



Labour Force & Industry

Labour Force

Size & Growth: At the 2001 census some 8,780 of Kiama's 18,723 residents (exclusive of overseas visitors) were employed or looking for employment. Between 1991 and 2001 this figure increased by just less than 1,500 persons, (21%), the annual average rate of increase declining slightly over time from 2.5% in the period 1991-96 to 1.8% per annum over the five years to 2001.

In the same period Kiama's share of the labour force in the Wollongong Statistical Sub-division (WSD) rose from 6.5% to almost 7.51%. During the same period, however, its share of the WSD's labour force growth fell from 31.7% between 1991 and 1996 to only 15% in the following five years. With only some 7.0% of the regional labour force, however, even the lower share of the growth is still impressive.

Participation Rates: In 2001, 65% of males and 50% of females 15 yrs and over were in the labour force (WSD 65% and 48% respectively). Between the ages of 20 and 64 years male participation rates were generally 3-6% higher in Kiama than in the WSD as a whole. Among the female labour force in these ages the difference was even more pronounced, generally above 6% in each age group and reaching 13% among females 45-54 years of age.

Employment: Numbers of employed persons in the labour force increased by more than 30% in the ten years to 2001. This increment represented just over 15% of the WSD's total employment growth during that period.

Numbers of residents in full-time employment increased over the decade by 416 (10%), 57% of this growth during the first half of the decade. Part-time employment numbers increased far more substantially (1,214; 68%).

For every additional Kiama resident employed on a full time basis during the decade, therefore, a further three entered the part-time labour force, with the ratio of new part-time to full-time jobs rising from almost 2:1 between 1991-96 to just over 6:1 between 1996 and 2001.

Males and females in full time employment each constitute a small proportion of the employed male or female labour force in Kiama than in the WSD as a whole. The differences are not large (males: 74% versus 76%; females 41% v's 45%), however, and occur quite consistently across the entire age range for each sex.

Unemployment: Between 1991 and 2001 Kiama's unemployed numbers fell from 586 to 506 (-14%), resulting in an end-of-period unemployment rate of 6.0%, down from 8.5% in 1991 and significantly lower than for the WSD as a whole (9.0% in 2001). Unemployed persons in the LGA represented just less than 5% of the WSD total, a level only slightly higher than in either 1991 or 1996 (4.0% and 4.7% respectively), though in every case considerably less than its share of the total labour force (6.5%, 7.0% and 7.3% respectively).

Age and sex-specific unemployment rates in the LGA were invariably lower than WSD levels but the difference was rarely more than 2%.



Industry

Industry structure: The distribution according to industrial sector of Kiama's employed population in 2001 is shown in Table 1.

Table 1: Employment numbers and proportions by Industry Sector, Kiama LGA, 2001.

Industry Sector	No.	%
Agric, Forestry & Fishing	181	2.30
Mining	72	0.91
Manufacturing	724	9.20
Utilities	60	0.76
Construction	776	9.86
Wholesale Trade	259	3.29
Retail Trade	1,138	14.46
Accomm., Cafes & Restaurants	520	6.61
Transport & Storage	252	3.20
Communications	81	1.03
Finance/Insurance	200	2.54
Property & Business Services	654	8.31
Govt Admin/Defence	376	4.78
Education	1,037	13.17
Health & Community Services.	868	11.03
Cultural/Recreational Services	176	2.24
Personal & Other Services	320	4.07
Other	178	2.26

Over the decade 1991-2001 the only change in the list of the top ten industry categories according to employment numbers was the replacement of the Transport and Storage sector (ranked 10th in 1991) by Personal and Other Services (9th in 1996 and 2001). Nor were the rankings of individual sectors much disturbed over the decade, only the Manufacturing sector moving by more than one place (falling from third to fifth, despite a slight absolute increase in employment numbers) in that time. By 2001, Retail Trade had replaced Education at the head of the list as a result of a much higher absolute and relative increases in employment over the decade (403 (54%) v's 213 (26%).

Other changes include growth in the Health and Community Services sector – rising from 4th place in 1991 to 3rd in 2001 with an increase of 306 employees (71.5%) and the elevation from 5th to 4th by Construction (an increase of almost 150 persons or by some 28%). Highest decadal growth rates were achieved by the Property and Business Services sector, in which employment rose nearly 300 employees or 80%, though without any change in its overall ranking (6th).

Relativities: Compared with the industrial structure of the WSD as a whole in 2001 (Table 2) Kiama LGA was heavily overweight only in Agriculture, Forestry and Fishing, significantly overweight in Education and in Accommodation, Cafes and Restaurants categories, but significantly deficient in Property and Business Services and Wholesale Trade.

Table 2: Kiama 1--digit industry sector employment proportions, 2001, relative to proportions in the Wollongong Statistical District (WSD =1.0).

Agriculture, Forestry & Fishing	3.73
Education	1.49
Accomm., Cafes, Restaurants	1.34
Construction	1.28
Gov't Admin & Defence	1.20
Health & Community Services	1.07
Transport & Storage	1.05
Cultural, Recreation Services	1.04
Personal & Other Services	1.03
Retail Trade	0.94
Utilities	0.93
Property & Business Services	0.86
Wholesale Trade	0.84
Finance & Insurance	0.74
Mining	0.70
Communication Services	0.65
Manufacturing	0.61

Greater levels of relative under-provision are also to be seen in the Finance and Insurance, Mining, Communication Services, and Manufacturing sectors. Overall, this sectoral profile of employment clearly reflects Kiama's transitional position between the strongly industrial and commercially orientated LGAs to the north and the agricultural, recreation and retirement and local servicing economies of those to its south.



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Detailed Industry Structure: In the more detailed 2-digit breakdown industrial structure, community, personal and commercial services categories substantially dominate the listing of sectors containing at least 310 employees (4%) of total employment (Table 3), with only Construction Trades and Services lying outside these categories. Such a dominance highlights Kiama's twin roles as (a) a dormitory suburb for persons employed in the adjacent fully urbanized LGAs of the northern Illawarra and - though to a lesser extent - the Shoalhaven, and (b) provider of services to the local and tourist populations.

Table 3: Employment numbers and relativities (WDS=1.0) for 2-digit industry sectors with more than 310 employees ($i \geq 4.0\%$ of total employed population), Kiama LGA, 2001.

Industry segment	Employees	Index
Education	1,037	1.49
Health Services	619	1.07
Accomm., Cafes, Restaurants	520	1.34
Business Services	519	0.81
Personal and Household Goods Retailing	503	0.97
Construction Trades & Services	468	1.21
Food Retailing	412	0.90
Gov't Administration	352	1.19

Occupational Structure: As can be seen from Table 4 the resulting occupation structure of Kiama's labour force is heavily weighted toward the professional, associate professional, managerial and administrative end of the spectrum, in each of which classes the proportion are significantly higher than in the WSD at large.

If to these are added employees in the Advanced Clerical, Sales and Services category then just less than 50% of the entire labour force is employed in these higher order occupations, compared with only 38% in the WSD as a whole.

Table 4: Occupational Categories, all employees, proportions and index values relative to the WSD

Occupational Class	% Kiama LGA	Index on WSD
Managers & Administrators	8.52	1.53
Professionals	23.56	1.32
Associate Professionals	13.04	1.17
Trades and Related	13.74	0.94
Advanced Services	3.57	1.07
Intermed. Clerical, Sales, & Services	14.39	0.88
Intermed. Prod'n & Transport	6.07	0.61
Elem. Clerical, Sales, Service	8.67	0.82
Labourers & Related	6.35	0.75

