

## CHAPTER 10

### INTERNATIONAL COMPARISONS

In many countries, statistics on labour are based on standard concepts and definitions recommended by the International Labour Organisation (ILO). However, these definitions are applied by individual countries in different ways according to national circumstances with the result that the statistics are often not comparable.

For labour force statistics, this problem is further compounded by the variety of collection methodologies and counting rules used in different countries. Some countries, including Australia, conduct regular household and employer surveys while others obtain their statistics as administrative by-products. The survey approach is generally preferred as it provides better coverage and a close adherence to the international recommendations.

International comparisons of labour force statistics are compiled by a number of organisations including the Organisation for Economic Co-operation and Development (OECD), U.S. Bureau of Labor Statistics (BLS) and ILO. These organisations make some adjustments to figures supplied by the various international statistical organisations in order to make the data more comparable and in greater conformity with ILO standards.

The following tables have been derived from the ILO and OECD and, where possible, data are presented for the period 1976 to 1986. The figures given for Australia may differ slightly from those given earlier in this publication because of the adjustments made to the Australian series to allow for international comparability and to conform fully with ILO standards.

**TABLE 10.1. ESTIMATED MID-YEAR POPULATION FOR SELECTED COUNTRIES, 1975 TO 1985**  
(Million)

Year	Australia	U.S.A.	Japan	Federal Republic of Germany	U.K.	France	Italy	Canada	Sweden	New Zealand
1975	13.89	215.97	111.52	61.83	56.22	52.70	55.44	22.73	8.19	3.09
1976	14.03	218.04	112.77	61.53	56.21	52.91	55.70	23.03	8.22	3.12
1977	14.19	220.24	113.88	61.40	56.18	53.15	55.73	23.30	8.25	3.13
1978	14.36	222.59	114.92	61.33	56.17	53.38	56.13	23.54	8.28	3.13
1979	14.51	225.06	115.88	61.36	56.23	53.61	56.29	23.77	8.29	3.14
1980	14.70	227.76	116.80	61.57	56.31	53.88	56.42	24.07	8.31	3.14
1981	14.92	230.14	117.65	61.68	56.38	54.18	56.50	24.37	8.32	3.16
1982	15.18	232.52	118.45	61.64	56.34	54.48	56.64	24.66	8.33	3.18
1983	15.38	234.80	119.26	61.42	56.38	54.73	56.83	24.90	8.33	3.23
1984	15.56	237.02	120.02	61.18	56.49	54.95	56.98	25.15	8.34	3.26
1985	15.75	239.28	120.75	61.02	56.62	55.17	57.13	25.38	8.35	3.28

Source: OECD Labour Force Statistics, 1964-1984; OECD Quarterly Labour Force Statistics, 1/1987

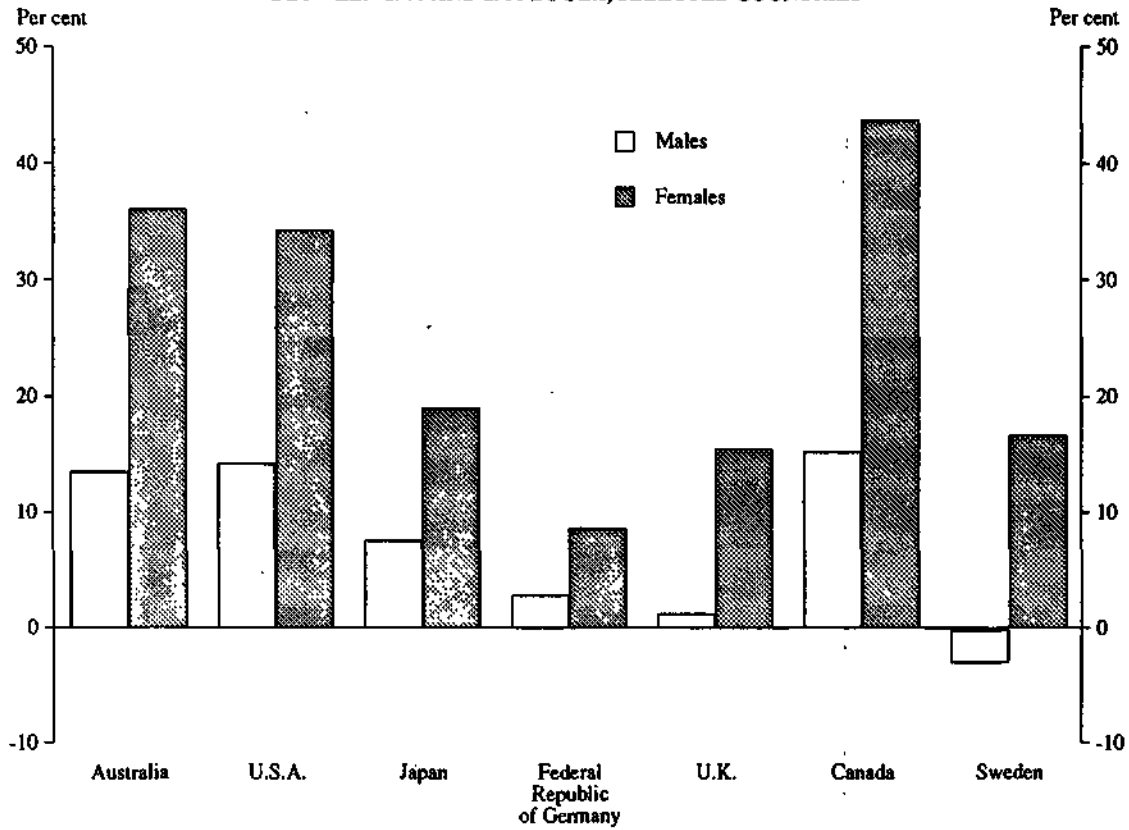
**TABLE 10.2. CIVILIAN LABOUR FORCE : SELECTED COUNTRIES, 1976 TO 1986**  
( ' 000)

Year(a)	Australia	U.S.A.	Japan	Federal Republic of Germany	U.K.	France	Italy	Canada	Sweden	New Zealand
1976	6,244	96,158	53,780	26,119	25,756	22,018	21,032	10,203	4,155	1,239
1977	6,358	99,009	54,520	26,044	25,882	22,324	21,329	10,500	4,174	1,258
1978	6,384	102,251	55,320	26,162	26,023	22,491	21,423	10,895	4,209	1,267
1979	6,460	104,962	55,960	26,391	26,295	22,689	21,743	11,231	4,268	1,287
1980	6,644	106,940	56,500	26,686	26,496	22,818	21,997	11,573	4,318	1,293
1981	6,751	108,670	57,070	26,881	26,384	22,955	22,256	11,904	4,332	1,319
1982	6,895	110,204	57,740	27,010	26,339	23,173	22,349	11,958	4,357	1,329
1983	6,984	111,550	58,890	27,051	26,253	23,115	22,614	12,183	4,375	1,342
1984	7,109	113,544	59,270	27,101	26,787	23,295	22,675	12,400	4,391	1,358
1985	7,274	115,461	59,630	27,308	27,268	23,342	22,836	12,639	4,424	n.a.
1986	7,536	117,834	60,200	27,485	27,517	n.a.	23,192	12,870	4,386	n.a.

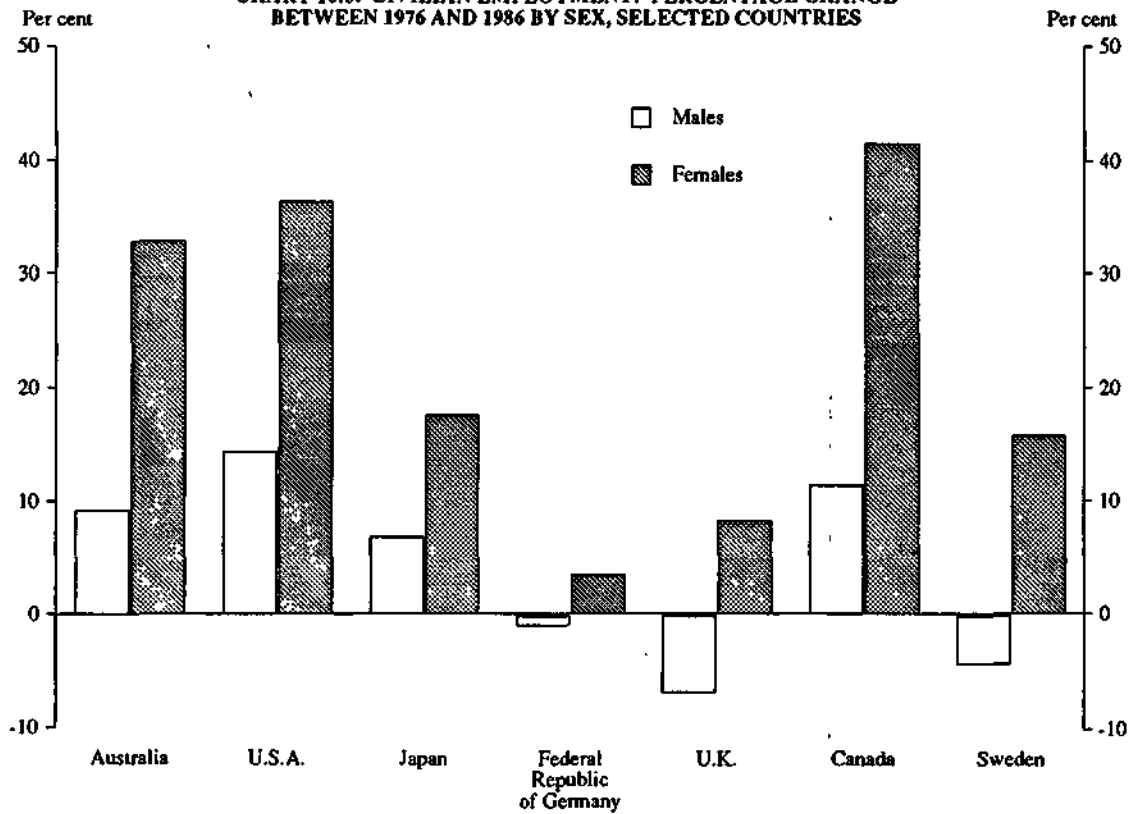
(a) Annual averages.

Source: OECD Labour Force Statistics, 1964-1984; OECD Quarterly Labour Force Statistics, 1/1987.

**CHART 10.a. CIVILIAN LABOUR FORCE: PERCENTAGE CHANGE  
BETWEEN 1976 AND 1986 BY SEX, SELECTED COUNTRIES**



**CHART 10.b. CIVILIAN EMPLOYMENT: PERCENTAGE CHANGE  
BETWEEN 1976 AND 1986 BY SEX, SELECTED COUNTRIES**



**TABLE 10.3. CIVILIAN LABOUR FORCE : PARTICIPATION RATES, SELECTED COUNTRIES, 1975 TO 1984**  
(per cent)

Year(a)	Australia	U.S.A.	Japan	Federal Republic of Germany	U.K.	France	Italy(b)	Canada	Sweden	New Zealand
1975	61.4	58.0	63.1	54.3	59.3	54.4	n.a.	59.7	63.6	56.4
1976	61.0	58.4	63.0	53.7	59.5	54.5	n.a.	59.7	63.7	56.4
1977	61.5	59.1	63.2	53.2	59.4	54.8	49.7	60.1	63.6	56.6
1978	60.8	59.9	63.4	53.0	59.3	54.7	49.4	61.1	63.8	56.5
1979	59.8	60.5	63.4	53.0	59.5	54.7	49.6	61.8	64.3	57.0
1980	60.8	60.6	63.3	53.0	59.6	54.6	49.7	62.5	64.6	56.5
1981	60.5	60.8	63.4	52.8	58.9	54.4	49.9	63.1	64.5	57.0
1982	59.8	60.9	63.4	52.7	58.7	54.5	49.4	62.4	64.5	56.6
1983	59.6	61.0	63.8	52.6	58.1	53.9	49.4	62.7	64.5	55.9
1984	59.8	61.4	63.4	52.5	58.7	53.9	49.3	63.0	64.5	55.7

(a) Annual averages. (b) For population aged 14 and over

Source: OECD Labour Force Statistics, 1964-1984.

**TABLE 10.4. CIVILIAN EMPLOYMENT/POPULATION RATIOS : SELECTED COUNTRIES, 1975 TO 1984**  
(per cent)

Year(a)	Australia	U.S.A.	Japan	Federal Republic of Germany	U.K.	France	Italy(b)	Canada	Sweden	New Zealand
1975	58.6	53.1	61.9	52.1	57.3	51.6	n.a.	55.6	62.5	56.2
1976	58.1	53.9	61.7	51.5	56.5	51.2	n.a.	55.4	62.6	56.2
1977	58.0	54.9	61.9	51.1	56.3	51.6	46.1	55.2	62.5	56.5
1978	57.1	56.3	62.0	51.0	56.3	51.4	45.8	56.0	62.4	55.6
1979	56.3	56.9	62.1	51.4	56.7	51.0	45.8	57.2	63.0	55.9
1980	57.2	56.3	62.0	51.2	56.2	50.6	45.9	57.8	63.3	55.2
1981	57.1	56.2	62.0	50.3	53.6	49.8	45.7	58.4	62.9	54.4
1982	55.8	55.0	61.9	49.1	52.4	49.5	44.9	55.5	62.5	54.6
1983	53.7	55.1	62.1	48.2	51.5	48.6	44.4	55.3	62.3	52.8
1984	54.7	56.8	61.7	48.1	52.0	n.a.	44.2	55.9	62.5	52.5

(a) Annual averages (b) For population aged 14 and over.

Source: OECD Labour Force Statistics, 1964-1984.

**TABLE 10.5. CIVILIAN EMPLOYMENT : SELECTED COUNTRIES, 1976 TO 1986**  
( ' 000)

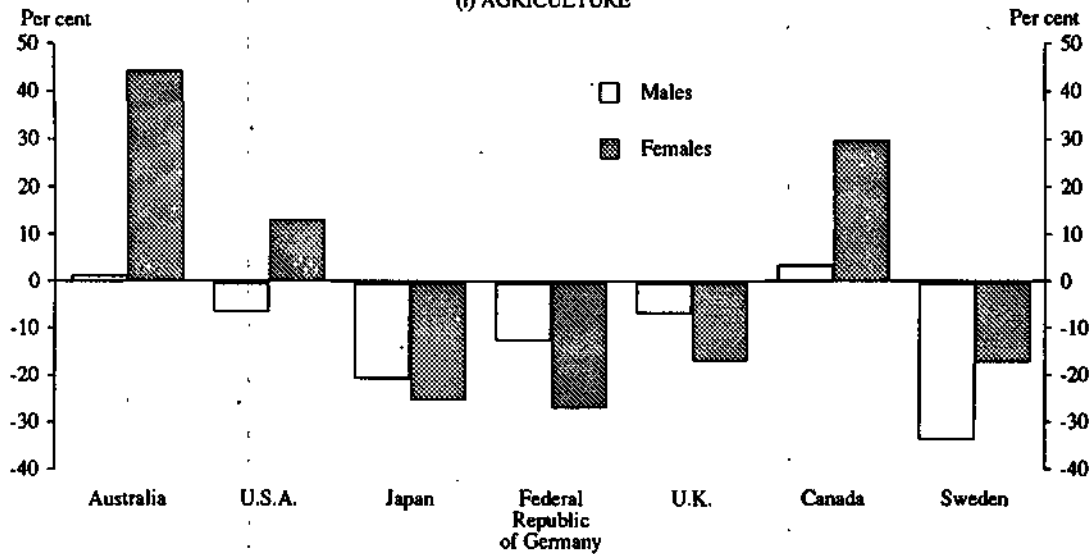
Year(a)	Australia	U.S.A.	Japan	Federal Republic of Germany	U.K.	France	Italy	Canada	Sweden	New Zealand
1976	5,946	88,752	52,710	25,059	24,491	21,027	19,612	9,477	4,088	1,235
1977	6,000	92,017	53,420	25,014	24,523	21,202	19,791	9,651	4,099	1,254
1978	5,975	96,048	54,080	25,169	24,681	21,285	19,863	9,987	4,115	1,246
1979	6,064	98,824	54,790	25,515	25,061	21,317	20,057	10,395	4,180	1,262
1980	6,242	99,303	55,360	25,797	24,983	21,347	20,313	10,708	4,232	1,264
1981	6,364	100,397	55,810	25,609	23,989	21,226	20,361	11,006	4,225	1,258
1982	6,403	99,526	56,380	25,177	23,570	21,254	20,297	10,644	4,219	1,282
1983	6,289	100,834	57,330	24,793	23,269	21,154	20,350	10,734	4,224	1,266
1984	6,471	105,005	57,660	24,835	23,757	20,983	20,418	11,000	4,255	1,281
1985	6,676	107,150	58,070	25,004	24,090	20,900	20,508	11,311	4,299	n.a.
1986	6,946	109,597	58,530	25,257	24,288	n.a.	20,614	11,634	4,269	n.a.

(a) Annual averages.

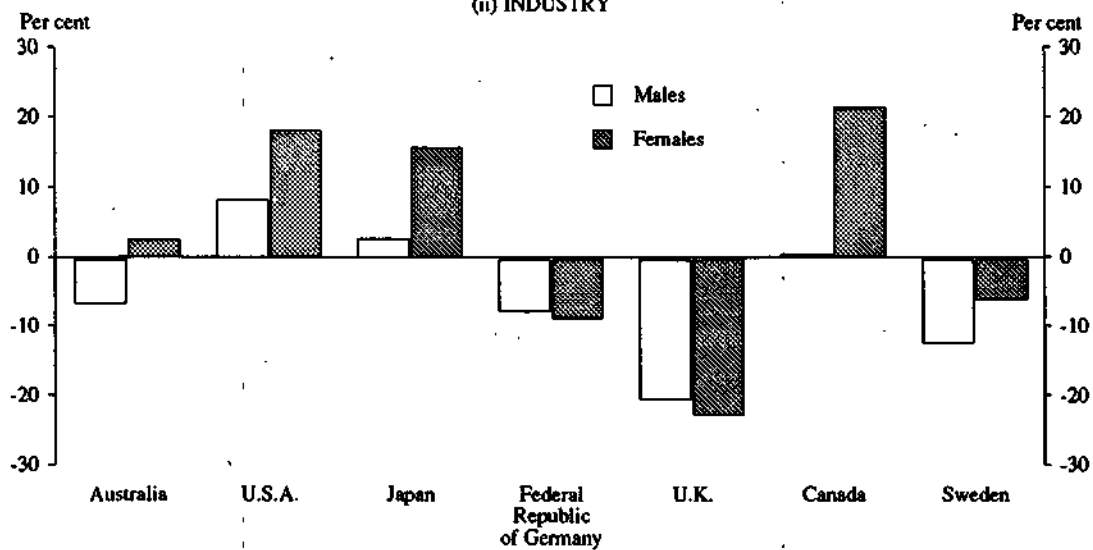
Source: OECD Labour Force Statistics, 1964-1984, OECD Quarterly Labour Force Statistics, 1/1987.

**CHART 10.c. CIVILIAN EMPLOYMENT: PERCENTAGE CHANGE BETWEEN 1976 AND 1986, SEX AND ECONOMIC SECTOR BY SELECTED COUNTRIES**

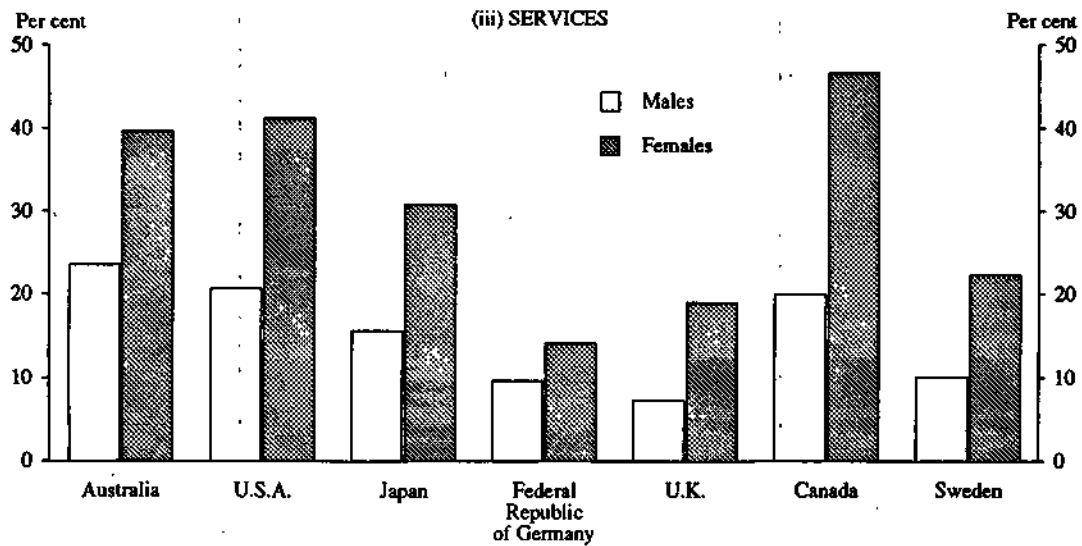
**(i) AGRICULTURE**



**(ii) INDUSTRY**



**(iii) SERVICES**



Source: OECD Labour Statistics, 1964-1984; OECD Quarterly Labour Force Statistics, 1/1987.

**TABLE 10.6. DISTRIBUTION OF CIVILIAN EMPLOYMENT BY ECONOMIC SECTOR : SELECTED COUNTRIES, 1976 TO 1986**  
(per cent)

Year	Australia	U.S.A.	Japan	Federal Republic of Germany	U.K.	France	Italy	Canada	Sweden	New Zealand
<b>AGRICULTURE(a)</b>										
1976	6.5	3.9	12.2	6.7	2.8	9.9	16.5	5.9	6.2	10.5
1977	6.7	3.7	11.9	6.4	2.8	9.5	15.8	5.7	6.1	10.7
1978	6.2	3.7	11.7	6.1	2.7	9.2	15.5	5.7	6.1	11.2
1979	6.6	3.6	11.2	5.8	2.6	8.9	14.9	5.7	5.8	11.1
1980	6.5	3.6	10.4	5.6	2.6	8.7	14.3	5.4	5.6	10.9
1981	6.5	3.5	10.0	5.5	2.6	8.4	13.4	5.4	5.6	11.2
1982	6.4	3.6	9.7	5.5	2.7	8.2	12.4	5.2	5.6	11.4
1983	6.6	3.5	9.3	5.6	2.7	8.0	12.4	5.5	5.4	11.2
1984	6.2	3.3	8.9	5.5	2.7	7.8	11.9	5.3	5.1	11.2
1985	6.2	3.1	8.8	5.4	2.6	7.6	11.2	5.2	4.8	n.a.
1986	6.1	3.1	8.5	5.3	2.5	n.a.	10.9	5.1	4.2	n.a.
<b>INDUSTRY(b)</b>										
1976	33.2	30.8	35.8	44.9	39.7	37.9	38.4	29.7	35.4	35.8
1977	32.4	30.9	35.4	44.7	39.5	37.5	38.5	28.8	34.3	35.9
1978	31.2	31.1	35.0	44.4	39.2	36.8	38.1	28.7	33.0	34.2
1979	31.2	31.3	34.9	44.2	38.7	36.2	37.8	28.9	32.5	33.6
1980	30.9	30.5	35.3	44.1	37.7	35.9	37.9	28.5	32.2	33.8
1981	30.3	30.1	35.3	43.4	35.8	35.1	37.6	28.3	31.3	32.3
1982	29.5	28.4	34.9	42.6	34.7	34.5	37.1	26.5	30.3	32.7
1983	28.0	28.0	34.8	41.8	33.6	33.8	36.1	25.5	29.9	32.2
1984	28.1	28.5	34.8	41.3	32.9	32.9	34.5	25.9	29.8	32.1
1985	27.7	28.0	34.9	41.0	32.4	32.1	33.6	25.5	29.9	n.a.
1986	26.8	27.7	34.5	40.9	31.6	n.a.	33.1	25.3	30.2	n.a.
<b>SERVICES(c)</b>										
1976	60.3	65.3	52.0	48.4	57.5	52.2	45.2	64.4	58.3	53.7
1977	60.9	65.4	52.8	49.0	57.7	53.0	45.7	65.4	59.6	53.5
1978	62.5	65.2	53.3	49.5	58.1	54.0	46.4	65.5	60.9	54.6
1979	62.2	65.2	53.9	50.0	58.6	54.9	47.3	65.4	61.7	55.4
1980	62.6	65.9	54.2	50.3	59.7	55.5	47.8	66.0	62.2	55.3
1981	63.2	66.4	54.7	51.1	61.5	56.4	49.0	66.3	63.1	56.5
1982	64.1	68.0	55.4	51.9	62.6	57.3	50.5	68.2	64.1	55.9
1983	65.3	68.5	56.0	52.6	63.7	58.2	51.5	69.0	64.7	56.6
1984	65.7	68.2	56.3	53.1	64.4	59.3	53.6	68.8	65.1	56.7
1985	66.2	68.8	56.4	53.5	65.0	60.4	55.2	69.3	65.3	n.a.
1986	67.1	69.3	57.1	53.8	65.8	n.a.	56.0	69.6	65.6	n.a.

(a) Agriculture, forestry, hunting and fishing. (b) Mining and quarrying; manufacturing; electricity, gas and water; construction. (c) Transportation, communication, public utilities, trade, finance, public administration, private household services and miscellaneous services.

Source: OECD Labour Force Statistics, 1964-1984; OECD Quarterly Labour Force Statistics, 1/1987.

**TABLE 10.7. UNEMPLOYED PERSONS : STANDARDISED UNEMPLOYMENT RATES(a), SELECTED COUNTRIES, 1976 TO 1986**  
(per cent)

Year(b)	Australia	U.S.A.	Japan	Federal Republic of Germany	U.K.	France	Italy	Canada	Sweden
1976	4.7	7.6	2.0	3.7	5.6	4.4	6.6	7.1	1.6
1977	5.6	6.9	2.0	3.6	6.1	4.9	7.0	8.0	1.8
1978	6.2	6.0	2.2	3.5	5.9	5.2	7.1	8.3	2.2
1979	6.2	5.8	2.1	3.2	5.0	5.9	7.6	7.4	2.1
1980	6.0	7.0	2.0	3.0	6.4	6.3	7.5	7.4	2.0
1981	5.7	7.5	2.2	4.4	9.8	7.4	8.3	7.5	2.5
1982	7.1	9.5	2.4	6.1	11.3	8.1	9.0	10.9	3.2
1983	9.9	9.5	2.6	8.0	12.5	8.3	9.8	11.8	3.5
1984	8.9	7.4	2.7	8.5	11.7	9.7	10.2	11.2	3.1
1985	8.2	7.1	2.6	8.6	11.3	10.1	10.5	10.4	2.8
1986	8.0	6.9	2.8	n.a.	11.5	10.3	n.a.	9.5	2.7

(a) Unemployment estimates conforming to ILO definitions and estimates of the total labour force have been used to calculate these rates. National rates will differ where coverage of unemployment differs from that of the ILO, or when a denominator other than the total labour force is used. (b) Annual averages.

Source: OECD Quarterly Labour Force Statistics, 1/1987.

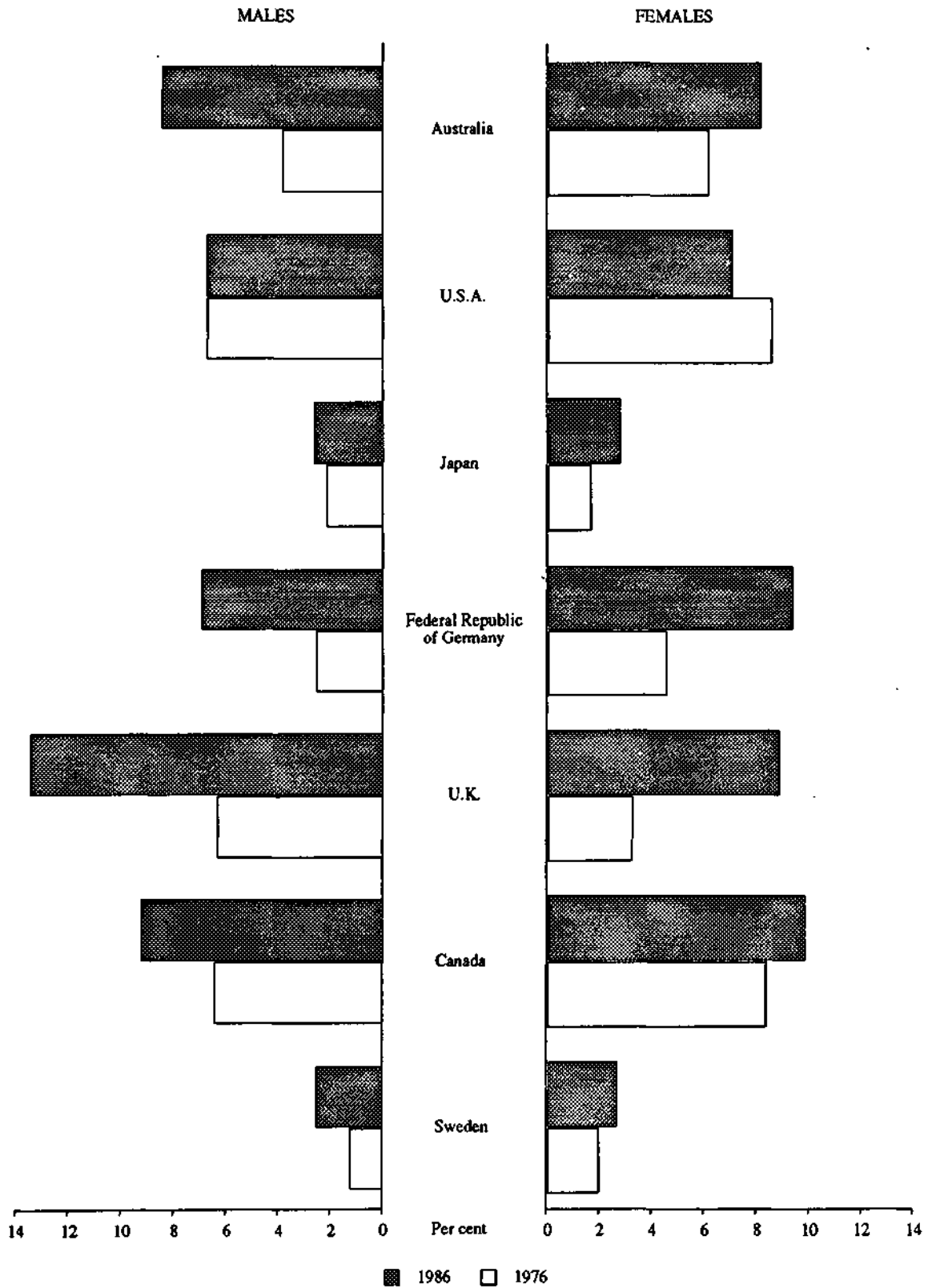
**TABLE 10.8. UNEMPLOYMENT RATES(a) : AGE, SELECTED COUNTRIES, 1975 TO 1985**  
(per cent)

Year(b)	Australia	U.S.A.	Japan	Federal Republic of Germany	U.K.	France	Italy	Canada	Sweden
PERSONS AGED UNDER 25 YEARS									
1975	9.0	15.2	3.1	5.2	8.6	7.9	12.8	12.0	3.8
1976	9.8	14.0	3.1	4.8	11.8	10.1	14.5	12.7	3.7
1977	12.2	13.0	3.5	5.0	12.8	11.1	23.9	14.4	4.4
1978	12.6	11.7	3.8	4.5	12.0	11.0	24.8	14.5	5.5
1979	12.2	11.3	3.7	3.4	10.6	13.3	25.6	13.0	5.0
1980	12.2	13.3	3.4	3.9	14.1	15.0	25.2	13.2	5.1
1981	10.8	14.3	4.0	6.5	18.1	17.0	27.4	13.3	6.3
1982	12.9	17.0	4.3	9.5	23.1	19.0	29.7	18.7	7.6
1983	17.9	16.4	4.5	10.7	23.2	19.7	32.0	19.9	8.0
1984	16.1	13.3	4.9	9.9	21.8	24.4	33.4	17.9	6.0
1985	14.3	13.0	4.8	9.5	21.7	25.6	n.a.	16.5	5.8
PERSONS AGED 25 YEARS AND OVER									
1975	3.0	6.0	1.7	3.4	2.8	2.8	1.5	5.0	1.2
1976	2.9	5.4	1.8	3.0	3.7	3.2	1.6	5.1	1.2
1977	3.3	4.9	1.8	3.0	3.9	3.4	3.5	5.8	1.3
1978	3.9	4.0	2.0	2.9	3.9	3.6	3.4	6.1	1.6
1979	3.5	3.9	1.9	2.6	3.6	4.1	3.7	5.4	1.5
1980	3.6	5.0	1.8	2.8	4.5	4.2	3.5	5.4	1.4
1981	3.7	5.4	2.0	4.1	7.5	4.9	4.0	5.6	1.8
1982	4.5	7.3	2.1	5.8	8.5	5.5	4.2	8.4	2.3
1983	7.1	7.4	2.4	6.9	8.9	5.8	4.8	9.4	2.6
1984	6.0	5.7	2.4	7.2	9.2	6.7	5.0	9.3	2.6
1985	5.8	5.6	2.3	7.2	9.5	7.4	n.a.	8.7	2.3

(a) National rates. (b) Annual averages.

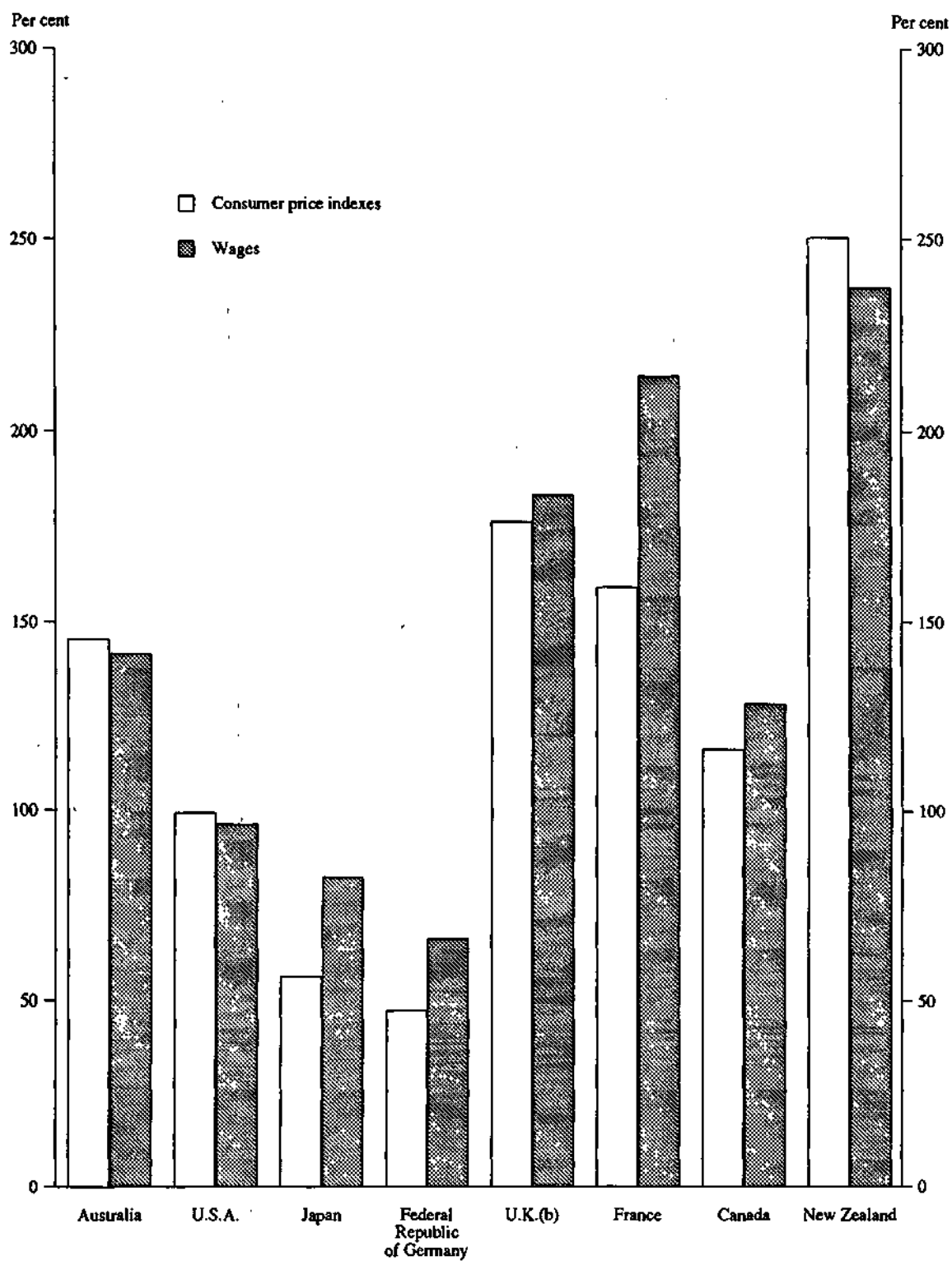
Source: OECD Labour Force Statistics, 1964-1984.

**CHART 10.d. UNEMPLOYED PERSONS: UNEMPLOYMENT RATES  
BY SEX, SELECTED COUNTRIES**



Source: OECD Labour Force Statistics, 1964-1984; OECD Quarterly Labour Force Statistics 1/1987.

**CHART 10.e. PERCENTAGE CHANGE IN CONSUMER PRICE INDEXES AND WAGES**  
**(a), SELECTED COUNTRIES 1975 TO 1985**



(a) Wages in Manufacturing.

(b) Male wages.

Source: ILO Yearbook of Labour Statistics, 1985; ILO Bulletin of Labour Statistics, 4/1986.



**TABLE 10.9. INDEXES OF WAGES(a) : AGRICULTURE AND NON-AGRICULTURAL ACTIVITIES, SELECTED COUNTRIES, 1976 TO 1985**  
(Base: 1976 = 100.0)

Year	Australia (b)(c)(d)	U.S.A. (c)(e)	Japan (f)(g)(h)	Federal Republic of Germany (c)(e)(h)	U.K. (b)(c)(d)(h)	France (c)	Italy (c)(e)	Canada (f)(j)	Sweden (k)	New Zealand (c)
<b>AGRICULTURE</b>										
1976	100.0	n.a.	100.0	100.0	100.0	n.a.	100.0	100.0	100.0	n.a.
1977	105.5	n.a.	115.3	109.1	109.2	n.a.	131.7	110.8	110.7	n.a.
1978	115.6	n.a.	119.9	115.9	124.2	n.a.	155.6	117.4	117.4	n.a.
1979	121.9	n.a.	124.3	124.7	146.0	n.a.	186.6	125.6	126.4	n.a.
1980	141.4	n.a.	131.2	134.1	171.8	n.a.	229.1	133.8	140.5	n.a.
1981	157.8	n.a.	138.4	138.6	191.6	n.a.	279.1	143.5	151.6	n.a.
1982	170.3	n.a.	143.9	146.5	209.5	n.a.	326.8	151.0	158.5	n.a.
1983	180.5	n.a.	147.9	152.3	230.0	n.a.	385.0	159.0	169.4	n.a.
1984	193.8	n.a.	151.9	159.3	240.8	n.a.	427.5	166.2	185.7	n.a.
1985	214.8	n.a.	155.3	163.9	n.a.	n.a.	n.a.	n.a.	197.2	n.a.
<b>NON-AGRICULTURAL ACTIVITIES</b>										
1976	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	n.a.	100.0
1977	110.8	108.0	109.7	107.4	108.3	112.9	125.4	109.6	n.a.	114.0
1978	118.4	117.1	117.5	113.3	124.1	126.4	153.3	116.4	n.a.	128.4
1979	128.6	126.7	123.8	119.6	144.7	141.6	181.8	126.4	n.a.	151.0
1980	145.3	137.0	131.5	127.8	172.7	164.5	221.7	139.2	n.a.	179.1
1981	165.1	149.2	139.4	135.3	191.9	189.7	272.2	156.0	n.a.	218.2
1982	193.3	158.0	144.2	141.9	209.9	214.7	317.1	171.4	n.a.	249.0
1983	201.7	165.0	148.5	146.9	225.7	242.4	366.4	171.3	n.a.	253.1
1984	218.0	171.2	155.0	150.3	240.9	257.6	407.2	177.7	n.a.	271.2
1985	226.9	176.3	158.4	156.2	n.a.	273.0	n.a.	183.8	n.a.	293.2

(a) Wages data has been converted from original monetary values to an index. (b) Earnings per week, Agriculture. (c) Earnings per hour, Non-agricultural activities. (d) Males, Non-agricultural activities. (e) Hourly wage rates, Agriculture. (f) Earnings per day, Agriculture. (g) Earnings per month, Non-agricultural activities. (h) Males, Agricultural activities. (i) Daily wage rates, Agriculture. (j) Earnings per week, Non-agricultural activities. (k) Earnings per hour, Agriculture.

Source: ILO Yearbook of Labour Statistics, 1986.

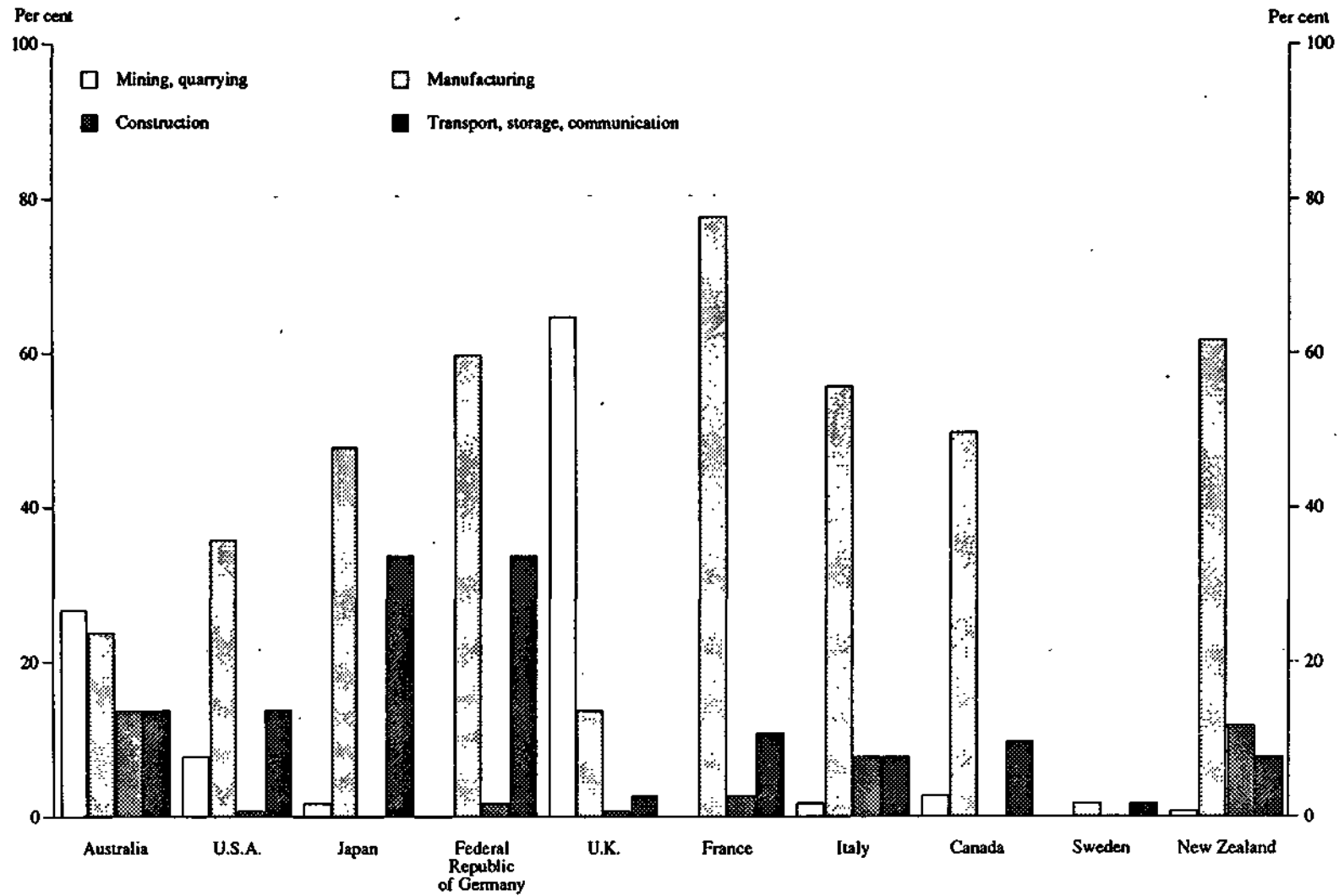
**TABLE 10.10. AVERAGE HOURS OF WORK PER WEEK IN NON-AGRICULTURAL ACTIVITIES : SELECTED COUNTRIES, 1976 TO 1985**

Year	Australia (a)	U.S.A. (b)	Japan (a)	Federal Republic of Germany (b)	U.K. (a)(c)	France (a)	Italy (a)(d)	Canada (b)	Sweden (a)	New Zealand (b)
<b>MANUFACTURING</b>										
1976	37.7	40.1	40.2	41.4	43.5	41.7	38.4	38.7	38.3	40.4
1977	37.6	40.3	40.3	41.7	43.6	41.3	38.5	38.7	38.0	40.3
1978	38.1	40.4	40.6	41.6	43.5	41.0	38.6	38.8	37.8	40.1
1979	38.0	40.2	41.1	41.8	43.2	40.8	38.3	38.8	37.8	39.7
1980	38.0	39.7	41.2	41.6	41.9	40.7	38.7	38.5	37.7	39.6
1981	37.8	39.8	41.0	41.1	42.0	40.3	38.8	38.5	37.5	39.6
1982	36.9	38.9	40.9	40.7	42.0	39.3	38.5	37.7	37.7	39.2
1983	36.9	40.1	41.1	40.5	42.5	38.9	38.5	38.4	37.9	39.5
1984	37.7	40.7	41.7	41.0	42.8	38.7	38.9	38.5	n.a.	40.4
1985	37.2	40.5	41.5	40.7	43.0	38.6	n.a.	38.8	n.a.	40.2
<b>TOTAL NON-AGRICULTURAL ACTIVITIES</b>										
1976	35.2	36.1	40.3	41.6	44.0	42.5	38.6	n.a.	36.3	39.5
1977	35.0	36.0	40.3	41.7	44.2	41.9	38.7	n.a.	35.9	39.4
1978	35.9	35.8	40.5	41.6	44.2	41.5	38.8	n.a.	35.7	38.4
1979	35.5	35.7	40.7	41.9	44.0	41.2	38.4	n.a.	35.7	39.0
1980	35.0	35.3	40.6	41.6	43.0	41.1	38.8	n.a.	35.6	38.9
1981	35.0	35.2	40.4	41.2	43.0	40.8	38.8	n.a.	35.4	38.6
1982	34.5	34.8	40.3	40.7	42.9	39.6	38.7	n.a.	35.6	38.7
1983	34.6	35.0	40.4	40.5	43.3	39.3	38.7	n.a.	35.7	38.8
1984	35.0	35.2	40.7	40.9	43.4	39.1	38.9	n.a.	36.0	39.3
1985	34.5	34.9	40.6	40.7	n.a.	39.0	n.a.	n.a.	36.3	39.2

(a) Hours actually worked. (b) Hours paid for. (c) Male employees. (d) Hours per day data converted into hours per week.

Source: ILO Yearbook of Labour Statistics, 1986.

**CHART 10.1. INDUSTRIAL DISPUTES: PROPORTION OF WORKING DAYS LOST  
IN SELECTED INDUSTRIES AND COUNTRIES, 1985**



Source: ILO Yearbook of Labour Statistics, 1986.

**TABLE 10.11. INDUSTRIAL DISPUTES : NUMBER OF DISPUTES, WORKERS INVOLVED AND WORKING DAYS LOST, SELECTED COUNTRIES, 1976 TO 1985**

Year	Australia (a)	U.S.A. (b)	Japan (c)	Federal Republic of Germany (d)	U.K. (d)	France (e)	Italy	Canada (a)	Sweden	New Zealand (f)
<b>NUMBER OF DISPUTES</b>										
1976	2,055	231	2,720	n.a.	2,016	4,348	2,706	1,039	73	487
1977	2,090	298	1,712	n.a.	2,703	3,281	3,308	803	35	562
1978	2,277	219	1,517	n.a.	2,471	3,195	2,479	1,058	99	411
1979	2,042	235	1,153	n.a.	2,080	3,121	2,000	1,050	207	523
1980	2,429	187	1,133	n.a.	1,330	2,118	2,238	1,028	212	360
1981	2,915	145	955	n.a.	1,338	2,405	2,204	1,048	68	291
1982	2,060	96	944	n.a.	1,528	3,113	1,747	677	46	333
1983	1,787	81	893	n.a.	1,352	2,837	1,565	645	92	333
1984	1,965	62	596	n.a.	1,206	2,537	1,816	717	206	364
1985	1,845	54	627	n.a.	903	1,901	1,341	824	160	383
<b>WORKERS INVOLVED ('000)</b>										
1976	2,190.1	1,518.5	1,356.0	169.3	668.0	2,022.5	11,898.0	1,570.9	8.7	201.1
1977	596.2	1,211.9	691.9	34.4	1,165.8	1,919.9	13,803.0	217.6	13.1	159.4
1978	1,075.6	1,006.3	660.0	487.1	1,041.5	704.8	8,774.2	401.7	8.3	157.9
1979	1,862.9	1,020.9	449.5	77.3	4,607.8	967.2	16,237.0	462.5	32.3	158.2
1980	1,172.8	795.3	562.9	45.2	833.7	500.8	13,825.0	441.0	746.7	127.7
1981	1,247.2	728.9	247.1	253.3	1,512.5	329.0	8,226.6	338.6	99.2	135.0
1982	706.1	655.8	215.7	40.0	2,102.9	397.7	10,483.0	444.3	5.1	156.0
1983	470.2	909.4	224.1	94.1	573.8	(g)453.6	6,844.2	329.3	14.4	140.7
1984	560.3	376.0	155.1	537.3	1,464.3	(g)505.2	7,356.5	186.8	23.7	160.3
1985	570.5	323.9	123.4	78.2	791.3	273.6	4,842.8	159.7	124.5	182.2
<b>WORKING DAYS LOST ('000)</b>										
1976	3,799.4	23,962.0	3,253.7	533.7	3,284.0	4,054.9	25,378.0	11,610.0	24.7	488.4
1977	1,654.8	21,258.0	1,518.5	23.7	10,142.0	2,434.3	16,566.0	3,307.9	87.2	436.8
1978	2,130.8	23,774.0	1,357.5	4,281.3	9,405.0	2,081.0	10,177.0	7,392.8	37.1	380.6
1979	3,964.4	20,409.0	930.3	483.1	29,474.0	3,172.3	27,530.0	7,834.2	28.7	381.9
1980	3,320.2	20,844.0	1,001.2	128.4	11,964.0	1,522.9	16,457.0	8,975.4	4,478.5	373.5
1981	4,189.3	16,908.0	553.7	58.4	4,266.0	1,441.6	10,527.0	8,878.5	209.1	388.1
1982	1,980.4	9,061.2	538.1	15.1	5,313.0	2,250.2	18,563.0	5,795.4	1.8	330.0
1983	1,641.4	17,461.0	506.9	40.8	3,754.0	1,321.0	14,003.0	4,444.0	36.9	371.8
1984	1,307.4	8,498.8	354.1	5,617.6	27,135.0	1,316.8	8,703.3	3,871.8	31.3	424.9
1985	1,256.2	7,079.1	264.1	34.4	6,402.0	726.7	3,830.8	3,188.7	504.2	756.4

(a) Excludes disputes in which time lost is less than 10 man days. (b) Excludes disputes lasting less than a full day or shift, and disputes involving less than 1,000 workers. (c) Excludes disputes lasting less than half a day. (d) Includes disputes lasting less than 1 day only if more than 100 working days lost. (e) Excludes agriculture and public administration. (f) Excludes public sector conflicts. (g) Monthly average converted to an annual average.

Source: ILO Yearbook of Labour Statistics, 1986

## APPENDIX I

### DATA SOURCES

This appendix sets out the data sources for the tables and charts in each chapter of this publication. Also set out are the catalogue numbers for ABS data sources, as are Appendix II page references for the related technical notes.

<i>Title</i>	<i>ABS Catalogue No.</i>	<i>Appendix II Page No.</i>
<i>Chapter 1—Socio-Demographic Characteristics of the Population</i>		
Estimated Resident Population by Sex and Age	3201.0	142
Australian Demographic Statistics	3101.0	142
Overseas Arrivals and Departures	3404.0	142
Projections of the Population of Australia, 1984 to 2021	3222.0	143
Characteristics of Migrants Aged 18 and Over at Time of Arrival and Who Arrived After 1960	6250.0	143
Internal Migration	3408.0	143
Labour Force Status and Other Characteristics of Families	6224.0	143
Labour Force Status and Educational Attainment	6235.0	143
<i>Chapter 2—The Labour Force</i>		
The Labour Force	6203.0	144
Labour Force Experience	6206.0	145
Transition from Education to Work	6227.0	146
Labour Force Status and Educational Attainment	6235.0	146
Labour Force Status and Other Characteristics of Families	6224.0	146
Persons Who Had Re-entered the Labour Force	6264.0	147
Persons Who Have Left The Labour Force	6267.0	148
Retirement and Retirement Intentions	6238.0	148
<i>Chapter 3—Employment and Underemployment</i>		
The Labour Force	6203.0	144
Labour Force Status and Educational Attainment	6235.0	146
Labour Force Experience	6206.0	145
Labour Mobility	6209.0	149
Employed Wage and Salary Earners	6248.0	149
Civilian Employees	6213.0	150
Multiple Jobholding	6216.0	151
Transition from Education to Work	6227.0	146
Employment, Underemployment and Unemployment	6246.0	151
Underemployed Workers	6265.0	151
<i>Chapter 4—Unemployment</i>		
The Labour Force	6203.0	144
Job Search Experience of Unemployed Persons	6222.0	152
Labour Force Experience	6206.0	145
Labour Force Status and Educational Attainment	6235.0	146
Successful and Unsuccessful Job Search Experience	6245.0	152
Labour Force Status and Other Characteristics of Families	6224.0	146
Job Vacancies	6231.0	153
<i>Chapter 5—Persons Not In The Labour Force</i>		
Persons Not in the Labour Force	6220.0	153
The Labour Force	6203.0	144
Labour Force Status and Other Characteristics of Families	6224.0	146
Labour Force Experience	6206.0	145
Transition from Education to Work	6227.0	146
Labour Force Status and Educational Attainment	6235.0	146

**APPENDIX I—continued**  
**DATA SOURCES—continued**

<i>Title</i>	<i>ABS Catalogue No.</i>	<i>Appendix II Page No.</i>
<i>Chapter 6—Award Rates, Earnings, Income and Labour Costs</i>		
Award Rates of Pay Indexes	6312.0	154
Average Weekly Earnings	6302.0	154
Consumer Price Index	6401.0	155
Distribution and Composition of Employee Earnings and Hours	6306.0	155
Weekly Earnings of Employees (Distribution)	6310.0	156
Major Labour Costs, Private Sector	6348.0	157
<i>Chapter 7—Non-Wage Benefits</i>		
Employment Benefits	6334.0	157
Annual and Long-Service Leave Taken	6317.0	157
<i>Chapter 8—Hours of Work, Work Patterns, Work Preferences and Job Satisfaction</i>		
The Labour Force	6203.0	158
Distribution and Composition of Employee Earnings and Hours	6306.0	158
Overtime	6330.0	158
Working Hours Arrangements	6338.0	158
Alternative Working Arrangements	6341.0	159
<i>Chapter 9—Industrial Relations</i>		
Industrial Disputes	6322.0	159
Trade Union Statistics	6323.0	160
Trade Union Members	6325.0	161
Incidence of Industrial Awards, Determinations and Collective Agreements	6315.0	161
<i>Chapter 10—International Comparisons</i>		
OECD Labour Force Statistics, 1964-84	..	..
OECD Quarterly Labour Force Statistics, No. 1, 1987	..	..
ILO Yearbook of Labour Statistics, 1985 and 1986	..	..
ILO Bulletin of Labour Statistics, 1986-4	..	..

## APPENDIX II

### TECHNICAL NOTES

Data for tables and charts included in the chapters of this publication have been obtained from a number of different sources. Information as to the method of collection, concepts and definitions used, etc. is contained in this appendix.

2. Reference might also be made to the publication *A Guide to Labour Statistics* (6102.0) which describes the concepts, methodology and sources of the ABS labour market data within the conceptual frameworks underlying the collection of these data. The Guide is structured according to subject matter topics similar to the chapter headings used in this publication.

3. Much of the data presented in the publication has been obtained from sample surveys, especially household surveys (such as the labour force survey and its supplementaries) and surveys of employers. Estimates for all surveys are subject to two sources of error:

- (a) *sampling error*—since the estimates are based on information obtained from a sample of employers or households they, and the movements derived from them, may differ from the figures that would have been produced if all employers or households had been included in the survey.
- (b) *non-sampling error*—inaccuracies may occur because of imperfections in reporting by respondents and interviewers and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers, and efficient operating procedures.

#### CHAPTER 1—SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION

**Estimated Resident Population by Sex and Age: States and Territories of Australia (3201.0)**

**Australian Demographic Statistics (3101.0)**

4. These publications contain estimated resident populations for the States, Territories and Australia. In addition, 3101.0 includes quarterly estimates of births, deaths, marriages, divorces and overseas migration. In presenting statistics of births and deaths a distinction is made between State of registration and State of usual residence. Marriages and divorces are shown by State of registration only, and overseas migration statistics are shown by State of usual residence only.

5. The *estimated resident population* is the official population estimates series compiled according to the place of usual residence of the population.

6. An explanation of the 'usual residence' conceptual basis for population estimates is given in the ABS information paper entitled *Population Estimates: An*

*Outline of the New Conceptual Basis of ABS Population Estimates* (3216.0), released on 29 March 1982. An ABS technical paper, *Methods and Procedures in the Compilation of Estimated Resident Population 1981 and in the Construction of the 1971-81 Time Series* (3103.0), was issued on 11 March 1983.

7. In this publication (6101.0), population estimates have generally been rounded to the nearest hundred. Neither rounded figures nor unrounded figures should be assumed to be accurate to the last digit shown.

8. Where figures have been rounded, discrepancies may occur between sums of component items and totals.

#### Overseas Arrivals and Departures, Australia (3404.0)

9. This publication contains annual statistics of arrivals in, and departures from, Australia. Persons arriving in or departing from Australia are required to complete prescribed questionnaires in the form of Incoming and Outgoing Passenger cards. These cards serve as the source of statistics of overseas arrivals and departures.

10. *Permanent movement* comprises arrivals of settlers (i.e. persons who hold migrant visas, regardless of stated intended period of stay), New Zealand citizens who indicate an intention to settle and those who are otherwise eligible to settle (e.g. overseas born children of Australian citizens), and permanent departures of Australian residents, including former residents (i.e. those who on departure state they do not intend to return to Australia).

11. *Long-term movement* is defined as the arrivals of visitors (except those who hold migrant visas—see above) and the temporary departures by Australian residents with the intention to stay, in Australia or abroad respectively, for twelve months or more, together with the departure of visitors and the return of Australian residents who had stayed, in Australia or abroad, for twelve months or more. Movements of travellers whose intended or actual period of stay is less than twelve months are classified as *short-term*, except those who, on arrival, hold migrant visas. Some travellers state an intended or actual duration of stay of one year exactly. Such travellers are allocated to short-term or long-term in proportion to the number of travellers who stated an actual duration of stay of 11 months or one year one month respectively.

12. Overseas arrival and departure statistics are derived from a combination of full enumeration and sampling. Fully enumerated strata cover all movements by sea regardless of duration of stay, all permanent movements and all movements with a duration of stay of more than one year. All movements by air with a duration of stay equal to or less than one year are sampled and, therefore, statistics relating to these movements are estimates which may differ from statistics which would have been obtained if details of all these movements had been processed.

### Projections of the Populations of Australia, States and Territories, 1984 to 2021 (3222.0)

13. This publication contains summary results of projections of the population of the States, Territories and Australia for the period 1984 to 2021, by age group, based on preliminary estimates of the population at 30 June 1984.

14. The projections published in this publication are not intended as predictions or forecasts; they are illustrations of population growth which would occur if certain selected assumptions of future demographic trends are realised. While these assumptions are based on an examination of past demographic trends and survey data on birth expectations, there is no certainty that these assumptions and expectations will or will not be realised. No attempt has been made to incorporate in these projections possible effects of economic depressions or booms, wars, natural disasters or other significant factors of this nature.

15. Alternative projections have been provided in recognition of the uncertainty of future movements in demographic trends, and to give users a range of options. The projections in this publication are also intended to serve both as a framework and a point of departure for other organisations and individuals working in the field of population projections.

16. The projections take as their starting point the preliminary estimated resident population of Australia by sex and single year of age at 30 June 1984. The four sets of projections are based on the following assumptions:

- A and B: Net overseas migration to Australia 50,000 for the three years to 1986-87, then 75,000 per year; total fertility rate declining to 1,930 per 1,000 women by 1989, and remaining constant thereafter.
- C: Net overseas migration to Australia 50,000 for the three years to 1986-87, then 100,000 per year; total fertility rate as for Series A and B.
- D: Net overseas migration to Australia 50,000 for the three years to 1986-87, then 100,000 per year; total fertility rate declining to 1,930 by 1989 then increasing to 2,110 by 1995 and remaining constant thereafter.

### Characteristics of Migrants Aged 18 Years and Over at Time of Arrival and Who Arrived After 1960, Australia (6250.0)

17. This publication contains information relating to migrants aged 18 years and over at the time they arrived in Australia and who arrived after 1960. Details cover the various categories of migrants, their country of last residence, family details, labour force status and State in which first settled. Definitions of the principal labour force categories are given in paragraphs 33 to 38 below.

18. A *migrant* is a person who was not born in Australia and who was a permanent resident of Australia at the time of the survey. A migrant could be *sponsored* to come to Australia or arrive *unsponsored*.

19. Migrants who were *sponsored* include those who had family already in Australia who filled out papers for that person to come to Australia. These people are considered to have come to Australia under the Family Reunion criteria. Others who were sponsored had an employer or some other person or organisation, other than the Australian Government, fill out papers for that person to come to Australia.

20. Migrants who were *unsponsored* include those who came to Australia under special eligibility criteria. This category includes persons who came to Australia as migrants who did not require a visa, or who had some entitlement to come to Australia such as New Zealanders. Refugees were regarded as unsponsored and include any person who came to Australia under a refugee program. Other persons who were unsponsored include: persons who applied in their own country to come to Australia; Australians born overseas; persons who came to Australia on a temporary visa, on a working holiday, as a student, etc., and had since gained permanent residence.

21. If a wife arrived in Australia with her husband or within 12 months then the wife was considered to be a *wife accompanying husband*.

22. *Place of last residence* is the 'continent' on which a person stated he/she last lived.

23. *State in which first settled* is the State in which that person first lived for 12 months or more.

24. *State lived in before settling* is the State in which that person lived just before moving to State in which first settled.

### Internal Migration, Australia (3408.0)

25. This publication presents estimates of interstate and intrastate movements of civilian population classified by age, sex, birthplace, employment status, reason for movement and duration of residence. These estimates are derived from an annual nationwide survey of a selected sample of households.

26. For the purposes of the survey, persons are classified as having moved if the address of their usual place of residence is different from that twelve months earlier. Persons whose usual residence was at the same address on both dates, but who moved away and returned during this period, are not counted as movers.

### Labour Force Status and Other Characteristics of Families, Australia (6224.0)

27. For definitions and technical details see paragraphs 68 to 75 below.

### Labour Force Status and Educational Attainment, Australia (6235.0)

28. For definitions and technical details see paragraphs 61 to 67 below.

## CHAPTER 2—THE LABOUR FORCE CHAPTER 3—EMPLOYMENT AND UNDEREMPLOYMENT

## CHAPTER 4—UNEMPLOYMENT

## CHAPTER 5—PERSONS NOT IN THE LABOUR FORCE

29. Data pertaining to the labour force characteristics of the population as shown in Chapters 2-5 were obtained mainly from the ABS household surveys, especially the labour force survey and the various supplementary surveys. Data pertaining to employed wage and salary earners and job vacancies are obtained from employer based surveys.

### The Labour Force, Australia (6203.0)

30. The labour force survey is based on a multi-stage area sample of private dwellings (about 35,000 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.) and covers about two-thirds of one per cent of the population of Australia. The information is obtained from the occupants of selected dwellings by carefully chosen and specially trained interviewers. The interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month. The information obtained relates to the week before the interview (i.e. the survey week).

31. The labour force survey includes all persons aged 15 and over except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas residents in Australia; and
- (d) members of non-Australian defence forces (and their dependents) stationed in Australia.

32. The labour force category to which a person is assigned depends on the *actual activity* undertaken during the survey week (i.e. whether working, looking for work, etc.). The following definitions, which conform closely to the international standard definitions specified by the International Labour Organisation (ILO), relate only to those persons within the scope of the survey.

33. *Employed persons* comprise all those aged 15 and over who, during the survey week:

- (a) worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (including employees, employers and self-employed persons); or
- (b) worked for one hour or more without pay in a family business or on a farm (i.e. unpaid family helpers); or
- (c) were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to the end of the survey week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the end of the survey week; on strike or locked out;

on workers' compensation and expected to be returning to their job; or receiving wages or salary while undertaking full-time study; or

- (d) were employers or self-employed persons who had a job, business or farm, but were not at work.

34. From April 1986, the definition of employed persons was changed to include persons who worked without pay between 1 and 14 hours per week in a family business or on a farm (i.e. unpaid family helpers). Previously, such persons who worked 1 to 14 hours, or had such a job but were not at work, were defined as either unemployed or not in the labour force, depending on whether they were actively looking for work. In this issue, estimates for months prior to April 1986 are on the old basis, and estimates for April 1986 and later months are based on the new definition. For further information, see paragraphs 37 and 38 of the Explanatory Notes in the February 1987 issue of *The Labour Force, Australia* (6203.0).

35. *Full-time workers* are those who usually work 35 hours or more a week and others who, although usually part-time workers, worked 35 hours or more during the survey week. *Part-time workers* are those who usually work less than 35 hours a week and who did so during the survey week. When recording hours of work, fractions of an hour are disregarded.

36. *Hours of work.* The figures of aggregate hours and of average hours refer to actual hours worked during the survey week, not hours paid for. The figures may be affected by public holidays, leave, absenteeism; temporary absence from work due to sickness, injury, accident and industrial disputes; and stoppages of work due to bad weather, plant breakdown, etc. When hours of work are recorded, fractions of an hour are disregarded and this results in slightly lower figures than would be the case if actual time worked was recorded. Persons stood down for the whole of the survey week without pay because of bad weather or plant breakdown at their place of employment are regarded as employed and therefore are included (working no hours) in the calculation of average hours worked. Persons stood down in the survey week for reasons other than bad weather and plant breakdown and waiting to be called back to their job are regarded as unemployed and are therefore excluded from the calculations.

37. The *employment/population ratio* for any group is the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

38. *Unemployed persons* are those aged 15 and over who were not employed during the survey week, and:

- (a) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the survey week and:
  - (i) were available for work in the survey week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the survey week); or



- (ii) were waiting to start a new job within four weeks from the end of the survey week and would have started in the survey week if the job had been available then;

or (b) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the survey week (including the whole of the survey week) for reasons other than bad weather or plant breakdown.

39. *Unemployed persons looking for first job* are those who had never worked full-time for two weeks or more.

40. The *unemployment rate* for any group is the number unemployed expressed as a percentage of the labour force (i.e. employed plus unemployed) in the same group.

41. *Duration of unemployment* is the period from the time the person began looking for work or was laid off to the end of the survey week. Thus the survey measures current (and continuing) periods of unemployment rather than completed spells. For persons who may have begun looking for work while still employed, the duration of unemployment is defined as the period from the time the person last worked full time for two weeks or more to the end of the survey week. Periods of unemployment are recorded in complete weeks and this results in a slight understatement of duration. *Average (mean) duration* is the duration obtained by dividing the aggregate number of weeks a group has been unemployed by the number of persons in that group. *Median duration* is the duration which divides unemployed persons into two equal groups, one comprising persons whose duration of unemployment is above the median and the other, persons whose duration is below it.

42. *Unemployed persons classified by industry and occupation.* Unemployed persons who had worked full-time for two weeks or more in the last two years are classified according to the industry and occupation of their most recent full-time job.

43. The *labour force* comprises all persons who, during the survey week, were employed or unemployed, as defined above.

44. *Persons not in the labour force* are those who, during the survey week, were not in the categories employed or unemployed, as defined above. They include persons who were keeping house (unpaid), attending an educational institution (school, university, etc.), retired, voluntarily inactive, permanently unable to work, persons in institutions (hospitals, gaols, sanatoriums, etc.), trainee teachers, members of contemplative religious orders, and persons whose only activity during the survey week was jury service or unpaid voluntary work for a charitable organisation.

45. The *labour force participation rate* for any group is the labour force expressed as a percentage of the civilian population aged 15 and over in the same group. Because it is not practicable to ascertain the birthplace of persons in institutions (who are classified as not in the labour force), labour force participation rates for persons classified by birthplace are calculated by using population estimates which exclude those in institutions.

46. *Industry* is classified according to the *Australian Standard Industrial Classification* (ASIC) 1983 (1201.0 and 1202.0) and *occupation* according to the *Australian Standard Classification of Occupations (First Edition)*, *Statistical Classification* (1222.0).

47. In the labour force survey, persons are classified as *married or not married*. Marital status is determined from information supplied by the respondent about the individual himself or herself and, where the person was reported as being married, about the living arrangements of persons usually resident in the household. Therefore, marital status does not necessarily reflect legal status. Persons are classified as married if they are reported as being married (including de facto) and their spouse was a usual resident of the household at the time of the survey. The not married category includes persons who have never married, or are separated, widowed or divorced, as well as those who, although reported as being married, did not have a spouse who usually lived in the household. Persons who live in a de facto relationship but do not volunteer this information when asked whether they are married are classified as not married.

48. Estimates from 1978 onwards are calculated to conform to revised population estimates which take account of the results of the 1981 Census of Population and Housing. Estimates prior to 1978 conform to population estimates which take into account the results of the 1976 and earlier censuses. Following the change in official population estimates to a place of usual residence basis after the 1981 Census, the population benchmarks used in the estimation of labour force survey data are compiled according to place of usual residence. To coordinate with the new benchmarks, the labour force survey questionnaire was changed in October 1982 to enable identification of each respondent's place of usual residence. The estimates from October 1982 in this publication are wholly according to place of residence. Prior to October 1982, the estimates are based on a combination of place of enumeration and place of residence.

#### **Labour Force Experience, Australia (6206.0)**

49. Data presented in this publication relate to the labour force experience of the civilian population aged 15 years and over during a given twelve month period. Information collected includes length of time people were working, looking for work or not in the labour force, the number of spells during which they were looking for work and other aspects of labour force experience. Similar data have been collected in a supplementary survey in most years since 1972.

50. It is impracticable to obtain information, relating to a twelve month reference period, which is strictly comparable with that obtained in the labour force survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the survey of labour force experience, a person is assigned to a labour force category for each of the weeks in the year on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

51. Persons in the *labour force* are those persons who, *for those weeks*, reported having either worked or looked for work as defined in paragraphs 52 and 53.

52. Persons who *worked* are those persons who, *for those weeks*, reported having either worked or been on paid leave. Periods of one week or more on strike or time off without pay are not classified as worked.

53. Persons who *looked for work* are those persons who, *for those weeks*, reported having been out of work and looking for a job.

54. Persons *out of the labour force* are those who, during any week, were neither working nor looking for work, as defined in paragraphs 52 and 53 above.

55. For the purposes of the Labour Force Experience Survey, a *job* is defined as:

- (a) employment as a wage or salary earner (or unpaid family helper) by a particular employer in a particular locality; or
- (b) self-employment (with or without employees) in a particular locality.

#### **Transition from Education to Work, Australia (6227.0)**

56. Information presented in this publication relates to attendance of persons aged 15 to 64 years at an educational institution in both the previous and current year and their labour force status. Similar data have been collected in a supplementary survey in most years since 1964. Definitions of the principal labour force categories are the same as those for the labour force survey.

57. An *educational institution* is defined as any institution whose primary role is education. Included are schools, universities, colleges of advanced education, colleges of technical and further education, public and private colleges, etc. A *tertiary institution* is defined as any educational institution other than a school. Excluded are institutions whose primary role is not education, for example hospitals.

58. Persons are regarded as *attending an educational institution full-time* if they consider themselves to be attending full-time or the institution which they are attending so classifies them.

59. *Leavers* from educational institutions are persons who were full-time students at some time in the previous year but are not currently full-time students.

60. *Apprentices* include only those employed persons aged 15 to 34 years who indicate in the survey that they are apprentices. The *field of trade* is derived from information provided by apprentices on their occupation.

#### **Labour Force Status and Educational Attainment, Australia (6235.0)**

61. Data presented in this publication relate to the highest educational qualifications attained by the civilian population aged 15 years and over. Information relating to the educational attainment of persons in the labour

force has been collected in an annual supplementary survey since 1979. Since 1982, information relating to the educational attainment of persons has been obtained from all civilians aged 15 and over. For persons with post-school qualifications the information sought included field of study and for those who did not complete their schooling, it included the age at which they left school.

62. Definitions of the principal labour force categories are the same as for the labour force survey. It should be noted that there are slight differences in the estimates for labour force categories. This is due to the different sizes of the samples used and the inability to obtain from a small number of persons the additional information required for the educational qualifications survey. Although the estimation procedures take account of these factors, estimates for some characteristics will be affected.

63. *Persons with a post-school qualification* are those who had left school and who answered 'Yes' to the question: 'Since leaving school have you obtained a certificate, diploma, degree or any other qualification?'

64. *Classification of post-school qualifications*—respondents indicate which one of the following groups best describes their highest qualification:

- (a) *Degree*—a bachelor degree (including honours), a graduate or post-graduate diploma, masters degree or a doctorate;
- (b) *Trade; technical or other certificate*—completion of an approved trade/technician apprenticeship or training course, other certificate or diploma in secretarial or business studies, administration, teaching, nursing, etc.;
- (c) *Other*—completion of other post-secondary education e.g. adult education, preparatory/bridging course or hobby course.

65. *Classification of field of study*—respondents with a degree; trade; or technical certificate (i.e. (a) or (b) in paragraph 64, above) indicate the field of study for their highest qualification.

66. *Highest level of secondary school available* refers to the highest level of secondary schooling (or equivalent) offered by the education system at the time the respondent left school.

67. *Still at school*—current school attendance is recorded only for persons aged 15 to 20 years.

#### **Labour Force Status and Other Characteristics of Families, Australia (6224.0)**

68. Information presented in this publication relates to the labour force status of family members, their relationship to the family head and family composition. Definitions of the principal labour force categories are given in paragraphs 33 to 38, above.

69. A dwelling may contain one or more households, and separate households are considered to exist within a dwelling when:

- (a) a group of one or more persons considered themselves to be a separate household from others in the dwelling;
- (b) regular provision was made for groups to take meals at different times or in different rooms; or
- (c) a dwelling contained one or more lodgers, who received accommodation, but no meals; each lodger was then considered to be a separate household.

A household may consist of any number of families and non-family members. A boarder who received both accommodation and meals is not considered to constitute a separate household.

70. *Marital status* is determined from information supplied by the respondent about the individual himself or herself and, where the person was reported as being married, about the living arrangements of persons usually resident in the household. Marital status does not therefore necessarily reflect legal status. Persons are classified as *married* if they are reported as being married (including *de facto*) and their spouse was a usual resident of the household at the time of the survey. The *not-married* category includes persons who have never married, or are separated, widowed or divorced, as well as those who, although reported as being married, did not have a spouse who usually lived in the household. Persons who live in a *de facto* relationship but do not volunteer this information when asked whether they are married are classified as *not married*.

71. The determination of family relationships and composition is complex, involving many factors. The following description outlines the major principles used for this survey. A *family* is defined to consist of two or more related persons usually resident in the same household at the time of the survey. A family comprises a married couple or a family head (as defined in paragraph 73, below) together with any persons having any of the following relationships to them:

- (a) sons or daughters of any age, if not married and with no children of their own present;
- (b) other relatives if not accompanied by a spouse, sons or daughters, or parents of their own; or
- (c) any children under 15 years of age who do not have a parent present.

72. The following points should be noted in relation to the definition of a family in the previous paragraph:

- (a) the term *relationship* includes relationships by blood, marriage or adoption;

- (b) a family, as defined, can contain no more than two married persons, and can contain two married persons only if these persons are husband and wife (referred to as *married-couple families*);

- (c) *other families* are families other than married-couple families as defined above. From the definition of married and not married in paragraph 70 it can be seen that the heads of other families must, by definition, be not married. In addition to one-parent families, this category includes families in which there is no parent, for example a family head living with a brother or sister;

- (d) persons are defined as *not a member of a family* if they are not related to any other member of the household in which they are living. A person is considered to be *living alone* if he or she is the sole member of a household. Thus, a person who is the sole occupant of a self-contained flat attached to another dwelling is considered to be *living alone*;

- (e) the terms *usually reside* and *present* are synonymous, and refer to persons who were identified by the respondent as usual residents of the household at the time of the survey.

73. The *family head* of an *other family* is the parent in the case of a one-parent family or, in the case of other groups of related persons, it is generally defined to be the eldest person in the family. No family head is defined for a married-couple family.

74. *Dependent children* comprise all family members under 15 years of age and all family members aged 15 to 20 years who are full-time students.

75. Information about families in this survey was restricted to usual residents of private dwellings. In cases where it was not possible to obtain information relating to all family members (e.g. if a person is a member of the permanent defence forces and therefore excluded from the scope of the survey) the entire family was excluded.

#### **Persons Who Had Re-entered the Labour Force, Australia (6264.0)**

76. Information presented in this publication relates to characteristics of persons who had re-entered the labour force in the previous twelve months after a substantial period out of the labour force. Details of previous job, reason left previous job and time since previous job are given.

77. Definitions of the principal labour force categories are the same as those used for the labour force survey.

78. *Persons who had re-entered the labour force* are those persons who were working or looking for work in the survey week, had a period out of the labour force of at least twelve months duration that finished within the last twelve months and had worked continuously for at least twelve months at some earlier time.

79. It is impracticable to obtain information relating to a whole year which is strictly comparable with that obtained in the monthly labour force survey for which the reference period is one week. The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the survey of persons who had re-entered the labour force a person is assigned to labour force categories at various points in time on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

80. Persons in the *labour force* are those persons who reported having either worked or looked for work as defined in paragraphs 81 and 82.

81. Persons who *worked* are those persons who reported having either worked or been on paid leave.

82. Persons who *looked for work* are those persons who reported having been out of work and looking for a job.

83. Persons *out of the labour force* are persons who reported having neither worked nor looked for work as defined in paragraphs 81 and 82.

84. *Previous job* is the job, full-time or part-time, that a person who had re-entered the labour force reported having worked in continuously for at least twelve months at some earlier time (as referred to in paragraph 78).

85. *Time since previous job* is the total time since previous job as defined in paragraph 84.

86. *Persons with a post-school qualification* are those who have left school and answered 'yes' to the question:

'Since leaving school have you obtained a certificate, diploma, degree or any other qualification?'

87. *Classification of post-school qualifications.* Respondents indicate which one of the following groups best describes their highest qualification:

- (a) *Degree:* a bachelor degree (including honours), a graduate or post-graduate diploma, masters degree or a doctorate;
- (b) *Trade; technical or other certificate:* completion of an approved trade/technician apprenticeship or training course; other certificate or diploma in secretarial or business studies, administration, teaching, nursing, etc.;
- (c) *Other:* completion of other post-secondary education, e.g. adult education, preparatory/bridging course or hobby course.

## **Persons Who Have Left the Labour Force, Australia (6267.0)**

88. Information presented in this publication relates to characteristics of persons who were out of the labour force at the time of the survey and who had left the labour force during the previous twelve months. Data include whether intended to return to the labour force, time since last left the labour force and main source of income.

89. Definitions of the principal labour force categories are the same as those used for the labour force survey.

90. It is impracticable to obtain information relating to a whole year which is strictly comparable with that obtained in the monthly labour force survey for which the reference period is one week. The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the survey of persons who have left the labour force a person is assigned to a labour force category on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

91. Persons in the *labour force* are those persons who reported having either worked or looked for work as defined in paragraphs 92 and 93.

92. Persons who *worked* are those persons who reported having either worked or been on paid leave.

93. Persons who *looked for work* are those persons who reported having been out of work and looking for a job.

94. Persons *out of the labour force* are persons who reported having neither worked nor looked for work as defined in paragraphs 92 and 93.

## **Retirement and Retirement Intentions, Australia (6238.0)**

95. Information presented in this publication relates to persons aged 45 years and over who had retired or intend to retire from full-time work. Persons who had retired were asked about their age at retirement; retirement scheme coverage and type of payment derived from such schemes; housing arrangements; and main source of income at retirement. Those persons who had not yet retired were asked whether they intended to retire from full-time work and, if so, were asked about their intended age at retirement; retirement scheme coverage and type of payment expected from these schemes; current and expected housing arrangements; expected main source of income; and expected form of disbursement for any lump sum received at retirement.

96. Definitions of the principal labour force categories are the same as for the labour force survey.

97. *A person who had retired from full-time work* was a person who had had a full-time job at some time and who had ceased full-time labour force activity (i.e. was not working full-time, was not looking for full-time work and did not intend to look for or take up, full-time work at any time in the future).

98. A person who retired from full-time work early was a person who retired from full-time work at age 45 or more but before the age of 60, if female, or 65, if male.

99. A person who intended to retire from full-time work was a person who either was working full-time or considered themselves to be working full-time, was looking for full-time work, would like full-time work or intended to take up full-time work at some time and who intended to retire from full-time labour force activity.

100. A person who intended to retire from full-time work early was a person who intended to retire from full-time work at age 45 or more but before the age of 60, if female, or 65, if male. Persons who did not know at what age they intended to retire from full-time work were not classified as intending to retire from full-time work early.

101. A retirement scheme includes superannuation schemes, life assurance policies or similar schemes that provide a financial benefit when a person leaves full-time work.

102. A superannuation scheme is any fund, association or organisation set up for the purpose of providing financial cover for members when they retire from full-time work. A life assurance policy is any endowment policy covering the life of a person which matures at a nominated age. For this survey, information was collected only for those policies which would provide money for a person when he or she retires from full-time work.

#### Labour Mobility, Australia (6209.0)

103. Information presented in this publication relates to the mobility of the civilian population aged 15 years and over with respect to duration of current job, number of jobs held and other information during a twelve month period. Similar data have been collected in a supplementary survey in most years since 1972.

104. It is impracticable to obtain information relating to a twelve month period which is strictly comparable with that obtained in the labour force survey for which the reference period is one week (see paragraph 32, above). The definition in this publication of persons who worked differs from that shown in paragraph 33 for employed persons.

105. Persons who worked are those who, for these weeks, reported having either worked or been on paid leave. Periods of one week or more on strike or time off without pay are not classified as worked.

106. For the purposes of this survey:

- (a) labour mobility is defined in terms of specific questions asked regarding job mobility and duration of current job; and
- (b) a job is defined as:
  - (i) employment as a wage or salary earner (or unpaid family helper) by a particular employer, in a particular locality; or
  - (ii) self-employment (with or without employees) in a particular locality.

107. Locality—in capital cities and major towns each suburb is considered to be a different locality.

108. Job mobility is defined as a change of job. A change of job may involve a change of employer without a change of job location; a change of location without a change of employer; or a change in both employer and location. For example, the movement of an employer's operations to premises in a different location would entail a change of job for employees who move to the new location. Promotion or transfer of an employee which involves a move to premises in a different location would also constitute a change of job. It should be noted, however, that for a person who works at different sites for the same employer (for example, a construction worker), his base of operations (i.e. his employer's office, depot, yard, etc.) is considered to be his place of work.

#### Employed Wage and Salary Earners, Australia (6248.0)

109. This publication contains results of the quarterly Survey of Employment and Earnings which was introduced in the September 1983 quarter. The survey is designed to obtain, from employers, information on numbers of wage and salary earners employed each month and their quarterly earnings. It replaces the Civilian Employees series, based principally on information obtained from payroll tax returns, which was discontinued after April 1980.

110. Background information on the reasons for the introduction of the new survey is provided in *Information Paper: Review of ABS Employment Statistics* (6239.0) published on 8 July 1981. Further information on the differences in concepts, methodology and coverage of the old and new employment series is provided in *Information Paper: New Statistical Series—Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) issued on 21 June 1984.

111. The survey is conducted by mail each quarter with data collected on monthly employment and quarterly earnings. For the first and last month of each quarter the number of persons is collected; for the mid month of each quarter, details of males and females, full-time and part-time, are collected. All wage and salary earners who received pay in the reference quarter are included except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises in the private sector primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) unpaid family helpers;
- (e) employees of overseas embassies, consulates, etc.;
- (f) employees based outside Australia;
- (g) self-employed persons such as subcontractors, owner drivers and consultants.

112. For the *private sector*, a sample of approximately 20,000 private employers was selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State. Each statistical unit was classified to an industry which reflected the predominant activity of the enterprise in the State. In a small number of cases where an enterprise had significant employment in more than one industry, a separate statistical unit was created for each industry. The statistical units were stratified by State, industry and size of employment and a simple random sample selected for each stratum.

113. For the *public sector*, statistical units were derived in the same way as for the private sector; data are collected in the survey from all public sector units.

114. *Number of employees* refers to all employees who received pay for any part of the relevant pay period. All permanent, temporary, casual, managerial and executive employees are included. Part-time and casual employees who may have worked only a few hours during the reference period are included. Employees on paid leave and those employees on workers' compensation who continue to be paid through the employer's payroll are included. Casual employees who work on an irregular basis and who were not paid during the relevant pay period, employees on leave without pay, on strike or stood down without pay for the whole of the pay period are excluded.

115. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

116. *Part-time employees* are permanent, temporary and casual employees who are not classified as full-time employees as defined.

117. *Public employees* comprise not only administrative employees but also all other employees of Commonwealth, State, local and semi-government bodies engaged in providing services.

118. *Commonwealth employees* are those employed by all government departments, agencies and authorities responsible to the Commonwealth Parliament. Those bodies jointly run by Commonwealth and State governments are classified as Commonwealth.

119. *State employees* are those employed by all State government departments and authorities responsible to State Parliaments, including organisations for which the Commonwealth has assumed financial responsibility e.g. universities. Following self-government the Northern Territory administration has been classified as a 'State' government.

120. *Local government employees* are those employed by Municipalities and Shires and other local authorities created by or subject to the provisions of local government legislation such as county councils in New South Wales.

121. To derive estimates for *employer size groups*, each of the approximate 20,000 statistical units (see paragraph 112) selected in the private sector is allocated a size classification based on the number of employees actually reported for the middle month of the quarter. This size classification reflects the employment size of an enterprise in a particular State or Territory and not the employment size of an enterprise Australia wide. Over a period, the composition of these size categories will vary as changes in individual employment levels cause some enterprises to migrate from one size group to another. This will have some effect on changes over time in the distribution of employment by size of enterprise.

#### Civilian Employees, Australia (6213.0)

122. The figures generally relate only to civilian wage and salary earners, not the total labour force. They therefore exclude employers, self-employed persons, unpaid helpers and the unemployed. Also excluded, because of the inadequacy of the data, are wage and salary earners in agriculture and private households employing staff. This series was discontinued in April 1980, see paragraphs 109 and 110 above.

123. The estimates in this publication, except those relating to government employees and defence forces, are based on comprehensive data (referred to herein as 'benchmark') derived for the purpose from population censuses and other sources.

124. The data needed to derive the estimates for periods subsequent to benchmark dates were obtained from three main sources:

- (a) payroll tax returns;
- (b) returns from government bodies; and
- (c) some other returns of employment (e.g. for hospitals).

The balance (i.e. unrecorded private employment), which accounted for 15 per cent of all employees, was estimated.

125. Although the series generally measure the short-term trends in employment in the defined field reasonably well, they may be less reliable for longer-term measurement. There are conceptual differences between benchmark and current data, and changes in such factors as labour turnover, multiple jobholding and part-time working all affect the trend over longer periods. Also, increases in payroll tax exemption levels may result in a reduction in the number of businesses liable for payroll tax and, as a consequence, increase the size of the unrecorded sector for which employment has to be estimated. Such a reduction is more significant in those industries, such as retail trade, in which there is a high proportion of businesses with few employees. With an increase in exemption levels a greater degree of estimation may be required in producing employment estimates for those industries.

126. Data supplied by reporting enterprises or establishments generally refer to persons on the payroll for the last pay-period in each month. Persons who are on paid leave or who work during part of the pay period and are unemployed or on strike during the rest of the period are generally counted as employed. Those not shown on employers' payrolls because they are on leave without pay, on strike or stood down for the entire period are excluded.

127. In all States and Territories, most employers paying wages in excess of a designated exemption level were required to lodge payroll tax returns. Certain Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under the various Payroll Tax Acts.

128. Government employees comprise not only administrative employees but also all other employees of government bodies (Australian, State, local and semi-government) engaged in providing services.

129. The industry classification used in this publication is the *Australian Standard Industrial Classification* (ASIC), described in *Australian Standard Industrial Classification (Preliminary Edition), 1969, Volume 1* (1201.0).

#### **Multiple Jobholding, Australia (6216.0)**

130. Information presented in this publication relates to the nature and extent of multiple jobholding. Similar data have been collected in a supplementary survey biennially since 1965.

131. Definitions of the principal labour force categories are the same as those used for the labour force survey.

132. *Multiple jobholders* are persons who, during the survey week:

- (a) worked in a second job or held a second job from which they were absent because of holidays, sickness or any other reason; and
- (b) were an *employee* (i.e. employed as a wage or salary earner) in at least one of their jobs.

133. Worked as an unpaid family helper or service in the reserve defence forces is not regarded as a second job. Persons who by the nature of their employment work for more than one employer, e.g. domestics, odd-job men, babysitters, etc., are not counted as multiple jobholders unless they also held another job of a different kind; nor are those who worked for more than one employer solely by reason of changing jobs during the survey week.

134. The *main job* is defined as the job at which most hours are usually worked or, where an equal number of hours are usually worked at two or more jobs, the job considered by the respondent to be the main job.

135. *Proportion of labour force* refers to the number of multiple jobholders in each group as a percentage of the civilian labour force in the same group.

#### **Employment, Underemployment and Unemployment, Australia (6246.0)**

136. This publication analyses the trends in employment, underemployment, unemployment and so-called 'hidden' unemployment over the period 1966 to 1983.

137. The source of data for tables and charts included in this publication is the ABS population survey system. References include *The Labour Force* (6203.0), *Labour Force Status and Other Characteristics of Families* (6224.0), *Job Search Experience of Unemployed Persons* (6222.0), *Labour Force Status and Educational Attainment* (6235.0), *Persons Not in the Labour Force* (6220.0). A comprehensive explanation of survey concepts and definitions may be found in the relevant paragraphs of this Appendix.

#### **Underemployed Workers, Australia (6265.0)**

138. Information presented in this publication relates to characteristics of underemployed workers, including type and duration of current period of underemployment, educational attainment and preferred number of extra hours.

139. Definitions of the principal labour force categories are the same as those used for the labour force survey.

140. The Resolution of the International Labour Organisation (ILO) Thirteenth International Conference of Labour Statisticians in October 1982 defined underemployment as follows:

'Underemployment exists when a person's employment is inadequate in relation to specified norms or alternative employment, account being taken of his or her occupational skill'.

141. The Conference Resolution further distinguished two principal forms of underemployment, visible and invisible:

- (a) *visible underemployment* reflects an insufficiency in the volume of employment (i.e. the hours worked); and
- (b) *invisible underemployment* exists when the labour supplied to the labour market is not being efficiently utilised in terms of either the type of work offered to the individual (disguised underemployment) or how the individual's working time is used (potential underemployment).

142. Due to the serious conceptual difficulties that would be encountered in seeking measures of invisible underemployment, the ILO recommended that statistical measurement be limited to visible underemployment. This is the approach adopted in this supplementary survey.

143. The approach adopted by the ABS is to define two categories of underemployed workers:

- (a) Part-time workers who indicate that they would prefer to work more hours, i.e. *underemployed part-time workers*. In this supplementary survey, additional information was collected about those



underemployed part-time workers who had been looking for work with more hours at some time in the four weeks up to the end of the survey week and who were available to start such work within four weeks.

- (b) Full-time workers who did not work full-time hours (i.e. did not work 35 hours or more) in the reference week for economic reasons, i.e. *underemployed full-time workers*. Economic reasons comprise stood down, short time and insufficient work.

144. *Fully employed workers* are defined as those persons who are voluntarily working part-time, or who worked full-time hours in the reference week, or who are full-time workers who did not work full-time hours in the reference week for non-economic reasons. It should be noted that persons who are normally underemployed but who worked full-time hours in the reference week are classified as fully employed.

145. The *underemployment rate* for any group is the number of underemployed expressed as a percentage of the labour force (i.e. employed plus unemployed) in the same group.

146. The *underutilisation rate* for any group is the sum of the number unemployed and the number underemployed expressed as a percentage of the labour force in the same group.

147. *Duration of current period of underemployment* is the period from the time the person became underemployed to the end of the survey week. Periods of underemployment are recorded in full weeks and this results in a slight understatement of duration. *Average (mean) duration* is obtained by dividing the aggregate number of weeks a group has been underemployed by the number of persons in that group. *Median duration* is that which divides underemployed persons into two equal groups, one comprising persons whose duration of underemployment is above the median and the other, persons whose duration is below it.

148. *Average (mean) preferred number of extra hours* is obtained by dividing the aggregate preferred number of extra hours reported by a group by the number of persons in that group.

#### **Job Search Experience of Unemployed Persons, Australia (6222.0)**

149. Information presented in this publication relates to characteristics of unemployed persons including difficulties in finding work, steps taken to find work, past employment experience, whether they had had offers of employment and their educational attainment.

150. The number of unemployed persons given in this publication differs from the number of *unemployed persons* from the labour force survey (as defined in paragraph 38 above) in that the latter *includes* persons who are waiting to be called back to a full-time or part-time job from which they have been stood down without pay for less than four weeks up to the end of the survey week (including the whole of the survey week) for reasons other than bad weather or plant breakdown.

151. In this publication *unemployed persons* are those who were not employed during the survey week (i.e. the week immediately preceding that in which the interview took place) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the survey week, and:

- (a) were available for work in the survey week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the survey week); or
- (b) were waiting to start a new job within four weeks from the end of the survey week and would have started in the survey week if the job had been available then.

152. *Active steps to find work* comprise writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement; checking factory or Commonwealth Employment Service noticeboards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

153. *Classification of post-school qualifications* is the same as defined in paragraph 64, above.

#### **Successful and Unsuccessful Job Search Experience, Australia (6245.0)**

154. Information presented in this publication relates to the job search experience of all persons aged 15 years and over who had looked for or started a wage or salary earner job during the previous twelve months. Persons who had started a wage or salary earner job were asked about their method of job attainment, whether they were out of work prior to starting the job and details of the job. Persons who had looked for a wage or salary earner job but had not started one were asked about their job search experience and the type of job they were looking for. Both these subsets of respondents were asked about their educational attainment.

155. Definitions of the principal labour force categories are the same as those used for the labour force survey.

156. *Persons who started a wage or salary earner job during the previous twelve months* are those who had started a wage or salary earner job lasting two weeks or more during the twelve months up to the time of the survey. If more than one job was started during the twelve months details were obtained about the most recent job started.

157. Persons starting a job are also described according to whether they were out of work prior to starting the job or whether they changed employers.

158. Method of job attainment is determined by the respondents' answer to the question 'How did you find out that particular job was available?' and is described according to whether an employer approached the job-seeker or a jobseeker approached the employer. In the latter case, the job is described according to whether or not the jobseeker knew that the particular job was available before approaching the employer.



159. *Active steps taken to find work* comprise: writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service noticeboards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

160. Definitions of persons with post-school qualifications and classification of post-school qualifications are given in paragraphs 63 and 64, above respectively.

#### **Job Vacancies, Australia (6231.0)**

161. Information presented in this publication refers to vacancies in private and public employment. The information is obtained from a survey of employers conducted on a quarterly basis.

162. All vacancies (as defined in paragraph 164) for wage and salary earners are represented in the survey except those:

- (a) in the Australian permanent defence forces;
- (b) in enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) in private households employing staff;
- (d) in overseas embassies, consulates, etc;
- (e) located outside Australia.

163. A sample of approximately 4,300 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, industry and size of employment and a simple random sample is selected from each stratum.

164. A *job vacancy* is a job available for immediate filling on the survey date and for which recruitment action had been taken by the employer. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying government or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are jobs available only to persons already employed by the enterprise or organisation. This point is particularly relevant to the Australian Public Service and the Public Services of each of the States and the Northern Territory. Also excluded are vacancies:

- (a) of less than one day's duration;

- (b) to be filled by employees returning from paid or unpaid leave or after industrial disputes;
- (c) not available for immediate filling on the survey date;
- (d) not available within the particular State or Territory to which the return relates;
- (e) for work carried out under contract;
- (f) for which no effort is being made to fill the position.

165. The *job vacancy rate* is calculated by expressing the number of job vacancies as a percentage of the number of employees plus vacancies.

#### **Persons Not in the Labour Force, Australia (6220.0)**

166. Information presented in this publication relates to the labour force aspirations, availability for work and reasons for not seeking employment of persons aged 15 and over who were not in the labour force. Similar data have been collected in supplementary surveys since 1975.

167. Definitions of the principal labour force categories are the same as those used for the labour force survey.

168. The criteria determining those in the labour force are based on actual activity (i.e. working or looking for work) during the survey week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work, reasons for not actively looking for work and availability to start work, are more subjective and are not based on respondents' actual activity. Hence, the measurement of these criteria is affected by the respondents' own interpretation of the concepts used. Individual respondent's interpretation is affected by such factors as the respondent's work aspirations, as well as family, economic and other commitments.

169. *Persons with marginal attachment to the labour force* are those who were not in the labour force in the survey week, wanted to work and:

- (a) were actively looking for work but do not meet the criteria to be classified as unemployed; or
- (b) were not actively looking for work but were available to start work within four weeks.

170. *Persons not in the labour force who wanted to work* are those who:

- (a) in the four weeks up to the end of the survey week had taken *active steps* to find work but do not meet the criteria to be classified as unemployed; or
- (b) although claiming to have looked for work in the four weeks up to the end of the survey week, had not taken *active steps* to find work; or
- (c) in the four weeks up to the end of the survey week had not looked for work but in the survey answered 'yes' or 'maybe' to the question 'Even though you have not been looking for work would you like a full-time or part-time job?'.

171. *Discouraged jobseekers* are those persons with marginal attachment to the labour force who wanted to work and were available to start work within four weeks but whose main reason for not taking active steps to find work was that they believed they would not be able to find a job for any of the following reasons: considered to be too young or too old by employers; difficulties with language or ethnic background; lacked the necessary schooling, training, skills or experience; no jobs in their locality or line of work; or no jobs at all.

172. *Active steps taken to find work* comprise writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement; checking factory or Commonwealth Employment Service noticeboards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

## CHAPTER 6—AWARD RATES, EARNINGS AND INCOME

173. Data pertaining to earnings and wages have been obtained from a number of sources. Information on the distribution of weekly earnings of wage and salary earners is a product of the ABS population survey. Details on average weekly earnings are obtained from regular surveys of employers. Indexes of award rates of pay are derived from information provided in industrial awards, determinations and agreements.

### Award Rates of Pay Indexes, Australia (6312.0)

174. The Award Rates of Pay Indexes are produced monthly and are designed, like other indexes, to depict movements. They measure changes in minimum rates payable under awards.

175. The current series of *Award Rates of Pay Indexes* have been compiled on a monthly basis from June 1976. The indexes are constructed by weighting award rates of pay for selected classifications according to the pattern of employment existing in May 1976.

176. *Award Rates of Pay*. The award rates used in the compilation of the indexes refer to rates of pay at the end of the month. These rates generally consist of the base rate and any allowances or loadings that are applicable to all workers under a specific award classification (e.g. industry allowances).

177. In the majority of cases the rates are prescribed in awards or determinations of Federal or State industrial arbitration authorities or in collective agreements registered with them. Rates prescribed in unregistered collective agreements are used where these are significant in the particular industries to which they refer.

178. *Wage and salary earners*. The main index series refer to award rates of pay for all wage and salary earners within the scope of the indexes. In order to produce separate indexes for wage earners and wage and salary earners it was necessary to designate all classifications in the index as either a wage or salary earner. The following definitions have been adopted:

- (a) *wage earners*—those classifications corresponding to occupations which were engaged mainly in manual work or regarded as blue collar occupations. Remuneration for wage earners is usually stated in terms of a weekly wage.
- (b) *salary earners*—those classifications corresponding to occupations which were engaged mainly in non-manual work or regarded as white collar occupations. Remuneration for salary earners is normally stated in terms of an annual salary (which is converted to a weekly rate for index purposes).

179. *Weekly and Hourly Rates*. The award rates of pay series are expressed in the form of both weekly and hourly rates of pay. Weekly rates of pay refer to rates prescribed for a full week's work (excluding overtime). Hourly rates are calculated by dividing the weekly rate of pay by the standard hours of work as prescribed in awards, etc.

### Average Weekly Earnings, Australia (6302.0)

180. The survey of average weekly earnings is designed to obtain, from employers, information on earnings in respect of a specified payweek each quarter. Background information about the average weekly earnings series is given in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984. A summary of the main differences in concepts, methods and coverage of the old and new earnings series is given in a further publication, *Information Paper: Average Weekly Earnings—New Series to Replace Former Payroll Tax Based Series* (6336.0) issued on 24 March 1982.

181. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc;
- (e) employees based outside Australia;
- (f) employees on workers' compensation who are not paid through the payroll;
- (g) directors who are not paid a salary;
- (h) proprietors/partners of unincorporated businesses;
- (i) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

182. *Reference period* for the survey refers to the last pay period ending on or before the third Friday of the middle month of the quarter, for example 21 November 1986.

183. *Employees* refers to all wage and salary earners (as defined in paragraph 181) who received pay for any part of the reference period.

184. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

185. *Adults* are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation.

186. *Weekly ordinary time earnings* refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, overaward payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments and other payments not related to the reference period.

187. *Weekly total earnings* is equal to weekly ordinary time earnings plus overtime earnings.

188. *Average weekly earnings* statistics represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of employment. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the labour force. There are several aspects which can contribute to compositional changes such as variations in the proportions of part-time, casual and junior employees, variations in the occupational distribution within and across industries and variations in the distribution of employment between industries.

#### **Consumer Price Index, Australia (6401.0)**

189. The Consumer Price Index (CPI) measures quarterly changes in the price of a 'basket' of goods and services which account for a high proportion of expenditures by metropolitan wage and salary earner households.

190. The results of the latest major review of the CPI were incorporated in the tenth CPI series introduced in the June quarter 1982 issue of 6401.0. Details of the review are contained in *ABS Information Paper: Review of the Consumer Price Index* (6450.0).

191. Further information about the CPI is contained in a booklet entitled *A Guide to the Consumer Price Index* (6440.0) and in the publication *The Australian Consumer Price Index: Concepts, Sources and Methods* (6461.0).

192. *Prices of goods and services* included in the CPI are generally collected quarterly. However, some important items are priced monthly or more frequently (e.g. bread, fresh meat and fish, fresh fruit and vegetables, petrol, alcohol and tobacco) and a small number annually (e.g. seasonal clothing, local government rates and charges).

193. The bulk of items for which prices are collected quarterly are priced at the middle of the mid-month of the quarter (i.e. in August, November, February and May), but, to facilitate a more even spread of the field collection workload, some goods and services are priced in the first and third months of each quarter. Items priced in the third month are generally those subject to price changes at discrete points of time (e.g. electricity and postal charges, milk); in these cases information is obtained on any changes in price during the quarter so that a weighted average price for the whole quarter can be calculated.

194. *Weighting pattern*—there are 105 expenditure classes (that is, groupings of like items) in the tenth series CPI and each expenditure class has its own weight, or measure of relative importance. In calculating the total index, price changes for the various expenditure classes are combined using these weights. Changes in the weighting pattern have been made at approximately five-yearly intervals to take account of changes in household spending patterns. The CPI now comprises ten series of price indexes which have been linked to form a continuous series. The tenth series (that is, the current series), which was introduced in the June quarter 1982, has a weighting pattern based, in general, on estimated household expenditure in 1979-80.

#### **Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)**

195. This survey is conducted in respect of a pay period in May. The survey was conducted annually from 1974 to 1981, then in 1983 and has been reinstated to an annual basis from 1985. The survey is based on a sample of employers who in turn randomly select employees in accordance with instructions supplied by the ABS. The data presented provides information on the distribution and composition of earnings and hours as well as averages.

196. *Reference period* for the survey refers to the last pay period ending on or before the third Friday of May, for example 16 May 1986.

197. *Employees* refers to all wage and salary earners who receive pay for any part of the reference period.

198. *Sector*. Public sector includes all government departments, agencies and authorities created by, or reporting to the Commonwealth and State Parliaments. All remaining employees are classified as private sector.

199. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

200. *Adults* are employees 21 years of age or over and those employees who are under 21 years of age but are paid at the full adult rate for their occupation. Junior employees are all other employees.

201. *Managerial employees* are managerial, executive, professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime or who, although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. *Non-managerial employees* are those not defined as managerial employees.

202. *Award pay or base rate of pay* refers to the award pay or rate of pay for ordinary time hours paid for and includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award. It excludes overaward pay and service increments not specified in the award.

203. *Overaward pay* refers to amounts of ordinary time pay (regular or otherwise) that are over the award (e.g. attendance, good time keeping, profit-sharing, etc.). It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

204. *Payment by measured result* refers to earnings which vary according to measured performance (e.g. piecework, production and task bonuses, commission).

205. *Other pay* refers to ordinary time earnings not included in award or base rate of pay, overaward pay or payment by measured result. It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

206. *Weekly ordinary time earnings* refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, overaward payments, penalty payments, shift and other allowances; commissions and retainers; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments made to directors. Excluded are overtime payments, retrospective pay, pay in advance, leave loadings, severance pay, termination and redundancy payments and other payments not related to the reference period.

207. *Weekly overtime earnings* refers to that part of weekly total earnings for hours paid for in excess of award, standard or agreed hours of work.

208. *Weekly total earnings* is equal to weekly ordinary time earnings plus weekly overtime earnings.

209. *Weekly hours paid for* refers to the hours for which payment was made. It comprises overtime hours and ordinary time hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period only the hours actually paid for were included. Where agreed hours of work were less than award hours, reported hours were based on agreed hours. Hours of work were not reported for managerial, etc. staff.

210. *Overtime hours* refers to hours in excess of award, standard or agreed hours of work.

211. *Ordinary time hours* refers to award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long-service leave taken during the reference period.

212. *Mean (or average) earnings or hours* refers to the amount obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.

213. *Median earnings or hours* refers to the amount which divides the distribution into two equal groups of employees, one half having amounts below the median and the other half having amounts above it.

#### **Weekly Earnings of Employees (Distribution), Australia (6310.0)**

214. In recent years supplementary surveys based on the population survey have been conducted throughout Australia every August to obtain information about the weekly earnings of wage and salary earners. For the sake of brevity in the survey data, wage and salary earners are referred to as employees.

215. *Weekly earnings* refers to the amount of 'last total pay' prior to the interview (i.e. before taxation and other deductions have been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or pre-payment of leave etc.

216. *Median weekly earnings* is the amount which divides the distribution of individuals into two equal groups, one having earnings above and the other below that amount. Medians were calculated from grouped data, and linear interpolation was used within the class interval in which the median fell.

217. *Mean weekly earnings* is the amount obtained by dividing the total earnings of a group by the number of units in that group.

218. The *main job* is defined as the job at which most hours were usually worked. The *second job* is defined to include all remaining jobs, in which some hours were worked during the survey week (i.e. the week before the interview week). A person who held more than one job as an employee is classified to the industry and occupation of the main job.

219. Service in the reserve defence forces is not regarded as a second job. Persons who by the nature of their employment work for more than one employer, e.g. domestics, odd-job men, baby-sitters, etc., are not counted as multiple jobholders unless they also hold another job of a different kind; nor are those who work for more than one employer solely by reason of changing jobs during the survey week.

220. *Hours paid for* refers to the number of hours for which an employee was paid and not necessarily to the number of hours actually worked (e.g. an employee on paid leave for the week was asked to report the number of hours for which he was paid).

221. *Hours worked* refers to actual hours worked during the survey week, not necessarily hours paid for.

222. *Full-time employees* are those who usually work 35 hours a week or more (in all jobs) and others who, although usually part-time employees, worked 35 hours or more during the survey week. It should be noted that some full-time employees may have worked or been paid for less than a full week. *Part-time employees* are those who usually work less than 35 hours a week and who did so during the survey week. When recording hours of work, fractions of an hour are disregarded.

#### Major Labour Costs, Private Sector, Australia (6348.0)

223. This publication contains results of the Survey of Major Labour Costs conducted during 1986. Information was collected on the major labour costs incurred by employers in the private sector — earnings; payroll tax; workers' compensation; superannuation; and severance, termination and redundancy payments — for the year ended 30 June 1986.

224. *Labour costs* are defined as all costs incurred by employers in the employment of labour, and may be classified as follows:

- (a) Earnings of employees, which include two main components:
  - (i) payment for time worked; and
  - (ii) payment for time not worked (which includes the various components of paid leave; public holidays; severance, termination and redundancy payments; and infrequent bonuses).
- (b) Payroll tax payments.
- (c) Workers compensation.
- (d) Superannuation.
- (e) Fringe benefits.
- (f) Welfare services.
- (g) Training.
- (h) Recruitment.

225. The Survey of Major Labour Costs covered only components (a) to (d), which are estimated to represent over 90 per cent of all labour costs. The survey did not collect information on the dissection of earnings into payments for time worked and time not worked (although severance, termination and redundancy payments were separately identified).

226. The survey was restricted to the private sector only. The public sector was excluded because of the variety of funding arrangements that exist for public sector superannuation and workers' compensation schemes. It was not possible, in the time available to carry out the investigations necessary to enable the information to be collected on a basis consistent with that for the private sector.

## CHAPTER 7 — NON-WAGE BENEFITS

### Employment Benefits, Australia (6334.0)

227. In association with the August labour force survey, information is obtained on a range of employment benefits provided by employers to employees (wage and salary earners). These data were first collected in 1979, and have been collected annually since 1983.

228. An *employment benefit* was defined as a concession, allowance or other privilege, etc. received by or provided to employees in addition to wages or salary and award, etc. minimum provisions under which a person was employed in their main job. Not all benefits were received directly from the current employer. Some benefits may have been received from other sources by employees as a result of their employment in a particular occupation or industry. Such benefits, e.g. a concession air fare granted by an airline to a travel agency employee, have been included in the tables where appropriate. All types of wage and salary payments, including bonuses, payments for leave of various kinds and overaward payments, as well as emoluments received in accordance with award, etc. provisions (e.g. safety clothing) were not considered to be benefits for the purposes of the survey. For definitions of individual employment benefits, see *Employment Benefits, Australia, August 1986* (6334.0).

229. The mere availability of or entitlement to a benefit (as defined) was not sufficient reason for its inclusion in the tables in this publication; with the exception of leave entitlements, only those benefits which were used or taken up were counted.

### Annual and Long-service Leave Taken, Australia, May 1983 to April 1984 (6317.0)

230. In May 1984 a supplementary survey was conducted throughout Australia in order to obtain information about the amount and timing of paid annual leave and long-service leave taken by employees during the period May 1983 to April 1984. Other types of leave, such as study or sabbatical leave, sick leave, maternity leave, etc., and unpaid leave, were not included in the survey. Similar surveys were conducted in 1974 and 1979.

231. *Annual leave* (also referred to as recreation leave, holiday leave, vacation leave) is a period of paid absence from work for leisure or recreation purposes to which an employee becomes entitled each year after a continuous period of service with one employer or in an industry, as specified in awards, etc.

232. *Long-service leave* (or furlough) is a period of paid absence from work to which an employee becomes entitled after a number of years of continuous service with one employer, or in an industry, the initial entitlement usually being three months after 10 or 15 years service, as specified in Federal or State legislation.

233. Payments in lieu of leave (e.g. to casual workers or on termination of employment) are not regarded as leave.

234. *Weeks taken*—in recording the amount of leave, separate periods of the same type of leave taken by individual respondents within each month were aggregated. (It should be noted that the category 'less than one' includes persons who did not take leave because their period of service with an employer or in one industry was not long enough to qualify them for an entitlement). The number of weeks of leave taken in any month was calculated as follows:

<i>Consecutive working days absent in any month</i>	<i>Recorded as</i>
0, 1 or 2	less than one week
3-7	1
8-12	2
13-17	3
18-22	4
23 and over	5

When leave continued from one month into the next, the period of leave taken in each of the months was counted separately. The total amount taken for the period May 1983 to April 1984 is the sum of the amounts taken in each month, as defined above.

235. For the purposes of this survey *employees* are persons who were employed wage and salary earners at the time of the survey, regardless of their labour force status during the reference period, May 1983 to April 1984. Persons who were wage and salary earners during the reference period but not at the time of the survey, and who took paid annual or long-service leave during the reference period are excluded.

## CHAPTER 8—HOURS OF WORK, WORK PATTERNS, WORK PREFERENCES AND JOB SATISFACTION

236. Data pertaining to working hours arrangements and preferences have been obtained from the ABS population survey system, which is discussed earlier in this Appendix. Data on overtime hours worked are a product of the ABS sample survey of employers.

### The Labour Force, Australia (6203.0)

237. For definitions and technical details see paragraphs 30 to 48 above. For definition of hours worked see paragraph 36.

### Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

238. For definitions and technical details see paragraphs 195 to 213 above.

### Overtime, Australia (6330.0)

239. The ABS conducts a quarterly survey of employers to obtain information about overtime hours worked and the number of people who worked overtime during a specified survey week. The survey is conducted in respect of the last week of the pay period ending on, or before the third Friday of the survey month. It should be kept in mind that the statistics presented may display short-term or seasonal fluctuations from quarter to quarter.

240. *Overtime* is time worked in excess of award, standard or agreed hours of work for which payment is received. Excluded is any overtime for which employees would not receive payment, e.g. unpaid overtime worked by managerial, executive, etc., staff, normal shiftwork and standard hours paid for at penalty rates.

241. *Overtime hours* represent the number of hours of overtime paid for. Respondents were instructed not to convert overtime hours to their ordinary time equivalent. For example, 100 hours of overtime paid for at time and a half and 20 hours at double time would be counted as 120 hours, not 190. For the new survey, overtime is defined in respect of hours paid for, compared with hours worked in the previous surveys, a change in definition which has not affected the estimates significantly.

242. *Average hours of overtime per employee working overtime* is calculated by dividing total overtime hours paid for in a particular group (e.g., industry, State or Territory) by the number of employees who were paid for overtime in the same group.

243. *Average hours of overtime per employee in the survey* is calculated by dividing total overtime hours paid for in a particular group by the total number of employees in the same group (including those who were not paid for any overtime).

244. *Number of employees* is the number on the payroll on the last day of the pay period ending on or before the survey date. *Included* are persons on paid leave (recreation leave, sick leave, long-service leave, etc.). *Excluded* are persons on leave without pay, and persons on strike, locked out or stood down as a result of an industrial dispute, for the whole of the reference period.

### Working Hours Arrangements, Australia, February to May 1981 (6338.0)

245. During the period February to May 1981, a special household survey was conducted to obtain information about the different types of working patterns of employed persons, including details about nightwork, shiftwork, weekend work and days in the week usually worked. Similar information was contained in two separate publications in 1976. For further information see: *Work Patterns of Employees, Australia, November 1976* (6328.0); and *Evening and Nightwork, Australia, November 1976* (6329.0).



246. A *nightworker* was defined as an employed person who in any one of the four weeks prior to the survey date worked a total of 15 hours or more between 7.00 p.m. and 7.00 a.m. in either their main or second job. ('Main job' was defined as the job in which respondents usually worked the most hours).

247. *Other workers* (i.e. 'day' workers) were persons who did not work the hours described in paragraph 246 above.

248. *Shiftworkers* were employees who in the four weeks prior to the date of the interview worked two or more different work shifts. For the purposes of this survey, work shifts were two or more distinct periods of work within a 24-hour day between which employees were regularly rotated. Persons who worked fixed hours, i.e. those who did not work rotating shifts whether during the day or at night, were not classified as shiftworkers. Persons who, in establishments working several 'shifts', worked the 'night shift' only were not classified as shiftworkers but were generally classified as nightworkers.

249. *Weekend workers* were persons who usually worked at some time on either Saturdays or Sundays (or both). However, those persons for whom any regular working period ended early on Saturday morning or started late on Sunday night were generally not included as weekend workers.

250. *Ordinary time* is defined as nightwork during award etc. agreed or standard hours of work. *Additional time* is defined as nightwork after award etc. agreed or standard hours have been worked. Figures for hours of nightwork refer to those hours in which respondents were nightworkers and is not necessarily their usual hours of nightwork.

251. *Multiple jobholders* were persons who usually worked in two or more jobs each week and who were employed in at least one of their jobs as wage or salary earners.

252. Employees working *flextime* were able, within limits, to choose to some extent the times at which they started and/or finished work each day, while still working the award or agreed hours on average over a longer period.

253. It should be noted that some of these groups of persons are not necessarily mutually exclusive and the same data have not been obtained for all of them, e.g. employees who worked rotating shifts were not asked whether they worked on weekends.

#### **Alternative Working Arrangements, Australia, March to May 1982 (6341.0)**

254. A special household survey was conducted during the period March to May 1982 to obtain information about certain aspects of the working arrangements of employees and their preferences for any changes to them. This information includes details of usual working arrangements (e.g. 5 day week, 9 day fortnight, etc.) control over working arrangements and/or start and finish times, preference for permanent or casual employment and more or less work.

255. For the purposes of this survey, a *permanent worker* was defined as an employee who was entitled to paid holidays or sick pay in his/her main job. A *casual worker* was an employee who was not entitled to paid holidays or sick pay in his/her main job. Similar definitions applied in relation to employees' preferred mode of employment.

256. Employees who *preferred to work less* were those who, given the opportunity, would have preferred to work less hours and receive commensurately less pay. Similarly those who *preferred to work more* would have preferred to do so on the understanding that they would earn commensurately more pay, and those who *preferred to work the same hours* expected to continue earning the same amount of pay.

257. Employees who *had, or preferred, some say in start/finish times* (and/or usual working days arrangement), were those able, or who preferred, within limits, to choose the times (and/or days) when they worked, e.g. 'flextime', flexible working hours, respectively.

258. Employees who *preferred tapered retirement* wanted to work less than their current usual total working time in the period immediately preceding their retirement by working either fewer weeks per year, fewer days per week or fewer hours per day.

## **CHAPTER 9—INDUSTRIAL RELATIONS**

### **Industrial Disputes, Australia (6322.0)**

259. The ABS publishes monthly and annual statistics of the number of industrial disputes, the number of employees involved and working days lost in industrial disputes. The annual statistics are also classified according to duration, cause and method of settlement.

260. The statistics refer only to disputes involving stoppages of work of ten working days or more *at the establishment where the stoppages occurred*. Employees involved include wage and salary earners only who are directly and indirectly involved in disputes. *Employees indirectly involved* are those thrown out of work at the establishments where the stoppages occurred, but who are not themselves parties to the dispute. *Employees directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance. Particulars of some stoppages (e.g. those involving a large number of establishments) may have been estimated and the statistics should be regarded as giving a broad measure of the extent of stoppages of work (as defined).

261. *Total employees involved* for any period of time are obtained by adding together the number of employees involved in each dispute in the period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute the number or employees involved included in the statistics relate to the largest number of individual employees involved on any one day. Generally the *total* number of employees involved for each year will equal the sum of the *total* number of

employees involved in the first month of a year plus the number of employees *newly* involved in subsequent months (as published monthly in 6321.0). Differences between monthly and annual aggregates can occur due to temporary cessations in the first month of the year of stoppages resuming in subsequent months. Employees re-involved in this type of dispute are not classified as employees *newly* involved in stoppages in the second period in which the dispute occurs.

262. Stoppages of work occurring at different times and at different establishments, but having a common cause may be regarded as one industrial dispute. However, an industrial dispute occurring in more than one State is counted as a separate dispute in each State and in the total for Australia.

263. *Working days lost* refers to time lost by employees directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

264. *Working days lost per 1,000 employees* have been compiled from those lost by employees directly and indirectly involved in disputes involving stoppages of work of ten working days or more in the establishments where the stoppages occurred. The estimates of employees are obtained as set out in the following paragraph.

265. Estimates for 1975 to 1979 are based on numbers of employees as published in *Civilian Employees, Australia* (6213.0). As this series was suspended from April 1980, estimates from 1980 have been calculated by using estimates of employees from *The Labour Force, Australia* (6203.0). In January 1987 the basis for calculation of working days lost per thousand employees was changed to include estimates of employees from the Survey of Employment and Earnings. They are combined with estimates of the number of employees in agriculture and in private households obtained from the Labour Force Survey to derive the denominator. The estimates have been recalculated on this basis back to January 1984.

266. The statistics of causes of industrial disputes relate to the *causes of stoppages of work*. The statistics therefore do not reflect the relative importance of all causes of disputes between employers and employees. The classification of causes is as follows:

- (a) *wages*—claims involving general principles relating to wages (e.g. increase/decrease in wages; variation in method of payment) or combined claims relating to wages, hours or conditions of work (in which the claim about wages is deemed to be the most important; combined claims in which other claims are deemed to be the most important are included under other causes);
- (b) *hours of work*—claims involving general principles relating to hours of work (e.g. decrease/increase in hours; spread of hours);

- (c) *managerial policy*—disputes concerning the managerial policy of employers—computation of wages, hours, leave, etc. in individual cases; docking pay, docking leave credits, fines, etc.; disciplinary matters including dismissals, suspension, victimisation; principles of promotion and filling positions, transfers, roster complaints, retrenchment policy; employment of particular persons and personal disagreements; production limitations or quotas; etc.;

- (d) *physical working conditions*—disputes concerning physical working conditions, safety issues; protective clothing and equipment; first aid services; uncomfortable working conditions, etc.; lack of, or the conditions of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks; etc.;

- (e) *trade unionism*—disputes concerning employment of non-unionists, inter-union and intra-union disputes, sympathy stoppages in support of employees in another industry, recognition of union activities, etc.;

- (f) *other*—claims involving general principles relating to holiday and leave provisions, pension and retirement provisions, workers' compensation provisions, insertion of penal clause provisions in awards, etc.

Also included in *other* are disputes concerning protests directed against persons or situations other than those relating to the employer/employee relationship, i.e. political matters, fining and gaoling of persons, protests against lack of work, and lack of adequate transport; non-award public holidays; accidents and funerals; no reason given for stoppages; etc.

267. Further information about the industrial relations system in Australia and a framework for classifying disputes can be found in *A Guide to Labour Statistics* (6102.0).

#### Trade Union Statistics, Australia (6323.0)

268. The figures presented in 6323.0 have been compiled from questionnaires completed by individual trade unions in respect of their membership as at 30 June from 1985 onwards and as at 31 December in previous years.

269. The published number of reporting trade unions varies from year to year as a result of amalgamations and mergers of unions, unions ceasing to operate, new unions being formed, existing organisations changing their status such that it brings them within the scope of the definition of a trade union and existing unions reporting for the first time. For the purpose of these statistics a *trade union* is defined as an organisation, consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members. Non-operating unions or branches, i.e. those with no members at the date of collection, are not included in the statistics.



270. The *total membership* of the reporting trade unions represents the aggregate of the membership of individual unions; therefore persons who are members of more than one union are counted more than once in the totals. The extent of this duplication is not known. Members of unions working overseas are excluded from the reported membership data. Membership figures may be affected by differences in the concept of membership adopted by different unions or by the same union at different times.

271. *Proportion of total employees*—the approximate percentages of wage and salary earners in employment (i.e. employees) who were members of trade unions are shown in Table 9.6. Estimates for 1975 to 1979 are based on estimates of employees as published in *Civilian Employees, Australia* (6213.0). As this series was suspended from April 1980 the proportions of total employees shown for 1980 and subsequent years have been calculated from estimates of employees from the labour force survey published in *The Labour Force, Australia* (6203.0). The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of *employed* wage and salary earners and the degree of unemployment of reported union members will affect the percentages for a particular year and comparisons over time.

#### Trade Union Members, Australia (6325.0)

272. In association with the August 1986 labour force survey, information was obtained about the membership of trade unions and employee associations, and various characteristics of members and non-members. Similar surveys were previously conducted in November 1976 and during the period March to May 1982.

273. A *trade union* (or employee association) was defined as an organisation, consisting predominantly of employees, the principal activities of which included the negotiation of rates of pay and conditions of employment for its members.

274. For the purposes of this survey a *part-time employee* was one who usually worked less than 35 hours per week.

275. Although some persons may be union members in their second job only, this survey only collected characteristics of respondents who were trade union members in relation to their main job.

#### Incidence of Industrial Awards, Determinations and Collective Agreements, Australia (6315.0)

276. This publication contains details of the award coverage of employees obtained as part of a sample survey which was conducted in May 1983. The survey was designed primarily to provide statistics of the distribution and composition of weekly earnings and hours of employees.

277. *Employees covered by awards, etc.* are employees whose rates of pay and conditions of work are normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement. However, unregistered collective agreements dealing only with overaward pay are ignored.

278. *Federal awards, etc.* are awards or determinations made by, and collective agreements registered with, the Australian Conciliation and Arbitration Commission, the Public Service Arbitrator, the Coal Industry Tribunal, and the Flight Crew Officers Industrial Tribunal.

279. *State awards, etc.* are awards or determinations made by, and collective agreements registered with, State industrial arbitration authorities. The estimates shown for employees affected by State awards, etc. include a small proportion of employees affected by awards, etc. of State tribunals in other States. Similarly in each Territory there is a small proportion of employees affected by awards, etc. of State tribunals in adjacent States.

280. *Collective agreements* (whether registered or unregistered) are agreements made by an employer or a number of employers with a group or organisation of employees. *Registered collective agreements* are those collective agreements registered with a Federal or State industrial arbitration authority, whilst *unregistered collective agreements* are those not so registered.

281. *Employees not covered by awards, etc.* are those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement.



ABS LIBRARY



J 0097120