

Contents

Acknowledgements	xi
1 Introduction	1
The matter of words	12
2 Where have we come from?	15
Introduction	15
Harvester man	16
‘TINA’	18
New realities at work	21
3 What do people want from work?	25
The quality of working life	25
The work-spend cycle	31
Conclusion	34
4 Who gets the opportunity to work?	37
Unemployment	39
Under-employment	45
The challenge of unemployment	50
5 Where are the jobs now?	55
The changing character of jobs	55
Industry employment	59
Occupational change	64
Conclusion	70
6 What is non-standard work?	71
Introduction	71
Fixed-term employment	74
Casuals	75
Dependent contractors	79
Labour-hire	80

Implications	83
Conclusion	91
7 Are people now working longer and harder? 93	
Working longer	93
Working harder: working intensification	102
Evidence of the problem	104
Work intensification	104
Industry case studies	108
Conclusion	117
8 How is work rewarded? 119	
Historical background	119
Earnings inequality	125
The low-paid workforce	135
Conclusion	143
9 How do people balance work and life? 145	
Experiencing work and life	145
A more diverse workforce	148
Private households	156
Jobs and the balance	161
Conclusion	164
10 Whatever happened to life long learning? 165	
From front end training to life long learning?	165
Workers: rising education levels	169
Employers: stagnant contributions	171
Deployment, not development, of labour	173
Wasted skills and quality problems	177
Conclusion	178
11 Is retirement something to look forward to? 179	
Introduction	179
Retirement and the labour market	179
Retirement incomes	183
Economic implications	189
Housing and household debt	195
The challenge of savings?	198
12 What lies behind the changes at work? 201	
What lies behind the changes?	201
Recent Australian economic developments	203
Excess capacity	206

Development and inequality	211
Wage inequality	213
Conclusion	215
13 Conclusion	217
Improvements, but problems	218
Objectives and concepts	219
Sustainable social and economic development	220
Immediate concerns	222
Notes	225