

# Unemployment in Australia: An Annotated Bibliography 1980-85

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Encel, Diana

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## UNEMPLOYMENT IN AUSTRALIA : AN ANNOTATED BIBLIOGRAPHY, 1980-85

by

Diana Encel



### Social Welfare Research Centre

THE UNIVERSITY OF NEW SOUTH WALES  
P.O. BOX 1 • KENSINGTON • NEW SOUTH WALES • AUSTRALIA • 2033

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Social Welfare Research Centre  
The University of New South Wales  
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## INTRODUCTION

This is the second annotated bibliography about unemployment in Australia to be published by the Social Welfare Research Centre. The first appeared in 1984 and contained citations from the period 1978 to 1983. The compilation included only works actually sighted by us; inevitably not all published works were available at the time. This volume therefore overlaps with the previous one and covers the period 1980 to 1985. The search has been undertaken over a longer period and has been more thorough. Nevertheless, once again, some works have not been available to us and we regret their omission.

The collection is drawn from a variety of academic disciplines - economics, psychology, education, sociology, criminology, law, social work, geography, engineering, public administration and industrial relations - and from a range of areas of activity such as universities and other research or educational institutions, government departments and agencies, the women's movement, trade unions, welfare and community service organisations, the church and private medical practice.

The annotations in the bibliography are designed to give the reader a useful indication of the nature and scope of the works. The length of the annotation bears no relationship to either the length or the importance of the item cited. Where it has been possible to summarise the contents within the annotation, this has been done. However some works are long or carry too many strands of argument for this to be possible. In these cases the annotations have been more general and sometimes shorter.

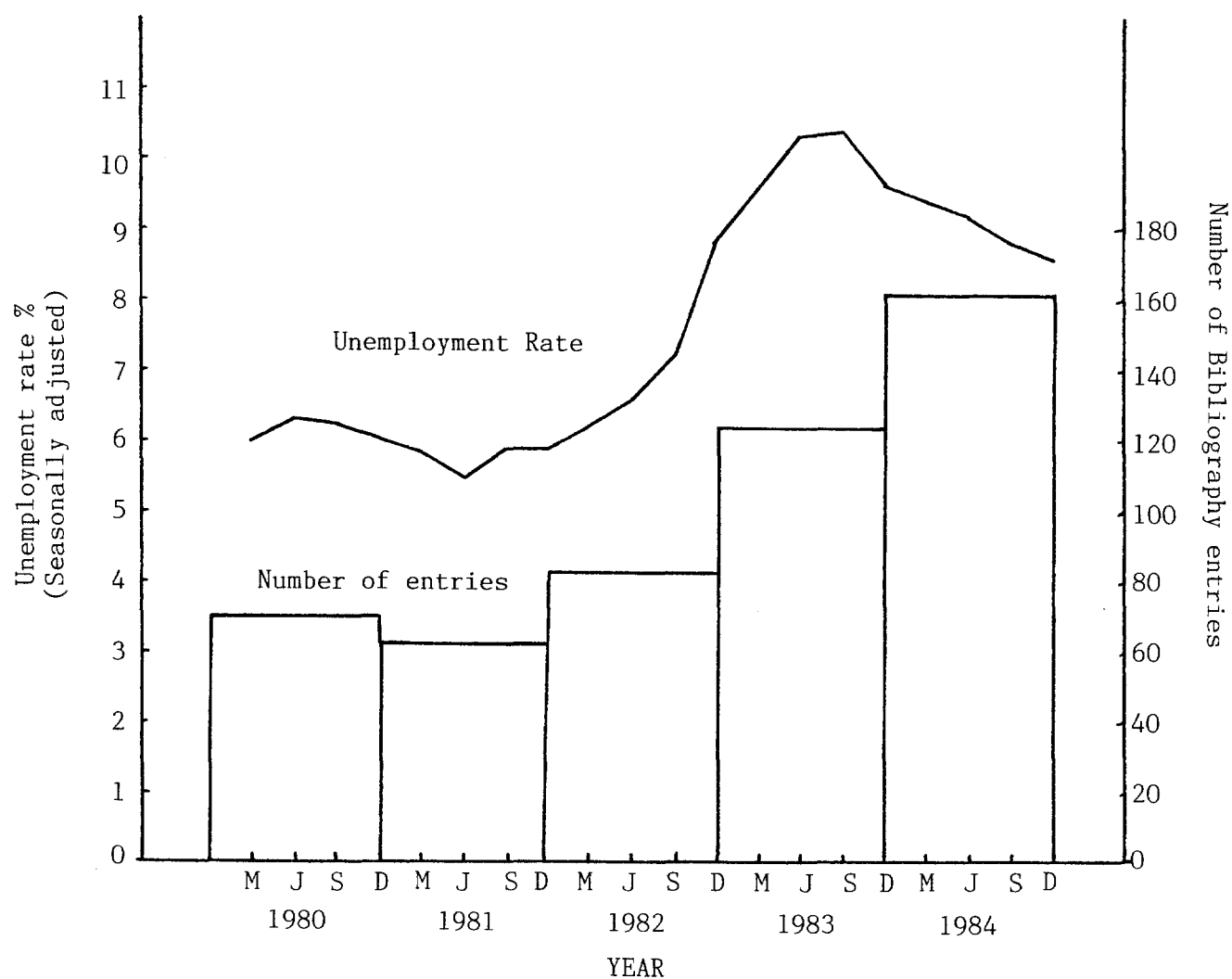
Each annotation uses, as far as possible, the language of the work, in order to give a further indication of its nature. Quotations from the publications are sometimes used as part of an annotation while some annotations consist entirely of quotation from the work or its published abstract. The annotations are descriptive; they are not intended to be critical reviews or evaluations.

A bibliography is useful to its readers only in so far as its arrangement makes the material readily accessible for consultation. In this, as in the earlier volume, works are arranged alphabetically by author. In addition, each work has been classified according to the key-words that indicate its subject matter. Each annotation is also assigned a record number which appears above it. An index of key words with the appropriate record numbers has been included so that access is either through author or subject.

In this volume we have introduced, in addition, a cross-referencing system which will indicate subject matter by two key-words at a time. This will make it possible to distinguish, for instance, works dealing with the effects of unemployment on women from those dealing with the effects on young people; or, to take another example, those works which report on surveys of young people can be distinguished from surveys of other population groups.

The cross-reference system in this volume includes the entries in the earlier compilation. This publication, ENCEL, Diana and GARDE, Pauline (1984), **Unemployment in Australia : An Annotated Bibliography, 1978-83**, SWRC Reports and Proceedings No.36, is available from the Centre; it includes entries numbered 1 to 237. The annotations in this volume are given record numbers beginning with 250. All references in indexes are to these record numbers

# BIBLIOGRAPHY ENTRIES : 1980-1984



**Source:** (Unemployment rates)  
 Australian Bureau of Statistics, **Time series data on micro-fiche**, Cat.No.1311.0 (corrected).

(and **not** to page numbers). Record numbers to entries in this volume appear in bold type.

Any cross-referencing system is only valuable when the original assignation of key-words indicating subject matter is accurate and appropriate. The author accepts responsibility for the choices made and regrets any mis-applications. However, the individual annotations are intended to be sufficiently descriptive of the contents to avoid 'wild-goose chases' amongst the original works.

As before, the material cited includes whole books, chapters of books, journal articles and pamphlets. Newspaper articles are not included, nor is unpublished material (theses, conference papers, submissions) even when these have been referred to in the literature. Where an author has published similar material in more than one place, citations refer the user to more than one source. The material has not been selected on any basis except its relevance to unemployment.

More entries in the bibliography appeared in the year 1984 than in any other single year. If we consider the years from 1980 to 1984 when the search has been as thorough as possible, there has been a steady rise in the number of entries, from 69 in 1980 to 161 in 1984, with the exception of 1981 when the number dropped slightly to 62. The year 1981 came at the end of a period which had been characterised by a steady rate of unemployment, and a slight drop in the rate occurred in that year; it is possible that interest in the subject had waned at that time. The accompanying graph shows this clearly.

The subject of greatest interest over the search period was our key-word **POLICIES** which was used to describe 37 per cent of all entries (257 times). Other key-words used frequently were **STATISTICS** (234 times or for 34% of entries), **CAUSES** (210 times, or 30% of entries) and **STRATEGIES** (206 times). The key-words used indicate a fairly even interest in each area over each year except that entries on women rose sharply in 1984 when 35 per cent of all entries on women were made. The number of entries on youth, other population groups such as migrants and strategies to deal with unemployment also rose markedly in that year, though this was more a part of a generally rising trend than was the case for women. Undoubtedly the establishment of the Committee of Inquiry into Labour Market Programs was one factor which contributed to the rise of interest in these areas in that year.

The accompanying graph shows that unemployment rose to a peak in 1983 then fell slightly. It continued to fall in 1985. It is too early to say whether interest and research on unemployment, as mirrored by written works, will also fall as it appears to have done in 1981. Current indications are that 1986 will bring a slight increase in unemployment rates despite a growth in the job market and in the economy. Even if unemployment does not rise, the rate is not down to the 1981 level and is well above the rates which obtained in the early 1970s which Australians had grown to think of as their right. Judith Sloan, writing on 'The Australian Labour Market, December 1985' (**Australian Bulletin of Labour**, 12[1]) in an article which appeared too late for inclusion in the body of this bibliography, points to the need for further research on the labour market. If her suggestion that the 'natural' rate of unemployment has indeed increased, then there is also a need for consideration and research on the ways in which this increased number of unemployed people can best be accommodated in our society. Whatever themes or trends emerge, it seems that the literature on unemployment will continue to appear in the coming years.

## OTHER SOURCES

Readers are directed to a number of sources of statistics which have not been separately annotated in this bibliography.

### 1. AUSTRALIAN BUREAU OF STATISTICS

A **Catalogue of Publications** appears annually and supplementary leaflets are published monthly. These list both the regular bulletins (such as **Unemployment, Australia** (monthly) and **Labour Statistics, Australia** (annually)) and irregular publications (such as **Survey of Persons Registered with CES as Unemployed**). (See earlier bibliography for reference to guides to the use of ABS statistics.)

### 2. COMMONWEALTH EMPLOYMENT SERVICE

**Commonwealth Employment Statistics** provides statistics on vacancies notified and filled as well as numbers of persons registered.

### 3. DEPARTMENT OF SOCIAL SECURITY

For a full list of their publications, see the Annual Reports of the Department. The **Quarterly Survey of Unemployment Benefit Recipients** provides information complementary to ABS or CES statistics.

### 4. DEPARTMENT OF ABORIGINAL AFFAIRS

The Statistical Section produces a **Newsletter** at irregular intervals and **Aboriginal Social Indicators, 1984** (AGPS) uses data from both the 1971 and 1981 Censuses to present comparisons of Aboriginal employment over time and with the total population.

### 5. AUSTRALIAN INSTITUTE OF MULTICULTURAL AFFAIRS ETHNIC AFFAIRS COMMISSION OF NEW SOUTH WALES VICTORIAN ETHNIC AFFAIRS COMMISSION

These bodies publish works related to migrants in the labour force. Among the **Occasional Papers** produced by the NSW Commission are some devoted to unemployment data. Their journal, **Ethnos**, carries employment data on immigrants at irregular intervals. The Victorian Commission produces a series of **Working Papers** and other publications, some of which are annotated herein, as are some of the AIMA publications. For a full list, contact each body.

### 6. ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT

Unemployment is one subject of discussion in the **OECD Economic Surveys, Australia**, which appears annually.

### 7. VARIOUS LOCAL ORGANISATIONS

The Inner Sydney Regional Council for Social Development Co-op., Ltd., produces its own journal, **Inner Voice**, which, at intervals, includes labour market statistics for some Sydney inner city

districts. It is not possible to identify and list here all such local sources of information but researchers should enquire from local Councils about the existence of appropriate bodies.

#### 8. RESEARCH INSTITUTES OF ECONOMICS

The following research institutes have produced publications relating to economic aspects of unemployment, some of which are annotated in this bibliography. Readers can obtain full lists of their publications from each.

THE BUREAU OF INDUSTRY ECONOMICS (Canberra)

THE BUREAU OF LABOUR MARKET RESEARCH (Canberra)

THE CENTRE FOR APPLIED ECONOMIC RESEARCH (University of New South Wales)

THE CENTRE FOR ECONOMIC RESEARCH (The Australian National University)

THE CENTRE FOR POLICY STUDIES (Monash University)

THE INSTITUTE OF APPLIED ECONOMIC AND SOCIAL RESEARCH (University of Melbourne)

THE NATIONAL INSTITUTE OF LABOUR STUDIES INC. (The Flinders University)

## THE COLLECTION

250

ABBOTT, Max (1984), 'Unemployment responses from a community mental health perspective', **Mental Health In Australia**, 1(12), 24-31.

'The state of unemployment internationally is briefly reviewed. Research is cited showing the adverse physical and mental health consequences of unemployment. Data from an experimental study of learned helplessness are used as a model for some of the common psychological functions of work and widespread attitudes towards unemployment are discussed in relation to the distress experienced by many unemployed people. It is argued that traditional clinical practice is of limited value in countering the causes and psychological effects of unemployment and that different modes of intervention within a community mental health framework are required. Examples from New Zealand are given of interventions at different levels within the social system, involving professional, Government agencies and lay people.'

EFFECTS, STRATEGIES.

251

ABELSON, Peter (1984), 'Unemployment : its causes and policies to reduce it', **Economics**, 19(4), December, 22-8. Version of a paper delivered at a Conference on Unemployment, Sydney, 1984, organised by the Commonwealth Employment Service.

The paper places in perspective the view that 'high labour costs lie at the heart of the problem of unemployment'. Recent trends in unemployment, output and labour costs are reviewed. Various causes of unemployment are discussed. The author states that 'the rise in unemployment has been due mainly to the slow growth in output and to the increase in real labour costs and only a little to technological change'. Reduction in unemployment depends on economic growth interrelated with constraints on real labour costs as well as 'possible strategies such as assistance to disadvantaged groups, increased levels of protection and the converse strategy of reductions in regulations and so on'.

CAUSES, POLICIES.

252

ALCORSO, Caroline (1984), **No Jobs, No Future, Ethnic girls and unemployment in Fairfield**, Transition Project, Fairfield Community Resource Centre, 61 pp.

This publication reviews 'some points raised in studies and research articles that have focussed on unemployment, women and girls' education in Australia', sets out impressions about ethnic young women in Fairfield and draws together information obtained from migrant girls themselves. Education programs, seen as necessary to increase their participation, should be designed specifically for them 'on the basis of locally researched information and community consultation'.

SURVEY, EDUCATION/TRAIN, POP (WOMEN), POP (YOUTH), POP (OTHER), STRATEGIES.



253

ANDERSON, D.S. and BLAKERS, C. (1984), **Youth in Transition : an annotated bibliography**, Department of Education and Youth Affairs, Canberra, AGPS, 351 pp.

This bibliography contains annotations to works relating to social context, technology and work, labour markets and young people, unemployment, education and employment, schools, school students and school leavers, post secondary education, social problems and policies. It includes a number of works which are not published in the ordinary way but are available from the researchers' own departments or from policy agencies. (These unpublished works are not annotated in the present bibliography.)

An introductory chapter, 'The contribution of research', reviews the research, examines its use and looks at youth policy.

EDUCATION/TRAIN, POP (YOUTH), POLICIES, BIBLIOGRAPHIES.

254

ARNDT, H.W. (1984), 'Special interest protection and unemployment', **Institute of Public Affairs Review**, 38(3), Spring, 132-4.

'The power of organised sectional interest groups is contributing to high levels of unemployment in Australia.' The author identifies these as manufacturers, farmers and trade unions. During the period of full employment these groups organised to protect their interests, 'giving rise to chronic and gradually accelerating inflation', which 'made all economic behaviour much more sensitive to inflationary expectations'. One solution possible would be 'to declare unemployment illegal' as in the Soviet Union where people can be drafted into work, but this is not acceptable in Australia. Other strategies to alleviate unemployment are proposed including repeal of minimum wage legislation for juvenile and female workers.

CAUSES, POLICIES.

255

THE AUSTRALASIAN COMMERCIAL AND ECONOMICS TEACHERS' ASSOCIATION, INC. (1981), **Technological Change : 'The Work Ethic Under Challenge - Implications for Education in the 1980s'**, Selected Papers from the 11th International Conference, NSW, The Economics and Commercial Teachers' Association of NSW, 371 pp.

Several of the papers in this collection relate to the impact of technology on employment and unemployment, notably those by Barry JONES, Richard SWEET, Ashley GOLDSWORTHY, Stuart MCDONALD and Tom MANDEVILLE.

CAUSES, POLICIES.

256

AUSTRALIAN INSTITUTE OF MULTICULTURAL AFFAIRS (1984), **Migrant and Refugee Youth in the Australian Labour Force : an annotated bibliography**, Melbourne, AIMA, 52 pp.

The bibliography is arranged in sections - Government reports and publications, employment and the young migrant, preparation for employment and some related bibliographies. The short annotations indicate the nature of the publication and indicate those sections particularly related to the major theme of the bibliography. (Some entries are to unpublished papers not included in the present bibliography.)

POP (YOUTH), POP (OTHER), BIBLIOGRAPHIES.

257

AUSTRALIAN INSTITUTE OF MULTICULTURAL AFFAIRS (1985), **Reducing the Risk. Unemployed Migrant Youth and Labour Market Programs. Overview**, Melbourne, AIMA, 26 pp.

This is the report of a Review of Labour Force Programs and Services affecting Migrant and Refugee Youth. 'The unemployment rate of about 26 per cent for migrant teenagers and 18 per cent for young adult migrants is significantly higher than for their Australian-born peers.' Research 'indicates that the proportion of migrants participating in labour market programs is low relative to their unemployment rates - while about 32 per cent of the unemployed are born overseas, they constitute only 16 per cent of program participants'. A number of recommendations are made, chiefly with regard to adjustments to the eligibility provisions for programs, adjustments to the procedures by which programs are delivered, adjustments to programs to enhance their suitability to the client group and adjustments to the co-ordination and evaluation of programs and services.

POP (YOUTH), POP (OTHER), STRATEGIES, LABOUR MARKET PROGRAMS.

258

AUSTRALIAN SCIENCE AND TECHNOLOGY COUNCIL (ASTEC), Technological Change Committee (1983), **Technological Change and Employment**. A Report to the Prime Minister, Canberra, AGPS, 168 pp.

'The aim of this report has ... been to discuss, against a relatively brief outline of employment patterns, and the debate on the topic, the effects and trends that have recently been observed in relation to technological change.' Technological change can be differentiated into 'process technological change' or 'product technological change'; both can be 'labour-displacing' as well as 'employment-creating', and examples of both are given. The report sees the advantages in international trade of early and comprehensive adoption of technology, but nevertheless concern is expressed over the direct labour-displacing effects.

The complex relationship between technological change and employment levels is examined by industry. 'The wealth created through the use of technology

enables the generation of employment in areas quite separate from those in which the technology is directly employed. Nevertheless employees displaced by technology face severe social and economic costs during periods of high unemployment. These costs will be borne disproportionately by particular groups.' Evidence is presented to show the effects on young inexperienced and unskilled workers, women in occupations and at skill levels that are particularly vulnerable to the introduction of microelectronic technology, older workers and migrants. The labour force must have up-to-date information on manpower needs, develop appropriate skills and be geographically mobile.

The report also looks at changes in the nature of work brought about by technology which itself 'does not dictate job design and work organisation' though these can lead to adverse consequences which should be avoided by consultation.

Recommendations are made in the areas of support for innovation, education, training and re-training, consultation and women's employment. Considerations for the future are raised.

STATISTICS, EDUCATION/TRAIN, CAUSES, POP (WOMEN), POP (YOUTH), STRATEGIES.

259

BAKER, Greg (1985), 'How jobless figures can mislead', **Australian Society**, 4(3), March, 22-3.

The figure for 'average duration of unemployment' as given in ABS statistics is derived in such a way as to be more accurately termed the 'average current duration'. The author recommends that figures for 'average completed duration of unemployment' be derived from Department of Social Security data which records both when people begin receiving unemployment benefits and when those benefits cease.

STATISTICS.

260

BAKER, G.M. and TRIVEDI, P.K. (1984), **Estimation of Unemployment Duration from Grouped Data : A Comparative Study**, Working Paper No.103, Working Papers in Economics and Econometrics, Department of Economics and Research, School of Social Sciences, Canberra, The Australian National University, 35 pp. Also **Journal of Labour Economics** (1985), 3(2), April, 153-74.

'Economists have often found it useful to look at the average length of an unemployment spell in evaluating labour market conditions and in considering the labour market experience of the unemployed. Usually this statistic has to be estimated from grouped observations on interrupted (incomplete) unemployment spells. This paper is a comparative study of some non-parametric and parametric methods of estimating this quantity using the Australian Department of Social Security data on unemployment benefit recipients.'

STATISTICS.

BAKER, Stephen (1984), **A Comparative Evaluation of the Impact on Participants of Selected Youth Labour Force Programs**, Working Paper No.50, Canberra, Bureau of Labour Market Research, 51 pp.

This paper presents a comparative evaluation of 12 youth labour force programs using data from a mailed questionnaire survey conducted in May 1982, six to eight months after participants had left a program. Education based programs, including pre-apprenticeship programs, and employment based programs are included.

It is shown that 46 per cent of participants in the pre-apprenticeship courses were in continuous full-time employment in the six to eight months after completing a program, compared with 42 per cent of those from employment based programs and only 15 per cent for other education based programs. In general, it was found that those who completed their program placement were more likely to have a successful outcome in the labour market. The level of schooling and post-school training achieved by participants is an important influence and the less time a young person has been unemployed before starting a program, the more likely is a successful outcome. When these personal characteristics are taken into account, it is shown that most programs had a similar effect though extended SYETP programs result in relatively better outcomes.

A brief description of the paper is given in BAKER, Stephen (1984), 'Are there jobs after SYETP? Employment success of participants in Labour Force Programs for young people', **Bulletin of Labour Market Research**, 13, December, 10-13.

SURVEY, EDUCATION/TRAIN, POP (YOUTH), STRATEGIES, LABOUR MARKET PROGRAMS.

BAKER, Steve, NICOLL, Paul and YIK, Wai-Fong (1985), **Aboriginal Participation in the Community Employment Program : State/Territory Element in the Northern Territory and Australia**, Conference Paper No.56, Canberra, Bureau of Labour Market Research, 21 pp.

'This paper examines the operation of the State/Territory element of the Community Employment Program as it affected Aborigines in the Northern Territory in 1983-84, the program's first year of operation.' The number of CEP jobs held by Aborigines in the Northern Territory and the characteristics of those holding the jobs are shown, in the context of the general labour market situation of the Aborigines in the Territory. The benefits to those assisted and to the community in general are discussed. 'The paper indicates that although a large number of jobs were created for Aborigines, as far as Aborigines in the Northern Territory were concerned the CEP's State/Territory element had quite limited success in achieving its objectives in 1983-84. Some of the factors underlying this experience are reviewed, and the subsequent development of the CEP in administration of the Program to overcome some of these problems is noted. It is pointed out that the program is known to have changed since 1983-84, and will continue to change, so that the findings of this paper will not necessarily hold for later years. Further, other elements of the CEP may have had a different performance.'

POP (OTHER), LABOUR MARKET PROGRAMS.

263

BARLING, Peter (1984), 'For the unemployed : Taxation + Means Test = Poverty Trap', **Australian Social Welfare Impact**, 14(2), July, 11-12.

The article shows how unemployed people seeking to 'escape long periods on income below the poverty line' by part-time work are thwarted by the combination of taxation and withdrawal of the benefit. Figures are given to show that 'an unemployment beneficiary can never increase his/her income above the poverty line no matter how many hours they might work since any income over \$70 per week is effectively taxed at 100 per cent. The unemployment benefit is lost, dollar for every dollar earned, until the benefit and eligibility for the benefit is completely lost'. The author concludes that 'it is a sick irony that the very mechanisms we use to eliminate poverty in Australian Society virtually guarantee it'.

EFFECTS, POLICIES.

264

BARNOW, Burt (1985), **Evaluation of Employment and Training Programs in the United States**, Technical Paper No.28, Canberra, Bureau of Labour Market Research, 16 pp.

'The purpose of this paper is to examine the experience from the United States on three aspects of labour force program evaluation: employment and training delivery systems; demonstration and experimental programs; and types of program evaluation.' The author draws implications from this evaluation and concludes that there have been changes over time; difficulties are demonstrated in evaluation in the same way as evaluation of the Australian Wage Pause Program pointed up problems in Australia.

LABOUR MARKET PROGRAMS.

265

BARRY, Marg (1985), 'Health effects of unemployment', **Inner Voice**, 41, March-April, 15-16.

The author defines unemployment to include 'hidden unemployment' and stresses the importance of duration of unemployment as a factor affecting health. She distinguishes 'the results of unemployment from those conditions associated with it'. Some of the problems studied are mortality, including suicide, mental health, chronic disease and effects on the families of unemployed people.

EFFECTS.

266

BARTON, David and RUSTOMJI, Leigh (1983), **Description of the 1981 Work Skills Programme and Student Population and a Follow-up Study of These Students**, Report No.7/8 - Transition Evaluation Team, Curriculum Services Division, NSW Department of Technical and Further Education, 29 pp.

'In March 1981, 40,100 young people were unemployed in New South Wales, of whom an estimated 3.7 per cent participated in TAFE's work skills programme. The two papers in this report are concerned with those unemployed teenagers who enrolled in this programme in 1981.' The publication is divided into two parts, the first by Barton, presents the statistics on the programme and characteristics of the student population. Information is given about the location of colleges giving the course, sources of information about courses, course type, enrolments by TAFE regions, enrolments by sex, the age, ethnic background, Aboriginality, physical handicap, employment and educational background of the students. The second half, by Rustomji, reports on a follow-up study designed to 'provide data of such aspects as students' reasons for discontinuing their courses, students' satisfaction with their training and subsequent training/studying outcomes'.

A similar study was carried out for the 1982 Programme by Barton, and for the 1983 Programme by Rustomji, published respectively as Report No.9 and Report No.10.

SURVEY, EDUCATION/TRAIN, POP (YOUTH), STRATEGIES.

267

BEED, Clive, SINGELL, Larry and WYATT, Ray (1983), 'The dynamics of intra-city unemployment patterns', **Australian Bulletin of Labour**, 10(1), December, 36-46.

This paper examines male and female unemployment and participation rate patterns within Melbourne in 1976 and in 1981. The results are compared with those found in Sydney by Vipond (1980, 1981). The object of the paper is to examine the patterns to determine whether 'the traditional outwards-decreasing pattern exists or whether deepening recession conditions and increased, overall unemployment are altering this pattern'. 'The major working hypothesis generated is that between 1976 and 1981 in Melbourne, both males and females became relatively worse off in the inner area to an even greater extent than unitary unemployment statistics indicate.'

STATISTICS, SEGMENTATION.

268

BENNETT, M., STIEN, R. and PENDER, G. (1981), **Some Perceived Welfare Needs in the Upper Murray Region**, Melbourne Family Care Organisation, 96 pp.

This is a report on a project to discover the perceived needs for family support services in a region of Victoria. Tables show for each of the local government areas of the united Shire of Beechworth, the perception of the importance of various problems including unemployment, as well as the actual

rise in unemployment over the period 1971-80.

The report was revised and edited by G.J. MITHEN (Research Unit, Melbourne Family Care Organisation).

SURVEY, SOCIETY, STRATEGIES.

269

BINKOWSKI, G.A. (1984), **Government Grants Handbook**, a directory of Federal Government benefits available to individuals, businesses and organisations, Melbourne, Centre for Professional Development for the Australian Society of Accountants.

This loose-leaf and ring-binder publication is intended to provide businesses with information about available Federal Government schemes including cash grants and tax concessions as well as more indirect assistance. Among the programs described are several which are administered by the Department of Employment and Industrial Relations in the categories Trade Training Programs (Commonwealth Rebate for Apprentice Full Time Training Program or CRAFT and special apprentice training), Skills Training Programs and Youth Training Programs. Details of the schemes are laid out with special reference to the employers' entitlements.

EDUCATION/TRAIN, STRATEGIES, LABOUR MARKET PROGRAMS.

270

BLAKERS, C. (1983), 'Youth and education : policies and action; a summary', **National Clearinghouse on Transition from School, Newsletter**, 2(3), Part 1, August, 37-45.

The Commonwealth Government is committed 'to enlarge and integrate the range of options available to youth in education, training and employment'. This article, the first in a series of summaries of research and information available about youth, education and employment, is a resume of developments in implementation of government policy.

EDUCATION/TRAIN, POP (YOUTH).

271

BLAKERS, C. (1983), 'The general labour market : A summary of the research', **National Clearinghouse on Transition from School, Newsletter**, 2(4), Part 2, November, 59-70.

Research on the labour market in Australia is summarised with special reference to the consequences for young people. Four trends are discussed, the changing patterns of industry and occupations, the segmentation of the labour force, the changing patterns of employment and the levels of unemployment.

SEGMENTATION, CAUSES, POP (YOUTH).

272

BLAKERS, C. (1984), 'The youth labour market : trends and patterns : a summary of the research', **Youth Studies Bulletin**, 3(1), February, 49-72.

This summary sets out the research and information available about the youth labour market, as well as pointing to the inadequacies. The teenage labour force is examined in the light of population changes and education participation. Factors influencing young people in making choices are identified as the provisions of schooling, provisions for particularly disadvantaged groups, financial considerations, the attractions of having a job, the availability of apprenticeships and trade training and the levels of youth unemployment. Aspects of education choices and occupational outcomes are examined; patterns of employment in full-time and part-time work are analysed. Finally research which reports on job availability and variety is reviewed.

EDUCATION/TRAIN, POP (YOUTH).

273

BLAKERS, C. (1984), 'The youth labour market : employers' views and practices', **Youth Studies Bulletin**, 3(2), May, 43-63.

This research summary reports on several studies where the attitudes of employers to employing young people are explored. The difficulties of carrying out such research are touched upon.

SURVEY, POP (YOUTH).

274

BLAKERS, C. (1984), 'The youth labour market : unemployment : a summary of the research', **Youth Studies Bulletin**, 3(3), August, 63-102.

The research reported upon in this summary includes studies of the definitions of employment and unemployment, with reference to under-employment and hidden unemployment. Combinations of employment and education complicate the situation. Trends in unemployment are examined and research on the relationship between unemployment and educational attainment, types of school attended and place of residence is described. Further sections examine research on the duration of unemployment, spells of unemployment and patterns of youth unemployment, hidden unemployment including the 'marginal workforce', the under-employed, the hidden unemployed at school and the discouraged who drop out of the labour market altogether. The summary includes tables and quotations drawn from the research examined.

STATISTICS, POP (YOUTH).



275

BLAKERS, C. (1984), 'The effects of unemployment : a summary of the research', **Youth Studies Bulletin**, 3(4), November, 70-101.

This summary 'discusses what is known about the effects of unemployment on individuals generally and on young people in particular'. The research described includes works investigating the effects of income loss, the psychological effects, the effects on health, suicide and crime. The article also comments on the effects of youth unemployment on society.

EFFECTS, POP (YOUTH).

276

BLAKERS, C. (1984), 'Thinking about job creation', **Australian TAFE Teacher**, November, 11-15. Also in **Youth Studies Bulletin**, 3(2), 130-4.

Job creation should be considered as 'one of the measures which can be taken, not simply to relieve unemployment for some people in the short-term, but as contributing to a more stable and adaptable society in the longer term'. This article looks at labour market demand, the kind of jobs to be created, government roles and responsibilities, the requirements for successful job creation, the participants and the costs.

POP (YOUTH), STRATEGIES.

277

BLAKERS, C. (1985), 'Australia. Committee of Inquiry into Labour Market Programs, Chairman: P.E. Kirby : A summary', **Youth Studies Bulletin**, 4(1), 46-52.

The article provides a summary of the overview to the Report of the Committee of Inquiry into Labour Market Programs, as well as chapter by chapter details of contents, arguments and recommendations.

POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

278

BLANDY, Richard and COVICK, Owen (eds) (1984), **Understanding Labour Markets in Australia**, Sydney, George Allen and Unwin, 258 pp.

Papers presented at a seminar entitled 'Understanding Labour Markets in Australia' were revised or modified in the light of discussion at the seminar and are published in this volume.

'How labour markets adjust'

Richard BLANDY and Sue RICHARDSON

q.v.

'Education and the distribution of earned income'

Paul W. MILLER

- 'Inflation and the dispersion of pay'  
Sue RICHARDSON q.v.
- 'Labour market measurement : a review of some popular  
labour market measures'  
Hazel V.J. MOIR and Chris ROBINSON q.v.
- 'Self-employment growth in Australia'  
Owen COVICK
- 'A flow analysis of the labour market in Australia'  
Will F. FOSTER and Bob GREGORY q.v.
- 'Aspects of labour market theory and behaviour  
highlighted by IMPACT project studies'  
Alan A. POWELL
- 'A comparative assessment of labour market regulation  
through collective bargaining and compulsory arbitration'  
John R. NILAND
- 'The Arbitration Tribunals and the labour market'  
Keith HANCOCK
- 'Welfare benefits and the labour market'  
Peter SHEEHAN and Peter STRICKER q.v.
- 'Working hours in Australia : some issues'  
Michael CARTER and Rodney MADDOCK
- 'Concluding comments'  
Fred H. GRUEN

Those which relate particularly to unemployment are separately annotated.  
STATISTICS, SEGMENTATION, CAUSES, EFFECTS, SOCIETY.

## 279

BLANDY, Richard and RICHARDSON, Sue (1982), 'The Fate of the Class of '71 :  
A Preliminary Analysis', National Institute of Labour Studies, **Australian  
Bulletin of Labour**, Supplement No.4, September, 46 pp.

In 1971 a survey was conducted by Richard Blandy and Tony Goldsworthy of  
students (and parents) in secondary schools in South Australia. In 1980/81  
a follow-up survey was conducted, with response from 27 per cent of the  
original sample. In this article there are preliminary accounts on a number  
of issues including the background characteristics conducive to successful  
adaptation to the 1970s labour market, and the effects of unemployment on  
the careers of those who have experienced unemployment for short or longer  
periods.

SURVEY, EFFECTS, SOCIETY, POP (YOUTH).

BLANDY, Richard and RICHARDSON, Sue (1984), 'How labour markets adjust' in Richard BLANDY and Owen COVICK (eds), **Understanding Labour Markets**, Sydney, George Allen and Unwin, 1-15.

The chapter looks at the implications of long-term perspectives in labour market behaviour for the way labour markets adjust. Factors discussed are the long-term relations between firms and workers, career profiles, observed adjustment methods and the efficiency of those methods. Finally the equity of adjustment methods are questioned, particularly as they affect unemployed people.

CAUSES, SOCIETY.

BONNELL, S.M. and DIXON, P.B. (1982), 'The impact of structural change on employment of migrants in Australia during the seventies' in Daryl DOUGLAS (ed.), **The Economics of Australian Immigration**, Proceedings of a conference, Sydney, Department of Immigration and Ethnic Affairs and The Department of Adult Education, University of Sydney, 13-19. Also IMPACT General Paper, No.37, La Trobe University, Victoria.

The authors examine the labour market performance of migrants relative to non-migrant workers, during the seventies. They are particularly concerned to test a proposition, put forward by Stricker and Sheehan, that migrants have fared badly during that time. They present statistics on employment prospects for occupational groups in the workforce by birthplace and conclude that for young people, the period 1976-79 'was a more difficult period for young migrants than for young non-migrants'. They did not find this difficulty to be associated with structural change, but thought it more likely to be linked with educational attainment, though more research on the subject is needed. Apart from the statistics for the 15-19 year olds, little evidence was found to suggest 'a deterioration in the labour market position of migrants relative to non-migrants'. The 'seventies have been a period of narrowing economic opportunities for many Australians. However the incidence of the recession has not been significantly birthplace related'.

STATISTICS, CAUSES, POP (OTHER).

BONNELL, Sheila, PARMENTER, B.R., RIMMER, R.J. and SCORGIE, M.E. (1985), 'Modelling the effects of changes in junior wage rates on structural change and teenage employment', in Paul A. VOLKER (ed.), **The Structure and Duration of Unemployment in Australia**, Proceedings of a conference, August 1983, Monograph Series No.6, Bureau of Labour Market Research, Canberra, AGPS, 91-108. Comment by D.W. CHALLEN. A version also published (1983), IMPACT Project General Paper No.G18, Melbourne (Industries Assistance Commission, Canberra).

The paper examines the consequences of a decrease in teenage wages through a wage subsidy on employment of both juniors and adults through a model of

the Australian economy, using data from the Census. 'The main empirical result of the analysis is that gains in teenage employment from the subsidy are likely to be small unless employers make significant substitutions in the teenage/adult compositions of their workforces.' The employment changes are essentially redistributive and the 'results suggest that attempts to single out teenagers in the general attack on unemployment are unlikely to be successful'.

STATISTICS, POP (YOUTH), STRATEGIES.

283

BOWEN, Margaret (1984), **Migrants Employment and Unemployment in the Illawarra**, Corporation for Redevelopment and Employment (Core), 58 pp.

Migrant unemployment is considered in relation to 'the dimensions associated with disadvantage in the labour force i.e. length of residency, English language difficulties, workforce skills, etc', and also 'within the context of a rapidly changing economy'. Unemployment amongst migrant communities in the Wollongong sub-region is described. Some recommendations are made in the area of labour market programs, education and training, English language learning, worker co-operatives and small businesses.

CAUSES, POP (OTHER), STRATEGIES, LABOUR MARKET PROGRAMS.

284

BOWERS, Jennifer and DUNLOP, Marion (1984), 'Education and welfare concerns in income support for young people', **Social Security Journal**, December, 20-41.

Proposals for changes in the structure of income support programs for young people which would increase education retention rates are examined in this article. The various proposals are summarised in table form and after describing the current situation, the authors look at the arguments for change. These include the fact that young people with no post-school education who are in employment receive less income than those who have a tertiary qualification, access to Higher Education, facts affecting education participation decisions, income relativities as between junior wages, Unemployment Benefit and education allowances, and the proposals for a general youth allowance. The authors conclude that the 'two issues, namely, the pursuit of increased participation and the reform of the income support arrangements for young people, need to be separated'.

STATISTICS, EDUCATION/TRAIN, POP (YOUTH), POLICIES.

BOYD, Caroline, JORDAN, James and PORTER, Michael (1984), **The 1984 Budget : A Comment on Tax, Social Security and Incentive Issues**, Canberra, The Parliament of the Commonwealth of Australia, Legislative Research Service, Discussion Paper No.3, 59 pp.

The comments on the 1984 Budget are made on the basis of agreement with the objective of the government's economic policies, to restore full employment through economic growth, but the authors believe that there are disincentives implicit in many of Australia's tax, labour market and social security arrangements which the Budget leaves untouched, and their 'search is for a set of incentive agreements which could facilitate restoration of employment and a stronger and more dynamic economy'.

Evidence is presented through statistics, tables and graphs to support a number of arguments. The increase in marginal tax rates at given proportions of average weekly earnings over the last twenty five years is an incentive either not to declare income, or to earn non-taxable income. The share of declared income in the higher tax brackets has fallen. High marginal rates of personal income tax create an incentive to engage in tax avoidance and evasion which may have perverse redistributive effects. The bulk of the tax burden has been shifted to lower and middle income earners who have little opportunity to avoid tax legally. The lower are wages, the greater is the incentive to employ labour, but the lower is the incentive to 'attract' labour into employment. If minimum wages are high, unemployment will also be high. The higher are the 'withdrawal rates' on social security benefits, the lower is the incentive to seek work, even given that work experience is a lever to promotion and higher real incomes. The authors look at job creation and employment schemes within this framework. 'The fact that government is prepared to subsidise employment amounts to a recognition that real wages are a barrier to employment.'

'In summary, the issue of welfare reform is part of a much wider issue which involves reform to taxation, education, training and labour markets. Only by focussing on the whole, will comprehensive social security reform ever be achieved.'

STATISTICS, CAUSES, POLICIES.

BRAIN, Peter et al. (1984), **Evaluation of the Employment Initiatives Program**, Melbourne, Institute of Applied Economic and Social Research for the Victorian Ministry of Employment and Training, 393 pp.  
Authors: Peter BRAIN, Anthony KING, Claire THOMAS, with Kiera O'NEILL and Greg RICHARDSON.

The introduction to this study defines the Victorian Government Employment Initiatives Program and its aims and designs, looks at unemployment and labour market policies in Australia and outlines the broad aims of this evaluation. Other sections look at evaluation criteria of job creation schemes and describe the methodology of this study, the maximum rate of economic growth, 1983-1987 and the Program, work experience, employment probabilities, alternative fiscal programs, participants in the program and

the long term unemployed, project initiation, selection and administration and the nature of Program project activities (work oriented, services, research and other projects). The diversity was found to be a positive feature of the Program. However, there was a predominance of 'works' oriented activities which 'encouraged an overemphasis on training and work experience in the semi-skilled and unskilled "works/trades" occupations and a tendency to recruit predominantly young, fit males to EIP positions'. Changes are recommended and the implications for changes are discussed. Following the overall evaluation which is presented in terms of appropriateness, labour market impact, fiscal costs to governments and social and welfare effects of the program, recommendations are made in general terms as well as for changes to targeting, eligibility criteria and recruitment procedures, project duration and participant tenure, funding guidelines, project initiation and selection, monitoring and project administration, and complementary strategies.

For a report of a follow-up survey see KING, Anthony (1984).

SURVEY, SEGMENTATION, POLICIES, LABOUR MARKET PROGRAMS.

287

BREWER, Graeme (1983), **The Impact of Work on Family Functioning : A review of the literature.** Occasional Paper No.3, Melbourne, Institute of Family Studies, 49 pp.

'The purpose of the paper is to discuss the connection between work and family functioning by critically reviewing relevant literature, especially that concerning empirical research. Special attention is given to Australian literature and data.' The section on unemployment makes a distinction between leisure and unemployment as they affect families. Literature is reviewed on the social psychological impact within families as well as the economic impact.

EFFECTS, BIBLIOGRAPHIES.

288

BREWER, Graeme (1984), **The Experience of Unemployment in Three Victorian Regions,** SWRC Reports and Proceedings No.48, Kensington, Social Welfare Research Centre, University of New South Wales, 103 pp.

This is a detailed account of a study, part of which was previously reported upon in **On the End of a Plank**, Brewer (1982). For this study, data were collected in three geographic areas, across three broad age groups, from 130 unemployed and 24 employed people. (The employed group, while not being a proper 'control' group, does allow for some comparisons.) The methodology is described, as are the three geographic areas. A statistical analysis of the results are given.

Questions asked in the survey related to employment history, employment situation of other members of the family and of their households, income, housing, expenditure, health, child care, job seeking experience, job training,

social welfare and social life and views. Analysis of the results shows, among other things that workers in outlying areas are disadvantaged both in their search for work and access to training opportunities; unemployment is unduly concentrated among families where there is at least one unemployed person; inner urban unemployed people have the greatest problems with housing; current social security payments are inadequate to cover basic material items. Results are shown in tables and supported by direct quotations from people surveyed.

The author is concerned that unemployment has become a 'welfare problem' because of the failure of economic and industrial policies and the 'abandonment' of a goal of 'full employment'. '... unless such a goal is revived, along with the payment of an adequate level of unemployment benefit in the meantime, individuals and families concentrated in the secondary labour market face an insecure occupational and financial future.'

SURVEY, EFFECTS, SOCIETY.

## 289

BREWSTER, Don et al. (1985), 'Leaving school and going where?', **Education News**, 19(4), July, 19-23. Other authors Wendy WITHAM, Carol EY and Andrew MCCANN.

'The article paints a broad national picture of the activities of recent school leavers ... It concludes that the doom and gloom atmosphere which pervades much of the public debate on youth options and policies is often exaggerated.' Tables show school retention rates from 1982 to 1984, the destinations of leaving students who have completed Year 10, Year 11 and Year 12, participation in the labour force by age in 1984, and labour force participation and unemployment for the same year and age group.

STATISTICS, POP (YOUTH).

## 290

BRIGHT, Robin and WILKES, Ron (1980), 'An analysis of views on work and unemployment among school leavers in Brisbane', in Ian D. SMITH (ed.), **Youth, Schooling and Unemployment** (Part A), Australian Association for Research in Education, 20-9.

School students were interviewed at a time when the youth unemployment rate was 16.9 per cent, to test their attitudes to the unemployed and their own prospect of unemployment. 'The main finding of this research is that the impact of high rates of youth unemployment has been conducive to promoting strong work motivation tendencies in the large majority of students.' Students held an 'overall view that unemployment could be avoided by adopting the "correct" psychological disposition'. The majority of students rejected the suggestion of living on the unemployment benefit; only 13 out of 192 students accepted that suggestion. The authors suggest that 'the actual experience of the search for work threatens to undermine the self concept of highly motivated students, since the motivation produced must clearly out-run present opportunities for many young people. Those students who do experience unemployment will have to modify their concept of self or their motivation to work'.

SURVEY, POP (YOUTH).

291

BROOKS, Clive and ROBINSON, Chris (1983), **Unemployment in Australia : Duration and Some Implications for Policy**, Working Paper No.25, Canberra, Bureau of Labour Market Research 39 pp.

'The purpose of this paper is to examine the structure of unemployment in terms of its turnover and duration components, to compare and contrast various duration measures, to analyse the concentration of unemployment and to draw some implications for policies directed towards unemployment.' The paper provides a disaggregation by sex and age groups. It also looks at earlier analyses of the data.

Analysis showed a complex situation of predictable spells of unemployment and the authors suggest that 'as the unemployment experience of different sex and age groups varies, policies directed at unemployment should take these differences into consideration'.

STATISTICS, SEGMENTATION, SOCIETY, POLICIES.

292

BROOKS, Clive and VOLKER, Paul (1985), 'Labour market success and failure : an analysis of the factors leading to the workforce destinations of the Australian population in Paul A. VOLKER (ed.), **The Structure and Duration of Unemployment in Australia**, Proceedings of a conference, August 1983, Monograph Series No.6, Bureau of Labour Market Research, Canberra, AGPS, 43-76. Comments by A. WOODLAND. Also published (1983) as Conference Paper No.38, Canberra, Bureau of Labour Market Research, 36+ pp.

'This paper attempts to quantify the effect of factors influencing the allocation of individuals to different labour market states, using data from the one percent sample of households from the 1981 Census of Population and Housing. The analysis concentrates on the fifteen to nineteen, and twenty-five to sixty-four year old cohorts. The model assumes that the labour market status of married males is determined independently of that of their spouse, but that adult married females are influenced by their husband's labour market "success" and teenagers by their parents' joint income. This model is also used to examine the hours of work of adults. We find that marital status, birthplace, period of residence in Australia, and educational background are very important in determining the labour market status of adults. The presence of young children and the level of their partner's income also influence adult female labour market behaviour to an important degree. The analysis for teenagers was broadened to allow for various combinations of labour market and educational activity. The factors which, for teenagers, were found to have the largest impact were age, locality, family income and the level of parent's education.'

STATISTICS, SEGMENTATION.



BROOKS, Clive and VOLKER, Paul (1984), **The Probability of Leaving Unemployment : The Evidence from Australian Gross Flows Data**, Conference Paper No.47, Canberra, Bureau of Labour Market Research, 34 pp.

The probability of leaving unemployment is examined in relationship to differing durations of unemployment and to age, sex and marital status of unemployed persons. The probability decreases as the duration of unemployment increases. Married females have the highest 'probability of exit' and the likelihood of females leaving the workforce is higher than that of females becoming employed. 'Males were found to have longer average completed durations of unemployment than females.' Males also experience a higher concentration of unemployment weeks among the long-term unemployed (defined as those unemployed for more than six months) than do females. The paper also includes a discussion of intervention in the labour market by the use of wage-subsidy schemes.

A short account of the paper is given in BROOKS, Clive (1984), 'Chances of leaving unemployment : a look at prospects for the unemployed', **Bulletin of Labour Market Research**, 12, September, 20-25.

STATISTICS, SEGMENTATION, SOCIETY, STRATEGIES.

BROOKS, Clive and VOLKER, Paul (1985), **The Influence of Unemployment Duration and Heterogeneity on the Transition from Unemployment for Australian Youth**, Working Paper No.55, Canberra, Bureau of Labour Market Research, 31 pp.

'The probability of leaving unemployment has traditionally been expected to fall as the duration of the unemployment spell is increased.' 'This paper attempts to ascertain the separate influence of unemployment duration by modelling the probability of leaving unemployment as a function of duration, while controlling for a much wider variety of characteristics than has hitherto been possible.' Using data from the Australian Longitudinal Survey conducted by the Bureau of Labour Market Research, for youth between the ages of 15 and 24, the analysis takes into consideration such factors as age, birthplace, ability to speak English, locality, marital status, education, pension, period of residence and number of spells of unemployment as well as duration. 'The outcomes suggest that unemployment duration is particularly important in influencing the labour market status of females. The influence of duration appears to be felt on both the demand and supply sides of the market, the latter being exercised through the reservation wage. These results can be broadly interpreted as providing evidence in support of the traditional view of the influence of duration.'

STATISTICS, POP (YOUTH).

295

BROWN, Thea (1983), 'Unemployment among Social Work graduates', **Australian Social Work**, 36(3), September, 25-8.

'High levels of youth unemployment have come to affect even the employment elite of youth, that is university and college graduates.' It is feared that social work graduates may be at greater risk than other graduates but, using the results of a survey of a class graduating from Melbourne University and other studies, 'the author shows a much lower rate of unemployment than is generally assumed and reported elsewhere'.

SURVEY, POP (YOUTH).

296

BRYANT, Lisa (1985), 'Won't IYY be a great year for the young unemployed?', **Youth Studies Bulletin**, 4(2), May, 15-17. Also in **ACYSSPA News**. 2(1), February. Also in **Australian Social Welfare Impact**, 15(2), March, 19.

The author looks at activities during International Youth Year and the funding available. She concludes that it will 'do nothing for the vast majority of young Australians', and that the unemployed 'will be no better off in December 1985 than they were in January 1985'.

POP (YOUTH), POLICIES.

297

BUNDAY, Margaret (1984), 'The stress of unemployment on parents of young children, and some ways in which the school can provide support', **Australian Journal of Early Childhood**, 9(3), September, 36-41.

'Young families are particularly vulnerable to the stress of unemployment, the consequences of which may include marriage breakdown, home conflict, wife battering, child abuse, family insecurity and loss of status. Such families are dependent upon community support and particularly upon the school which has a unique opportunity to provide support and lift flagging self-esteem. This paper looks at the literature related to this problem, and describes some of the activities in a Junior Primary School to support parents affected by unemployment.'

EFFECTS, STRATEGIES.

298

BURBIDGE, Andrew (1981), 'Working people in poverty' in Ronald F. HENDERSON (ed.), **The Welfare Stakes. Strategies for Australian Social Policy**, Melbourne, Institute of Applied Economic and Social Research, 147-78.

The chapter is divided into four parts. The first explains the concept used in the title, and 'analyses data collected by the Poverty Inquiry (1975) on

this group. The second looks at evidence of changing wage relativities in the current depression, to assess the impact of high unemployment on the earnings of lower paid workers. The third part looks at income support arrangements for unemployed people - a major category of the labour force in poverty. The increase in the number of people dependent on unemployment benefits for a substantial part of the year is described. The final section attempts to estimate the impact of the rise in unemployment on the number of people in the labour force who are below the poverty line. The analysis in the chapter has been hampered by lack of up-to-date statistics, particularly on the incomes of families of different sizes.'

A comment by Judith O'NEILL is included.

STATISTICS, EFFECTS, POLICIES.

299

BURBIDGE, Andrew (1984), **Poverty in Australia : New Data on the Incomes of Australian Families and Individuals**, Melbourne, Institute of Family Studies, 12 pp.

The data is based on a survey of people in more than 15,000 dwellings conducted by the Australian Bureau of Statistics in August, 1982. This is used in conjunction with the updated poverty lines published by Melbourne University's Institute of Applied Economic and Social Research, to estimate the number of individuals and income units with income less than the poverty line and thus to review changes since 1978-79.

The poverty line is calculated for two groups, those 'at home' and those in the labour force who have added costs entailed in going to work or looking for jobs. However, the ABS data do not show whether income units are in the labour force. The numbers with income less than the poverty line were therefore calculated on both the higher (labour force) and lower (at home) poverty line. Tables show increases in the numbers with low incomes; part of the increase would have been likely to occur because of changes in family composition but the increase in poverty 'seems to have been more a result of increased income inequality than of demographic changes'.

STATISTICS, EFFECTS, POLICIES.

300

BUREAU OF INDUSTRY ECONOMICS (1983), **Job losses in small country towns - a case study of adjustment to abattoir closures in Tenterfield, NSW**, Information Bulletin 6, Canberra, AGPS, 54 pp.

'This bulletin presents findings from a study of the adjustment that occurred in the New South Wales region of Tenterfield following the closures of two meatworks in the local area.' The meatworks 'ceased production in mid 1981, within a week of each other, and were placed by their owners on an indefinite care and maintenance basis. As a result, 550 persons, of whom approximately 85 per cent were residents of Tenterfield, lost their jobs'.

'The major component of the study relates to the adjustment of those Tenterfield residents retrenched from the meatworks. Their current residential location and employment experience are examined, as well as the potential for additional labour adjustment to be achieved. Other aspects of the adjustment process considered in the study include the adjustment of the meatworks themselves, the impact on and adjustment of local businesses and the impact on the local real estate market. Also briefly described are the initiatives that have been taken so far by the local community and by government as a result of the closure.'

SURVEY, EFFECTS, SOCIETY.

301

BUREAU OF LABOUR MARKET RESEARCH (1983), **Employment and Training Programs for Young People. Analysis of Assistance in 1980-81**, Research Report No.2, Canberra, AGPS, 46 pp.

This report describes the results of the first phase of a major comparative evaluation study of many of the national programs introduced to assist young people in or entering the labour market. The programs are education based (paying allowances for attending full-time courses), employment based (providing job subsidies to employers) or specialised (catering for special groups through more flexible program provisions). This study examines the characteristics of those who gain access to the programs, the extent and pattern of assistance at the State level and the issue of multiple placements for individuals over time.

STATISTICS, EDUCATION/TRAIN, POP (YOUTH), STRATEGIES, LABOUR MARKET PROGRAMS.

302

BUREAU OF LABOUR MARKET RESEARCH (1983), **Retired, Unemployed or at Risk : Changes in the Australian Labour Market for Older Workers**, Research Report No.4, Canberra, AGPS, 150 pp.

This report sets out the findings of a study analysing the position of older workers in the Australian labour market.

'The report comprises four major parts. The first provides information on historical movements in the population, trends in labour force participation, unemployment patterns, and changes in income support and welfare recipients. The second Part discusses voluntary and involuntary factors which have had a bearing on older worker labour force participation. In the third Part, past trends in labour force participation are quantified as a basis for projecting the likely size of the older labour force over the next twenty years. The report concludes with a discussion of policy options which could influence the labour force experience of older persons.'

STATISTICS, POP (OTHER), POLICIES.

303

BUREAU OF LABOUR MARKET RESEARCH (1983), **Youth Wages, Employment and the Labour Force**, Research Report No.3, Canberra, AGPS, 153 pp.

This report sets out the findings of an investigation into the relationship between youth wages and other labour costs on the one hand, and youth employment and labour force participation on the other. 'Major topics covered in the study include an examination of changes in youth wages and other labour costs relative to those for adults over the past 10-15 years, a consideration of the likely response of employers (labour demand) and young workers (labour supply) to changes in youth wages, and a discussion of the implications for policy.'

The report shows that youth unemployment rose more sharply than that of adults in the mid 1970s. It suggests that the level of youth wages, relative to adults, is one of the factors operating in this situation. Some implications are drawn from the research. 'The analysis identifies major data deficiencies, and areas for future research, that merit early attention.'

STATISTICS, CAUSES, POP (YOUTH), POLICIES.

304

BUREAU OF LABOUR MARKET RESEARCH (1984), **The National Employment and Training System (NEAT)**, Monograph Series No.3, Canberra, AGPS, 80 pp.

'This report sets out the findings of a Bureau of Labour Market Research (BLMR) evaluation study of the National Employment and Training System (NEAT).

When introduced in 1974, NEAT represented a major government training initiative. It underwent some substantial changes during the course of its operation, until it was reorganised in 1981 and the term NEAT abandoned. The general format and in-plant training provisions were incorporated in the present Skills Training Program, which is administered by the Department of Employment and Industrial Relations.'

The survey was carried out by questionnaires - copies of which are included in the appendices. Two samples were questioned, one in late 1979-early 1980 when 1,312 persons or 53.4 per cent of the sample responded, the second between April and July 1980, when 1,512 persons or 53.1 per cent of the sample completed a questionnaire.

'Although the study reported deals with a training scheme which is essentially historical, it does provide a useful insight into different forms of government initiative in the field of training. It thus provides some guidance for those concerned both with present training programs and future training policies.

The study does not purport to be a definitive or comprehensive evaluation of the NEAT system, but is nonetheless considered a useful contribution to public understanding and debate. The report was prepared by Mr Alex MOKRIJ and edited by Mr Vern ROUTLEY and Mr Peter KAY.'

SURVEY, EDUCATION/TRAIN, STRATEGIES, LABOUR MARKET PROGRAMS.

305

BUREAU OF LABOUR MARKET RESEARCH (1984), **Public Sector Job Creation : Interim Report on the Wage Pause Program**, Interim Report Series No.1, Canberra, AGPS, 193 pp.

This report is part of a major evaluation being conducted by the BLMR in conjunction with the States, of the Wage Pause Program. The report is divided into sections, the first of which describes the background to the program, outlining the major issues surrounding public sector job creation, analysing the likely benefits for individuals and the economy, given the possibility of conflicting or competing aims for such schemes. Previous schemes are described as well as some overseas programs.

Details are given of the development and administration of the Wage Pause Program in each of the states. The characteristics of the project approved for funding are described. Placements under the program are analysed according to a number of target groups including Aborigines, disabled people, migrants with language difficulties, and by sex, age, duration of previous unemployment. Some trends are identified and some difficulties in achieving objectives noted.

Choice must often be made between courses of action which emphasise one of the three aims, rapid implementation of projects, creating jobs for disadvantaged groups and funding projects with significant community benefit.

POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

306

BUREAU OF LABOUR MARKET RESEARCH (1984), **Submission to the Committee of Inquiry into Labour Market Programs**, Monograph Series No.5, Canberra, AGPS, 191 pp.

This submission is divided into four sections - evaluation procedures, issues in the design, administration and impact of labour market programs, labour market forecasts and projections in the context of labour market planning, and information on training. The recommendations made to the committee relate to the need to improve both program information systems and evaluation activities. Such improvements 'should ensure that program performance and deficiencies are more readily discernible in the future'. Other issues raised relate to 'the adequacy of the projections of labour market developments, and the need for action to improve information on training in Australia'.

POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

307

BUREAU OF LABOUR MARKET RESEARCH (1985), **Public Sector Job Creation : A Profile of Wage Pause Program Participants**, Interim Report Series No.2, Canberra, AGPS, 271 pp.

This is the second report of a study of the Wage Pause Program and its aims are to 'present the final placement data on the profile of persons employed in the Program and to report the results of a sample survey of program participants'. The survey collected information not recorded by the CES. The results 'enable a number of important questions concerning the operation and cost of public sector job creation schemes to be at least partially answered'.

The results are presented in terms of placements, sample selection, participant profile, the quality of Wage Pause jobs, participants' earnings, participant income gains, net program cost and reactions of participants to their job and the program. In the conclusion there is a discussion of the program, its guidelines and targeting, the differences between participants and the unemployed, evidence of 'creaming', the hidden unemployed and program participation, skill acquisition and training, earnings, relative job satisfaction, women on the program and the net cost to the Commonwealth.

The report was prepared by Richard CURTAIN, Stephen CREIGH, Alex MOKRIJ, Trevor SUTTON and Wai Fong YIK.

SURVEY, SEGMENTATION, EDUCATION/TRAIN, LABOUR MARKET PROGRAMS.

308

BUREAU OF LABOUR MARKET RESEARCH (1985), **Who's in the Labour Force? A Study of Labour Force Participation**, Research Report No.7, Canberra, AGPS, 197 pp.

In the last 15 years changes have occurred in the labour market with an increase in the part-time labour market, an increase in the labour force participation of married females, declining participation rates for males, and high and rising levels of unemployment. In order to explain the changes, it is necessary to know who can be considered a labour force participant. This report, in attempting to answer that question, pays particular attention to 'identifying, analysing and measuring the relative influence of the economic, demographic and institutional factors that determine labour force behaviour; identifying the likely labour force response to a sustained economic recovery; and investigating the scope for implementing policies to influence labour force participation'. 'Changing patterns of labour force participation can also serve to alleviate unemployment and to alter the distribution of unemployment across the population.'

The report falls into a number of parts. The first deals with 'Concepts, Measurement and Australian Trends', including a discussion of their suitability for economic policy analysis, historical trends in labour force participation and the intensity of participation in Australia. The second part puts the Australian experience into an international perspective; the third consists of empirical studies of labour force participation, and the fourth is concerned with policy issues and implications for future research.

STATISTICS, SEGMENTATION, POLICIES.

309

BUREAU OF LABOUR MARKET RESEARCH (1985), **Youth Employment Patterns**, Research Report No.5, Canberra, AGPS, 130 pp.

'While recent years have seen considerable discussion of the level, causes and consequences of youth unemployment in Australia, the opposite side of the coin, youth employment, has attracted little attention. Although youth employment has clearly not grown fast enough to prevent rising unemployment rates, there has been little analysis of either its nature or the reasons for its sluggish growth. This publication sets out to fill that gap.' It also provides a base for assessing future youth employment patterns which will 'benefit education planning and vocational guidance.'

STATISTICS, POP (YOUTH), POLICIES, STRATEGIES.

310

BURGESS, John (1984), 'An evaluation of the Community Employment Programme', **The Australian Quarterly**, 56(3), Spring, 239-48.

'The Community Employment Programme (CEP) is one of the Labor government's major responses to structural unemployment. This article assesses the potential contribution of CEP as a job creation scheme. Evaluative criteria are outlined. CEP is said to overcome some of the problems faced by previous Australian job schemes - REDS, SYETP and the Wage Pause Programme. However, whilst CEP could realise its potential and be effective over the next three years, Burgess suggests that there is a need for a more permanent structural unemployment program. Some suggestions on the operation of such a scheme are outlined.'

STRATEGIES, LABOUR MARKET PROGRAMS.

311

BURKE, Edward J. (1980), **Ruling Elites and Redundancy Creation**, with special reference to the State Dockyard, Research Monograph, Department of Commerce, University of Newcastle, 36 pp.

'This study was initiated because of a decision to cease shipbuilding at the State Dockyard, Newcastle, NSW.' Twelve hundred workers were thrown into redundancy during 1976-77. This monograph begins with a critique of existing literature and arrives at 'a definition of redundancy in terms of "power over". Our analysis of redundancy is essentially in terms of power'.

CAUSES.



312

BURNLEY, Ian H. and WALKER, Susanne R. (1982), 'Unemployment in metropolitan Sydney', in Richard V. CARDEW et al. (eds), **Why Cities Change**, Sydney, Geographical Society of New South Wales, George Allen and Unwin, 181-203.

This chapter identifies the geographical patterns of unemployment in Sydney and the changes in that pattern between 1971 and 1976. It also investigates the nature of unemployment in inner areas and explores its interrelation with other social problems. The data used are from two sources: the 1971 and 1976 census and a sample survey of 2,590 immigrant and Australian born people in seven neighbourhoods of high migrant density including five of low socio-economic status inner areas (1977/78). Three critical factors stand out in the geography of unemployment. First, there were high relative increases in low status western suburbs with rapid growth and high proportions of children and young adults. Second, higher absolute levels of unemployment in the inner city were associated with large proportions of certain immigrant groups. Third, there has been a geographical polarisation of unemployment in Sydney with the inner southern suburbs faring badly. Occupation and education of the inner city unemployed were examined; unemployment and length of residence for the foreign born, health and anxiety associated with unemployment, language knowledge and age were some other factors explored.

SURVEY, STATISTICS, SEGMENTATION, EFFECTS, POP (OTHER).

313

BURNS, Eva (1985), **Commonwealth Social Security Cash Benefits Since Federation. A Chronology of Major Events to November 1984**, Basic Paper No.4, 1985, Legislative Research Service, Department of the Parliamentary Library, Canberra, The Parliament of the Commonwealth of Australia, 66 pp.

The publication includes a section on unemployment and sickness benefits which relates the history of the legislation, describes the means test and gives details about associated payments. A table is included which shows changes in maximum rates of benefits to various population groups from 1945 to 1984.

STRATEGIES.

314

BURNS, Michael E. and MITCHELL, William F. (1985), 'Real wages, unemployment and economic policy in Australia', **Australian Economic Papers**, 14(44), June, 1-23. An earlier version was presented at the 12th Conference of Economists, Hobart, 1983.

This paper evaluates the arguments put forward by those who believe that the level of real wages is too high and, that until this situation is reversed, government attempts to induce expansion may do more harm than good. These arguments include 'a concern as to the impact of real wage levels on international competitiveness, and a belief that their position is supported by an appropriate body of macroeconomic theory'. This evaluation pays 'particular

attention to those developments in macroeconomic understanding that attempt to take into account (expected) quantity constraints and/or price rigidities inherent in the economic system'.

This paper discusses real wages and expansionary policy, the role of expected demand in employment decisions, the potential problem of capacity constraints, and the nature and financing of expansionary policy.

Ten points from an earlier paper of the authors are summarised and they conclude here that 'the question as to whether the real wage is somewhat "too high" is substantially irrelevant to the current economic situation'.

CAUSES, POLICIES.

315

BYRNE, Eileen M. (1983), **They Took Away the Sky - Girls and Women in CYSS**, Report to the Federal Minister for Employment and Industrial Relations, Canberra, Department of Employment and Industrial Relations, 286 pp.

'This is a report of a review of the current CYSS schemes in relation to the opportunities they do, and do not, offer to girls and women.' 'It is based principally on evidence from the Queensland CYSS schemes visited by the research team.' Recommendations are made in relation to the objectives and programs, work pools, the eligibility of young women, pregnancy and young mothers, legislation and age discrimination, rural outreach programs, single sex provision, migrant women, child care, premises and equipment, staffing, the introduction of Women's Development Officers, staff training, management committees, industrial legislation and the structure and funding of the program.

EDUCATION/TRAIN, POP (WOMEN), STRATEGIES.

316

CAMERON, R.J. (1984), **Employment, Underemployment and Unemployment 1966-1983, Australia**, Australian Bureau of Statistics, Catalogue No.6246.0, Canberra, AGPS, 55 pp.

This publication includes a 'detailed account of the concepts underlying the measurement of employment, underemployment, unemployment and the so-called "hidden" unemployment'. There is 'a broad overview of the labour force activity framework' and a description of 'how it may be adapted to provide a more complete picture of labour utilisation'. Data are then given in both tables and charts to show the labour force status by population, gender, marital status (of females), by industry or occupation, age and duration of unemployment over the period from 1966 to 1983. Other data presented concern difficulties in finding employment, family status of the unemployed, educational attainment, marginal attachment rates, reasons for leaving last regular job and availability for work. The sources for the data are also given.

STATISTICS.

317

CAMPBELL, Francis (1981), **The Labour Market in Australia : A Review**, Research Discussion Paper 8103, Reserve Bank of Australia, 31 pp.

'This paper reviews important trends in the Australian labour market from the mid 1960s. It also offers some possible explanations for continued weakness in the demand for labour in Australia in the second half of the 1970s.' During this period there was a lower growth in employment from 1974, the unemployment rate rose, corporate profitability fell. Female unemployment increased while their wages relative to those of males rose. 'The increased relative wages of females, which seemed largely to be due to decisions of industrial tribunals rather than market influences, was an important factor influencing changes in female employment in the late 1970s.'

STATISTICS, CAUSES, POP (WOMEN).

318

CARMICHAEL, Jeffrey and BROADBENT, John (1980), **Inflation-Unemployment Trade offs in an Open Economy : Theory and Evidence for Australia**, Research Discussion Paper 8010, Reserve Bank of Australia, 18 pp.

The paper presents 'a simple combined model of wage and price inflation' that incorporates excess demand and inflationary expectations. The authors conclude that 'if the authorities could maintain, with a fixed exchange rate, a long-run inflation rate for non-tradeables that is divergent from the world inflation rate for tradeables, then some long term gain in unemployment could be achieved at the expense of a higher rate of inflation'.

POLICIES.

319

CARRUTHERS, Jeff (1985), 'The limitations of worker co-operatives as a youth employment strategy', **Youth Studies Bulletin**, 4(1), February, 53-8. Also in **Australian TAFE Teacher**, May, 39-40.

Since January 1979 the New South Wales Government has funded a work co-operative program, originally a 'Youth Work Co-operative Program' but since 1982 the NSW 'Worker Co-operative Program'. This article describes the lessons learnt from the earlier program and the changes in approach that have been made, particularly as they relate to youth employment.

POP (YOUTH), STRATEGIES.

320

CARTER, Michael (1981), **Technological Change in Australia : A review of the Myers Report**, Discussion Paper No.20, Centre for Economic Policy Research, Canberra, The Australian National University, 57 pp. Also in **The Australian Economic Review** (1981), 2nd Quarter, 55-64.

The author criticises the (Myer) Report of the Committee of Inquiry into Technological Change in Australia for misunderstanding 'even the current state of technology' and underestimating the future potential. The effects on employment are discussed in some detail.

CAUSES.

321

CARTER, Tammy (1985), 'Rural and isolated youth', **Australian Social Welfare Impact**, 15(2), March, 26-7.

Unemployment is a greater problem for rural young people than for their urban peers for a number of reasons, including the decrease in the number of jobs available in the rural area, transport difficulties, the trauma of leaving home even if jobs are available in a larger centre, the social attitudes to the unemployed in a small town, and the lack of services and support systems both in the community and through government.

CAUSES, EFFECTS, POP (YOUTH), POP (OTHER).

322

CASEY, Bernard and CREIGH, Stephen (1985), 'Part-time job creation : recent European experiments', **Bulletin of Labour Market Research**, 15, June, 10-13.

This paper reviews three part-time job creation schemes: the 'Community Program' in Great Britain, the 'Youth Team' Scheme in Sweden and 'Tasks of Collective Utility' in France. The authors look at the implications of these schemes for the Australian situation with particular reference to the possibilities of including a 'skills training component'.

STRATEGIES, LABOUR MARKET PROGRAMS.

323

CASS, Bettina and GARDE, Pauline (1984), 'Unemployment in the Western Regions of Sydney : job seeking in a local labour market', **54th ANZAAS Congress : SWRC Papers**, SWRC Reports and Proceedings No.47, Kensington, Social Welfare Research Centre, University of New South Wales, 3-56.

The authors of this paper present 'compelling evidence' for emphasis on the class nature of unemployment in addition to the accounts which have placed emphasis on divisions of age, gender, marital status and regional distribution. This paper draws on an interview survey of a sample of unemployed people,

employed people and service providers in the City of Blacktown in late 1982. Only the interviews with unemployed people are reported upon in this paper. A profile of the Western Sydney labour market is included; the findings of the study are given under the following headings: educational qualifications and post-school training, employment history, the duration of unemployment and the concentration of unemployment in families, job search and the local labour market, job seeking networks, both formal and informal, housing and the local labour market, perceived discrimination based on area of residence and a discussion of the 'informal economy'.

SURVEY, SEGMENTATION, EFFECTS, SOCIETY.

324

CASTLE, Robert and MANGAN, John (eds) (1984), **Unemployment in the Eighties**, Melbourne, Longman Cheshire, 249 pp.

Papers delivered at a conference in Wollongong in 1982 are collected here and presented in five groups.

#### **Unemployment in Australia**

The demise of full employment

R.G. GREGORY

q.v.

Who are the unemployed?

J.E. MANGAN and L.R. STOKES

q.v.

Teenage unemployment : the role of education and migration

P.W. MILLER

(see annotation for MILLER (1981), **How Unemployment Rates Differ : The Influence of Education and Migration**, earlier bibliography)

Hidden unemployment among married women

W.J. MERRILEES

q.v.

#### **Unemployment and Disadvantaged Groups**

Aboriginal unemployment in rural New South Wales 1883-1982

R.G. CASTLE and J.S. HAGAN

(see annotation of CASTLE and HAGAN [1983], 'Centuries of Aboriginal unemployment in New South Wales', earlier bibliography)

Women and unemployment

C. CHESTERMAN and E. COX

q.v.

Disability : myths and stereotypes in government employment policy

R. GALBALLY

#### **Unemployment and Welfare**

Welfare aspects of unemployment

P. SMITH

q.v.

The psychological and social effects of unemployment

L. VINEY

q.v.

Learning from the Community Youth Support Scheme campaign  
J. FREELAND

### **Unemployment and Australian Industry**

Protection and employment in the Australian clothing industry

V. GEORGE

The trade union response to new technology and redundancy in the communications industry

R. MARKEY

The crisis in the steel industry

M. DONALDSON and T. DONALDSON

### **Policy Responses to Unemployment**

Macro-economic policy and unemployment

O. COVICK

q.v.

Destinations of Technical and Further Education (TAFE) participants : in transition or on the merry-go-round?

M. O'NEIL and D. HARRISON

Postscript : unemployment in the Eighties : can it be reduced?

R.G. CASTLE and J.E. MANGAN

In their postscript, the editors put unemployment in Australia in the context of the OECD community countries where structural problems are common to all the economies. Fear of inflation, monetarist policies, interest rates, international debt crises, and energy prices have all affected the situation and influenced government responses. The issue of unemployment in Australia is crucial because of the age structure. Measures to reduce unemployment require changes to fiscal, labour market and welfare policies.

STATISTICS, SEGMENTATION, EDUCATION/TRAIN, CAUSES, EFFECTS, POP (WOMEN), POP (YOUTH), POP (OTHER), POLICIES, STRATEGIES.

325

CAVES, Richard E. and KRAUSE, Lawrence B. (eds) (1984), **The Australian Economy : A View from the North**, George Allen and Unwin, 415 pp.

This book has been produced 'to improve American understanding of the economic problems faced by Australia and to bring new insights and perspectives to those problems'. The chapters include

The Australian macroeconomy

Rudiger DORNBUSCH and Stanley FISCHER

Natural resources and the Australian economy

John F. HELLIWELL

The Australian labour market

Daniel J.B. MITCHELL

q.v.

The Australian financial system

Andrew S. CARRON

'A Fair Go' : fiscal federalism arrangements

Edward M. GRAMLICH

Australia's comparative advantage in international trade

Lawrence B. KRAUSE

Scale, openness, and productivity in manufacturing industries

Richard E. CAVES

Social welfare in Australia

Henry J. AARON

The chapter on social welfare and also the concluding chapter have references to unemployment. The chapter on the labour market is separately annotated. For reviews of this book, see **The Economic Record** (1985), 61(172), March, Barry HUGHES, 'Brookings on the Australian economy', 405-14, and Cliff WALSH, 'A view from the South on : **The Australian Economy : A View from the North**', 415-20.

POLICIES.

326

CENTRE FOR URBAN RESEARCH AND ACTION (1980), **The Inner City Region Revisited : socio-demographic profiles 1971-6**, Melbourne, Fitzroy, CURA, 50+ pp.

The report presents a profile of the inner urban area of Melbourne based on data from the 1976 census. In the section on the region's workforce, the data on unemployment reveals that the region 'continued to suffer the highest regional unemployment rate in the metropolitan area. The region's dwindling labour force has meant that fewer of Melbourne's unemployed now live in the inner suburbs. However, in 1976 this contracting labour force experienced one of the highest female and by far the highest male unemployment rates in Melbourne.' Statistics are also presented for the overseas born, Housing Commission tenants, and Aborigines.

STATISTICS, SOCIETY.

327

CHALLEN, D.W. (1984), **The Wages-Employment Relationship in Australian Macro-Econometric Models**, Monograph Series No.2, Canberra, Bureau of Labour Market Research, 44 pp.

This paper tackles questions about the relationship between output, employment and wages. Whereas much work has been concerned with **real** wages, the concern here is with **money** wages. Five major Australian macroeconomic models have been examined. There appears to be a 'remarkable degree of unanimity between the major Australian macroeconomic models as regards the impact of wage changes on employment'. 'A reasonable conclusion about the impact of wage changes on employment suggested by the major Australian models is that a 10 per cent money-wage cut will produce an increase in employment of more than 3 per cent after two years or a little more. While

the models suggest that the output effect will fade away to a considerable degree, it is not clear that the effect on employment will be lasting.'

'This publication is intended for a professional readership and assumes prior knowledge of modelling terminology.'

STRATEGIES, POLICIES.

328

CHAPMAN, Bruce J. (1984), **Affirmative Action for Women : Economic Issues**, Discussion Paper No.97, Centre for Economic Policy Research, Canberra, The Australian National University, 30 pp.

The Affirmative Action Green Paper 'aims to secure a diminution of the inequalities in employment opportunities between the sexes'. This publication investigates the proposition fundamental to the Paper 'that the contemporary Australian labour market is characterised by disparate opportunities' as allegedly evidenced by 'the existence of women's relatively low average earnings and concentration in occupations of low economic status'. The paper also examines the 'likely consequences of the affirmative action recommendations of the Green Paper' which are 'attempts to influence employers' perceptions of the job potential of women, and, indirectly, women's perceptions of their own job potential'. Research is necessary to determine whether the suggested actions will have the desired effects.

POP (WOMEN), STRATEGIES.

329

CHAPMAN, Bruce J. (1985), 'Book Review : Committee of Inquiry into Labour Market Programs, Chairman, P.E.F. Kirby', **Youth Studies Bulletin**, 4(2), May, 67-70.

This review analyses two aspects of the Kirby report, its examination of the 'conceptual and philosophical bases of the training and job creation schemes in operation in Australia since the early 1970s' and also its 'substantive recommendations designed to increase the value of future direct government intervention in the labour market'. The review focuses particularly on suggestions for youth trainee-ships and for the targeting on the disadvantaged of other programs.

POP (YOUTH), POLICIES, LABOUR MARKET PROGRAMS.



CHAPMAN, B.J. and GRUEN, F.H. (1984), **Unemployment : The Background to the Problem**, Discussion Paper No.90, Canberra, Centre for Economic Policy Research, The Australian National University, 43 pp. Also in **Canberra Bulletin of Public Administration**, 11(2), Winter, 86-102. Paper prepared for the 1984 Autumn Seminar of the RAIPA (ACT Division).

This paper investigates the measurement of unemployment, its incidence and duration and makes comparisons with earlier recessions. It is shown that at a time when jobs are becoming increasingly scarce the definition used for 'unemployment' by statisticians leads to some significant under-statement in the increasing numbers wanting work. The paper, in examining the distribution of unemployment shows marked differences in unemployment rates between groups. The rate of increase in the duration of unemployment is also shown to be rising.

STATISTICS, SEGMENTATION, CAUSES, POP (WOMEN), POP (YOUTH), POP (OTHER).

CHAPMAN, B.J., ISAAC, J.E. and NILAND, J.R. (eds) (1984), **Australian Labour Economics : Readings**, 3rd edition, Melbourne, Macmillan, 707 pp.

The sections in this book cover national wage policies, individual wage determination, employment and unemployment, labour market adjustment and special labour market groups. The section on employment and unemployment consists of the following chapters:

Basic facts about the Labour Market

R.G. GREGORY and R.C. DUNCAN

(also appears in J. NEVILE (ed.) **Policies against Stagflation**, Melbourne, Longman Cheshire)

The 'Real Wage Overhang' and the wage share of output

S.M. BONNELL

(first published in **Australian Bulletin of Labour**, [1979], 5)

Productivity-gearred wages policy, labour's share of Gross Product and the 'Real Wage Overhang'

Owen COVICK

Factors contributing to unemployment

Pat MCMAHON and Chris ROBINSON

(first published as **A Comparison of the Factors Contributing to Unemployment in Australia**, Conference Paper No.4, Bureau of Labour Market Research [1981]) q.v.

The perverse additional worker effect

P.A. SCHERER

(first published in **Australian Economic Papers** [1978], 17[32])

Labour supply 1950 to 1980

Andre J. KASPURA and David W. KALISCH

(version of **Some Important Features of the Australian Labour Market**, Working Paper No.6, Bureau of Labour Market Research [1982]. Also published as 'Trends in labour supply and employment structure in Australia' in P. DRYSDALE [ed.], **Contemporary Labour Economics Issues in Australia** [forthcoming])

Measurement of unemployment 1946 to 1978

John STEINKE

(first published in **Journal of Industrial Relations** [1978], 20[2], 146-62) (see earlier bibliography)

Unemployment and job tenure

R.G. GREGORY and W.F. FOSTER

q.v.

The section on the Labour Market includes the following chapters:

Adjustment mechanisms in labour markets

Richard BLANDY and Sue RICHARDSON

(version of the introduction and conclusion to **How Labour Markets Work : Case Studies in Adjustment**, same authors [1982], Melbourne, Longman Cheshire)

Comparative quit rates of men and women

Donald E. LEWIS

(first published in **Journal of Industrial Relations** [1979], 21[3], 331-56)

A demographic analysis of occupational mobility

Lynne S. WILLIAMS

(version of article in **Australian Bulletin of Labour** [1981], 7[3], 139-73)

The determinants of labour force migration, 1966 to 1971

Paul C. LANGLEY

The referral and vacancy-filling performance of the Commonwealth Employment Service

John WIELGOSZ and Maureen MACLACHLAN

(version of article in **Journal of Industrial Relations** [1982], 24[2], 227-44)

q.v.

Special labour market adjustment measures

J.R. NILAND

Other articles which have reference to unemployment are:

The role of women in the labour market : a survey of the literature

Sandra ECCLES

(version of an article in **Journal of Industrial Relations** [1982], 24[3], 315-36)

Changes in the youth Labour Market, 1971 to 1981

P.R. PATERSON and K.R. MACKAY

(also published as Bureau of Labour Market Research Working Paper No.11 [1982]) (see earlier bibliography)

STATISTICS, SEGMENTATION, CAUSES, POP (WOMEN), POP (YOUTH), POLICIES.

CHAPMAN, Bruce J., POPE, David and WITHERS, Glenn (1985), **Immigration and the Labour Market**, Discussion Paper No.128, Canberra, Centre for Economic Policy Research, The Australian National University, 121 pp. Also in Neville R. NORMAN and Kathryn F. MEIKLE, **The Economic Effects of Immigration on Australia**, CEDA Study, P. Series No.26, Melbourne, The Committee for Economic Development of Australia and the Department of Immigration and Ethnic Affairs, 162-369.

'In this study answers are sought to such questions as: Does migration improve labour market adjustment? Are migrants a cause of increased unemployment for residents? How important is the composition of immigration? Are migrants themselves discriminated against in the Australian labour market?' The paper provides data on the immigrant labour force and uses 'statistical causality techniques and conventional regression models to investigate the relationship between immigration and unemployment'. Results show that migration does not contribute to improved job matching, nor does it cause a net increase in aggregate unemployment. 'Migrants themselves will bear a large part of any unemployment burden during recession, while creating improved job prospects for locals.' However average unemployment and income difference between migrants and local residents narrow with period of residence. 'Remaining differences are largely associated with language disability.'

Policy implications are drawn, and recommendations made.

STATISTICS, CAUSES, POP (OTHER), POLICIES.

CHESTERMAN, Colleen and COX, Eva (1984), 'Women and unemployment', in Robert CASTLE and John MANGAN (eds), **Unemployment in the Eighties**, Melbourne, Longman Cheshire, 95-104.

This examination of women and unemployment looks at the barriers to women's access to paid employment, the impact of the recession, hidden unemployment, the effects of unemployment on women, intervention programs for both young and older women, the economic contribution of women, and the right to work.

CAUSES, EFFECTS, POP (WOMEN), STRATEGIES.

CLANCY, Jeff (1980), 'Youth unemployment : the social and psychological consequences', in Ian D. SMITH (ed.), **Youth Schooling and Unemployment**, Part B, Annual Conference Papers, Australian Association for Research Education, 544-9.

The perspective used here to look at both the likelihood of unemployment and its effects on young people is one which takes account of the role of social structural and cultural factors, rather than weaknesses inherent in the individual. Thus the 'concentration of unemployment among minorities and the lower occupational strata of Australian society can be seen as a reflection of relative inequalities in the social system'. Models of research are discussed.

SEGMENTATION, CAUSES, EFFECTS, POP (YOUTH).

335

CLARK, Alfred W. (1985), 'The effects of unemployment on political attitude', **The Australian and New Zealand Journal of Sociology**, 2(1), March, 100-108.

'A replication and extension of a previous study found that unemployed youths reported an attitude favouring direct political activity and lawlessness to a greater extent than their employed counterparts. It was also found that their attitude was associated with the attitude they attributed to their parents and friends.' 104 unemployed youths, average age 18.3, and 103 employed youths, average age 18.17, were involved in the study, representing a response rate of 87 per cent. Respondents were asked for their responses to four statements: 1) The unemployed should continue to obey the law even when they think they are being treated badly; 2) The unemployed should not form unions to improve their situation; 3) The unemployed should not demonstrate in the streets to improve their situation; 4) The unemployed should not resort to violence to improve their situation. Tables show the rate of endorsement for each and also the rate of replication of an earlier study.

SURVEY, EFFECTS, SOCIETY, POP (YOUTH).

336

COFFEY, Anne and GRIFFITH, Julia (1985), **Cairns Youth Employment Study**, Cairns Welfare Council, 272 pp.

This study, to provide recommendations to various bodies 'to work with government and educational services for attitudinal and policy changes on certain issues affecting unemployed youth', was undertaken during the period June 1983 to February 1985. The background to the study is presented, with its long and short-term aims; an overview of unemployment looks at trends in the youth labour market and youth unemployment in Cairns. The results of a survey of young unemployed people are analysed to give their characteristics, education, employment experience, job seeking behaviour, attitudes towards work, perceived reasons for and reactions to unemployment, their financial situation, utilisation of time, experiences with services and programs, and their attitudes towards programs and other solutions to assist the unemployed. The implications are drawn out in terms of youth policy, education, job creation, job seeking, income security, social support services and other programs.

SURVEY, EFFECTS, POP (YOUTH), STRATEGIES.

337

COLEMAN, Marie (1985), 'Unemployment and the future of social policy', **Australian Journal of Social Issues**, 20(1), 3-11. Also in **Canberra Bulletin of Public Administration**, 11(2), Winter, 122-6, Address to the 1984 Autumn Seminar of the RAIPA (ACT Division).

'In the context of a seminar seeking to canvass public administration responses to the topic "A generation unemployed" the paper canvasses the extent of hidden unemployment and where the burdens of unemployment are falling.'

The paper identifies older workers, women, the Aboriginal people, and the disabled as groups which require the development of policies to 'categorise them as part of the economic mainstream of the community'. The author discusses current policies, including those related to delivery of labour force programs, and looks at the implications of possible policy changes.

SEGMENTATION, SOCIETY, POLICIES.

338

COLLING, Paul (1984), 'Unemployment Who Cares? : CES Job Drive', **Australian Social Welfare Impact**, 14(2), July, 3-5.

The author, who is on the staff of the Department of Employment and Industrial Relations, describes a series of campaigns organised in Sydney's suburbs to increase the number of jobs available. The CES joined forces with local groups, private companies, community organisations and churches in three areas and improved on their job targets.

STRATEGIES.

339

COLLINS, D.J. and DRANE, N.T. (1982), **The Incidence of Expenditures on Social Welfare Cash Payments in the 1981/82 Federal Budget**, Working Paper 8251B, Macquarie University, Centre for Studies in Money, Banking and Finance, 86 pp.

This study, drawing upon official data and upon research undertaken by the authors, produces estimates of the incidence of federal government social welfare payments classified according to household income and to age of head of household. In appraising the data the authors concentrate upon the redistributive effects of social welfare payments and their impact on poverty levels. Each type of pension or benefit is considered separately. Unemployment benefits make up the second largest expenditure, after age pensions, with the next largest being family allowance. The implications of income testing provisions are discussed.

STATISTICS, STRATEGIES.

340

COLQUHOUN, Gary (1985), 'Immigrant unemployment - Call for more data', **Ethnos**, Ethnic Affairs Commission of NSW, 38, January-February, 2-3.

The only available data relating to unemployment levels of people born in non-English-speaking countries are ABS statistics. These do not provide the degree of disaggregation by birthplace and regional location that the Ethnic Affairs Commission and other State bodies require for planning and developing services for ethnic communities in NSW. This article describes discussions held with the Commonwealth Employment Services about improving the situation. It also includes some available data to show the extent of the problem. The

Commission wants quarterly collection of data to include country of birth disaggregated to provide more detail than currently available from ABS Labour Force Surveys, duration of unemployment, period of residence in Australia, English language ability, occupation or skill levels as well as standard demographic characteristics such as sex and age.

STATISTICS, SEGMENTATION, POP (OTHER).

### 341

COLQUHOUN, Gary (1985), 'The Kirby Report - A fair deal for immigrant job-seekers?', **Ethnos**, 39, March, 4-5.

This review of the Kirby Report (The Committee of Inquiry into Labour Market Programs), draws attention to the situation of jobless immigrants. The author points to deficiencies in the Report in this area, particularly the need to identify and assess those who are disadvantaged and to improve the services provided by the Commonwealth Employment Service in this assessment process.

POP (OTHER), POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

### 342

COLQUHOUN, Gary (1985), **Unemployed Migrant Youth (Comments on the AIMA Report)**, Occasional Papers, No.9, July, Ethnic Affairs Commission of NSW, 18 pp.

The Australian Institute of Multicultural Affairs produced their report 'Reducing the Risk. Unemployed Migrant Youth and Labour Market Programs', which does much towards 'filling the gaps' between the Kirby Report and the OECD Review of Youth Policies in Australia. This paper presents an overview of the report which surveyed the findings on labour market experience of migrant youth, presented an assessment of CES service delivery to migrant clientele, evaluated program utilisation, assessed the extent to which the needs of unemployed migrant youth are being met by major labour market programs and made recommendations. A critique of the report is included.

POP (YOUTH), POP (OTHER), LABOUR MARKET PROGRAMS.

### 343

COMMITTEE OF INQUIRY INTO LABOUR MARKET PROGRAMS (P.E.F. KIRBY, Chairman) (1985), **Report**, Canberra, AGPS, 288 pp.

The Committee interpreted their terms of reference with a focus on 'the fundamental philosophical, systemic and structural questions that need to be resolved to develop a coherent framework for government intervention in the labour market', leading to a concentration of efforts on 'setting out a new direction for labour market policy in Australia'.

Within the context of an objective of full employment and the Australian experience with labour market programs, the new strategy for intervention

'should encourage people to move more freely from employment to retirement, between employment and education and training, and from full-time to part-time employment or education and back again'. The committee looked at experimental programs, for more flexible working arrangements, for targeting of programs, co-ordination and integration, traineeships for youth, trade training, adult training and re-training, wage subsidies, community based programs and other programs in operation, making detailed recommendations related to each of these concepts. The cost implications are considered.

'The centre-piece of our proposed reforms is the development of a new system of traineeships for young people' who should be 'the starting point for the reforms because ... it is better to help tomorrow's adults now rather than wait for them to age. Moreover, if the right foundations are laid for young people it will be easier to build a coherent training structure that recognises the interests of all age groups.' The Committee was concerned to avoid further 'discrimination on the basis of sex, age, ethnicity or disability, however inadvertently' and recommends that '50 per cent of program participants be women'.

POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

344

COMMITTEE ON EMPLOYMENT (Wollongong-Shellharbour-Kiama) (1982), **Employment/Unemployment. What Can We Do?**, Working Paper No.1, Wollongong, 35 pp.

'In the absence of satisfying work people are denied fundamental opportunities and choices. This working paper is based on the view that it is a critical time for Wollongong, Shellharbour and Kiama. Unemployment is reaching a scale we have not seen since the 1930's Depression. There is an unemployment problem because there are many people who wish to work but are unable to do so due to a shortage of jobs. There also continues to be an employment problem - a problem of ownership, control, direction and nature of work. The problems of employment and unemployment are complementary.

A response to unemployment must also be a response to employment. To deal with unemployment or employment separately would widen the gap between the two groups of people and distort the reality of the way our society works. Unemployment is a social as much as an economic problem.

This paper outlines what is happening with jobs and unemployment; some responses that have been initiated in other areas; local responses to date; and suggestions about both personal and community action. Concerted action needs to begin locally. If we wait for solutions to come from outside the area, these solutions may not fit our problems, they may be too slow in coming, and they may come in a way that gives us even less control of the future.

This paper urges joint action from people in Wollongong, Shellharbour and Kiama to tack the problems caused by unemployment and start planning for a different employment future.'

EFFECTS, SOCIETY, STRATEGIES.

345

COMMONWEALTH TERTIARY EDUCATION COMMISSION (1982), **Learning and Earning : A Study of Education and Employment Opportunities for Young People**, Canberra, AGPS, Volume 1, 70 pp. Also presented as Parliamentary Paper No.423/1982.

The report was written at a time when rates of youth unemployment in Australia were increasing and when the 'male teenage response to those higher levels of unemployment include a reduction in full-time education. For females full-time education participation has increased a little, but not to the extent which the very high rate of unemployment of teenage girls might suggest'. Young people with high levels of attainment at school, moving into full-time employment, compete for jobs with other young people. The report makes the point that 'policies which encourage young people to lengthen, rather than shorten, their periods of full-time education are in the national interest'. This is true across 'the whole spectrum of attainment and potential in intellectual, manual, technical and artistic skills'. The report presents trends in education participation, statistics on young people in the labour market, looks at the retreat from education from a labour market perspective, and describes influences on participation before discussing the major issues. Implications for policy are drawn.

STATISTICS, EDUCATION/TRAIN, POP (YOUTH), POLICIES.

346

"Community responses to the Federal Budget 1985-6", **Australian Social Welfare Impact**, 15(4), July-August 1985, 8-24.

This series of short papers is presented by the Australian Council of Social Services and by the Councils in NSW, Victoria, Western Australia, South Australia and Queensland. The overview is entitled 'Growth continues, but poverty persists'; the section on income security points out that 'the government has allowed the Social Security budget only small targeted increases to worst off pensioners and beneficiaries', the figures and changes are given, including a comparison between poverty line and pensions. Sections are included on a number of areas of particular interest to service providers. Comments on employment programs show that there is a net cut in spite of the introduction of the new system of traineeships.

STATISTICS, EFFECT, STRATEGIES, LABOUR MARKET PROGRAMS.

347

COOK, L.H. and DIXON, P.B. (1982), 'Structural change and employment prospects for migrants in the Australian workforce', **Australian Economic Papers**, 21(38), 69-84.

The paper provides a quantitative analysis, based on projects of the IMPACT Project, of some of the effects on the employment prospects of Australia's overseas-born workers resulting from changes in world commodity prices, changes in Australia's ability to earn foreign exchange and changes in Australia's protection policy. The results indicate 'that structural change at



the industry level does not lead to significantly different employment prospects for different groups distinguished by birthplace and sex'.

CAUSES, POP (OTHER).

348

COOPER, Shelley and CONSTANTINIDES, Joanne (1984), **Working Paper Reviewing the Experience of the Overseas-Born in the Labour Market**, Department of Immigration and Ethnic Affairs, Population and Research Branch, 79 pp.

Using Australian Bureau of Statistics Labour Force Survey and supplementary surveys, this paper shows that the labour-market experience of the overseas-born varies from that of Australian-born. More importantly it varies between broad birthplace groups and among individual country of birth groups. 'The significant feature of the analysis is the comparatively poor performance of migrants from other than main English speaking countries, in recent time, particularly males.' Duration of unemployment is also shown to be longer for the same group.

The paper presents information on labour force participation, employment, unemployment, qualifications and earnings by birthplace, sex and age.

STATISTICS, CAUSES, POP (OTHER).

349

COUSINS, David and NIEUWENHUYSEN, John (1983), **Aboriginal Unemployment in Australia, its extent and policies to reduce it**, CEDA Study, Monograph No.M71, Committee for Economic Development of Australia, 52 pp.

'This study highlights the specially disadvantaged employment status of the Aboriginal people, who suffer a disproportionately very high rate of unemployment compared with the general Australian population.' Information on Aboriginals in the workforce is presented and reviewed in terms of incidence and causes of unemployment as well as schemes adopted to deal with it. Deficiencies are revealed in training and in efforts to place Aboriginal people in employment. Recommendations are made for increased resources and a more positive attitude by government and employers.

STATISTICS, EDUCATION/TRAIN, CAUSES, POP (OTHER), STRATEGIES.

350

COVICK, Owen (1984), 'Macro-economic policy and unemployment' in Robert CASTLE and John MANGAN (eds), **Unemployment in the Eighties**, Melbourne, Longman Cheshire, 204-23.

This paper looks at unemployment levels in Australia and examines some of the explanations that have been put forward. Two types of unemployment exist - 'one brought about by real wages being "too high" and requiring reduction in real labour costs if it is to be removed; and one brought about by effective

demand for output being "too low" and requiring increases in effective demand if it is to be reduced'.

Further investigation is required to discover which, or which mixture, of the two types, is occurring and which policies are required to remedy the situation.

CAUSES, POLICIES.

351

CRAWFORD, Jim (1984), 'Responses to unemployment in a Federal system', **Canberra Bulletin of Public Administration**, 11(2), Winter, 114-18. An address to the 1984 Autumn Seminar of the RAIPA (ACT Division).

Government responses to unemployment have been delayed by the fragmentation within and between departments. There is 'now a wide perception among decision-makers that the problem of unemployment will not go away even if there is an upturn in the economy'. Job creation schemes are described and examined, with special regard to their impact on users. Long term problems are outlined. The roles of Commonwealth and State governments are put in perspective. The need to link job creation schemes to the general recruitment practices of organisations and for state governments to be prepared to 'play a much greater role in ensuring that Commonwealth policies work on the ground' is emphasised.

POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

352

CROWLEY, Michael (1985), 'ACOSS study of community benefits of job creation programs', **Australian Social Welfare Impact**, 15(4), July/August, 28-9.

'The Bureau of Labour Market Research commissioned ACOSS in 1984 to carry out research into the benefit to the community arising from community sector sponsored projects funded under the Wage Pause Program (WPP) and the Community Employment Program (CEP).' 'The purpose of this article is to provide a brief introduction to the report and to outline its major findings.'

LABOUR MARKET PROGRAMS.

353

CUNNEEN, Chris (1984), 'Capitalism, the state and youth; initiatives in the containment of the homeless and unemployed young in NSW', in Drew COTTLE (ed.), **Capital Essays**, General Studies Department, Kensington, University of New South Wales, 32-49. Paper delivered at a Conference on Australian Capital History, 1983.

This paper argues 'against the "progress" of the welfare state in its relation with youth'. The author analyses 'two contemporary efforts to contain "problem" youth', the establishment of a series of new Remand

Centres by the Department of Youth and Community Services, and the establishment of rural communes. It is argued that these two initiatives have much in common - 'unemployed youth are taught to be "self-employed" and not to expect apprenticeships or full-time jobs. In the place of controls on capital, the redistribution of wealth or plain justice for the working class, we have instead the teaching of "survival skills" to the most powerless groups in our society.'

POP (YOUTH), POLICIES.

354

CURTAIN, Richard (1984), **The Evaluation of the Wage Pause Program : Approaches and Methodology**, Conference Paper No.45, Paper presented to the 2nd National Evaluation Conference, University of Melbourne, July, 1984, Canberra, Bureau of Labour Market Research, 27+ pp.

This paper outlines the nature and extent of an evaluation study being carried out by the Bureau of Labour Market Research for the Commonwealth and State governments on the Wage Pause Program. Three types of evaluation are identified. Details of the Bureau's methods are given. The paper also discusses the competing and sometimes conflicting nature of explicit and implicit program objectives. For the evaluations themselves, see BUREAU OF LABOUR MARKET RESEARCH (1984), **Public Sector Job Creation : Interim Report on the Wage Pause Program**, Interim Report Series No.1, Canberra, AGPS, and BUREAU OF LABOUR MARKET RESEARCH (1985), **Public Sector Job Creation : A Profile of Wage Pause Program Participants**, Interim Report Series No.2, Canberra, AGPS.

POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

355

CURTAIN, Richard (1985), **The Labour Market Experiences of Workers Made Redundant from the Whitegoods Industry in Sydney : Results from a Longitudinal Survey**, Discussion Paper No.124, Canberra, Centre for Economic Policy Research, The Australian National University, 62 pp.

'This paper reports the results of a survey of the subsequent labour market experiences of 271 workers retrenched when Email Ltd closed its whitegoods plant in Bankstown ... in December 1982. The retrenched workers were subsequently contacted twice, ten to twelve months apart, and a response rate of 80 per cent was achieved.'

The results showed that only 32 per cent of the retrenchees were employed at Time I and 45 per cent at Time II. A fifth of the retrenchees at Time I and a quarter at Time II were unemployed and did not want a job. Only 34 per cent of females (mostly migrants) were in employment at Time II, compared with 50 per cent of the men. 'Employment prospects also varied considerably by age and skill level of last job.' Results suggest that 'retrenched workers' main response to job loss (is) to try to find other work', despite the fact that many were older workers experiencing difficulty competing with younger job seekers. Retrenchees who had found work mostly experienced a

downward skill shift, though mostly (84%) in the same occupations.

'Redundancy pay appeared to play little part in easing the transition of retrenched workers into other equivalent/better employment or early retirement. The overwhelming assessment of respondents was that retrenchment had been a bad thing for them. The paper concludes with a discussion of the policy implications of the case study's findings. The need for a special program for retrenched workers from manufacturing industry is emphasised.'

SURVEY, SEGMENTATION, STRATEGIES.

356

CURTAIN, Richard (1985), 'Lessons from a closure's aftermath', **Australian Society**, 4(3), March, 20-22.

The article reports on a follow-up survey of workers retrenched by an electrical goods manufacturer in December 1982 (see earlier report HOPKINS, Andrew, **Australian Society**, 2[10], November, 11-12). Nearly a third were still looking for work at the time of the follow-up survey. The 'major finding of the study is the poorer job prospects of the female workers'. Figures are given relating to those no longer wanting to work. Recommendations are made about the role of the 'labour adjustment training arrangements' scheme (LATA).

SURVEY, POP (WOMEN), POLICIES.

357

CURTAIN, Richard (1985), **Retrenchment : Differences in Labour Market Experiences of Women and Men after Job Loss**, Conference Paper No.59, Version of paper delivered at 1985 Conference of the Sociological Association of Australia and New Zealand, Brisbane, Canberra, Bureau of Labour Market Research, 27 pp.

The paper uses data from a study of people retrenched from a whitegoods factory in the Western suburbs of Sydney, to focus on the subsequent labour market experiences of the retrenched women compared with that of the retrenched men. The study includes information on the background to the survey, the profile of those retrenched, differences between the retrenched workers and the workforce at the plant, the employment status of the retrenchees at two contact times approximately 10 to 12 months apart, labour force definitions, a comparison with unemployment rates in Sydney and Australia, changes in labour force status over time, a comparison with the unemployed in general over time, descriptions of the new jobs taken by retrenchees, the characteristics of successful and unsuccessful job seekers (age, gender and skill level), the effect of marital status on labour market outcomes and attitudes towards retrenchment.

The results of this case study show that 'despite the difficult conditions in the labour market, a majority of the women either found other work or remained intent on finding other work. While high unemployment did appear to discourage some women from seeking work, there was no evidence of the retrenched women at large "returning" to the home or being supported by the family'.

SURVEY, SEGMENTATION, POP (WOMEN).

CURTAIN, Richard and MOKRIJ, Alex (1985), **A Profile of Wage Pause Program Participants in the Northern Territory**, Conference Paper No.55, Paper presented to a conference on 'Employment and Unemployment in the North', North Australia Research Unit, The Australian National University, Darwin, June, Canberra, Bureau of Labour Market Research, 32 pp.

'The Wage Pause Program was a targeted, project-based, public sector job creation scheme which operated throughout Australia between February 1983 and June 1984.

This paper uses data from Commonwealth Employment Services' monthly placement records for the Program and a special survey of participants to give a profile of persons employed in the Northern Territory. The profile covers such aspects as the extent to which people from the Program's target groups were employed, evidence of 'creaming', the types of skill level of the jobs created compared with participants' previous employment and the extent of training and work experience gained by participants.

The conclusion places the distinctive features of the Program in the Northern Territory in the context of how it operated in other regions. Finally, the issue of whether the Program in the Northern Territory could be regarded as successful or not is discussed.'

Among the results reported was the finding that 'most target groups specified by the Program guidelines for preferential employment were poorly represented. Women in general and Aboriginal people in particular were employed in the program in numbers far less than even their share of their selection pool would dictate'.

STATISTICS, SEGMENTATION, POP (WOMEN), POP (OTHER), LABOUR MARKET PROGRAMS.

DAVENPORT, Paul (1981), 'Unemployment and technology in a model of steady growth', **Australian Economic Papers**, 20(36), 115-32.

'The implications of our employment function and Cambridge growth model can be summarised as follows. Unemployment in a growing market economy has both a social and a technological significance. Socially, unemployment is a key determinant of the bargaining strength of workers, influencing labour costs through its effect on real wage demands, hiring costs, quit rates, and perhaps factory discipline and effort. Through labour costs, unemployment influences the firm's technological choices, including the amount of employment generated per unit increase in output or investment at normal capacity utilisation. The equilibrium unemployment rate is the rate at which the various social forces and technological possibilities are in balance. At a lower rate of unemployment, upward pressures on labour costs force firms to acquire or develop less labour-intensive technology, hence reducing the rate of growth of employment. At a higher rate of unemployment, labour appears more attractive relative to physical investment, and employment is stimulated with a more labour-intensive technology.'

CAUSES, EFFECTS.

DAVIS, Denis J. (1982), 'Extended leave as an employment option : the case of Australian long-service leave' in MENDELSON, Ronald (ed.), **Social Welfare Finance : Selected Papers**, Canberra, Centre for Research on Federal Financial Relations, The Australian National University, 187-200.

Long-service leave has relevance to such current labour market issues as education, personal health and development, sharing of productivity gains and employment. One section of this paper deals with its effect on unemployment through labour replacement.

STRATEGIES.

DAVY, D. (undated, 1980?), **Psychological Components in Long-Term Unemployment**, Training Paper 23, Applied Psychology Section, Department of Employment and Youth Affairs, 29+ pp.

'The purpose of this paper is to review the literature and studies relating to long-term unemployment, in an attempt to identify the causes and psychological consequences of prolonged periods of unemployment.' 'The first section identifies the factors likely to restrict workers' entry/re-entry into the workforce following displacement or resignation from previous positions.' A second section discusses 'the demographic characteristics, work values and psychological reactions of long-term unemployed people', while a third 'examines training programmes introduced to assist long-term unemployed people enter/re-enter and adjust to the work situation. Chief emphasis is upon training techniques and factors influencing programme effectiveness'. Finally the pamphlet discusses the barriers to work rehabilitation which result from poverty and from the relations of the unemployed with Government Employment Office staff.

EDUCATION/TRAIN, CAUSES, EFFECTS, STRATEGIES.

DAWKINS, Peter and SLOAN, Judy (1985), **Unemployment Flows Statistics : Uses and Abuses**, Paper presented to the Conference on 'Unemployment in Australia - Perspectives on Measurement', Canberra Branch of the Statistical Society of Australia, South Australia, National Institute of Labour Studies Inc., The Flinders University, 11 pp.

'Since 1980, data on Unemployment Flows have been published in the Labour Force (ABS Cat.No.6203.0). This enables our understanding of unemployment in Australia to be much richer than was previously the case. This paper begins by describing the data, illustrating how it can illuminate our understanding of unemployment and considering the relationship between unemployment inflows, outflows, transition probabilities, unemployment duration and the stock of unemployment. It goes on to examine some uses to which these data have been put (Foster 1981, Foster and Gregory 1982, Brooks and Volker 1984). It points out the limitations of the data and some potential abuses. In particular it

focuses on the problems that arise if the unmatched 20 per cent of persons in each survey behave differently from the matched part of the sample from which the gross flows data are derived.'

STATISTICS.

363

DAY, Phil (1984), 'Thinking the unthinkable', **Australian Society**, 3(6), June, 21-2.

'Paradoxically, the economic recession of the past decade has obscured the core of the unemployment issue.' The author believes that 'the seeds of massive structural unemployment have been germinating in the post-industrial society for much longer than the past decade', and that we must 'think again about work - or see a nation divided into the affluent and the rest'.

CAUSES, POLICIES.

364

DEERY, Stephen (1982), 'Trade unions, technological change and redundancy protection in Australia', **Journal of Industrial Relations** 24(2), 155-7.

'Redundancy protection has become an important industrial issue in Australia over the past five years. Trade union interest in the question of job security has been heightened by fears that the greater use and application of computer technology will lead to significant reductions in the use of manpower. This article looks at the form and extent of redundancy protection in Australia and the ways in which trade unions have sought to press their claims for greater protection against the labour displacement effects of technological change. It concludes that in general Australian trade unions have met with very little success in establishing even minimum standards of employment security for their members.'

STRATEGIES.

365

DEERY, Stephen, BROOKS, Ray and MORRIS, Alan (1985), 'Redundancy and public policy in Australia', **Australian Bulletin of Labour**, 11 (3), June, 154-77.

'Australia has been slow to provide adequate forms of protection for redundant workers'; the issue of job security has 'become a matter of particular importance in view of the government's commitment to improving the efficiency and competitive performance of Australian industry.' The authors undertook, in 1983, a survey of the redundancy practices of employers in the manufacturing industry in Victoria. Questionnaires were sent to 1,400 member companies of the Victorian Chamber of Manufacturers. Replies are reported on policies and practices, notably practices to minimise dismissals, selection of employees to be dismissed, including assistance in finding alternative employment and redundancy payments. The results show that there

are issues of concern to workers and that guidelines advocated have been largely disregarded. Further sections of the paper discuss legislative and award standards, the role of industrial tribunals and other recent developments. The paper concludes that the government should formulate appropriate manpower measures to assist those employees whose jobs will disappear.

SURVEY, POLICIES, STRATEGIES.

### 366

Di GIORGIO, F. and ENDRES, A.M. (1983), 'The changing fortunes of CES unemployment statistics', **The Australian Quarterly**, 55(3), Spring, 307-318.

Commonwealth Employment Service unemployment statistics were first collected in 1947; the collection was terminated in May 1981 by the Fraser government. The present Labor government intends to reverse the decision. The history of the collection is surveyed and compared with alternative unemployment data collection namely, the Census, the Department of Social Security's quarterly survey of unemployment benefit recipients and the Australian Bureau of Statistics monthly labour force surveys. 'A strong case would now seem to exist for the reimplementation of CES data so as to give greater information for the more active employment policy of the present government. This is especially the case since the CES is the source which provides regular regional statistics.'

STATISTICS.

### 367

DIXON, John (1983), 'Australia's income-security system : its origins, nature and prospects', **International Social Security Review**, 1/83, 19-44.

The history of Australian social security policy is outlined, from its origins in the 1890s, through the social insurance debate which concluded with the decision to finance its public income security 'entirely from consolidated revenue, with the necessary allocation of funds being determined as part of the annual budget process'. The structure of the system is described with reference to the method of determining the cut-out point for various types of pensions and benefits, the amounts payable, extra assistance available, indexation, taxation, eligibility and coverage and the relationship between pensions, benefits and poverty lines. Income-security expenditure data are presented. The possibility of restructuring to provide 'greater assistance to those in need because of a short-term work interruption' is touched upon.

STATISTICS, STRATEGIES.



368

DIXON, John and JAYASURIYA, D.L. (eds) (1983), **Social Policy in the 1980s**, Canberra, Canberra College of Advanced Education in association with Australasian Social Policy and Administration Association, 302 pp.

In this collection of essays, several authors touch upon aspects of unemployment though there is no study or chapter concerned with it directly. In the chapter on 'Workforce exclusion and dependency', Patricia TULLOCH examines the theoretical issues associated with unemployment. Social policies to deal with a range of community problems of which unemployment is one, are explored in other chapters.

POLICIES.

369

DIXON, Peter (1984), 'Full employment : an achievable objective', **Institute of Public Affairs Review**, 38(1), Autumn, 28-30.

'It seems apparent that many commentators and politicians believe that we must live with current high levels of unemployment for the foreseeable future. Politicians no longer find it necessary to be seen as pursuing full employment policies. The public has gradually become convinced that full employment is an unrealistic objective.' The author argues that 'we can once again have full employment' by combining cost reductions with demand increases. This could be achieved by reducing PAYE and payroll taxes, not to increase take home pay, but to reduce employment costs to the employer. Substantial benefits would then 'accrue to those currently unemployed without requiring sacrifices from those currently employed'.

POLICIES, STRATEGIES.

370

DONALDSON, Mike, LARCOMBE, Graham, with MCGEE, Peter (1984), 'Up against the crisis; class struggle and the Broad Alliance in Wollongong', in Drew COTTLE (ed.), **Capital Essays**, General Studies Department, Kensington, University of New South Wales, 19-31. Paper delivered at a Conference on Capital History, 1983.

'This paper describes the onset of the current crisis of capitalism in Wollongong and its effect on working people there. It outlines the strategy that labour movement and community activists have developed to cope with and combat the crisis - a broad strategy comprising two main aspects - the preservation of existing employment through militant action on the job, based on unity among trade unions in the district; and the creation of new jobs through the formation of coalition organisations containing representatives of the organised working class, community organisations, small business, and the local state.'

POLICIES.

371

DOWLING, Peter and O'BRIEN, Gordon (1981), 'The effects of employment, unemployment and further education upon the work values of school leavers', **Australian Journal of Psychology**, 33(2), 185-95.

'A longitudinal study of school leavers in South Australia was conducted with a sample of 652.' The time gap between tests was one year. There was no significant change in the work values of those unemployed.

SURVEY, EFFECTS, POP (YOUTH).

372

DOWLING, Peter and O'BRIEN, Gordon E. (1983), 'The work values of unemployed and employed youth : a reply to Rump', **Australian Journal of Psychology**, 35(1), 91-6.

E.E. Rump on pages 89-90 of the same journal has offered some criticisms of earlier work of Dowling and O'Brien (1981). This article takes up the question of duration of unemployment of the samples involved. Further analyses showed that 'the continuously employed group had significantly higher desired skill-utilisation and variety at Time 2 than did the continuously unemployed group'.

SURVEY, EFFECTS, POP (YOUTH).

373

DOWSETT, Gary, CHARLTON, Susan and SHELLSHEAR, Karine (1982), **The Work and Unemployment Seminar, A Report of a Living Skills Programme at Cleveland Boys High School 1981**, Sydney, Stanmore, Inner City Education Centre, 20 pp.

This account of a school/community transition education program could be useful to teachers in designing similar programs. The booklet describes all aspects of the scheme which was designed to engage students in 'deeper discussion of the issues surround the changing nature of employment in the inner city, and the impact of these changes on work and the experience of unemployment'. Other units in the project have also produced publications, notably C. CLAYTON, G. DOWSETT and K. SHELLSHEAR (1982), **The Leisure Unit**, which looks at suitable ways of diversifying leisure.

EDUCATION/TRAIN, POP (YOUTH), STRATEGIES.

374

DUNLOP, Yvonne and STRETTON, Alan (1984), **A Decomposition of Changes in Full-Time Employment, 1971-76 and 1976-81**, Technical Paper No.20, Canberra, Bureau of Labour Market Research, 22 pp.

'During the 1970s there was a decrease in the number of youth in full-time employment in Australia. Census data shows that the number of teenage males and females and young adult males in full-time employment fell during this

period. The only youth group to experience a growth in full-time employment was young adult females.'

This paper examines three effects to find out why youth groups performed so badly during a period when full-time employment rose significantly. These effects are the share effect, the structure effect and the growth effect. Census data are used to conduct the research.

STATISTICS, POP (YOUTH).

### 375

DYSON, Sue and SZIROM, Tricia (eds), **Leaving School : It's Harder for Girls**, Melbourne, YWCA of Australia, 189 pp.

'This book presents some of the problems facing young women leaving school, and entering the workforce.' It explores the reasons why employment is harder for girls to find and why issues such as health, homelessness, education and the law present greater problems for them. Suggestions are made for preparing young women and 'helping them to cope with the years of transition from school to work'.

Rosemary WIGHTON and Mary MACLEOD present material on unemployment and employment.

EFFECTS, POP (YOUTH), POP (WOMEN), STRATEGIES.

### 376

EASTWOOD, Jill et al. (1984), 'Trade unions and the unemployed : a discussion' in Jill EASTWOOD et al. (eds), **Labour Essays 1984**, Melbourne, Drummond, 32-53. Discussants: Judith BORNSTEIN, Ann FORWARD, Percy JOHNSON and Ian WATSON.

The essay reproduces a discussion which began 'with the dimensions of unemployment and an estimate of the main causal factors'. This included a discussion of the role of foreign ownership in industry in Australia. 'The discussion moved next to the effects of unemployment on union organisations and activities', with particular reference to the 'prices and incomes accord'. Next, discussion 'on the impact of unemployment on the shop floor and on those who have been or are likely to be retrenched' revealed a 'preference for a shorter working life rather than a shorter working week'. The availability of unemployment benefits while undertaking education is examined. Responses of the unions to the unemployment of their members and problems of legislation are also canvassed.

CAUSES, EFFECTS, POLICIES.

377

ECCLLES, Sandra (1984), 'Women in the Australian labour force' in Dorothy H. BROOM (ed.), **Unfinished Business**, Sydney, George Allen and Unwin, 80-100. With a comment by Hazel MOIR.

'This paper outlines the comparative position of women in the Australian labour market and examines variations in the comparative labour market status of women over the past decade or so. Women's involvement in the labour market is covered in several aspects: participation, employment, occupational distribution, unemployment and hidden unemployment.'

STATISTICS, SEGMENTATION, POP (WOMEN).

378

EDUCATION AND YOUTH AFFAIRS, DEPARTMENT OF, AUSTRALIA (1983), **Youth Policies Programs and Issues : An Australian Background Paper**, Canberra, AGPS, 290 pp. Prepared for the Organisation for Economic Co-operation and Development.

The chapters in this background paper cover the subjects of young people in the context of social and economic change, formal education, the labour force experience of young people, labour force policies and programs, and Commonwealth income support for young people. The chapter on labour force experience points to the 'danger of the emergence of a permanently disadvantaged age cohort of people born from the late 1950s to mid 1960s: a cohort which will move through life on the fringes of the labour market'. Statistics relating to employment and unemployment by age and sex support the argument.

STATISTICS, EDUCATION/TRAIN, POP (YOUTH), POLICIES, STRATEGIES.

379

EDUCATION, DEPARTMENT OF, NSW (1985), **School and Beyond : School Leavers' Perceptions of the Relevance of Secondary Education**, NSW Department of Education, 72 pp.

The publication reports on a survey of school leavers, between 1 and 3 years out of NSW government schools. 81 were tertiary students, 41 employed and 31 unemployed, in both metropolitan and country areas. 'Most of the people in employment and tertiary studies had positive views about the usefulness of their secondary education to their current activities. In contrast, the unemployed people's responses tended to reflect a negative attitude to school, and a feeling of being ill-served by the education system.'

SURVEY, EDUCATION/TRAIN, POP (YOUTH).

380

EDWARDS, Meredith (1984), 'Youth allowances - issues and options', **Canberra Bulletin of Public Administration**, 11(2), Winter, 105-11. Address to the 1984 Autumn Seminar of the RAIPA (ACT Division).

Income support arrangements for young people are examined and the paper points to some of the deficiencies in the current structures. It addresses issues such as the 'complexity of the current system with its thirty seven different payments for young people', 'inequities created by income tests, by levels of allowance and other inequities as seen by commentators on youth allowances', as well as disincentive effects and dependency issues. 'The paper argues that a single youth allowance may not be appropriate and suggests the type of questions which need to be answered before extensive reform in the form of a youth allowance could be embarked upon.'

POP (YOUTH), STRATEGIES.

381

EDWARDS, Meredith (1985), 'Youth allowances : incentives and reform', **Australian Journal of Social Issues**, 20(1), 35-55. A version of a paper delivered to the 54th ANZAAS Congress, Canberra, May, 1984.

The paper discusses youth allowances as an incentive to increasing participation in full-time education, thus reducing the current high levels of youth unemployment. A table presents 'Illustrative financial implications of education, training and employment choices open to young people', including the alternative of the unemployment benefit. The comparison of rates of income support under major programs with the unemployment benefit shows that the unemployment benefit provides more financial support than other payments. 'Thus the net effect of the major income support programs is to discourage education participation.' 'Several difficulties with the proposal for a single youth allowance as a means of increasing education participation are discussed and alternatives briefly outlined. The concluding section of the paper summarises the issues relevant to the future debate on youth income support and identifies areas for further research.'

POP (YOUTH), POLICIES, STRATEGIES.

382

EMPLOYMENT AND INDUSTRIAL RELATIONS, DEPARTMENT OF, AUSTRALIA (1983), **Community Youth Support Scheme, Guidelines**, 6 pp.

The pamphlet sets out guidelines 'based on the results of consultation with a wide range of community interests'. It defines CYSS (the Community Youth Support Scheme), explains who can take part, describes what is offered in CYSS projects, gives conditions for grants, looks at local project management and gives contact addresses and phone numbers.

POP (YOUTH), STRATEGIES.

383

EMPLOYMENT AND INDUSTRIAL RELATIONS, DEPARTMENT OF, AUSTRALIA (1983), **Grant Administration Manual for Community Youth Support Scheme Local Management Committees**, Canberra, AGPS, 92 pp.

The manual is presented in a loose-leaf and folder form to allow for amendments. Part A of the publication gives the background to the Community Youth Support Scheme with information on grants, other forms of revenue and assistance, and expenditure of grant funds. Part B is concerned with project operation and gives details about budgetary control and about the use and control of grant funds. Recording and reporting requirements are set out in Part C, including details about methods of accounting. Part D describes suspension and termination procedures to be followed at the end of the grant period. Appendices include other information useful to people involved with CYSS management.

EDUCATION/TRAIN, POP (YOUTH), STRATEGIES.

384

EMPLOYMENT AND INDUSTRIAL RELATIONS, DEPARTMENT OF, AUSTRALIA (1984), **Community Employment Program. The First Year**, Canberra, AGPS, 101 pp.

'Monitoring and evaluation are integral parts of the management control process for the Community Employment Program. The Program funds employment creating projects which are managed by Commonwealth and State government departments and instrumentalities, local government councils and authorities and community groups. By the end of 1983-84 over 8,000 projects had either commenced, or were about to commence, operating in all parts of Australia. Many more had been submitted for consideration. The CEP Management Information System was devised to keep track of the changing status of projects from the time they were submitted through to the approval stage, and finally, the implementation of approved projects. Information was also collected on the placements made by the Commonwealth Employment Service to the resultant job vacancies. The information collected has been continuously monitored and analysed to ensure that CEP has been achieving its objective and to assist in the overall management of the Program. In part the refinements made to the Program policies and procedures for 1984-85 reflect the outcome of this work. This report has been prepared as a by-product of this on-going work in response to the widespread demand for information on the Program and its achievements. It is the first of a series of similar reports (the) Department intends producing every six months. This work should be seen as complementary to the evaluation of Program outcomes to be undertaken by the Bureau of Labour Market Research because without basic Program information the Bureau's more sophisticated analyses could not proceed satisfactorily.'

LABOUR MARKET PROGRAMS.

385

EMPLOYMENT AND INDUSTRIAL RELATIONS, DEPARTMENT OF, AUSTRALIA, ABORIGINAL EMPLOYMENT AND TRAINING BRANCH (1983), **CES Review of Aboriginal Unemployed**, Melbourne, Department of Employment and Industrial Relations, 17 pp. + appendices.

The report is based on a survey of employment records and statistical returns relating to Aboriginals registered with the CES as unemployed. The main questions addressed concerned the location and job readiness of the Aboriginals. The characteristics are reported according to geographic distribution, age, sex, education, occupation and duration of registration. A further section of the report looks at the action of the CES in relation to Aboriginals including contact and involvement in Labour Force Programs. The factors affecting employability are discussed, the employment prospects canvassed and the regional variations analysed. It is concluded that closer contact should be made by the CES with unemployed Aboriginals. 'There are also pointers for the Administration of the labour force programs and delivery of the range of CES services to Aboriginals which may be of use in refining the CES response to the problem presented by high levels of Aboriginal unemployment.

STATISTICS, POP (OTHER), STRATEGIES.

386

ENDRES, Tony and COOK, Malcolm (1983), 'Concepts in Australian unemployment statistics to 1940', **Australian Economic Papers**, 22(40), June, 68-82.

The authors present 'an analysis of how the condition "unemployment" was perceived and quantified by statisticians in their historical context, both before and for the most part, after the term was first used in official statistical publications'. Australian counting rules are compared with statistical recommendations of international organisations. The authors conclude that there are 'immeasurable discontinuities in all the series surveyed here'.

STATISTICS.

387

EVANS, Alan W. (1984), 'Inside out down under? Outer city unemployment in Australia', **Urban Policy and Research**, 2(1), 27-32.

'This paper discusses the causes of the outer city unemployment problem as suggested by various authors and shows that some of these causes can be ruled out on the basis of the evidence. Statistical studies of Melbourne and Sydney are compared with British studies. The paper also explains the exaggerated significance of the problem and the difficulty in separating the high level of outer city unemployment from high levels of rural unemployment.'

STATISTICS, CAUSES.

388

EVANS, Jack (1983), **Unemployment and Community Welfare and Social Services in the ACT**, Employment Task Force, ACT Council of Social Service, 37+ pp.

This is the report of a survey 'to consider the effect of increasing levels of unemployment, and in the length of an individual's unemployment, on community services and welfare agencies in the ACT'. The methodology is described and the results presented for clients of agencies by sex, ethnic background, marital status, length of residence and duration of unemployment, and for agencies by various characteristics.

SURVEY, EFFECTS.

389

EYLAND, E.A., LAPSLEY, H.M. and MASON, C.A. (1984), 'Part-time work and women', **Economic Papers**, 3(4), December, 61-74.

The ACTU official policy is that part-time positions should not be created at the expense of full-time jobs, but that employees' wishes for more flexible arrangements must be the basis for the introduction of part-time employment. 'This paper considers the changing distribution of the labour force into full-time and part-time components, as derived from the official statistics, the information available about the wishes of employees and others for changed working conditions, and the possibility of redistributing hours of work to create more jobs.' Apart from using ABS statistics, the authors carried out three surveys of women including one conducted at the workplace where information was also gathered from employers and from trade unions. ABS statistics included information about preferred working hours by gender and income. The authors conclude that discussions should be entered into by government and employer and employee organisations to examine work patterns, flexible working hours, and part-time work, and that the available data suggest that redistribution of working hours could contribute to the creation of jobs.

SURVEY, STATISTICS, SEGMENTATION, POP (WOMEN), STRATEGIES.

390

EYLAND, E.A. MASON, C.A. and LAPSLEY, H.M. (1982), 'Determinants of female employment', **The Economic Record**, 58(160), March 11-17.

'A survey of 1,030 women aged between 20 and 60 years was made in 1977 in Eastwood, a middle-class suburb of Sydney. It was used to measure the size of the female labour force and the level of unemployment in the area. In addition, logit analysis was applied to the data to identify the personal and family characteristics that determined work behaviour. It was found that active workforce participation and hours of work could be explained adequately by only four variables - age of respondent, marital status, education level and (where relevant) age of youngest child.'

SURVEY, POP (WOMEN).



391

FEATHER, N.T. (1983), 'Causal attributions and beliefs about work and unemployment among adolescents in State and Independent secondary schools', *Australian Journal of Psychology*, 35(2), 211-32.

Six hundred and fifty boys and girls in years 9 and 10 in State and Independent secondary schools answered a questionnaire to elicit their attitudes to unemployment and the job market. 'Results supported the expectancy-valence prediction that depressive affect about unemployment will be positively related to need for a job and attractiveness of employment.'

SURVEY, EFFECTS, POP (YOUTH).

392

FEATHER, N.T. (1985), 'Attitudes, values and attributions : explanations of unemployment', *Journal of Personality and Social Psychology*, 48(4), 876-89.

'Two studies demonstrate statistically reliable correlations between attribution measures and the attitudes and values that people hold. Subjects in both studies rated 27 explanations of unemployment in regard to their importance as causes of youth unemployment ...' 'The major findings support the assumption that causal attributions for events are not simply the products of neutral information processing, but are linked to the cognitive-affective system.'

SURVEY, CAUSES.

393

FEATHER, N.T. and BARBER, J.G. (1983), 'Depressive reactions and unemployment', *Journal of Abnormal Psychology*, 92(2), 185-95.

'This study investigated correlates of situation-specific depressive affect associated with unemployment and correlates of more general depressive symptoms assessed by the Beck Depression Inventory (BDI) for a sample of 116 young unemployed male and female subjects. Consistent with a frustrated work-motivation pattern, depressive affect was associated with concern about being unemployed (employment importance) and with stronger endorsement of external causes of unemployment. Consistent with a self-blame view of depression, BDI scores were related to stronger endorsement of internal causes of unemployment, to low self-esteem, and to feelings of helplessness (indicated by judgements that the major cause of personal unemployment was uncontrollable). Stronger endorsement of internal causes was found among those subjects with a longer history of unemployment. Multiple regression analyses showed, however, that the attributional variables accounted for a relatively low proportion of the variance in the depression measures. These results suggest that there are different correlates for situation-specific depressive affect about unemployment and BDI depression. They also question the adequacy of attributional accounts of depression.'

EFFECTS, POP (YOUTH).

394

FEATHER, N.T. and BOND, M.J. (1983), 'Time structure and purposeful activity among employed and unemployed university graduates', **Journal of Occupational Psychology**, 56(3), 241-54.

This paper reports on a survey of graduates of The Flinders University. The questionnaire included items designed to measure self-esteem, depression, employment importance and the extent to which time was used in a structured and purposeful way. Graduates in the unemployed sample were found to be less organised and purposeful in their use of time and 'reported more depressive symptoms when compared with the employed sample. In both groups structured and purposeful use of time was positively associated with self-esteem and negatively associated with depressive symptoms.' 'Female respondents reported higher employment importance and more use of a routine but their self-esteem scores were lower than those of male respondents.'

SURVEY, EFFECTS.

395

FEATHER, N.T. and BOND, M.J. (1984), 'Potential social action as a function of expectation-outcome discrepancies among employed and unemployed university graduates', **Australian Journal of Psychology**, 36(2), August, 205-17.

'Full-time employed (N=255), partly employed (N=48) and unemployed (N=43) male and female university graduates completed a questionnaire that included measures designed to assess expected job levels and current job levels and two measures of potential social action.' The results showed differences based on employment status, sex and university faculties.

SURVEY, EFFECTS.

396

FEATHER, N.T. and DAVENPORT, P.R. (1981), 'Unemployment and depressive affect : a motivational and attributional analysis', **Journal of Personality and Social Psychology**, 4(3), 422-36.

'It was hypothesised on the basis of expectancy-valence theory that the negative affect that follows failure to obtain employment will be stronger among those individuals who are more strongly motivated to seek employment than among those who are less motivated.' The hypothesis was tested on 212 unemployed young people in South Australia, and was found to be valid.

EFFECT, POP (YOUTH).

397

FELL, Liz and GRUSZIN, Su (eds) (1984), **Job Creation in the Community Sector**, Conference Papers, Sydney, Council of Social Services of New South Wales, 55 pp.

'The new Community Employment Program (CEP) announced by the Commonwealth Labor Government in its May "mini-budget" was the major topic of discussion' during this conference. The conference (opened by Bob BROWN, MP) covered topics describing the Program, practical aspects of job creation, innovative job creation, programs for specialised target groups, special projects, evaluation of job creation, and long-term job creation. Authors of the papers included people working in the program as well as academics and welfare/service providers. (Approximately 50 people were involved in the preparation of papers; they are not listed here.)

The introduction of the conference issues and themes concludes 'Funding of short term job creation programs should not be confused with funding of necessary services to the community. It is the responsibility of the government to fund community services and so make reliance on short-term employment programs redundant. The provision of long-term jobs will be a first step in this direction.'

STRATEGIES, LABOUR MARKET PROGRAMS.

398

FINLAY-JONES, Robert and ECKHARDT, Bob (1981), 'Psychiatric disorder among the young unemployed', **Australian and New Zealand Journal of Psychiatry**, 15, 265-70.

'A sample of 19 per cent (n.401) of people aged 16-24 years registered as seeking full-time employment in Canberra, completed a psychiatric screening instrument. A weighted subsample (n.72) was examined by a psychiatrist. The screening instrument showed that 56 per cent were probable cases. By harnessing the results of the psychiatrist's examination to the scores on the screening instrument, the proportion with severe psychiatric disorder was estimated to be 49 per cent. Three quarters were cases of depression. They had been ill for 10 months on average. In 70 per cent of cases, the onset of their disorder followed unemployment. In more than half of these there was no evidence of any other recent stress apart from unemployment itself. The median time between unemployment and the onset of disorder was five months.'

SURVEY, EFFECTS, POP (YOUTH).

399

FISHER, W.L. (1983), **Small Area Labour Market Statistics**, Working Paper No.35, Canberra, Bureau of Labour Market Research, 24+ pp.

'Available regional data on labour force status and unemployment are reviewed, compared and critically assessed in terms of their definitions, consistency and coverage. It is concluded that none of the data sets are technically

adequate as current measures of unemployment at local area levels.'

The paper sets out various methodologies which might be used to provide information necessary to describe the geographic dispersion of unemployment and to facilitate planning of regional labour market policies. One technique, the Structure Preserving Estimation System, is judged to be the most promising and to merit testing to establish likely error rates.

STATISTICS.

400

FORDE, Kevin (1985), 'Employed economist gives words of wisdom on unemployment', *Rydge's*, 58(2), February, 90.

Youth unemployment rates by age and sex are presented at 5 year intervals since 1966. Causes are briefly mentioned. Young people are encouraged to become more educated.

CAUSES, POP (YOUTH).

401

FORSTER, Clive (1983), 'Unemployment in the cities', *Geographical Education*, 4(3), 131-40.

The article outlines the debate about the explanations for patterns of unemployment found in Australia's major cities and about their significance. The patterns of unemployment are shown in detail for Adelaide by Local Government Area, age and sex. There is a discussion of 'hidden unemployment', and the suggestion is made that the 'patterns of recorded male and female unemployment in some Australian cities may be partly counterbalanced by continuing contrasts in the spatial distribution of male and female hidden unemployment'.

CAUSES.

402

FOSTER, W.F. and GREGORY, R.G. (1984), 'A flow analysis of the labour market in Australia', in Richard BLANDY and Owen COVICK (eds), *Understanding Labour Markets*, Sydney, George Allen and Unwin, 111-36.

The paper looks at the Australian Bureau of Statistics 'estimates of the gross flows each month of persons moving between employment, unemployment and not in the labour force', and demonstrates the similarity in the patterns with the US and Canada. Three major findings are discussed; first, the high degree of labour market turnover; second, the very large flows to and from the labour force; and third, the association of the pattern of unemployment across demographic groups with the pattern of employment turnover. 'Those groups with above average rates of unemployment also exhibit

above average rates of employment separation.' The authors investigate 'some of the implications of the relationship between the probability of leaving unemployment and the time spent unemployed'.

STATISTICS, CAUSES.

403

FREELAND, John (1981), 'Where do they go after school? : a critical analysis of the education program for unemployed youth', **The Australian Quarterly**, 53(3), 352-73.

'The objective of this article is to outline briefly the essentials of an analysis of the school-work relationship and the State, and to apply that framework to the Education Program for Unemployed Youth (EPUY). In so doing an attempt will be made to avoid a dangerously negative pessimism by emphasising avenues for positive action.'

EDUCATION/TRAIN, POP (YOUTH), POLICIES, STRATEGIES.

404

FREELAND, John (1984), 'Job training for survival', **Australian Society**, 3(12), December, 19-22.

The article reviews briefly the various employment and training programs introduced in Australia, in the light of the issues facing the Committee of Inquiry into Labour Market Programs. The author points to some successful initiatives and concludes that if government continues 'to respond to the economic recession in an ad hoc manner, our dependence on the international economic order will only increase.'

EDUCATION/TRAIN, POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

405

FREELAND, John (1985), 'The Kirby Report : a review', **Australian Social Welfare Impact**, 15(2), March, 10-12.

The author reviews the **Report of the Committee of Inquiry into Labour Market Programs**, concluding that it offers 'an opportunity to develop a rational and comprehensive labour market policy with concomitant LMPs. If fully implemented the changes will go a long way to working significant change in the structure of the labour market. Throughout, the promise is a reduction in labour market segmentation and its concomitant inequalities. Labour market inequality will remain but a reduction in such inequality is possible. Whether or not the recommendations are implemented will, to a significant extent, depend on the amount of community support for them.'

EDUCATION/TRAIN, POLICIES, LABOUR MARKET PROGRAMS.

**The Future of Work** (1983), Proceedings of a seminar, Sydney, New South Wales Association for Mental Health, 72 pp.

The papers delivered at this seminar were:

Health costs of unemployment

Ian WEBSTER

Also published in **Mental Health in Australia** (1984), 1(12), July, 17-23.

Women and technology

Ann GAME

Also published in **Mental Health in Australia** (1984), 1(12), July, 32-7.

New jobs for whom? How the government responds

Gary MOORE and George WELLS

Youth unemployment : short-term problem - long-term outcome

Adam JAMROZIK

Also published in **Mental Health in Australia** (1984), 1(12), July, 38-44.

Professor Webster describes the health consequences of unemployment in terms of a number of surveys carried out in Australia and overseas and he goes on to suggest some approaches to alleviate the problem. Ann Game discusses the effect of automation on the nature of work and in increasing unemployment. The distinctions between wage-work and unpaid work should be broken and other ways of managing economic life be developed. Gary Moore and George Wells look at job creation and other programs for the unemployed. Adam Jamrozik addresses the problem of youth unemployment, changes in the labour market, changes in technology, changes in occupations, changes in the age composition of the labour force, participation of mature-age persons in education, employers' preferences, education and outcomes and possible solutions.

CAUSES, EFFECTS, POP (WOMEN), POP (YOUTH), POLICIES, STRATEGIES.

GAME, Ann and HAWKINS, Gay (1984), 'Big questions about women and work', **Australian Society**, 3(5), November, 26-9.

The authors examine 'the affirmative action pilot program, aimed at providing women with equal opportunities to compete with men in the labour market, and the Community Employment Program (CEP), which aims to create jobs for the most disadvantaged of the unemployed, of which women are acknowledged as a central category'. They also examine the definitions and concepts of work, welfare, unpaid work and the 'work ethic' as they affect women. They conclude that 'both programs reflect the separation of employment policies and welfare policies that reinforces the dependency and subordination of women ... Their work, never having been recognised or valued, is relentless, wherever they are, and it has now increased with welfare cuts and loss of paid work. The end of waged work accompanied by a guaranteed income could only represent a gain for women'.

POP (WOMEN), POLICIES, LABOUR MARKET PROGRAMS.

408

GARLICK, Steve (1985), **Case Study of Regional Labour Market Adjustment : The Hunter Region**, Working Paper No.56, Canberra, Bureau of Labour Market Research, 55 pp.

'The economic changes occurring within Australia during the 1970s and early 1980s have had varying influences on the demand and supply of labour in different Australian regions.' This paper examines the labour market in the Hunter region and compares it with those occurring for Australia as a whole. 'Rapid changes in the male unemployment rate show the effects of an economy tied to export and import competing basic industries influenced by variations in international and domestic demand. Considerable increases in female labour supply have led to long term higher levels of female unemployment, above rates for Australia, due to the narrow traditional female areas of employment.'

Two studies of redundant workers in the Region are quoted showing the rates of success in finding new employment. The paper 'outlines the types of spatial policies relevant for assisting in labour market adjustment'.

STATISTICS, SEGMENTATION, CAUSES, POLICIES, STRATEGIES.

409

GILBERT, Richard (1984), **1983 Survey of Emergency Assistance Applicants**, Planning and Research Paper No.37, NSW Department of Youth and Community Services, Planning and Research Unit, 96 pp.

'This report presents the results of the first comprehensive State-wide survey of applicants for Social Welfare assistance provided by the NSW Department of Youth and Community Services.' 'The report shows those on unemployment or supporting parent benefits with more than three children and who live in privately rented accommodation are substantially below the poverty line.' (From the foreword to the report by Frank WALKER, Minister for Youth and Community Services.)

Sections of the report outline the background to the survey in the light of an upsurge in demand for assistance, give a brief history of emergency relief provisions in NSW and describe the Social Welfare Survey. Results of the survey, after describing the sample and tabulating its characteristics, show the income of applicants (with sources), housing situations, frequency of assistance and the outcome of the application. The report also describes 'Life on \$64 a week : a few welfare myths put to rest', shows the proportion of total pensioners and beneficiaries receiving special cash assistance and looks at factors responsible for the upsurge in demand for social welfare assistance. The future of the program is discussed.

SURVEY, EFFECTS, STRATEGIES.

#### 410

GINPIL, Stephen and HOY, Mavis (1984), **Some Factors Affecting the Completion Rates for Young People Under Wage Subsidy**, Working Paper No.46, Canberra, Bureau of Labour Market Research, 70 pp.

Fullest benefit from wage subsidies, for both employers and employees, is achieved when the full period of the placement is completed. This paper identifies factors which contribute to completion and attempts to explain the high turnover rates within subsidised work placements.

A survey was made in May 1982 covering young people who had participated in five variants of national wage subsidy programs and the subsidised employers of those participants. The programs are described. Results of the survey are given for a number of variables. Several policy implications are discussed.

SURVEY, POP (YOUTH), STRATEGIES, LABOUR MARKET PROGRAMS.

#### 411

GODFREY-SMITH, A. (1981), **The Development of Education Programs for Long Term Unemployed Youth (15-25 years)**, Occasional Papers, No.8, Office of ACT Further Education, Canberra, Department of Education, 10+ pp.

This paper is the report of a study designed 'to assess the feasibility of introducing a pilot program that would facilitate the education of the long-term unemployed young people in the Territory'. Concrete proposals are made.

EDUCATION/TRAIN, POP (YOUTH), STRATEGIES.

#### 412

GORDON, M.T. and GORDON, B.L.J. (eds) (1980), **The Shortage of Skilled People**, Proceedings of a Conference sponsored by the Institute of Industrial Economics and the Metal Trades Industry Association, Newcastle, Institute of Industrial Economics.

The papers represent 'a variety of approaches to a set of serious social and economic problems', concerned with the 'co-existence of substantial levels of unemployment (in particular, youth unemployment) and burgeoning demand for labour services'. They are:

Paradox and puzzle in market for labour  
Barry GORDON

Shortages of skilled tradesmen : a Union view  
J.P. WALLACE

Towards an adaptable and fully-employed workforce  
V.E. JENNINGS

The Government's response : New South Wales  
A.C. MILLS



The Government's response : Australia  
R.G. TURNBULL

The scope for new initiatives : Coal Mining and Power Generation  
D.T. HANRAHAN

The scope for new initiatives : the Metal Trades Industries  
D. WRIGHT

POLICIES, STRATEGIES.

413

GOW, Helen (1984), **Saving, Creating and Equalising Job Opportunities; Some British Answers to Australian Questions**, Victorian Council of Social Service, 48 pp.

The author describes British labour market strategies of varying kinds. These include intervention by Local Authorities, Information Technology Centres, 'community business' and 'community co-operatives' in Scotland, the worker co-operative movement, opportunities and training schemes for women, the Youth Training Scheme and the Community Program. Advantages and disadvantages are discussed and the relevance for Australia is examined.

STRATEGIES, LABOUR MARKET PROGRAMS.

414

GRAY, Malcolm and GRUEN, Fred H. (1982), 'Inflation and unemployment in Australia', in R.L. MATHEWS (ed.), **Public Policies in Two Federal Countries : Canada and Australia**, Centre for Research on Federal Financial Relations, Canberra, The Australian National University, 97-114.

'This paper examines Australia's unemployment, output and inflation experience during the late 1960s and 1970s. Its principal purpose is to analyse the changes in unemployment and changes in output which occurred during this period.' Changes in unemployment are shown for Australia, OECD countries generally and for Canada for four variables for four periods. Other sections of the paper deal with growth in gross domestic product and money and inflation. 'There can be little doubt that, in monetary affairs in the 1970s, governments were a cause of instability rather than a stabilising influence.'

A comment on the paper by Keith HANCOCK follows the paper, pp.115-18.

STATISTICS, CAUSES, POLICIES.

GREGORY, R.G. (1984), 'The demise of full employment' in Robert CASTLE and John MANGAN (eds), **Unemployment in the Eighties**, Melbourne, Longman Cheshire, 3-22.

The author examines unemployment in Australia and links Australian experience with that in other OECD countries. He argues that the worldwide decline in employment levels is linked to insufficient output growth since 1974-75. The introduction of policies required to reduce unemployment levels would produce high inflation levels. Wage and price structures are examined. Gregory also discusses the labour market, hidden unemployment and duration of unemployment, as well as the responses to changes in labour demand of some groups in the workforce.

SEGMENTATION, CAUSES, POP (WOMEN), POP (YOUTH), POP (OTHER).

GREGORY, R.G. and DUNCAN, R.C. (1981), 'Employment, unemployment and income effects of relative wage changes' in Keith HANCOCK (ed.), **Incomes Policy in Australia**, Sydney, Harcourt Brace Jovanovich Group, 297-318.

In discussing relative price changes in terms of their impact on the level of employment, unemployment and income of those in each group, the authors 'hope to throw some light on the workings of the labour market - in particular on the extraordinary employment and unemployment changes in the seventies - and to provide a background against which income policies may be assessed, at least in respect of wage and salary earners'. The following sections indicate the nature of the contents: 'wage relativities for broad labour market groups do not seem to be market determined', with discussions of equal pay for women and junior/adult wage relativities; 'relative wage changes and employment effects' which looks at relative wage changes and the distribution of the wage bill; 'unemployment as a measuring stick for change in demand for labour' describes the aggregate labour supply, the labour supply of different groups and unemployment benefits. The authors conclude that 'substantial changes in income distribution can be accomplished by institutionally changing wage relativities'. However they make a number of qualifications to this judgement, including some related to part-time jobs and restrictions placed on earnings by the provisions of the unemployment benefit scheme, which 'have led to an increase in the labour force and an increase in measured unemployment'.

STATISTICS, SEGMENTATION, POLICIES.

GREGORY, R.G. and FOSTER, W.F. (1982), **A Preliminary Look at Some Labour Market Dynamics in Australia, Japan and North America**, Discussion Paper No.52, Centre for Economic Policy Research, Canberra, The Australian National University, 44 pp. Also in Keith HANCOCK et al. (eds), **Japanese and Australian Labour Markets : A Comparative Study**, Australia-Japan Research Centre, Canberra, The Australian National University, 552-87.

The paper provides 'information on the dynamics of employment and unemployment in the labour markets of Japan and Australia which may play some part in an explanation of the different performances of the two countries' with regard to unemployment levels and inflation. Gross flow data are analysed, showing that in Australia and North America there are large labour market flows between employment and unemployment whereas in Japan there is a 'high propensity to by-pass the unemployment pool when entering or leaving the labour force'. However the unemployment spell is longer in Japan. Job tenure data are also analysed and it is found to be longer in Japan. 'However, once workers get to a current job tenure of 5 years the difference in job separation in the Australian and Japanese job markets appears to be negligible.' Job tenure is documented separately for private and public sectors and for males and females. It is shown that job tenure for Australian males in the public sector is about the same as that in Japan for the economy as a whole.

STATISTICS, SEGMENTATION.

GREGORY, R.G. and FOSTER, W.F. (1984), 'Unemployment and job tenure' in B.J. CHAPMAN, J.E. ISAAC and J.R. NILAND (eds), **Australian Labour Economics : Readings**, 3rd edition, Melbourne, Macmillan, 413-24.

The article focusses 'on the length of time individuals spend in employment and unemployment'. It is shown that 'although many people experience unemployment, most of the unemployment weeks are concentrated on a very small group'. Figures show that lengthy periods of unemployment are rare. Similarly, although job turnover is high and a new job lasts on average two to three years, the 'expected length of a job for the currently employed is about 12 years'. A further section shows 'that at any point of time more than half of the unemployed have either not held a full-time job in the last 18 months or have held a job of short duration'. The implications of these findings are presented. Unemployment is concentrated on a small group, unemployment is not affecting wage levels which will only be affected by reduced profitability. The need for manpower policies which will discriminate in favour of long-term unemployed persons is pointed out.

STATISTICS, POLICIES.

419

GREGORY, R.G., MCMAHON, P. and WHITTINGHAM, B. (1985), 'Women in the Australian labour force : trends, causes and consequences', **Journal of Labor Economics**, 3(1), January, Supplement, S293-309. Version of paper presented at the Conference on Trends in Women's Work, Education, and Family Building, Sussex, England, 1983.

'Since 1964 all the increase in female labor force participation in Australia can be attributed to married women. About 90 per cent of the increase can be attributed to women employed part-time. The paper argues that aggregate female participation rate equations cannot be regarded as labor supply curves. The female wage rate relative to that of males is exogenously determined by wage-fixing authorities above market-clearing rates, and the excess supply of labor is not adequately measured by the unemployment rate. Married women and part-time workers have a high propensity to bypass the unemployment pool when leaving or seeking a job. Participation equations are dominated by employment demand for sex-segregated jobs.'

STATISTICS, POP (WOMEN).

420

GRIFFIN, Vivien (1984), 'Alternative working arrangements : of euphemisms and euphorias', **The Australian Quarterly**, 56(4), Summer, 387-95.

'To many sections of the trade union movement, enthusiasm for "alternative working arrangements" disguises the reality of the need for "shared unemployment".' The author looks at the **Final Report of the Permanent Part-Time Work Study, February 1983**, produced by the Future Lobby and the NSW Association for Mental Health, and examines its conclusions. The benefits identified from job sharing could 'equally suggest the desirability of shorter working hours *per se* and/or, very importantly, the need for job re-design so that people can enjoy their work'. The results of implementing a permanent part-time work policy 'will continue to reproduce second class (primary female) citizens inside and outside work'.

POP (WOMEN), STRATEGIES.

421

GRUBB, Dennis, JACKMAN, Richard and LAYARD, Richard (1983), 'Wage rigidity and unemployment in OECD countries', **European Economic Review**, 21, 11-39.

Real and nominal wage rigidity are defined, 'based on the unemployment consequences of the corresponding (real or nominal) shocks'. The authors argue that they co-exist, 'and in fact across nineteen OECD countries the estimated correlation between them turns out to be positive (though insignificant)'. Wage and price equations are estimated for the nineteen countries. Variations between countries in wage responses to unemployment are examined.

CAUSES.

422

GRUEN, F.H. (1982), 'The welfare expenditure debate : economic myths of the left and the right', **The Economic Record**, 58(162), September, 207-23. A revised version of the Giblin Memorial Lecture delivered at the 52nd ANZAAS Congress.

In this paper the author restricts his discussion of welfare expenditures to transfer payments, that is, pensions, income supports and unemployment benefits. He examines four issues related to these payments, firstly the 'adequacy - or the meanness - of the social security provisions made by government and, secondly, the issue of incentives or, more broadly, the behavioural effects of changing levels of benefits'. Thirdly there are the redistributive effects of welfare provisions and finally the question of whether they are sustainable. Within his arguments Gruen presents a discussion on poverty levels, their relationship to unemployment benefits and the effects of those benefits on labour force participation.

POLICIES.

423

GRUEN, F.H. (1983), 'The Prices and Incomes Accord, employment and unemployment', **Economic Papers**, 2(3), 1-17.

'This paper looks first at incomes policies overseas to see how successful they have been and the conditions which seem to make it more likely that incomes policies are successful. Second, it looks at Australian employment-unemployment relationships to ascertain the proximate conditions needed to reduce unemployment. Third, the paper discusses the likelihood ... that the Prices and Incomes Accord can give us the environment in which we can reduce unemployment significantly.' The author concludes that an abolition of centralised wage-settling procedures is not likely to be a cure for problems.

POLICIES.

424

GRUEN, F.H. (1984), 'Australia's long-term economic strategy', **Economic Papers**, 3(2), June, 40-50.

The government role in economic development has been discussed adversely but the author believes that 'collaboration between government and interest groups has sometimes produced beneficial results'. He looks at the Accord in effect in Australia and at some of the 'deep-seated economic problems' which it must face. Among these, he discusses unemployment and poverty. 'The major obstacle to reversing the unemployment trend is to be found in the behaviour of the Australian labour market.' 'Since the unemployed are predominantly the less skilled, the less educated and probably therefore the less productive (and less docile?), a sustained increase in the demand for labour in Australia probably leads to attempts by firms to bid labour away from other firms rather than to take on the unemployed.' To counter this trend, a manpower policy is suggested as an adjunct to a centralised wage system. 'If unemployment could be wound back, a good deal - though by no

means all - the poverty existing in Australia would be eliminated'. Other areas addressed in the paper are the taxation system, 'where reform is urgently required', and the 'industrial structure and Australia's comparative advantage'.

CAUSES, POLICIES.

425

GRUEN, F.H. (1985), **How Bad is Australia's Economic Performance and Why?**, The Edward Shann Memorial Lecture in Economics, Discussion Paper No.127, Canberra, Centre for Economic Policy Research, The Australian National University, 61 pp.

In discussing Australia's 'economic performance' the author is predominantly concerned 'with the growth in output per head of the population'. Other aspects of economic performance are also considered and employment growth is one of these. In a section about the Australian labour market, unemployment figures are compared with OECD averages, illustrating a massive deterioration. The inadequate generation of employment is blamed, and 'it is real wage flexibility in the face of the supply shocks of the 1970s which represent the distinguishing feature between those countries which performed well in the employment stakes and those which did not'. Policies such as wage moderation may result in a successful outcome.

STATISTICS, CAUSES, POLICIES.

426

HALFORD, W.K. and LEARNER, E. (1984), 'Correlates of coping with unemployment in young Australians', **Australian Psychologist**, 19(3), November, 333-44.

'The study reported is an investigation of the correlates of individual differences in coping with unemployment in young Australians. One hundred and twenty six young people (66 males, 60 females) attending Commonwealth Youth Support Scheme (CYSS) centres in Melbourne were surveyed. Adjustment to unemployment was assessed via self-reported physical and mental health problems and life satisfaction. Also assessed were a range of factors hypothesised, on the basis of stress theory, to mediate adjustment to unemployment including: duration of unemployment, economic deprivation, social support, cognitive irrationality, work values and range of leisure activities. Regression analyses indicated that all criterion measures of adjustment were associated significantly with the predictor variables. It was concluded that stress theory provides a useful conceptual framework for analysing individual differences in the impact of unemployment.'

SURVEY, EFFECTS, POP (YOUTH).

HANCOCK, Keith (ed.) (1981), **Incomes Policy in Australia**, Sydney, Harcourt Brace Jovanovich Group, 405 pp.

This book is a collection of papers delivered at a conference in 1979 to discuss 'the potential contribution of incomes policy to alleviating Australia's economic problems'. In his introductory paper, the editor looks at the roles of incomes policy, its meaning, the possibility of success for incomes policies, their content with reference to curbing inflation, influencing prices and employment. He concludes that there are 'opportunities for income policies as implicit in the relevant economic analysis' but that there are 'serious doubts about the capacity of institutions to sustain them'.

The papers collected are:

The roles of incomes policy : an introductory statement  
Keith HANCOCK

The goals of incomes policy  
Peter SCHERER

The overseas experience  
P.S. ANDERSON and P. TURNER

What ails the lucky country : the debate about diagnosis  
Donald WHITEHEAD and Sheila BONNELL

Wages policy and the economy in the seventies and beyond  
Peter SHEEHAN

Wages policy and the economy in the seventies and beyond  
Richard H. SNAPE

The Government, the Arbitration Commission and wages policy : the role of the 'supporting mechanisms' under the Whitlam Government  
D. YERBURY

The industrial relations consequences of incomes policies  
Philip BENTLEY

Incomes policies : an employer perspective  
B.M. NOAKES

Incomes policies : trade union perspective  
P.I. NOLAN

Employment, unemployment and income effects of relative wage changes  
R.G. GREGORY and R.C. DUNCAN

q.v.

Policies for prices  
Allan FELS

Policies towards prices - the influence of regulation  
Neville R. NORMAN

The political economy of incomes policy  
Richard BLANDY

Some of the papers include references to unemployment; the paper by Gregory and Duncan is directly concerned with unemployment and is separately annotated.

POLICIES.

HANCOCK, Keith, SANO, Yoko, CHAPMAN, Bruce and FAYLE, Pamela (eds) (1982), **Japanese and Australian Labour Markets : A Comparative Study**, Australia-Japan Research Centre, Canberra, The Australian National University, 610 pp.

The volume contains papers delivered at a Labour Market Workshop held in July 1982, by Japanese and Australian labour economists 'on various aspects of the operation of the labour market in each country in comparative perspective'. The book is in sections, each of which contain one chapter on Japan and one on Australia, with comments by participants from each country; the general discussion following the papers is also included.

Labour supply trends and structures in Australia and Japan

1. Takenori INOKI, 2. Andre KASPURA and David KALISCH  
Comments: Haruo SHIMADA and Barry HUGHES

The arbitration and wage settlement process in Australia and Japan

3. Kazutoshi KŌSHIRO, 4. John NIEUWENHUYSEN  
Comments: Hideo ISHIDA and Norman FISHER

Industrial Relations in Japan and Australia

5. Hideo ISHIDA, 6. Peter SCHERER  
Comments: Kazutoshi KŌSHIRO, David PLOWMAN and Michael WRIGHT

Market forces in the determination of earnings in Australia and Japan

7. Isao ŌHASHI, 8. Bruce J. CHAPMAN and Paul MILLER  
Comments: Asao MIZUNO and Glenn WITHERS

International trade and labour market adjustment in Australia and Japan

9. Haruo SHIMADA, 10. Ross GARNAUT  
Comments: Takenori INOKI and Richard FILMER

Relative wage shares in Australia and Japan

11. Akira ONO, 12. Owen COVICK  
Comments: Yoko SANO and Robert DIXON

Women in the Australian and Japanese workforces

13. Yoko SANO, 14. Sandra ECCLES  
Comments: Isao ŌHASHI and Paul VOLKER

Unemployment, employment and the dynamics of the Japanese and Australian labour markets

15. Asao MIZUNO, 16. R.G. GREGORY and W.F. FOSTER  
Comments: Akira ONO and John NEVILE

(Note: The chapter headings, which are not included here, are not the same as the section headings but relate directly to them.)

The chapter by GREGORY and FOSTER, 'A preliminary look at some labour market dynamics in Australia, Japan and North America' appeared as Discussion Paper No.52, Centre for Economic Policy Research, Canberra, The Australian National University, and is separately annotated.

STATISTICS, SEGMENTATION, CAUSES, POP (WOMEN).



HANRATTY, James and VIPOND, Joan (1982), **Macroeconomics : Theory and Policy**, Victoria, Prentice-Hall of Australia, 407 pp.

This text for university students of economics includes a chapter which gives consideration to the 'problems of unemployment and inflation and to the policies that may ease them'. It outlines 'the social and economic costs of unemployment, and hence why it is an important goal of policy'. The measurement of unemployment is described and the annual fluctuations in the unemployment rate since 1966 are analysed. The possible causes for these fluctuations are suggested and the debate surrounding the possible responses is described. Explanations of unemployment in times of high unemployment and of the higher unemployment rates among young people and adult women than among men are canvassed.

STATISTICS, CAUSES, POLICIES.

HARDWICK, P. (1985), 'The determinants of unemployment in Tasmania', **Economic Papers**, 4(2), June, 82-91. Version of paper presented to the Economic Society of Australia, University of Tasmania, December 1984.

'This paper has two main objectives: first, to discuss the main determinants of regional unemployment, using Tasmanian and Australian data and placing emphasis on inter-industry employment demand shifts; second, to assess the likely effectiveness of Commonwealth and State policies aimed at reducing Tasmanian unemployment.' 'The main conclusion of this paper is that a State (like Tasmania) which has an above-average unemployment percentage which responds only slowly to changes in national economic activity should not place too much reliance on Commonwealth stabilisation policies.' A series of measures, to be used in combination, are suggested.

CAUSES, POLICIES, STRATEGIES.

HARRISON, David S. (1983), **The Impact of Recent Immigration on the South Australian Labour Market**, A report to the Committee for the Economic Development of Australia, National Institute of Labour Studies Inc., Working Paper No.53, The Flinders University of South Australia, Bedford Park, 35 pp.

'The purpose of this study is to examine the impact of recent immigration on the South Australian labour market, focussing on the period from 1976 onwards. Over this period, the South Australian economy has been persistently depressed relative to most other Australian states, and so provides a case study of the effect of immigration on a relatively depressed economy.'

'The overriding empirical finding of this report is the unexpectedly high level of unemployment being experienced by newly-arrived immigrants, especially those from non-English speaking countries.' Further research is necessary to discover if there is a rump of 'hard core unemployables' and whether migrants are employed in industries with relatively unstable employment patterns.

STATISTICS, CAUSES, POP (OTHER)

432

HARRISON, David S. (1984), 'The impact of immigration on a depressed labour market : the South Australian experience', **The Economic Record**, 60(168), March, 57-67.

'This paper examines the impact of immigration on the relatively depressed labour market in South Australia during the 1976-81 inter-censal period. The findings indicate that recently arrived immigrants have experienced exceedingly high unemployment rates. However, this is consistent with the view that immigration generates additional job opportunities for Australian residents (except in the manufacturing industry and trades occupations), and that immigrants experience high unemployment rates specifically because they have been unable to compete a 'fair share' of jobs away from residents already entrenched in the labour market.'

STATISTICS, CAUSES, POP (OTHER).

433

HEADY, Bruce (1984-85), 'Redistribution of employment : a proposal for the Public Sector', **Melbourne Journal of Politics**, 16, 53-62.

'The main argument of this paper is that job redistribution via the public sector could restore something close to full employment, and do so with gains not losses to national economic efficiency and growth. The main proposal is that fractional full-time employment be gradually introduced throughout the public sector.'

POLICIES, STRATEGIES.

434

HENDERSON, Alan G. (1985), **Japanese and Australian Labour Markets : A Comparison of Their Institutions, Structure and Performance**, Research Paper No.119, Australia-Japanese Research Centre, Canberra, The Australian National University, 78 pp.

'This paper examines labour market developments in Japan and Australia since the early 1970s with a view to identifying the important factors contributing to Australia's more acute unemployment problem.' Its main purpose 'is to identify the structural and institutional features of the Japanese and Australian labour markets that contribute to the large difference between their respective degrees of wage rigidity'. The second section of the paper 'discusses some of the factors accounting for the divergence in performance under four main headings - youth unemployment, labour costs and profitability, structural change and price stability. The various institutional and structural features that contribute to the greater flexibility of the Japanese labour market are described in Section III.'

CAUSES, POP (YOUTH).

435

HENDERSON, Gerard (1985), 'Department of Unemployment', **Institute of Public Affairs Review**, 39(1), Winter, 18-19.

The author, who has worked in the Department of Employment and Industrial Affairs, gives case studies to illustrate how 'the enforcement of our rigid centralised award system' is increasing unemployment.

CAUSES, POLICIES.

436

HENDERSON, Ronald F. (ed.) (1981), **The Welfare Stakes. Strategies for Australian Social Policy**, Melbourne, Institute of Applied Economic and Social Research, 256 pp.

The book is a collection of papers and comments delivered at a conference held by the Institute of Applied Economic and Social Research.

Policies for the poor

Ronald F. HENDERSON

Private provision of welfare

Martin REIN

Commentaries: Tom BRENNAN, Hugh STRETTON

Wages, women and children

Bettina CASS

Commentary: David GREEN

Innovation in welfare

Concetta BENN

Commentary: Janet BOORER

Social and political constraints

Adam GRAYCAR

Commentary: Ray BROWN

Working people in poverty

Andrew BURBIDGE

Commentary: Judith O'NEILL

q.v.

Guaranteed incomes

Ian MANNING

Commentary: Hugh PRITCHARD

A sharing, caring community

Ronald MENDELSON

Commentary: Hugh STRETTON

The chapter by Andrew Burbidge addresses the problem of unemployment and is separately annotated.

STATISTICS, EFFECTS, POLICIES, STRATEGIES.

437

HENDERSON, Ronald (1985), 'Poverty : 10 years on ', **Australian Society**, 4(6), June, 6-8.

The big increase in long-term unemployment over the past 10 years has been a main cause of the increase in deep poverty. The need is for a program to increase employment and output of goods and services, and to reduce the numbers on unemployment benefits.

SOCIETY, POLICIES.

438

HENRY, Peter (1980), 'Your Father in Heaven will give good things to those who ask Him', **The Australasian Catholic Record**, 57(3), July, 244-52.

The author, who has worked in the Parish of Mt.Druitt, describes some experiences with unemployed youth, the problems of homelessness and the link between unemployment and crime.

EFFECTS, POP (YOUTH).

439

HIGGINS, Benjamin (1982), **The Postwar Trade Cycle as Shifting Trade-Off Curves : The Case of Australia**, Occasional Paper No.28, Canberra, Centre for Research on Federal Financial Relations, The Australian National University, 48 pp.

The postwar period has brought a transformation of the economies of advanced capitalist countries which partly consists of the replacement of alternating periods of unemployment and inflation by a new kind of cycle which 'takes the form of shifting trade-off curves between inflation and unemployment'. It has become clear that not only can they exist side by side, they can increase together. The paper is concerned with 'disaggregating the national economy into subdivisions of one sort or another, identifying those that are the sources of inflation and those that are pools of unemployment, and discriminating accordingly'.

CAUSES, POLICIES.

440

HOERNEL, Bob (1985), 'Youth wages and hardship', **Australian Society**, 4(4), April, 32-3.

The level of youth wages has been the subject of debate following a Liberal Party claim that 'excessively high youth wages are a major cause of youth unemployment'. The author argues (quoting Peter Wilenski, **Policies for Youth : Some Approaches**) that 'even if minimum youth wages were abolished and

you could pay young people whatever they would take, the result would at best have a small impact upon youth unemployment (and an even smaller effect upon overall unemployment)'.

CAUSES, POP (YOUTH), POLICIES.

441

HORINEK, Josef (1983), **Models for Job Creation**, Blacktown, The Western Sydney Regional Organisation of Councils, 65 pp.

The report has been produced to provide 'documentation on successful job creation projects to guide intending practitioners', given the need for strategic employment development activities in Western Sydney, the availability of funds from the Commonwealth government and the lack of experience in local job creation. The projects described include a collective, a co-operative, an apprenticeship programme and a common ownership company, all four in Western Sydney, three projects of the Victorian Employment Initiatives Programme, an employment training programme, a teamwork co-operative, community based job creation schemes, a South Australian project to help unemployed people become self-employed and another to encourage a capacity for self-improvement in young unemployed people.

Descriptions of each project include a background or history, funding details and problems encountered.

POP (YOUTH), STRATEGIES.

442

HORINEK, Josef (1983), **Resources for Job Creation in Western Sydney**, Blacktown, The Western Sydney Regional Organisation of Councils, 30 pp.

This volume is a companion to **Models for Job Creation** (same author and source) and provides detailed information, on an advisory basis, on the resources available to individuals and organisations interested in job creation. A selected annotated bibliography is also included. This gives references to a number of overseas projects.

STRATEGIES, BIBLIOGRAPHY.

443

HORINEK, Josef (1984), **Second Report on Unemployment Levels in Western Sydney**, Blacktown, The Western Sydney Regional Organisation of Councils, 35 pp.

This second report highlights the characteristics of unemployment in Western Sydney in relation to: unemployment in Australia and New South Wales, local areas in the Western Sydney region, particular age and sex groups in Western Sydney, the occupational distribution of unemployment in Western Sydney and the duration of unemployment patterns of particular age and sex groups in

Western Sydney. It is based on statistics collected by CES and ABS. On the basis of the measures used, Western Sydney's general unemployment rate is above that of NSW and Australia as a whole.

STATISTICS.

444

'How much do wages cost? Autumn Forum' (1983), **Economic Papers**, 2(2), August.

This issue of the journal publishes papers delivered at the 25th Annual Autumn Forum of the Victorian Branch of the Economic Society of Australia. Papers which relate to unemployment include the keynote address, delivered by J.E. ISAAC and papers by J.W. NEVILLE (q.v.) and Duncan IRONMONGER.

CAUSES, POLICIES.

445

HOWARD, R.J. (1984), **Unemployment in Australia : The problem, its causes, policy responses**, Melbourne, Victorian Commercial Teachers Association, 64 pp.

The book is intended 'to provide students of economics with a concise analysis of the unemployment problem in Australia'. The first section outlines the problem. Statistics are given showing the level of unemployment, and its dimension in terms of age, duration of unemployment, sex, state and ethnic background of unemployed people. The causes of unemployment are discussed under a number of headings: labour costs in Australia 1973-1983; the level of aggregate demand; technological change and its effect on employment; inflation and its effect on employment levels; and the international recession and import competition. The author finds that 'there is insufficient evidence to suggest that the effects of technological change in the period brought about any more unemployment than did earlier developments in technology in the 1950s and 1960s'. The following section on economic policy and unemployment 1975-1983, sets out the policies held by the major political parties and the rationale behind them, and indicates how they were applied under Fraser and Hawke. In a concluding section the author lists a number of 'Lessons for the future', including the suggestion that the government be given the 'power to set prices and therefore incomes'.

STATISTICS, CAUSES, POLICIES.

446

HOY, Mavis (1983), **Review of Five Years Operation of the Special Youth Employment Training Program**, Conference Paper No.18, Presented at ANZAAS Conference, Perth, 1983, Canberra, Bureau of Labour Market Research, 37 pp.

'This paper draws together the findings of several Departmental and Bureau of Labour Market Research studies which have been carried out on SYETP, in operation since late 1976.' One section describes the program and changes to

it since its inception. Data on the numbers of young people in placements over a five-year period are interpreted. The characteristics of the young people assisted are considered as is employers' participation. Another section examines patterns in the loss rates during the subsidy period and in retention with the employer after the subsidy period finishes. The findings indicate that 'in addition to SYETP's redistributive effect on job opportunities, about one third of participants have achieved full-time stable employment for a reasonable period after assistance'.

EDUCATION/TRAIN, POP (YOUTH), STRATEGIES, LABOUR MARKET PROGRAMS.

447

HOY, Mavis and PATERSON, Paul (1983), **Data on National Training and Employment Programs**, Technical Paper No.6, Canberra, Bureau of Labour Market Research, 45 pp.

'This technical paper introduces data on national manpower programs operating in Australia. Section 1 briefly reviews national training and employment programs in Australia. Section 2 introduces the major data source on participation in programs and describes the extraction of data presented in Appendix B. Section 3 gives examples of the use and interpretation of the data.'

STATISTICS, STRATEGIES, LABOUR MARKET PROGRAMS.

448

HOY, Mavis and RYAN, Christopher, A. (1984), **Participating Employers' Responses to the SYETP Wage Subsidy Scheme**, Working Paper No.40, Canberra, Bureau of Labour Market Research, 46 pp.

'A controversial feature of the SYETP wage subsidy scheme has been the proportion of total placements that represent jobs which would not have existed in the absence of the subsidy. This paper examines those factors influencing the response of participating firms to the SYETP subsidy. Data from a survey of participating employers are used to categorize employer response.' A number of variables which affect response are isolated: the State in which the scheme is operating, the industry, the size of the firm, the type of trainee involved, the variant of SYETP and the sector to which the employing body belongs.

'This study found that 18.7 per cent of placements were positions redirected to the target group, with 56.9 per cent of private sector employers suggesting that in the absence of the subsidy they would have hired the same person or a similar person.'

SURVEY, POP (YOUTH), STRATEGIES, LABOUR MARKET PROGRAMS.

449

HOYLES, Bill (1984), 'Aboriginal youth issues', **Youth Studies Bulletin**, 3(2), May, 12-16.

The author, who is the Youth Program Co-ordinator of the Aboriginal Training and Cultural Institute, reports the responses of other youth workers to a request to provide their perceptions of the needs of their young people. Traditional, rural and urban communities were included in the study and a variety of needs were identified. Unemployment was seen as an important issue, especially in rural communities.

SURVEY, POP (YOUTH), POP (OTHER), STRATEGIES.

450

HUGO, Graeme (1985), **Some Demographic Aspects of the Australian Workforce in the Early 1980s**, Working Paper Series No.70, National Institute of Labour Studies Inc., The Flinders University of South Australia. 1981 Census Project for Population Branch, Paper No.10, Department of Immigration and Ethnic Affairs, 46 pp.

The aim of the paper is 'to present census and other data in a somewhat more digested or summary form than is possible in the usual ABS publications'. There is also 'some preliminary interpretation and discussion of the data as well as some limited commentary on its possible significance for policy'. The information presented covers changing patterns of labour force size and participation, unemployment, structural change and changing participation in employment sectors, the changing spatial distribution of employment, income and income distribution. Statistics relevant to unemployment show the increase in unemployment through the 70s and early 1980s; unemployment falls disproportionately on women and younger working ages; in the early 1980s the older ages were also badly affected; other groups affected include recent immigrants, Aboriginals, single mothers, people living alone; there is also spatial concentration of high levels of unemployment in particular areas.

STATISTICS, SEGMENTATION.

451

HUI, Wong T. and TRIVEDI, P.K. (1985), **Duration Dependence, Targeted Employment Subsidies and Unemployment Benefits**, Working Paper No.122, Working Papers in Economics and Econometrics, Faculty of Economics and Research School of Social Sciences, Canberra, The Australian National University, 27 pp.

The economic logic of targeted subsidies is examined together with the likely effects. 'The direct effect comes from providing financial incentives to employers to hire from the target group and the indirect effect comes from a possible reduction in future unemployment due to current employment.' The authors argue that 'the introduction of a target subsidy scheme could give rise to certain (dis)incentive effects which could increase the average duration of unemployment in the pre-subsidy period'. They also give figures which could be useful to policy-makers in determining optimum waiting-period and period on subsidy.

STRATEGIES.



452

HUMPHREY, Michael with HAUSFELD, Steven (1984), **Family, Work and Unemployment, A Study of Lebanese Settlement in Sydney**, Department of Immigration and Ethnic Affairs, Canberra, AGPS, 151 pp.

The introductory section of the book includes a brief history of Lebanese migration to Australia and describes the employment and unemployment situation of the Lebanese. A survey and the sample are described; results are presented under the headings: migration and settlement, family and household, household economy, community, employment and unemployment, education, and welfare. Recommendations are made for employment agencies and family and community associations.

SURVEY, POP (OTHER), STRATEGIES.

453

'Income support for the unemployed in specified countries' (1984), **Social Security Journal**, December, 65-8.

'The unemployment benefit program in Australia provides income tested, flat rate benefits from general revenue to persons 16 years or over and under 60 years (females) or 65 years (males) who are unemployed, able and willing to undertake suitable work and taking reasonable steps to obtain such work. There is no limit on the duration of entitlement.'

The article includes a table showing, for twelve countries with social insurance schemes, the period over which benefits are payable and the assistance available to persons who are not qualified for an unemployment benefit or whose entitlement has been exhausted.

STRATEGIES.

454

INDECS ECONOMICS (1984), **State of Play 3**, Special Report, Sydney, George Allen and Unwin, 213 pp.

This is the third in a series of volumes providing an up-to-date account of the economy, 'together with a summary of the main contending views on economic policy'. The book is produced by a partnership of authors, Barry HUGHES, Keven DAVIS, Owen COVICK, Matt POLASEK and Graham SCOTT. Chapter 4 analyses the growth in unemployment, problems in determining the rate of unemployment arising from definitions used in data collection, hidden unemployment, labour force participation rates and the growth in the numbers of long-term unemployed people. Possible explanations are canvassed. Unemployment in different age groups is examined. The chapter concludes that it is likely that the unemployment rate in 1990 will probably be substantially above the late 1960s - early 1970s average.

Earlier editions of the book describe the situation as it was in 1982 and earlier.

STATISTICS, SEGMENTATION, CAUSES, POLICIES.

455

INGLIS, Paul A. and STROMBACK, Thorsten (1984), **A Descriptive Analysis of Migrants' Labour Market Experience**, Working Paper No.38, Canberra, Bureau of Labour Market Research, 56 pp.

Data from the 1981 Census is used to examine the unemployment chances of recent immigrants to Australia. 'The findings indicate that all migrants take some time to adapt, and this process is longer for those who originate from countries dissimilar to Australia. This is suggested by recent migrants having a low participation rate, a high (or very high) unemployment rate and marginally lower earnings compared to Australians.' Separate sections give participation rates for males and females, the characteristics associated with unemployment, the duration of unemployment and rates of female unemployment. The educational and other qualifications of migrants are presented, earnings of groups in the workforce are shown in graph form. A further section matches qualifications with occupation and looks at migrant self-employment. A final section looks at first generation migrants. A summary of findings points to initial high unemployment rates though this is reduced with length of residence.

A brief description of the research is given in STROMBACK, Thorsten (1984), 'Migrant unemployment and period of residence', **Bulletin of Labour Market Research**, 13, December, 18-21.

STATISTICS, POP (OTHER).

456

INGLIS, Paul and STROMBACK, Thorsten (1984), **Migrants' Unemployment : The Determinants of Employment Success**, Working Paper No.49, Canberra, Bureau of Labour Market Research, 32 pp.

This analysis of the influence of individual characteristics on the chance of being unemployed is based on data from the 1981 census and uses an econometric model to estimate the relative importance of such characteristics as birthplace, period of residence and proficiency in the English language.

Migrants are less likely to be unemployed the longer they have been in Australia. 'The likelihood of being unemployed falls most during the first two years after arrival for all birthplace groups. The chance of being unemployed varies between migrants of different birthplace and is higher for male migrants who have a poor knowledge of English.' The higher unemployment rate for migrants relative to Australian born persons is due to the high chance of recently arrived migrants being unemployed. This is interpreted to indicate that the period of residence effect reflects 'mainly the time it takes to get a job rather than any specific disadvantage migrants face'.

STATISTICS, CAUSES, POP (OTHER).

457

INGLIS, Paul A. and VOLKER, Paul A. (1985), 'Unemployment in Australia : an overview of some issues', in Paul A. VOLKER (ed.), **The Structure and Duration of Unemployment in Australia**, Proceedings of a conference, August 1983, Monograph Series No.6, Bureau of Labour Market Research, Canberra, AGPS, 1-42, Comments by John BOWDLER. Also published as Conference Paper No.35, Canberra, Bureau of Labour Market Research, 55 pp.

The paper begins with a consideration of unemployment data, disaggregating by a number of determinants such as age, sex, marital status, education, country of origin, periods of residence of migrants, duration of unemployment spells, number of spells, as well as hours of work, the role of schooling and expected real income. The Australian literature on the causes of unemployment is reviewed.

STATISTICS, SEGMENTATION, CAUSES.

458

JAMROZIK, Adam and STEWART, Don (1985), 'The social wage and the unemployed'. Paper presented at the ANZAAS Festival of Science, in Adam Jamrozik (ed.), **Issues in Social Welfare Policy 1985 : Perceptions, Concepts and Practice**, SWRC Reports and Proceedings No.54, Kensington, Social Welfare Research Centre, University of New South Wales, 121-49.

The concept of the social wage is discussed and various definitions considered. The paper presents the view that any concept of the social wage should include state, semi-independent and market provided services and resources; the greater is the access to all resources available to individuals or groups, the greater is their access to, or allocation of, **social wage related resources**, and in turn the more diverse is their 'level of social functioning'.

The dimensions of unemployment, both measured and hidden, are explored. Deprivation of social function and emphasis on mere physical survival is considered. The authors suggest that the 'concept of the social wage needs therefore to be redefined and widened so as to enable a comparison not only of **economic standards of living**, defined by such indicators as the weekly income, but also of **social conditions of living**, defined by indicators of social and material consumption', particularly because 'those who are excluded from the market, such as the unemployed, are also more likely to be excluded from access to social goods and services provided by the state'.

EFFECTS, POLICIES.

459

JOHNSTON, Ruth (1982), **Employment and Automation**, Nedlands, Western Australia, Crawley, 69 pp.

The book begins with a discussion on the meaning and function of work for the individual. Unemployment is defined and its dimensions in Australia described, including an analysis which shows the groups which suffer most. The consequences of unemployment for the individual and for society are described and summarised. Automation is defined and the ways in which it contributes to loss of jobs is discussed. Other problems caused by automation are examined. The situation in Australia with regard to the introduction of automation is set out. The author points to the need for planning, management and preparation.

SEGMENTATION, CAUSES, EFFECTS.

460

JONES, M.A. (1983), **The Australian Welfare State**, Sydney, George Allen and Unwin, 353 pp.

In the chapter on Employment in this book, which includes sections on a number of social policy issues related to control and reform in Australian society, the author states that ... 'a troubled economy in the 1980s and a shortage of full-time work may once again make employment problems a major cause of poverty'. He presents statistics on unemployment over time, and in comparison with other countries. Earnings and income from 1966 to 1981 are given and the Australian standard of living is shown in graph form since 1955, compared with a number of other countries, demonstrating a drop in that time. Other statistics are presented showing the growth in unemployment, its nature and the characteristics of unemployed persons. The role of technological change is canvassed and there is a section on manpower policies which describes major labour market programs and their operation.

Another chapter examines the measurement of poverty and inequality in Australia.

STATISTICS, EFFECT, SOCIETY, LABOUR MARKET PROGRAMS.

461

JONES, Audrey, PEARSALL, Peg and GIBSON, Dianne (1984), 'Unemployed couples' information and discussion groups', **Mental Health in Australia**, 1(12), July, 45-54.

The authors have been involved in the establishment and activities of 'Information and Discussion Groups for Unemployed Couples' in the Wollongong region. They describe the background, aims and programs of the three groups, and the benefits for the couples who took part.

EFFECTS, STRATEGIES.

462

JUNANKAR, P.N. (1984), **Youth Unemployment and Youth Crime. A Preliminary Analysis**, Discussion Paper No.106, Canberra, Centre for Economic Policy Research, The Australian National University, 20 pp.

'The aim of the paper is to investigate the possible links between youth unemployment and youth crime. The paper discusses some of the problems involved in the concept and measurement of crime which are due to changes in laws, social mores, and changes in policing and judicial practices.' The preliminary results suggest some evidence for such a link.

EFFECTS, POP (YOUTH).

463

JUNANKAR, P.N. and PRICE, S. (1984), **An Anatomy of Unemployment Flows in Great Britain**, Discussion Paper No.100, Canberra, Centre for Economic Policy Research, The Australian National University, 29 pp.

This paper models the flows of people who join and leave the unemployment stock. Econometric results are given and the authors show that the growth in unemployment in Britain is explained by structural change in the economy and is due to a lack of aggregate demand. The effects of changes in wages and unemployment benefits are considered.

STATISTICS, CAUSES.

464

KABANOFF, Boris (1982), 'Psychological effects of unemployment : a consideration of some alternative explanations', **Australian and New Zealand Journal of Psychiatry**, 16, 37-42.

'This review of psychological research into unemployment (concentrating on young adults) contrasts two different hypotheses about the possible processes by which unemployment may affect such variables as self esteem and locus of control. The first hypothesis, identified as the skill utilisation hypothesis, emphasises the contribution of work to the development of a stable self concept and internality in young persons. Thus the emphasis is on the developmental function of work rather than on the effects of unemployment and the suggestion is that the essential requirement for coping with unemployment is the provision of "growth promoting" skill utilising opportunities. The alternative, social rules hypothesis, on the other hand, identifies the lack of fit between people's values and expectations and their unemployed situation as the cause of social disorientation, and psychological impact. The role of social support as a coping mechanism is considered and it is suggested that these two hypotheses may have complementary implications for coping with unemployment. It is recommended also that research in this area examine the ways in which the unemployed role interacts with other life roles in peer, family, leisure and citizen settings rather than treating unemployment in isolation.'

EFFECTS, POP (YOUTH).

KAKWANI, Nanak (1983), **Redistribution Effects of Income Tax and Cash Benefits in Australia**, CAER Paper No.18, Centre for Applied Economic Research, University of New South Wales, 108 pp.

The aim of this paper is 'to measure the direct impact of the Australian personal income tax and government cash transfers on the distribution of household income by size of income and by other household characteristics'. One of the household characteristics taken into account is the employment status of the head of the household, and the results indicate that the most severe poverty was observed among households whose head was unemployed. 'More than 66 per cent of persons in these households were poor. This is an extremely high level of poverty in a country as affluent as Australia. Government transfers reduce poverty in this group from 76.4 per cent to 64.4 per cent but then taxes increase it to 66.1 per cent. These observations demonstrate the ineffectiveness of the unemployment benefits to have a significant impact on the level of poverty. Since unemployment benefits per recipient have not kept pace with the inflation, their real value has been reduced drastically. This has accentuated the already severe poverty among these households.'

STATISTICS, EFFECTS.

KALANTZIS, Mary and MORRISSEY, Michael (1984), 'Education, youth and unemployment', **Proceedings of the First National Congress, Sixth National Conference and Annual General Meeting of the Federation of Ethnic Communities' Councils of Australia Inc.**, University of Melbourne, Federation of Ethnic Communities' Councils of Australia, 158-60.

This volume includes only the synopsis of the paper and a series of discussion points. The paper argues that the labour requirements of the economy are being altered and that the changes will disproportionately affect migrants. The education system is 'failing to equip the children of migrants with the skills necessary to survive in a changing economy', and will consign them 'to a secondary labour market characterised by long-term unemployment'. The authors conclude 'by asking for a restatement of the goals of multicultural education which would reinstate equality of outcome as the primary objective'.

EDUCATION/TRAIN, POP (YOUTH), POP (OTHER).

KALISCH, David (1982), **The Output Loss from Unemployment : Okun's Law Re-visited**, Working Paper No.10, presented to the 11th Conference of Economists, Adelaide, 1982, Canberra, Bureau of Labour Market Research, 13+ pp.

The paper looks at the 1962 thesis of economist Arthur Okun, that a decrease of one percentage point in the unemployment rate in the United States would lead to an increase in the real Gross National Produce of 3.2 per cent and finds comparable figures for Australia. The results reported in the paper are

'mainly intended to draw attention to the existence of output foregone due to unemployment, rather than to produce an **exact** estimate of such foregone output'.

STATISTICS, EFFECTS, POLICIES.

468

KALISCH, David and STRETTON, Alan (1984), **Teenage Employment in the Public Sector : Where Have All the Jobs Gone?**, Working Paper No.44, Canberra, Bureau of Labour Market Research, 46 pp.

Teenagers share of public sector employment has fallen considerably so that the 1981 share was only about two thirds of that in 1971; the loss was greater for females than for males. This paper examines some of the possible explanations. Various hypotheses are put forward and are tested using census data and appointments to the Australian Public Service. 'The analysis found that structural change, technological change and an upgrading of the occupational structure of public service employment all had little effect on teenagers' share of employment. Rather, the employment loss was the result of teenagers' falling share of appointments at individual designation level, including the traditional posts of entry for teenagers entering the public service. This fall was the result of an excess supply of applicants which lead to greater competition for the available positions. Youth fared poorly in this contest, partly as a result of lower educational qualifications but also because of factors such as work experience and personal characteristics. The introduction of staff ceilings played little part in the process. Rather the excess supply was created by an increase in the number and quality of applicants, particularly female adults. In part, this followed from the removal of employment barriers in the public service.' A brief description of the paper is given in STRETTON, Alan and KALISCH, David (1984), 'Teenage employment in the public sector : where have all the jobs gone?', **Bulletin of Labour Market Research**, 11, June, 16-21.

STATISTICS, CAUSES, POP (YOUTH).

469

KALISCH, David W. and WILLIAMS, Lynne S. (1982), **The Labour Force Experience of Older Workers**, Working Paper No.16, Canberra, Bureau of Labour Market Research, 68 pp.

The aim of this paper is to investigate the labour force experience of those aged 45 and over. In particular it sets out to consider the factors likely to affect the supply and demand for older workers and to document the outcome of the interaction between these factors as observed in the employment and unemployment characteristics of the labour force at older ages. Factors affecting the supply of older workers are their personal characteristics and the factors affecting their choice between work and retirement. Factors affecting the demand are relative productivity, employer attitudes and other general influences on demand for labour. One section describes the observed employment patterns amongst older workers and one is concerned with the unemployment experience of older workers. The paper sets out

general patterns in recorded unemployment, general characteristics of the unemployed at older ages, unrecorded unemployment amongst older workers and the problems associated with re-employment.

STATISTICS, SEGMENTATION, POP (OTHER).

470

KARMEL, Peter (1983), 'Learning and earning - education and employment as activities for youth', **The Australian Journal of Education**, 27(3), 260-73. Adapted from a paper presented to a conference on Learning and Earning, Darling Downs Institute of Advanced Education, Toowoomba.

This paper looks at changes in the economy since the 1960s as a background to the discussion of future policies for education and employment of young people. Employment rates by educational qualification are examined, and unemployment of young people related to the school retention rates.

STATISTICS, EDUCATION/TRAIN, POP (YOUTH), POLICIES.

471

KARMEL, Tom, AUNGLES, Phil and MACLACHLAN, Maureen (1985), 'The labour market : symptoms of inefficiency', in **Labour Market Efficiency in Australia**, Bureau of Labour Market Research, Monograph Series No.9, Canberra, AGPS, 92-41.

In this paper the authors attempt to list symptoms which may be associated with inefficiency in the labour market and then to explore some of these in detail. The factors they isolate are queues and shortages, inflexibility of aggregate real wages, 'factor substitution', labour market flexibility, industrial disputes, the existence of non-competitive behaviour, evidence on deficiencies in education and training arrangements, evidence of the effect of constraints on labour supply and industrial accidents.

SEGMENTATION, CAUSES, EDUCATION/TRAIN, POLICIES.

472

KASPURA, Andre J. (ed.) (1984), **Labour Force Participation in Australia. The Proceedings of a Conference, April 1982**, Monograph Series No.1, Bureau of Labour Market Research, Canberra, AGPS, 178 pp.

In his introduction to this volume the editor draws attention to unemployment as 'the most serious labour market issue facing policy makers in the 1980s'. The importance of understanding the determinants of labour force participation is stressed. Some of the policy problems identified are 'the preference of teenagers for greater labour force participation at the expense of continuing their education, the consequences of the ageing of the Australian population on the structure of the labour market, as well as on the social welfare system, and broader social questions such as the role of females in the labour market, the relative costs and benefits of full-time versus part-time work'.



The papers presented at the conference were:

Labour force participation : what are the issues?

Barry HUGHES

Comments: Bruce J. CHAPMAN

Australian models of labour force participation : a critical review

Y. DUNLOP, T. HEALY and P.J. MCMAHON

Comments: Ross A. WILLIAMS

Towards an aggregate theory of labour supply and the labour market

Brian P. STEWART and Lynne S. WILLIAMS

Comments: Glenn WITHERS and W.J. MERRILEES

Married women and the labour force : aspects of supply analysis

Paul W. MILLER and Paul A. VOLKER

Comments: Dennis SAMS

Microeconomic modelling of labour force participation and labour supply : a theoretical overview

A.D. WOODLAND

Comments: L.W. JOHNSON

Disaggregate labour supply functions : some evidence from the 1980 survey of married women in Sydney

Russell T. ROSS

Comments: Bruce J. CHAPMAN

School participation and labour force participation of teenagers

Philip BENTLEY and Michael O'NEIL

Comments: W.J. MERRILEES

Labour force participation - the way ahead : a policy perspective

H.N. JOHNSTON

Labour force participation - the way ahead : an applied economist's perspective

R.G. GREGORY

Papers which pay direct attention to unemployment are by Barry HUGHES, Philip BENTLEY and Michael O'NEIL, and the conference summaries by H. Neil JOHNSTON and R.G. GREGORY.

STATISTICS, POP (WOMEN), POP (YOUTH), POLICIES.

473

KAVANAGH, Annie (1984), 'The community employment program : valuable experience for future planning', **Youth Studies Bulletin**, 3(4), November 110-114.

This paper considers problems thrown up by the Wage Pause Program and the Community Employment Program (CEP), from a community point of view, and explores a range of possible solutions. The needs of the long-term unemployed are considered along with those of community groups and youth. The authors suggest that the program 'has provided a wealth of experience from which we can learn about labour force programs' and that planning for its replacement is the next task.

POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

474

KEWLEY, T.H. (1980), **Australian Social Security Today : Major developments from 1900 to 1978**, Sydney, Sydney University Press, 233 pp.

This book describes in detail changes in social security measures introduced since the publication in 1973 of **Social Security in Australia 1900-72** by the same author. The study is 'primarily concerned with the social security and allied measures provided directly, or substantially financed, by the Commonwealth government'. It encompasses income-maintenance measures which include a variety of benefits and pensions as well as forms of assistance which may continue even though normal incomes are received, such as health care and payments to families with children. There is a chapter devoted to 'unemployment, sickness and special benefits' which describes the provisions of the 1944 Act, changes in benefit rates, other legislative changes, selected policy decisions, special benefits and the numbers and selected characteristics of recipients.

POLICIES, STRATEGIES.

475

KING, Anthony (compiler) (1983), 'Employment, unemployment and training', Mari DAVIS, Ian MANNING, Kiera O'NEILL (eds), **1983 Diary of Social Legislation and Policy**, Melbourne, Institute of Applied Economic and Social Research, University of Melbourne, Institute of Family Studies, Melbourne, and Social Welfare Research Centre, University of New South Wales, 18-28.

This is a compilation of statements made by Government Ministers or others announcing major programs or changes during 1983. These included the changes of responsibility between departments, projects under the Wage Pause Program, the Private Sector Assistance Program, the Community Employment Program, activities of the Commonwealth Employment Service, provisions for the employment and training of women, for the community-based Youth Support Program, funding for the Industry Training Services, trade training, discrimination in employment, the Bureau of Labour Market Research publications and grants, extent of Employment and Training Program, special assistance for large-scale retrenchments, the Participation and Equity Program, Skills Training, employment and training for Aboriginals, alternative employment programs and the Review of Labour Market Programs.

EDUCATION/TRAIN, POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

476

KING, Anthony (1984), **Evaluation of the Employment Initiatives Program, Report of the Follow-up Survey**, Melbourne, Institute of Applied Economic and Social Research for the Victorian Ministry of Employment and Training (Department of Employment and Industrial Affairs), 77 pp.

A survey of participants was undertaken in the evaluation of the Victorian Employment Initiatives Program (reported upon by BRAIN et al., q.v.). This paper reports on a follow-up survey undertaken in the following year using the same sample. The methodology is described. The survey shows that the

Program 'does seem to have improved participants' employment prospects in general', though it 'did not eliminate the differences in degree of labour market disadvantage among participants'; the principal advantages to participants came from having had a period of employment, through the acquisition of skills, having had recent work experience, established contacts and increased self-confidence. The author also concludes that 'a commitment to appreciably improve the employment prospects of the most seriously disadvantaged unemployed requires recognition of the different needs associated with different degrees of labour market disadvantage'.

SURVEY, STRATEGIES, LABOUR MARKET PROGRAMS.

477

KING, Anthony (1985), 'The future of the Community Employment Program', **National Economic Review**, 1(3), June, 18-35.

The Community Employment Program was specifically excluded from consideration by the (Kirby) Committee of Inquiry into Labour Market Programs. This article looks at the CEP along with the Wage Pause Program and the Employment Initiatives Program of the Victorian Government, which has been evaluated already (see BRAIN et al. [1984]). 'The main findings of the completed EIP evaluation are presented, including the result of a follow-up survey of survey participants, and the evidence to date from the WPP and CEP evaluations is discussed.' The 'main proposals in the Kirby report are outlined in order to identify the implications for the potential role for the CEP in the Kirby strategy and any implications the experience with the job creation programs may have for that strategy'. Recommendations are made for the integration of two components of the CEP with the two major elements of the Kirby strategy.

STRATEGIES, LABOUR MARKET PROGRAMS.

478

KING, Susan E. (1981), 'Attitudes of Australian youth to work, school and unemployment : a review of some recent Australian research', **Unicorn**, 7(1), February, 41-52.

'High youth unemployment and increased concern about the transition of youth from school to work have promoted new interest in the attitudes of Australian youth to work, school and unemployment.' This paper reviews recent findings which suggest that 'Australian youth view work favourably and see it as preferable to school. They generally view unemployment unfavourably'.

POP (YOUTH)

479

KOSKY, Robert (1980), 'Unemployment and the mental health of adolescents', **Australian Family Physician**, 9, December, 845-8.

The author utilises his own clinical observations in developing hypotheses about what happens, psychologically, to adolescents who cannot find employment. Unemployment cuts across the 'two major psychosocial tasks' of adolescence, the establishment of independence and the consolidation of a sense of personal identity. More research is necessary.

EFFECTS, POP (YOUTH).

480

KRAMAR, R. (1985), **A Review of the Training and Employment Needs of the Young Unemployed in an Inland Provincial Centre (Wagga Wagga, NSW)**, Paper commissioned by the Committee of Inquiry into Labour Market Programs, Riverina College of Advanced Education, 101 pp.

'Unemployed teenagers in rural areas face little prospect of secure, satisfying employment. Teenagers in Wagga have marginal status in the labour market, despite their strong desire for stable, full-time employment.' The paper gives a background picture of Wagga in terms of its situation, population and population growth, the labour force, segmentation, unemployment, registration and notified vacancies. After describing the methodology, statistics are presented about the labour market experience of the young unemployed in Wagga and about employers' attitudes and views of teenage employment and Labour Market Programs. The impact of a number of schemes on teenagers is investigated. A number of recommendations or 'policy considerations' are put forward.

SURVEY, STATISTICS, EDUCATION/TRAIN, POP (YOUTH), STRATEGIES.

481

KRIEGLER, Roy and SLOAN, Judith (1984), **Technological Change and Migrant Employment**, Working Paper Series No.62, National Institute of Labour Studies, Inc., The Flinders University of South Australia, 22+ pp. (Report commissioned by the Technological Change Committee in response to a request from the Commonwealth Government.)

The purpose of the study upon which this paper reports was to 'generate information about special disabilities encountered by migrants in the processes of technological change'. Factors explored related to their concentration in certain industries, their language problems, problems with relocation or re-training and whether the impact of technological change varies with ethnic group, age and sex.

Three methods of research were adopted. First, an analysis of existing data, secondly, case studies conducted in 1983, and a survey using a mail questionnaire conducted later in the same year. Technological change was not shown to have significant overall effect on migrant employment except where the change takes place in particular occupations where migrants are overrepresented.

SURVEY, STATISTICS, CAUSES, POP (OTHER).

482

KRIEGLER, Roy and STENDAL, Gran (eds) (1984), **At Work : Australian Experiences**, Sydney, George Allen and Unwin, and the National Institute of Labour Studies, 228 pp.

The book consists of interviews with 45 people about their work. Among the 45 are a number of unemployed people. The editors' comments point to recently arrived migrants and Aborigines as suffering the most severe disadvantages.

SURVEY, EFFECTS.

483

KYLE, Fiona (ed.) (1984), **Socially Useful Work, an alternative strategy**, Conference Papers, Melbourne, Future Jobs Project, 72 pp.

'As an employment strategy, the development of socially useful work is an important alternative to those strategies which are dependent on economic upturn, and offers more certain prospects for long-term stable jobs. Most government funded job creation schemes have succeeded only in providing limited "work experience", redistributing employment not wealth, and obscuring the real extent of structural unemployment. As a result of this crisis, workers are unemployed while resources are lying idle or under-utilised.'

Speakers at the conference on 'Socially Useful Work' were: Mike WARD, Brian HOWE, Max OGDEN, Roger LAMB, David GRIFFITHS, Miranda DOUGLAS, Sandy SONDRAL, Jim HARDING, Ian WATSON, Richard NANKIN, Harry VAN MOORST, Tina NIGHTINGALE, Jack MUNDEY and Albert LANGER.

STRATEGIES.

484

LANSLEY, D. (1984), 'Unemployment - a union perspective', **Canberra Bulletin of Public Administration**, II(2) Winter, 119-22. An address to the 1984 Autumn Seminar of the RAIPA (ACT Division).

Two issues are considered - 'the view of the Australian Council of Trade Unions (ACTU) on labour market policies and programs in an environment of record postwar levels of unemployment, and the role of unions in employment programs'.

POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

485

LEBANESE EMPLOYMENT COMMITTEE of the Victorian Department of Ethnic Affairs (1985), **Ministerial Report, Lebanese Employment Project : Progress and Prospects**, Report to the Minister for Ethnic Affairs, Melbourne, Office of the Minister, 39+ pp.

The paper provides information about unemployment of migrants in Victoria, especially of the Lebanese community among whom the unemployment rate in August 1980 was 'more than three times that of the total labour force'. Demographic characteristics of the community are presented and labour market and training schemes which have been used to assist them are examined. The establishment of the Committee presenting the report is described as is their methodology in seeking alternative employment strategies. Worker co-operatives were established and their development is followed and assessed in this report.

STATISTICS, POP (OTHER), STRATEGIES.

486

LEWIS, Gail (1985), 'The Work Resources Centre, Canberra, ACT', **Youth Studies Bulletin**, 3(2), May, 16-20.

'The Work Resources Centre provides an interesting case study as a community response to unemployment. It was established in 1980 by a number of people in Canberra who shared a common concern about the effects of continuing high levels of unemployment.' The premises which guided its establishment are given. Its funding, operating structure and management and activities are described, with particular reference to the Compu-Skills program.

POP (YOUTH), STRATEGIES.

487

LEWIS, Gail (1985), 'Have a go in IYY', **Youth Studies Bulletin**, 4(2), May, 52-5. Also in **Australian School Leavers Yearbook 1985**, Hobson's Press.

This article was written to provide guidance and information to school leavers planning their careers after school. It sets out to invoke positive responses to unemployment; resources available to unemployed young people are listed and options are discussed.

POP (YOUTH), STRATEGIES.

488

LEWIS, Philip E.T. (1983), **The Role of Relative Wages in the Substitution Between Young and Adult Workers in Australia**, Working Paper No.19, Canberra, Bureau of Labour Market Research, 27 pp.

The substitutability between different age groups in the labour force is examined in this paper. The debate regarding the role of wage relativities in determining youth unemployment hinges in part on the size of the cross wage elasticity of demand for young workers relative to adults. The results of this examination 'suggest a fall in relative labour costs would have a significant effect on the demand for young women workers and probably for unskilled young men. We cannot say with any precision what the magnitude of jobs created would be for a subsidy of the wages of additional workers only, eg. SYETP, but we can say that a reduction in labour costs of all young workers would have substantial effects on the demand for their services.'

POP (YOUTH), POLICIES, STRATEGIES.

489

LEWIS, Philip E.T. (1985), 'Substitution between young and adult workers in Australia', **Australian Economic Papers**, 24(44), June, 115-26.

This paper describes the application of the constant ratio elasticity of substitution (CRES) model to Australian data related to substitutability between different age groups in the labour force. 'The estimates presented in this paper imply that sustained changes in relative wages for junior workers will in the long-run change their relative employment substantially.'

SEGMENTATION, POP (YOUTH), POLICIES, STRATEGIES.

490

LLOYD, John (1985), 'Australian Council of Trade Unions (ACTU) : Policies on youth employment and training', **Youth Studies Bulletin**, 4(4), November, 39-42.

'High levels of youth unemployment have become an issue of increasingly high priority for the ACTU over recent years.' The ACTU employment strategy is described. Support is expressed for the Federal Government scheme of traineeships and conditions for its success are laid down. The problem of youth exploitation is discussed.

POP (YOUTH), STRATEGIES, LABOUR MARKET PROGRAMS.

491

MCCLELLAND, Alison and GOW, Helen (1982), **Emergency Relief in Victoria**, Victorian Council of Social Service, 121 pp.

This is the report of the Victorian Emergency Relief Project on its operation between January 1980 and June 1981. It reports on the emergency relief activities of a wide range of organisations, including government agencies. Government funding represents 23.75 per cent of the total funds paid out, the rest being from donations and appeals. One hundred and eighty two organisations co-operated in the survey though it is estimated that there are 1,500-2,000 in the state. The methodology of the study is detailed. Among the major findings are the following: 'Approximately 80 per cent of contacts seeking emergency relief in Victoria were in receipt of Department of Social Security Pensions and Benefits. (This proportion had increased from 68.3% since the 1978 study.)' The largest group of these was the 28.2 per cent of contacts on Unemployment Benefit. (This proportion had increased from 17.2% since 1978.) 'Relief agency personnel confirm that one of the major influences on the increase in the demand for emergency relief over the last few years has been the increasing number of people who are unemployed and remaining unemployed for longer periods of time.'

SURVEY, EFFECTS, SOCIETY, STRATEGIES.

492

MCCORQUODALE, John (1985), 'The myth of mateship : Aborigines and employment', **The Journal of Industrial Relations**, 27(1), March, 3-16.

'Historically, Aborigines have suffered legislative restrictions and discrimination in every phase of employment, from the kind of work they could lawfully undertake, to wages, accommodation and workers' compensation.' Legislation and decisions in law are examined to demonstrate continued discrimination and exploitation.

CAUSES, POP (OTHER).

493

MCDONALD, Allan (1985), 'Visions of a new society', **Australian Society**, 4(3), March, 14-15.

The article poses the question of whether a national support income would put an end to unemployment and insecurity. It suggests that an income for everyone, employed and unemployed, which could be added to through employment or investment would be financially viable and would lead to greater cost efficiency and a stronger economy.

POLICIES.



494

MCDONALD, Ian M. (1984), 'Trying to understand stagflation', **The Australian Economic Review**, 67, 3rd Quarter, 32-56.

'After a brief account of some of the salient facts of Australia's recent economic experience, this paper reviews some explanations for the apparent failure of labour markets to clear in recession and then reviews some explanations for the fluctuations in the aggregate demand for labour. Next, some links between real wages and employment are examined.' The paper argues that 'customer market analysis yields a plausible rationale for the persistence of inflation in the face of high levels of unemployment. Furthermore, the persistence of high levels of unemployment may be the result of labour market wage setting practices of the kind described in recent economic analysis of trade union behaviour.' The author advocates the publication by shops of their price indexes together with wage restraints.

CAUSES, POLICIES.

495

MCDONALD, Ian M. (1985), 'Market power and unemployment', **International Journal of Industrial Organization**, 3(1), 21-35.

'This paper explores the under-consumptionist idea that power can preclude the existence of a full employment equilibrium within the framework of the modern theory of economic growth. It is shown that the introduction of market power can indeed eliminate the full employment equilibrium. In an attempt to assess the importance of this possibility maximum values for the market power parameters consistent with a full employment equilibrium existing are computed. In some plausible cases these maxima are uncomfortably low suggesting that market power has significant potential for causing unemployment.'

CAUSES, POLICIES.

496

MCGAVIN, P.A. (1981), 'School participation of Australians aged sixteen : an analysis of youth unemployment', **The Economic Record**, 57(159), December, 379-81.

This brief paper is offered as a postscript to the 'insightful article' by Gregory and Duncan (1980) ('High teenage unemployment : the role of atypical labour supply behaviour', **The Economic Record**, 56, December, 316-30). The author presents a 'model for the economic determinants of school participation rates for 16-year-olds', relating the results to the analysis in the Gregory and Duncan article. The results show some discrepancies especially with regard to the effect of part-time earnings but the author concludes that 'broadly speaking' the results of his work are consistent with the earlier analysis and presentation.

STATISTICS, CAUSES, POP (YOUTH).

497

MCGAVIN, P.A. and KAIN, Peter (1985), 'The Australian labour market September 1985', **Australian Bulletin of Labour**, 11(4), September, 193-211.

This regular survey article looks at economic trends, the budget, indexation and productivity awards; it examines the Australian Traineeship system, as recommended by the Kirby report, in relation to a national youth policy, and goes on to look at youth income support policy; employment and unemployment rates are given by state, showing the poor performance of the New South Wales labour market; differences in full- and part-time employment growth, male and female employment rates are also shown. 'The strong upwards movements in vacancies, in the v/u ratio and overtime in most regions are consistent with a tightening of the labour market. To the extent that additional labour is forthcoming to meet this increased demand for labour, we would expect the encouraging labour market results for 1984-85 to continue.'

STATISTICS, SEGMENTATION, POP (YOUTH), POLICIES, LABOUR MARKET PROGRAMS.

498

MCKENZIE, Phillip (1980), 'Unemployment and recurrent education : an economic perspective', in Ian D. SMITH (ed.), **Youth, Schooling and Unemployment**, Australian Association for Research in Education, Annual Conference Papers, Part B, 324-34.

The paper looks at unemployment and the deferment of education, the impact of unemployment upon the economics of education deferral, unemployment and the return of adults to education, unemployed adults and recurrent education programs, and the relationship between education for adults and jobs for the young. The author concludes that the 'current structure of youth unemployment and labour markets significantly strengthen the economic arguments against the deferral strand of recurrent education. Secondly, high levels of unemployment mean that many of the economic arguments against providing educational programs for adults are considerably weakened.'

EDUCATION/TRAIN, POP (YOUTH).

499

MACKEY, Mr. Justice (1985), 'The Kirby Report, implications for industrial relations', **The Australian TAFE Teacher**, 17(1), May, 7-11. Edited version of speech given at a Conference, Macquarie University, March.

This review of the Report of the Committee of Inquiry into Labour Market Programs looks at the implications for industrial relations arising from recommendations to do with wage fixation, and on- and off-the-job training.

EDUCATION/TRAIN, LABOUR MARKET PROGRAMS.

500

MACLACHLAN, Maureen and STEWART, Brian (1982), **The Duration of Employment : Some Evidence of the Experience of CES Users**, Working Paper No.9, Canberra, Bureau of Labour Market Research, 36 pp.

The aim of the study reported on in this paper was to examine the job tenure and thus 'the quality of the match' associated with placements in jobs by the CES. Two methods of placement within the CES are examined, one being the 'self-service' facilities introduced in 1978.

STATISTICS, STRATEGIES.

501

MCPAHON, P.J. and RAMASAMY, V. (1980), 'Factors contributing to youth unemployment in Australia', **Economic Analysis and Policy**, 10(1 & 2), March/September, 87-103. Paper presented to the 9th Conference of Economists, Brisbane, 1980.

'Analysed in this paper are the factors contributing to the growth in the level of youth employment rates in the late 1960s and the 1970s in Australia. In addition to variables representing seasonal, structural and cyclical causes of unemployment, namely the level of unemployment benefit payments and the conditions imposed on income earned by unemployment benefit recipients.'

'The results of the analysis indicate a strong influence on unemployment rates by structural change factors, changes in the growth of GNP and conditions imposed on income earned by unemployment benefit recipients. Changes in the level of unemployment benefits appear to influence more male youth unemployment rates than female or overall youth unemployment rates.'

CAUSES, POP (YOUTH).

502

MCPAHON, P. and ROBINSON, C. (1981), **A Comparison of Factors Contributing to Unemployment in Australia**, Conference Paper No.4, Paper delivered to the Tenth Conference of Economists, Canberra, Bureau of Labour Market Research, 22 pp.

The paper sets out to test empirically the relevance of various factors contributing to the growth of unemployment since 1970. The factors considered are demand (cyclical), structural, frictional, seasonal and institutional unemployment. 'The analysis is undertaken at the aggregate level as well as being disaggregated by sex and metropolitan-country or non-metropolitan regions.' The results indicate that 'unemployment may be attributed to a variety of sources, and not to a single predominant cause.' The implications are briefly discussed.

CAUSES.

503

MCMAHON, Pat and ROBINSON, Chris (1984), **Concepts, Definitions and Measures of Unemployment and the Labour Force : Are They Appropriate for Economic Analyses in the 1980s?**, Working Paper No.41, Canberra, Bureau of Labour Market Research, 40+ pp.

'This paper examines how well the current concepts and definitions which underly official measurement of **employment**, **unemployment** and the **labour force** meet the ever changing needs of labour market analysis.'

Current concepts, definitions and measures are no longer adequate for all the purposes to which they are put and should be augmented by a range of measures designed to reflect various variables of interest.

'Such further measures are outlined drawing on US developments, and illustrated with data for the period 1975-83.'

STATISTICS.

504

MCMAHON, P.J. and WHITTINGHAM, B. (1983), **Hidden Unemployment and Male Labour Force Participation in the Full and Part-Time Labour Markets**, Working Paper No.29, Presented to the Twelfth Conference of Economists, Hobart, 28 August to 1 September 1983, Canberra, Bureau of Labour Market Research, 29+ pp.

The authors aim to estimate labour force participation functions for males in the full- and part-time markets in order to investigate whether these participation functions are intrinsically changeable and whether there is poor representation of the work-leisure model. A further aim is to investigate the argument that the true labour force exceeds recorded participation. A hidden unemployment proposition is put forward. The participation rate and unemployment rate are failing to measure labour market conditions as accurately as they did 10 or 20 years ago. 'One interpretation of (the) analysis is that, for males, the actual number of unemployed may be at least half as much again as the official number.' The authors suggest the need 'to either obtain better measures of the real extent of unemployment and hence labour supply or to recognise the problem of identification and adjust the analysis.'

STATISTICS.

505

MCRAE, Ian (1984), **The Australian National Longitudinal Survey**, Conference Paper No.44, Canberra, Bureau of Labour Market Research, 23 pp.

Labour market data in Australia are mostly of a cross-sectional nature. This paper describes the Australian National Longitudinal Survey which is to be conducted over a period of years. 12,000 young Australians will be interviewed at least three times over the period of the survey. The first group will be 3,000 young unemployed.

'The paper includes discussion of the background to the ANLS, both political and technical. This is followed by a description of the general structure of the survey, data to be collected, and sampling and estimation procedures. It concludes with some initial thoughts on analysis.'

SURVEY, STATISTICS.

506

MADDEN, Paul and BURBIDGE, Andrew (undated, 1981?), **Providing Jobs for People**, Inner City Bulletin No.1, Melbourne, Centre for Urban Research and Action, 18 pp.

'The purpose of this bulletin is to illustrate how groups at the local level can examine unemployment in their area and help generate pressure for action on this issue.' 'This pamphlet attempts to prepare a case for reducing unemployment through the development of specific job creation projects. The success of such an approach will depend on **local action** and support.' The figures on unemployment in the inner city for males and females are presented together with information on 'hidden' unemployment and duration of unemployment, and groups within the community who suffer most. Resources and strategies necessary to combat the situation are outlined.

STRATEGIES, LABOUR MARKET PROGRAMS.

507

MANALLACK, Bill (1985), 'The Committee for Development of Youth Employment (Inc.)', **Youth Studies Bulletin**, 4(2), May, 43-7.

The Committee for Development of Youth Employment (Inc.) was formed in Melbourne by a group of businessmen from leading companies in Australia together with trade union and some community representation. They consider the 'problem of youth unemployment was too great to be left to governments alone to tackle' and they aim to have branches in every capital city in Australia. The purpose of the paper is 'to outline the history and achievements of the Committee, focusing on its practical work'. Some details are given about four projects undertaken.

POP (YOUTH), STRATEGIES.

508

MANDERSON, Lenore and INGLIS, Christine (1984), 'Turkish migration and work-force participation in Sydney, Australia', **International Migration Review**, 18(2), Summer, 258-75.

The article presents data from a survey of Turkish women in Sydney in 1981. The data relate to the women and their husbands and are about their work experiences both in Turkey and in Australia; they demonstrate the existence of considerable diversity.

POP (WOMEN), POP (OTHER).

MANGAN, John and STOKES, Leigh (1984), 'Who are the unemployed?' in Robert CASTLE and John MANGAN (eds), **Unemployment in the Eighties**, Melbourne, Longman Cheshire, 23-51.

The chapter reviews 'on the basis of available data, the supply characteristics of the unemployed in Australia'. Stock concepts in unemployment provide the main data but 'some attention is given to recent work undertaken into the dynamics of labour market flows and the extent to which knowledge of such flows can increase our knowledge of the unemployed'. It was found that the registered unemployed are seeking full-time work, with the only exception being married prime age females who are seeking part-time work. The registered unemployed are young, or relatively young; in the main they experience a short unemployment duration though a group of hard-core unemployed exists where unemployment spells are long-term. These include, in disproportionate numbers, older workers and overseas born prime age males. Educational attainment also influences unemployment.

Hidden unemployment is analysed and the authors also examine 'disguised unemployment' or under-employment, that is, the situation of involuntary part-time workers, the short-time workers and the 'refuge' self-employed.

STATISTICS, SEGMENTATION, SOCIETY.

MANLEY, Rachel (1982), **Unemployed Youth and Their Families, October 1981 to March 1982**, Commissioned by the Western Australian Council of Social Services Unemployment Sub-Committee with the support of the Department of Social Work, WAIT, 50 pp.

This is a report of a study of the effect of unemployment on the family and on the individual carried out in Perth. 'It explores the issues surrounding unemployment, and discusses so called "myths" that influence the public, the families and the unemployed. Suggestions are made as to what services need to be provided, and how the unemployed and their families could best be assisted.'

SURVEY, EFFECTS, SOCIETY, STRATEGIES.

MANNING, Ian (1985), **Incomes and Policy**, Sydney, George Allen and Unwin, 192 pp.

Policies to deal with unemployment which have been applied in the past are not effective in present conditions with the simultaneous occurrence of inflation and unemployment. Policies involving the wage/price spiral have been suggested but this book makes the point that they alone would not be sufficient. Aspects of incomes policies discussed here include the inescapability of policy, the fairness of income inequality and the naive income policies espoused by Australian political parties. Two types of income are examined, national income and household disposable incomes. Individual

incomes are seen from three angles - labour force participation, including the injustice of unemployment 'in that not all who would like to work on the going terms and conditions are able to find jobs', the pattern of earnings, and payment for skills. The author asks whether the observed differentials are really necessary to reward people for undergoing training in the light of inequality of opportunity in the education system and in employment practices. Finally, in discussing family incomes, the author looks at sharing between individuals in families, savings and insurance as transfers from good times to bad, with the counter tendency to equality caused by inheritance of wealth, and tax and the social security system as the most powerful means of redistribution in just terms. 'Reforms are suggested which would aid this reconciliation and also help in incorporating these two most powerful arms of government policy on incomes into a general incomes policy.'

POLICIES.

512

MANWELL, Clyde (1985), 'Have our intellectuals failed us?', **Australian Society**, 4(7), July, 12-14.

Intellectuals have been active in developing changes which have resulted in job losses for many groups in the community. They themselves are now being affected by redundancies. The author looks at some possible solutions.

CAUSES, STRATEGIES.

513

MATWIJIW, Peter (1985), **Atlas of Youth Unemployment, 1981**, Melbourne, Australian Institute of Multicultural Affairs, 127 pp.

The atlas presents the geographic distribution of youth unemployment in Australian cities from the 1981 Census according to birthplace and gender. 'The maps have two main purposes: firstly, they present the location of specific areas of high unemployment within our cities: and secondly, they highlight contrasts in unemployment between birthplace groups.' Data are presented for 10 major cities, by local government areas. Compilation was assisted by Errol BAMFORD and Chris MAHER.

STATISTICS, POP (YOUTH), POP (OTHER).

514

MELBOURNE CITY COUNCIL (1983), **Action for Employment, Final Report of the Task Force on Employment and Unemployment**, City of Melbourne, 113 pp.

The task force was set up to investigate the extent of unemployment and the subsequent needs of Council residents, the trends in distribution of employment opportunities, the relationship between the local labour market and national trends, to examine existing Melbourne City Council policies which affect employment. It also looked at recommendations being made to

the Council on prospective policies which it may adopt, with respect to unemployed residents, which might extend the employment opportunities provided by the Council and other private and public sector initiatives in the area.

Recommendations are made under the following headings: 'The priority of jobs', 'An economic and employment unit', 'Council employment', 'Services to unemployed residents' and 'Immediate action'.

POLICIES, STRATEGIES.

515

MELBOURNE UNIVERSITY, UNIVERSITY ASSEMBLY (1980), **Melbourne University - adjustment or agistment**, Report 13, Melbourne, 97 pp.

This report of an assembly of the university includes papers by two speakers on the issue of unemployment, Mr Barry JONES (ALP Member of the House of Representatives) and Mr Ian SPICER (Director of the Victorian Employers' Federation).

CAUSES, POLICIES.

516

MELSER, Peter (1985), 'Wollongong community organisations and the Community Employment Program', **Australian Social Welfare Impact**, 15(4), July/August, 5-8.

Despite common purposes between the Community Employment Program and community organisations, there are significant points of conflict. 'The argument of the paper is that the Community Employment Program could realise the potential contribution of community organisations as well as its own program objectives more effectively by adopting guidelines more in tune with the requirements of community organisations.' Eighty three CEP funded projects in the Wollongong area are evaluated. Interviews were held with 15 community organisation directors and 5 CEP administrators.

SURVEY, STRATEGIES, LABOUR MARKET PROGRAMS.

517

MENDELSON, Ronald (1982), **Fair Go, Welfare Issues in Australia**, Melbourne, Penguin, 228 pp.

In this book on welfare issues, the author presents 'a vision, a warning and a direction post'. The chapter on 'employment and unemployment' looks at 'some basic problems of economic policy' and examines the future prospects. He ends the chapter by asking 'is there sufficient justification for treating the unemployed worse than other welfare beneficiaries on the doubtful ground that unemployment is a transitory phenomenon?'

POLICIES.



MENDELSON, Ronald (ed.) (1982), **Social Welfare Finance : selected papers**, Canberra, Centre for Research on Federal Financial Relations, The Australian National University, 220 pp.

The papers collected here arose from a seminar conducted in 1980 at the Centre for Research on Federal Financial Relations. The largest group of papers deal with social security:

The redistributive function of social security  
Tom BRENNAN

Income security and the future  
Duncan IRONMONGER

Relationship between Australian social security and personal  
income taxation systems  
A.S. PODGER, J.E. RAYMOND and W.S.B. JACKSON

Henderson guaranteed minimum income scheme : a perspective  
from the 1980s  
Peter SAUNDERS

q.v.

The first of these is a general paper; the second places special emphasis on the role of transfers within the family in maintaining income security, highlighting 'the failure of conventional economics to measure and analyse certain behaviour which bears all the marks of economic action except that it takes place outside the market and therefore escapes from the measuring rod of the economist and statistician'. The third describes the combined taxation and income security systems and shows them to be 'highly inter-dependent and to form, willy nilly, a single whole so that no governmental action in either field could reasonably be taken without careful weighing of repercussions in the other'. The fourth chapter in this group is separately annotated.

Other chapters in the book deal with health care, housing and 'Extended leave as an employment option', Denis J. DAVIS, q.v.

STATISTICS, POLICIES, STRATEGIES.

MERRILEES, William J. (1982), 'The mass exodus of older males from the labour force : an exploratory analysis', **Australian Bulletin of Labour**, 8(2), March, 81-94.

Statistics are presented showing 'extraordinary declines in the labour force participation rates of older males'. The effects have been to add to the cost of social welfare programs but has also contributed to the alleviation of the unemployment program. The article looks at the causes for the changes and questions whether they are temporary or permanent, voluntary or involuntary. Overseas and Australian literatures are reviewed.

The 'preliminary analysis indicated that different age groups have different forces underlying recent declines in labour force participation rates'. More liberal eligibility criteria and rises in the real rate of pensions are seen

as major factors in the situation. 'In summary, this paper does not provide support for the view that the current recessed state of the labour market has been the primary factor driving elder males out of the labour force since 1973.' 'The gradual rise in the 1960s and the rapid rise in the first half of the 1970s of real social security benefits has provided (such) a financial incentive' for older males to leave the labour force.

STATISTICS, CAUSES, POP (OTHER).

## 520

MERRILEES, W.J. (1983), 'Pension benefits and the decline in elderly male labour force participation', **The Economic Record**, 59(166), September, 260-70.

'This paper uses time-series economic methods to unravel the causes of the secular decline in the labour force participation rate of males aged 65 years and over.' It shows that 'changes in pension benefits are especially important in accounting for the sharp and sudden decline in the participation rate during 1972-76, while significant discouraged worker effects are evident throughout the 1975-81 period'.

STATISTICS, CAUSES, POP (OTHER).

## 521

MERRILEES, W.J. (1984), 'Do wage subsidies stimulate training? An evaluation of the CRAFT Rebate Scheme', **Australian Economic Papers**, 23(43), December, 235-48.

Difficulties in evaluating the Commonwealth Rebate for Apprentice Full-Time Training (CRAFT) scheme are noted. The paper, after sketching the historical evolution of industrial training subsidy schemes in Australia, presents a framework for evaluating them. Two major theoretical models of apprentice decisions are presented. One section of the paper discusses the crucial issue of the appropriate specification of the relative labour cost variable. Empirical evidence relating to apprentice recruitment is given and interpreted in terms of differentiating between investment and current production models of apprentice recruitment. The effectiveness of the CRAFT scheme is discussed and the paper concludes with some recommendations.

STRATEGIES, LABOUR MARKET PROGRAMS.

522

MERRILEES, W.J. (1984), 'Hidden unemployment among married women', in Robert CASTLE and John MANGAN (eds), **Unemployment in the Eighties**, Melbourne, Longman Cheshire, 70-9.

The central thesis of this paper is the 'need to pay more attention to the **measurement** of unemployment'. The concept of hidden unemployment and the economic policy interest in it, are discussed. The paper also looks at the impact of economic theory on the measurement of unemployment. Alternative methods of measuring hidden unemployment are described and some observations are presented on the behaviour of ABS's discouraged worker estimates.

STATISTICS, SEGMENTATION, POP (WOMEN).

523

MILGATE, Murray (1983), 'Job-sharing as a remedy for unemployment', **Economic Papers**, 2(1), May, 68-74.

The author suggests that there is an inherent danger in proposals put forward as remedies for unemployment, that they may 'obscure the real causes of the problem of unemployment and tend to divert both public and professional attention away from the real issues'. The proposal for job sharing is considered to be in this category. The article examines the likely results of job-sharing with regard to such factors as investment, unit labour costs and productivity, and redistributing the costs of unemployment in both closed and open economies. The author concludes that 'job-sharing may actually make the situation worse'.

POLICIES, STRATEGIES.

524

MILLER, Paul W. (1982), 'The economic position of migrants : facts and fallacies. A preliminary view', **Australian Bulletin of Labour**, 8(4), September, 229-48.

'This paper provides an overview of migrants' labour market performance in Australia. It uses 1976 Census data to establish how migrants fare in the employment stakes, how much they earn when employed, how they survive when unemployed.' The paper looks at labour force participation rates by country of origin, by period of residence, by sex and by marital status. The 'endowed skills' which migrants bring to the labour market are examined. The employed, unemployed and 'not in the labour force' groups are separately treated.

STATISTICS, SEGMENTATION, POP (OTHER).

MILLER, Paul W. (1983), **The Impact of Immigration on the South Australian Labour Market : An Analysis of the 1976 Census**, Working Paper No.52, National Institute of Labour Studies Inc., The Flinders University of South Australia, 38 pp.

'This paper presents an examination of the labour market performance of migrants in South Australia. It offers a comparative analysis of statistics for the Australian born and overseas born aggregates, and for the major migrant birthplace groups. The paper is based on a series of cross-tabulations from the 1976 Australian Census of Population and Housing.' Labour force participation rates are presented by country of origin, by period of residence, by sex and by marital status. Skill levels of migrants are examined and mention is made of 'the comparative economic performances of migrants and the children of migrants'. Earnings, the nature of employment (full- or part-time), occupational prestige and type are analysed; the income and 'human capital endowments' of the unemployed are examined. Findings are presented for males and for females, but for both, in each age group, the overseas born experience a higher unemployment rate than do the Australian born.

STATISTICS, POP (OTHER).

MILLER, Paul W. (1983), **The Role of Labour Costs in the Youth Labour Market : An Overview of the Evidence**, Discussion Paper No.65, Canberra, Centre for Economic Policy Research, The Australian National University, 47 pp.

'In recent years there has been a proliferation of studies examining the effects of changes in labour costs on the teenage labour market. These studies address a wide range of issues, including employment, unemployment and labour supply responses, changes in the distribution of the workforce across industries and between full- and part-time jobs, changes in income distribution, changes in schooling behaviour. This paper undertakes the important task of reviewing the empirical evidence, and commenting on the applicability of the major overseas research findings to the Australian youth unemployment problem. There are a number of valuable lessons to be learned from our review. First, the evidence on the direction of effects of changing labour costs is probably not open to dispute: higher labour costs lower employment and increase unemployment. However, obtaining precise magnitudes of these effects is rather difficult. Second, the evidence on wage elasticities reported in a large number of recent overseas studies examining the effects of **minimum wages** is not directly relevant to the Australian teenage labour market. Third, and perhaps the most important finding, the **own-wage** elasticity of teenage employment demand exceeds unity. Fourth, changes in wage rates are not an efficacious policy for altering the distribution of income.'

CAUSES, POP (YOUTH).

527

MILLER, Paul W. and VOLKER, Paul A. (1983), **Unemployment Compensation in Australia**, Discussion Paper No.73, Canberra, Centre for Economic Policy Research, The Australian National University, 21 pp.

This paper discusses 'the administrative framework of Australia's unemployment benefit scheme. Theoretical analysis of the individuals work-leisure choice provides some predictions of the likely impact of these arrangements upon the probability of being in various labour market states'. The Australian scheme is distinctively different from schemes in other countries and the method adopted here involved comparing gross flow and duration data for Australia and Canada. 'It is quite apparent from the tables presented in the text that the distribution of unemployment spells in Australia is skewed towards the long end relative to that in Canada.' Unemployed workers in Canada 'exhibit a greater tendency to exit from the workforce than similarly placed workers in Australia'. Figures presented show differences by age and sex.

STATISTICS, POLICIES.

528

MITCHELL, Daniel J.B. (1984), 'The Australian labour market', in Richard E. CAVES and Lawrence B. KRAUSE (eds), **The Australian Economy : A View from the North**, George Allen and Unwin, 127-94. An earlier version was published as Discussion Papers No.B1 and B2 (1984 & 1985), Papers arising from the Brookings Survey of the Australian Economy, Canberra, Centre for Economic Policy Research, The Australian National University, 100 pp. and 66 pp.

This chapter is an analysis of the Australian labour market by an American economist. After examining trends in the employment pattern and in labour force participation, the author looks at the issue of unemployment with particular reference to the natural unemployment rate and how it may have changed with structural changes such as demographic shifts, unemployment benefits, youth unemployment, macro-economic policy, training and job creation. The chapter also deals with other factors affecting the labour market, such as immigration, wages and inflation, wage determination and the industrial relations system, and includes a discussion of an incomes policy. Papers by discussants to the original paper, Dr David HARRISON and Dr Joe ISAAC, the report by Professor MITCHELL and also discussion from the floor, are published in Volume B2 of Papers of the Centre for Economic Policy Research.

CAUSES, POLICIES.

MOIR, Hazel V.J. and ROBINSON, Chris (1984), 'Labour market measurement : A review of some popular labour market measures', in Richard BLANDY and Owen COVICK (eds), **Understanding Labour Markets**, Sydney, George Allen and Unwin, 61-83.

In this chapter six 'labour market measures are reviewed: the unemployment rate, numbers unemployed, numbers employed, the rate of unemployment growth, the labour force participation rate and the number of job vacancies. It is found that while all have some uses they also have substantial limitations. It is suggested that these limitations, together with the increasing recognition of the complexity of the labour market, indicate a pressing need for use of a far wider range of labour market statistics. In the final section of the paper new labour market measures are reviewed briefly and the need for a comprehensive framework for evaluating the labour market is discussed.'

STATISTICS.

MONTAGUE, Meg (1984), **Labour Force or Labour Ward : Is This a Choice Young Women are Making?**, Brotherhood of St.Laurence, 71 pp.

'This research was designed to examine the hypothesis that there is a relationship between rates of teenage single parenthood and rates of unemployment among young women.' It is shown on statistical evidence that teenagers are not having ex-nuptial children at a greater rate than they were ten years ago and that they are having nuptial children at a lesser rate. 'Mothers of ex-nuptial children are now more likely to keep their child than they were 10 years ago, and it appears that this change may be related to the introduction of a nation-wide statutory benefit for single supporting mothers.' While numbers on the benefit have grown since its inception, 'the number of teenagers on the benefit has increased at a slower rate than numbers in any other age group, women in their thirties having shown the most rapid proportional rise'. The numbers of women on the benefit are a small proportion of the total women in the community who have kept their ex-nuptial children. 'The introduction of the Supporting Mothers (now Parents) Benefit has not led to an increase in the ex-nuptial confinement rate of teenagers or of women in any other age group.'

Recommendations are made for governments and for other institutions.

STATISTICS, CAUSES, POP (WOMEN), POP (YOUTH).

531

MONTAGUE, Meg and STEPHENS, Jenny with the BROTHERHOOD OF ST. LAURENCE (1985), **Paying the Price for Sugar and Spice**, Research Report, National Women's Advisory Council, Canberra, AGPS, 200 pp.

This publication reports on a survey of eighty women living in Victoria, dependent on Commonwealth Government benefits and pensions. 'The report presents a detailed qualitative profile of the selected group of women, and then develops a series of strategies designed to assist women to break out of the cycle of dependence and poverty.' Among the women 50 per cent (or 41 women) wished to enter or re-enter the workforce, though only ten of the women were receiving unemployment benefits in their own right, thus indicating the extent of hidden unemployment. Unregistered women are not included in programs to assist disadvantaged workers and recommendations are made to alleviate this problem.

SURVEY, EDUCATION/TRAIN, POP (WOMEN), STRATEGIES.

532

MORRISSEY, M.J. (1985), **Migrants and Labour Market Programs**, Commissioned by the Committee of Inquiry into Labour Market Programs, 62 pp.

The submission demonstrates 'that migrants have not until very recently appeared as an object of labour market policy and also that the utilisation of the category "migrant" is an inappropriate framework within which to confront the disadvantage many migrants suffer'. The diversity of the migrant population and the interrelationship of ethnicity, class and gender are not sufficiently appreciated. Another factor contributing to the failure to consider migrants in labour market policy stems from an 'ideological overlay in the production of basic policy documents which rendered them consistent with the views of the government of the day and in so doing "buried" the question of the labour market'.

POP (OTHER), POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

533

MUKHERJEE, Satyanshu K. (1981), **Crime Trends in Twentieth Century Australia**, Sydney, George Allen and Unwin, 199 pp.

Unemployment is one of the variables with which crime is correlated in this study. 'Our data cannot demonstrate the link between property crimes and offenders who were unemployed since the relationship obtained relates to the general level of unemployment.'

EFFECTS.

534

MULVEY, Charles and NORRIS, Keith (1985), 'Labour market efficiency and labour market policy' in **Labour Market Efficiency in Australia**, Bureau of Labour Market Research, Monograph Series No.9, Canberra, AGPS, 1-90.

The paper examines the concept of an efficient labour market, describes the Australian labour market, looks at wages education and training, taxes, benefits and the supply of labour, and the provision of information about employment opportunities and job applicants particularly through the CES. Policy options are discussed in a final section.

'This paper is intended to be accessible to the non-expert.'

EDUCATION/TRAIN, CAUSES, POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

535

MURPHY, C.W. and BROOKER, R.J. (1985), 'Real wages and unemployment', in Paul A. VOLKER (ed.), **The Structure and Duration of Unemployment in Australia**, Proceedings of a conference, August 1983, Monograph Series No.6, Bureau of Labour Market Research, Canberra, AGPS, 109-33, Comment by Ian M. MCDONALD.

The paper examines 'the inter-relationship between real wages and unemployment using a logically complete macroeconomic-cum-growth model'. It attempts 'to provide a framework for debate and to draw attention to the more important empirical issues in this area'. The model is described, the relationship of real wage and aggregate demand is explored, as is that between real wages and aggregate supply and economic growth. Real wage flexibility and dynamic stability of the model are also considered. A brief literature survey is included. In their conclusions the authors suggest, tentatively, that the high unemployment rate is due first, to a 'low labour-intensity' of production problems induced by high real wages and an increased participation rate and also to a 'capital shortage' problem.

CAUSES.

536

NEAL, Sir Eric (1984), 'Radical solutions to the problem of unemployment in Australia', **Canberra Bulletin of Public Administration**, 11(2), Winter, 126-32. Address to the 1984 Autumn Seminar of the RAIPA (ACT Division).

The paper sets out to 'outline the general dimensions of the problem; to indicate from a private sector perspective ... the underlying causes of this current crisis; to analyse what previous solutions have been proposed, tried and found wanting'; and to suggest some steps for government and the private sector towards the alleviation of the problem.

CAUSES, POLICIES.



537

NEVILLE, J.M. (1983), 'The links between wages, inflation, and unemployment', **Economic Papers**, 2(2), August, 28-33.

This is a paper delivered at a Forum held in 1983 entitled 'How much do wages cost?' The author concludes that 'there is no doubt that large rises in nominal wage rates are inflationary, and have some adverse effects on unemployment'. High real wages increase unemployment; real wages that are 'rigid downwards' limit the ability of government to reduce unemployment. Policy implications include the advisability for governments, employers and moderate unionists to strive for feasible wage restraint.

CAUSES, POLICIES.

538

NEVILLE, J. (1983), **Macroeconomic Issues and Policy Options**, Canberra, The Parliament of the Commonwealth of Australia, Legislative Research Service, Discussion Paper No.7, 43 pp.

'The most hotly contested macroeconomic issue in Australia today is whether sizable budget deficits, which are not funded largely by printing money, necessarily cause high interest rates. High interest rates are disliked by the community, and hence by politicians, mainly because of their effects on the ability of people to buy a home. Moreover, there is virtually universal agreement amongst economists that high interest rates tend to depress economic activity and hence increase unemployment.' In separate sections of the paper the author discusses budget deficit and interest rates, the role of monetary targets, the trade-off between unemployment and inflation, real wages and unemployment, the ability of fiscal policy to expand demand and output, the mix of direct and indirect taxation, prices and incomes policies, while in a concluding section he suggests some policy guidelines.

CAUSES, EFFECTS, POLICIES.

539

NEVILLE, J.W. (1983), **Obstacles to Full Employment**, paper delivered to Sixth National Conference of Labor Economists, University of Sydney, October, Kensington, Centre for Applied Economic Research, University of New South Wales, 5 pp.

In this paper which the author suggests could be better titled by the more accurate phrase 'obstacles to halving the recorded level of unemployment', two obstacles in particular are discussed: 'first, the advice given to the Government by those who believe that whenever the level of unemployment falls the increased bargaining power of unions will lead to a wages explosion, so that tight macroeconomic policy is necessary to prevent a resurgence of inflation. The second obstacle is simply that behaviour of union leaders and others, which makes plausible the beliefs of the more conservative of the Government's Advisors, and, coupled with this, the general unwillingness of any sections of the Australian community to show restraint in income claims for the common good'. The paper discusses types of unemployment,

automation and unemployment, real wages and unemployment, macroeconomic policy and effective demand, why the Treasury fears expansionary fiscal policy and inflationary income claims, and unemployment.

CAUSES, POLICIES.

540

NEWCASTLE COMMUNITY TASK FORCE FOR EMPLOYMENT (1983), **Employment and Unemployment in the Hunter : Patterns and Influences**, Newcastle, 20 pp.

'This paper is an attempt to bring together a variety of recently obtainable information about the labour market in the Hunter, with particular reference to the period spanning 1976-1983.' Industry and occupational distribution in the region are considered in an examination of the workforce structure. The significance and nature of unemployment in the workforce is also examined. An assessment is made of industry and occupational restructuring due to technological innovation. 'Predictions are also made about those industry and occupational areas in Australia most likely to be affected by further developments in technology over the next decade.'

STATISTICS, CAUSES.

541

NEWCASTLE COMMUNITY TASK FORCE FOR EMPLOYMENT (1983), **Unemployment Amongst non-English Speaking Immigrant Communities in Newcastle**, Unemployment sub-committee, Newcastle, 37 pp.

The report describes the background to immigrants in Newcastle, the background to the unemployment survey and the methodology of the survey. This included preparation of a questionnaire in English and five other languages. 235 questionnaires were distributed; the questionnaire was later abandoned and community consultations arranged. Employment and unemployment statistics are presented. The results of the community consultations are described and analysed. Recommendations are made relating to English language courses, provision of ethnic television broadcasting facilities, recognition of overseas qualifications, elimination of ethnic discrimination through teacher training, and improved dissemination of information about available social security benefits.

SURVEY, STATISTICS, POP (OTHER), STRATEGIES.

542

NEWCASTLE COMMUNITY TASK FORCE FOR EMPLOYMENT (1984), **Unemployment - The Australian Response**, Unemployment sub-committee, Newcastle, 37 pp.

'This paper provides information on the major issues related to unemployment, highlights areas of concern and makes specific recommendations designed to alleviate the problems faced by unemployed people.' Recommendations relate to unemployment statistics, unemployment benefits, training programs, the Community Employment Program, the Community Youth Support Scheme, and a guaranteed minimum income.

STRATEGIES.

543

NEWTON, Keith (1983), 'Labour market policies for Australian stagflation : a Canadian viewpoint', **Australian Bulletin of Labour**, 10(1), December, 24-35.

'The point of departure for this paper is the currently popular contention that the recent stagflation has severely constrained the effectiveness of conventional macro policy instruments.' It begins by examining the components of unemployment - structural and frictional. Discouraged workers are also a factor in Australia. After describing some features of stagflation, the author looks at means of alleviating inflation and unemployment. Sections of the article deal with manpower policies - training, labour market information programs, and job creation - and with incomes policies.

CAUSES, POLICIES, STRATEGIES.

544

NEWTON, Keith (1983), **Recent Developments in the Canadian Labour Market : Their Relevance for Australia**, Working Paper No.20, Canberra, Bureau of Labour Market Research, 31+ pp.

'This paper presents an overview of some recent research on unemployment in Canada and Australia, and a discussion of its implications for policy. Three strands of research are covered: structural unemployment, hidden unemployment and unemployment dynamics.' The unemployment-job vacancies relationship is used to analyse structural and frictional unemployment; 'labour hoarding' and movements into and out of the labour force in response to changes in cyclical conditions are examined as components of hidden unemployment which is substantial in both countries; and labour market dynamics are found to indicate that the long term unemployed bear a disproportionate share of unemployment.

Policy implications are discussed. These indicate 'a need in both countries for a cautious application to overall fiscal and monetary measures and greater attention to policies which are more specific as to the requirements of particular groups, areas or sectors'.

The following publication deals with the same matter:

NEWTON, Keith (1983), **Unemployment Research and Policy in Canada and Australia**, Conference Paper No.20, presented to the 53rd ANZAAS Congress, Perth, Canberra, Bureau of Labour Market Research, 13 pp.

STATISTICS, CAUSES, POLICIES.

545

NEWTON, Keith and VELLA, Frank (1983), 'The UV relationship in labour market analysis', **Australian Bulletin of Labour**, 9(4), September, 290-306.

The paper 'examines the theoretical and practical potential of examining the unemployment rate in conjunction with the job vacancy rate'. A brief overview of some Australian research in the field is included. Some data limitations of the analysis are discussed. There are 'illustrative examples of how Australian unemployment and vacancy data may be used to calculate labour market tightness indicators for occupations and for employment districts'. Some policy considerations are included.

STATISTICS.

546

NILAND, J.R. (1983), **Special Labour Market Adjustment Measures in Australia**, Working Paper No.53, Department of Industrial Relations, University of New South Wales, Kensington, NSW, 21 pp.

This paper considers the dimensions and philosophy of manpower policy of overseas experiences and examines the special labour market adjustment programs in Australia. It also assesses these and the feasibility of manpower planning.

POLICIES, LABOUR MARKET PROGRAMS.

547

NOBLE, Greg et al. (1985), **Education Links**, 26, Winter (whole issue). Other authors: Brian PINKSTONE, Bill COPE, Mary KALANTZIS, Scott POYNTING, Mike COLE, Julianne VENNARD, Ian SHAPTER, Ann COLEMAN.

The authors of this journal issue are teachers, public servants, students or are themselves unemployed. The report looks at the 'cultural content of unemployment', economic theories of unemployment and Australian programs which have been instituted to counter unemployment. It reviews recent reports and studies, offers 'a concise economic analysis of the present recession and long-term structural change' and looks at some alternatives including that offered by Barry JONES in **Sleepers Wake! Technology and the Future of Work**. British policies are examined and finally some recommendations are made for future action.

CAUSES, POLICIES, STRATEGIES.

548

NORMAN, Neville, R. (1984), 'The economic implications of immigration', **Proceedings of the First National Congress, Sixth National Conference and Annual General Meeting of the Federation of Ethnic Communities' Councils of Australia Inc.**, University of Melbourne, Federation of Ethnic Communities' Councils of Australia, 162-74.

In this study of the economic implications of immigration the author lists the main findings, one of which is that 'statistical causality is established from unemployment to migration flows, but not the reverse'.

STATISTICS, CAUSES, POP (OTHER).

549

NORMAN, Neville R. and MEIKLE, Kathryn F. (1985), **The Economic Effects of Immigration on Australia**, CEDA Study, P. Series No.26, Melbourne, The Committee for Economic Development of Australia and the Department of Immigration and Ethnic Affairs, Vol.I, 203 pp., Vol.II, 577 pp. and Booklet of Summaries, 40 pp.

The first volume of this report is 'a layperson's guide to the subject of the economic effects of immigration. It is a summary of a more detailed and technical version which is presented here as Volume II'. The report deals with both short-term and long-term economic effects of immigration. 'The short-term effects bear upon such factors as unemployment levels, the availability of specific workforce skills and the inflation rate. Over the longer term, however, the effects of immigration on the demographic and industrial structure of Australia's economy and living standards are of interest.'

The **Booklet of Summaries** includes a brief 'Executive summary' as well as a more detailed account of the 'pertinent points' taken from individual chapters of the first volume. On unemployment, the authors comment that the often-claimed view that immigrants take jobs from Australian workers was **not** substantiated. 'Immigrants were found on balance to have created (through demand effects) as many jobs as they took up, although it was found that workers who compete against migrants in specific areas may be disadvantaged.'

The second volume includes individually authored chapters, thus:

An overview

N.R. NORMAN

Immigration and economic development

K.F. MEIKLE

Demographic consequences of immigration

R.F. GODDARD, L.H. SPARKES and J.A. HAYDON

Immigration and the labour market

B. CHAPMAN, D. POPE and G. WITHERS

q.v.

Migrant household expenditure and income

L. BAKER

Implications for Government expenditure  
K.F. MEIKLE and A. TULPULE

Industry structure, investment, scale economies and technology  
K.F. MEIKLE

The impact of immigration on the trade balance, capital flows  
and related variables  
N.E. NORMAN and K.F. MEIKLE

The ORANI simulations  
L. BAKER

Implications and pointers for policy  
N.E. NORMAN

STATISTICS, CAUSES, POP (OTHER), POLICIES.

550

NORRIS, Keith (1983), **The Economics of Australian Labour Markets**, Melbourne, Longman Cheshire, 251 pp.

The book has sections on the supply of labour, the demand for labour, education and training, labour markets, segmentation and discrimination in labour markets, the pay structure and wage inflation. The final chapter deals with unemployment; one section deals with the measurement of unemployment, exploring 'the reasons why the published figure of unemployment may often understate the true level of unemployment'. The concept of the equilibrium level of unemployment is discussed and examined. A mainly theoretical section looks at the ways in which the actual unemployment rate comes to exceed the equilibrium rate. Finally the author looks at 'the reasons why unemployment among the young is usually greater than among older age groups and why this difference is so marked in recessions'.

STATISTICS, SEGMENTATION, EDUCATION/TRAIN, CAUSES, POP (YOUTH).

551

NORRIS, Keith (1985), 'Taxes, transfers, and the social wage in Australia 1975-84', **Australian Bulletin of Labour**, 11(4), September, 212-35.

The aim of the paper is to measure changes in the living standards of families. The terms are defined and methods of measurement described. The results are given for 16 household types and show that there has been a modest growth in living standards for all except single parent households with one child, and also for a household comprising a single adult unemployed person where the decline in living standards was 1.02 per cent per annum.

STATISTICS, EFFECTS.

552

NUNAN, Ted (1984), 'Technology, unemployment and schooling', **New Education**, 6(1), 19-28.

The paper puts forward the view that during the Fraser-Howard period 'Educationists were prepared to steer the schooling of a state towards the goal of increasing productivity on a suspect moral basis. Their implicit position was that increasing productivity was good; for the individual, it could bring employment and hence self-esteem, while for society it could bring increased wealth for all. However, many educationists failed to voice concern when economic policies of government supported **structural** unemployment, thus making it clear that the benefits of increasing productivity would be selectively distributed and not all future citizens could expect equitable treatment from their educational system.'

EDUCATION/TRAIN, CAUSES, POLICIES.

553

NURICK, John (1984), **Too Few Jobs; Why governments can't cure unemployment**, AIPP Policy Paper No.2, Perth, Australian Institute for Public Policy, 82 pp.

Macroeconomic policies effective until the 1970s are not successful in controlling unemployment and inflation in the 1980s. A significant reduction in the rate of wage increases was brought about by the Wage Pause Program and the ALP-ACTU Accord. 'The price of labour is insulated from the effects of supply and demand by the actions of the trade unions and the arbitration system. Some 90 per cent of Australian jobs are covered by minimum wage awards which prevent employers and unemployed from entering into mutually advantageous transactions.'

The unemployed are not 'a homogenous and undifferentiated mass'. The number of the unemployed 'varies with the definition chosen and with the relative levels of benefits and wages'. Some people may find 'they are better off unemployed' if there is little difference between welfare and unskilled earnings after tax. 'The only way to achieve a permanent high level of employment is to remove the rigidities of the labour market. This means ending the influence of the arbitration system and the monopoly power of trade unions. Integration of the taxation and welfare systems would assist, as would changes in the level and administration of unemployment benefits.'

The paper is based on a British publication by Robert MILLER and John B. WOOD (1982), **What Price Unemployment? An Alternative Approach**, a Hobart Paper, London, Institute of Economic Affairs.

CAUSES, POLICIES.

554

O'DONNELL, Carol (1984), **The Basis of the Bargain; Gender, Schooling and Jobs**, Sydney, George Allen and Unwin, 186 pp.

'The book deals with the position of women in the Australian labour market in the period after the Second World War until the beginning of the 1980s.' The author comments that statistics present an imperfect picture of the role of women in the paid workforce and unemployment is often hidden because women have little incentive to register as unemployed. Particular aspects of female unemployment are mentioned in relation to inequalities in employment.

SEGMENTATION, EFFECTS, POP (WOMEN).

555

OFFICE OF YOUTH AFFAIRS and the SOCIAL WELFARE POLICY SECRETARIAT (1984), **Income Support for Young People**, Canberra, AGPS, 125 pp.

This paper looks at some major issues involved in income support arrangements for young people including unemployed young people and discusses possible future directions for reform. It describes current arrangements and examines the pressures for change. Government policy and principles for income support are presented and the issues to be faced - complexity, adequacy, equity, incentives, dependency, financing and administrative and other considerations - are discussed. A final chapter presents a series of options for responding to the pressures to change current arrangements.

STATISTICS, POP (YOUTH), POLICIES.

556

O'LOUGHLIN, Mary Ann (1984), **Disincentives to Labour Market Training for Adult Social Security Recipients**, Paper prepared for the Committee of Inquiry into Labour Market Programs, Social Welfare Research Centre, University of New South Wales, 44 pp.

The paper is focused on disincentives which derive from the social security and labour market training systems and their interaction. The market training programs and social security payments for which adults are eligible are described. Among the disincentives discussed are the costs involved in taking up training program opportunities, lack of guarantee of job after training, lack of available placements, problems related to CES assessment, lack of part-time placements, reduction or loss of pension or benefit and fringe benefits during training, problems with child care arrangements and low wage returns (especially for female single parents). The paper puts forward several options for change of the training schemes.

EDUCATION/TRAIN, POP (WOMEN), STRATEGIES.



557

ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT (1982), **The Challenge of Unemployment, A Report to Labour Ministers**, Paris, OECD, 165 pp.

The report provides a 'broad-brush picture of salient macro and micro (labour market) developments during the past decade as well as present labour market characteristics'. A second section deals with appropriate policy responses. Data from OECD countries are given, including some from Australia.

STATISTICS, POLICIES.

558

ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT (1983), 'Long-term unemployment in OECD countries', **OECD Employment Outlook**, 53-67.

Charts show, for OECD countries, unemployment rates, long-term (6 months and over) and long-term (12 months and over) unemployment, indicating a rise in Australia since the mid 1970s. The characteristics of the long term unemployed are analysed, and the causes canvassed. 'The evidence suggests that in a cyclical upswing the new jobs created go primarily to the short-term unemployed. The current outlook for long-term unemployment, in a condition of prolonged excess supply of labour, is thus extremely bleak.'

STATISTICS, CAUSES, SOCIETY.

559

ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT (1984), 'Do relative wage levels affect youth employment?', **OECD Employment Outlook**, 69-84.

The situation in eight countries including Australia has been studied to determine whether relative wage levels affect youth employment and unemployment. In six of the countries youth wages relative to those of adults have increased over the period investigated (1966-1984), with a deterioration in the relative labour market position of youth in four of the countries studied. The evidence indicates that the level of youth wages does matter but studies of other possible factors would need to be carried out 'before concluding that the strong rise and subsequent downward inflexibility in youth wages relative to those of adults apparent in some countries has been a major cause of the particularly sharp deterioration in the relative position of youth in these countries over the 1970s'.

STATISTICS, CAUSES, POP (YOUTH).

560

ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT (1984), 'The labour market in the recovery', **OECD Employment Outlook**, 13-36.

This article presents a variety of statistics for all OECD countries, including Australia, to indicate the employment and unemployment rates over a period of time to 1983. They project rises in employment in most countries, including Australia, to 1985. They also predict a decline in the differential between youth and adult unemployment rates for Australia. Long-term unemployment is not expected to improve.

STATISTICS.

561

ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT (1984), **Manpower and Social Affairs Committee, Review of Youth Policies in Australia**, Paris, OECD, 111 pp. Review Team: Ritt BJERREGAARD, Anke FUCHS and Sir Richard O'BRIEN.

Chapters in this review cover the Australian situation, employment and unemployment, education and training, income support, an entitlement for young people, rationalising and decentralising government arrangements, and a framework for new initiatives. In their summary, the authors emphasise the need to raise the educational attainment and occupational skills of youth, and to ensure that opportunities are accessible with regard to sex or socio-economic status. General economic policies to assure aggregate employment growth are also essential. 'Selective employment policies are also necessary to ensure that young people get a proportionate share of full-time employment in those sectors of the economy that are growing ...' 'Income support arrangements need to be rationalised so as to provide the greatest incentive for productive activities, including enrolment in education and training.' Other recommendations relate to the need to involve all levels of government, unions and employers in developing comprehensive youth policies.

EDUCATION/TRAIN, POP (YOUTH), POLICIES, STRATEGIES.

562

ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT (1984), 'Unemployment and family income', **OECD Employment Outlook**, 87-97.

The impact of unemployment on those who cannot find work and on their families, with particular regard to income levels, is the subject of this chapter. Five OECD countries including Australia are studied. Methods of identifying low income families are discussed. A further section uses data from household surveys to 'provide illustrative evidence of the link between unemployment and low family income, and how far the strength of that relationship reflects certain family and labour market characteristics'. It is shown that 'low family incomes are more common amongst the unemployed than the employed, and that family status - and in particular the presence of another earner in a family where one member is unemployed - is an important determinant of whether a family has a low income. But it is also

suggested that the incidence of low incomes amongst unemployed people as compared with employed people is large'. Some groups of unemployed people - 'sole income providers and those with a record of unemployment for example' - are more likely to suffer financial hardships.

Income replacement during unemployment is examined and the results show that the compensation benefits offer only 'a modest degree of income replacement'. While a single short spell of unemployment may carry little personal financial cost, this is not true where the spells are longer as is now common. The effects are most severe where the heads of households are involved.

STATISTICS, EFFECTS.

563

O'SHANE, Pat (1982), 'On the treadmill : women in and out of unemployment', **Proceedings, Anne Conlon Memorial Lecture**, New South Wales Women's Advisory Council, 8-23.

The role of women in the workforce is discussed, and the reasons for their high rates of unemployment examined. Arguments against the employment of women are answered. The situation of Aboriginal women in the workforce is particularly described.

CAUSES, POP (WOMEN), POP (OTHER).

564

OVERBERG, Henk (1984), **Ethnic Youth Participation in the Community Youth Support Scheme**, Melbourne, COASIT - Italian Assistance Association, 60 pp.

This publication describes a study of the 'perceptions of CYSS (Community Youth Support Scheme) Project Officers and potential ethnic minority clients of one another'. Some 'interpretive comments and some projections on future developments in the form of recommendations' are also included.

The study indicated a 'lack of perception of the needs of an ethnic minority clientele' among the Project Officers, and a complementary 'perception of CYSS programs as inappropriate to their needs' which 'represents an implicit, psychological barrier to equitable access by ethnic minority groups'. The author recommends (among other things) that ethnic community organisations be funded to operate CYSS projects.

POP (YOUTH), POP (OTHER), STRATEGIES, LABOUR MARKET PROGRAMS.

565

PARKINSON, Cassandra (1985), 'Women, TAFE and the labour market', **The Australian TAFE Teacher**, 17(1), May, 21-3. Edited version of a speech given at the National Conference on Women in Post-Secondary Education, organised by the Federation of Australian Universities Staff Associations.

The paper is a response to the (Kirby) Report of the Committee of Inquiry into Labour Market Programs. It considers some implications for women, particularly in the area of Technical and Further Education.

EDUCATION/TRAIN, POP (WOMEN), LABOUR MARKET PROGRAMS.

566

PATTON, Wendy and NOLLER, Patricia (1984), 'Unemployment and youth : a longitudinal study', **Australian Journal of Psychology**, 36(3), December, 399-413.

'In order to examine further some of the effects of the experience of unemployment on school leavers of both sexes, measures of self-esteem, depression and locus of control were administered to 57 males and 56 females prior to their leaving school (Time 1) and again 5 months later (Time 2). At Time 2, the subjects had either returned to school, found employment, or were unemployed. The longitudinal nature of the design enabled statements about causality to be made. Group and sex differences at Time 1 and Time 2 were analysed using discriminant analysis and factorial analysis of variance. Results showed a clear effect of the experience of unemployment on the unemployed, with the unemployed group increasing their scores on depression and external locus of control, and decreasing their self-esteem scores. Sex differences for depression and self-esteem were found at Time 1, and for depression only at Time 2. Significant employment group sex interactions were found for self-esteem and locus of control at Time 2.'

SURVEY, EFFECTS, POP (YOUTH).

567

PAUL, Cheryl (1985), **Making Unemployment Work**, Victoria, Night Owl Publishers P/L, 172 pp.

The book is 'about management: how you manage your limited income, and how you manage all that free time. Management concerns survival on many levels: financial, social, physical and mental.' The author, unemployed herself, combines personal stories from other unemployed people with 'practical information about support structures (what they are, where they exist, how they help), co-operatives, educational opportunities, starting a small business, initiating a job-creation scheme (and applying for funding), developing artistic and leisure pursuits, and most importantly, developing a positive attitude'.

STRATEGIES.

PERRY, L. (1980), 'Unemployment : past, present and future' in John M. VEALE (ed.), **Australian Macroeconomics : Problems and Policy**, Sydney, Prentice-Hall of Australia, 12-27.

This chapter provides an overview of the Australian employment situation which shows that 'the economy has been plagued with large rates of unemployment' though this did not apply to the post World War II period up until the 1970s 'when Keynesian economic policies seemed to operate successfully in maintaining a very low rate of unemployment'. The behaviour of labour market participants is discussed in relation to the change during the 1970s. Three studies are described which predict a rise in the unemployment rate in the 1980s. The author argues, in disagreement with Windschuttle who believes the cause to be the 'profit motive' of the capitalist system, that 'the problem of unemployment is one of deciding on the extent to which expansionary, monetary and fiscal policies lead to (i) increases in output and employment, or (ii) increases in wages and prices'. It is arguable that in the 1970s wages and prices have been sensitive to expansionary policies and therefore 'the pessimistic future employment scenarios discussed' will come true.

CAUSES, POLICIES.

'Perspectives on Job Creation : A collection of papers by different authors' (1984), Review Paper No.12, **Youth Studies Bulletin**, 3(2), 70-134.

The articles in this collection are as follows:

The demand side of labour markets : business organisations and segmentation in Australia

Michael TAYLOR

Creating grass roots employment (without extra funds)

Paul EDWARDS

Job creation for disadvantaged workers

Peter ALLEN

Direct public sector job creation : implications for youth

Claire THOMAS

Job generation : an organisational strategy to create long-term employment

Tom O'BRIEN

Some perspectives on the role of local government in job creation

Josef HORINEK

The community employment initiatives unit : a Western Australian government program

Peter KENYON

Thinking about job creation

Catherine BLAKERS

(Also in **Australian TAFE Teacher**, (1984) November, 11-15 [q.v.])

POP (YOUTH), STRATEGIES, LABOUR MARKET PROGRAMS.

PETERS, R.W. and PETRIDIS, A. (1985), **Employment, the Labour Force and Unemployment in Australia : A Disaggregated Approach**, Discussion Paper No.3, The Western Australian Labour Market Research Centre, Murdoch, WA, Murdoch University, 39 pp. Also, *The Australian Economic Review*, 4th Quarter, 51-67.

The study discussed here focuses on the response of labour force participation to changes in employment. The results of the research show the necessity for a disaggregated approach to explain recent developments in the Australian labour market. The overview of labour market developments since 1967 presented here shows that 'the relationship between changes in employment opportunities and changes in labour force participation has been highly variable and that, since 1974, there has been a marked decline in the extent to which participation in the labour force adjusts to short-run changes in employment opportunities'. The authors suggest that the 'changes have been reflected much more in the unemployment rate since the onset of the underemployment situation in the latter half of 1974'. They attempt to explain these observations by 'reference to data on those demographic groups which are usually considered to be reasonably differentiated in terms of participation behaviour'.

Two kinds of data are presented; the first set tests for the existence of differences in the short-run sensitivity of labour force participation to employment opportunities across the selected demographic groups and also for the existence of differences in these sensitivities between the pre-1974 and post-1974 periods; the second set presents statistics on the distribution of changes in employment and the labour force for those groups in various sub-periods from 1967 to 1983. The authors conclude that the variation in the adjustment of the labour force to changes in employment is explained by the differential response of labour force participation to changing full-time and part-time employment opportunities between demographic groups.

STATISTICS, SEGMENTATION.

PETTY, Michael F. (1985), 'The transition from school to work, or, unemployment of Lebanese youth in Sydney', in Ian BURNLEY, Sol ENCEL and Grant MCCALL (eds), **Immigration and Ethnicity in the 1980s**, Australian Studies, Melbourne, Longman Cheshire, 143-51.

The essay derived from a study carried out and reported upon in Christabel YOUNG, Michael PETTY and Arthur FAULKNER (1980), q.v. The author here points out that Lebanese youth are 'no more disadvantaged than Australian youth with the same education - if they have good English', and recommends that they should be provided with intensive English courses as soon as they arrive in Australia, while being supported financially 'until they have a good command of English and can enter the workforce or education as English-speaking citizens'. Unemployed youth should have financial support for further training.

SURVEY, EDUCATION/TRAIN, POP (YOUTH), POP (OTHER).

572

PHIPPS, A.J. (1983), 'Australian unemployment : some evidence from industry labour demand functions', **Australian Economic Papers**, 22(4), 333-44. Also published as Paper 65, Department of Economics, University of Sydney.

The paper examines the evidence put forward to support the view that the increase in unemployment in Australia in 1974-75 was due to an excessive rise in real wages in 1974 rather than to an inadequate level of aggregate demand. It then examines the demand for labour at a disaggregated, industry level 'which may shed some light on inter-industry differences in elasticities of substitution and elasticities of labour demand with respect to output changes'. One tentative conclusion is that 'variations in output appear to be the dominant cause of variations in the demand for labour, both at the aggregate level and for each of the broad industry groups studied'. Other conclusions relate to differences between industries.

CAUSES.

573

PITCHFORD, J.D. (1983), 'Unemployment, real wages and the money supply in Australia', **The Economic Record**, 59(165), June, 118-31.

'Many observers have attributed the high unemployment experienced in Australia in the 1970s to the rises in real wages which have occurred in the decade. An alternative or additional hypothesis is that unemployment has resulted from policy directed at controlling inflation and that this has been exacerbated by the occurrence of adverse external factors, particularly but not solely the oil price shocks, which have made inflation more difficult than otherwise to control.

The results of econometric tests suggest that a significant portion of fluctuations in the unemployment rate can be explained by real wage movements, and as well monetary policy through its effects on the real money supply also seems to affect unemployment. Both real wage rises and monetary restrictions appear to have contributed to the jump in unemployment in 1974-75, and since then the continuing high and rising unemployment rate is closely associated with the low growth rate of the real money supply.'

CAUSES.

574

POLISH TASK FORCE (1983), **The New Polish Immigrants : A Quest for Normal Life**, Sydney, Ethnic Affairs Commission of New South Wales, 146 pp.

The needs of Polish settlers are identified in this report which also presents 'information about the experiences of Polish refugees as a basis for further planning'. The employment and unemployment situation of the people surveyed is analysed by sex, age, length of time since arrival and level of occupational qualification. Employment is harder to find for recent arrivals, for women and older workers and for people with higher occupational

qualifications looking for employment of the same kind and quality as they had held in their home country. Length of time in this country appears to be the decisive factor in the 'normalisation' of the immigrants' life situations. The role of CES in finding work is discussed.

SURVEY, SEGMENTATION, CAUSES, POP (OTHER).

575

POPE, David (1982), 'Wage regulation and unemployment in Australia : 1900-30', **Australian Economic History Review**, 22(2), September, 103-26.

'Real wage overhang' is a term which refers to 'a faster rise in real labour costs than in productivity'. Controversy exists as to whether it is a cause of unemployment. 'This article attempts to throw some light on the question by examining an earlier period when the system of minimum-wage fixation was first instituted and developed and when, it will be argued, overhang was created.' The author believes that wage regulation has not been without cost.

CAUSES, POLICIES.

576

PORTER, Michael (1984), 'Full employment should be legalised - some pointers from overseas', **Institute of Public Affairs Review**, 38(3), Spring, 128-31.

'Australia has one of the most highly regulated and institutionalised labour markets in the world. Unless we take steps to introduce more flexibility we may well become the poor white nation of the Pacific in the next century.' Changes suggested here include decentralising wage bargaining, bonus systems, enforceable contracts, equity incentives, changes in tenure in publicly funded institutions (including the public service), changes in superannuation and a market based job creation program.

CAUSES, POLICIES, STRATEGIES.

577

POWER, Margaret (1980), 'Unemployed women : scapegoats of the recession', in Greg CROUGH, Ted WHEELWRIGHT and Ted WILSHIRE (eds), **Australia and World Capitalism**, Melbourne, Penguin, 36-45.

The author looks at the nature of the crisis in economic contraction, unemployment and employment, the structure of female unemployment, the ideological attacks on women and women's response to the attack, as well as 'government repression of women' in terms of the conditions laid down for eligibility for welfare benefits.

CAUSES, POP (WOMEN).



578

PRESIDEE, Mike (1982), 'Invisible Girls', **Youth in Society**, April, 10-12.  
Based on a paper presented to SAANZ Conference, New Zealand, 1981.

The article reports on a study of working class young women in Elizabeth, South Australia, who had been unemployed between 3 months and 3 years. The effects of their unemployment and their attitudes to life are explored. The author suggests the need for 'separatist programmes which attempt to bring together unemployed young women in a social setting that can be in part created by themselves, free from the oppression of hegemonic cultures'.

SURVEY, EFFECTS, POP (WOMEN), POP (YOUTH), STRATEGIES.

579

PRESIDEE, Mike (1984), 'Youth unemployment and young women', **Radical Education Dossier**, 23, Winter, 4-7.

The author has interviewed young working class women in South Australia and in Bristol, UK, and the article reproduces extracts from the interviews. He discusses the relationship between youth cultures and unemployment and the 'struggle against the isolation of unemployment exacerbated by the tendency to be absorbed into the deeper isolation of housework'.

SURVEY, EFFECTS, POP (WOMEN), POP (YOUTH).

580

PRIOR, Marjorie, WALLACE, Michelle and CARR, Julie (1983), **What About Me?, The impact unemployment has on country girls**, Women in Education, Lismore, 57 pp.

This booklet documents and promotes 'the hidden needs of unemployed girls living in Lismore and district'. A survey was carried out of girls between the ages of 14 and 19 and at the time of publication 228 girls had responded, 26 per cent of them being unemployed. Education is seen as the greatest need to improve their situation.

SURVEY, EFFECTS, POP (YOUTH), POP (WOMEN), STRATEGIES.

581

PUNCH, Julian (1980), 'The unemployed : a church concern', **The Australasian Catholic Record**, 57(3), July 224-34.

The author has worked with unemployed youth for five years and is concerned about the lack of understanding according to them. Transnational corporations are the cause of much unemployment and the unemployed are powerless. The church has a responsibility and the author describes some local church initiatives undertaken in Tasmania.

CAUSES, STRATEGIES.

582

RICHARDSON, Sue (1984), 'Inflation and the dispersion of pay', in Richard BLANDY and Owen COVICK (eds), **Understanding Labour Markets**, Sydney, George Allen and Unwin, 37-60.

The conclusion to this chapter points out that in looking at the effects inflation has on dispersion of pay, attention must be paid to the consequences of unemployment and that the 'literature is clear in its expectations: rises in unemployment cause an increase in the dispersion of pay'. In the examination described it was found that, surprisingly, 'except for award wages, unemployment shows up as equal to or more important than inflation in explaining dispersion'. The finding that 'rises in unemployment cause a compression in the dispersion of pay' is at odds with overseas theory and evidence and warrants further examination.

EFFECTS.

583

RITCHIE, Peter (1984), 'Removing barriers to youth employment', **Institute of Public Affairs Review**, 38(2), Winter, 68-71.

The author is the Managing Director of McDonald's which employs a large number of young people. He 'argues that the policies of unions, industrial courts and some Governments are keeping young people out of jobs'.

CAUSES, POP (YOUTH), POLICIES.

ROBERTS, Stephen H. and STRUIK, Andrew (1982), 'Migrants and the labour market', in Dennis TREWIN (ed.), **Statistics in the Labour Market : The Role in Planning and Policy Formulation**, Lecture Notes in Statistics, Vol.5, New York, Marcel Dekker, Inc., 75-95.

'This chapter outlines the main links between immigration and the labour market and reviews some of the available data on migrants in the labour force.' Separate sections discuss immigration and the supply of labour, the effects of immigration on the demand for labour and migrants in the labour force, both in employment and unemployment. Statistics are presented to support the arguments made.

STATISTICS, CAUSES, POP (OTHER).

585

ROBINSON, Chris (1984), **Labour Force Participation and Labour Market Policy : An International Comparison**, Working Paper No.39, Canberra, Bureau of Labour Market Research, 68 pp.

'The study is broadly structured in two parts. The first outlines the possible effects of labour market programs on labour force participation from a theoretical perspective. The second describes the types of programs used

by Australia, Japan, Canada, Sweden, West Germany and the United States. Some conjectures are drawn from the data as to their possible effects.' Figures are given for job creation and job maintenance programs, labour market training and vocational education and support programs, job placement and labour mobility programs and income support programs. One conclusion drawn is that the recent emphasis on job creation is likely to prove more effective in reducing unemployment than if the emphasis had been placed on increasing skills and mobility by other programs.

A brief account of the paper is given in MCMAHON, Pat and ROBINSON, Chris (1984), 'Labour force program expenditures : an international comparison', **Bulletin of Labour Market Research**, 11, June, 22-24.

STATISTICS, STRATEGIES, LABOUR MARKET PROGRAMS.

586

ROE, Jill (1983), 'History's lessons', **Australian Society**, 2(8), September, 19-21.

The article argues that public policy in Australia is as unprepared and ill-equipped to deal with unemployment as it was in the 1930s. Social policy, however, 'is now regarded as a distinct and even pivotal theme in Australian history', though the new research is pessimistic. Social administration has also been 'transformed into a critical area'. The author believes that 'Australian social policy is inhibited not just by forces beyond national control but by patterns fixed firm in Australian history'. Australia is a country with great possibilities for innovation and the eighties may be the time to develop a resourcefulness to cope with the situation. Some Australian research and critiques are discussed.

POLICIES.

587

ROE, Jill (ed.) (1985), **Unemployment : Are There Lessons from History?**, Sydney, Hale and Iremonger, 178 pp.

This book consists of the texts of eight lectures delivered at Macquarie University in 1983. In her introduction to the volume, the author discusses the rise in unemployment in capitalist society after the boom of the 1950s to the 1970s. Memories of the Depression of the 1930s have been revived, and its history and implications are discussed; historical patterns are drawn out. Six of the papers refer to other countries, two to Australia. These are:

Australian responses to unemployment in the last Depression  
Stuart MACINTYRE

Economic policy in the 1930s and the 1980s : the second time  
as farce?

Ted WHEELWRIGHT

POLICIES.

588

ROMAN, David and SEARLE, Glen (1984), **Community Employment Development Initiatives, A review of possible mechanisms to encourage community and locally based employment creation**, Background Paper, Sydney, Department of Environment and Planning, 13 pp.

The paper canvasses 'a number of methods of developing community employment and local enterprise initiatives which have been adopted successfully overseas to stimulate local employment and which may be applicable to New South Wales'.

STRATEGIES, LABOUR MARKET PROGRAMS.

589

ROSS, Russell (1984), 'Married women and market work : how much choice?', **The Australian Quarterly**, 56(3), Spring, 227-38.

This article reports on a survey of 602 married women aged between 15 and 64 years (out of 800-1,000 originally approached) living in Sydney in 1980. 312 were in employment, 24 were unemployed, the rest were not in the labour force. The characteristics of the women are shown. The women were asked their reasons for being or not being in paid employment. The dominant reasons for working are financial. The reasons why women either were not working or would reduce their hours of work if possible were more varied. The author discusses the implications of the survey results.

SURVEY, POP (WOMEN).

590

ROSS, Russell T. (1984), 'Unemployment in Australia', **Current Affairs Bulletin**, 60(10), March, 4-11.

The article begins by defining some commonly used terms before showing the rise in the unemployment rate over the last twenty years and its relationship to the participation rate in the labour force. The author then outlines the pattern which has developed, with reference to duration of unemployment, hidden unemployment, factors affecting the measurement of unemployment statistics, the differing incidence of unemployment in the various sections of the labour force, by age, sex and marital status and by country of birth. Causes or commonly advanced explanations of unemployment are examined: the depressed world economy, the high level of savings, reduced rate of investment, 'too high' real wages, new technology, structural change, the drought and the increasing participation of married women. The roles of federal and state governments in labour market management are described with reference to training schemes, programs which provide incentives for employers to hire more staff, the Commonwealth Employment Service, benefits paid to those not in the labour force and to the unemployed, education and immigration policies as well as the government's broad economic policy. Finally, the author looks at some implications for the short-term unemployment prospects, and concludes that unemployment is 'likely to remain one of Australia's most pressing economic problems and the social problems associated with it will be serious for quite some time to come.'

STATISTICS, SEGMENTATION, CAUSES, POLICIES.

591

ROSS, Russell T. (1985), 'Improved labour market information : beyond unemployment statistics', **Australian Bulletin of Labour**, 11(4), 236-45.

'It is widely recognised that official unemployment statistics are no longer an adequate guide to the state of the labour market. Their focus is limited to unemployment, only one aspect of under-utilisation of labour. This is significant since in a recession the extent of under-utilisation of an economy's labour resources determines the size of what will be a major constraint on the ability to expand once the recession is over. A critique of the unemployment rate approach and the two existing alternatives to measuring the state of the labour market is given in the next section. A superior framework, including all aspects of under-utilisation, is then proposed. Statistics estimated using this framework are compared with statistics from the existing frameworks in the final section.'

STATISTICS.

592

ROUTLEY, V.C. (1985), **Register of Government Employment and Training Programs : 1985 edition**, Technical Paper No.25, Canberra, Bureau of Labour Market Research, 109 pp.

This register is a later edition of Technical Paper No.19 which provided a convenient reference of the specialised programs initiated by governments to assist persons who are unemployed or 'appear to be at risk of becoming unemployed'. The emphasis in the current edition is on programs specifically designed to counter current high levels of unemployment. Programs are listed for the Commonwealth and individual states according to the source of funding. They are divided into four categories entitled respectively: Work experience and orientation; Job skills training; Specific job creation and job generation; and Personal support and development schemes for the unemployed. Information is presented in a standard format (a modified version of that used by the OECD in their Inventory of Employment and Manpower Measures). The publication provides information about schemes as at April 1985 and it is intended that further revisions will be issued.

EDUCATION/TRAIN, STRATEGIES, LABOUR MARKET PROGRAMS.

593

ROWLAND, Moira (1984), 'Statistics on youth employment', **Youth Studies Bulletin**, 3(2), May, 64-9.

This critical discussion of the sources and scope of data available points to the difficulties in identifying the numbers of young people actually unemployed.

STATISTICS, POP (YOUTH).

594

ROWLAND, Moira (1984), 'Neither learning nor earning : the published information', **Youth Studies Bulletin**, 3(3), August, 103-109.

Difficulties connected with obtaining information about teenagers and their labour force status are described. Sources of data are given and the inadequacies of each are also described.

STATISTICS, POP (YOUTH).

595

ROWLAND, Moira (1984), 'Community employment program : job creation or work experience', **Youth Studies Bulletin** 3(4), November, 103-109.

The article assesses the achievements of the Community Employment Program after its first year of operation. The author concludes that such programs, born of conflicting aims, must have a compromise position and 'other programs are therefore needed to take over the other aims now neglected by the CEP, permanent job creation and continuing community benefits'.

POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

596

ROWLAND, Moira (1985), 'Headline : Unemployment up, dole payments down', **Youth Studies Bulletin**, 4(1), February, 59-67.

Statistics from different sources, using different definitions result in baffling headlines. This article compares the ABS Labour Force figures with those published by the Department of Social Security. The author concludes that extreme caution should be exercised in any comparisons, though each series may be accurate and contribute to a general understanding.

STATISTICS.

597

ROWLAND, Moira (1985), 'Unemployment figures and job vacancies : registering reality?', **Youth Studies Bulletin**, 4(2), May, 56-65.

'The Commonwealth Employment Service (CES) not only try to match job-seekers with jobs, but keep a record of what they do and of what remains to be done at the end of each period. Their statistics form a useful supplement to the estimates published by the Australian Bureau of Statistics (ABS) and to the records kept by the Department of Social Security (DSS).' However the CES has had an interrupted history of publications and the earlier **Monthly Review of the Employment Situation** has been replaced by the present **Commonwealth Employment Service Statistics**. This paper concentrates 'on the differences between the earlier publication and the present CES statistics, and on how the contents of the latter compare with material produced by the ABS'. Several tables and graphs are included.

STATISTICS

598

ROWLAND, Moira (1985), 'Lower wages : the simple solution to youth unemployment?', **Youth Studies Bulletin**, 4(3), August, 78-83.

This is a review of the literature and arguments advanced on both sides of the debate about the effect of levels of youth wages on youth employment and unemployment. The review concludes that the statistics available are inadequate for conclusions to be drawn. 'They can nevertheless help us in urging greater moderation on the more extreme partisans of either side.'

STATISTICS, CAUSES, POP (YOUTH), POLICIES.

599

RYAN, Edna (1984), 'Are married women taking other people's jobs?', in Jill EASTWOOD et al. (eds), **Labour Essays 1984**, Melbourne, Drummond, 66-91.

This essay includes an historical perspective of women's employment and examines their share of unemployment and poverty. The author also answers the attack on married women in the workforce, by looking at some consequences for women of marriage and divorce today, and the effects of unemployment on their lives.

EFFECTS, POP (WOMEN).

600

SAMPSON, A.A. (1984), 'Unemployment and the distribution of income', **Australian Economic Papers**, 23(43), December, 249-58.

The author examines theories which explain the distribution of income between wages and profits in the light of recent literature by Barro and Grossman and Malinvaud on 'Temporary Equilibrium'. Malinvaud classifies the possible temporary equilibrium states of economies into states of 'Classical Unemployment' arising out of a high and rigid real wage, states of 'Keynesian Unemployment' due to deficient aggregate demand or states of 'Repressed Inflation' with excess demand for output. Sampson suggests that 'which theory (of income distribution) explains the distribution of income depends on which of the three Temporary Equilibrium states characterises the economy, and this is an empirical matter'.

EFFECTS

601

SANDERCOCK, Leonie and MELSER, Peter (1985), '"Like a Building Condemned" : Planning in an old industrial region', **Built Environment**, 11(2), 120-31.

Wollongong is described as a 'company town', shaped by the needs of the iron and steel industries. 'Capitalism is the chief architect of urban space'. 'Just one of the more notorious effects of footloose capital shifting investments between localities, cities, regions and nations has been job loss and destruction of once thriving communities, particularly in the old industrial regions.' The authors present some results from a study of what is happening in Wollongong to those who have been retrenched, to adolescents with no job prospects, and to the migrants attracted to the area despite the economic downturn. The loss of jobs and growth of unemployment, including 'hidden unemployment' of women is documented, both by presentation of official statistics and through interviews with people in the community.

Sandercock and Melser also describe the responses to the economic restructuring and unemployment by government, community and unions, commenting on 'the fragmented and unco-ordinated nature of these efforts'. Plans presented by researchers from within the New South Wales Department of Environment (Larcombe and Blakely, 1982, q.v.) have not been taken up. More holistic planning is required, with 'an end to demarcation disputes between economic, social, urban and education planners and between levels of government and different government departments.'

SURVEY, CAUSES, EFFECTS, POLICIES.

602

SANDERCOCK, Leonie and MELSER, Peter (1985), 'Unemployment in Wollongong', **Coalition on Employment (Wollongong-Shellharbour-Kiama) Newsletter**, December/January, 6-10.

The importance of work in our way of life is fundamental. The costs of unemployment are great. In this perspective the authors describe the situation in Wollongong, the level of unemployment, the increase in length of time employment lasts and the consequent low labour turnover. A table shows the location of the unemployed population by suburb, showing that 'unemployment is concentrated in those areas where younger manual workers live'. The authors find that the responses to unemployment by government, community and unions are fragmentary and unco-ordinated. Coherent alternatives are necessary.

STATISTICS, CAUSES, POLICIES.



603

SAUNDERS, Peter (1982), 'Henderson guaranteed minimum income scheme : a perspective from the 1980s' in Ronald MENDELSON (ed.), **Social Welfare Finance : Selected Papers**, Canberra, Centre for Research on Federal Financial Relations, The Australian National University, 99-116.

The author examines poverty in the light of the increase in unemployment since 1973, and the level of pensions and benefits in relation to the poverty line. 'He concludes that poverty has increased and that the social security payments have remained below the Henderson poverty line.' The possible implementation of a guaranteed minimum income policy, as proposed by the Poverty Commission is discussed.

EFFECTS, POLICIES, STRATEGIES.

604

SCARRABELLOTTI, Gary (1980), 'The CCJP and unemployment', **Australasian Catholic Record**, 57(3), July, 253-61.

The article is a critique of the document **Beyond Unemployment** drawn up in 1979 by the CATHOLIC COMMISSION FOR JUSTICE AND PEACE (see earlier bibliography).

POLICIES.

605

SCHERER, Peter (1984), **Public Administration and Job creation**, Conference Paper No.49, Paper presented to Autumn Forum, Royal Australian Institute of Public Administration, 'A Generation of Unemployed', The Australian National University, Canberra, Bureau of Labour Market Research, 12 pp. Also in **Canberra Bulletin of Public Administration**, 11(2), Winter, 26-32.

Experience with the Wage Pause Program shows that, even under common guidelines, different sponsors are likely to emphasise different goals in the job creation projects they approve. In particular, local governments insist that their own priorities are reflected in the jobs created. 'It is not possible to avoid this while trying to ensure that each project approved confers community benefit.' However the author believes that it is possible to use such schemes to try innovative practice and that real experimentation must take place so that new ways are opened up to use 'the wasted resources encompassed by mass unemployment'.

POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

606

SCHERER, Peter (1985), **The Kirby Report : Implications for Training, Education and Work**, Conference Paper No.54, edited version of the summary of a conference, March 1985, Canberra, Bureau of Labour Market Research, 9 pp.

Five main themes were identified at this conference. First, problems of co-ordination between agencies dealing with youth; second, the contribution of economic growth which can be made by improving the quality of workers; the role of traineeships and the dilemmas associated with attracting people who have already left school, without encouraging young people prematurely to take them up; wages and the wage system; the significance of the Kirby Committee's attitude to public sector responsibility for training provision and financing.

Finally, the 'paper concludes by endorsing the Kirby Report's observation that labour market programs should be viewed as integral to economic policy, rather than operating at the margin'.

EDUCATION/TRAIN, POP (YOUTH), POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

607

SCHOTT, Kerry (1985), 'The consensus economy : an international overview', **Economic Papers**, 4(2), June, 1-22.

The paper addresses the consensus-based approach to economic policy, especially with regard to wages, inflation and unemployment. 'The first section broadly discusses the economic policy alternatives from which the consensus approach has been chosen.' The various policy options are canvassed and the likely response of the economy to these alternative options considered. 'The second section examines the economic performance of other countries which have faced not dissimilar economic situations to those recently prevailing in Australia.' Countries which have a 'strong corporation', and operate with consensual arrangements are differentiated from those with 'weak' or 'medium' corporation. 'Where corporation has been practised, the formulation of economic policy has been achieved through direct consultation and consensus.' This is the 'type of political arrangement' emerging in Australia now. The relationship between inflation and unemployment in 17 nations between 1965 and 1981 is shown in one table, while another shows the relation between change in earnings and inflation for the same nations. Economic growth rates are compared. 'The final section draws the argument together. A consensus approach is not the only theoretical alternative and for some countries it may not be a feasible option in the practicable sense of being workable. However, for some countries the consensus approach is arguably the best feasible policy option.'

POLICIES.

SCHULTZ, Julianne (1985), **Steel City Blues**, Australia, Penguin, 282 pp.

'Restructuring is a code word. Essentially, it describes manufacturing industry's transition from labour-intensive to capital-intensive: changing the ratio of people to money and machinery. The aim is to maintain or increase the level of profit. Restructuring is used in Australia as a piece of euphemistic shorthand, as is "increasing productivity" to signify reducing the workforce and increasing output.' This book is about the restructuring of the BHP steel division in Wollongong and the price paid for the restructuring by the thousands of people who lost their jobs, and by their families.

The author conducted more than a hundred interviews, consulted a number of official reports as well as press accounts of the history and background of the events, in researching this book. Chapters tell of the sackings and the resistance by the coal miners, company problems, increasing cutbacks and company responses, the 'consensus' approach of the newly elected Labor government, the effects of unemployment on the community, the particular problems of women, young people and migrants, the problems associated with finding new jobs in other industries, international marketplace, planning and schemes to cope with the crisis, and 'Wollongong's restructured reality.'

The close relationship between Wollongong and Australian Iron and Steel has been no guarantee that the recovery of the industry would mean the recovery of the city. 'BHP's profits were a measure of the success of restructuring for the company. But Wollongong's continual, above-average levels of unemployment are a measure of the failure of restructuring for the city.' The author concludes that large-scale intervention, 'not just the handing out of money' is needed to produce 'a future that recognises the importance of work in our society ...'

CAUSES, EFFECTS, SOCIETY, POP (WOMEN), POP (YOUTH), POP (OTHER).

SCOTFORD, Narelle (1984), 'The lost generations', **Australian Social Welfare Impact**. 14(2), July, 6-8.

The article describes the behaviour and problems of unemployed people, both young and old, who have lost hope of finding permanent jobs. The relationship between unemployment and crime is briefly explored. Examples are given of how people have been helped by CES and CYSS.

EFFECTS, POP (YOUTH), POP (OTHER), STRATEGIES.

610

SCOTT, David (1984), 'Community responses to unemployment', **Canberra Bulletin of Public Administration**, 11(2), Winter, 111-14. Address to the 1984 Autumn Seminar of the RAIPA (ACT Division).

'In 10 years, community attitudes on unemployment have changed from rejection to acceptance. It is clear now that a great majority of the public recognise that there are simply not enough jobs available for those who would like to work ...' 'The danger now is that we will institutionalise responses to the unemployed by minor improvements to income security by job creation programs.' The author outlines responses to unemployment by various groups in the community and to the unemployed by the community.

SOCIETY, POLICIES.

611

SHANAHAN, Patrick (1984), **Youth Unemployment : The Disease of the '80s**, A study conducted for the Commonwealth Department of Health, North Sydney, Elliott and Shanahan Research, 164+ pp.

'This study involved the combination of a number of research techniques designed to assess the existence and significance of health problems among young unemployed Australians 15 to 25 years of age.' The research methods are described. The factors influencing the health problems of the unemployed which are considered here include the state of adolescence, sex, education, socio-economic status, living conditions and duration of unemployment. The problems are discussed under the headings of mental illness and physical health and the author finds that 'there is often an overlap between the mental and physical health problems experienced by young unemployed Australians'. Attitudes towards unemployment are explored in the business world and among the community. Reactions and attitudes of the young unemployed to current health and welfare services, both government and non-government are described. Recommendations are made which involve changing attitudes of the community, the unemployed and the health professionals through further communication programs in education, between service providers, for parents and the community. Models are suggested for providing health care in the community; funding is necessary for dental care. Homelessness is 'the single major concern of unemployed youth' and 'there is a desperate need for funding in this area'. Various suggestions are made for education programs in health areas and for remedial education.

For a review of this report by Rhyon ANDREWS, see **Australian Social Welfare Impact** (1985), 15(2), March, 24.

SURVEY, EDUCATION/TRAIN, EFFECTS, POP (YOUTH), STRATEGIES.

SHEEHAN, P.J. and STRICKER, P.P. (1984), 'Welfare benefits and the labour market', in Richard BLANDY and Owen COVICK (eds), **Understanding Labour Markets**, Sydney, George Allen and Unwin, 200-21.

'One of the central concerns of policy discussion in recent years has been the rise in the cost of income support and welfare payments generally to the Federal Government.' The authors provide statistics to indicate the factual basis of the concern. They point to four factors influencing the rise in the welfare bill: changes in the demographic structure of the population, changes in eligibility criteria, the effect of the recession, and the changes in the rates of payment of various pensions and benefits. The relationship between benefit useage and labour market conditions is examined and described. The authors estimate that over the seven year period, 1973-74 to 1980-81, 'the recession accounted for about half of all the increase in recipients shown'. 'Thus the only effective way to reduce the relative size of the welfare bill is to develop macroeconomic policies which will generate sustained expansion. Harsh policies to reduce the value or access to benefits will not only cause serious hardship, but they will be ineffective in reducing the relative size of welfare payments in the face of deepening recession.'

STATISTICS, EFFECTS, STRATEGIES.

SHELDRAKE, Peter (1984), 'A study of migrant unemployment', **Proceedings of the First National Congress, Sixth National Conference and Annual General Meeting of the Federation of Ethnic Communities' Councils of Australia Inc.**, University of Melbourne, Federation of Ethnic Communities' Councils of Australia, 175-91.

This paper examines work undertaken in relation to the review of manpower programs and services for migrant and refugee youth carried out by the Australian Institute of Multicultural Affairs for the Commonwealth Government. It analyses 'data on unemployment among young people born overseas, the factors that might relate to varying incidence of unemployment, and the nature of the unemployment experience'. The adequacy of existing data is examined.

It is concluded that although it had been thought 'that the problems were known and that the need was to introduce remedies', the data are in fact scarce and incomplete. 'The area of migrant participation in the labour market has been given relatively little attention by bodies charged with responsibility in the area. Whatever other conclusions flow from the Institute's research, the need to gather more relevant information for program administrators and researchers alike is quite clear.'

STATISTICS, POP (YOUTH), POP (OTHER), STRATEGIES.

614

SHEPHERDSON, K.V. (1984), 'The meaning of work and employment : psychological research and psychologists' values', **Australian Psychologist**, 19(3), November, 311-20.

'Structural change and its implications for unemployment raise questions about the meaning of work to individuals in our society. This paper examines the status of psychological research on this topic by reviewing four areas of research: job satisfaction, effects of unemployment, adult development and the cultural significance of work and employment. The conclusions which can be drawn are limited by conceptual and methodological problems, but it seems that finding substitutes for opportunities for mastery in the work role is a central issue to be addressed in a transition to a low-employment society. Some cautions about the values brought to bear on research in this area are sounded.'

EFFECTS.

615

SHERGOLD, Peter R. (1985), 'Discrimination against Australian immigrants : an historical methodology', in Ian BURNLEY, Sol ENCEL and Grant MCCALL (eds), **Immigration and Ethnicity in the 1980s**, Australian Studies, Melbourne, Longman Cheshire, 58-92.

This essay concentrates on the single measure of male annual income in order to place 'a quantitative value on the extent to which ethnic prejudice has resulted in discrimination in the labour market'. The impact of unemployment on the income measure is included in the calculations by which the author demonstrates that there is discrimination in the labour market.

STATISTICS, POP (OTHER).

616

SHIPLEY, Susan M. (1982), **Women's Employment and Unemployment : A Research Report**, Palmerston North, New Zealand, Department of Sociology, Massey University, and the Society for Research on Women in New Zealand Inc., 209+ pp.

The principal aims of this study were to describe the extent, nature and social effects of unemployment among women in a New Zealand city. A labour force survey of a random sample of 750 households was conducted; follow up interviews were carried out with 64 women, in some depth. The results of the survey are given under a number of headings. The general characteristics of the populaion are described, the labour force participation and unemployment rates are given, the segmentation of the labour market is analysed. The characteristics of the unemployed and others wanting work are shown, school and the transition to work processes are described along with work histories. The domestic circumstances of unemployed women are discussed, along with the search for work and the effects of unemployment. The author concludes with some suggestions for further research.

SURVEY, SEGMENTATION, EFFECTS, SOCIETY, POP (WOMEN).

617

SINGELL, Larry D. (1983), 'Youth unemployment in Australia : some comparative observations', **The Australian Economic Review**, 3rd Quarter, 63, 46-55.

The purpose of the article is 'to review the problem of youth unemployment in Australia from an American perspective'. The focus is a discussion of 'the relative importance of various developments which may have resulted in the increase in youth unemployment rates'. After looking at the size of the problem and isolating the special reasons for concern about youth unemployment, the author looks at four possible causes for youth unemployment. These are the pushed-out hypothesis, the crowded-out hypothesis, the priced-out hypothesis and the structured-out hypothesis. Each is explored and the relative impact of each is discussed.

CAUSES, POP (YOUTH).

618

SKEGGS, Denis (1985), 'Community employment programs - opportunities for health and building', **The Shire and Municipal Record**, 78(2), May, 75-7.

The article details some projects undertaken by the Fairfield City Council in which CEP grants have been utilised. The author finds that 'Health and Building Surveyors are in fact called upon to perform all manner of "extraneous" duties, all necessary and all to the benefit of the community. These particular CEP activities take little effort and are an "aside" to the main day-to-day effort'. 'The Community Employment Programme exercises and projects not only benefit the participants by achieving skills and by experiencing disciplines of the work area, but they also enhance that sense of achievement on which we all thrive.'

LABOUR MARKET PROGRAMS.

619

SLOAN, Judith (1984), 'Stone on teenage employment : some comments', **Australian Journal of Management**, 9(2), December, 99-104.

The author responds to statements made by the former Secretary to the Treasury, J.O. STONE, in his Shann Memorial lecture (q.v.) (sections of which are reproduced in pages of the same journal) about the labour market and youth unemployment. Arguments are presented to show that 'we cannot be sure of the magnitude of the effect of wages on teenage employment and unemployment', and 'factors other than wages seem to be important'. The author is also unwilling to accept Stone's contention that the workings of the labour market should be viewed like other markets and points out the hazards of doing so.

CAUSES, POP (YOUTH).

620

SLOAN, Judith (1985), 'Training or wages : an evaluation of the Kirby Report', **Australian Bulletin of Labour**, 11(3), June, 142-153.

In this review of **The Report of the Committee of Inquiry into Labour Market Programs** (the Kirby Report) the author draws attention to the vast array of different programs which are (or have been) available, and to the confusion about them among participants, administrators and employers. She also points out that the 'vast bulk of the report is taken up with a discussion of the labour market programs as they have affected and how they should affect young people', with little emphasis on the training and retraining needs of adults. This review draws attention to the 'overall strategy inherent in the **Report's** recommendations; the proposed youth traineeships; and the recommendations related to trade training'. The review argues that although the **Report** is ostensibly about training, it 'is as much about wages' which 'is not a bad thing'. It also argues that small business is likely to be a major source of new jobs and 'it is imperative that an environment exists in which small businesses can flourish'.

POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

621

SLOAN, Judith and WOODEN, Mark (1984), 'Labour markets from the microeconomic perspective : implicit contract theory', **The Australian Economic Review**, 67, 3rd Quarter, 120-9.

'This paper deals with a recent development in labour economics - that of implicit contract theory. A major impetus to its development has been the existence of involuntary unemployment and wage rigidity. In reality, there have been two streams of development - one associated with the name of OKUN which focusses on the fixed costs of employing labour and the importance of reputation for reliability on the part of employers. The other emphasises differences in risk-aversion between employers and workers, viewing the implicit contract as a form of risk shifting. Both theories provide insights into the workings of labour markets, in particular, the pervasiveness of long-term employment relations, although difficulties arise in terms of the enforceability of contracts. The broader literature on internal labour markets is useful in this context.'

CAUSES, POLICIES.

622

SLOAN, Judith and WOODEN, Mark (1984), **Manpower Policies for Migrant and Refugee Youth : Some Theoretical Issues** (with special emphasis on wage subsidies), Working Paper Series No.65, National Institute of Labour Studies Incorporated, The Flinders University of South Australia, 64 pp.

The deterioration in the Australian labour market is described, showing that migrant youth have experienced high unemployment rates. Governments have responded to unemployment problems with an expansion of manpower programs, mainly directed towards youth. The authors hold that 'to achieve the equity



objectives of manpower policy, it is essential that they be targetted on those groups in society who are considered genuinely disadvantaged in the labour market'. The paper looks at the advantages and disadvantages of wage subsidies (in the private sector), direct job creation (in the public sector), training in the firm, and education based manpower programs. It is concluded that 'wage subsidies and direct job creation are attractive, short-term policy options which can be readily implemented to provide immediate relief to those in need. They have significant disadvantages as long-term, permanent measures. Training offers the possibility of reversing potentially life-long disadvantages faced by certain groups in the labour market.'

EDUCATION/TRAIN, POP (YOUTH), POP (OTHER), POLICIES, STRATEGIES.

623

SMITH, Ian D. (ed.) (1980), **Youth, Schooling and Employment**, Parts A and B, Papers presented at the Annual Conference of the Australian Association for Research in Education, Sydney, November, 6-9, printed at Armidale College of Advanced Education, 549 pp.

The list of papers in this collection is too long to be repeated completely here. Abstracts of the papers are printed in the Association's journal, **Australian Education Researcher**, 7(4), November 1980. Many of the papers are related closely to education and to school students; a number are more directly concerned with unemployment. These include:

An analysis of views on work and unemployment among school leavers in Brisbane

Robin BRIGHT and Ron WILKES

q.v.

Is there life after school? A survey

J. DELIN, J. SAUNDERS and Q. INSHAW

Anxiety about employment prospects, and vocational preferences of high school students

Russell A. DOCKING

Transition education : a case study in the state's response to youth unemployment

John FREELAND

From the school leavers' point of view

Margaret JURD and Moira GORDON

Some reactions to Professor Karmel's 1979 Radford Memorial Lecture on youth, education and employment

Susan E. KING

Investigation of the 1978-1979 Link Course Programme in South Australia

Dean H. KUHL and David H. KINNEAR

Unemployment and recurrent education : an economic perspective

Phillip MCKENZIE

q.v.

An economic framework for explaining teenage unemployment  
W.J. MERRILEES (see earlier bibliography)

The school and teacher unemployment : a study to investigate  
motivations for entering teaching  
Brian NOAD

Women's participation in TAFE - another ticket to nowhere?  
Carol O'DONNELL and Jan CRANEY

From school to what? The case for trebling our options  
Shirley L. SMITH

Attitudes towards the primary school curriculum and their  
possible relevance for future employment and unemployment  
experiences  
James L. PETERSON and Candida C. PETERSON

Unemployed youth and education programmes in Australia and  
USA in the 1930s - lessons from the past?  
Andrew SPAULL and Jill BLACKMORE

Structural change and youth unemployment : implications for  
schooling  
Bruce W. WILSON and Roger R. WOOCK

School to work transition among migrant youth in Australia,  
with special reference to the Turks and Lebanese  
Christabel M. YOUNG

Two symposia were held at the conference, one was a report on case studies of  
alienation from school; the second 'Youth in transition' included papers by  
Trevor WILLIAMS, Margaret BATTEN, Jeff CLANCY (q.v.) and Sue GIRLING-BUTCHER.

EDUCATION/TRAIN, POP (YOUTH), STRATEGIES.

624

SMITH, Philippa (1982), **Living on the Edge : The Study of 90 Low Income Families**, Sydney, Australian Council of Social Service, 16 pp.

Among the 90 families examined in this study, 18 were headed by unemployed people, in a further 3, both the head and the spouse were unemployed, in four the spouse only was unemployed and in four families there were also other unemployed people. Five of the unemployed heads of households had been unemployed for more than a year. The report provides a profile of an average family and contrasts it with the families surveyed; one section spells out current community attitudes and government policies for the poor; another documents aspects of the day-to-day lives of the families involved; health, family stability, housing, employment and unemployment are examined. The relevance of the 'Poverty Line' is discussed. Recommendations are made in terms of developing appropriate income support levels.

SURVEY, EFFECTS, SOCIETY, STRATEGIES.

625

SMITH, Philippa (1984), 'Welfare aspects of unemployment', in Robert CASTLE and John MANGAN (eds), **Unemployment in the Eighties**, Melbourne, Longman Cheshire, 118-33.

The author discusses the individual and social costs of unemployment for society and the economy. She examines the governments' responses to unemployment in terms of expenditure in welfare and employment programs, the level of income support and the transfer of responsibility to families and to emergency relief and other welfare organisations. Eligibility for support is discussed and also the definition of 'unemployment'. The author proposes the introduction of a common pension with eligibility based on economic need.

EFFECTS, SOCIETY, POLICIES, STRATEGIES.

626

SMITH, Ralph E. (1983), **Employment Subsidies in Theory and in Practice : The Special Youth Employment Training Program**, Discussion Paper No.69, Centre for Economic Policy Research, Canberra, The Australian National University, 54 pp.

The role of employment subsidies in the economy is discussed and the Special Youth Employment Training Program (SYETP), which operated from 1976, is described. Its operations are analysed and the author concludes that it 'appears to be playing a useful, though not a large, role in the Australian economy. In considering what future role it or other employment subsidies might play, their relationship to other policies needs to be considered. More attention needs to be focused on determining the most cost-effective methods of attracting employer interest while achieving the program's objectives. Employment subsidies are one means of helping people to acquire skills. One option raised in the paper is to use other existing or new programs to prepare unemployed people for jobs and then use employment subsidies as a device to market those who complete these programs. Employment subsidies also redistribute job opportunities. Therefore, it is particularly important to examine the implications of current and alternative eligibility rules. At this point, it is not clear whether the use of unemployment duration as a qualifying criterion is the best approach.'

POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

627

SMITH, Ralph E. (1983), **Sorting Out Responsibilities for Training the Workforce**, Discussion Paper No.70, Centre for Economic Policy Research, Canberra, The Australian National University, 17 pp.

'This paper considers the circumstances in which it is appropriate for a government to subsidise training and examines the current mix of programs administered by the Australian Commonwealth Department of Employment and Industrial Relations (DEIR). Three reasons why a government might decide to subsidise training are offered: (1) to promote economic growth, (2) to redistribute income and employment opportunities, and (3) to facilitate economic adjustments.' The extent of expenditure is examined, the target

groups and kinds of activities are described. 'Few of the programs are oriented towards helping adult displaced workers prepare for other jobs. The major type of assistance provided by the Commonwealth for retrenched workers is the payment of unemployment benefits. The issue of whether subsidisation of retraining opportunities would improve the operation of the Australian economy is examined. A key problem raised is the difficulty of identifying unemployed workers for whom retraining would be the most effective route to becoming re-employed.'

POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

628

SMITH, Ralph E. (1984), **Estimating the Impacts of Job Subsidies on the Distribution of Unemployment : Reshuffling the Queue?**, Discussion Paper No.95, Canberra, Centre for Economic Policy Research, The Australian National University, 53 pp.

In examining the impact of the Special Youth Employment Training Program (SYETP) on the eligible population (mainly teenagers who have been unemployed for at least four months) and on young people not eligible for the scheme, the author has asked whether the subsidy has resulted in less long-term unemployment than would otherwise have been the case, whether the long-term reductions have been achieved at the expense of increases in short-term youth unemployment and what has been the net impact on youth unemployment rates.

'The preliminary estimates reported here ... suggest: higher subsidy participation is associated with less long-term unemployment for young people, some of this is at the expense of increased short-term youth unemployment, so that the net impact on youth unemployment is slightly less than the program's impact on long-term unemployment.'

POP (YOUTH), STRATEGIES, LABOUR MARKET PROGRAMS.

629

SMITH, Ralph E. (1984), **How Effective Has the SYETP Job Subsidy Been?**, Discussion Paper No.104, Canberra, Centre for Economic Policy Research, The Australian National University, 56+ pp.

This paper reviews and reconciles various estimates available of the employment effects of the Special Youth Employment Training Program (SYETP), mainly those results put forward in an earlier paper by the author, Discussion Paper No.95 (q.v.) and a **Telephone Survey of Wage Subsidy Employers Conducted in November 1983** by the Department of Employment and Industrial Relations. The most important conclusion is that the main finding of the earlier Discussion paper is confirmed; that, 'SYETP is increasing opportunities for the target group'.

POP (YOUTH), STRATEGIES, LABOUR MARKET PROGRAMS.

SMITH, Ralph E. (1985), 'Are targeted employment and training programs in Australia aimed at the right target?' in Paul A. VOLKER (ed.), **The Structure and Duration of Unemployment in Australia**, Proceedings of a conference, August 1983, Monograph Series No.6, Bureau of Labour Market Research, Canberra, AGPS, 221-40. Comment by Peter SCHERER.

'Employment and training programs are used in many nations as a means of improving the labour market opportunities of particular groups. Targeted programs in Australia are a recent development, having their origins in the 1970s. The Commonwealth Government now provides employment subsidies for hiring people who have had difficulty finding work, subsidies to state education institutions to develop and conduct courses to improve the employability of unemployed young people, special training programs for Aborigines and for the disabled, and other programs to subsidise the employment and training of people who are experiencing labour market problems.'

This paper considers these policies which are generally a means of providing employment as against the policies underlying American schemes which tend to be used as a way of redistributing income, part of an anti-poverty strategy. Low family income is a consideration in American programs; length of unemployment is a more important criterion in Australian schemes. The paper explored individual employment status and incomes in Australia. Policy issues raised relate to using employment and training programs to increase the earned incomes of people in low-income families.

STATISTICS, POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

SMYTH, David J. (1982), 'A short-run employment function for Australia : 1911-1912 to 1938-1939', **The Economic Record**, 58(163), December, 375-8.

'This paper develops a short-run employment function model in which the speed of adjustment is positively related to the level of unemployment.' 'The policy conclusion of the paper is that if Australian unemployment rates rise to levels that are unprecedented in the post-war period, firms may shake out surplus labour at a surprisingly fast rate.'

STATISTICS, CAUSES, EFFECTS.

SOCIAL SECURITY, DEPARTMENT OF (1985), 'Unemployment beneficiaries with a duration of benefit of 1 year and over : Australia, November 1984', **Social Security Journal**, June, 84-7.

Tables and charts show the number and percentage distribution of unemployment beneficiaries with benefit duration of 1 year and over by sex and by age. The information is prepared by the Statistics Section, Research and Statistics Branch, Development Division of the Department.

STATISTICS.

THE SOCIAL WELFARE POLICY SECRETARIAT (1984), **Review of Commonwealth Government Labour Market Programs**, A Submission to the Committee of Inquiry, 69+ pp.

The submission is made in a number of parts. After giving general background material it presents an analysis of social policy issues such as health and welfare, cash benefits, and welfare services. The target groups are described and separate chapters deal with older workers and retirement, long-term unemployment and disability, women and young people. Conclusions and recommendations are drawn out for each group. The main contributors to the submission include Tim COX, Vic ROGERS, Marion DUNLOP, Chris FOSTER, Nick SWAIN and Claudia THAME.

EDUCATION/TRAIN, POP (WOMEN), POP (YOUTH), POP (OTHER), STRATEGIES, LABOUR MARKET PROGRAMS.

SOMMERLAD, Elizabeth A., DAWSON, Peta L. and ALTMAN, Jon C. (1985), **Rural Land Sharing Communities : An Alternative Economic Model?**, Bureau of Labour Market Research, Monograph Series No.7, Canberra, AGPS, 221 pp.

This study examines rural land sharing communities which provide opportunities for alternative modes of living and working. It deals with economic, social and environmental aspects and their place in the labour market. It is divided into three parts, the first providing a background to the movement with chapters on the policy context, historical perspectives and an overview of sustainable rural settlement in Australia.

The second part reports the results of a survey in 1984 of 20 rural land sharing communities in New South Wales. Tables show the occupational background of the land sharers, their educational levels and the work effort by the members in production for use.

Policy issues are discussed in the third part. The authors do not consider that land sharing communities could assist in reducing the number of urban unemployed youth. Both entrepreneurial skills and commercial expertise are necessary as well as some initial venture capital. Communities in aggregate are heavily dependent on social security payments though the dependence is not as great as may have been expected. However, if such settlements are considered valuable they will need support and possible policy initiatives that might place these communities on a sounder economic footing are canvassed.

A brief account of the monograph is given in SOMMERLAD, Liz, DAWSON, Peta and ALTMAN, Jon (1984), 'Rural land sharing communities : a partial solution to unemployment', **Bulletin of Labour Market Research**, 13, December, 14-17.

SURVEY, STRATEGIES.

635

SPICER, Ian (1985), 'Traineeship programs : an employer's perspective', **Youth Studies Bulletin**, 4(3), August, 52-5.

The author, who is the Executive Director of the Victorian Employers' Federation, points out that the main recommendation of the Kirby Report, for youth traineeships, 'is not a magical answer to unemployment, or job creation'. Traineeships are 'a short-term and stop-gap proposals which was designed to resolve the immediate problem and which, if it is workable, could give us time to find the long-term solution'. He raises some problems for the scheme and discusses its value.

POP (YOUTH), POLICIES, LABOUR MARKET PROGRAMS.

636

STATE EMPLOYMENT TASK FORCE, WESTERN AUSTRALIA (1983), **An Analysis of Youth Employment and Unemployment in Western Australia**, Government of Western Australia, Perth, 90 pp.

The report is presented in 6 main sections. The first discusses the reasons for analysing the youth labour market; the second describes Western Australia's labour market and contrasts it with the Australian labour market generally. There follows an overview of some aspects of the labour market which 'permits some general and important insights into the relative performance of youth in the labour market'. Section 4 is concerned with the causes of unemployment, focussing on 'the impact of the recession, high job turnover rates, structural adjustment in the economy, competitive problems, and labour supply growth on youth employment and unemployment'. Section 5 discusses the possible role of the State Government in the labour market, outlining financial and administrative constraints. The final section canvasses a range of policy options; policy options for immediate implementation are listed with cost estimates.

CAUSES, POP (YOUTH), POLICIES, STRATEGIES.

637

STEMP, Peter J. (1985), 'The effects on the economy of changing unemployment benefits and pensions', **Australian Economic Papers**, 24(44), June, 127-40.

'In this paper we examine the short-run and long-run effects of changing unemployment benefits and pensions in a model of the economy which includes the intrinsic dynamics of asset accumulation as well as the dynamics of capital accumulation.' The analysis includes a consideration of the mechanism by which benefits and pensions are financed. The author concludes that when all pensions are financed out of household sector taxes, a change will have no effect; however when they are not financed out of taxation on the household sector (but by printing money), then an increase in pensions will increase inflation. 'Following these changes, the economy will evolve towards a long-run equilibrium which is characterised by higher inflation, a higher capital stock, higher output and a natural rate of unemployment.' 'An increase in unemployment benefits will ... usually be expected to raise the long-run

unemployment rate as well as have other effects that are similar to those that result from an increase in other pensions.'

The paper is restricted to 'positive economic questions; the welfare effects of policy and optimum levels for benefits are not examined.'

POLICIES.

638

STEWART, Brian P. (1983), **A Flexible Hazard Function Model of the Job Duration of CES Placements : Evidence on Job Turnover and Job Search Theories**, Conference Paper No.28, presented to the Australian Meetings of the Econometric Society, The Australian National University, Canberra, Bureau of Labour Market Research, 41 pp.

This technical paper concentrates on two issues connected with the length of jobs that result from Commonwealth Employment Service placement activity. The first is the probability of termination and the second relates to the factors associated with longer job-duration, with particular reference to the 'impact of matching as opposed to self-service referral procedures of CES'. An econometric model was applied to 282 placements in Melbourne in October 1980. Results 'implied that the probability of the job terminating is always on the decline the longer the job lasts. Second, no difference was detected between the job duration of people referred to the job by matching as opposed to self-service.' The characteristics related to longer duration are described.

STATISTICS, STRATEGIES.

639

STEWART, Brian P. and MACLACHLAN, Maureen (1983), **The Vacancy Filling Activities of the CES : A Further Study**, Working Paper No.22, Canberra, Bureau of Labour Market Research.

This paper describes the activities of the Commonwealth Employment Service in filling vacancies: the filling, cancellation and referrals processes, the duration, number of referrals and probability of filling for a vacancy. The authors found that vacancies are filled relatively quickly, with some variation across vacancy types. There is little in favour of the 'self-service' option offered by the CES; the CES performs better with 'lower quality' vacancies.

See also MACLACHLAN and STEWART (1982).

STATISTICS, STRATEGIES.



640

STOEISSIGER, Rex (1981), **School Leavers in Country Areas**, a study of school leavers in selected rural areas of Western Australia, Queensland and Tasmania, Research Study No.55, Education Department of Tasmania, Schools Commission, Canberra, AGPS, 94 pp.

This study of school leavers found that nearly 28 per cent of 726 school leavers surveyed were unemployed six months after leaving school. Data are given relating to their efforts to find work, duration of unemployment, benefits and attitudes to unemployment. The characteristics of the unemployed are compared with those of the employed in the study.

SURVEY, POP (YOUTH).

641

STONE, John (1984), '1929 and all that', **Quadrant**, 28(10), October, 9-20. The full text of the Shann Memorial Lecture.

The paper reviews the writings of Owen Giblin Shann, economist and historian. 'Much of his writing was ... directed at what he rightly saw as the major handicap under which Australia then laboured in seeking to adjust to (that) change - namely, the web of economic regulation imposed on it by governments.' In this lecture Stone looks at 'financial mismanagement, protectionism and ossified labour markets'. He draws parallels and points out differences between 1929 and the current situation, with some reference to unemployment, particularly youth unemployment, which could, he believes, be considerably decreased by reducing labour costs and real wages.

(For a critical review of the Lecture, see SLOAN, Judith [1984].)

POP (YOUTH), POLICIES.

642

STONE, John Owen (1985), 'Youth unemployment in Australia', **National Westminster Bank Quarterly Review**, May, 3-11.

The unemployment rate of young people (15-19) is three to three and a half times as great as the rate of unemployment of people aged 20 and over or of the general workforce, both of which had fallen during the previous twelve months. The author looks at responses to this 'horrendous rate of unemployment', with special reference to job creation, 'income support' and 'job-training' schemes, most of which 'are largely unrelated to anything even remotely useful', 'the chief thing to note about them being that their multiplication (and the multiplication of the ranks of the bureaucracy "administering" them) over recent years has been singularly unrelated to any observable diminution in the ranks of the young unemployed'.

Stone argues that the cause of the high unemployment rate is the wage system which does not allow the cost of youth labour to fall to a level at which employers would take on more young people. He also argues that the unemployment benefit has a role - 'the higher we raise the rate of unemploy-

ment benefit, the more we render it likely that there will be young people (and other low-wage earners) who will rationally calculate that the marginal increment to their net income (after tax) from accepting employment will simply not compensate them for the major loss of leisure which will be involved in taking a job'. He believes that 'the real solution to the youth unemployment problem is going to have to be found within the wage determination system (or rather, by taking the wages of young people outside that "system")'.

SEGMENTATION, CAUSES, POP (YOUTH), POLICIES.

643

STORER, Des (1980), 'Migrants and unemployment' in Greg CROUGH, Ted WHEELWRIGHT and Ted WILSHIRE (eds), **Australia and World Capitalism**, Melbourne, Penguin, 46-52.

The impact of the recession and the contraction of manufacturing industry has been concentrated on non-English-speaking migrants. The concentration of various migrant groups in the community in certain industries is documented. Non-Anglo-Saxon migrant women are also shown to be concentrated in certain industries. Mean average weekly earnings by birthplace (for 1976) are shown for males and females. Migrants accepted low ranked jobs in boom times and have shown little occupational mobility. Unemployment has been increasing in these industries. Positive policies are needed to redress the situation.

CAUSES, POP (OTHER).

644

STRETTON, Alan (1982), **The Short Term Impact on Participants of Selected Youth Employment and Training Programs**, Working Paper No.15, Canberra, Bureau of Labour Market Research, 32 pp. Also in **The Journal of Industrial Relations** (1984), March, 76-90.

The paper examines the short term impact of five youth employment and training programs on the labour market experience of participants. The analysis is based on data collected in a sample survey of 1,500 young people who had finished their period of program assistance six months earlier. The job-based programs performed significantly better than the course-based Education Program for Unemployed Youth (EPUY) in terms of the subsequent labour market experience of their participants.

'The paper also discusses how the different programs may assist participants. The type of training and work experience, the value of contacts gained during the program and the benefits of not being unemployed while searching for a job are briefly examined.'

SURVEY, POP (YOUTH), STRATEGIES, LABOUR MARKET PROGRAMS.

645

STRETTON, Alan and WILLIAMS, Lynne S. (1984), **Labour Force Participation at Older Ages : Policy Implications from BLMR Research**, Conference Paper No.43, Paper presented to the Social Welfare Section of the 54th ANZAAS Congress, Canberra, May 1984, Canberra, Bureau of Labour Market Research, 23 pp. Also in **Economic Papers** (1985), 4(1), March, 35-48.

The paper draws on the publication BUREAU OF LABOUR MARKET RESEARCH (1983), **Retired, Unemployed or At Risk : Changes in the Australian Labour Market for Older Workers**, Research Report No.4, Canberra.

It points to the falling proportion of older males and unmarried females in the labour force and looks at some of the possible explanations. The paper then looks at the worsening unemployment situation for older workers.

'While the unemployment rate among older workers is low compared with other age groups, the measure ignores hidden unemployment at older ages and the choice of early retirement as an alternative to unemployment'. The purpose of the paper is 'to summarise the policy implications that can be drawn from BLMR research on these issues'.

POP (OTHER), POLICIES.

646

STRICKER, Peter (1983), 'Dynamic insights into youth unemployment; a synthesis of recent research', **National Clearinghouse on Transition from School, Newsletter**, 2(4), Part 2, November, 71-85.

Some recent research into the functioning of the labour market has emphasised the dynamic nature of that market for young people. One section of this paper summarised the 'key impressions emerging from gross flow data on the pattern of labour market flows of young people in Australia'. Another section 'considers some issues in establishing the qualitative significance of these findings'. The author finds that the 'critical problem of youth unemployment is one of extensive unemployment amongst a small group of people, rather than simply a matter of high rates of job turnover'.

STATISTICS, POP (YOUTH).

647

STRICKER, Peter (1983), **A Long Run Perspective on Youth Unemployment in Australia**, Working Paper No.58, National Institute of Labour Studies Inc., The Flinders University of South Australia, 39 pp.

'This paper presents statistical data on the extent of youth unemployment in Australia as revealed by successive censuses since 1921. It then undertakes a comparison of the impact of major cyclical downturns in the early 1930s and the mid 1970s on the activities of young people. This historical approach facilitates awareness of the fact - frequently overlooked in the contemporary literature on youth unemployment - that unemployment when broadly defined has impacted upon young people over a long time span.'

STATISTICS, POP (YOUTH).

648

STRICKER, Peter (1984), **Teenage unemployment in Australia : measurement, extent and explanations**, Melbourne, Victorian Institute of Secondary Education, 15 pp.

'In order to place the issue of youth in transition in the context of the underlying economic realities confronting young people, this paper commences by explaining something about the concepts used to analyse the labour market situation of young people. It then presents a brief discussion of some long run perspectives on the activities of young people before presenting an analysis of developments in the youth labour market over the period between 1966 and 1982. The magnitude of youth unemployment grew enormously in the first half of the 1970s, and the fourth section of this paper outlines several factors which may have contributed to the rise, and emphasises the role of the general economic recession as the key factor. The paper concludes by drawing upon recent research into the dynamics of the youth labour market in order to offer some comments about policy responses towards youth unemployment.'

STATISTICS, CAUSES, POP (YOUTH), POLICIES.

649

STROMBACK, Thorsten (1983), **The Social Consequences of Unemployment : A Review**, Working Paper No.33, Canberra, Bureau of Labour Market Research, 38 pp.

'Loss of income and work status are two immediate consequences of becoming unemployed. Those who become unemployed are forced to adjust to the changed circumstances which puts them in stressful situations. In turn this may lead to unemployment having other tangible and drastic consequences for the individuals concerned.

This paper reviews the research that has been undertaken to ascertain the health and psychological effects of unemployment and the relationship between unemployment and crime. The principal findings from Australian surveys of unemployed people are summarised and the main studies, both Australian and overseas, are discussed. It finds only weak evidence that unemployment causes people to commit crimes or that their physical health deteriorates. However, many unemployed persons suffer from psychological ill-effects, with depression being the main symptom.

It concludes that while unemployment has social costs these should not be overstated. Doing so encourages the belief that if only unemployment is brought down then a whole range of other social problems will be reduced.'

For a comment on this paper, see WHITESIDE, Noel (1985), **Bulletin of Labour Market Research**, 16, September, 10-13.

EFFECTS, SOCIETY.

650

STUART, Andrew (1984), 'Changes in the social distribution of unemployment benefit duration 1980-83', **Social Security Journal**, June, 19-34.

During the period examined in this article there has been an inflation of the numbers unemployed as well as a redistribution between social groups of the total time spent in unemployment. The article examines the changes 'using a flows analysis of the unemployment beneficiary population' Data is presented separately for different age and sex groups and for those with and without previous work experience.

'A major conclusion of the paper is that the growth in unemployment of 1981-83 is divided between social groups. While most of the increase in beneficiary numbers was caused by a massive influx of males aged 25 and over who had previous work experience, the longer term effects of the increase will be felt by those who are young, female, or have no previous work experience.'

STATISTICS, SEGMENTATION.

651

SWEET, R. (1980), **A Labour Market Perspective on Transition Programs**, Paper presented at a conference of Tasmanian High School Principals, Sydney, Student Counselling Research Unit, NSW Department of Technical and Further Education, 24 pp.

The paper examines trends in unemployment and suggests that declining teenage employment is not a recent phenomenon, that the main problem in Australia is unemployment in general, rather than youth unemployment in particular. 'It is true that teenagers are hit harder by unemployment than are adults, but this has always been the case. This reflects the way in which labour markets discriminate against those with few skills, little training and limited experience.' However, there is a crisis, and the author believes that it lies 'in the way in which the Australian economy is progressively eliminating its need for teenage labour and in the progressive deskilling of the remaining pool of teenage jobs'. This structural change is affecting girls more than boys. The author raises questions about the role of training and the kind of education and training necessary to respond to the situation.

STATISTICS, SEGMENTATION, EDUCATION/TRAIN, CAUSES, POP (YOUTH).

652

SWEET, Richard (1985), 'Some issues for TAFE in the Report of the Committee of Inquiry into Labour Market Programs (Kirby Report); a discussion paper', **The Australian TAFE Teacher**, 17(1), May, 25-9.

The author reviews the (Kirby) Report of the Committee of Inquiry into Labour Market Programs with particular reference to its implications for the Department of Technical and Further Education.

EDUCATION/TRAIN, LABOUR MARKET PROGRAMS.

653

SYMONS, J. (1985), 'Employment and the real wage in Australia', in Paul A. VOLKER (ed.), **The Structure and Duration of Unemployment in Australia**, Proceedings of a conference, August 1983, Monograph Series No.6, Bureau of Labour Market Research, Canberra, AGPS, 77-90. Comment by W.J. MERRILEES.

The paper examines manufacturing employment in Australia since the 1960s and attempts to explain the movements. The role of the real wage in the process is analysed and the author finds that it does not explain the changes completely. The price of raw materials is another factor in the situation and arguments are presented to explain this. However, the author concludes that the effect of the real wage does matter.

CAUSES.

654

**Termination, Change, Redundancy** (1985), Sydney, Amalgamated Metal Workers' Union, National Council 14 pp. Prepared by John WALKER and Greg HARRISON.

The booklet sets out the full text of the new award provisions resulting from a Termination, Change and Redundancy Case affecting the Metal Industry Award. Explanatory notes are added. The case is expected to flow on to other awards.

STRATEGIES.

655

**TERRITORIES AND LOCAL GOVERNMENT, MINISTER FOR, AUSTRALIA (1984), Comments and Responses on the ACT Employment Task Force Report**, Canberra, 30 pp.

The ACT Employment Task Force produced a report in 1983 which made a large number of recommendations on matters relating to employment and unemployment in the ACT. This publication takes each recommendation separately, details the government response and nominates the department or other body to be responsible for carrying out the agreed actions.

STRATEGIES.

656

TIGGEMANN, Marika and WINEFIELD, Tony (1983), 'Some psychological effects of unemployment in school leavers : a longitudinal study', **Review Paper No.9, Newsletter, National Clearinghouse on Transition from School**, The Australian National University, 2(3), Part 2, August, 17-22.

This paper presents some preliminary data from an ongoing research project into the psychological consequences of unemployment among young people, being conducted over four years in Adelaide. The methodology of the survey is described. Results indicate that 'the work ethic was well accepted by this sample of young people, both as students and when they had left school, even

if they were unemployed. Further, there is a clear mismatch between aspiration and outcome'. Psychological effects of the (un)employment experience are clearly demonstrated.

SURVEY, EFFECTS, POP (YOUTH).

657

TIGGEMANN, Marika and WINEFIELD, A.H. (1984), 'The effects of unemployment on the mood, self-esteem, locus of control, and depressive affect of school-leavers', **Journal of Occupational Psychology**, 57, 33-42.

'The purpose of this study was to investigate some psychological effects of unemployment in school leavers using a longitudinal research design. Questionnaires which included mood questions and scales measuring self-esteem, locus of control and depressive affect were administered twice to 761 students, once while they were at school, and then again one year later. Comparisons between the unemployed and employed groups revealed that the unemployed were generally less well-adjusted than their employed counterparts. Specifically they reported greater negative mood and had higher depression scores, and the unemployed girls also displayed lower self-esteem. These differences, however, resulted largely from an improvement in outlook on the part of the employed, rather than from the unemployed becoming more depressed and losing self-esteem.'

SURVEY, EFFECTS, POP (YOUTH).

658

TONER, Phillip (1985), 'Public sector and private sector employment programs as competing solutions to unemployment', **Australian Journal of Social Issues**, 20(1), 56-71.

The paper evaluates critically the general arguments for public and private sector employment programs and looks at the outcomes from examples of such programs. The Special Youth Employment Training Program (SYETP) and the Regional Employment Development Scheme (REDS) were selected as examples.

'It was found that SYETP had difficulty fulfilling its twin objectives of providing training for those disadvantaged in the labour market and fulfilling their transition to unsubsidised employment. Wage subsidies have a major administrative flaw in that it is extremely difficult to determine whether a subsidy results in either net job creation, i.e., creating a position which would not exist in absence of the subsidy, or the substitution of subsidised for non-subsidised labour. The operation of wage subsidies results in a degradation of the labour market, or substitution of permanent for casual, high turn-over positions.'

Public sector job creation of the REDS type schemes have a greater capacity to incorporate more intensive formal skills training. It is argued that the effectiveness of wage subsidies as a job creation mechanism is dependent upon economic growth; this means that 'they are most effective when they are least needed and most needed when they are least effective'.

STRATEGIES, LABOUR MARKET PROGRAMS.

659

TRAINER, Ted (1985), 'Kirby bowls a wide', **Australian Society**, 4(4), April, 28-9.

The Kirby Report and other writing on associated themes such as automation and technical change look at the 'relatively unimportant goal of equalising opportunity across social groups. What ought to be the focal concern is largely ignored; whether, and if so how, we can get rid of the problem of unemployment'. The author advocates a 'zero-growth economy functioning at a far lower level of GNP per capita' but our economic system 'cannot allow us to move in the same direction', and 'attention continues to focus on the question of how best to even up the various heaps of victims'.

POLICIES, LABOUR MARKET PROGRAMS.

660

TRAVERS, Peter (1985), 'Unemployment and the downward trail', **Australian Journal of Social Issues**, 20(1), 12-22.

'This study reviews the evidence that unemployment sets its victims on a downward train, or cycle, that will permanently blight their lives. The evidence suggests that such a downward trail may occur, but it is by no means inevitable. The variations in national and historical experience suggest that the crucial factor lies in the kinds of opportunity offered the former unemployed in their later lives.' Some of the evidence studied relates to unemployed people in Britain and the United States as well as in Australia. The author concludes that a commitment to full employment is an essential prerequisite to the avoidance of a downward trail in later lives of today's unemployed.

SOCIETY, POLICIES.

661

TREWIN, Dennis (ed.) (1983), **Statistics in the Labour Market : The Role in Planning and Policy Formulation**, Lecture Notes in Statistics, Vol.5, New York, Marcel Dekker, Inc., 163 pp.

The volume presents some of the papers delivered at a symposium conducted by the Canberra Branch of the Statistical Society of Australia entitled the 'Role of Statistics in Labour Market Planning and Policy Formulation'.

Papers included are:

Impact of unemployment benefit payments on the level and composition of unemployment in Australia  
R.G. GREGORY and Paul R. PATERSON  
(Previously published as Paper No.11, Centre for Economic Policy Research, The Australian National University and annotated in our earlier bibliography.)



Technological change and its implications for labour market statistics

Barry W. SMITH

Characteristics and complexities of the migrant labour force in Australia

Christabel M. YOUNG

q.v.

Migrants and the labour market

Stephen H. ROBERTS and Andrew STRUIK

q.v.

Labour statistics produced and planned by the Australian Bureau of Statistics

Dennis TREWIN

Methods for estimating small domain employment statistics

Noel J. PURCELL

The role of labour statistics in the models of the IMPACT Research Model

Alan A. POWELL

STATISTICS, SOCIETY, POP (OTHER).

662

TRIVEDI, P.K. (1985), 'A note on estimating unemployment duration', **The Australian Economic Review**, 69, 1st Quarter, 37-41.

'A focal point of a number of recent studies of unemployment duration has been the estimation of the unobserved average completed duration (ACD) of an unemployment spell using grouped data on observed incomplete spells. Both parametric and non-parametric methods are available. This note compares the assumptions underlying the two approaches and argues for the use of a non-parametric estimator, specifically the Kaplan-Meier estimator, on the grounds of its use of the weaker assumptions. In an actual application of the Kaplan-Meier estimator to some data from the Australian Labour Force Survey a number of problems are experienced due to the fact that the estimator is intended for data in a life table format. The note briefly discusses the resolution of these problems and related statistical issues.'

STATISTICS.

663

TRIVEDI, P.K. and BAKER, G.M. (1983), 'Unemployment in Australia : duration and recurrent spells', **The Economic Record**, 59(165), June, 132-48. Also published as Discussion Paper No.45, Centre for Economic Policy Research, Canberra, The Australian National University, 29 pp.

'Using a parametric technique, this paper estimates average completed duration of unemployment for several age and sex categories. It shows that the use of **Labour Force Survey** data leads to underestimates due to the presence of recurrent unemployment. When allowance is made, using **ABS Persons Looking for Work** and **Labour Force Experience** data, it is shown that new entrants to unemployment in 1981 could expect to remain unemployed for nearly six months.'

For teenagers evidence is presented to suggest that, contrary to current economic thought, teenagers may on average be unemployed for longer periods per spell and may have less experience of recurrent spells than their counterparts. It also shows that changes in the unemployment rate are dominated by changes in duration.'

STATISTICS, SEGMENTATION, POP (YOUTH).

664

TRIVEDI, P.K. and BAKER, G.M. (1985), 'Equilibrium unemployment in Australia : concepts and measurement', **The Economic Record**, 61(174), September, 629-43. An earlier, longer version appeared (1982) as Discussion Paper No.59, Centre for Economic Policy Research, The Australian National University.

'This paper reviews some concepts of equilibrium unemployment and outlines the fundamental difficulties facing any attempt to produce estimates of the equilibrium rate of unemployment. It develops simple quasi-reduced form models of aggregate unemployment based on rival non market-clearing and market-clearing theories. These equations form the basis of an empirical model of aggregate unemployment in Australia since 1969. The empirical evidence suggests that most of the observed increase in unemployment can be attributed to cyclical rather than structural-frictional factors. However, stylized explanations of cyclical unemployment exclusively along the lines of Keynesian, Classical or equilibrium search theory are found inadequate.'

CAUSES.

665

TRIVEDI, P.K. and HUI, Weng T. (1985), **An Empirical Study of Long-Term Unemployment in Australia**, Working Paper No.124, Working Papers in Economics and Econometrics, Faculty of Economics and Research School of Social Sciences, Canberra, The Australian National University, 31 pp.

In this study of long-term unemployment, the authors look at cross-section studies of the 'unemployment leaving probability' (ULP), which highlight 'those characteristics such as age, education, high reservation wage and so forth' and also at 'time series macroeconometric studies' with their focus on the macroeconomic environment 'as reflected by, for example, job availability and supply shocks'. The paper emphasises 'the complementary nature of cross-section and time series studies of unemployment duration'.

STATISTICS, CAUSES.

666

TRIVEDI, P.K. and KAPUSCINSKI, C. (1985), 'Determinants of inflow into unemployment and the probability of leaving unemployment : a disaggregated analysis' in Paul A. VOLKER (ed.), **The Structure and Duration of Unemployment in Australia**, Proceedings of a conference, August 1983, Monograph Series No.6, Bureau of Labour Market Research, Canberra, AGPS, 151-88. Comment by W.F. FOSTER.

This paper is an attempt to extend previous empirical research by one of the authors (Trivedi, with G.M. Baker) towards greater disaggregation. The bulk of the paper is devoted to developing models for male adults, male juniors, female adults and female juniors. The factors examined are real wages, future wage expectations and changes in real unemployment benefits. 'Finally, the paper considers the trends in "long-term" unemployment and attempts to distinguish between the impact of structural and cyclical factors in increasing long-term unemployment over the 1970s.'

CAUSES, SEGMENTATION, POP (YOUTH).

667

TRIVEDI, P.K., VELLA, F.G.M. and MACKAY, K.R. (1985), **Some Alternative Models for Forecasting the Number of Long-Term Unemployed**, Technical Paper No.29, Canberra, Bureau of Labour Market Research, 20 pp.

'The objective of this paper is to explore the extent to which the number of long-term unemployed persons can be accurately forecast using available econometric models. The first part of the paper outlines and discusses the relative merits of alternative econometric forecasting strategies. Examples of the various approaches are then provided in the subsequent section.

These models are then used to produce out-of-sample forecasts of the level of long-term unemployment. On the basis of these forecasts, some concluding comments are made regarding the respective accuracy of the models.'

STATISTICS.

668

TURTLE, Alison M. and RIDLEY, Anne (1984), 'Is unemployment a health hazard? Health-related behaviours of a sample of unemployed Sydney youth in 1980', **Australian Journal of Social Issues**, 19(1), February, 27-42.

This is a report of a survey conducted by administering individually a self-report questionnaire to a hundred young men and women aged between 15 and 24 years, who had been continuously unemployed for at least four weeks at that time, some for much longer. The long-term unemployed (more than five months) group were characterised by 'heavier smoking, reduced participation in sport, and, though not statistically significant, increased drug usage, relative to the short-term group. Within the long-term group, females were drinking more, and visiting the doctor more, than their short-term peers; males were changing their drinking, friendship, eating and sleeping habits in directions indicative of loss of social contact.'

SURVEY, EFFECTS, POP (YOUTH).

669

'Unemployment - options and attitudes : Part one : Putting faces on the jobless; Part two : Achieving a balance' (1984), *Statetrends*, 1(9), May-July, 12-17 and 1(10), August-October, 1-6.

The first of these two articles describes 'the evolution of the present labour market situation and the characteristics of the unemployed component of the labour force' in New South Wales. The second looks at a number of strategies suggested as the means of reaching a satisfactory level of employment. It also examines the market forces available to achieve them.

STATISTICS, POLICIES, STRATEGIES.

670

VEALE, John M. and DAVY, Goff (1980), 'Inflation and unemployment : the collapse of the trade off' in John M. VEALE (ed.), *Australian Macroeconomics : Problems and Policy*, Sydney, Prentice-Hall of Australia, 28-36.

Theories and models of the economy relating to unemployment are described. The notion of 'voluntary unemployment' is examined. Three possibilities explaining the current situation are put forward, but more evidence is necessary before judgement can be passed.

'Monetary rules, inflation, unemployment and interest rates' is the title of a further chapter in the book by John VEALE (p.189).

CAUSES, POLICIES.

671

VELLA, Frank and MACKAY, Keith (1984), *Factors Affecting the Number of Persons Commencing Employment Under the SYETP Scheme*, Working Paper No.47, Canberra, Bureau of Labour Market Research, 31 pp.

The commonly held belief that the number of youth eligible for the SYETP scheme is of key importance in determining SYETP take-up is tested. It is argued that the number of eligible youth is large in relation to the number commencing employment under the Special Youth Employment Program (SYETP) and that the former is therefore likely to be unimportant in determining the latter. An alternative explanation of SYETP take-up is that the important factors are likely to be those which influence employers' demand for young subsidised workers.

It is found (using econometric techniques) that 'demand influences alone provide a satisfactory explanation for changes over time in the number of commencements. These demand-side factors include the proportion of youth wages subsidised under SYETP and the overall level of labour demand in the economy'. The policy implications of the finding are indicated. The econometric model used in the analysis can also be used to predict the number of SYETP commencements, and its predictive abilities are compared with some other models.

POP (YOUTH), STRATEGIES, LABOUR MARKET PROGRAMS.

672

VICTORIAN ETHNIC AFFAIRS COMMISSION (1983), **Lebanese Unemployment in Victoria**, Working Paper No.3, Division of Research and Policy, Melbourne, 24 pp.

This paper presents the sources of data available related to the employment of Lebanese migrants to Victoria, with responses from the Lebanese community. The high level of unemployment is mostly associated with the short length of their residence in the country. Some recommendations are made.

STATISTICS, POP (OTHER).

673

VICTORIAN ETHNIC AFFAIRS COMMISSION (1983), **Migrants and the Workforce 3 : Unemployment trends : The situation of migrant women**, Division of Research and Policy, Melbourne, Ethnic Affairs Commission, 27 pp.

Labour force statistics, by birthplace and sex are analysed and show that 'over the year, in Victoria, non English-speaking migrant workers have fared worse than their English-speaking counterparts'. The unemployment rate for women in each overseas birthplace group is higher than that of Australian born and 'the married female unemployment rate is lower than the corresponding rate for all females and for all persons'. The concept of hidden unemployment is discussed. Aspects of female employment, such as status, average earnings, interruptions to work, the changing labour market, part-time work and self-employment, are all touched on. Recommendations are made for further research.

STATISTICS, POP (WOMEN), POP (OTHER).

674

VICTORIAN ETHNIC AFFAIRS COMMISSION (1983), **Unemployment Issues for Migrant Workers, An Analysis of Recent Trends and Views and Issues for Future Work**, Working Paper No.1, Division of Research and Policy, Melbourne, Ethnic Affairs Commission, 27 pp.

'The paper is presented in three sections. The first describes the trends in unemployment for persons and groups of different birthplace - noting particularly the high rates of unemployment for persons born in countries in Southern Europe, the Middle East and South East Asia. The next section describes some of the different views and alternate approaches that have been provided to explain these unemployment trends and also provide an overview of the advantages and disadvantages of these different approaches. Finally, the paper outlines some of those issues that are likely to be seen as being priorities for recently arrived migrants (over the last 15 years), that will need the attention of the Commission in the coming years. These include issues of unemployment and job creation, income security, re-training and language training, outwork, occupational health and safety initiatives.'

STATISTICS, POP (OTHER), CAUSES, POLICIES, STRATEGIES.

675

VICTORIAN ETHNIC AFFAIRS COMMISSION (1984), **Migrants and the Workforce 5 : The Employment Situation of Migrant Youth**, Division of Research and Policy, Melbourne, Ethnic Affairs Commission, 38 pp.

Unemployment trends described in earlier papers of the series are continuing: persons of non-English speaking backgrounds continue to experience high levels of unemployment in comparison with the Australian average, and are 'bearing the brunt of major structural changes that are occurring in industry in Victoria'. This paper deals particularly with youth and shows that overseas born youth 'have a lower workforce participation rate than do Australian born youth; and secondly they have a higher unemployment rate'. 'The paper concludes by recognising that the nature of migrant youth unemployment is intricately intertwined with the general problem of unemployment in the community or the unemployment of all youth.' It welcomes the establishment of a Youth Policy Development Council.

STATISTICS, POP (YOUTH), POP (OTHER).

676

VINEY, Linda L. (1984), 'The psychological and social effects of unemployment', in Robert CASTLE and John MANGAN (eds), **Unemployment in the Eighties**, Melbourne, Longman Cheshire, 134-44.

This paper reviews some literature on the psychological effects of unemployment and describes a survey carried out with unemployed people in Wollongong. Findings indicated that unemployment increases psychological problems.

SURVEY, EFFECTS.

677

VIPOND, Joan (1984), 'The intra-urban unemployment gradient : the influence of location on unemployment', **Urban Studies**, 21, 377-88. Also published (1983) as Working Paper No.47, Kensington, Centre for Applied Economic Research, University of New South Wales, 45 pp.

'This paper explores the influence of location on unemployment differentials within Australia's largest city, Sydney. It is suggested that spatial frictions impede the search processes of unemployed residents. The most important friction is related to physical accessibility to work. Despite suburbanisation, in Sydney the concentration of job opportunities is still far greater in the centre than elsewhere. The second friction concerns information flows. The formal information network about job vacancies seems to service the inner area better than the fringe suburbs. As the analysis used data of 1976 and 1981, the possibility of involuntary unemployment must be considered. This creates a third spatial factor, firms' preferences for residents of areas close to their vacancies. With involuntary unemployment firms often have many similar candidates for single vacancies and may be particular in their standards of recruitment. Together, these three spatial factors imply a positive intra-urban unemployment gradient.'

The hypothesis was tested using multiple regression analysis of census data so that the heterogeneity of workers and jobs could be taken into account. The results show that for all types of worker - junior and adult, male and female - the greater the distance of an area from the centre of Sydney the higher was the unemployment rate of its residents. This spatial cause is additional to the more well-known reasons for unemployment differentials which concern workers' characteristics such as education. **Ceteris paribus**, the further a worker lives from the centre, the higher his or her probability of being unemployed.'

The Working Paper includes additional tables to those appearing in the journal.

A summary of the issues is to be found in Joan VIPOND (1983), 'Unemployment : does where you live really matter?', **Australian Society**, 2(5), June, 38-9.

STATISTICS, CAUSES.

678

VIPOND, Joan (1985), 'Unemployment - a current issue in intra-urban inequalities', in Ian BURNLEY and James FORREST (eds), **Living in Cities**, Sydney, Allen and Unwin and the Geographical Society of New South Wales, 116-27.

'This chapter reviews research that has been undertaken on unemployment differential within large cities. Its concern is with the relationship between unemployment rates and urban structure. Its focus is unemployment in Sydney, Melbourne and Adelaide.' Three arguments on causation are contained in the literature: the non-spatial model, the 'trapped' hypothesis and the spatial model. Controversy centres on their relative importance. The chapter explores each of them, with particular emphasis on Australian analyses and case studies. While it is agreed that 'urban policy is unlikely to make jobs', there are nevertheless implications for urban policy in the spatial aspect of the incidence of unemployment particularly with regard to the planning of public transport.

CAUSES, POLICIES.

679

VIPOND, J. and BEED, C. (1984), 'Comparing unemployment within Sydney and Melbourne', in R.E. GLASS (ed.), **Papers of the Australian and New Zealand Section Regional Science Association**, 9th Meeting, Melbourne, Australia, New Zealand Section of the Regional Science Association, 117-43.

This paper compares unemployment rates at the Local Government Area level within Sydney and Melbourne in 1981. Earlier work by the authors 'suggests that there may be differences between the labour markets of Sydney and Melbourne that lead to less spatial inequality in the unemployment of males (though not of females) in the latter city'. The cities are compared 'in terms of features that might affect the total labour markets of the two cities, such as differences in the growth of population and jobs, in

industrial structures and in size and physical structure. The next section looks more closely at differences in the intra-urban distributions of people, jobs and unemployment in Sydney and Melbourne'. The important differences 'seem to be in the physical size of the cities, their different industrial structures and their different records with respect to job growth'.

STATISTICS, CAUSES.

680

VOLKER, Paul A. (ed.) (1985), **The Structure and Duration of Unemployment in Australia**, Proceedings of a conference, August 1983, Monograph Series No.6, Bureau of Labour Market Research, Canberra, AGPS, 245 pp.

In his introduction to this collection, the editor points out not only the areas covered in the papers, but those which were omitted because of lack of available data, notably the 'relationship between under-employment and income distribution' and a study of the social consequences of unemployment at the individual level. The papers collected here are:

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|--|------|
| Unemployment in Australia : An overview of some issues<br>Paul A. INGLIS and Paul A. VOLKER<br>Comment: John BOWDLER   | q.v. |
| Labour Market success and failure : An analysis of the factors leading to the workforce destinations of the Australian population<br>Clive BROOKS and Paul A. VOLKER<br>Comment: A. WOODLAND                                       | q.v. |
| Employment and the real wage in Australia<br>J. SYMONS<br>Comment: W.J. MERRILEES  |      |
| Modelling the effects of changes in junior wage rates on structural change and teenage employment<br>Sheila BONNELL, B.R. PARMENTER, R.J. RIMMER and Michael E. SCORGIE<br>Comment: D.W. CHALLEN                                   | q.v. |
| Real wages and unemployment<br>C.W. MURPHY and R.J. BROOKER<br>Comment: Ian M. MCDONALD  | q.v. |
| Estimating the average duration of complete spells of unemployment using labour force data on interrupted spell duration : Limitations of the published data and some sources of bias<br>Chris M. ALAOUZE<br>Comment: B.P. STEWART |      |
| Determinants of inflow into unemployment and the probability of leaving unemployment : A disaggregated analysis<br>P.K. TRIVEDI and C. KAPUSCINSKI<br>Comment: W.F. FOSTER   | q.v. |



The Australian Phillips curve : Empirical evidence and  
policy implications from a Canadian perspective

Keith NEWTON and David KALISCH

Comment: R.G. GREGORY

Are targeted employment and training programs in Australia  
aimed at the right target?

Ralph E. SMITH

q.v.

Comment: Peter SCHERER

An overview of the conference

Frank A. COWELL

An overview of the conference

R.J. FILMER

In their overviews of the conference both Cowell and Filmer speak of the  
need for more data and particularly longitudinal data, together with 'a  
good computerised access system' to the information currently available.

STATISTICS, SEGMENTATION, CAUSES, STRATEGIES, LABOUR MARKET PROGRAMS.

681

WALKER, Kyrstyna (1985), 'Caring for the young unemployed', **The Australian  
Catholic Record**, 62(2), April, 132-8.

The article describes 'a program directed towards young people aged between  
15 and 24, living in Sydney's outer Western suburbs'. The program,  
Vocational Employment Training schemes is set up by the Sydney City Mission.

POP (YOUTH), STRATEGIES, LABOUR MARKET PROGRAMS.

682

WALLACE, Christine (1984), 'The statistical alchemy of women's and youth  
unemployment', **The Journal of Australian Political Economy**, 17, November,  
31-42.

The author looks at government policies as they affect employment and  
unemployment. It is argued that 'the rate of unemployment may be lowered by  
discouraging labour force participation' by encouraging segments of the  
labour force to pursue alternative courses of action leading to their re-  
classification as 'not in the labour force'. Education is one such course.  
The Fraser government discouraged the participation of women in the labour  
force, the present government is discouraging youth. It can be argued that  
'these strategies have been pursued essentially because of slack labour  
demand' but the current level of unemployment is not only due to a cyclical  
downturn; there has been a 'profound labour-shedding structural change'.  
'It is inequitable to require particular segments of society to bear a dis-  
proportionate share of the long-term decline in labour market opportunity.'

SEGMENTATION, CAUSES, POP (WOMEN), POP (YOUTH), POLICIES.

683

WARHURST, John (1982), *Jobs or Dogma? The Industries Assistance Commission and Australian Politics*, The University of Queensland Press, 255 pp.

This study of the Industries Assistance Commission and its policies begins with an historical background and then gives an overview of the public lobbying and the private processes and procedures associated with it. The interest groups which it affects and which are involved with its policies are described. ... 'some of the emphasis of the study reflects the peculiar characteristics of secondary industry policy making: the clear authority of the federal government, the political resources of large manufacturing companies, the salience of the unemployment issue as a political resource.'

POLICIES.

684

WARREN, Ronald S. (1982), 'Immigration and the natural rate of unemployment in Australia', *Journal of Macroeconomics*, 4(4), Fall, 449-57.

'This paper presents an indirect test of the proposition that a decrease in the rate of immigration into Australia during the early 1960s lowered the efficiency with which unemployed persons and unfilled job vacancies were matched, and increased labour turnover, thereby increasing the "natural" rate of unemployment. A theoretical model of employment growth is used to derive an expression for the steady-state relationship between unemployment and vacancies. Estimates of the model are obtained for the period 1955-1973 during which distinctly different immigration levels occurred. The empirical results are not consistent with the contention that a decrease in immigration caused the relationship between unemployment and job vacancies in Australia to shift outward. Therefore, the evidence suggests that the unemployment rate associated with a given level of labour demand was not significantly increased by the reduction of immigration in Australia.'

STATISTICS, CAUSES, POP (OTHER).

685

WATSON, Ian (1984), 'Living on the margin', *Australian Society*, 3(6), June, 6-11.

'With nothing else to consume, the unemployed are consuming themselves' is the sub-caption to this article. It is an account of a conversation with three long-term unemployed youths. The author wonders why they are not involved in political activity to remedy their position.

EFFECTS, POP (YOUTH), POLICIES.

686

WATSON, Ian (1985), **Double Depression**, Sydney, George Allen and Unwin, 161 pp.

'Schooling, unemployment and family life in the eighties' is the subtitle of this book which is divided into three sections - responses to youth unemployment, the peer group and the family, class and schooling. The book is based on conversations the author held with young people over a period of two years, where each chapter deals with one or two people. The author focuses on one 'mental framework' in particular, the 'ideology of individualism', to show how it lies behind the thinking of most of the young people with whom he spoke. 'This is an ideology which maintains that individuals are totally self-contained and owe nothing to their social or historical setting for the characteristics which they exhibit. The extension of this is that individuals hold their fate in their own hands and are responsible for whatever happens to them.' The author himself argues that 'it is crucial to avoid focussing on individuals as an end in themselves'. Individuals are always inside structures, 'the important issue is deciding which structures are empowering and which are oppressive and evolving a political practice which addresses this level of social change.'

EDUCATION/TRAIN, EFFECTS, SOCIETY, POP (YOUTH).

687

WEBSTER, Beth (1983), 'The labour market', **The Australian Economic Review**, 4th Quarter, 60-8.

In a general survey of the labour market, trends in unemployment are illustrated by tables showing the composition of unemployment from 1979 to 1983 by age and sex. A further table indicates the increase in long-term unemployment over the same period.

STATISTICS.

688

**The Wellbeing of the People** (1984), Final Report of the Welfare and Community Services Review in Western Australia, Jan CARTER, Review Director, Perth, Western Australian Government Printer, 3 vols., 626 pp. (1st 2 vols., + Vol.3, not sequentially numbered.)

The review committee has examined welfare policies and practices in Western Australia. The problems of the unemployed are considered among the other groups who are recipients or in need of welfare services. Submissions to the Committee and reports of various specialist committees and working groups are attached.

SOCIETY, STRATEGIES.

689

WESTERN, John S. (1983), **Social Inequality in Australian Society**, Melbourne, Macmillan, 385 pp.

In this analysis of inequality in Australian society, the author includes a discussion on social class, unemployment and welfare. There are also references to unemployment as it affects women, youth, Aborigines, and migrants.

SEGMENTATION, SOCIETY.

690

WESTERN AUSTRALIAN COUNCIL OF SOCIAL SERVICES (1982?), **Youth Unemployment and Related Social Factors**, Perth, WACOSS, 34 pp.

The introduction shows the extent of unemployment in Western Australia. Papers included are:

Attitudes to unemployment and the unemployed  
Chris GARDNER

Economic factors and community education  
Tony CARSON

Guaranteed minimum income and a community approach to  
unemployment  
Graham MCPHERSON

Work innovations and motivations  
Peggy HUDSON

Casual employment : the Work Test  
Genevieve ERREY

Study of the effects of youth unemployment on the family  
Rachel MANLEY

Consequences of unemployment for young persons without  
support systems  
Sheryl CARMODY

Recommendations are made covering overall economic policy, public awareness, research, re-training, job forecasting, unemployment benefits, job creation and housing.

SOCIETY, EFFECTS, POP (YOUTH), STRATEGIES.

691

WESTERN SYDNEY REGIONAL ORGANISATION (1984), **Job Creation in Western Sydney**, Proceedings of a Seminar held on February 20, 1984 at Westmead Centre, Parramatta, Blacktown, Western Sydney Regional Organisation, 80 pp.

Papers delivered at the conference were:

Public and private sector job creation - Western Sydney

Keynote address

The Hon. T.W. SHEAHAN, MP, Minister for Planning and Environment

Response to Keynote Address

Alderman Ralph KUIN, Chairman, WSROC

Prospects for job creation in the building industry

Councillor John WORTHINGTON, Baulkham Hills Shire Council

Training needs of job creation participants

Michael EASSON, Assistant Secretary, Labor Council of NSW

A council's approach to job creation

John SCOTT-MURPHY, Employment Development Officer, Fairfield City Council

A practitioner's perspective on job creation

Kim MCCLYMONT, Blue Mountains Work Services Group

The operation and achievements of the South Australian Self

Employment Venture Scheme

Honor LOCKWOOD, Project Officer

New jobs in the electronic communications industries

Ian REINECKE

Employment in worker co-operative and common ownership companies

Alan GRIEG, Chairman of the Worker Co-operative Development Committee, Department of Youth and Community Services

A view of job creation from the perspective of community organisations

Warren GARDINER, Community worker, Blacktown Community Services Network

STRATEGIES.

692

WIELGOSZ, John B. (1984), **The Referral and Placement Activity of the Commonwealth Employment Service. A case study of the Brisbane Metropolitan Area**, Working Paper No.45, Canberra, Bureau of Labour Market Research, 26 pp.

The paper considers the CES service to job-seekers, concentrating on the Brisbane metropolitan region. The analysis uses a representative sample of 6 per cent of job seekers, during October 1980. The general pattern of CES referrals and placements is described and the author 'then analyses which

job-seeker characteristics can be associated with improved chances of receiving a referral, and of being placed once referred'.

The paper concludes that 'the distribution of referrals and placements conforms broadly with expectations given the existing level and structure of the unemployed' and the CES is constrained by the vacancies which are notified to it by employers. Approximately one in three referrals produces a placement. Duration of unemployment was found to have a negative impact on both referrals and placements, suggesting that 'the CES may be constrained in its objective of fulfilling certain equity and social responsibilities in respect of the longer-term unemployed'.

SURVEY, STATISTICS, STRATEGIES.

693

WIELGOSZ, John and MACLACHLAN, Maureen (1982), 'The referral and vacancy filling performance of the Commonwealth Employment Service : an exploratory analysis', **Journal of Industrial Relations**, 24(2), 227-44.

'This study makes use of specially collected data to analyse the referral and vacancy filling performance of the Commonwealth Employment Service (CES). The main objectives of the study are to: (i) assess employer criticisms of the CES, in particular that CES refers too few or too many applicants and takes too long to fill vacancies; (ii) analyse the factors which may be associated with vacancies being filled or not by the CES and the number of referrals to and the duration of these vacancies; and (iii) examine the impact of the self-service referral facility on the number of referrals to and duration of vacancies. The conclusion which emerges from this paper in respect of CES performance is generally favourable although clearly more research is needed in this important but sparsely researched area of labour economics.'

STATISTICS, STRATEGIES.

694

WIGGERS, John (1982), **Perception of the Social Environment as a Function of Employment Status**, Newcastle, NSW, Community Task Force for Youth Employment, 36 pp.

The paper discusses research into psychological traits and environmental factors. It reports on a survey of 84 people, approximately 25 years of age, 29 of whom were employed, 29 had been unemployed for less than six months, and 26 for more than six months. Those involved completed a questionnaire with 35 items grouped according to five psychological constructs. The results of the survey indicate that the unemployed 'were unable to perceive the nature of appropriate behaviours which reflect the expectations and norms of society'. They then 'are disadvantaged in their ability to produce appropriate and reinforcable behaviours'. This effect is demonstrated most clearly in the long-term unemployed group. The 'differences in the number of job applications were associated with differences in the perceptual orientation and employment status of subjects'.

SURVEY, EFFECTS, POP (YOUTH).

695

WILLIS, Ralph and LANGMORE, John (1983), 'Unemployment and inflation' in John REEVES and Kelvin THOMSON (eds), **Labour Essays 1983**, Melbourne, Drummond, 1-25.

The reasons for the failure of the Fraser Government's economic strategy to bring about a reduction of unemployment or an improvement in inflation is analysed. The second section of the paper 'discusses the policies introduced by the Labor Government for stimulating growth of national income and employment and for restraining prices'.

POLICIES.

696

WILSHIRE, Ted (1980), 'The social dimensions of unemployment' in Greg CROUGH, Ted WHEELWRIGHT and Ted WILSHIRE (eds), **Australia and World Capitalism**, Melbourne, Penguin, 29-35.

The dimensions of unemployment, and its increase between 1973 and 1979, is documented. The effects of unemployment on health, crime, families and incomes are touched upon. The contrast between those who are unemployed and the rich is emphasised.

EFFECTS, SOCIETY.

697

WINDSCHUTTLE, Keith (1984), 'Make jobs, not work', **Australian Society**, 3(9), September, 6-7.

The author examines employment statistics, and points out that the number of 'real' full-time jobs generated between June 1983 and June 1984 is about the same as the total number of new entrants to the labour market in the year. He makes predictions about the unemployment rate to be expected in the light of predicted economic growth and concludes that the public sector is the only 'reliable field' in an attack on unemployment. He then examines the Community Employment Program and recommends that a substantial proportion of CEP positions should become permanent positions and also that the number of positions available be increased.

STATISTICS, STRATEGIES, LABOUR MARKET PROGRAMS.

698

WINDSCHUTTLE, Keith (1985), 'The Kirby solution', **Australian Society**, 4(3), March, 6-8.

This review of the report of the Committee of Inquiry into Labour Market Programs suggests that 'at last Australia has a plan to fight youth unemployment'. It examines proposals from the report including wage subsidies, an income support system for the young which should push people towards education and training, and changed organisation of the existing CYSS scheme which should be converted to an Australian Youth Service under some form of national youth policy. The author is not in favour of such a radical transformation but recommends that such a service should 'develop of its own accord, independent of CYSS'. The committee 'has identified some of the places where things have gone wrong and shown what can be realistically done to correct them'.

POP (YOUTH), POLICIES, STRATEGIES, LABOUR MARKET PROGRAMS.

699

WINDSCHUTTLE, Keith (1985), 'Jobs for the young', **Australian Society**, 4(9), September, 21-3.

'The job prospects of young people look better than they have for a long time.' The author examines the youth policy package introduced in the August (1985) Budget, mainly the traineeships which offer a minimum of one year part-time work and part-time training to 16- and 17-year olds. Criticisms of the scheme are examined, but Windschuttle believes that the scheme 'is one of the few positive schemes we have yet developed to combat youth unemployment'.

POP (YOUTH), LABOUR MARKET PROGRAMS.

700

WINEFIELD, Tony (1985), 'Employment, leaving school, and psychological well-being', **Youth Studies Bulletin**, 4(4), November, 81-7.

The article reviews the research which has been carried out on the effect of unemployment on the psychological well-being of young people. It is suggested that 'the youngsters most likely to become unemployed tend to be the low scholastic achievers who attract criticism and derogatory comment from teachers, peers, and parents while they are at school'.

SURVEY, CAUSES, EFFECTS, POP (YOUTH).



701

WINEFIELD, Anthony (1985), 'Psychological effects of participation in the Wage Pause Program', **Bulletin of Labour Market Research**, 15, June, 14-17.

The Wage Pause Program was designed to provide assistance to unemployed people by offering them worthwhile employment. This article is a report of a study commissioned by the Bureau of Labour Market Research as part of an evaluation of the Program. The study began with a sample of 223, of which 119 were program participants and 104 were not; both groups were surveyed on three occasions. 'The study concluded that there were significant psychological benefits to WPP participants compared with non-participants, during the Program and after the Program even when temporary WPP employment was followed by a period of unemployment.'

SURVEY, EFFECTS, STRATEGIES, LABOUR MARKET PROGRAMS.

702

WITHERS, Glenn and POPE, David (1985), 'Immigration and Unemployment', **Economic Record**, 61(173), June, 554-63.

'The wisdom of maintaining high levels of immigration into Australia has been questioned, particularly on the grounds that migration contributes to aggregate unemployment. This paper uses both statistical causality techniques and conventional structural models to investigate the relationship between immigration and unemployment in the post-war period in Australia. The tests find no evidence of any association from migrants to unemployment, though there is strong evidence of a significant effect of Australian unemployment on migration. The results indicate that immigration policy should not be dictated by unfounded fears of immigration causing unemployment, at least over the range of previous Australian experience.'

STATISTICS, CAUSES, POP (OTHER).

703

WOMEN'S BUREAU, Department of Employment and Industrial Relations, Australia (1985), **Women and Labour Market Programs**, Submission to the Committee of Inquiry into Labour Market Programs, Canberra, AGPS, 49 pp. Prepared by Dianne BOLTON.

The submission argues that women are disadvantaged in the labour market, both in their access to it and in the occupations in which they work. The disadvantage is 'primarily caused by the existence of gender segmented labour markets'. Women must be sponsored to train for non-traditional occupations in order to break down this segmentation in addition to being supported in work experience and training in traditional occupations. Also 'labour market programs for women will only be successful if women are provided with adequate financial assistance and child care'. The submission includes sections which describe women in the labour force, women's employment in the economic recession, training policies and government strategies and employment and training programs for women. It makes a number of policy recommendations

for government intervention programs for both young and mature-age women as well as program linkages which should exist between job creation schemes, wage subsidy programs, pre-vocational training and structured skill training of the apprenticeship type.

SEGMENTATION, POP (WOMEN), POLICIES, LABOUR MARKET PROGRAMS.

#### 704

WURZBURG, Gregory (1985), 'Youth joblessness in Australia : the problem behind the problem', **OECD Observer**, 136, September, 12-15.

The OECD has prepared a report on Australia's youth policies at the request of the government. This article presents some of the findings on youth unemployment which 'is a problem with immediate and visible impacts'. However, it also calls attention to 'the presence of structural difficulties in the Australian economy and the need for changes in education and training arrangements for young people. Specifically, it calls attention to longer-term prospects of widespread skill shortages when today's young grow older and a disturbing deterioration in the quality of jobs currently available for young people'. This article also briefly looks at the income-support dilemma.

EDUCATION/TRAIN, POP (YOUTH), POLICIES, STRATEGIES.

#### 705

YOUNG, Christabel M. (1983), 'Characteristics and complexities of the migrant labour force in Australia', in Dennis TREWIN (ed.), **Statistics in the Labour Market : The Role in Planning and Policy Formulation**, Lecture Notes in Statistics, Vol.5, New York, Marcel Dekker, Inc., 45-73.

This paper focuses on the current experience of migrant youth; it has three main themes: 'the heterogeneity of the labour force by birthplace'; 'an attempt to deflate some of the importance attached to the unemployment rate **per se** as an indicator of the well-being of 15-19 year olds'; and 'the amount of adjustment that overseas-born workers need to make'. To make the latter point clearer, data are presented about the labour force situation in the countries of origin compared with the corresponding situation in Australia. The data presented include statistics gathered in a survey of Lebanese and Turkish youth. Other statistics given are age structure and labour force participation, age structure and unemployment, influence of duration of residence, teenage distribution according to school and work, trends in migrant youth unemployment, age at leaving school and level of unemployment, types of jobs and job mobility.

SURVEY, STATISTICS, POP (YOUTH), POP (OTHER).

YOUNG, Christabel, COX, David and DALY, Alison (1983), **Report of the Greek and Italian Youth Employment Study**, Department of Immigration and Ethnic Affairs, Canberra, AGPS, 284 pp.

This report is based on an analysis of 1976 Census data relating to schooling and employment of young migrants as well as on questionnaires administered to a sample of Greek and Italian and a control group of Anglo-Australian school leavers in the 15-20 age group. Findings relating to employment and unemployment are reported in detail with information on duration of unemployment before starting first job, influences of gender and ethnic group, of level of education, working for pay while at school, geographic area, and language used at home. Job aspirations and attitudes to work are explored. Results are compared with those found in the study of Turkish and Lebanese youth (Young, Petty and Faulkner, 1980, q.v.). Among the conclusions drawn, the authors state that 'the desire to work is not in itself enough to ensure success not only because there are not enough jobs anyway but also because of the different pressures put on individuals from society in general and from their own ethnic group in the form of restraints on both types of jobs seen as acceptable and job-seeking activities to obtain these jobs'.

SURVEY, STATISTICS, EDUCATION/TRAIN, SOCIETY, POP (YOUTH), POP (OTHER).

YOUNG, Christabel, PETTY, Michael and FAULKNER, Arthur (1980), **Education and Employment of Turkish and Lebanese Youth**, Canberra, Commonwealth Department of Education, AGPS, 284 pp.

Numerical and qualitative information was collected in this study, a major part of which was a series of interview surveys with Turkish and Lebanese young people. Chapters describe their school experience, transition from school to work, and work experience. Background material is also presented to provide some perspective on their situation.

'A little more than one half of the youth in the sample had been continuously employed since leaving school.' The circumstances of the unemployed are described and the particular difficulties of unemployed youths emphasised. The Lebanese particularly suffer from unemployment though the report goes on to comment about the Australian youth interviewed to gather background information, that the unemployed among them 'were in an unenviable position'. Tables present detailed information on unemployment by year (from 1966-1979) and birthplace, age, year of arrival, gender and age at leaving school. Recommendations are made relating to schooling, transition from school to work, the workforce, unemployment and experimental projects.

SURVEY, STATISTICS, EDUCATION/TRAIN, EFFECTS, POP (YOUTH), POP (OTHER), POLICIES.

708

YOUTH AFFAIRS COUNCIL OF AUSTRALIA (1985), **A Piece of the Action, a Youth Policy Report**, Melbourne, Youth Affairs Council of Australia, 39 pp.

'The report canvasses the major economic issues affecting young people. It shows that none can be dealt with in isolation.' It includes sections which respond to the OECD Review of Youth Policies and also to the (Kirby) Report of the Committee of Inquiry into Labour Market Programs. In a section on 'key facts about young people in Australia', unemployment figures for December 1984 are presented, the number of job vacancies for the quarter are given as well as other data relevant to unemployment and employment.

STATISTICS, POP (YOUTH), POLICIES, LABOUR MARKET PROGRAMS.

709

YOUTH AND COMMUNITY SERVICES, DEPARTMENT OF, NEW SOUTH WALES (undated), **What Young People Should Know About : Unemployment, Looking for a Job, Working for a Living**, NSW Government Printer, 8 pp.

This pamphlet sets out the rights of unemployed people as well as offering advice on how to find a job and behaviour for young employed people.

STRATEGIES.

**AUTHOR INDEX**

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## KEY-WORD DEFINITIONS AND INDEX

- . **SURVEY:** reports of studies involving unemployed people or employed people whose work is concerned with the unemployed. The annotation gives information about sample size and the scope of the survey. The studies have been concerned with a variety of aspects of unemployment such as job histories, education, psychological tests or attitudes to unemployment.

<b>All entries</b>	15	19	21	22	23	24	25	28	29	42	44
46	58	63	64	89	90	102	103	105	109	112	116
122	130	131	138	145	147	150	152	155	167	182	199
202	203	208	210	214	225	252	261	266	268	273	279
288	290	295	300	304	307	312	323	335	336	355	356
365	371	372	379	388	389	390	391	392	394	395	398
410	426	448	449	452	476	480	481	482	491	505	510
531	541	566	571	574	578	579	580	589	601	611	616
634	640	644	656	657	668	676	692	694	700	701	705
707											706

### Combined with

<b>STATISTICS</b>	63	214	225	312	389	480	481	505
541	692	705	706	707				
<b>SEGMENTATION</b>	63	286	307	312	323	355	357	389
574	616							
<b>EDUCATION/TRAIN(ING)</b>	19	42	58	109	116	201		
225	252	261	266	304	307	379	480	531
706	707							571
								611
<b>CAUSES</b>	63	121	214	392	481	574	601	700
<b>EFFECTS</b>	15	22	24	44	46	64	89	90
131	138	147	150	152	182	202	203	208
279	288	300	312	323	335	336	371	372
394	395	398	409	426	482	491	510	566
580	601	611	616	624	656	657	668	676
701	707							694
								700
<b>SOCIETY</b>	15	21	23	24	25	44	103	105
121	122	138	145	147	150	182	201	268
300	323	335	491	510	616	624	706	279
								288
<b>POP(ULATION) (WOMEN)</b>	46	63	131	252	356	357		
389	390	531	578	579	580	589	616	
<b>POP(ULATION) (YOUTH)</b>	19	28	44	58	63	89		
90	102	109	130	131	167	199	202	210
252	261	266	273	279	290	295	335	336
379	391	398	410	426	448	449	480	566
579	580	611	640	644	656	657	668	694
706	707							700
								705
<b>POP(ULATION) (OTHER)</b>	29	46	63	252	312	449		
452	481	541	571	574	705	706	707	
<b>POLICIES</b>	15	22	23	24	29	103	105	116
122	150	152	155	182	214	286	356	365
								601
								707

STRATEGIES	21	29	46	109	112	116	130	155
252	261	266	268	304	336	355	365	389
448	449	452	476	480	491	510	516	531
580	611	624	634	644	692	701		
LABOUR MARKET PROGRAMS	261	286	304	307	410	448		
476	516	644	701					
BIBLIOGRAPHY	No entries							

- . **STATISTICS:** items which largely present statistics, interpret, analyse or criticise official statistics or statistical collection.

All entries	4	7	10	12	26	27	30	31	35	36	38
48	49	52	54	56	63	68	72	73	79	80	81
83	85	86	88	93	94	106	107	113	114	120	123
137	139	142	143	144	149	154	156	158	159	166	174
180	186	189	191	192	195	196	198	204	206	214	215
217	218	219	220	222	225	226	227	228	229	231	233
258	259	260	267	274	278	281	282	284	285	289	291
293	294	298	299	301	302	303	308	309	312	316	317
326	330	331	332	339	340	345	346	348	349	358	362
367	374	377	378	385	386	387	389	399	402	408	414
417	418	419	425	428	429	431	432	436	443	445	447
454	455	456	457	460	463	465	467	468	469	470	472
481	485	496	497	500	503	504	505	509	513	518	519
522	524	525	527	529	530	540	541	544	545	548	549
551	555	557	558	559	560	562	570	584	585	590	591
594	596	597	598	602	612	613	615	630	631	632	638
646	647	648	650	651	661	662	663	665	667	669	672
674	675	677	679	680	684	687	692	693	697	702	705
707	708										

Combined with

SURVEY	63	214	225	312	389	480	481	505	541
692	705	706	707						
SEGMENTATION	4	7	10	12	31	36	38	48	
49	52	54	63	72	73	79	82	83	86
107	113	114	120	123	139	143	154	158	180
192	195	196	215	216	217	218	222	231	233
278	291	292	293	308	312	324	330	331	340
377	389	408	416	417	428	450	454	457	469
509	522	524	550	570	590	650	651	663	680
EDUCATION/TRAIN(ING)				86	107	123	137	142	143
225	235	258	284	301	324	345	349	378	470
550	651	706	707						
CAUSES	10	12	63	72	79	81	82	88	120
134	139	149	156	159	179	180	195	214	215
217	218	219	226	227	229	235	258	278	281
303	317	324	330	331	332	348	349	387	402
414	425	428	429	431	432	445	454	456	457
468	481	496	520	530	540	544	548	549	550
559	584	590	598	602	631	648	651	665	674
679	680	684	702						

<b>EFFECTS</b>	10	38	80	113	156	166	180	214	226
228 229	278	298	299	312	324	346	436	460	465
467 551	562	612	631	707					
<b>SOCIETY</b>	10	12	26	27	35	38	49	68	80
82 85	94	107	139	166	186	192	196	204	226
227 235	278	291	293	326	460	509	558	661	706
<b>POP(ULATION) (WOMEN)</b>				4	48	63	82	154	179
231 235	258	317	324	330	331	358	377	389	419
428 472	522	530	673						
<b>POP(ULATION) (YOUTH)</b>				4	26	52	63	68	81
82 83	86	107	123	142	156	159	179	195	198
214 225	235	258	274	282	284	289	294	301	303
309 324	330	331	345	374	378	468	470	472	480
496 497	513	530	550	555	559	593	594	598	613
646 647	648	651	663	675	705	706	707	708	
<b>POP(ULATION) (OTHER)</b>				48	63	82	134	137	179
235 281	302	312	324	330	332	340	348	349	358
385 431	432	455	456	469	481	485	513	519	520
524 525	541	548	549	584	613	615	661	672	673
674 675	684	702	705	706	707				
<b>POLICIES</b>	10	27	35	36	52	72	73	79	88
106 107	123	134	149	154	166	179	180	186	195
196 206	214	218	219	220	226	227	228	235	284
285 291	298	299	302	303	308	309	324	331	332
345 378	408	414	416	418	425	429	436	445	454
467 470	472	497	518	527	544	549	555	557	590
598 602	630	648	669	674	707	708			
<b>STRATEGIES</b>		26	106	107	220	235	258	282	293
301 309	324	339	346	349	367	378	385	389	408
436 447	480	485	500	518	541	585	612	613	630
638 639	669	674	680	692	693	697			
<b>LABOUR MARKET PROGRAMS</b>				301	346	358	447	460	497
585 630	680	697	708						
<b>BIBLIOGRAPHY</b>	No entries								

- **SEGMENTATION:** works resulting from labour market analyses which show how various population groups are affected differently by labour market conditions and by unemployment. Labour market analyses which deal with segmentation of the employed labour force have not been included. Where a particular group received special attention, that group is indicated by the appropriate, additional key-word.

<b>All entries</b>	4	7	10	12	31	32	34	36	37	38	48
49 50	52	54	63	72	73	79	82	83	86	93	96
107 113	114	120	123	139	143	154	157	158	165	171	180
183 189	192	195	196	215	216	217	218	222	231	232	233
267 271	278	286	291	292	293	307	308	312	323	324	330
331 334	337	340	355	357	358	377	389	304	408	415	416
417 428	450	454	457	459	469	471	489	497	509	522	524
550 554	570	574	590	616	642	650	651	663	666	680	682
689 703											



Combined with

<b>SURVEY</b>	63	286	307	312	323	355	357	389	574
<b>616</b>									
<b>STATISTICS</b>		4	7	10	12	31	36	38	48
49	52	54	63	72	73	79	82	83	86
107	113	114	120	123	139	143	154	158	180
192	195	196	215	216	217	218	222	231	233
<b>278</b>	<b>291</b>	<b>292</b>	<b>293</b>	<b>308</b>	<b>312</b>	<b>324</b>	<b>330</b>	<b>331</b>	<b>340</b>
<b>377</b>	<b>389</b>	<b>408</b>	<b>416</b>	<b>417</b>	<b>428</b>	<b>450</b>	<b>454</b>	<b>457</b>	<b>469</b>
<b>509</b>	<b>522</b>	<b>524</b>	<b>550</b>	<b>570</b>	<b>590</b>	<b>650</b>	<b>651</b>	<b>663</b>	<b>680</b>
<b>EDUCATION/TRAIN(ING)</b>				86	107	123	143	183	307
<b>324</b>	<b>405</b>	<b>471</b>	<b>550</b>	<b>651</b>					
<b>CAUSES</b>	10	12	32	34	37	50	63	72	79
82	120	139	180	183	195	215	216	217	218
<b>271</b>	<b>278</b>	<b>324</b>	<b>330</b>	<b>331</b>	<b>334</b>	<b>408</b>	<b>415</b>	<b>428</b>	<b>454</b>
<b>459</b>	<b>471</b>	<b>550</b>	<b>574</b>	<b>590</b>	<b>642</b>	<b>651</b>	<b>666</b>	<b>680</b>	<b>682</b>
<b>EFFECTS</b>	10	34	37	38	113	180	183	278	312
<b>323</b>	<b>324</b>	<b>334</b>	<b>459</b>	<b>554</b>	<b>616</b>				
<b>SOCIETY</b>	10	12	34	38	49	82	96	107	139
183	192	196	232	278	291	293	323	337	509
<b>689</b>									
<b>POP(ULATION) (WOMEN)</b>				4	48	50	63	82	154
157	165	231	232	324	330	331	357	358	377
<b>415</b>	<b>428</b>	<b>522</b>	<b>554</b>	<b>616</b>	<b>682</b>	<b>703</b>			
<b>POP(ULATION) (YOUTH)</b>				4	50	52	63	82	83
86	107	123	195	232	271	324	330	331	334
<b>489</b>	<b>497</b>	<b>550</b>	<b>642</b>	<b>651</b>	<b>663</b>	<b>666</b>	<b>682</b>		
<b>POP(ULATION) (OTHER)</b>				48	63	82	232	312	324
<b>330</b>	<b>340</b>	<b>358</b>	<b>415</b>	<b>469</b>	<b>524</b>	<b>574</b>			
<b>POLICIES</b>	10	32	34	36	37	50	52	72	
73	79	107	123	154	171	180	183	195	196
232	286	291	308	324	331	337	405	408	416
<b>471</b>	<b>489</b>	<b>497</b>	<b>590</b>	<b>642</b>	<b>682</b>	<b>703</b>			
<b>STRATEGIES</b>	107	293	324	355	389	408	489	680	
<b>LABOUR MARKET PROGRAMS</b>			286	307	358	405	497	680	
<b>703</b>									
<b>BIBLIOGRAPHY</b>	No entries								

- . **EDUCATION/TRAIN(ING):** works which refer to pre-employment education either at school or in a TAFE institution as it affects employment opportunities; works which while mainly concerned with schemes to reduce unemployment include within them elements of training or retraining. Works which are concerned with the need for change in education as preparation for work are not included, unless there is a direct reference to unemployment. Readers with a particular interest in the subject are referred to publications of the National Clearinghouse for Youth Studies, The Australian National University; also to the bibliography herein annotated, Anderson and Blakers (1984).

All entries	1	5	19	42	58	59	62	67	75	76	77		
	86	104	107	108	109	116	123	128	135	137	142	143	160
	176	183	197	201	225	235	252	253	258	261	266	269	270
	272	284	301	304	307	315	324	345	349	361	373	378	379
	383	403	404	405	411	446	466	470	471	475	480	498	499
	531	534	550	552	556	561	565	571	592	606	611	622	623
	633	651	652	686	704	706	707						

**Combined with**

<b>SURVEY</b>	19	42	58	109	116	201	225	252	261		
266	304	307	379	480	531	571	611	706	707		
<b>STATISTICS</b>		86	107	123	137	142	143	225	235		
258	284	301	324	345	349	378	470	480	550	651	
706	707										
<b>SEGMENTATION</b>		86	107	123	143	183	307	324	405		
471	550	651									
<b>CAUSES</b>	62	183	197	235	258	324	349	361	471		
534	550	552	651								
<b>EFFECTS</b>	75	183	324	361	611	686	707				
<b>SOCIETY</b>	1	107	183	201	235	686	706				
<b>POP(ULATION) (WOMEN)</b>				108	235	252	258	315	324		
531	556	565	633								
<b>POP(ULATION) (YOUTH)</b>		5	19	58	59	86	107				
109	123	142	160	197	225	235	252	253	258	261	
266	270	272	284	301	324	345	373	378	379	383	
403	411	446	466	470	480	498	550	561	571	606	
611	622	623	633	651	686	704	706	707			
<b>POP(ULATION) (OTHER)</b>		1	137	235	252	324	349				
466	571	622	633	706	707						
<b>POLICIES</b>	1	75	77	104	107	116	123	183	235		
253	284	324	345	378	403	404	405	470	471	475	
534	552	561	606	622	704	707					
<b>STRATEGIES</b>		59	62	67	76	107	108	109	116		
128	135	235	252	258	261	266	269	301	304	315	
324	349	361	373	378	383	403	404	411	446	475	
480	531	534	556	561	592	606	611	622	623	633	
704											
<b>LABOUR MARKET PROGRAMS</b>				261	269	301	304	307	404		
405	446	475	499	534	565	592	606	633	652		
<b>BIBLIOGRAPHY</b>		5	253								

- **CAUSES:** works which assign and describe a cause for unemployment. The works fall into a number of distinct categories, though separate key-words have not been given. The categories include **economic** causes (though works which are concerned with the causes of the recession in general without specific reference to unemployment are not included), the impact of **technology** on employment opportunities (though works which refer to the impact of technology on the nature of work are not included), **spatial** aspects and discussion of **immigration** as a possible cause of unemployment.

All entries		2	6	9	10	12	17	18	32	33	34	37	
	43	45	50	51	61	62	63	65	66	69	70	71	72
	74	79	81	82	84	88	97	99	100	101	110	111	117
	118	119	120	121	124	125	129	132	134	139	140	141	149
	156	159	162	163	164	168	177	179	180	183	185	190	193
	195	197	200	205	207	214	215	216	217	218	219	221	223
	226	227	229	232	235	251	254	255	258	271	278	280	281
	283	285	303	311	314	317	320	321	324	330	331	332	333
	334	347	348	349	350	359	361	363	376	387	392	400	401
	402	406	408	414	415	421	424	425	428	429	430	431	432
	434	435	439	440	444	445	454	456	457	459	463	468	471
	481	492	494	495	496	501	502	512	515	520	526	528	530
	534	535	536	537	538	539	540	543	544	547	548	549	550
	552	553	558	559	563	568	572	573	574	575	576	577	581
	583	584	590	598	601	602	608	617	619	621	631	636	642
	643	648	651	653	664	665	666	670	674	677	678	679	680
682	684	700	702										

Combined with

SURVEY	63	121	214	392	481	574	601	700			
STATISTICS		10	12	63	72	79	81	82	88		
120	134	139	149	156	159	179	180	195	214	215	
216	217	218	219	226	227	229	235	258	278	281	
285	303	317	324	330	331	332	348	349	387	402	
408	414	425	428	429	431	432	445	454	456	457	
463	468	481	496	520	530	540	544	548	549	550	
558	559	584	590	598	602	631	648	651	665	674	
677	679	680	684	702							
SEGMENTATION		10	12	32	34	37	50	63	72		
79	82	120	139	180	183	195	215	216	217	218	
232	271	278	324	330	331	334	408	415	428	454	
457	459	471	550	574	590	642	651	666	680	682	
EDUCATION/TRAIN(ING)				62	183	197	235	258	324		
349	361	471	534	550	552	651					
EFFECTS	9	10	33	34	37	43	84	118	129		
156	180	183	193	214	223	226	229	278	321	324	
333	334	359	361	376	406	459	538	601	608	631	
700											
SOCIETY	9	10	12	34	45	61	82	84	119		
121	139	163	164	183	223	226	227	232	235	278	
280	558	608									

POP(ULATION) (WOMEN)	50	63	65	82	163	179
232 235 258 317 324	330	331	333	406	415	428
530 563 577 608 682						

POP(ULATION) (YOUTH)	17	50	51	63	66	69
70 81 82 141 156	159	177	179	195	197	214
232 235 258 271 303	321	324	330	331	334	400
406 415 434 440 468	496	501	526	530	550	559
583 598 608 617 619	636	642	648	651	666	682
700						

POP(ULATION) (OTHER)	63	82	134	179	232	235
281 283 321 324 330	332	347	348	349	415	431
432 456 481 492 520	548	549	563	574	584	608
643 674 684 702						

POLICIES	2	6	10	18	32	33	34	37	43
45 50 72 74 79	88	97	101	111	118	119			
121 124 125 129 134	149	163	168	179	180	183			
185 193 195 200 205	214	218	219	221	223	226			
227 232 235 251 254	255	285	303	314	324	331			
332 350 363 376 406	408	414	424	425	429	430			
435 439 440 444 445	454	471	494	495	515	528			
534 536 537 538 539	543	544	547	549	552	553			
568 575 576 583 590	598	601	602	621	636	642			
648 670 674 678 682									

STRATEGIES	62	70	235	258	283	324	333	349
361 406 408 430 512	534	543	547	576	581	636		
674 680								

LABOUR MARKET PROGRAMS	283	534	680
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BIBLIOGRAPHY	71
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- . **EFFECTS:** works which refer to the effects or consequences of unemployment on the economy itself, on society in general, on the families of unemployed people and on the individual. The effects may be economic, psychological or physical (health). The literature here overlaps with works about poverty and its impact; only those mentioning unemployment directly are included.

All entries	9	10	11	15	20	22	24	33	34	37	38
43 44 46 64 75 80 84 89 90 91 92 95 103											
113 118 127 129 131 138 147 148 150 152 156 166 175											
178 180 182 183 193 202 203 208 209 210 212 213 214											
223 224 226 228 229 250 263 265 275 278 279 287 288											
297 298 299 300 312 321 323 324 333 334 335 336 344											
346 359 361 371 372 375 376 388 391 393 394 395 396											
398 406 409 426 436 438 458 459 460 461 462 464 465											
467 479 482 491 510 533 538 551 554 562 566 578 579											
580 582 599 600 601 603 608 609 611 612 614 616 624											
625 631 649 656 657 668 676 685 686 690 694 696 700											
701 707											

Combined with

<b>SURVEY</b>	15	22	24	44	46	64	89	90	103
131	138	147	150	152	182	202	203	208	210
279	288	300	312	323	335	336	371	372	388
394	395	398	409	426	482	491	510	566	578
580	601	611	616	624	656	657	668	676	694
701	707								700
<b>STATISTICS</b>		10	38	80	113	156	166	180	214
226	228	229	278	298	299	312	324	346	436
465	467	551	562	612	631	707			460
<b>SEGMENTATION</b>		10	34	37	38	113	180	183	278
312	323	324	334	459	554	616			
<b>EDUCATION/TRAIN(ING)</b>				75	183	324	361	611	686
707									
<b>CAUSES</b>	9	10	33	37	43	84	118	129	156
180	183	193	214	223	226	229	278	321	324
334	359	361	376	406	459	538	601	608	631
									700
<b>SOCIETY</b>	9	10	15	20	24	34	38	44	80
84	103	138	147	148	150	166	178	182	183
223	226	278	279	288	300	323	335	344	460
510	608	616	624	625	649	686	690	696	491
<b>POP(ULATION) (WOMEN)</b>				46	131	175	324	333	406
554	578	579	580	599	608	616			
<b>POP(ULATION) (YOUTH)</b>				44	89	90	131	156	178
202	209	210	214	275	279	321	324	334	335
371	372	375	391	393	396	398	406	426	438
464	479	566	578	579	580	608	609	611	656
668	685	686	690	694	700	707			657
<b>POP(ULATION) (OTHER)</b>				46	178	312	321	324	608
609	707								
<b>POLICIES</b>	10	15	22	24	33	34	37	43	75
95	103	118	129	148	150	152	166	178	180
183	193	212	213	214	223	226	228	263	298
324	376	406	436	458	467	538	601	603	625
707									685
<b>STRATEGIES</b>		46	92	250	297	324	333	336	344
346	361	375	406	409	436	461	491	510	578
603	609	611	612	624	625	690	701		580
<b>LABOUR MARKET PROGRAMS</b>				346	460	701			
<b>BIBLIOGRAPHY</b>	287								

- **SOCIETY:** works which describe the social characteristics of unemployed people; the incidence of unemployment; the relationships between social conditions and the experience of unemployment.

<b>All entries</b>	1	3	8	9	10	12	15	20	21	23	24
25	26	27	34	35	38	40	41	44	45	47	57
61	68	80	82	84	85	94	96	98	103	105	107
115	119	121	122	138	139	145	146	147	148	150	163
166	178	181	182	183	184	186	192	196	201	204	211
223	226	227	232	235	268	278	279	280	288	291	293
323	326	335	337	344	437	460	491	509	510	558	608
616	624	625	649	660	661	686	688	689	690	696	706

**Combined with**

<b>SURVEY</b>	15	21	23	24	25	44	103	105	112
121	122	138	145	147	150	182	201	268	279
300	323	335	491	510	616	624	706		
<b>STATISTICS</b>	10	12	26	27	35	38	49	68	
80	82	85	94	107	139	166	186	192	196
226	227	235	278	291	293	326	460	509	558
706									661
<b>SEGMENTATION</b>	10	12	34	38	49	82	96	107	
139	183	192	196	232	278	291	293	323	337
616	689								509
<b>EDUCATION/TRAIN(ING)</b>				1	107	183	201	235	686
706									
<b>CAUSES</b>	9	10	12	34	45	61	82	84	119
121	139	163	164	183	223	226	227	232	235
280	558	608							278
<b>EFFECTS</b>	9	10	15	20	24	34	38	44	80
84	103	138	147	148	150	166	178	182	183
223	226	278	279	288	300	323	335	344	460
510	608	616	624	625	649	686	690	696	491
<b>POP(ULATION) (WOMEN)</b>				3	47	57	82	163	232
235	608	616							
<b>POP(ULATION) (YOUTH)</b>				26	44	57	68	82	107
178	211	232	235	279	335	608	686	690	706
<b>POP(ULATION) (OTHER)</b>				1	82	178	181	232	235
608	661	706							
<b>POLICIES</b>	1	10	15	23	24	27	34	35	40
45	98	103	105	107	115	119	121	122	148
163	166	178	182	183	184	186	196	212	223
227	232	235	291	337	437	610	625	660	226
<b>STRATEGIES</b>		8	21	26	107	112	115	235	268
293	344	491	510	624	625	688	690		
<b>LABOUR MARKET PROGRAMS</b>				460					
<b>BIBLIOGRAPHY</b>	98	115							

- **POP(ULATION) (WOMEN):** works which refer to women as a specific population group in the labour market; causes of unemployment which affect women differentially; the impact of unemployment on women and their families.

All entries	3	4	46	47	48	50	57	63	65	82	108		
	131	154	157	163	165	175	179	231	232	235	252	258	315
	317	324	328	330	331	333	356	357	358	377	389	390	406
	407	415	419	420	428	472	508	522	530	531	554	556	563
	565	577	578	579	580	589	599	608	616	633	673	682	703

**Combined with**

SURVEY		46	63	131	252	356	357	389	390	531
578	579	580	589	616						
STATISTICS			4	48	63	82	154	179	231	235
258	317	324	330	331	358	377	389	419	428	472
522	530	673								
SEGMENTATION			4	48	50	63	82	154	157	165
231	232	324	330	331	357	358	377	389	415	428
522	554	616	682	703						
EDUCATION/TRAIN(ING)					108	235	252	258	315	324
531	556	565	633							
CAUSES		50	63	65	82	163	179	232	235	258
317	324	330	331	333	406	415	428	530	563	577
608	682									
EFFECTS		46	131	175	324	333	406	554	578	579
580	599	608	616							
SOCIETY		3	47	57	82	163	232	235	608	616
POP(ULATION) (YOUTH)					4	50	57	63	82	131
179	232	235	252	258	324	330	331	406	415	472
530	578	579	580	608	633	682				
POP(ULATION) (OTHER)					46	48	63	82	179	232
235	252	324	330	358	415	508	563	608	633	673
POLICIES		50	154	163	179	232	235	324	331	356
406	407	472	682	703						
STRATEGIES			46	108	235	252	258	315	324	328
333	389	406	420	531	556	578	580	633		
LABOUR MARKET PROGRAMS					358	407	565	633	703	
BIBLIOGRAPHY			No entries							

- **POP(ULATION) (YOUTH):** works which refer to young people as a specific population group in the labour market; causes of unemployment which affect youth differentially; social attitudes to youth unemployment; the effects of unemployment; strategies to reduce youth unemployment such as job creation or training schemes.

<b>All entries</b>	4	5	17	19	26	28	44	50	51	52	57
58	59	60	63	66	68	69	70	81	82	83	86
90	102	107	109	123	130	131	141	142	156	159	160
167	177	178	179	195	197	198	199	202	209	210	211
225	232	235	252	253	256	257	258	261	266	270	271
273	274	275	276	279	282	284	289	290	294	295	296
303	309	319	321	324	329	330	331	334	335	336	342
353	371	372	373	374	375	378	379	380	381	382	383
393	396	398	400	403	406	410	411	415	426	434	438
441	446	448	449	462	464	466	468	470	472	478	479
486	487	488	489	490	496	497	498	501	507	513	526
550	555	559	561	564	566	569	571	578	579	580	583
594	598	606	608	609	611	613	617	619	622	623	628
633	635	636	640	641	642	644	646	647	648	651	656
663	666	668	671	675	681	682	685	686	690	694	698
700	704	705	706	707	708						

**Combined with**

<b>SURVEY</b>	19	28	44	58	63	89	90	102	109	
130	131	167	199	202	210	214	225	252	261	266
273	279	290	295	335	336	371	372	379	391	398
410	426	448	449	480	566	571	578	579	580	611
640	644	656	657	668	694	700	705	706	707	
<b>STATISTICS</b>	4	26	52	63	68	81	82	83		
86	107	123	142	156	159	179	195	198	214	225
235	258	274	282	284	289	294	301	303	309	324
330	331	345	374	378	468	470	472	480	496	497
513	530	550	555	559	593	594	598	613	646	647
648	651	663	675	705	706	707	708			
<b>SEGMENTATION</b>	4	50	52	63	82	83	86	107		
123	195	232	271	324	330	331	334	415	489	497
550	642	651	663	666	682					
<b>EDUCATION/TRAIN(ING)</b>	5	19	58	59	86	107				
109	123	142	160	197	225	235	252	253	258	261
266	270	272	284	301	324	345	373	378	379	383
403	411	446	466	470	480	498	550	561	571	606
611	622	623	633	651	686	704	706	707		
<b>CAUSES</b>	17	50	51	63	66	69	70	81	82	
141	156	159	177	179	195	197	214	232	235	258
271	303	321	324	330	331	334	400	406	415	434
440	468	496	501	526	530	550	559	583	598	608
617	619	636	642	648	651	666	682	700		
<b>EFFECTS</b>	44	89	90	131	156	178	202	209	210	
214	275	279	321	324	334	335	336	371	372	375
391	393	396	398	406	426	438	462	464	479	566
578	579	580	608	609	611	656	657	668	685	686
690	694	700	707							



SOCIETY	26	44	57	68	82	107	178	211	232
235	279	335	608	686	690	706			
POP(ULATION) (WOMEN)				4	50	57	63	82	131
179	232	235	252	258	324	330	331	406	415
530	578	579	580	608	633	682			
POP(ULATION) (OTHER)				63	82	178	179	232	235
252	256	257	321	324	330	342	415	449	466
564	571	608	609	613	622	633	675	705	706
POLICIES	50	52	107	123	178	179	195	214	232
235	253	284	296	303	309	324	329	331	345
378	381	403	406	440	470	472	488	489	497
561	583	598	606	622	635	636	641	642	648
685	698	704	707	708					
STRATEGIES	26	59	60	70	107	109	130	161	
235	252	257	258	261	266	276	282	301	309
324	336	373	375	378	380	381	382	383	403
410	411	441	446	448	449	480	486	487	488
490	507	561	564	569	578	580	606	609	611
622	623	628	629	633	636	644	671	681	690
704									
LABOUR MARKET PROGRAMS	257	261	301	329	342	410			
446	448	490	497	564	569	606	628	629	633
644	671	681	698	699	708				
BIBLIOGRAPHY	5	253	256						

- . POP(ULATION) (OTHER): as for Women or Youth. These groups include Aboriginal people, migrant groups, older workers.

All entries	1	29	39	46	48	53	63	82	134	137	178
179	181	194	232	235	252	256	257	262	281	283	302
321	324	330	332	340	341	342	347	348	349	358	385
431	432	449	452	455	456	466	469	481	485	492	508
519	520	524	525	532	541	548	549	563	564	571	574
608	609	613	615	622	633	643	645	661	672	673	674
684	702	705	706	707							

Combined with

SURVEY	29	46	63	252	312	449	452	481	541
571	574	705	706	707					
STATISTICS	48	63	82	134	137	179	235	281	
302	312	324	330	332	340	348	349	358	431
432	455	456	469	481	485	513	519	520	524
541	548	549	584	613	615	661	672	673	674
684	702	705	706	707					
SEGMENTATION	48	63	82	232	312	324	330	340	
358	415	469	524	574					
EDUCATION/TRAIN(ING)	1	137	235	252	324	349			
466	571	622	633	706	707				

CAUSES	63	82	134	179	232	235	281	283	321
324	330	332	347	348	349	415	431	432	456
492	520	548	549	563	574	584	608	643	674
702									
EFFECTS	46	178	312	321	324	608	609	707	
SOCIETY	1	82	178	181	232	235	608	661	706
POP(ULATION) (WOMEN)				46	48	63	82	179	232
235	252	324	330	358	415	508	563	608	633
673									
POP(ULATION) (YOUTH)				63	82	178	179	232	235
252	256	257	321	324	330	342	415	449	466
513									
564	571	608	609	613	622	633	675	705	706
707									
POLICIES	1	29	53	134	178	179	194	232	235
302	324	332	341	532	549	622	645	674	707
STRATEGIES		29	39	46	235	252	257	283	324
341	385	449	452	485	532	541	564	609	613
622									
633	674								
LABOUR MARKET PROGRAMS				257	262	283	341	342	358
532	564	633							
BIBLIOGRAPHY	256								

- . **POLICIES:** works recommending a policy or a range of policies, in general terms, to reduce unemployment or to alleviate the problems of unemployment. The wide range of literature discussing policies to deal with the recession and/or inflation is not included.

All entries	1	2	6	10	13	15	18	22	23	24	27
29	32	33	34	35	36	37	40	43	45	50	52
53											
55	72	73	74	75	77	78	79	87	88	95	97
98											
101	103	104	105	106	107	111	115	116	118	119	121
122											
123	124	125	126	129	133	134	148	149	150	151	152
153											
154	155	163	166	168	169	171	178	179	180	182	183
184											
185	186	187	193	194	195	196	200	205	206	212	213
214											
218	219	220	221	223	226	227	228	230	232	234	235
237											
251	253	254	255	263	277	284	285	286	291	296	298
299											
302	303	305	306	308	309	314	318	324	325	327	329
331											
332	337	341	343	345	350	351	353	354	356	363	365
368											
369	370	376	378	381	403	404	405	406	407	408	412
414											
416	418	422	423	424	425	427	429	430	433	435	436
437											
439	440	444	445	454	458	467	470	471	472	473	474
475											
484	488	489	493	494	495	497	511	514	515	517	518
523											
527	528	532	534	536	537	538	539	543	544	546	547
549											
552	553	555	557	561	568	575	576	583	586	587	590
595											
598	601	602	603	604	605	606	607	610	620	621	622
625											
626	627	630	635	636	637	641	642	645	648	659	660
669											
670	674	678	682	683	685	695	698	703	704	707	708

Combined with

SURVEY	15	22	23	24	29	103	105	116	121
122	150	152	155	182	214	286	356	365	601
707									

STATISTICS			10	27	35	36	52	72	73	79
88	106	107	123	134	149	154	166	179	180	186
195	196	206	214	218	219	220	226	227	228	235
284	285	291	298	299	302	303	308	309	324	331
332	345	378	408	414	416	418	425	429	436	445
454	467	470	472	497	518	527	544	549	555	557
590	598	602	630	648	669	674	707	708		
SEGMENTATION			10	32	34	36	37	50	52	72
73	79	107	123	154	171	180	183	195	196	218
232	286	291	308	324	331	337	405	408	416	454
471	489	497	590	642	682	703				
EDUCATION/TRAIN(ING)					1	75	77	104	107	116
123	183	235	253	284	324	345	378	403	404	405
470	471	475	534	552	561	606	622	704	707	
CAUSES		2	6	10	18	32	33	34	37	43
45	50	72	74	79	88	97	101	111	118	119
121	124	125	129	134	149	163	168	179	180	183
185	193	195	200	205	214	218	219	221	223	226
227	232	235	251	254	255	285	303	314	324	331
332	350	363	376	406	408	414	424	425	429	430
435	439	440	444	445	454	471	494	495	515	528
534	536	537	538	539	543	544	547	549	552	553
568	575	576	583	590	598	601	602	621	636	642
648	670	674	678	682						
EFFECTS		10	15	22	24	33	34	37	43	75
95	103	118	129	148	150	152	166	178	180	182
183	193	212	213	214	223	226	228	263	298	299
324	376	406	436	458	467	538	601	603	625	685
707										
SOCIETY		1	10	15	23	24	27	34	35	40
45	98	103	105	107	115	119	121	122	148	150
163	166	178	182	183	184	186	196	212	223	226
227	232	235	291	337	437	610	625	660		
POP(ULATION) (WOMEN)					50	154	163	179	232	235
324	331	356	406	407	472	682	703			
POP(ULATION) (YOUTH)					50	52	107	123	178	179
195	214	232	235	253	284	296	303	309	324	329
331	345	353	378	381	403	406	440	470	472	488
489	497	555	561	583	598	606	622	635	636	641
642	648	682	685	698	704	707	708			
POP(ULATION) (OTHER)					1	29	53	134	178	179
194	232	235	302	324	332	341	532	549	622	645
674	707									
STRATEGIES			13	29	87	106	107	115	116	133
151	153	155	220	234	235	237	277	305	306	309
324	327	341	343	351	354	365	369	378	381	403
404	406	408	412	430	433	436	473	474	475	484
488	489	514	518	523	532	534	543	547	561	576
595	603	605	606	620	622	625	626	627	630	636
669	674	698	704							

LABOUR MARKET PROGRAMS	277	286	305	306	329	341
343 351 354 404 405 407 473 475 484 497 532						
534 546 595 605 606 620 626 627 630 635 659						
698 703 708						
BIBLIOGRAPHY	98	115	169	253		

- . **STRATEGIES:** works which detail schemes, plans or specific programmes to reduce unemployment or its impact. Most works indicated by this key-word are descriptions of schemes currently in operation or outline concrete plans.

All entries	8	13	14	16	21	26	29	39	46	59	60
62 67 70 76 87 92 106 107 108 109 112 115 116											
128 130 133 135 136 151 153 155 161 170 172 173 188											
220 234 235 236 237 250 252 257 258 261 266 268 269											
276 277 282 283 293 297 301 304 305 306 309 310 313											
315 319 322 324 327 328 333 336 338 339 341 343 344											
346 349 351 354 355 360 361 364 365 367 369 373 375											
378 380 381 382 383 385 389 397 403 404 406 408 409											
410 411 412 413 420 430 433 436 441 442 446 447 448											
449 451 452 453 461 473 474 475 476 477 480 483 484											
485 486 487 488 489 490 491 500 506 507 510 512 514											
516 518 521 523 531 532 534 541 542 543 547 556 561											
564 567 569 576 578 580 581 585 588 592 595 603 605											
606 609 611 612 613 620 622 623 624 625 626 627 628											
629 630 633 634 636 638 639 644 654 655 658 669 671											
674 680 681 688 690 691 692 693 697 698 701 704 709											

Combined with

SURVEY	21	29	46	109	112	116	130	155	252
261 266 268 304 336 355 365 389 409 410 448									
449 452 476 480 491 510 516 531 541 578 580									
611 624 634 644 692 701									
STATISTICS	26	106	107	220	235	258	282	293	
301 309 324 339 346 349 367 378 385 389 408									
436 447 480 485 500 518 541 585 612 613 630									
638 639 669 674 680 692 693 697									
SEGMENTATION	107	293	324	355	389	408	489	680	
EDUCATION/TRAIN(ING)	59	62	67	76	107	108			
109 116 128 135 235 252 258 261 266 269 301									
304 315 324 349 361 373 378 383 403 404 411									
446 475 480 531 534 556 561 592 606 611 622									
623 633 704									
CAUSES	62	70	235	258	283	324	333	349	361
406 408 430 512 534 543 547 576 581 636 674									
680									
EFFECTS	46	92	250	297	324	333	336	344	346
361 375 406 409 436 461 491 510 578 580 603									
609 611 612 624 625 690 701									
SOCIETY	8	21	26	107	112	115	235	268	293
344 491 510 624 625 688 690									

POP(ULATION) (WOMEN)	46	108	235	252	258	315
324 328 333 389 406	420	531	556	578	580	633
POP(ULATION) (YOUTH)	26	59	60	70	107	109
130 161 235 252 257	258	261	266	276	282	301
309 319 324 336 373	375	378	380	381	382	383
403 406 410 411 441	446	448	449	480	486	487
488 489 490 507 561	564	569	578	580	606	609
611 613 622 623 628	629	633	636	644	671	681
690 698 704						
POP(ULATION) (OTHER)	29	39	46	235	252	257
283 324 341 349 385	449	452	485	532	541	564
609 613 622 633 674						
POLICIES	13	29	87	106	107	115
153 155 220 234 235	237	277	305	306	309	324
327 341 343 351 354	365	369	378	381	403	404
406 408 412 430 433	436	473	474	475	484	488
489 514 518 523 532	534	543	547	561	576	595
603 605 606 620 622	625	626	627	630	636	669
674 698 704						
LABOUR MARKET PROGRAMS	257	261	269	277	283	301
304 305 306 310 322	341	343	346	351	354	397
404 410 413 446 447	448	473	475	476	477	484
490 506 516 521 532	534	564	569	585	588	592
595 605 606 620 626	627	628	629	630	633	644
658 671 680 681 697	698	701				
BIBLIOGRAPHY	14	115	442			

- . **LABOUR MARKET PROGRAMS:** This key-word was introduced for this volume of the bibliography; none of the entries in the first volume appear in this listing. The establishment of the Committee of Inquiry into Labour Market Programs under the chairmanship of P.E.F. Kirby has resulted in a large number of entries under this heading: submissions, the Report itself, accounts of government responses and plans resulting from it, and criticisms of both the responses and the report itself. (Not all submissions to the Committee have been published; for a full list, see the Report itself.) Also under this key-word are references to works about labour market programs already in place. The works which would have carried this key-word in Volume 1 are listed under **STRATEGIES** only and some of the second volume entries are also listed similarly, making this a double entry.

All entries	257	261	262	264	269	277	283	286	301	304	305
306 307 310 322 329	341	342	343	346	351	352	354	358			
384 397 404 405 407	410	413	446	447	448	460	473	475			
476 477 484 490 497	499	506	516	521	532	534	546	564			
565 569 585 588 592	595	605	606	618	620	626	627	628			
629 630 633 635 644	652	658	659	671	680	681	697	698			
699 701 703 708											

Combined with

SURVEY	261	286	304	307	410	448	476	516	644
701									

STATISTICS	301	346	358	447	460	497	585	630	
680	697	708							
SEGMENTATION	286	307	358	405	497	680	703		
EDUCATION/TRAIN(ING)			261	269	301	304	307	404	
405	446	475	499	534	565	592	606	633	652
CAUSES	283	534	680						
EFFECTS	346	460	701						
SOCIETY	460								
POP(ULATION) (WOMEN)			358	407	565	633	703		
POP(ULATION) (YOUTH)			257	261	301	329	342	410	
446	448	490	497	564	569	606	628	629	633
644	671	681	698	699	708				
POP(ULATION) (OTHER)			257	262	283	341	342	358	
532	564	633							
POLICIES	277	286	305	306	329	341	343	351	354
404	405	407	473	475	484	497	532	534	546
605	606	620	626	627	630	635	659	698	703
708									
STRATEGIES	257	261	269	277	283	301	304	305	
306	310	322	341	343	346	351	354	397	404
413	446	447	448	473	475	476	477	484	490
516	521	532	534	564	569	585	588	592	595
606	620	626	627	628	629	630	633	644	658
680	681	697	698	701					
BIBLIOGRAPHY	No entries								

- . **BIBLIOGRAPHY:** other bibliographies (some annotated) which include unemployment as a major heading.

All entries      5    14    71    98    115    169    253    256    287    442

Combined with

SURVEY	No entries								
STATISTICS	No entries								
SEGMENTATION	No entries								
EDUCATION/TRAIN(ING)				5	253				
CAUSES	71								
EFFECTS	287								
SOCIETY	98	115							
POP(ULATION) (WOMEN)	No entries								
POP(ULATION) (YOUTH)				5	253	256			
POP(ULATION) (OTHER)				256					
POLICIES	98	115	169	253					
STRATEGIES		14	115	442					
LABOUR MARKET PROGRAMS	No entries								

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