

CHAPTER 6

AWARD RATES, EARNINGS, INCOME AND LABOUR COSTS

The concept of a total return for labour includes wages, salaries, payment in kind and fringe benefits. Emphasis is given to wages and salaries, defined as the monetary remuneration paid to employees for time worked or work done together with payment for time not worked (such as holidays and sick leave). Wages and salaries statistics produced by the ABS are usually referred to as earnings.

In this chapter statistics are presented on trends in award rates of pay, levels and movements in earnings, their composition and distribution and the contribution of earnings to total income. Statistics on non-wage benefits are included in Chapter 7.

Award rates of pay indexes are based on minimum rates of pay fixed by law, agreement or arbitration. Unlike the statistics of earnings which show the relative *levels* and *trends* over time for industries, full-time and part-time males and females, the indexes of minimum weekly and hourly rates of pay are designed to measure only the relative *trends* in award rates for full-time adult males and females.

Indexes of minimum weekly and hourly award rates of pay cover all full-time adult wage and salary earners whose minimum rates of pay are normally varied in accordance with awards, determinations and collective agreements. The indexes are based on weights derived from the May 1976 Survey of Employee Earnings and Hours and therefore do not reflect any subsequent effects of compositional changes in the labour force or in industry structure.

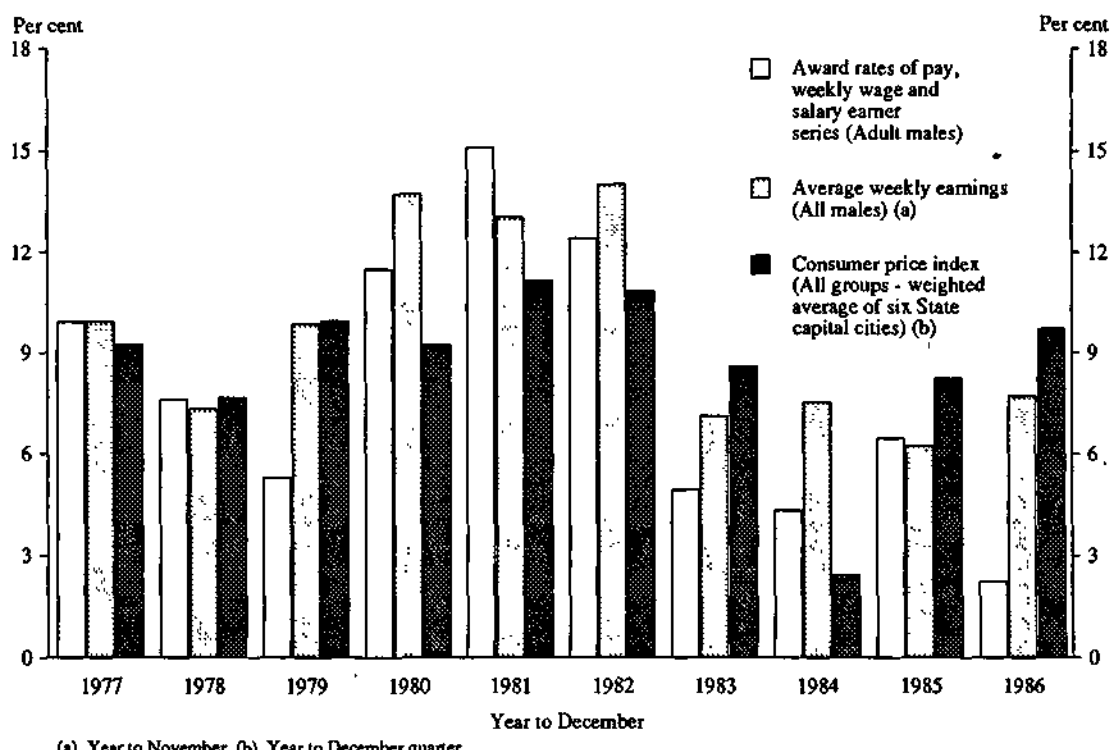
Average weekly earnings statistics are produced from surveys of employers conducted quarterly and annually. The quarterly average weekly earnings series provides information on average weekly earnings for males and females; ordinary time earnings and total earnings for full-time adults; and total earnings for all employees.

In addition to the average weekly earnings statistics obtained from the quarterly survey of employers, statistics on the distribution and composition of earnings are obtained from a survey of employers conducted annually in May from 1974 to 1981, in 1983, and annually again from 1985.

Statistics which show (at each level of weekly earnings) the number of employees by age, occupation and full-time and part-time status are obtained from a survey conducted in August each year. This survey is a supplement to the ABS monthly labour force survey.

Major labour costs statistics are produced from an annual survey of employers. This survey was conducted for the first time in 1986 when information was collected on the costs incurred by private sector employers for: employees' superannuation; workers' compensation; earnings; payroll tax; and severance, termination and redundancy payments for the year ended 30 June 1986.

CHART 6.a. AWARD RATES OF PAY, AVERAGE WEEKLY EARNINGS AND CONSUMER PRICE INDEX: ANNUAL CHANGE



Source: Award Rates of Pay Indexes, Australia (6312.0); Average Weekly Earnings, States and Australia (6302.0); Consumer Price Index, Australia (6401.0).

TABLE 6.1. AWARD RATES OF PAY INDEXES
(Base : June 1976 = 100.0)

	<i>Weekly wage and salary earner series</i>			<i>Hourly wage earner series</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
<i>1976—</i>						
June	100.0	100.0	100.0	100.0	100.0	100.0
December	104.3	104.2	104.3	104.3	104.5	104.4
<i>1977—</i>						
June	110.4	110.7	110.5	110.9	111.3	111.0
December	114.5	114.6	114.5	115.0	115.2	115.1
<i>1978—</i>						
June	117.8	118.0	117.8	118.4	118.6	118.5
December	123.3	122.9	123.3	124.3	123.8	124.2
<i>1979—</i>						
June	127.7	127.1	127.5	128.9	127.9	128.6
December	129.9	128.9	129.4	131.1	129.2	130.6
<i>1980—</i>						
June	137.5	135.6	136.9	138.7	136.3	138.0
December	144.9	144.6	144.8	146.0	145.5	145.8
<i>1981—</i>						
June	156.2	155.9	156.1	157.5	157.0	157.3
December	166.8	164.3	166.0	168.4	166.3	167.8
<i>1982—</i>						
June	178.3	175.5	177.5	183.5	178.0	182.0
December	185.4	183.7	184.9	191.2	186.5	189.9
<i>1983—</i>						
June	186.1	184.7	185.7	192.1	187.6	190.9
December	194.7	193.1	194.2	201.2	196.5	199.9
<i>1984—</i>						
June	203.2	201.7	202.7	210.4	206.6	209.4
December	203.3	201.9	202.9	211.0	207.3	210.0
<i>1985—</i>						
June	208.6	207.5	208.3	216.5	213.6	215.7
December	216.6	215.4	216.2	224.8	221.7	224.0
<i>1986—</i>						
June	216.6	216.1	216.5	224.8	222.0	224.1
December	221.6	221.3	221.5	229.9	227.3	229.2

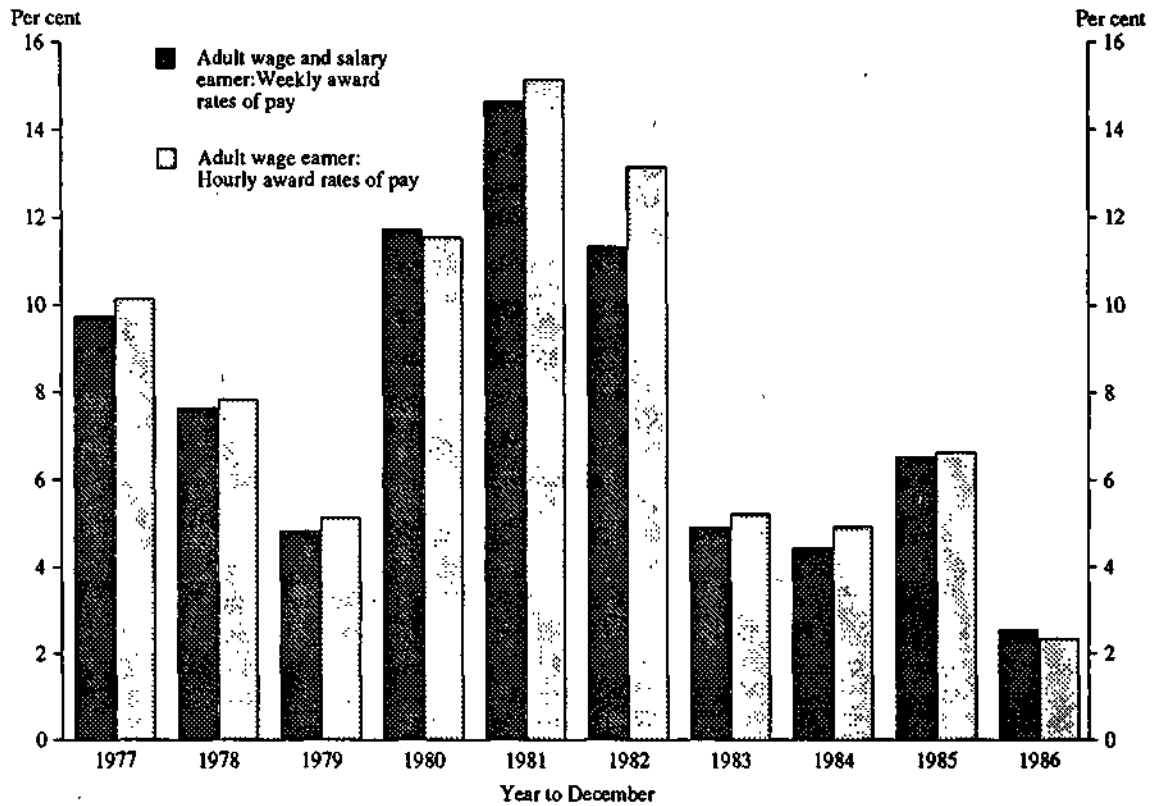
Source: Award Rates of Pay Indexes, Australia (6312.0).

**TABLE 6.2. AWARD RATES OF PAY INDEXES: WEEKLY WAGE AND SALARY EARNER SERIES, INDUSTRIES,
DECEMBER 1976 TO DECEMBER 1986**
(Base: June 1976 = 100.0)

	December						
Industry	1976	1978	1980	1982	1984	1985	1986
ADULT MALES							
Mining	104.2	123.3	143.9	180.9	197.4	210.5	216.2
Manufacturing	104.4	124.8	146.6	188.0	205.5	218.6	224.0
Food, beverages and tobacco	104.2	123.2	143.7	183.3	201.7	214.4	219.5
Textiles; clothing and footwear	104.3	123.5	143.9	186.5	203.6	216.8	222.4
Paper, printing, etc.	104.2	122.6	146.5	183.1	199.4	212.5	217.4
Chemical, petroleum and coal products	104.3	124.0	144.5	184.1	200.8	214.6	220.0
Metal products, machinery and equipment—							
Basic metal products	104.8	125.3	146.2	182.6	199.1	211.8	219.2
Fabricated metal products; other machinery, etc.	104.4	127.8	150.9	196.3	214.1	227.7	232.8
Transport equipment	104.2	123.5	145.2	189.3	206.7	219.8	224.9
Total metal products, etc.	104.4	124.4	148.1	191.3	208.7	221.9	227.5
Other	104.4	125.9	146.4	186.4	204.6	217.7	222.9
Electricity, gas and water	104.1	121.9	142.5	182.0	199.5	211.7	216.7
Construction	104.3	124.3	145.7	188.3	206.6	219.0	225.3
Wholesale trade	104.4	125.0	145.5	185.4	205.0	218.3	223.5
Retail trade	104.4	123.5	145.7	185.0	203.3	216.1	221.0
Transport and storage	104.1	123.4	144.0	184.2	202.8	215.7	221.2
Communication	103.9	121.2	143.0	189.7	206.0	220.3	225.8
Finance, property and business services	104.0	122.2	143.2	183.2	200.7	213.6	218.6
Public administration and defence	104.0	120.5	141.6	179.8	197.1	211.1	216.0
Community services	104.4	121.1	143.8	183.5	201.5	214.4	219.8
Recreation, personal and other services	104.3	122.7	143.6	181.6	199.5	212.2	217.6
Total all industries	104.3	123.3	144.8	185.4	203.3	216.3	221.7
ADULT FEMALES							
Manufacturing	104.6	124.3	145.6	186.5	203.9	217.2	222.3
Food, beverages and tobacco	104.6	123.7	143.7	184.0	201.9	215.0	220.3
Textiles; clothing and footwear	104.5	123.7	144.6	186.4	202.9	216.1	221.1
Paper, printing, etc.	104.4	123.1	144.6	183.9	200.3	213.7	218.9
Chemical, petroleum and coal products	104.1	122.3	142.8	177.6	195.3	209.5	214.3
Metal products, machinery and equipment—							
Basic metal products	106.7	123.2	143.5	178.6	194.5	206.9	211.6
Fabricated metal products; other machinery, etc.	104.5	126.4	148.8	193.3	210.9	224.5	229.8
Transport equipment	104.3	124.2	146.4	190.4	206.9	220.5	225.7
Total metal products, etc.	104.7	125.6	147.7	190.9	208.1	221.6	226.8
Other	104.5	126.4	146.8	183.5	202.4	215.6	220.6
Electricity, gas and water	104.0	122.9	145.5	177.3	193.1	205.9	210.6
Construction	104.4	124.4	145.8	178.5	201.1	214.2	219.1
Wholesale trade	104.7	124.7	145.7	183.8	203.1	216.8	222.2
Retail trade	104.3	123.0	144.4	181.2	200.6	213.7	219.0
Transport and storage	104.1	123.6	143.6	180.8	199.5	212.5	219.3
Communication	104.0	121.5	141.1	178.7	196.0	213.0	217.9
Finance, property and business services	104.2	124.1	143.5	181.7	199.5	212.4	217.4
Public administration and defence	104.0	122.0	143.1	179.9	197.5	212.9	218.0
Community services	104.2	122.0	144.4	185.6	203.6	216.9	230.1
Recreation, personal and other services	104.4	123.2	145.6	178.0	196.7	209.5	214.6
Total all industries	104.2	123.2	144.6	183.7	201.7	215.2	222.7

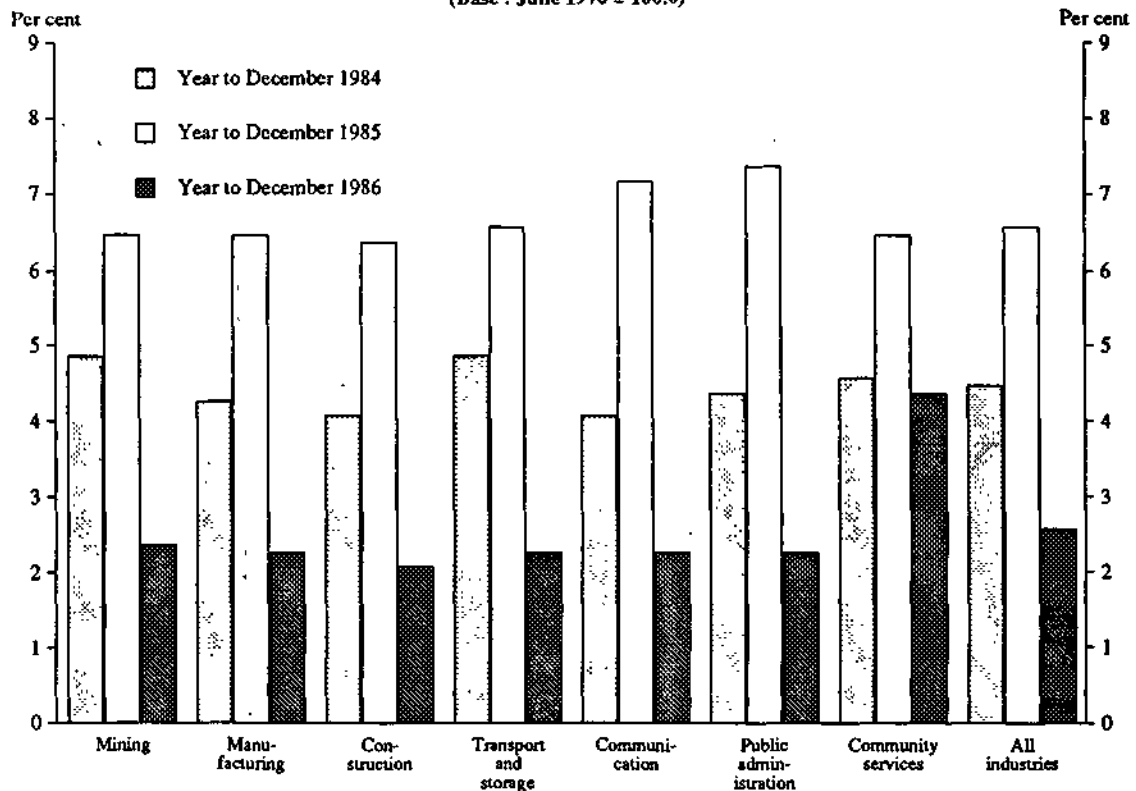
Source: Award Rates of Pay Indexes, Australia (6312.0).

CHART 6.b. AWARD RATES OF PAY INDEXES: ANNUAL CHANGE
(Base : June 1976 = 100)



Source: Award Rates of Pay Indexes, Australia (6312.0).

CHART 6.c. AWARD RATES OF PAY INDEXES: WAGE AND SALARY EARNERS, ANNUAL PERCENTAGE CHANGE, INDUSTRIES
(Base : June 1976 = 100.0)



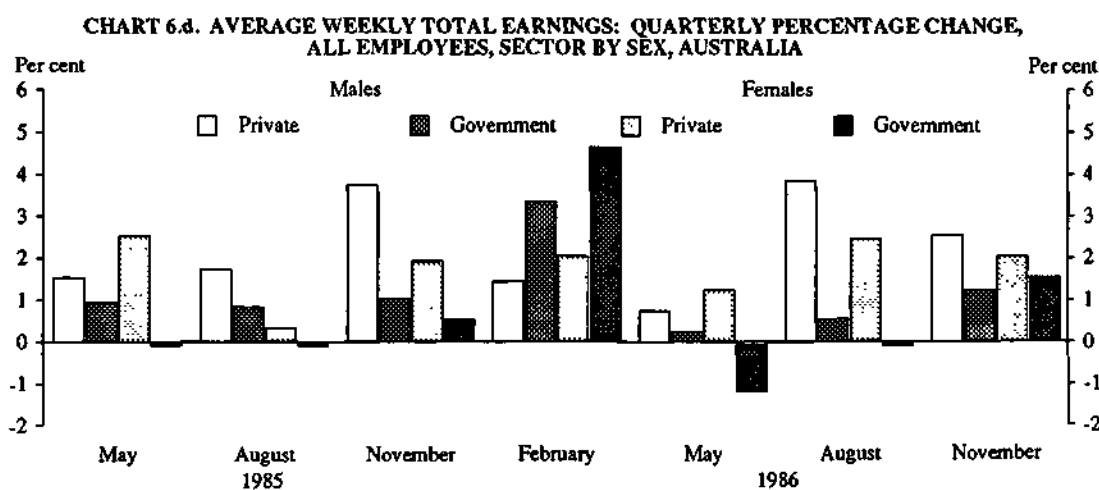
Source: Award Rates of Pay Indexes, Australia (6312.0).

TABLE 6.3. AVERAGE WEEKLY EARNINGS OF EMPLOYEES(a), 1982 TO 1986

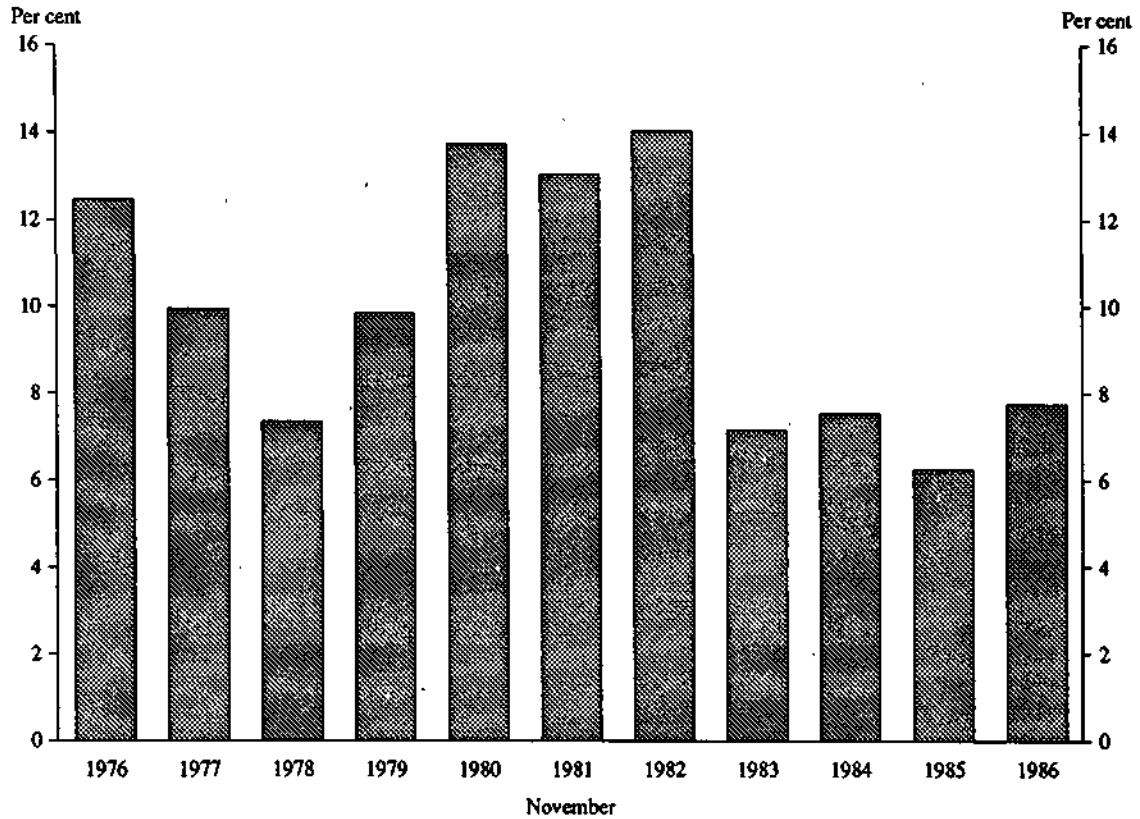
Reference period	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings
—dollars—									
1985—									
15 February	399.60	429.00	392.70	328.40	335.90	260.10	377.50	400.10	340.10
17 May	404.50	435.50	397.20	334.40	343.10	263.40	382.80	406.90	344.10
16 August	409.80	441.60	403.10	338.70	346.80	265.00	387.90	412.50	347.80
15 November	419.60	453.60	413.90	345.30	353.70	268.40	396.90	423.10	355.60
1986—									
21 February	427.20	460.10	422.70	352.80	360.60	276.40	404.20	429.50	364.10
16 May	432.60	465.90	425.50	356.40	364.90	278.20	409.20	434.90	366.50
15 August	444.00	476.20	437.20	363.60	371.90	282.90	418.90	443.70	373.70
21 November	452.10	488.60	446.30	372.70	382.00	287.60	427.20	455.20	380.60
Change—Quarterly									
—per cent—									
1985—									
February	+0.5	+0.4	+0.8	+0.9	+0.7	+2.0	+0.6	+0.5	+1.4
May	+1.2	+1.5	+1.1	+1.8	+2.1	+1.3	+1.4	+1.7	+1.2
August	+1.3	+1.4	+1.5	+1.3	+1.1	+0.6	+1.3	+1.4	+1.1
November	+2.4	+2.7	+2.7	+1.9	+2.0	+1.3	+2.3	+2.6	+2.2
1986—									
February	+1.8	+1.4	+2.1	+2.2	+1.9	+3.0	+1.8	+1.5	+2.4
May	+1.3	+1.2	+0.7	+1.0	+1.2	+0.7	+1.2	+1.3	+0.7
August	+2.7	+2.2	+2.7	+2.0	+1.9	+1.7	+2.4	+2.0	+2.0
November	+1.8	+2.6	+2.1	+2.5	+2.7	+1.7	+2.0	+2.6	+1.8
Annual									
1985—									
February	+6.2	+7.1	+6.0	+8.0	+8.0	+5.5	+6.9	+7.6	+5.9
May	+4.3	+4.8	+3.5	+5.5	+5.8	+2.5	+4.8	+5.3	+3.2
August	+4.4	+5.4	+4.4	+6.2	+6.1	+3.4	+5.1	+5.8	+4.0
November	+5.5	+6.2	+6.3	+6.1	+6.1	+5.2	+5.8	+6.3	+6.0
1986—									
February	+6.9	+7.3	+7.7	+7.4	+7.3	+6.2	+7.1	+7.4	+7.1
May	+6.9	+7.0	+7.1	+6.6	+6.3	+5.6	+6.9	+6.9	+6.5
August	+8.4	+7.8	+8.5	+7.3	+7.3	+6.7	+8.0	+7.6	+7.4
November	+7.7	+7.7	+7.8	+7.9	+8.0	+7.1	+7.6	+7.6	+7.0

(a) Refers to all employees engaged in full-time and part-time employment.

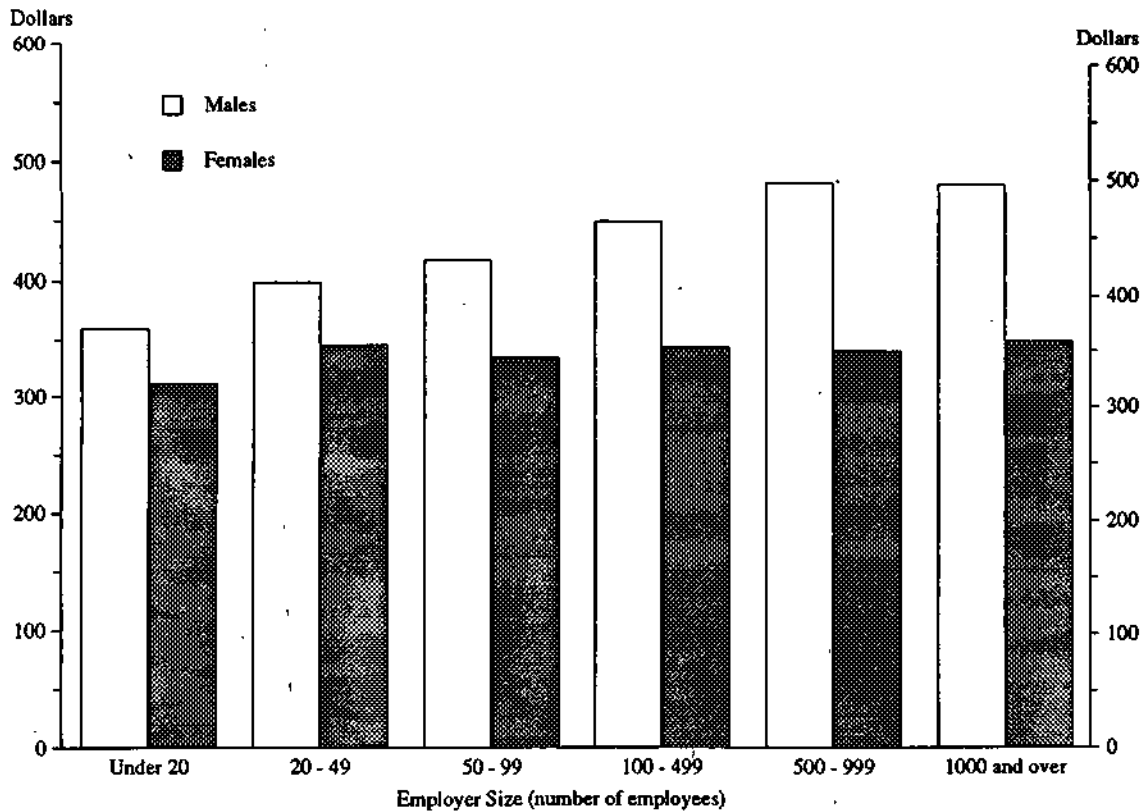
Source: Average Weekly Earnings, States and Australia (6302.0).



Source: Average Weekly Earnings, States and Australia (6302.0).

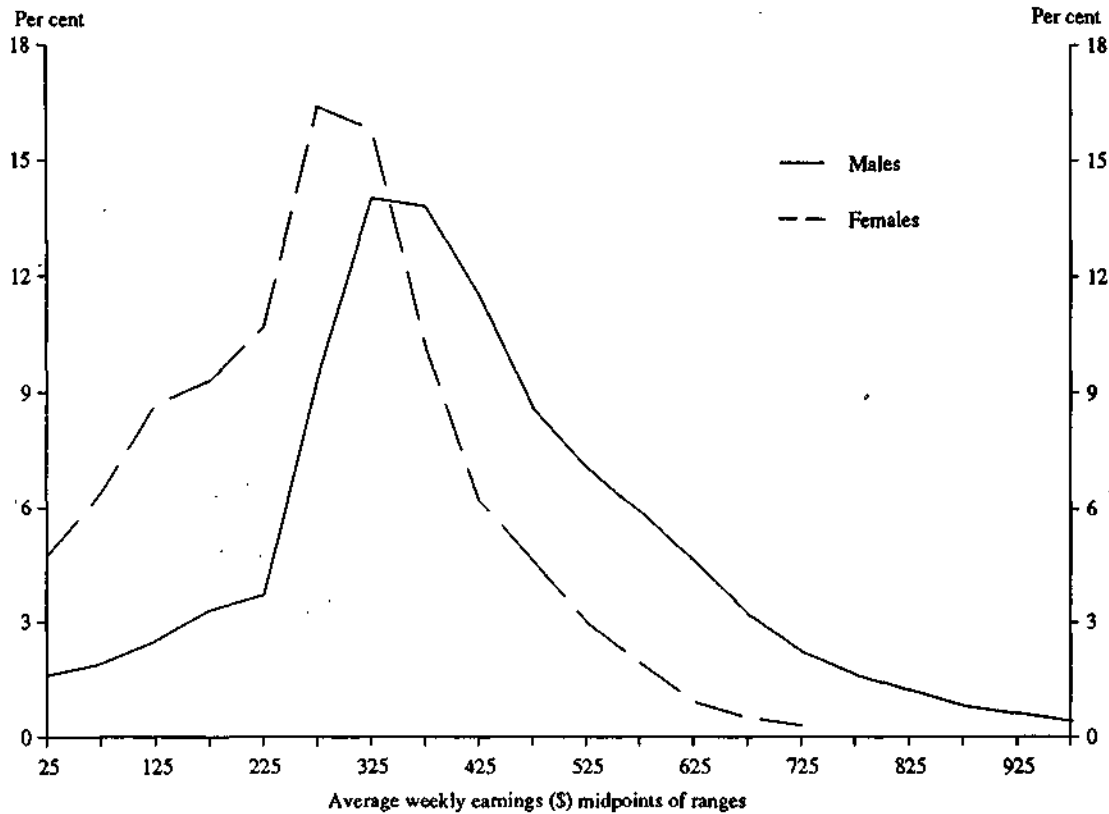
CHART 6.e. AVERAGE WEEKLY EARNINGS: ANNUAL PERCENTAGE CHANGE, ALL MALES

Source: Average Weekly Earnings, States and Australia (6302.0).

CHART 6.f. AVERAGE WEEKLY EARNINGS: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, PRIVATE SECTOR BY EMPLOYER SIZE, MAY 1986

Source: Distribution and Composition of Employee Earnings and Hours, Australia, May 1986 (6306.0).

CHART 6.g. AVERAGE WEEKLY EARNINGS OF ALL EMPLOYEES: DISTRIBUTION BY SEX
MAY 1986



Note: Female estimates are not available for intervals after \$750 as standard errors are too high.

Source: Distribution and Composition of Employee Earnings and Hours, Australia, May 1986 (6306.0).

TABLE 6.4. AVERAGE WEEKLY EARNINGS COMPOSITION : FULL-TIME
NON-MANAGERIAL EMPLOYEES, MAY 1986

	Adult		Junior	
	Males	Females	Males	Females
WEEKLY EARNINGS(\$)				
Award or agreed base rate of pay	382.00	347.40	198.70	202.30
Payment by measured result	6.40	1.40	*	*
Overaward and other pay	10.90	5.50	3.70	2.20
Total ordinary time	399.30	354.30	204.00	204.80
Overtime	40.00	8.40	12.00	4.30
Total	439.30	362.70	216.00	209.20
PERCENTAGE OF EARNINGS				
Award or agreed base rate of pay	87.0	95.8	92.0	96.7
Payment by measured result	1.5	0.4	*	*
Overaward and other pay	2.5	1.5	1.7	1.1
Total ordinary time	90.9	97.7	94.4	97.9
Overtime	9.1	2.3	5.6	2.1
Total	100.0	100.0	100.0	100.0

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

**TABLE 6.5. AVERAGE WEEKLY EARNINGS : NON-MANAGERIAL FULL-TIME ADULT EMPLOYEES,
INDUSTRIES, MAY 1976 TO MAY 1986**
($\$$)

Industry	May								
	1976	1977	1978	1979	1980	1981	1983	1985	1986
MALES									
Mining	251.20	279.70	295.50	335.30	376.10	447.30	497.90	603.10	659.50
Manufacturing—									
Food, beverages and tobacco	169.50	186.40	203.80	215.60	248.00	277.00	338.80	385.90	411.00
Textiles; clothing and footwear	162.20	174.70	196.10	205.00	243.90	281.80	313.80	340.10	386.80
Paper, paper products, printing, etc.	184.80	207.60	227.40	249.70	276.00	309.80	358.00	430.50	451.80
Chemical, petroleum and coal products	187.60	203.70	255.90	255.80	272.70	307.80	367.50	436.90	475.90
Metal products, machinery and equipment—									
Basic metal products	185.80	207.60	229.10	249.90	287.10	320.40	388.70	453.60	481.40
Fabricated metal products; other machinery, etc.	168.50	185.40	200.80	221.30	253.20	275.10	325.60	380.00	399.90
Transport equipment	167.10	185.10	197.90	223.20	242.90	273.10	342.00	407.10	417.90
Total metal products, etc.	171.80	190.10	205.90	228.20	257.80	285.30	343.80	404.10	422.10
Other manufacturing	170.00	188.60	202.90	221.00	247.90	270.60	319.20	369.70	390.60
Total manufacturing	172.60	190.50	207.40	227.20	256.20	284.70	340.60	396.60	419.40
Electricity, gas and water	190.60	211.60	227.40	249.10	275.10	307.70	395.90	444.40	469.00
Construction	180.80	197.80	214.40	230.00	257.10	297.20	386.30	422.90	458.00
Wholesale trade	164.00	183.20	199.80	221.00	237.80	268.40	324.40	367.70	393.90
Retail trade	154.80	173.10	189.50	203.70	221.60	245.60	281.70	323.90	331.00
Transport and storage	191.60	215.80	231.00	247.00	280.40	311.10	367.10	439.30	470.50
Communication							354.20	415.10	423.60
Finance, property and business services	176.10	196.20	209.00	225.50	254.00	286.30	355.10	407.70	438.20
Public administration, etc.	197.20	215.80	231.00	248.50	279.70	313.90	353.70	396.60	417.20
Community services							402.00	460.20	485.80
Recreation, personal and other services	162.70	179.60	199.10	215.50	241.70	265.40	296.50	355.80	375.80
Total all industries	180.60	200.10	216.70	235.80	264.60	297.50	358.00	413.90	439.30
FEMALES									
Mining	149.90	187.10	195.40	223.60	250.90	270.60	354.10	414.60	461.50
Manufacturing—									
Food, beverages and tobacco	129.80	148.00	157.40	176.40	192.10	222.60	263.30	314.90	332.30
Textiles; clothing and footwear	120.20	138.60	150.80	156.00	174.30	200.90	240.90	270.60	288.00
Paper, paper products, printing, etc.	136.80	148.20	162.40	177.70	201.20	218.80	279.30	326.60	337.50
Chemical, petroleum and coal products	140.70	154.30	169.00	182.90	197.60	237.70	292.70	341.00	340.10
Metal products, machinery and equipment—									
Basic metal products	147.70	157.90	177.90	195.40	221.50	253.80	297.20	367.30	375.90
Fabricated metal products; other machinery, etc.	126.90	143.00	155.80	164.50	189.90	213.30	264.80	305.50	320.40
Transport equipment	135.10	146.30	159.60	179.00	194.20	219.80	265.80	319.50	321.70
Total metal products, etc.	130.20	144.80	158.60	170.20	193.70	218.00	267.60	315.00	325.80
Other manufacturing	123.20	141.00	153.70	166.90	185.00	205.90	250.80	288.80	308.80
Total manufacturing	127.60	144.10	156.60	168.70	188.10	213.90	261.10	303.90	318.40
Electricity, gas and water	160.50	166.50	184.40	195.00	212.60	247.30	310.90	349.60	365.00
Construction	139.80	157.10	173.60	185.60	214.20	234.00	273.90	316.70	333.00
Wholesale trade	135.60	151.00	164.20	175.90	193.30	221.60	273.10	314.90	335.40
Retail trade	129.70	144.10	157.80	168.60	181.10	204.60	245.10	286.10	302.10
Transport and storage	149.30	169.30	185.20	195.40	214.20	249.00	309.30	360.90	375.60
Communication							303.60	357.80	370.20
Finance, property and business services	143.80	161.40	176.20	184.50	206.20	232.40	278.50	322.30	349.20
Public administration, etc.	162.80	183.40	199.00	212.50	236.00	264.20	306.00	354.90	366.90
Community services							338.10	382.70	406.60
Recreation, personal and other services	133.30	150.00	160.80	173.10	199.10	222.20	257.10	302.70	321.60
Total all industries	143.70	162.10	177.20	189.40	210.50	238.30	294.60	341.20	362.70

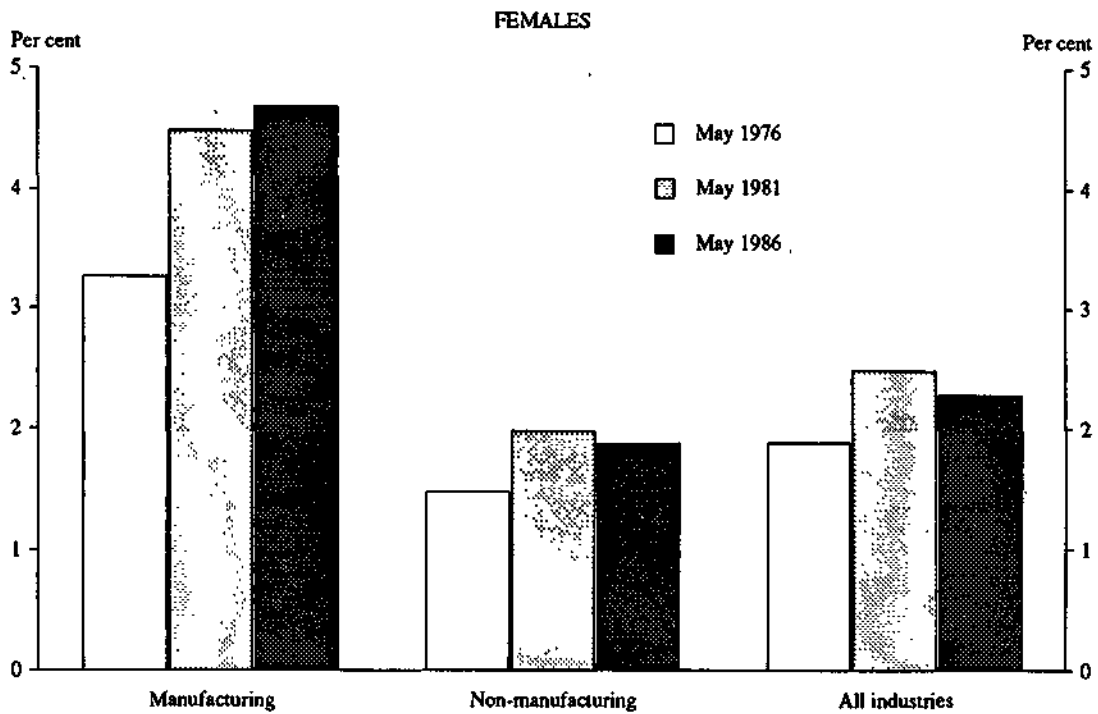
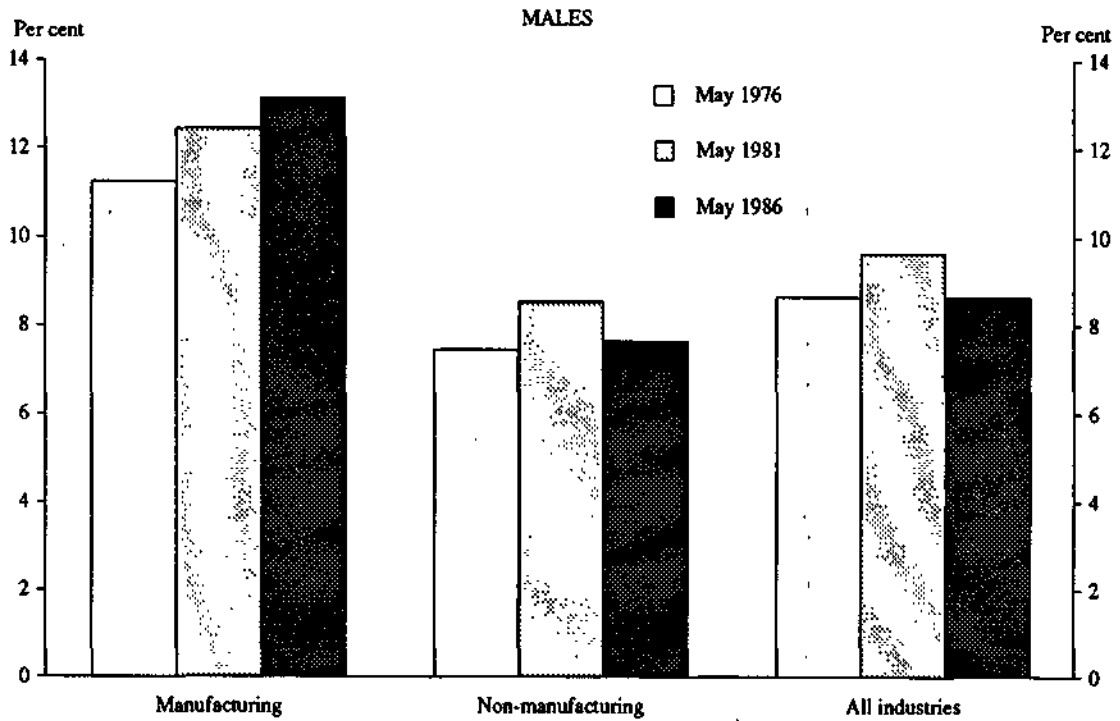
Source: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0).

TABLE 6.6. AVERAGE WEEKLY ORDINARY TIME EARNINGS : NON-MANAGERIAL FULL-TIME ADULT EMPLOYEES, INDUSTRIES, MAY 1976 TO MAY 1986
($\$$)

Industry	May								
	1976	1977	1978	1979	1980	1981	1983	1985	1986
MALES									
Mining	202.40	227.50	248.60	273.70	310.30	366.90	439.20	508.40	561.00
Manufacturing—									
Food, beverages and tobacco	149.00	163.20	182.20	192.10	213.70	242.90	297.30	335.10	351.00
Textiles; clothing and footwear	145.50	159.20	173.60	183.50	212.00	237.50	*	294.70	322.50
Paper, paper products, printing, etc.	167.40	187.50	202.90	221.20	249.80	280.00	332.70	372.80	402.30
Chemical, petroleum and coal products	169.00	182.60	231.90	220.10	244.70	275.20	337.50	386.90	411.80
Metal products, machinery and equipment—									
Basic metal products	164.10	184.00	204.20	213.20	244.00	275.00	347.10	391.00	414.40
Fabricated metal products; other machinery, etc.	149.70	164.50	177.00	194.30	219.40	239.90	300.70	331.20	348.10
Transport equipment	151.10	169.50	182.20	195.20	222.00	242.90	319.80	349.90	368.30
Total metal products, etc.	153.30	170.40	184.70	198.80	225.70	249.10	316.30	349.70	367.80
Other manufacturing	146.40	163.50	177.70	191.40	215.20	234.80	293.80	319.30	338.20
Total manufacturing	153.10	169.40	185.00	198.70	224.30	249.20	310.60	343.80	364.00
Electricity, gas and water	178.70	195.70	211.90	229.80	251.70	280.80	368.60	409.20	434.50
Construction	162.30	180.20	194.80	207.20	232.50	263.50	342.30	380.90	404.20
Wholesale trade	153.60	171.30	186.60	201.90	220.80	246.90	304.80	342.30	366.20
Retail trade	146.10	163.80	179.70	190.50	209.30	229.40	268.50	308.90	315.50
Transport and storage	171.70	190.80	206.70	221.40	249.10	275.80	326.60	377.80	407.50
Communication							331.40	382.50	403.30
Finance, property and business services	171.30	190.60	202.30	217.40	245.10	273.60	331.90	390.60	409.40
Public administration, etc.	190.80	207.50	222.90	239.80	269.00	300.20	338.10	379.00	400.50
Community services							388.80	442.80	468.00
Recreation, personal and other services	148.60	166.40	184.30	197.30	220.50	244.60	282.40	322.00	344.00
Total all industries	164.80	182.60	198.60	213.90	240.00	268.50	331.30	375.90	399.30
FEMALES									
Mining	*	*	*	*	*	*	*	378.80	439.40
Manufacturing—									
Food, beverages and tobacco	*	142.00	151.50	166.70	182.20	210.50	253.20	296.70	308.50
Textiles; clothing and footwear	117.50	135.00	146.60	151.70	168.30	194.00	228.20	256.00	277.80
Paper, paper products, printing, etc.	*	143.60	157.20	171.40	191.40	209.00	*	317.30	322.90
Chemical, petroleum and coal products	136.10	150.00	*	175.90	194.20	231.70	285.90	323.20	329.90
Metal products, machinery and equipment—									
Basic metal products	*	*	*	*	*	*	*	346.80	358.00
Fabricated metal products; other machinery, etc.	122.70	138.80	150.20	157.00	181.80	201.70	257.90	289.80	307.00
Transport equipment	*	141.70	155.40	167.20	192.20	208.40	*	287.10	305.40
Total metal products, etc.	125.30	140.50	153.20	161.50	186.40	206.20	260.90	294.30	311.30
Other manufacturing	*	137.40	149.60	160.30	177.60	198.40	*	277.40	292.90
Total manufacturing	123.40	139.70	151.70	161.50	180.70	204.30	252.10	287.60	303.50
Electricity, gas and water	*	*	*	*	*	*	*	343.10	358.20
Construction	*	*	171.00	*	*	*	*	311.10	319.80
Wholesale trade	132.90	148.20	162.10	172.00	188.80	216.20	269.50	307.20	327.30
Retail trade	127.60	142.00	154.60	165.50	176.90	199.60	239.80	279.00	294.40
Transport and storage	*	163.30	179.10	189.60	202.40	238.60	302.60	345.40	357.40
Communication							287.90	338.00	361.10
Finance, property and business services	*	159.80	174.00	182.80	203.30	227.70	274.40	315.60	342.20
Public administration, etc.	*	181.10	196.90	210.30	233.30	261.00	301.50	346.50	360.30
Community services							334.90	377.50	401.70
Recreation, personal and other services	*	143.80	156.30	167.30	192.60	213.50	*	286.10	308.60
Total all industries	140.90	158.90	173.90	185.40	205.60	232.40	289.30	331.90	354.30

Source: Distribution and Composition of Employee Earnings and Hours, Australia (6306.0).

CHART 6.h. AVERAGE WEEKLY OVERTIME EARNINGS: PERCENTAGE OF AVERAGE WEEKLY TOTAL EARNINGS MANAGERIAL FULL-TIME ADULT EMPLOYEES



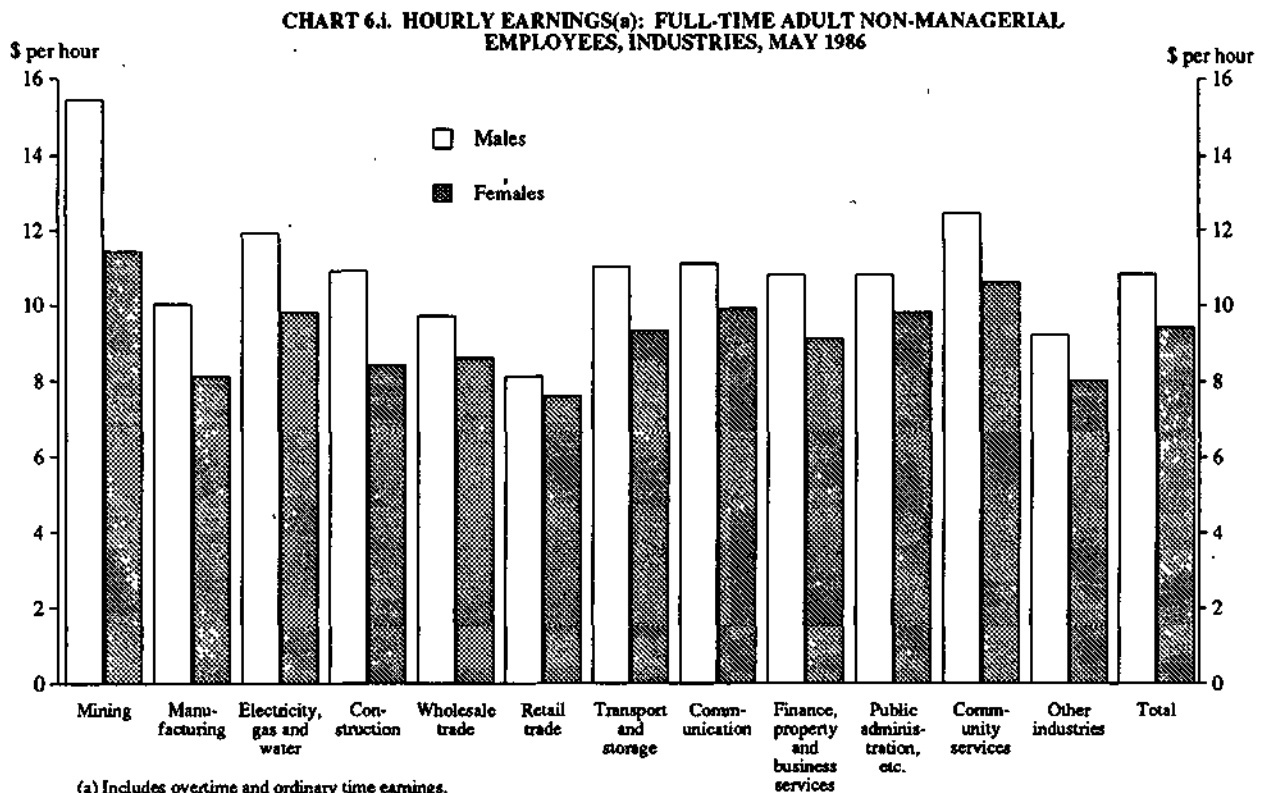
Source: Distribution and Composition of Employee Earnings and Hours, Australia, May 1986 (6306.0).

**TABLE 6.7. AVERAGE WEEKLY EARNINGS : NON-MANAGERIAL FULL-TIME EMPLOYEES, OCCUPATION
MAY 1986
(\$)**

Occupation Group(a)	Adult		Junior	
	Male	Female	Male	Female
Professionals	552.60	486.90	218.90	236.50
Para-professionals	520.30	414.80	222.70	251.30
Tradespersons	423.50	314.50	217.40	187.00
Clerks	418.00	344.00	232.30	219.20
Salespersons and personal service workers	393.30	331.00	207.40	197.20
Plant and machine operators, and drivers	447.20	289.70	207.20	192.80
Labourers and related workers	383.80	301.70	207.90	199.20
All occupations	439.30	362.80	216.00	209.20

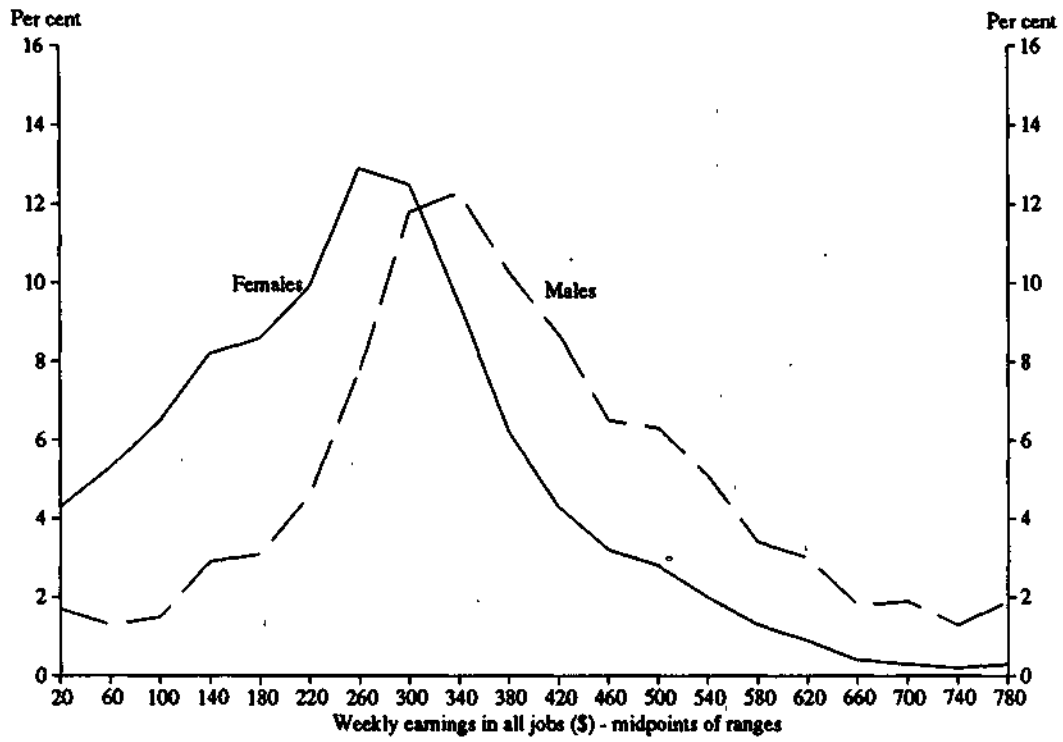
(a) Classified according to the Australian Standard Classification of Occupations, ASCO 1986.

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



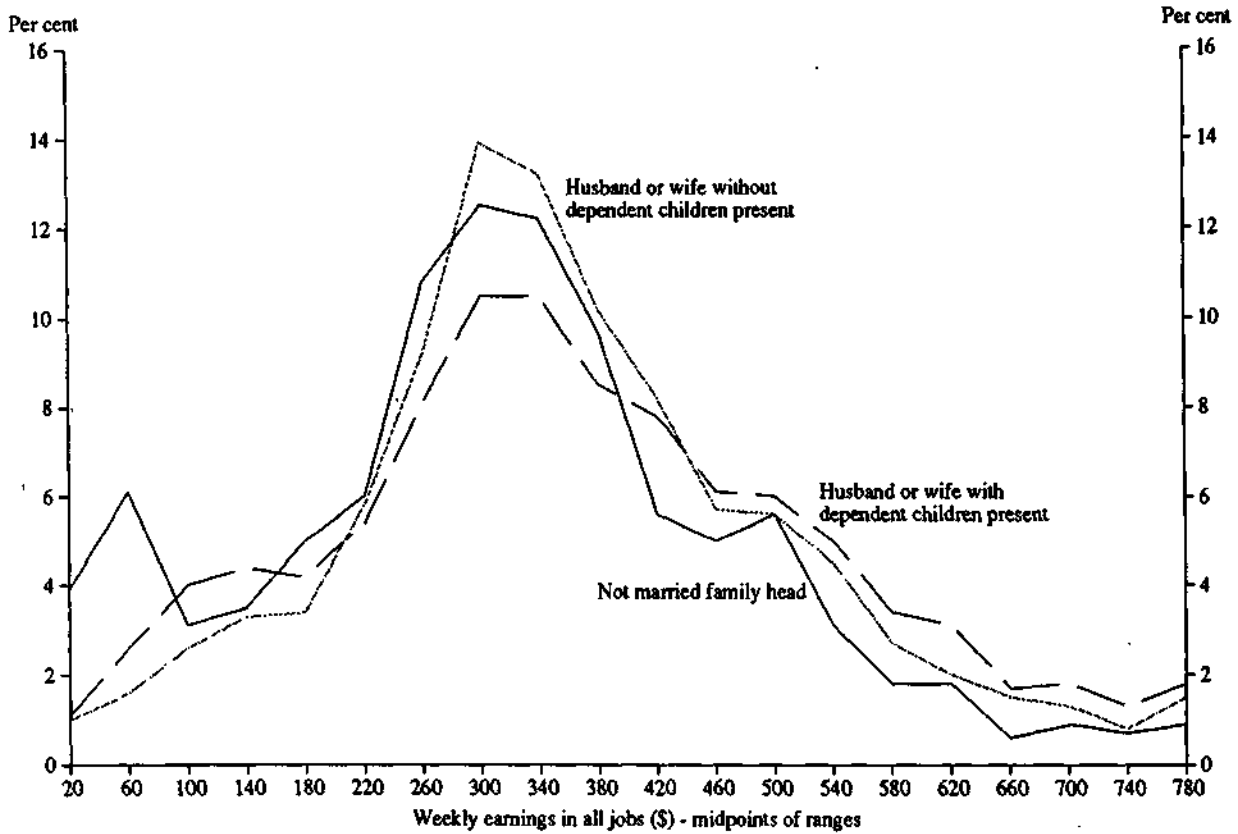
Source: *Distribution and Composition of Employee Earnings and Hours, Australia, May 1986* (6306.0).

CHART 6J. WEEKLY EARNINGS OF ALL EMPLOYEES: DISTRIBUTION BY SEX
AUGUST 1986



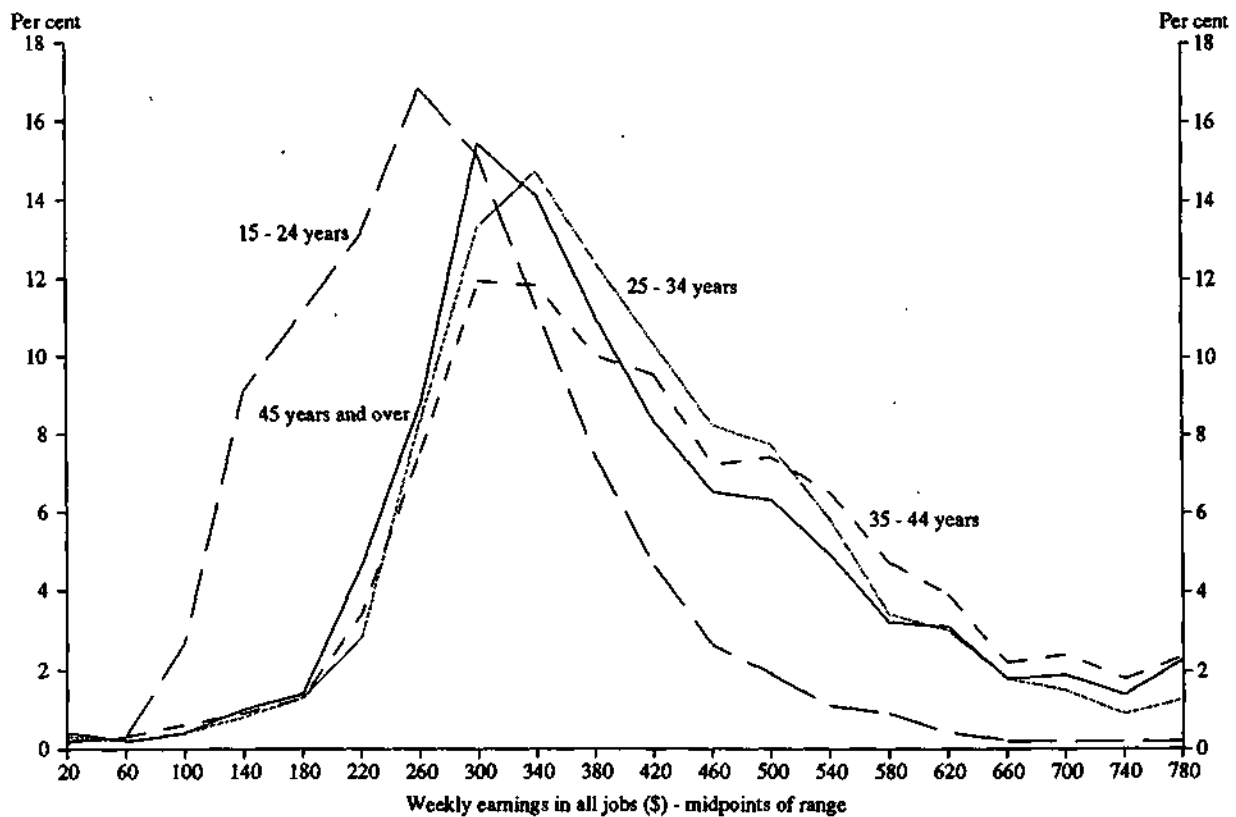
Source: Weekly Earnings of Employees (Distribution), Australia, August 1986 (6310.0).

CHART 6L. WEEKLY EARNINGS OF ALL EMPLOYEES: DISTRIBUTION BY FAMILY STATUS, AUGUST 1986



Source: Weekly Earnings of Employees (Distribution), Australia, August 1986 (6310.0).

CHART 6I. WEEKLY EARNINGS OF FULL-TIME EMPLOYEES: DISTRIBUTION BY AGE GROUP, AUGUST 1986



Source: Weekly Earnings of Employees (Distribution), Australia, August 1986 (6310.0).

TABLE 6.8. WEEKLY EARNINGS OF ALL EMPLOYEES(a): DISTRIBUTION BY MARITAL STATUS
AUGUST 1986

	Males			Females			Persons		
	Married	Not married	Total	Married	Not married	Total	Married	Not married	Total
FULL-TIME EMPLOYEES									
Weekly earnings (\$)—									
Under 120	12.5	29.3	41.8	11.3	19.6	30.9	23.8	48.9	72.7
120 and under 160	13.7	64.2	77.9	10.9	51.3	62.2	24.5	115.5	140.0
160 " 200	17.6	70.9	88.5	19.4	70.5	89.9	36.9	141.4	178.4
200 " 240	49.0	93.1	142.0	57.8	78.4	136.2	106.8	171.5	278.2
240 " 280	122.3	128.1	250.4	116.0	117.9	233.9	238.4	245.9	484.3
280 " 320	238.6	150.7	389.3	142.2	116.3	258.5	380.8	267.0	647.8
320 " 360	269.8	136.5	406.4	110.1	88.8	198.8	379.9	225.3	605.2
360 " 400	236.3	107.4	343.6	70.1	63.7	133.8	306.4	171.1	477.5
400 " 440	213.1	75.5	288.6	53.1	39.7	92.8	266.2	115.2	381.4
440 " 480	163.1	53.4	216.5	37.4	32.5	69.9	200.5	85.9	286.4
480 " 520	161.5	48.6	210.1	34.8	26.0	60.8	196.3	74.6	270.9
520 " 560	134.6	34.2	168.7	26.1	16.7	42.8	160.7	50.9	211.6
560 " 600	87.5	24.5	112.0	16.8	12.1	28.9	104.3	36.6	140.9
600 " 640	80.2	19.7	99.8	9.9	9.7	19.6	90.1	29.3	119.4
640 " 680	50.6	10.7	61.3	5.4	8.6	14.0	56.0	13.9	69.9
680 " 720	52.5	11.0	63.5	3.5	5.7	9.2	56.0	13.5	69.4
720 " 760	35.2	7.5	42.7	5.4	5.4	10.8	37.9	10.0	47.9
760 " 800	55.2	9.5	64.7	6.3	4.3	10.5	58.0	12.4	70.4
800 and over	78.1	16.6	94.7				84.4	20.9	105.2
Total	2,071.4	1,091.2	3,162.6	736.5	758.5	1,495.0	2,807.9	1,849.7	4,657.6
Median earnings	414	323	382	324	294	310	388	310	355
Mean earnings	457	349	420	353	313	333	430	335	392
PART-TIME EMPLOYEES(b)									
Weekly earnings (\$)—									
Under 40	4.1	47.0	51.0	29.2	65.5	94.7	33.3	112.4	145.7
40 and under 80	9.3	28.9	38.2	64.9	52.6	117.5	74.2	81.5	155.7
80 " 120	6.8	14.6	21.4	100.2	29.6	129.8	107.1	44.2	151.2
120 " 160	5.3	13.3	18.5	106.2	22.1	128.3	111.5	35.4	146.9
160 " 200	5.7	8.9	14.6	92.5	18.1	110.6	98.2	27.0	125.2
200 " 240	7.6	5.6	13.2	78.4	14.5	92.9	86.0	20.1	106.0
240 " 280	5.5	4.9	10.4	54.1	10.8	65.0	59.6	15.7	75.3
280 " 320	3.6	3.5	7.1	26.6	5.6	32.2	30.2	9.0	39.2
320 " 360	*	*	5.6	15.9	4.8	20.7	18.6	7.7	26.3
360 " 400	4.4	*	6.2	7.3	9.9	17.2	10.1	5.7	13.2
400 " 440	*	*	6.5	6.5	7.9	14.4	8.2	*	10.8
440 " 480	*	*	3.6	3.5	4.0	7.5	4.5	*	6.1
480 " 520	*	*	*	*	4.7	5.0	5.0	*	6.3
520 " 560	*	*	*	*	*	5.1	5.1	*	6.0
560 and over	5.1	*	5.7	4.9	6.2	11.1	10.0	*	11.9
Total	66.3	132.0	198.4	595.1	232.3	827.3	661.4	364.3	1,025.7
Median earnings	210	66	99	159	79	142	162	74	136
Mean earnings	255	101	153	174	117	158	183	112	157
ALL EMPLOYEES									
Weekly earnings (\$)—									
Under 120	32.8	119.7	152.5	205.6	167.3	372.9	238.4	287.0	525.3
120 " 160	18.9	77.5	96.4	117.1	73.4	190.5	136.0	150.9	286.9
160 " 200	23.3	79.8	103.1	111.8	88.6	200.5	135.1	168.4	303.5
200 " 240	56.6	98.6	155.2	136.2	92.9	229.1	192.8	191.5	384.3
240 " 280	127.8	133.0	260.8	170.2	128.7	298.8	298.0	261.6	559.6
280 " 320	242.2	154.2	396.4	168.8	121.9	290.7	411.0	276.1	687.1
320 " 360	272.5	139.4	411.9	126.0	93.5	219.5	398.5	233.0	631.5
360 " 400	239.1	107.9	347.0	77.4	66.3	143.7	316.5	174.2	490.7
400 " 440	214.8	76.7	291.5	59.6	41.1	100.7	274.4	117.8	392.2
440 " 480	165.0	53.5	218.6	39.9	34.0	73.9	205.0	87.5	292.5
480 " 520	163.0	48.7	211.7	38.2	27.2	65.5	201.2	75.9	277.2
520 " 560	137.4	34.3	171.6	28.4	17.5	45.9	165.8	51.7	217.5
560 " 600	88.3	24.5	112.8	18.5	12.4	30.8	106.8	36.9	143.6
600 " 640	81.6	19.8	101.4	11.2	9.9	21.1	92.8	29.7	122.5
640 " 680	51.0	10.7	61.7	5.9	3.5	9.3	56.9	14.1	71.0
680 " 720	52.7	11.3	64.0	3.8	*	6.5	56.5	14.0	70.5
720 " 760	35.3	7.6	42.9	6.1	5.7	11.8	38.2	10.1	48.3
760 " 800	55.9	9.6	65.5	6.8	4.3	11.0	59.1	12.8	71.9
800 and over	79.6	16.6	96.2				86.4	20.9	107.3
Total	2,137.8	1,223.2	3,361.0	1,331.5	990.8	2,322.4	3,469.3	2,214.1	5,683.4
Median earnings	410	307	372	262	263	263	352	287	326
Mean earnings	451	323	404	273	267	271	383	298	350

(a) Estimates of wage and salary earners and their earnings obtained from this survey may differ from similar estimates derived from other sources. (b) As part-time employees are defined as those who usually work less than 35 hours and who did so in the survey week, these figures may include some school teachers, academic staff in universities, air crew, etc.

Source: *Weekly Earnings of Employees (Distribution), Australia, August 1986 (6310.0)*.

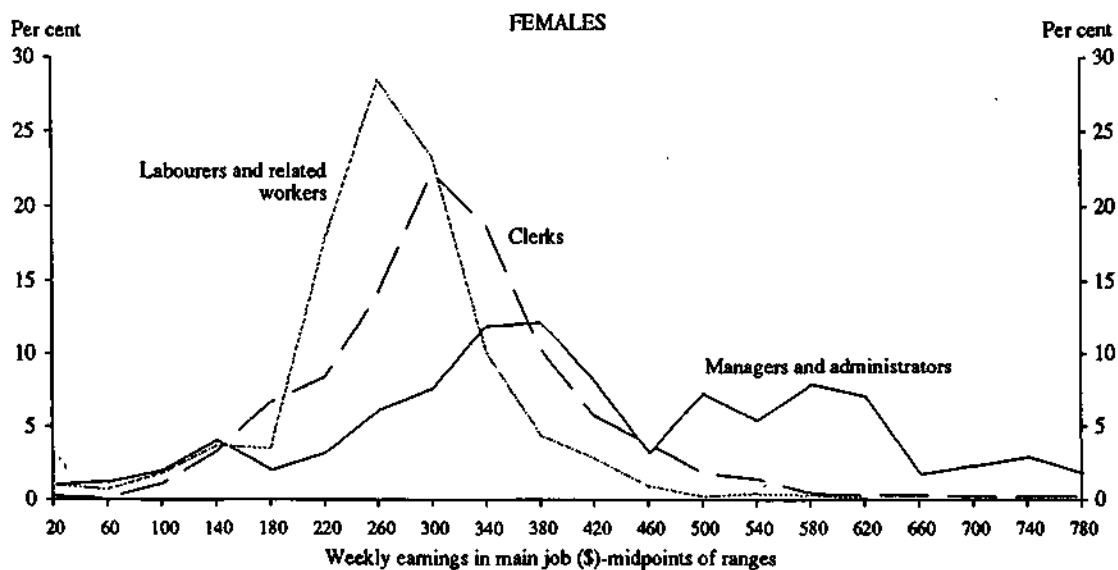
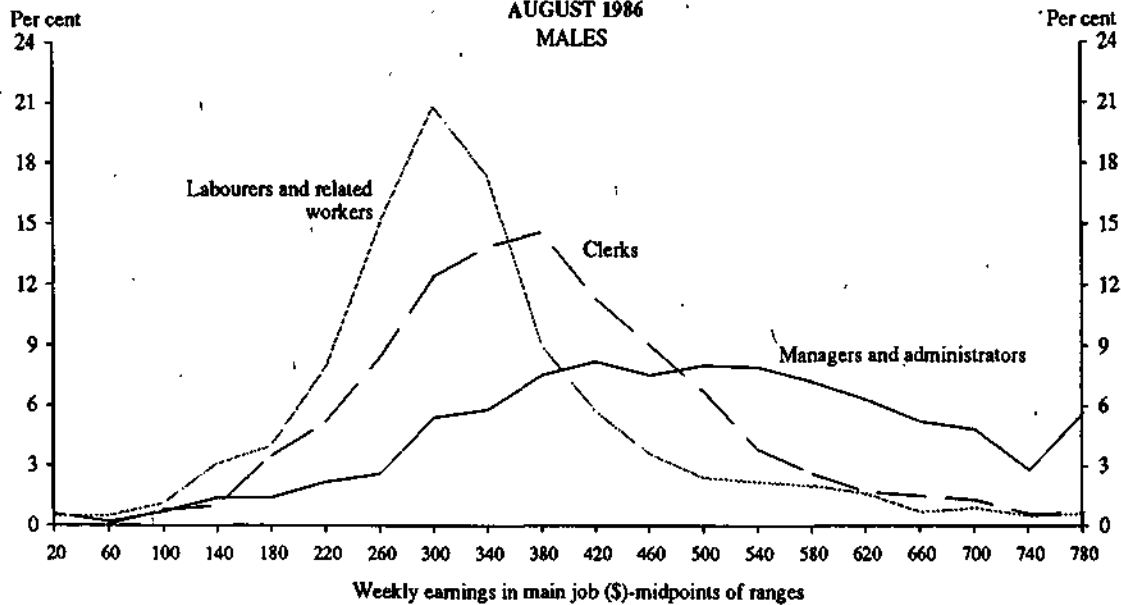
TABLE 6.9. WEEKLY EARNINGS OF ALL EMPLOYEES(a): DISTRIBUTION BY FAMILY STATUS, AUGUST 1986

Family status										
Member of a family										Total
Husband or wife		Not married family head	Full-time student aged 15-24	Other child of family head	Other relative of family head	Not a member of a family	Not family coded			
With dependent children present	Without dependent children present									
MALES										
Weekly earnings(\$)—					—' 000—					
Under 120	15.1	15.4	} 4.5 {	{ 62.2 {	32.8	} 4.3 {	130.0	12.3	10.2	152.5
120 and under 160	10.0	8.0					55.1	79.1	13.1	4.3
160 " 200	12.1	10.5	} 5.4 {	{ * {	57.5	4.4	87.5	10.2	5.4	103.1
200 " 240	31.7	22.7			65.4	4.0	127.1	18.7	9.4	155.2
240 " 280	78.6	44.8	} 5.7 {	{ * {	75.5	4.3	206.9	42.1	11.8	260.8
280 " 320	145.3	91.3			73.8	7.3	323.7	57.8	14.9	396.4
320 " 360	166.5	98.5	} 8.0 {	{ * {	59.6	5.5	338.1	55.8	18.1	411.9
360 " 400	146.8	85.5			39.9	4.6	283.3	48.7	14.9	347.0
400 " 440	139.0	71.8	} 3.8 {	{ * {	22.6	} 4.7 {	240.7	40.0	10.8	291.5
440 " 480	110.4	50.5			15.3		181.5	28.8	8.3	218.6
480 " 520	106.2	51.3	} 4.2 {	{ * {	10.5	} * {	173.6	29.9	8.2	211.7
520 " 560	90.7	44.3			8.3		146.1	20.7	4.8	171.6
560 " 600	62.9	24.5	} * {	{ * {	4.1	} * {	93.6	15.4	3.7	112.8
600 " 640	58.2	20.8			84.8		12.3	4.3	101.4	
640 " 680	34.0	15.7	} * {	{ * {	4.0	} * {	51.6	8.1	*	61.7
680 " 720	37.3	14.6			54.7		7.3	64.0		
720 " 760	25.3	9.3	} 4.3 {	{ * {	} * {	36.3	5.5	} 6.0 {	42.9	
760 " 800	35.4	18.0				55.5	7.0		65.5	
800 and over	52.5	23.0	} * {	{ * {	} * {	78.4	12.9	5.0	96.2	
Total	1,358.0	720.3				52.1	69.1	529.1	43.6	2,772.3
—dollars—										
Median earnings	421	392	375	37	269	307	373	371	354	372
Mean earnings	460	434	406	55	278	315	405	405	388	404
FEMALES										
Weekly earnings(\$)—					—' 000—					
Under 120	145.9	50.6	22.9	83.8	26.2	3.9	333.4	20.8	18.8	372.9
120 and under 160	82.7	32.1	6.1	} 4.2 {	{ 47.0 {	} 3.6 {	172.7	10.9	6.9	190.5
160 " 200	75.5	31.8	7.9				55.8	174.0	15.5	11.0
200 " 240	82.2	49.7	9.2	} * {	{ 51.5 {	} 3.9 {	197.0	21.7	10.4	229.1
240 " 280	91.0	70.8	17.7				55.6	240.1	42.4	16.3
280 " 320	74.9	83.6	18.2	} * {	{ 44.7 {	} 6.3 {	225.5	47.4	17.8	290.7
320 " 360	53.1	67.7	15.4				28.7	167.7	41.8	10.0
360 " 400	30.3	43.3	11.9	} * {	{ 17.2 {	} 3.7 {	104.8	31.7	7.2	143.7
400 " 440	25.0	31.3	6.9				10.8	75.1	20.2	5.4
440 " 480	17.2	20.7	5.7	} * {	{ 6.4 {	} * {	50.7	19.8	*	73.9
480 " 520	18.7	18.6	6.6				3.5	47.8	15.8	} 4.9 {
520 " 560	14.2	12.2	3.6	} * {	{ * {	} * {	32.6	10.3	45.9	
560 " 600	8.2	9.9	9.9				23.1	6.7	30.8	
600 " 640	6.2	4.7	} 3.9 {	} * {	{ 3.6 {	} * {	14.1	6.3	21.1	
640 " 680	} 3.7 {	5.4 {					*	*	6.1	4.1
680 " 720			} 3.7 {	{ * {	} * {	{ 4.6 {	} * {	6.5		
720 " 760	*	*						3.6	5.4	
760 " 800	} 6.0 {	6.1 {	} * {	{ * {	} * {	{ 3.7 {	} 6.2 {	6.4		
800 and over								*	*	7.9
Total	734.7	538.4	139.8	89.6	354.5	27.6	1,884.6	321.6	116.2	2,322.4
—dollars—										
Median earnings	231	296	293	38	237	260	251	322	267	263
Mean earnings	248	306	296	51	248	264	259	340	271	271

(a) Estimates of wage and salary earners and their earnings obtained from this survey may differ from similar estimates derived from other sources.

Source: Weekly Earnings of Employees (Distribution), Australia, August 1986 (6310.0).

**CHART 6.m. WEEKLY EARNINGS IN MAIN JOB FOR FULL-TIME EMPLOYEES:
DISTRIBUTION FOR SELECTED OCCUPATION GROUPS**
AUGUST 1986
MALES



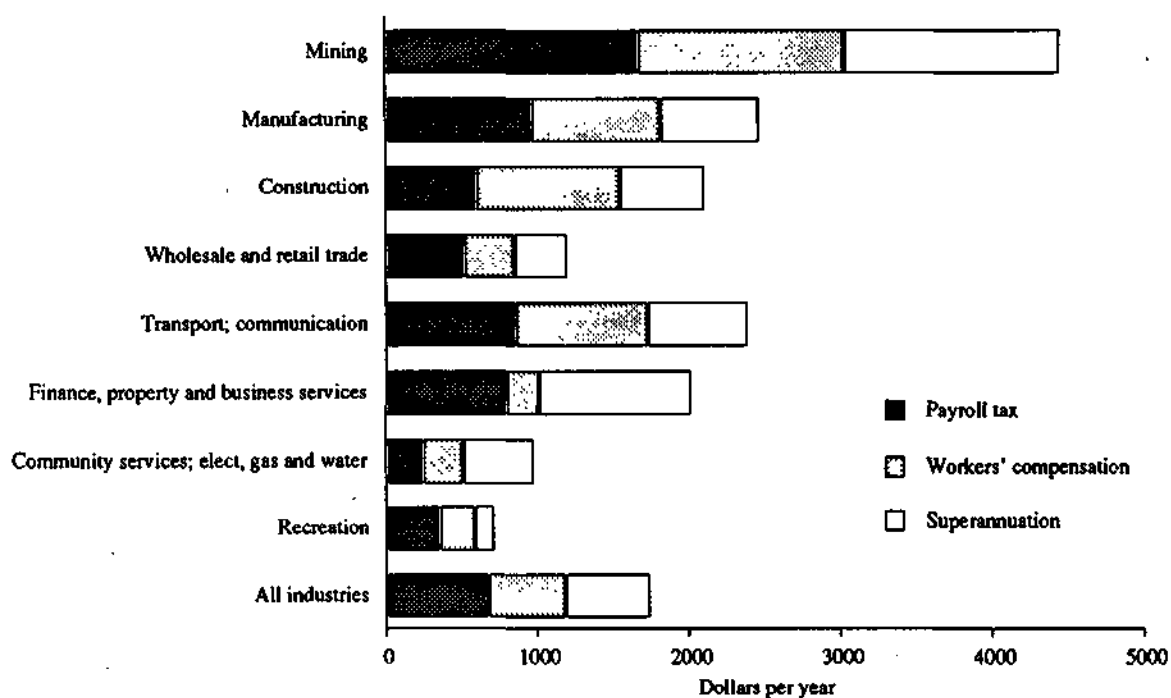
Note: Occupation groups are classified according to the Australian Standard Classification of Occupation, ASCO 1986.
Source: Weekly Earnings of Employees (Distribution) Australia, August, 1986 (6310.0).

**TABLE 6.10. WEEKLY EARNINGS OF EMPLOYEES WITH A SECOND JOB : EARNINGS IN MAIN JOB
BY EARNINGS IN SECOND JOB, AUGUST 1986**

	Males				Females			
	Weekly earnings in second job			Mean weekly earnings in second job	Weekly earnings in second job			Mean weekly earnings in second job
	Under \$60	\$60 and over	Total		Under \$60	\$60 and over	Total	
Weekly earnings in main job (\$)-	— '000—			(\$)	— '000—			(\$)
Under 120	4.2	*	6.9	53	13.4	5.8	19.2	55
120 and under 200	5.4	4.2	6.4	96	4.9	8.3	13.2	95
200 " 280		*	6.6	87		6.1	8.2	111
280 " 360	4.1	10.3	14.4	100	5.4	4.2	7.6	88
360 " 480	4.1	10.8	14.9	107		*	5.3	97
480 and over	4.3	7.7	12.1	115	*	5.8	*	*
Total	22.1	39.2	61.3	97	26.4	30.3	56.6	85
Median earnings in main job	304	353	341	—dollars—	119	211	176	..
Mean earnings in main job	322	386	363	..	169	249	212	..

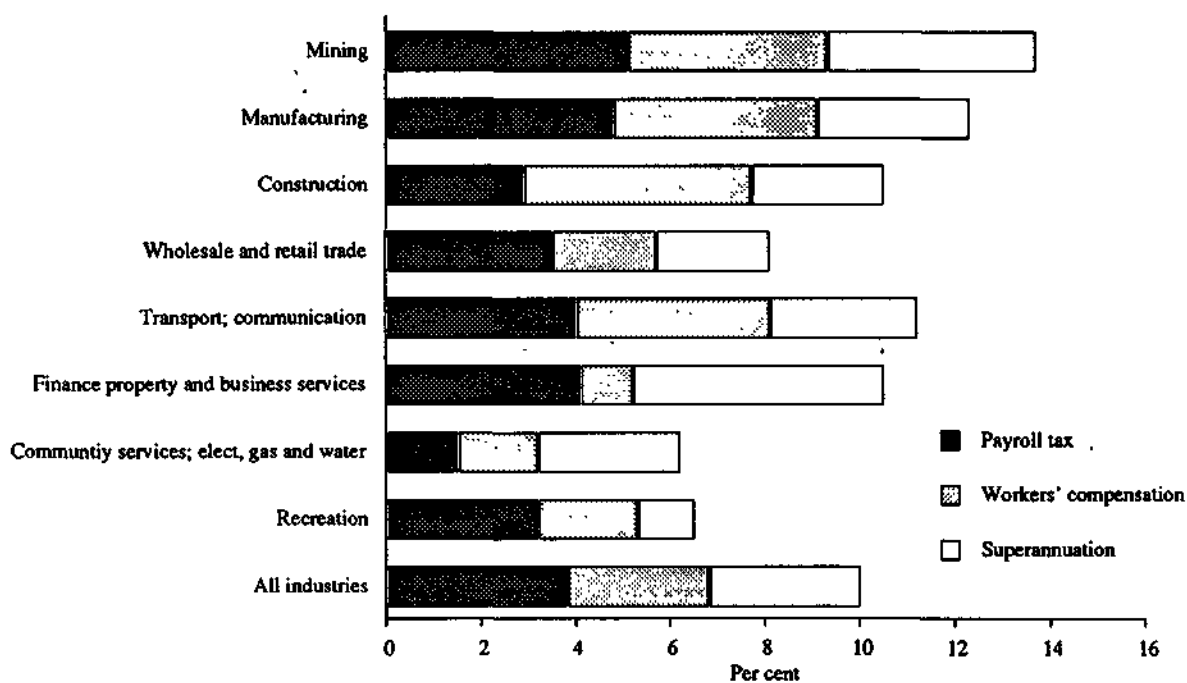
Source: Weekly Earnings of Employees (Distribution), Australia, August 1986 (6310.0).

**CHART 6.n. MAJOR LABOUR COSTS (EXCLUDING EARNINGS) PER EMPLOYEE
PRIVATE SECTOR, INDUSTRIES, 1985-86**



Source: Major Labour Costs, Private Sector, Australia, 1985-86 (6348.0).

**CHART 6.o. MAJOR LABOUR COSTS AS A PERCENTAGE OF EARNINGS
PRIVATE SECTOR, INDUSTRIES 1985-86**



Source: Major Labour Costs, Private Sector, Australia, 1985-86 (6348.0).

TABLE 6.11. MAJOR LABOUR COSTS : PRIVATE SECTOR, INDUSTRIES, 1985-86

Type of cost	Mining	Manufacturing	Construction	Wholesale and retail	Transport; Communication	Finance property and business services	Community services; Electricity gas and water	Recreation	Total all industries
COSTS (\$ million)									
Earnings	2,447	19,556	3,922	16,104	3,060	9,363	6,178	3,019	63,649
Gross wages and salaries	2,381	19,059	3,868	15,739	3,001	9,156	6,092	2,974	62,269
Severance, termination and redundancy payments	66	497	54	365	59	207	87	45	1,380
Other labour costs	335	2,400	410	1,305	344	977	379	194	6,343
Payroll tax	125	935	115	559	123	383	93	95	2,427
Workers' compensation	103	833	186	362	126	101	102	63	1,876
Superannuation	107	632	109	384	95	493	184	36	2,040
Total labour costs	2,782	21,956	4,331	17,408	3,404	10,341	6,558	3,214	69,993
COSTS PER EMPLOYEE									
—dollars—									
Earnings	32,440	20,060	20,080	14,550	21,210	19,230	15,750	11,120	17,450
Gross wages and salaries	31,570	19,550	19,810	14,220	20,800	18,800	15,530	10,950	17,070
Severance, termination and redundancy payments	870	510	280	330	410	430	220	170	380
Other labour costs	4,440	2,460	2,100	1,190	2,380	2,010	970	710	1,740
Payroll tax	1,660	960	590	510	850	790	240	350	670
Workers' compensation	1,360	850	950	330	870	210	260	230	510
Superannuation	1,420	650	560	350	660	1,010	470	130	560
Total labour costs	36,880	22,530	22,180	15,730	23,590	21,230	16,720	11,840	19,190
—per cent—									
Superannuation—Employees covered	77.7	48.4	39.0	22.2	33.5	37.2	20.5	7.3	32.3
—dollars—									
Cost per employee covered	1,850	1,350	1,370	1,560	1,990	2,650	2,250	1,800	1,720
COSTS AS A PERCENTAGE OF TOTAL LABOUR COSTS									
Earnings	88.0	89.1	90.5	92.5	89.9	90.5	94.2	93.9	90.9
Gross wages and salaries	85.6	86.8	89.3	90.4	88.2	88.5	92.9	92.5	89.0
Severance, termination and redundancy payments	2.4	2.3	1.2	2.1	1.7	2.0	1.3	1.4	2.0
Other labour costs	12.1	11.0	9.4	7.5	10.1	9.5	5.8	6.1	9.1
Payroll tax	4.5	4.3	2.6	3.2	3.6	3.7	1.4	3.0	3.5
Workers' compensation	3.7	3.8	4.3	2.1	3.7	1.0	1.6	2.0	2.7
Superannuation	3.9	2.9	2.5	2.2	2.8	4.8	2.8	1.1	2.9
Total labour costs	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
COSTS AS A PERCENTAGE OF EARNINGS									
Payroll tax	5.1	4.8	2.9	3.5	4.0	4.1	1.5	3.2	3.8
Workers' compensation	4.2	4.3	4.8	2.2	4.1	1.1	1.7	2.1	3.0
Superannuation	4.4	3.2	2.8	2.4	3.1	5.3	3.0	1.2	3.2
Other labour costs	13.7	12.3	10.5	8.1	11.2	10.5	6.2	6.5	10.0

Source: Major Labour Costs, Private Sector, Australia, 1985-86 (6348.0).