

## SWRC Newsletter No 19 - November 1985

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# SWRC Newsletter

No 19 November 1985

Editor: Rosemary Hooke

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## Social Welfare Research Centre

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



# From the Acting Director . . .

As this Newsletter goes to press, the Social Welfare Research Centre is about to hold a special one-day public seminar on **Income Distribution, Taxation and Social Security : Issues of Current Concern**. We hope that the papers presented at the seminar and the ensuing discussion and comments from the participants will contribute to the elucidation of current concerns in social security and will constitute a valuable input into the formulation of social policy. We are particularly pleased that the Minister for Social Security, the Honourable Brian Howe, M.P., has agreed to open the seminar proceedings and participate in discussion. The proceedings of the seminar will be published early in 1986.

The latest report (No.54) in the SWRC Reports and Proceedings series, **Issues in Social Welfare Policy 1985 : Perceptions, Concepts and Practice**, has now been published (see p.21). The report contains four papers which were presented by SWRC staff at national conferences in August. The papers focus on the conceptual and methodological issues in research concerned with youth policies and services, child and family welfare, the position of minority groups, and the unemployed. All four papers are based on current research projects conducted at the Centre and full reports on these projects should appear in print over the forthcoming months.

The SWRC research agenda has been receiving a great deal of attention by the staff and also by the SWRC advisory bodies: The Advisory Committee and the Research Management Committee. It is intended to plan the research programmes for a period of three years, but at the same time keeping the programmes under review at shorter intervals. New research

programmes are under consideration, and work on one new programme, **Compensation: Insurance-based Income Security Systems**, has already started (see p12.). This programme is likely to constitute a significant part of the ongoing research into the Welfare of the Workforce.

In recent months we have received numerous requests from various welfare organisations for research in social welfare issues of particular interest and concern to these organisations, usually of local or regional character. Unfortunately, we cannot meet most of these requests because of our limited resources and the necessity for giving priority to research projects of relevance to social policy on a national scale. However, we are willing to assist, whenever possible, by way of information and advice. We also take note of the issues referred to us and intend to incorporate them into our research programme, if the issues appear to have wider implications.

**New faces at the SWRC:** Knut Halvorsen, Senior Lecturer in Social Policy at the Norwegian College of Public Administration and Social Work, Oslo, Norway, is currently spending two months at the Centre as Honorary Visiting Fellow. His interest is in the area of unemployment and unemployment benefit systems in various countries. He is working on a monograph on comparative situations in Australia and Norway, which we hope to see in print in due course. Michael Cummins has joined the staff as Research Assistant and is working with Tania Sweeney on the survey of child welfare and family support services agencies. Peter Whiteford, currently in the Development Division of the Department of Social Security, will shortly join the Centre as Senior Research Fellow. He will be engaged

in research on social security, especially related to programmes of assistance for families and children. We also hope to see another Research Scholar in 1986 in response to our offer of a post-graduate scholarship (see advertisement, below).

Adam Jamrozik  
Acting Director

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## POST-GRADUATE RESEARCH SCHOLARSHIP

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Applications are invited from graduates or those who are about to graduate with a Bachelors Degree with at least Honours Class II Division I in any of the Social Sciences and who wish to undertake research for a higher degree in a field relating to Australian social welfare. The scholar will be located in the University's Social Welfare Research Centre.

The Award provides a living allowance of \$8,126 per annum: \$2,220.40 per annum for a dependent spouse and \$832 for each dependent child. Special allowances may be paid to assist with travel, setting up residence and the preparation of a thesis. These allowances are subject to income tax.

Further information may be obtained from the Acting Director, Social Welfare Research Centre, - Tel: (02)697-5151. Application forms are available from the Secretary, Social Welfare Research Centre and should be lodged immediately with the undersigned:

J.M. GANNON  
Registrar

P.O. Box 1, Kensington NSW 2300

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Topics and speakers for the 1986 SWRC Seminars will be finalised in the near future. The Seminar brochure will be mailed to N.S.W. and interested interstate subscribers, and details will also be published in Newsletter No. 20, in February 1986.

If you do not receive the Seminar brochure at present, and would like to, or do not think it is necessary to continue receiving these, please see questionnaire on p.20 of this Newsletter.

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# SWRC SEMINAR REPORTS , SESSION 2

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In this section we usually provide summaries of seminars conducted by the Social Welfare Research Centre. Those held to date in the current session and reported in this issue are:

1. **Young People and Youth Policies,**  
August 9,  
Adam Jamrozik, Social Welfare Research Centre, **Research in Youth Policy: A Critical Appraisal.**  
Marion Dunlop, Policy Coordination Unit, Department of Community Services, Canberra,  
**Social Welfare and Youth Policy.**
2. **Trade Unions, Ethnic Minorities and Social Welfare,**  
September 13,  
Loucas Nicolaou, Social Welfare Research Centre,  
**The Position of Immigrant Workers in Australian Unions: Implications for Social Welfare.**  
Alan Matheson, Australian Council of Trade Unions, Melbourne,  
**Trade Unions, Workers and Welfare: Current Developments in Ensuring the Rights of Migrant Workers.**
3. **Human Impact of Economic Restructuring: Jobs, Education and Family Policy,**  
October 11,  
David Tait, Social Welfare Research Centre,  
**Jobs and Poverty: the Changing Face of Sydney.**  
Ken Polk, University of Melbourne,  
**Jobs, Education and Youth Alienation: the New Marginality.**

Please note that seminar papers are not available unless specified.

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## 1. YOUNG PEOPLE AND YOUTH POLICIES

The paper by Adam Jamrozik, **Research in Youth Policy: A Critical Appraisal**, has been incorporated into a wider context of issues concerning young people, and has now been published as a chapter in SWRC Reports and Proceedings No.54 under the title **Conceptual Issues of Relevance to Social Policy and Services for Young People** (Drury and Jamrozik). (Reported on p 21).

An extended version of the paper by Marion Dunlop, **Social Welfare and Youth Policy** has been published under the title **Education and Welfare Concerns in Income Support for Young People**, Bowers & Dunlop, (Social Security Journal, December 1984, pp.20-41).

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## 2. TRADE UNIONS , ETHNIC MINORITIES AND SOCIAL WELFARE

In the first paper, the argument presented by Loucas Nicolaou had 3 basic, interrelated components:

**First**, social welfare issues should be understood from a conceptual framework which includes not only those welfare services dealing with the recipients' survival but also those which facilitate and enhance the recipients' social functioning and general well-being. Within such a framework immigrant workers as members of unions are not studied as the poor but as a population group who, for social, political and economic reasons, compete in a labour market on unequal terms. Such a framework goes beyond the narrow perception of social welfare as the single dimension of income support.

This framework allows for the fact that immigrant workers are also more likely to work longer hours than other workers (sometimes in more than one job), work under the worst conditions, with the worst pay and carry out tasks which are hard and menial, in addition to difficulties deriving from their immigrant status, linguistic and ethnic origin as well as gender in the case of immigrant women.

The **second** component of the argument presented is that issues, such as the provision of English classes on the job, the establishment of work-based or work-related child care centres and others, which are directly related to the social functioning and general well-being of workers, are to be understood as **industrial rights**. Any attempts by unions and other

organisations involved to label such issues as **social** and not relevant to union objectives may be regarded as an excuse and as a way out of their industrial obligations.

The **third** component of the argument stressed in this paper derives from the second. It points to the view that, at least in relation to union activities and objectives, the dividing line between the **industrial** and the **social** spheres is a myth. A focus on wages and working conditions above would provide a picture describing only a part of what is investigated.

Within this wider framework, the right to English classes on the job, for example, would become a union objective even if it was labelled as a **social** problem.

In the light of the above discussion, Mr Nicolaou, identified three main areas where structural change may be considered.

**One is union policy formulation and implementation.** There are ACTU policies which, if implemented by individual unions, would improve immigrants' position in the workforce to a great extent. At the time of the study, many of the union officials interviewed indicated they had never heard of or seen the ACTU policies concerning immigrant workers. If one considers this gap between policy developers and policy implementers, it is not surprising that such policies have hardly been implemented.

To implement ACTU policies, union officials could, for example, use the ethnic media in order to reach their membership of non-English-speaking background, in addition to publishing **in a systematic way**, multi-lingual material (something that is very rare at present). It is then that

## SESSION 2, 1985

strategies for a higher representation of immigrant workers in general and immigrant women workers in particular may be sought.

**A second area of potential change is government involvement.** Only since 1984 has the Federal Government provided funds to NSW unions to employ officers investigating immigrant-union relations.

The Federal Government may also have to reconsider the role of the Trade Union Training Authority (TUTA), which at present trains union representatives and other union leaders and gives low priority to educating the rank-and-file.

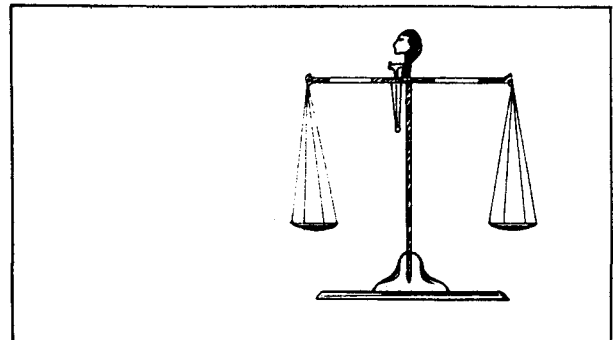
Moreover, unions may find employers more inclined to introduce English classes on the job without loss of pay if the government introduces legislation exercising some pressure on employers to do so.

The subsequent elimination of communication barriers may very well increase the productivity level and decrease the incidence of industrial accidents.

**A third area where change may be considered is people's attitudes and perceptions about the value of unions in a society.** Mr Nicolaou concluded that the greater the awareness of the role, functions, objectives and achievements of unions, the better the general well-being of workers, and society as a whole. Eventually, secondary and tertiary educational institutions could play a very important role in achieving this goal through placing, in particular, social work students in union organisations for work experience during academic training.

In the second half of the seminar Alan Matheson, the Ethnic Liaison Officer of the Australian Council of

Trade Unions, gave a talk on **Trade Unions, Ethnic Minorities and Social Welfare.** In this presentation Mr Matheson discussed the complexity and variation within the union movement, the organisational structure of the peak council (ACTU), the legislative context within which unions have to operate, and outlined some of the implications involved in immigrant-union relations. He criticised anti-union strategies and questioned the role of the media and various myths about the strength, role and function of unions in Australian society. He stressed the social welfare component of unions and the need for unions to address issues concerning immigrant workers but argued that the union movement in Australia was not alone in the lack of adequate response to immigrants' needs. The Social Welfare Research Centre and the Institute of Family Studies were two of the examples mentioned of Australian organisations and institutions which had not comprehensively and systematically incorporated in their agendas issues concerning immigrants. This presentation reinforced the view advanced in the first half of the seminar that existing union organisations comprised the main channel through which immigrant workers could seek to improve their place in the workforce and society as a whole and that unions needed to take initiatives in facilitating this process. Mr Matheson concluded by pinpointing areas where change may be considered in terms of political, economic, technical and social means.





### 3. HUMAN IMPACT OF ECONOMIC RESTRUCTURING

One of the key issues facing the income security system is the relationship between family poverty and access to employment. Dr David Tait, Senior Research Fellow at the Centre, argued that there had been an increase in income inequality in Sydney between 1976 and 1981 and that this was related to fundamental changes in the Sydney labour market.

The changes could be seen in the spatial distribution of unemployment in Sydney in that period. Using colour maps drawn by Jenny James at the SWRC, he showed that unemployment was increasing in the inner suburbs which were already relatively poor, and decreasing in most of the more affluent North Shore suburbs. Similarly, married women's labour force participation was decreasing in the inner suburbs, and increasing in the northern and southern fringes of the city.

One of the reasons for this increasing spatial inequality was the form of economic restructuring the city had been experiencing. There was a growth of employment in the finance, information, and service sectors, particularly for professionals and others with qualifications. These workers are disproportionately concentrated in the North Shore. Meanwhile manufacturing jobs had been lost, particularly in the inner suburbs and the 'migrant belt'. These losses particularly affected women. What was not adequately documented in the

census was the growth of the informal sector, of casualised, poorly-paid piece work. These jobs were disproportionately concentrated amongst migrant women.

These trends meant that access to jobs was becoming less and less equal, between those with educational qualifications and those without, between migrants and the Australian born, between men and women, between middle-class and working-class neighbourhoods. In the context of such economic dislocations, divisive political ideologies might well find fertile soil.

The second paper was given by Dr Ken Polk of Melbourne University.

He described complex forces which are at work and resulting in a reshaping of the Australian labour force. With expansion of technology and the movement of Australia into a mature phase of post-industrialism, it is well established that in general there are declining numbers of persons employed in agriculture (and related activities) and manufacturing, and a general increase in persons working in the various service industries. What is not so well recognized are the implications of these trends for the youthful population, especially those who leave school in their teenage years and attempt to enter gainful employment. The net result of these alterations in the nature of work has meant that in Australia teenagers have suffered losses in all forms of work, including those which tend to be growth areas for adults (such as government, banking, finance and the like).

These changes are posing two separate problems that need to be addressed by social policy. First, there is the general problem of creating new entry portals into work for teenagers.

## SESSION 2

That is, the net loss of employment does not simply result in unemployment for young persons, it means that young persons are being denied access to **work careers**. It is not, therefore, a temporary problem. Second, as these trends accelerate, there will be a further aggravation of the schooling issues for those sorted into the lower streams of our education system. As the link between education and job destinations begins to break down, so will the very rationality that educators draw upon to make sense of the educational process to their students. The ultimate result of these two processes will be to create new forms of marginality among young persons, marginality that results from their being simultaneously excluded from work and pushed to the margins of the school. The avenues for solutions to such problems are relatively unexplored, but hopefully will consider that all young persons should have the right to engage in productive activity. An agenda item for future social change will be the creation of new forms of job creation and education which will permit present and future generations of young Australians the same opportunities to grow up into healthy adulthood experienced by past generations.

Office of the Commissioner for the Ageing

# Age Page

The Office of the Commissioner for the Ageing in South Australia has produced a kit for the aged as the first information package of this new organisation.

The kit contains a South Australian Directory of Services for the Aged, and a set of eleven no-nonsense no-jargon information sheets in large print, dealing with issues such as:

- \* Safe use of medications
- \* Foot care for older people
- \* Arthritis
- \* Ageing and your eyes
- \* Safety in the home
- \* Loss
- \* High blood pressure
- \* Bladder problems
- \* Nutrition: a lifelong concern
- \* Hints for shopping, cooking and enjoying meals
- \* Care of teeth and mouth

For a copy of the information sheets contact:

Office of the Commissioner  
for the Ageing  
Box 1765, GPO Adelaide  
South Australia 5001

## SEASON'S GREETINGS

The staff of the SWRC would like to wish Newsletter readers a Happy Christmas and New Year Season 1986.

It has been a year of increased response from readers so we would like to thank you for your continued support and interest in the research work of the SWRC.

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## EXTERNAL SEMINAR PRESENTATIONS

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### THE SOCIAL WAGE

#### AND THE UNEMPLOYED

The paper given in Melbourne by Adam Jamrozik at the ANZAAS Festival of Science on August 29, **The Social Wage and the Unemployed** has now been published as a chapter in Reports and Proceedings No 54. It can now be purchased from the SWRC (see centre pages).

A synopsis of the chapter appears on page 23.

### ETHNIC DISABLED

#### AND RECREATION

Loucas Nicolaou addressed a conference commemorating the 10th Anniversary of the NSW Greek Welfare Centre, held from 28-29 August in Sydney.

His paper was a report on an exploratory study which he researched on **disabled Sydney people of Greek background**, published in 1984. It was jointly funded by the Greek Welfare Centre and by the Federal Department of Sport, Recreation and Tourism.

The report points to the disadvantaged position of ethnic minorities of Australian society by concentrating on one particular area: sport and recreational opportunities for disabled people of immigrant origin in general and Greek origin in particular.

The evidence presented indicates a lack of participation and opportunities for activity of Greek and other immigrant disabled people in any organised sport and/or other recreational activities. Thus it is argued that the broad range of language and social barriers associated with the migrant experience coupled with financial and institutional/structural powerlessness have compounded disadvantage in this group.

According to this research, the targets for change should be the level of participation and power of ethnic minorities in service-providing and other institutions, to reflect the multilingual and multicultural characteristics of disabled people of ethnic origin.

### HOUSING THE AGED :

#### GENDER AND INCOME ISSUES

On August 31, Chris Rossiter gave an address to the 1985 SAANZ (Sociological Association of Australia and New Zealand) Conference held at the University of Queensland.

On the subject of **The Housing Circumstances of Elderly People in Australia: Gender and Income Issues**, she argued that since the vast majority of elderly people live 'in the community', a clear understanding of where and how they live is critical for age-care and other social policies. It is also important for demographic and statistical purposes. Housing is, in addition, of major importance to elderly people in both financial and psychological terms.

The main purpose of the paper was to outline the current accommodation

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## BY SWRC STAFF

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circumstances of elderly people in Australia and to indicate and to account for some of the main inequalities in housing. Although there is some discussion of differential rates of institutionalisation, the major area of interest is in housing characteristics of those living in private dwellings. Data were presented on nature of occupancy (tenure), type and size of dwelling, and the cost of housing. These are analysed by the age, sex and financial circumstances of householders.

The analysis was based on preliminary work on the recently released Australian Bureau of Statistics **1981/82 Income and Housing Survey**. This is the most comprehensive and up-to-date source of housing data and the paper concentrates on income units where the head is aged 65 or more. This gives a more sensitive view of housing circumstances than analysis at the household level, particularly for elderly individuals or couples who live as one income unit in a larger household. Unit records of the survey findings permit a detailed understanding of housing matters, especially of aspects such as the cost of housing as a proportion of income.

Although most older people paid relatively modest amounts for their housing, some outlaid very large proportions of their limited incomes. The income units most likely to experience financial stress as a result of housing costs were found to be single (or non-married) income units. Of these, a large majority were elderly women.

The paper indicated that the financial problems of many elderly women were associated with their greater likelihood of being widowed and their concentration in the most

disadvantaged sections of the housing market - single women were over-represented amongst tenants in the private rental sector. Further, the paper argued that inequalities in housing and income in old age represent the outcome of disadvantages faced by women in earlier years. Efforts to reduce the effects of such inequalities must ultimately address the problem of inequity between men and women, although other, short-term measures were also discussed.

The paper concluded that research into the circumstances and well-being of elderly people must explore differences within that very broad classification. This paper demonstrated the importance and pervasiveness of differences based on gender. Clearly this is not the only dimension of inequality, but it remains a very powerful one and one that should not be overlooked by those concerned with housing in general and with the welfare of elderly people.

This paper is part of a larger project on various aspects of housing at the Social Welfare Research Centre. It also draws on earlier SWRC research into ageing.

(The paper is available on request from the Publication Section of the SWRC).

### CLASS, ETHNICITY, GENDER

### AND SOCIOLOGICAL ANALYSIS

On September 2, Loucas Nicolaou addressed the SAANZ 85 Conference on **Class, Ethnicity and Gender as starting points for Sociological Analysis**.

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## EXTERNAL SEMINAR PRESENTATIONS

The focus of this presentation was on the controversy over the relative importance of class and ethnicity. The major theme was that both class and ethnicity are essential starting points for analysis in order to understand immigrants' position in a society. In addition to class and ethnicity, gender was also discussed as essential for consideration in the case of immigrant women.

The presentation referred to empirical evidence collected in the process of fieldwork in a research project with eight unions in New South Wales, carried out for a Ph.D. in Sociology, conducted between March, 1982 and March, 1984. The paper argues that the inclusion of both class and ethnicity as important factors for sociological analysis should not necessarily presume more emphasis on ethnicity than class or vice versa. It should instead presume two different levels of structuration. The discussion in this paper, therefore, stresses the importance of concentrating on both of these levels of structuration in an attempt to understand the position of immigrants in the Australian workforce, unions, and society in general.

### CHILD CARE :

### THE QUESTION OF NEED

Tania Sweeney presented a paper to the 17th National Conference of the Australian Early Childhood Association in Brisbane on September 25, titled **Child Care : The Question of Need**. The paper considers the current state of child care and child welfare policy in this country. In

particular, it focusses on recent and current definitions of the 'need' for state intervention (in terms of child welfare) or state assistance (in terms of child care). Historically, 'child welfare' has been seen as a State responsibility and 'child care' is now seen as a different system, a Commonwealth responsibility (although in some views, pre-school services are seen as education and solely as a State issue). The paper argues that the maintenance of the divisions between child care and child welfare and the current policies in each of the 'two systems' are an overt form of social control which emphasises parental responsibility at the risk of denying 'social justice' to children.

In order to look at these issues, particularly the reluctance of governments to share responsibility for the care and development of young children, the following questions need to be considered:

1. Why has child care become an issue - what have been the effects of social and economic changes in our society?
2. Why is 'formal' child care in so much demand - how do parents see their needs and those of their children?
3. What has been the result of these changes and demand?  
Who uses child care?  
What are the patterns of use, e.g.  
  - multiple use
  - referral of children 'at risk'
4. What have the Commonwealth and the States' responses been to these changes?  
  - narrowing of definition of need
  - policies of exclusion
5. How can the Commonwealth and the States' responses be best understood and interpreted?

(The paper is available from the Publications Section of the SWRC, via

## BY SWRC STAFF

the Order Form in the centre pages of this Newsletter).

### UNIONS, IMMIGRANTS

### AND RESEARCH

On October 16, Loucas Nicolaou gave a lecture to the course 'The Nature of Social Inquiry' at the UNSW, titled **Australian Unions and immigrant workers : Implications for Research Methods.**

The discussion of this lecture focussed on research methods by outlining the main stages of, and the difficulties associated with, the research design of a broad study in the area of immigrant-union relations. It was suggested that any research report ought to provide answers to five interrelated questions: **first**, what the topic area of a research project is; **second**, why such a topic area is significant for research; **third**, how this topic can be approached methodologically; **fourth**, what the findings are; and **finally**, what these findings mean, that is, what implications they have for policy, theory, methodology or other considerations. This lecture called for the use of multiple research strategies, suggesting that, in the course of data collection in social science, no single measurement is perfect and that a combination of such measurements seeks to generate data that contain a degree of validity unattainable by the framework of a single method.



## PAINT • POLITICS • PEACE

A Summer School on Women at the Australian National University

### Women's Work in Politics

8 — 10 January

Venue: ANU Campus

- Explore the wide and varied political participation of Australian women
- Meet women working in these areas
- Learn about the implications for women of anti-discrimination and affirmative action legislation

### Paint, Print, Fabric and Clay

13 — 15 January

Venue: Australian National Gallery

- View works by women artists held by the Australian National Gallery
- Meet local women artists
- Join in discussion of women artists in several media, led by curatorial staff at the National Gallery

### Women in War and For Peace

15 — 18 January

Venue: ANU Campus

- Hear about women's distinct experience of war and the creative ways women are responding to growing global militarism
- Look at past and present, working towards an understanding for women to use for change and survival

### Further Information

Summer Studies  
Centre for Continuing Education  
ANU  
GPO Box 4  
Canberra ACT 2601  
Ph.: 493858, 492384, 494754

## 1987 Churchill Fellowships for overseas study

The Churchill Trust invites applications from Australians, of 18 years and over from all walks of life who wish to be considered for a Churchill Fellowship to undertake, during 1987, an overseas study project that will enhance their usefulness to the Australian community.

No prescribed qualifications are required, merit being the primary test whether based on past achievements or demonstrated ability for future achievement.

Fellowships are awarded annually to those who have already established themselves in their calling. They are not awarded to students or for basic study, nor for the purpose of obtaining higher academic or formal qualifications.

Details may be obtained by sending a self-addressed stamped envelope to:—

**The Winston Churchill Memorial Trust**  
GPO Box 478, ACT 2601

Completed application forms and reports from three referees must be submitted by Friday 28 February 1986.



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## NEW SWRC RESEARCH PROJECTS :

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The Social Welfare Research Centre has started work on a research programme in the field of accident compensation in Australia. As this is a wide and complex field, the programme will be carried out over the next three years but reports on specific areas and issues will be published as each stage of the programme is completed.

Initially the study is concentrating on the more specific area of the work environment, that is, occupational health and safety, accidents, and subsequent workers' compensation claims.

The statutory variety of schemes, currently operating in Australia, numbering some ten in all, presents a wide range of problematic areas and, if the New Zealand model is included, it represents a most diverse set of structural alternatives. They vary from the judicial/adversary model of New South Wales, through the non-judicial compensation programmes of Victoria and Queensland, to the fully comprehensive, no fault, social insurance scheme presently operating in New Zealand.

Apart from the State-based schemes, there are also the Seamen's Accident and the Commonwealth Government Employees' Compensation Schemes. The latter provides an example of those structural relationships peculiar to any system which is at once its own assessor, insurer, employer and appellate body.

The general aim of the research programme is to undertake a study of the various schemes, considering each in isolation and in relation to the others. The aim is to examine the areas of workers' compensation and occupational health and safety as 'systems in operation', that is, at the legislative, administrative and delivery levels in various industries

and occupations. This approach should identify the formal legislative and administrative peculiarities as well as the interactive qualities of the systems, including the informal, yet still very real aspects of these systems. It should also identify some of the discrepancies which exist between the formally intended aspects of legislative practice and the situation as it is in application. The study will aim to identify the intervening variables which precipitate such discrepancies.

There are several major aspects to any workers' compensation scheme. These range from the common law, property-related aspects of the employer-employee relationship and the statutory nature of health and safety legislation, to the relative interests and involvement of all parties concerned in the compensation process.

In addition to these there is the level of State and Commonwealth financial support through income support and maintenance schemes, and rehabilitation costs - the interaction of injured workers, employees and insurance companies alike. There are the fiscal aspects associated with company taxation liabilities and associated premiums, and the effects that premium levels have on Federal revenues. Issues of indirect State subsidization of industry surface again.

The research so far has concentrated on the review of legislation and related literature, and on several informal interviews and consultations.

To date the literature review has examined the following general areas:

- 1) Historical description of the work process with regard to workers'

# Compensation : Insurance-Based Income Security Systems

compensation legislation, occupational health and safety, property law and labour relations.

2) Discriminatory aspects of the system: both in terms of negative discrimination (e.g. in relation to race, ethnicity, gender and structurally disadvantaged occupations); also positive discriminational aspects for both employer and employee alike.

3) The Administrative Tribunal vs. Judicial Adversary debate.

4) The views of those at the operational level, e.g. lawyers, medical practitioners, employer's groups, insurance companies, social workers, health centres, unions and ethnic and women's groups, reform groups.

5) Relevant workers' compensation and occupational health and safety legislation for related issues of privatisation, deregulation of labour relations and industry productivity.

Several interviews have been conducted with people who have a professional interest in workers' compensation and occupational health and safety. So far, the interviews have focussed on immigrant and union perspectives but it is anticipated that future interviews will include legal, medical, commercial, legislative and bureaucratic perspectives. The interviews have already served to identify some of the discrepancies which exist between the formally intended aspects of legislation and the situation as it actually exists, and in defining some of the variables which precipitate these discrepancies.

## Problematic Areas

The main problematic areas identified so far appear to be as follows:

- \* The judicial vs. administrative debate.

- \* Lump sums/rehabilitation interaction.

- \* Occupational health and safety and the implications for workers' compensation claims, rates of detection of work related injury and illness, and policing of relevant occupational health and safety legislation.

- \* Non coverage of workers due to limitations of Acts.

- \* Delays in processing cases and claims.

- \* Migrants, Women, Aboriginal people and other disadvantaged groups - restricted access and implications this has for the effectiveness of certain government bodies.

- \* Migrant interpreter services.

- \* Claimants and social security payments - interaction between insurance companies, claimants and social security.

- \* Legal and medical professions, - interaction between professional bodies, injured workers, unions, legislative mechanisms and potential conflicts of interest for some groups with regard to reform or maintenance of the status quo.

- \* The in-built adversary nature of ostensibly no-fault schemes.

- \* Finally the position of the claimant with regard to all of the above, the pressures which may operate on claimants, including the negative psychological effects on rehabilitation.

**The Centre would welcome receiving comments, suggestions and any research reports already in existence, related to the field of compensation. These may be directed to:**

Donald Stewart	or	Adam Jamrozik
(02-697.5149)		(02-697.5151)



## Visiting Fellow

Knut Halvorsen has been a Visiting Fellow at the Social Welfare Research Centre from October 1st till December 1st, 1985. He is a Senior Lecturer in Social Policy at the Norwegian State College of Public Administration and Social Work, Oslo, Norway.

His main research interest is within the field of social consequences of changes in the labour market. He has done studies on the redundancy processes and on social consequences of a merger within the banking industry, as well as a study of the employment effects of new technology in banking.

At the SWRC Mr. Halvorsen worked on a project on the inter-relationship between the unemployment benefit system and the level and composition of unemployment (inflows, duration and outflows). His aim is to make a comparative study between Australia and Norway of the changes in the Unemployment Benefit Systems and in the level and composition of unemployment from 1970 to 1984. He will be testing the widespread hypothesis and conventional wisdom that says that more generous benefits induce more unemployment.

In addition to a traditional regression analysis based on time-series data using the unemployment level and average duration of unemployment among males 25-54 years as a dependant variable, he plans by more impressionistic methods to analyse the effect of changes in the principles and practices of the income test and work test during the above-mentioned period, (1970 to 1984).

A report from the project will be available through the Social Welfare Research Centre around July 1986.

## COMMUNITY RESOURCES AS A COMPONENT OF THE SOCIAL WAGE: IMPLICATIONS FOR YOUTH SERVICES\*

PAPER BY ADAM JAMROZIK

The paper examines the nature of services and structures that are commonly referred to as community resources, and then explores the ways of utilizing these resources in family and child welfare, and especially in services for young people. The concept of community resources is extended to include resources provided by the state as well as by the market. Secondly, the concept includes material and human resources as well as formal and informal structures. An attempt is made to clarify the concept of community resources by relating it to the concept of the social wage, which in recent years has appeared with an increasing frequency in the vocabulary of 'social policy'. Like community, and community resources, the concept of the social wage also lacks precise definition, and a perusal of its usage indicates a diversity of meanings given to the concept by the people who have used it. However, there seems to be considerable potential for developing the concept into a useful conceptual tool which would provide a much more appropriate comparative measurement of people's living conditions than the somewhat arbitrary 'poverty line' or 'the standard of living'. The social wage may be defined as the resources people need for physical survival and social functioning.

\* (The paper is available from the Publications Section of the SWRC, via the Order Form in the centre pages of this Newsletter).



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**No. 54 Adam Jamrozik (ed.), Issues in Social Welfare Policy 1985 : Perceptions, Concepts and Practice (SWRC Papers at ASPAA and ANZAAS), SEPTEMBER 1985, 149 pp. \$5**

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The four papers included in this report have been presented by the staff of the Social Welfare Research Centre at two recently held conferences: the national conference of the Australasian Social Policy and Administration Association (ASPAA) in Melbourne on 16-17 August, with the theme of **Community Welfare Services of the Australian States**; and the **ANZAAS Festival of Science**, also held in Melbourne on 26-30 August, 1985. All four papers are based on research which is currently in progress at the Social Welfare Research Centre, and full reports of this research will appear in print over the forthcoming months.

The areas of enquiry covered by the four papers are concerned with issues of social policy and social welfare related to **young people, children and families, minority groups, and the unemployed**. Although ranging over such wide areas, the issues addressed by the authors are similar in many respects. The common theme that can be discerned in the four papers is the concern with the perceptions of the Welfare State and of the functions performed by various social welfare services. In particular, the authors note the dual role of the Welfare State: the **maintaining** function which entails financial support and related services provided for 'dependent' or 'disadvantaged' social groups and which at times involves elements of social control; and the **facilitating or enabling** function which enhances people's

social functioning. This dual function may be identified in most areas of social welfare but it is rarely recognised in the prevailing approaches to research or in public debate.

In each of the four papers the perceptions on issues in social policy and social welfare as well as policy responses come under critical examination. Examples drawn from the various areas of service provision illustrate how the two roles performed by the Welfare State tend to affect the lives of different sections, or different strata, of the population; some positively, others often in a negative direction. The issue of inequality is thus addressed in a number of areas of social policy and social welfare.

The first paper, **Conceptual Issues of Relevance to Social Policy and Services to Young People**, by Sarah Drury and Adam Jamrozik, considers the position of young people in Australia today in a wider perspective of changing perceptions on youth over the past two decades. Policy responses have varied in line with these perceptions, but the common factor in both has been an assumption that young people constitute a homogeneous group with common interests and consequently common claims on society. The validity of this assumption is questioned; the authors point out that young people, as a social group, show great diversity in socio-

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economic characteristics, similar to that in other demographic or age groups. The evidence of this can be found in many areas of young people's activity, but especially in education and employment.

The paper also raises a more fundamental conceptual question, i.e., whether the social divisions based on age or other demographic characteristics constitute the main social divisions, or whether the 'traditional' divisions of socio-economic stratification and social class are still the dominant divisions in the society today. If the latter is the case, then social welfare policies and services devised to improve the position of certain age groups may benefit the more advantaged members of that group and worsen the position of those in the group who are already disadvantaged.

The second paper, **Child Care, Child Welfare and Family Support: Policies and Practices of the Commonwealth and States**, by Tania Sweeney, raises the issue of common and diverse factors in child care and child welfare. In current perceptions and policy responses these services are seen as two distinct fields; each is seen to perform a different function and to lie in different spheres of government responsibility: one (child care) is seen to be the responsibility of the Commonwealth, while the other (child welfare) is seen to be in the States' sphere. Yet, it is pointed out in the paper,

It seems increasingly apparent that child welfare and child care policies are addressing the same issues, i.e., a family's needs for resources and assistance with child rearing.

A question thus arises whether child welfare constitute two systems of service or one. The empirical

evidence indicates that, in practice, transfers at times take place from 'child welfare' to 'child care', according to the perceptions of service providers and parents' or families' social position. Furthermore, if it is the case, as the evidence suggests, that all families, particularly those in the early stages of their life cycle, need assistance with child rearing, why, then, is that need perceived and acted upon differently for families of different socio-economic status, with visibly different consequences for children? Do all children's and family support services, in fact, have the components of substitution, support and supplementation of parental and family care? If this is the case, the divisions between child care and child welfare may need to be reconsidered, along with the responsibilities of the Commonwealth and the States.

The third paper, **Social Welfare and the Role of Unions : The Case for Minority Groups**, by Loucas Nicolaou, considers two interrelated factors and their effects: the prevailing definitions of what is, or is not, social policy and social welfare; and the prevailing definitions of what is, or is not, the role of unions. The author notes that 'social' issues and 'industrial' issues are seen to be distinct from each other and this distinction leads to certain definitional boundaries of what is perceived as an appropriate role for the unions. These distinctions are questioned on the grounds that unions are social institutions and, as such, they have a social role. The author sees

the need for a conceptual framework in studies in the fields of social welfare and industrial relations within which the nature of the Welfare State as well as the

**nature of unions can be  
seen and understood in a  
wider perspective.**

The conceptual framework presented in the paper views the Welfare State as the providing services related to people's survival as well as those which facilitate people's social functioning. Such a conceptual framework allows the analysis to include areas of concern beyond what is generally perceived as 'welfare'. Within the framework, immigrant workers as members of unions are not necessarily studied as what one may call **the poor** but as a population group who for social, political and economic reasons compete in a labour market on unequal terms.

The final paper, **The Social Wage and the Unemployed**, by Adam Jamrozik and Don Stewart, considers how the concept of the Social Wage may be used to analyse and compare the position of various social groups in relation to their social living conditions, their life styles and life chances. The authors note that the term 'the social wage' is frequently used in social policy literature and public debate but the meaning of the term and the definitions used are rather imprecise and subject to varied interpretations.

In common usage, the 'social wage' means 'allocation by governments to social expenditure'. The authors argue that this definition is too narrow because it excludes the allocations of resources made in the market, the access to which is often a prerequisite for access to certain resources provided by the state. Access to goods and services is thus 'hierarchical' in that in order to have access to services which facilitate social functioning a person has to be already in a position of relative advantage in the market economy.

Using the example of unemployment the paper provides data which show that unemployment in Australia has become increasingly 'entrenched' in certain strata of the population. The long-term unemployed, while they may receive income support from government, which enables them to survive in the physical sense, become virtually excluded from access to 'higher order' goods and services which facilitate social functioning. This is because 'unemployment' does not have a legitimate status which is a prerequisite for access to certain material as well as social consumption. As a result, those who are excluded from the market, such as the unemployed, are also more likely to be excluded from a range of social goods and services provided by the state.



# NEW BOOKS

Allan Borowski and James M. Murray  
(eds.)

## JUVENILE DELINQUENCY IN AUSTRALIA

Methuen Australia Pty Ltd, June 1985.

Reviewed by Sarah Drury, SWRC

Contributors to this book are drawn from the fields of criminology, law, education, sociology and social work, thereby providing a variety of perspectives on issues surrounding juvenile delinquency in Australia, together with discussion of relative United States research and experience.

The book is organised into five parts. The first part considers basic questions of the extent and nature of delinquent behaviour, problems of measurement, theories of causation and the impact of theory upon related policy.

Contributors to Part Two focus on different groups of juvenile offenders:

- the status offender;
- Aboriginal youth and the juvenile justice system;
- migrant youth and juvenile delinquency;
- the mentally retarded juvenile offender;
- drug abuse and juvenile delinquency;
- the serious juvenile offender.

The conflict between the welfare and correctional functions of the juvenile justice system is highlighted in Part Three which examines the development and role of parts of this system, in particular

the Children's Court and Children's Aid Panels.

Part Four looks at issues of prevention of delinquency and diversion of juvenile offenders from the juvenile justice system. A variety of points of view are presented. Evidence on the efficacy of such programmes is conflicting and the possibility that such programmes act to 'widen the net' of social control is discussed.

The final part seeks to provide some answers to the question posed by Borowski and Murray in their Preface - what direction will our delinquency prevention efforts take in the future? In particular the role and direction of delinquency research is considered.

The size and scope of the book makes it difficult to provide here any more than this brief overview of its contents. One is left with an impression of the complexity of the field and of the myriad of theories and programmes that have sought to understand and solve what has been a perennial social problem.

Francis G. Castles

## THE WORKING CLASS and WELFARE

George Allen & Unwin, Sydney, 1985, 128pp.

Reviewed by Adam Jamrozik

The sub-title of the book, **Reflections on the Political Development of the Welfare State in Australia and New Zealand, 1890-1980**, gives an indication of the book's orientation. The author's interest

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## NEW BOOKS

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in writing this short book is 'the linkage between working class politics and strategy and the development of the welfare state'. In attempting to examine the evolution of the welfare state in Australia and New Zealand in that perspective, Castles follows the approaches to social policy analysis used by European writers but rather neglected by Australian writers. There are very few, if any, examples in Australia (or, I believe, in New Zealand) of analyses of social policy that attempt to relate theoretically the provision of income security through redistributive mechanisms by the state and the regulation of wages through Conciliation and Arbitration Commission. This, in my view, has been a serious deficiency in the analysis of social policy in Australia. Those writers who have attempted to do this have either been the visitors to this country, such as Albert Mélin at the break of the century, or those who have taken interest in the European scene. We have suffered in this area from traditional limitations of linguistic and cultural monism.

Essentially, Castles' argument is that, for historical reasons, Australia and New Zealand had adopted a course in social policy which early this century had put these two countries in the forefront of progress towards a welfare state, especially in the field of income security. However, in later years, and certainly since the end of World War II, following the same course has left both countries (especially Australia) lagging behind the countries of Western Europe. While the countries of Western Europe have managed to develop institutional and even structural income maintenance policies, Australian policy (and to a lesser extent that of New Zealand) has remained largely residualist. As Castles says (p.97),

**Without question, the single most significant distinguishing feature of the Australian and New Zealand Welfare States for much of this century has been the persistence of a selectivist ethos in welfare provision and the, somewhat curious, coalition of majority opinion that has favoured such a social policy stance.**

The strategy of the working class and the trade unions was to seek an adequate standard of living through the primary redistributive mechanism of the labour market rather than through the secondary redistributive mechanisms of the state. That strategy was successful while full employment was secure but it has led to a reduction of pressure on the government to ensure minimum income security for a dependent population. With the growth of dependent populations, e.g., the aged, single-parent families, and now the unemployed, the strategy of seeking income security through the labour market is increasingly inappropriate. The result may be defined as a **wage-earners' welfare state** in which the criterion for inclusion in income security is the status of a wage-earner rather than the status of a citizen.

Castles's theoretical approach fills in (to a certain extent because of its brevity) the gap which has been painfully present in much of the writing on social policy in Australia. The approach places the debate in a wider political context by relating social welfare issues to the issues of the labour market. This contribution is particularly useful at this point of time when the current Commonwealth government faces the dilemmas Castles analyses in a

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## NEW BOOKS

historical perspective. The fact that the social policy of the government relies for its success on the Prices and Incomes Accord, and the continuation of means-tested income maintenance provisions (as well as the introduction of the assets tests for pensions) suggests that the issues Castles has identified will remain unresolved for some time to come. For this reason, I think the book will be a very useful addition to the texts on social policy now used in schools of social work, sociology, welfare economics and politics.

Many people will probably disagree with Castles's interpretation of the Australian Welfare scene (or at least, will find in it something to criticize). This would be welcome, because a widening of the debate on social policy and social welfare certainly seems to be needed, now more than ever.

**New South Wales Government  
A DECADE OF ACHIEVEMENT IN ETHNIC  
AFFAIRS, 1976-1985**

Ethnic Affairs Commission of  
N.S.W., Sydney, September 1985.

This booklet documents the New South Wales Government's main achievements in Ethnic Affairs in the last ten years.

It refers to the establishment of the many 'ethno-specific' services in the context of the reforms and new programs undertaken to improve services to the community in general.

The transformation of the whole of the public service into a body even more responsive to the needs of all

people in the community is singled out as the major challenge ahead.

The success of this 'mainstreaming' effort is said to be the key to the future of multiculturalism.

**Readers of the booklet are invited to comment on its contents and to offer ideas for the future to the Ethnic Affairs Commission.**

Available **FREE** from the Commission.

**DIRECTORY OF GOVERNMENT INTERPRETING  
AND TRANSLATING SERVICES IN NEW SOUTH  
WALES**

Health Information and Translation  
Services, N.S.W. Department of  
Health, Sydney, 1985.

Compiled by Theresa Cheshier, Translations Co-ordinator, this directory lists all government interpreting and translating services in New South Wales, with details of services provided and languages covered.


It is designed as a handbook for those involved in providing services to members of the community whose first language is not English. It will help ensure that anyone in need of interpreting or translating services will be referred to the appropriate organisation.

Produced in co-operation with the Ethnic Affairs Commission of N.S.W., the Department of Immigration and Ethnic Affairs and the Department of Social Security, it is available **free** of charge from the Commission, 10th Floor, 189 Kent Street Sydney, 2000.

# SUBJECT GUIDE TO SWRC PUBLICATIONS

In response to the many requests received from readers for research material linked to subject areas, we have cross-referenced SWRC publications to help serve the most usual enquiries.

It is worth mentioning that this was done in consideration of those people who require a quick guide to commence reading in a given area, and that it represents only a single-take classification (with some exceptions) in a field where multiple classifications are likely. It includes the complete publications of the Reports and Proceedings (R & Ps) and the Reprint series.

 In order to purchase any of these reports, please refer, using the publication number given, to the publications list and order form in the centre pages of this Newsletter.

## FAMILY STUDIES

### R&Ps

- No. 7 Bettina Cass, Unemployment and the Family : The Social Impact of the Restructuring of the Australian Labour Market, April 1981, 55 pp.
- No. 19 Tania Sweeney and Adam Jamrozik, Services for Young Children : Welfare Service or Social Parenthood?, March 1982, 144 pp.
- No. 21 Bettina Cass, Family Policies in Australia : Contest over the Social Wage, May 1982, 41 pp.
- No. 23 David Kinnear and Adam Graycar, Family Care of Elderly People : Australian Perspectives, May 1982, 63 pp.
- No. 24 Carol Keens and Bettina Cass, Fiscal Welfare : Some Aspects of Australian Tax Policy. Class and Gender Considerations, September 1982, 55 pp.
- No. 37 Stuart Rees and Anneke Emerson, Disabled Children, Disabling Practices, January 1984, 129 pp.
- No. 38 Chris Rossiter, David Kinnear and Adam Graycar, Family Care of Elderly People : 1983 Survey Results, January 1984, 100 pp.
- No. 40 Bettina Cass and Mary Ann O'Loughlin, Social Policies for Single Parent Families in Australia : An Analysis and a Comparison with Sweden, March 1984, 48 pp.
- No. 43 Ian Manning, Measuring the Costs of Living of Australian Families, April 1984, 70 pp.
- No. 44 Tania Sweeney and Adam Jamrozik, Perspectives in Child Care : Experience of Parents and Service Providers, April 1984, 201 pp.

### Reprints

- No. 3 Bettina Cass, "Housing and the Family" from : Home Ownership in Australia : A Perspective for Future Policies, Housing Industry Association Seminar Proceedings, 1980, 14 pp.
- No. 5 Bettina Cass, Carol Keens and Jerry Moller, "Family Policy Halloween; Family Allowances : Trick or Treat?" from : Australian Quarterly, Vol.53, No.1, Autumn 1981, 17 pp.

- No. 8 Bettina Cass, "Wages, Women and Children" from : R.F. Henderson (ed.) The Welfare Stakes, IAESR 1981, 38 pp.
- No. 15 Diana Wyndham, "Why Study Working Mothers and Ignore Working Fathers? : The Impact of Parental Employment on Children" from : The Australian Quarterly, Vol.55, No.1, Autumn 1983, 8 pp.
- No. 18 Adam Graycar, "Informal, Voluntary and Statutory Services : The Complex Relationship" from : The British Journal of Social Work, Vol.13, No.4, August 1983, 15 pp.
- No. 19 Jo Harrison, "Women and Ageing : Experience and Implications" from : Ageing and Society, Vol.3, Part 2, July 1983, 27 pp.
- No. 20 Bettina Cass, "Poverty and Children : the effects of the recession" from : Social Alternatives, Australian Social Welfare : Impact and New Doctor, Joint Issue September/October 1983, 5 pp.
- No. 22 David Kinnear and Adam Graycar, "Ageing and Family Dependency" from Australian Journal of Social Issues, Vol.19, No.1, February 1984, 14 pp.

## CHILD WELFARE / CHILD CARE

### R&Ps

- No. 19 Tania Sweeney and Adam Jamrozik, Services for Young Children : Welfare Service or Social Parenthood?, March 1982, 144 pp.
- No. 22 Tania Sweeney, An Analysis of Federal Funding of Children's Services - A Sourcebook, May 1982, 62 pp.
- No. 29 Jan Carter, Protection to Prevention : Child Welfare Policies, January 1983, 76 pp.
- No. 32 Andrew Jones, Selectivity in Children's Services Policy, June 1983, 68 pp.
- No. 34 Jo Jarrah (ed.), Child Welfare : Current Issues and Future Directions, July 1983, 89 pp.
- No. 37 Stuart Rees and Anneke Emerson, Disabled Children, Disabling Practices, January 1984, 129 pp.
- No. 44 Tania Sweeney and Adam Jamrozik, Perspectives in Child Care : Experience of Parents and Service Providers, April 1984, 201 pp.
- No. 52 Richard Chisholm, Black Children: White Welfare? Aboriginal Child Welfare Law and Policy in New South Wales, April 1985, 150pp.

### Reprints

- No. 12 Tania Sweeney, "Review Article : Studies of Childhood and Children's Services" from : Australian and New Zealand Journal of Sociology, Vol.17,
- No. 15 Diana Wyndham, "Why Study Working Mothers and Ignore Working Fathers? : The Impact of Parental Employment on Children" from : The Australian Quarterly, Vol.55, No.1, Autumn 1983, 8 pp.
- No. 20 Bettina Cass, "Poverty and Children : the effects of the recession" from : Social Alternatives, Australian Social Welfare : Impact and New Doctor, Joint Issue September/October 1983, 5 pp.

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## TO SWRC PUBLICATIONS

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### AGEING

#### R&Ps

- No. 4 Jan Carter, States of Confusion : Australian Policies and the Elderly Confused, January 1981, 50 pp.
- No. 5 Adam Graycar and David Kinnear, The Aged and the State : A Working Paper, Revised edition, September 1982, 119 pp.
- No. 14 P. R. Kaim-Caudle, Cross National Comparisons of Social Services Pensions for the Elderly, September 1981, 47 pp.
- No. 20 Adam Graycar (ed.), Age Care - Whose Responsibility?, March 1982, 49 pp.
- No. 23 David Kinnear and Adam Graycar, Family Care of Elderly People : Australian Perspectives, May 1982, 63 pp.
- No. 35 Carol Keens, Frances Staden and Adam Graycar, Options for Independence : Australian Home Help Policies for Elderly People, December 1983, 119 pp.
- No. 38 Chris Rossiter, David Kinnear and Adam Graycar, Family Care of Elderly People : 1983 Survey Results, January 1984, 100 pp.
- No. 39 Randall Smith, Meals on Wheels in New South Wales : A Discussion Paper, March 1984, 48 pp.
- No. 41 Adam Graycar (ed.), Accommodation After Retirement, April 1984, 51 pp.
- No. 42 Linda Rosenman and Marilyn Leeds, Women and the Australian Retirement Age Income System, April 1984, 102 pp.
- No. 50 Chris Rossiter, Family Care of Elderly People : Policy Issues, December 1984. 83 pp.

#### Reprints

- No. 7 Adam Graycar, "Ageing in Australia : A Pointer to Political Dilemmas" from : Australian Quarterly, Vol.53, No.3, Spring 1981, 20 pp.
  - No. 18 Adam Graycar, "Informal, Voluntary and Statutory Services : The Complex Relationship" from : The British Journal of Social Work, Vol.13, No.4, August 1983, 15 pp.
  - No. 19 Jo Harrison, "Women and Ageing : Experience and Implications" from : Ageing and Society, Vol.3, Part 2, July 1983, 27 pp.
  - No. 21 C. Keens, J. Harrison and A. Graycar, "Ageing and Community Care" from : Social Alternatives, Australian Social Welfare : Impact and New Doctor, Joint Issue September/October 1983, 4 pp.
  - No. 22 David Kinnear and Adam Graycar, "Ageing and Family Dependency" from Australian Journal of Social Issues, Vol. 19, No.1, February 1984, 14 pp.
  - No. 23 Adam Graycar and Jo Harrison, "Ageing Populations and Social Care : Policy Issues" from Australian Journal of Ageing, Vol.3, No.2, May 1984, 7 pp.
  - No. 25 Marilyn Leeds, "Dependent Wives : can we improve their income security in old age?" from : Australian Journal on Ageing, Vol.3, No.4, November 1984, 9 pp.
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## SUBJECT GUIDE

- No. 26 Adam Graycar, "Role and Effectiveness of Voluntary Agencies in Aged Care", from : Today as a Foundation for Tomorrow, Proceedings of the Uniting Church National Aged Care Conference, August 1984, 4 pp.
- No. 27 Adam Graycar, "Accommodation Options for the Elderly", from : Planning for care in an Ageing Australia, Proceedings of Anglican Retirement Villages Jubilee Seminar, October 1984, 17 pp.

### Other Publications

SWRC Working Paper: Jo Harrison, Services for Elderly People: An Area Study

## ETHNICITY

### R&Ps

- No. 3 Michael Morrissey and Andrew Jakubowicz, Migrants and Occupational Health : A Report, November 1980, 92 pp.
- No. 6 Michael Liffman, Immigrant Welfare : A Research Perspective, April 1981, 40 pp.
- No. 46 Andrew Jakubowicz, Michael Morrissey and Joanne Palser, Ethnicity, Class and Social Policy in Australia, May 1984, 125 pp.

## LABOUR FORCE / UNEMPLOYMENT

### R&Ps

- No. 3 Michael Morrissey and Andrew Jakubowicz, Migrants and Occupational Health : A Report, November 1980, 92 pp.
- No. 7 Bettina Cass, Unemployment and the Family : The Social Impact of the Restructuring of the Australian Labour Market, April 1981, 55 pp.
- No. 8 Adam Jamrozik and Marilyn Hoey, Workforce in Transition : Implications for Welfare, May 1981, 74 pp.
- No. 11 Bettina Cass (ed.), Unemployment : Causes, Consequences and Policy Implications, August 1981, 72 pp.
- No. 12 Adam Jamrozik and Robin Beck, Worker Co-operatives : An Evaluative Study of the New South Wales Worker Co-operative Programme, August 1981, 178 pp.
- No. 15 Adam Jamrozik, Marilyn Hoey, Marilyn Leeds, Employment Benefits : Private or Public Welfare?, November 1981, 138 pp.
- No. 27 Adam Jamrozik and Marilyn Hoey, Dynamic Labour Market or Work on the Wane : Trends in the Australian Labour Force 1966-1981, December 1982, 100 pp.
- No. 30 Peter Travers, Unemployment and Life-History : A Pilot Study, June 1983, 75 pp.
- No. 36 Diana Encel and Pauline Garde, Unemployment in Australia : An Annotated Bibliography, 1978-83, January 1984, 152 pp.
- No. 48 Graeme Brewer, The Experience of Unemployment in Three Victorian Regions, August 1984, 103 pp.
- No. 53 Bruce Bradbury, Pauline Garde and Joan Vipond, Bearing the Burden of Unemployment - Unequally. A Study of Australian Households in 1981, August 1985, 102 pp.

### Reprints

- No. 2 Bettina Cass and Kris Pedler, "Where are They Hiding the Unemployed?" from : Australian Social Welfare - Impact, November 1980, 27 pp.

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## TO SWRC PUBLICATIONS

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### TAXATION / FISCAL POLICY

#### R&Ps

- No. 9 Robert V. Horn, Fiscal Welfare Effects of Changes in Australian Income Tax, 1972-73 to 1980-81, May 1981, 59 pp.
- No. 24 Carol Keens and Bettina Cass, Fiscal Welfare : Some Aspects of Australian Tax Policy. Class and Gender Considerations, September 1982, 55 pp.
- No. 33 Ian Scott and Adam Graycar, Aspects of Fiscal Federalism and Social Welfare, July 1983, 80 pp.
- No. 42 Linda Rosenman and Marilyn Leeds, Women and the Australian Retirement Age Income System, April 1984, 102 pp.
- No. 45 Ann Harding, Who Benefits? : The Australian Welfare State and Redistribution, April 1984, 147 pp.

#### Reprints

- No. 8 Bettina Cass, "Wages, Women and Children" from : R.F. Henderson (ed.) The Welfare Stakes, IAESR 1981, 38 pp.
- No. 14 Bettina Cass, "Taxation and Social Policy from : Taxation Reform, UNSW Occasional Papers No.8, 1983, 17 pp.
- No. 20 Bettina Cass, "Poverty and Children : the effects of the recession" from : Social Alternatives, Australian Social Welfare : Impact and New Doctor, Joint Issue September/October 1983, 5 pp.

### NON-GOVERNMENT WELFARE

#### R&Ps

- No. 17 Adam Graycar and Wendy Silver, Funding of Non-Government Welfare : Agencies Serving Disabled People in Western Australia, January 1982, 89 pp.
- No. 25 Jill Hardwick and Adam Graycar, Volunteers in Non-Government Welfare Organisations in Australia : A Working Paper, September 1982, 41 pp.
- No. 28 Adam Graycar, Government Officers' Expectations of Non-Government Welfare Organisations : A Discussion Paper, December 1982, 93 pp.
- No. 51 Vivienne Milligan, Jill Hardwick and Adam Graycar, Non-Government Welfare Organisations in Australia : A National Classification, December 1984. 184 pp.

#### Reprints

- No. 10 Adam Graycar and Wendy Silver, "Funding Agencies" from : Australian Social Welfare - Impact, March 1982, 4 pp.
  - No. 13 Adam Graycar and Wendy Silver, "Agencies, Services and Government Funding" from : Australian Rehabilitation Review, Vol.6, No.3, 1982, 5 pp.
  - No. 24 Adam Graycar, "Non-Government Welfare Organisations in Australia : Preliminary results from a national sample survey" from : Journal of Voluntary Action Research, Vol.13, No.3, July-September 1984, 9 pp.
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- No. 18 Adam Graycar, "Informal, Voluntary and Statutory Services : The Complex Relationship" from : The British Journal of Social Work, Vol.13, No.4, August 1983, 15 pp.

## Other Publications

- . Denise Young and Adam Jamrozik, Community Groups in Action for Change.

## SOCIAL POLICY

### R&Ps

- No. 2 Peter Saunders (ed.), The Poverty Line : Methodology and Measurement, October 1980, 54 pp.
- No. 10 Concetta Benn, The Developmental Approach : Demonstration Programs in the Brotherhood of St Laurence, May 1981, 20 pp.
- No. 13 Robert V. Horn, Extra Costs of Disablement : Background for an Australian Study, September 1981, 25 pp.
- No. 16 Linda Rosenman, Widowhood and Social Welfare Policy in Australia, January 1982, 75 pp.
- No. 18 Vivienne Milligan and Margaret McAllister, Housing and Local Government : An Evaluation of the Waverley Community Housing Officer Project, February 1982, 109 pp.
- No. 26 Robert Pinker, Theory, Ideology and Social Policy, October 1982, 23 pp.
- No. 31 Jo Jarrah (ed.), 53rd ANZAAS Congress : SWRC Papers, June 1983, 118 pp.
- No. 43 Ian Manning, Measuring the Costs of Living of Australian Families, April 1984, 70 pp.
- No. 45 Ann Harding, Who Benefits? : The Australian Welfare State and Redistribution, April 1984, 147 pp.
- No. 47 Rosemary Hooke (ed.), 54th ANZAAS Congress : SWRC Papers, June 1984, 231 pp.
- No. 49 Ugo Ascoli, Analysis of the Italian Welfare State : Some Implications for Current Australian Issues, August 1984, 58 pp.
- No. 54 Adam Jamrozik (ed.), Issues in Social Welfare Policy 1985 : Perceptions, Concepts and Practice (SWRC Papers at ASPAA and ANZAAS), September 1985, 148 pp.

### Reprints

- No. 1 Adam Graycar, "Experimentation and the Welfare State" from : Social Policy and Administration, Vol.14, No.3, 1980, 21 pp.
- No. 6 Adam Graycar, "Review Article : Australia's Social Wage" from : Social Policy and Administration, Vol.15, No.1, 1981, 4 pp.
- No. 8 Bettina Cass, "Wages, Women and Children" from : R.F. Henderson (ed.) The Welfare Stakes, IAESR 1981, 38 pp.
- No. 9 Adam Graycar, "Social and Political Constraints: from : R.F. Henderson (ed.) The Welfare Stakes, IAESR 1981, 40 pp.

## TO SWRC PUBLICATIONS

- No. 11 Adam Graycar, "Health and Social Policy", Ian Webster, "What are the Needs of the Community?" from : Priorities in Health Care, UNSW Occasional Papers No.7, 1982, 6 pp.
- No. 18 Adam Graycar, "Informal, Voluntary and Statutory Services : The Complex Relationship" from : The British Journal of Social Work, Vol.13, No.4, August 1983, 15 pp.

### Other Publications

1980, 1981, 1982 & 1983 Diary of Social Legislation and Policy (Institute of Applied Economic and Social Research, University of Melbourne; Institute of Family Studies, Melbourne; Social Welfare Research Centre, UNSW).

## DATA & EVALUATION ISSUES

### R&Ps

- No. 1 J. Moller (ed.), Data for Welfare Decision Making, September 1980, 51 pp.
- No. 2 Peter Saunders (ed.), The Poverty Line : Methodology and Measurement, October 1980, 54 pp.

### Reprints

- No. 4 Robert V. Horn, "Social Indicators : Meaning, Methods and Applications" from : International Journal of Social Economics, Vol.7, 1980, 39 pp.
- No. 16 Adam Jamrozik, "Evaluation in Welfare : Specific Means for Uncertain Ends" from : Developments in Australian Evaluation Research and Practice, Proceedings of the first National Evaluation Conference, August 1982, 43 pp.
- No. 17 Jerry Moller and Adam Graycar, "An Eye for Evaluation: from : Administration in Social Work, Vol.7, No.2, Summer 1983, 9 pp.

## RETREAT FROM THE WELFARE STATE

We now have copies of *Retreat from the Welfare State* available for purchase through the Publications section of SWRC.

Edited by Adam Graycar, the book contains 10 chapters by researchers from the SWRC across a similar range of subject areas to the above, with particular focus on what happens to the social welfare, occupational welfare and fiscal welfare components of Australian social policy during a recession.

For purchasing details — see centre pages.

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