

5 Job experience of clients

5.1 Job history

Profiles of jobs as presented in Chapter 4 describe the types of work gained in different industries or occupations. However, such description does not present a full picture of employment trends of clients because a job may vary from a few hours worked casually on one day to a full-time, permanent job worked for the whole year. To examine employment trends it is necessary to summarise the job history of clients over the period that they were receiving support, and thus to have the individual rather than the job as the basic unit of analysis.

Clients who had a job at some time during either 1995–96 or 1996–97 (referred to as ‘workers’ in each financial year) can be classified into four job history groups. For each financial year, this is done depending upon whether they had a job at the beginning and/or at the end of the support period, as in Table 5.1. In each case, not all clients were receiving support for the whole financial year, either because their support began after 1 July, and/or more rarely because support was recorded as withdrawn before 30 June. In these cases, the support period, or time in support, was less than one year and calculated in weeks. (See Appendix 2 for further details.) Within each of the job history groups, clients may have had one or more jobs.

Table 5.1: Classification of job history for workers^(a) in a financial year

Job history	Job at start of support period	Job at end of support period
Job retained	Yes	Yes
Job lost	Yes	No
Job gained and retained	No	Yes
Job gained and lost	No	No

(a) A ‘worker’ is any client who had a job at any time during their support period in 1995–96 or 1996–97 respectively.

There were 12,431 clients who had a job some time during 1996–97 (workers in 1996–97), an increase of 2,085 or 20% over 1995–96 (10,346 workers, Table 5.2).

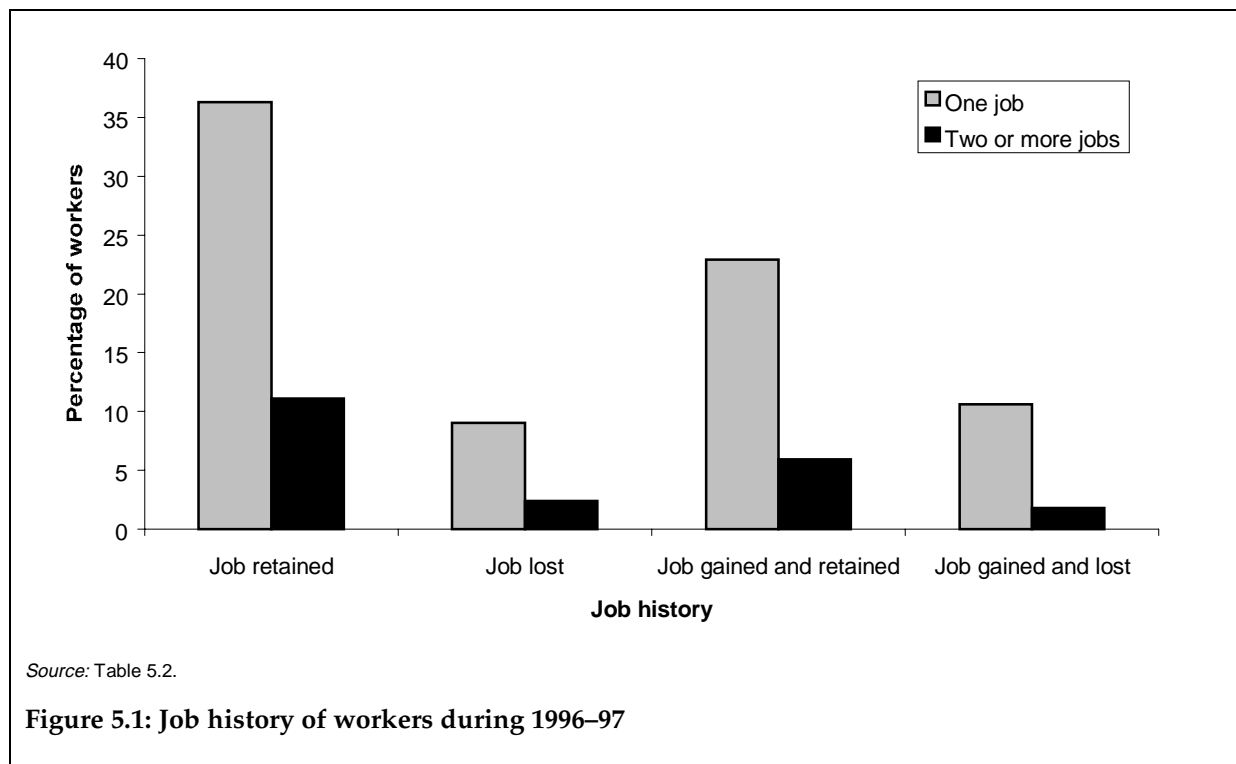
In 1996–97, 7,309 workers had a job at the start of the support period, of whom 1,415 (19%) became and remained unemployed at the end of the period (Table 5.2, Figure 5.1). Another 5,122 who were not employed at the beginning of the support period obtained a job during the period; however, 1,537 (30%) of these workers were unemployed again by the end of the period. The corresponding figures for 1995–96 were 5,720 workers with a job at the start of the year, of whom 1,235 (22%) were unemployed at the end of the period; and 4,626 who obtained a job of whom 1,566 (34%) were unemployed at the end of the period.

The increase in employment over each financial year can be calculated by comparing the number of workers at the beginning with the number at the end. This equals the number of ‘job gained and retained’ workers minus the number of ‘job lost’ workers. As at 1 July 1996, 7,309 clients had a job and this increased by 2,170 or 30% to 9,479 by 30 June 1997. The proportional increase from 1 July 1995 to 30 June 1996 was similar at 32% (1,825 clients, from 5,720 to 7,545).

Table 5.2: Job history of workers during 1995–96, 1996–97

Job history	With one job		With more than one job		All workers	
	n	%	n	%	n	%
1995–96						
Job retained	3,393	32.8	1,092	10.6	4,485	43.4
Job lost	932	9.0	303	2.9	1,235	11.9
Job gained and retained	2,442	23.6	618	6.0	3,060	29.6
Job gained and lost	1,284	12.4	282	2.7	1,566	15.1
Total	8,051	77.8	2,295	22.2	10,346	100.0
1996–97						
Job retained	4,510	36.3	1,384	11.1	5,894	47.4
Job lost	1,118	9.0	297	2.4	1,415	11.4
Job gained and retained	2,851	22.9	734	5.9	3,585	28.8
Job gained and lost	1,318	10.6	219	1.8	1,537	12.4
Total	9,797	78.8	2,634	21.2	12,431	100.0

The worker retention rate is the percentage of workers who had a job at the end of the support period (i.e. the combined percentage of ‘job retained’ and ‘job gained and retained’ workers). This rate is not a measure of overall employment, only of the probability that a worker who had a job at sometime during the year remained in employment at the end of that year (or their support period if they left the agency). In 1995–96 about 73% (7,545 out of 10,346) of workers had a job at the end of the support period. This increased to 76% in 1996–97 (9,479 out of 12,431). In both years this percentage was lower for those who had one job compared with those who had more than one job (75% versus 80% in 1996–97, Table 5.2).



There was an increase in client numbers from 20,624 in 1995–96 to 24,590 in 1996–97. This increase of 3,966 represents the difference between the 6,173 clients who ended support in 1995–96 and the 10,139 clients who started in 1996–97 (Table 5.3). This means that the total number of clients recorded on the database for the two years was 30,763. However, this may include some clients who have been recorded more than once because they left one agency and later began with another. Clients who ended support in 1995–96 include both those who were recorded as leaving the agency, and also those who had support in 1995–96 but no support in 1996–97 (see Table 3.2).

Of the 6,173 clients who left support during 1995–96, over two-thirds (68% or 4,222) had never had a job while in support and 15% (482 + 459 = 941) had worked but did not have a job at the time of leaving (Table 5.3). The remaining 16% (1,010) did have a job when they left and possibly became independent workers, although their subsequent job history is unknown.

From another perspective, those 4,222 non-workers who left support during 1995–96 represented 41% of the 10,278 clients who did not have a job during 1995–96. A further 40% or 4,152 continued with support but did not get a job during 1996–97. The remaining 19% (1,904) did get a job during 1996–97 with two-thirds of these (65% or 1,240) still in work at the end of the year.

Over two-thirds (69% or 7,024) of the clients who started during 1996–97 did not get a job during the year while 24% (688 + 1,783 = 2,471) had a job at the end of the year and 6% (89 + 555 = 624) had a job during the year which was lost. Finally 8,395 (10,346–1,951) clients who had a job in 1995–96 continued support in 1996–97. Of these 1995–96 workers 7,412 or 88% also had a job sometime in 1996–97, with 3,252 (39%) having a job at the start and at the end of the total 2-year period.

Table 5.3: Job history of workers from 1995–96 to 1996–97

1995–96	1996–97							
	Not a client (no support in 1996–97)	No job	Job retained	Job lost	Job gained and retained	Job gained and lost	Total workers	Total clients
Not a client (started in 1996–97)	—	7,024	688	89	1,783	555	3,115	10,139
No job	4,222	4,152	2 ^(a)	—	1,238	664	1,904	10,278
Job retained	707	5 ^(b)	3,252	519	2 ^(b)	—	3,773	4,485
Job lost	482	396	—	—	256	101	357	1,235
Job gained and retained	303	—	1,949	807	1 ^(b)	—	2,757	3,060
Job gained and lost	459	582	3 ^(a)	—	305	217	525	1,566
<i>Total workers</i>	<i>1,951</i>	<i>983</i>	<i>5,204</i>	<i>1,326</i>	<i>564</i>	<i>318</i>	<i>7,412</i>	<i>10,346</i>
Total clients	6,173	12,159	5,894	1,415	3,585	1,537	12,431	30,763

(a) These clients left during 1995–96 and restarted during 1996–97, having obtained a job in between.

(b) These clients left during 1995–96 and restarted during 1996–97, having lost a job in between.

The number and type of jobs they had also affect the job experience of each worker. The ‘job retained’ category includes workers who continued in the same job through the whole period, those who changed jobs without being unemployed and those who lost work and regained it. Similarly the ‘job gained and retained’ category includes workers who gained a permanent job, as well as those who gained one or more casual or temporary jobs, at least one of which they still had at the end of the period. Some workers classed as ‘job lost’ or ‘job gained and lost’ will have been in and out of temporary or casual work.

The primary job of a worker is defined as the job with the highest total hours of work during the whole support period. The basis of employment of the primary job by job history category is shown in Table 5.4.

Table 5.4: Workers, basis of employment of primary job by job history, 1995–96, 1996–97

Basis of employment	Job retained		Job lost		Job gained and retained		Job gained and lost		All	
	n	%	n	%	n	%	n	%	n	%
1995–96										
One job										
Permanent regular	2,748	81.0	633	67.9	1,565	64.1	674	52.5	5,620	69.8
Permanent irregular	231	6.8	129	13.8	381	15.6	283	22.0	1,024	12.7
Permanent seasonal	297	8.8	119	12.8	310	12.7	144	11.2	870	10.8
Temporary regular	81	2.4	33	3.5	123	5.0	114	8.9	351	4.4
Temporary irregular	8	0.2	6	0.6	30	1.2	46	3.6	90	1.1
Temporary seasonal	28	0.8	12	1.3	33	1.4	23	1.8	96	1.2
All	3,393	100.0	932	100.0	2,442	100.0	1,284	100.0	8,051	100.0
More than one job										
Permanent regular	722	66.1	169	55.8	336	54.4	148	52.5	1,375	59.9
Permanent irregular	123	11.3	63	20.8	126	20.4	57	20.2	369	16.1
Permanent seasonal	151	13.8	24	7.9	74	12.0	31	11.0	280	12.2
Temporary regular	49	4.5	25	8.3	59	9.6	27	9.6	160	7.0
Temporary irregular	21	1.9	15	5.0	12	1.9	9	3.2	57	2.5
Temporary seasonal	26	2.4	7	2.3	11	1.8	10	3.6	54	2.4
All	1,092	100.0	303	100.0	618	100.0	282	100.0	2,295	100.0
1996–97										
One job										
Permanent regular	3,486	77.3	741	66.3	1,830	64.2	746	56.6	6,803	69.4
Permanent irregular	384	8.5	180	16.1	430	15.1	238	18.1	1,232	12.6
Permanent seasonal	450	10.0	124	11.1	402	14.1	148	11.2	1,124	11.5
Temporary regular	136	3.0	54	4.8	136	4.8	138	10.5	464	4.7
Temporary irregular	21	0.5	8	0.7	23	0.8	32	2.4	84	0.9
Temporary seasonal	33	0.7	11	1.0	30	1.1	16	1.2	90	0.9
All	4,510	100.0	1,118	100.0	2,851	100.0	1,318	100.0	9,797	100.0
More than one job										
Permanent regular	923	66.7	169	56.9	421	57.4	112	51.1	1,625	61.7
Permanent irregular	161	11.6	54	18.2	138	18.8	50	22.8	403	15.3
Permanent seasonal	166	12.0	44	14.8	93	12.7	19	8.7	322	12.2
Temporary regular	85	6.1	17	5.7	41	5.6	16	7.3	159	6.0
Temporary irregular	18	1.3	6	2.0	26	3.5	16	7.3	66	2.5
Temporary seasonal	31	2.2	7	2.4	15	2.0	6	2.7	59	2.2
All	1,384	100.0	297	100.0	734	100.0	219	100.0	2,634	100.0

In both financial years, overall about 68% of workers had a permanent regular primary job (70% of people who had one job, and 60% of those who had more than one in 1995–96, and 69% and 62% in 1996–97). In 1996–97 a further 13% of workers had a job which was permanent irregular, and 12% one which was permanent seasonal (the corresponding

percentages in 1995–96 were 13% and 11%). Workers in the ‘job retained’ category were the most likely to be in permanent regular work, and the least likely to be in temporary work of any kind. Those in the ‘job gained and lost’ category were the least likely to have had permanent regular work. In addition, workers who only had one job during the support period were more likely to be in permanent work than those who had more than one job.

A total of 4,741 workers finished at least one job during 1996–97, and 4,263 during 1995–96 (Table 5.5). By definition, this includes all workers in the ‘job lost’ and ‘job gained and lost’ categories, plus most of those in the ‘job retained’ and ‘job gained and retained’ categories who had two or more jobs (some workers retained two or more concurrent jobs).

In 1996–97, nearly one-third (31%) of workers who had completed a job had resigned because of reasons other than career development. Dismissals accounted for another 11%. Workers in the ‘job lost’ and ‘job gained and lost’ were more likely to have finished a job for one of these reasons, than workers who retained employment during the support period. ‘Job retained’ workers were more likely to have resigned from a job for career development which suggests that they were changing jobs. About a third (32%) of workers finished a job either due to retrenchment or the completion of an employment contract.

The pattern for 1995–96 was similar to that for 1996–97.

Table 5.5: Reason for job(s) ending, by job history, for workers who finished one or more jobs, 1995–96, 1996–97

Reason for job ending	Job retained		Job lost		Job gained and retained		Job gained and lost		All	
	n	%	n	%	n	%	n	%	n	%
1995–96										
Retrenched	139	15.1	179	14.5	71	13.1	159	10.2	548	12.9
Dismissed	67	7.3	153	12.4	41	7.6	214	13.7	475	11.1
Resigned—career development	189	20.5	50	4.0	81	14.9	42	2.7	362	8.5
Resigned—other reason	152	16.5	451	36.5	100	18.5	566	36.1	1,269	29.8
Work trial	27	2.9	33	2.7	39	7.2	106	6.8	205	4.8
Employment contract finished	172	18.7	164	13.3	129	23.8	290	18.5	755	17.7
Mixed reasons—with dismissal ^(a)	31	3.4	62	5.0	17	3.1	54	3.4	164	3.8
Mixed reasons—other ^(a)	109	11.8	131	10.6	54	10.0	133	8.5	427	10.0
Unknown	34	3.7	12	1.0	10	1.8	2	0.1	58	1.4
Total	920	100.0	1,235	100.0	542	100.0	1,566	100.0	4,263	100.0
1996–97										
Retrenched	145	13.1	218	15.4	70	10.2	168	10.9	601	12.7
Dismissed	70	6.3	171	12.1	63	9.2	237	15.4	541	11.4
Resigned—career development	203	18.4	63	4.5	78	11.3	42	2.7	386	8.1
Resigned—other reason	219	19.8	522	37.0	156	22.7	555	36.1	1,452	30.6
Work trial	33	3.0	36	2.6	40	5.8	96	6.2	205	4.3
Employment contract finished	223	20.2	213	15.1	173	25.1	298	19.4	907	19.1
Mixed reasons—with dismissal ^(a)	38	3.4	59	4.2	27	3.9	39	2.5	163	3.4
Mixed reasons—other ^(a)	118	10.7	114	8.1	64	9.3	94	6.1	390	8.2
Unknown	55	5.0	16	1.1	17	2.5	8	0.5	96	2.0
Total	1,104	100.0	1,412	100.0	688	100.0	1,537	100.0	4,741	100.0

(a) Workers who finished two or more jobs for different reasons.

5.2 Measures of job experience

To summarise the job experience of each worker, four measures of time spent in work and three of amount of income earned were calculated (Tables 5.6 and 5.7). These measures are based on the total number of weeks with a job or jobs, the total number of hours spent in work for all jobs, and the total amount of income earned from all jobs over the whole of the support period.

The measures for time in work are:

- **Time in work in weeks**—the total number of weeks during the support period that the worker had a job or job(s). If the worker had more than one job, then the weeks in work may not necessarily have been continuous.
- **Time in work as a proportion of time in support**—to adjust for the fact that the support period varied from worker to worker, the number of weeks in work can also be calculated as a proportion of the number of weeks in the support period. This measure is used in most tables rather than the unadjusted time in work in weeks above.
- **Mean hours of work per work week**—the total hours worked in all jobs for each worker during the support period divided by the number of weeks in work; that is, the average weekly time spent in work when working.
- **Mean hours of work per week**—for each worker this is calculated as the total hours worked in all jobs during the support period divided by the number of weeks in the support period, that is the average work time per week for all weeks in support including those without a job. This is a measure of overall time spent in employment.

The measures of mean income earned from jobs are:

- **Mean wage per hour**—the hourly wage rate for each worker calculated as the total salary earned from all jobs divided by the total number of hours worked.
- **Mean wage per work week**—the weekly wage rate while in work for each worker, calculated as the total salary earned from all jobs divided by the total number of weeks with a job. The mean wage per hour and the mean wage per work week are measures of the pay from all jobs.
- **Mean income per week**—the amount of income earned from all jobs, calculated as the total salary earned from all jobs divided by the total number of weeks in the support period. It is a measure of the amount of income received by the worker over the support period.

For workers who had more than one job, these means are weighted by the total number of hours for each job. That is, the job with the largest number of hours will most influence the mean.

One other job variable is included in most tables:

- **Weeks to get a job**—applies only to workers who did not have a job at the beginning of the support period and who were not recorded as having had a job previously. It is the number of weeks from the beginning of the support period to the start of the first (or only) job gained.

See Appendix 2 for the precise formulas for calculating all of the above measures.

In 1996–97 overall the average worker was in work for about 33 weeks which equated to just under three-quarters (73%) of their time in support (Table 5.7). This was a slight increase over 1995–96 (31 weeks or 70%); however, the mean hours of work per working week fell from 25.5 to 24.8 from 1995–96 to 1996–97 (Table 5.6). The latter trend almost compensated for the former, so that the mean hours of work per week in support increased slightly from 18.3 to 18.6. This figure is a reflection of the total hours of work per working client for the whole year (that is the amount of work averaged over all of the time in support).

From 1995–96 to 1996–97 the mean hourly wage rate increased by 2.7% from \$9.16 to \$9.41. A decrease of a similar magnitude in the mean hours of work per working week meant the weekly wage remained at \$229 for both periods. However, the mean income per week of support increased from \$164 to \$170, reflecting an increase in mean income per year of 3.8% from \$7,344 to \$7,624.

The average time taken to get a job (for those clients who obtained work after the beginning of the financial year) was 14.7 weeks in 1995–96 and 14.0 in 1996–97.

Table 5.6: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by job history, 1995–96

Job history	Number of workers	Mean jobs/worker	Mean weeks to get job ^(a)	Mean time in work		Mean hours of work		Income earned from jobs		
				Weeks	% ^(b)	Per work week	Per week ^(c)	Per hour	Per work week	Per week ^(c)
One job										
Job retained	3,393	1.0	—	45.7	100.0%	27.8	27.8	\$9.11	\$250	\$250
Job lost	932	1.0	—	21.4	50.9%	25.4	13.2	\$9.04	\$223	\$117
Job gained and retained	2,442	1.0	17.4	22.7	56.6%	24.5	14.0	\$9.15	\$215	\$126
Job gained and lost	1,284	1.0	12.5	11.7	29.4%	23.8	7.2	\$9.48	\$220	\$66
<i>Total</i>	<i>8,051</i>	<i>1.0</i>	<i>15.8</i>	<i>30.5</i>	<i>69.9%</i>	<i>25.9</i>	<i>18.6</i>	<i>\$9.17</i>	<i>\$231</i>	<i>\$167</i>
Two or more jobs										
Job retained	1,092	2.5	—	44.0	87.8%	24.8	21.6	\$8.84	\$219	\$190
Job lost	303	2.4	—	26.4	54.8%	26.4	14.5	\$9.00	\$235	\$128
Job gained and retained	618	2.4	10.7	28.8	62.7%	22.8	14.3	\$9.50	\$215	\$134
Job gained and lost	282	2.3	9.0	18.9	41.2%	24.3	10.2	\$9.41	\$229	\$96
<i>Total</i>	<i>2,295</i>	<i>2.4</i>	<i>10.2</i>	<i>34.5</i>	<i>71.0%</i>	<i>24.4</i>	<i>17.3</i>	<i>\$9.11</i>	<i>\$221</i>	<i>\$155</i>
All workers										
Job retained	4,485	1.4	—	45.3	97.0%	27.0	26.3	\$9.04	\$242	\$235
Job lost	1,235	1.3	—	22.7	57.8%	25.6	13.5	\$9.03	\$226	\$119
Job gained and retained	3,060	1.3	16.1	23.9	57.8%	24.1	14.0	\$9.22	\$215	\$127
Job gained and lost	1,566	1.2	11.9	13.0	31.5%	23.9	7.8	\$9.47	\$222	\$72
Total	10,346	1.3	14.7	31.4	70.1%	25.5	18.3	\$9.16	\$229	\$164

(a) Mean time receiving support before commencement of first or only job for workers without a job at the start of the support period.

(b) Percentage of the support period.

(c) Per week of the support period.

On average, workers with one job and workers with two or more jobs were employed for about the same proportion of time in support. In 1995–96 workers with one job earned slightly higher wages than earned by those with two or more jobs, but this was not true in 1996–97. There was substantial variation among job history categories. Workers who retained one job must have been in work 100% of their support time by definition, and workers in the ‘job retained’ category who had two or more jobs on average worked 89% of

their support period in 1996–97, the remaining 11% being spent between jobs. ‘Job gained and lost’ workers on average spent less than a third (29%) of their time in work.

Workers who gained a job during the year had higher mean hourly wage rates than workers who started the period with a job; however, ‘job retained’ workers had the highest mean incomes due to working longer hours for a longer time.

Table 5.7: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by job history, 1996–97

Job history	Number of workers	Mean jobs/worker	Mean weeks to get job ^(a)	Mean time in work		Mean hours of work		Income earned from jobs		
				Weeks	% ^(b)	Per work week	Per week ^(c)	Per hour	Per work week	Per week ^(c)
One job										
Job retained	4,510	1.0	—	46.8	100.0%	26.9	26.9	\$9.18	\$243	\$243
Job lost	1,118	1.0	—	21.1	48.9%	24.0	12.1	\$9.07	\$213	\$108
Job gained and retained	2,851	1.0	15.5	22.9	59.3%	23.4	14.2	\$9.60	\$220	\$133
Job gained and lost	1,318	1.0	13.1	11.4	27.8%	22.5	6.3	\$9.77	\$214	\$60
<i>Total</i>	<i>9,797</i>	<i>1.0</i>	<i>14.8</i>	<i>32.2</i>	<i>72.6%</i>	<i>25.0</i>	<i>18.8</i>	<i>\$9.37</i>	<i>\$229</i>	<i>\$171</i>
Two or more jobs										
Job retained	1,384	2.5	—	44.8	89.2%	24.8	22.0	\$9.32	\$229	\$203
Job lost	297	2.3	—	25.0	52.4%	25.0	12.8	\$9.64	\$238	\$123
Job gained and retained	734	2.4	10.5	28.8	62.7%	22.8	14.5	\$9.74	\$220	\$138
Job gained and lost	219	2.3	8.8	17.1	37.3%	25.2	9.5	\$10.13	\$257	\$96
<i>Total</i>	<i>2,634</i>	<i>2.4</i>	<i>10.1</i>	<i>35.8</i>	<i>73.3%</i>	<i>24.3</i>	<i>17.8</i>	<i>\$9.54</i>	<i>\$230</i>	<i>\$167</i>
All workers										
Job retained	5,894	1.4	—	46.3	97.4%	26.4	25.8	\$9.21	\$240	\$234
Job lost	1,415	1.3	—	21.9	49.6%	24.2	12.3	\$9.19	\$218	\$111
Job gained and retained	3,585	1.3	14.6	24.1	60.0%	23.3	14.2	\$9.63	\$220	\$134
Job gained and lost	1,537	1.2	12.6	12.2	29.1%	22.8	6.8	\$9.82	\$220	\$65
Total	12,431	1.3	14.0	32.9	72.7%	24.8	18.6	\$9.41	\$229	\$170

(a) Mean time receiving support before commencement of first or only job for workers without a job at the start of the support period.

(b) Percentage of the support period.

(c) Per week of the support period.

5.3 Job experience by sex

About 52% of male clients had a job during 1996–97 compared with 48% of female clients. The percentages for 1995–96 were similar, although the gap between the sexes has narrowed slightly. In both years men and women spent almost three-quarters of their support period with a job. In 1996–97 the mean hourly wage was 34 cents higher for women than for men (\$9.63 compared with \$9.29) but because on average males worked 4 hours more per work week, they had a higher weekly wage than women. A similar pattern was evident for 1995–96.

From 1995–96 to 1996–97 the mean hourly wage rate has increased by just under 3% for both sexes. The average time taken to get a job has decreased more for females than males so that in 1996–97 it was between 14 and 15 weeks for both.

Table 5.8: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by sex, 1995–96, 1996–97

Sex	Workers				Mean hours of work		Income earned from jobs		
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Male	6,870	51.9%	14.3	70.0%	26.9	19.2	\$9.05	\$238	\$170
Female	3,476	46.9%	15.7	70.4%	22.9	16.5	\$9.38	\$210	\$151
1996–97									
Male	8,151	52.2%	14.1	72.9%	26.2	19.6	\$9.29	\$239	\$177
Female	4,280	47.6%	14.5	72.4%	22.2	16.7	\$9.63	\$210	\$156

5.4 Job experience by age

The proportion of clients with a job during the year has increased for all age groups between 15 and 59 between 1995–96 and 1996–97. In each year this proportion was lowest by far for those aged 15–19 years, at around 39%. The rates for ages 20–29 were well over 50%, while those for ages 30–59 were 45% to 50% (Table 5.9). The small number of clients in the 60–64 age group also had a high rate of employment (56% and 55% for 1995–96 and 1996–97 respectively).

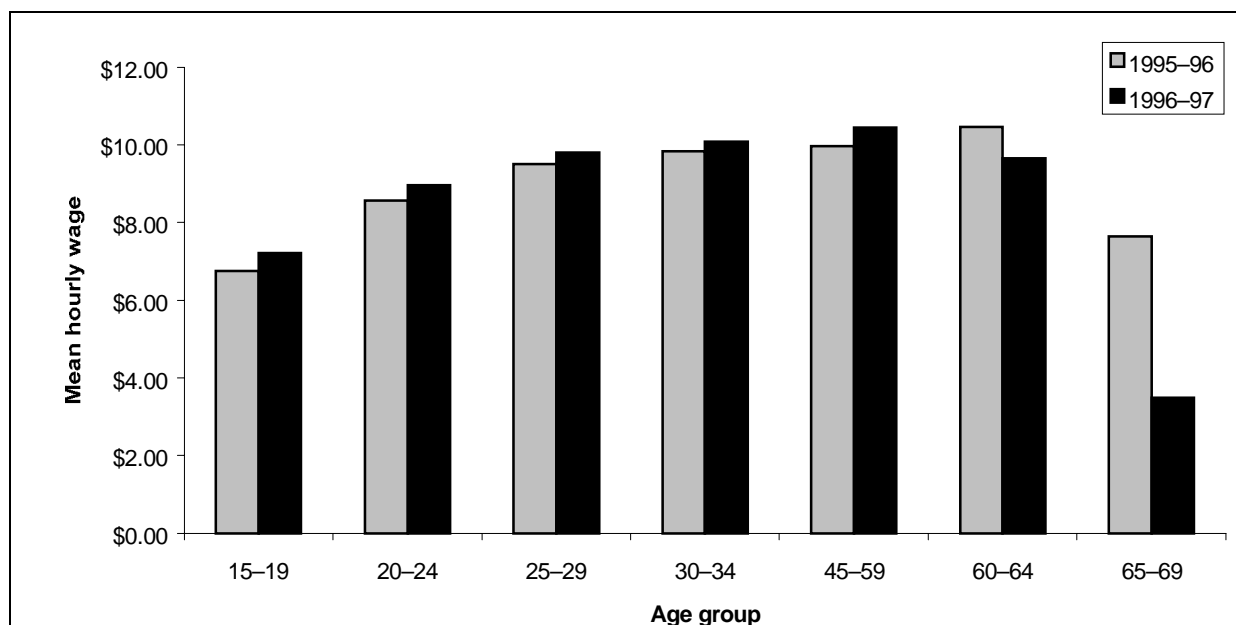
As for workers generally, the percentage time in work increased for workers of all age groups from 1995–96 to 1996–97. In both years the 15–19 year age group is substantially below average for this measure. By contrast, the mean hours of work per working week decreased for all age groups between 15 and 64.

In both years the 15–19 year old age group had by far the lowest hourly wage rate (not including the 65–69 age group), and the rate increased with age (Figure 5.2). However, the increase in the hourly rate between 1995–96 and 1996–97 varied among age groups. The 15–19 age group had the biggest percentage increase (\$6.76 to \$7.22, or 6.8%) followed by the 20–24 and 45–59 age groups (both 4.7%). In general, the differences between age groups decreased.

In both years weekly wage rates peaked at ages 25–29 as did mean hours worked per working week. Because of the drop in mean hours worked per week from 1995–96 to 1996–97, weekly wages did not increase as much as hourly rates and in fact, for two age groups (25–29 and 45–59) there was a decrease in this measure.

Table 5.9: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by age, 1995–96, 1996–97

Age group	Workers		Mean weeks to get job		Mean hours of work		Income earned from jobs		
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
15–19	828	38.9%	13.5	62.4%	26.2	16.5	\$6.76	\$172	\$108
20–24	3,015	54.9%	15.6	70.9%	26.0	18.8	\$8.56	\$219	\$157
25–29	2,149	53.7%	14.6	70.8%	26.6	19.3	\$9.51	\$250	\$182
30–44	3,316	48.9%	15.0	70.7%	24.7	18.0	\$9.84	\$236	\$172
45–59	974	45.6%	14.0	70.1%	24.6	17.5	\$9.97	\$239	\$168
60–64	41	56.1%	17.3	78.0%	21.5	17.0	\$10.47	\$217	\$164
65–69	7	50.0%	36.9	80.8%	16.9	15.8	\$7.64	\$62	\$52
Unknown	16	72.7%	4.4	66.5%	28.4	17.8	\$10.90	\$318	\$203
1996–97									
15–19	1,511	39.3%	13.8	65.3%	25.5	17.2	\$7.22	\$178	\$119
20–24	3,343	55.7%	14.4	73.6%	25.4	19.1	\$8.96	\$225	\$167
25–29	2,381	55.1%	14.5	73.6%	25.8	19.6	\$9.81	\$249	\$188
30–44	3,909	50.3%	14.3	73.9%	24.0	18.2	\$10.08	\$239	\$179
45–59	1,234	48.2%	13.8	74.1%	23.1	17.7	\$10.44	\$237	\$179
60–64	44	55.0%	9.2	79.6%	21.2	16.8	\$9.66	\$203	\$155
65–69	5	33.3%	—	94.4%	31.4	29.4	\$3.49	\$87	\$76
Unknown	4	20.0%	11.9	71.2%	35.3	24.3	\$10.35	\$383	\$307



Source: Table 5.9.

Figure 5.2: Mean hourly wage rate by age of worker, 1995–96, 1996–97



5.5 Job experience by Indigenous and South Sea Islander status

People who identified as being of Aboriginal, Torres Strait Islander or South Sea Islander descent were less likely to have had a job in 1996-97 or 1995-96, than those who did not so identify or whose Indigenous origins were unknown. In 1996-97 workers in the former group had less time in work than average, but this was not true in 1995-96 when there was no real difference according to Indigenous origin. In both years mean hours of work and mean wages were lower for Indigenous and South Sea Islander workers, and the gap in wages between them and other workers has increased from 1995-96 to 1996-97.

Table 5.10: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by whether Aboriginal, Torres Strait Islander or South Sea Islander, 1995-96, 1996-97

Aboriginal, Torres Strait Islander or South Sea Islander descent	Workers		Mean weeks to get job	% time in work	Mean hours of work		Income earned from jobs		
	Number	% of clients			Per work week	Per week	Per hour	Per work week	Per week
1995-96									
Yes	202	46.5%	11.6	70.2%	24.5	17.3	\$8.47	\$208	\$146
No	9,501	49.8%	14.7	70.0%	25.6	18.3	\$9.19	\$230	\$165
Not known	643	57.5%	17.3	72.1%	25.3	18.5	\$8.92	\$221	\$159
1996-97									
Yes	217	47.4%	12.8	63.5%	23.9	15.8	\$8.64	\$206	\$135
No	11,559	50.2%	14.1	72.8%	24.9	18.6	\$9.43	\$230	\$171
Not known	655	58.0%	17.3	74.7%	24.1	18.5	\$9.29	\$222	\$169

5.6 Job experience by preferred spoken language

In both 1995–96 and 1996–97 people with a preferred spoken language other than English were slightly more likely to have been employed than others, although overall they took about a week longer to get a job. In 1996–97, on average workers with a preferred spoken language other than English worked over three hours longer per working week and this gap has widened since 1995–96. Their percentage time in work and hourly rates of pay were also slightly greater, so that there is a considerable difference in weekly income between the two groups.

Table 5.11: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by preferred spoken language, 1995–96, 1996–97

Preferred spoken language other than English	Workers		Mean weeks to get job	% time in work	Mean hours of work		Income earned from jobs		
	Number	% of clients			Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Yes	555	51.1%	15.4	70.9%	28.0	20.4	\$9.10	\$253	\$183
No	9,791	50.1%	14.7	70.1%	25.4	18.2	\$9.16	\$228	\$163
1996–97									
Yes	612	51.6%	15.2	74.0%	28.0	21.2	\$9.54	\$263	\$197
No	11,819	50.4%	14.2	72.7%	24.7	18.4	\$9.40	\$227	\$168

5.7 Job experience by type and nature of primary disability

In 1996–97 there was considerable variation among primary disability groups in the measures of job experience (Table 5.12). People with a speech, hearing or intellectual/learning disability had above-average likelihood of employment. Of the primary disability groups with large numbers, people with a psychiatric or a neurological disability had the least likelihood of having had a job. Workers with a psychiatric disability stood out as having had the lowest proportion of their support time in work, as well as the lowest mean hours of work per week, followed by those with a neurological disability.

Workers with a sensory disability had the highest weekly wages, ranging from \$262 to \$326 per working week in 1996–97. This was because on average their hourly wage rates and hours of work per week were among the highest. These workers also took the least time on average to get a job. Workers with a psychiatric or a physical disability also had high hourly wage rates, but weekly wages were lower due to them working fewer hours per week on average. Workers with an intellectual/learning disability were the only group with a mean hourly wage rate substantially below the overall average (\$8.55 compared with \$9.41, Tables 5.12 and 5.7).

The variation among groups was similar in 1995–96. For all of the seven disability groups with substantial numbers of workers, time in work increased from 1995–96 to 1996–97, while mean hours of work decreased. However, the changes in wage rates were not so consistent. Weekly wage rates increased for workers with a psychiatric, vision or hearing disability but declined or remained static for other groups. The hourly wage rate for workers with a neurological disability also dropped slightly.

Table 5.12: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by primary disability type, 1995–96, 1996–97

Primary disability type	Workers		Mean weeks to get job		Mean hours of work		Income earned from jobs		
	Number	% of clients			Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Intellectual/learning	5,858	54.7%	15.8	72.6%	25.8	19.1	\$8.46	\$215	\$160
Psychiatric	1,760	42.1%	13.1	60.5%	22.7	14.0	\$10.24	\$227	\$140
Physical	1,130	45.3%	14.7	70.3%	25.3	18.0	\$10.16	\$255	\$181
Acquired brain injury	367	47.1%	14.9	63.9%	23.9	15.8	\$9.45	\$226	\$149
Neurological	295	44.4%	14.9	68.3%	24.7	17.2	\$9.46	\$230	\$160
Vision	471	46.7%	15.9	77.8%	31.3	25.1	\$10.60	\$315	\$239
Hearing	422	57.7%	12.0	72.2%	29.6	22.0	\$9.86	\$289	\$217
Speech	36	60.0%	8.3	80.5%	29.4	24.1	\$10.03	\$289	\$244
Deaf and blind	7	41.1%	6.0	74.1%	25.3	19.9	\$10.92	\$267	\$197
1996–97									
Intellectual/learning	6,542	55.2%	14.9	75.5%	25.3	19.6	\$8.55	\$213	\$163
Psychiatric	2,382	43.1%	13.2	64.5%	22.0	14.4	\$10.63	\$231	\$151
Physical	1,563	47.9%	14.6	72.8%	24.4	18.3	\$10.40	\$251	\$188
Acquired brain injury	463	48.0%	14.8	69.5%	23.4	16.6	\$9.50	\$223	\$157
Neurological	380	43.9%	14.6	69.7%	23.3	16.8	\$9.36	\$216	\$154
Vision	518	47.2%	12.7	79.9%	30.3	24.8	\$11.03	\$326	\$263
Hearing	529	55.6%	12.6	73.1%	29.6	22.3	\$10.18	\$297	\$226
Speech	43	59.7%	11.0	72.6%	26.5	20.5	\$10.07	\$262	\$198
Deaf and blind	11	36.6%	5.5	75.6%	26.6	19.7	\$10.19	\$290	\$218

In both 1995–96 and 1996–97, clients with an episodic primary disability were less likely to have had a job than those with a non-episodic disability were. Those who did have a job spent less time in work, and worked fewer hours per week on average. However, because the average hourly wage for workers with an episodic disability was 12% or 13% higher than other workers, there was not much difference in the wage per working week. These differences reflect the fact that the majority (75–80%, Table 3.8) of people with an episodic disability have a psychiatric disability.

Table 5.13: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by episodic nature of primary disability, 1995–96, 1996–97

Nature of primary disability	Workers		Mean weeks to get job		Mean hours of work		Income earned from jobs		
	Number	% of clients			Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Episodic	1,680	44.4%	13.8	63.0%	23.1	14.9	\$10.06	\$227	\$146
Not episodic	8,666	51.4%	15.0	71.5%	26.0	19.0	\$8.98	\$229	\$167
1996–97									
Episodic	2,139	44.9%	13.1	66.3%	14.9	22.0	\$10.41	\$226	\$152
Not episodic	10,292	51.8%	14.5	74.1%	19.3	25.4	\$9.19	\$230	\$174

5.8 Job experience and presence of other disability

In both years, clients with more than one disability were slightly less likely to have had a job than those with only one disability (Table 5.14). On average, workers with one disability worked more hours per week and had greater hourly and weekly wage rates than those with more than one disability. In 1996–97 the hourly wage rate of workers with one disability was 10% higher, and the weekly wage rate 19% higher. They also took one week less on average to obtain a job.

Table 5.14: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by presence of other disability, 1995–96, 1996–97

Presence of other disability	Workers		Mean weeks to get job	% time in work	Mean hours of work		Income earned from jobs		
	Number	% of clients			Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Yes	2,136	48.5%	17.1	67.1%	24.0	16.2	\$8.58	\$202	\$137
No	8,210	50.5%	14.2	70.9%	25.9	18.9	\$9.31	\$236	\$171
1996–97									
Yes	2,345	49.0%	15.3	73.2%	23.3	17.5	\$8.69	\$199	\$147
No	10,086	50.9%	14.0	72.6%	25.2	18.8	\$9.57	\$236	\$175

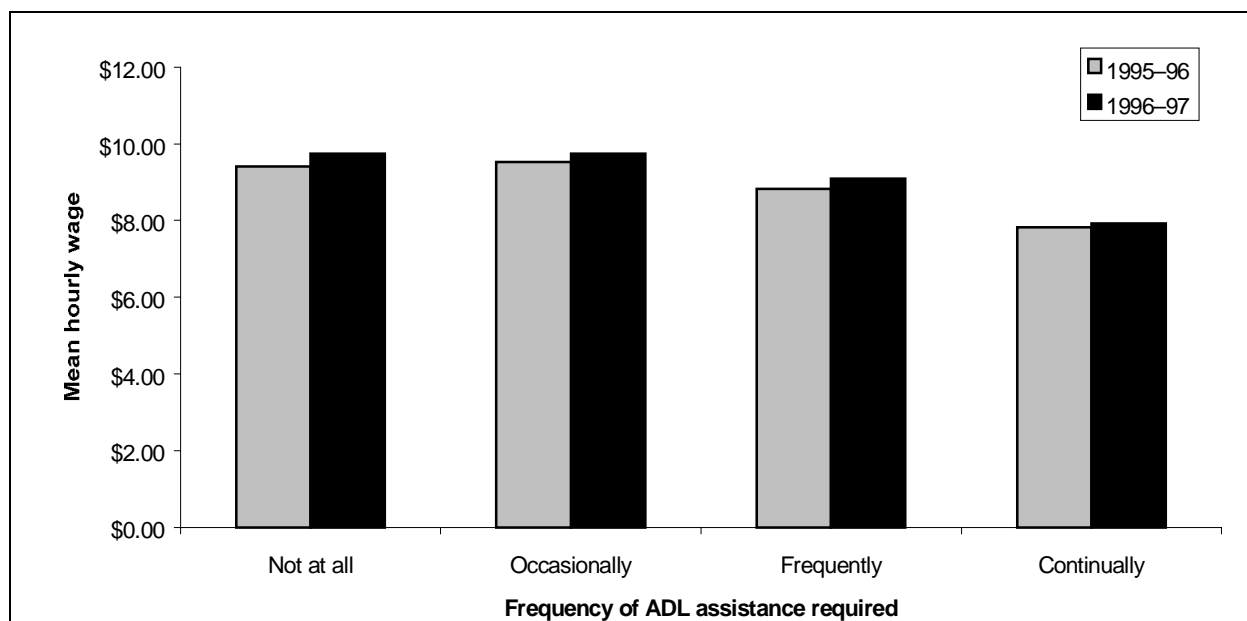
5.9 Job experience and frequency of assistance required for activities of daily living

In 1996–97 there was no consistent trend for either the proportion of clients who had a job, or the percentage time in work, with the frequency of assistance required for activities of daily living (ADL assistance). People who required only occasional ADL assistance had the highest means for each of these measures (Table 5.15, Figure 5.4). Workers who required no or occasional ADL assistance had higher mean hours per working week, and higher hourly and weekly wage rates than those who required frequent or continual assistance. Mean wage rates were particularly low for workers who required continual assistance; per hour (\$7.93) and per work week rates (\$170) were respectively 85% and 72% of the overall averages.

The above patterns were similar for 1995–96.

Table 5.15: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by frequency of assistance required for activities of daily living (ADL), 1995–96, 1996–97

Frequency of ADL assistance required	Workers		Mean weeks to get job		Mean hours of work		Income earned from jobs		
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Not at all	3,775	49.0%	14.3	67.6%	26.2	18.1	\$9.41	\$239	\$165
Occasionally	3,268	52.9%	14.3	74.4%	27.0	20.7	\$9.53	\$251	\$191
Frequently	2,258	49.5%	15.1	68.5%	24.1	16.9	\$8.83	\$211	\$148
Continually	1,045	47.6%	16.9	69.0%	22.1	14.7	\$7.83	\$164	\$112
1996–97									
Not at all	4,287	49.6%	14.1	70.0%	25.0	18.0	\$9.75	\$237	\$170
Occasionally	3,953	51.7%	14.2	75.6%	26.2	20.5	\$9.75	\$249	\$194
Frequently	2,881	50.0%	13.9	72.5%	23.9	17.5	\$9.10	\$217	\$158
Continually	1,310	51.2%	15.0	73.7%	22.3	16.7	\$7.93	\$170	\$122



Source: Table 5.15.

Figure 5.4: Mean hourly wage rate by frequency of ADL assistance required, 1995–96, 1996–97

5.10 Job experience and type of living arrangement

In 1996–97, about 86% of clients either lived alone or lived with family members, with the latter being the most common living arrangement (67%, see Table 3.6). These clients were more likely to have been workers than were those who lived in other types of accommodation (Table 5.17). Workers who lived alone had the highest mean hourly wage rate (\$10.28), about a dollar more than those who lived with family members, but the latter on average spent more time in work and worked more hours per week. Workers whose residence was unknown had the highest mean hours of work per week, and also high mean hourly and weekly wage rates; this suggests that this group may not be a random sample of all clients.

The variation between the major groups with respect to living arrangement was similar for 1995–96.

Table 5.16: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by type of living arrangement, 1995–96, 1996–97

Type of living arrangement	Workers		Mean hours of work		Income earned from jobs				
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Lives with family members	7,133	52.0%	14.8	71.0%	26.0	18.9	\$9.04	\$230	\$167
Lives alone	1,885	48.1%	13.6	67.1%	24.6	17.0	\$10.04	\$244	\$170
Special purpose	448	44.2%	15.5	70.9%	18.9	13.6	\$7.87	\$144	\$101
Other community	414	52.8%	19.0	63.1%	25.1	15.7	\$8.19	\$193	\$129
Institutional	29	31.8%	9.5	86.7%	16.4	14.3	\$7.37	\$123	\$105
No usual residence	22	48.8%	12.6	70.8%	29.0	22.1	\$8.90	\$244	\$179
Not known	415	39.1%	14.5	73.2%	30.2	22.7	\$9.78	\$283	\$203
1996–97									
Lives with family members	8,585	52.1%	14.2	73.3%	25.4	19.1	\$9.27	\$232	\$173
Lives alone	2,269	49.1%	13.4	70.2%	23.2	16.7	\$10.28	\$235	\$169
Special purpose	512	47.2%	14.7	75.0%	19.1	14.7	\$7.82	\$144	\$105
Other community	419	46.1%	14.0	73.5%	25.0	18.9	\$8.73	\$205	\$144
Institutional	40	39.2%	17.8	67.2%	15.7	11.3	\$7.56	\$117	\$87
No usual residence	28	37.3%	7.3	87.5%	26.8	24.4	\$8.67	\$223	\$206
Not known	578	42.8%	16.4	71.4%	28.5	21.1	\$10.14	\$276	\$203

5.11 Job experience and disability panel endorsement

In both years, clients who were endorsed by one of the now-defunct disability panels were much more likely to have had a job (55% in 1996–97) than those who were referred (44%), or who did not go through the panel process (46%, Table 5.17). On average, the latter clients had by far the most time in work and the highest hours per week of the three groups. Endorsed clients had a higher proportion of time in work but a lower mean for hours worked per week than referred clients. Hourly wages differed only slightly among the three groups; however, there was more variation in weekly wages due to the above differences. The small number of rejected clients (43 in 1995–96 and 40 in 1996–97) had very high hourly and weekly wage rates.

Table 5.17: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by disability panel status, 1995–96, 1996–97

Disability panel endorsement	Workers				Mean hours of work		Income earned from jobs		
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Endorsed	6,161	53.9%	14.4	68.0%	24.1	16.6	\$9.11	\$215	\$147
Referred	1,074	45.8%	14.9	62.4%	25.2	16.1	\$9.25	\$228	\$145
Rejected	43	44.3%	15.6	76.2%	28.5	21.8	\$10.27	\$294	\$235
Not referred, endorsed or rejected	3,068	45.3%	15.7	6.9%	28.6	22.5	\$9.21	\$257	\$205
1996–97									
Endorsed	7,292	54.8%	14.3	71.4%	23.7	17.3	\$9.31	\$217	\$156
Referred	1,439	44.1%	13.9	67.6%	24.6	17.0	\$9.50	\$230	\$157
Rejected	40	57.9%	15.7	80.5%	26.6	20.9	\$10.40	\$282	\$221
Not referred, endorsed or rejected	3,660	46.0%	14.1	77.4%	27.1	21.7	\$9.56	\$253	\$202

5.12 Job experience, client type and referral source

In 1995–96 and 1996–97 ISJ clients had a higher employment rate than CETP clients (52% to 49% in 1995–96, and 54% to 50% in 1996–97) and ISJ workers had slightly more time in work (Table 5.18). However, on average they worked substantially less hours per week and had lower hourly and weekly wage rates, although these differences narrowed slightly between 1995–96 and 1996–97.

Table 5.18: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by client type, 1995–96, 1996–97

Client type	Workers				Mean hours of work		Income earned from jobs		
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
CETP	6,745	49.3%	14.0	69.4%	27.1	19.3	\$9.50	\$249	\$177
ISJ	2,899	52.0%	16.7	70.9%	22.7	16.3	\$8.62	\$193	\$142
Other	702	50.9%	14.6	73.8%	22.7	16.8	\$8.18	\$184	\$132
1996–97									
CETP	8,092	49.6%	14.1	71.1%	26.1	19.1	\$9.73	\$247	\$181
ISJ	3,497	54.2%	13.9	75.3%	22.6	17.5	\$8.91	\$199	\$152
Other	833	46.2%	16.6	78.4%	22.3	17.8	\$8.39	\$184	\$142
Not known	9	34.6%	8.9	65.9%	24.9	17.0	\$10.84	\$264	\$179

In both 1995–96 and 1996–97 clients referred to agencies by the Department of Health and Family Services (DHFS) programs or services were the most likely to have had a job, whereas those from ‘other’ sources were the least likely (Table 5.19). The latter group had the lowest hours of work per week on average. Workers who were self- or family-referred and those referred by DEETYA programs had the highest hourly and weekly wage rates. Those referred by educational institutions had the lowest rates, presumably because they were generally younger.

The mean time to get a job for DHFS referrals decreased from 16.3 weeks in 1995–96 to 13.8 weeks in 1996–97, while that for DEETYA referrals increased slightly from 13.3 to 14.0 weeks.

Table 5.19: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by referral source, 1995–96, 1996–97

Referral source	Workers				Mean hours of work		Income earned from jobs		
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Self or family	2,432	50.2%	13.8	71.6%	26.0	19.2	\$9.88	\$248	\$181
Education system	1,323	53.2%	16.0	73.0%	26.4	19.7	\$8.06	\$210	\$159
DEETYA programs	856	52.4%	13.3	69.0%	27.9	19.4	\$9.77	\$265	\$186
DHFS programs and services	2,781	57.1%	16.3	71.6%	25.5	18.5	\$8.61	\$215	\$158
Other	2,954	43.4%	14.3	66.6%	24.1	16.5	\$9.43	\$225	\$153
1996–97									
Self or family	2,980	50.1%	13.8	72.8%	25.2	19.0	\$10.12	\$248	\$186
Education system	1,568	52.2%	15.4	74.2%	26.0	19.9	\$8.31	\$211	\$162
DHFS programs and services	951	53.0%	14.0	71.2%	26.6	19.5	\$10.08	\$260	\$189
DHFS	3,122	57.6%	13.8	77.0%	25.0	19.7	\$8.72	\$216	\$167
Other	3,810	45.1%	14.4	69.0%	23.5	16.5	\$9.71	\$226	\$158

5.13 Job experience, employment basis, occupation and industry

For workers with more than one job, the basis of employment, occupation and type of industry may have varied from job to job, so for these three variables each worker was classified by primary job (defined as the job in which the most hours were worked during the support period). However, the measures of job experience were calculated across all of a worker's jobs as before.

In both 1995–96 and 1996–97 about two-thirds (68%) of workers had a permanent, regular primary job (Table 5.20). Compared with other workers, these workers spent considerably more time in work (14% more in 1995–96 and 11% more in 1996–97) and worked about seven hours more per week. Because of these differences they had much higher weekly wages, even though their hourly wage rate was lower. Their mean time to get a job was also about one week less than other workers.

Table 5.20: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by basis of employment of primary job, 1995–96, 1996–97

Basis of employment	Workers		Mean weeks to get job	% time in work	Mean hours of work		Income earned from jobs		
	Number	% workers			Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Permanent regular	6,995	67.6%	14.4	74.6%	28.0	21.1	\$8.97	\$246	\$186
Other	3,351	32.4%	15.3	60.7%	20.5	12.5	\$9.54	\$193	\$118
Total	10,346	100.0	14.8	70.1%	25.5	18.3	\$9.16	\$229	\$164
1996–97									
Permanent regular	8,428	67.8%	13.8	76.2%	27.2	21.1	\$9.16	\$245	\$189
Other	4,003	32.2%	14.9	65.5%	19.9	13.2	\$9.93	\$196	\$129
Total	12,431	100.0	14.2	72.7%	24.8	18.6	\$9.41	\$229	\$170

In 1996–97, three-fifths (60%) of all workers had a primary job classified as labourer/related worker. The other main occupation categories were clerks (14%), sales/personal staff (13%) and tradespersons (7%, Table 5.21). Professionals, managers and para-professionals had the highest hourly wage rates followed by clerks. These groups also had above-average percentage of time in work. Surprisingly tradespersons had the lowest hourly rate, about a dollar below average (\$8.50 compared with \$9.41 in 1996–97). Labourers/related workers also had below-average wages. Sales and personal staff worked the least hours per week and thus had the lowest average weekly wage.

As a result of all these differences, in 1996–97 the income earned, averaged over all weeks, covered a twofold range from \$154 and \$155 per week for sales/personal staff and labourers/related workers respectively, to \$293 and \$317 per week for professionals and managers respectively.

Hourly wage rates increased from 1995–96 to 1996–97 for all occupations except managers, of whom there was only a very small number (48 in 1996–97). Of the other groups, the three largest had below-average increases of 2.1% for labourers/related workers, 1.3% for clerks and 1.8% for sales/personal staff (overall average increase was 2.7%). However, the range remained similar with the highest rate about 1.6 times the lowest for both years.

Table 5.21: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by occupation group of primary job, 1995–96, 1996–97

Occupation group of primary job	Workers		Mean weeks to get job	% time in work	Mean hours of work		Income earned from jobs		
	Number	% workers			Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Managers	33	0.3%	15.0	75.4%	30.2	23.6	\$11.78	\$358	\$274
Professionals	193	1.9%	14.8	77.4%	27.3	21.8	\$12.89	\$341	\$268
Para-professionals	183	1.8%	12.8	73.2%	26.6	19.8	\$11.53	\$296	\$226
Tradespersons	691	6.7%	13.8	74.9%	28.3	21.3	\$8.13	\$228	\$169
Clerks	1,431	13.8%	17.2	71.6%	28.0	20.8	\$10.26	\$283	\$207
Sales/personal staff	1,239	12.0%	14.2	69.3%	22.0	15.5	\$9.63	\$209	\$146
Plant/machine operators/drivers	175	1.7%	15.3	69.0%	32.7	22.9	\$9.47	\$311	\$223
Labourers/related workers	6,400	61.9%	14.5	69.1%	25.1	17.7	\$8.76	\$214	\$151
Total(a)	10,346	100.0%	14.8	70.1%	25.5	18.3	\$9.16	\$229	\$164
1996–97									
Managers	48	0.4%	16.5	83.3%	33.1	27.8	\$11.72	\$394	\$317
Professionals	259	2.1%	14.5	81.2%	26.5	22.3	\$13.39	\$348	\$293
Para-professionals	270	2.2%	12.9	75.4%	23.6	18.3	\$12.38	\$288	\$221
Tradespersons	835	6.7%	11.5	76.0%	28.4	21.8	\$8.50	\$236	\$177
Clerks	1,694	13.6%	14.3	74.9%	26.5	20.8	\$10.39	\$272	\$211
Sales/personal staff	1,614	13.0%	14.0	71.6%	22.0	16.0	\$9.80	\$211	\$154
Plant/machine operators/drivers	244	2.0%	13.8	69.5%	30.1	21.5	\$9.94	\$299	\$212
Labourers/related workers	7,463	60.0%	14.6	71.8%	24.4	18.0	\$8.94	\$214	\$155
Total(a)	12,431	100.0%	14.2	72.7%	24.8	18.6	\$9.41	\$229	\$170

(a) Total includes 1 worker with missing occupation.

In 1995–96 and 1996–97 mean hours of work per working week varied from 18 for the fast-food industry to 32 for manufacturing (Tables 5.22 and 5.23). In 1996–97, the mean hourly wage rate varied from \$7.99 for the clothing, textiles and footwear industry to \$11.54 for the mining industry (up from \$7.57 and \$10.81 for the same two industries in 1995–96). Mining, finance and insurance, and government/defence had the highest mean incomes and weekly wages, due to a combination of relatively high number of hours worked, time in work and hourly wages. The lowest mean weekly wages were for the fast food industry (\$152 in 1996–97) and personal and other services (\$187). On average, the industries with the least time spent in work were agriculture, forestry and fishing, construction and mining.

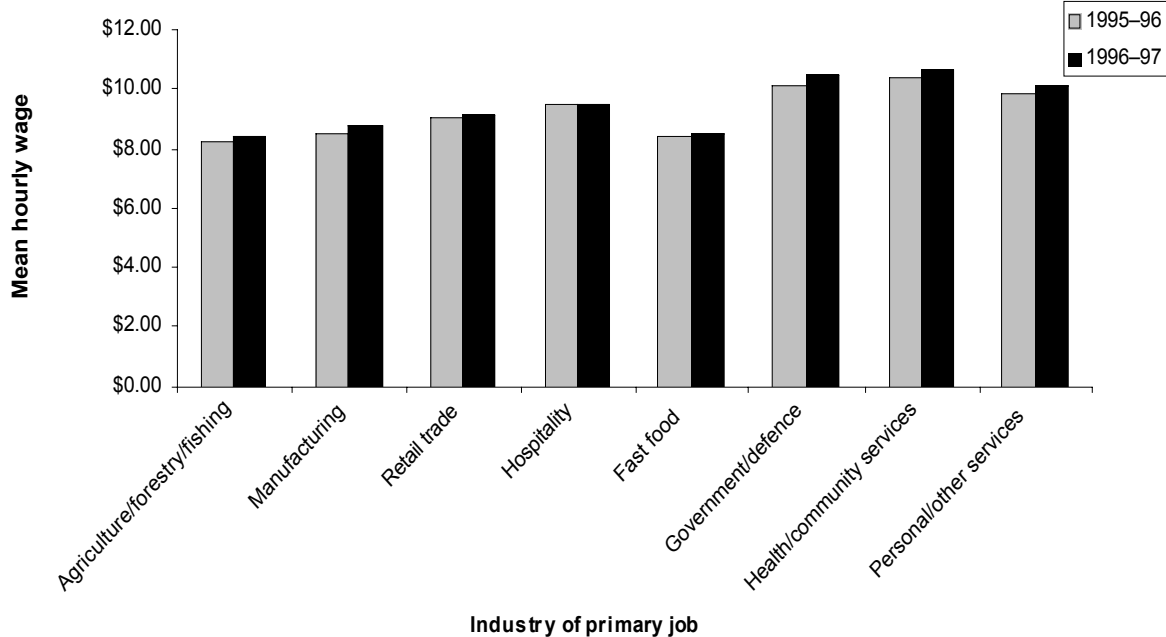
Hourly wage rates increased from 1995–96 to 1996–97 for all industries except the electricity, gas and water industry which had only 49 workers in 1996–97 and is not included in the figure (Figure 5.5). However, mean weekly wages and income per week decreased for some industries due to drops in the number of hours worked (Figure 5.6).

Table 5.22: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by industry of primary job, 1995–96

Industry of primary job	Workers		Mean		Mean hours of work		Income earned from jobs		
	Number	% workers	weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
Agriculture/forestry/fishing	559	5.4%	15.0	61.8%	26.8	16.8	\$8.15	\$218	\$136
Mining	21	0.2%	11.7	65.0%	27.5	18.5	\$10.21	\$288	\$191
Manufacturing	1,683	16.3%	13.4	72.1%	32.4	23.9	\$8.51	\$275	\$201
Electricity/gas/water	38	0.4%	7.7	76.1%	28.4	21.6	\$10.41	\$306	\$225
Construction	144	1.4%	15.0	63.0%	31.9	21.0	\$9.05	\$291	\$193
Wholesale trade	367	3.5%	16.0	68.0%	28.3	19.5	\$8.49	\$242	\$164
Retail trade	1,385	13.4%	16.3	68.5%	22.9	16.0	\$8.97	\$197	\$141
Clothing/textiles/footwear	158	1.5%	18.4	66.5%	28.3	19.4	\$7.57	\$223	\$153
Hospitality	816	7.9%	12.8	71.0%	23.7	17.4	\$9.42	\$219	\$159
Fast food	537	5.2%	14.1	73.2%	17.9	13.2	\$8.36	\$149	\$109
Transport/storage	225	2.2%	13.7	66.5%	29.7	20.8	\$9.52	\$275	\$192
Communication services	201	1.9%	13.6	74.0%	26.8	20.5	\$10.70	\$286	\$217
Finance and insurance	92	0.9%	14.7	72.9%	31.4	23.6	\$10.81	\$336	\$245
Property/business services	361	3.5%	16.4	66.2%	24.2	16.2	\$9.39	\$217	\$144
Government/defence	566	5.5%	15.9	79.7%	30.2	24.6	\$10.06	\$302	\$247
Education	336	3.2%	18.9	69.0%	23.8	16.9	\$9.65	\$223	\$158
Health/community services	947	9.2%	15.5	73.1%	23.1	17.3	\$10.34	\$233	\$174
Cultural/recreational services	190	1.8%	16.1	70.0%	23.7	17.2	\$9.65	\$215	\$156
Personal/other services	565	5.5%	12.4	68.4%	19.7	13.5	\$9.84	\$187	\$127
Other	1,155	11.2%	14.8	67.9%	23.2	15.9	\$8.96	\$200	\$137
Total	10,346	100.0%	14.8	70.1%	25.5	18.3	\$9.16	\$229	\$164

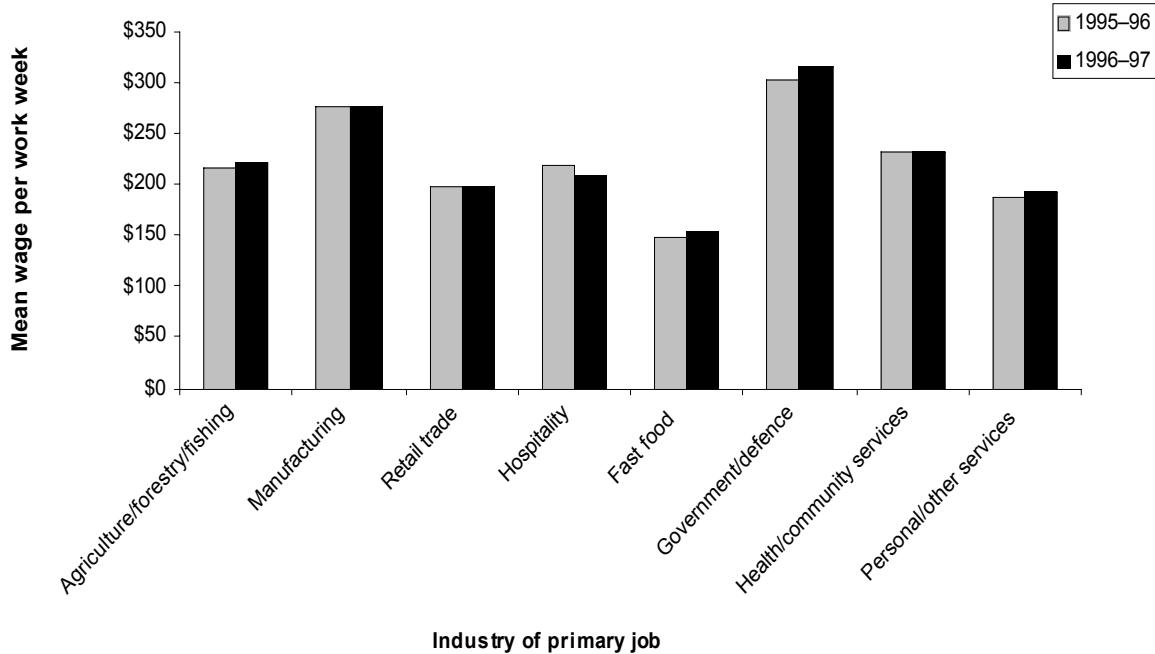
Table 5.23: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by industry of primary job, 1996–97

Industry of primary job	Workers		Mean		Mean hours of work		Income earned from jobs		
	Number	% workers	weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
Agriculture/forestry/fishing	658	5.3%	15.2	67.7%	26.1	18.1	\$8.36	\$220	\$150
Mining	24	0.2%	11.5	71.3%	30.7	22.3	\$11.54	\$353	\$254
Manufacturing	1,923	15.5%	13.5	74.3%	31.6	24.1	\$8.70	\$275	\$207
Electricity/gas/water	49	0.4%	11.2	73.2%	29.5	21.9	\$9.90	\$298	\$213
Construction	165	1.3%	13.9	66.4%	29.9	20.1	\$9.85	\$293	\$189
Wholesale trade	475	3.8%	16.0	68.2%	27.1	18.6	\$8.57	\$235	\$161
Retail trade	1,795	14.4%	14.3	72.3%	22.6	16.8	\$9.11	\$198	\$145
Clothing/textiles/footwear	133	1.1%	16.9	70.4%	27.7	19.9	\$7.99	\$229	\$159
Hospitality	969	7.8%	14.1	69.8%	22.7	16.4	\$9.48	\$210	\$150
Fast food	614	4.9%	14.5	76.0%	18.1	13.8	\$8.45	\$152	\$115
Transport/storage	313	2.5%	12.4	72.7%	28.6	21.4	\$9.84	\$279	\$207
Communication services	233	1.9%	12.7	77.9%	26.7	21.3	\$11.15	\$297	\$236
Finance and insurance	132	1.1%	15.3	83.9%	29.6	25.2	\$10.87	\$323	\$276
Property/business services	431	3.5%	15.6	73.2%	22.7	17.3	\$9.76	\$213	\$157
Government/defence	601	4.8%	14.1	81.7%	30.1	25.3	\$10.48	\$315	\$262
Education	400	3.2%	13.5	71.3%	22.9	16.7	\$10.47	\$234	\$170
Health/community services	1,133	9.1%	13.1	75.8%	22.2	17.6	\$10.58	\$230	\$181
Cultural and recreational services	218	1.8%	18.2	70.0%	22.9	16.5	\$9.68	\$209	\$150
Personal/other services	776	6.2%	14.0	68.9%	19.7	14.0	\$10.07	\$192	\$136
Other	1,389	11.2%	14.5	71.2%	22.9	16.5	\$9.22	\$205	\$147
Total	12,431	100.0%	14.2	72.7%	24.8	18.6	\$9.41	\$229	\$170



Source: Tables 5.22, 5.23.

Figure 5.5: Mean hourly wage rate by selected industries of primary job, 1995-96, 1996-97



Source: Tables 5.22, 5.23.

Figure 5.6: Mean wage per work week by selected industries of primary job, 1995-96, 1996-97

5.14 Job experience by State and Territory

There was considerable variation among States and Territories in all aspects of job experience in both 1995–96 and 1996–97 (Table 5.24). Generally the pattern was similar for both years, particularly for the four more populous States (New South Wales, Victoria, Queensland and Western Australia). In 1996–97, Western Australia had the highest percentage of clients employed (65%, as in 1995–96) and the time workers spent in work was above average. However, in both financial years this State had the lowest hourly and weekly wage rates of all States and Territories.

The Northern Territory and the Australian Capital Territory also had a high percentage of clients in work in 1996–97, although in both cases it was less than in 1995–96. Tasmania had the lowest percentage of clients in work with the lowest time in work in both financial years. The Northern Territory had the highest hourly and weekly wages. In 1996–97 Victoria, New South Wales and South Australia had mean hourly wage rates above the overall average (\$9.41), although the rate in South Australia dropped from 1995–96 to 1996–97.

In 1996–97 the mean hours of work per working week ranged from 23.4 for Western Australia to 27.2 for the Northern Territory. The Australian Capital Territory was the only State or Territory for which the mean hours per week increased from 1995–96 to 1996–97.

Table 5.24: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by State and Territory, 1995–96, 1996–97

State/Territory	Workers				Mean hours of work		Income earned from jobs		
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
New South Wales	2,654	47.3%	15.7	71.2%	27.0	19.8	\$9.42	\$249	\$183
Victoria	3,048	46.0%	13.7	68.8%	24.6	17.3	\$9.50	\$225	\$155
Queensland	2,358	50.9%	15.2	65.2%	25.3	16.7	\$8.80	\$215	\$143
Western Australia	1,289	65.4%	14.7	72.6%	24.6	18.3	\$8.31	\$205	\$152
South Australia	442	48.7%	15.8	82.7%	28.0	23.6	\$9.82	\$271	\$235
Tasmania	127	45.1%	16.8	56.9%	26.6	15.0	\$9.23	\$240	\$140
Australian Capital Territory	348	66.0%	15.3	82.0%	23.9	20.0	\$8.78	\$217	\$182
Northern Territory	80	85.1%	7.7	84.5%	28.7	24.8	\$10.32	\$296	\$258
1996–97									
New South Wales	3114	48.3%	14.7	73.4%	26.6	20.0	\$9.74	\$254	\$191
Victoria	3864	47.9%	14.0	70.2%	23.7	17.1	\$9.80	\$225	\$160
Queensland	2798	50.2%	14.2	69.8%	24.5	17.6	\$8.97	\$214	\$149
Western Australia	1406	65.4%	13.1	76.0%	23.4	18.4	\$8.49	\$202	\$158
South Australia	577	51.5%	16.1	84.3%	27.0	23.3	\$9.59	\$260	\$227
Tasmania	163	45.2%	16.1	64.1%	23.6	15.0	\$9.30	\$219	\$144
Australian Capital Territory	407	55.7%	13.9	84.4%	25.4	21.7	\$8.94	\$230	\$193
Northern Territory	102	63.3%	6.1	89.0%	27.2	24.6	\$10.39	\$280	\$252

5.15 Job experience and location

In 1995–96 and 1996–97 a higher proportion of clients from remote and rural locations had a job during the year than did those from urban locations (Table 5.25). However, on average, urban workers spent a higher proportion of their support time in work, and worked around four hours more per week. This meant that weekly income was substantially higher in urban locations than in rural and remote locations, even when the mean hourly wage rate was higher for the latter, as it was for remote workers in 1996–97. For rural workers, the mean hourly wage rate was 2.1% lower than that for urban workers in both years.

Table 5.25: Workers: number of jobs, weeks to get job, time in work, hours of work and income earned from jobs, by location, 1995–96, 1996–97

Location	Workers				Mean hours of work		Income earned from jobs		
	Number	% of clients	Mean weeks to get job	% time in work	Per work week	Per week	Per hour	Per work week	Per week
1995–96									
Urban	7,501	49.7%	14.9	71.4%	26.8	19.5	\$9.21	\$241	\$176
Rural	2,642	51.2%	14.9	66.9%	22.2	15.2	\$9.02	\$196	\$134
Remote	203	51.2%	10.0	64.3%	23.4	14.5	\$9.14	\$213	\$132
1996–97									
Urban	9,137	50.1%	13.7	74.0%	25.9	19.7	\$9.44	\$241	\$181
Rural	3,046	51.4%	15.1	69.6%	21.8	15.6	\$9.25	\$197	\$140
Remote	248	54.7%	12.2	64.5%	21.7	13.4	\$10.02	\$217	\$131

The differences between urban, and rural and remote workers can be largely explained by the frequency of permanent regular work (Table 5.26). Urban workers were much more likely to have had a permanent regular primary job. In 1996–97, 71% of urban workers had a permanent regular job, compared with 59% of rural workers and 54% of remote workers.

Table 5.26: Workers: employment status of primary job by location, 1995–96, 1996–97

Location	1995–96				1996–97			
	Permanent regular		Other		Permanent regular		Other	
	Number	%	Number	%	Number	%	Number	%
Urban	5,365	71.5	2,136	28.5	6,502	71.2	2,635	28.8
Rural	1,536	58.1	1,106	41.9	1,793	58.9	1,253	41.1
Remote	94	46.3	109	53.7	133	53.6	115	46.4
Total	6,995	67.6	3,351	32.4	8,428	67.8	4,003	32.3