

WORKFORCE COMPOSITION

A new book, *Fragmented Futures – New Challenges in Working Life*, which traces workplace transformations over the past 20 years, shows how changes to the Australian workforce ushered in by greater female participation and downsizing and restructuring in the 1980s, have resulted in an era of part-time and casual labour. Ironic, given that the Australian economy shed 54,000 full-time jobs and gained 26,100 part-time jobs in June 2003 alone.

The book's authors (see credits) believe the changes have resulted in deepening inequality in the workplace, despite modest gains made in flexible work practices and the benefits of the availability of more part-time work for women.

Research findings published in the book include:

- Only one quarter of new jobs in the 1990s were full-time
- 61 per cent of permanent employees were full-time in 2002, compared to 74 per cent in 1988
- Job losses have predominantly occurred in industries with high levels of full-time employment
- 1.2 million jobs have been created for women since the late 1980s, compared with 700,000 for men, but half of the new female jobs were in low-skill, low-paid occupations

Fragmented Futures – New Challenges in Working Life by Ian Watson, John Buchanan, Iain Campbell and Chris Briggs, 2003, The Federation Press, \$49.50.

Note:

CSi monitors pay-market trends in Australia and New Zealand and produces a number of industry-specific salary surveys. We can provide information or advice about all remuneration issues, from executive pay to global pay practices.

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