

# Tasmanian Jobs

**September 2017**

The Australia Institute Tasmania and Unions Tasmania launched the inaugural Tasmanian Jobs Survey in June of this year. We invited Tasmanians to complete a survey about their employment status, their union membership (if any), their household budget and disposable income and how work affects their life. The survey began May 1<sup>st</sup> 2017 and ran until August 31<sup>st</sup>. 919 people answered the survey and were recruited online, through social media and offline at workplaces.

## Economic and employment landscape

Tasmania's economic performance is improving. The tourism sector continues to grow, with increased visitors to the state also underpinning strong growth in the retail sector.<sup>1</sup> The Tasmanian government has forecast that the state's economy will expand by 2.5 per cent in 2017-18, and that private activity will increasingly drive growth and a return to growth in exports.<sup>2</sup>

Unemployment in Tasmania now sits at 6%, slightly above the national rate. Total employment grew in the state by 3.8% to the year ending August 2017, faster than the national average. The employment rate, often a better measure of labour market performance than the unemployment rate, grew even more strongly. In August 2017, 57.4% of working age adults in Tasmania were working, up almost two full percentage points in the last year.

## Underemployment and casualisation

The reduction in the unemployment rate and the growth in the employment rate has not delivered the full-time jobs desired by Tasmanians. Full-time employment grew more slowly in Tasmania than the national average.

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<sup>1</sup> Deloitte (2017) *Retail Forecasts – August 2017*, <https://www2.deloitte.com/au/en/pages/media-releases/articles/retail-forecasts-120917.html>

<sup>2</sup> Tasmanian Treasury (2017) *Budget paper no. 1*, chapter 2 "Tasmanian Economy", <http://www.treasury.tas.gov.au/BudgetPapersHTML/Budget2017/BP1/2017-18-BP1-2-Tasmanian-Economy.htm>

Compared to the national average, Tasmania has a higher proportion of its workforce employed in Retail Trade and Accommodation & Food Services, the two sectors set to be most affected by the recent penalty rates decision. These are also the sectors credited with underpinning the recovery of the Tasmanian economy. To the year ending September 2016 the number of visitors to Tasmania increased by 4% and spending increased by 8% from the previous 12 months. This poured a whopping \$2.07 billion into the state. If tourism continues to grow as expected then the proportion of workers in the affected industries is also set to increase.

The composition of the workforce in Tasmania is also different from the national one. According to a report released by the Tasmanian Department of State Growth, Tasmanian tourism and hospitality businesses, “have a less transient workforce, with average turnover and vacancy rates being half those experienced nationally”.<sup>3</sup>

Key weak points in Tasmania’s employment data include:

- 92 percent of the jobs created in Tasmania in the last year have been part-time. Hardly any full-time jobs have been created all year (less than one thousand).
- The state has a much higher proportion of part-time jobs: 37.7% in August (versus 31.6% for the whole country)
- Consequently, there is a much higher underemployment rate (since many of those part-time workers aren’t getting enough hours): 12.3% in August (versus 9.1% nationally).
- Similarly, total underutilisation (the sum of un- and underemployment) is also higher: 17.6% in August 2017 (versus 14.1% nationally).
- Youth unemployment is higher in Tasmania: 15.1% versus 12.7% nationally.
- Average earnings are significantly lower in Tasmania: between 12 and 16% lower, depending on how it is measured.

## Key findings from survey

National job figures give us a sound overview of employment numbers and trends. However, national statistics cannot drill down to a regional level to help understand issues like job insecurity and how it affects people. The jobs survey gave Tasmanians an opportunity to directly contribute to our understanding of their experience of finding work, keeping work, and their ability to support themselves and their families.

Key findings include:

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<sup>3</sup> Tasmanian Department of State Growth (2016) *Tasmanian Tourism and Hospitality Industry*, <http://www.stategrowth.tas.gov.au/?a=136546>

### **1. People don't have enough work, and many are working extra hours for free.**

If employees were paid for all of the overtime they worked, the problem of underemployment would be reduced.

- 80% of respondents answered that they were required to sometimes work extra hours;
- Only 44.3% of these workers were always paid.
- Of those who answered that they 'hardly ever' get paid overtime, only 34.4% say they have enough hours to make ends meet.

*"I believe 8 hours per day on top of travel time is enough. My employer will sack if you refuse to do over time it is regularly over twelve hours a day. Ten people working 8 hour days is better than seven doing twelve"*

### **2. People want full-time employment.**

Part time employment is often cited as being flexible and good for parents and others. However, 77% of respondents overall and 79% of women who did not have a full time job, wanted one. 26% of part-time workers who responded to the survey were only left with between \$0-\$50 a week for discretionary spending.

When asked what is the one thing you would change about your job, a desire for permanent or more regular work came up often.

*"Definite hours or shifts, it would give me more security - sometimes I go weeks without being called in other pay fortnights I might get four shifts"*

### **3. Despite good economic news people are more worried about losing their jobs today than they were 3 years ago.**

Whether employed full time or part time, people worried about losing their jobs. 55.3% of respondents to the survey with full time jobs were worried about losing their jobs, and 57.8% of part time workers. 60% overall were more worried about this than they were 3 years ago.

## Detailed Results

Where there were sufficient responses to provide a meaningful breakdown by gender and age, those are provided. Otherwise, just the total result is provided.

As well as male and female, other was given as an option for gender. However, it was selected by too few people for meaningful results to be presented.

### *Do you spend time caring for children or other family members?*

	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>15-24</i>	<i>25-40</i>	<i>41-55</i>	<i>55+</i>
	%	%	%	%	%	%	%
<b>No</b>	43.1	40.8	46.2	71.9	38.6	35.8	53.9
<b>Yes, 0-5 hours per week</b>	13.5	12.4	15.2	9.4	7.9	15.0	17.7
<b>Yes, 5-10 hours per week</b>	11.2	9.5	14.2	12.5	6.6	13.3	11.4
<b>Yes, 10-20 hours per week</b>	10.4	8.6	13.6	3.1	11.0	10.8	10.2
<b>Yes, 20-30 hours per week</b>	5.6	6.5	4.1	0	7.0	5.8	3.9
<b>Yes, 30 hours plus per week</b>	16.2	22.1	6.6	3.1	28.9	19.2	2.8

### *What is your current employment status?*

	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>15-24</i>	<i>25-40</i>	<i>41-55</i>	<i>55+</i>
	%	%	%	%	%	%	%
<b>Full-time</b>	48.3	40.1	61.5	24.2	51.1	51.2	44.8
<b>Self Employed</b>	2.7	1.9	3.7	0	1.7	3.6	3.1
<b>Part-time</b>	31.8	41.1	17.1	27.3	29.9	30.4	35.9
<b>Fixed term contract</b>	2.8	3.2	1.9	6.1	3.9	3.0	1.2
<b>Casual</b>	8.5	9.4	7.1	30.3	7.4	7.1	8.5
<b>Unemployed</b>	5.9	4.3	8.7	12.1	6.1	4.7	6.6

***Would having more hours help to make ends meet?***

	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>15-24</b>	<b>25-40</b>	<b>41-55</b>	<b>55+</b>
	%	%	%	%	%	%	%
<b>No I have enough hours</b>	37.4	36.3	41.1	36.8	30.3	34	46.2
<b>Yes, 1-3 more hours per week</b>	4.7	5.5	2.2	10.5	3.4	5.3	5.0
<b>Yes, 3-6 more hours per week</b>	15.9	17.6	11.1	15.8	16.9	14.7	15.1
<b>Yes, 6-10 more hours per week</b>	19.8	19.4	21.1	10.5	25.8	22.0	15.1
<b>Yes, 10-15 more hours per week</b>	10.7	12.1	6.7	15.8	13.5	10.0	9.2
<b>Yes, 15 plus more hours per week</b>	11.5	9.2	17.8	10.5	10.1	14.0	9.2

Note: Only those who answered that they were employed were asked this question.

***Are you a member of a union?***

	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>15-24</b>	<b>25-40</b>	<b>41-55</b>	<b>55+</b>
	%	%	%	%	%	%	%
<b>No</b>	15.9	13.8	19.9	27.6	22.4	13.3	11.7
<b>Yes</b>	84.1	86.2	80.1	72.4	77.6	86.7	88.3

***How long have you been looking for work?***

	<b>Total %</b>
<b>0 - 3 months</b>	29.8
<b>3 - 6 months</b>	4.3
<b>6 - 12 months</b>	12.8
<b>Over 12 months</b>	53.2

Note: Only those who answered that they were unemployed were asked this question.

**Would you like a permanent job?**

	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>15-24</b>	<b>25-40</b>	<b>41-55</b>	<b>55+</b>
	%	%	%	%	%	%	%
<b>No</b>	22.5	21.2	26.7	22.2	12.2	21.5	33.1
<b>Yes</b>	77.5	78.8	73.3	77.8	87.8	78.5	66.9

Note: Only those who answered that they did not have a permanent job were asked this question.

**What industry are you in?**

	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>15-24</b>	<b>25-40</b>	<b>41-55</b>	<b>55+</b>
	%	%	%	%	%	%	%
<b>Agriculture</b>	3.7	1.9	6.9	0	2.0	3.6	5.7
<b>Aquaculture and Fishing</b>	0.7	0.4	1.1	0	1.5	0.6	0
<b>Arts and Recreation</b>	1.4	1.0	1.8	0	1.5	1.8	0.9
<b>Building and Construction</b>	3.7	1.9	6.6	0	3.9	3.9	3.9
<b>Education</b>	12.8	14.0	10.9	10.7	11.8	15.4	8.8
<b>Forestry</b>	1.2	0.2	2.9	3.6	1.5	1.5	0
<b>Healthcare and Social Assistance</b>	55.3	63.8	40.5	28.6	51.5	55.1	64.9
<b>Hospitality</b>	3.4	3.3	3.6	10.7	4.9	1.5	3.9
<b>Information, Media and Technology</b>	8.4	5.8	12.8	7.1	11.8	8.4	4.8
<b>Manufacturing</b>	0.7	0.6	0.7	7.1	0.5	0.3	0.4
<b>Maritime and Transport</b>	3.3	1.9	5.8	7.1	2.0	3.9	2.6
<b>Mining</b>	0.4	0	1.1	0	1.0	0	0.4
<b>Retail</b>	3.7	3.7	3.6	25.0	3.4	2.4	3.1
<b>Tourism</b>	1.6	1.6	1.5	0	2.9	1.5	0.4

**What sector are you in?**

	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>15-24</b>	<b>25-40</b>	<b>41-55</b>	<b>55+</b>
	%	%	%	%	%	%	%
<b>Federal Government</b>	6.8	6.5	7.6	6.9	5.6	8.0	7.6
<b>State Government</b>	36.3	34.5	39.3	20.7	34.0	40.8	30.4
<b>Local Government</b>	4.1	4.0	3.8	13.8	3.3	3.6	4.2
<b>Private Sector</b>	52.8	54.9	49.3	58.6	57.2	47.6	57.8

***I can negotiate my work hours to give me good work/life balance.***

	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>15-24</b>	<b>25-40</b>	<b>41-55</b>	<b>55+</b>
	%	%	%	%	%	%	%
<b>Strongly Agree</b>	12.5	12.0	13.4	11.1	11.6	12.4	12.4
<b>Agree</b>	48.2	48.9	46.7	48.1	49.5	44.5	53.1
<b>Disagree</b>	25.7	25.2	26.5	33.3	23.1	28.7	21.6
<b>Strongly Disagree</b>	13.7	13.8	13.4	7.4	15.7	14.4	12.9

***Are you sometimes required to work extra hours?***

	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>15-24</b>	<b>25-40</b>	<b>41-55</b>	<b>55+</b>
	%	%	%	%	%	%	%
<b>No</b>	19.9	20.0	19.7	24.1	16.6	20.8	22.1
<b>Yes</b>	80.1	80.0	80.3	75.9	83.4	79.2	77.9

***On average, how many hours in addition to your normal hours do you work?***

	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>15-24</b>	<b>25-40</b>	<b>41-55</b>	<b>55+</b>
	%	%	%	%	%	%	%
<b>1-3 hours</b>	43.7	44.6	42.5	59.1	41.7	39.3	47.8
<b>3-5 hours</b>	21.5	20.7	23.2	13.6	20.6	25.4	18.3
<b>5-10 hours</b>	21.6	21.9	21.0	18.2	25.0	18.8	24.7
<b>10-15 hours</b>	5.8	5.7	6.0	9.1	6.1	7.7	3.2
<b>15 plus hours</b>	7.4	7.0	7.3	0	6.7	8.8	5.9

Note: Only those who said that they were sometimes required to work extra hours were asked this question.

***I worry that I could lose my job.***

	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>15-24</b>	<b>25-40</b>	<b>41-55</b>	<b>55+</b>
	%	%	%	%	%	%	%
<b>Strongly Agree</b>	18.6	17.8	20.1	17.2	14.8	19.3	21.3
<b>Agree</b>	40.2	39.6	41.3	34.5	38.9	44.7	35.4
<b>Disagree</b>	30.9	32.5	28.0	37.9	38.0	26.2	30.8
<b>Strongly Disagree</b>	10.3	10.1	10.6	10.3	8.3	9.8	12.5

***Are you paid for these extra hours or given time off in lieu?***

	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>15-24</b>	<b>25-40</b>	<b>41-55</b>	<b>55+</b>
	%	%	%	%	%	%	%
<b>Always</b>	44.3	44.6	44.1	31.8	43.6	38.0	55.6
<b>Usually</b>	26.9	25.7	28.4	40.9	29.8	28.1	19.3
<b>Hardly Ever</b>	13.4	13.6	13.1	22.7	11.0	16.1	11.2
<b>Never</b>	15.5	16.1	14.4	4.5	15.5	17.9	13.9

***I worry more about losing my job now than I did 3 years ago.***

	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>15-24</b>	<b>25-40</b>	<b>41-55</b>	<b>55+</b>
	%	%	%	%	%	%	%
<b>Strongly Agree</b>	27.7	25.3	32.1	28.6	25.6	31.0	25.7
<b>Agree</b>	33.3	34.4	31.4	21.4	35.8	31.9	32.4
<b>Disagree</b>	28.5	30.0	25.9	25.0	29.3	27.6	30.3
<b>Strongly Disagree</b>	10.4	10.3	10.6	25.0	9.3	9.5	11.6

***I have access to a union in my workplace.***

	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>15-24</b>	<b>25-40</b>	<b>41-55</b>	<b>55+</b>
	%	%	%	%	%	%	%
<b>Don't know</b>	11.3	12.1	10.0	21.4	13.0	11.0	8.4
<b>No</b>	12.4	13.3	11.0	7.1	11.1	11.8	14.3
<b>Yes</b>	76.4	74.7	79.0	71.4	75.9	77.2	77.2

***What are your living arrangements?***

	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>15-24</b>	<b>25-40</b>	<b>41-55</b>	<b>55+</b>
	%	%	%	%	%	%	%
<b>Own your home outright</b>	17.3	15.0	21.4	0	2.8	14.7	36.9
<b>Mortgage</b>	55.9	59.5	50.3	10.7	61.1	62.6	47.3
<b>Rent</b>	20.7	20.0	21.1	53.6	28.7	19.5	10.4
<b>Living at home with parents or other family</b>	3.0	2.4	4.1	32.1	5.6	0.6	0.4
<b>Rather not say</b>	3.1	3.2	3.1	3.6	1.9	2.6	5.0



**Cost of your rental or mortgage expenses**

	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>15-24</b>	<b>25-40</b>	<b>41-55</b>	<b>55+</b>
	%	%	%	%	%	%	%
<b>Less than 20% of my take home wage</b>	11.2	11.4	10.0	15.8	9.8	10.5	15.7
<b>Between 20% and 30% of my take home wage</b>	36.7	31.7	46.9	42.1	34.5	39.5	32.9
<b>Between 30% and 40% of my take home wage</b>	26.7	27.7	24.9	10.5	32.0	24.5	27.9
<b>More than 40% of my take home wage</b>	15.2	15.8	13.9	21.1	17.0	14.0	13.6
<b>Rather not say</b>	10.2	13.4	4.3	10.5	6.7	11.5	10.0

Note: Only those who answered that they had a mortgage or rented were asked this question.

**Other than your rent or mortgage, what puts the most pressure on your household budget?**

	<b>Total</b>	<b>Female</b>	<b>Male</b>	<b>15-24</b>	<b>25-40</b>	<b>41-55</b>	<b>55+</b>
	%	%	%	%	%	%	%
<b>Childcare</b>	4.8	5.0	4.5	7.1	10.8	3.8	0.4
<b>Education costs</b>	5.4	6.0	4.5	10.7	6.6	6.7	1.3
<b>Food</b>	22.9	19.8	28.5	39.3	31.6	20.2	15.9
<b>Healthcare</b>	14.5	16.2	11.5	3.6	12.7	13.2	21.3
<b>Power</b>	33.5	34.8	31.3	7.1	28.8	34.5	38.1
<b>Transport</b>	9.8	9.2	10.8	25.0	6.6	9.6	10.5
<b>Water and sewerage</b>	9.1	9.0	9.0	7.1	2.8	12.0	12.6

**How long is your lease?**

	<b>Total %</b>
<b>Month to Month</b>	7.6
<b>6 to 12 Months</b>	55.9
<b>More than 12 Months</b>	30.0
<b>Rather not say</b>	6.5

Note: Only those who answered that they rented were asked this question.

*My main form of income is from:*

	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>15-24</i>	<i>25-40</i>	<i>41-55</i>	<i>55+</i>
	%	%	%	%	%	%	%
<b>Government benefits</b>	2.5	2.8	1.7	7.1	2.3	1.5	3.4
<b>Income from property</b>	0.3	0.2	0.3	0	0	0	0.8
<b>Investments</b>	0.3	0.4	0	0	0.5	0	0.4
<b>My wage</b>	96.2	96.0	96.9	92.9	97.2	98.3	92.8
<b>Superannuation</b>	0.8	0.6	1.0	0	0	0.3	2.5

*On average, how much disposable income do you have left over per week?*

	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>15-24</i>	<i>25-40</i>	<i>41-55</i>	<i>55+</i>
	%	%	%	%	%	%	%
<b>\$0 - \$50</b>	21.8	24.0	18.2	20.7	24.5	24.3	17.2
<b>\$50 - \$150</b>	29.0	30.4	26.0	41.4	24.5	27.5	30.5
<b>\$150 - \$250</b>	18.6	17.7	20.5	17.2	17.6	19.4	19.2
<b>\$250 - \$350</b>	9.2	8.7	10.3	6.9	11.1	9.0	8.4
<b>More than \$350</b>	11.0	7.9	16.1	6.9	12.5	10.4	13.0
<b>Not sure</b>	10.4	11.3	8.9	6.9	9.7	9.5	11.7

*I would like more leisure time if I could afford it.*

	<i>Total</i>	<i>Female</i>	<i>Male</i>	<i>15-24</i>	<i>25-40</i>	<i>41-55</i>	<i>55+</i>
	%	%	%	%	%	%	%
<b>Strongly Agree</b>	48.3	47.9	49.1	55.2	59.7	47.2	37.9
<b>Agree</b>	35.1	35.4	34.4	31.0	31.0	37.1	36.3
<b>No Opinion</b>	11.7	12.5	10.7	10.3	6.5	10.4	19.2
<b>Disagree</b>	4.0	3.6	4.5	3.4	2.3	4.3	5.0
<b>Strongly Disagree</b>	0.9	0.6	1.4	0	0.5	0.9	1.7

***Would having more hours help to make ends meet?***

Of those who are “Hardly ever” paid overtime, only 34.4% say that they have enough hours to make ends meet. Of those who are “Never” paid overtime, only 31.9% have enough hours to make ends meet. If they were paid for their overtime, as is generally legally required, they either wouldn’t require extra hours per week or wouldn’t require as many extra hours to make ends meet.

	Are you paid for these extra hours or given time off in lieu?				
	Total	Always	Usually	Hardly ever	Never
	%	%	%	%	%
<b>No I have enough hours</b>	35.8	40.2	27.4	34.4	31.9
<b>Yes, 1-3 more hours per week</b>	4.5	4.7	8.1	3.1	0
<b>Yes, 3-6 more hours per week</b>	16.5	14.2	24.2	18.8	12.8
<b>Yes, 6-10 more hours per week</b>	20.3	19.5	16.1	25.0	25.5
<b>Yes, 10-15 more hours per week</b>	12.6	10.1	17.7	15.6	12.8
<b>Yes, 15 plus more hours per week</b>	10.3	11.2	6.5	3.1	17.0

***What is your current employment status?***

	Hours per week spent caring for children or family members					
	None	0-5	5-10	10-20	20-30	30 or more
	%	%	%	%	%	%
<b>Full-time</b>	46.2	15.6	11.9	10.5	3.9	11.9
<b>Self Employed</b>	34.8	21.7	8.7	13	13	8.7
<b>Part-time</b>	37.6	10.1	8.7	12.5	8.4	22.6
<b>Fixed term contract</b>	50	20.8	4.2	4.2	0	20.8
<b>Casual</b>	42.7	10.7	18.7	6.7	4	17.3
<b>Unemployed</b>	48	18	10	4	2	18
<b>Total</b>	43.1	13.8	11	10.4	5.4	16.3