS AGED 45 YEARS AND OVER: WHETHER RETIRED FROM FULL-TIME WORK, AGE AT RETIREMENT AND AGE AT SEPTEMBER 1983
(*000)

	Age at September 1983 (years)						
	45-49	50-54	55-59	60-64	65-69	70 and over	Total
MALES							
Had never worked full-time	*	*	*	*	*	3.2	8.3
Had not retired from full-time work (a)	372.0	364.4	304.2	151.8	32.8	16.2	1,241.3
Institutionalised (b)	3.6	4.8	8.0	12.4	8.0	50.2	87.1
Had retired from full-time work . .	13.2	21.8	57.4	171.7	206.4	321.6	792.2
Age at retirement (years)—							
Less than 45	9.4	6.6	5.3	*	*	*	28.6
45-49	3.8	6.8	6.7	*	*	*	22.5
50-54 . . . . .	..	8.4	19.3	11.5	4.3	7.1	50.5
55-59 . . . . .	..	..	26.1	57.2	20.3	17.0	120.6
60-64 . . . . .	..	..	..	98.6	101.2	81.2	281.0
65-69 . . . . .	..	..	..	..	76.9	175.7	252.6
70 years and over . . . . .	..	..	..	..	..	36.3	36.3
Total	390.0	391.4	370.4	337.3	248.5	391.1	2,128.8

PERSONS AGED 45 YEARS AND OVER: WHETHER RETIRED FROM FULL-TIME WORK, AGE AT RETIREMENT AND AGE AT SEPTEMBER 1983—continued

('000)

	Age at September 1983 (years)						
	45-49	50-54	55-59	60-64	65-69	70 and over	Total
FEMALES							
Had never worked full-time	32.6	41.5	51.4	69.0	71.4	166.7	432.6
Had not retired from full-time work (a)	171.4	126.9	81.5	28.3	5.4	5.4	418.9
Institutionalised (b)	*	*	3.5	6.2	9.2	112.9	135.7
Had retired from full-time work . .	176.0	189.7	234.3	247.8	206.4	309.0	1,363.3
Age at retirement (years)—							
Less than 45	160.0	138.4	141.7	127.3	106.9	169.4	843.6
45-49	16.0	29.7	26.2	13.6	9.0	6.9	101.4
50-54 . . . . .	..	21.6	44.1	38.5	15.7	21.8	141.8
55-59 . . . . .	..	..	22.4	42.1	27.4	22.2	114.1
60-64 . . . . .	..	..	..	26.2	39.1	53.0	118.4
65-69 . . . . .	..	..	..	..	8.2	26.1	34.4
70 years and over . . . . .	..	..	..	..	..	9.6	9.6
Total	382.0	359.8	370.8	351.4	292.4	594.1	2,350.5
PERSONS							
Had never worked full-time	33.9	42.0	52.3	70.3	72.6	169.9	441.0
Had not retired from full-time work (a)	543.3	491.2	385.7	180.1	38.2	21.6	1,660.2
Institutionalised (b)	5.6	6.6	11.5	18.7	17.3	163.1	222.8
Had retired from full-time work . .	189.2	211.5	291.8	419.6	412.8	630.6	2,155.4
Age at retirement (years)—							
Less than 45	169.4	144.9	147.0	130.1	108.8	171.9	872.2
45-49	19.8	36.6	32.9	15.4	10.8	8.5	123.9
50-54 . . . . .	..	30.0	63.4	50.0	20.0	28.9	192.3
55-59 . . . . .	..	..	48.5	99.3	47.8	39.2	234.8
60-64 . . . . .	..	..	..	124.8	140.4	134.2	399.4
65-69 . . . . .	..	..	..	..	85.1	201.9	287.0
70 years and over . . . . .	..	..	..	..	..	45.9	45.9
Total	772.1	751.3	741.2	688.7	540.9	985.2	4,479.3

(a) Comprises persons working full-time at the time of the survey or intending to work full-time in the future.

(b) Includes persons permanently unable to work.

The majority of both males and females who had retired at age 45 or more had Invalid, Age, or other pensions as their main source of income at September 1983. Males were also more likely to have superannuation, war pensions and investments as a main source of income than were females.

Of interest are the reasons for early retirement, that is, for males before age 65 years and for females before age 60 years. The following chart sets out the various reasons why persons retire early. Personal reasons, particularly own ill health or injury, is by far the prime reason for early retirement.

PERSONS WHO RETIRED FROM FULL-TIME WORK AT AGE 45 YEARS OR MORE : MAIN SOURCE OF INCOME AT SEPTEMBER 1983

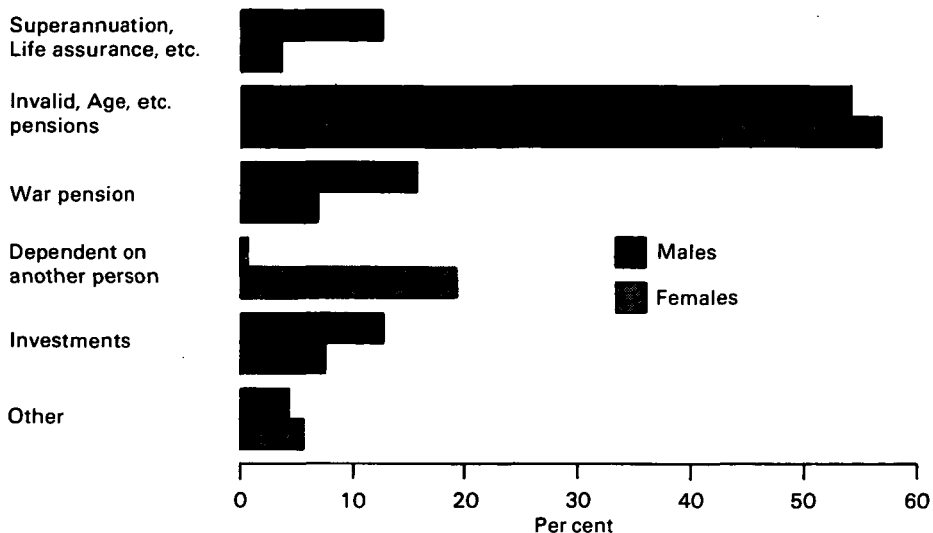


PLATE 34

PERSONS WHO RETIRED FROM FULL-TIME WORK EARLY : REASON FOR RETIRING EARLY, SEPTEMBER 1983

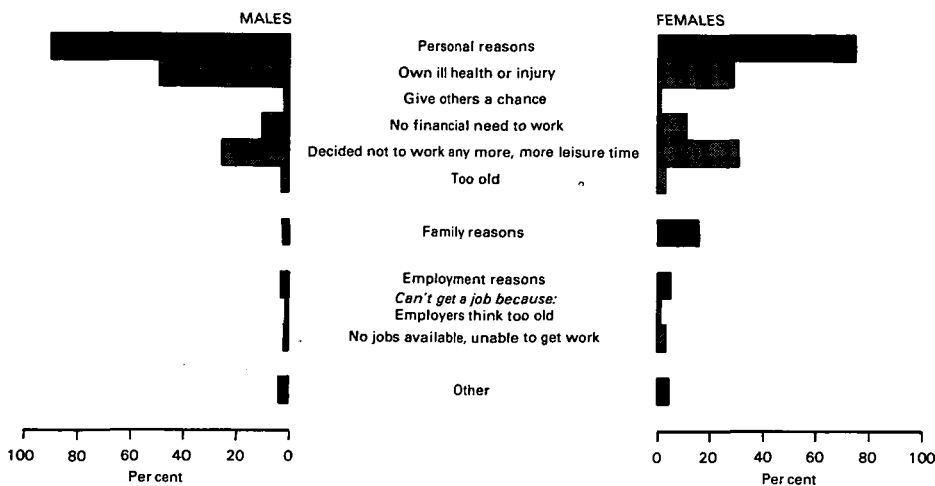


PLATE 35

EMPLOYMENT AND TRAINING PROGRAMS

The Commonwealth Government has a range of programs designed to promote work experience and training. The principal aims of these programs are to maintain an adequate supply of trained persons to meet the needs of industry and to assist disadvantaged groups in the labour market. The main Commonwealth programs in operation as at October 1984 and their terms and conditions at that date are described below.

Trade Training

Commonwealth Rebate for Apprentice Full-time Training (CRAFT)

Assistance under CRAFT takes four forms. *Technical Education Rebates* are payable to employers for releasing their apprentices to attend, or study by correspondence, the technical education component of an approved basic trade course. From 1 January 1984, these rebates range from \$21.90 to \$42.80 per day.

Rebates are also payable to employers who release their apprentices to attend approved full-time *Off-the-Job* training courses at their own or other industry training centres in the first year of apprenticeship and range from \$21.90 to \$31.30 per day.

Pre-vocational Graduate Employment Rebates of \$750 are payable to employers who engage an apprentice, on or after 1 January 1984, who has completed an approved trade based pre-employment course which results in exemption from at least one stage of technical education and a reduction of at least 6 months in the normal period of apprenticeship. Eligible apprentices engaged prior to 1 January 1984 can attract for their employer a higher rate of technical education rebate of between \$30.30 and \$43.80 per day.

A *Living Away From Home Allowance* of \$34.40 for first year apprentices and \$14.60 for apprentices in their second year of apprenticeship are also provided.

Special apprentice training schemes

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

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

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

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

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

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

Skills Training

Skills in demand

This program promotes the training of persons in particular skills which are in demand by industry. It offers a range of assistance including the costs of establishing and running training courses and providing allowances for unemployed trainees. The development and management of this training is on a joint industry and government basis.

Labour adjustment training arrangements

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

General training assistance

Under General Training Assistance subsidies can be provided to employers who employ and train an eligible unemployed person when no suitably trained applicants can be referred to the position by the Commonwealth Employment Service. The weekly rates for on-the-job training are \$63.70 per week for juniors and \$86.90 per week for adults.

A training allowance is also available for eligible unemployed people who undertake formal training in an occupation which is in demand. Trainees receive an income-tested living allowance which comprises a basic component equivalent to their entitlement to unemployment benefit, and a training component. The training component for adults is \$46.35 per week and for trainees under 18, \$23.20 per week.

Industry training services

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

Youth Training

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

Experimental training projects

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

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

Trainees are eligible for the Transition Allowance and related benefits.

Special Youth Employment Training Program (SYETP)

A major disadvantage faced by young people competing in the labour market is a lack of appropriate work skills and previous work experience. The longer young people remain unemployed, the more difficult it becomes for them to secure employment.

To offset these disadvantages, assistance is provided in the form of wage subsidies.

Two forms of SYETP subsidy are available:

- (i) *Standard SYETP* is payable to employers recruiting 15 to 24 year olds who do not have recent relevant work experience, who are registered with the Commonwealth Employment Service (CES), and who have been unemployed and away from full-time education for at least four of the last 12 months.

The level of subsidy varies according to the age of the employee: for 15–17 year olds, the subsidy is \$50 a week, for 18–19 year olds it is \$75.00 a week and for 20–24 year olds it is \$100.00 a week. The subsidies are payable for up to 17 weeks.

- (ii) *Extended SYETP* is payable to employers recruiting 18–24 year olds who are registered with the Commonwealth Employment Service and who have been unemployed and away from full-time education for at least eight of the last 12 months.

Under Extended SYETP the level of subsidy also varies according to the age of the employee: for 18–19 year olds, the subsidy is \$75.00 a week for the first 17 weeks and \$50.00 a week for a further 17 weeks; for 20–24 year olds, the subsidy rate is \$100.00 a week for the first 17 weeks followed by \$75.00 a week for a further 17 weeks.

Employment Creation

Community Employment Program (CEP)

This program was established by the *Community Employment Act 1983* and is designed to create additional employment opportunities for unemployed persons through the funding of labour intensive projects of social and economic benefit to the community. The CEP is directed at those unemployed persons who are particularly disadvantaged in the labour market and who are consequently least likely to benefit from improved economic activity. These include the longer term unemployed, Aborigines, migrants with English language difficulties and the disabled.

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

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

Assistance for Long-term Unemployed Adults

Adult Wage Subsidy Scheme (AWSS)

In order to facilitate the re-integration of long-term unemployed adults into the workforce, wage subsidies may be paid to employers who provide eligible job-seekers with stable employment.

Two levels of subsidy are available:

- (i) *Standard AWSS*: A subsidy of \$100.00 a week for 17 weeks followed by \$75.00 a week for a further 17 weeks is paid in respect of job-seekers aged 25 or over who have been unemployed, registered with the CES and away from full-time education for at least eight months in the last 12.
- (ii) *Extended AWSS*: A subsidy of \$125.00 per week for 52 weeks is payable in respect of job-seekers aged 45 or older who have been continuously unemployed, registered with the CES, and away from full-time education for the previous 12 months.

Special Training

Some groups in the community, because of background and circumstances beyond their control, face additional disadvantages in gaining and maintaining employment. In recognition of these disadvantages special programs, allowances and subsidies are available.

Two such groups are Aborigines and the disabled. Assistance provided includes the provision of *public sector training* positions, *training allowances* and *employer subsidies*. Special training projects for Aborigines and work preparation courses for disabled persons are also supported.

Employment Services

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

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

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

Youth Support

Assistance to unemployed young persons is provided through labour market support programs which encourage the community to respond to their needs.

Community-based Youth Programs

Community Youth Support Scheme (CYSS): The objective of CYSS is to encourage communities to assist local unemployed young people to develop their capacity for obtaining and retaining employment, and also to become more self-reliant during periods of unemployment.

Volunteer Youth Program which provides grants to community organisations for the purpose of facilitating the placement of unemployed young people in voluntary community service activities with the aim of developing and enhancing their work-related skills.

Community Youth Special Projects Program which assists community organisations to develop individual projects aimed at offering the young unemployed full-time structured training and employment-related training activities.

Trade Recognition

The Tradesmen's Rights Regulation Act 1946 provides a national tripartite system under which persons who have not completed an Australian apprenticeship may achieve recognition as tradespersons in specified classifications in the metal, electrical, footwear trades.

Trade Union Training Authority

The *Trade Union Training Authority (TUTA)* was established in 1975 for the provision, co-ordination, promotion and evaluation of trade union training in Australia. Training programs are conducted at TUTA's centres in each capital city, in country locations throughout Australia and at the TUTA's national residential college at Albury/Wodonga, the Clyde Cameron College.

DEPARTMENT OF EMPLOYMENT AND INDUSTRIAL RELATIONS LABOUR FORCE PROGRAMS AND SERVICES APPROVALS 1981-82 TO 1984-85

Type of program	1981-82	1982-83	1983-84	1984-85 (est.)
Trade Training Program—				
CRAFT	99,000	100,577	81,986	87,000
Special Apprentice Training	3,040	8,278	8,340	5,051
Skills Training Program—				
General Training Assistance—				
Formal	1,086	1,656	1,521	2,105
On-the-job	7,320	3,526	1,832	2,240
Skills in Demand	1,213	1,615	426	460
Labour Adjustment Training	—	—	3,701	3,800
Youth Training Program—				
Transition Allowance	11,456	14,069	15,204	16,200
Experimental Training Projects	—	150	369	600
Pre-apprenticeship Allowance	1,596	3,785	6,073	7,460
Work Experience—				
Standard SYETP—				
Private	37,525	45,129	50,718	51,085
Commonwealth	3,589	4,233	4,621	4,800
State SYETP	—	567	789	—
Extended SYETP	10,582	16,337	31,454	31,537
Assistance for Long-Term Unemployed Adult Wage Subsidy Scheme—				
Standard	—	1,360	13,074	17,258
Extended	—	282	2,279	3,871
Special training Program—				
Aboriginals	4,628	5,697	9,257	10,502
Disabled	3,776	3,206	4,817	4,756
Special Needs Clients	915	1,012	2,097	2,338
Youth Affairs—				
Community Youth Special Projects	n.a.	n.a.	956	1,300
Employment Services—				
Relocation Assistance Scheme	1,513	1,985	2,790	3,920
Total (excluding Job Creation)	187,239	213,464	242,304	256,283
Job Creation—				
Wage Pause Program	—	3,532	17,129	—
Community Employment Program	—	—	28,400	42,000
Total Job Creation	—	3,532	45,529	42,000
Total All Programs	187,239	216,996	287,833	298,283

**DEPARTMENT OF EMPLOYMENT AND INDUSTRIAL RELATIONS
LABOUR FORCE PROGRAMS AND SERVICES EXPENDITURE 1979-1980 TO 1984-1985**

<i>Type of program</i>	<i>1979-80</i>	<i>1980-81</i>	<i>1981-82</i>	<i>1982-83</i>	<i>1983-84</i>	<i>1984-85 (est.)</i>
\$'000						
Trade Training Program—						
CRAFT	42,702	64,451	78,749	84,938	86,603	102,913
Special Apprentice Training	3,100	3,600	3,360	10,456	20,049	19,325
Skills Training Program—						
General Training Assistance	9,700	10,732	8,273	5,998	5,588	7,335
Skills in Demand	500	478	(a)2,482	(a)3,606	2,068	3,009
Labour Adjustment Training Arrangements	—	—	(b)	(b)	11,223	16,176
Industry Training Services	2,006	3,000	4,500	5,222	6,943	9,500
Youth Training Program—						
Transitional Allowance	3,000	4,703	8,423	11,365	14,564	16,870
Experimental Training Projects	—	—	—	948	1,034	1,885
Pre-apprenticeship Allowance	1,150	1,587	1,146	1,941	3,274	4,989
Work Experience	24,158	41,255	53,702	63,625	120,192	108,901
Assistance for Long-Term Unemployed—						
Adult Wage Subsidy Scheme	—	—	—	375	23,200	40,900
Special Training Program—						
Training for Aborigines	11,000	13,928	19,044	24,610	41,040	50,923
Training for the Disabled	1,000	2,719	6,471	6,312	9,787	10,124
Special Needs Clients	—	731	1,007	751	1,938	2,622
Employment Services—						
Relocation Assistance Scheme	1,050	1,265	1,599	2,160	3,497	4,900
Fares Assistance Scheme	220	303	264	362	416	487
Occupational Information	561	1,620	1,211	1,627	2,402	2,883
Former Regular Service Members' Vocational Training Scheme	220	287	196	74	31	15
National Promotional Campaign	—	840	124	962	(c)2,477	2,200
Employment Strategies	297	428	290	512	(d)	(d)
Community-Based Youth Programs—						
Community Youth Support Scheme	11,600	13,800	14,200	17,880	21,348	26,239
Volunteer Youth Program	109	157	151	178	392	530
Community Youth Special Projects	—	206	586	1,499	2,794	3,231
Other—						
Industrial Democracy Grants	—	—	—	—	17	(e)
<i>Total Labour Force Programs and Services (excluding Job Creation)</i>	<i>112,373</i>	<i>166,090</i>	<i>205,778</i>	<i>245,401</i>	<i>380,877</i>	<i>435,957</i>
Job Creation—						
Wage Pause Program (f)	—	—	—	98,900	101,100	—
Community Employment Program	—	—	—	—	285,422	410,000
<i>Total Expenditure on Government Labour Force Programs and Services</i>	<i>112,373</i>	<i>166,090</i>	<i>205,778</i>	<i>344,301</i>	<i>767,399</i>	<i>845,957</i>

(a) Includes LATA expenditure. (b) Expenditure included under SID. (c) Includes estimate for expenditure on Employment Strategies. (d) Included under National Promotional Campaign since 1983-84. (e) Industrial democracy, research grants appropriation is now included with items in the 'other services' subdivision of the Department's administrative appropriations. (f) Although this program, which was introduced by the previous Government, was administered by DEIR, its funds were appropriated to the Department of Finance.

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