

Dynamic Labour Market or Work on the Wane? Trends in the Australian Labour Force 1966-1981

Author:

Jamrozik, Adam; Hoey, Marilyn

Publication details:

Working Paper No. 27

Reports and Proceedings

85823289 (ISBN)

Publication Date:

1982

DOI:

<https://doi.org/10.26190/unsworks/959>

License:

<https://creativecommons.org/licenses/by-nc-nd/3.0/au/>

Link to license to see what you are allowed to do with this resource.

Downloaded from <http://hdl.handle.net/1959.4/45272> in <https://unsworks.unsw.edu.au> on 2024-03-29

SWRC Reports and Proceedings

No 27

December 1982

DYNAMIC LABOUR MARKET or WORK ON THE WANE ?

Trends in the Australian Labour Force

1966-1981

Adam Jamrozik

and

Marilyn Hoey



Social Welfare Research Centre

THE UNIVERSITY OF NEW SOUTH WALES

SWRC REPORTS AND PROCEEDINGS

No. 27

December 1982

DYNAMIC LABOUR MARKET

or

WORK ON THE WANE?

Trends in the Australian Labour Force
1966 - 1981

by

Adam Jamrozik

and

Marilyn Hoey

ISSN 0159 9607

ISBN 85823 289

Social Welfare Research Centre
The University of New South Wales
P.O. Box 1, Kensington, NSW 2033, Australia

ACKNOWLEDGEMENT

We want to express our sincere thanks
to Val Williams for the meticulous care
she has taken in typing this report,
especially the multitude of statistical
tables.

Adam Jamrozik
Marilyn Hoey

ABSTRACT

This study presents the outcomes of the changes that have taken place in the Australian labour force between 1966 and 1981. The method used in the study was to produce a matrix of four main variables: men, women, occupations and industries; and then relating these four variables to eight other variables: hours of work, full-time/part-time work, employment status, earnings, age, education, unemployment and mobility.

The findings indicate that in the examined period there was an effective shift of approximately 660 thousand persons from industries which had shrunk in relation to the overall growth of the labour force, to industries which had expanded above the rate of growth of the labour force. There was a corresponding shift in the occupational structure to the extent of 560 thousand persons.

In 1981, the majority of the labour force in the expanding occupations and industries was made up of women, while nearly two-thirds of all male labour force was still employed in the shrinking occupations and industries. Expanding occupations and industries employed the majority of the labour force with post-secondary educational qualifications. Hours of work in these occupations and industries were lower and earnings were higher than in the shrinking occupations and industries.

The findings suggest that, should the identified trends in the labour force continue in the same direction, high rates of unemployment are likely to continue and even increase, especially among men. Above all, the trends indicate a distinct probability of increasing social and economic inequalities that are likely to be experienced by individuals and even more by entire households and families. This is seen as perhaps the most important issue arising out of the changes in the labour market and one that the social welfare policy-makers and the society as a whole will have to face.

CONTENTS

	Page
1. INTRODUCTION	1
1.1 Aim and Content of Study	1
1.2 Method of Study	4
1.3 Summary of Findings	5
2. CHANGES IN THE LABOUR MARKET, 1966 - 1981	8
2.1 Growth of the Labour Force	8
2.2 Occupations and Industries	9
3. FEATURES OF CHANGE	29
3.1 Hours of Work	29
3.2 Part-Time Work	34
3.3 Part-Time Work and Self-Employment	38
3.4 Earnings	41
3.5 Age of the Labour Force	47
3.6 Educational Qualifications	52
3.7 Unemployment	54
3.8 Mobility of the Labour Force	61
4. IMPLICATIONS OF CHANGE IN THE LABOUR MARKET	64
4.1 Method of Study	64
4.2 Main Features of Change	65
4.3 Expanding and Shrinking Occupations and Industries	66
4.4 Implications of Change	69
(a) Implications for the Labour Force	70
(b) Implications for Social Welfare Policy	72
APPENDICES:	75
Appendix 1: Detailed Statistical Tables	75
Appendix 2: Profile of the Labour Force	88
BIBLIOGRAPHY	100

TABLES

	Page
1. Changes in the Labour Force, 1966-1981 (Summary)	11
2. Labour Force in Australia, 1961-1981 : Occupations	12
3. " " " " - " - : Industries	14
4. " " " " - " - : Occupations (Summary)	16
5. " " " " - " - : Industries (Summary)	17
6. Labour Force Australia 1981 : Occupations	23
7. " " " " : Industries	25
8. Characteristics of Occupations and Industries, 1981	27
9. Men and Women, 1981: Numbers and Hours Worked	31
10. Labour Force 1966-1981: Persons and Hours Worked	32
11. " " - " - : Change in Rates of Growth	33
12. Part-time Work 1971-1981: Occupations	36
13. Full-Time and Part-Time Work by Age 1966-1981	37
14. Occupational Status of Employed Persons	39
15. Employers and Self-Employed Persons: Industries, May 1982	40
16. Women as Employers and Self-Employed, 1982	41
17. Weekly Earnings by Major Occupations: 1968/69-1981	44
18. Weekly Earnings, August 1981	45
19. " " - " - : Summary	45
20. Employment Benefits: Distribution by Sex	46
21. Age Distribution in Occupations, 1981	49
22. Age Distribution in Industry, 1981	51
23. Educational Attainment and Occupations, 1981	55
24. Educational Attainment and Industry, 1981	56
25. Educational Attainment and Age, 1981	57
26. Educational Attainment and Unemployment, 1981	58
27. Unemployment, August 1981	59

TABLES (contd.)

	Page
28. Unemployment, 1966-1981	60
29. Mobility of the Labour Force, 1980-1981	63
30. Comparative Characteristics of Expanding and Shrinking Industries	68

APPENDIX 1:

1. Part-Time Employment 1981 : Occupations	75
2. " " " " : Industries	76
3. Weekly Earnings by Major Occupations	77
4. Weekly Earnings by Main Job and Industry	78
5. Age Distribution in the Occupational Structure	79
6. Educational Attainment and Occupations : Men	80
7. " " " " : Women	81
8. " " " " : Persons	82
9. Educational Attainment and Industry : Men	83
10. " " " " : Women	84
11. " " " " : Persons	85
12. Mobility of the Labour Force: 1980 to 1981	86
13. Employed Persons —Duration of Current Job	87

APPENDIX 2:

1. Statistical Profile of the Labour Force 1981: Occupations	88
2. " " " " " " " " : Industries	89
3. Major and Minor Occupation Groups, May 1982	90
4. Employed Persons in Industry, May 1982	91

FIGURES:

	Page
1. Labour Force Australia, 1966-1981 : Occupations	13
2. " " " - " - : Industries	15
3. Changes in the Labour Force, 1966-1981	22
4. Occupations 1981: Expanding and Shrinking since 1966	24
5. Industries 1981: " " " " -"-	26
6. Men and Women 1981 in Sectors Expanding and Shrinking since 1966	28
7. Occupations: Age and Sex Distribution, 1981	50

CHAPTER 1

INTRODUCTION

1.1 Aim and Content of Study

In this research report we present the results of an examination of the occupational and industrial structure of the Australian labour force in 1981. That structure has been examined in relation to the changes that have occurred in the labour force over a period of 15 years, from 1966 to 1981, so as to identify the extent of those changes, any identifiable trends, and any likely implications these changes and trends might hold for the life chances and welfare of various groups in Australian society.

Some of the changes we have examined in this study had been predicted and commented upon previously, some years ago. In 1965, for example, the Vernon Committee of Economic Enquiry reported to the government of the day the results of its enquiry into the Australian economy. The Committee analysed the occupational and industrial structure of the Australian labour force, and made long term projections on changes it foresaw in the occupational and industrial sectors (Vernon Committee of Economic Enquiry, 1965). Comparing the years 1947 and 1961 the Committee noted a strong trend towards 'white collar' jobs, matched by a strong trend away from farm jobs. The Committee expected those trends to continue: the growth of professional, technical and clerical occupations was expected to be large, while semi-skilled occupations were expected to decline relatively and unskilled occupations to decline absolutely.

In part, these changes in the occupational structure of the labour force were due to the changing nature of the industrial sector of the Australian economy. The report of the Vernon Committee took a broad perspective when considering such changes as it saw that some of the important trends had continued for a long time. In 1901, the primary industries and mining absorbed 33 per cent of the workforce; in 1961 only 12 per cent. In 1901, manufacturing absorbed 17 per cent of the workforce, in 1961 about 28 per cent. The Committee noted the growth in the two industry groups: commerce and finance, and public authorities. Another significant trend it noted was the termination of the upward trend in the proportion employed in manufacturing, which peaked at 28 per cent in 1954 and declined slightly by 1961. Australia thus seemed to follow a pattern of development observed in other

industrial economies. The relative decline of primary industries and the relative rise of tertiary industries were trends that were strongly marked in most other countries with relatively high living standards.

The Committee considered that, given the broad trends it had noted, it seemed reasonable to conclude that the trend in the workforce towards tertiary industries would continue. This prospect would be strengthened by considerations of the supply of labour, by the importance of tertiary industries for female employment and the prospective large increase in the female workforce. It noted in its projection of the then existing employment by industry to 1974-75 that a decline in the proportion engaged in manufacturing would occur.

Particularly rapid growth was evident in community and business services, with substantial increases in finance and property, commerce, education and health. The increase in these industries was particularly important for women's employment, as it offered jobs in such occupations as clerical work, sales, and a growing range of professional work such as teaching, social work, and nursing and other health professions.

The predictions of the Vernon Committee on the decline in the relative importance of manufacturing and the growth in the tertiary sector of the economy were vindicated by the findings of the Jackson Committee to Advise on Policies for Manufacturing Industry in October 1975. That Committee had found that the Australian manufacturing industry was in acute financial crisis. Unemployment in the sector was high and factories were running below capacity. Partly, they found, the problems of manufacturing were manifestations of the world economic crisis in which all countries, including Australia, were enmeshed. But the malaise in Australian manufacturing was deep seated and of long standing. For the previous ten years the rate of growth in the productivity of manufacturing had been far below that achieved in Japan, France and Germany, and marginally below Britain and Canada. The Committee also found that for most of the workforce in those industries the quality of worklife fell far short of what people would like.

More recently, in a report released in 1981 on the structure of Australian industry the Bureau of Industry Economics noted that while dramatic changes in Australian industry had taken place largely in the context of the post 1974 recession, certain broad trends were evident much earlier. The manufacturing and agriculture sectors began to have declining importance from the 1960s and the increasing importance of the mining and service sectors was already apparent

at that time. In the same period there was rapid growth in the tertiary sector, and a particularly rapid expansion in community services.

The aim of our study was to determine the extent of the shifts and the direction of the trends that have been observed in those earlier reports of various committees of enquiry. For reasons of manageability and continuity of statistical data the period examined in this report was from 1966 to 1981. It should be noted that the period 1966 to 1981 covered diverse periods in the Australian economy. The period 1966 to 1971 was the end of the long boom period and a time of low unemployment and stable growth. The period 1971 to 1976 saw the beginning of rising levels of inflation and unemployment, especially after the 1973/74 recession. It was also the period during which equal pay for women was finally introduced. The period 1976 to 1981 saw the Australian economy in decline, with record levels of unemployment, high inflation, and low rates of growth.

The long term trend in the occupational structure of the Australian labour market has been a marked decline of certain "blue collar" occupations and a shift to the "white collar" occupations, especially in the professional and technical fields. This shift has been due to the comparative, and in some cases absolute, decline of certain industries in the primary and secondary sectors, and to the growth of other industries in the tertiary sector. However, as we have observed in one of our previous studies (Jamrozik and Hoey, 1981), the shift has been also due to technological innovation which has resulted in significant capital intensification of certain industries and in significant changes in both productive and organisational technology.

The most noticeable and dramatic change in the Australian labour force during the 1960s and 1970s was the increased participation rate of women. During the period 1966 to 1981, 853000 more women joined the labour force, an increase of 58.5 per cent, while over the same period the number of employed males increased by 679000 or 20.2 per cent. From 30.2 per cent of the labour force in 1966, the proportion of women in the labour force rose to 36.4 per cent. Much of that increase was due to the entry of married women into the labour force. In 1966, married women accounted for 52.2 per cent of the female labour force; in 1981, they accounted for 61.5 per cent. In actual numbers, there were 761 thousand married women in the labour force in 1966; in 1981 there were 1423 — a rise of 87.0 per cent over the numbers in 1966.

In the same period the proportion of men correspondingly declined from 69.8

per cent to 63.6 per cent. The participation rate of men in the labour force decreased over those 15 years from 84.0 per cent to 77.5 per cent while that of women rose from 36.3 per cent to 44.3 per cent. These somewhat compensatory movements resulted in a marginal increase in the overall participation rate from 59.9 per cent in 1966 to 60.7 per cent in 1981.

Over the same period there was a substantial increase in the rates of recorded unemployment, from 1.6 per cent of the labour force in 1966 to 5.6 per cent in August 1981 (since then unemployment rates have risen sharply and at the time of writing this report —November 1982— the rate was 8.2 per cent of the labour force, and was rising at an alarming rate, with predictions that it would reach at least 10 per cent early in 1983).

The cause of rising unemployment is seen to be the current world-wide recession, and undoubtedly this is a factor contributing to unemployment, but the significant cause of unemployment which is not often acknowledged has been the technological innovation in production technology and in the organisation of industry, based increasingly on micro-chip computer technology. One outcome of this innovation has been an increasing substitution of capital for labour; the other has been an increase in part-time employment.

In this study we have not attempted to identify the causes of current unemployment. Rather, we have viewed unemployment as one of the outcomes of the transition that has been taking place in Australian economy over the past decade or so. The focus of the study has been on that transition because it is that transition, we believe, that has significant implications for the current and future labour force and for the welfare of the Australian community. In our perspective on the Australian labour market the economic recession currently experienced is not the cause of rising unemployment; it is one of the effects of the transition we have examined in this study and unemployment is its by-product. Unemployment is one outcome acutely experienced at present but other outcomes, though not clearly evident now, are likely to be of long term significance.

1.2 Method of Study

The method we have used in this study was to analyse the data on the Australian labour market obtained from the nation-wide surveys conducted by the Australian Bureau of Statistics (ABS). Thus the method was mainly quantitative. The analysis was carried out in a series of steps. First, the changes in the labour

force from 1966 to 1981 were examined in terms of major occupations and industrial sectors, and in terms of sex divisions in each major occupation and industry. This classification has produced a 2 x 2 data matrix (men/women x occupations/industry) which was then used to relate these four main variables to eight other variables; hours of work, full and part-time work, employment status (employer, self-employed, wage or salary earner), earnings, age, education, mobility, and unemployment rates. Some of these variables were further related to other variables, e.g., education was related to age, part-time work and unemployment rates. This method of analysis has produced a matrix of statistical data which, we think, can form the basis for qualitative analysis of the changes in the labour market and for further and more refined analysis of trends in the labour market.

Some of the statistical tables presented in the report need careful study because they are rather complex. Some of the tables in the body of the report are summaries of more detailed tables which have been included in Appendix 1. In the interpretation of statistics there is a need to keep in mind that the statistics are based on ABS sample surveys and thus subject to sampling variability and standard error, especially when numbers are small. Also, in some cases, small discrepancies can be found in the addition of numbers and percentages. These have occurred through rounding off figures beyond the decimal point. However, the validity of our findings would not have been affected by these limitations.

1.3 Summary of Findings

The main finding of the study is the extent of the transition in the labour force from 1966 to 1981: from the occupations and industries in which employment has shrunk in relative terms to the overall growth in the labour force, to the occupations and industries which have expanded above the overall rate of growth in the labour force. In the structure of occupations the shift amounted to 8.9 percentage points, and in the structure of industries the shift was 10.4 percentage points. Had the rate of growth in the labour force been uniform in all occupations and industries, there would have been, in 1981, 562 thousand more persons in the shrinking occupations and 658 thousand more persons in the shrinking industries — and a corresponding decrease in the expanding occupations and industries.

The labour force had increased over that period by 31.8 per cent. The increase for men was only 20.2 per cent while that for women was 58.5 per cent.

In 1966 the majority of women were already employed in the expanding occupations and industries and by 1981 their numbers in those occupations and industries had increased absolutely and as a percentage of all women in the labour force, as well as a percentage of all labour force. By contrast, although there was also a shift of men in the same direction, the majority of the male labour force remained in the shrinking occupations and industries. The differences between the sexes were even greater in the age group 15 to 19 years than in the entire labour force.

However, it would be incorrect to say that women have displaced men in the labour force. Rather, what seems to be the case is that women have filled in jobs in the expanding occupations and industries while men, by and large, have remained in the occupations and industries which have been shrinking in relative terms. These trends were still evident in 1981.

Our findings also indicate that the expanding occupations and industries vary considerably from one another in many aspects, such as —hours worked per week, the extent of career-oriented occupations, the incidence of part-time work, the unemployment rates and the mobility of labour. However, on the whole, the common features of the expanding occupations and industries are their greater flexibility in the organisation of work, higher educational qualifications of the work force, shorter working hours, lower rates of unemployment, higher earnings, and greater mobility of labour than in the shrinking occupations and industries.

The importance of educational qualifications in the labour market is especially evident in that the people with post-secondary educational qualifications have higher incomes and lower rates of unemployment. Furthermore, most of the persons with a degree or equivalent are employed in the expanding occupations and industries.

The trends in the labour market identified in the study present a number of issues and implications for the future of the labour force in Australia and for social welfare policy. For example, the inter-relationships between occupational movement and the shifts in the structure of industry pose certain questions for the education system and for manpower training programmes. The changing composition of the labour force, with more women than men employed in the expanding occupations and industries, with a reverse situation in the shrinking occupations and industries, indicates a need for re-assessment of social welfare policies in such areas as family income policies, taxation and child care services. The most

important issue that looms large in the identified trends in the labour force is the issue of the inequalities which appear to be generated from these trends. At this stage of our analysis these inequalities can be only inferred. In order to ascertain their extent the changes in the labour market we have identified in this study will have to be related to the composition of households and, on a larger scale, to ethnic groups and geographic localities and regions.

CHAPTER 2

CHANGES IN THE LABOUR MARKET, 1966 to 1981

2.1 Growth of the Labour Force

In the fifteen-year period from 1966 to 1981 the labour force in Australia has grown by 31.8 per cent, from 4824 thousand to 6356 thousand. This growth corresponded broadly to the growth of population of working age (15 years and over) as indicated by the participation rates in the labour force. In 1966, the rate was 59.9 per cent; it rose slightly to 61.3 per cent by 1976 and then fell to 60.7 per cent by 1981.

As can be ascertained from Table 1, the growth of the labour force over that period was not uniform. The period of fastest growth was from 1966 to 1971; in those five years the labour force had grown by 14.3 per cent, in the following five years (1971-1976) the growth was only 5.3 per cent and over the next five years (1976-1981) the labour force had increased by 9.4 per cent.

Not all of the labour force remained employed. In the earlier years of the period, from 1966 to 1971, the rate of unemployment had remained steady: in that period it rose only marginally, from 1.6 per cent to 1.7 per cent. However, in the next five years it had risen to 4.7 per cent and then to 5.6 per cent during the years 1976-1981.

Although most of the statistical data in this report relate to August 1981 and the more recent changes in the labour market are not analysed, it needs to be noted that some of the trends identified and analysed here have since accelerated. For example, unemployment has risen sharply since August 1981 to 7.4 per cent in August 1982 and has exceeded 8.0 per cent by November 1982. By and large the acceleration of the trends has been in the direction we have identified in our analysis of the trends since 1966.

The outstanding feature of the data in Table 1 is the difference in the trends between male and female labour force. First, while men remained as the majority of the labour force, their proportion was reduced from 69.8 per cent to 63.6 per cent. Second, the number of men had increased by 679 thousand, or 20.2 per cent over the 1966 figure. By comparison, the number of women had risen by 853 thousand, or 58.5 per cent over the 1966 figure, a rate of growth

2.9 times faster than that for men. These differences were due to changes in participation rates. For men, the participation rate declined from 84.0 per cent in 1966 to 77.5 per cent in 1981, a fall of 7.7 per cent; for women the rate increased, from 36.3 in 1966 to 44.3 in 1981, a rise of 22.0 per cent.

However, throughout the fifteen-year period the unemployment rates for women also remained higher than those for men, although the relative differences had narrowed slightly by 1981: 1.1 per cent for men and 2.6 per cent for women in 1966 and 4.7 per cent for men and 7.1 per cent for women in 1981.

Table 1 presents a summary of the changes in the labour force from 1966 to 1981. In subsequent tables, graphs and descriptions, these changes are analysed in considerable details in relation to a number of variables: sex, occupational benefits, labour mobility and unemployment rates.

2.2 Occupations and Industries

Changes in the occupational structure of the labour force are shown in Table 2, and in Figure 1. The occupations shown are the major occupational groups as used by the Australian Bureau of Statistics (ABS). These groups are aggregates of minor and more specific occupations within each group.

References to these minor occupational groupings will be made throughout this report and further details have been included in Appendix 2: Profiles of the Labour Force.

It is evident from Table 2 that the changes in the labour force from 1966 to 1981 were not uniform across occupations. Some occupations registered large increases, others registered relatively small increases, and one group — farmers, fishermen, timbergetters — registered an absolute decrease in numbers. There were also substantial differences between occupational changes among men and those among women. Overall, it is clear that the occupations which registered comparatively large increases were white collar occupations, especially those in the professional and technical group (99.2 per cent). Clerical occupations and the aggregate occupational group of service, sport and recreation came next with increases just over 50 per cent.

A similar uneven pattern of change had occurred in industrial sectors (Table 3 and Figure 2). Except for mining, all industries which registered comparatively large increases in the labour force were industries in the tertiary

sector. The largest increase (110.3 per cent) was registered by community services, followed by 88.8 per cent increase in finance and business services. At the other end, two sectors registered losses of labour force: agriculture and related industries -3.7 per cent; and manufactures -0.2 per cent.

The effects of these changes in occupational and industrial structures have been summed up in Tables 4 and 5. In each Table, the increase of the total labour from 1966 to 1981 (31.8 per cent) was taken as the dividing line, and occupations and industries which registered greater increase in labour force than 31.8 per cent have been grouped together as expanding occupations or industries. Those occupations and industries which registered a lower increase than 31.8 per cent have been grouped together as shrinking occupations or industries.

From Table 4, it can be seen that the occupations which expanded between 1966 and 1981 accounted for 41.4 per cent of the workforce in 1966 and 50.3 per cent of the workforce in 1981 with the proportionate relative decrease of the shrinking occupations. The per cent rate of the increase of the expanding occupations over that time was 5.08 times greater than the rate of the increase of the shrinking occupations and 1.88 times greater than the rate of the increase of the entire labour force. Table 4 also shows that the differences between expanding and shrinking occupations were greater in the male labour force than in the female labour force. These differences were due to an already small number of women employed in the shrinking occupations in 1966 and to an overall greater increase of women in the entire labour force.

In fact, in 1966 women constituted only 13.5 per cent of the labour force in the shrinking occupations. By contrast, they constituted 54.0 per cent of the labour force in the expanding occupations, and 74.0 per cent of all women in the labour force were employed in those occupations. By 1981, these proportions had risen to 58.1 per cent and 80.4 per cent, respectively, while the proportion of women in the shrinking occupations rose to only 14.4 per cent of the labour force in those occupations.

Men were a minority in the expanding occupations and a minority of them were employed in those occupations throughout that period. In 1966, of all male labour force, only 27.3 per cent were employed in these occupations and that proportion rose to 33.1 per cent by 1981. Thus by 1981 approximately four-fifths of all women in labour force were employed in occupations which had been expanding for the past 15 years while two-thirds of men were still employed in shrinking occupations.

TABLE 1: CHANGES IN THE LABOUR FORCE, 1966-1981

(SUMMARY)

YEAR	PERSONS IN THE LABOUR FORCE					
	Men		Women		Persons	
	N(000)	%	N(000)	%	N(000)	%
1966	3,366	69.8	1,458	30.2	4,824	100
1971	3,713	67.3	1,803	32.7	5,516	100
1976	3,836	65.0	2,062	35.0	5,898	100
1981	4,045	63.6	2,311	36.4	6,356	100
<u>Change (increase)</u>						
1966-71	347	10.3	345	23.7	692	14.3
1971-76	123	3.3	259	14.4	382	6.9
1976-81	209	5.4	249	12.1	458	7.8
1966-81	679	20.2	853	58.5	1,532	31.8
<u>Participation Rate</u>						
1966		84.0		36.3		59.9
1971		82.5		40.0		61.0
1976		80.0		43.0		61.3
1981		77.5		44.3		60.7
<u>Unemployment Rate</u>						
1966		1.1		2.6		1.6
1971		1.2		2.6		1.7
1976		3.9		6.2		4.7
1981		4.7		8.3		5.7

Source: The Labour Force Australia 1978, ABS Cat.No. 6204.0, Table 8 & 36, p.36 & 72.
The Labour Force Australia, August, 1981, ABS Cat.No. 6203.0, Table 8, p.13 and Table 24, p.22.

TABLE 2: LABOUR FORCE IN AUSTRALIA, 1966-81 : OCCUPATIONS

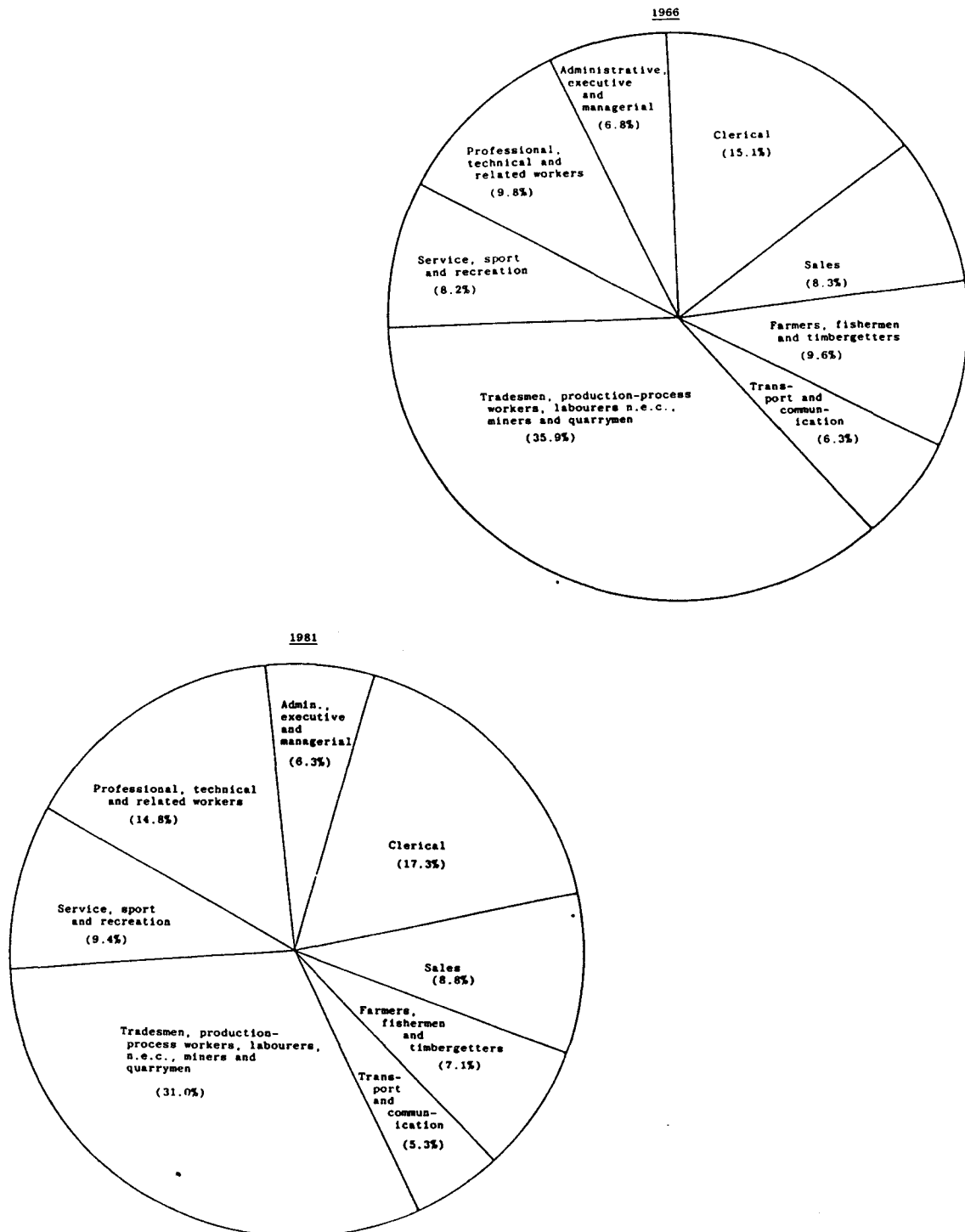
Occupation	1966 (N'000) (1)			1981 (N'000) (2)			Change 1966-1981 (N'000)					
	Men	Women	Persons	Men	Women	Persons	Men N	%	Women N	%	Persons N	%
Professional, technical, etc.	279	194	473	520	422	942	241	86.4	228	117.5	469	99.2
Administrative, executive, managerial	282	48	330	342	57	400	60	21.3	9	18.8	70	21.2
Clerical	290	440	729	321	777	1,099	31	10.7	337	76.6	370	50.8
Sales	202	196	398	274	286	560	72	35.6	90	45.9	162	40.7
Farmers, fishermen, etc.	401	64	465	347	105	452	-54	-13.5	41	64.1	-13	-2.8
Transport and communication	266	36	303	291	47	338	25	9.4	11	30.6	35	11.6
Trades, labourers, miners	1,499	233	1,731	1,727	245	1,972	228	15.2	12	5.2	241	13.9
Service, sport, recreation	147	249	396	223	372	595	76	51.7	123	49.4	199	50.3
All occupations	3,366	1,458	4,824	4,045	2,311	6,356	679	20.2	853	58.5	1,532	31.8

Source : (1) The Labour Force Australia 1978; ABS Cat.No. 6204.0

(2) The Labour Force Australia August 1981; ABS Cat.No. 6203.0

Note : Minor differences in additions are due to rounding.

FIGURE 1: LABOUR FORCE AUSTRALIA, 1966 and 1981
OCCUPATIONS



Source: The Labour Force Australia 1978; ABS Cat.No. 6204.0.
The Labour Force Australia August 1981; ABS Cat.No. 6203.0.

TABLE 3:

LABOUR FORCE IN AUSTRALIA, 1966-81 : INDUSTRIES

Industry	1966 (N'000) (1)			1981 (N'000) (2)			Change 1966-1981 (N'000)					
	Men	Women	Persons	Men	Women	Persons	Men N	%	Women N	%	Persons N	%
Agriculture, forestry, etc.	366	64	430	307	107	414	-59	-16.1	43	67.2	-16	-3.7
Mining	56	*	58	89	9	98	33	58.9	9	100.0	40	69.0
Manufacturing	922	310	1,233	925	306	1,231	3	0.3	-4	-1.3	-2	-0.2
Construction	392	14	406	424	48	472	32	8.2	34	242.9	66	16.3
Wholesale and retail trade	612	382	994	727	539	1,266	115	18.8	157	41.1	272	27.4
Transport and storage	243	27	270	297	53	349	54	22.2	26	96.3	79	29.3
Finance, business, etc.	172	122	294	305	250	555	133	77.3	128	104.9	261	88.8
Community Services	198	288	486	386	636	1,022	188	94.9	348	120.8	536	110.3
Entertainment, recreation, etc.	114	173	287	177	220	396	63	55.3	47	27.2	109	38.0
Other industries (+)	290	77	367	408	144	553	118	40.7	67	87.0	186	50.7
All industries	3,366	1,458	4,824	4,045	2,311	6,356	679	20.2	853	58.5	1,532	31.8

Source : (1) The Labour Force Australia 1978; ABS Cat.No. 6204.0

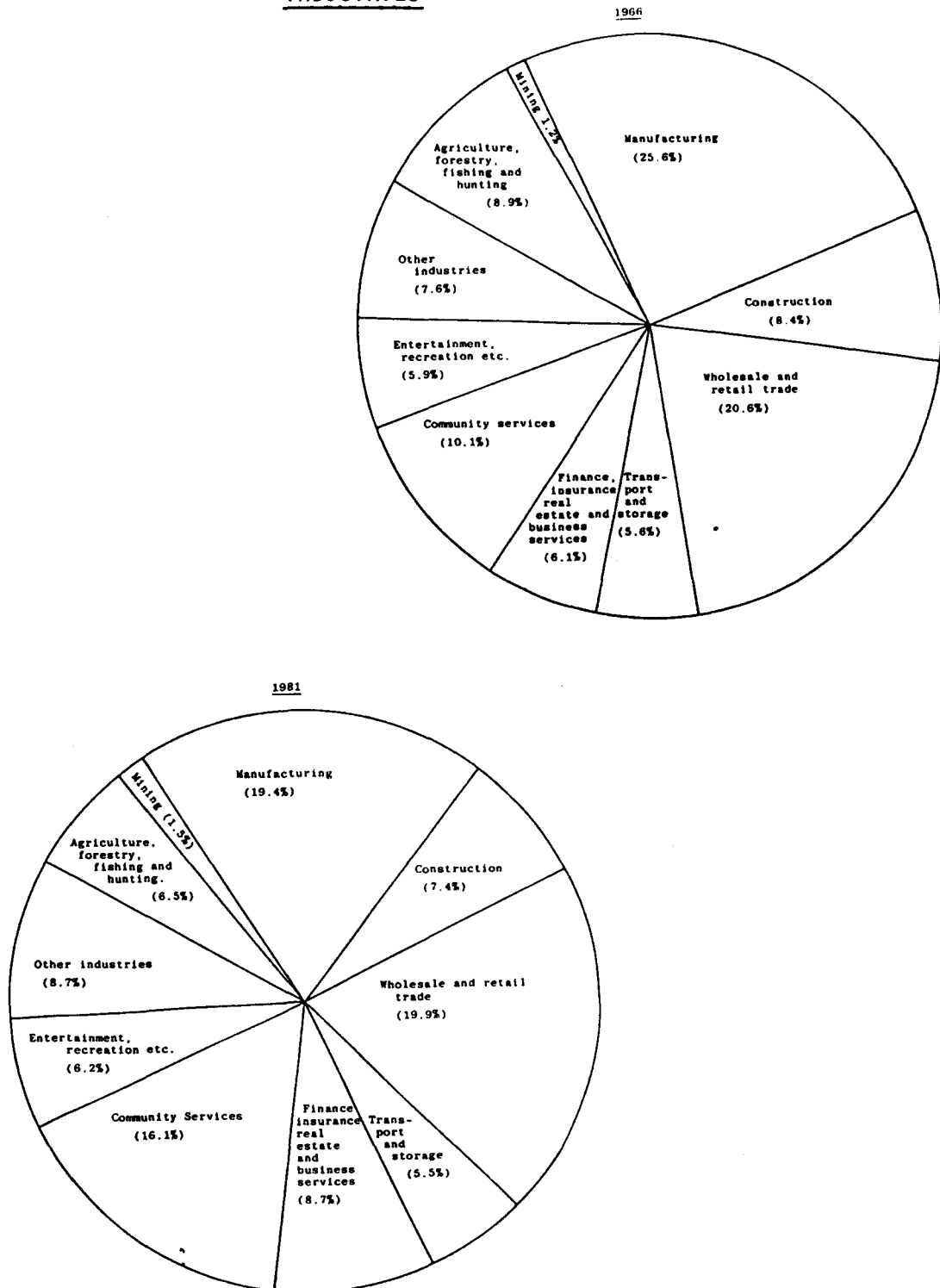
(2) The Labour Force Australia August 1981; ABS Cat.No. 6203.0

Note : Minor differences in additions are due to rounding.

(+) includes - electricity, gas and water; communication; public administration and defence.

FIGURE 2: LABOUR FORCE AUSTRALIA, 1966-1981

INDUSTRIES



Source: The Labour Force Australia 1978; ABS Cat.No. 6204.0.
The Labour Force Australia August 1981; ABS Cat.No. 6203.0.

TABLE 4 :

LABOUR FORCE IN AUSTRALIA - 1966-1981 : OCCUPATIONS

(SUMMARY)

YEAR	MEN			WOMEN			PERSONS		
	N('000)	% down	% across	N('000)	% down	% across	N('000)	% down	% across
<u>Expanding Occupations (AB):</u>									
1966	918	27.3	46.0	1,079	74.0	54.0	1,997	41.4	100
1981	1,339	33.1	41.9	1,855	80.3	58.1	3,194	50.3	100
Change 1966-1981	421	45.9	- 8.9	776	71.9	+ 7.6	1,197	+ 59.9	-
<u>Shrinking Occupations (CD):</u>									
1966	2,448	72.7	86.5	381	26.1	13.5	2,829	58.6	100
1981	2,706	66.9	85.6	456	19.7	14.4	3,162	49.7	100
Change 1966-1981	258	+10.5	- 1.0	75	+19.7	+ 6.7	333	+ 11.8	-
<u>All Occupations:</u>									
1966	3,366	100	69.8	1,458	100	30.2	4,824	100	100
1981	4,045	100	63.6	2,311	100	36.4	6,356	100	100
Change 1966-1981	679	+20.2	- 8.9	853	+58.5	+20.5	1,532	+ 31.8	-
Ratio of the % growth of expanding occupations :									
— to shrinking occupations	4.37			3.65			5.08		
— to all labour force	2.27			1.23			1.88		

TABLE 5 : LABOUR FORCE IN AUSTRALIA, 1966-1981 : INDUSTRIES
(SUMMARY)

YEAR	MEN			WOMEN			PERSONS		
	N('000)	% down	% across	N('000)	% down	% across	N('000)	% down	% across
Expanding Industries (BD):									
1966	830	24.7	55.6	662	45.4	44.4	1,492	30.9	100
1981	1,367	33.8	52.1	1,257	54.4	47.9	2,624	41.3	100
Change 1966-1981	537	+64.7	-6.3	595	+89.9	+7.9	1,132	+75.9	-
Shrinking Industries (AC):									
1966	2,535	75.3	76.1	797	54.6	23.9	3,332	69.1	100
1981	2,678	66.2	71.8	1,054	45.6	28.2	3,732	58.7	100
Change 1966-1981	14.3	+5.6	-5.7	257	+32.2	+18.0	400	+12.0	-
All Industries:									
1966	3,365	100	69.8	1,549	100	30.2	4,824	100	100
1981	4,045	100	63.6	2,311	100	36.4	6,356	100	100
Change 1966-1981	680	+20.2	- 8.9	852	+58.4	+20.5	1,532	+31.8	-
Ratio of the per cent growth of expanding industries:									
— to shrinking industries	11.55			2.79			6.33		
— to all industries	3.20			1.54			2.39		

Table 5 indicates that the shift of the labour force in the structure of industries was greater than in the occupational structure. The industries which expanded from 1966 to 1981 employed 30.9 per cent of the workforce in 1966 and 41.3 per cent in 1981. The per cent rate of increase for those industries was 6.33 times greater than the rate of increase of the shrinking industries and 2.39 times greater than the rate of increase of the entire labour force. The differences were particularly evident in the male labour force because the level of employment of men in the shrinking industrial sector remained almost static between 1966 and 1981, increasing by only 5.6 per cent. In 1981 more than half (54.4%) of all women in the labour force were employed in the expanding industries, while only one-third of men (33.8%) were employed in those industries.

Our analysis indicates that certain changes within occupational groups or within certain industrial sectors were more pronounced in one of the other two periods. Changes in the manufacturing sectors were particularly pronounced in the period between 1976-1981. We have not analysed these changes in depth because we have focused our study mainly on the long term structural changes in the labour force.

The analysis of changes in occupations as well as changes in industries indicates an interesting relationship between the two variables. This relationship is presented in Figure 3 in which the percentage changes of occupations are shown on the vertical axis and changes in industries are shown on the horizontal axis. The percentages on each axis are those that had occurred between 1966 and 1981; the percentages shown are relative to the percentage change in the entire labour force (31.8%) which is shown in Figure 3 as 0. Thus, for example, the increase of 110.3 per cent in community services (Table 3) is shown in Figure 3 as 78.5 per cent (110.3 minus 31.8), and so on.*

Using the two variables (occupations and industries) in relation to each other has enabled us to identify four categories of the labour force as at August, 1981 :

A(+ -) = Expanding occupations employed in shrinking industries

B(+ +) = Expanding occupations employed in expanding industries

C(- -) = Shrinking occupations employed in shrinking industries

D(- +) = Shrinking occupations employed in expanding industries

* In all subsequent Tables where occupations and industries are listed they are shown in a sequence from the "most expanded" to the "most shrunk".

The results of these classifications are shown, first in detailed statistics in Tables 6 (occupations) and 7 (industries), and graphically in Figures 4 and 5. Table 8 presents a summary of statistical data from (Tables 6 and 7) and Figure 6 presents the same summary graphically, illustrating especially the differences in the distribution of the labour force between men and women.

In the analysis that follows in the subsequent chapter the characteristics of the labour force (sex, age, education, hours of work, mobility, etc.), are related to each of the two categories (occupation and industry) so as to illustrate the significance of the changes in the labour force for social and economic policy and for the Australian society. The cross-tabulation between occupations and industries has not been possible in relation to each variable (because of the difficulties in the disaggregation of appropriate data). In most cases the variables have been related to changes in occupations and to changes in industries separately. The variables are related to the major occupational and industrial categories used by the Australian Bureau of Statistics. A more detailed analysis is given in Appendix 1: Statistical Tables and in Appendix 2: Profiles of the Labour Force.

Perhaps the most important observation that can be made from this classification is that in terms of the labour force employed not only has there been a significant shift in the Australian economy from the primary and secondary sectors to the tertiary sector but the occupational structure of certain industries has also been changing for some time. Two outcomes of these shifts have been: the growth of white collar occupations, and the growth of the employment of women. As the statistics in Tables 6 and 7 show, there are sectors of the labour market where both the occupations and industries have expanded (Group B) or where both have shrunk (Group C). On the other hand, some of the expanding occupations (1152 thousand or 36.0%) are employed in shrinking industries. Correspondingly, some shrinking occupations (585 thousand, or 18.5%) are found in expanding industries.

Two examples of this "lack of congruence" are the occupational groupings of "sales" and "miners, quarrymen". Sales as an occupation has been expanding although the field of wholesale and retail trade has not kept pace with the growth of the workforce. This indicates that sales function in other industries has become significant. By contrast, the mining industry has registered a higher than average growth in the labour force but the occupation of mining and quarrying has shrunk. In each case, it is the change in the technology of production and organisation of production that would have

been the cause of this disalignment.

The issue of the changing men/women ratio in the labour force is illustrated by the statistics in Groups B and C. The expanding sector B(++) employs nearly one-third (32.2%) of the entire labour force but 51.7 per cent of all women and only 21.0 per cent of men. In the shrinking sector C(--) there is 40.5 per cent of the entire labour force but the ratio between men and women is reversed: only 17.0 per cent of women but over one-half of men (54.0%) work in that sector.

One-half (50.3%) of all occupations are in the expanding group but the expanding industries employ only 41.4 per cent of the labour force. This means that nearly 6 out of 10 persons in the labour force are employed in industries which have not kept pace with the growth of the labour force as far as the labour market is concerned (of course, it could be a different matter with the ratio of capital investment but this aspect we have not examined for the purpose of this study).

The smallest sector is sector D (--) in which only 9.2 per cent of the labour force is employed (12.9% of male labour force and 2.8% of the female labour force). This indicates very clearly that expanding industries provide employment mainly for white collar occupations and to a large extent employment for women —the point clearly illustrated by sector B (++).

The rate of change from the shrinking to the expanding sectors has been faster in industries than in occupations. As indicated in Tables 1,2, and 3, the growth of the labour force from 1966 to 1981 was 31.8 per cent; 20.2 per cent for men; 58.5per cent for women. Had there been a uniform rate of growth in those 15 years for all occupational groups there would have been 562 thousand fewer persons (128 thousand men; 434 thousand women) in the occupations which had grown faster than the overall rate of growth in the labour force; and correspondingly an increase of the same magnitude in the occupations which had not kept pace with the overall growth of the workforce.

By comparison, in the structure of industries, these would have been 658 thousand fewer persons (274 thousand men; 384 thousand women) in the expanding sectors of industry, and a corresponding increase in the shrinking sectors.

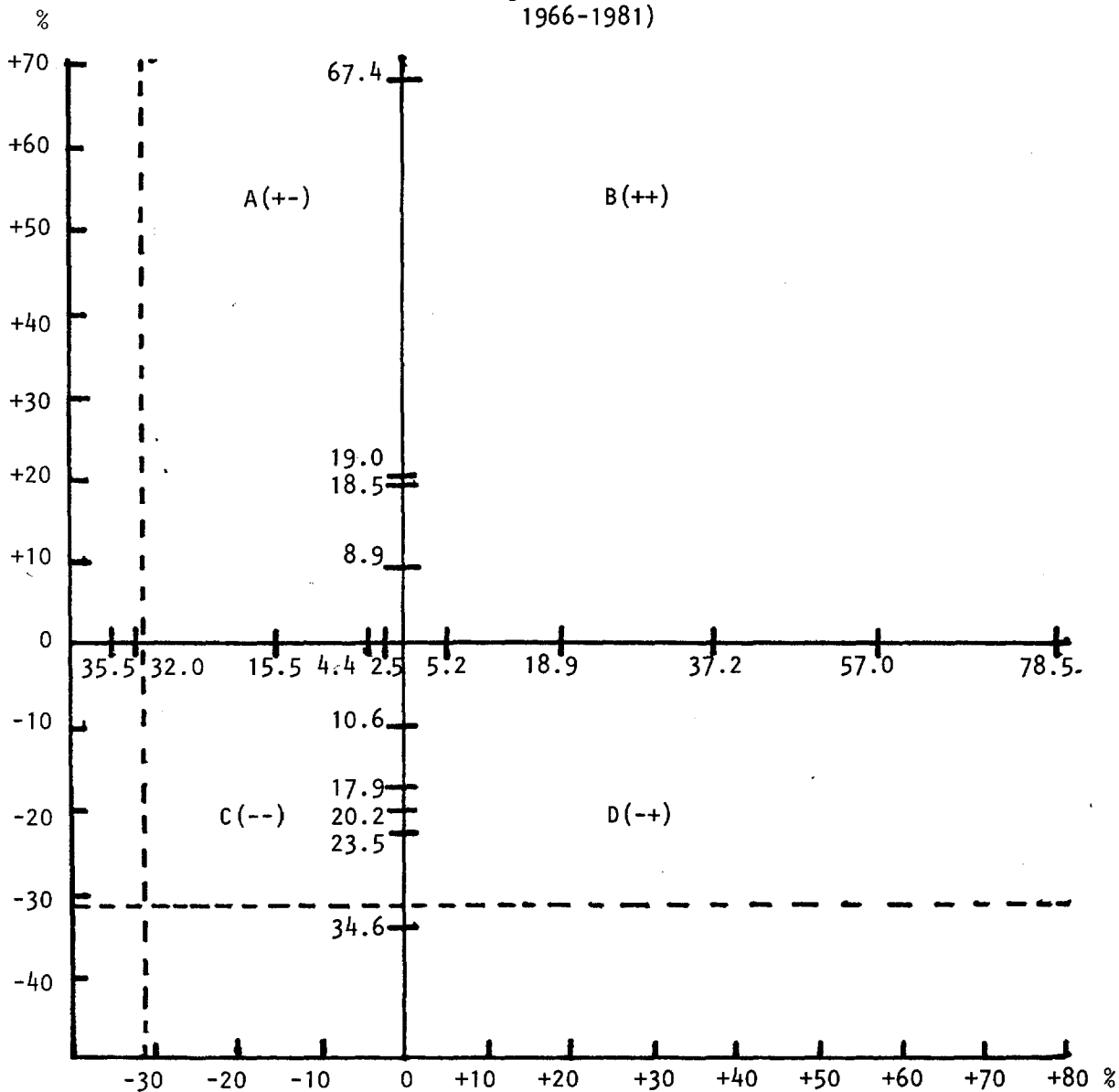
The change in the occupational and industrial structures that had occurred in those 15 years represent a shift of 8.9 percentage points (5.8 points for men; 6.4 points for women) in the occupational structure and 10.4 percentage points

(9.1 points for men; 9.0 points for women) in the structure of industries (Tables 4 and 5).

It is evident from those comparisons that changes in the structure of industries act as a prime mover in the changes in the structure of occupations, although there may be a time lag between the two. Careful studies of industrial trends, therefore, would feasibly produce important data for the planning of manpower requirements, educational policy and for individual choice of occupational careers.

Figure 3: Changes in the Labour Force, 1966-1981

(Percentage changes relative to the
total change in the labour force
1966-1981)



0 = Total growth of the Labour Force 1966-1981 (31.8%)

--- absolute zero growth

Occupations (vertical axis)	Relative change 1966 - 1981	Industries (horizontal axis)	Relative change 1966 - 1981
<u>Expanding Occupations (AB):</u>	%	<u>Expanding Industries (BD):</u>	%
Professional, technical, etc.	67.4	Community services	78.5
Clerical	19.0	Finance & business services, etc.	57.0
Service, sport, recreation	18.5	Mining	37.2
Sales	8.9	Other industries	18.9
<u>Shrinking Occupations (CD):</u>		<u>Shrinking Industries (AC):</u>	
Administrative, executive, managerial	-10.6	Transport and Storage	- 2.5
Trades, process w. labourers	-17.9	W'sale & Retail Sales	- 4.4
Transport & communications	-20.2	Construction	-15.5
Mining, quarrying	-23.5	Manufactures	-32.0
Farming, fishing, etc.	-34.6	Agriculture & related ind.	-35.5

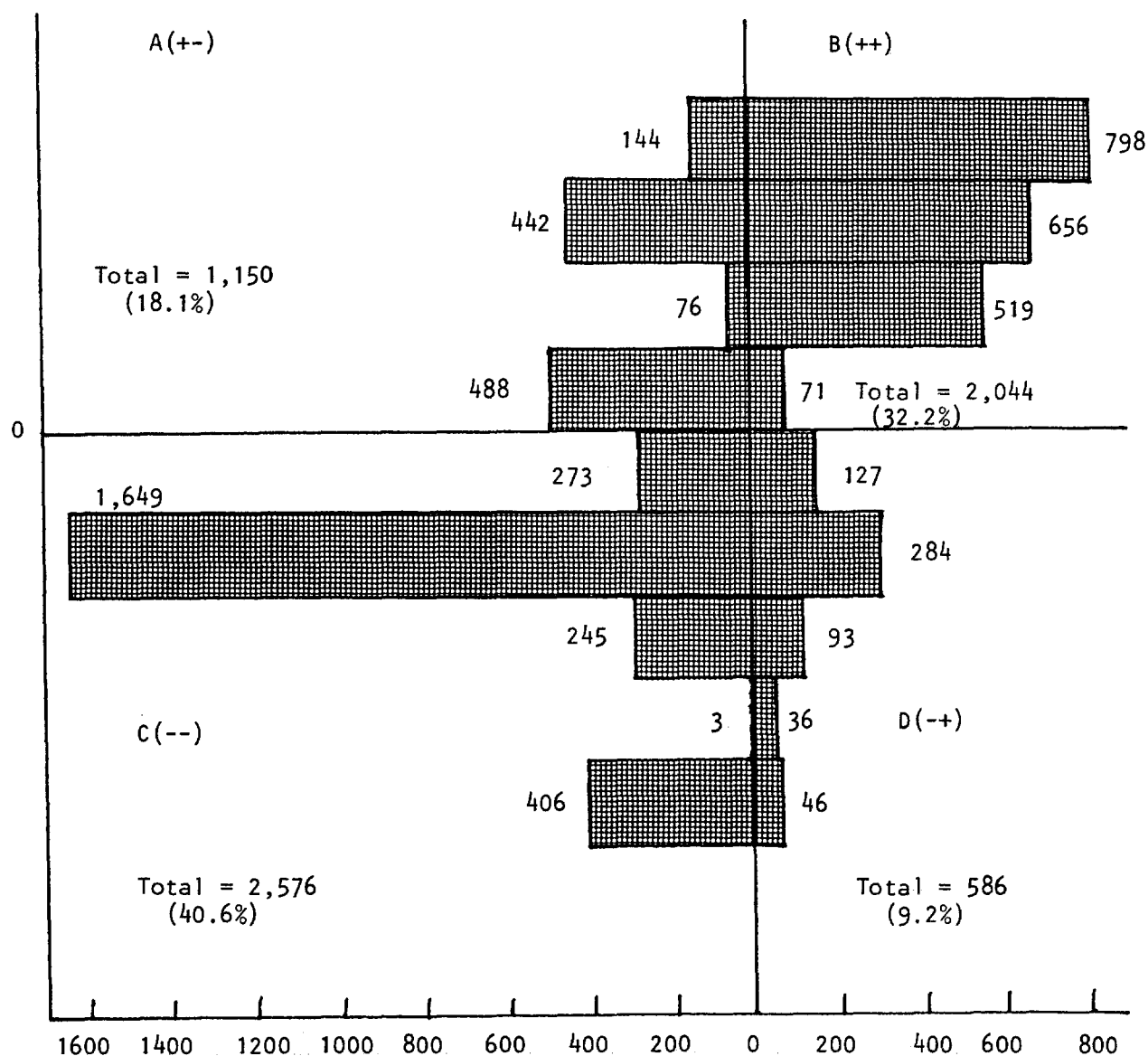
TABLE 6:

LABOUR FORCE IN AUSTRALIA, 1981 : OCCUPATIONS

OCCUPATIONS	Shrinking Industries (AC)			Expanding Industries (BD)			Totals	
	M	W	P	M	W	P	N	%(2)
<u>Expanding Occupations (AB):</u>	A(+)			B(++)				
Professional, technical etc.	119	25	144	401	397	798	942	14.8
Clerical	111	331	442	211	445	656	1098	17.3
Service, sport, recreation	38	38	76	186	333	519	595	9.4
Sales	221	267	488	52	19	71	559	8.8
All expanding occupations N	489	661	1150	850	1194	2044	3194	50.3
%(1)	12.1	28.6	-	21.0	51.7	-		
%(2)	7.7	10.4	18.1	13.4	18.8	32.2		
<u>Shrinking Occupations (CD):</u>	C(--)			D(--)				
Administrative, executive, managerial	234	39	273	109	18	127	400	6.3
Trades, process workers, labourers, n.e.c.	1417	232	1649	273	11	284	1933	30.4
Transport & communication	226	19	245	66	27	93	338	5.3
Miners, quarrymen	3	-	3	34	2	36	39	0.6
Farmers, fishermen, timber, etc.	304	102	406	40	6	46	452	7.1
All shrinking occupations N	2184	392	2576	522	64	586	3162	49.7
%(1)	54.0	17.0	-	12.9	2.8	-		
%(2)	34.4	6.2	40.5	8.2	1.0	9.2		
TOTALS N	2673	1053	3726	1372	1258	2630	6356	
%(1)	66.1	45.6	-	33.9	54.4	-		
%(2)	42.1	16.6	58.6	21.6	19.8	41.4		

(1) Per cent of men and women in the workforce (M=4045; W=2311). (2) Per cent of total labour force.

FIGURE 4: OCCUPATIONS (1981) DISTRIBUTED IN SECTORS EXPANDING OR SHRINKING SINCE 1966. (PERSONS '000)



Occupations (reading from top to bottom):

Expanding Occupations (AB):

Professional, technical, etc.
Clerical
Service, sport, recreation
Sales

A	B	Total
144	798	942
442	656	1,098
76	519	595
488	71	559
1,150	2,044	3,194

Shrinking Occupations (CD):

Administrative, executive, managerial
Trades, process workers, labourers, etc.
Transport & communication
Miners, quarrymen
Farmers, fishermen, timbergetters

C	D	Total
273	127	400
1,649	284	1,933
245	93	338
3	36	39
406	46	452
2,576	586	3,162

TOTAL

3,726	2,630	6,356
-------	-------	-------

TABLE 7 :

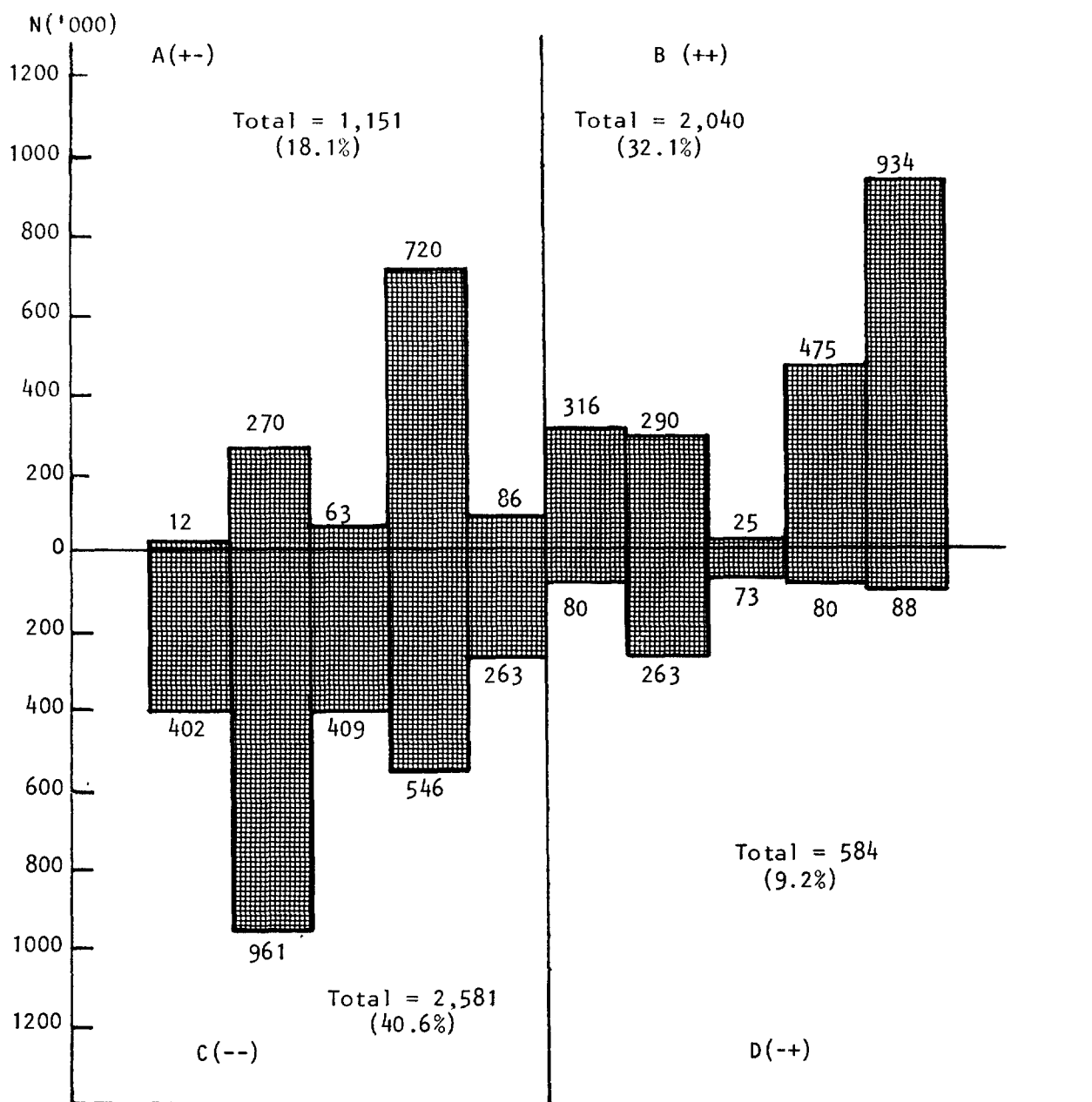
LABOUR FORCE IN AUSTRALIA 1981 : INDUSTRIES

INDUSTRY	Shrinking Occupations (CD)			Expanding Occupations (AB)			Total	
	M	W	P	M	W	P	N	% (2)
<u>Expanding Industries (BD):</u>	D(--)			B(++)				
Community Services	70	18	88	316	618	934	1,022	16.1
Finance, business services, etc.	71	9	80	234	241	475	555	8.7
Mining	73	-	73	19	6	25	98	1.5
Other industries	238	25	263	170	120	290	553	8.7
Entertainment, recreation, personnel	68	12	80	109	207	316	396	6.2
All expanding industries N	520	64	584	848	1,192	2,040	2,624	41.3
% (1)	12.9	2.8	-	21.0	51.6	-		
% (2)	8.2	1.0	9.2	13.3	18.8	32.1		
<u>Shrinking Industries (AC):</u>	C(--)			A(+--)				
Transport and storage	252	11	263	45	41	86	349	5.5
Wholesale and retail trade	462	84	546	265	455	720	1,266	19.9
Construction	400	9	409	24	39	63	472	7.4
Manufactures	770	191	961	155	115	270	1,231	19.4
Agriculture and related ind.	300	102	402	7	5	12	414	6.5
All shrinking industries N	2,184	397	2,581	496	655	1,151	3,732	58.7
% (1)	54.0	17.2	-	12.3	28.3	-		
% (2)	34.4	6.2	40.6	7.8	10.3	18.1		
Totals	N							
	2,704	461	3,165	1,344	1,847	3,191	6,356	100
% (1)	66.8	19.9	-	33.2	79.9	-		
% (2)	42.5	7.3	49.8	21.1	29.1	50.2	100	

(1) Per cent of men and women (Men = 4,045; Women = 2,311).

(2) Per cent of total labour force.

FIGURE 5 : INDUSTRIES 1981: PERSONS DISTRIBUTED IN SECTORS EXPANDING OR SHRINKING SINCE 1966. (PERSONS '000)



Industries (reading from left to right):

Shrinking industries (AC):

Agriculture and related industries
Manufactures
Construction
Wholesale and retail trade
Transport and storage

A	C	Total
12	402	414
270	961	1,231
63	409	472
720	546	1,266
86	263	349
1,151	2,581	3,732

Expanding industries (BD):

Entertainment, recreation, personal services
Other industries
Mining
Finance, business services, etc.
Community services

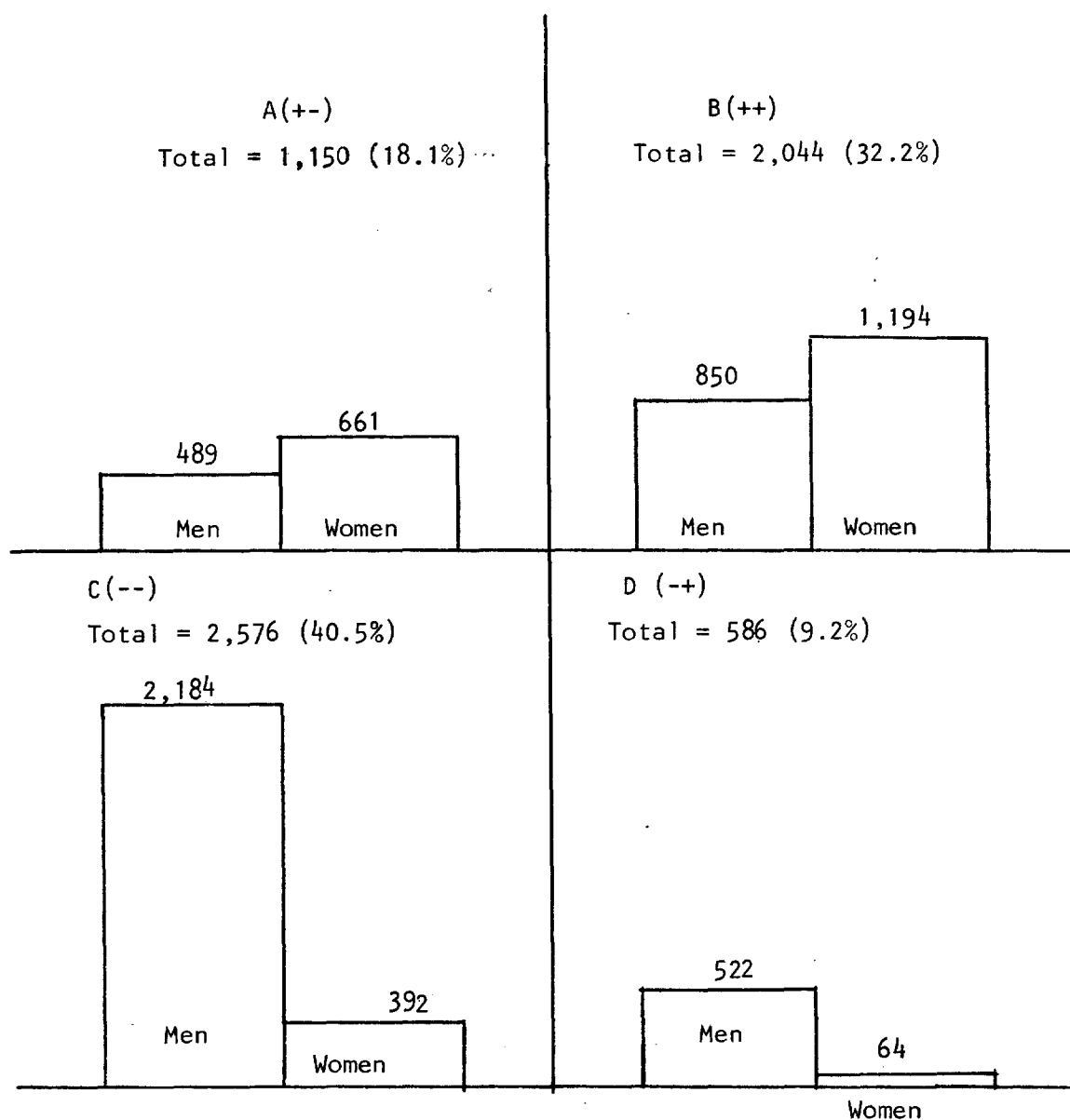
B	D	Total
316	80	396
290	263	553
25	73	98
475	80	555
934	88	1,022
2,040	584	2,624
3,191	3,165	6,356

TABLE 8: LABOUR FORCE 1981
CHARACTERISTICS OF OCCUPATIONS AND INDUSTRIES

CHARACTERISTICS		PERSONS IN LABOUR FORCE ('000)								
		MEN			WOMEN			PERSONS		
GROUP	Employed in:	N	% (1)	% (2)	N	% (1)	% (2)	N	% (1)	%
A	Expanding occupations, shrinking industries	489	12.1	42.5	661	28.6	57.5	1,150	18.1	100
B	Expanding occupations, expanding industries	850	21.0	41.6	1,194	51.7	58.4	2,044	32.2	100
AB	Total expanding occupations	1,339	33.1	41.9	1,855	80.3	58.1	3,194	50.3	100
C	Shrinking occupations, shrinking industries	2,184	54.0	84.8	392	17.0	15.2	2,576	40.5	100
D	Shrinking occupations, expanding industries	522	12.9	89.1	64	2.8	10.9	586	9.2	100
CD	Total shrinking occupations	2,706	66.9	85.6	456	19.7	14.4	3,162	49.7	100
AC	Total shrinking industries	2,673	66.1	71.7	1,053	45.6	28.3	3,726	58.6	100
BD	Total expanding industries	1,372	33.9	52.2	1,258	54.4	47.8	2,630	41.4	100
ABCD	<u>Total in workforce</u>	4,045	(100)	63.6	2,311	(100)	36.4	6,356	(100)	(100)

Source: (1) % of total in column
(2) % of total in row.

FIGURE 6: DISTRIBUTION OF MEN AND WOMEN IN 1981
IN SECTORS EXPANDING OR SHRINKING SINCE 1966 ('000)



A(+-) = Expanding occupations, shrinking industries
 B(++) = " " expanding "
 C(--) = Shrinking " shrinking "
 D(++) = " " expanding "

CHAPTER 3

FEATURES OF CHANGE

3.1 Hours of Work

Between 1966 and 1981 the length of the working week decreased substantially. The decrease in working hours was not uniform throughout the labour force: it was greater among women than among men, and it varied across occupations and industries.

The average number of hours worked per person per week fell from 39.1 to 36.3 a fall of 2.9 hours, or 7.4 per cent. For men, the decrease was 1.4 hours, or 3.6 per cent; from 41.3 hours per week in 1966 to 39.9 hours. For women, the decrease was greater: from 34.1 to 29.9; a fall of 4.2 hours, or 12.3 per cent, reflecting the growth of part-time work taken up by women. As a result of these changes, the average number of hours worked per week by women which in 1966 was 7.2 hours fewer than that by men became 10.0 hours fewer in 1981.

In occupations, the greatest decrease occurred in service, sport and recreation: 11.8 per cent, from 33.1 hours per week in 1966 to 29.2 in 1981. Again, for men the decrease was only 5.9 per cent, from 38.7 to 36.4; but for women the decrease was 16.4 per cent, from 29.8 hours to 24.9 hours. Women registered even greater decrease in working hours in sales and in transport and communications; 18.0 per cent in each case. Men actually registered longer working week in professional, technical and related occupations (1.8 per cent; from 39.6 hours to 40.3 hours); and in administrative, executive and managerial occupations (2.0 per cent; from 45.7 hours to 46.6 hours).

Similar changes occurred in the decrease of working hours in various industries. The greatest fall in the average number of hours worked per week was in whole-sale and retail trade: a fall of 9.4 per cent; from 39.4 hours to 35.7 hours. For men, the fall was only 3.8 per cent; from 42.4 hours to 40.8 hours. However, for women the fall was 17.5 per cent; from 34.9 hours to 28.8 hours. Even greater falls in the length of the working week for women occurred in construction (18.8 per cent; from 26.6 hours to 21.6 hours); and in entertainment, recreation, etc., (19.4 per cent; from 32. hours to 26.1 hours). The only industrial sector in which the number of hours worked per week increased between 1966 and 1981 was mining; an increase of 2.6 per cent, from 38.8 hours

to 39.8 hours (men).

It is also of interest to note that the decrease in the hours worked per week was continuous for women since 1966 but for men the decrease occurred only after 1971. There was a slight increase (1.0%) between 1966 to 1971 which occurred in all occupational groups and in most industrial sectors.

There are two aspects of these changes in working hours that warrant some comment. First, as can be ascertained from Table 9, because men work, on average, a longer week than women, the proportion of the male workforce, if measured in terms of hours worked per week, is greater than the proportion measured by the number of persons in the workforce: in 1981, it was 70.0 per cent in terms of hours worked as against 63.6 per cent in terms of numbers of persons.

The second aspect is more significant. As can be seen from Table 9, when the length of the working week is related to expanding and shrinking occupations and industries, it is the latter —the shrinking occupations and industries— where the average working week is longer, for both men and women. The average number of hours worked per week per person was 10.7 per cent higher in shrinking occupations than in expanding occupations, and 9.9 per cent higher in shrinking industries than in expanding industries. It appears, therefore, that other factors than the growth or decline of an occupation or industry determine the length of the working week. Flexibility in the organisation of work and the degree of capital intensification appear to be two important factors but there may be other factors as well. The flexibility in the organisation of work is evident in the growth of part-time employment, especially among the female labour force.

As a result of the overall decrease in the average number of hours worked per week between 1966 and 1981 the increase in the labour force over that time, if measured in terms of total hours worked per week, was less than the increase in terms of the number of persons in the labour force. These comparisons are shown in Table 10. The increase in terms of total hours worked per week was 22.2 per cent as against 31.8 per cent in terms of persons in the labour force. Furthermore, because the decrease in the average hours worked per week by women was greater than in the hours worked by men, the difference in the rate of increase between men and women in terms of total hours worked per week was also smaller than in terms of persons in the labour force.

TABLE 9 : LABOUR FORCE 1981
DISTRIBUTION OF MEN AND WOMEN: NUMBERS AND
HOURS WORKED

Occupational Group	N('000)	Average hours worked per wk.	Total hours per week('000)	Per Cent	
				of Workforce	Hours Wkd.
<u>Expanding Occupations (AB) :</u>		<u>OCCUPATIONS</u>			
Men	1,339	38.6	51,680	41.9	48.8
Women	1,855	29.2	54,206	58.1	51.2
Persons	3,194	33.2	105,886	50.3	46.0
<u>Shrinking Occupations (CD) :</u>					
Men	2,706	40.4	109,344	85.6	88.0
Women	456	32.6	14,863	14.4	12.0
Persons	3,162	39.3	124,207	49.7	53.9
<u>Expanding Industries (BD) :</u>		<u>INDUSTRIES</u>			
Men	1,367	38.4	52,511	52.1	58.4
Women	1,257	29.8	37,404	47.9	41.6
Persons	2,624	34.3	89,915	41.3	39.0
<u>Shrinking Industries (AC) :</u>					
Men	2,678	40.6	108,844	71.8	77.4
Women	1,053	30.2	31,781	28.2	22.6
Persons	3,732	37.7	140,625	58.7	61.0
		<u>TOTAL LABOUR FORCE</u>			
Men	4,045	39.9	161,355	63.6	70.0
Women	2,311	29.9	69,185	36.4	30.0
Persons	6,356	36.3	230,540	100.0	100.0
<u>Source: The Labour Force Australia 1978; ABS Cat.No. 6204.0.</u> <u>The Labour Force Australia August 1981; ABS.Cat.N0o. 6203.0.</u>					

TABLE 10: LABOUR FORCE 1966-1981 : PERSONS AND HOURS WORKED
(N= '000)

Occupational and/or Industrial Groups	1966		1981		Change 1966-1981	
	Persons N	Total Hours worked per week N	Persons N	Total Hours worked per week N	Persons %	Hours worked per week %
<u>OCCUPATIONS (1)</u>						
<u>Expanding Occupations:</u>						
Men	918	36,018	1,339	51,680	45.9	43.5
Women	1,079	35,651	1,855	54,206	72.0	52.0
Persons	1,997	71,669	3,194	105,886	59.9	47.7
<u>Shrinking Occupations:</u>						
Men	2,448	102,972	2,706	109,344	10.5	6.2
Women	381	14,085	456	14,863	19.9	5.5
Persons	2,829	117,057	3,162	124,207	11.8	6.1
<u>INDUSTRIES (2)</u>						
<u>Expanding Industries:</u>						
Men	830	32,268	1,367	52,511	64.7	62.7
Women	662	21,801	1,257	37,404	89.9	71.6
Persons	1,492	54,069	2,624	89,915	75.9	66.3
<u>Shrinking Industries:</u>						
Men	2,535	106,952	2,678	108,844	5.6	1.8
Women	797	27,898	1,054	31,781	32.2	13.9
Persons	3,332	134,850	3,732	140,625	12.0	4.3
<u>TOTAL LABOUR FORCE</u>						
Men	3,366	139,016	4,045	161,355	20.2	16.1
Women	1,458	49,718	2,311	69,185	58.5	39.2
Persons	4,824	188,734	6,356	230,540	31.8	22.2

(1) See Table 4.

(2) See Table 5.

Source: The Labour Force Australia 1978; ABS Cat.No. 6204.0.
The Labour Force Australia August 1981; ABS Cat.No. 6203.0.

When the rate of change between 1966 and 1981 is considered in terms of the total hours worked, then the differences between the expanding and shrinking occupations and industries are considerably greater than the differences in terms of persons in the labour force. These differences are shown in Table 11 in terms of ratios between the percentage changes in each occupational and industrial group. The data in Table 11 also indicates that the differences are considerably greater in the industrial structure than in the occupational structure.

In order to account for these differences between the total hours worked per week and persons in the labour force it has to be noted that in 1966 the composition of the labour force differed significantly from that of 1981 in two important aspects. First, there was an overall greater proportion of men in the labour force, and men were in the majority in both the expanding and shrinking occupations as well as in both sectors of industry. Second, differences between the expanding and shrinking occupations and industries, in terms of average hours worked per week were greater than in 1981. Thus the situation in 1981 was the result of different rates of growth between male and female labour force, different rates of change in the working pattern between men and women, and different rates of growth between expanding and shrinking occupations and industries.

TABLE 11: LABOUR FORCE 1966-1981: CHANGE IN RATES OF GROWTH						
	Ratio (x to 1) between Per Cent Rate of Growth in Terms of Persons and Total Hours worked per week					
	Persons	Hours	Persons	Hours	Persons	Hours
<u>OCCUPATIONS:</u>						
Expanding to shrinking	4.37	7.02	3.65	9.45	5.08	7.82
" to total	2.27	2.70	1.23	1.32	1.88	2.15
<u>INDUSTRIES:</u>						
Expanding to shrinking	11.55	34.83	2.79	5.15	6.33	15.42
" to total	3.20	3.89	1.54	1.83	2.39	2.99

Source: The Labour Force Australia, 1978; ABS Cat.No.6204.0.
The Labour Force Australia, August 1978; ABS Cat.No.6203.0.
 (See Tables 4,5,9 and 10).

3.2 Part-Time Work

The growth of part-time employment, related to occupations, is shown in a summary form in Table 12, and in greater detail in Table 1, in Appendix 1. From Table 12 it can be ascertained that in 1971 part-time employment constituted 10.4 per cent of all employment and by 1981 this proportion rose to 16.5 per cent, a rise of 83.2 per cent. In 1981, part-time employment was approximately 7 times more prevalent among women (35.8%) than among men (5.2%) and the percentage change from 1971 to 1981 was almost the same for both sexes: (3.0% to 5.2% for men —a rise of 87.6%; 25.7% to 35.8% for women —a rise of 81.7%). Part-time work was 3.25 times more prevalent in expanding occupations than in shrinking occupations (25.1% as against 7.7%), although there was an indication that the difference between the two groups narrowed a little: in 1971 part-time employment in expanding occupations was 4.09 times more prevalent than in shrinking occupations (18.0% as against 4.4%). This narrowing was due mainly to a greater growth of part-time work among men employed in shrinking occupations (see Table 12).

When examining occupations in detail the highest incidence of part-time work among women in 1981 was in service, sport and recreation (56.8%), followed by farmers (52.6%), and sales (47.0%); the lowest was in trades, process work, etc. (18.7%). Among men, the highest incidence was in service, sport and recreation (12.6%), followed by sales (11.9%); the lowest was in clerical work (2.2%) and in administrative, executive and managerial occupations (2.3%). For both sexes, the highest incidence was in service, sport and recreation (40.1%) and managerial occupations (5.6%), followed closely by trades, process work, etc. (5.7%) (see Table 1, Appendix 1).

In relation to the sectors of industry, the highest incidence of part-time work among women was in construction (64.6%), followed by entertainment, recreation and personal services (54.5%) and agriculture and related industries (50.5%); the lowest was in "other industries" (15.9%). Among men, the highest incidence of part-time work was entertainment, recreation and personal services (17.0%), in wholesale and retail trade (8.0%) and in community services (7.3%); the lowest was in transport and storage (4.3%) and in "other industries" (1.5%). For both sexes taken together, the highest incidence of part-time work was in entertainment, recreation and personal services (37.9%) and the lowest in "other industries" (5.2%) and in manufactures (6.3%) (see Table 2, Appendix 1).

In considering the labour force as a whole, it is evident that the incidence of part-time work is more clearly related to the change in the occupational

structure than to the change in the structure of industry. As mentioned earlier, the extent of part-time work in 1981 in the expanding occupations was 25.1 per cent but only 7.7 per cent in the shrinking occupations —a ratio of 3.25 to 1. By comparison, the extent of part-time work in the expanding industries was 19.9 per cent and in the shrinking industries it was 14.0 per cent —a ratio of 1.42 to 1.

It appears therefore that one of the characteristic features of the expanding occupations is their flexibility in relation to working hours while, on the whole, the shrinking occupations appear to have retained its full-time character. These differences appear to be maintained irrespective of the sector of industry in which a given occupation is employed.

In addition to the differences in part-time work between sexes, occupations and industries, there were also considerable differences related to the age of the labour force. These differences are shown in Table 13 in which the distribution of full-time and part-time work is shown for various age groups and for men and women in 1966 and 1981. It is evident from Table 13 that the pattern of work over that period remained fairly steady for the middle-age group, 25 to 54 years, except for an increase in part-time work among women, but it had undergone significant changes at each end of the working-age span.

Taking full-time and part-time employment together it can be calculated from the data in Table 13 that the numbers of persons in the labour force in the age groups 15 to 19 years and 55 years and over had declined as a proportion of all age groups by 3 percentage points each. In the age group 55 years and over the decrease was greater among men but in the age group 15 to 19 years the decrease was greater among women. However, the most prominent change in the distribution between full-time and part-time work had occurred in the age group 15 to 19 years. In 1966 only 36 thousand, or 5.5 per cent of persons in that age group worked part-time (men = 5.6%; women = 5.7%), but by 1981, the proportion of part-time work had risen by 109 thousand to 145 thousand, or 22.2 per cent (men = 18.2%; women = 27.5%). At the same time full-time work in that age group declined by 108 thousand, leaving a net increase in the labour force for that age group of only one thousand persons.

TABLE 12: PART-TIME WORK 1971 - 1981 : OCCUPATIONS*

(N'000)

OCCUPATIONS	M E N			W O M E N			P E R S O N S		
	All employed N	Part-time N	%	All employed N	Part-time N	%	All employed N	Part-time N	%
<u>Expanding occupations (AB):</u>									
1971	1,071	57	5.3	1,371	385	28.1	2,441	440	18.0
1981	1,325	97	7.3	1,895	713	37.6	3,220	809	25.1
Change 1971-1981 ⁽¹⁾	254(23.7)	40	70.2	524(38.2)	328	85.2	779(31.9)	369	83.9
<u>Shrinking occupations (CD):</u>									
1971	2,643	58	2.2	432	78	18.1	3,075	136	4.4
1981	2,719	115	4.2	460	130	28.3	3,178	246	7.7
Change 1971-1981	76(2.9)	57	98.3	28(6.5)	52	66.7	103(3.3)	110	80.9
<u>All occupations:</u>									
1971	3,713	113	3.0	1,803	464	25.7	5,516	576	10.4
1981	4,044	212	5.2	2,356	843	35.8	6,400	1,055	16.5
Change 1971-1981	331(8.9)	99	87.6	553(30.7)	379	81.7	884(16.0)	479	83.2

Source: The Labour Force Australia 1978; ABS Cat.No. 6204.
The Labour Force Australia November 1981; ABS Cat.No. 6203.0.

* For detailed statistics of part-time work in 1981 see Appendix 1, Table 1.
(1) Per cent change in all employed in the category shown in ()

TABLE 13: FULL-TIME AND PART-TIME WORK BY AGE, 1966-1981

(N= '000)

YEAR, FT-PT, AND CHANGE	AGE GROUP (Years)									
	15 - 19		20 - 24		25 - 54		55 & over		TOTAL	
	N	%	N	%	N	%	N	%	N	%
Men:										
1966: Full-time	319	94.4	385	96.7	2065	97.8	471	90.8	3240	96.3
Part-time	19	5.6	13	3.3	46	2.2	48	9.2	126	3.7
Total	338	100	398	100	2111	100	519	100	3366	100
1981: Full-time	293	81.8	508	94.6	2575	97.1	448	89.8	3824	94.5
Part-time	65	18.2	29	5.4	77	2.9	51	10.2	222	5.5
Total	358	100	537	100	2652	100	499	100	4046	100
Change 1966-1981:										
Full-time	-26	-8.2	123	31.9	510	24.7	-23	-4.9	584	18.0
Part-time	46	242.1	16	123.1	31	67.4	3	6.3	96	76.2
Total	20	5.9	139	34.9	541	25.6	-20	-3.9	680	20.2
Women:										
1966: Full-time	296	94.3	207	85.5	526	67.6	80	63.5	1109	76.0
Part-time	18	5.7	35	14.5	252	32.4	46	36.5	351	24.0
Total	314	100	242	100	778	100	126	100	1460	100
1981: Full-time	214	72.5	333	81.8	847	58.6	91	55.2	1485	64.2
Part-time	81	27.5	74	18.2	598	41.4	74	44.8	827	35.8
Total	295	100	407	100	1445	100	165	100	2312	100
Change 1966-1981:										
Full-time	-82	-27.7	126	60.9	321	61.0	11	13.8	376	33.9
Part-time	63	350.0	39	111.4	346	137.3	28	60.9	476	135.6
Total	-19	-6.1	165	68.2	667	85.7	39	31.0	852	58.4
Persons:										
1966: Full-time	615	94.5	592	92.5	2591	89.7	551	85.4	4349	90.2
Part-time	36	5.5	48	7.5	297	10.3	94	14.6	475	9.8
Total	651	100	640	100	2888	100	645	100	4824	100
1981: Full-time	507	77.8	841	89.1	3422	83.5	539	81.1	5309	83.5
Part-time	145	22.2	103	10.9	675	16.5	126	18.9	1049	16.5
Total	652	100	944	100	4097	100	665	100	6358	100
Change 1966-1981:										
Full-time	-108	-17.6	249	42.1	831	32.1	-12	-2.2	960	22.1
Part-time	109	302.8	55	114.6	378	127.3	32	34.0	574	120.8
Total	1	0.2	304	47.5	1209	41.9	20	3.1	1534	31.8

Source: The Labour Force Australia 1978, ABS Cat. No. 6204.0
The Labour Force Australia August 1981, ABS Cat. No. 6203.0.

3.3 Part-Time Work and Self-Employment

The high incidence of part-time work among women employed in such "male dominated" industries as construction (64.6%) and agriculture (50.5%) appears to be related to the relatively high incidence of ownership and/or management by married women of these industries either as employers or self-employed. This is indicated in Tables 14, 15 and 16.

Table 14 shows that the divisions between employers and self-employed on the one hand and wage and salary earners on the other had altered little between 1966 and 1981, except for a significant increase of self-employed persons and a relative decrease of employers. The category of self-employment had risen at twice the rate of the increase in the entire workforce (63.1% as against 31.8%). The increase in self-employment is particularly evident among women, from 5.4 per cent of the female workforce in 1966 to 8.0 per cent in 1981; a rise of 135.4 per cent as against 58.5 per cent rise for the entire female workforce, or a ratio of 2.31 to 1. A similar percentage rise of self-employed men was offset by a decrease of men working as employers.

Table 15 indicates that the proportion of employers and self-employed counted together varies considerably from one industry to another. However, that proportion is 2.63 times as high in the shrinking industries as in the expanding industries (20.0%) as against 7.6%). The difference is greater among women, 19.3 per cent as against 5.9 per cent —a ratio of 3.27 to 1 in favour of the shrinking industries. These statistics indicate that the expanding part of the tertiary sector does not provide much scope for small and middle business ventures, except in the field of entertainment, recreation and personal services.

The high proportion of women as employers or self-employed in such industries as construction or agriculture, which correlates with a high level of part-time work performed by women in those industries (mentioned earlier) appears to be related to the prevalent form of ownership in those industries rather than to employment itself. As Table 16 indicates, most women who are either employers or self-employed are married women, their proportion in those two groups being 1.56 times greater than that of married women working as wage or salary earners (89.3% as against 57.4%). It may be suggested, therefore, that the increase in the number of self-employed women between 1966 and 1981 has been due more to re-arrangements of ownership and income distribution in small and middle-size businesses rather than to an influx of women into construction, agriculture or transport industries as entrepreneurs in their own right.

**TABLE 14: OCCUPATIONAL STATUS OF EMPLOYED PERSONS,
1966-1981**

YEAR & STATUS	MEN		WOMEN		PERSONS	
	N('000)	%	N('000)	%	N('000)	%
1966:						
Employers	254	7.5	55	3.8	308	6.4
Self-employed	313	9.3	79	5.4	393	8.1
Employers & self-employed	567	16.8	134	9.2	701	14.5
Wage & Salary earners	2,790	82.9	1,287	88.3	4,077	84.5
Unpaid family helpers	9	0.3	37	2.5	46	1.0
All employed persons	3,366	100.0	1,458	100.0	4,824	100.0
1981:						
Employers	247	6.1	97	4.2	344	5.4
Self-employed	455	11.2	186	8.0	641	10.1
Employers & self-employed	702	17.4	283	12.2	985	15.5
Wage & salary earners	3,332	82.4	2,012	87.1	5,344	84.1
Unpaid family helpers	11	0.3	16	0.7	27	0.4
All employed persons	4,045	100.0	2,311	100.0	6,356	100.0
Change 1966-1981:						
Employers	- 7	-2.8	42	76.4	36	11.7
Self-employed	142	45.4	107	135.4	248	63.1
Employers & self-employed	135	23.8	149	111.2	284	40.5
Wage & salary earners	542	19.4	725	56.3	1,267	31.1
Unpaid family helpers	2	22.2	- 21	-56.8	- 19	-41.3
All employed persons	679	20.2	853	58.5	1,532	31.8

Source: The Labour Force Australia 1978; ABS Cat.No. 6204.0.
The Labour Force Australia August 1981, ABS Cat.No. 6203.0.

TABLE 15: EMPLOYERS AND SELF-EMPLOYED PERSONS : INDUSTRIES, MAY 1982

(N= '000)

INDUSTRY	M E N			W O M E N			P E R S O N S		
	All employed	Employers & self-employed		All employed	Employers & self-employed		All employed	Employers & self-employed	
	N	N	%	N	N	%	N	N	%
<u>Expanding industries(BD):</u>									
Community Services	372	24	6.5	649	15	2.3	1,021	39	3.8
Finance, property, business services	313	58	18.5	261	18	6.9	573	76	13.3
Mining	88	*	—	8	*	—	96	*	—
Other industries	417	*	—	135	*	—	553	*	—
Recreation, entertainment personal	171	45	26.3	229	42	18.3	400	87	21.8
All expanding industries	1,361	127	9.3	1,282	75	5.9	2,643	202	7.6
<u>Shrinking industries(AC):</u>									
Transport and storage	310	48	15.5	56	11	19.6	367	58	15.8
Wholesale and retail trade	724	150	20.7	547	95	17.4	1,271	244	19.2
Construction	423	138	32.6	46	22	47.8	470	160	34.0
Manufactures	933	39	4.2	312	15	4.8	1,245	54	4.3
Agriculture and related inds.	316	177	56.0	93	60	64.5	410	237	57.8
All shrinking industries	2,706	552	20.4	1,054	203	19.3	3,763	753	20.0
All industries	4,067	682	16.8	2,338	280	12.0	6,405	962	15.0

Source: The Labour Force Australia May 1982; ABS Cat.No. 6203.0.

TABLE 16: WOMEN AS EMPLOYERS AND SELF-EMPLOYED, 1982.

(N= '000)

EMPLOYMENT STATUS	All employed women	Married women	
		N	% of all employed women
Employers	107	96	89.7
Self-employed	173	154	89.0
Employers and self-employed	280	250	89.3
Wage and salary earners	2043	1172	57.4
All employed women	2323	1422	61.2
Source: <u>The Labour Force Australia May 1982</u> ; ABS Cat.No.6203.0.			

3.4 Earnings

A precise comparison of earnings over the period examined in this study was not possible because of differences in the bases of data collection and different years of surveys. In Table 17 the movements in the levels of weekly earnings are shown from 1968 to 1981. Statistical data included in this section (Tables 17, 18 and 19) and in Tables 3 and 4 in Appendix 1 give comparison of earnings between 1968-69 and 1981. There are also comparisons for 1981 of differences in earnings between men and women, between full-time and part-time work, and between expanding occupations and industries and shrinking occupations and industries.

It can be ascertained from these data that from 1968/69 to 1981 the median weekly earnings, when related to the movement in the Consumer Price Index (CPI) rose by 30.5 per cent for men and by 79.1 per cent for women. Most of these increases occurred between 1968/69 and 1976. Earnings of men actually fell by 1.2 per cent in real terms between 1976 and 1981 while earnings of women rose in the same period by 2.0 per cent. These changes, however, need to be seen with some qualifications as the calculation for 1968/69 included earnings from own business, trade or profession as well as from wages or salary, while in the surveys of 1976 and 1981 earnings of employers and self-employed persons were excluded from calculations. Thus all data of earnings for 1981 shown in this section refer only to earnings of employees.

With regard to the differences in earnings between men and women, Table 18 indicates that in full-time employment the average (mean) women's earnings amounted to 78.7 per cent of the mean men's earnings (the median was 81.7 per cent). In part-time employment the difference between the mean earnings was smaller as women's earnings were 96.4 per cent of men's earnings. The median weekly earnings for women in part-time employment were actually 28 per cent higher than men's median earnings. The differences between mean and median averages are no doubt due to different number of hours worked by men and women in both full-time and part-time employment (the ABS counts full-time employment as 35 hours or over per week, and part-time as less than 35 hours per week). The other reason for the difference is probably a wider range of earnings among men than among women.

When full-time and part-time employment is considered together, women's earnings are considerably lower than men's : 67.3 per cent (mean) and 71.9 per cent (median). This is due to the lower mean number of hours per week worked by women. As discussed earlier (and as shown in Table 19) the mean number of hours worked by men in 1981 (August) was 39.8 and by women it was 29.9. Thus, to arrive at an equivalent level of earnings related to the hours worked per week the formula (women's mean earnings \times 39.8/29.9) needs to be used. The result shows that women's earnings in 1981 amounted to 89.5 per cent of men's earnings overall, but there were differences between various occupations and industries.

On the whole, earnings in the expanding occupations and industries are shown to be higher than in the shrinking occupations and industries, in both full-time and part-time work. The differences between men's and women's earnings are, however, lower in the expanding industries than in the shrinking industries. As these differences do not seem to be present in the occupational structure of the labour force, it can be concluded that the organisational structure in the expanding industries has been modified more towards equality between men and women than the occupational structure in the shrinking industries.

Overall, it appears that the lower number of hours per week worked by women is a significant factor in the differences between the earnings of men and those of women. Another factor, indicated by the differences between the mean and median averages of earnings, especially in the earnings of men, is a comparatively wider range of earning levels among male employees and a greater proportion of top positions in organisational structure of industries

occupied by men.

It needs to be noted that these comparisons refer to major occupational and industrial groupings and there are probably considerable differences in the earnings within each group. Nevertheless, the overall result suggests that while on the organisational scale the higher-paid jobs are mostly held by men and lower-paid jobs held by women, the differences on the occupational scale are not as great, especially in the expanding occupations.

However, a simple comparison of weekly earnings is not an adequate measure for comparison, and there are probably hidden differences in the levels of earnings between men and women, which do not appear in simple comparisons of earnings per week. For example, if people are employed on casual rates of pay, these rates include allowances for sick leave, recreation leave and other benefits forgone. Weekly earnings of full-time workers would not show the value of these benefits though these benefits accrue and are eventually received by the employee.

The second hidden factor is the distribution of employment benefits, such as superannuation and various other allowances. As we have shown in one of our previous studies (Jamrozik, Hoey, Leeds, 1981), according to an ABS nationwide survey carried out in 1979, the overall frequency of benefits received was 2.4 times greater by men than by women and in superannuation coverage it was 1.9 times greater by men than by women (see Table 20). The frequency and number of benefits were also considerably higher among full-time employees than among part-time workers, among those with longer service and, above all, among those on higher incomes. As on all these scales men figure more prominently than women, and the value of employment benefits has been estimated to add between 10 and 20 per cent to employees' earnings, the differences in the distribution of benefits between men and women would be of considerable significance.

Nevertheless, even taking into consideration all these factors, it appears that the differences in earnings between men and women —when compared on the basis of time worked— do not seem to be as great as it is sometimes argued in some quarters. A detailed examination of this issue is certainly warranted.

TABLE 17: WEEKLY EARNINGS BY MAJOR OCCUPATIONS — 1968/69, 1976, 1981*
(Inflated to 1981 money terms using CPI)

	Median Weekly Income									
	M A L E S					F E M A L E S				
	1968/69 ¹	1976 ²	% change 1968/69- 1976	1981 ³	% change 1976/81	1968/69 ¹	1976 ²	% change 1968/69- 1976	1981 ³	% change 1976/81
	\$	\$		\$		\$	\$		\$	
TOTAL	193	255	32.1	252	-1.2	115	202	75.7	206	2.0
Professional & technical	295	356	20.7	339	-4.8) 151	274	*	270	-1.5
Admin., Executive & Manag.	275	356	29.5	339	-4.8) 151	271	*	258	-4.8
Clerical	203	262	29.1	255	-2.7	123	212	72.4	210	-0.9
Sales	195	246	26.2	244	-0.8	106	175	65.1	168	-4.0
Farmers, fishermen & timbergetters	143	197	37.8	199	1.0	*	160	*	157	-1.9
Transport & communication	179	249	39.1	246	-1.2	*	199	*	206	3.5
Tradesmen, production-process workers, labourers nec.	183	239	30.6	234	-2.1	101	181	79.2	177	-2.2
Service, sport & recreation	175	239	36.6	241	0.8	102	186	82.4	188	1.1

- Source: 1. Income Distribution 1968-69 Consolidated & Revised Edition, ABS Cat.No. 17.17, p.52. Income from wages and salary - gross income before taxation and other deductions. Includes overtime etc. Full year full time workers - worked at least 50 weeks for more than 35 hrs per week. Earned income - income from wages and salary or income from own business, trade, profession.
2. Weekly Earnings of Employees (Distribution) August 1976, p.22, ABS Cat.No. 6.51. Figures related to full time employees weekly earnings in main job 35 hours p.w. Employers and self employed persons excluded from survey. Weekly earnings before tax and deductions.
3. Weekly Earnings of Employees (Distribution) Australia August 1981, ABS Cat.No. 6310.8, p.19. Figures relate to full time employees, Employers and self employed excluded from the survey. Weekly earnings before tax and deduction.

NOTE: * Weekly earnings 1968/69 and 1976 inflated to 1981 money terms using the CPI index.

TABLE 18: WEEKLY EARNINGS, AUGUST 1981
(Employees only: Employers and Self-Employed
NOT included)

ITEM	EARNINGS (\$)				Women as % of men	
	Men		Women			
	Mean	Median	Mean	Median	Mean	Median
<u>Full-time employees:</u>						
15 to 19 years	149	136	140	131	94.0	96.3
20 years & over	289	260	232	215	80.3	82.7
All full-time employees	277	252	218	206	78.7	81.7
<u>Part-time employees:</u>						
15 to 19 years	47	30	43	32	91.5	106.7
20 years & over	153	123	116	107	75.8	87.0
All part-time employees	112	78	108	100	96.4	128.0
<u>Full-time & part-time:</u>						
15 to 19 years	131	126	113	117	86.3	92.9
20 years & over	285	258	193	192	67.7	74.4
All employees	269	249	181	179	67.3	71.9
<u>Source:</u> <u>Weekly Earnings of Employees (Distribution) Australia, August 1981;</u> ABS Cat.No. 6310, Table 4.						

TABLE 19: WEEKLY EARNINGS, AUGUST 1981
(Occupations and Industries Summary)

ITEM	EARNINGS (\$)				Women as % of men	
	Men		Women			
	Mean	Median	Mean	Median	Mean	Median
<u>Earnings by major occupations (full-time only):</u>						
Expanding occupations	300	284	222	218	74.0	76.8
Shrinking occupations	263	246	217	206	74.1	76.0
Earnings in shrinking occ. as % of earnings in expanding occupation	87.7	86.7	97.7	94.5	-	-
<u>Earnings by main job & industry:</u>						
Expanding industries	289	-	200	-	69.2	-
Shrinking industries	256	-	165	-	64.4	-
Earnings in shrinking ind. as % of earning in expanding industry	88.6	-	82.5	-	-	-
<u>Mean hours worked p.w.</u>						
Expanding industries	38.7	-	29.8	-	77.0	90.0
Shrinking industries	39.6	-	30.8	-	77.8	82.8
All industries	39.8	-	29.9	-	75.1	89.5

Source: See Tables 3 and 4 in Appendix 1.

Table 20: Employment Benefits : Distribution by Sex

NO. IN SURVEY ('000)	MEN 2,891		WOMEN 1,429		% RATIO MEN/WOMEN (X:1)
<u>BENEFITS :</u>	N	%	N	%	
<u>Capital Accumulation :</u>					
Superannuation	1,447	50.0	375	26.2	1.9
Shares	49	1.6	*	-	-
Housing	194	6.7	38	2.6	2.5
Low-interest finance	200	6.9	53	3.7	1.9
Car/transport allowance	301	10.4	31	2.1	5.0
Average (mean)	438	15.2	99	7.0	2.2
<u>Allowances :</u>					
Holiday Costs	218	7.5	54	3.8	2.0
Entertainment allowance	173	6.0	*	-	-
Union dues	79	2.7	*	-	-
Club fees	82	2.8	*	-	-
Telephone	311	10.7	30	2.1	5.1
Electricity	91	3.1	26	1.8	1.7
Average (mean)	159	5.5	18	1.3	4.2
<u>Services :</u>					
Medical	149	5.2	64	4.4	1.2
Goods and services	1,059	36.6	525	36.7	1.0
Average (mean)	604	20.9	295	20.6	1.0
<u>Human Capital Investment :</u>					
Study leave	74	2.6	26	1.8	1.4
Total average (mean)	316	10.9	87	6.1	1.8
Total mean without goods & services	259	9.0	54	3.8	2.4
Employees receiving benefits	2,181	75.4	855	59.8	1.3
Adjusted mean (13 benefits)	259	11.9	54	6.3	1.9

Source: Employment Benefits Australia, February to May 1979,
ABS Cat.No.6334.0, Table 1, p.4, and Table 9, p.13.

3.5 Age of the Labour Force

The details of the age distribution of the labour force are given in Tables 21 (occupations), Table 22 (industry) and in Appendix 1, Table 5. The distribution is also shown graphically in Figure 7.

It can be ascertained from these data (especially Table 21) that in 1981 one quarter (25.1%) of the labour force was under the age of 25 years. Proportionately more women (30.3%) than men (22.2%) were under that age although men still constituted 56.0 per cent of the labour force under the age of 25 years, as against 63.6 per cent for the entire labour force. However, in the expanding occupations men under 25 years accounted for only 30.8 per cent of the labour force and women for 69.2 per cent. The position was reversed in the shrinking occupations where men accounted for 88.1 per cent and women for only 11.9 per cent. These differences are greater in that age group than in the entire workforce, and they indicate that close to 9 out of 10 young men (15 to 24 years) enter occupations which had been shrinking in relation to the overall growth of the labour force since 1966. The trend among young women is exactly opposite as close to 9 out of 10 enter the expanding occupations.

In the youngest age group (15 to 19 years) the highest proportion of the labour force was in sales occupations; 21.4 per cent, or more than twice the percentage of the labour force in that age group in relation to the entire labour force (10.3 per cent). For men it was 14.5 per cent, as against 8.8 per cent in relation to the entire male labour force, and for women it was 28.0 per cent or more than twice the proportion of 12.7 per cent in relation to the entire female labour force (Table 5, Appendix 1).

Most young men 15 to 19 years (61.7%) were employed in the large occupational group of tradesmen, process workers and labourers; the group in which employment had declined over the past 15 years. By contrast, only 10.2 per cent of women 15 to 19 years were employed in that occupational group. In all, nearly three-quarters (73.5%) of men in the 15 to 19 years were employed in the shrinking occupations but only 12.6 per cent of women in that age group were employed in those occupations.

As far as industries are concerned, 69.8 per cent of young persons 15 to 19 years were employed in the shrinking industries (we have not been able to obtain separate statistics for men and women). Corresponding to the high

proportion of young persons being employed in sales, the largest proportion of the labour force in that age group was employed in wholesale and retail trade —37.3 per cent, or twice the proportion (19.9%) of the entire labour force employed in that sector of industry.

From the analysis of more recent statistics we have been able to ascertain that entry of young persons to certain sectors of industry and certain occupations, especially those now requiring professional or post-school qualifications is now not as frequent as it was earlier. For example, persons 15 to 19 years accounted for 10.7 per cent of the labour force in community services in 1966 but only for 4.7 per cent in 1981 and the group 15 to 24 years accounted for 27.8 per cent in 1966 but for only 19.1 per cent in 1981. Overall, the group 15 to 19 years as the proportion of the entire labour force declined from 13.5 per cent in 1966 to 10.3 per cent in 1981, a decrease of 23.7 per cent. At the other end of the age scale, in the group 55 years and over, there was also a decline from 13.3 per cent in 1966 to 10.4 per cent in 1981, a decrease of 21.8 per cent. Translating this into numbers of people in the labour force, had the proportion of young people 15 to 19 years remained at the same level as in 1966 there would be 206 thousand more people in the labour force in that age group, and 204 thousand more persons in the age group 55 years and over.

Furthermore, it needs to be noted that the proportion of young people (15 to 19 years) working part-time had risen more than four times between 1966 and 1981, from 5.5 per cent to 22.2 per cent of the labour force in that age group, the highest proportion of part-time work for any age group if both sexes are counted together (see Table 13).

As a result of these changes, the proportion of persons in the age group 25 to 54 years had increased from 2880 thousand in 1966 to 4097 in 1981, a rise of 41.8 per cent or 31.4 per cent greater than the increase of the total labour force over that time of 31.8 per cent.

It appears therefore that one of the features of the changes in the labour market in the last 15 years has been a delaying of entry of young people into the labour force and a trend towards leaving the labour force in the later years (55 years and over) but an increase in workforce participation by the middle group —25 to 54 years.

TABLE 21 : AGE DISTRIBUTION IN OCCUPATIONS, 1981.

(N= '000)

OCCUPATIONS AND YEAR GROUP	M E N			W O M E N			P E R S O N S		
	N	% down	% across	N	% down	% across	N	% down	% across
<u>Expanding Occupations :</u>									
15-19	95	26.5	27.0	257	87.4	73.0	352	54.0	100
20-24	179	33.4	33.1	360	88.5	66.7	540	57.3	100
25 and +	1,064	33.8	46.2	1,240	77.0	53.8	2,304	48.4	100
<u>All age groups</u>	1,338	33.1	41.9	1,856	80.3	58.1	3,194	50.3	100
<u>Shrinking Occupations :</u>									
15-19	263	73.5	87.7	37	12.6	12.3	300	46.0	100
20-24	357	66.6	88.4	47	11.5	11.6	404	42.8	100
25 and +	2,087	66.2	84.9	370	23.0	15.1	2,457	51.6	100
<u>All age groups</u>	2,707	66.9	85.6	455	19.7	14.4	3,162	49.7	100
<u>All Occupations :</u>									
15-19	358	8.9	54.9	294	12.7	45.1	652	10.3	100
20-24	536	13.3	56.8	407	17.6	43.2	943	14.8	100
25 and +	3,151	77.9	66.2	1,610	69.7	33.8	4,761	79.9	100
<u>All age groups</u>	4,045	100	63.6	2,311	100	36.4	6,356	100	100

Note: % down indicates proportion of a group in expanding and shrinking occupations and proportion of all occupations in each age group.

% across indicates the ratio of men and women in each age group in expanding and shrinking occupations and in all occupations in each age group.

Source: Previously unpublished ABS Statistics.

FIGURE 7 : OCCUPATIONS: AGE AND SEX DISTRIBUTION, 1981.

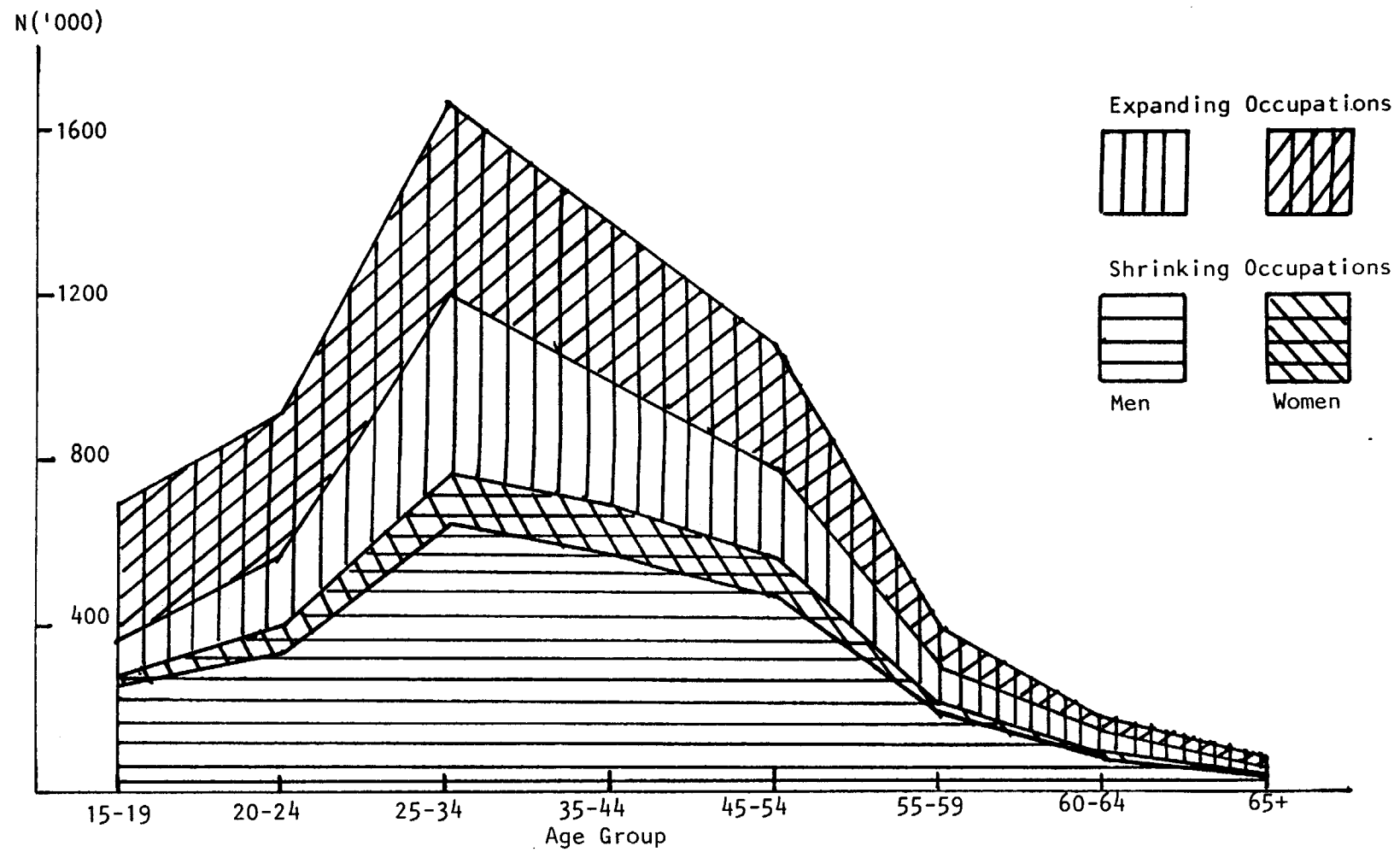


TABLE 22 : AGE DISTRIBUTION OF LABOUR FORCE IN INDUSTRY, 1981.

(N= '000)

INDUSTRY	15 - 19			20 - 24			25 and +			All Age Groups		
	N	% down	% across	N	% down	% across	N	% down	% across	N	% down	% across
Expanding Industries:												
Community services	48	7.4	4.7	147	15.6	14.4	829	17.4	81.1	1,022	16.1	100
Finance, business, etc.	62	9.5	11.2	110	11.7	19.8	383	8.0	69.0	555	8.7	100
Mining	6	0.9	6.1	12	1.3	12.2	79	1.7	80.6	98	1.5	100
Other industries	32	4.9	5.8	78	8.3	14.1	442	9.3	79.9	553	8.7	100
Recreation, personal serv.	46	7.1	11.6	68	7.2	17.2	281	5.9	71.0	396	6.2	100
All expanding industries	194	29.8	7.4	415	44.0	15.8	2,014	42.3	76.8	2,624	41.3	100
Shrinking Industries:												
Transport & storage	16	2.5	4.6	44	4.7	12.6	290	6.1	83.1	349	5.5	100
W'sale & retail trade	243	37.3	19.2	190	20.1	15.0	832	17.5	65.7	1,266	19.9	100
Construction	46	7.1	9.7	67	7.1	14.2	358	7.5	75.8	472	7.4	100
Manufactures	124	19.0	10.1	180	19.1	14.6	927	19.5	75.3	1,231	19.4	100
Agriculture & related industries	26	4.0	6.3	47	5.0	11.4	341	7.2	82.4	414	6.5	100
All shrinking industries	455	69.8	12.2	528	56.0	14.1	2,748	57.7	73.6	3,732	58.7	100
All Industries	652	100	10.3	943	100	14.8	4,761	100	74.9	6,356	100	—

Source: Previously unpublished ABS Statistics.

3.6 Educational Qualifications

The statistical analysis of the educational qualifications of the labour force is presented in Tables 23, 24, 25 and 26 in summary form, and is in greater detail in Appendix 1, Tables 7 to 11. The data on educational qualifications of the labour force have been related in these tables to occupation, industry, age, and unemployment. The data have been obtained from the ABS survey carried out in February 1981; hence the numbers of people in the workforce are not exactly the same as in earlier statistical tables which are based on the ABS survey of August 1981.

In relation to occupation (Table 23) there are significant differences in the distribution of educational qualifications between men and women. While only 31.2 per cent of men were employed at the time in the expanding occupations, 82.3 per cent of men with a degree or equivalent qualifications were employed in those occupations. For women, 88.5 per cent with a degree or equivalent were employed in the expanding occupations but 77.3 per cent of all women worked in those occupations. Most women (86.7%) with other post-school qualifications also were employed in the expanding occupations while most men (72.9%) with such qualifications were employed in the shrinking occupations.

Overall, 13.4 per cent of the labour force in the expanding occupations (men =22.3%; women =7.2%) held a degree or equivalent qualifications, as against 2.2 per cent in the shrinking occupations and 7.7 per cent in all occupations.

Most of the labour force with a degree or equivalent is found in the occupations classified as professional, technical, etc. — 69.7 per cent (men =70.2%; women =68.6%). Also, 40 per cent of people in that occupational group have a degree or equivalent qualifications but the proportion of men with such qualifications is nearly twice as great as that of women (men =50.7%; women =26.7%). The positions are reversed in other (technical, trade, etc.) post-school qualifications in that occupational group: 43.7 per cent of all the persons are employed in those occupations but women account for 56.0 per cent and men for only 33.7 per cent (Tables 6,7,8, Appendix 1).

In industries (Table 24), the expanding industries employed three-quarters (75.9%) of all persons with a degree or equivalent qualifications (men =74.6%; women =78.8%). Of all persons employed in those industries 15.0 per cent held a degree or equivalent qualifications (men =19.7%; women =9.8%). A further 33.0 per cent held other post-school qualifications (men =30.9%; women =34.9%).

Of all industrial sectors most of the labour force with a degree or equivalent were employed in community services: 46.3 per cent (men =38.4%; women =65.4%). The other sectors were finance, property and business services (persons =13.3%; men =17.1%; women =4.5%) and "other industries (which include public administration and communications) which employed 12.6 per cent of people with a degree (men =14.9%; women =5.8%).

Table 25 indicates that the age distribution of educational qualifications is somewhat different among men from that among women. If it can be assumed that most persons in the workforce complete their education before they reach the age of 25 years, then the statistics indicate that proportionately fewer younger men (20 to 24 years) have post-school qualifications than men of 25 years and over (38.0% as against 47.2%). In 1981, men in the age group 20 to 24 years represented 13.3 per cent of all men in the labour force but only 12.0 per cent of all men with post-school qualifications. The only level at which the younger men have higher qualifications is that of attending the highest level of secondary education; 25.2 per cent as against 8.3 per cent of the older age groups.

With women the situation is again reversed, as women in the 20 to 24 age group show higher educational qualifications at all levels than women of 25 years and over: 43.3 per cent of women in that age group had post-school qualifications as against 37.7 per cent in the age group 25 years and over. Also, while women in the age group 20 to 24 years represented 17.4 per cent of all women in the labour force they accounted for 21.3 per cent of all women with post-school qualifications.

Table 26 indicates an inverse relationship between educational qualifications and the rates of unemployment. The differences are greater among men of whom (at the time of the ABS survey) 2.6 per cent with post-school qualifications and 6.8 per cent without post-school qualifications were unemployed.

Among women the differences were less pronounced as 6.0 per cent of women with post-school qualifications and 8.7 per cent of those without post-school qualifications were unemployed. Overall, the rates of unemployment for women were 8.0 per cent and 5.3 per cent for men.

With regard to part-time work our analysis showed that there appeared to be some inverse relationship between educational qualifications and the incidence of part-time work. That correlation was more evident among men than among

women but the differences were not great. Overall, part-time work accounted for 12.2 per cent of work among persons with post-school education (men =3.4%; women =30.8%) and 16.3 per cent among persons without post-school qualifications (men =4.5%; women =35.5%).

3.7 Unemployment

In August 1981 there were 377 thousand persons recorded by the ABS as unemployed. Of these, 234 thousand or 62.1 per cent, had worked for at least two weeks or more in a full-time job during the preceding two years. As the ABS records the industry and/or occupation in which these people had worked, it is possible to calculate the rate of unemployment for each occupation and industry that has been identified in the survey. The results of these calculations are shown in Table 27. However, because a person might have worked in more than one industry or occupation in the two years preceding the survey, the results have to be taken with some caution.

Subject to this caution, it is still possible to discern from the statistics in Table 27 that unemployment rates for various occupations and industries were not uniform. By and large the career-oriented occupations (e.g., professional, technical, etc.) and corresponding industries (e.g., community services, and finance and business services) recorded lower than average rates of unemployment. However, notwithstanding the variations between individual occupations and industries, the expanding occupations and industries show lower rates of unemployment than the shrinking industries and occupations. Such differences would be expected, although unemployment rates would also be affected by the relative stability of an industry and by other factors such as the organisational and career structure within an industry.

Table 28 indicates unemployment rates related to the age of the labour force, and it also shows the changes in the numbers of the unemployed and in rates of unemployment between 1966 and 1981. As can be ascertained from these statistics, unemployment rates in each of these two years were highest for the age groups 15 to 19 years, and lowest in the age group 25 to 54 years. The rates were also higher for women than for men in each of the two years and in all age groups except for the age group 55 years and over in which the number of unemployed women was too small for statistical inferences.

TABLE 23 : EDUCATIONAL ATTAINMENT AND OCCUPATIONS, 1981

(N= '000)

OCCUPATIONAL GROUP	Degree or Equivalent			Other post-school qualifications			Without post-school qualifications			TOTAL ¹		
	N	% down	% across	N	% down	% across	N	% down	% across	N	% down	% across
<u>Men :</u>												
Expanding occupations	298	82.3	22.3	372	26.8	27.8	652	26.1	48.8	1,337	31.2	(100)
Shrinking occupations	64	17.7	2.2	1,010	72.9	35.2	1,788	71.7	62.2	2,873	67.1	(100)
All occupations	362	(100)	8.5	1,386	(100)	31.9	2,492	(100)	58.2	4,283	(100)	(100)
<u>Women :</u>												
Expanding occupations	138	88.5	7.2	604	86.7	31.7	1,129	72.0	59.2	1,907	77.3	(100)
Shrinking occupations	*	—	—	86	12.3	18.8	368	23.5	80.5	457	18.5	(100)
All occupations	156	(100)	6.3	697	(100)	28.2	1,567	(100)	63.5	2,468	(100)	(100)
<u>Persons :</u>												
Expanding Occupations	436	84.2	13.4	976	46.8	30.1	1,780	43.9	54.9	3,245	48.1	(100)
Shrinking Occupations	73	14.1	2.2	1,089	52.2	34.7	2,156	53.1	64.7	3,331	49.3	(100)
All occupations	518	(100)	7.7	2,084	(100)	30.9	4,058	(100)	60.1	6,750	(100)	(100)

Source: The Labour Force Educational Attainment February 1981; ABS Cat.No. 6235.0.
For details of each occupational group see Tables 6,7,8, Appendix 1.

1. Discrepancies occur in the table as they include persons 15 and over who were in the labour force but still at school. Some variations also occur due to rounding off of figures and the fact that some categories include components where sampling variability was too high for practical purposes.

TABLE 24: EDUCATIONAL ATTAINMENT AND INDUSTRY, 1981.

(N= '000)

I N D U S T R Y	Degree or Equivalent			Trade, technical and other post-school			Without post-school qualifications			Total		
	N	% down	% across	N	% down	% across	N	% down	% across	N	% down	% across
<u>Men:</u>												
Expanding industries	270	74.6	19.7	424	31.2	30.9	667	26.8	48.5	1,374	32.1	(100)
Shrinking industries	91	25.1	3.2	931	68.6	32.8	1,771	71.1	62.4	2,837	66.3	(100)
All industries	362	(100)	8.5	1,358	(100)	31.7	2,492	(100)	58.2	4,282	(100)	(100)
<u>Women:</u>												
Expanding industries	123	78.8	9.8	437	65.2	34.9	662	42.2	52.9	1,251	50.7	(100)
Shrinking industries	21	13.5	1.9	210	31.3	18.8	834	53.2	74.8	1,115	45.2	(100)
All industries	156	(100)	6.3	670	(100)	27.1	1,567	(100)	63.5	2,468	(100)	(100)
<u>Persons:</u>												
Expanding industries	393	75.9	15.0	867	42.8	33.0	1,329	32.8	50.6	2,625	38.9	(100)
Shrinking industries	115	22.2	2.9	1,142	56.3	28.9	2,606	64.2	65.9	3,952	58.5	(100)
All industries	518	(100)	7.7	2,028	(100)	30.0	4,058	(100)	60.1	6,750	(100)	(100)

Source: The Labour Force Educational Attainment February 1981; ABS Cat.No. 6235.0
For details of each industry see Tables 9,10,11 Appendix 1.

1. Discrepancies occur in the totals as they include persons 15 years and over who were in the labour force but still at school. Some variations also occur due to rounding off of figures and the fact that some categories include components where sampling variability was too high for practical purposes.

TABLE 25: EDUCATIONAL ATTAINMENT AND AGE, 1981

EDUCATIONAL ATTAINMENT	MEN						
	A G E						
	20 - 24 years			25 years & over		ALL AGE	
	N('000)	% in this group	% of all age groups	N('000)	% in this age group	N('000)	%
With post-school qualifications	205	38.0	12.0	1,479	47.2	1,703	42.0
Degree or equivalent	33	6.1	9.3	321	10.2	353	8.7
Trade, technical, etc.	172	31.9	12.7	1,159	37.0	1,350	33.0
Without post-school qualifications(a)	334	61.9	14.4	1,657	52.8	2,322	57.2
Attended highest sec. level	136	25.2	28.7	260	8.3	474	11.7
Still at school	*	—	—	—	—	32	0.8
TOTAL	540	(100)	13.3	3,136	(100)	4,057	(100)
WOMEN							
With post-school qualifications	171	43.3	21.3	585	37.7	802	35.3
Degree or equivalent	32	8.1	22.1	114	7.3	145	6.4
Trade, technical, etc.	139	35.2	21.2	468	30.2	657	28.9
Without post-school qualifications	224	56.7	15.7	966	62.2	1,431	63.0
Attended highest sec. level	77	19.5	28.3	121	7.8	272	12.0
Still at school	*	—	—	—	—	38	1.7
TOTAL	395	(100)	17.4	1,552	(100)	2,271	(100)

Source: The Labour Force Educational Attainment February 1981; ABS Cat.No. 6235.0.

(a) Includes persons who never attended school.

N.B. Because figures have been rounded off and some categories include components where sampling variability was too high for practical purposes discrepancies may occur in totals.

TABLE 26: EDUCATIONAL ATTAINMENT AND UNEMPLOYMENT, 1981

(N= '000)

EDUCATIONAL ATTAINMENT	EMPLOYMENT STATUS					
	Total in Labour Force		Employed		Unemployed	
	N	%	N	%	N	% Rate
<u>Men:</u>						
With post-school qualifications	1,748	40.8	1,703	42.0	45	19.9 2.6
Degree or equivalent	362	8.5	353	8.7	9	4.0 2.5
Trade, technical, etc.	1,386	32.4	1,350	33.3	36	15.9 2.6
Without post-school qualifications	2,491	58.2	2,322	57.2	170	75.2 6.8
Attended highest secondary level	503	11.7	474	11.7	29	12.8 5.8
TOTAL	4,283	(100)	4,057	(100)	226	(100) 5.3
<u>Women:</u>						
With post-school qualifications	853	34.6	802	35.3	51	25.9 6.0
Degree or equivalent	156	6.3	145	6.4	11	5.6 7.1
Trade, technical, etc.	697	28.2	657	28.9	36	18.3 5.2
Without post-school qualifications	1,567	63.5	1,431	63.0	136	69.0 8.7
Attended highest secondary level	296	12.0	272	12.0	24	12.2 8.1
TOTAL	2,468	(100)	2,271	(100)	197	(100) 8.0
<u>Persons:</u>						
With post-school qualifications	2,602	38.5	2,505	39.6	97	22.9 3.7
Degree or equivalent	518	7.7	499	7.9	20	4.7 3.9
Trade, technical, etc.	2,083	30.9	2,006	31.7	73	17.3 3.5
Without post-school qualifications	4,058	60.1	3,752	59.3	306	72.3 7.5
Attended highest secondary level	799	11.8	747	11.8	53	12.5 6.6
TOTAL	6,750	(100)	6,327	(100)	423	(100) 6.3

Source: The Labour Force Educational Attainment February 1981; ABS Cat.No. 6235.0.

1. Total includes a component of those still at school, therefore figures will not total exactly.

TABLE 27 : UNEMPLOYMENT, AUGUST 1981

(N= '000)

Occupational/Industrial Group	Persons in Labour Force N	Unemployed N	Rate %	Persons Effective Rate ⁽¹⁾ %
OCCUPATIONS:				
<u>Expanding occupations:</u>				
Professional, technical, etc.	942	12	1.3	2.1
Clerical	1,099	28	2.5	4.0
Service, sport, recreation	595	27	4.5	7.2
Sales	560	29	5.2	8.4
All expanding Occupations	3,196	96	3.0	4.8
<u>Shrinking occupations:</u> ⁽²⁾				
Trades, process work, labourers, etc.	1,972	107	5.4	8.7
Transport & communication	338	9	2.7	4.3
Farmers, fishermen, etc.	452	14	3.1	5.0
All shrinking occupations ⁽²⁾	2,762	130	4.7	7.6
All occupations	5,958	226	3.8	6.1
INDUSTRIES:				
<u>Expanding industries:</u>				
Community services	1,022	19	1.9	3.1
Finance, property, business services	555	11	2.0	3.2
Other industries(incl. mining)	651	38	5.8	9.3
Recreation, personal services	396	20	5.1	8.2
All expanding industries	2,624	88	3.4	5.5
<u>Shrinking industries:</u> ⁽³⁾				
Wholesale & retail trade	1,266	60	4.7	7.6
Manufacturing	1,231	63	5.1	8.2
Construction	472	24	5.1	8.2
All shrinking industries ⁽³⁾	2,969	147	5.0	8.1
All industries	5,593	234	4.2	6.8

(1) Effective rate = unemployment rate divided by the percentage of persons who had worked in the previous two years for at least two weeks or more in a full-time job = $\frac{\text{Unemployment Rate}}{62.1} \times 100$.

(2) Excludes administrative, executive, managerial.

(3) Excludes transport and storage, and agriculture and related industries.

Source: The Labour Force Australia August 1981; ABS Cat.No. 6203.0.

TABLE 28 : UNEMPLOYMENT 1966-1981
(N= '000)

Age Group (years)	1966		1981		Change 1966-1981
	N	Rate(%)	N	Rate(%)	(%)
<u>Men:</u>					
15-19	9	2.5	45	11.2	400.0
20-24	6	1.4	49	8.4	716.7
25-54	19	0.9	87	3.1	615.8
55 and over	6	1.1	17	3.9	183.3
All age groups	40	1.2	198	4.7	395.0
<u>Women:</u>					
15-19	13	4.0	61	17.1	369.2
20-24	7	2.8	39	8.7	457.1
25-54	14	2.1	74	4.6	428.6
55 and over	*	-	*	-	-
All age groups	39	2.6	177	7.2	353.8
<u>Persons:</u>					
15-19	22	3.2	106	13.9	381.8
20-24	13	1.9	88	8.5	576.9
25-54	37	1.2	162	3.6	337.8
55 and over	7	1.1	21	3.6	200.0
All age groups	79	1.6	377	5.7	377.2

Source: The Labour Force Australia 1978; ABS Cat.No. 6204.0.
The Labour Force Australia August 1981; ABS Cat.No. 6203.0.

When these statistics are compared with those shown in Table 13 (Change 1966-1981 in the numbers of persons related to age) certain trends with regard to the age of the labour force became apparent. First, the age group 15 to 19 years had recorded an increase in unemployment of 381.8 per cent although the numbers of persons in the labour force increased over that period by only 0.2 per cent. The age group 20 to 24 years recorded the highest increase in both the rate of unemployment and in the per cent increase in the labour force. The age group 55 years and over recorded a low increase in the unemployment rate but also a low increase in numbers in the labour force. This, it may be assumed, was due to high rates of withdrawal from the labour force in that age group over that period, mainly by men, on which we commented in one of our previous research reports (Jamrozik and Hoey, 1981).

The age group which appears to have retained most stability over that period is the group 25 to 54 years although there would have been variations within that age group which we have not investigated for the purpose of this report. However, if the trends identified in this study are to continue (and recent indications are that they do, even at a faster rate than before) then this group, taken as a whole, will show increasing unemployment rates because a substantial proportion of the labour force in that age group consists of men working in the shrinking industries and occupations.

3.8 Mobility of the Labour Force

Statistical data on the mobility of the labour force indicate that the expanding occupations and industries have a higher mobility of the labour force than the shrinking occupations and industries. The female labour force is also more mobile than the male labour force (Table 29 and Tables 12 and 13 in Appendix 1). These data have been obtained from the ABS Survey on labour mobility over a year, from February 1980 to February 1981.

On the occupational scale the modal duration of the job held by a person in the expanding occupations at the time of the survey was between one year and five years: 40.9 per cent; 38.8 per cent for men, and 42.5 per cent for women. In the shrinking occupations the modal length was five years and over: 43.4 per cent; 43.9 per cent for men; 38.6 per cent for women. The most mobile occupation was sales in which 35.1 per cent of persons (men =33.0%; women =37.0%) were in the job for less than a year and only 22.5 per cent held the job for five years or longer (men =26.7%; women =19.1%). The least mobile (or the most stable) was agriculture and related occupations in which

54.3 per cent of persons were in the same job for five years or longer (men =53.1%); women =58.2%); followed by administrative, executive and managerial occupations in which 49.3 per cent of persons (men =50.7%); women =36.4%) held the job for five years or longer (Table 12, Appendix 1).

The differences in labour mobility between expanding and shrinking industries were shown to be less than those between expanding and shrinking occupations but there were considerable differences between individual sectors of industry (Table 13, Appendix 1). The most mobile industry was recreation, entertainment and personal services in which 34.3 per cent held the job for less than one year and only 25.6 per cent held the job for five years or longer. The most stable was agriculture in which 56.6 per cent of persons held the job for five years or longer and only 16.5 per cent were in the job for less than a year. "Other industries" and transport and storage also showed low mobility, as 48.1 per cent and 46.5 per cent in them, respectively, held the job for five years or longer, and only 19.0 per cent and 19.8 per cent, respectively, held the job for less than a year at the time of the survey.

From our analysis of statistics on labour mobility it appears that there was little correlation between mobility and educational qualifications. The most stable labour force appears to correlate with ownership of industry as employer or self-employed (see Tables 15 and 16), with the position in organisational hierarchy, and with career-oriented occupations and industry.

**TABLE 29: MOBILITY OF THE LABOUR FORCE,
FEBRUARY 1980 TO FEBRUARY 1981**

(N= '000)

Occupational/ Industrial Group	Under 1 year		TIME IN CURRENT JOB				Total	
	N	%	1 year & under 5		5 years and over		N	%
<u>Occupations:</u>								
<u>Expanding occupations:</u>								
Men	326	24.8	505	38.5	481	36.7	1,312	100
Women	568	30.1	801	42.5	519	27.5	1,884	100
Persons	894	28.0	1,306	40.9	998	31.2	3,196	100
<u>Shrinking occupations:</u>								
Men	615	22.2	938	33.9	1,214	43.9	2,766	100
Women	102	22.9	145	32.5	172	38.6	446	100
Persons	718	22.4	1,101	34.3	1,393	43.4	3,212	100
<u>Industries:</u>								
<u>Expanding industries:</u>								
Persons	665	25.6	1,021	39.4	907	35.0	2,593	100
<u>Shrinking industries:</u>								
Persons	945	24.8	1,383	36.3	1,484	38.9	3,812	100
<u>Total Labour Force:</u>								
Men	941	23.1	1,443	35.4	1,694	41.6	4,077	100
Women	670	28.7	946	41.4	697	29.9	2,328	100
Persons	1,611	25.1	2,407	37.5	2,391	37.3	6,406	100

Source: Labour Mobility February 1980 to February 1981; ABS Cat.No. 6209.0.
See Tables 12 and 13 in Appendix 1 for details of occupations and industries.

N.B. There are slight discrepancies in the totals due to rounding off of figures.

CHAPTER 4

IMPLICATIONS OF CHANGE IN THE LABOUR MARKET

4.1 Method of Study

The aim of the preceding analysis was to examine the changes which have taken place in the Australian labour market between 1966 and 1981, to identify the trends and direction of these changes, and to present some of the characteristic features of the labour force in 1981 in relation to these changes, trends and direction of the previous fifteen years.

The analysis was entirely quantitative and was based on the data obtained from various surveys of the labour force by the Australian Bureau of Statistics. For this reason, the analysis is at this stage rather crude and the issues we have examined need further study and analysis, in at least two aspects: the structures of minor occupations and industries and of any trends in the changes within these structures; and qualitative aspects of various occupations, including a study of career patterns. These aspects will receive attention in the next stage of our research into the welfare of the workforce. Such a study should enable us to identify more clearly the relationship between the labour market and social life and the effects on people's life chances and welfare that the changes in the labour market might produce.

The method of analysis we have used in this study appears to have a potential for refining and for becoming a useful tool for analysis of trends in the labour market. The relationship between occupational structure and the structure of industry should be of particular value as it has considerable implications for planning of manpower education and training programmes.

More often than not, studies of labour markets focus on a small number of variables, and little attempt is made to interrelate the variables so as to identify causative links or interdependence of variables. We have attempted to show various aspects of changes in the labour force in a relationship to one another thus identifying some features of the interplay of various factors. However, at this stage of our research we have focussed on empirical demonstration of certain trends rather than on the explanation of these trends. The latter will be the aim of the next stage of our research programme.

The preceding analysis certainly indicates that a particular trend in the labour force has been in progress for some time. In that trend some occupations and industries have expanded well above the overall growth of the labour force, others have shrunk in relative terms and some have shrunk in absolute terms (Figure 1). Considering the fact that we examined the changes in the labour market in a period of fifteen years, the magnitude of the shifts in the labour force is impressive. Taking the extremes, in 1966 agriculture and related industries employed 430 thousand persons and community services employed 486 thousand. By 1981, employment in agriculture had shrunk to 414 thousand while that in community services had more than doubled to 1022 thousand persons.

It needs to be noted, however, that we have examined the labour market only in terms of the labour force and its characteristics. We have not examined other related variables such as capital investment, capital intensity or the value of output. In any attempt at a comprehensive explanation of the changes in the labour market those variables would have to be taken into consideration.

4.2 Main Features of Change

Unquestionably, the two main features of change in the labour market over the past fifteen years (apart from rising unemployment) have been: first, the growth of employment in the tertiary sector of industry and a decline of employment in the primary sector (except in mining) and in secondary sector; and second, an increase in work participation rates by women, especially by married women. In 1966 married women accounted for 52.2 per cent of female labour force and for 17.5 per cent of total labour force. By 1981 the proportion of married women had increased to 61.5 per cent of female labour force and 22.3 per cent of total labour force. Overall, women's share of the labour force had increased from 30.2 per cent in 1966 to 36.4 per cent in 1981. (The married/not married composition of the female labour force in 1981 was not very much different from that of men: women =61.4% married, 38.6% not married; men =68.1% married, 31.9% not married).

However, when some of the characteristics of the labour force are considered, the increase of women's participation in the labour force was not as high as the numbers above indicate. First, more of the increase in women's employment has been in part-time work than in full-time work; a ratio of 1.27 to 1 in favour of part-time work. In 1981, more than one-third (35.8%) of women in the labour force were working part-time and they accounted for 78.8 per cent

of all part-time work (Table 13). Overall, in terms of average hours worked per week women accounted for 30 per cent of the labour force and their average hours worked per week were 25 per cent fewer than men (men =39.9; women 29.9).

The second aspect of women's employment is not directly apparent and perhaps not very significant in terms of numbers alone. However, it seems that some of the increase in workforce participation by married women has been due to their entry into the labour force as employers or self-employed, presumably in partnership with their husbands. This is apparent from the comparatively high rates of women as employers or self-employed in industries where small and medium-size businesses are common, such as agriculture, construction, transport, recreation and personal services, and retail trade (Tables 15 and 16). This has been one small but rather interesting aspect of change in the labour market over the past fifteen years. Because of this change, at least some of the growth in self-employment registered over that period in labour force statistics would have been due to the change in the form of business ownership rather than in the real increase in the number of small businesses.

Our analysis indicates that, by and large, women work in either relatively new occupations and industries or in those occupations and industries which have expanded over the last 15 years above the average growth in the labour market. Thus, it does not seem to be the case (as is sometimes claimed) that women have replaced men in the labour force. Rather, they have filled in the expanding occupational and industrial fields while men have remained, by and large, in the same (and relatively shrinking) occupations and industries.

4.3 Expanding and Shrinking Occupations and Industries

The classification of occupations and industries into expanding and shrinking categories is only one of the dimensions that can be used for the analysis of trends in the labour market. The occupations and industries in each category are not the same with regard to all relevant variables and each differs from one another with regard to the variables we have examined. Furthermore, the units of analysis are the major occupational and industrial groups used by the Australian Bureau of Statistics for the presentation of survey data. This means that within each group there are minor occupations and industries which are different from one another with regard to some variables (see Appendix 2 for the list of minor occupations and industries).

However, notwithstanding these differences, the categorisation we have adopted

has proved to be fruitful. First, some of the differences between groups cancel each other out thus tending to produce results close to "average" rather than "extreme". Second, the analysis has shown that there are many variables that are common to all occupations and industries within each group. Third, the common variables of relative expansion or shrinkage are very important for identification of trends in the labour market. The common characteristics in each group of industries are listed in Table 30.

It may be assumed that of the two main variables —occupations and industry— it is the industry which is the "prime mover" of change, although changes in the organisation of production (e.g. through technical innovation) may produce a change in demand for particular occupations without necessarily affecting the overall level of employment in that industry. Indeed, it can be ascertained from Tables 6 and 7 that between 1966 and 1981 there was a shift of 8.9 percentage points between the expanding and shrinking occupations. That shift represented 562 thousand persons. In industries the shift was 10.4 percentage points, representing 658 thousand persons. This means, in effect, that had the rate of growth of the labour force been uniform throughout all industrial sectors there would have been 658 thousand more persons employed in the secondary and primary industries than there were in 1981 and, correspondingly, there would have been the same number fewer in the expanding tertiary sector.

TABLE 30: COMPARATIVE CHARACTERISTICS OF EXPANDING
AND SHRINKING INDUSTRIES

<u>EXPANDING INDUSTRIES</u>	<u>SHRINKING INDUSTRIES</u>
<ol style="list-style-type: none"> 1. Except for mining, all these industries are in the tertiary sector. 2. The industries are in the public sector (community services, public administration) and in the private sector (e.g. finance, property and business services). 3. High utilisation of human capital —most of the persons with tertiary qualifications are employed in these industries. 4. Women constitute the majority of the labour force though men appear to be in the majority of top positions. 5. In the aggregate, earnings are higher than average for both men and women. 6. Organisation of work varies from career-oriented stable employment to part-time and unstable employment without a clear career structure. 7. Average hours worked per week are in the aggregate fewer than average for both men and women. 8. Apart from mining, most of the industries would have a relatively low capital intensity and most are labour intensive. 9. In the aggregate, unemployment rates are lower than average for both men and women. 10. The labour force is more mobile than average among both men and women. 11. Most young persons (15 to 19 years) employed in these industries are women. 12. In the aggregate the labour force is younger than average but entry to some occupations is now delayed because of requirements for educational qualifications. 	<ol style="list-style-type: none"> 1. Most are in the secondary sector, with some in the primary sector, (e.g. agriculture, fishing) and some in the tertiary sector (e.g. transport and storage). 2. Most of these industries are in the private sector, except for some parts of transport. 3. The majority of men with trade and technical qualifications are employed in these industries but the overall level of post-school qualifications is low. 4. The majority of the labour force, by far, are men with some semi-skilled or unskilled positions filled by women. 5. In the aggregate, earnings are lower for both men and women. 6. Organisation of work appears to be rigid, with some growth of part-time work in certain sectors and a high growth of part-time work in one sector (wholesale and retail trade). 7. Average hours, in the aggregate, are higher than average for both men and women. 8. Capital intensity would be medium to high and growing in certain sectors, especially in manufactures. 9. Unemployment rates, in the aggregate, are higher than average for both men and women. 10. The labour force is relatively more stable for both men and women. 11. Most young persons (15 to 19 years) employed in these industries are men. 12. In the aggregate, the labour force is older than average except for one sector (wholesale and retail trade) which employs twice the proportion of young persons (15 to 19 years) than the whole labour market.

Thus, in the aggregate, the characteristic features of the expanding industries are: relative flexibility of work organisation, employment of women rather than men, labour intensity rather than capital intensity, a mix of private and public sectors, and, above all, a high utilisation of human knowledge and skill. These industries use most of the tertiary qualified personnel of both sexes; over three-quarters of persons with a degree or equivalent qualifications and 42.7 per cent of persons with other post-school qualifications work in those industries, although only 38.9 per cent of the entire labour force work in those industries.

By comparison the shrinking industries appear to have retained the features of conventional, mainly full-time employment, employing men rather than women, increasing capital intensity, and remaining predominantly in the private sector. The outstanding feature of the shrinking sector of industry in Australia, however, appears to be its low utilisation of human capital: nearly two-thirds of the labour force (64.3%) employed in those industries have no post-school qualifications.

4.4 Implications of Change

From the foregoing analysis it is evident that the changes in the industrial and occupational structure of the Australian labour market have followed certain trends for some time, rather similar to the trends observed in other industrialised countries. In considering the issues and implications arising from this situation numerous questions demand consideration. First, is the observable trend of change likely to continue in the same direction? Second, are changes in the labour market beyond the control of human agencies, or can they be directed, steered, accelerated, slowed down, or even arrested? Third, what are the likely outcomes for society, for people's life chances and life styles should the trends in the labour market continue?

Clearly, some of those questions do not have ready answers, and others are beyond the scope of this research. Others, again, may be answered after more intensive analysis of the changes identified in this report. For the purpose of this study we have therefore limited the consideration of issues to two kinds of implications: implications for the labour force, and implications for social welfare policy. We venture these tentative predictions with the proviso that "should those trends continue, certain outcomes are likely to occur".

(a) Implications for the Labour Force

The uneven rate of change between occupational structure and the structure of industry suggests that employment market will hold in those occupations which are expanding and which are employed predominantly in the expanding industries (Cell B(++) in Table 6). Correspondingly, the worst employment prospects would then be for occupations which have been shrinking and are employed in the shrinking industries (Cell C(--)) in Table 6). However, there are some occupations which, though expanding, are employed in part in the shrinking industries and their prospects for the future, to the extent that they are employed in those industries, are doubtful. Two of such expanding occupations are clerical and sales (See Cell A(+)) in Table 6).

The constricting age structure of the labour force through quantitative and qualitative delay of entry into the labour force is another issue of significance for the future. As we have shown in Table 13, there were 108 thousand fewer young people 15 to 19 years in full-time labour force in 1981 than in 1966. On the other hand, there were 109 thousand more persons in that age group in part-time work, the two trends cancelling each other out. No doubt, one reason for the decrease in full-time work among young people would be that a greater proportion of them was completing secondary education or going on to post-secondary and tertiary studies. However, the trend also indicates that fewer people enter steady employment at that age. If this is so, it can be expected that unemployment rates would show a significant increase in the age group 20 to 24 years as the "settling in" process is delayed into that age group. This is, in fact, the case as shown in Table 28 which indicates that the increase in the rate of unemployment between 1966 and 1981 in the age group 20 to 24 years was the highest of all age groups.

Education looms large as one of the most important influences on employment opportunities as well as on the stratification in the occupational structure of the labour market. On the trends indicated in our analysis, unemployment among low skilled, semi-skilled and unskilled persons, especially among men, is going to grow as the secondary sector of industry continues to shrink. The expanding tertiary sector offers some scope for semi-skilled employment in the entertainment and recreation industries but those jobs offer little opportunities for stable, let alone career-oriented employment. Most stable jobs in the tertiary sector call for post-school qualifications.

This situation presents another issue which is not immediately evident. It is a fact now that the retention rates in the secondary schools are considerably

higher in the private schools than those in the public schools. It follows, then, that more young people from private schools go on into post-secondary education than those from public schools. If this trend continues, and the trend in the occupational structures continues as well, then the stratification of the labour force will be more and more related to the division between the private and the public education system. Increasingly it will be a 'division between brain and brawn'. Furthermore, if the opportunities for employment in the secondary sectors continue to shrink, the stratification between the two sectors will acquire signs of polarisation between the employed and the unemployed, and the unemployed will have come mainly from the public school system.

The changes in the occupational and industrial structures seem to indicate that the theory of the dual labour market might need some reconsideration. For the sector of industry which in the light of that theory was regarded to be the stable sector —the well-established, large scale manufacturing industry - has now become vulnerable and has been shrinking for some time. What appears to have remained relatively stable is the organisation of production in that sector and this probably is one of the factors in the difficulties of that sector to effectively adjust itself to changing conditions.

This, of course, may apply to Australia but not to other countries. What seems to be evident in Australia is the high relationship between the shrinking industries and the low input of human capital into those industries. As indicated in the statistics (Table 24) only 2.9 per cent of the labour force in those industries hold a degree or equivalent qualifications, as against 15.0 per cent in the expanding industries and 7.7 per cent in the entire labour force.

On the other hand, because of the variety of occupational and industrial structures in the expanding industries, employment in them is also vulnerable at least for some people, especially for those without professional or technical qualifications. There are career-oriented jobs in those industries (e.g., in the public administration) and non-career, often part-time jobs in other industries. Two questions appear to be pertinent here. First, to what extent can the tertiary sector expand with diminishing primary and secondary sectors of industry; and second, can such an expansion take place without the growth of the public sector?

Finally, when certain aspects of the labour market are considered together, e.g., unemployment rates, part-time work, fewer hours worked per week, it can be readily concluded that the unused capacity of the labour force in Australia is very large. This would suggest that unemployment is not going to disappear even if the current recession is overcome. The solution to the unemployment situation is therefore likely to be found not only in the overcoming of the recession but also in the reorganisation of work and perhaps even in the reconceptualisation of work - an issue which has been raised by other analysts and by us in one of our previous studies (Jamrozik and Hoey, 1981).

(b) Implications for Social Welfare Policy

The implications of the identified trends in the labour market for social welfare policy can be numerous and of varied degree of hypothetical prediction and speculation. We have therefore listed here only those implications which seem to stand out as distinct probabilities.

First is the significance of the public sector of the economy, for it is in that area, especially in the field of community services (which includes health, education and welfare), that the increases in the labour force have been the highest in the period we have examined.

Second, the division of labour between men and women is important to consider because social welfare policies seem to be based on certain assumptions which do not stand up to the scrutiny if one examines the recent changes and the current situation in the labour market. The foremost issue is that the notion a male as the sole family breadwinner becomes less and less tenable. Most of the new avenues for employment appear to be "women's jobs". The explorations of all the reasons for this trend is beyond the scope of this study but the trend is certainly evident from the data we have examined. Furthermore, the comparison of educational qualifications of young people 20 to 24 years indicates that women in that age group have proportionately higher qualifications and are thus more in tune with the changes in the labour market than men (See Table 25). On the whole, their employment opportunities should therefore be better than those of men, although the jobs they will obtain might be, and probably will be, rather different from the conventional, stable, full-time jobs.

The third issue for social welfare policy concerns the provision of services for the family, especially the provision of child care. This entails the

need to consider not only the need to provide child care services at certain hours of the day but also at certain times of the year, such as school holidays.

Finally, there is an issue of potentially greater inequalities generated through the labour market. If, as it appears to be the case, higher level educational qualifications give a person a better chance of obtaining and retaining employment, and if higher educated men form households with higher educated women, then the trend is likely to be towards two income families at the higher levels of income and one income family —or worse, unemployment income families at the lower level of incomes. This distinct possibility may well be the most important issue for social welfare policy makers and for the society as a whole to face.

TABLE 1: PART-TIME EMPLOYMENT : OCCUPATIONS, 1981
(N= '000)

OCCUPATION	MEN			WOMEN			PERSONS		
	All men N	Part-time N	%	All women N	Part-time N	%	All persons N	Part-time N	%
<u>Expanding Occupations:</u>									
Professional, technical, etc.	517	30	5.8	424	127	29.9	940	156	16.6
Clerical	317	7	2.2	787	228	29.0	1104	235	21.3
Service, sport, recreation	223	28	12.6	370	210	56.8	593	238	40.1
Sales	268	32	11.9	315	148	47.0	583	180	30.9
All expanding occupations :	1325	97	7.3	1895	713	37.6	3220	809	25.1
<u>Shrinking Occupations:</u>									
Administrative, executive, managerial	354	8	2.3	59	15	25.4	413	23	5.6
Trades, process workers, labourers	1723	64	3.7	257	48	18.7	1979	112	5.7
Transport & communication	290	14	4.8	47	16	34.0	337	31	9.2
Farmers, fishermen, etc.	352	29	8.2	97	51	52.6	449	80	17.8
All shrinking occupations :	2719	115	4.2	460	130	28.3	3178	246	7.7
All occupations	4044	212	5.2	2356	843	35.8	6400	1055	16.5

APPENDIX 1: STATISTICAL TABLES

Source: The Labour Force Australia, November 1981; ABS Cat.No. 6203.0.

TABLE 2 :

PART-TIME EMPLOYMENT : INDUSTRIES, 1981

INDUSTRY	MEN			WOMEN			PERSONS		
	All men N('000)	Part-time N('000)	%	All women N('000)	Part-time N('000)	%	All persons N('000)	Part-time N('000)	%
<u>Expanding industries</u> . . :									
Community Services	382	28	7.3	647	234	36.2	1029	261	25.4
Finance, property & business	305	18	5.9	241	65	27.0	546	83	15.2
Mining	87	*	—	8	*	—	97	*	—
Other industries	412	6	1.5	145	23	15.9	557	29	5.2
Entertainment, recreation, etc.	176	30	17.0	222	121	54.5	398	151	37.9
All Expanding industries	1362	82	6.0	1263	443	35.1	2627	524	19.9
<u>Shrinking industries</u> :									
Transport & Storage	300	13	4.3	50	15	30.0	349	27	7.7
W'sale & retail trade	724	58	8.0	566	243	42.9	1291	301	23.3
Construction	423	19	4.5	48	31	64.6	471	50	10.6
Manufactures	931	20	2.1	328	59	18.0	1259	79	6.3
Agriculture & related industries	302	21	6.9	99	50	50.5	403	71	17.6
All shrinking industries	2682	131	4.9	1091	398	36.5	3773	528	14.0
All industries	4044	213	5.3	2354	841	35.7	6400	1052	16.4

Source: The Labour Force Australia November 1981; ABS Cat.No. 6203.0.

TABLE 3 :

WEEKLY EARNINGS BY MAJOR OCCUPATIONS, 1981

FULL-TIME EMPLOYEES ONLY

OCCUPATION	MEN			WOMEN			Women's Earnings as % of men's earnings	
	N ('000)	Weekly Earnings (\$) Mean	Median	N ('000)	Weekly Earnings (\$) Mean	Median	Mean	Median
<u>Expanding Occupations:</u>								
Professional, technical, etc.	429	353	339	273	278	270	78.8	79.6
Clerical	311	272	255	547	210	210	77.2	82.4
Service, sport, recreation	169	265	241	141	192	188	72.5	78.0
Sales	186	259	244	115	179	168	69.1	68.9
All expanding occupations :	1095	300	284	1076	222	218	74.0	76.8
<u>Shrinking Occupations:</u>								
Administrative, executive, etc.	247	362	339	24	295	258	81.5	76.1
Trades, labourers, n.e.c.	1463	250	234	185	182	177	72.8	75.6
Transport & communication	219	275	246	27	211	206	76.7	83.7
Farming, fishing, etc.	126	205	199	11	161	157	78.5	78.9
All shrinking occupations:	2055	263	246	247	195	187	74.1	76.0
All occupations	3150	276	252	1323	217	206	78.6	81.7

Source: Weekly Earnings of Employees (Distribution) Australia, August 1981; ABS Cat.No. 6310.0.

TABLE 4 :

AVERAGE (MEAN) WEEKLY EARNINGS BY MAIN JOB AND INDUSTRY, 1981

(EMPLOYEES ONLY)

INDUSTRY ⁽¹⁾	MEN			WOMEN			Women's Earnings as % of men's earnings % of mean earnings % of hours worked Effective % of mean earnings		
	N ('000)	Mean Earnings (\$)	Mean Hours Worked	('000)	Mean Earnings (\$)	Mean Hours Worked			
Expanding Industries:									
Community services	361	306	39.1	605	206	30.3	67.3	77.5	86.8
Finance, property & business serv.	239	294	39.5	228	192	30.9	65.3	78.2	83.5
Public Administration	199	296	35.8	98	210	30.4	70.9	84.9	83.5
Recreation & personal services	130	221	40.8	180	134	26.1	60.6	64.0	94.7
All expanding industries :	929	289	38.7	1111	200	29.8	69.2	77.0	90.0
Shrinking Industries:									
Transport & storage	240	285	39.5	41	210	30.3	73.7	76.7	96.1
W'sale and retail trade	584	234	40.8	433	145	28.8	62.0	70.6	87.8
Communications ⁽³⁾	97	258	35.8	33	193	30.4	74.8	84.9	88.1
Manufactures	882	262	39.2	291	185	33.9	70.6	86.5	81.6
All shrinking industries:	1803	256	39.6	798	165	30.8	64.4	77.8	82.8
All industries ⁽²⁾	3308	268	39.8	1981	180	29.9	67.2	75.1	89.5

Source: Weekly Earnings of Employees (Distribution) Australia, August 1981; ABS Cat.No. 6310.0., Table 7.
The Labour Force Australia, August 1981; ABS Cat.No. 6203.0., Table 15.

- Note:
- (1) Excludes agriculture, mining, electricity, gas and water, and construction.
 - (2) All industries, including those excluded in (1)
(Reasons for exclusion was difficulty for direct comparison).
 - (3) Mean weekly hours for communications were taken as those for public administration.

TABLE 5 : AGE DISTRIBUTION IN THE OCCUPATIONAL STRUCTURE OF LABOUR FORCE, 1981.

AGE GROUPS (year) (N= '000)																		
OCCUPATIONS	15 - 19						20 - 24						25 and over					
	MEN		WOMEN		PERSONS		MEN		WOMEN		PERSONS		MEN		WOMEN		PERSONS	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<u>Expanding occupations:</u>																		
Professional, technical, etc.	6	1.7	19	6.5	25	3.8	54	10.1	85	20.9	140	14.8	460	14.6	317	19.7	777	16.3
Clerical	28	7.8	118	40.1	146	22.4	62	11.6	179	44.0	241	25.6	231	7.3	480	29.8	712	15.0
Service, sport, recreat.	21	5.9	40	13.6	61	9.4	28	5.2	51	12.5	79	8.4	174	5.5	281	17.5	455	9.6
Sales	40	11.2	80	27.2	120	18.4	35	6.5	45	11.1	80	8.4	199	6.3	161	10.0	360	7.6
All expanding occupations	95	26.5	257	87.4	352	54.0	179	33.4	360	88.5	540	57.3	1064	33.8	1240	77.0	2304	48.4
<u>Shrinking occupations:</u>																		
Administrative, executive, managerial	*	-	*	-	*	-	13	2.4	*	-	15	1.6	329	10.4	56	4.6	385	8.1
Trades, process workers, labourers	221	61.7	30	10.2	250	38.3	265	49.4	34	8.4	298	31.6	1203	38.2	180	11.2	1385	29.1
Transport & communication	10	2.8	*	-	14	2.1	32	6.0	5	1.2	37	3.9	245	7.8	42	2.6	287	6.0
Miners, quarrymen	*	-	*	-	*	-	*	-	*	-	*	-	38	1.2	*	-	39	0.8
Farmers, fishermen, etc.	30	8.4	*	-	34	5.2	43	8.0	7	1.7	50	5.3	272	8.6	98	6.1	368	7.7
All shrinking occupations	263	73.5	37	12.6	300	46.0	357	66.6	47	11.5	403	42.7	2087	66.2	370	23.0	2457	51.6
All occupations	358	(100)	294	(100)	652	(100)	536	(100)	407	(100)	943	(100)	3151	(100)	1610	(100)	4761	(100)

Source: Previously unpublished data from the ABS, Canberra.

TABLE 6 : EDUCATIONAL ATTAINMENT AND OCCUPATIONS

MEN

Occupational Groups	EDUCATIONAL ATTAINMENT							
	Degree or equivalent		Other post-school quals.		Without post-school quals.		Total	
	N('000)	%	N('000)	%	N('000)	%	N('000)	%
<u>Expanding occupations:</u>								
Professional, technical, etc.	254	70.2	169	12.2	79	3.2	501	11.7
Clerical	28	7.7	60	4.3	235	9.4	323	7.5
Services, sport, recreation	7	1.9	66	4.8	160	6.4	237	5.5
Sales	9	2.5	77	5.6	178	7.1	276	6.4
	298	82.3	372	26.9	652	26.1	1,337	31.1
<u>Shrinking occupations:</u>								
Admin. exec. managerial	35	9.7	133	9.6	187	7.5	355	8.3
Trades, process workers, labourers nec.	15	4.1	727	52.5	1,039	41.7	1,791	41.8
Transport & communication	5	1.4	67	4.8	243	9.8	315	7.4
Miners, quarrymen	*	-	14	1.0	28	1.1	43	1.0
Farmers, fishermen, etc.	9	2.5	69	5.0	288	11.6	369	8.6
	64	17.7	1,010	72.9	1,785	71.7	2,873	67.1
All Occupations	362	(100)	1,386	(100)	2,492	(100)	4,283	(100)
Expanding Occupations	298	22.3	372	27.8	652	48.8	1,337	(100)
Shrinking Occupations	64	2.2	1,010	35.2	1,785	62.1	2,873	(100)
All Occupations	362	8.5	1,386	32.4	2,492	58.2	4,283	(100)

Source: The Labour Force, Educational Attainment February, 1981; ABS Cat.No. 6235.0.

TABLE 7 : EDUCATIONAL ATTAINMENT AND OCCUPATIONS,
WOMEN 1981

Occupational Groups	EDUCATIONAL ATTAINMENT							
	Degree or equivalent		Other post-school quals.		Without post-school quals.		Total	
	N('000)	%	N('000)	%	N('000)	%	N('000)	%
<u>Expanding Occupations:</u>								
Professional, technical, etc.	107	68.6	225	32.3	69	4.4	402	16.3
Clerical	21	13.5	240	34.4	534	34.1	805	32.6
Service, sport, recreation	5	3.2	84	12.1	291	18.6	386	15.6
Sales	5	3.2	55	7.9	235	15.0	314	12.7
Sub-total	138	88.5	604	86.7	1,129	72.1	1,907	77.2
<u>Shrinking Occupations:</u>								
Administrative, executive managerial	*	-	15	2.2	39	2.5	54	2.2
Trades, process workers, labourers etc.	*	-	31	4.4	220	14.0	252	10.2
Transport & communication	*	-	11	1.6	34	2.2	45	1.8
Miners, quarrymen	*	-	*	-	*	-	*	-
Farmers, fishermen, etc.	*	-	29	4.2	75	4.8	106	4.3
Sub-total	*	-	86	12.4	368	23.5	457	18.5
All Occupations:	156	(100)	697	(100)	1,567	(100)	2,468	(100)
Expanding Occupations	138	7.2	604	31.7	1,129	59.2	1,907	(100)
Shrinking Occupations	*	-	86	18.8	368	80.5	457	(100)
All Occupations	156	6.3	697	28.2	1,567	63.5	2,468	(100)

Source: The Labour Force, Educational Attainment February, 1981; ABS Cat.No. 6235.0.

TABLE 8: EDUCATIONAL ATTAINMENT AND OCCUPATION, 1981

PERSONS

Occupational Groups	EDUCATIONAL ATTAINMENT							
	Degree or equivalent		Other post-school quals.		Without post-school quals.		Total	
	N('000)	%	N('000)	%	N('000)	%	N('000)	%
<u>Expanding Occupations:</u>								
Professional, technical, etc.	361	69.7	395	19.0	147	3.6	903	13.4
Clerical	49	9.5	299	14.3	769	19.0	1,128	16.7
Service, sport, recreation	12	2.3	150	7.2	451	11.1	624	9.2
Sales	14	2.7	132	6.3	413	10.2	590	8.7
Total Expanding occupations	436	84.2	976	46.8	1,780	43.9	3,245	48.0
<u>Shrinking Occupations:</u>								
Administrative, exec. managerial	38	7.3	146	7.0	227	5.6	409	6.1
Trades, process workers, labourers	18	3.5	755	36.2	1,259	31.0	2,043	30.3
Transport & Communication	6	1.2	77	3.7	277	6.8	360	5.3
Miners, quarrymen	*	-	15	0.7	29	0.7	43	0.6
Farmers, fishermen, etc.	11	2.1	96	4.6	364	9.0	476	7.1
Total shrinking occupations	73	14.1	1,089	52.2	2,156	53.1	3,331	49.4
Total Occupations:	518	(100)	2,084	(100)	4,058	(100)	6,750	(100)
Expanding occupations	436	13.4	976	30.1	1,780	54.9	3,245	(100)
Shrinking occupations	73	2.2	1,089	32.7	2,156	64.7	3,331	(100)
Total	518	7.7	2,084	30.9	4,058	60.1	6,750	(100)

Source: The Labour Force, Educational Attainment February, 1981: ABS Cat.No. 6235.0.

TABLE 9 : EDUCATIONAL ATTAINMENT AND INDUSTRY, 1981

MEN

INDUSTRY	EDUCATIONAL ATTAINMENT							
	Degree or equivalent		Other post-schools quals.		Without post-school quals.		Total	
	N('000)	%	N('000)	%	N('000)	%	N('000)	%
<u>Expanding industries:</u>								
Community Services	139	38.4	123	9.1	127	5.1	391	9.1
Finance, business, etc.	62	17.1	86	6.3	156	6.3	308	7.2
Mining	7	1.9	28	2.1	46	1.8	81	1.9
Other industries	54	14.9	137	10.2	226	9.1	419	9.8
Recreation, personal services	8	2.2	50	3.7	112	4.5	175	4.1
	270	74.5	424	31.3	667	26.8	1,374	32.1
<u>Shrinking Industries:</u>								
Transport & storage	7	1.9	79	5.8	219	8.8	307	7.2
Wholesale & retail trade	26	7.2	233	17.2	468	18.8	757	17.7
Construction	11	3.0	220	16.2	230	9.2	463	10.8
Manufacturing	38	10.5	340	25.0	598	24.0	982	22.9
Agriculture, etc.	9	2.5	59	4.3	256	10.3	328	7.7
	91	25.1	931	68.5	1,771	71.1	2,837	66.3
All industries :	362	(100)	1,358	(100)	2,492	(100)	4,283	(100)
Expanding industries	270	19.7	424	30.9	667	48.5	1,374	(100)
Shrinking industries	91	3.2	931	32.8	1,771	62.4	2,837	(100)
All industries	362	8.5	1,358	31.7	2,492	58.2	4,283	(100)

Source: The Labour Force, Educational Attainment February, 1981; ABS Cat.No. 6235.0.

- 84 -

TABLE 10 : EDUCATIONAL ATTAINMENT AND INDUSTRY, 1981

WOMEN

INDUSTRY	EDUCATIONAL ATTAINMENT							
	Degree or equivalent		Trade, technical		Without post-school quals.		Total	
	N('000)	%	N('000)	%	N('000)	%	N('000)	%
<u>Expanding industries:</u>								
Community services	102	65.4	284	42.4	227	14.5	619	25.1
Finance, business, etc.	7	4.5	68	10.1	176	11.2	254	10.3
Mining	*	-	*	-	5	0.3	7	0.3
Other industries	9	5.8	32	4.7	89	5.6	138	5.6
Recreation, personal services	5	3.2	55	8.2	165	10.5	233	9.4
	123	78.9	439	65.5	662	42.2	1,251	50.7
<u>Shrinking industries:</u>								
Transport & storage	*	-	20	3.0	36	2.3	58	2.4
W'sale & retail trade	13	8.3	100	14.9	426	27.2	575	23.3
Construction	*	-	14	2.1	33	2.1	49	2.0
Manufacturing	8	5.1	50	7.5	261	16.7	322	13.0
Agriculture, etc.	*	-	26	3.9	78	5.0	111	4.5
	21	13.4	210	33.4	834	53.2	1,115	45.2
All industries :	156	(100)	670	(100)	1,567	(100)	2,468	(100)
Expanding industries	123	9.8	439	35.1	662	52.9	1,251	(100)
Shrinking industries	21	1.9	210	18.8	834	74.8	1,115	(100)
All industries	156	6.3	670	27.1	1,567	63.5	2,468	(100)

Source: The Labour Force, Educational Attainment February, 1981; ABS Cat.No.6235.0.

TABLE 11 : EDUCATIONAL ATTAINMENT AND INDUSTRY, 1981

PERSONS

INDUSTRY	EDUCATIONAL ATTAINMENT							
	Degree or equivalent		Trade, tech. etc. quals.		Without post-school quals.		Total	
	N('000)	%	N('000)	%	N('000)	%	N('000)	%
<u>Expanding industries:</u>								
Community services	240	46.3	407	20.1	353	8.7	1,010	15.0
Finance, business, service	69	13.3	154	7.6	332	8.2	562	8.3
Mining	7	1.4	30	1.5	52	1.3	88	1.3
Other industries	65	12.6	172	8.4	314	7.8	557	8.3
Recreation, personal services, etc.	13	2.5	104	5.1	278	6.9	408	6.0
	394	76.1	867	42.7	1,329	32.8	2,625	38.9
<u>Shrinking industries:</u>								
Transport & storage	9	1.7	99	4.9	255	6.3	365	5.4
W'sale & retail trade	38	7.3	333	16.4	895	22.1	1,332	19.7
Construction	12	2.3	234	11.5	263	6.5	512	7.6
Manufacturing	45	8.7	391	19.3	859	21.2	1,304	19.3
Agriculture, etc.	11	2.1	85	4.2	334	8.2	439	6.5
	115	22.1	1,142	56.3	2,606	64.3	3,952	58.5
All industries :	518	(100)	2,028	(100)	4,058	(100)	6,750	(100)
Expanding industries	394	15.0	867	33.0	1,329	50.6	2,625	(100)
Shrinking industries	115	2.9	1,142	28.9	2,606	65.9	3,952	(100)
All industries	518	7.7	2,028	30.0	4,058	60.1	6,750	(100)

Source: The Labour Force, Educational Attainment February, 1981; ABS Cat.No. 6235.0.

TABLE 12 : MOBILITY OF THE LABOUR FORCE, FEBRUARY 1980
TO FEBRUARY 1981

(N= '000)

OCCUPATION	Under 1 year N %	1 year & under 5 N %	5 years & over N %	TOTAL N %
MEN:				
<u>Expanding Occupations:</u>				
Professional, technical, etc.	105 21.3	185 37.5	203 41.2	493 100
Clerical	68 21.4	119 37.4	132 41.5	318 100
Service, sport, recreation	64 27.8	91 39.6	74 32.2	230 100
Sales	89 33.0	110 40.7	72 26.7	270 100
All expanding occupations :	326 25.1	505 38.8	481 37.0	1301 100
<u>Shrinking Occupations:</u>				
Administrative, exec.manag.	56 16.0	118 33.6	178 50.7	351 100
Trades, process w. labourers	432 24.7	619 35.4	698 39.9	1749 100
Transport & communication	63 20.6	96 31.4	147 48.0	306 100
Farmers, fishermen, etc.	64 17.8	105 29.2	191 53.1	360 100
All shrinking occupations :	615 22.2	938 33.9	1214 43.9	2766 100
All Occupations :	941 23.1	1442 35.4	1694 41.6	4077 100
WOMEN:				
<u>Expanding Occupations:</u>				
Professional, technical, etc.	109 26.8	181 44.5	119 29.2	407 100
Clerical	224 28.1	341 42.8	232 29.1	797 100
Service, sport, recreation	123 32.6	145 38.5	110 29.2	377 100
Sales	112 37.0	134 44.2	58 19.1	303 100
All expanding occupations :	568 30.1	801 42.5	519 27.5	1884 100
<u>Shrinking Occupations:</u>				
Administrative, exec.manag.	10 18.2	14 25.5	20 36.4	55 100
Trades, process w. labourers	65 27.5	96 40.7	72 30.5	236 100
Transport & communication	10 22.2	6 13.3	16 35.6	45 100
Farmers, fishermen, etc.	17 15.5	29 26.4	64 58.2	110 100
All shrinking occupations :	102 22.9	145 32.5	172 38.6	446 100
All occupations	669 28.7	963 41.4	697 29.9	2328 100
PERSONS:				
<u>Expanding Occupations:</u>				
Professional, technical, etc.	214 23.8	364 40.4	322 35.8	900 100
Clerical	292 26.2	461 41.3	363 32.6	1115 100
Service, sport, recreation	187 30.8	238 39.1	184 30.3	608 100
Sales	201 35.1	243 42.4	129 22.5	573 100
All expanding occupations :	894 28.0	1306 40.9	998 31.2	3196 100
<u>Shrinking Occupations:</u>				
Administrative, exec.manag.	67 16.5	139 34.2	200 49.3	406 100
Trades, process w. labourers	496 25.0	714 36.0	774 39.0	1985 100
Transport & communication	74 21.1	113 32.2	164 46.7	351 100
Farmers, fishermen, etc.	81 17.2	135 28.7	255 54.3	470 100
All shrinking occupations :	718 22.4	1101 34.3	1399 43.6	3212 100
All occupations	1611 25.1	2403 37.5	2391 37.3	6406 100

Source: Labour Mobility Australia, February 1980 to February 1981; ABS Cat.No. 6209.0.

TABLE 13 : EMPLOYED PERSONS — DURATION OF CURRENT JOB

FEBRUARY 1980 to
FEBRUARY 1981

Industry	Under 1 year		1 and under 5		5 years & +		Total	
<u>Expanding industries:</u>								
Community services	243	24.1	422	41.8	344	34.1	1009	100
Finance, property, business	166	30.0	232	41.9	156	28.2	554	100
Other industries	121	19.0	210	33.0	306	48.1	636	100
Recreation, personal services	135	34.3	157	39.8	101	25.6	394	100
All Expanding Industries	665	25.6	1021	39.4	907	35.0	2593	100
<u>Shrinking industries:</u>								
Transport & storage	71	19.8	121	33.7	167	46.5	359	100
Wholesale & retail trade	380	29.6	531	41.4	371	28.9	1282	100
Construction	139	28.2	177	35.9	177	35.9	493	100
Manufactures	284	22.8	438	35.1	525	42.1	1247	100
Agriculture, fishing, etc.	71	16.5	116	26.9	244	56.6	431	100
All Shrinking Industries	945	24.8	1383	36.3	1484	38.9	3812	100
All industries	1611	25.1	2404	37.5	2391	37.3	6406	100

Source: Labour Mobility February 1980 to February 1981 Australia
ABS Cat.No. 6209.0.

APPENDIX 2: PROFILE OF THE LABOUR FORCE

TABLE 1: STATISTICAL PROFILE OF THE
LABOUR FORCE 1981 : OCCUPATIONS

VARIABLE	Expanding Occupations		Shrinking Occupations		All Occupations	
	Men	Women	Men	Women	Men	Women
Persons in labour force('000)	1337	1857	2708	454	4045	2311
% in each group	31.1	80.4	66.9	19.6	100	100
% of total labour force('000)	41.9	58.1	85.6	14.4	63.6	36.4
In expanding industries('000)	850	1194	521	60	1371	1254
In shrinking industries('000)	487	663	2187	394	2674	1057
Hours worked per week (mean)	38.6	29.2	40.4	31.4	39.9	29.9
Part-time work (%)	7.3	37.6	4.2	28.3	5.2	35.8
Earnings per week (mean \$) (full time employees only)	300	222	263	195	276	217
Age 15-19 years (% in category)	26.5	87.4	73.5	12.6	100	100
" 15-19 " (% of labour force 15-19 years)	27.0	73.0	87.7	12.3	54.9	45.1
" 15-19 " (% of total labour force)	7.0	13.9	9.7	8.1	8.8	12.7
Education (%): Degree or equiv.	22.3	7.2	2.2	*	8.5	6.3
Other post-school W/out " "	27.8	31.7	35.2	18.8	32.4	28.2
	48.8	59.2	62.1	80.5	58.2	63.5
Unemployment (Rate %)	-	-	-	-	4.7	7.2
Labour Mobility : current job						
—less than 1 year	25.1	30.1	22.2	22.9	23.1	28.7
—1 year to 5 years	38.8	42.5	33.9	32.5	35.4	41.4
—5 years and over	37.0	27.5	43.9	38.6	41.6	29.9

Source: Various statistical Tables in this Report.

**TABLE 2: STATISTICAL PROFILE OF THE LABOUR FORCE 1981:
INDUSTRIES**

VARIABLE	Expanding Industries		Shrinking Industries		All Industries	
	Men	Women	Men	Women	Men	Women
Persons in the labour force('000)	1372	1258	2673	1053	4045	2311
% in each group	33.9	54.4	66.1	45.6	100	100
% of total labour force('000)	52.2	47.8	71.7	28.3	63.6	36.4
In expanding occupations('000)	850	1194	487	663	1337	1857
In shrinking occupations('000)	521	60	2187	394	2708	454
Hours worked per week (mean)	38.4	29.8	40.6	30.2	39.9	29.9
Part-time work (%)	6.0	35.1	4.9	36.5	5.3	35.7
Earnings per week (mean \$)	289	200	256	165	268	180
Age 15-19 years (% in category)	(29.8)*		(69.8)		(100)	
" 15-19 " (% of labour force)	(7.4)		(12.2)		(10.3)	
Education (%): Degree or equiv.	19.7	9.8	3.2	1.9	8.5	6.3
Other post-school	30.9	34.9	32.8	18.8	31.7	27.1
W/out " "	48.5	52.9	62.4	74.8	58.2	63.5
Unemployment (Rate %)	(5.5)		(8.1)		(6.8)	
Labour Mobility : current job						
—less than 1 year	(25.6)		(24.8)		23.1	28.7
—1 year to 5 years	(39.4)		(36.3)		35.4	41.4
—5 years and over	(35.0)		(38.9)		41.6	29.9

Source: Various statistical Tables in this Report.

* (Data in () are aggregates for both men and women.

TABLE 3: EMPLOYED PERSONS, BY MAJOR AND MINOR OCCUPATION GROUPS, MAY 1982(a)

Occupation group	Males	Married females	All females	Persons
PROFESSIONAL, TECHNICAL AND RELATED WORKERS	522.9	246.1	426.1	949.0
Architects, engineers and surveyors, professional(b)	81.4	*	*	82.2
Chemists, physicists, geologists and other physical scientists	16.8	*	*	17.7
Biologists, veterinarians, agronomists and related scientists	12.5	*	*	15.6
Medical practitioners and dentists	27.0	*	6.6	33.6
Nurses, including probationers or trainees	11.8	70.0	134.2	146.0
Professional medical workers, n.e.c.	11.5	10.0	17.6	29.1
Teachers	108.9	108.9	165.5	274.3
Clergy and related members of religious orders	12.3	*	*	13.7
Law professionals	17.2	*	*	19.1
Artists, entertainers, writers and related workers	31.7	9.7	23.3	55.0
Draftsmen and technicians, n.e.c.(b)	95.9	13.7	28.3	124.2
ADMINISTRATIVE, EXECUTIVE AND MANAGERIAL	351.2	39.7	57.5	408.7
Administrative and executive officials, government, n.e.c.	12.6	*	*	13.1
Employers, workers on own account, directors, managers, n.e.c.	338.6	39.7	57.0	395.6
CLERICAL	333.3	438.2	781.9	1,115.2
Book-keepers and cashiers	35.4	69.9	126.4	161.7
Stenographers and typists	*	100.9	183.0	184.5
SALES	265.6	175.8	310.2	575.8
Insurance, real state salesmen, auctioneers and valuers	42.8	*	*	47.2
Commercial travellers and manufacturers agents	52.4	*	7.8	60.2
Proprietors and shopkeepers, workers on own account, n.e.c. retail and wholesale trade; salesmen, shop assistants and related workers	170.3	168.3	298.1	468.4
FARMERS, FISHERMEN, TIMBER-GETTERS, ETC.	364.4	76.5	90.7	455.1
Farmers and farm managers	191.9	59.0	64.4	256.4
Farm workers, including farm foremen	148.6	16.8	25.5	174.1
Fishermen and related workers	11.3	*	*	12.0
Timber-getters and other forestry workers	11.6	*	*	11.7
MINERS, QUARRYMEN AND RELATED WORKERS	36.7	*	*	37.0
Miners, mineral prospectors and quarrymen	29.9	*	*	29.9
TRANSPORT AND COMMUNICATION	300.2	32.4	49.3	349.5
Drivers and firemen, rail transport	13.9	*	*	13.9
Drivers, road transport	204.7	12.6	15.3	220.0
Inspectors, supervisors, traffic controllers and despatchers, transport	28.0	*	*	28.6
Telephone, telegraph and related telecommunication operators	5.8	14.0	24.2	30.0
Postmasters, postmen and messengers	24.1	5.0	8.3	32.4
TRADESMEN, PRODUCTION PROCESS WORKERS AND LABOURERS, N.E.C.	1,673.8	171.5	240.8	1,914.6
Spinners, weavers, knitters, dyers and related workers	11.1	9.3	10.8	21.9
Tailors, cutters, furriers and related workers	17.9	44.8	63.4	81.3
Leather cutters, lasters, sewers (except gloves and garments) and related workers	6.6	*	5.4	12.0
Furnacemen, rollers, drawers, moulders and related metal making and treating workers	17.0	*	*	18.0
Precision instrument makers, watchmakers, jewellers and related workers	21.2	*	*	24.6
Toolmakers, metal machinists, mechanics, plumbers and related metal workers	458.0	9.1	12.3	470.3
Electricians and related electrical and electronic workers	165.0	*	*	167.6
Metal workers, metal and electrical production-process workers, n.e.c.	61.6	18.7	24.1	85.6
Carpenters, woodworking machinists, cabinetmakers and related workers	132.9	*	*	136.8
Painters and decorators	54.5	*	*	55.9
Bricklayers, plasterers and construction workers, n.e.c.	155.3	*	*	157.6
Compositors, printing machinists, engravers, bookbinders and related workers	34.4	4.6	9.3	43.7
Potters, kilnmen, glass and clay formers and related workers	7.9	*	*	10.0
Millers, bakers, butchers, brewers and related food and drink workers	88.6	14.1	20.5	109.1
Chemical, sugar and paper production-process workers	22.3	*	*	25.3
Paper products, rubber, plastic and production-process workers, n.e.c.	41.4	16.4	23.7	65.1
Packers, wrappers, labellers	15.5	23.7	34.2	49.7
Stationary engine, excavating and lifting equipment operations	93.2	*	*	94.4
Storemen and freight handlers	119.5	7.7	10.3	129.8
Labourers, n.e.c.	148.9	*	5.6	154.5
SERVICE, SPORT AND RECREATION	218.9	251.7	381.1	600.0
Fire brigade, police and other protective service workers	59.2	*	*	62.2
Housekeepers, cooks, maids and related workers	41.6	114.1	164.0	205.6
Waiters, bartenders	21.9	26.3	51.5	73.5
Caretakers, cleaners, buildings	42.5	57.2	68.7	111.2
Barbers, hairdressers and beauticians	7.6	12.7	29.8	37.4
Launderers, dry cleaners and pressers	5.9	8.5	11.4	17.3
Athletes, sportsmen and related workers	6.4	*	*	9.7
TOTAL	4,066.9	1,432.1	2,337.9	6,404.8

(a) Some minor occupation groups are not listed separately.

Source: The Labour Force Australia May 1982, ABS Cat.No. 6203.0, Table 15, p.20.

TABLE 4: EMPLOYED PERSONS BY INDUSTRY, MAY 1982
(^{'000})

<i>Industry division and subdivision</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
AGRICULTURE, FORESTRY, FISHING AND HUNTING	315.9	94.0	409.9
Agriculture and services to agriculture	286.4	90.8	377.2
Forestry and logging	17.2	*	18.4
Fishing and hunting	12.3	*	14.3
MINING	87.9	8.2	96.1
Metallic minerals	32.1	*	34.1
Coal	36.9	*	38.7
Oil and gas	18.9	*	23.3
Other mining			
MANUFACTURING	932.7	312.2	1,244.9
Food, beverages and tobacco	133.2	49.8	182.9
Textiles	20.9	15.7	36.7
Clothing and footwear	23.3	63.3	86.6
Wood, wood products and furniture	81.9	15.0	96.9
Paper, paper products, printing and publishing	79.6	36.9	116.5
Chemical, petroleum and coal products	50.2	18.3	68.5
Non-metallic mineral products	44.5	6.6	51.1
Basic metal products	90.8	9.4	100.2
Fabricated metal products	106.2	16.8	123.0
Transport equipment	120.1	16.4	136.5
Other machinery and equipment	133.0	41.6	174.5
Miscellaneous manufacturing	49.1	22.3	71.4
ELECTRICITY, GAS AND WATER	114.1	10.8	124.9
CONSTRUCTION	423.4	46.5	469.8
General construction	193.4	20.7	214.1
Special trade construction	230.0	25.8	255.8
WHOLESALE AND RETAIL TRADE	724.1	547.1	1,271.1
Wholesale trade	279.9	109.0	389.0
Retail trade	444.1	438.1	882.2
TRANSPORT AND STORAGE	310.5	56.2	366.6
Road transport	136.7	27.4	164.1
Railway transport	90.8	5.0	95.8
Water transport	31.0	*	32.4
Air transport	33.1	10.4	43.5
Other transport and storage	18.9	12.0	30.9
COMMUNICATION	106.7	34.7	141.4
FINANCE, PROPERTY AND BUSINESS SERVICES	312.8	260.5	573.2
Finance and investment	93.4	90.7	184.1
Insurance and services to insurance	36.4	33.8	70.2
Property and business services	183.0	135.9	318.9
PUBLIC ADMINISTRATION AND DEFENCE	196.6	89.9	286.5
COMMUNITY SERVICES	371.5	648.9	1,020.5
Health	100.2	312.6	412.8
Education, museum and library services	155.4	250.5	405.9
Welfare and religious institutions	33.3	50.4	83.7
Other community services	82.6	35.4	118.1
RECREATION, PERSONAL AND OTHER SERVICES	170.8	229.0	399.8
Entertainment and recreational services	51.2	35.9	87.2
Restaurants, hotels and clubs	86.0	122.9	208.9
Personal services	30.3	58.3	88.6
Private households employing staff	*	11.9	15.1
TOTAL	4,066.9	2,337.9	6,404.8

Source: The Labour Force Australia May 1982 , ABS Cat.No. 6203.0,
Table 14, p. 19.

PROFILE OF MAJOR OCCUPATIONAL GROUPS 1981
— PROFESSIONAL, TECHNICAL AND RELATED
WORKERS

<u>Variable</u>	<u>N('000)</u>	<u>%</u>
<u>Number in Workforce</u> —Men	520	55.2
—Women	422	44.8
—Persons	942	100
<u>Number in expanding industries</u>	798	84.7
<u>Number in shrinking industries</u>	142	15.1
<u>Percentage in Part-time Work</u>	-	16.6
<u>Minor Occupations with highest representation</u> (in ranking order) —Men	1. Teachers 2. Other Professionals 3. Draftsmen, Technicians	
—Women	1. Teachers 2. Nurses 3. Other Professionals	
<u>Industrial sectors with highest representation</u> (Persons) (in ranking order)	1. Community Services 2. Other industries 3. Finance, property and business services	
<u>Unemployment Rate August 1981</u> (Persons) (%)	2.1	
<u>Median Weekly Income</u> —Men	\$339	
—Women	\$270	
<u>Educational Qualifications</u>	40.0%	
Degree	43.7%	
Other post-school	16.3%	
Without post-school		
<u>Age Distribution</u>	15-19 (2.7%), 20-24 (14.8%), 25-54 (74.5%), 55 & over (8.0%).	
<u>Employment Benefits (1979)</u>		
Superannuation (% covered)	55.2%	
One or more benefits (% covered)	75.5%	

PROFILE OF MAJOR OCCUPATIONAL GROUPS 1981
—ADMINISTRATIVE, EXECUTIVE AND MANAGERIAL

<u>Variable</u>	<u>N('000)</u>	<u>%</u>
<u>Number in Workforce</u> —Men	342	85.5
—Women	57	14.3
—Persons	400	100
<u>Number in expanding industries</u>	127	31.8
<u>Number in shrinking industries</u>	267	66.8
<u>Percentage in Part-time Work</u>	-	5.6
<u>Minor Occupations with highest representation</u> (in ranking order) —Men	1. Employers, workers on own account etc. 2. Administrative & executive officials gov. n.e.c. 3. *	
—Women	1. Employers, workers on own account etc. 2. * 3. *	
<u>Industrial sectors with highest representation</u> (Persons) (in ranking order)	1. Wholesale & Retail trade 2. Manufacturing 3. Finance & Business services	
<u>Unemployment Rate August 1981</u> (Persons) (%)	N/A	
<u>Median Weekly Income</u> —Men	\$339	
—Women	\$258	
<u>Educational Qualifications</u>		
Degree	9.3%	
Other post-school	35.7%	
Without post-school	55.5%	
<u>Age Distribution</u>	15-19 (—), 20-24 (3.6%), 25-54 (80.3%), 55 & over (16.3%)	
<u>Employment Benefits</u> (1979)		
Superannuation (% covered)	65.7%	
One or more benefits (% covered)	91.6%	

PROFILE OF MAJOR OCCUPATIONAL GROUPS 1981
— CLERICAL

<u>Variable</u>	<u>N('000)</u>	<u>%</u>
<u>Number in Workforce</u> —Men	321	29.2
—Women	777	70.7
—Persons	1099	100
<u>Number in expanding industries</u>	656	59.7
<u>Number in shrinking industries</u>	443	40.3
<u>Percentage in Part-time Work</u>	-	21.3
<u>Minor Occupations with highest representation</u> (in ranking order) —Men	1. Other Clerical Workers 2. Bookkeepers & Cashiers 3. *	
—Women	1. Other Clerical Workers 2. Stenographers & Typists 3. Bookkeepers & Cashiers	
<u>Industrial sectors with highest representation</u> (Persons) (in ranking order)	1. Finance & Business Services 2. Wholesale & Retail trade 3. Other industries	
<u>Unemployment Rate August 1981</u> (Persons) (%)	4.0	
<u>Median Weekly Income</u> —Men	\$255	
—Women	\$210	
<u>Educational Qualifications</u>		
Degree	4.3%	
Other post-school	26.5%	
Without post-school	68.2%	
<u>Age Distribution</u>	15-19 (13.3%), 20-24 (21.9%), 25-54 (57.9%), 55 & over (7.0%).	
<u>Employment Benefits (1979)</u>		
Superannuation (% covered)	49.4%	
One or more benefits (% covered)	73.7%	

PROFILE OF MAJOR OCCUPATIONAL GROUPS 1981
— SALES

<u>Variable</u>	<u>N('000)</u>	<u>%</u>
<u>Number in Workforce</u> —Men	274	48.9
—Women	286	51.1
—Persons	560	100
<u>Number in expanding industries</u>	59	10.5
<u>Number in shrinking industries</u>	489	87.3
<u>Percentage in Part-time Work</u>	-	30.9
<u>Minor Occupations with highest representation</u> (in ranking order) —Men	1. Proprietors, salesmen, etc. 2. Commercial Travellers 3. Insurance, real estate, salesmen etc.	
—Women	1. Proprietors, saleswomen etc. 2. * 3. *	
<u>Industrial sectors with highest representation</u> (Persons) (in ranking order)	1. Wholesale & retail trade 2. Finance & Business Services 3. Manufacturing	
<u>Unemployment Rate August 1981</u> (Persons) (%)	8.4	
<u>Median Weekly Income</u> —Men	\$244	
—Women	\$168	
<u>Educational Qualifications</u>		
Degree	2.4%	
Other post-school	22.4%	
Without post-school	70.0%	
<u>Age Distribution</u>	15-19 (21.4%), 20-24 (14.3%), 25-54 (55.8%), 55 & over (8.8%).	
<u>Employment Benefits (1979)</u>		
Superannuation (% covered)	29.0%	
One or more benefits (% covered)	81.0%	

PROFILE OF MAJOR OCCUPATIONAL GROUPS 1981
— FARMERS, FISHERMEN ETC.

<u>Variable</u>	<u>N('000)</u>	<u>%</u>
<u>Number in Workforce</u> —Men	347	76.8
—Women	105	23.2
—Persons	452	100
<u>Number in expanding industries</u>	39	8.6
<u>Number in shrinking industries</u>	406	89.8
<u>Percentage in Part-time Work</u>		17.8
<u>Minor Occupations with highest representation</u> (in ranking order) —Men	1. Farmers & Farm Managers 2. Farm workers 3. Timbergetters	
—Women	1. Farmers & Farm Managers 2. Farm workers 3. *	
<u>Industrial sectors with highest representation</u> (Persons) (in ranking order)	1. Agriculture 2. Recreation 3. Other industries	
<u>Unemployment Rate August 1981</u> (Persons) (%)	5.0%	
<u>Median Weekly Income</u> —Men	\$199	
—Women	\$157	
<u>Educational Qualifications</u>		
Degree	2.3%	
Other post-school	20.2%	
Without post-school	76.5%	
<u>Age Distribution</u>	15-19 (7.5%), 20-24 (11.2%), 25-54 (61.7%), 55 & over (19.7%).	
<u>Employment Benefits (1979)</u>		
Superannuation (% covered)	18.6%	
One or more benefits (% covered)	65.7%	

PROFILE OF MAJOR OCCUPATIONAL GROUPS 1981
— TRANSPORT AND COMMUNICATION

<u>Variable</u>	<u>N('000)</u>	<u>%</u>
<u>Number in Workforce</u> —Men	291	86.1
—Women	47	13.9
—Persons	338	100
<u>Number in expanding industries</u>	84	24.9
<u>Number in shrinking industries</u>	245	72.5
<u>Percentage in Part-time Work</u>	-	9.2
<u>Minor Occupations with highest representation</u> (in ranking order) —Men	1. Drivers 2. Postmasters & postworkers etc. 3. Drivers, firemen, railways	
—Women	1. Telephone Operators 2. Drivers 3. Postmasters & postworkers	
<u>Industrial sectors with highest representation (Persons)</u> (in ranking order)	1. Transport and storage 2. Other industries 3. Wholesale and retail trade	
<u>Unemployment Rate August 1981</u> (Persons) (%)	4.3	
<u>Median Weekly Income</u> —Men	\$246	
—Women	\$206	
<u>Educational Qualifications</u>		
Degree	1.7%	
Other post-school	21.4%	
Without post-school	76.9%	
<u>Age Distribution</u>	15-19 (4.1%), 20-24 (11.0%), 25-54 (72.3%), 55 & over (11.8%).	
<u>Employment Benefits (1979)</u>		
Superannuation (% covered)	45.9%	
One or more benefits (% covered)	71.8%	

PROFILE OF MAJOR OCCUPATIONAL GROUPS 1981
—TRADESMEN, PRODUCTION PROCESS WORKERS,
N.E.C. AND MINERS AND QUARRYMEN (a)

<u>Variable</u>	<u>N('000)</u>	<u>%</u>
<u>Number in Workforce</u> —Men	1727	87.6
—Women	245	12.4
—Persons	1972	100
<u>Number in expanding industries</u>	320	16.2
<u>Number in shrinking industries</u>	1649	83.6
<u>Percentage in Part-time Work</u>	-	5.7
<u>Minor Occupations with highest representation</u> (in ranking order) —Men	1. Toolmakers, plumbers, welders 2. Electricians 3. Labourers n.e.c.	
—Women	1. Tailors, cutters etc. 2. Packers, labellers etc. 3. Metal makers, electrical production process workers	
<u>Industrial sectors with highest representation</u> * (Persons) (in ranking order)	1. Manufacturing 2. Construction 3. W'sale & retail trade	
<u>Unemployment Rate August 1981</u> (Persons) (%)	8.7	
<u>Median Weekly Income</u> —Men	\$234	
—Women	\$177	
<u>Educational Qualifications</u> *		
Degree	0.9%	
Other post-school	37.0%	
Without post-school	61.6%	
<u>Age Distribution</u> *	15-19 (13.0%), 20-24 (15.4%), 25-54 (61.5%), 55 & over (10.1%).	
<u>Employment Benefits (1979)</u>		
Superannuation (% covered)	29.9%	
One or more benefits (% covered)	32.3%	

(a — variables marked with an (*) do not include miners & quarrymen).

PROFILE OF MAJOR OCCUPATIONAL GROUPS 1981
— SERVICE, SPORT AND RECREATION

<u>Variable</u>	<u>N('000)</u>	<u>%</u>
<u>Number in Workforce</u> —Men	223	37.5
—Women	372	62.5
—Persons	595	100
<u>Number in expanding industries</u>	519	87.2
<u>Number in shrinking industries</u>	67	11.3
<u>Percentage in Part-time Work</u>	-	40.1
<u>Minor Occupations with highest representation</u> (in ranking order) —Men	1. Firemen, police 2. Building caretakers, cleaners 3. Housekeepers, cooks, maids & related workers	
—Women	1. Housekeepers, cooks, maids 2. Building caretakers, cleaners 3. Waiters, bartenders	
<u>Industrial sectors with highest representation</u> (Persons) (in ranking order)	1. Recreation, personal & other services 2. Community services 3. Finance & business services	
<u>Unemployment Rate August 1981</u> (Persons) (%)	7.2	
<u>Median Weekly Income</u> —Men	\$241	
—Women	\$188	
<u>Educational Qualifications</u>		
Degree	1.9%	
Other post-school	24.0%	
Without post-school	72.3%	
<u>Age Distribution</u>	15-19 (10.2%), 20-24 (13.3%), 25-54 (64.9%), 55 & over (11.8%)	
<u>Employment Benefits (1979)</u>		
Superannuation (% covered)	23.5%	
One or more benefits (% covered)	51.3%	

BIBLIOGRAPHY

AUSTRALIAN BUREAU OF STATISTICS

- (1969) Income Distribution 1968-69, Consolidated and Revised Edition;
Catalogue No. 17.17.
- (1976) Weekly Earnings of Employees (Distribution), August; Cat.No. 6.51.
- (1978) The Labour Force Australia; Cat.No. 6204.0.
- (1979) Employment Benefits Australia, February to May; Cat.No. 6334.0.
- (1981) Labour Mobility Australia, February 1980 to February 1981;
Cat.No. 6209.0.
- (1981) The Labour Force Educational Attainment, February; Cat.No. 6235.0.
- (1981) The Labour Force Australia, August; Cat.No. 6203.0.
- (1981) Weekly Earnings of Employees (Distribution) Australia, August;
Cat.No. 6310.0.
- (1981) The Labour Force Australia, November; Cat.No. 6203.0.
- (1982) The Labour Force Australia, May; Cat.No. 6203.0.

BLOOM, L., JONES, F.L., McDONNELL, P., WILLIAMS, T. (1980) The Inheritance of Inequality, London, Routledge & Kegan Paul.

BUREAU OF INDUSTRY ECONOMICS (1981) The Structure of Australian Industry — Past Development and Future Trends, Research Report No. 8, Canberra, Australian Government Printing Service.

CASS, Bettina (1981) Unemployment and the Family : The Social Impact of the Restructuring of the Australian Labour Market. SWRC Reports and Proceedings No.7, Kensington, NSW., Social Welfare Research Centre, The University of New South Wales.

COMMITTEE TO ADVISE ON POLICIES FOR MANUFACTURING INDUSTRY (1975) Policies for Development of Manufacturing Industry, Vol. 1, Canberra, Australian Government Printing Service.

COMMITTEE OF ECONOMIC ENQUIRY (1965) Report No.1, Canberra, Commonwealth of Australia.

JAMROZIK, Adam and HOEY, Marilyn (1981) Workforce in Transition : Implications for Welfare, SWRC Reports and Proceedings No. 8, Kensington, NSW., Social Welfare Research Centre, The University of New South Wales.

JAMROZIK, Adam., HOEY, Marilyn., LEEDS, Marilyn (1981) Employment Benefits : Private or Public Welfare? SWRC Reports and Proceedings No. 15, Kensington, NSW., Social Welfare Research Centre, The University of New South Wales.

SHEEHAN, Peter (1980) Crisis in Abundance, Melbourne, Penguin.

SWRC Reports and Proceedings

* = Out of print

- No. 1 J. Moller (ed), Data for Welfare Decision Making, September 1980.*
- No. 2 Peter Saunders (ed), The Poverty Line : Methodology and Measurement, October 1980, \$3.
- No. 3 Michael Morrissey and Andrew Jakubowicz, Migrants and Occupational Health : A Report, November 1980, \$3.
- No. 4 Jan Carter, States of Confusion : Australian Policies and the Elderly Confused, January 1981.*
- No. 5 Adam Graycar and David Kinnear, The Aged and the State : A Working Paper, revised ed, September 1982, \$4.
- No. 6 Michael Liffman, Immigrant Welfare : A Research Perspective, April 1981.*
- No. 7 Bettina Cass, Unemployment and the Family : The Social Impact of the Restructuring of the Australian Labour Market, April 1981, \$3.
- No. 8 Adam Jamrozik and Marilyn Hoey, Workforce in Transition : Implications for Welfare, May 1981.*
- No. 9 Robert V. Horn, Fiscal Welfare Effects of Changes in Australian Income Tax, 1972-73 to 1980-81, May 1981, \$3. *
- No. 10 Concetta Benn, The Developmental Approach : Demonstration Programs in the Brotherhood of St. Laurence, May 1981, \$2.50.
- No. 11 Bettina Cass (ed), Unemployment : Causes, Consequences and Policy Implications, August 1981, \$3.
- No. 12 Adam Jamrozik and Robin Beck, Worker Co-operatives : An Evaluative Study of the New South Wales Worker Co-operative Programme, August 1981, \$4.
- No. 13 Robert V. Horn, Extra Costs of Disablement : Background for an Australian Study, September 1981, \$2.50.
- No. 14 P.R. Kaim-Caudle, Cross National Comparisons of Social Service Pensions for the Elderly, September 1981, \$3.
- No. 15 Adam Jamrozik, Marilyn Hoey, Marilyn Leeds, Employment Benefits : Private or Public Welfare?, November 1981, \$4.
- No. 16 Linda Rosenman, Widowhood and Social Welfare Policy in Australia, January 1982, \$3.
- No. 17 Adam Graycar and Wendy Silver, Funding of Non-Government Welfare : Agencies Serving Disabled People in Western Australia, January 1982, \$3.
- No. 18 Vivienne Milligan and Margaret McAllister, Housing and Local Government : An Evaluation of the Waverley Community Housing Office Project, February 1982, \$3.
- No. 19 Tania Sweeney and Adam Jamrozik, Services for Young Children : Welfare Service or Social Parenthood?, March 1982, \$4.
- No. 20 Adam Graycar (ed), Age Care - Whose Responsibility?, March 1982, \$3.
- No. 21 Bettina Cass, Family Policies in Australia : Contest over the Social Wage, May 1982, \$3.
- No. 22 Tania Sweeney, An Analysis of Federal Funding of Children's Services - A Sourcebook, May 1982, \$3.
- No. 23 David Kinnear and Adam Graycar, Family Care of Elderly People : Australian Perspectives, May 1982, \$3.
- No. 24 Carol Keens and Bettina Cass, Fiscal Welfare : Some Aspects of Australian Tax Policy. Class and Gender Considerations, September 1982, \$3.
- No. 25 Jill Hardwick and Adam Graycar, Volunteers in Non-Government Welfare Organisations in Australia : A Working Paper, September 1982, \$3.
- No. 26 Robert Pinker, Theory, Ideology and Social Policy, October 1982, \$2.
- No. 27 Adam Jamrozik and Marilyn Hoey, Dynamic Labour Market or Work on the Wane? Trends in the Australian Labour Force 1966-1981, December 1982, \$4.