

Table of contents

Foreword	3
Introduction	11
Summary and Conclusions	13
A. Overview: the recasting of labour market policy and labour market institutions	13
B. Job Network	15
C. Unemployment benefits	25
D. Active labour market programmes	31
E. Labour market policy and the process of government	39
F. Issues in workplace relations reform.....	43
Chapter 1 Setting the Scene: an Overview of the Australian Labour Market ..	55
A. Introduction – land, population and economic development	55
B. The labour force and employment.....	58
C. Unemployment.....	68
D. Income inequality and poverty.....	71
E. Government.....	72
F. The post-war evolution of Australian labour market policy.....	75
G. The current labour market policy framework.....	80
H. Setting the scene	85
Chapter 2 The Institutional Set-up of Labour Market Policy and Employment Services.....	87
A. Introduction	87
B. Labour market agencies and actors	87
C. Job Network contracting, payment mechanisms and member profile ...	95
D. Labour market programmes outside the Job Network	110
E. Human Resources for employment services.....	111
Chapter 3 The Job Network System and Placement issues	115
A. Introduction	115
B. Job Network services	115

C. System components and client flows.....	120
D. Referrals of clients for service	123
E. Job Network information flows and complaints procedures.....	129
F. AJS and vacancy registration	130
G. Job Network outcomes	132
H. Enhancement of Job Network placement activity	140
Chapter 4 Unemployment and Related Benefits	151
A. Overview.....	151
B. Benefit entitlement structures: withdrawal rates, individualisation and other features to facilitate taking up work.....	155
C. Eligibility conditions for unemployment benefits	163
D. Centrelink processes	172
E. The labour market impact of administration, entitlement and eligibility conditions.....	184
F. Related benefits.....	189
G. Welfare reform	193
Chapter 5 Labour Market Programmes.....	197
A. Introduction	197
B. Labour market programmes in the 1990s.....	197
C. Programme provision within Job Network.....	206
D. Work for the Dole	209
E. Evaluations of the net impact of labour market programmes.....	213
F. Three large programme areas: youth and training, indigenous and disability programmes.....	223
G. Specialist programmes for severely disadvantaged jobseekers, labour market re-entrants and regional initiatives	224
Chapter 6 Workplace Relations and Wage Determination.....	229
A. Introduction	229
B. The evolution of the regulatory environment.....	230
C. The employment relations parties	232
D. Main features of industrial relations reform.....	240
E. Outcome indicators.....	248
F. Summary.....	262
Annex A Optimal Payment Mechanisms for the Competitive Provision of Employment Services.....	265
Annex B Training and Youth Programmes.....	271

<i>Annex C</i>	Indigenous Programmes	280
<i>Annex D</i>	Disability Programmes	286
Notes		295
Bibliography		325
Glossary		343

Boxes

Australians Working Together	51
Box 1.1. Official statistics on the indigenous population	56
Box 1.2. Casual employment	65
Box 1.3. Labour market programme indicators	84
Box 2.1. Service changes during the first and second tender periods of Job Network	103
Box 2.2. Information technology support for Job Network	105
Box 6.1. EPL in Australia	238
Box 6.2. ILO Comments on workplace relations regulation in Australia	244

Tables and Charts

Chapter 1

Table 1.1. GDP per capita at current market prices, 1999	58
Table 1.2. Labour force participation and employment in OECD countries, 1999	60
Table 1.3. Labour force participation rates and employment/population ratios by age, 1999	63
Table 1.4. Educational attainment and literacy	67
Table 1.5. Unemployment rates for selected demographic groups	70
Table 1.6. Unemployment rates by state	71
Table 1.7. Indicators of income inequality and poverty, mid-1980s to mid-1990s	73
Chart 1.1. Real GDP, Australia	59
Chart 1.2.a. Labour force participation rates, Australia, 1980-1999	61
Chart 1.2.b. Employment/Population ratios, Australia, 1980-1999	61
Chart 1.3. Civilian employment, Australia, 1980-2000	63
Chart 1.4. Civilian employment by industry, selected OECD countries, 1999	64
Chart 1.5. Education and employment participation of teenagers, Australia, 1986-2000	68

Chart 1.6.	Unemployment benefit recipients and total unemployed, Australia.....	69
Chart 1.7.	Share of Gross Domestic Product spent on income support, Australia.....	72
Chart 1.8.	Labour market programme indicators, Australia, 1989-2000....	85
Figure 1.1.	Map of Australia	56
Chapter 2		
Table 2.1.	Job Network members and sites by type of service, 1998-2000.....	97
Table 2.2.	Number of Job Network services by sites and specialist services, May 1998	97
Chart 2.1.	Main actors in labour market policy and employment services, Australia	91
Chapter 3		
Table 3.1.	Method of recruitment used in previous 12 months	120
Table 3.2.	Job Seeker Classification Instrument, selection rates for Intensive Assistance, various groups of jobseekers, May to August 1998.....	127
Table 3.3.	Job search experience of unemployed persons	133
Table 3.4.	Job Network referrals and commencements	134
Table 3.5.	Job Network: characteristics of those commencing measures	136
Table 3.6.	Observed post-assistance outcomes for Job Network and Working Nation participants	137
Table 3.7.	Basic employment service flows, stocks and market share indicators.....	141
Chart 3.1.	Job Network: flows of unemployed jobseekers	122
Chart 3.2.	Monthly vacancies and placements	139
Table 3.A.1.	Selected employment assistance measures: Job Network, CSP and DES.....	145
Chapter 4		
Table 4.1.	Selected income support and related payments and programmes, September to December 1998	152
Table 4.2.	Number of recipients of basic income support payments, 1965 to 1998	154
Table 4.3.	Change in the number of unemployed with earnings in certain ranges between the May 1995 and August 1996 comparable data sets	161
Table 4.4.	Selected changes to labour market behavioural criteria for benefit eligibility to 1997.....	166
Table 4.5.	Mutual Obligation Options in 2000/01.....	171

Table 4.6.	Schedule of unemployment benefit reductions and non-payment periods	176
Table 4.7.	Unemployment benefit refusals and sanctions, 10 July 1997 to 30 November 1997	177
Table 4.8.	Breaches resulting from reports by Job Network members, 1999/2000	179
Table 4.9.	Reviews and appeals of decisions concerning eligibility for Newstart Allowance, 1999-2000	183
Chart 4.1.	Unemployment beneficiaries and labour force survey unemployment, relative number and long-term shares	156
Chart 4.2.	Proportion of unemployment beneficiaries with earnings	159
Chart 4.3.	Schedules for net income at different levels of gross earnings before and after July 1995 changes to the income test	160

Chapter 5

Table 5.1.	Public labour market programme expenditure and participant inflows, 1995/96 and 1998/99	203
Table 5.2.	Employment rates for participants in labour market programmes and control groups, 1996	214
Table 5.3.	Comparison of three-month employment status for the SEUP sample	215
Table 5.4.	The net impact of programme participation in SEUP programme participation and control groups	216

Chapter 6

Table 6.1.	Number of unions and union members by trade union size	234
Table 6.2.	Selected AIRC caseload categories	237
Table 6.3.	Stepping stones in Australian workplace reform	241
Table 6.4.	Methods of pay determination	249
Table 6.5.	Trade union density by selected indicators	253
Chart 6.1.	Trade union membership and density, Australia	252
Chart 6.2.	Strike rates	256
Chart 6.3.	Real wages per employee in selected OECD countries	258
Chart 6.4.	Real compensation per employee and labour productivity, Australia	259
Chart 6.5.	Trends in earnings dispersion D9/D1, selected OECD countries	260