



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

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Adam Jamrozik

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Social Welfare Research Centre

THE UNIVERSITY OF NEW SOUTH WALES

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Adam Jamrozik
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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.

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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

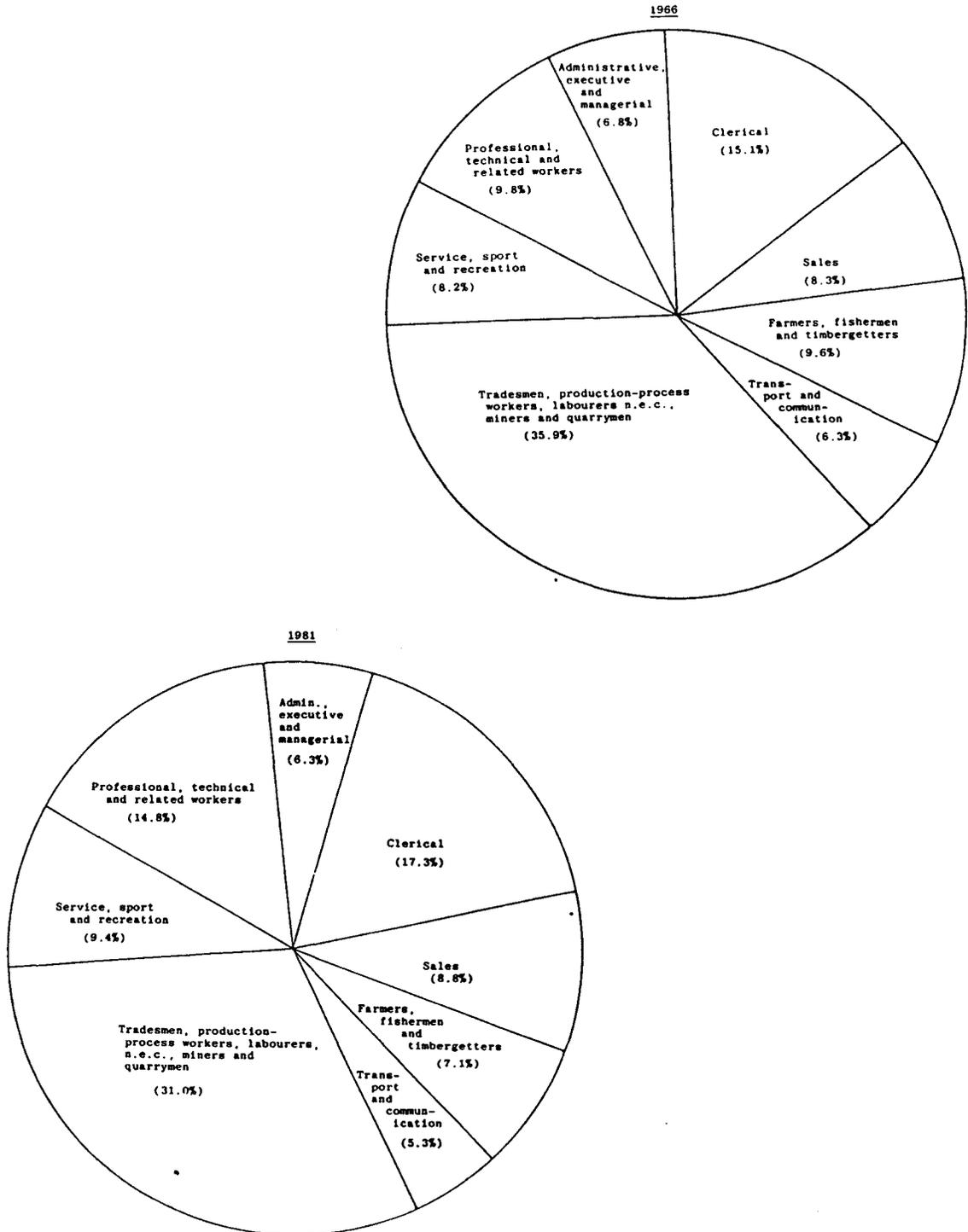
| Occupation | 1966 (N'000) (1) | | | 1981 (N'000) (2) | | | Change 1966-1981 (N'000) | | | | | |
|---------------------------------------|------------------|-------|---------|------------------|-------|---------|--------------------------|----------|------------|------------|--------------|--------------|
| | Men | Women | Persons | Men | Women | Persons | Men N | Men % | Women N | Women % | Persons N | Persons % |
| 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 | | Women | | Persons | |
| | | | | | | | N | % | N | % | 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

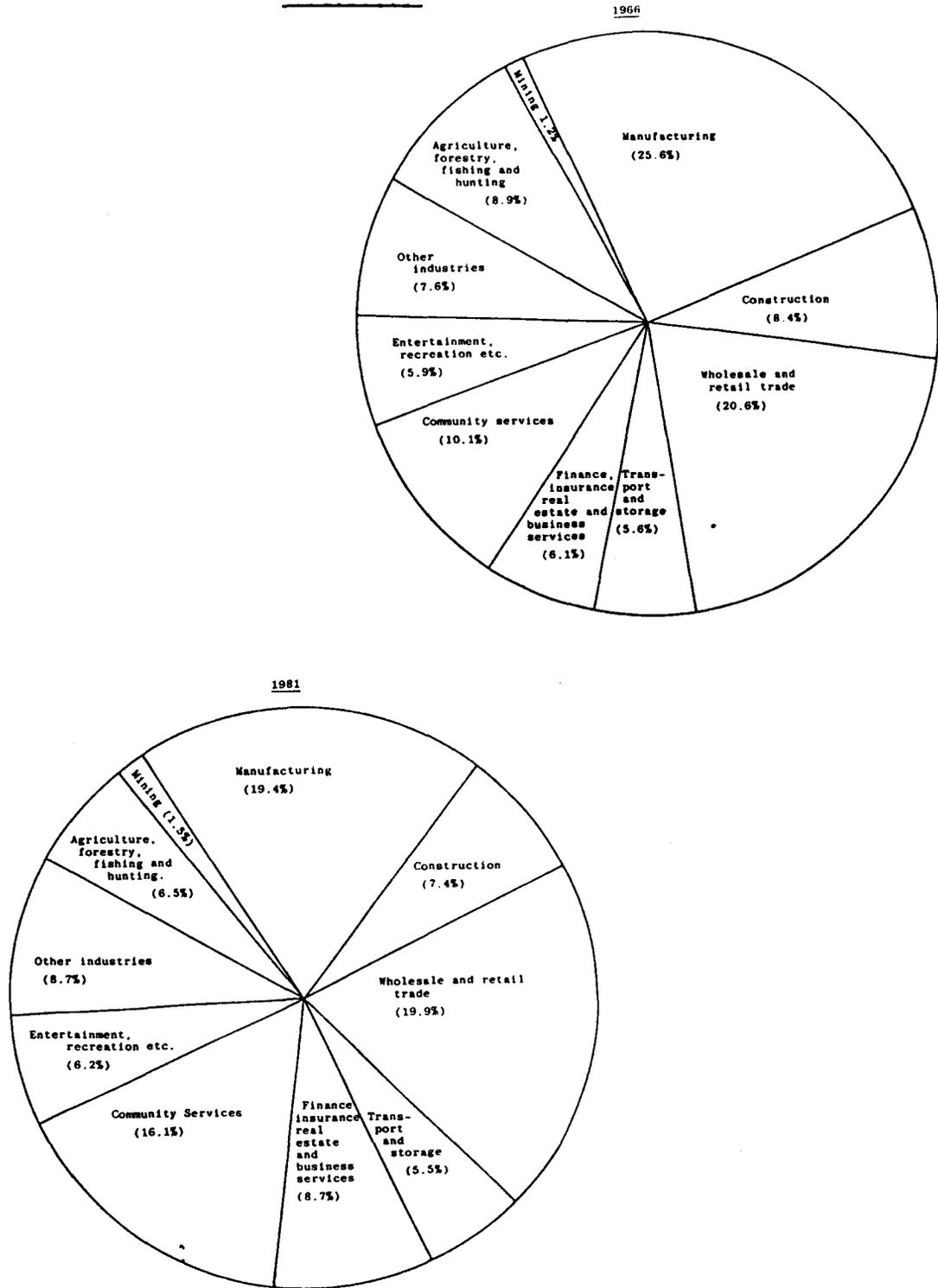
(2) The Labour Force Australia August 1981; ABS Cat.No. 6203.0

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 |
| <u>Expanding Industries (BD):</u> | | | | | | | | | |
| 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 | - |
| <u>Shrinking Industries (AC):</u> | | | | | | | | | |
| 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 | - |
| <u>All Industries:</u> | | | | | | | | | |
| 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; 58.5 per 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.

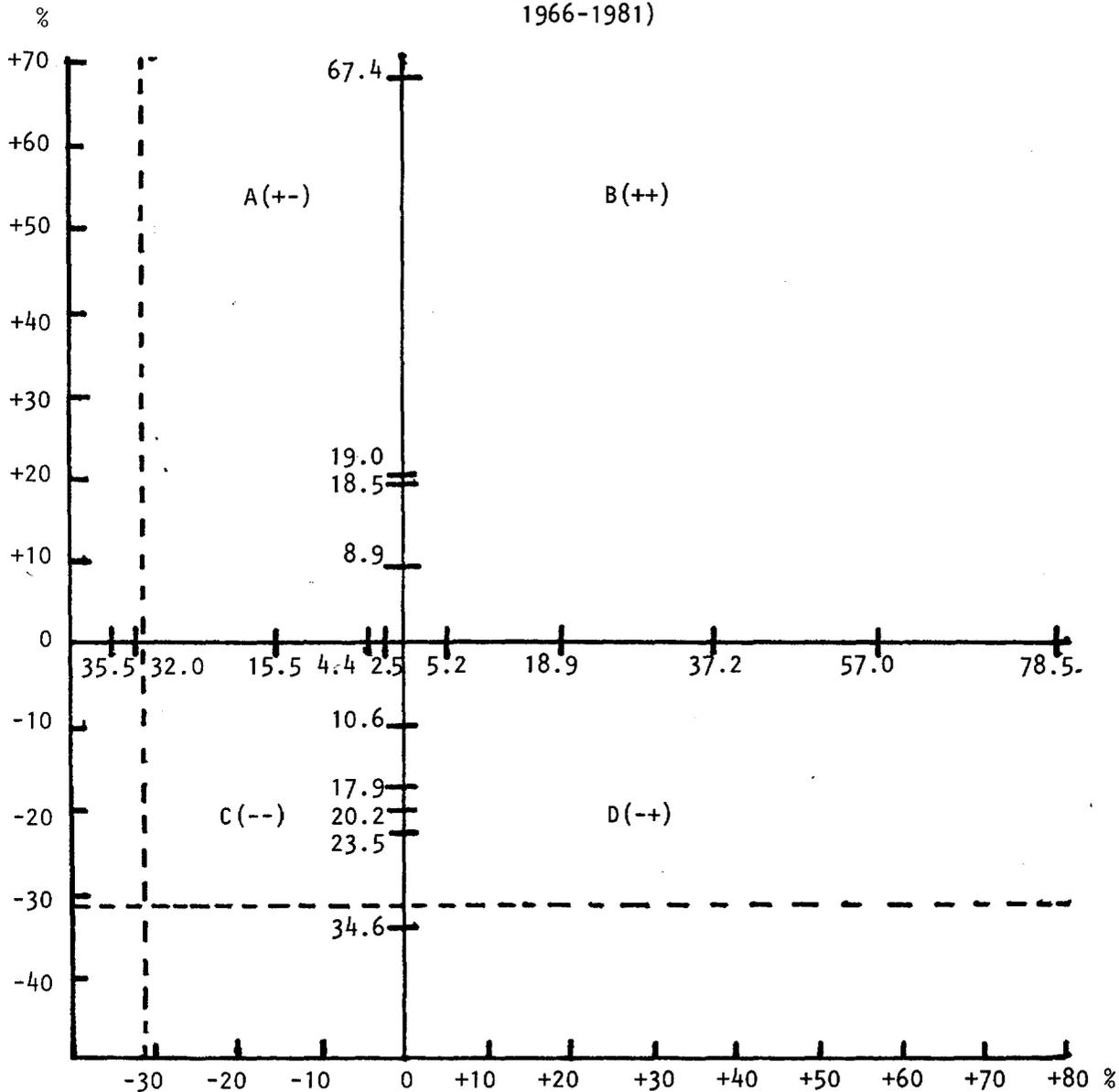
The change in the occupational and industrial structures that had occurred in those 15 years represent a shift of 8.9 percentage points (5.8 points for men; 6.4 points for women) in the occupational structure and 10.4 percentage points

(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 |

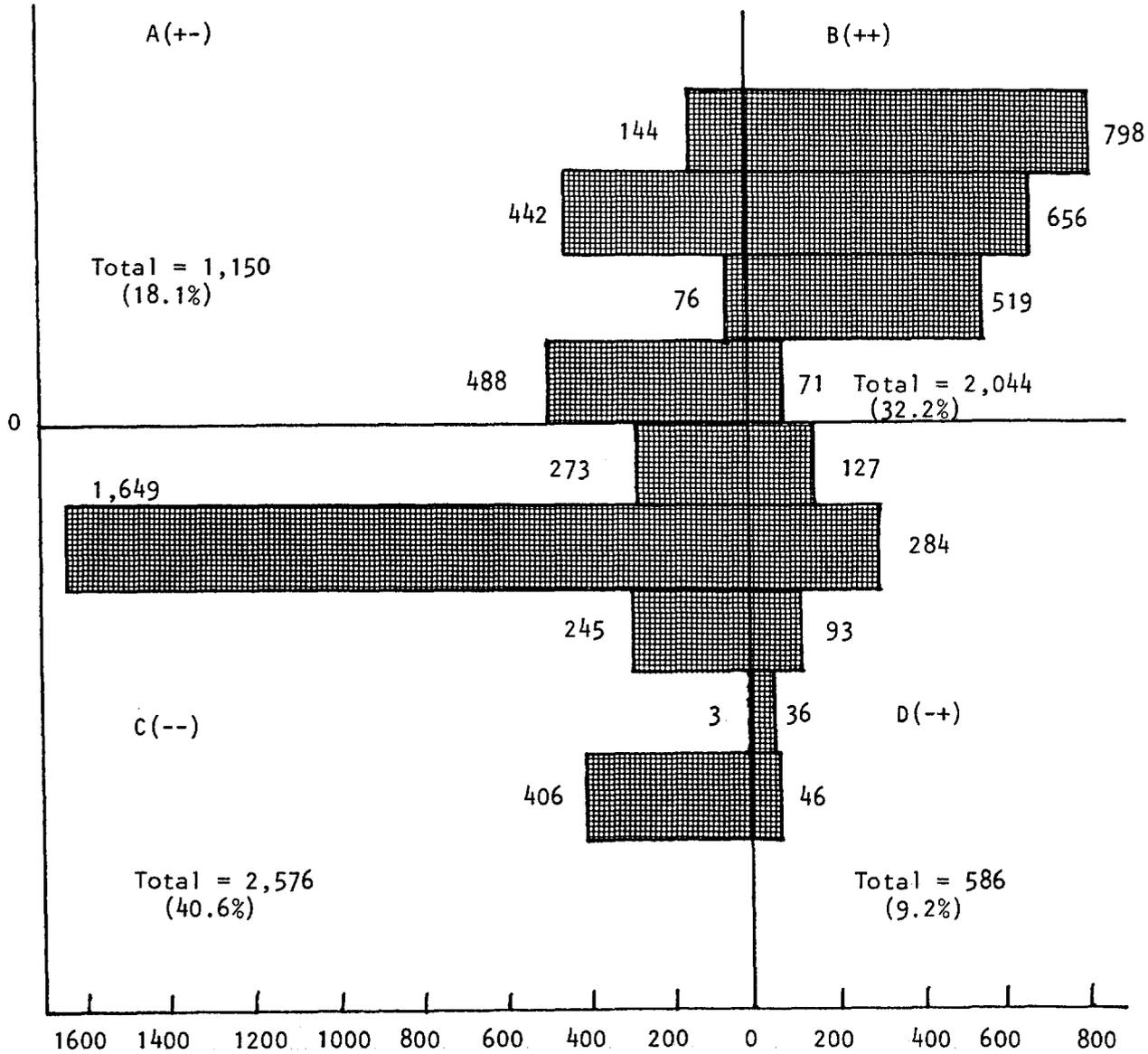
TABLE 6:

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):

| | A | B | Total |
|-------------------------------|-----|-----|-------|
| Professional, technical, etc. | 144 | 798 | 942 |
| Clerical | 442 | 656 | 1,098 |
| Service, sport, recreation | 76 | 519 | 595 |
| Sales | 488 | 71 | 559 |

1,150 2,044 3,194

Shrinking Occupations (CD):

| | C | D | Total |
|--|-------|-----|-------|
| Administrative, executive, managerial | 273 | 127 | 400 |
| Trades, process workers, labourers, etc. | 1,649 | 284 | 1,933 |
| Transport & communication | 245 | 93 | 338 |
| Miners, quarrymen | 3 | 36 | 39 |
| Farmers, fishermen, timbergetters | 406 | 46 | 452 |

2,576 586 3,162

TOTAL 3,726 2,630 6,356

TABLE 7 :

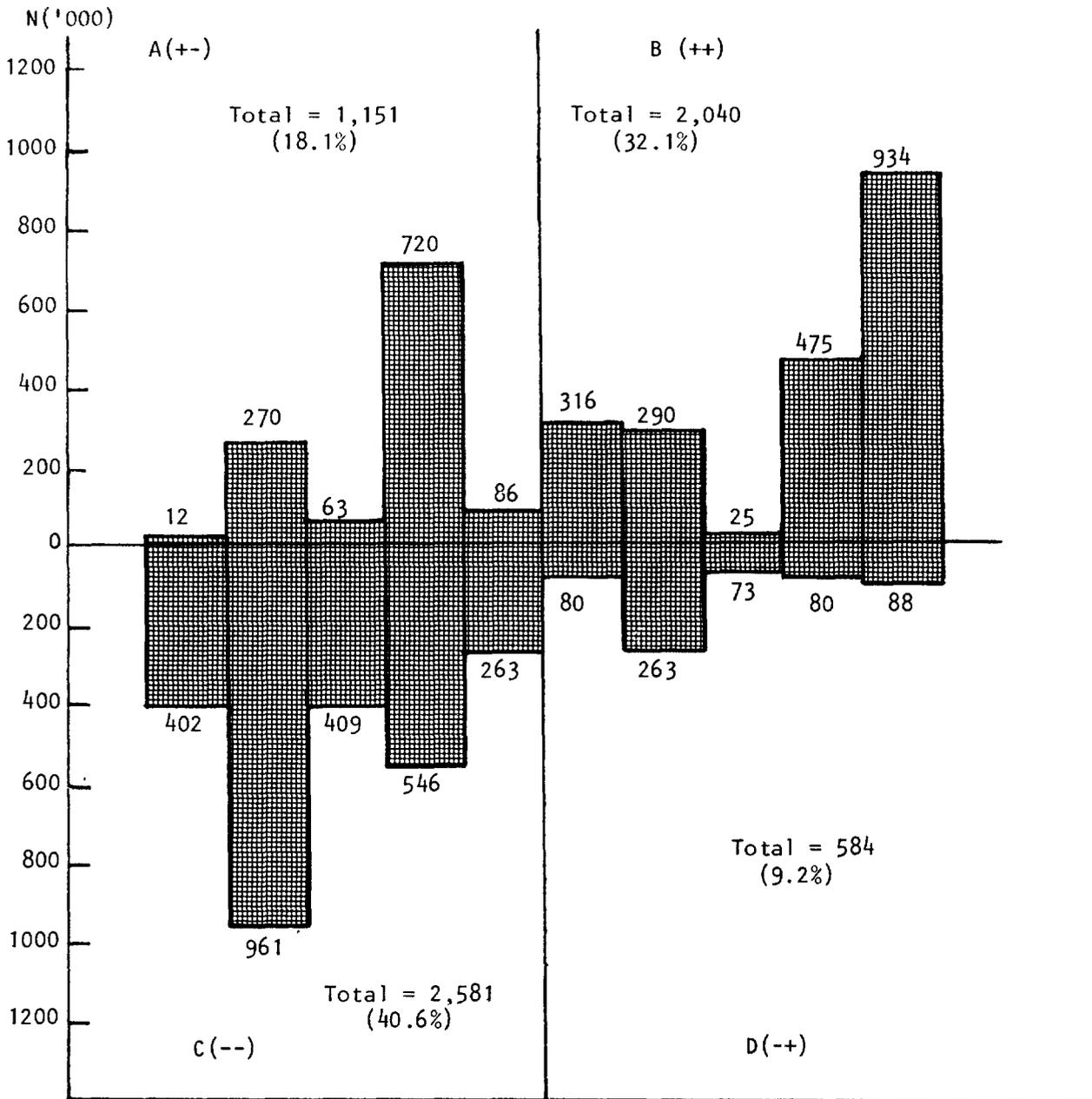
LABOUR FORCE IN AUSTRALIA 1981 : INDUSTRIES

| INDUSTRY | Shrinking Occupations (CD) | | | Expanding Occupations (AB) | | | Total | | |
|--------------------------------------|----------------------------|-------|-------|----------------------------|-------|-------|-------|-------|-----|
| | M | W | P | M | W | P | N | % (2) | |
| Expanding Industries (BD): | 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 | | | |
| Shrinking Industries (AC): | 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

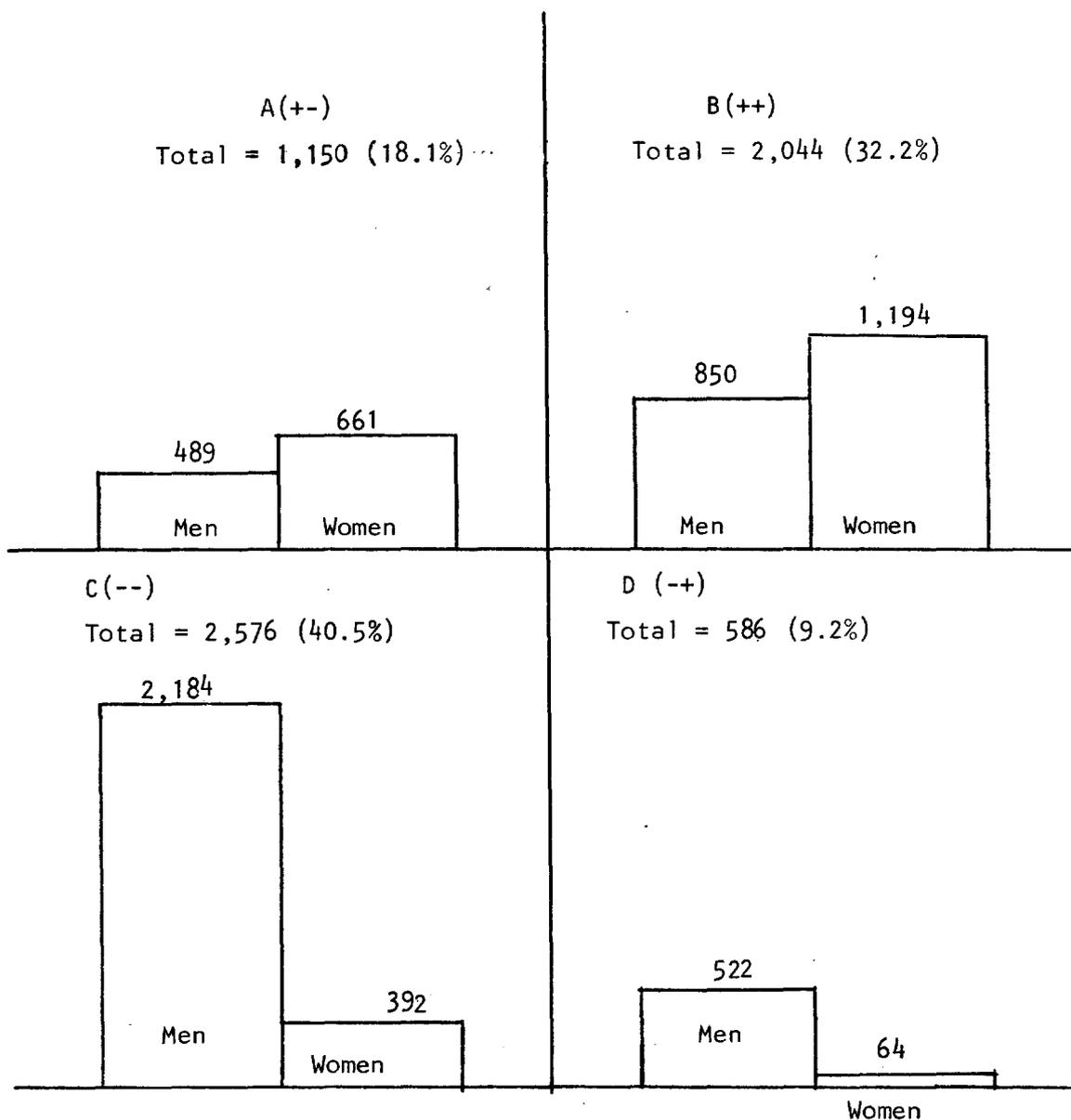
| B | D | Total |
|--------------|--------------|--------------|
| 316 | 80 | 396 |
| 290 | 263 | 553 |
| 25 | 73 | 98 |
| 475 | 80 | 555 |
| 934 | 88 | 1,022 |
| 2,040 | 584 | 2,624 |
| 3,191 | 3,165 | 6,356 |

**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 wholesale 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>OCCUPATIONS</u> | | | | | |
| <u>Expanding Occupations (AB) :</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>INDUSTRIES</u> | | | | | |
| <u>Expanding Industries (BD) :</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 |
| <p>Source: <u>The Labour Force Australia 1978; ABS Cat.No. 6204.0.</u> <u>The Labour Force Australia August 1981; ABS.Cat.NOo. 6203.0.</u></p> | | | | | |

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.

| <u>TABLE 11: LABOUR FORCE 1966-1981: CHANGE IN RATES OF GROWTH</u> | | | | | | |
|--|--|-------|---------|-------|---------|-------|
| | 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 |
| <u>Source:</u> <u>The Labour Force Australia, 1978; ABS Cat.No.6204.0.</u> <u>The Labour Force Australia, August 1978; ABS Cat.No.6203.0.</u> (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) | % |
| <u>1966:</u> | | | | | | |
| 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 |
| <u>1981:</u> | | | | | | |
| 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 |
| <u>Change 1966-1981:</u> | | | | | | |
| 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 |
| W'sale 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: The Labour Force Australia May 1982; 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 | | 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 |
| Source: Weekly Earnings of Employees (Distribution) Australia, August 1981; 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) |
|-------------------------------------|--------------|------|----------------|------|-------------------------------|
| | N | % | N | % | |
| BENEFITS : | | | | | |
| <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.

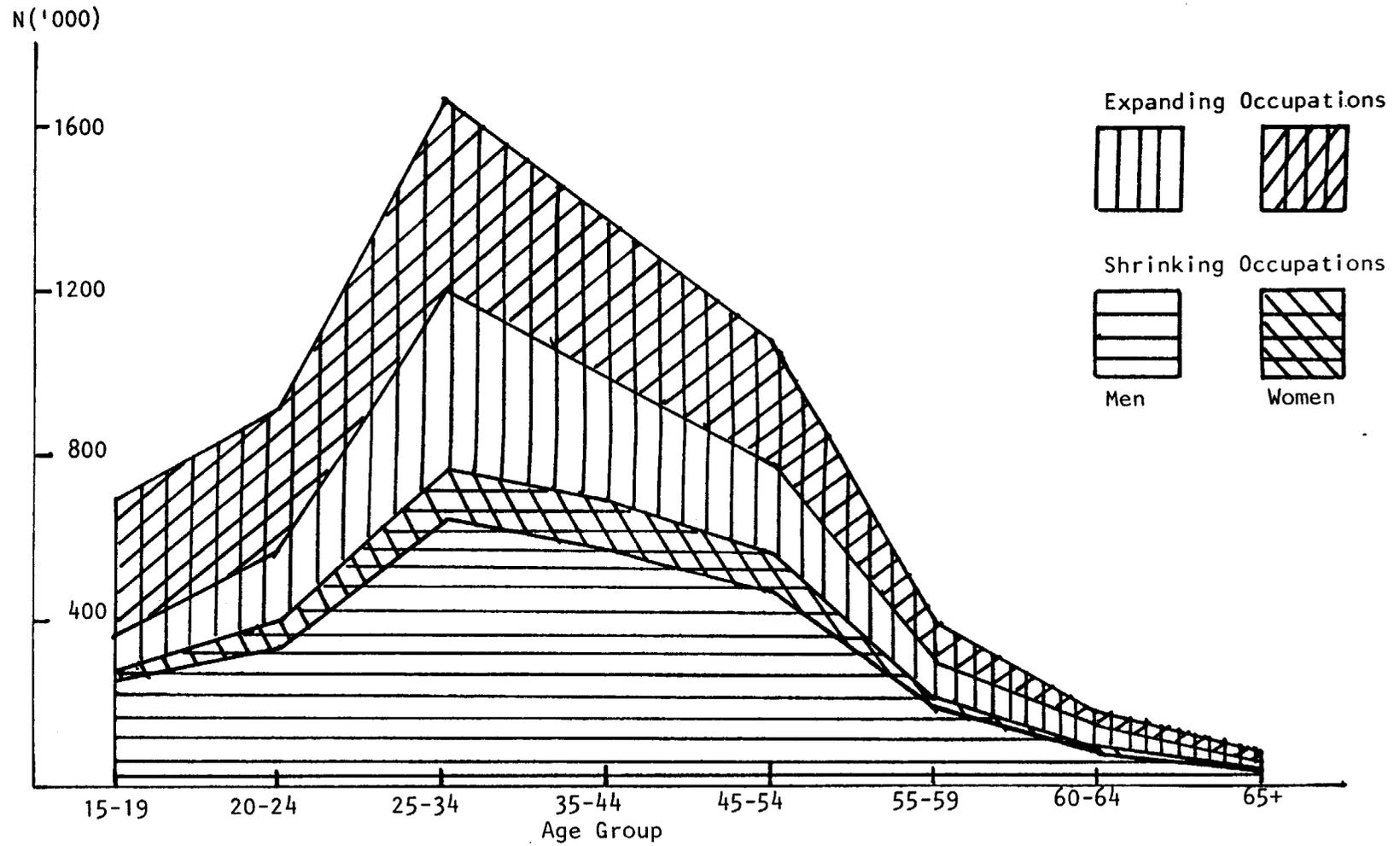


TABLE 22 : AGE DISTRIBUTION OF LABOUR FORCE IN INDUSTRY, 1981.

(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 |
| Men : | | | | | | | | | | | | |
| 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) |
| Women : | | | | | | | | | | | | |
| 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) |
| Persons : | | | | | | | | | | | | |
| 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)

| INDUSTRY | 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 Persons Effective Rate ⁽¹⁾ | | |
|--|------------------------------|--|--------|------------------|
| | | N | Rate % | Effective Rate % |
| 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 = $\frac{\text{Unemployment Rate}}{62.1}$.

(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 | % |
| | | | N | % | 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> |
|--|--|
| 1. Except for mining, all these industries are in the tertiary sector. | 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. The industries are in the public sector (community services, public administration) and in the private sector (e.g. finance, property and business services). | 2. Most of these industries are in the private sector, except for some parts of transport. |
| 3. High utilisation of human capital —most of the persons with tertiary qualifications are employed in these industries. | 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. Women constitute the majority of the labour force though men appear to be in the majority of top positions. | 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 higher than average for both men and women. | 5. In the aggregate, earnings are lower 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. | 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 worked per week are in the aggregate fewer than average for both men and women. | 7. Average hours, in the aggregate, are higher 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. | 8. Capital intensity would be medium to high and growing in certain sectors, especially in manufactures. |
| 9. In the aggregate, unemployment rates are lower than average for both men and women. | 9. Unemployment rates, in the aggregate, are higher than average for both men and women. |
| 10. The labour force is more mobile than average among 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 women. | 11. Most young persons (15 to 19 years) employed in these industries are men. |
| 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. | 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 | | |
|------------------------------------|----------|--------------------|-------------------|---------|--------------------|-------------------|---|-------------------|------------------------------|
| | N ('000) | Mean Earnings (\$) | Mean Hours Worked | ('000) | Mean Earnings (\$) | Mean Hours Worked | % of mean earnings | % of hours worked | Effective % of mean earnings |
| 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.

| OCCUPATIONS | AGE GROUPS (year) (N= '000) | | | | | | | | | | | | | | | | | |
|---------------------------------------|-----------------------------|-------|------------------|-------|---------|-------|-----|-------|------------------|-------|---------|-------|------|-------|----------------------|-------|---------|-------|
| | MEN | | 15 - 19 WOMEN | | PERSONS | | MEN | | 20 - 24 WOMEN | | PERSONS | | MEN | | 25 and over 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.

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 | | 1 year & under 5 | | 5 years & over | | TOTAL | |
|-------------------------------|-----------------|------|---------------------|------|-------------------|------|-------|-----|
| | N | % | N | % | N | % | 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 |
| W'sale & 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> | | |
| Degree | 40.0% | |
| Other post-school | 43.7% | |
| Without post-school | 16.3% | |
| <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 | <ol style="list-style-type: none"> 1. Other Clerical Workers 2. Bookkeepers & Cashiers 3. * | |
| —Women | <ol style="list-style-type: none"> 1. Other Clerical Workers 2. Stenographers & Typists 3. Bookkeepers & Cashiers | |
| <u>Industrial sectors with highest representation</u> (Persons) (in ranking order) | <ol style="list-style-type: none"> 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 | <ol style="list-style-type: none"> 1. Proprietors, salesmen, etc. 2. Commercial Travellers 3. Insurance, real estate, salesmen etc. | |
| —Women | <ol style="list-style-type: none"> 1. Proprietors, saleswomen etc. 2. * 3. * | |
| <u>Industrial sectors with highest representation</u> (Persons) (in ranking order) | <ol style="list-style-type: none"> 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 | <ol style="list-style-type: none"> 1. Drivers 2. Postmasters & postworkers etc. 3. Drivers, firemen, railways | |
| —Women | <ol style="list-style-type: none"> 1. Telephone Operators 2. Drivers 3. Postmasters & postworkers | |
| <u>Industrial sectors with highest representation</u> (Persons) (in ranking order) | <ol style="list-style-type: none"> 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. Wholesale & 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 | <ol style="list-style-type: none"> 1. Firemen, police 2. Building caretakers, cleaners 3. Housekeepers, cooks, maids & related workers | |
| —Women | <ol style="list-style-type: none"> 1. Housekeepers, cooks, maids 2. Building caretakers, cleaners 3. Waiters, bartenders | |
| <u>Industrial sectors with highest representation</u> (Persons) (in ranking order) | <ol style="list-style-type: none"> 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% | |

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