

# Income, Earnings and Hours

## INCOME DISTRIBUTION

A survey of 1978-79 income was conducted in the period September to December 1979. Detailed statistics on incomes of individuals, income units, families and unemployed persons are available in a number of publications. These are *Income Distribution, Australia, 1978-79: Individuals* (6502.0); *Unemployed Persons* (6521.0); *Income Units* (6523.0); and *Supplementary Tables* (6504.0).

## WEEKLY EARNINGS OF EMPLOYEES—DISTRIBUTION (HOUSEHOLD SURVEY)

In August 1980 a sample household survey, based on the population survey, was conducted throughout Australia in order to obtain information about the weekly earnings of wage and salary earners ('employees').

### Scope

The estimates relate to all persons aged 15 years and over who were employed as wage and salary earners in their main job, except—

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas visitors holidaying in Australia;
- (d) members of non-Australian defence forces (and their dependants) stationed in Australia;
- (e) patients in hospitals and sanatoria or inmates of gaols, reformatories, etc.;
- (f) persons on workers' compensation.

### Comparability of estimates with those for previous years

The 1975 survey data relate to earnings from *all jobs and hours worked*, whereas subsequent survey publications contain tables on earnings from the *main job* as well as *all jobs* and statistics of *hours paid for* as well as *hours worked*.

The 1978, 1979 and 1980 survey estimates are based on revised population benchmarks, derived from the 1976 Population Census results adjusted for under-enumeration. Estimates of numbers of employees in these surveys are therefore not strictly comparable with those from earlier surveys. However, it is considered that the estimates of mean and median earnings would have been only slightly affected by the change.

### Interpretation of results

The standard errors given in the table on page 9 in general, and the comments on the reliability of estimates on pages 7 and 8, are also applicable to this survey. In addition, the estimates from this survey are subject to errors of response and reporting. In many cases the answer to the question on earnings was based on the knowledge of one person (generally the housewife). It is considered that there may be some understatement in the estimates because of imperfect recall of minor or irregular sources of earnings. Other errors may be due to genuine misunderstanding.

Other points which should be kept in mind in interpreting the results of this survey are as follows:

- (a) In making comparisons of earnings between groups of employees it must be remembered that there will be differences arising from the different age and occupation structures of these groups. This is particularly important, for example, when interpreting results in the table on pages 66 and 67.
- (b) Because employers and self-employed persons were excluded from the survey the results should not be taken as representative of the earnings of all employed persons. In particular, earnings of employees in some occupation groups shown on pages 66 and 67 may not reflect the earnings of all persons in those occupations.

### Definitions

*Weekly earnings* refers to gross weekly wages and salaries (i.e. before taxation and other deductions have been made). For persons paid other than weekly, earnings were converted to a weekly equivalent.

*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, the class intervals in some cases being finer than those published in the tables. Linear interpolation was used within the class interval in which the median fell.

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

The *main job* was defined as the job at which most hours were worked during the survey week. A person who held more than one job as an employee was classified to the occupation of the main job.

*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 (for example, an employee on paid leave for the week was asked to report the number of hours for which he was paid).

*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 were disregarded.

Further details were published in *Weekly Earnings of Employees (Distribution)*, August 1980 (6310.0).

# ALL EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS, AGE AND FULL-TIME OR PART-TIME STATUS, AUGUST 1980

	Males				Females				Persons			
	Aged 15-19 years	Aged 20 years and over	Total		Aged 15-19 years	Aged 20 years and over	Total		Aged 15-19 years	Aged 20 years and over	Total	
FULL-TIME EMPLOYEES												
—'000—												
Weekly earnings (\$)-												
Under 60	5.5	12.7	18.2	14.3	8.4	12.6	9.7	21.1	30.8			
60 and under 80	17.8	9.1	26.8		5.7	15.8	27.8	14.8	42.6			
80 and under 100	48.3	11.5	59.8		48.5	11.6	60.0	96.8	23.0	119.9		
100 and under 110	29.6	18.8	48.3		25.8	13.9	39.7	55.4	32.6	88.1		
110 and under 120	28.5	16.5	45.0	29.2	15.4	44.6	57.7	31.9	89.7			
120 and under 130	22.3	27.5	49.8	26.1	26.9	53.0	48.5	54.4	102.8			
130 and under 140	19.5	33.7	53.2	21.9	35.9	57.7	41.4	69.5	110.9			
140 and under 150	19.4	46.7	66.1	14.6	48.5	63.1	34.0	95.2	129.2			
150 and under 160	17.4	82.7	100.1	10.8	82.6	93.4	28.2	165.3	193.5			
160 and under 170	10.8	111.2	122.0	7.7	84.5	92.2	18.5	195.7	214.2			
170 and under 180	10.8	105.9	116.7	6.1	84.2	90.4	17.0	190.1	207.1			
180 and under 190	9.4	153.1	162.5	4.6	78.2	80.9	12.0	231.4	243.4			
190 and under 200	8.2	145.7	153.9		83.4	85.4	10.1	229.1	239.2			
200 and under 210	7.5	252.8	260.4		91.8	93.2	9.0	344.6	353.6			
210 and under 220	6.6	159.3	162.8		66.2	67.1	7.7	225.5	229.9			
220 and under 230		154.1	157.1	51.8	52.0	205.8		209.2				
230 and under 240		125.1	127.0	39.3	39.3	164.3		166.4				
240 and under 250		4.5	137.2	139.0	32.7	32.8	4.9	169.9	171.8			
250 and under 260	141.8		142.6	37.0	37.1	178.7		179.7				
260 and under 280	5.3		169.3	170.7	47.9	48.4	5.1	217.2	219.0			
280 and under 300			145.6	147.1	34.4	34.6		180.0	181.7			
300 and under 320		155.2	156.7	27.2	27.4	182.5		184.1				
320 and under 340		102.8	103.8	16.0	17.0	118.9	120.8					
340 and under 360	5.3	87.7	87.8	11.3	11.4	5.1	98.9	99.1				
360 and under 380		64.8	65.3	6.8	7.2		71.6	72.5				
380 and under 400		59.1	59.3	5.3	5.3		64.3	64.6				
400 and under 450		*	84.2	84.2	8.1	8.4	5.1	92.3	92.6			
450 and under 500	52.5		53.1	4.6	4.6	57.1		57.8				
500 and under 550	37.5		37.6	6.0	6.3			41.2	41.5			
550 and under 600	23.2		23.4					25.5	25.8			
600 and over		56.0	56.2		7.3	7.4		63.3	63.6			
Total	273.3	2,783.0	3,056.3	215.7	1,072.7	1,288.4	489.0	3,855.7	4,344.7			
—dollars—												
Median earnings	123	234	225	117	195	183	119	220	210			
Mean earnings	134	261	249	122	208	193	129	246	233			

**ALL EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS, AGE AND FULL-TIME OR PART-TIME STATUS, AUGUST 1980—continued**

	Males			Females			Persons			
	Aged 15-19 years	Aged 20 years and over	Total	Aged 15-19 years	Aged 20 years and over	Total	Aged 15-19 years	Aged 20 years and over	Total	
PART-TIME EMPLOYEES(a)										
—'000—										
Weekly earnings (\$)-										
Under 20	18.9	7.2	26.2	29.9	25.9	55.9	48.9	33.2	82.0	
20 and under 40	17.8	8.7	26.5	25.3	55.8	81.2	43.2	64.6	107.7	
40 and under 60	7.2	10.1	17.3	6.7	62.5	69.2	13.9	72.7	86.5	
60 and under 80	6.8	8.1	10.6	4.6	71.4	76.0	7.1	79.5	86.6	
80 and under 100		7.5	11.8	4.6	78.5	83.1	8.9	86.0	94.9	
100 and under 110	4.9	4.5	5.2	4.5	50.5	52.2	5.0	55.1	57.4	
110 and under 120		5.6	7.4		34.0	36.0		37.0	39.6	
120 and under 130		5.1	6.3	*	34.5	35.4	4.7	37.2	39.2	
130 and under 140					25.2	25.3		27.5	28.5	
140 and under 150					20.9	21.3		23.7	24.4	
150 and under 160	4.9	6.0	7.4	*	18.5	19.0	4.7	21.6	22.8	
160 and under 170		4.6	5.0		16.0	16.4		18.9	20.0	
170 and under 180					11.7	12.1		14.3	15.1	
180 and under 190	*	*	*	*	9.8	9.8	*	11.8	11.8	
190 and under 200					8.1	8.1		9.1	9.1	
200 and over		23.4	23.9	*	37.3	37.3		60.7	61.2	
Total	56.6	91.9	148.5	77.5	560.8	638.3	134.1	652.7	786.8	
—dollars—										
Median earnings	30	109	68	27	96	89	28	98	86	
Mean earnings	44	143	106	38	104	96	41	109	97	

ALL EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS, AGE AND FULL-TIME OR PART-TIME STATUS, AUGUST 1980

—continued

	Males			Females			Persons			
	Aged 15-19 years	Aged 20 years and over	Total	Aged 15-19 years	Aged 20 years and over	Total	Aged 15-19 years	Aged 20 years and over	Total	
TOTAL										
—'000—										
Weekly earnings (\$)-										
Under 20	19.3	10.4	29.8	30.7	27.4	58.1	50.0	37.9	87.9	
20 and under 40	19.2	12.0	31.2	26.3	58.7	85.0	45.4	70.7	116.1	
40 and under 60	10.9	16.3	27.2	9.2	66.5	75.8	20.2	82.9	103.0	
60 and under 80	20.2	17.2	37.4	14.7	77.1	91.8	24.9	94.3	129.2	
80 and under 100	52.7	19.0	71.6	53.1	90.0	143.1	105.7	109.0	214.8	
100 and under 110	30.2	23.3	53.5	27.5	64.4	91.9	57.7	87.7	145.4	
110 and under 120	29.2	19.4	48.7	31.2	49.4	80.6	60.4	68.9	129.3	
120 and under 130	23.4	30.2	53.6	27.0	61.4	88.4	50.4	91.6	142.0	
130 and under 140	20.4	36.0	56.4	21.9	61.1	83.0	42.3	97.1	139.4	
140 and under 150	19.8	49.5	69.2	14.9	69.5	84.4	34.7	118.9	153.6	
150 and under 160	18.0	85.8	103.8	11.3	101.1	112.4	29.3	186.9	216.2	
160 and under 170	11.6	114.1	125.7	8.1	100.5	108.6	19.6	214.6	234.2	
170 and under 180	11.2	108.5	119.8	6.6	95.9	102.4	17.8	204.4	222.2	
180 and under 190	9.4	155.1	164.4	4.6	88.1	90.7	12.0	243.1	255.2	
190 and under 200	8.2	146.7	154.8		91.6	93.5	10.1	238.2	248.4	
200 and under 210	7.5	254.9	262.4	4.7	100.1	101.5	9.0	355.0	363.9	
210 and under 220	6.6	160.6	164.1		70.0	70.8	7.7	230.5	234.9	
220 and under 230		155.6	158.6		54.2	54.5		209.7	213.1	
230 and under 240	4.9	127.0	129.0		41.6	41.7	5.3	168.6	170.7	
240 and under 250		138.3	140.1		35.2	35.3		173.5	175.4	
250 and under 260		143.3	144.5		40.8	40.9		184.0	185.4	
260 and under 280	5.4	172.4	173.8	5.2	50.5	51.0	5.2	222.9	224.8	
280 and under 300		146.8	148.3		36.2	36.4		183.0	184.7	
300 and under 320		157.6	159.0		31.6	31.8		189.2	190.8	
320 and under 340		104.6	105.5		17.0	18.0		121.6	123.6	
340 and under 360	*	89.1	89.2	*	12.7	12.8	5.1	101.7	101.9	
360 and under 380		65.6	66.1		7.3	7.7		72.9	73.8	
380 and under 400		59.4	59.6		5.5	5.5		64.9	65.1	
400 and under 450	*	84.9	84.9	*	9.0	9.2	5.1	93.8	94.1	
450 and under 500		53.2	53.9		4.8	4.8		58.0	58.7	
500 and under 550		37.5	37.6		7.0	7.3		41.5	41.9	
550 and under 600		23.7	23.8					26.6	26.9	
600 and over		57.3	57.4		7.4	7.5		64.7	64.9	
Total	329.9	2,874.9	3,204.8	293.2	1,633.5	1,926.7	623.1	4,508.4	5,131.5	
—dollars—										
Median earnings	114	232	222	105	169	157	110	209	201	
Mean earnings	119	257	243	100	172	161	110	226	212	

(a) Since part-time employees are defined as those who usually work less than 35 hours and who did so during the survey week, these figures may include some school teachers, academic staff in universities, aircrew, etc.

**ALL EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS, MARITAL STATUS AND FULL-TIME OR PART-TIME STATUS,  
AUGUST 1980**

	Males			Females		
	Married(a)	Not married(b)	Total	Married(a)	Not married(b)	Total
<b>FULL-TIME EMPLOYEES</b>						
—'000—						
Weekly earnings (\$)-						
Under 60	7.0	11.2	18.2	7.0	9.2	12.6
60 and under 80	5.8	21.0	26.8		12.2	15.8
80 and under 100	6.0	53.8	59.8	6.0	54.0	60.0
100 and under 110	11.8	36.5	48.3	9.8	29.9	39.7
110 and under 120	8.7	36.3	45.0	8.8	35.9	44.6
120 and under 130	16.1	33.7	49.8	16.3	36.7	53.0
130 and under 140	18.4	34.8	53.2	18.9	38.8	57.7
140 and under 150	28.5	37.6	66.1	28.9	34.2	63.1
150 and under 160	48.9	51.2	100.1	51.7	41.7	93.4
160 and under 170	71.8	50.2	122.0	52.6	39.7	92.2
170 and under 180	71.2	45.5	116.7	51.8	38.5	90.4
180 and under 190	100.5	62.0	162.5	48.4	32.6	80.9
190 and under 200	101.1	52.7	153.9	49.8	35.5	85.4
200 and under 210	190.3	70.0	260.4	56.2	36.9	93.2
210 and under 220	122.1	40.7	162.8	37.9	29.2	67.1
220 and under 230	114.7	42.4	157.1	31.3	20.7	52.0
230 and under 240	99.6	27.4	127.0	20.7	18.6	39.3
240 and under 250	103.6	35.4	139.0	17.7	15.1	32.8
250 and under 260	108.8	33.8	142.6	21.4	15.7	37.1
260 and under 280	134.5	36.2	170.7	27.0	21.4	48.4
280 and under 300	117.8	29.3	147.1	22.3	12.3	34.6
300 and under 320	129.2	27.4	156.7	18.8	8.6	27.4
320 and under 340	88.1	15.7	103.8	9.9	7.1	17.0
340 and under 360	76.8	10.9	87.8	6.1	5.2	11.4
360 and under 380	55.4	9.8	65.3			7.2
380 and under 400	51.0	8.3	59.3	7.1	5.4	5.3
400 and under 450	72.5	11.6	84.2			8.4
450 and under 500	46.0	7.1	53.1			4.6
500 and under 550	33.6	6.0	37.6	9.8	9.5	6.3
550 and under 600	21.4		23.4			
600 and over	47.5	8.6	56.2	5.5	*	7.4
<b>Total</b>	<b>2,109.0</b>	<b>947.3</b>	<b>3,056.3</b>	<b>641.8</b>	<b>646.6</b>	<b>1,288.4</b>
—dollars—						
Median earnings	243	190	225	194	168	183
Mean earnings	271	202	249	208	179	193

**PART-TIME EMPLOYEES(c)**

—'000—						
Weekly earnings (\$)-						
Under 20	6.3	23.8	26.2	16.8	39.0	55.9
20 and under 40		22.6	26.5	44.3	36.9	81.2
40 and under 60	4.5	12.8	17.3	52.8	16.4	69.2
60 and under 80		7.8	10.6	64.3	11.7	76.0
80 and under 100	6.2	8.3	11.8	70.2	12.9	83.1
100 and under 120	4.9	*	8.8	77.5	10.7	88.2
120 and under 140	*	5.0	6.9	51.7	9.0	60.7
140 and under 160			6.8	34.4	5.9	40.4
160 and under 180	7.9	8.6	6.7	23.2	5.2	28.4
180 and under 200			*	15.1	*	17.9
200 and over	16.1	7.8	23.9	29.1	8.2	37.3
<b>Total</b>	<b>47.9</b>	<b>100.6</b>	<b>148.5</b>	<b>479.4</b>	<b>158.9</b>	<b>638.3</b>
—dollars—						
Median earnings	140	46	68	98	44	89
Mean earnings	169	76	106	104	71	96

ALL EMPLOYEES: WEEKLY EARNINGS IN MAIN JOB AND HOURS PAID FOR, AUGUST 1980

	Hours paid for									
	1-19	20-29	30-34	35-39	40	41-44	45-48	49 and over	Total	
MALES										
	—'000—									
Weekly earnings (\$)-										
Under 20	24.7	12.8	7.9	7.8	5.1	9.3	5.0	5.5	30.1	
20 and under 40	26.8								31.7	
40 and under 60	16.4								27.5	
60 and under 80	8.7								38.5	
80 and under 100	7.2				14.1			6.9	73.5	
					43.0					
100 and under 110	5.4	7.3	6.8	*	30.8	9.7	6.3	6.0	54.7	
110 and under 120				5.8	27.1				6.8	47.9
120 and under 130				5.7	31.5					53.3
130 and under 140				*	36.1					4.6
140 and under 150	5.0	*	7.3	43.3	*	6.6	4.8	68.6		
150 and under 160				67.7	5.2			7.6	104.3	
160 and under 170				88.0	6.7			5.5	5.6	127.8
170 and under 180				77.6	9.4			5.1	7.1	120.3
180 and under 190	6.3	6.4	5.4	15.7	116.7	12.3	6.4	7.5	166.1	
190 and under 200				21.4	98.6	15.0	7.6	8.4	155.5	
200 and under 210				33.6	168.1	20.8	16.1	18.1	264.5	
210 and under 220				18.3	106.2	17.9	9.7	8.7	166.0	
220 and under 230	4.5	*	5.2	19.7	93.0	17.9	10.5	12.0	159.9	
230 and under 240				17.6	67.7	21.2	8.2	10.2	128.9	
240 and under 250				23.6	73.7	14.1	13.9	12.3	140.2	
250 and under 260				25.0	65.5	20.3	12.4	16.1	143.7	
	4.6	9.2	6.7							
260 and under 280				33.0	73.1	25.9	16.3	17.2	171.5	
280 and under 300				30.5	51.5	22.2	16.7	21.6	146.9	
300 and under 320				37.8	46.0	20.2	19.0	27.9	157.1	
320 and under 340	3.1	6.0	6.3	19.9	29.2	15.9	13.8	20.5	103.1	
340 and under 360				20.6	22.2	15.8	8.6	18.1	87.8	
360 and under 380				13.3	13.3	10.6	9.0	15.5	64.9	
380 and under 400				14.6	11.2	9.4	8.0	15.5	60.8	
400 and over			*	42.1	36.0	42.1	22.9	102.4	253.4	
Total	108.3	68.4	61.5	463.5	1,536.4	350.3	231.0	385.5	3,204.8	
	—dollars—									
Median earnings	43	163	203	252	205	254	259	305	221	
Mean earnings	77	180	221	266	213	277	277	331	242	

ALL EMPLOYEES: WEEKLY EARNINGS IN MAIN JOB AND HOURS PAID FOR, AUGUST 1980—continued

	Hours paid for—								
	1-19	20-29	30-34	35-39	40	41-44	45-48	49 over	Total
FEMALES									
—'000—									
Weekly earnings (\$)-									
Under 20	54.3	*	*	*	*	*			58.8
20 and under 40	81.2	*	*	*	*	*			86.9
40 and under 60	66.1	5.2	*	*	*	*		4.7	77.1
60 and under 80	66.3	9.0	*	*	9.1	*			92.0
80 and under 100	49.4	35.0	5.1	9.5	36.0	6.0	4.9		144.2
100 and under 110	16.4	31.9	6.3	8.4	23.8				91.1
110 and under 120	11.0	22.9	5.5	9.9	28.3	5.6		5.0	82.2
120 and under 130	9.9	19.7	8.4	12.9	33.0				88.4
130 and under 140	5.6	13.6	8.7	12.0	35.8	6.5			82.9
140 and under 150	5.5	11.3	6.5	13.5	41.2				84.6
150 and under 160		10.1	8.6	20.5	62.9	7.9	5.6	5.7	112.4
160 and under 170	5.8	7.3	7.0	19.6	62.8	6.1			108.0
170 and under 180			9.3	23.2	55.0	6.1			102.2
180 and under 190	4.5	10.6	6.2	23.9	45.9	5.4	6.0	5.8	90.4
190 and under 200				31.7	42.4	5.9			92.9
200 and under 210		5.1		34.4	47.9	*	5.2		101.3
210 and under 220				23.9	31.8	5.3		5.1	70.3
220 and under 230				19.3	25.5	*			54.1
230 and under 240	5.9	5.0	6.9	13.8	15.8	5.4			40.9
240 and under 250				12.6	13.3		7.5	5.4	35.1
250 and under 260		*	9.4	13.2	15.3	5.6			41.2
260 and under 280		*		18.1	16.7	*		*	50.7
280 and over	*	4.7	11.0	45.1	33.8	10.0	7.0	25.0	138.9
Total	384.2	197.3	110.4	370.0	679.9	89.3	36.3	59.4	1,926.7
—dollars—									
Median earnings	57	116	163	199	171	188	206	250	157
Mean earnings	65	128	176	204	177	196	218	294	160

**FULL-TIME EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS AND AGE, AUGUST 1980**

	Age group (years)											
	15-19	20-24	25-34	35-45	45-54	55-59	60 and over	Total				
MALES												
	—'000—											
Weekly earnings (\$)-												
Under 100	71.6	6.0	8.6	7.0	*	4.5	}	104.8				
100 and under 110	29.6	*	}	7.0	5.1	*		}	48.3			
110 and under 120	28.5	6.8		6.3					6.9	45.0		
120 and under 130	22.3	8.5	8.4	4.7	}	8.2		5.0	49.8			
130 and under 140	19.5	11.5	6.7	6.1					53.2			
140 and under 150	19.4	16.8	7.0	5.2	9.9	5.1	}	66.1				
150 and under 160	17.4	28.8	18.3	11.9	14.7	5.7		6.0	100.1			
160 and under 170	10.8	29.1	27.6	17.3	18.7	10.4	8.0	122.0				
170 and under 180	10.8	27.7	28.8	19.9	16.6	8.2	4.7	116.7				
180 and under 190	9.4	35.1	38.5	27.2	26.9	16.0	9.3	162.5				
190 and under 200	8.2	33.6	38.9	26.0	25.5	14.3	7.3	153.9				
200 and under 210	7.5	43.7	79.4	51.0	50.2	18.4	10.2	260.4				
210 and under 220	}	6.6	}	27.4	46.7	34.9	31.4	12.9	6.0	162.8		
220 and under 230				25.3	46.2	30.9	32.0	12.5	7.2	157.1		
230 and under 240				17.8	42.9	28.4	22.1	8.9	5.0	127.0		
240 and under 250				21.3	43.0	33.5	23.8	11.2	*	139.0		
250 and under 260	}	7.4	}	22.9	50.7	30.0	24.5	8.4	5.3	142.6		
260 and under 280				19.0	63.4	39.7	31.9	11.2	*	170.7		
280 and under 300				13.6	57.5	33.2	26.2	9.0	6.0	147.1		
300 and under 320				12.7	60.1	38.8	28.6	10.3	4.6	156.7		
320 and under 340	}	}	}	6.3	38.0	30.0	19.3	7.1	}	103.8		
340 and under 360				6.1	27.3	27.2	16.1	8.2		4.8	87.8	
360 and under 380				}	6.6	}	22.6	20.1	12.2	}	8.2	65.3
380 and under 400							18.4	18.9	13.4		4.9	59.3
400 and under 450	}	}	}	25.8	29.9	15.3	8.4	}	84.2			
450 and under 500				15.4	17.8	12.0	*		53.1			
500 and over	}	}	}	4.6	27.8	38.1	31.3	10.5	*	117.1		
Total				273.3	442.3	854.4	634.6	519.9	222.6	109.1	3,056.3	
	—dollars—											
Median earnings	123	203	245	255	238	225	213	225				
Mean earnings	134	215	266	282	271	257	238	249				



**FULL-TIME EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS AND AGE, AUGUST 1980—continued**

	Age group (years)							Total
	15-19	20-24	25-34	35-45	45-54	55-59	60 and over	
FEMALES								
—'000—								
Weekly earnings (\$)-								
Under 100	62.8	7.5	*	5.0	4.5	}	}	88.4
100 and under 110	25.8	*	}	6.0	4.5			5.7
110 and under 120	29.2	7.2				}	9.1	
120 and under 130	26.1	9.4	}	7.7	5.1			}
130 and under 140	21.9	16.1				}	9.5	
140 and under 150	14.6	19.5	}	17.5	18.1			15.2
150 and under 160	10.8	27.3				}	21.7	
160 and under 170	7.7	27.3	}	20.8	17.1			12.6
170 and under 180	6.1	29.2				}	19.8	
180 and under 190	}	26.7	}	21.7	12.4			12.0
190 and under 200		4.6				33.0	}	
200 and under 210	}	25.9	}	13.1	8.3	{		{
210 and under 220		}					19.7	
220 and under 230	}		10.4	}	9.7	{	{	{
230 and under 240		6.0	10.9					
240 and under 250	}	8.2	}	6.2	}	{	{	32.8
250 and over		}						32.1
Total	215.7		313.8	317.2	214.9	161.2	46.9	18.8
—dollars—								
Median earnings	117	184	209	198	190	184	179	183
Mean earnings	122	190	223	217	203	204	189	193

**FULL-TIME EMPLOYEES: NUMBER, MEAN WEEKLY EARNINGS IN ALL JOBS, BIRTHPLACE AND OCCUPATION, AUGUST 1980**

Occupation	Males			Females		
	Number ('000)	Per cent of total	Mean weekly earnings (\$)	Number ('000)	Per cent of total	Mean weekly earnings (\$)
<b>BORN IN AUSTRALIA</b>						
Professional, technical, etc.	286.4	13.0	325	228.5	23.6	251
Administrative, executive and managerial	175.1	7.9	332	17.2	1.8	245
Clerical	238.4	10.8	240	412.8	42.6	184
Sales	131.1	5.9	233	94.7	9.8	151
Farm, workers, etc.	110.7	5.0	185	7.5	0.8	130
Transport and communication	160.8	7.3	254	22.2	2.3	200
Tradesmen, production-process workers and labourers, n.e.c.(a)	988.5	44.8	222	82.3	8.5	158
Service, sport and recreation	114.5	5.2	250	103.4	10.7	167
<b>Total</b>	<b>2,205.5</b>	<b>100.0</b>	<b>249</b>	<b>968.6</b>	<b>100.0</b>	<b>193</b>
<b>BORN IN MAIN ENGLISH-SPEAKING COUNTRIES(b)</b>						
Professional, technical, etc.	64.5	16.9	326	34.8	24.4	255
Administrative, executive and managerial	34.4	9.0	347	*	*	*
Clerical	29.9	7.8	260	51.3	36.0	197
Sales	26.4	6.9	237	11.9	8.4	178
Farm workers, etc.	8.7	2.3	194	*	*	*
Transport and communication	21.5	5.6	257	*	*	*
Tradesmen, production-process workers and labourers, n.e.c.(a)	172.2	45.2	246	17.7	12.4	168
Service, sport and recreation	23.3	6.1	249	18.1	12.7	182
<b>Total</b>	<b>380.9</b>	<b>100.0</b>	<b>269</b>	<b>142.5</b>	<b>100.0</b>	<b>204</b>
<b>BORN IN OTHER COUNTRIES</b>						
<i>Germany, Federal Republic of—</i>						
Tradesmen, production-process workers and labourers, n.e.c.(a)	15.2	52.9	258	*	*	*
<b>Total</b>	<b>28.8</b>	<b>100.0</b>	<b>280</b>	<b>12.4</b>	<b>100.0</b>	<b>207</b>
<i>Greece—</i>						
Tradesmen, production-process workers and labourers, n.e.c.(a)	30.2	71.4	219	13.7	75.2	155
<b>Total</b>	<b>42.3</b>	<b>100.0</b>	<b>220</b>	<b>18.2</b>	<b>100.0</b>	<b>158</b>
<i>Italy—</i>						
Professional, technical, etc.	4.5	5.0	264	*	*	*
Transport and communication	5.2	5.7	208	*	*	*
Tradesmen, production-process workers and labourers, n.e.c.(a)	64.3	70.7	213	16.1	58.1	159
Service, sport and recreation	5.9	6.5	199	4.7	17.1	171
<b>Total</b>	<b>90.9</b>	<b>100.0</b>	<b>218</b>	<b>27.7</b>	<b>100.0</b>	<b>166</b>
<i>Yugoslavia—</i>						
Tradesmen, production-process workers and labourers, n.e.c.(a)	45.2	85.2	221	16.2	66.0	170
<b>Total</b>	<b>53.1</b>	<b>100.0</b>	<b>224</b>	<b>24.5</b>	<b>100.0</b>	<b>174</b>
<i>Other countries—</i>						
Professional, technical, etc.	31.6	12.4	319	17.4	18.4	250
Administrative, executive and managerial	16.9	6.6	320	*	*	*
Clerical	20.9	8.2	240	27.8	29.4	196
Sales	11.3	4.5	232	*	*	*
Transport and communication	15.0	5.9	246	*	*	*
Tradesmen, production-process workers and labourers, n.e.c.(a)	139.9	54.7	226	28.7	30.3	172
Service, sport and recreation	15.0	5.9	228	14.5	15.4	164
<b>Total</b>	<b>254.9</b>	<b>100.0</b>	<b>246</b>	<b>94.5</b>	<b>100.0</b>	<b>193</b>

For footnotes see end of table.

**FULL-TIME EMPLOYEES: NUMBER, MEAN WEEKLY EARNINGS IN ALL JOBS, BIRTHPLACE AND OCCUPATION, AUGUST 1980—continued**

Occupation	Males			Females		
	Number (‘000)	Per cent of total	Mean weekly earnings (\$)	Number (‘000)	Per cent of total	Mean weekly earnings (\$)
TOTAL						
Professional, technical, etc.	393.5	12.9	324	285.8	22.2	251
Administrative, executive and managerial	236.8	7.7	331	23.1	1.8	239
Clerical	297.3	9.7	242	504.2	39.1	186
Sales	173.9	5.7	233	112.5	8.7	155
Farm, workers, etc.	126.8	4.1	186	8.6	0.7	128
Transport and communication	208.5	6.8	252	28.2	2.2	199
Tradesmen, production-process workers and labourers, n.e.c.(a)	1,455.0	47.6	225	176.8	13.7	163
Service, sport and recreation	164.5	5.4	245	149.0	11.6	169
<b>Total</b>	<b>3,056.3</b>	<b>100.0</b>	<b>249</b>	<b>1,288.4</b>	<b>100.0</b>	<b>193</b>

(a) Includes miners and quarrymen (b) Includes U.K., Ireland, Canada, South Africa, U.S.A. and New Zealand.

NOTE: See 'Interpretation of results' on page 57.

## EARNINGS AND HOURS OF EMPLOYEES (EMPLOYER SURVEYS)

Since 1960 a number of statistical surveys of wages and hours of work in Australia have been undertaken to obtain information on wage rates, actual weekly earnings (averages, distribution and composition) and hours of work. Sample surveys of employers, designed to provide statistics of average weekly and hourly earnings and hours of work, have been conducted in October each year over a long period. In 1974 an additional annual survey was introduced. Carried out in May each year, this survey provides statistics on the distribution and composition of earnings as well as averages. Information concerning the surveys conducted in May and October 1980 is given in the following pages.

### Survey of Earnings and Hours of Employees— Distribution and Composition, May 1980

This survey was conducted in respect of the pay-period which included 12 May 1980. In general where an establishment was closed down for part or the whole of that pay-period or operations were seriously curtailed by an industrial dispute, breakdown, fire, etc., the employer was asked to supply survey particulars for the previous normal pay-period.

#### Scope and coverage

The survey covered stratified random samples of government departments and authorities, hospitals and private employers subject to payroll tax. All hospitals, whether subject to payroll tax or not, were represented, but other exempt non-government bodies, such as religious and benevolent institutions, were excluded.

It should be noted that, with the exception of hospitals private employers not subject to payroll tax were excluded from the survey. *The estimates may therefore not represent the earnings and hours of all employees.*

The following employees were excluded:

- (a) members of the permanent defence forces,
- (b) employees in agriculture,
- (c) employees in private households employing staff,
- (d) waterside workers employed on a casual basis,
- (e) persons employed by private employers (other than hospitals) not subject to payroll tax,
- (f) employees on workers' compensation.

At the time of the selection of the sample, payroll tax was payable by employers paying in wages and salaries more than \$125,000 a year in Queensland, more than \$66,000 a year in New South Wales, Victoria and the Territories, and more than \$60,000 a year in South Australia, Western Australia and Tasmania.

#### Survey design

The majority of employers selected were requested to supply relevant details, on separate questionnaires, for only a sample of their employees. Individual employees were randomly selected by employers in accordance with instructions supplied by the Bureau. Employers with fewer than 10 employees were required to complete a questionnaire for every employee.

#### Definitions

*Employees* comprise male and female employees (as defined under *scope*) who received pay for the specified pay-period.

All employees comprise full-time and part-time employees, including managerial, executive, professional and higher supervisory staff.

*Full-time employees* are employees who received pay for the specified pay-period and whose standard (or rostered) weekly hours of work for that pay-period were at least 30 hours. Included are full-time employees on short time, full-time employees who began or ceased work during the pay-period and full-time employees on paid annual leave, paid sick leave and paid holidays. Some employees (e.g. aircrews, teachers, university lecturers), although paid for a weekly attendance of less than 30 hours, were classified as full-time.

*Non-managerial employees* were defined to include foremen or supervisory employees, leading hands, apprentices, trainees or cadets, clerical and office staff as well as ordinary wages employees. They exclude managerial, executive, professional and higher supervisory staff generally defined as those employees who

- (a) were ineligible to receive payment for overtime, or
- (b) although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments).

*Weekly hours paid for* refers to the hours for which payment was made. It comprises *ordinary time hours* and *overtime hours*, which are those in excess of ordinary time hours. Weekly hours paid for were not reported for managerial, executive, professional and higher supervisory staff.

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

*Weekly earnings* refers to gross earnings before taxation and other deductions have been made. It comprises ordinary time earnings and overtime earnings. It includes one week's proportion of payments made other than on a weekly basis, e.g. salary paid fortnightly or monthly and paid annual or other leave taken during the specified pay-period. Pay in advance, retrospective pay and annual or periodical bonuses etc. are excluded.

*Ordinary time earnings* refers to that part of weekly earnings which is attributable to ordinary time hours. It comprises award or agreed base rate of pay for ordinary time hours paid for, including all allowances (other than overtime) specified in the award, etc.; payment by measured result, i.e. payment by piecework, task bonus, commission, etc.; and other earnings, i.e. attendance and good timekeeping bonuses, profit-sharing and any other forms of over-award, etc. pay.

*Award or agreed base rate of pay* refers to the award, etc. rate of pay for ordinary time hours paid for and includes all allowances (other than overtime) specified in the award, etc.

*Payment by measured result* refers to payment for piecework or under commission, task bonus, or other incentive schemes, etc.

*Other pay* refers to ordinary time earnings not included in payment by measured result or in award or agreed base rate of pay described above. It includes attendance and good timekeeping bonuses, profit-sharing and any other forms of over-award, etc. pay.

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

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

### Reliability of the estimates

As explained above, employees of private employers (except hospitals) not subject to payroll tax were not covered by the survey. The estimates of earnings and hours may therefore not be representative of those of all employees. In addition, since the estimates are based on a sample, they may differ from the figures that would have been produced if the information had been obtained for all employees within the scope of the survey. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of employers and employees was included in the survey. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all employees had been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

The figures in Table A below provide an indication of the magnitude of the standard error of estimates of numbers of persons shown in the distribution tables on pages 70-72. An example of the use of Table A is as follows: the table on page 70 shows that the estimated number of persons in Australia whose weekly earnings were between \$320 and \$330 was 1.9 per cent of 4,148,200 i.e. 78,800. Table A shows the standard errors of Australian estimates of 60,000 and 100,000 to be 3,000 and 4,000 respectively. By interpolation the standard error of an estimate of 78,800 persons is approximately 3,500. This means that there are about two chances in three that the figure which would have been produced if information had been obtained for all employees is within the range 75,300 to 82,300 (1.8 to 2.0 per cent of the total number) and about nineteen chances in twenty that this figure is between 71,800 and 85,800 (1.7 to 2.1 per cent of the total number).

Table B below shows relative standard errors for some estimates of average weekly overtime and total earnings. An example of the use of this table is as follows: the estimated average total weekly earnings of

full-time non-managerial males aged 21 years and over in the mining industry is shown in the table on page 76 as \$376.10. Table B shows the relative standard error of this estimate to be 1.4 per cent (or approximately \$5.30). This means that there are about two chances in three that a complete enumeration would have given a figure within the range \$370.80 to \$381.40 and about nineteen chances in twenty that the figure would be between \$365.50 and \$386.70.

The percentage standard errors in Table B relate only to estimates for Australia. Estimates for the States and Territories have higher standard errors, those for New South Wales and Victoria being about twice and those for the small States about 3 to 5 times as great as those for Australia.

The smaller the estimate the higher is the relative standard error. Estimates with a standard error greater than 15 per cent have not been published, except those relating to overtime earnings and hours. Estimates with standard errors 20 per cent but not greater than 30 per cent have also been published if the standard errors are not greater than \$1.00 or 0.5 hours respectively.

The standard errors for average weekly hours paid for are generally much lower than the corresponding figures shown in Table B for average weekly earnings.

For more detailed results of this and earlier surveys reference should be made to *Earnings and Hours of Employees, Distribution and Composition* (6306.0).

**TABLE A. APPROXIMATE STANDARD ERRORS OF ESTIMATES OF NUMBERS OF PERSONS, AUSTRALIA**

Standard error	Size of estimate (persons)					
	5,000	10,000	20,000	30,000	40,000	100,000
Number	700	1,100	1,600	2,100	2,400	3,000
Per cent	14	11	8	7	6	4

**TABLE B. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA (per cent)**

Industry	Aged 21 years and over				Aged under 21 years			
	Males		Females		Males		Females	
	Overtime earnings	Total earnings	Overtime earnings	Total earnings	Overtime earnings	Total earnings	Overtime earnings	Total earnings
<b>Manufacturing—</b>								
Food, beverages and tobacco	5.8	1.1	13.7	2.3	12.3	2.8	(a)	5.5
Textiles; clothing and footwear	14.8	2.9	(a)	0.9	(a)	7.0	(a)	4.5
Paper, printing, etc.	9.1	1.9	17.5	2.3	(a)	5.4	(a)	4.4
Chemical, petroleum and coal products	10.7	2.3	27.2	1.8	18.0	5.2	(a)	4.7
<b>Metal products, machinery and equipment—</b>								
Basic metal products	4.9	1.5	(a)	3.1	13.6	3.8	(a)	6.2
Fabricated metal products; other machinery, etc.	5.3	0.8	11.6	1.3	15.3	2.1	(a)	3.4
Transport equipment	4.0	0.5	(a)	2.0	16.2	2.8	(a)	13.5
Total metal products, etc.	3.3	0.6	10.4	1.1	10.3	1.8	(a)	3.0
Other	5.1	1.0	14.9	2.0	15.2	4.5	22.9	4.5
Total manufacturing	2.4	0.4	7.7	0.7	6.6	1.4	18.9	2.0
<b>Non-manufacturing—</b>								
Mining	3.4	1.4	(a)	4.9	12.3	5.8	(a)	6.7
Electricity, gas and water	5.2	1.7	(a)	2.6	(a)	1.7	(a)	4.6
Construction	5.3	1.1	(a)	4.2	14.9	2.6	(a)	3.6
Wholesale trade	7.3	1.1	14.1	0.9	10.8	1.7	19.6	1.9
Retail trade	10.6	1.3	12.6	0.7	9.8	1.5	16.8	1.9
Transport and storage; communication	4.5	0.5	9.2	2.0	16.9	4.4	(a)	3.6
Finance, business services	8.1	1.1	14.7	0.7	22.1	1.6	20.4	1.1
Public administration and defence; community services	4.4	0.8	11.3	0.8	16.8	2.0	13.3	1.6
Other	8.9	1.6	19.3	1.9	(a)	5.2	(a)	6.6
Total non-manufacturing	2.2	0.4	5.1	0.5	5.6	1.0	9.0	0.8
<b>Total all industries</b>	<b>1.6</b>	<b>0.3</b>	<b>4.3</b>	<b>0.4</b>	<b>4.3</b>	<b>0.9</b>	<b>8.2</b>	<b>0.8</b>

(a) Relative standard error greater than 30 per cent, or between 20 and 30 per cent and an actual standard error of more than \$1.00

**ALL EMPLOYEES: WEEKLY EARNINGS, MAY 1980**

	<i>Males</i>			<i>Females</i>			<i>Persons</i>		
	<i>Private</i>	<i>Government</i>	<i>Total</i>	<i>Private</i>	<i>Government</i>	<i>Total</i>	<i>Private</i>	<i>Government</i>	<i>Total</i>
—per cent of employees—									
Weekly earnings (\$)—									
Under 20	0.6	0.7	0.4	1.8	1.1	1.3	1.0	0.5	0.7
20 and under 30	0.6		0.4	2.2		1.6	1.1		0.8
30 and under 40	0.6	0.8	0.5	1.8	0.8	1.4	1.0	0.4	0.8
40 and under 50	0.6		0.5	2.0	0.9	1.6	1.1	0.5	0.9
50 and under 60	0.5		0.3	1.7	0.8	1.4	0.9	0.4	0.7
60 and under 70	0.6		0.4	1.9	1.2	1.6	1.1	0.5	0.9
70 and under 80	0.9	0.8	0.6	2.3	1.0	1.8	1.4	0.5	1.0
80 and under 90	1.1		0.8	3.6	1.6	2.8	2.0	0.8	1.6
90 and under 100	1.0	0.8	0.8	3.1	2.1	2.7	1.8	1.0	1.5
100 and under 110	1.2		0.9	3.9	1.4	3.0	2.1	0.7	1.6
110 and under 120	1.0	0.6	0.9	3.7	1.9	3.0	2.0	1.1	1.6
120 and under 130	1.1	0.6	0.9	3.7	2.6	3.3	2.0	1.3	1.8
130 and under 140	1.3	0.5	1.0	3.4	2.6	3.1	2.0	1.3	1.8
140 and under 150	1.3	0.7	1.0	4.9	2.3	3.9	2.5	1.2	2.1
150 and under 160	2.0	1.0	1.6	6.2	2.8	4.9	3.5	1.6	2.8
160 and under 170	3.0	1.7	2.5	7.2	5.0	6.4	4.5	2.8	3.9
170 and under 180	3.5	3.0	3.3	7.0	6.8	6.9	4.7	4.3	4.6
180 and under 190	4.6	4.7	4.6	8.5	6.4	7.7	6.0	5.3	5.7
190 and under 200	5.0	4.6	4.9	7.2	6.8	7.0	5.8	5.4	5.6
200 and under 210	5.5	5.0	5.3	6.0	5.7	5.9	5.6	5.2	5.5
210 and under 220	4.9	5.7	5.2	4.2	4.9	4.4	4.6	5.4	4.9
220 and under 230	5.0	6.3	5.5	3.4	4.2	3.7	4.4	5.5	4.8
230 and under 240	4.7	5.1	4.9	2.3	4.4	3.1	3.9	4.9	4.2
240 and under 250	4.3	4.6	4.4	1.9	4.2	2.7	3.5	4.4	3.8
250 and under 260	5.0	4.6	4.9	1.6	3.9	2.4	3.8	4.4	4.0
260 and under 270	3.8	4.4	4.0	1.0	3.6	2.0	2.8	4.1	3.3
270 and under 280	3.4	4.0	3.6	0.7	3.3	1.6	2.4	3.7	2.9
280 and under 290	3.3	3.9	3.5	0.7	2.9	1.5	2.4	3.5	2.8
290 and under 300	3.1	3.1	3.1	0.9	2.5	1.2	2.2	2.9	2.4
300 and under 310	2.7	3.8	3.1		3.4	1.5	1.9	3.6	2.6
310 and under 320	2.4	2.6	2.5	0.6	1.3	0.6	1.6	2.2	1.8
320 and under 330	2.2	3.1	2.5		1.3	0.7	1.5	2.5	1.9
330 and under 340	2.0	2.6	2.2	0.5	1.4	0.7	1.4	2.2	1.7
340 and under 360	3.5	4.6	3.9		1.6	0.8	2.3	3.6	2.8
360 and under 380	2.7	3.7	3.0		1.1	0.5	1.8	2.8	2.2
380 and under 400	2.3	3.1	2.6		0.9	0.4	1.5	2.3	1.8
400 and under 450	3.8	4.5	4.0	0.5	1.5	0.4	2.5	3.2	2.8
450 and under 500	2.0	2.4	2.2			0.3	1.3	1.7	1.5
500 and under 550	1.2	1.4	1.3				0.8	1.0	0.9
550 and under 600	0.7	0.7	0.7				0.4	0.5	0.4
600 and over	1.0	1.4	1.2				0.7	0.9	0.8
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
—number ('000)—									
Total employees	1,684.0	997.5	2,681.5	926.8	539.9	1,466.7	2,610.8	1,537.4	4,148.2
—dollars—									
Median earnings	238.80	258.20	246.20	165.60	203.50	178.70	206.00	238.70	218.60
Mean earnings	252.80	278.10	262.20	157.60	209.10	176.50	219.00	253.80	231.90

**FULL-TIME NON-MANAGERIAL EMPLOYEES PAID FOR A FULL WEEK(a): WEEKLY EARNINGS, MAY 1980**

	<i>Males</i>		<i>Females</i>		<i>Persons</i>	
	<i>Number ( '000)</i>	<i>Per cent of total</i>	<i>Number ( '000)</i>	<i>Per cent of total</i>	<i>Number ( '000)</i>	<i>Per cent of total</i>
<b>AGED 21 YEARS AND OVER</b>						
Weekly earnings (\$)—						
Under 140	5.8	0.3	15.3	1.8	21.1	0.8
140 and under 150	4.9	0.3	22.9	2.6	27.8	1.0
150 and under 160	16.5	0.9	43.7	5.0	60.2	2.2
160 and under 170	40.5	2.1	66.2	7.6	106.8	3.8
170 and under 180	67.4	3.5	84.7	9.7	152.0	5.5
180 and under 190	103.3	5.4	97.4	11.2	200.6	7.2
190 and under 200	114.9	6.0	91.5	10.5	206.4	7.4
200 and under 210	124.1	6.5	77.5	8.9	201.6	7.3
210 and under 220	125.2	6.6	61.0	7.0	186.2	6.7
220 and under 230	133.2	7.0	50.5	5.8	183.7	6.6
230 and under 240	118.3	6.2	41.4	4.7	159.7	5.7
240 and under 260	219.8	11.5	70.3	8.1	290.1	10.4
260 and under 280	177.8	9.3	48.3	5.5	226.0	8.1
280 and under 300	150.1	7.9	35.7	4.1	185.7	6.7
300 and under 320	115.9	6.1	28.1	3.2	144.0	5.2
320 and under 340	98.0	5.1	15.7	1.8	113.8	4.1
340 and under 360	76.2	4.0	8.2	0.9	84.4	3.0
360 and under 380	57.6	3.0	4.4	0.5	62.0	2.2
380 and under 400	45.4	2.4	8.5	1.0	49.1	1.8
400 and under 450	56.3	2.9			59.8	2.2
450 and under 500	26.7	1.4			27.6	1.0
500 and over	31.0	1.6			31.4	1.1
<b>Total</b>	<b>1,908.9</b>	<b>100.0</b>	<b>871.3</b>	<b>100.0</b>	<b>2,780.2</b>	<b>100.0</b>
—dollars—						
Median	249.10	..	201.80	..	232.70	..
Mean	266.70	..	213.90	..	250.20	..
<b>AGED UNDER 21 YEARS</b>						
Weekly earnings (\$)—						
Under 80	9.6	4.3	4.4	2.2	13.9	3.3
80 and under 90	13.2	5.9	14.0	7.0	27.2	6.4
90 and under 100	14.0	6.3	12.6	6.3	26.6	6.3
100 and under 110	15.4	6.9	19.8	9.9	35.2	8.3
110 and under 120	16.4	7.3	18.5	9.2	34.9	8.2
120 and under 130	17.1	7.6	22.0	11.0	39.1	9.2
130 and under 140	18.2	8.1	20.9	10.4	39.1	9.2
140 and under 150	16.1	7.2	18.6	9.3	34.7	8.2
150 and under 160	18.9	8.4	18.6	9.2	37.5	8.8
160 and under 180	28.1	12.5	26.5	13.2	54.6	12.9
180 and under 200	21.1	9.4	14.6	7.3	35.7	8.4
200 and under 220	13.3	6.0	6.1	3.1	19.5	4.6
220 and over	22.7	10.1	4.1	2.0	26.8	6.3
<b>Total</b>	<b>224.1</b>	<b>100.0</b>	<b>200.7</b>	<b>100.0</b>	<b>424.8</b>	<b>100.0</b>
—dollars—						
Median	145.10	..	134.40	..	139.10	..
Mean	151.70	..	137.10	..	144.80	..

(a) Refers to employees whose ordinary time hours paid for were at least equal to their standard (or rostered) hours of work

**FULL-TIME NON-MANAGERIAL EMPLOYEES: WEEKLY EARNINGS, MAY 1980**

	<i>Males</i>			<i>Females</i>		
	<i>Private</i>	<i>Government</i>	<i>Total</i>	<i>Private</i>	<i>Government</i>	<i>Total</i>
<b>AGED 21 YEARS AND OVER</b>						
—per cent of employees—						
Weekly earnings (\$)—						
Under 120	0.8		0.7	1.9		1.6
120 and under 130	0.2	} 0.7 {	0.2	1.1	} 1.8 {	0.9
130 and under 140	0.3		0.3	1.6		1.3
140 and under 150	0.5		0.4	4.5	} 1.8 {	3.0
150 and under 160	1.4	} 0.7 {	1.0	7.5	1.8	5.1
160 and under 170	3.1	1.5	2.4	10.0	4.5	7.7
170 and under 180	4.1	3.1	3.7	10.9	7.7	0.6
180 and under 190	5.6	5.2	5.4	13.6	7.4	11.0
190 and under 200	6.6	5.3	5.9	11.5	8.4	10.2
200 and under 210	6.9	5.8	6.4	9.6	7.2	8.6
210 and under 220	6.3	6.7	6.5	6.9	6.5	6.8
220 and under 230	6.5	7.3	6.8	5.6	5.5	5.5
230 and under 240	6.1	6.0	6.1	3.7	5.9	4.6
240 and under 260	11.5	10.8	11.2	5.4	10.9	7.7
260 and under 280	8.6	9.9	9.1	2.5	9.2	5.3
280 and under 300	7.4	8.1	7.7	1.6	7.2	3.9
300 and under 320	5.2	7.2	6.0	0.8	6.3	3.1
320 and under 340	4.2	6.3	5.0		3.4	1.7
340 and under 360	3.5	4.5	3.9		1.8	0.9
360 and under 380	2.5	3.6	3.0			0.5
380 and under 400	2.2	2.6	2.3			
400 and under 450	3.0	2.8	2.9		2.7	
450 and under 500	1.6	1.1	1.4			0.9
500 and over	2.1	1.0	1.6			
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
—number ('000)—						
Total employees	1,199.2	820.7	2,019.9	536.0	384.8	920.7
—dollars—						
Median earnings	243.00	254.60	247.50	189.10	225.10	199.60
Mean earnings	261.80	268.60	264.60	194.00	233.50	210.50
<b>AGED UNDER 21 YEARS</b>						
—per cent of employees—						
Weekly earnings (\$)—						
Under 80	6.6		5.4	4.0		2.9
80 and under 90	6.8		6.0	9.3		7.0
90 and under 100	6.5	} 13.0 {	6.1	7.5	} 6.7 {	6.4
100 and under 110	7.5		6.7	12.2		9.9
110 and under 120	7.2	7.9	7.3	10.6	} 10.7 {	9.0
120 and under 130	7.9		7.6	11.2	10.3	10.9
130 and under 140	8.4	} 12.8 {	7.9	10.8	9.6	10.4
140 and under 150	6.9	8.0	7.1	8.8	9.8	9.1
150 and under 160	7.7	9.8	8.1	8.8	9.6	9.0
160 and under 180	11.2	17.1	12.5	9.5	20.4	13.0
180 and under 200	8.6		9.3	4.2	13.3	7.1
200 and under 220	5.6	} 18.1 {	5.8			3.0
220 and over	9.2	13.3	10.1	} 3.0 {	9.6	2.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
—number ('000)—						
Total employees	189.0	53.7	242.7	141.9	65.4	207.3
—dollars—						
Median earnings	139.00	158.50	144.10	125.70	153.10	133.60
Mean earnings	147.30	163.10	150.80	128.00	153.80	136.20



**AVERAGE WEEKLY HOURS PAID FOR: FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, MAY 1980**

Industry	Aged 21 years and over						Aged under 21 years	
	Males			Females			Males	Females
	Overtime	Ordinary time		Overtime	Ordinary time		Total	Total
			Total			Total		
<b>Manufacturing—</b>								
Food, beverages and tobacco	4.0	39.0	43.1	1.4	38.1	39.4	41.4	39.9
Textiles; clothing and footwear	4.2	39.5	43.7	1.0	38.4	39.3	41.4	39.5
Paper, printing etc.	2.6	39.3	41.9	1.2	37.6	38.8	41.3	38.7
Chemical, petroleum and coal products	2.9	38.5	41.4	0.4	38.1	38.5	40.7	39.2
Metal products, machinery and equipment—								
Basic metal products	4.6	39.0	43.6	*	38.8	40.3	39.7	40.8
Fabricated metal products; other machinery, etc.	3.8	39.3	43.2	1.1	38.7	39.8	40.7	39.2
Transport equipment	2.3	39.0	41.4	0.3	38.6	38.9	39.6	39.7
Total metal products, etc.	3.6	39.2	42.7	1.0	38.7	39.6	40.2	39.4
Other	3.9	39.4	43.3	1.1	38.5	39.6	40.3	40.2
Total manufacturing	3.6	39.2	42.8	1.0	38.4	39.4	40.5	39.5
<b>Non-manufacturing—</b>								
Mining	6.0	37.4	43.3	1.5	37.5	39.0	42.2	39.5
Electricity, gas and water	2.3	38.8	41.0	*	36.8	37.0	40.0	37.7
Construction	2.7	39.2	41.9	*	37.5	38.0	40.7	37.9
Wholesale trade	2.0	39.1	41.1	0.6	37.8	38.4	40.7	39.5
Retail trade	1.6	39.7	41.3	0.6	38.9	39.5	41.3	40.1
Transport and storage; communication	3.2	37.7	40.9	1.4	37.1	38.5	40.8	38.0
Finance, business services	1.0	38.5	39.4	0.3	37.7	38.0	39.5	38.4
Public administration and defence; community services	1.0	37.8	38.8	0.3	37.1	37.4	38.9	38.5
Other	2.6	39.2	41.8	0.9	37.6	38.5	39.6	38.4
Total non-manufacturing	2.2	38.4	40.6	0.5	37.5	38.0	40.5	38.9
<b>Total all industries</b>	<b>2.6</b>	<b>38.7</b>	<b>41.3</b>	<b>0.6</b>	<b>37.7</b>	<b>38.3</b>	<b>40.5</b>	<b>39.0</b>

**COMPOSITION OF AVERAGE WEEKLY EARNINGS AND AVERAGE WEEKLY HOURS PAID FOR: FULL-TIME  
NON-MANAGERIAL EMPLOYEES, MAY 1980**

State or Territory	Weekly earnings (\$)				Weekly hours paid for			
	Ordinary time							
	Overtime rate of pay(a)	Award or agreed base by measured result(a)	Payment by measured result(a)	Other pay(a)	Total	Overtime	Ordinary time	Total
<b>MALES AGED 21 YEARS AND OVER</b>								
New South Wales	29.10	227.50	6.40	8.80	271.70	3.1	38.4	41.5
Victoria	24.40	227.10	3.10	9.60	264.20	2.7	38.7	41.4
Queensland	19.40	220.60	7.90	5.50	253.40	2.1	38.7	40.8
South Australia	14.80	221.70	3.90	6.70	247.10	1.7	39.1	40.8
Western Australia	27.70	229.50	5.60	4.60	267.40	3.0	38.9	41.9
Tasmania	17.40	229.90	6.40	3.90	257.60	1.9	39.1	40.9
Northern Territory	46.70	257.10	*	2.00	310.20	4.7	38.1	42.9
Australian Capital Territory	16.00	265.00	*	1.90	284.80	1.8	37.9	39.6
<b>Australia</b>	<b>24.60</b>	<b>227.00</b>	<b>5.30</b>	<b>7.80</b>	<b>264.60</b>	<b>2.6</b>	<b>38.7</b>	<b>41.3</b>
<b>FEMALES AGED 21 YEARS AND OVER</b>								
New South Wales	5.70	197.40	1.30	4.90	209.30	0.7	37.3	38.0
Victoria	4.80	198.70	2.80	3.20	209.60	0.6	38.1	38.8
Queensland	3.80	203.20	2.20	2.40	211.50	0.5	37.9	38.4
South Australia	3.30	201.60	1.30	1.80	207.90	0.5	38.0	38.5
Western Australia	*	203.10	*	1.30	209.70	0.6	38.1	38.6
Tasmania	*	213.40	0.30	1.40	217.70	0.3	38.0	38.4
Northern Territory	*	227.00	*	*	236.00	0.9	37.2	38.1
Australian Capital Territory	*	223.20	*	*	231.10	0.6	36.2	36.9
<b>Australia</b>	<b>4.90</b>	<b>200.50</b>	<b>1.80</b>	<b>3.40</b>	<b>210.50</b>	<b>0.6</b>	<b>37.7</b>	<b>38.3</b>
<b>MALES AGED UNDER 21 YEARS</b>								
New South Wales	10.20	135.50	3.40	3.80	153.00	1.7	38.6	40.3
Victoria	8.40	135.90	*	5.40	151.00	1.4	39.0	40.4
Queensland	9.70	131.00	*	2.10	146.00	1.6	39.1	40.7
South Australia	6.80	131.70	1.80	5.30	145.60	1.3	39.4	40.6
Western Australia	11.30	136.10	*	2.80	150.70	1.8	39.2	41.0
Tasmania	*	141.20	*	1.90	152.80	1.4	39.4	40.8
Northern Territory	*	149.80	*	*	182.40	*	37.5	42.6
Australian Capital Territory	8.40	149.20	*	*	158.60	1.4	38.7	40.1
<b>Australia</b>	<b>9.50</b>	<b>135.10</b>	<b>2.30</b>	<b>3.90</b>	<b>150.80</b>	<b>1.6</b>	<b>38.9</b>	<b>40.5</b>
<b>FEMALES AGED UNDER 21 YEARS</b>								
New South Wales	2.80	131.70	*	2.00	136.80	0.5	38.4	38.9
Victoria	2.20	137.20	0.60	1.30	141.20	0.4	38.7	39.1
Queensland	2.90	125.00	1.30	0.50	129.70	0.6	38.5	39.1
South Australia	1.50	135.20	1.20	*	138.80	0.3	38.8	39.1
Western Australia	1.40	125.30	*	0.40	127.20	0.3	38.9	39.2
Tasmania	*	124.40	*	*	126.70	0.4	38.5	38.9
Northern Territory	*	142.00	*	*	146.60	*	37.7	38.5
Australian Capital Territory	*	157.40	*	*	161.70	0.7	37.0	37.7
<b>Australia</b>	<b>2.40</b>	<b>132.00</b>	<b>0.60</b>	<b>1.20</b>	<b>136.20</b>	<b>0.5</b>	<b>38.5</b>	<b>39.0</b>

(a) For definitions see page 67.

**COMPOSITION OF AVERAGE WEEKLY EARNINGS: FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, MAY 1980**  
**\$**

<i>Manufacturing</i>										
<i>Metal products, machinery and equipment</i>										
	<i>Food, beverages and tobacco</i>	<i>Textiles, clothing and footwear</i>	<i>Paper, printing, etc.</i>	<i>Chemical and petroleum products</i>	<i>Basic metal products</i>	<i>Fabricated metal products; other machinery, etc.</i>	<i>Transport equipment</i>	<i>Total</i>	<i>Other</i>	<i>Total manufacturing</i>
<b>AGED 21 YEARS AND OVER</b>										
<b>Males</b>										
Overtime	34.30	*	26.40	28.00	43.10	33.80	20.90	32.10	32.70	31.90
Ordinary time—										
Award or agreed base rate of pay(a)	192.30	190.40	229.80	230.50	212.20	198.80	211.30	205.50	196.00	204.30
Payment by measured result(a)	13.80	9.90	*	1.10	25.90	1.90	1.90	7.30	8.50	8.10
Other pay(a)	7.60	11.70	16.60	13.20	5.90	18.70	8.90	12.90	10.70	11.90
<b>Total</b>	<b>248.00</b>	<b>243.90</b>	<b>276.20</b>	<b>272.70</b>	<b>287.10</b>	<b>253.20</b>	<b>242.90</b>	<b>257.80</b>	<b>247.90</b>	<b>256.20</b>
<b>Females</b>										
Overtime	9.90	6.00	*	3.40	*	*	2.00	7.30	*	7.40
Ordinary time—										
Award or agreed base rate of pay(a)	171.80	152.80	182.50	185.20	196.00	168.00	182.70	173.80	168.10	168.70
Payment by measured result(a)	*	13.20	0.80	*	*	3.80	*	4.00	2.70	5.70
Other pay(a)	5.70	2.30	8.10	8.90	4.80	10.00	6.00	8.60	6.80	6.30
<b>Total</b>	<b>192.10</b>	<b>174.30</b>	<b>201.20</b>	<b>197.60</b>	<b>221.50</b>	<b>189.90</b>	<b>194.20</b>	<b>193.70</b>	<b>185.00</b>	<b>188.10</b>
<b>AGED UNDER 21 YEARS</b>										
<b>Males</b>										
Overtime	15.10	*	*	*	*	10.00	6.30	8.60	10.00	10.30
Ordinary time	148.70	*	136.00	157.40	157.00	130.90	141.60	139.40	127.80	138.30
<b>Total</b>	<b>163.90</b>	<b>141.30</b>	<b>148.20</b>	<b>172.80</b>	<b>165.00</b>	<b>140.90</b>	<b>147.90</b>	<b>148.00</b>	<b>137.80</b>	<b>148.60</b>
<b>Females</b>										
Overtime	*	2.20	*	*	*	*	*	*	*	4.50
Ordinary time	133.40	117.50	117.60	132.30	132.50	135.30	135.90	135.00	125.60	126.10
<b>Total</b>	<b>142.50</b>	<b>119.70</b>	<b>122.50</b>	<b>135.20</b>	<b>145.30</b>	<b>137.20</b>	<b>143.30</b>	<b>138.70</b>	<b>129.90</b>	<b>130.60</b>

**COMPOSITION OF AVERAGE WEEKLY EARNINGS: FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, MAY 1980**  
\$—continued

<i>Non-manufacturing</i>											
	<i>Mining</i>	<i>Electricity, gas and water</i>	<i>Cons- truction</i>	<i>Wholesale trade</i>	<i>Retail trade</i>	<i>Transport and storage; communi- cation</i>	<i>Finance, business services</i>	<i>Public adminis- tration, etc.</i>	<i>Other</i>	<i>Total non- manufac- turing</i>	<i>Total all industries</i>
<b>AGED 21 YEARS AND OVER</b>											
<b>Males</b>											
Overtime	65.80	23.40	24.60	17.00	12.30	31.30	8.90	10.70	21.20	21.10	24.60
Ordinary time—											
Award or agreed base rate of pay(a)	256.00	244.20	224.50	205.50	190.00	245.10	231.90	267.30	215.20	237.70	227.20
Payment by measured result(a)	45.30	*	*	2.80	9.00	*	*	*	*	3.90	5.30
Other pay(a)	9.10	6.90	7.80	12.40	10.30	3.00	6.60	1.60	5.20	5.80	7.80
<b>Total</b>	<b>376.10</b>	<b>275.10</b>	<b>257.10</b>	<b>237.80</b>	<b>221.60</b>	<b>280.40</b>	<b>254.00</b>	<b>279.70</b>	<b>241.70</b>	<b>268.60</b>	<b>264.60</b>
<b>Females</b>											
Overtime	*	*	*	*	4.20	11.80	2.90	2.70	6.50	4.00	4.90
Ordinary time—											
Award or agreed base rate of pay(a)	220.50	209.00	206.20	180.50	171.90	201.30	196.10	232.80	189.80	210.50	200.50
Payment by measured result(a)	*	*	*	1.20	*	*	*	*	*	0.50	1.80
Other pay(a)	*	*	3.60	7.10	4.20	1.10	5.30	0.60	2.10	2.50	3.40
<b>Total</b>	<b>250.90</b>	<b>212.60</b>	<b>214.20</b>	<b>193.30</b>	<b>181.10</b>	<b>214.20</b>	<b>206.20</b>	<b>236.00</b>	<b>199.10</b>	<b>217.60</b>	<b>210.50</b>
<b>AGED UNDER 21 YEARS</b>											
<b>Males</b>											
Overtime	37.20	*	9.80	*	7.50	14.30	*	*	8.30	9.00	9.50
Ordinary time	195.70	152.20	159.80	124.80	124.40	154.90	140.40	160.40	144.20	143.20	141.30
<b>Total</b>	<b>232.90</b>	<b>159.60</b>	<b>169.60</b>	<b>133.30</b>	<b>131.90</b>	<b>169.20</b>	<b>143.80</b>	<b>164.40</b>	<b>152.40</b>	<b>152.20</b>	<b>150.80</b>
<b>Females</b>											
Overtime	*	*	*	*	3.20	*	0.90	*	*	2.10	2.40
Ordinary time	139.70	160.50	135.20	128.80	113.30	145.50	135.80	154.30	132.00	134.90	133.70
<b>Total</b>	<b>143.90</b>	<b>165.40</b>	<b>136.30</b>	<b>130.80</b>	<b>116.50</b>	<b>149.40</b>	<b>136.60</b>	<b>155.60</b>	<b>136.40</b>	<b>137.00</b>	<b>136.20</b>

(a) For definitions see page 67.

## Survey of Earnings and Hours of Employees, October 1980

The tables on pages 78 to 83 contain some results of a survey of weekly earnings and hours which was conducted in respect of the pay-period that included 20 October 1980. In general, where an establishment was closed down for part or the whole of the specified pay-period, or operations were seriously curtailed by an industrial dispute, breakdown, fire, etc., the employer was asked to supply particulars of earnings and hours for the previous normal pay-period.

### Scope and coverage

The survey covered stratified random samples of government departments and authorities, non-government hospitals not subject to payroll tax and other private employers subject to payroll tax.

All hospitals and government departments and authorities, whether subject to payroll tax or not, were represented in the survey, but other exempt non-government bodies, such as religious and benevolent institutions, were excluded. It should be noted that, with the exception of hospitals, private employers not subject to payroll tax were excluded from the survey. *The estimates may therefore not represent the earnings and hours of all employees.*

The following employees were excluded:

- (a) members of the permanent defence forces,
- (b) employees in agriculture,
- (c) employees in private households employing staff,
- (d) waterside workers employed on a casual basis,
- (e) persons employed by private employers (other than hospitals) not subject to payroll tax,
- (f) employees on workers compensation.

At the time of the selection of the sample, payroll tax was payable by employers paying in wages and salaries more than \$150,000 a year in Queensland and the Northern Territory, \$84,000 a year in Victoria, \$72,000 a year in New South Wales, South Australia, Western Australia and the Australian Capital Territory and \$60,000 a year in Tasmania. It should be noted that changes in payroll tax exemption levels may affect the comparability of survey results for different years.

### Survey design

Although the sample was not designed to provide estimates of the numbers of employees represented, it has been calculated that the survey was representative of approximately 2,708,000 male and 1,480,000 female wage and salary earners, of whom 1,754,000 males and 940,000 females were in private employment.

## Definitions

*Employees* comprise male and female employees who received pay for the pay-period which included 20 October 1980.

*Adult employees* comprise all employees 21 years of age and over, and employees under 21 years of age who are paid at the adult rate for their occupation. *Junior employees* are all other employees under 21 years of age.

*Non-managerial employees* were defined to include minor supervisory employees, leading hands, clerical and office staff, as well as ordinary wages employees. They excluded *managerial, executive, professional and higher supervisory staff*, generally defined as those employees who:

- (a) were ineligible to receive payment for overtime, or
- (b) although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments).

For other definitions see pages 67 and 68.

### Reliability of the estimates

As the estimates in this section are based on information obtained from a sample of employers they are subject to sampling variability; that is, they may differ from the figures that would have been produced if all employers within the coverage of the survey had been included. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of employers was included in the survey. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all employers had been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

Another measure of the sampling error is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate. The following table sets out approximate relative standard errors for a selection of average weekly earnings estimates.

The relative standard errors of average weekly ordinary time hours and average weekly total hours are generally much lower than the corresponding figures shown in the table for average weekly ordinary time earnings and average weekly total earnings. In the case of average weekly overtime hours, the standard error percentages approximate those shown for average weekly overtime earnings. Relative standard errors of estimates of average weekly earnings and hours for part-time employees are generally less than 10 per cent.

An example of the use of the table is as follows: the estimate of average weekly earnings for adult male full-time non-managerial employees (all industries) in Australia is shown in the table on page 80 as \$274.10. The approximate relative standard error of this estimate is 0.3 per cent (or approximately \$0.80, rounded to the nearest ten cents). There are about two chances

in three that a complete collection would give a figure within the range \$273.30 to \$274.90 and about nineteen chances in twenty that the figure would be within the range \$272.50 to \$275.70. For more detailed results of this and earlier surveys reference should be made to *Earnings and Hours of Employees* (6304.0).

**APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS, FULL-TIME EMPLOYEES, ALL INDUSTRIES**

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
<b>AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES</b>									
	—per cent—								
Adult males—									
Overtime earnings	3.3	4.2	4.7	4.3	5.2	7.9	8.2	12.7	1.9
Ordinary time earnings	0.6	0.6	0.6	0.7	0.9	0.8	3.5	0.9	0.3
Total earnings	0.6	0.6	0.8	0.8	1.0	1.0	2.6	1.3	0.3
Junior males—									
Overtime earnings	6.3	9.5	7.2	7.5	8.7	11.2	11.8	17.1	3.6
Ordinary time earnings	0.9	0.9	0.9	1.8	1.4	2.2	1.9	1.8	0.5
Total earnings	1.0	1.0	1.0	1.9	1.4	1.9	2.6	1.6	0.5
Adult females—									
Overtime earnings	5.6	8.6	11.5	12.1	8.3	15.2	9.6	11.5	3.9
Ordinary time earnings	0.9	0.9	0.7	0.9	1.0	1.0	0.9	0.8	0.4
Total earnings	0.8	0.9	0.7	0.9	1.0	0.9	0.9	0.8	0.4
Junior females—									
Overtime earnings	6.6	21.5	27.3	14.5	17.3	14.8	18.5	21.9	8.6
Ordinary time earnings	0.9	1.4	1.9	1.5	2.2	1.7	2.5	1.2	0.6
Total earnings	1.0	1.2	1.7	1.5	2.1	1.6	2.4	1.2	0.6

**AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES, STATES AND TERRITORIES, OCTOBER 1980 (\$)**

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
<b>Males</b>	<b>281.30</b>	<b>271.70</b>	<b>265.80</b>	<b>254.30</b>	<b>270.50</b>	<b>268.20</b>	<b>320.00</b>	<b>326.50</b>	<b>273.80</b>
Adults	292.70	284.00	279.00	268.40	284.10	280.30	330.20	338.20	286.20
Juniors	137.10	125.70	128.20	128.80	131.10	136.90	127.00	112.70	130.90
Full-time employees	293.60	281.50	273.20	264.50	283.90	276.60	330.10	341.80	284.50
Adults	303.90	291.70	284.20	276.30	296.70	288.40	337.20	349.10	295.30
Juniors	152.00	141.70	143.40	144.80	144.10	144.60	156.70	147.00	146.20
<b>Females</b>	<b>192.70</b>	<b>181.30</b>	<b>177.90</b>	<b>163.80</b>	<b>165.60</b>	<b>170.60</b>	<b>218.40</b>	<b>214.80</b>	<b>182.80</b>
Adults	203.60	193.10	193.40	175.40	177.80	181.10	229.90	225.10	194.90
Juniors	116.80	109.60	114.50	108.60	104.10	118.50	115.30	111.00	112.30
Full-time employees	217.30	213.20	204.20	203.60	206.10	206.80	244.10	244.20	213.10
Adults	227.70	224.60	222.30	218.60	222.10	226.90	252.80	252.00	225.80
Juniors	142.20	139.50	134.00	137.20	132.60	129.60	150.00	149.40	138.40
<b>Persons</b>	<b>249.90</b>	<b>238.60</b>	<b>237.30</b>	<b>222.00</b>	<b>234.80</b>	<b>236.40</b>	<b>281.10</b>	<b>279.70</b>	<b>241.60</b>
Adults	262.30	252.10	253.60	237.00	250.10	250.10	293.10	292.00	255.50
Juniors	127.20	117.40	121.10	118.90	117.90	127.90	120.60	111.70	121.60
Full-time employees	269.80	260.20	253.90	247.70	262.80	258.40	300.20	305.40	263.00
Adults	281.10	271.90	268.60	261.60	278.00	274.00	308.70	313.80	275.60
Juniors	147.60	140.70	138.70	141.40	139.00	137.50	153.10	148.40	142.60

**AVERAGE EARNINGS AND HOURS: FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, OCTOBER 1980**

<i>Manufacturing</i>										
<i>Metal products, machinery and equipment</i>										
	<i>Food, beverages and tobacco</i>	<i>Textiles; clothing and footwear</i>	<i>Paper, printing, etc.</i>	<i>Chemical, petroleum and coal products</i>	<i>Basic metal products</i>	<i>Fabricated metal products, other machinery, etc.</i>	<i>Transport equipment</i>	<i>Total</i>	<i>Other</i>	<i>Total manufacturing</i>
<b>AVERAGE WEEKLY EARNINGS (\$)</b>										
<b>Males</b>	<b>249.00</b>	<b>223.50</b>	<b>293.80</b>	<b>298.80</b>	<b>290.80</b>	<b>233.40</b>	<b>242.50</b>	<b>249.30</b>	<b>239.30</b>	<b>252.90</b>
Adults	255.80	236.80	308.50	302.30	302.30	247.90	250.80	261.70	254.30	264.80
Juniors	152.30	136.90	153.60	166.90	165.10	135.30	146.50	143.20	126.90	141.90
<b>Females</b>	<b>197.40</b>	<b>173.60</b>	<b>197.50</b>	<b>210.30</b>	<b>222.50</b>	<b>186.70</b>	<b>204.90</b>	<b>192.70</b>	<b>196.40</b>	<b>190.00</b>
Adults	203.20	181.20	209.20	217.30	231.00	191.70	207.80	197.60	205.50	197.00
Juniors	134.70	119.50	142.10	152.20	152.40	132.60	141.90	135.60	126.60	130.80
<b>Persons</b>	<b>236.90</b>	<b>190.80</b>	<b>271.80</b>	<b>279.60</b>	<b>285.80</b>	<b>221.70</b>	<b>238.30</b>	<b>239.10</b>	<b>229.90</b>	<b>237.30</b>
<b>AVERAGE WEEKLY HOURS PAID FOR</b>										
<b>Males</b>	<b>41.5</b>	<b>42.0</b>	<b>41.9</b>	<b>40.9</b>	<b>42.1</b>	<b>41.2</b>	<b>40.9</b>	<b>41.3</b>	<b>41.7</b>	<b>41.5</b>
Adults	41.5	42.2	42.0	40.9	42.3	41.3	41.0	41.5	42.0	41.6
Juniors	40.4	40.4	40.5	38.7	40.1	40.0	40.5	40.1	39.9	40.1
<b>Females</b>	<b>39.1</b>	<b>39.6</b>	<b>39.9</b>	<b>38.8</b>	<b>40.3</b>	<b>38.9</b>	<b>39.4</b>	<b>39.1</b>	<b>39.4</b>	<b>39.3</b>
Adults	39.1	39.7	40.1	39.0	40.4	38.8	39.4	39.1	39.4	39.3
Juniors	40.0	38.8	39.4	37.6	39.6	39.0	39.9	39.2	39.6	39.2
<b>Persons</b>	<b>40.9</b>	<b>40.4</b>	<b>41.4</b>	<b>40.4</b>	<b>42.0</b>	<b>40.6</b>	<b>40.8</b>	<b>40.9</b>	<b>41.2</b>	<b>40.9</b>
<b>AVERAGE HOURLY EARNINGS (\$)</b>										
<b>Males</b>	<b>6.01</b>	<b>5.33</b>	<b>7.01</b>	<b>7.31</b>	<b>6.91</b>	<b>5.67</b>	<b>5.93</b>	<b>6.03</b>	<b>5.74</b>	<b>6.10</b>
Adults	6.16	5.61	7.34	7.39	7.15	6.00	6.12	6.31	6.06	6.37
Juniors	3.77	3.39	3.80	4.32	4.12	3.39	3.62	3.57	3.18	3.53
<b>Females</b>	<b>5.05</b>	<b>4.39</b>	<b>4.95</b>	<b>5.42</b>	<b>5.52</b>	<b>4.81</b>	<b>5.20</b>	<b>4.93</b>	<b>4.98</b>	<b>4.83</b>
Adults	5.20	4.57	5.22	5.58	5.71	4.94	5.27	5.06	5.22	5.01
Juniors	3.37	3.08	3.61	4.05	3.85	3.40	3.55	3.46	3.19	3.34
<b>Persons</b>	<b>5.79</b>	<b>4.72</b>	<b>6.56</b>	<b>6.92</b>	<b>6.81</b>	<b>5.46</b>	<b>5.85</b>	<b>5.84</b>	<b>5.58</b>	<b>5.80</b>

**AVERAGE EARNINGS AND HOURS: FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, OCTOBER 1980—continued**

<i>Non-manufacturing</i>											
	<i>Mining</i>	<i>Electricity, gas and water</i>	<i>Cons- truction</i>	<i>Wholesale trade</i>	<i>Retail trade</i>	<i>Transport and storage; communi- cation</i>	<i>Finance, business services</i>	<i>Public adminis- tration, etc.</i>	<i>Other</i>	<i>Total non- manufac- turing</i>	<i>Total all industries</i>
AVERAGE WEEKLY EARNINGS (\$)											
<b>Males</b>	<b>389.70</b>	<b>285.60</b>	<b>263.20</b>	<b>234.30</b>	<b>204.20</b>	<b>274.00</b>	<b>250.80</b>	<b>287.40</b>	<b>252.00</b>	<b>268.20</b>	<b>263.20</b>
Adults	396.40	296.50	268.70	246.40	223.30	282.50	267.40	291.20	260.80	278.50	274.10
Juniors	213.10	159.60	162.90	138.70	132.80	157.00	150.60	156.20	146.00	148.70	146.20
<b>Females</b>	<b>238.30</b>	<b>215.20</b>	<b>194.50</b>	<b>192.50</b>	<b>171.00</b>	<b>225.90</b>	<b>193.40</b>	<b>238.40</b>	<b>192.60</b>	<b>214.10</b>	<b>208.80</b>
Adults	250.90	235.60	208.40	202.90	194.30	237.60	214.00	246.60	200.10	228.90	221.40
Juniors	161.10	156.40	133.50	133.60	126.70	155.30	142.30	150.70	125.90	139.70	138.40
<b>Persons</b>	<b>378.30</b>	<b>278.90</b>	<b>258.90</b>	<b>222.60</b>	<b>189.50</b>	<b>266.50</b>	<b>220.20</b>	<b>261.70</b>	<b>226.40</b>	<b>248.90</b>	<b>245.50</b>
AVERAGE WEEKLY HOURS PAID FOR											
<b>Males</b>	<b>42.2</b>	<b>40.5</b>	<b>41.6</b>	<b>40.9</b>	<b>41.1</b>	<b>41.0</b>	<b>39.8</b>	<b>39.0</b>	<b>41.5</b>	<b>40.6</b>	<b>40.9</b>
Adults	42.3	40.6	41.7	41.0	41.1	41.1	39.8	39.1	41.4	40.6	40.9
Juniors	40.3	39.4	40.0	40.1	41.2	39.6	39.4	38.1	42.1	40.1	40.1
<b>Females</b>	<b>38.7</b>	<b>37.3</b>	<b>38.0</b>	<b>39.0</b>	<b>39.5</b>	<b>38.6</b>	<b>38.2</b>	<b>37.7</b>	<b>38.6</b>	<b>38.3</b>	<b>38.5</b>
Adults	38.8	37.3	37.9	38.9	39.3	38.7	38.0	37.8	38.3	38.1	38.4
Juniors	38.6	37.4	38.2	39.0	39.8	38.4	38.8	37.7	40.5	38.8	38.9
<b>Persons</b>	<b>42.0</b>	<b>40.2</b>	<b>41.4</b>	<b>40.4</b>	<b>40.4</b>	<b>40.7</b>	<b>38.9</b>	<b>38.4</b>	<b>40.2</b>	<b>39.8</b>	<b>40.1</b>
AVERAGE HOURLY EARNINGS (\$)											
<b>Males</b>	<b>9.23</b>	<b>7.06</b>	<b>6.32</b>	<b>5.72</b>	<b>4.97</b>	<b>6.68</b>	<b>6.31</b>	<b>7.36</b>	<b>6.07</b>	<b>6.61</b>	<b>6.44</b>
Adults	9.37	7.31	6.44	6.01	5.43	6.87	6.71	7.45	6.30	6.85	6.70
Juniors	5.29	4.05	4.07	3.46	3.22	3.96	3.82	4.10	3.46	3.71	3.65
<b>Females</b>	<b>6.15</b>	<b>5.77</b>	<b>5.12</b>	<b>4.94</b>	<b>4.33</b>	<b>5.85</b>	<b>5.06</b>	<b>6.32</b>	<b>4.99</b>	<b>5.60</b>	<b>5.42</b>
Adults	6.47	6.32	5.49	5.21	4.94	6.15	5.63	6.53	5.22	6.00	5.76
Juniors	4.18	4.18	3.49	3.43	3.19	4.04	3.67	3.99	3.11	3.60	3.56
<b>Persons</b>	<b>9.01</b>	<b>6.94</b>	<b>6.25</b>	<b>5.51</b>	<b>4.69</b>	<b>6.56</b>	<b>5.65</b>	<b>6.82</b>	<b>5.63</b>	<b>6.26</b>	<b>6.12</b>



**AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS AND HOURS: FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES, OCTOBER 1980**

Manufacturing										
Metal products, machinery and equipment										
Fabricated metal products; other machinery, etc.										
Food, beverages and tobacco										
Textiles; clothing and footwear										
Paper, printing, etc.										
Chemical, petroleum and coal products										
Basic metal products										
Transport equipment										
Total										
Other										
Total manufacturing										
ADULT MALES										
Overtime earnings (\$)	33.70	*	35.00	36.20	43.90	26.90	21.30	29.30	30.80	31.20
Ordinary time earnings (\$)	222.10	208.30	273.50	266.10	258.40	221.00	229.50	232.30	223.60	233.70
Total earnings (\$)	255.80	236.80	308.50	302.30	302.30	247.90	250.80	261.70	254.30	264.80
Overtime hours	3.6	3.9	3.2	3.3	4.4	2.9	2.3	3.1	3.4	3.3
Ordinary time hours	37.9	38.3	38.8	37.7	37.9	38.4	38.7	38.4	38.6	38.3
Total hours	41.5	42.2	42.0	40.9	42.3	41.3	41.0	41.5	42.0	41.6
Non-manufacturing										
Transport and storage; communication										
Finance, business services										
Public administration, etc.										
Total non-manufacturing										
Total all industries										
ADULT MALES										
Overtime earnings (\$)	78.00	24.00	28.60	19.50	13.40	30.50	*	11.70	*	23.30
Ordinary time earnings (\$)	318.40	272.50	240.10	226.90	209.90	252.10	256.00	279.50	235.50	255.20
Total earnings (\$)	396.40	296.50	268.70	246.40	223.30	282.50	267.40	291.20	260.80	278.50
Overtime hours	6.2	2.1	2.9	2.3	1.7	3.1	*	1.1	2.8	2.3
Ordinary time hours	36.1	38.4	38.9	38.8	39.5	38.1	38.5	38.0	38.7	38.3
Total hours	42.3	40.6	41.7	41.0	41.1	41.1	39.8	39.1	41.4	40.6
Manufacturing										
Non-manufacturing										
Total all industries										
JUNIOR MALES										
Overtime earnings (\$)	9.50				7.70				8.40	
Ordinary time earnings (\$)	132.30				141.00				137.80	
Total earnings (\$)	141.90				148.70				146.20	
Overtime hours	1.6				1.4				1.5	
Ordinary time hours	38.5				38.7				38.6	
Total hours	40.1				40.1				40.1	
ADULT FEMALES										
Overtime earnings (\$)	9.40				4.50				5.60	
Ordinary time earnings (\$)	187.60				224.40				215.80	
Total earnings (\$)	197.00				228.90				221.40	
Overtime hours	1.2				0.5				0.7	
Ordinary time hours	38.1				37.6				37.8	
Total hours	39.3				38.1				38.4	
JUNIOR FEMALES										
Overtime earnings (\$)	3.90				3.00				3.20	
Ordinary time earnings (\$)	126.80				136.70				135.20	
Total earnings (\$)	130.80				139.70				138.40	
Overtime hours	0.7				0.6				0.6	
Ordinary time hours	38.4				38.2				38.3	
Total hours	39.2				38.8				38.9	

**AVERAGE WEEKLY OVERTIME AND ORDINARY TIME EARNINGS(a): FULL-TIME NON-MANAGERIAL EMPLOYEES, STATES AND TERRITORIES, OCTOBER 1980 (\$)**

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
<b>AVERAGE WEEKLY OVERTIME EARNINGS(a)</b>									
Adult males									
Manufacturing—									
Metal products, machinery and equipment	34.20	23.90	24.50	26.70	37.70	36.50	(b)	(b)	29.30
Other	37.50	29.30	35.30	25.50	34.60	25.10	*	42.30	32.80
Total manufacturing	35.80	26.80	30.90	26.30	36.00	28.60	38.00	33.80	31.20
Non-manufacturing	25.50	19.50	24.20	15.40	30.40	19.00	53.10	15.00	23.30
Total all industries	28.90	22.30	25.90	19.10	31.80	21.90	52.10	15.90	25.80
Junior males	9.40	7.20	8.50	7.10	9.30	8.60	14.00	*	8.40
Adult females	6.50	5.80	4.30	4.30	4.20	3.60	7.30	4.60	5.60
Junior females	3.20	*	*	2.60	2.00	4.20	*	*	3.20
<b>AVERAGE WEEKLY ORDINARY TIME EARNINGS (a)</b>									
Adult males									
Manufacturing—									
Metal products, machinery and equipment	236.40	230.30	222.60	229.30	229.70	263.70	(b)	(b)	232.30
Other	238.90	240.70	222.00	222.80	225.70	229.60	215.90	236.10	235.00
Total manufacturing	237.60	235.80	222.30	226.70	227.60	239.90	216.90	241.50	233.70
Non-manufacturing	261.80	250.20	247.50	246.90	255.80	252.70	274.50	286.80	255.20
Total all industries	254.00	244.60	241.30	240.00	248.80	248.90	270.70	284.80	248.30
Junior males	142.60	134.50	134.90	137.70	134.80	136.00	142.70	140.30	137.80
Adult females	216.70	214.10	214.50	211.00	212.30	220.80	241.60	242.50	215.80
Junior females	139.00	136.10	130.60	134.60	130.60	125.40	142.70	147.90	135.20
<b>AVERAGE WEEKLY TOTAL EARNINGS</b>									
Adult males									
Manufacturing—									
Metal products, machinery and equipment	270.60	254.20	247.10	256.00	267.40	300.20	(b)	(b)	261.70
Other	276.40	270.00	257.30	248.30	260.30	254.70	253.00	278.50	267.80
Total manufacturing	273.50	262.60	253.10	252.90	263.60	268.50	254.90	275.30	264.80
Non-manufacturing	287.30	269.70	271.70	262.20	286.10	271.70	327.60	301.80	278.50
Total all industries	282.80	266.90	267.20	259.10	280.50	270.70	322.90	300.60	274.10
Junior males	152.00	141.70	143.40	144.80	144.10	144.60	156.70	147.00	146.20
Adult females	223.20	219.80	218.80	215.20	216.50	224.40	248.90	247.00	221.40
Junior females	142.20	139.50	134.00	137.20	132.60	129.60	150.00	149.40	138.40

(a) Average overtime and ordinary time earnings are averages for all employees represented in the survey. (b) Information not available because of relatively few employees reported.

**AVERAGE WEEKLY OVERTIME AND ORDINARY TIME HOURS(a): FULL-TIME NON-MANAGERIAL EMPLOYEES, STATES AND TERRITORIES, OCTOBER 1980**

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
<b>AVERAGE OVERTIME HOURS PAID FOR(a)</b>									
Adult males									
Manufacturing—									
Metal products, machinery and equipment	3.6	2.6	2.6	2.9	3.8	3.5	(b)	(b)	3.1
Other	3.8	3.2	3.6	2.9	3.6	2.6	4.2	4.4	3.5
Total manufacturing	3.7	2.9	3.2	2.9	3.7	2.9	4.3	3.6	3.3
Non-manufacturing	2.5	2.0	2.4	1.7	2.9	1.9	4.7	1.5	2.3
Total all industries	2.9	2.3	2.6	2.1	3.1	2.2	4.7	1.6	2.6
Junior males	1.5	1.4	1.4	1.2	1.8	1.6	2.3	1.3	1.5
Adult females	0.8	0.7	0.5	0.5	0.5	0.4	0.8	0.5	0.7
Junior females	0.5	*	*	0.5	*	0.8	1.1	*	0.6

**AVERAGE WEEKLY ORDINARY TIME HOURS PAID FOR(a)**

Adult males									
Manufacturing—									
Metal products, machinery and equipment	37.9	38.6	38.0	38.9	38.9	38.8	(b)	(b)	38.4
Other	37.9	38.4	38.5	38.8	38.4	39.0	38.5	39.3	38.3
Total manufacturing	37.9	38.5	38.3	38.8	38.6	39.0	38.8	39.2	38.3
Non-manufacturing	38.3	38.6	38.0	38.6	38.3	38.4	37.6	37.8	38.3
Total all industries	38.1	38.6	38.1	38.7	38.4	38.6	37.7	37.9	38.3
Junior males	38.4	38.7	38.6	38.6	39.2	38.7	38.9	38.9	38.6
Adult females	37.6	38.0	37.5	37.7	38.0	37.9	37.5	37.0	37.8
Junior females	38.2	38.3	38.1	38.0	38.9	38.8	37.0	38.0	38.3

**AVERAGE WEEKLY TOTAL HOURS PAID FOR**

Adult males									
Manufacturing—									
Metal products, machinery and equipment	41.6	41.2	40.6	41.7	42.6	42.3	(b)	(b)	41.5
Other	41.7	41.6	42.1	41.8	42.0	41.6	42.7	43.6	41.7
Total manufacturing	41.6	41.4	41.5	41.7	42.3	41.8	43.1	42.8	41.6
Non-manufacturing	40.7	40.6	40.4	40.2	41.2	40.3	42.3	39.3	40.6
Total all industries	41.0	40.9	40.7	40.8	41.5	40.8	42.4	39.5	40.9
Junior males	40.0	40.0	40.1	39.8	41.0	40.3	41.2	40.2	40.1
Adult females	38.4	38.7	38.1	38.2	38.5	38.4	38.4	37.4	38.4
Junior females	38.7	39.0	38.8	38.5	39.3	39.6	38.1	38.3	38.9

(a) Average overtime and ordinary time hours paid for are averages for all employees represented in the survey. (b) Information not available because of relatively few employees reported.

**AVERAGE EARNINGS AND HOURS: PART-TIME EMPLOYEES, OCTOBER 1980**

	<i>Adult females</i>					
	<i>Adult males</i>	<i>Junior males</i>	<i>Manu- facturing</i>	<i>Non-manu- facturing</i>	<i>Total all industries</i>	<i>Junior females</i>
Average weekly earnings (\$)	99.20	40.00	108.60	103.30	103.70	38.50
Average weekly hours paid for	14.2	10.2	19.6	16.6	16.8	10.5
Average hourly earnings (\$)	7.00	3.92	5.53	6.23	6.17	3.65

## AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT

This section contains estimates of average weekly earnings per employed male unit (*see below*). The estimates are of average earnings, before tax, of all male civilian employees including the highest paid as well as the lowest.

Current estimates are published in *Average Weekly Earnings, Australia*. (6302.0).

### Definition of earnings

The earnings figures used in the calculation of the averages shown in the table on page 84 comprise award and over-award wages and salaries, the earnings of employees not covered by awards, overtime earnings, bonuses and allowances, commissions, directors' fees and payments made retrospectively or in advance during the quarter. Earnings of part-time as well as full-time employees, and juniors as well as adults are included.

Earnings figures used in calculating the averages shown in the table on page 85 comprise earnings as defined in the previous paragraph, with the exception of overtime earnings and the earnings of juniors, part-time employees and managerial, executive, etc. staff.

### Method of estimation

For industries other than agriculture and private domestic service, particulars of employment and wages and salaries are derived from payroll tax returns and from direct returns from government and other bodies. These returns account for approximately 85 per cent of the estimated total of employees in these industries. Estimates are made for the unrecorded balance in terms of both numbers and earnings. The level of av-

erage earnings estimated for the unrecorded sector is approximately 80 per cent of the level shown by the direct returns. For agriculture and private domestic service, employment and earnings are estimated from other sources and are included in the calculations.

For employees reported on more than one payroll, all reported wage and salary earnings are included in calculation of the averages.

### Male units

Particulars of wages and salaries paid are not available for males and females separately from the sources used for this series; average weekly earnings have therefore been calculated in terms of *male units*, i.e. total male employees plus a proportion of female employees, the proportion being derived from the estimated ratio of female to male average earnings. Different ratios of female to male average earnings are used for individual States, based on information from annual surveys of weekly earnings and hours and other sources. Ratios used during 1980 are shown below. Ratios for earlier periods have been published in *Average Weekly Earnings, Australia* (6302.0).

As the number of male units used in calculating Australian average weekly earnings is the sum of the estimates for the States and Territories, a separate ratio for Australia is not used. Approximate weighted averages of the State and Territory ratios are shown in the table. Changes in ratios may be necessary from one period to another to reflect, for example, appreciable and sustained changes in the levels of male overtime earnings or changes in the occupational structure. However, small differences in ratios have relatively little effect on the earnings figures; if the ratio were understated by one per cent then average weekly earnings of \$250 would be overstated by about \$1.00.

### RATIOS OF FEMALE TO MALE AVERAGE EARNINGS (PER CENT)

Quarter	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia(a)
1980—									
March	67	67	67	66	62	65	63	65	66
June	67	67	66	66	62	64	63	66	66
September	68	67	66	66	62	64	63	66	66
December	68	67	66	66	62	64	63	66	66

(a) Weighted average of the States and Territories

### AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT(a): STATES AND TERRITORIES (\$)

Period	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.(b)	A.C.T.(b)	Australia
1974-75	152.10	147.80	142.50	138.60	145.60	140.20	168.50	184.30	148.30
1975-76	172.70	170.50	163.50	158.50	169.10	157.80	190.00	209.00	169.60
1976-77	193.60	191.10	184.50	179.50	190.80	181.20	216.70	237.10	190.70
1977-78	213.40	209.30	202.20	197.40	209.20	199.00	240.70	259.10	209.50
1978-79	230.20	226.60	217.40	210.30	223.30	211.60	259.60	279.50	225.60
1979-80	254.40	248.80	234.40	230.30	245.30	237.90	290.10	303.00	247.90

For footnotes see end of table

**AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT (a): STATES AND TERRITORIES (\$)—(continued)**

Period	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.(b)	A.C.T.(b)	Australia
<b>ORIGINAL SERIES</b>									
1978—									
Mar. qtr	209.80	204.80	195.30	190.20	205.70	194.00	238.30	255.10	205.10
June qtr.	219.40	217.90	211.20	203.90	213.90	201.10	250.50	266.90	216.30
Sept. qtr	223.10	218.60	209.20	206.90	218.60	205.50	250.80	271.70	218.90
Dec. qtr	232.80	231.30	219.70	211.70	223.50	214.50	265.10	282.40	228.20
1979—									
Mar. qtr	228.50	220.80	213.70	207.20	222.90	208.50	255.80	279.70	222.80
June qtr	236.30	235.70	226.80	215.50	228.30	217.80	266.60	284.20	232.60
Sept. qtr	244.80	239.70	226.10	223.50	233.70	229.30	274.00	293.20	238.90
Dec. qtr	254.70	253.20	235.10	229.10	244.30	239.70	290.50	303.10	248.90
1980—									
Mar. qtr	251.80	245.20	231.90	229.50	244.60	235.40	289.30	306.00	245.70
June qtr	266.20	256.90	244.60	238.90	258.60	247.30	306.50	309.60	257.90
Sept. qtr	278.70	268.40	255.70	252.00	266.10	262.10	324.50	324.70	270.40
Dec. qtr	295.60	288.80	280.80	269.30	283.10	288.00	351.00	345.00	289.70
<b>SEASONALLY ADJUSTED SERIES(c)</b>									
1978—									
Mar. qtr	215.60	212.50	204.10	195.70	212.80	201.80	243.40	261.60	211.80
June qtr	219.10	217.10	208.90	204.10	213.10	203.80	250.30	266.20	215.50
Sept. qtr	226.40	222.70	211.30	207.40	219.30	206.20	254.90	271.10	221.40
Dec. qtr	226.40	222.40	212.80	207.50	218.60	206.00	258.60	279.30	222.00
1979—									
Mar. qtr	235.90	229.90	224.90	213.90	228.30	217.80	261.40	285.40	231.00
June qtr	235.40	233.10	221.90	215.30	227.60	218.90	266.60	285.60	230.90
Sept. qtr	244.60	241.30	227.10	221.00	233.30	228.30	277.80	292.00	239.10
Dec. qtr	249.40	246.80	230.70	225.90	241.10	232.00	283.90	298.30	244.30
1980—									
Mar. qtr	258.00	251.40	239.20	235.30	248.10	242.50	291.80	309.90	250.90
June qtr	267.50	256.90	241.20	240.80	259.80	251.60	308.20	313.80	258.60
Sept. qtr	278.10	270.20	256.20	248.20	265.60	260.40	326.10	324.40	270.20
Dec. qtr	282.50	275.60	272.00	261.00	275.60	267.20	339.20	337.00	278.10

(a) See 'Male units' on page 84. (b) Original series estimates have been calculated on a basis which excludes the effects of varying numbers of Australian Government pay-days in each quarter. Estimates for periods before 1974-75 are not available. (c) See 'Seasonally adjusted estimates' on page 86.

**AVERAGE WEEKLY ORDINARY TIME EARNINGS, FULL-TIME ADULT MALE NON-MANAGERIAL EMPLOYEES, AUSTRALIA(a)**

Quarter	Original \$	Seasonally adjusted (b) \$	Annual change (c) %
1978—March	186.50	193.50	+10.9
June	198.50	198.00	+9.7
September	200.00	201.50	+9.5
December	207.50	201.50	+7.8
1979—March	203.00	211.50	+9.3
June	212.00	211.50	+6.8
September	217.00	216.50	+7.4
December	225.00	220.50	+9.4
1980—March	223.00	229.00	+8.3
June	234.50	234.50	+10.9
September	248.50	247.50	+14.3
December	264.50	253.50	+15.0

(a) See 'Definition of earnings' on page 84. Figures have been rounded to the nearest 50 cents. (b) See 'Seasonally adjusted estimates' on page 86. (c) Percentage change over same quarter of previous year in the seasonally adjusted series.

## Seasonally adjusted estimates

Quarterly figures are affected by seasonal influences. For example, special payments, including prepayment for holiday periods, tend to raise the December quarter and to depress the March quarter averages. In addition, figures are affected by the varying numbers of pay-days in different quarters (with the exception of Australian Government pay-days in the Northern Territory and the Australian Capital Territory, for which special adjustments have been made in the original series). Allowance for these variations, and for recurring seasonal influences, has been made in calculating the seasonally adjusted estimates for all series shown in the tables.

The seasonal adjustment factors were derived from a series from which the influence of major changes in awards and determinations and estimates of the effects of pay-day variations had first been removed. While the seasonally adjusted series retain the effect of the major award, etc. changes, the pay-day effect is excluded. A detailed description of the methods of seasonal adjustment is given in *Seasonally Adjusted Indicators, Australia* (1308.0).

## PRESCRIBED WAGE RATES

### Wage rates indexes

This section contains particulars of weighted average minimum weekly and hourly wage rates for adult males and adult females for Australia and each State, together with index numbers with base: year 1954 = 100.

The wage rates used in the compilation of the indexes are the lowest rates for a full week's work (excluding overtime) prescribed for particular occupations. In the majority of cases the rates are prescribed in awards or determinations of Federal or State industrial authorities or in collective agreements registered with them. Some awards included in the indexes are regarded as 'paid rates' awards. Rates prescribed in unregistered collective agreements are used where these are dominant in the particular industries to which they refer.

The wage rates indexes are based on the occupation structure existing in 1954, weights for each industry and each occupation being derived from two sample surveys made in that year. Revised indexes based on more up to date weighting patterns are being developed and are expected to be published in 1982.

The minimum wage rates used in the indexes are for representative occupations within each industry. They have been derived entirely from representative awards, determinations and collective agreements in force at the end of each period. The current index for adult males includes rates for 3,415 award designations prescribed in 501 awards, determinations and collective agreements. As some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,313. For adult females the corresponding numbers are 1,100 award designations, 187 awards,

etc. and 515 individual award occupations. By use of the industry and occupation weights derived from the 1954 surveys, these rates were combined to give weighted averages for each industry group for each State and Australia. Because of coverage difficulties the rural industry is not included in the indexes. A list of the major awards used in the compilation of the wage rates index for adult males, together with explanatory notes, was shown in the July and August 1974 issue of *Wage Rates and Earnings* (6312.0). The industry weighting pattern of the indexes was shown in *Labour Statistics 1975* (6101.0) (page 80).

Because the indexes are designed to measure movements in prescribed minimum rates of 'wages' as distinct from 'salaries', those awards, etc. which relate solely or mainly to salary earners are excluded. Thus awards relating to employees in the Finance and Property industry group (banking, insurance, etc.) are excluded as are awards relating to occupations such as engineers, scientists, architects, teachers, nurses, etc. and to administrative employees in government services. Some awards that specify annual rates of pay for certain occupations mainly in government employment (for example, mail officers, postal officers, drivers, linemen, telecommunications technicians, clerks and clerical assistants, office machine operators, typists, telephonists, etc.) are included. In the revision of the indexes provision is being made for the inclusion of movements in salaries.

The rates for particular occupations used in the indexes are prescribed in awards, determinations and collective agreements as set out in the second paragraph in this section. Relevant rates of prescribed minimum wages for adult males and adult females (see page 96) are used when applicable. For some occupations general loadings of various kinds are included. Loadings, etc. that are not applicable to all workers in a specified award occupation (for example, those payable because of length of service; working in wet, dirty or confined places; excess fares incurred due to location of building site) are not included in the wage rates indexes. Annual leave loadings, prescribed in many awards, etc., are not included in the wage rates indexes. The ten per cent additions to minimum wage rates for adult males first prescribed in some Western Australian State awards in October 1970 are included in the wage rates. The weekly rates used in the index for occupations specified in the National Building Trades Construction Award include the weekly base rate of pay, the special allowance and the industry allowance. From September 1978 the indexes include supplementary payments under the Metal Industry Award, Part 1, applicable in all States except Western Australia. In Western Australia, similar payments under the corresponding award, the Western Australian Metal Trades Award (General), have been included from January 1976.

In recent years the award rates of pay for some government employees have been based on actual rates of pay for employees in the private sector, which include over-award payments, loadings, etc. Thus award rates of pay for government employees in certain occupations will be higher than those for private employees

in comparable occupations. This may affect the relative levels of the weighted average minimum wage rates in industry groups which have a large component of government employees (for example, the communication group).

The indexes are designed to measure trends in wage rates in current awards, etc., excluding the effects of changes in the relative importance of industries, awards and occupations. The weighted average wage rates shown in the tables in this section are therefore indexes expressed in money terms, and do not purport to be actual current averages. Similarly, neither these weighted average wage rates nor the corresponding index numbers measure the relative levels of average current wage rates as between States or industries.

Since 1954 the industrial structure in Australia has undergone changes which are likely to have had some effects on the representativeness of the regimen of the indexes. These effects are mitigated because occupations in new or expanding industries are often covered by existing awards and the wage rates for new occupations usually conform very closely to those for existing occupations. Also, where an entirely new award has been made and the number of employees affected has warranted such action, occupations from the new award have been introduced into the indexes. These latter cases have not been of great significance.

Weekly wage rates for adult males cannot be compared directly with the average weekly earnings per employed male unit series shown on pages 84 to 85, because the latter includes the actual earnings of all wage earners and salaried employees (whether adult or junior, full-time or part-time, casual, etc.) in all industries. The figures of earnings are quarterly averages and include, in addition to wages and salaries at award etc. rates, overtime earnings, over-award and bonus payments, and payments made in advance or retrospectively during the periods specified. The estimates of earnings of full-time adult male wage and salary earners excluding managers, etc., shown on page 82,

still include all earnings other than overtime earnings and therefore cannot be compared directly with weekly wage rates. They also reflect changes in the importance of different industries and occupations.

Wage rates and index numbers for adult males are available as at the end of each quarter from March 1939 to December 1956 and as at the end of each month from January 1957. Particulars for adult females have been compiled quarterly from March 1951 to June 1967 and monthly from July 1967. For details of wage rates and index numbers from 1939 reference should be made to the following publications.

*Minimum Wage Rates, March 1939 to June 1965* (6313.0)

*Wage Rates Indexes, June 1965 to June 1968* (6314.0)

*Wage Rates Indexes, June 1968 to June 1972* (6314.0)

*Wage Rates and Earnings, June 1976* (6312.0) for final figures July 1972 to June 1975.

Final figures for later periods will appear in the next issue of 6314.0. In the meantime the most recent figure can be found in the relevant issues of the monthly publications *Wage Rates, Australia* (6312.0) and *Wage Rates Indexes, Australia (Preliminary)* (6311.0).

#### Updating of rates

The receipt of notifications of changes in wage rates continues for some considerable time after the dates of effect. Figures in this section are therefore subject to revision and are revised as necessary for periods up to fourteen months. As such revisions are made they are included in the monthly publications (*see above*). Figures in this section were compiled from information received up to 30 June 1981. The figures shown for January to April 1980 will not be further revised until the next issue of 6314.0.

#### WEEKLY WAGE RATES, DECEMBER 1979 TO DECEMBER 1980(a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements: and index numbers of wage rates.

End of—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas	Aust.
ADULT MALES: WAGE RATES (\$)							
1979—							
December	170.12	167.77	170.43	167.12	165.34	167.20	168.81
1980—							
January	178.08	175.19	179.14	174.75	173.05	174.71	176.66
February	178.16	175.20	179.30	174.74	174.03	174.76	176.78
March	178.41	176.62	180.30	175.12	174.06	175.71	177.20
April	178.62	175.79	180.84	175.36	174.24	175.83	177.44
May	178.71	176.23	181.31	175.52	174.85	176.23	177.73
June	178.71	176.34	181.36	175.62	175.24	176.29	177.81
July	186.42	184.37	189.17	182.95	181.82	183.80	185.51
August	186.49	184.47	189.63	183.15	181.83	184.06	185.65
September	187.10	185.15	190.56	183.30	182.19	184.27	186.25
October	187.43	185.67	191.17	184.05	183.35	184.58	186.77
November	187.47	185.68	191.20	184.13	183.77	184.67	186.83
December	187.50	185.78	191.33	184.20	183.80	184.67	186.90

WEEKLY WAGE RATES, DECEMBER 1979 TO DECEMBER 1980(a)—continued

End of—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
ADULT MALES: INDEX NUMBERS(b)							
1979—							
December	602.4	594.0	603.5	591.7	585.5	592.0	597.7
1980—							
January	630.5	620.3	634.3	618.7	612.8	618.6	625.5
February	630.8	620.3	634.9	618.7	616.2	618.8	626.0
March	631.7	621.8	638.4	620.1	616.3	622.2	627.4
April	632.5	622.4	640.3	620.9	616.9	622.6	628.3
May	632.8	624.0	642.0	621.5	619.1	624.0	629.3
June	632.8	624.4	642.2	621.8	620.5	624.2	629.6
July	660.1	652.8	669.8	647.8	643.8	650.8	656.8
August	660.3	653.2	671.5	648.5	643.8	651.7	657.3
September	662.5	655.6	674.7	649.0	645.1	652.5	659.5
October	663.7	657.4	676.9	651.7	649.2	653.6	661.3
November	663.8	657.5	677.0	652.0	650.7	653.9	661.5
December	663.9	657.8	677.5	652.2	650.8	653.9	661.8
ADULT FEMALES: WAGE RATES (\$)							
1979—							
December	154.56	154.36	155.52	154.58	152.29	149.58	154.37
1980—							
January	161.45	161.26	162.57	161.53	158.63	156.32	161.25
February	161.50	161.32	162.57	161.59	158.67	156.32	161.30
March	161.75	161.40	162.66	161.70	158.67	156.57	161.45
April	162.32	161.64	163.43	162.17	159.67	156.97	161.95
May	162.34	161.70	163.43	162.22	159.82	157.00	161.98
June	162.34	161.78	163.47	162.22	159.90	157.00	162.02
July	171.44	171.59	171.24	169.77	166.60	164.57	170.95
August	171.56	171.64	173.84	169.98	166.87	164.57	171.32
September	173.03	172.78	173.91	170.10	166.99	165.21	172.34
October	173.58	174.01	176.23	171.81	168.65	166.15	173.45
November	173.58	174.05	176.24	171.81	171.60	166.23	173.62
December	173.61	174.42	176.44	172.23	171.68	166.23	173.82
ADULT FEMALES: INDEX NUMBERS(b)							
1979—							
December	776.4	775.4	781.2	776.5	765.0	751.3	775.4
1980—							
January	811.0	810.0	816.6	811.4	796.8	785.2	810.0
February	811.2	810.3	816.6	811.7	797.0	785.2	810.2
March	812.5	810.7	817.1	812.2	797.0	786.4	811.0
April	815.4	811.9	820.9	814.6	802.0	788.5	813.5
May	815.4	812.2	820.9	814.8	802.8	788.6	813.7
June	815.4	812.6	821.1	814.8	803.2	788.6	813.8
July	816.2	861.9	860.2	852.8	836.8	826.7	858.7
August	861.8	862.2	873.2	853.8	838.2	826.7	860.5
September	869.1	867.9	873.6	854.4	838.8	829.9	865.7
October	871.9	874.1	885.2	863.0	847.1	834.6	871.3
November	871.9	874.3	885.3	863.0	861.9	835.0	872.1
December	872.1	876.1	886.3	865.2	862.4	835.0	873.1

(a) Excludes rural industry; for females also excludes mining and quarrying and building and construction. Figures for May 1980 and subsequent months are subject to revision. For states other than Western Australia, includes supplementary payments in the Metal Industry Award, Part 1. See text on page 86. (b) Base: Weighted average minimum weekly wage rate, Australia, year 1954=100.



# WEEKLY WAGE RATES: ADULT MALES, INDUSTRY GROUPS, DECEMBER 1979 TO DECEMBER 1980(a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

End of—	Manufacturing										Public authority					Amusement, hotels, personal service, etc. groups(d)
	Mining and quarrying (b)	Engineering, metals, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Saw-milling, and furniture, etc.	Paper, printing, etc.	Other manufacturing	All manufacturing groups	Building and construction	Railway services	Road and air transport	Shipping and stevedoring(c)	Communication	Wholesale and retail trade	Community and business services	
WAGE RATES (\$)																
1979—																
December	201.87	163.36	152.03	163.81	156.33	169.42	161.94	162.12	181.80	155.99	168.28	200.96	198.35	166.84	168.88	153.29 168.81
1980—																
January	215.74	170.99	158.92	171.50	163.43	177.16	169.40	169.64	189.58	163.10	175.90	210.08	207.30	174.46	176.88	159.99 176.66
February	215.20	171.16	158.95	171.52	163.55	177.19	169.98	169.84	189.61	163.10	176.40	210.14	207.30	174.53	177.00	160.37 176.78
March	214.83	171.41	158.96	171.75	166.85	177.27	170.27	170.30	190.31	164.15	176.40	210.21	207.30	174.86	177.24	160.46 177.20
April	215.14	171.49	158.96	172.22	166.87	177.27	170.84	170.51	190.57	164.15	176.40	210.23	207.30	174.93	177.56	163.33 177.44
May	214.81	171.52	158.96	172.76	167.79	177.27	171.15	170.73	191.32	164.25	176.47	213.13	207.30	175.01	177.56	163.42 177.73
June	214.14	171.53	159.05	172.76	168.30	177.27	171.62	170.87	191.36	164.25	176.54	213.15	207.30	175.06	177.56	164.14 177.81
July	221.44	178.96	167.24	181.15	175.73	185.26	179.17	178.55	199.31	170.66	184.45	222.37	216.00	182.69	185.67	171.00 185.51
August	219.95	178.96	167.35	181.51	176.59	185.34	179.49	178.73	199.32	170.66	184.59	222.42	216.00	183.18	186.17	171.41 185.65
September	219.45	179.02	167.40	181.53	177.61	186.97	179.64	178.97	201.05	170.67	184.59	222.62	216.00	185.14	186.17	171.47 186.25
October	220.93	179.08	172.89	181.99	177.62	187.16	180.02	179.55	201.11	170.67	184.82	222.65	216.00	186.25	186.51	171.61 186.77
November	221.31	179.11	172.94	182.01	177.64	187.34	180.09	179.60	201.16	170.67	184.84	222.65	216.00	186.29	186.70	171.89 186.83
December	221.63	179.10	173.01	182.01	177.64	187.34	180.29	179.63	201.20	170.67	185.01	222.65	216.00	186.35	187.38	171.94 186.90
INDEX NUMBERS(e)																
1979—																
December	714.8	578.4	538.3	580.0	553.6	599.9	573.4	574.0	643.7	552.3	595.9	711.6	702.3	590.8	598.0	542.8 597.7
1980—																
January	763.9	605.5	562.7	607.3	578.7	627.3	599.8	600.7	671.3	577.5	622.8	743.9	734.0	617.7	626.3	566.5 625.5
February	762.0	606.1	562.8	607.3	579.1	627.4	601.9	601.4	671.4	577.5	624.6	744.1	734.0	618.0	626.7	567.8 626.0
March	760.7	606.9	562.9	608.1	590.8	627.7	602.9	603.0	673.8	581.2	624.6	744.3	734.0	619.2	627.6	568.1 627.4
April	761.8	607.2	562.9	609.8	590.9	627.7	604.9	603.8	674.8	581.2	624.6	744.4	734.0	619.4	628.7	578.3 628.3
May	760.6	607.3	562.9	611.7	594.1	627.7	606.0	604.5	677.4	581.6	624.9	754.6	734.0	619.7	628.7	578.6 629.3
June	758.2	607.3	563.2	611.7	595.9	627.7	607.7	605.0	677.6	581.6	625.1	754.7	734.0	619.9	628.7	581.2 629.6
July	784.1	633.7	592.2	641.4	622.2	656.0	634.4	632.2	705.7	604.3	653.1	787.4	764.8	646.9	657.4	605.5 656.8
August	778.8	633.7	592.5	642.7	625.3	656.2	635.5	632.9	705.8	604.3	653.6	787.6	764.8	648.6	659.2	606.9 657.3
September	777.0	633.9	592.7	642.8	628.9	662.0	636.1	633.7	711.9	604.3	653.6	788.2	764.8	655.6	659.2	607.1 659.5
October	782.3	634.1	612.2	644.4	628.9	662.7	637.4	635.8	712.1	604.3	654.4	788.4	764.8	659.5	660.4	607.6 661.3
November	783.6	634.2	612.3	644.5	629.0	663.3	637.7	635.9	712.3	604.3	654.5	788.4	764.8	659.6	661.1	608.6 661.5
December	784.7	634.1	612.6	644.5	629.0	663.3	638.4	636.0	712.4	604.3	655.1	788.4	764.8	659.8	663.5	608.8 661.8

(a) Figures for May 1980 and subsequent months are subject to revision. For states other than Western Australia, includes supplementary payments in the Metal Industry Award. Part 1. See text on page 86. (b) For mining, wage rates used are those prescribed for the principal mining centres and include lead bonuses, etc. (c) Includes wage rates (and value of keep) for occupations in the coastal shipping service, other than masters, engineers and other officers. (d) Excludes rural industry. (e) Base: Weighted average minimum weekly wage rate, Australia, year 1954=100.

WEEKLY WAGE RATES: ADULT FEMALES, INDUSTRY GROUPS, DECEMBER 1979 TO DECEMBER 1980(a)

Weighted average minimum weekly rates payable for a full week's work (excluding overtime), as prescribed in awards, determinations and collective agreements; and index numbers of wage rates.

End of—	Manufacturing					Transport and communication	Wholesale and retail trade	Public authority n.e.c., community and business services	Amusement, hotels, personal service, etc.	All industry groups (b)
	Engineering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Other manufacturing	All manufacturing groups					
WAGE RATES (\$)										
1979—										
December	156.19	144.66	153.42	151.46	149.35	156.33	162.79	162.22	147.68	154.37
1980—										
January	163.27	151.16	160.32	158.24	156.06	163.37	170.06	169.39	153.98	161.25
February	163.30	151.16	160.38	158.24	156.07	163.37	170.06	169.59	154.18	161.30
March	163.30	151.18	160.38	158.37	156.11	163.49	170.40	169.61	154.53	161.45
April	163.49	151.18	160.63	158.99	156.31	163.58	170.40	169.99	157.85	161.95
May	163.50	151.18	160.97	159.13	156.39	163.58	170.40	169.99	157.85	161.98
June	163.50	151.18	161.04	159.13	156.40	163.58	170.40	170.03	158.11	162.02
July	173.08	161.75	170.96	167.65	166.27	170.98	179.32	177.55	165.00*	170.95
August	173.32	161.79	171.95	168.18	166.58	171.17	179.86	177.84	165.41	171.32
September	173.36	162.13	172.40	169.63	167.11	171.17	182.79	177.87	165.48	172.34
October	173.58	164.92	172.94	169.80	168.57	171.26	184.12	178.16	165.83	173.45
November	173.61	164.93	173.03	170.03	168.65	171.29	184.40	178.23	166.27	173.62
December	173.61	165.04	173.03	170.46	168.80	171.33	184.40	179.26	166.43	173.82
INDEX NUMBERS(c)										
1979—										
December	784.6	726.7	770.6	760.8	750.2	785.3	817.7	814.8	741.8	775.4
1980—										
January	820.1	759.3	805.3	794.8	783.9	820.6	854.2	850.8	773.5	810.0
February	820.3	759.3	805.6	794.8	784.0	820.6	854.2	851.8	774.5	810.2
March	820.3	759.4	805.6	795.5	784.2	821.2	856.0	852.0	776.2	811.0
April	821.2	759.4	806.9	798.6	785.2	821.7	856.0	853.9	792.9	813.5
May	821.3	759.4	808.6	799.3	785.6	821.7	856.0	853.9	792.9	813.7
June	821.3	759.4	808.9	799.3	785.6	821.7	856.0	854.1	794.2	813.8
July	869.4	812.5	858.7	842.1	835.2	858.9	900.7	891.8	828.8	858.7
August	870.6	812.7	863.7	844.8	836.7	859.8	903.5	893.3	830.9	860.5
September	870.8	814.4	866.0	852.1	839.4	859.8	918.2	893.4	831.2	865.7
October	871.5	828.4	868.7	852.9	846.7	860.2	924.9	894.9	833.0	871.3
November	872.1	828.4	869.2	854.1	847.2	860.4	926.3	895.3	835.2	872.1
December	872.1	829.0	869.2	856.2	847.9	860.6	926.3	900.5	836.0	873.1

(a) Figures for May 1980 and subsequent months are subject to revision. For States other than Western Australia, includes supplementary payments in the Metal Industry Award, Part 1. See text on page 86. (b) Excludes rural industry; mining and quarrying; and building and construction. (c) Base: Weighted average minimum weekly wage rate, Australia, year 1954 = 100.

# HOURLY WAGE RATES: ADULT MALES, ALL GROUPS, DECEMBER 1979 TO DECEMBER 1980(a)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

End of—	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
WAGE RATES (cents)							
1979—							
December	426.51	418.59	426.01	416.45	412.89	414.53	421.99
1980—							
January	446.48	437.08	447.87	435.47	432.18	433.15	441.62
February	446.70	437.11	448.28	435.45	434.69	433.26	441.95
March	447.34	438.16	450.88	436.42	434.76	435.80	443.02
April	447.88	438.60	452.26	437.05	435.23	436.12	443.64
May	447.93	439.57	453.26	437.23	436.53	436.72	444.20
June	447.94	439.87	453.38	437.46	437.55	436.88	444.40
July	467.27	459.91	472.90	455.72	453.88	455.49	463.63
August	467.42	460.16	474.10	456.22	453.91	456.18	463.99
September	468.99	461.91	476.45	456.61	454.85	456.76	465.54
October	469.86	463.24	478.01	458.56	457.84	457.58	466.87
November	469.97	463.25	478.08	458.77	458.94	457.82	467.03
December	470.04	463.52	478.43	458.93	459.01	457.82	467.20
INDEX NUMBERS(b)							
1979—							
December	602.8	591.6	602.1	588.6	583.6	585.9	596.5
1980—							
January	631.1	617.8	633.0	615.5	610.9	612.2	624.2
February	631.4	617.8	633.6	615.5	614.4	612.4	624.7
March	632.3	619.3	637.3	616.9	614.5	616.0	626.2
April	633.0	619.9	639.2	617.7	615.2	616.4	627.1
May	633.1	621.3	640.6	618.0	617.0	617.3	627.8
June	633.1	621.7	640.8	618.3	618.5	617.5	628.1
July	660.5	650.1	668.4	644.1	641.5	643.8	655.3
August	660.7	650.4	670.1	644.8	641.6	644.8	655.8
September	662.9	652.9	673.4	645.4	642.9	645.6	658.0
October	664.1	654.8	675.6	648.1	647.1	646.8	659.9
November	664.3	654.8	675.7	648.4	648.7	647.1	660.1
December	664.4	655.2	676.2	648.7	648.8	647.1	660.4

(a) Excludes rural industry, and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available. Figures for May 1980 and subsequent months are subject to revision. For states other than Western Australia, includes supplementary payments in the Metal Industry Award, Part 1. See text on page 86. (b) Base: Weighted average minimum hourly wage rate, Australia, year 1954 = 100.

# HOURLY WAGE RATES: ADULT MALES, INDUSTRY GROUPS, DECEMBER 1979 TO DECEMBER 1980(a)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

End of—	Manufacturing										Public authority n.e.i., community and business services	Amusement, hotels, personal service, etc industry groups(c)				
	Mining and quarrying(b)	Engineering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Saw milling, furniture, etc.	Paper, printing, etc.	Other manufacturing	All manufacturing groups	Building and construction	Railway services			Road and air transport	Communication	Wholesale and retail trade	
1979—																
December	544.74	408.59	380.08	409.72	390.83	424.47	405.67	405.62	454.73	390.06	420.71	519.40	417.11	430.27	383.22	421.99
1980—																
January	582.15	427.68	397.31	428.95	408.59	443.86	424.36	424.43	474.21	407.84	439.75	542.85	436.15	450.64	399.98	441.62
February	580.71	428.10	397.36	428.99	408.88	443.94	425.80	424.94	474.28	407.84	440.99	542.85	436.34	450.95	400.91	441.95
March	579.71	428.71	397.40	429.56	417.12	444.14	426.53	426.08	476.02	410.46	440.99	542.85	437.16	451.56	401.14	443.02
April	580.54	428.93	397.40	430.74	417.18	444.14	427.95	426.61	476.67	410.46	440.99	542.85	437.32	452.37	408.32	443.64
May	579.64	429.01	397.40	432.09	419.47	444.14	428.75	427.17	478.54	410.72	441.18	542.85	437.53	452.37	408.54	444.20
June	577.83	429.01	397.62	432.10	420.75	444.14	429.92	427.50	478.65	410.72	441.35	542.85	437.66	452.37	410.35	444.40
July	597.53	447.61	418.10	453.08	439.33	464.15	448.83	446.71	498.54	426.75	461.12	565.63	456.73	473.04	427.49	463.63
August	593.51	447.62	418.36	453.98	441.47	464.35	449.62	447.19	498.57	426.75	461.48	565.63	457.94	474.31	428.53	463.99
September	592.17	447.76	418.51	454.05	444.03	468.45	450.02	447.77	502.89	426.77	461.48	565.63	462.86	474.31	428.67	465.54
October	596.16	447.91	432.23	455.19	444.04	468.91	450.95	449.22	503.05	426.77	462.04	565.63	465.61	475.17	429.03	466.87
November	597.17	447.98	432.35	455.24	444.11	469.36	451.14	449.34	503.17	426.77	462.09	565.63	465.73	475.67	429.72	467.03
December	598.04	447.95	432.52	455.24	444.11	469.36	451.64	449.43	503.25	426.77	462.53	565.63	465.88	477.40	429.85	467.20

WAGE RATES (cents)

INDEX NUMBERS(d)

1979—																
December	769.9	577.5	537.2	579.1	552.4	600.0	573.4	573.3	642.7	551.3	594.6	734.1	589.5	608.2	541.6	596.5
1980—																
January	822.8	604.5	561.6	606.3	577.5	627.4	599.8	599.9	670.3	576.4	621.5	767.3	616.5	637.0	565.3	624.2
February	820.8	605.1	561.6	606.4	577.9	627.5	601.8	600.6	670.4	576.4	623.3	767.3	616.7	637.4	566.7	624.7
March	819.4	606.0	561.7	607.2	589.6	627.8	602.9	602.2	672.8	580.2	623.3	767.3	617.9	638.2	567.0	626.2
April	820.6	606.3	561.7	608.8	589.6	627.8	604.9	603.0	673.7	580.2	623.3	767.3	618.1	639.4	577.1	627.1
May	819.3	606.4	561.7	610.7	592.9	627.8	606.0	603.8	676.4	580.5	623.6	767.3	618.4	639.4	577.4	627.8
June	816.7	606.4	562.0	610.7	594.7	627.8	607.7	604.2	676.5	580.5	623.8	767.3	618.6	639.4	580.0	628.1
July	844.6	632.7	591.0	640.4	621.0	656.0	634.4	631.4	704.7	603.2	651.8	799.5	645.6	668.6	604.2	655.3
August	838.9	632.7	591.3	641.7	624.0	656.3	635.5	632.1	704.7	603.2	652.3	799.5	647.3	670.4	605.7	655.8
September	837.0	632.9	591.5	641.8	627.6	662.1	636.1	632.9	710.8	603.2	652.3	799.5	654.2	670.4	605.9	658.0
October	842.6	633.1	610.9	643.4	627.6	662.8	637.4	634.9	711.0	603.2	653.1	799.5	658.1	671.6	606.4	659.9
November	844.1	633.2	611.1	643.4	627.7	663.4	637.7	635.1	711.2	603.2	653.1	799.5	658.3	672.3	607.4	660.1
December	845.3	633.1	611.3	643.4	627.7	663.4	638.4	635.2	711.3	603.2	653.8	799.5	658.5	674.8	607.6	660.4

(a) Figures for May 1980 and subsequent months are subject to revision. For states other than Western Australia, includes supplementary payments in the Metal Industry Award, Part 1. See text on page 86. (b) For mining, wage rates used are those prescribed for the principal mining centres and include lead bonuses, etc. (c) Excludes rural industry and shipping and seafaring. The former is not included in the Wage Rates Indexes and for the latter definite particulars for the computation of hourly wage rates are not available. (d) Base: Weighted average minimum hourly wage rate, Australia, year 1954 = 100.

# HOURLY WAGE RATES: ADULT FEMALES, ALL GROUPS, DECEMBER 1979 TO DECEMBER 1980(a)

Weighted average minimum hourly rates payable and index numbers of hourly rates.

End of—	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
WAGE RATES (cents)							
1979—							
December	391.05	387.76	391.74	388.71	382.80	377.48	389.14
1980—							
January	408.47	405.10	409.49	406.20	398.73	394.50	406.48
February	408.60	405.26	409.49	406.34	398.83	394.50	406.60
March	409.24	405.44	409.72	406.62	398.83	395.12	406.99
April	410.68	406.05	411.65	407.81	401.34	396.14	408.23
May	410.71	406.20	411.65	407.92	401.72	396.21	408.33
June	410.71	406.41	411.76	407.92	401.92	396.21	408.42
July	433.75	431.05	431.33	426.93	418.76	415.32	430.92
August	434.05	431.17	437.89	427.45	419.45	415.32	431.85
September	437.77	434.04	438.05	427.75	419.75	416.94	434.44
October	439.15	437.14	443.89	432.04	423.91	419.30	437.24
November	439.15	437.22	443.94	432.04	431.32	419.52	437.66
December	439.24	438.16	444.44	433.11	431.54	419.52	438.15
INDEX NUMBERS(b)							
1979—							
December	779.5	772.9	780.8	774.8	763.0	752.4	775.6
1980—							
January	814.2	807.5	816.2	809.7	794.7	786.3	810.2
February	814.4	807.8	816.2	809.9	795.0	786.3	810.4
March	815.7	808.1	816.7	810.5	795.0	787.6	811.2
April	818.6	809.3	820.5	812.9	800.0	789.6	813.7
May	818.6	809.6	820.5	813.1	800.7	789.7	813.9
June	818.6	810.1	820.7	813.1	801.1	789.7	814.1
July	864.6	859.2	859.7	851.0	834.7	827.8	858.9
August	865.2	859.4	872.8	852.0	836.0	827.8	860.8
September	872.6	865.1	873.1	852.6	836.7	831.1	865.9
October	875.3	871.3	884.8	861.2	845.0	835.8	871.5
November	875.3	871.5	884.9	861.2	859.7	836.2	872.4
December	875.5	873.3	885.9	863.3	860.1	836.2	873.3

(a) Excludes rural industry, mining and quarrying, and building and construction. Figures for May 1980 and subsequent months are subject to revision. For states other than Western Australia, includes supplementary payments in the Metal Industry Award, Part 1. See text on page 86. (b) Base: Weighted average minimum hourly wage rate, Australia, year 1954 = 100.

# HOURLY WAGE RATES: ADULT FEMALES, INDUSTRY GROUPS, DECEMBER 1979 TO DECEMBER 1980(a)

Weighted average minimum hourly rates payable and index numbers of hourly rates

End of—	Manufacturing					Transport and communication	Wholesale and retail trade	Public authority n.e.i., community and business services	Amusement, hotels, personal service, etc.	All industry groups
	Engineering, metals, vehicles, etc.	Textiles, clothing and footwear	Food, drink and tobacco	Other manufacturing	All manufacturing groups					
WAGE RATES (cents)										
1979—										
December	391.05	361.83	383.55	379.86	373.80	412.37	408.81	416.76	372.19	389.14
1980—										
January	408.79	378.07	400.79	396.85	390.60	430.92	427.07	435.17	388.08	406.48
February	408.85	378.07	400.95	396.85	390.63	430.92	427.07	435.68	388.57	406.60
March	408.85	378.13	400.95	397.19	390.73	431.24	427.93	435.75	389.45	406.99
April	409.32	378.13	401.58	398.73	391.23	431.48	427.93	436.72	397.82	408.23
May	409.34	378.13	402.43	399.10	391.43	431.48	427.93	436.72	397.82	408.33
June	409.34	378.13	402.61	399.10	391.45	431.48	427.93	436.82	398.47	408.42
July	433.34	404.56	427.40	420.47	416.15	451.01	450.32	456.13	415.84	430.92
August	433.93	404.66	429.88	421.79	416.92	451.51	451.68	456.88	416.88	431.85
September	434.04	405.51	431.00	425.43	418.27	451.51	459.03	456.95	417.05	434.44
October	434.40	412.48	432.35	425.85	421.91	451.74	462.38	457.70	417.94	437.24
November	434.66	412.50	432.58	426.42	422.12	451.82	463.08	457.88	419.06	437.66
December	434.66	412.78	432.58	427.51	422.48	451.93	463.08	460.54	419.45	438.15
INDEX NUMBERS(b)										
1979—										
December	779.5	721.2	764.5	757.1	745.1	821.9	814.8	830.7	741.8	775.6
1980—										
January	814.8	753.6	798.9	791.0	778.6	858.9	851.2	867.4	773.5	810.2
February	814.9	753.6	799.2	791.0	778.6	858.9	851.2	868.4	774.5	810.4
March	814.9	753.7	799.2	791.7	778.8	859.6	853.0	868.6	776.3	811.2
April	815.9	753.7	800.4	794.8	779.8	860.0	853.0	870.5	793.0	813.7
May	815.9	753.7	802.1	795.5	780.2	860.0	853.0	870.5	793.0	813.9
June	815.9	753.7	802.5	795.5	780.2	860.0	853.0	870.7	794.2	814.1
July	863.7	806.4	851.9	838.1	829.5	899.0	897.6	909.2	828.9	858.9
August	864.9	806.6	856.9	840.7	831.0	900.0	900.3	910.7	830.9	860.8
September	865.1	808.3	859.1	848.0	833.7	900.0	914.9	910.8	831.3	865.9
October	865.9	822.2	861.8	848.8	841.0	900.4	921.6	812.3	833.1	871.5
November	866.4	822.2	862.2	850.0	841.4	900.6	923.0	912.7	835.3	872.4
December	866.4	822.8	862.2	852.1	842.1	900.8	923.0	918.0	836.1	873.3

(a) Excludes rural industry; mining and quarrying and building and construction. Figures for May 1980 and subsequent months are subject to revision. For states other than Western Australia, includes supplementary payments in the Metal Industry Award, Part I. See text on page 86. (b) Base: Weighted average hourly wage rate, Australia, year 1954=100.

## Distribution of weekly wage rates

The table below shows the distribution of weekly wage rates included in the wage rates indexes, the weighted averages and medians of the indexes, and the percentage of index weights for wage rates equal to the various minimum wages. The figures relate to wage rates used in the compilation of the wage rates

indexes, the scope and coverage of which are fully explained and defined on pages 86 and 87. The median divides a distribution into two equal groups, one group having rates equal to or above the median and the other having rates equal to or below it, each group having 50 per cent of the relevant weights. Medians were calculated from ungrouped data.

**DISTRIBUTION OF WEEKLY WAGE RATES: WAGE RATES INDEXES, JULY 1980(a)**

Weekly wage rates payable for a full week's work (excluding overtime) as prescribed in awards, determinations and collective agreements

	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	Aust.
<b>ADULT MALES</b>							
Weekly wage rates (\$)—	Proportion of index weights in each weekly wage rates group (per cent)						
Under 140.00	0.8	0.1	1.7	0.9	4.4	—	1.0
140.00 to 144.99	1.4	0.2	—	1.2	1.2	0.6	0.8
145.00 to 149.99	4.3	4.4	0.2	2.0	5.9	1.9	3.6
150.00 to 154.99	5.3	4.3	5.4	3.7	5.2	3.5	4.8
155.00 to 159.99	2.8	8.2	3.4	7.5	6.7	10.2	5.3
160.00 to 164.99	11.6	7.6	5.1	6.0	2.4	5.8	8.2
165.00 to 169.99	7.1	6.6	7.2	8.7	9.0	13.6	7.4
170.00 to 174.99	8.3	9.7	13.1	11.4	12.9	9.7	10.0
175.00 to 179.99	6.4	10.3	8.1	13.1	8.6	13.0	8.7
180.00 to 184.99	5.0	9.8	10.7	8.2	10.9	3.9	7.8
185.00 to 189.99	6.8	3.1	3.8	4.4	1.6	5.5	4.8
190.00 to 194.99	5.1	11.0	4.2	9.0	1.4	4.0	6.7
195.00 to 199.99	9.3	5.9	2.4	2.2	10.5	8.8	6.9
200.00 to 204.99	1.5	1.7	8.5	1.8	1.6	0.2	2.5
205.00 to 209.99	7.0	3.3	4.4	6.2	9.3	3.2	5.6
210.00 to 214.99	3.5	2.1	5.7	3.7	1.5	2.0	3.2
215.00 to 219.99	2.5	2.9	6.6	2.3	2.9	4.7	3.2
220.00 to 224.99	1.5	1.4	—	2.5	0.4	2.4	1.3
225.00 to 234.99	1.2	1.8	1.8	4.1	0.6	5.5	1.8
235.00 to 244.99	5.3	3.2	6.1	0.5	1.2	0.9	4.0
245.00 and over	3.3	2.5	1.6	0.8	1.9	0.9	2.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Weighted average (mean) (\$)	185.85	183.72	188.64	182.68	179.50	182.99	184.81
Median (\$)	181.40	178.70	183.85	176.40	176.90	178.40	180.20
Proportion of weekly rates equal to the minimum wage (per cent)							
Federal awards, etc.	—	—	—	—	—	—	—
State awards, etc.	0.8	—	2.3	2.4	1.2	—	1.1
All awards, etc.	0.4	—	1.7	0.7	1.1	—	0.5
<b>ADULT FEMALES</b>							
Weekly wage rates (\$)—	Proportion of index weights in each weekly wage rates groups (per cent)						
Under 140.00	0.6	0.6	0.3	1.4	1.2	0.2	0.7
140.00 to 144.99	0.6	1.6	2.4	3.4	—	6.4	1.4
145.00 to 149.99	2.4	1.2	1.7	1.6	9.5	1.9	2.2
150.00 to 154.99	8.7	12.6	4.3	5.0	9.3	20.3	9.6
155.00 to 159.99	19.7	29.6	17.6	18.1	17.8	18.8	22.5
160.00 to 164.99	10.4	3.6	7.5	6.2	1.4	9.3	7.0
165.00 to 169.99	9.6	7.6	10.7	8.2	6.7	7.9	8.8
170.00 to 174.99	8.5	7.4	23.1	9.8	30.2	6.1	10.8
175.00 to 179.99	15.7	9.6	1.8	29.0	21.3	25.3	13.7
180.00 to 184.99	0.9	0.6	22.4	13.6	1.3	1.4	4.0
185.00 to 189.99	15.7	1.0	4.8	0.8	0.2	0.4	7.5
190.00 to 194.99	6.8	11.3	2.3	1.5	0.2	0.3	7.0
195.00 to 199.99	0.1	2.6	0.1	0.7	0.4	1.1	1.0
200.00 to 204.99	—	10.2	—	0.1	—	—	3.4
205.00 and over	0.3	0.5	1.0	0.7	0.6	0.7	0.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Weighted average (mean) (\$)	169.78	170.32	170.15	169.09	165.71	164.04	169.61
Median (\$)	169.40	165.10	170.59	174.10	170.70	160.30	169.00
Proportion of weekly rates equal to the minimum wage (per cent)							
Federal awards, etc.	0.5	1.1	—	1.0	—	—	0.7
State awards, etc.	0.4	—	0.4	1.2	—	—	0.3
All awards, etc.	0.5	0.6	0.3	1.1	—	—	0.5

(a) This table is compiled only for months in which major National Wage Hearing decisions become effective. Figures in this table may not agree with corresponding averages for July 1980 shown in other tables of this section which include later revised figures.

## GENERAL INCREASES IN AWARD WAGE RATES

The following tables give details of general increases in award wages, minimum wages and basic wages as a result of wage hearings (e.g. indexation cases). More detailed information on wage determination in Australia is contained in *Year Book Australia*. Figures for earlier periods were published in previous issues of *Labour Statistics, Australia* and in the monthly publication *Wage Rates, Australia* (6312.0).

### GENERAL INCREASES IN AWARD WAGES—ADULTS, FEDERAL AND STATE AWARDS, ETC.

Date operative	Increase (per cent)	Date operative	Increase (per cent)
1978—28 February(a)	(b)1.5	1979—27 June	3.2
7 June(a)	1.3	1980—4 January(a)	4.5
12 December(a)	4.0	14 July	4.2

(a) The operative dates under Queensland State awards, etc. were 27 February 1978, 12 June 1978, 11 December 1978 and 7 January 1980 respectively (b) Limited to a maximum of \$2.60 a week.

NOTE. In Western Australia, indexation increases apply automatically to many individual awards and agreements and others receive an automatic flow on from Federal indexation decisions, but for the remainder separate claims to the Western Australian Industrial Commission are required before increases may be granted. The other-than-automatic increases, once granted, may differ from the automatic increases and may also differ from award to award.

### MINIMUM WAGE: WEEKLY RATES, ADULTS, FEDERAL AWARDS, ETC. (\$)

Date operative(a)	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart	Six capital cities	Canberra	Darwin(b)
1978—28 February	114.80	113.90	111.70	113.50	114.00	114.60	114.00	114.20	117.30
7 June	116.30	115.40	113.20	115.00	115.50	116.10	115.50	115.70	118.80
12 December	121.00	120.00	117.70	119.60	120.10	120.70	120.10	120.30	123.60
1979—27 June	124.90	123.80	121.50	123.40	123.90	124.60	123.90	124.10	127.60
1980—4 January	130.50	129.40	127.00	129.00	129.50	130.20	129.50	129.70	133.30
14 July	136.00	134.80	132.30	134.40	134.90	135.70	134.90	135.10	138.90

(a) Rates are operative from the beginning of the first pay-period commencing on or after the date shown. (b) Rates shown for Darwin are applicable in the Northern Territory north of the 20th parallel of south latitude. Rates for the Northern Territory south of this parallel were \$2.30 a week less from 14 July 1980 and lesser amounts applicable for earlier periods.

### MINIMUM WAGE: WEEKLY RATES, ADULTS, STATE AWARDS, ETC. (\$)

Date operative(a)	N.S.W.	Vic.	Qld(b)	S.A.	W.A.(c)	Tas.
1978—28 February	114.80	113.90	(d)114.40	113.50	116.90	115.70
7 June	116.30	115.40	(d)115.90	115.00	118.30	117.20
12 December	121.00	120.00	(d)120.50	119.60	123.00	121.90
1979—27 June	124.90	123.80	124.40	123.40	126.90	125.80
1980—4 January	130.50	129.40	(d)130.00	129.00	132.60	131.50
14 July	136.00	134.80	135.50	134.40	138.20	137.00

(a) Rates are operative from the first pay-period commencing on or after the date shown, except in Queensland, where the rates are operative as from the date shown. (b) For appropriate district allowances in Queensland see below. (c) The female rate in Western Australia is generally 97.5 per cent of the rate shown. (d) The operative dates under Queensland State awards, etc. were 27 February 1978, 12 June 1978, 11 December 1978 and 7 January 1980 respectively.

## BASIC WAGES

Basic wages ceased to operate under Federal, Victorian and South Australian jurisdictions some years ago, when wage rates were expressed as total wages; however, they still exist in the remaining States. In New South Wales the rates from 14 July 1980 were \$82.90 for adult males and \$73.60 for adult females, but since November 1977 no difference in specified rates of pay on the ground of sex has been permitted under any award, the rate for males applying to females also. In Queensland the rates for the Southern Division—Eastern District (including Brisbane) from 14 July 1980 were \$90.40 for adult males and \$72.80 for adult females. District allowances are added for other areas: Southern Division (Western District) males \$1.05, females 80c; Mackay Division males 90c, females 68c; Northern Division (Eastern District) males \$1.05, females 80c; and Northern Division (Western District) males \$3.25, females \$2.45. In Western Australia the basic wage has not been changed since May 1974 and remains at \$48.50 for adult males and \$43.50 for adult females, although total wages have been varied at regular intervals. In Tasmania the basic wage from 14 July 1980 was \$87.10 for both adult males and adult females.



## PREScribed HOURS OF WORK

The following table shows weighted average standard hours of work (excluding overtime) in a full week as

prescribed in awards, determinations and collective agreements. The figures have been derived from the same sources as for the wage rates indexes (see page 86) and by using the same procedures, definitions, bases, etc.

### PREScribed WEEKLY HOURS OF WORK, DECEMBER 1980

Industry group	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.
ADULT MALES							
Mining and quarrying	35.75	40.00	37.88	40.00	38.16	39.12	37.06
Manufacturing—							
Engineering, metals, vehicles, etc.	39.99	39.97	39.98	40.00	39.97	40.00	39.98
Textiles, clothing and footwear	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Food, drink and tobacco	39.94	40.00	40.00	40.00	40.00	40.00	39.98
Sawmilling, furniture, etc.	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Paper, printing, etc.	40.00	39.94	39.66	40.00	39.21	40.00	39.91
Other manufacturing	39.86	39.96	40.00	39.91	40.00	39.97	39.92
All manufacturing groups	39.96	39.98	39.97	39.98	39.95	40.00	39.97
Building and construction	39.94	40.00	40.00	40.00	40.00	40.00	39.98
Railway services	40.00	39.96	40.00	40.00	40.00	40.00	39.99
Road and air transport	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Communication	38.17	38.27	38.27	37.77	38.27	38.17	38.19
Wholesale and retail trade	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Public authority n.e.i. and community and business services	39.23	38.93	39.52	39.23	39.58	39.39	39.25
Amusement, hotels, personal service, etc.	40.00	40.00	40.00	40.00	40.00	40.00	40.00
All industry groups(a)	39.68	39.90	39.81	39.90	39.77	39.87	39.79
ADULT FEMALES							
Manufacturing—							
Engineering, metal, vehicles, etc.	39.97	39.87	40.00	40.00	40.00	40.00	39.94
Textiles, clothing and footwear	39.95	40.00	40.00	40.00	40.00	40.00	39.98
Food, drink and tobacco	40.00	40.00	40.00	40.00	40.00	40.00	40.00
Other manufacturing	39.79	39.94	40.00	39.86	40.00	40.00	39.87
All manufacturing groups	39.92	39.97	40.00	39.97	40.00	40.00	39.95
Transport and communication	38.04	37.94	37.81	37.84	37.87	36.28	37.91
Wholesale and retail trade	39.55	40.00	40.00	40.00	40.00	40.00	39.82
Public authority n.e.i. and community and business services	38.49	39.25	39.24	39.19	39.44	37.68	38.92
Amusement, hotels, personal service, etc.	39.40	39.94	39.91	39.85	39.92	39.88	39.68
All industry groups(b)	39.53	39.81	39.70	39.77	39.78	39.63	39.67

(a) Excludes rural industry and shipping and stevedoring. The former is not included in the Wage Rates Indexes and for the latter definite particulars of prescribed hours of work are not available. (b) Excludes rural industry; mining and quarrying; and building and construction

## OVERTIME

### Introduction

The ABS conducts a monthly sample survey of employers to obtain information about overtime hours worked. The survey is carried out by telephone to make it easier for respondents to provide the information, and to reduce delays in collection and publication of results.

Information on overtime worked by production employees in larger private factories has been collected for many years by the Commonwealth Employment Service and published in *Monthly Review of the Em-*

*ployment Situation*. The statistics from that collection are not directly comparable with those from the ABS survey.

The surveys, which commenced in July 1979, are generally conducted in respect of the last week of the pay-period ending on or before the third Friday of each month. However, in order to ensure that the survey timetable is met, it is necessary to accept data for other periods from some respondents.

### Scope of the survey

All employees in Commonwealth, State and local government employment were represented in the sur-

vey, but certain groups of private employees are not represented. The private sector sample was selected from payroll taxpayers, and employees of employers not subject to payroll tax (except hospitals) were excluded. Also excluded were employees in agriculture and in private households employing staff, and members of the permanent defence forces. At the time of the selection of the sample, payroll tax was payable by employers in the States and Territories paying \$60,000 (Queensland \$125,000) or more a year in wages and salaries.

### Sample design

Respondents included in the survey were selected from lists of private and government employers stratified by State, industry and number of employees. Employers with 1,200 or more employees were fully enumerated and a sample was selected from the remainder. The total number of employers selected in the survey was about 3,100.

The small size of the sample has imposed some restrictions on the amount of detail that can be published. Estimates are provided for Australia, by industry groups, and for each State and Territory, for average hours of overtime per employee working overtime and per employee in the survey, and for the proportion of employees who worked overtime.

### Definitions

*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.

*Overtime hours* represent the number of hours of overtime actually worked. Respondents were instructed not to convert overtime hours to their ordinary time equivalent. For example, 100 man-hours of overtime paid for at time and a half and 20 man-hours at double time would be counted as 120 hours, not 190.

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

*Average hours of overtime per employee in the survey* is calculated by dividing total overtime hours worked in a particular group by the total number of employees in the same group (including those who did not work overtime).

*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.

### Reliability of the estimates

Since the estimates are based on information obtained from a sample of employers, they may differ from the figures that would have been produced if the information had been obtained from all employers within the scope of the survey. One measure of the likely difference is given by the *standard error*. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all employers had been included and about nineteen chances in twenty that the difference will be less than two standard errors.

Approximate standard errors of the December 1980 estimates are shown in the table. An example of their use is as follows. The estimate for Australia of average overtime hours per employee in the survey is 1.6. It will be seen that the standard error of this estimate is .04 and therefore there are about two chances in three that the value that would have been produced if all employers had been included is within the range 1.56 to 1.64 hours, and about nineteen chances in twenty that the value is within the range 1.52 to 1.68 hours.

Standard errors of the differences between estimates for successive months are approximately the same as the standard errors of the estimates themselves. When comparing figures for successive months the effect of rounding the figures to one decimal place should be noted. Cases where apparent changes are in fact not significant at the one standard error level (see above), or significant changes in unrounded figures have not resulted in changes to rounded figures, are noted in the tables.

In addition to sampling variability the estimates may be affected by imperfections in reporting, e.g. errors and deficiencies in completing returns, and by other factors. Inaccuracies of this kind are referred to as non-sampling errors, and they may occur in any collection, whether it be a full count or a sample. Every effort is made to reduce these errors to a minimum by careful instructions and efficient operational procedures.

Although a considerable number of employees are not included in the survey (see "scope" above), it is considered that average overtime hours for Australia, States and Territories would not be significantly affected. However, for certain industries such as construction and retail trade, in which the proportion of employees covered by payroll tax returns is below the average, the estimates may be somewhat less reliable.

### Seasonal factors

Overtime figures at different dates may be affected by seasonal influences. Publication of seasonally adjusted figures will not be possible until results of surveys for several years are available.

**OVERTIME: STATES AND TERRITORIES, DECEMBER 1979 TO DECEMBER 1980(a)**

Month	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
<b>AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE IN THE SURVEY(b)</b>									
1979—December	1.7	1.7	1.3	1.3	1.6	1.3	2.0	1.0	1.6
1980—January	1.3	1.0	1.1	0.8	1.3	1.2	2.0	0.8	1.2
February	1.5	1.5	1.1	1.0	1.5	1.3	2.1	0.9	1.4
March	1.5	1.6	(c)1.2	(c)1.1	1.5	1.3	2.3	0.9	1.4
April	1.5	1.4	1.3	0.9	1.4	1.2	2.2	0.9	1.4
May	1.6	1.3	1.1	1.0	1.5	1.2	2.5	0.9	1.4
June	1.5	1.3	1.2	0.9	1.4	1.1	2.3	0.9	1.3
July	1.6	1.4	1.3	1.0	1.3	1.1	2.5	1.0	1.4
August	1.6	1.4	1.2	0.9	1.3	1.1	2.4	1.0	1.4
September	1.6	1.4	(c)1.3	0.9	1.3	1.1	2.5	1.0	1.4
October	1.7	1.4	1.4	0.9	(c)1.4	1.1	2.1	(c)0.9	1.4
November	1.8	1.5	1.4	1.0	1.6	(c)1.2	2.2	0.8	1.5
December	1.9	1.5	1.3	1.2	1.6	1.3	2.2	(c)0.9	1.6
Standard Error(d)	.07	.09	.06	.06	.08	.08	.21	.05	.04
<b>AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME(b)</b>									
1979—December	7.2	7.6	6.4	6.9	7.2	7.0	7.6	7.7	7.2
1980—January	7.0	7.0	6.4	5.9	7.1	7.6	8.1	7.8	6.9
February	7.0	7.6	6.0	5.7	7.3	6.7	8.9	8.3	7.0
March	6.9	7.8	6.2	6.1	7.3	6.9	8.4	8.1	7.1
April	7.2	7.2	6.1	5.3	7.0	6.4	8.0	8.2	6.9
May	7.3	6.9	6.0	6.0	7.8	6.4	9.5	8.1	7.0
June	6.9	6.5	6.5	5.6	7.2	6.5	9.1	7.9	6.7
July	7.3	6.8	6.4	5.9	7.0	6.5	7.3	7.3	6.9
August	7.2	6.9	6.2	5.6	6.9	6.5	7.6	7.7	6.8
September	7.1	6.9	6.2	5.7	6.9	6.6	8.4	8.5	6.8
October	7.3	6.9	6.5	5.7	7.1	6.6	7.7	8.0	6.9
November	7.5	6.9	6.6	6.1	7.6	6.4	8.1	7.0	7.1
December	7.6	7.0	6.4	6.1	7.7	6.7	8.0	6.9	7.2
Standard Error(d)	.14	.24	.14	.18	.20	.19	.41	.21	.09
<b>PROPORTION OF EMPLOYEES IN THE SURVEY WORKING OVERTIME (per cent)</b>									
1979—December	23.3	21.9	19.9	19.0	22.2	19.1	27.0	12.7	21.7
1980—January	19.2	14.4	16.7	13.6	18.4	16.0	24.7	10.3	16.7
February	22.0	19.7	18.5	17.2	20.3	18.7	23.2	10.9	20.0
March	22.3	21.0	18.7	17.2	20.1	19.2	27.2	11.4	20.6
April	21.4	20.0	21.1	16.1	20.1	19.1	26.9	11.0	20.1
May	21.7	19.4	18.1	16.5	19.4	18.4	26.6	11.4	19.7
June	21.4	20.0	19.0	16.3	19.3	16.5	25.6	11.1	19.8
July	22.5	20.6	20.5	17.0	19.1	16.5	34.0	13.3	20.6
August	22.6	19.9	19.6	16.6	18.1	16.7	31.3	12.6	20.2
September	22.1	19.8	20.4	15.6	19.2	16.7	29.3	11.4	20.1
October	22.9	20.2	21.9	16.0	19.2	16.9	27.3	11.5	20.7
November	24.4	21.3	21.1	17.3	20.7	18.1	27.3	12.1	21.8
December	25.4	21.7	20.4	19.4	21.3	19.4	27.3	12.7	22.4
Standard Error(d)	.78	.77	.74	.79	.93	1.03	2.33	.70	.39

(a) Excludes agriculture and service to agriculture (ASIC Sub-divisions 01 and 02) and private households employing staff (ASIC Sub-division 94). (b) For definitions see page 98. (c) Movement from the previous month is not statistically significant. (d) Average for the twelve months. See "Reliability of the estimates" on page 98.

**OVERTIME: INDUSTRIES(a), DECEMBER 1980**

Industry	Average weekly overtime hours				Proportion of employees in the survey working overtime	
	Per employee in the survey(b)		Per employee working overtime(b)		Per cent	Standard error(c)
	Hours	Standard error(c)	Hours	Standard error(c)		
Mining	5.4	.22	9.5	.24	57.2	1.54
Manufacturing	2.6	.09	7.5	.15	34.0	.90
Food, beverages and tobacco	2.8	.29	7.0	.39	40.3	3.05
Textiles; clothing and footwear	1.8	.31	7.3	.76	25.1	3.19
Paper, printing, etc.	2.1	.20	6.8	.35	31.4	2.50
Chemical, petroleum and coal products	2.0	.28	7.2	.49	27.9	2.78
Basic metal products	4.0	.13	8.5	.14	47.1	1.22
Fabricated metal products; other machinery, etc.	2.8	.22	7.8	.32	35.5	2.61
Transport equipment	1.6	.06	6.3	.12	25.0	.77
Other(d)	2.8	.20	8.4	.34	32.9	2.22
Electricity, gas and water	1.8	.06	7.6	.09	24.0	.48
Construction	2.5	.20	7.9	.33	31.5	2.01
Wholesale trade	1.6	.18	7.4	.47	21.1	1.90
Retail trade	0.8	.09	4.4	.28	18.9	1.46
Transport and storage; communication	2.8	.14	7.8	.24	35.5	1.02
Public administration; community services	0.5	.03	6.8	.19	7.3	.41
Other	0.5	.06	4.5	.26	11.2	1.04

(a) Excludes agriculture and services to agriculture (ASIC Sub-divisions 01 and 02) and private households employing staff (ASIC Sub-division 94) (b) For definitions see page 98. (c) See text on page 98. (d) ASIC Sub-divisions 25, 28 and 34.