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# SWRC Newsletter

No 5 February 1982

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Editor: Margaret McAllister

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Social Welfare Research Centre

THE UNIVERSITY OF NEW SOUTH WALES
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#### INTRODUCTION

The Social Welfare Research Centre was established in January 1980 under an agreement between the University of New South Wales and the Commonwealth Government. The Centre functions as a unit of the University and operates on funds provided to the University by the Commonwealth Government, in terms of their agreement. The agreement also specifies certain broad functions, roles and activities to be undertaken by the Centre. These are:

- to undertake and sponsor research work on important aspects of social welfare in Australia;
- to provide opportunities for postgraduate study of social welfare;
- to arrange seminars and conferences to foster understanding of and to elucidate issues in the field of social welfare; and
- to arrange for the publication of the results of research and studies carried out in or under the aegis of the Centre.

Since publication of the last Newsletter, in October 1981, the Centre has published SWRC Reports and Proceedings Nos. 15 to 18, and further advanced the research projects being undertaken at the Centre. Staff members have also contributed to seminars and conferences on issues related to the work of the Centre. These activities and publications are summarised later in this Newsletter. The program of seminars organised for the first half of the year are listed overleaf. Details of a joint SWRC-UNESCO Social Indicators Conference to be held on 31st May, and of a planned one-day seminar on Non-Government Welfare Organisations, are given on page 3.

#### Higher Degree Studies

The second postgraduate scholarship offered by the Social Welfare Research Centre and advertised in the last Newsletter has now been awarded. The successful applicant is Loucas Nicolaou, an honours graduate of the Department of Social Work, University of Sydney. Over the next three years, he will be working towards a Ph.D. in the area of the welfare of the workforce. He joins David Wiles who was awarded the SWRC postgraduate scholarship in 1981. There are now ten people receiving supervision from SWRC staff for higher degree studies — seven working towards Ph.D. and three towards Masters degrees.

#### SWRC SEMINAR SERIES — SESSION I 1982

#### For your Diary ...

The following public seminars will be held at the Social Welfare Research Centre (corner of High Street and Eurimbla Avenue, Randwick) on TUESDAYS, 10.30 a.m. - 12.30 p.m.:

- 16 March Jane Marceau (Professor of Sociology, University of Liverpool, U.K.):
  - "Innovative Educational and Employment Programmes for Disadvantaged Areas: OECD Evidence"
- 30 March Bettina Cass (Social Welfare Research Centre):
  - "Poverty Lines: Henderson, Townsend, and Social Welfare Policy Secretariat Approaches"
- 6 April Allan Moscovitch (Assistant Professor, School of Social Work, Carleton University, Ottawa, Canada):
  - "Inflation, Rising Interest Rates, and Housing: Alternative Policy Proposals"
- 20 April Adam Graycar (Social Welfare Research Centre):

"Relationships between Statutory, Voluntary, and Informal Patterns of Care"

- 4 May Richard Chisholm (Faculty of Law, University of New South Wales):
  "Black Children, White Welfare"
- 18 May Andrew Jakubowicz and Michael Morrissey (Centre for Multicultural Studies, University of Wollongong):

  "Ethnicity, Class and Social Policy"
- 1 June R.A. Pinker (Professor of Social Work, London School of Economics):
  "Theory, Ideology, and Social Policy"

#### One-Day Seminars

- 31 May "Social and Economic Indicators and Policy for Australia and its Region"
- 17 June "Non-Government Welfare Organisations in Australia".

## ONE-DAY CONFERENCE: SOCIAL AND ECONOMIC INDICATORS AND POLICY FOR AUSTRALIA AND ITS REGION

The Australian National Commission for UNESCO in co-operation with the Social Welfare Research Centre is organising a one-day Conference to be held at the University of New South Wales on Monday 31 May 1982. The Conference forms part of a UNESCO regional seminar which will bring to Australia participants from ten Asian and Pacific countries. It is intended that the Conference will enable consideration of important issues by a wide range of interests and will also provide opportunity for valuable contacts both at national and regional levels.

It is expected that the theme of the Conference will be of interest to a range of bodies including academic and research institutions, government departments and other relevant organisations. Participation is also invited from interested individuals. There will be a registration fee of \$50 which includes provision of key papers as well as lunch and morning and afternoon teas. A brochure and registration form is enclosed with this Newsletter. To facilitate administrative arrangements please complete and return the registration form, together with the fee, BEFORE FRIDAY 7 MAY, 1982, to:

The Secretary
Social Welfare Research Centre
University of New South Wales
P.O. Box 1
Kensington, N.S.W. 2033.

#### ONE DAY SEMINAR: NON-GOVERNMENT WELFARE ORGANISATIONS IN AUSTRALIA

The Centre is planning to hold a full day seminar at the University of New South Wales on Thursday 17th June 1982. Papers will be presented on topics covering non-government welfare and the state; profiles and classifications of agencies in Australia; agencies' relations with government (with speakers from government and from agencies); and the place of volunteers. The program will also allow ample time for discussion.

Further details of the program and the speakers will be available from the Centre in due course. If you are interested in attending the seminar please telephone (02) 662 3529 or write to the Information Officer and request that your name and address be put on a mailing list for receipt of the program and venue details as soon as they are finalised.

#### AUSTRALIAN SOCIAL POLICY AND ADMINISTRATION ASSOCIATION

This new association will be inaugurated with a national conference entitled "Social Policy in the 1980's" to be held in Canberra from 28th May to 30th May 1982. The keynote speaker of the Conference will be Professor Robert Pinker of the London School of Economics. (Professor Pinker will also be presenting a seminar at the Social Welfare Research Centre on 1st June — see page 2). The program has not yet been finalized, but SWRC staff will be presenting at least eight papers. Topics covered by these papers will include: Social Policy and Unemployment; Housing and Social Change; Care of the Elderly; The Costs of a Child; The Social Class and Spatial Dimensions of the Concentration of Unemployment in Australia; Equity and Efficiency in the Home Help Service; "Voluntary Agencies" in the Welfare State; and Childhood Services Policy in Australia.

Further information about the conference or the Association may be obtained from

Mr. John Dixon
School of Administrative Studies
Canberra College of Advanced Education
P.O. Box 1
Belconnen. ACT 2616.

## THE FUTURE OF "TRADITIONAL" WELFARE AGENCIES IN NSW

The NSW Council of Social Service is sponsoring a conference of the major voluntary or "traditional" welfare agencies to be held at St. John's College, Sydney University, on Tuesday 23rd March 1982.

Speakers will include Adam Graycar (SWRC), Peter Quirk (Association of Child Caring Agencies), Rhonda Galbally (Victorian Council of Social Service), Phillip Hart (formerly of Dr. Barnardo's), Barbara Lepani (NCOSS), David Scott (Brotherhood of St Laurence), and Ronald Sackville (Law Reform Commission).

Further information may be obtained from the Conference Convenor, Suzanne Ryan, at NCOSS, 34 Liverpool Street, Sydney or Telephone (02) 267 2822.

#### CONFERENCE AND SEMINAR PRESENTATIONS BY SWRC STAFF

#### University Symposium 1981

On 5th November Adam Graycar presented a paper at the Annual University of New South Wales Symposium which in 1981 was entitled "Priorities in Health Care". His paper on "Health and Social Policy" drew parallels between health policy and welfare policy: that like welfare policy, health policy will be determined politically, not technically. Social and economic conditions in Australia suggest that a significant and growing number of people will be excluded from many of the outputs of our affluent society. The future structure of social allocations will be determined by the action component of claims for inclusion, and the capacity and willingness of our institutions, including our health and welfare systems, to respond to these claims. He illustrated this theme by presenting data on the extent of chronic illness in Australia (45.1% of the population reports suffering from some sort of chronic condition and 9.9% is limited in some way by chronic illness. For every 1000 Australians there are 803 reported chronic conditions). This data, and other data presented on the incidence of disability in Australia, make the case that a significant part of our health care system should be devoted not only to the curative aspects of illness, but to caring for people and providing ongoing support and reassurance. This is expensive, quite unglamorous, and probably not economically efficient. As many people are not able to bear the cash or emotional costs of illness, the development of structures to deal with personal costs is critical. It is in this field that one would expect close integration of our health and welfare systems.

Professor Ian Webster, a member of the SWRC Advisory Committee, also presented a paper at the Symposium. His paper, entitled "Needs in Health Care", showed how massive resources were directed to large hospitals and meagre resources to community health services. For example, in NSW in 1979/80 \$40 million was spent on community health, and community health personnel comprised less than three per cent of the State's health personnel. State public hospitals, by contrast received \$1,272 million, with one large teaching hospital having a budget comparable to the health budget for the state of Tasmania. In his paper Professor Webster outlined community health needs and presented data on health care usage in Australia.

These two papers together with the others presented on the day (other speakers were Dr. Sidney Sax, Dr. Peter Arnold, Dr. Andrew Refshauge, Professor Peter

Sinnett, Ms. Mary Patten, Professor Doug Tracy, Professor Martin Tattersall and Professor George Palmer) have been published and are available for \$4 from the Public Affairs Unit, The University of New South Wales.

#### SAANZ Conference

The annual conference of the Sociological Association of Australia and New Zealand was held at the University of Canterbury, Christchurch, New Zealand, in November 1981. Bettina Cass delivered a paper at the conference Plenary Session, entitled "A Social Class and Regional Analysis of the Impact of Unemployment in Australia", in which she presented some of the data and analysis from the Unemployment and the Family project being undertaken at the Social Welfare Research Centre.

#### Workshop on Children's Services

This workshop, organised by Action for Children, was held at the University of Sydney in December 1981. Bettina Cass, in a paper on "Children in Poverty", delineated the major social, economic and political processes which have increased the extent of poverty affecting families with children from 1975 (when the First Main Report of the Poverty Commission was published) until 1981. These are: (1) the increase in the rate and duration of unemployment; (2) the increase in the numbers of single-parent families and other families in receipt of pensions and benefits; (3) the decline in the value of family allowances; (4) the decline in the value of pensions and benefits paid to families with children (in relation to average weekly earnings) in comparison with pensions and benefits paid to families without children — because of infrequent increases in children's allowances; and (5) the increase in housing costs, especially in interest rates for home purchase loans.

Data from the Social Welfare Policy Secretariat's Report on Poverty Measurement were used to support these observations. The paper will be published as part of the SWRC report on the Costs of a Child (see page 9).

#### Australian Association of Gerontology

On 13th February Adam Graycar presented a paper to a regional conference in Newcastle organized jointly by the Australian Association of Gerontology and the University of Newcastle. His topic was "Social Aspects of Dependency and Family Care". The paper drew on a classification developed by Alan Walker in the UK (which identifies life cycle dependency, physical and mental dependency,

political dependency and financial and economic dependency) to examine the concept of family care as it relates to dependency. Issues were illustrated with demographic data and with preliminary data from the family care study being conducted at the SWRC. Initial results from the family care study indicate that family care is not well integrated with community services and that most of the work is done by women, with little support and virtually no opportunities for periodical relief. This results, for the carer, in tension, deterioration of health and loss of independence. Despite the obvious difficulties, suggestions that dependent relatives be placed in institutional care were firmly rejected by carers interviewed in this study.

#### National Women's Advisory Council

Bettina Cass was invited to present a paper at a workshop on women in the tax/ welfare system organised by the National Women's Advisory Council and held in Canberra in February. Her paper examined the impact of income taxation policies on women and on families with children.

#### NSW Disadvantaged Schools Conference

This conference, organised by the NSW Department of Education, was held at Macquarie University in February. Marilyn Hoey presented a paper entitled "The Changing Face of Poverty - Access to the Labour Market" in which she argued that while the causes of poverty in Australia today are many and varied the most important variable in people's economic and social well-being is their access to the labour market. She discussed changes in the Australian labour market over the last decade and looked at the issues of unemployment, the shift from fulltime to part-time work, changing patterns of labour force participation, and the increasing divergence between high and low income earners. The emphasis of the paper was on the relationship between the economic and social spheres of life. It argued that too often this relationship is lost in a flurry of statistics and economic jargon and that significant social issues and consequences are embodied within changes in the labour market. If, as it appears, the Australian labour force is becoming polarized between those with secure, full-time high income jobs and those who work in insecure, low paid, part-time jobs or are unemployed then this, of necessity, must have adverse effects on society as a whole.

#### RESEARCH PROJECTS

Progress is continuing on the research projects being undertaken at the SWRC. The last Newsletter listed the projects by title under their respective research areas. These areas are, essentially, the life cycle stages of childhood, family, workforce, and old age. These are not discrete areas and work done in one area often overlaps with and contributes to research in other areas. In addition, the Centre's research agenda includes projects on public policy analysis and on quantitive analysis and evaluation.

The following sections update the project summaries contained in previous Newsletters, to give an indication of the current status of the various projects. Requests for further information on particulars of the research should be addressed to the research staff involved.

#### WELFARE OF YOUNG CHILDREN

Researchers: Tania Sweeney, Adam Jamrozik

The overall framework of the research in this area is the relationship between demographic and situational/environmental characteristics affecting access to various kinds of resources which have a bearing on children's lives. A report is forthcoming, entitled Services for Young Children: A Discussion Paper. It provides an overview of the changing nature of debates on children's needs and rights, and considers the question of who should be responsible for the care of young children. society's lack of concern and consensus in these issues and how this has been reflected in policies and programs for children. While public responsibility for child welfare in Australia has historically been the province of the States, the Federal Government has played a significant role in supporting services for young children. This paper assesses the past and present role of the Federal Government, examining in particular the Children's Services Program. The unresolved issues identified will form the basis for subsequent research in the area.

#### WELFARE OF FAMILIES

Researchers: Bettina Cass, Pauline Garde, Carol Keens, Diana Wyndham

Projects in this area address themselves to the broad issues of differential access to resources, wealth and income distribution, and redistribution through market and governmental mechanisms, as they relate to people in families and households. The key analytic framework is the social and economic consequences

produced by class, gender, age and ethnic differences. The two current projects are summarised below.

#### The Costs of a Child

A report on this project is due to be published in April. It contains a critical evaluation of the existing literature on the direct and indirect costs to families of child rearing. Four major issues in the debate are addressed: (1) competing conceptions of children as primarily the financial responsibility of their parents, or as a social investment in which society has a collective interest; (2) the various methods for redistributing income and services to families containing children: cash transfers, services (e.g. child care services) or tax treatments; (3) the significance of indirect costs in assessing the costs of child-rearing, in particular the reduced income-earning capacities of the mother, upon whom responsibility for childcare generally devolves; and (4) the extent and causes of poverty affecting households with children, and an evaluation of the various family policies designed to reduce poverty.

The project includes an analysis of the relationship between household income, household composition, and household expenditure, using ABS Household Expenditure Survey figures supplemented by ABS Income Distribution figures.

#### 2. Unemployment and the Family

A social survey and background report are being prepared which investigate the effects of unemployment on families and households in the western districts of Sydney. A similar survey is being carried out by Graeme Brewer of the Brotherhood of St Laurence in outer-metropolitan Melbourne suburbs. The object of the surveys is to examine the social class and spatial dimensions of the concentration of unemployment in Australia, with regard to local labour markets, housing, transport and manpower training policies.

#### WELFARE OF THE WORKFORCE

Researchers: Adam Jamrozik, Robin Beck, Marilyn Hoey, Marilyn Leeds

The welfare of the workforce is a broad area of research which examines the state of the labour market, conditions of work such as pay structure and other forms of remuneration, and patterns of employment. The focus of research is on the changes which occur in the labour market, and on the implications such changes might have for people's life styles and life chances and, in turn, on social welfare policy.

Three research projects were completed in 1981 and four projects are currently in progress. These are :

#### 1. Social Implications of Part-Time and Casual Work

This project is well advanced and it is expected that the report of its findings will be published in April-May 1982. Information on the extent of parttime and casual employment has been collected from various sectors of industry; e.g. catering services and recreation, retail trade, teaching, public service and other community services.

#### 2. Low-Wage Earners and Social Wage

This project has been extended in scope to include some of the issues that have arisen recently in the debate on interest rates, taxation, housing and social wage. The expected time for completion is May-June 1982.

#### 3. Youth and Employment

This study aims to examine the issue of youth employment in the current labour market. It will consider the qualitative nature of youth employment in terms of its duration, career prospects, and employment benefits. The study will include some references to government policy on youth employment and the implementation of government policy; the direction of education policies; and employer and trade union comments on the employment of youth. The project is expected to be completed in August 1982.

#### 4. Occupational Career Patterns

This project is at an early stage of investigation and is expected to be completed in December 1982 or early in 1983. It is a study of the structure of occupations in the Australian labour market, with particular reference to career versus non-career occupations. The research will seek to analyse what changes have taken place in the structure of occupations over the last decade and what implications these changes might have for the persons concerned. The issues to be explored in the study will include the following: Is there a clear career versus non-career occupation dichotomy in the Australian labour market? What effects do the changes in occupational structures have on different groups within the community? How much has the structure of occupations altered in the last ten years? What effect has new technology and structural change had on occupations in Australia? What effect have changes in the occupational structures had on people's earnings, in short and long terms?

#### WELFARE OF ELDERLY PEOPLE

Researchers: Adam Graycar, Carol Keens, David Kinnear, Linda Adamson (until January 1982), Jo Harrison (from March 1982)

The working paper The Aged and the State (SWRC Reports and Proceedings No.5) provides an overview of the characteristics of Australia's elderly population, a preliminary analysis of the data and some of the issues raised, and suggests a number of research questions to be addressed. Current projects are part of this extended study of the population and the institutions and policies which effect its welfare. Three projects are currently under way:

#### 1. Family Care of the Elderly

This study examines the costs (physical, social and economic) of family care of dependent elderly relatives and assesses the needs of the caring family in relation to the provision of State services. The issue of family care as an area for investigation has assumed great importance as the current rhetoric in Australia promotes a shift in the form of care for the elderly from institutional care to community care. Thus emergent state policies concerned with the care and support of dependent populations may demand a greater reliance on the informal care systems, predominantly the family, simply on humanitarian and economic grounds. What goes unrecognised is the implicit danger that if community care means care through informal support systems, mainly families, the capacity of families to provide care adequate for the needs of the elderly may be over-estimated. Over the decade, changing demographic and social trends indicate that it can no longer be expected or assumed that families are both willing and able to take this responsibility on an extended basis.

While caring for an elderly relative can be a positive experience there are also many stresses and costs related to the caring role. The day-to-day responsibilities of care usually fall on one person — generally a spouse, a daughter, or a daughter-in-law. The stresses and costs appear to be primarily associated with what is often the isolated nature of the role, the financial penalties, and the effects of caregiving on the mental and physical health of the responsible family member. Some families caring for an elderly relative reach a crisis point where there is no alternative other than institutionalising their relative. Usually the decision is made as a last resort after the family has exhausted both coping abilities and resources.

The research has been divided into two phases with the first stage looking at families who are still caring and the second at those who had ceased caring, to see if any appreciable differences existed that could explain why family care

could not be continued. The first stage survey of primary carers (those with major responsibility for the care of a dependent relative) was conducted in October/November 1981, and examined aspects of family care in one locality, the Bankstown local government area. By way of an interview schedule, data was collected from a sample of 40 carers. The sample was obtained through contact with community nurses and local community agencies. The sample did not purport to be representative but sought to throw into relief the experiences of a set of carers in a particular area. Some of the themes and issues which were focused on include:

- the financial situation of caring families; the income-earning role of the primary carer; what aged parent-related expenditure is incurred by the family, the financial stage at which the family undertakes to care for an elderly person;
- the role of caring; does primary care fall on one household member and is it usually the woman; what are the costs (physical, social and psychological) of caring?
- what mix of financial and social services does the state provide to families caring for elderly persons; do these services meet the needs of caring families? What are the housing, health and service needs of caring families and the elderly? What caring expectations are placed on women by family/ society and are these expectations held by women themselves?
- what is the nature and function of the dependency of both the elderly relative and the caring family?
- what is the role of the family and of the state in light of changing demographic and social trends?
- what are the causes for admission to an institution of those previously cared for in the family home; what is the role of professional in the decision to care?

While the nature of the sample limits the generalisations which can be drawn, a tentative assessment of problems and needs and their policy ramifications will be attempted. As the survey was a preliminary probe no interviews were conducted with people caring for spouses or with families from a non-Anglo-Saxon background. The current status of the project is that a preliminary analysis of the first stage data has been completed and was the basis of a paper at the Association of Gerontology Conference in Newcastle (see report, p. 6). The second stage of a small sample of families who have ceased their caring role is currently under way. Both stages are being duplicated in Hobart, Tasmania, in an effort to present a broader understanding of the issue of family care. A final report will be available by June this year.

#### 2. Home Help

This study of the Home Help service is being undertaken in three stages. The first involves a national overview of Home Help services with particular attention to their objectives, the populations served and services provided, and their general administration and co-ordination. This first phase commenced in August 1981 when questionnaires were sent to each of the State Governments. Different data holdings and different administrative patterns have presented problems in collation of the national data but a paper reporting the national situation will be prepared in the near future.

The second phase is presently under way. Long and extensive questionnaires have already been piloted in two states. Revised questionnaires, adapted to varying state conditions, have been prepared and are presently in the field. These questionnaires are directed to a sample of the Home Help services themselves, and aim to collect information on their programme and service details.

The third phase involves a survey of Home Help recipients and will be commenced when the first two stages are completed.

#### 3. Community Services and Social Policy

This is a new study still in the early stages of development. The intention is to provide a comprehensive identification of services and service patterns for elderly people, and to then relate these to relevant prevailing and projected social policies.

#### SENIOR CITIZEN'S WEEK

Two seminars are being held on Wednesday 10th March 1982. The Carers Association of NSW, with the Department of Youth and Community Services, is convening a day-time conference on "Caring for the Aged at Home" at the Sydney Masonic Centre. Further information from the Carers Association or YACS.

"Aged Care - Whose Responsibility?" is being held at the University of New South Wales from 6.30 p.m. Further information from Michael King, Public Affairs Unit, University of NSW, phone 662 3741.

#### PUBLIC POLICY ANALYSIS

Researchers: Adam Graycar, Ian Yates, Tony Messina, Jill Hardwick

All current projects in this area relate to non-government welfare organizations
(NGWOs).

#### 1. Non-Government Welfare and the State

The first working paper on this theme was presented at the 1981 Australasian Political Studies Association Conference in August. Since then work has progressed on analysis of different theories of NGWO functioning and different welfare state models. Ian Yates will continue at the Centre for a further period as a Visiting Fellow and although he has extensive international commitments his Report on this research is due to be completed by mid year. When published it will form a theoretical reference point for other studies in the area.

#### 2. Classification of Australian NGWOs

This project, carried out in conjunction with ACOSS by the Project Officer, Joan Levett, is now being finalised. Approximately 37,000 NGWOs were identified across Australia. A detailed questionnaire was sent to a sample of these agencies and data from the 592 completed and returned questionnaires entered on a computer file and subjected to extensive processing and analysis. In addition a small number of agency profiles has been completed. A full report of the project and its findings will be published in the Reports and Proceedings series as soon as possible.

#### 3. Government and NGWOs

A study is under way on government funding and support of NGWOs. Lengthy interviews have been completed with government officers, from both Commonwealth and State levels, who deal directly with NGWOs. Information was obtained on funding processes and government expectations and is presently being written up. When used in conjunction with the data from the Classification study it should yield invaluable knowledge about the relationship between government and NGWOs. A more specific study, one dealing with funding and accountability processes of organizations dealing with disabled people, has been completed and published as Reports and Proceedings No.17 (see summary, p. 23).

#### 4. Volunteers and NGWOs

A study of the roles, functions, and general usage of volunteers by NGWOs has

just been commenced. Further details will be given in subsequent Newsletters.

#### CONTRACTED RESEARCH PROJECTS

One new project has been approved since the last Newsletter wherein (p.21) the existing contracted projects were listed. The new project is detailed hereunder. Of the others, the <u>Classification of NGWOs</u> (ACOSS) and the <u>Unemployment and the Family</u> (Brotherhood of St Laurence) have already been mentioned in previous sections. The <u>Ethnicity</u>, <u>Social Class and Social Welfare</u> study (Centre for Multicultural Studies, University of Wollongong) is continuing. A seminar on the subject will be given at the SWRC on 18th May (see seminar programme, p. 2).

#### Aboriginal Children and Child Welfare

Richard Chisholm, Sue Thomson
Faculty of Law, University of New South Wales

The New South Wales legislation governing child welfare does not distinguish between Aboriginal and other children. Yet it has been argued that it operates differently in practice, for there is a disproportionate number of Aboriginal children in the child welfare system: for most of them, entry into the system means a considerable degree of separation from their families and communities. This study has been prompted largely by Aboriginal demands for laws and policies that give them control over their own children, a matter which is seen as an important aspect of the integrity and self-determination of Aboriginal people. To evaluate these and other pressures for change, it is desirable to examine the present operation of the child welfare system in New South Wales. This is the object of the present study. It will also seek to place these issues in the wider context of such social problems of unemployment, and the claim to land rights. It is recognised that the extent and nature of Aboriginal involvement with the child welfare system is greatly influenced by such matters. The main topics to be studied are the following:

Basic data: Very little information is collected about the number of Aboriginal children who come into contact with the child welfare system, and the nature of that contact. However, there is some knowledge of the historical development, and some quantitative material has been collected by the Aboriginal Children's Research Project, attached to the Family and Children's Services Agency. The study will not engage in quantitative research, but will assemble and analyse the available material. It is hoped to make some general inquiries throughout

Australia, to ascertain, at a rather crude level, the national situation. The information in this section concerns such matters as the number of children who come before the courts or into care, the relative proportions in training schools, foster care, and other forms of care, and, so far as possible, the reasons why they came into care.

<u>Policies</u>: The study will examine how far policies have been developed relating to Aboriginal children. This will include any formal policies adopted by the Department of Youth and Community Services (YACS), and political parties, the extent to which policies are implied in legislation or practice directions within YACS; or in the case-law. It will also inquire whether any policies are implicit in the practice of officers administering the system — a more difficult matter conceptually and practically.

<u>Perceptions and Involvement of Aboriginal People</u>: The importance of ascertaining consumer views is well established in social work and related literature. It is of particular importance to the present study, since lack of Aboriginal participation in decision making is a significant characteristic of the system, and one deeply resented by Aboriginal representatives. This topic includes the following aspects:

- (i) Aboriginal perceptions of the child welfare system: do they feel it is hostile or supportive; fair or unfair; effective or ineffective? Do they see it as remote and inflexible, or as something they can influence?
- (ii) Aboriginal participation in the child welfare system, as employees of the Department, or consultants, or foster parents, or members of advisory bodies.
- (iii) The extent to which Aboriginal people activate the system, as by seeking help, as distinct from being subjected to initiatives from the system, as where welfare officers intervene to remove a child from home.
- (iv) The role of Aboriginal organisations. There is an Aboriginal Children's Service run by Aboriginal people; and the Aboriginal organisations in such centres as Brewarrina are concerned with child welfare as with other aspects of the community life. To what extent are these organisations supported, and involved in the child welfare system?

<u>Particular matters</u>: There will be particular emphasis on certain aspects of the system:

(i) <u>Foster care</u>. To what extent are Aboriginal children placed in foster care? With what results? To what extent do they retain their Aboriginal identity through contact with their families and communities?

- (ii) <u>Diversion</u>. To what extent are Aboriginal children diverted from the child welfare system by other services e.g. health, education, community services? Can the entry of Aboriginal children into the child welfare system be traced to inadequate access to or use of available supports for the child or family?
- (iii) Assistance on discharge from care. What assistance is available on discharge from care? How adequate is it?
- (iv) <u>Legal intervention</u>. Are there any differences between Aboriginal and other children in the circumstances when they will be taken to court, the conduct of the proceedings, and the disposition of the case?

Conduct of the Study: The research methods will consist mainly of collecting and analysing available information, visiting selected Aboriginal communities and organisations in New South Wales, talking with officers of YACS and visiting some of the facilities, and talking with police, magistrates, and relevant people in the non-government sector. It is intended to examine case studies on visits to Aboriginal communities, but not to carry out quantitative studies.

The study will be conducted by Richard Chisholm and Sue Thomson. Richard is a Senior Lecturer in Law at the University of New South Wales. He was a member of the first Council of the Aboriginal Legal Service in the early 1970's, and has worked largely in the area of family and children's law, serving as consultant to the Australian Law Reform Commission and as a member of the advisory committee on the NSW Community Welfare Bill. Sue is an Honours graduate in Sociology at the University of New South Wales with experience in research on Aboriginal matters, most recently for the Select Committee of the Legislative Assembly on Aborigines.

Any comments on the study, or requests for further information, would be welcome. They may be directed to Richard Chisholm, Aboriginal Children Study, Faculty of Law, University of New South Wales, P.O. Box 1, Kensington, 2033.

#### RESEARCH REPORT: THE WELFARE OF THE WORKFORCE

Adam Jamrozik, Robin Beck, Marilyn Hoey, Marilyn Leeds

In the area of research defined as "the Welfare of the Workforce" we aim to examine, essentially, the relationship between the labour market and social welfare policy; or, in broader terms, the relationship between economic production and social life and the implications of this relationship for social welfare policy. Thus we examine the field of paid work (the labour market) and the changes in its structure, and then we attempt to assess the significance these changes might have for people's life styles and life chances, that is, for the way people function in society.

Social functioning depends on the provision of, and access to, an adequate social wage; that is, a quantity and quality of material resources sufficient for the achievement of a certain minimum standard of living, a certain quality of life. In our society, as in most societies, it is generally assumed that most people are able to obtain these resources, in the first instance, through the labour market as employers, self-employed, employees, or investors; and through the support of family and kinship networks. Only when these mechanisms and supports fail to provide the necessary resources the State may supplement, or sometimes entirely substitute, the means of livelihood by way of income maintenance provisions such as pensions or benefits and other social welfare services. In practice, people's access to resources is determined not only by the market mechanisms but also by a range of government measures such as taxes, concessions, allowances, pensions, and benefits, as well as by the provision of services such as health and public transport.

The first stage of our research program was to examine the changes that had taken place in the labour market over the decade from 1970 to 1980, so that the significance of these changes could be analysed in later stages of the program. We identified a range of changes and then selected for further analysis five issues which appeared to have direct implications for social welfare policy: unemployment of youth; shift from full-time to part-time work; employment of women; early withdrawal from the workforce; and low earnings in relation to the cost of living. That study was published under the title, Workforce in Transition: Implications for Welfare (SWRC Reports and Proceedings No.8, May 1981). Brief comments on our findings are given hereunder.

<u>Unemployment of Youth</u>: We found that higher-than-average rates of unemployment of youth 15 to 19 years were already prevalent in Australia in the 1960s but at

that time the emerging problem did not attract much attention because the overall numbers of unemployed were not high. The concern about youth unemployment in the 1970s was caused by rapidly increasing rates <u>and</u> numbers. The explanations of this rapid increase and measures taken, or advocated, appeared to focus mainly on the youths themselves. What seemed to be lacking were studies of the changes in the demand for labour and of the reasons why employers showed low preference for employing young people.

Shift to Part-Time Work: Between 1970 and 1980 the workforce in Australia increased by 885 thousand, or 16.4 per cent. However, full-time employment grew by 442 thousand (9.2%) while part-time employment grew by 443 thousand, or 77.9 per cent on 1970 figures. Thus only one half of new jobs during the decade were full-time jobs. Most of part-time jobs were occupied by women but the data indicated two other aspects of the trend: first, the increase in part-time work in percentage terms was the same for men as for women; and, second, the trend towards part-time work was considerably greater among younger people than among older people.

Employment of Women: The numbers of women in the workforce increased during the 1970s by 548 thousand, or 31.4 per cent on the numbers in 1970. Most of that increase was in part-time work; for each woman who found a full-time job two women accepted part-time employment. The highest increases in women's employment occurred in professional, technical and clerical occupations; and in occupations related to services, sport and recreation. On the other hand, there was a decrease in women's employment in trades, process work and unskilled work. Most of the increase occurred in the public sector of industry, especially in community services. Participation rates for women during the decade rose by 13.9 per cent, from 39.6 per cent to 45.1 per cent, but so did unemployment rates, from 2.3 per cent to 7.3 per cent; the highest being among women 15 to 19 years (17.3%).

Early Withdrawal from the Workforce: This was particularly evident among men of 55 years and over. Overall, participation rates for men of all ages fell over the decade from 83.1 per cent to 78.2 per cent. For the older age groups the rates fell: 55-59 years, from 91.2 to 82.4 per cent; 60-64 years, from 77.4 to 51.7 per cent; and 65 years and over, from 22.1 to 11.3 per cent. Had the participation rates for all men been maintained at the 1970 rate there would have been 349 thousand more men in the workforce in 1980 than there actually were. We also noted a sharp increase in invalid pensions granted during the decade, which suggested there might have been a relationship between

withdrawal from the workforce and the granting of invalid pensions.

Low-Income Earners and the Cost of Living: In comparing wage rates for workers on low incomes and the movements in the Consumer Price Index we came to the conclusion that it would be very difficult for a family with dependent children to live on one such income. We noted that the calculation of the CPI had some important omissions, the three most significant omissions being income tax, interest rates and insurance.

Numerous issues for further investigation have been identified in that initial study. First, the emerging pattern of employment showed signs of polarization within the workforce between occupations and industries in which employment seemed to be steady and secure, and other occupations and industries in which employment was increasingly part-time or casual. Second, unemployment and part-time work was considerably higher in the younger age groups of both sexes, although women in all age groups seemed to be affected as well. Thus it appeared that the labour market was showing not only sex divisions of labour but also age divisions of labour. Third, the comparison of earnings at the lower end of the wage scale with the CPI indicators suggested strongly that a one-income family with dependent children at that level of earnings would not be capable of maintaining a standard of living that would be regarded as a satisfactory minimum in our society. Hence "having a job" would not necessarily ensure the viability of a family or a household unit.

The conclusion we reached from our analysis was that during the 1970s the wage earners at the lower end of the scale suffered a dual loss: the loss of purchasing power through the decrease in <u>real</u> wages; and the loss of job security through unemployment and the trend towards part-time and casual employment. As these changes in the labour market affected the younger rather than the older age groups their effects were likely to be long-lasting.

It also appeared that many of the existing concepts and methods of study—such as the calculation of the Consumer Price Index, definitions of income, and explanations of the causes of unemployment—were in need of thorough reassessment as to their adequacy. We concluded however, tentatively at that stage, that the increasingly capital-intensive economy presented a formidable challenge to the social and economic system, to the policy makers as well as to the policy analysts. It seemed to be the case that the changes in the capital/labour ratio and in the corresponding changes in the labour market resulted in greater need for public expenditure on income maintenance provisions. Thus,

apart from the effects these changes might have on people's life chances, increased public expenditure on income maintenance and allied services would need to be accepted as the "hidden" cost of modern economy.

As a follow-up to our initial investigation, a number of research projects have been undertaken to investigate more thoroughly some of the issues identified in the first study. One of these was the examination of <u>occupational welfare</u>, that is employment benefits received by employees in addition to wages and salaries which are currently referred to in terms such as: employment or employee benefits, fringe benefits, non-wage benefits, or remuneration packages. We found that employment benefits were widespread throughout industry but their availability and distribution considerably favoured the higher level occupations.

The findings of the study raised a number of issues for social welfare policy. For while employment benefits were received, and perceived, as rewards for contribution to economic production, a significant proportion of their cost was borne by the State through taxation revenue foregone and by the community through higher prices for goods and services. Occupational welfare was therefore a "hidden" part of the overall social welfare system.

The results of the study of occupational welfare have been published under the title, Employment Benefits: Private or Public Welfare? (SWRC Reports and Proceedings No.15, November 1981).

Four other research projects are currently in progress, all of which follow up the issues identified in the initial exploratory study. The areas of investigation are: youth employment; part-time and casual work; life cycle earnings of career and non career occupations; and low earnings and social wage (see summaries on p. 10). All four projects are expected to be completed during 1982. As the Workforce in Transition report is now out of print consideration is also being given to preparing an updated version for publication late in the year.

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<sup>\*</sup>Add the prefix 662 to the extension numbers to call direct from outside the University.

#### Staff Changes

Linda Adamson resigned her position at the SWRC in January. She has been appointed Policy Officer at the Australian Council of Social Service.

Joan Phillips has returned to her position as Secretary to the Director after six months away. Kittie Parkinson held the post during Joan's absence and we thank her for all her contributions to the Centre.

#### RECENT PUBLICATIONS - SWRC REPORTS AND PROCEEDINGS

Abstracts of the reports in this series up to No.14 have been included in previous Newsletters. Nos.15 to 18 have been published since the last Newsletter and are summarised hereunder.

No. 15 Adam Jamrozik, Marilyn Hoey, Marilyn Leeds, Employment Benefits: Private or Public Welfare?, November 1981.

This report is concerned with the subject of occupational welfare, i.e. benefits received by employees in addition to wages or salaries, commonly referred to in various terms such as employment or employee benefits, fringe benefits, non-wage benefits or, more recently, as remuneration package. The examination of recent and earlier data indicates that employment benefits are widespread throughout industry but their distribution considerably favours higher level employees. Recent changes in the structure of the labour market, e.g. the increase in part-time work in certain sectors of industry, further accentuate the inequalities in this distribution. findings of the study raise a number of issues for social welfare policy. For while employment benefits are received, and perceived, as rewards for contribution to economic production, a significant proportion of their cost is borne by the State through taxation revenue foregone, and by the community through higher prices for goods and services. Occupational welfare is therefore a "hidden" part of the overall social welfare system. While it may be deemed appropriate that people receive rewards that are commensurate with the value of their contribution to economic production, the contribution by the State negates the accepted redistributional principles on which public social welfare is, or is believed to be, based.

No. 16 Linda Rosenman, <u>Widowhood and Social Welfare Policy in Australia</u>, January 1982.

In Australia 9% of women and 2% of men aged 15 and over are widowed: this amounts to 750,000 people, not including those who have been widowed and have remarried. This study by Linda Rosenman, undertaken while she was a Visiting Fellow at the SWRC in 1981, examines needs of widowed people and identifies gaps in support and provision, especially relating to financial problems; difficulties with housekeeping; child care and home maintenance; employment; health care; transportation; and loneliness; and concludes with policy proposals that might make our social welfare system respond more meaningfully and flexibly to the problems identified. The main recommendations are in the field of income support, and relate in particular to eligibility, waiting times and earning ability. Certain tax rebates are recommended as are job training programs, home help and handyman services, and better access to personal and community information and services.

No. 17 Adam Graycar and Wendy Silver, <u>Funding of Non-Government Welfare</u>: Agencies Serving Disabled People in Western Australia, January 1982.

This study investigates how certain non-government organizations obtain resources to provide services for disabled people. It is a study of processes, and focuses on the context within which funds are made available and on the accountability of the agencies for the funds: it is not an evaluation of

the services provided by the agencies, nor of the agencies themselves. The fourteen organizations in Western Australia which are the subject of the study received more than half of this funding from government (both Commonwealth and State) yet stressed firmly their non-government auspices and nature. Government supported these agencies at a cost of around \$11 million per annum. In contrast to the prevailing consensus about non-government agencies, they were not necessarily innovative or experimental nor were they, as one might expect from the literature, "vanguards for voluntarism" or heavily consumerist or advocacy oriented. They were not regularly pressing government for improvement, but they were strong service providers, indispensible to government as primary providers; preferred providers; alternatives to, and substitutes for government services.

No. 18 Vivienne Milligan and Margaret McAllister, Housing and Local Government:
An Evaluation of the Waverley Community Housing Officer Project, February 1982.

This paper reports the first evaluation of the Waverley Community Housing Officer project: the project is the first planned and co-ordinated attempt by state and local government in New South Wales to implement a specific role for local government in housing. It was established in April 1980 as a two-year pilot project funded jointly by the Department of Youth and Community Services and the Housing Commission of NSW, and involves the employment of a housing specialist to establish housing policy and, within its framework, to undertake a range of housing programmes and housing-related services in a local government area. The report documents the origins of the project and the history of its objectives, practice and effects; describes the perceptions of the project reported by a large range of people directly connected with it; places it in the context of the broader economic, political and bureaucratic structures which pattern housing provision in Australia; and addresses the question of how the objectives, strategies and achievements of the project might be generalised, paying particular attention to its applicability to other local government areas. The Report recommends the continuation of the project in Waverley and its gradual extension to other areas, with funds allocated through the Minister for Housing on the advice of a policy advisor and an Advisory Committee comprising representatives of relevant departments and other agencies.

#### DIARY OF SOCIAL LEGISLATION AND POLICY

Copies of the 1980 Diary are still available and may be obtained on request from the Social Welfare Research Centre or from the Institute of Family Studies, 766 Elizabeth Street, Melbourne. The 1981 Diary is currently being compiled: its availability will be announced in due course. The Diaries summarise the legislative and administrative changes made in the social welfare field during each year. The 1980 Diary only covers changes at Commonwealth Government level; the 1981 Diary will have some coverage of State matters as well. Their publication is a joint venture by the SWRC, the Institute of Family Studies, and the Institute of Applied Economic and Social Research.

#### OTHER RECENT PUBLICATIONS

Victorian Council of Social Service, Consultation and Government.

A substantial report of the Inquiry into Processes of Consultation in Victoria, with Special Reference to the Case of Tenancy Law Reform has been published by the Victorian Council of Social Service. The Inquiry's findings are published in three volumes:

Book One contains (a) a summary, prepared by Emeritus Professor Ronald Henderson and Hayden Raysmith; (b) a framework for the treatment of community consultations as a political process and a review of the welfare, education, local government and housing consultations, conclusions drawn from experience in those four policy areas; and guidelines for future consultations, prepared by Professor John Power, and (c) a literature review prepared by Carolyn Stuart.

Book Two contains a review of the major aspects of the decision-making and consultative processes leading to the Residential Tenancies Act 1980, prepared by Professor Ronald Sackville.

Book Three contains reviews of the consultation process leading to: the White Paper on the Future of Social Welfare in Victoria, prepared by Helen Halliday; the Green and White Papers on Education, prepared by Russell Jacobs; the Report of the Local Government Board of Review, prepared by Russell Jacobs; and the Green Paper on Housing, prepared by Russell Jacobs.

The report is available for \$13.75 from:

Victorian Council of Social Service 290 Wellington Street Collingwood. Victoria. 3066.

Ian Manning, Means Tests: A Guide to the Issues Encountered in Constructing a Means Test, Institute of Applied Economic and Social Research, University of Melbourne (Occasional Paper No.3).

This paper covers the main decisions which have to be taken in specifying a means test for a welfare grant or service. Though primarily intended to assist administrators, it raises issues which are important for both the advocates and critics of means testing in the social services.

The contents include:

When Should Grants and Services be Means Tested?; Rules Applicable to Means Tests; The Meaning of 'Means' - Assets, Income and the Reconciliation of Income and Asset Tests; The Time Period, Income Unit, Equivalence Scale and Rate Scale; Updating; Alternatives to Means Testing.

The paper is available for \$2 from:

The Secretary
IAESR
Economics & Commerce Building
University of Melbourne
Parkville. Victoria. 3052.

NSW Law Reform Commission, <u>De facto Relationships</u>: <u>Issues Paper</u>, 1981 (authors: Ronald Sackville, Bettina Cass, D. Gressier, P. Nygh)

The Issues Paper describes the law governing de facto spouses and their children and provides information on the social context in which the law operates. Several sections contain information of social welfare interest: delineation of social security and income tax law; the differences between family law regulating legal marriage in the Commonwealth jurisdiction and laws regulating non-marital cohabitation in the various State jurisdictions; a demographic and sociological analysis of the incidence of de facto relationships and the different types of domestic relationships which can be identified.

The paper is designed to provide information for the guidance of people and organisations wishing to make submissions to the Commission. Copies of the Paper can be obtained from:

Mr. Bruce Buchanan Secretary NSW Law Reform Commission Box 6, GPO Sydney. NSW 2001.

#### RICHARD TITMUSS PRIZE

The Richard Titmuss Prize, established by the <u>Journal of Social Policy</u> and the Social Administration Association in memory of his unique contribution to the study of social policy, is awarded annually for an article on any subject within the general field of social policy. However, the competition is restricted to entrants under the age of thirty-five.

The Prize is £100 and the prize article will be published in the <u>Journal</u> of <u>Social Policy</u>. In exceptional circumstances more than one prize may be awarded.

It is intended to announce the award of a prize each year, at the Annual Conference of the Social Administration Association, provided that an entry of sufficient merit has been received.

The article must be an original contribution, not hitherto published, and one which has not been awarded any other prize. It must not exceed 10,000 words in length. Anyone intending to submit work for consideration for the prize should first obtain details of the conditions of entry from the Editor, <u>Journal of Social Policy</u>, PSSRU, Cornwallis Building, The University of Canterbury, Kent CT2 7NF.

The closing date for entries is 1 April each year

#### SWRC PUBLICATIONS

The publications of the Centre are issued under three series titles:

SWRC Newsletter is the means by which information about SWRC activities, research and publications is disseminated, as well as other items which may be of interest to its readership. It is distributed free of charge to all individuals and organisations on the Centre's mailing list. (Copies are available of back issues of the Newsletter, excluding No.1, and may be obtained on request).

SWRC Reprints are reprints of articles or papers published elsewhere by staff of the Centre. These are available at a flat rate of \$1 per copy to cover postage and handling. Reprints issues to date are:

- No. 1 Adam Graycar, "Experimentation and the Welfare State" from: Social Policy and Administration Vol.14, No.3, 1980.
- No. 2 Bettina Cass & Kris Pedler, "Where are They Hiding the Unemployed?" from: Australian Social Welfare Impact, November 1980.
- No. 3 Bettina Cass, "Housing and the Family"

  from: Home Ownership in Australia: A Perspective for Future
  Policies, Housing Industry Association Seminar Proceedings, 1980.
- No. 4 Robert V. Horn, "Social Indicators: Meaning, Methods & Applications" from: International Journal of Social Economics, Vol.7, 1980.
- 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.
- No. 6 Adam Graycar, "Review Article: Australia's Social Wage" from: Social Policy and Administration, Vol.15, No.1, 1981.
- No. 7 Adam Graycar, "Ageing in Australia: A Pointer to Political Dilemmas" from: Australian Quarterly, Vol.53, No.3, Spring 1981.
- No. 8 Bettina Cass, "Wages, Women and Children" from: Ronald F. Henderson (ed) The Welfare Stakes: Strategies for Australian Social Policy, IAESR, Melbourne, 1981.
- No. 9 Adam Graycar, "Social and Political Constraints"

  from: Ronald F. Henderson (ed) The Welfare Stakes: Strategies for Australian Social Policy, IAESR, Melbourne, 1981.

SWRC Reports and Proceedings include reports and working papers of research undertaken in or under the aegis of the Centre, as well as proceedings and papers from some of the seminars and conferences held by the Centre. The eighteen titles published so far in this series are available, where stocks allow, for purchase at the prices indicated on the Publication List and Order Form. The reports may be purchased individually or by subscription. The subscription period, in the first instance, is from October 1981 to October 1982 and commences with SWRC Reports and Proceedings No.15. Staffing and accounting constraints do not allow for part-subscriptions, so subscribers paying during the year will receive back issues to No.15, subject to availability.

The SWRC has already established a gift/exchange system for its Reports with a number of other bodies. Many smaller organisations and libraries are financially constrained from purchasing new subscriptions and the SWRC acknowledges this and will maintain a free-list in the interest of exchanging information and to ensure that the Reports are as widely accessible as possible. We suggest that organisations and libraries in this position complete and return the enclosed Order Form with a request for inclusion on the subscription free-list. They might also note the option mentioned above, whereby individual titles may be purchased throughout the subscription year — this may be more appropriate for organisations and individuals whose work or interests relate to a specific area of the Centre's research. New publications will be announced in the regular issues of the Newsletter to enable readers to select and order Reports as they are published.

The following is a full list to date of the <u>SWRC Reports and Proceedings</u> series. Those indicated \* are out of print but should be accessible at most university and state libraries throughout Australia.

- No. 1 J. Moller (ed), Data for Welfare Decision Making, September 1980.\*
- No. 2 Peter Saunders (ed), The Poverty Line: Methodology and Measurement, October 1980, \$3.
- No. 3 Michael Morrissey and Andrew Jakubowicz, Migrants and Occupational Health: A Report, November 1980, \$3.
- No. 4 Jan Carter, States of Confusion: Australian Policies and the Elderly Confused, January 1981.\*
- No. 5 Adam Graycar and David Kinnear, The Aged and the State: A Working Paper, April 1981, \$4.
- No. 6 Michael Liffman, Immigrant Welfare: A Research Perspective, April 1981.\*

- No. 7 Bettina Cass, Unemployment and the Family: The Social Impact of the Restructuring of the Australian Labour Market, April 1981, \$3.
- No. 8 Adam Jamrozik and Marilyn Hoey, Workforce in Transition: Implications for Welfare, May 1981, \$3.
- No. 9 Robert V. Horn, Fiscal Welfare Effects of Changes in Australian Income Tax, 1972-73 to 1980-81, May 1981, \$3.
- No.10 Concetta Benn, The Developmental Approach: Demonstration Programs in the Brotherhood of St Laurence, May 1981, \$2.50.
- No.11 Bettina Cass (ed), <u>Unemployment</u>: <u>Causes, Consequences and Policy Implications</u>, August 1981, \$3.
- No.12 Adam Jamrozik and Robin Beck, Worker Co-operatives: An Evaluative Study of the New South Wales Worker Co-operative Programme, August 1981, \$4.
- No.13 Robert V. Horn, Extra Costs of Disablement: Background for an Australian Study, September 1981, \$2.50.
- No.14 P.R. Kaim-Caudle, <u>Cross National Comparisons of Social Service Pensions</u> for the Elderly, <u>September 1981</u>, \$3.
- No.15 Adam Jamrozik, Marilyn Hoey, Marilyn Leeds, Employment Benefits: Private or Public Welfare?, November 1981, \$4.
- No.16 Linda Rosenman, <u>Widowhood and Social Welfare Policy in Australia</u>, January 1982, \$3.
- No.17 Adam Graycar and Wendy Silver, Funding of Non-Government Welfare:
  Agencies Serving Disabled People in Western Australia, January 1982, \$3.
- No.18 Vivienne Milligan and Margaret McAllister, Housing and Local Government:

  An Evaluation of the Waverley Community Housing Officer Project, February 1982, \$3.

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