

The Changing Composition of Employment in Australia

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of Applied Economic and Social Research

Overview

- Changing composition of employment by:
 - Industry
 - Occupation
 - Hours of work
 - Employment contract type
- Working from home
- Job mobility

Employment by industry (% share)

	1993	2003	2008	2013
Agriculture	5.1	4.6	3.2	2.6
Mining	1.1	1.0	1.5	2.3
Manufacturing	13.6	12.3	9.8	8.1
Construction	7.2	7.5	9.2	8.8
Wholesale trade / Retail trade	16.7	16.2	15.1	14.4
Transport, postal & warehousing	5.1	5.1	5.3	5.2
Accommodation & food	6.1	6.6	6.6	6.8
Information media & telecommunications	2.1	2.2	2.1	1.8
Financial & insurance services	4.1	3.8	3.8	3.6
Professional, scientific & tech. services	4.8	6.0	7.4	7.9
Public administration & safety	6.1	5.9	6.0	6.5
Education & training	7.4	7.3	7.5	7.8
Health care & social assistance	9.0	9.4	10.3	12.0
All other services	11.5	12.1	12.1	12.2

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Feb 2014* (cat. no. 6291.0.55.003).

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Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Feb 2014* (cat. no. 6291.0.55.003).

Employment by occupation (% share)

	1993	2003	2008	2013
Managers	12.8	12.1	12.8	12.8
Professionals	16.9	19.5	20.9	22.1
Technicians & trades workers	16.6	15.0	15.3	14.6
Community & personal serv wrkrs	6.5	8.4	8.7	9.9
Clerical & admin workers	17.4	16.2	15.3	14.6
Sales workers	9.6	10.5	9.5	9.4
Machinery operators & drivers	7.3	6.7	6.8	6.7
Labourers	12.9	11.6	10.8	9.8

Notes: Figures are annual averages derived from surveys conducted in February, May, August and November.

Source: ABS, *Labour Force, Australia, Detailed, Quarterly, Feb 2014* (cat. no. 6291.0.55.003).

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Occupation change and skill

	Ordered by mean occupation hourly wage			
	% share, 1993	% point change, 93-13		
Top level	19.7	6.6		
2 nd	20.1	-1.4		
3 rd	20.8	-3.6		
4 th	19.5	0.5		
Bottom level	20.0	-2.9		

Sources:

Employment – ABS, *Labour Force, Australia, Detailed, Quarterly, Feb 2014* (cat. no. 6291.0.55.003)..

Mean occupation wage – Confidentialised unit-record data from HILDA Survey (data release 12.0).

Skill level – ABS, *ANZSCO: Australian and New Zealand Standard Classification of Occupations, Version 1.2* (cat. no. 1220.0), Table 2.

Occupation change and skill

	Ordered by mean occupation hourly wage		Ordered by ABS skill	
	% share, 1993	% point change, 93-13	% share, 1993	% point change, 93-13
Top level	19.7	6.6	24.6	5.5
2 nd	20.1	-1.4	8.9	0.7
3 rd	20.8	-3.6	20.2	-3.8
4 th	19.5	0.5	23.7	0.3
Bottom level	20.0	-2.9	22.5	-3.4

Sources:

Employment – ABS, *Labour Force, Australia, Detailed, Quarterly, Feb 2014* (cat. no. 6291.0.55.003)..

Mean occupation wage – Confidentialised unit record data from HILDA Survey (data release 12.0).

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Usual weekly hours of work

% distribution of employed persons (rows sum to 100)

	1-34 hrs	35-40 hrs	41-49 hrs	50+ hrs
<i>Males</i>				
2003	15.5	43.6	14.8	26.1
2008	15.9	45.8	14.0	24.3
2013	17.6	46.8	13.4	22.2
<i>Females</i>				
2003	47.7	36.9	7.5	8.0
2008	46.4	38.8	7.0	7.7
2013	47.7	38.6	6.5	7.2

Note: Figures are annual averages.

Source: ABS, *Labour Force, Australia, Detailed - Electronic Delivery*, Apr 2014 (cat. no. 6291.0.55.001), Time series spreadsheets, Table 10: Employed persons and usual hours worked by sex.

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% distribution of employed persons (rows sum to 100)

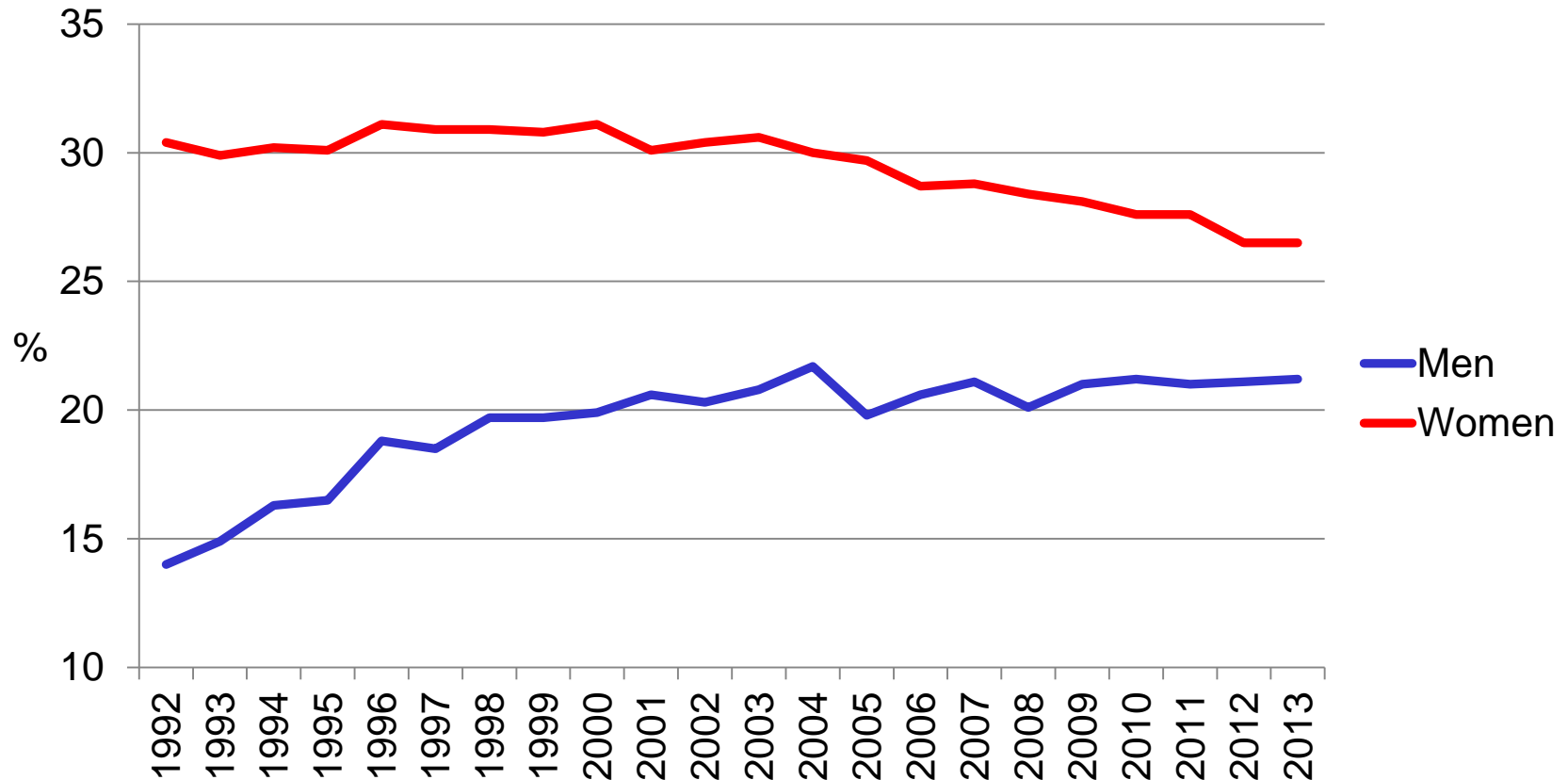
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Casual employment share

% of employees, 1993-2013 (August)



Source: ABS, *Employee Earnings, Benefits and Trade Union Membership, Australia* (cat. no. 6310.0), various issues.

Employment contract type

% distribution of employed persons				
	2001	2003	2008	2013
Employee ^(b)				
Permanent / ongoing	53.4	54.7	58.4	57.7
'Contingent'				
Fixed-term contract	6.8	6.7	6.9	7.8
Casual	18.4	18.6	17.0	17.7
Labour-hire	3.1	3.2	2.3	2.2
Sub-total ^(c)	28.4	28.8	26.5	27.8
Self-employed ^(b)	17.5	15.8	14.7	14.1
Total ^(d)	100.0	100.0	100.0	100.0
Notes:	(a) All figures are weighted population estimates. (b) Owner managers of incorporated businesses have been classified as self-employed, and not as employees. (c) Included in this sub-total are a small number of employees employed on 'other' arrangements. (d) Included in this total are unpaid family workers.			
Source:	Unit-record data from HILDA Survey (release 13).			

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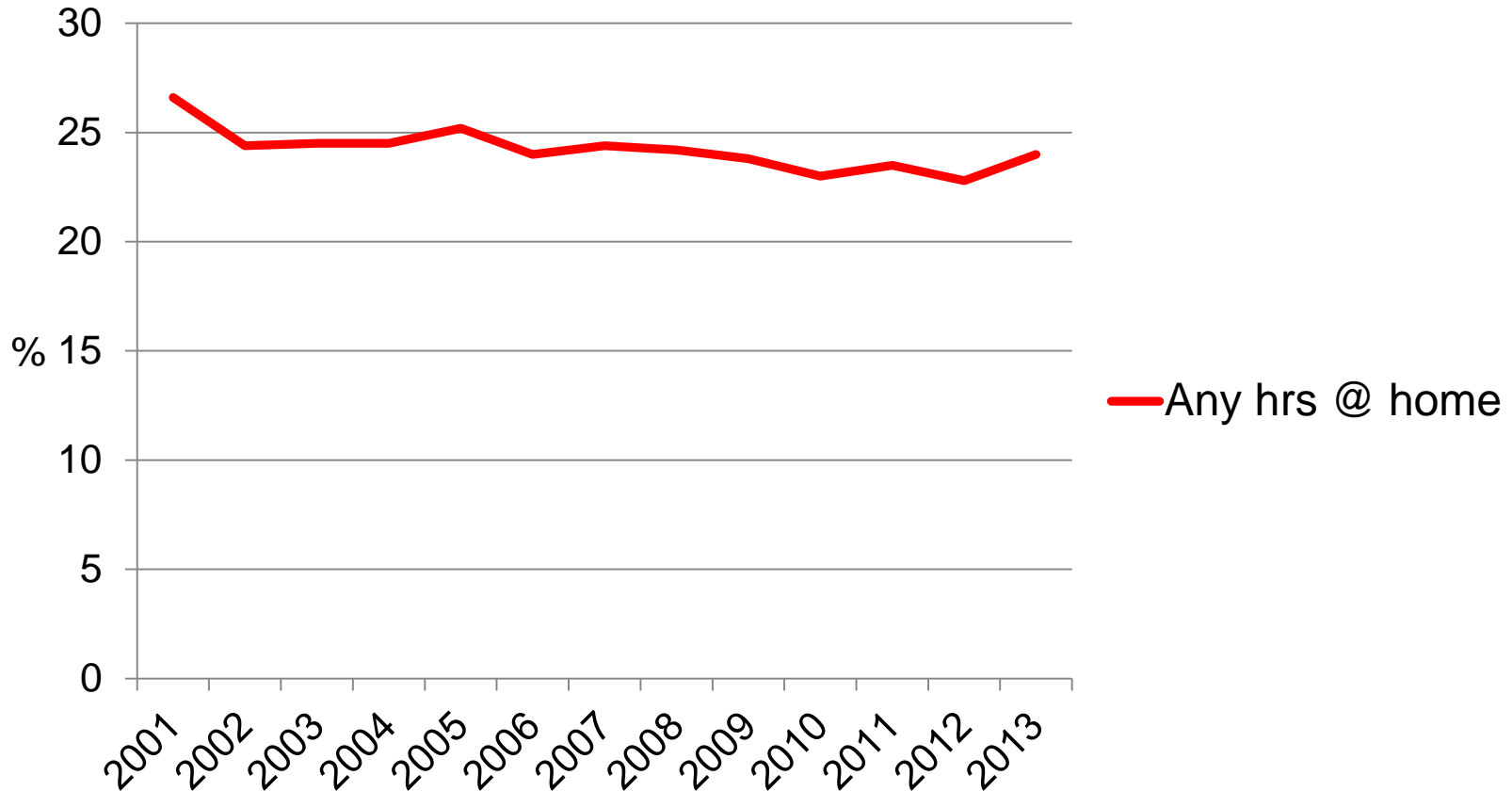
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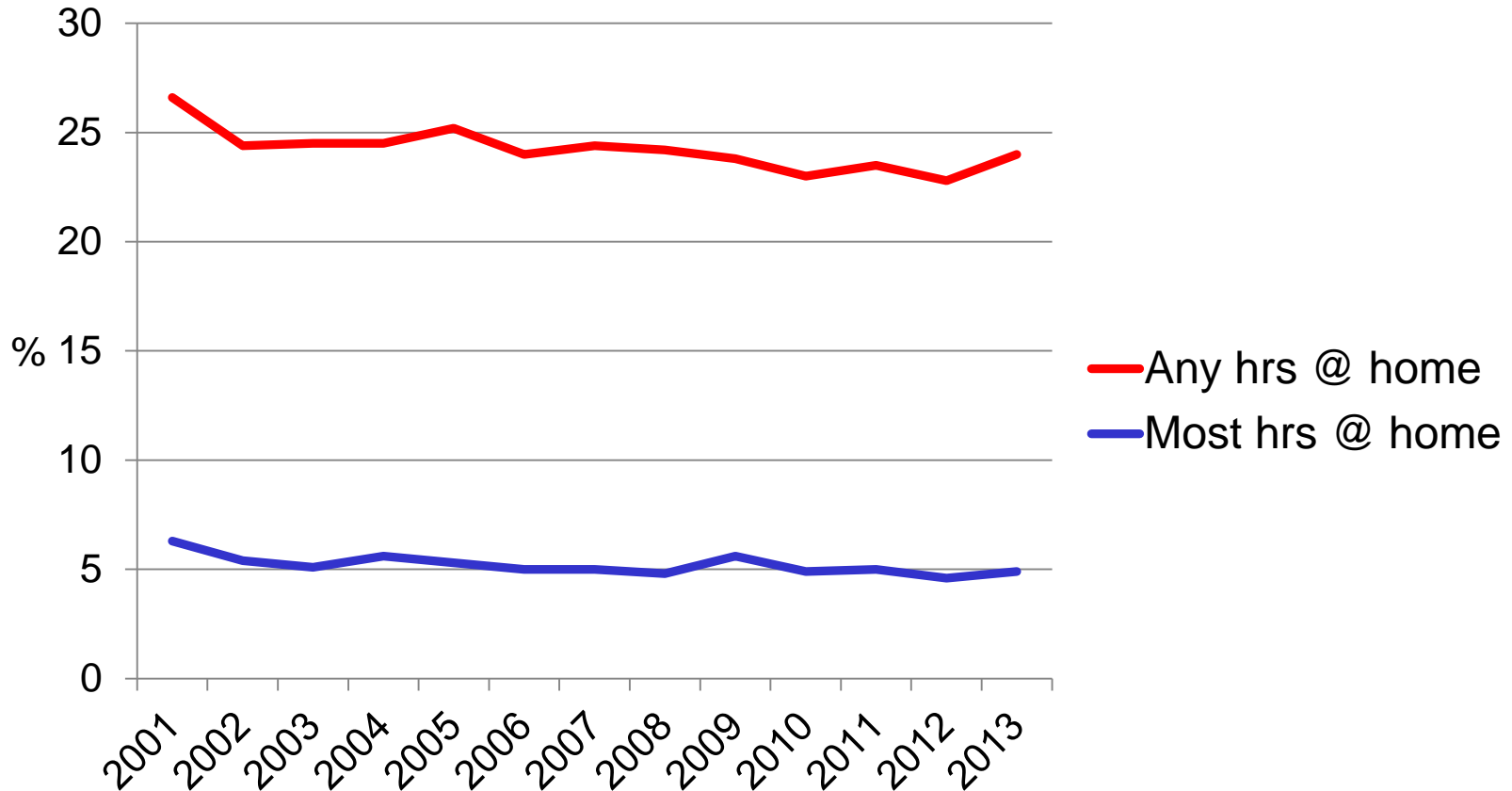
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Working at home (% of employed)



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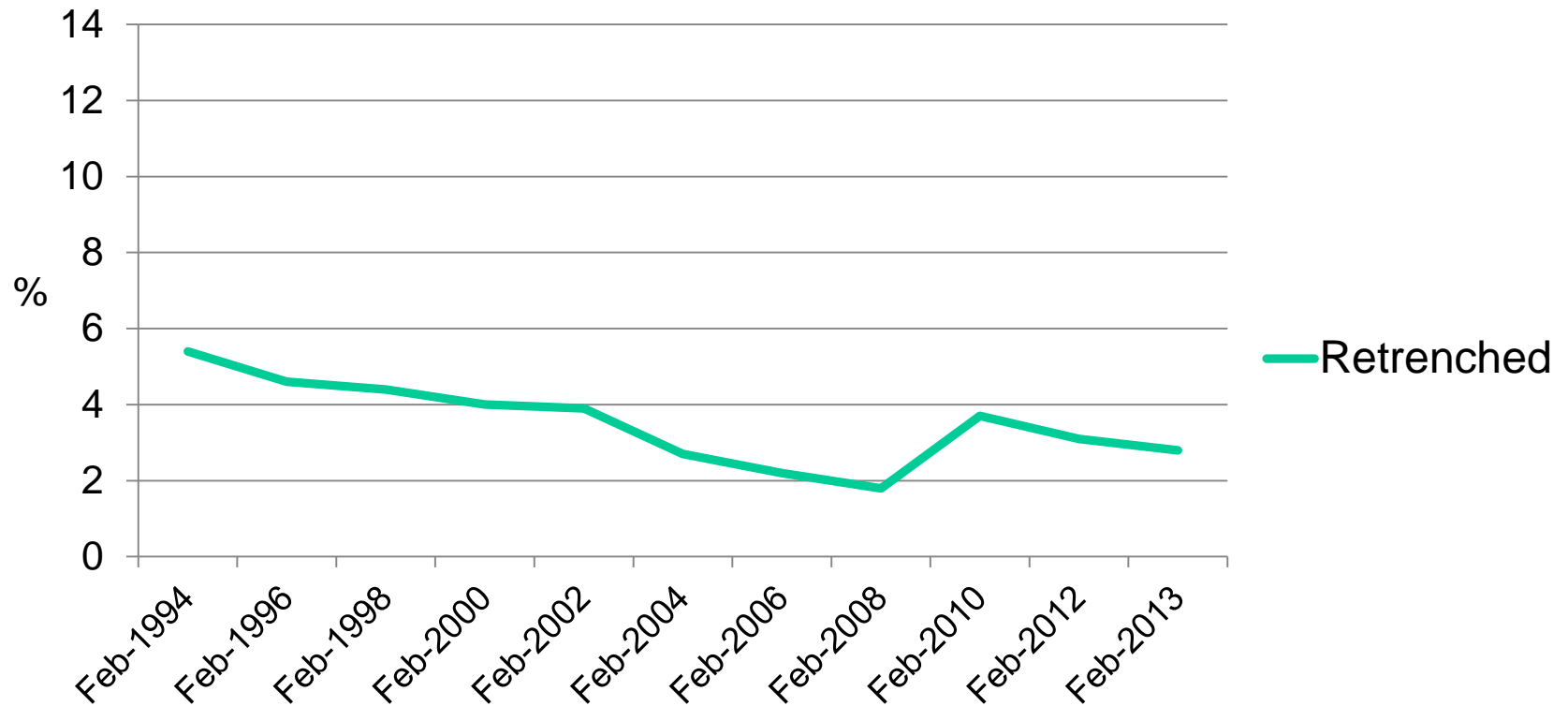
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Job mobility

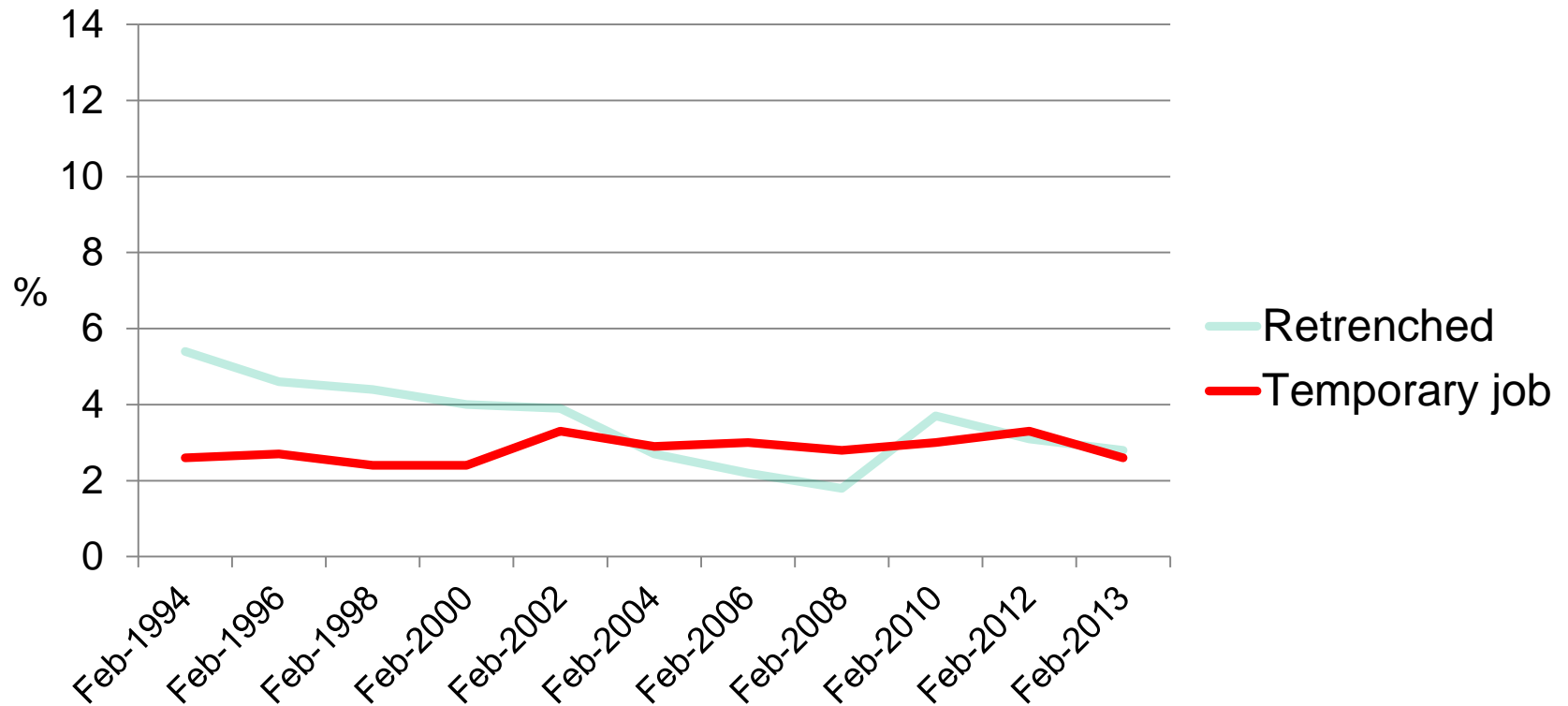
**Persons ceasing a job
(as % of all persons who had a job during prev. 12 mths)**



Source: ABS, *Labour Mobility, Australia* (cat. no. 6209.0).

Job mobility

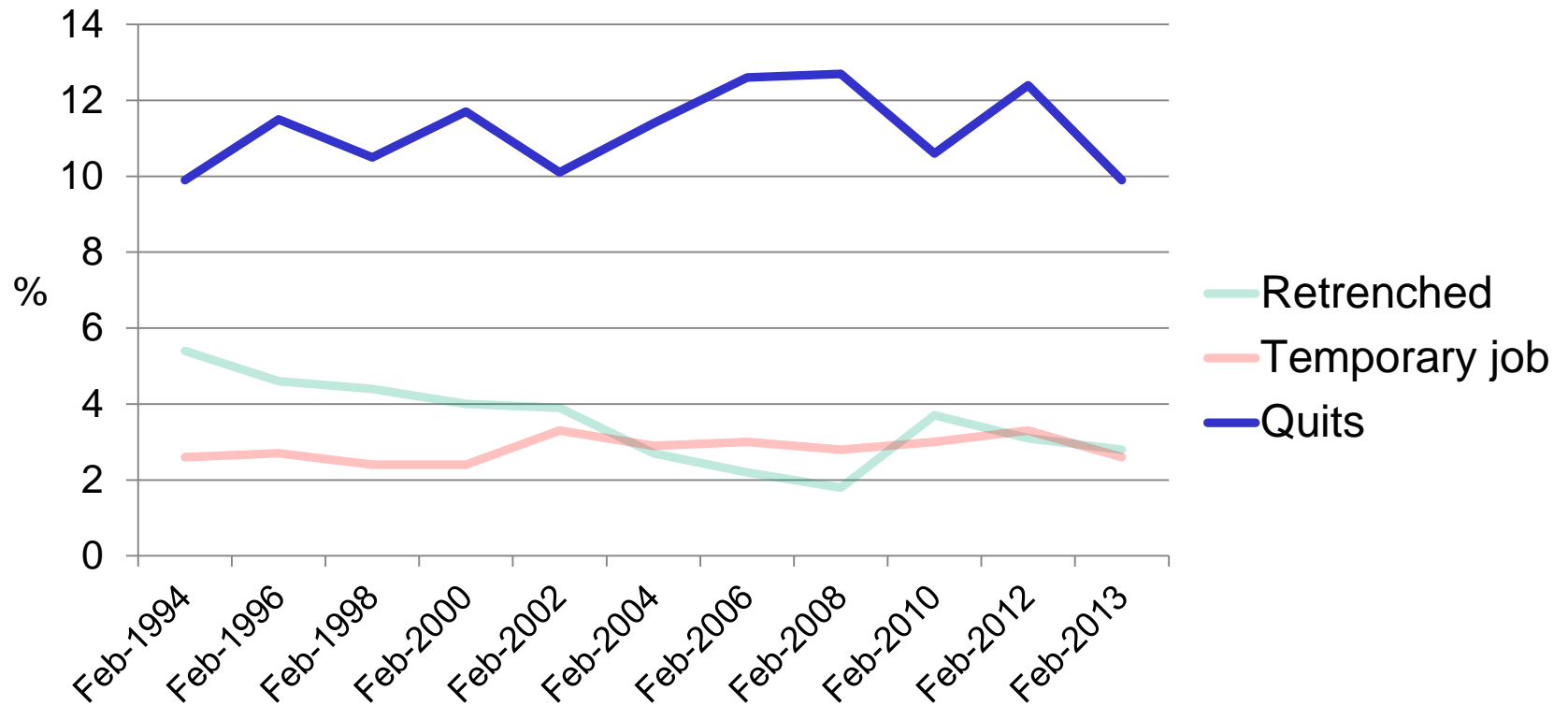
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Conclusions

- Experience of change = mixed.
- Facts often inconsistent with popular beliefs.

For more information:

- Roger Wilkins and Mark Wooden,
‘Two Decades of Change: The Australian
Labour Market, 1993 to 2013’,
The Australian Economic Review,
vol. 47, December 2014, pp. 417-431.