

CHAPTER 9

INDUSTRIAL RELATIONS

The ABS produces statistics about industrial disputes, trade union membership, and the incidence of awards, determinations and collective agreements which cover some aspects of Australian industrial relations.

The industrial disputes statistics presented in this chapter are compiled mainly from data obtained from employers (both private and government) and trade unions concerning individual disputes and from reports of government authorities.

An industrial dispute is defined as a withdrawal from work by a group of employees or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

The basis for the calculation of working days lost due to industrial disputes per thousand employees was changed in January 1987 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 on this basis included in Table 9.2 have been recalculated for each month back to January 1984 and are available on request. The effect of the change is minimal at the 'all industries' level but is quite significant, in some cases, for individual industry groups.

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.

Data on trade unions are obtained from two sources. An annual collection of trade unions is conducted to obtain information on membership. In addition, a supplementary household survey was conducted in August 1986 to provide information on the characteristics of trade union members such as their age, occupation, industry of work, and earnings.

Statistics of the award coverage of employees were obtained in conjunction with the Survey of Employee Earnings and Hours conducted in May 1985.

Employees covered by awards, determinations and collective agreements 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.

TABLE 9.1. SUMMARY OF INDUSTRIAL DISPUTES : 1976 TO 1986

Period	Number of disputes		Employees involved ('000)						Total working days lost ('000)
			Directly		Indirectly		Total		
	Commenced during period	Total	Newly involved (a)	Total	Newly involved (a)	Total	Newly involved (a)	Total	
1976	n.a.	2,055	n.a.	2,137.3	n.a.	52.6	n.a.	2,189.9	3,799.2
1977	2,083	2,090	539.0	539.4	56.8	56.8	595.8	596.2	1,654.8
1978	2,276	2,277	1,011.9	1,011.9	63.7	63.7	1,075.6	1,075.6	2,130.8
1979	2,040	2,042	1,816.7	1,818.0	44.9	44.9	1,861.6	1,862.9	3,964.4
1980	2,420	2,429	1,101.8	1,108.6	63.2	64.0	1,165.0	1,172.6	3,319.7
1981	2,887	2,915	1,147.9	1,170.6	76.5	76.6	1,224.5	1,247.2	4,189.3
1982	2,045	2,060	654.2	680.6	24.2	25.5	678.4	706.1	1,980.4
1983	1,779	1,787	427.4	444.9	25.4	25.4	452.8	470.2	1,641.4
1984	1,958	1,965	520.0	529.2	31.1	31.1	551.1	560.3	1,307.4
1985	1,830	1,845	524.5	542.3	28.2	28.2	552.6	570.5	1,256.2
1986	1,680	1,687	653.8	671.6	20.1	20.1	673.9	691.7	1,390.7

(a) Comprises workers involved in disputes that commenced during the period and additional workers involved in disputes that continued from previous periods.

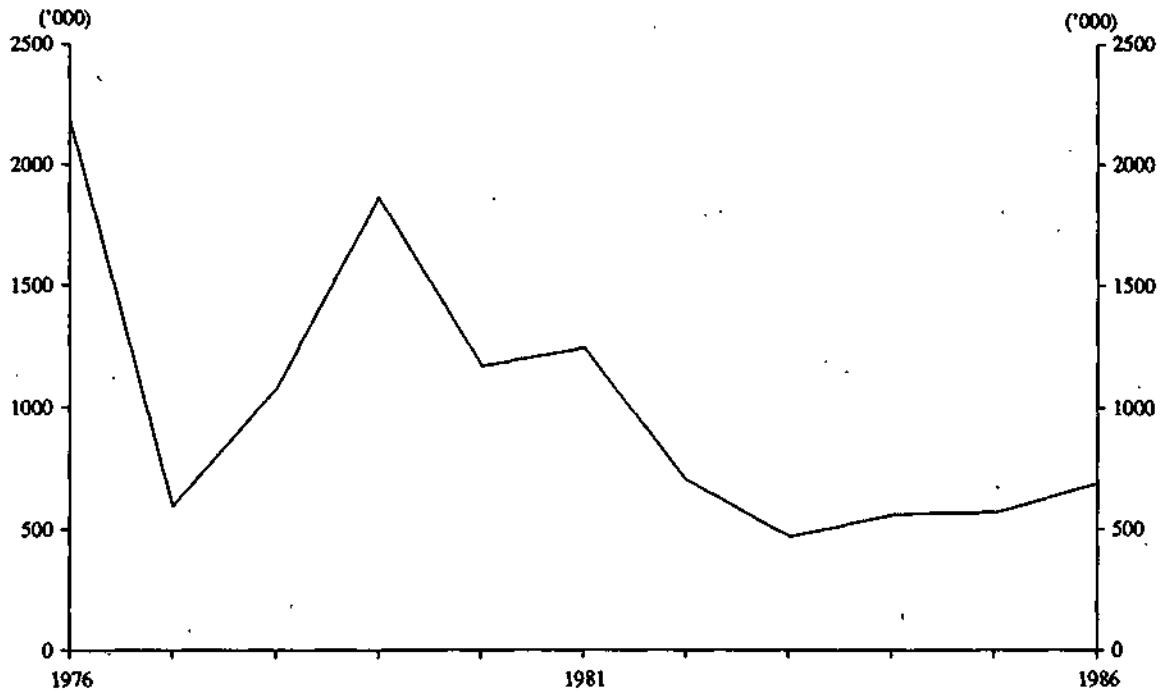
Source: *Industrial Disputes, Australia* (6322.0).

**CHART 9.a. INDUSTRIAL DISPUTES: NUMBER OF DISPUTES AND
WORKING DAYS LOST**



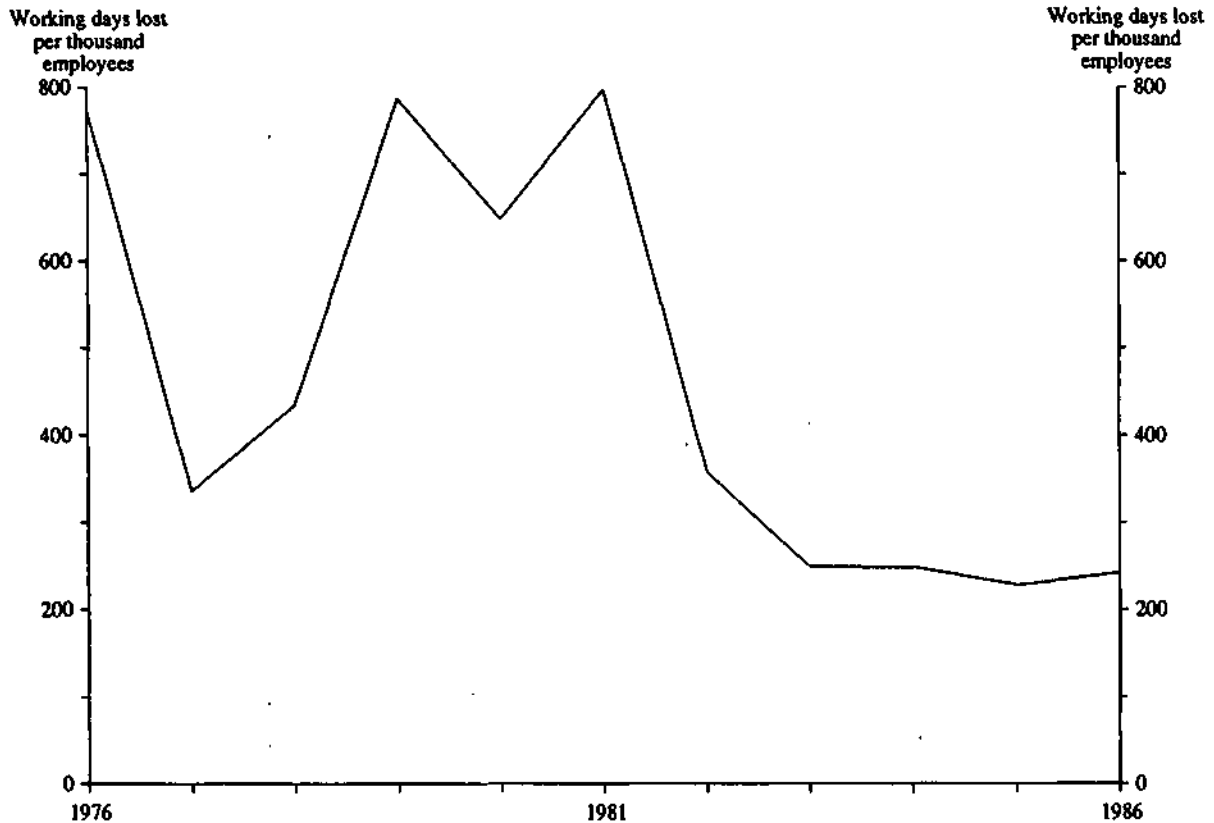
Source: Industrial Disputes, Australia (6322.0).

CHART 9.b. INDUSTRIAL DISPUTES: NUMBER OF EMPLOYEES INVOLVED



Source: Industrial Disputes, Australia (6322.0).

CHART 9.c. INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES(a)



(a) Excludes agriculture etc. and private households employing staff (ASIC subdivision 01 to 04 and 94 for the years 1976-1983, but included from 1984 onwards).
Source: Industrial Disputes, Australia (6322.0).

TABLE 9.2. INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES, INDUSTRY, 1976 TO 1986

Period	Manufacturing				Construction	Transport and storage; Communication		Other industries (a)	All industries
	Mining		Metal products, machinery and equipment	Other		Stevedoring services	Other		
	Coal	Other							
1976	6,602	3,952	1,467	1,245	1,433	2,276	1,010	292	773
1977	4,145	3,182	398	679	591	2,625	450	101	336
1978	5,669	2,415	1,460	747	378	8,418	435	74	434
1979	8,220	5,752	1,886	1,112	1,100	3,724	1,138	269	787
1980(b)	23,362	4,036	1,194	1,080	674	2,548	353	202	649
1981	10,209	5,238	2,287	986	1,405	2,952	970	238	797
1982	9,698	2,686	471	505	768	672		84	358
1983	3,223	3,375	353	186	1,269	485		42	249
1984	3,913	3,745	343	416	503	372		91	248
1985	6,898	1,931	255	312	666	432		71	228
1986	10,773	3,328	445	328	458	135		72	242

(a) Excludes agriculture, etc. and private households employing staff for the years 1976-1983 but included from 1984 (b) For change in method of estimation see Appendix II.

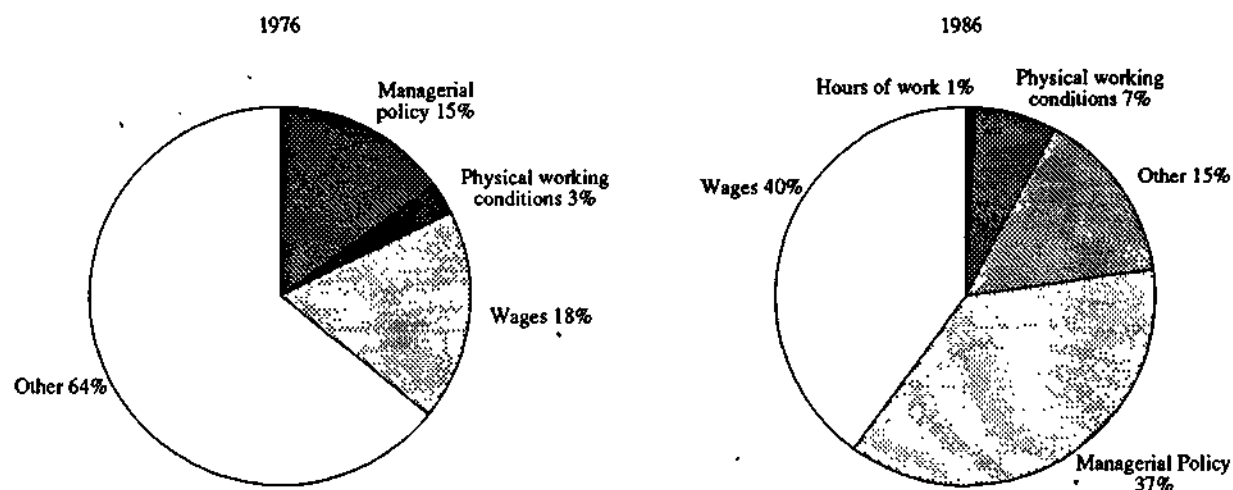
Source: Industrial Disputes, Australia (6322.0)

TABLE 9.3. INDUSTRIAL DISPUTES ENDING DURING 1976 AND 1986(a): INDUSTRY AND CAUSE OF DISPUTE

Cause of dispute	Mining		Manufacturing		Construction	Transport and storage; Communication		Other industries	All industries
	Coal	Other	Metal products, machinery and equipment	Other		Stevedoring services	Other		
1976 PERCENTAGE OF WORKING DAYS LOST									
Wages	1.4	23.4	21.9	24.2	24.8	8.3	10.9	10.9	18.4
Hours of work	—	12.8	0.2	0.3	0.2	—	0.8	2.6	1.5
Managerial policy	12.1	14.3	12.1	22.1	12.8	15.3	16.1	12.6	15.1
Physical working conditions	17.6	8.0	1.9	2.7	5.1	16.7	1.2	1.0	3.4
Trade unionism	17.3	12.1	1.6	1.6	2.5	15.9	0.3	2.3	3.2
Other(b)	51.6	29.4	62.3	49.1	54.6	43.8	70.7	70.6	58.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986 PERCENTAGE OF WORKING DAYS LOST									
Wages	80.4	6.3	55.4	29.8	50.5	10.3	—	4.2	39.9
Hours of work	2.0	0.1	0.1	0.3	—	6.2	—	0.5	1.0
Managerial policy	6.7	65.9	24.7	22.9	15.1	56.6	—	82.7	36.5
Physical working conditions	3.5	5.3	6.5	12.7	18.5	5.7	—	3.3	6.9
Trade unionism	1.1	2.6	3.8	1.5	12.0	8.5	—	3.0	3.3
Other(b)	6.3	19.8	9.5	32.8	3.9	12.6	—	6.4	12.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) Disputes ending during the year. Disputes continuing into the next year are not included. (b) For details, see Appendix II par 266(f).

Source: Industrial Disputes, Australia (6322.0)

CHART 9.d. INDUSTRIAL DISPUTES ENDING DURING 1976 AND 1986:
CAUSE OF DISPUTE, AUSTRALIA

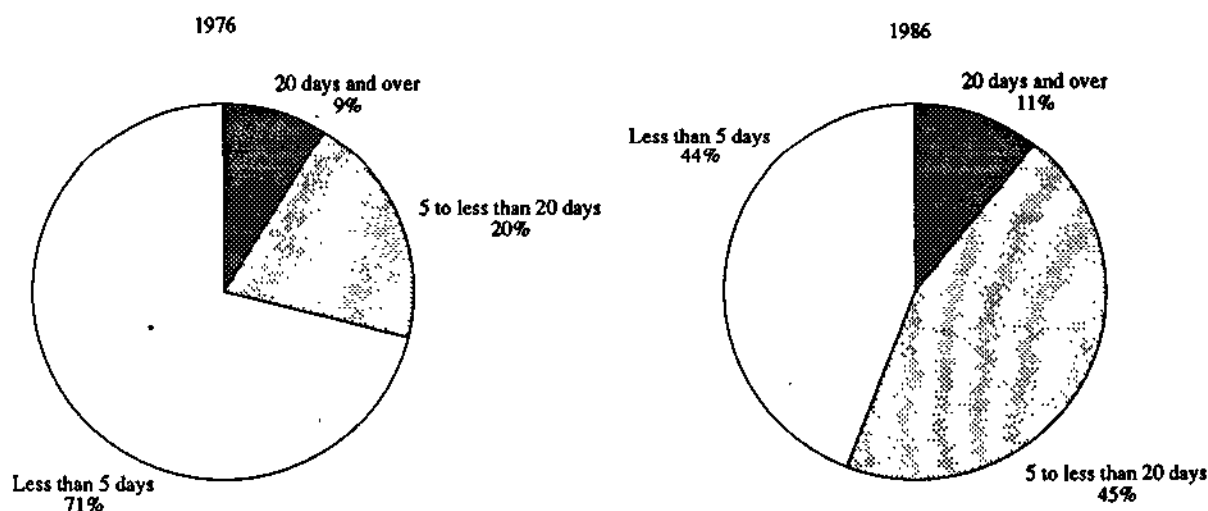
Source: Industrial Disputes, Australia (6322.0).

TABLE 9.4. INDUSTRIAL DISPUTES ENDING DURING 1976 AND 1986(a): INDUSTRY AND DURATION OF DISPUTE

Duration (working days)	Manufacturing					Transport and storage; Communication		Other industries	All industries
	Mining		Metal products, machinery and equipment	Other	Construction	Stevedoring services	Other		
	Coal	Other							
1976									
PERCENTAGE OF WORKING DAYS LOST									
Up to 1 day	12.5	14.3	15.1	13.8	18.2	42.3	40.4	22.3	19.5
Over 1 to 2 days	8.0	4.1	31.1	28.8	21.1	44.5	49.3	36.4	29.9
Over 2 to 3 days	17.0	12.8	29.5	14.0	19.9	8.1	1.2	20.8	18.2
Over 3 to less than 5 days	14.5	5.3	4.1	4.0	2.8	3.8	1.4	3.8	4.0
5 to less than 10 days	45.8	37.4	4.2	15.2	5.4	1.3	3.6	1.8	9.9
10 to less than 20 days	2.2	25.5	14.1	11.6	8.0	—	2.1	5.6	9.6
20 to less than 40 days	—	0.6	1.7	5.0	9.2	—	1.2	9.3	4.9
40 days and over	—	—	0.2	7.6	15.4	—	0.8	—	4.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986									
PERCENTAGE OF WORKING DAYS LOST									
Up to 1 day	16.4	9.1	50.9	9.6	51.8	25.3	—	21.6	23.8
Over 1 to 2 days	3.2	7.1	14.3	21.6	6.7	22.0	—	7.9	10.0
Over 2 to 3 days	2.9	4.6	7.7	2.1	3.1	14.8	—	3.1	4.2
Over 3 to less than 5 days	3.9	5.5	9.4	8.4	3.9	26.1	—	3.2	6.4
5 to less than 10 days	21.1	2.9	13.3	32.5	16.8	3.1	—	9.0	16.1
10 to less than 20 days	51.1	5.8	4.3	17.5	10.2	8.6	—	50.9	29.0
20 to less than 40 days	1.4	65.0	0.1	8.3	7.4	—	—	2.5	10.1
40 days and over	—	—	—	—	0.1	—	—	1.9	0.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	—	100.0	100.0

(a) Disputes ending during the year. Disputes continuing into the next year are not included.

Source: Industrial Disputes, Australia (6322.0).

CHART 9.e. INDUSTRIAL DISPUTES ENDING DURING 1976 AND 1986:
DURATION OF DISPUTE, AUSTRALIA

Source: Industrial Disputes, Australia (6322.0).

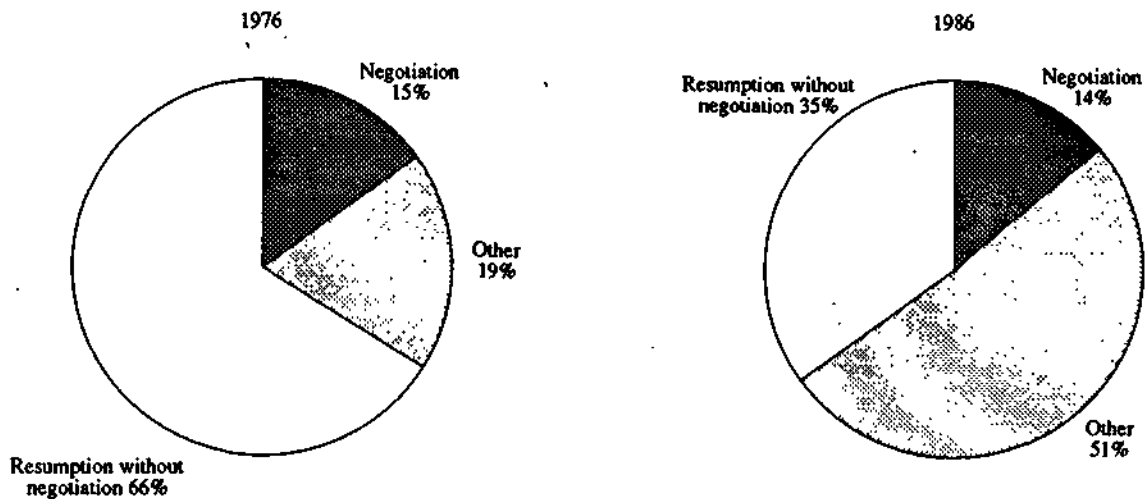
TABLE 9.5. INDUSTRIAL DISPUTES ENDING DURING 1976 AND 1986(a): INDUSTRY AND METHOD OF SETTLEMENT

Method of settlement of dispute	Manufacturing				Construc- tion	Transport and storage; Communication		Other industries	All industries
	Mining		Metal products, machinery and equip- ment	Other		Steve- doring services	Other		
	Coal	Other							
1976 PERCENTAGE OF WORKING DAYS LOST									
Negotiation	11.2	9.1	17.1	25.5	11.0	8.6	5.1	10.2	14.6
State legislation	2.2	66.1	1.3	14.1	4.7	2.7	2.0	6.2	9.5
Federal and joint Federal-State legislation	50.8	3.5	7.4	5.9	21.6	17.2	3.0	6.4	10.1
Resumption without negotiation	35.8	20.9	73.4	54.3	62.4	71.5	89.7	77.1	65.5
Other methods	—	0.4	0.8	0.2	0.3	—	0.2	0.1	0.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986 PERCENTAGE OF WORKING DAYS LOST									
Negotiation	3.8	19.6	13.2	31.9	14.4	9.6		12.3	14.0
State legislation	0.2	38.6	3.1	6.1	7.6	15.5		4.6	8.1
Federal and joint Federal-State legislation	76.9	22.0	15.0	21.3	11.4	38.4		55.6	42.1
Resumption without negotiation	19.1	19.7	68.7	32.7	66.4	36.1		27.5	34.6
Other methods	—	0.1	—	8.0	0.2	0.5		0.1	1.3
Total	100.0	100.0	100.0	100.0	100.0	100.0		100.0	100.0

(a) Disputes ending during the year. Disputes continuing into the next year are not included.

Source: Industrial Disputes, Australia (6322.0).

CHART 9.1. INDUSTRIAL DISPUTES ENDING DURING 1976 AND 1986: METHOD OF SETTLEMENT, AUSTRALIA



Source: Industrial Disputes, Australia (6322.0).

TABLE 9.6. TRADE UNIONS: NUMBER OF MEMBERS, DECEMBER 1976 TO JUNE 1986

	Number of separate unions	Number of members ('000)			Proportion of total employees (per cent)		
		Males	Females	Persons	Males	Females	Persons
<i>End of December</i>							
1976	322	1,956.8	843.3	2,800.0	61	45	55
1977	324	1,940.6	857.4	2,797.9	61	46	55
1978	330	1,969.2	861.5	2,830.8	62	46	56
1979	328	1,971.4	902.2	2,873.6	61	47	56
1980	325	2,009.5	946.3	2,955.9	61	47	55
1981	324	2,029.4	964.7	2,994.1	60	47	54
1982	322	2,024.4	988.0	3,012.4	62	48	56
1983	319	2,007.2	978.0	2,985.2	61	47	56
1984	329	2,041.2	987.3	3,028.5	61	45	55
30 June 1985	323	2,121.6	1,032.6	3,154.2	65	46	57
30 June 1986	326	2,126.5	1,059.7	3,186.2	63	44	55

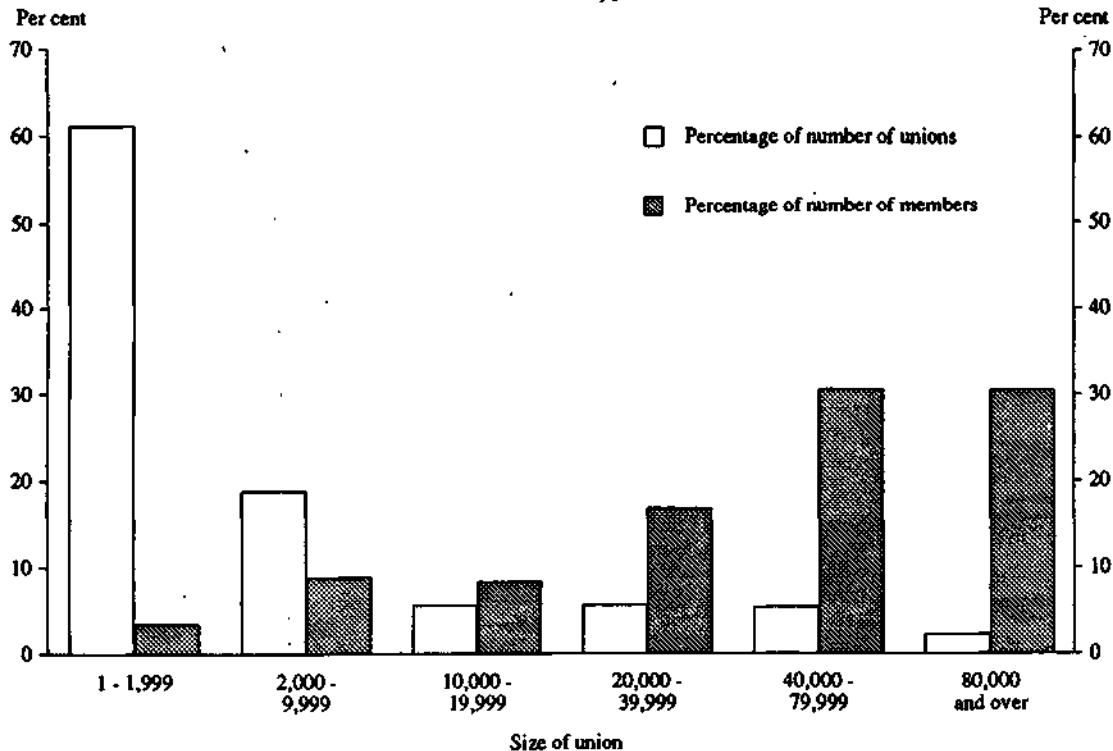
Source: Trade Union Statistics, Australia (6323.0).

TABLE 9.7. TRADE UNIONS: CLASSIFICATION BY SIZE OF MEMBERSHIP, DECEMBER 1976 AND JUNE 1986

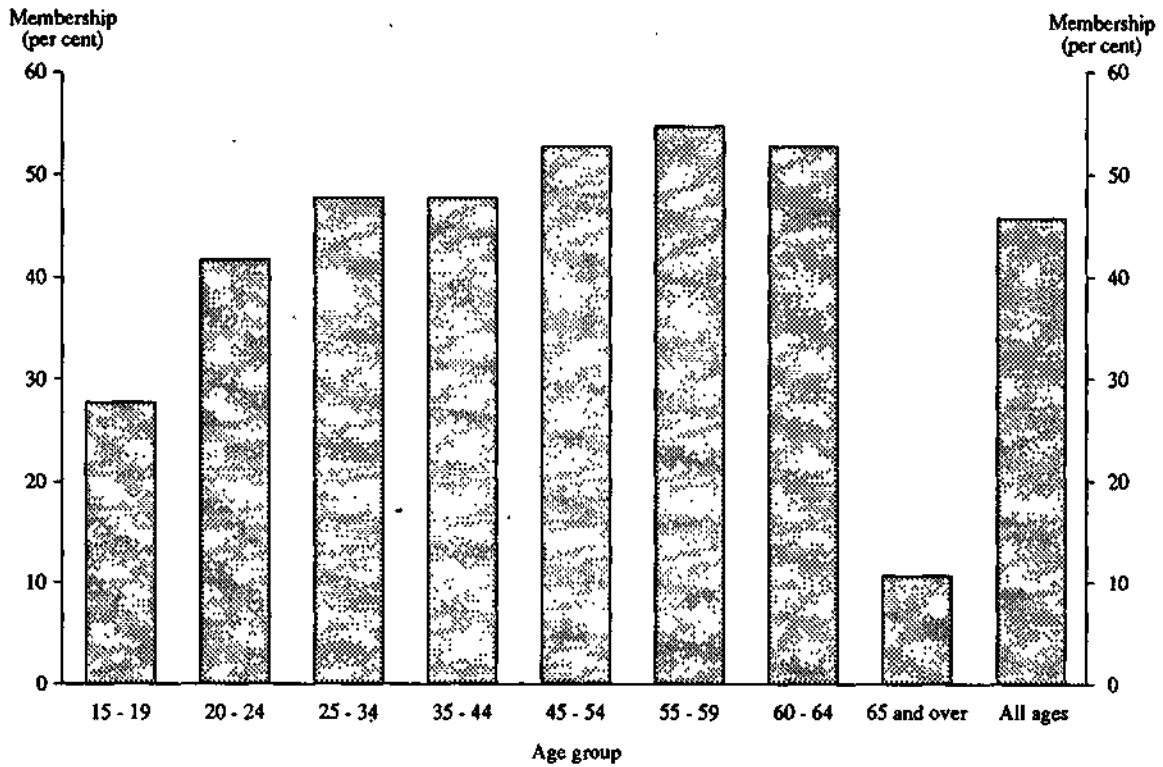
Number of members	Number of unions		Proportion of total unions (per cent)		Number of members ('000)		Proportion of total members (per cent)	
	December 1976	June 1986	December 1976	June 1986	December 1976	June 1986	December 1976	June 1986
Under 100	37	40	11.5	12.3	1.9	2.0	0.1	0.1
100 and under 250	36	40	11.2	12.3	5.6	6.6	0.2	0.2
250 and under 500	35	32	10.9	9.8	12.3	11.8	0.4	0.4
500 and under 1,000	49	43	15.2	13.2	35.4	31.1	1.3	1.0
1,000 and under 2,000	38	45	11.8	13.8	52.6	63.0	1.9	2.0
2,000 and under 5,000	44	39	13.6	12.0	136.5	130.1	4.9	4.1
5,000 and under 10,000	24	23	7.4	7.1	169.2	158.8	6.0	5.0
10,000 and under 20,000	20	19	6.2	5.8	290.2	275.0	10.4	8.6
20,000 and under 30,000	10	12	3.1	3.7	235.8	294.6	8.4	9.2
30,000 and under 40,000	9	7	2.8	2.1	320.0	251.3	11.4	7.9
40,000 and under 50,000	6	10	1.9	3.1	267.8	455.8	9.6	14.3
50,000 and under 80,000	7	8	2.2	2.5	430.8	529.4	15.4	16.6
80,000 and over	7	8	2.2	2.5	841.6	976.8	30.0	30.7
Total	322	326	100.0	100.0	2,800.0	3,186.2	100.0	100.0

Source: Trade Union Statistics, Australia (6323.0).

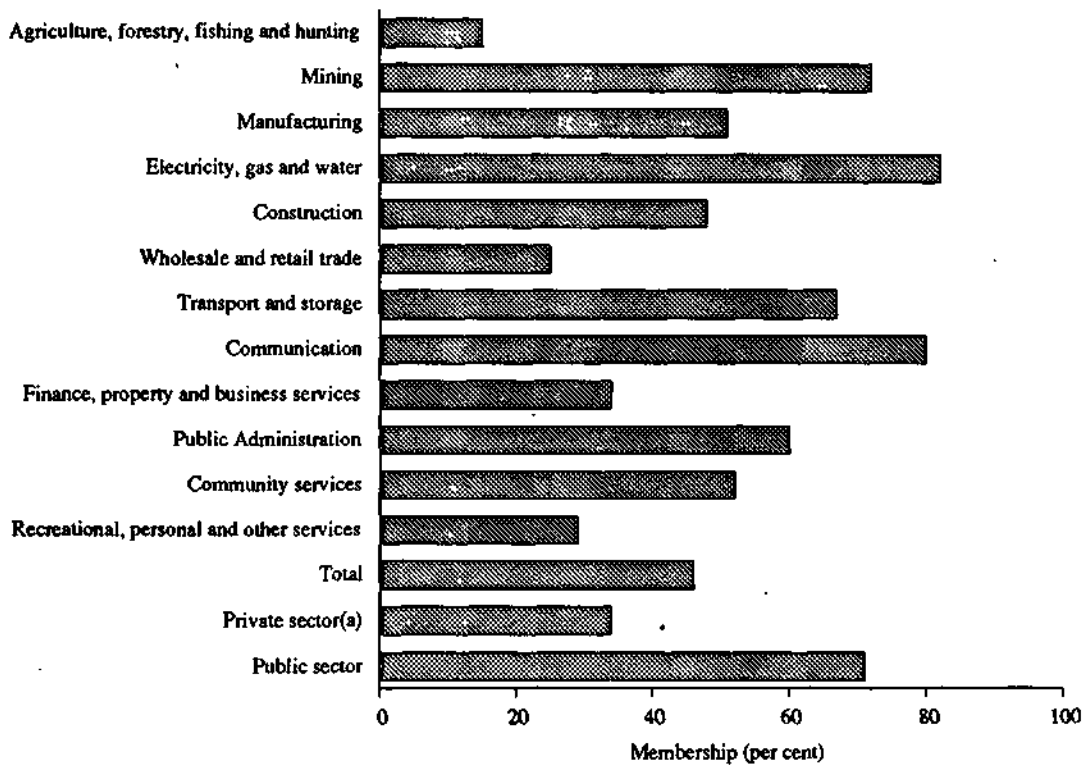
CHART 9.g. TRADE UNIONS: PERCENTAGE OF UNIONS AND MEMBERS ACCORDING TO SIZE OF UNION, JUNE 1986



Source: Trade Union Statistics, Australia (6323.0).

CHART 9.h. TRADE UNION MEMBERSHIP: AGE, AUGUST 1986

Source: Trade Union Members, Australia, August 1986 (6325.0).

CHART 9.i. TRADE UNION MEMBERSHIP: INDUSTRY AND SECTOR AUGUST 1986

(a) Includes some persons for whom sector could not be determined.

Source: Trade Union Members, Australia, August 1986 (6325.0).

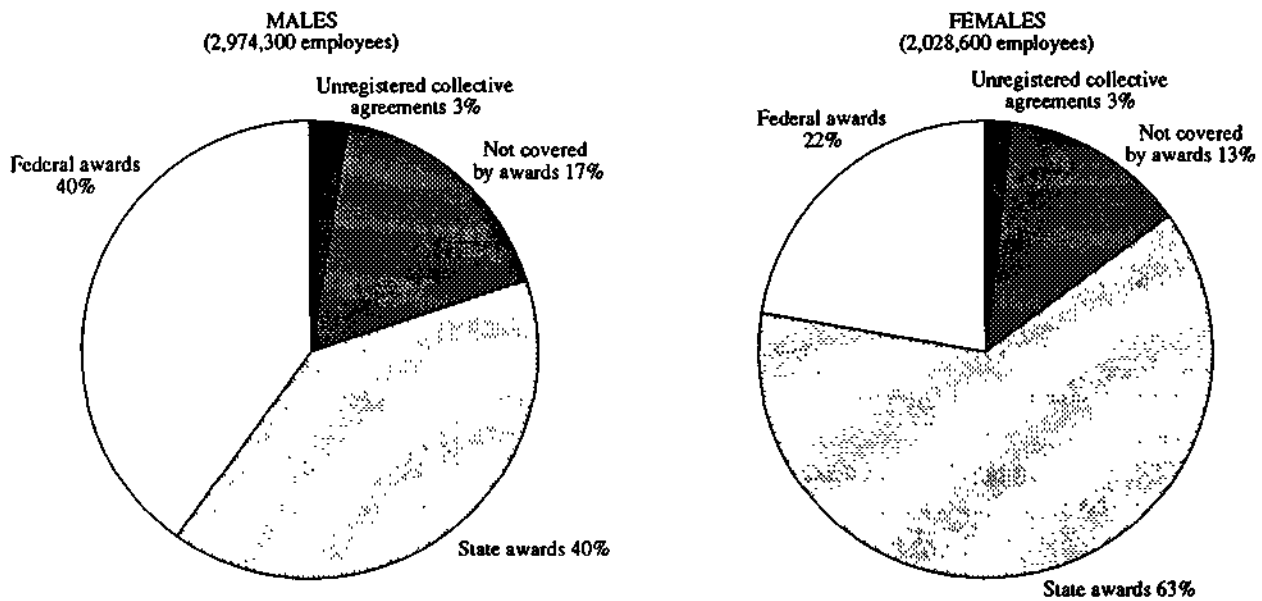
TABLE 9.8. INCIDENCE OF AWARDS : EMPLOYEE CATEGORIES, MAY 1985

Employee category	Number of employees (' 000)	Covered by awards, determinations and collective agreements			Not covered by awards, etc.
		Federal	State	Total(a)	
		— per cent —			
MALES					
Adults	2,750.3	40.2	39.4	82.4	17.6
Managerial, executive, etc.	482.0	17.9	18.0	42.0	58.0
Non-managerial	2,268.3	44.9	43.9	91.0	9.0
Full-time	2,094.1	46.6	43.1	91.9	8.1
Part-time	174.2	25.5	52.8	81.0	19.0
Juniors	224.1	38.9	53.6	94.6	5.4
Full-time	183.8	44.4	49.7	96.3	*
Part-time	40.3	*	71.4	86.5	*
Total	2,974.3	40.1	40.4	83.4	16.6
Managerial, executive, etc.	482.0	17.9	18.0	42.0	58.0
Non-managerial	2,492.4	44.4	44.8	91.4	8.6
Full-time	2,277.8	46.4	43.7	92.2	7.8
Part-time	214.5	23.3	56.3	82.0	18.0
FEMALES					
Adults	1,766.2	22.3	61.5	86.2	13.8
Managerial, executive, etc.	121.9	*	36.4	45.1	54.9
Non-managerial	1,644.3	23.5	63.4	89.3	10.7
Full-time	1,049.8	28.4	61.7	92.5	7.5
Part-time	594.5	14.8	66.4	83.6	16.4
Juniors	262.4	16.8	76.1	95.6	4.4
Full-time	176.1	22.4	71.3	97.6	*
Part-time	86.3	*	85.9	91.6	*
Total	2,028.6	21.6	63.4	87.4	12.6
Managerial, executive, etc.	121.9	*	36.4	45.1	54.9
Non-managerial	1,906.7	22.6	65.1	90.2	9.8
Full-time	1,225.9	27.6	63.0	93.2	6.8
Part-time	680.8	13.6	68.8	84.6	15.4
PERSONS					
Adults	4,516.4	33.2	48.0	83.9	16.1
Managerial, executive, etc.	603.9	15.5	21.7	42.7	57.3
Non-managerial	3,912.6	35.9	52.1	90.3	9.7
Full-time	3,143.9	40.5	49.3	92.1	7.9
Part-time	768.7	17.3	63.3	83.0	17.0
Juniors	486.5	27.0	65.7	95.1	4.9
Full-time	359.9	33.6	60.2	96.9	3.1
Part-time	126.6	8.1	81.3	90.0	10.0
Total	5,002.9	32.6	49.7	85.0	15.0
Managerial, executive, etc.	603.9	15.5	21.7	42.7	57.3
Non-managerial	4,399.0	34.9	53.6	90.8	9.2
Full-time	3,503.7	39.8	50.4	92.6	7.4
Part-time	895.3	16.0	65.8	84.0	16.0

(a) Includes small numbers of employees covered by unregistered collective agreements.

Source: Incidence of Industrial Awards, Determinations and Collective Agreements, Australia, May 1985 (6315.0).

CHART 9J. AWARD COVERAGE OF EMPLOYEES, MAY 1985



Source: Incidence of Industrial Awards, Determinations and Collective Agreements, Australia, May 1985 (6315.0).

TABLE 9.9. INCIDENCE OF AWARDS : ALL EMPLOYEES, OCCUPATION GROUP, MAY 1985 (Per cent)

Occupation group	Males				Females			
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Covered by awards, determinations and collective agreements			Not covered by awards, etc.
	Federal	State	Total		Federal	State	Total	
Professional, technical and related workers	24.8	63.4	90.3	9.7	6.6	87.9	96.2	3.8
Nurses	*	97.5	100.0	—	*	93.9	99.0	*
Teachers	13.0	77.7	93.1	*	6.1	86.3	95.0	*
Draftspersons and technicians	46.5	35.9	84.3	15.7	*	61.0	86.8	*
Administrative, executive and managerial workers	15.7	13.0	34.8	65.2	*	24.0	34.0	66.0
Clerical workers	48.7	33.3	87.0	13.0	27.9	53.3	85.4	14.6
Sales workers	17.7	57.1	78.2	21.8	4.2	83.4	88.6	11.4
Farmers, fisherpersons and related workers	*	61.0	87.5	*	*	*	*	*
Miners, quarry and related workers	57.1	*	86.6	*	*	*	*	*
Workers in transport and communications	50.5	37.6	91.7	8.3	*	44.1	88.2	*
Tradespersons, production-process workers and labourers, n.e.c.	52.9	37.7	92.5	7.5	53.8	40.0	94.8	5.2
Textile, clothing, footwear and leather goods makers and related workers	60.4	*	93.5	*	64.4	32.6	97.2	*
Machine toolmakers, metal machinists, mechanics, plumbers and related metal workers	63.8	27.2	92.3	7.7	*	*	*	*
Electricians and related electrical and electronics workers	67.1	27.6	95.7	*	*	*	*	*
Metalmaking and related workers	68.3	26.8	95.5	*	90.4	*	95.7	*
Carpenters, cabinetmakers and related workers, building etc. tradespersons and construction workers	41.6	44.1	87.3	12.7	*	*	*	*
Packers, wrappers, labellers, storepersons and freight handlers	41.1	50.9	94.3	*	*	67.2	94.1	*
Labourers, apprentices, factory workers n.e.c.	42.5	47.5	92.8	7.2	*	41.9	92.7	*
Service, sport and recreation workers	20.1	71.2	92.3	7.7	17.8	71.5	90.0	10.0
All occupations	40.1	40.4	83.4	16.6	21.6	63.4	87.4	12.6

Source: Incidence of Industrial Awards, Determinations and Collective Agreements, Australia, May 1985 (6315.0).

TABLE 9.10. INCIDENCE OF AWARDS : ALL EMPLOYEES BY INDUSTRY, MAY 1985
(Per cent)

Industry	Males				Females			
	Covered by awards, determinations and collective agreements			Not covered by awards, etc	Covered by awards, determinations and collective agreements			Not covered by awards, etc
	Federal	State	Total(a)		Federal	State	Total(a)	
Mining	53.1	26.2	81.9	18.1	*	*	*	*
Manufacturing	48.9	32.4	84.0	16.0	39.7	46.7	87.9	12.1
Food, beverages and tobacco	25.6	56.3	85.7	14.3	20.4	69.1	91.4	*
Textiles, clothing and footwear	57.4	*	80.7	*	63.2	30.7	94.2	*
Paper, paper products, printing and publishing	45.4	28.8	84.9	15.1	*	44.0	80.6	*
Chemical, petroleum and coal products	36.3	32.4	70.7	29.3	*	59.3	81.1	*
Metal products, machinery and equipment	62.3	22.1	85.6	14.4	49.3	37.3	88.3	*
Basic metal products	38.8	46.3	85.7	*	*	*	*	*
Fabricated metal products, other machinery and equipment	61.0	17.8	80.6	19.4	42.1	42.2	86.6	*
Transport equipment	80.0	13.6	94.0	*	75.2	*	96.0	*
Other	39.7	41.1	82.6	17.4	*	54.6	80.9	*
Electricity, gas and water	38.6	59.9	98.5	*	*	*	98.3	*
Construction	35.4	38.9	77.0	23.0	*	42.0	56.0	44.0
Wholesale trade	28.1	33.4	66.2	33.8	11.8	62.2	77.2	22.8
Retail trade	30.5	45.7	77.9	22.1	6.3	80.5	87.5	12.5
Transport and storage	55.3	31.4	90.6	9.4	47.3	29.7	79.3	*
Communication	99.8	*	99.9	*	99.6	*	99.9	*
Finance, property and business services	32.1	28.7	69.1	30.9	29.1	46.4	84.2	15.8
Public administration and defence	53.4	44.3	98.6	*	64.9	32.2	98.2	*
Community services	14.0	72.9	88.4	11.6	6.9	82.5	90.9	9.1
Recreation, personal and other services	32.1	46.2	81.1	18.9	27.3	56.5	85.2	14.8
All industries	40.1	40.4	83.4	16.6	21.6	63.4	87.4	12.6

(a) Includes small numbers of employees covered by unregistered collective agreements.

Source: *Incidence of Industrial Awards, Determinations and Collective Agreements, Australia, May 1985* (6315 0)