

A Population Policy for South Australia

March 2004



prosperity

through

people



Government of South Australia



Premier's foreword

This State Population Policy will help build a stronger and more sustainable South Australia. It is a bold and proactive policy that seeks to chart an alternative demographic path for South Australia – a path that supports the State's broader economic, social and environmental objectives outlined in the State Strategic Plan.

There is a lot of work to be done. For well over a decade, the State's population has grown at less than half the national rate. This has resulted from a failure to attract our share of overseas migrants and an ongoing net loss of people interstate. This has been compounded by the phenomenon, widespread among industrialised nations, of falling birth rates which has resulted in rapid population ageing.

Based on current trends the South Australian population is projected to peak at around 1.6 million and then go into decline in less than 25 years. With the inevitable shift of the 'baby boomer' generation into retirement, the State's working age population is projected to decline even sooner - within the next decade.

The Economic Development Board (EDB) recognises these trends as key barriers to the State's continued economic and social development. If not addressed, we will be handing over to our children, and theirs, a world that will see them worse off than we are. South Australia must sustain its economic and social vigour and dynamism.

This is why my Government agrees with the EDB's recommendation for strong and immediate action. We must refuse to accept the inevitability of population decline and recognise the need to respond to the ageing of our population.

This policy calls for joint government and community action to build a *skilled, prosperous and sustainable South Australia that supports its people in their career, lifestyle and settlement choices*. It is a policy that will see the State:

- maintain its current national population share
- effectively double its current population growth rate
- achieve a population of 2 million by mid-century.

I am confident that we can increase our population - and protect our environment - by ensuring development takes place within an overall framework of sustainability.

This policy proposes a number of targets and strategies about migration, the workplace and developing our workforce. It also outlines a plan to meet the needs of South Australia's families and our ageing and growing population.

The successful implementation of this State Population Policy, in conjunction with those relating to economic and social development, will lead to a steady improvement in the standard of living of all our people, now and into the future.

The State Government alone cannot bring about this change. It will need a true partnership between business, education, the community and all levels of government.

Mike Rann
Premier of South Australia

Introduction

In common with most of the industrialised world, South Australia faces the challenges of slow population growth, low and declining birth rates, and a rapidly ageing population.

In recent years there has been a growing public debate on Australia's population, and now many sections of the community are calling for a population policy. Two National Population Summits have been held, the latest in November 2003 in Adelaide.

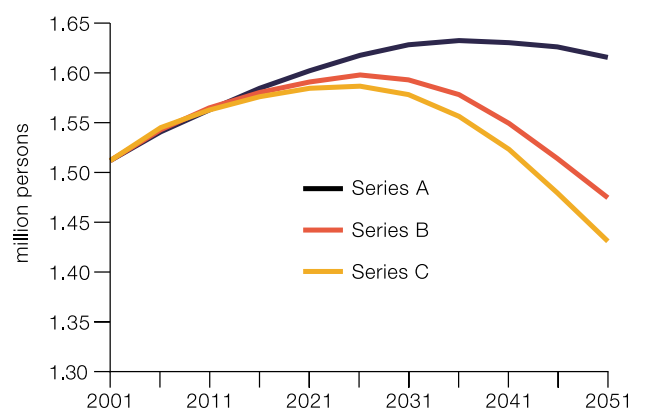
The Economic Development Board (EDB) recognised the interdependence of economic performance and population in its *Framework for Economic Development*, released in May 2003. It identified adverse population trends as a key issue affecting the State's future productivity and prosperity. The State Government has responded to the EDB's recommendations on population by developing this State Population Policy.

In undertaking this complex task many questions have come to mind. Why should South Australia increase its population? What level of population is sustainable in South Australia? Where will people live and what will influence their decision to move or stay? What is the impact of the demographic changes that South Australia is experiencing? Does population slowdown mean economic slowdown? Why do South Australian women have on average only 1.7 children?

The debate about South Australia's population is ultimately a debate about what kind of society we want, what kind of lifestyle we want, where we want to live, what value we place on cultural diversity, what types of jobs we want, and what balance we want between our younger and older people.

In common with most of the industrialised world, South Australia faces the challenges of slow population growth, low and declining birth rates, and a rapidly ageing population. The standard (series B) Australian Bureau of Statistics (ABS) projection is that the State's population will go into long-term decline within 25 years.

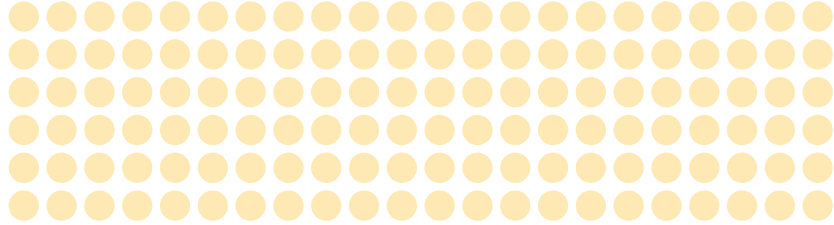
Figure 1: ABS Population Projections: South Australia 2001-2051



A declining population, and a declining economy, provide a less competitive business environment with fewer viable producers, with a restricted variety and choice of products and services available to consumers.

As the world becomes more globalised, many decisions affecting the daily lives of South Australians are made in national government and non-government forums. A declining population and economy could diminish the State's ability to influence those decisions.

A smaller and less affluent population would support a narrower variety of creative activities, including innovation, R&D, culture, arts and personal and cultural development, and attract less interest and talent from overseas and interstate.



If population decline occurs at the same time as the population ages, it would result in a fall in overall productive capacity, contraction of demand, and ultimately, a lowering of overall living standards.

It is well known that regions that achieve high and sustained periods of economic growth and generate greater demand for labour find it easier to retain local workers and attract new ones. South Australia's economic performance over the past decade or more has not kept pace with the rest of Australia. As a result, the State has experienced a net loss of prime working age people, especially to the eastern States, and has not attracted its share of Australia's overseas migrants.

South Australia's recent economic performance has been more positive and this will need to be maintained if the population prospects for the State are to be improved.

Acting alone, the State Government has limited control over population issues. Many of the decisions influencing population issues are matters of individual choice. Many of the trends are driven by economic and market forces beyond the control of State Governments.

And many of the policy levers are controlled by the Federal Government, which is why **the South Australian Government will be strongly advocating a National Population Policy for Australia**, within which South Australia has its rightful place.

There is, however, still a significant role for the State Government to play in influencing our population growth and structure, either through direct actions or through influencing others. Other stakeholders can also play a significant role. For example, Adelaide City Council is actively seeking to significantly increase its residential, workforce, student, visitor and youth population.

This population policy is about harnessing all of our people's skills and talents, encouraging full participation in the community and the economy, and improving productivity. It can only be delivered through a partnership involving the community, business, the volunteer sector, education and all levels of government.

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Population trends and projections



As a result of a prolonged period of low fertility, the outflow of young people, and the ‘baby boomers’ moving through to retirement age, the number of South Australians of working age (15 to 64) years is projected to start declining within the next decade, much sooner than the population as a whole.

The demographic trends and projections for South Australia highlight some potentially serious consequences for the State’s economy and community and for the living standards of current and future generations.

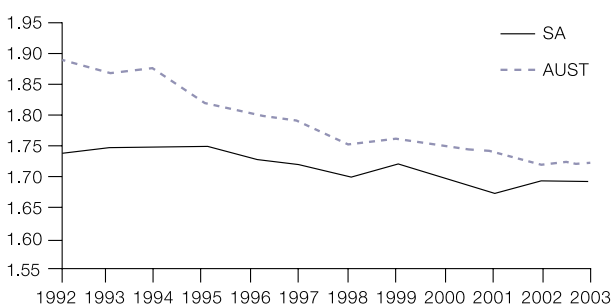
Population growth and composition are driven by fertility, migration (international and interstate) and mortality.

2.1 Fertility

The fertility rate in South Australia declined rapidly from the post-war highs until the mid-1970s. Since then fertility has been reasonably stable, with Total Fertility Rates¹ at around 1.7, a level well below the rate of 2.1 required for population replacement.

Historically, South Australia has had a fertility rate below the national average. However, during the 1990s the State’s fertility has fallen only marginally while that for Australia has fallen more than three times as fast. South Australia’s fertility rate is now only a little below the national average.

Figure 2: Total Fertility Rate: Australia and South Australia 1992-2003



2.2 Migration

International

South Australia’s share of the national overseas migrant intake has steadily fallen from about 10% in the late 1960s to about 4% for each of the past eight years. The State’s under-performance has been in all visa classes, except in the Humanitarian Program.

Table 1: South Australian Settler Arrivals by Visa Class 2002-2003

Visa Class	New Arrivals in SA	Share of Total Arrivals (%)
Family	1243	4.4
Skilled	1239	3.9
Business	93	1.7
Humanitarian	686	7.2
All visa classes	3261	4.2

Interstate

Despite recent improvements, the State has experienced high rates of net interstate migration of working age South Australians. Losses reached record levels of around 7,000 in the mid-1990s and averaged in excess of 4,000 per annum for the ten years to 2000-01.

These losses to other States have particularly involved young people, especially women and those with high skills and high income. Although there are some reciprocal flows from other States into South Australia, these comprise mainly older people and less well-off people.

¹ Total Fertility Rate indicates, on average, the number of children a woman would bear through her lifetime.

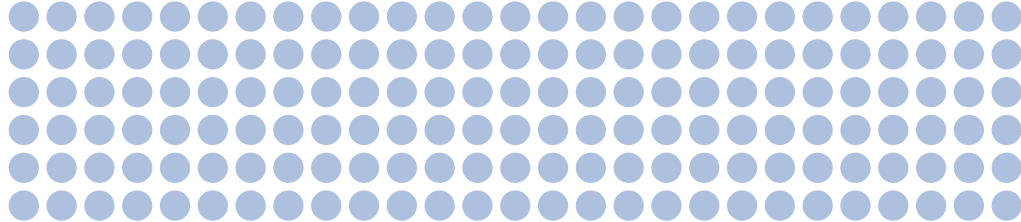
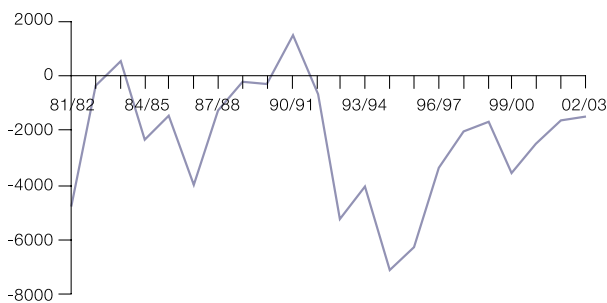


Figure 3: Net Interstate Migration: South Australia 1981-2003



South Australia's net migration (net interstate plus net overseas migration) has shifted from large gains in the first three decades of the post-war period to smaller gains and even net losses subsequently. This has been the main factor in the reduced population growth rates since the mid-1970s.

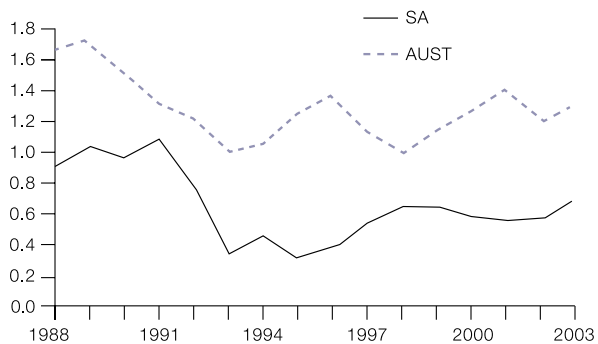
2.3 Mortality

As with the rest of Australia, there has been a major decline in mortality rates in South Australia since the war. Generally, this decline is linked to improvements in life expectancy among the older population. In the 20 years to 2002, life expectancy increased by 5.1 years for men (to 77.3 years) and 3.1 years for women (to 82.6 years). South Australians have the highest median age at death of all the States and Territories.²

2.4 Population Growth and Decline

For the past 15 years South Australia has averaged 0.5% annual population growth, less than half that experienced by Australia as a whole (1.2%). Over the same period South Australia has achieved less than a third and a quarter respectively of the population growth of the two fastest growing States, Western Australia and Queensland. Since 1988, South Australia's population increased by just over 120,000 while Queensland added over 1 million people and Western Australia over 400,000.

Figure 4: Population Growth: Australia and South Australia 1988-2003



South Australia's share of the Australian population was 9.2% in 1961, but declined to 8.1% in 1996 and 7.7% in 2003.

The ABS projects that South Australia's population will peak at 1.6 million in 2027. After that it projects ongoing population decline, so that in just over 40 years there could be fewer South Australians than there are today. If this transpires the State's share of the national population will fall to 5.6%.

2.5 Population Ageing

These trends have had profound effects on the State's population age structure.

In the 1950s and 1960s South Australia's population was younger than that of the nation. However, as a result of lower fertility, disproportionately low migration gain and selective net loss to interstate, South Australia now has the oldest population of all the States and Territories. South Australia has a median age of 37.9 compared to 35.9 nationally and the proportion of its population aged 65 years or over stands at 14.7% compared to 12.7% nationally.

This ageing of the population is projected to continue. By 2050, 31% of the State's population will be 65 years or over, more than twice the current figure. In the same time the over 85 population will increase four fold.

² ABS Cat. No. 1306.4, South Australia at a Glance, 2004



2.6 Regional Movements

Despite the slowing of the State's population growth as a whole, there are wide variations in regional population growth rates. The geographic distribution of population within South Australia is overwhelmingly concentrated in Adelaide, the site of most economic activity and employment. However, looming land and water shortages, combined with the environmental costs of such a concentrated population distribution, are beginning to act as a disincentive for further Adelaide-based growth. This has been recognised by the establishment of an 'urban containment boundary' around Adelaide.

In recent times, population growth has been strong in areas around Adelaide. For example, Mount Barker in the Mount Lofty Ranges (already one of the most populated water catchments in Australia), and areas south (McLaren Vale) and north (Virginia) of Adelaide adjacent to high value horticultural industries. Other towns within commuting distance of Adelaide, such as the coastal centres of Victor Harbor and Goolwa, and the Barossa Valley towns of Tanunda, Nuriootpa and Kapunda also account for a greater share of the State's population growth.

Regional centres serving intensive agricultural, aquaculture or mining industries such as Mount Gambier, Port Lincoln and Roxby Downs have also shown significant population growth. If economic development is to continue in these centres, they will require major investments in service infrastructure, particularly water supply, electricity and housing.

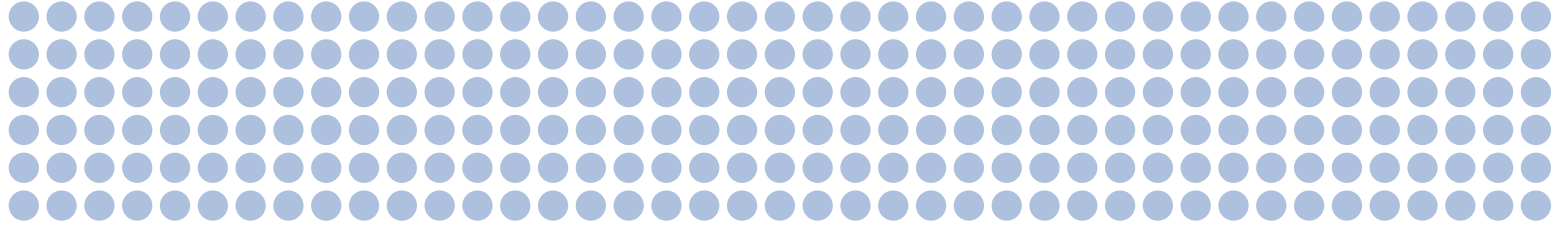
Many of the faster growing small towns are located on the coast and are experiencing retirement migration as part of a national 'sea change'. The problem here is

that the very attractions that drive this growth, such as the pristine (and fragile) coastal environment, are being threatened by the residential and tourist development that they attract. The growing number of older South Australians in these small towns place a strain on services, including health services and appropriate housing, especially as these people are likely to be living away from traditional family and social support. As they age, some of these 'sea changers' will return to the city to be closer to family and sophisticated medical support. Some will stay in the regions and become more highly dependent, requiring innovative and diverse care and services.

In contrast, the regional centres of Whyalla, Port Pirie and Port Augusta in the Upper Spencer Gulf continue to experience population declines, largely associated with the loss of jobs. The non-coastal wheat growing and grazing areas of the State have also shown significant declines in population numbers.

While older people tend to move for lifestyle or health reasons, younger people tend to migrate for education and employment opportunities. The exodus of young people from small inland towns has led to long-term population declines and created labour shortages for rural farm populations. This selective population movement can pose serious problems for the future sustainability of many rural populations, not to mention the under-utilisation of assets such as schools, and the downgrading of essential services.

These regional movements, both growth and decline, also have significant impacts on local government infrastructure and services.



2.7 Labour Force and Skills

As a result of a prolonged period of low fertility, the outflow of young people, and the 'baby boomers' moving through to retirement age, the number of South Australians of working age (15 to 64 years) is projected to start declining within the next decade, much sooner than the population as a whole. For the first time, industry in South Australia faces the prospect of future labour shortages and a labour supply that is unable to meet the demands of the economy.

The growth in demand for labour will encourage people back into the workforce, and may attract people from interstate and overseas. However, future labour shortages are common across nearly all industrial countries and competition for workers, especially skilled workers, will become intense. This global demand for labour will put pressure on wages, and local businesses which already have difficulty matching global wage rates will find it difficult to compete.

Successful businesses are those that can respond quickly to market demand for new and innovative products, services and processes. Such imperatives increase the demand for skills rather than simply labour.

In 2002, 50.7% of South Australia's labour force held a non-school qualification. Compared to the Australian average (55%), South Australia's labour force is relatively underqualified

Despite a significant increase in female participation in paid work, the State's overall labour force participation rate (61.6% in December 2003) is more than two percentage points below the national average (63.8%). Two thirds of this deficit can be attributed to the State's older age profile³. There has also been a strong trend towards early retirement, not all of which has been voluntary. South Australia has the highest proportion (47.6%) of 50 to 64 year olds retired from full-time work in Australia.

The improved female participation rate has been most marked in part-time work. This is welcome, but many such workers would prefer more work hours if work and family could be better combined. A key challenge for improving our lifestyles and for best using our human capacity is to facilitate work-life balance in ways that suit both families and employers.

³ Estimate by SA Department of Treasury and Finance

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A population vision

South Australia needs responsible population growth. We have to foster healthy ageing; encourage active social, cultural and economic participation for all; promote social integration of new arrivals; and ensure the long-term sustainability of the economy and the community (including those in our regional areas).

South Australia must strive to improve its stature as an attractive and environmentally sustainable place to work and live. The State also must work on improving the incomes and living standards of all its people, and to develop a socially cohesive and stable community with a cosmopolitan outlook strengthened through cultural diversity.

Population dynamics are a major influence on the pace and direction of a region's long-term social, economic and political development. South Australia has to secure and nurture a population that sustains its long-term development as a modern economy and a robust, vibrant and culturally diverse community.

The population projections outlined in this policy clearly indicate that the age profile of the State is not sustainable and that there is a considerable momentum toward ongoing population decline in South Australia. This momentum cannot be allowed to build.

Measures must be put in place to achieve a population age structure that supports sustainable population growth and renewal rather than decline. Modelling by the National Centre for Social Applications of Geographic Information Systems (GISCA) at the University of Adelaide indicates that achieving these objectives could result in a population of 2 million by the middle of this century.

South Australia needs responsible population growth. We have to foster healthy ageing; encourage active social, cultural and economic participation for all; promote social integration of new arrivals; and ensure the long-term sustainability of the economy and the community (including those in our regional areas).

At the same time, the State Government will ensure that policies are in place to address environmental sustainability and the social impacts of an increasing population (see section 5.6).

Responsible population growth will mean:

- the benefits of economies of scale and greater competition, including more competitive industries; improved capacity to support major infrastructure projects; and lower costs for providing essential services
- an economy that supports a greater number of viable firms and a greater choice of products and services to consumers
- greater variety of creative activities, including innovation, R&D, culture, arts, and personal and cultural development, all of which will attract more interest and talent from overseas and interstate, and help retain young people
- continued influence in decisions that affect the daily lives of South Australians but that are increasingly made in national government and non-government forums
- a larger tax base from which to fund greater demand for services and expensive environmental repair measures
- a basis for maintaining Federal Government funding levels to the South Australian Government, local government in South Australia and non-government funding recipients.

Reaching a population of two million by 2050 is an ambitious target that requires immediate action.

4 Strategies for population growth and renewal

The State Population Policy looks at what South Australians can do to influence the national population debate.

This policy is about growing, sustaining and mobilising the community, its potential and all its various talents. It is a policy about people.

It is about a sustainable demographic path for the State that complements the community's broader economic, social and environmental objectives.

The three factors that determine population size and structure are births, deaths and net migration (international and interstate).

Some of these factors, and therefore their population impacts, can be influenced by government and some cannot. For example, net migration can be increased and overall population decline can be avoided, whereas some population ageing and increase in the ratio of working to non-working people is largely unavoidable.

This policy, therefore, aims to both shape those trends that can be changed and anticipate and respond to those trends that cannot be altered.

Some strategies do both – shape and respond. For example, the introduction of flexible working arrangements to provide a better work-life balance may improve fertility levels. At the same time, flexible working arrangements will boost workforce participation and productivity, especially of women and older workers, improving capacity and alleviating the budgetary pressures of population ageing.

The South Australian Government can and should develop policies that influence population growth and therefore contribute to sustaining the State's economic and social development, there are also market forces and individual choices at work. All good policy builds in flexibility to respond to changing conditions.

It is also essential that the State Government engages the whole community in seeking support for this policy. Many population issues are national issues that are controlled by the Federal Government. This is especially true for measures aimed at improving fertility. This policy, therefore, looks at what South Australia can do to influence the national debate.

This population policy's broad strategic objectives are to improve:

1. the State's net migration performance by:
 - a) increasing the State's share of the national migration intake
 - b) increasing the number of expatriates and potential interstate migrants returning or relocating to the State
 - c) reducing the net outflow of young and skilled people
2. parents' abilities to balance the imperatives of work and family life to improve workforce participation and work-hours options
3. the prospects and choices of mature aged people
4. the skill level in the State and help all South Australians use their talents to the best of their ability.



4.1 Migration

South Australia will increasingly rely on migration to support population and labour force growth, augment skill development, and counter our continuing low fertility level.

Many other developed countries are facing the same declines in labour force growth and are becoming more aggressive in seeking skilled migrants. Competition for migrants, including talented South Australians, will increase.

This part of the State Population Policy is directed at potential overseas migrants, potential interstate migrants and expatriate South Australians.

South Australia will take full advantage of more favourable regional visa categories that have been negotiated with the Federal and other State Governments. These new visas will be introduced in the second half of 2004 and will be key to meeting our overseas migration targets. Use of these new visas will be supported by commercial representation in target countries to raise South Australia's profile and exposure as a settlement location of choice.

The State Government will undertake targeted promotion in selected markets, including the United Kingdom, South Africa, India, China and New Zealand. Promotion in the United Kingdom, in particular London, will also target expatriate South Australians to encourage their return. This campaign will focus on South Australia's competitive advantages in lifestyle, cost of living, housing affordability, and education, business and employment opportunities. It will be integrated with other promotional activity for education, tourism and economic development.

The State Government will undertake a similar marketing campaign to attract potential interstate migrants, initially targeting Sydney and Melbourne.

As well as encouraging expatriates to return, emphasis will be placed on better using their skills, networks and experience in overseas markets. The concept of the State's population has to be broadened to encompass its diaspora – the global network of people who call themselves South Australians. This large pool of expatriates and the global networks they belong to provide enormous potential to generate promotional, migration, trade and investment opportunities for the State. South Australians' participation in State affairs and their contribution to the economy and community should not depend on their living in the State.

It is essential to ensure that immigrants to South Australia are integrated into the labour market and the community if the State and the new settlers are to benefit fully. Providing better settlement services will help this. Community and employer attitudes also have an important impact on the employment prospects and earnings of migrants.

If the sources for migrants shift toward countries in Asia and Africa, the majority of migrants may be more visible minorities and may face greater social barriers than some earlier migrant groups did. However, if source countries include South America and Eastern European transition economies, this may be somewhat less evident. But either way, it is vital that our community recognises that the ethnic and cultural diversity that these migrants will bring to South Australia can be a real strength and can help to create a society that is creative and innovative.

We must support new migrants with policies and services that reduce the risk of exclusion. This integration is a two-way process, an important part of which is recognising and accepting the difference on both sides.



While successful settlement is a long-term process, it is in the early stages that immigrants face the greatest challenges – finding a job and housing, using public services, and developing social and cultural networks of support.

The successful settlement of new arrivals will depend on the level of support services and on the acceptance and support of the whole community. Greater global labour mobility means that the turnover of both temporary and permanent migrants will increase. This in turn will test the community's capacity to integrate new arrivals.

It is therefore also important to reassure South Australians that their own jobs, housing and services will not be threatened by new arrivals. Numerous studies show that migrants create as many or more jobs and training slots as they fill. Local economic prospects are in fact much advanced. But practical policies to ensure this continues to be true are also required, for example university and training places must meet local resident needs.

4.1.1 Migration Targets

South Australia's targets and objectives for its migration strategy are to:

- achieve the following targets for specific categories of international migrants by 2008:
 - > increase five-fold or better (to 600) the number of *business migrants*
 - > double or better (to 2,500) the intake of *independent skilled migrants*
 - > increase to at least 10% (to 1,200) our share of *humanitarian migrants*

These are the categories in which governments can influence decisions about settlement location. Other categories, in particular family sponsored migration, are more difficult to influence. Therefore, performance in the target categories may need to be adjusted to achieve our overall target of receiving our population share of the national migration intake.

If family sponsored migration does not increase, it could mean South Australia would need more than 7,000 independent skilled and business migrants within ten years to meet the overall population target. This is more than five times current levels.

- reduce net loss to interstate to zero by 2008.
- attract expatriate workers and employers back to South Australia and make better use of expatriates' skills, networks and experience in overseas markets to generate promotional, migration, trade and investment opportunities for the State.

The rest of this section sets out specific initiatives and programs the State Government will introduce to implement its migration strategy and achieve these objectives and targets.

4.1.2 New Actions to Attract and Retain International Migrants

1. **New visa categories** – the Federal Government will introduce two new regional⁴ visa classes in the second half of 2004. Proactive use of these new visas, along with other existing State Specific and Regional visa mechanisms, is the key element of the State's migration strategy. The two new visa classes are:

- *Investor (Retirement) Temporary* – a temporary 4-year visa that is easily rolled over for ongoing 4-year periods. Applicants are required to invest in State bonds/projects, maintain health insurance and be financially independent.
- *Skilled – Independent Regional (SIR) (Provisional)* – a two-stage visa involving a 3-year temporary stage requiring the applicant to live and work in regional Australia and pathways to permanent residence if they comply with the requirements of the temporary visa. This visa is available to applicants who fall short of the General Skilled pass mark. It will also provide the only on-shore visa option to some overseas students.

⁴ For the purposes of these new visas, regional includes low population growth metropolitan centres such as Adelaide. Regional in this context therefore covers all of South Australia.

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2. **Encourage community-sponsored migration** – the State Government will negotiate with the Federal Government for greater community involvement in sponsorship of potential migrants.
 3. **Increased support for the Migrant Resource Centre** – the State Government will provide additional support for particular migrant settlement services.
 4. **Matching business migrants with business opportunities** – Immigration SA will work with the Export Council, Business SA, other industry associations and local government to identify capacity constraints and promote and support targeted business migration as a possible solution.
 5. **Joint overseas students/migration promotions** – overseas students, as well as providing a direct benefit to the State, are a major source of future permanent migrants. Immigration SA will work with Education Adelaide and the State's universities and VET providers to promote migration to South Australia to overseas students, especially through the new two-stage visa.
 6. **Federal Government Regional Migration Officer** – the Federal Department of Immigration and Multicultural and Indigenous Affairs will appoint a Regional Migration Outreach Officer in its Adelaide State Office to be responsible for working closely with Immigration SA on all regional migration related issues, including marketing and priority visa processing.
 7. **Suitable rural location for humanitarian migrants** – the Federal, State and local governments and non-government agencies will examine the suitability of various locations in South Australia as places to settle new arrivals who enter through the Australian humanitarian program.
 8. **Improve settlement services** – the State Government will bring together Federal, State and local governments and non-government agencies to improve as much as possible the delivery and targeting of settlement services offered to migrants. A one-stop-shop will be established to meet information and referral needs during all stages of the migration process, both for new migrants and also for medium and longer term needs.
 9. **Overseas qualification recognition** – a reference group will be established under the auspices of the Training and Skills Commission to identify barriers and issues to effective recognition of overseas qualifications and skills, and to propose innovative solutions.
 10. **Skill Matching Database/Job Network pilot** – the Federal Government will introduce a pilot scheme in South Australia to link the Skill Matching Database to the Job Network to increase employers' access to skilled migrants, when a vacancy cannot be filled from the local labour market.

4.1.3 New Actions to Attract and Retain Interstate Migrants and Expatriates

1. **Establish an expatriate database** – as part of a broader exercise with the Australian Institute of Commercialisation, a national expatriate database will be created that will engage major overseas expatriate networks (Southern Cross Group and Young Australian Professionals America).
2. **Upgrade Immigration SA website** – as part of an overall upgrade of the Immigration SA website, separate components will be added for expatriate South Australians and potential interstate migrants. The website will be a host for the expatriate database and will market the benefits of relocating to the State and provide links to relevant service providers.

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3. **Develop a register of business needs for matching with expatriates** – with Business SA and research institutions, the State Government will develop a database of business and research needs and match these with expatriates interested in returning.
 4. **Employment promotion to expatriates** – *Immigration SA*, in close liaison with the State Government's Employment and Skills Formation Directorate, will work with recruitment companies, industry groups and regional bodies to ensure expatriates and other potential migrants have access to information about job and career opportunities via the proposed website.
 5. **Expand Business Ambassadors Network Program** – the State Government will work with Business SA on an expansion of the Business Ambassadors Network program.
 6. **High calibre researchers** – a fund will be established to attract high calibre researchers in an industry/academia executive-level exchange scheme.
 7. **Opening up public sector employment** – all employment for senior positions will be opened up to external applicants. This could benefit the many South Australian graduates working in other States, especially in the Australian Public Service. Positions could also be advertised on the proposed expatriate website.

4.1.4 New Role for Government

1. **Broader role for Immigration SA** – *Immigration SA* is a unit established some years ago by the State Government to encourage and support increased overseas migration to the State, especially independent skilled and business migrants. The unit provides support and advice to potential migrants as well as a package of 'on-arrival' services for those who choose to settle in South Australia.

Immigration SA will continue in this role, but will increasingly focus on becoming the delivery unit for the State Population Policy's migration strategy and will be responsible for new settlers from overseas and interstate and will manage our expatriate programs. The unit will be able to offer businesses and communities a full range of migration options.

Immigration SA will place greater effort in identifying and attracting potential migrants than in on-arrival services. Greater use will be made of in-market commercial representatives to promote South Australia as a destination of choice.

2. **Promotion campaign** – the State's profile and exposure in target markets has to be raised to improve migration performance. This will be achieved in a small number of targeted markets mainly through greater use of commercial representation in those target markets and through existing networks linked to South Australia. We will:
 - target key markets – the United Kingdom, South Africa, India, China, New Zealand
 - develop a network of in-market representatives to promote South Australia as a migration destination
 - promote South Australia in Sydney and Melbourne
 - make better use of existing networks including the South Australian Business Ambassadors Network, university alumni, the State's culturally diverse communities, and local governments' international links/sister city arrangements
 - ensure the wider community is aware of the benefits of increased migration.

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3. **Regional migration workshops** – Immigration SA will work with the Local Government Association, the Federal Department of Immigration and Multicultural and Indigenous Affairs, Regional Development Boards, Regional Ministerial Offices and other stakeholders to present a series (5 or 6) of regional seminars/workshops to consider and address migration and population challenges and opportunities for the State's regions.

4.2 Fertility and Ageing: Striking a Better Work-Life Balance

More and more people are either wanting to, or needing to, combine work and family responsibilities and they are doing it for longer.

Initiatives that improve people's ability to balance their working and non-working lives form the major part of the strategies required to arrest the decline in the State's fertility rate and to address the negative consequences of an ageing population.

To support improvements to the work environment, it is important that flexible and family friendly arrangements become part of our education and training systems. Flexible class hours and library access, and child-care in education and training institutions will support working people to maintain or improve their skills and will help those wanting to enter or re-enter the workforce.

These work-life balance policies and practices support parents combining work and family, and allow older workers to manage the transition from work to retirement more effectively. Importantly, these policies also improve equity, overall workforce participation and productivity, all worthwhile objectives in their own right. They also provide a suite of measures that serve as a powerful attraction to international migrants and expatriates, especially those who have or are considering starting a family.

Fertility

Fertility is the most important long-term factor in population growth and structure. Avoiding the possibility of ongoing population decline requires keeping fertility rates close enough to replacement levels so that the level of immigration needed to meet any shortfall does not grow beyond the State's capacity to absorb new arrivals. Stabilising fertility *at least* at current levels must become a high priority for the State.

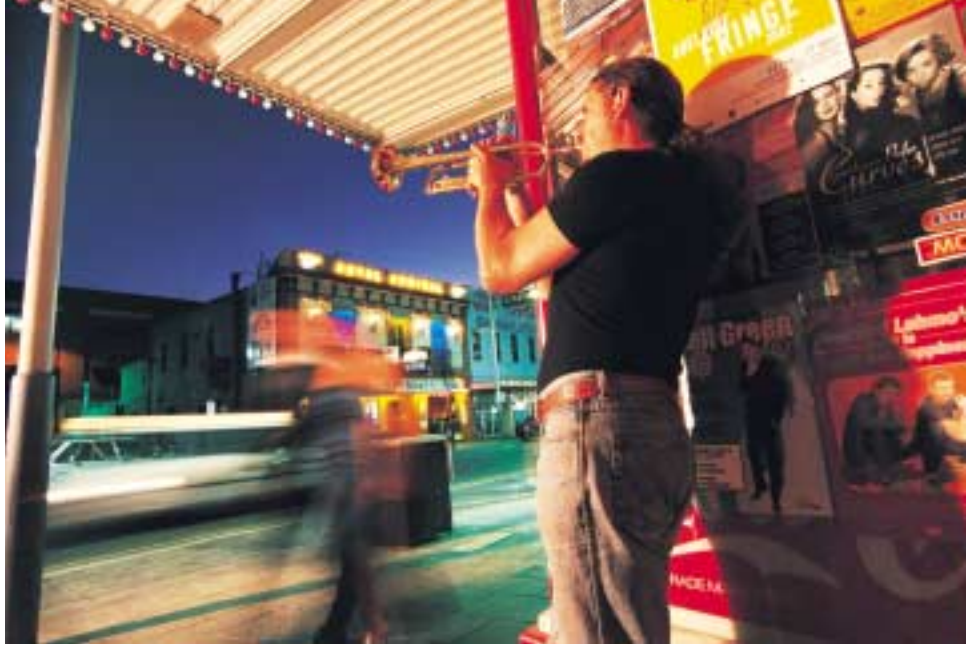
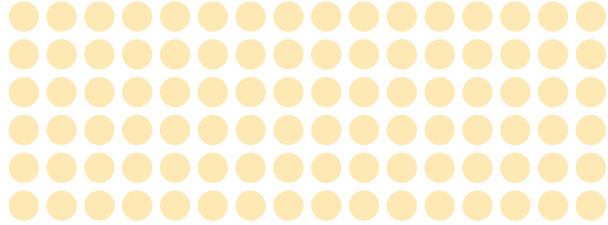
The economic and social role of women has changed substantially over the past 40 years resulting in a marked reduction in child-bearing. An increasing proportion of women now combine having children with paid work. Progressively, women have been delaying having children and, partly as a result, are having smaller families.

Employment arrangements that fail to accommodate a work-life balance deny parents the choice and flexibility they want, and need, to share the task of parenting. Women in particular currently lack job security and assurances about their career prospects upon returning to work after unpaid leave to have and care for children.

A role for government is to identify and support women's preferences. However, government can only do so much. A more widespread and fundamental cultural shift is also required by men, workplaces, and the larger community. South Australia needs to foster a society where women:

- can be both mothers and be in paid employment (whether that choice is for full or part time employment)
- are supported in a 'joint venture' with partners, employers and the State
- are supported in their life-cycle work participation patterns and not unduly penalised for absences from the workplace because of caring responsibilities⁵.

⁵ Pocock B (2003) *The Work / Life Collision*, The Federation Press Sydney



Given trends in other industrial countries, especially Southern European countries and Japan, we risk a fertility level that may continue to decline.

Australian and overseas research has shown that, on average, women want more than two children. Most fall short of this, suggesting that low fertility is more the product of constraint than of preference. Policies that remove the obstacles to motherhood and create a society that supports working mothers, and that reflect women's diversity, will give women choice over the number of children they have.

While not totally conclusive, there is evidence from some countries that policies that allow people to better combine work and family life have a positive effect on fertility. These policies include the provision of quality and affordable childcare, paid maternity leave, flexible working arrangements and security of work status.

These policies and practices, as well as helping to stabilise fertility, would improve equity, increase workforce participation and economic productivity, and would be an attraction to people from overseas and interstate. For individual businesses these activities would create a working environment that increases staff confidence and loyalty, and reduces turnover leading to lower recruitment and training costs.

Population Ageing

A long period of low fertility rates, improved life expectancy and a loss of population, particularly the young, are producing a rapidly ageing population in this State. Population ageing is mostly dependent on demographic changes that have already taken place or are unlikely to be reversed.

Complicating this picture is the fact that early retirement has become so ingrained that it is almost a professional goal. To many, retirement is a hard-earned right and so the earlier the better. While it is an individual's right to choose when to retire, there are policies and attitudes

that encourage an early exit from the workforce, not all of which is voluntary. Policies need to support older workers who choose to remain in paid work. Areas that need attention include:

- retirement income arrangements including pensions, taxation and superannuation
- enabling older workers to maintain or upgrade their skills
- improving community and business attitudes to older workers
- workplace flexibility to support the needs of older workers.

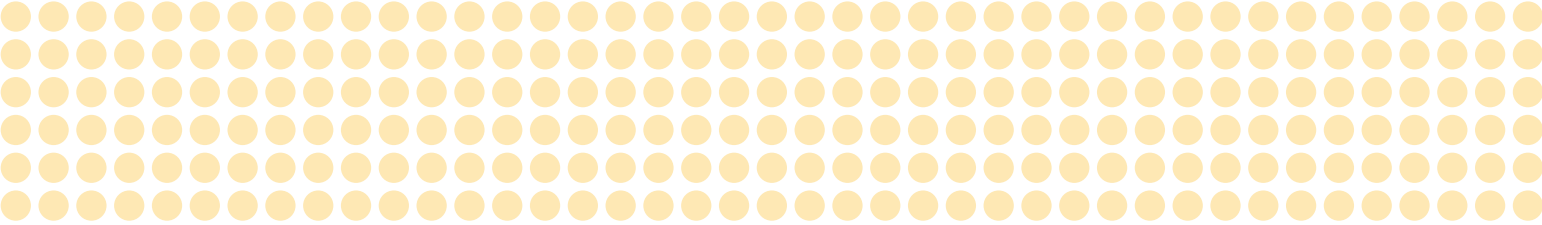
The significant ageing of the population, combined with increased early retirement, presents the challenge of a smaller workforce needing to provide the tax base to support a large number of older citizens who are living much longer beyond retirement.

Increased demand for pensions, health and aged care services will impose severe budgetary pressure on the Federal, State and local governments. The Federal Government's Intergenerational Report projected that Government spending will exceed revenue by more than 5% of Gross Domestic Product by 2042. The Victorian State Treasury has estimated that a similar level of budgetary pressure will occur at the State level.

This raises serious questions about intergenerational responsibilities and equity and about the Government's capacity to provide appropriate levels of support and services.

With an ageing population and growing life expectancy, the Government must encourage and support people continuing to work into their retirement years. Not only is it good for the economy, it will help people stay active and continue to use their skills and knowledge.

Ageing also has implications for all education sectors, with fewer people of primary, secondary and traditional tertiary education age and a greater need for re-skilling and re-training of an ageing workforce.



The old model of full-time school followed by full-time work followed by full-time retirement is no longer applicable.

It is wrong however to consider the ageing of the population only in negative terms. The older population is not simply a poor, non-spending group draining economic and government resources. Older people contribute significantly to their families, the economy and the community through, for example, unpaid caring, other voluntary and community work and payment of taxes from investments and via consumption taxes.

Ageing need not be a barrier to people enjoying active and independent lives, participating in paid or voluntary work, nor to their making a positive contribution to their families or communities. There are significant opportunities to use the skills and talents of older workers in a range of activities in education, mentoring, skills development and community projects.

With increased life expectancy, people are living well beyond conventional retirement age. For many, quality of life relies on their family relationships, their links with the broader community and the knowledge that they are valued and respected members of society. Older people's ability to contribute depends on the attitudes of employers, younger workers, the community and the older people themselves. These attitudes can be changed to make even better use of the talents of our older population.

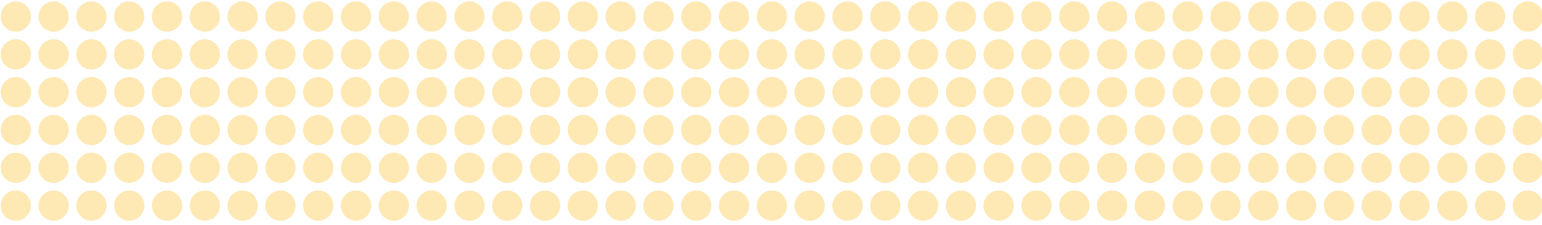
4.2.1 Fertility and Ageing Targets

The State's objective and targets to improve fertility and address the consequences of an ageing population are to:

- sustain fertility at around the Australian average or better so as to at least match Australian fertility levels
- achieve a balanced and sustainable age structure through population growth
- improve work participation and work-hours decisions by assisting with better work-family-education options and choices.

4.2.2 New Actions to Strike a Better Work-Life Balance

1. **Stakeholder workshop on workplace flexibility** – the State Government will facilitate a workshop for business, unions, childcare providers, families/parents, local councils, community and academic groups to discuss ways of achieving a better work-life balance, focusing on giving parents greater freedom to balance work, education and family life and on workers continuing to work into their older years.
2. **Awareness raising program** – the State Government will coordinate a program to inform employers and employees of the benefits of flexible working arrangements, including seminars run in conjunction with Business SA, articles in association newsletters etc. This program will focus on the needs and benefits of creating workplaces that encourage and support the increased participation of women and older workers.
3. **Develop a range of resources and tools** – a range of tools will be collated from existing sources for small and medium businesses to more easily establish better workforce management practices including flexible working arrangements. This could include, for example, operating guidelines, proposal forms for flexitime and ways to incorporate work and life balance into Enterprise Agreements.
4. **Remove disincentives for work participation of older workers** – the State Government will identify and remove financial or other disincentives for mature aged people to remain in paid work. For example, it will review Public Sector superannuation schemes with a view to introducing legislative change that will allow for phased retirement, and it will review the cessation of WorkCover payments at age 65.

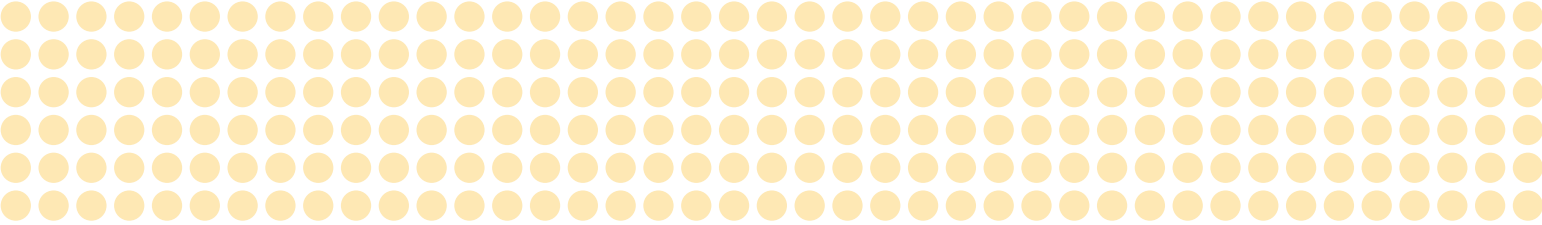
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5. ***'Managing an Ageing Workforce' seminar program*** – the State Government will investigate sponsoring a program of four seminars for businesses presented by the Australian Human Resources Institute and Business Work and Ageing (Swinburne University). These seminars would be similar to those already undertaken in Victoria and New South Wales.
 6. ***Establish a 'Work and Life' accreditation and award*** – these will be awarded to South Australian businesses that adopt flexible work practices. The businesses can then market these awards to gain a competitive edge.
 7. ***Public sector lead*** – as a significant employer, the Public Service will be an example of flexible working arrangements and the retention of older workers and operate as a pace-setter and innovator in these arrangements. The Public Sector Workforce Development Plan will be the mechanism for this.
 8. ***Cooperative care*** – the State Government will undertake a needs assessment for the possibility of a business association, or employer consortium in a local area collaborating to operate a near-site child care centre and/or an Out of School Hours Care (OSHC) program, or use a bank of Family Day Care operators.
 9. ***Influence the Federal Government*** – the State Government will continue to advocate strongly to the Federal Government that it:
 - increases the number of child-care places to ensure that South Australia receives an adequate and equitable share of the national resources for child-care
 - addresses the costs of improving the pay and conditions of the early childhood workforce while ensuring that the cost to families is affordable, for example, by increasing the Child Care Benefit
 - adopts a national paid maternity leave scheme.

4.2.3 Recently Announced Children's Services Initiatives

1. ***Home Visiting Program*** – \$16 million has been committed over four years to implement the Universal Home Visiting Program which is being rolled out across South Australia. The program will employ 40 extra nurses. Across the State, 35 nurses will visit each of the estimated 17,300 babies born in South Australia each year, and a further 28 nurses and 7 social workers will conduct as many 'follow-up' visits as necessary.
2. ***Integration of child care facilities*** – the Sturt Street Community School is the first in South Australia especially tailored for children from birth to eight years of age. Located just off West Terrace in the city the school provides easy access for working parents and families living in the city. The school brings together child care, preschool and junior primary (up to Year 3). In addition the school has a multicultural focus and will be used by the Greek community after school hours.
3. ***Child Care Scholarships*** – a fund has been established to assist people working in the child care sector to gain a qualification. In order to boost the number of qualified child care workers 13 child care centres and 12 OSHC services in metropolitan and regional areas were awarded training scholarships in February 2004. The scholarships cover up to two-thirds of the cost of undertaking a Diploma in Community Services (Children's Services).

4.3 Labour Force and Skills Development

If South Australia is to succeed in the modern global economy and provide an appropriate level of support and services to its older population, it must be capable of producing, attracting and retaining a critical mass of well-educated and appropriately trained people into its workforce. Raising the overall skill level of the workforce will underpin the productivity improvements we need to raise overall living standards and help alleviate the pressures from labour force decline.



Any efforts to ensure that the State has enough skilled workers in the future must focus on increasing the participation rate of the existing population, especially the older members and the under-employed, and on attracting skilled workers to the State.

Too many South Australians are currently outside the workforce or are under-utilised. By providing opportunities for all South Australians to learn, to retrain and to develop their skills and abilities, the State can achieve economic growth and prosperity and demonstrate its social values of inclusion and equality.

In December 2003, the Minister for Employment, Training and Further Education released *South Australia Works: learning to work programs to 2010*. This is a key element of the State Government's Workforce Development Strategy and is the first phase of an integrated approach to employment and skill formation. *South Australia Works* will increase learning, training and employment opportunities for all South Australians, particularly those most disadvantaged. It has six core elements – Regions at Work, Indigenous Works, Experience Works, Youth Works, Industry Works and Public Sector Works. The document is available to download at www.saworks.gov.sa.gov.au

By November 2004, the State Government's Training and Skills Commission will have developed a Workforce Development Strategy for South Australia. While the State's Population Policy responds to the population challenges affecting South Australia broadly, the Workforce Development Strategy will respond to the implications of demographic change and ageing on the labour market in particular.

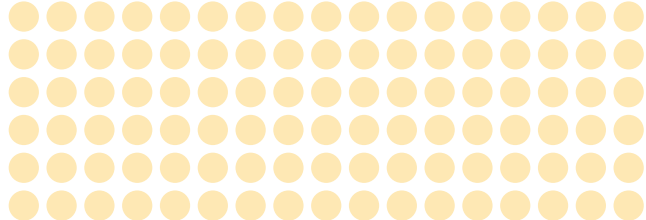
The purpose of a Workforce Development Strategy is to increase the capacity of individuals to participate effectively in the workforce throughout their working life. It also aims to increase the capacity of firms to respond to their workforce planning needs, so they can contribute to a skilled, prosperous and sustainable South Australia.

In developing the Workforce Development Strategy, the State Government Training and Skills Commission will consider strategies such as:

- promoting the importance of workforce planning and supporting the workforce planning needs of both the public and private sectors
- encouraging an increase in the demand for higher order workforce skills and ensuring the costs are shared equitably across industry, employees and the community
- fostering a high quality education and training sector which is flexible, timely and responsive to the current and emerging skill needs of business and industry
- promoting life long learning through the provision of an expanded range of appropriate learning opportunities for individuals throughout their lives
- ensuring access to skill development and employment for particular groups disadvantaged in the labour market, including young people, mature age people, Aboriginal people and people living in regional areas.

There is a range of other policy areas which can impact on the labour market such as industrial relations, family friendly strategies, superannuation and child care. The links between these and the Workforce Development Strategy will be critical to the State Government being able to respond effectively to the effects of demographic change on the workforce.

Work is also underway to establish a *Creative Adelaide Initiative* through the Capital City Committee. The goal of this initiative is to attract, retain and nurture local talent, and to support and celebrate people who are creative or unconventional to stay in Adelaide. Local initiatives will be supported to develop the talent of local communities, to create initiatives that help people connect, to support collaboration and enterprise, and to allow for experimentation and creativity. Adelaide has long-established traditions in this area that can be reinforced and nurtured anew.



The State's objective and targets to improve workforce participation and skill level (as outlined in the *State Strategic Plan*) are to:

- increase the proportion of the South Australian labour force with non-school qualifications from 50.7% in 2002 to 55% (the national average) by 2013
- exceed Australia's average productivity growth
- achieve a rate of employment growth in South Australia equal to or better than the Australian average.

4.3.1 New Actions to Contribute to Labour Force and Skills Development Objectives

1. **'Return to Work' credit** – the State Government will introduce a \$1,200 credit for eligible parents for approved education and/or training, part payment of first-year HECS, child-care while taking part in training, and/or materials required for an approved course after two full years of full time caring for children.
2. **Cadet Scheme** – the State Government will work with employer associations to explore options for a cadet scheme where employers would fund part of the HECS payments for recent graduates from South Australian universities.
3. **A Talent Strategy for South Australia** – to be developed through the Capital City Committee in partnership with industry, in response to the recommendation made by the 2003 Adelaide Thinker in Residence, Charles Landry.

4.3.2 Existing Activities

1. **Workforce Development Fund** – this is to be a key tool in the implementation of the Workforce Development Strategy. The fund, which is now operational, promotes high performing workplaces and encourages organisations to introduce workforce development initiatives to develop higher skills. The Workforce Development Fund will

strongly promote links being made with other State Government initiatives; and that acknowledgement be made of other Government priorities, such as the retention of older workers and the recruitment of young people. Expression of interest forms can be obtained from wdf@saugov.sa.gov.au or www.employment.sa.gov.au

2. **SA Works** – this is a set of broadly-based employment programs designed to create work and learning opportunities for all South Australians. It has a particular emphasis on those facing difficulty in the labour market, including young people, mature age people and Aboriginal people. The program focuses on maximising employment opportunities arising from State Government and industry activity, and providing support to local communities to help them determine and respond to their own work and learning needs.
3. **More accessible TAFE** – a comprehensive review of TAFE programs is being undertaken to ensure they are meeting the changing needs of learners, business and industry. TAFE fees will be capped and concession rates will be introduced to provide greater accessibility to South Australians seeking post-secondary qualifications.
4. **Repositioning Adult Community Education (ACE)** – this will broaden the range of programs for disadvantaged learners and allow movement between ACE and formal, accredited programs offered by TAFE. Courses in high demand, including child care and aged care, will be offered with appropriate articulation into accredited programs.



Planning for a growing, ageing and sustainable population



In seeking to influence demographic trends and off-set some of their negative effects, it is essential that the State Government continues to plan for the future and put in place policies adapted to the needs of changing South Australian communities.

5.1 The State Budget and the Impact of Population Ageing

While governments at the local, State and Federal level will be equally affected by the inevitable ageing of the population, State Governments will be affected sooner. It is clear that there will be significant and increased demands on State Governments in terms of public hospitals, community health services, public housing and public transport.

Assumptions in the Federal Government's Inter-Generational Review notwithstanding, these demands are not likely to be off-set by lower spending on education, even if a lower proportion of the population is of school age. As emphasised in earlier sections of this policy, future demographic changes will in fact require more emphasis on education and training, rather than less.

The State Government is facing up to its future responsibilities and is working with Access Economics on forecasts of the budget impact of future demographic trends.

In responding to these trends, it is important that Federal, State and local governments resist the temptation to cost-shift from one level of government to another. A co-operative approach is required within a national framework. This is one reason why this State Government will call for a national population policy.

5.2 Planning for a Healthy Population

The State Government is committed to improving the healthy life expectancy of all South Australians. Anticipating changes in the health profile of the population, the State Government recognises that diseases and injuries relating to ageing, such as

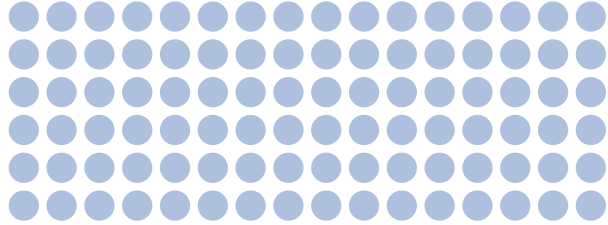
Alzheimer's disease and osteoporosis, are on the rise. Given our age profile, they are set to increase even further.

The State Government is placing an increasing emphasis on prevention, early intervention, health promotion and reduction of health inequalities in our population. It is working to improve health services for the most vulnerable populations in the community, especially Aboriginal people, children and young people, people with a mental illness and the frail aged.

In implementing the *South Australian Generational Health Review (2003)*, the State Government will provide services closer to home and will create better opportunities for general practitioners, allied health workers and nurses to work together to provide better access to health services for local communities. The emphasis will be on a health system that focuses on the needs of the population rather than those of the health institutions.

5.3 Social Inclusion

The demographic trends and issues central to this policy have significant and varied impacts on different disadvantaged groups within South Australia. While addressing the specific needs of these groups is crucial to creating a just, participatory and sustainable society, this is not done directly in this policy. The State Government has established other mechanisms, in particular the Social Inclusion Board, to work towards building a more socially inclusive South Australia with a sense of urgency and creativity. The objective is the development a society where all people feel that they are valued members and are empowered in their participation and contribution.



Of particular concern to the Social Inclusion Board is the significant number of South Australians who are not healthy, well educated, trained or skilled, especially children and young people who are not given the opportunity to grow and engage confidently in society. The Board recognises that improving and retraining people's skills are keys to addressing the under-utilisation of South Australia's current population. The initial focus of the Board has been on school retention, homelessness and drugs.

A new strategy to increase school retention rates was released by the State Government in October 2003. *Making the Connections* is a wide-ranging program of actions and changed approaches to help young people stay at school longer and be connected to opportunities for learning, employment and active participation in the life of our state. The Government is investing \$28.4 million over four years to roll out the first stages of *Making the Connections*. For more information about the program the document can be downloaded from www.socialinclusion.sa.gov.au

The Chair of the Social Inclusion Board, Monsignor David Cappo, has said that South Australia has had a tradition of supporting active and healthy families to contribute to the social and economic life of our community through workforce and civic participation. The Board is working to reinforce that tradition through strong, demonstrable action that arrests and diminishes the gap between those who are excluded and those who are advantaged.

5.4 State Housing Plan

The population's emerging housing needs will be addressed in the forthcoming *State Housing Plan*, which will outline a ten-year strategy developed in consultation with the community, industry and local government.

In commissioning this plan, the State Government recognises that South Australians should be able to find a home that is affordable for them, appropriate

and of good quality, and in a sustainable and vibrant community where they can live independently. Such a plan is needed in response to major demographic trends and changes in community housing needs and preferences. These changes are reflected primarily in decreased household sizes and are driven by factors such as population ageing, people's decisions to have children later in life, the demands of a more mobile workforce and a preference for community-based accommodation among people with disabilities and complex needs.

An effective housing plan is also needed to address the pressures that have resulted in increased housing prices and the corresponding reductions in housing affordability – even if housing is still more affordable in South Australia than in other States. This is a critical issue in the context of the State Government's efforts to attract people to and retain people in South Australia.

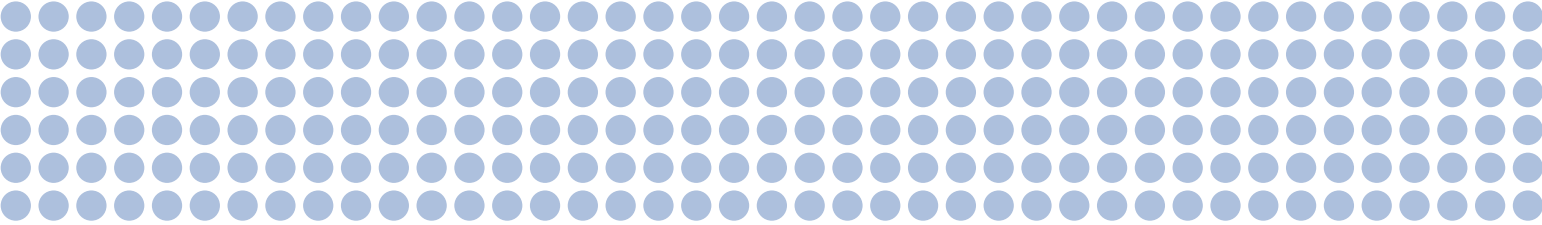
5.5 The Planning and Infrastructure Strategies

A growing population and economy require a responsive planning system. In its 2003 *Adelaide Metropolitan and Regional South Australia Planning Strategies*, the State Government committed to a planning system that supports the land use requirements of the population and industry, while at the same time, promoting the protection and sustainable use of our natural resources.

The State Government will work with local government, industry and the community to formulate the State's medium-term strategic infrastructure priorities, to focus both government and business investment in strategic infrastructure. This process will culminate in the development of the *State Infrastructure Plan* with links to local government infrastructure planning.

5.6 Sustainability

A sustainable society is 'one that is far-seeing enough, flexible enough and wise enough not to undermine either its physical or its social systems of support'.



Sustainability refers not only to the natural, physical environment, but also to the human economy and society supported by and co-existing with the physical environment⁶.

The economy, society and the environment are an integrated system and should not be managed separately. State and local governments recognise that the relationship between population and the environment is deeply complex.

Along with economic structure, technology and affluence, it is clear that population growth has a direct impact on the natural environment. Clearly, in the absence of changed behaviour, the more people, the greater the environmental impact. For example, a larger South Australian population, without any other changes will lead to increases in our draw on the River Murray, our contribution to climate change, our peak energy demands and congestion on the roads.

The critical issue is not raw population numbers, but rather consumption rates and patterns. The current consumption rates and patterns of the State's population are arguably unsustainable (see *The State of the Environment Report for South Australia, 2003* www.environment.sa.gov.au/soe2003). It is also the case that an even larger population could leave a smaller – not larger – ecological footprint⁷. This would require South Australians to improve their resource management and to address directly their over-reliance on non-renewable resources and inefficient use of renewable resources.

Sustainability means reducing human impacts to levels that do not impoverish nature or place future generations at risk. The environmental indicators assessed in the *State of the Environment Report* cover the atmosphere, inland waters, coasts and the sea,

land resources, biodiversity, human settlements and heritage. Over time they show us environmental trends and allow for an assessment of the effectiveness of our efforts to deal with environmental pressures and point to the environmental challenges we face.

The *Green Print SA 2003* report is another important monitoring tool for the Government to assess the State's environmental performance. The Green Print document has a range of targets relating to greener cities, better habitats and reserves, living coasts, saving the River Murray, protecting our land, sustainable energy and conserving our cultural heritage. (For more information on the environmental targets see www.environment.sa.gov.au/sustainability/pdfs/greenprint.pdf)

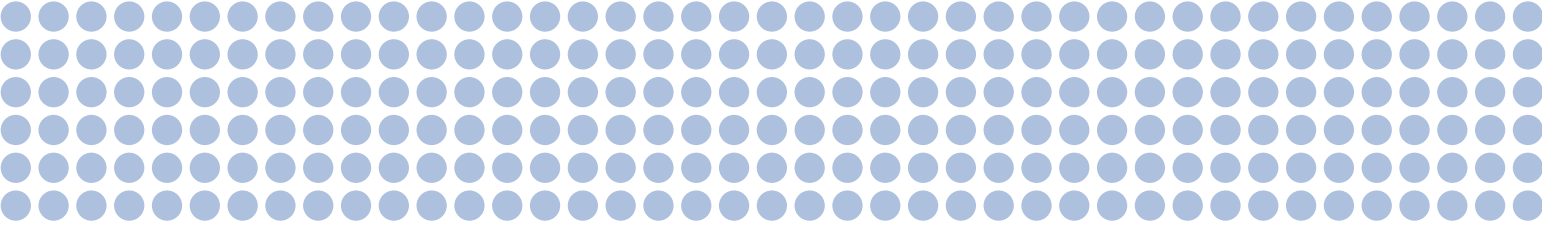
These two reporting mechanisms will be important in working towards a better integration of social, environmental and economic goals and objectives to produce an equitable and enduring quality of life. The State Government is committed to resource efficiency and environmental protection, and policies and programs will be implemented alongside any population growth. Priority will be given to determining the environmental impact of proposed increases in the State's population.

Responsible population growth is only achievable in South Australia if the State's environmental challenges are met.

The State Government established the Premier's Round Table on Sustainability as its third major advisory group, and appointed Professor Tim Flannery as its chairperson. The Round Table's focus on environmental sustainability complements the work of the Economic

⁶ Butler C (2003) *Population and Environment in Australia 2003*, report commissioned by the Population and Environment Research Fund Committee of the Australian Academy of Science, http://www.conference.science.org.au/papers/population_and_environment.pdf

⁷ Based on the recommendations of Herbert Girardet (Adelaide's Inaugural Thinker in Residence), the South Australian Government is determining South Australia's ecological footprint, and developing a strategy to reduce the number of hectares used per person to minimise the impact of human activity on the environment within 10 years.



Development Board and of the Social Inclusion Board, which give the State Government high quality and independent advice on the three policy areas that significantly shape South Australia.

The Round Table not only gives specific advice to the Premier, it will develop an agreed vision for environmental sustainability, identify the issues and priorities to implement the vision, and engage the wider community in the delivery of the sustainability agenda.

Initiatives such as the land use planning system, *Waterproofing Adelaide*, and the *Green City Program* reflect the State Government's commitment to working with local government, industry, and the community to encourage the adoption of more sustainable practices.

These initiatives will not only improve the state of the environment but will also make South Australia a more attractive place to live. They are absolutely essential if South Australia is to sustain a significantly higher than current population.

5.7 Local Government Partners

A number of the approaches within this policy recognise a significant role for, or impact on, local government. The South Australian Government is committed to building a closer, more productive and collaborative working relationship between State and local government. The Premier has signed a State/Local Relations Agreement with the President of the Local Government Association of South Australia. Consistent with priority 5 'Economic Development' in the Schedule to the Agreement for 2004, the State will liaise with the Local Government Association through the Minister's Local Government Forum to develop a State/Local partnership approach to population policy within South Australia.

6

Monitoring and review

Key demographic drivers and influences must be constantly monitored, and policies, targets and programs should be reviewed and adjusted as required.

Demographic variables are constantly changing, and in many instances are subject to influences outside of State Government control. While changes in these variables may have long lead times before their full impact is felt, they must be responded to quickly.

The targets set in the State Population Policy at program level are interdependent. For example, a minor increase in the State's fertility rate would significantly reduce the State's rate of ageing. However, if fertility falls then the number of migrants entering the State will need to be increased if overall population numbers are to be maintained.

Key demographic drivers and influences must be constantly monitored, and policies, targets and programs should be reviewed and adjusted as required. This monitoring will also provide valuable information to help with planning in other areas of government policy such as those discussed in section 5 above.

An annual review of statistics and programs will provide an opportunity to reflect on progress and to recommend appropriate future strategies. This review will form part of the reporting framework provided in the *State Strategic Plan*.



Further information

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immigration.sa@state.sa.gov.au
<http://www.immigration.sa.gov.au>

South Australia Central is a Government website and is the first point of call for worldwide access to online information and services in South Australia
<http://www.sa.gov.au/>

Department of the Premier and Cabinet
<http://www.premcab.sa.gov.au>

South Australian Tourism Commission
<http://www.southaustralia.com>

Department of Trade and Economic Development
<http://www.southaustralia.biz/>

South Australian Multicultural and Ethnic Affairs Commission
<http://www.multicultural.sa.gov.au>

Education Adelaide
<http://www.studyadelaide.com>

Local Government Association of South Australia
<http://www.lga.sa.gov.au/>

Adelaide City Council
<http://www.adelaidecitycouncil.com/>
<http://www.spinach.org.au/destination>

Capital City Committee
<http://www.capcity.adelaide.sa.gov.au>

Thinkers in Residence
<http://www.thinkers.sa.gov.au>

Australian Government:

Department of Immigration and Multicultural and Indigenous Affairs
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General facsimile: +61 2 6264 2747
<http://www.immi.gov.au/>