

## CHAPTER 8

### MANPOWER

The principal subjects covered in this chapter are the labour force and unemployment, wage rates, earnings, hours of work, industrial disputes, labour organisations and Commonwealth Government employment and training programs. Further detail on these subjects is contained in *Labour Statistics, Australia* (6101.0) and in other publications which are referred to in the various sections of this chapter.

#### THE LABOUR FORCE

This section contains a number of series relating to the labour force and its components. The labour force comprises two categories of persons: those who are employed and those who are unemployed. In the first category are included employers, self-employed persons, wage and salary earners, and unpaid family helpers. Comprehensive details for each State and Territory and for Australia as a whole in respect of persons in the labour force, classified according to industry, occupation, status of worker (i.e. whether employers, self-employed persons, wage and salary earners or unpaid family helpers) and personal characteristics such as age, sex, marital status and birthplace, are obtained only at a general census of population.

In addition to the population censuses, estimates of the labour force are obtained through the population survey, which is conducted monthly by means of personal interviews of a sample of households throughout Australia (see below). The survey provides particulars of the demographic and labour force characteristics of the population.

#### The population census

Statistics on the labour force from the Census of Population and Housing, conducted on 30 June 1981, are available on microfiche. Additional tables will be contained in the publications *Summary Characteristics of Persons and Dwellings* (2435.0–2443.0) and *Cross-classified Characteristics of Persons and Dwellings* (2444.0–2452.0). All tables are listed in the *Catalogue of 1981 Census Tables* (2139.0).

#### The population survey

The population survey is the general title given to the household sample survey which since February 1978 has been conducted monthly in all States and Territories. Although emphasis in the survey is placed on the regular collection of data on demographic and labour force characteristics of the population, supplementary and special surveys of particular aspects of the labour force or of other subjects are carried out from time to time. Statistics from supplementary surveys are released in publications which are available on request.

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

#### The labour force survey

A description of the labour force survey and a selection of principal statistics obtained from it are given in this section. The first Australia-wide labour force survey was carried out in February 1964 and surveys were conducted quarterly until February 1978. Estimates are published in the monthly publications, *The Labour Force, Australia (Preliminary)* (6202.0), *The Labour Force, Australia* (6203.0), and *Unemployment, Australia (Preliminary Estimates)* (6201.0). Comprehensive statistics are published in annual publications entitled *The Labour Force, Australia* (6204.0), *Labour Statistics, Australia* (6101.0) and in *Unemployment, Underemployment and Related Statistics*,

*Australia, February 1978 to February 1980 (6236.0)*. However, because of recent revisions to survey estimates, figures in monthly publications prior to February 1978 and in annual publications to 1977 are not directly comparable with current estimates shown in the following tables.

### Scope and definitions

The labour force survey includes all persons aged 15 and over except members of the permanent defence forces; certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations; overseas visitors holidaying in Australia; and members of non-Australian defence forces (and their dependants) stationed in Australia.

The labour force category to which a person is assigned depends on his actual activity (i.e. whether working, looking for work, etc.) during the survey week. This is determined from answers given to a set of questions designed for this purpose. For further information see *Information Paper: Questionnaires used in the Labour Force Survey (6232.0)*. The following definitions relate only to those persons within the scope of the survey.

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

- (a) worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (including employees, employers and self-employed persons); or
- (b) worked for 15 hours or more without pay in a family business or on a farm (i.e. unpaid family helpers); or
- (c) were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to the end of the survey week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the end of the survey week; on strike or locked out; on workers' compensation and expected to be returning to their job; or receiving wages or salary while undertaking full-time study; or
- (d) were employers or self-employed persons who had a job, business or farm, but were not at work.

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

- (a) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the survey week and:
  - (i) were available for work in the survey week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the survey week); or
  - (ii) were waiting to start a new job within four weeks from the end of the survey week and would have started in the survey week if the job had been available then; or
- (b) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the survey week (including the whole of the survey week) for reasons other than bad weather or plant breakdown.

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

These definitions conform closely to the international standard definitions specified by the International Labour Organisation (ILO).

### Population benchmarks

The population survey estimates are calculated in such a way as to conform to the independently estimated distribution of the population aged 15 and over by age and sex. These independent estimates (benchmarks) are necessarily derived from incomplete information about population changes (deaths, internal and overseas migration) and can differ from estimates of the population subsequently published by the ABS. For estimates of the population and other demographic statistics reference should be made to *Australian Demographic Statistics Quarterly (3101.0)*.

Survey estimates are not revised for the usually small amendments of population benchmarks arising from new data on deaths and overseas and internal migration. Revisions are made, however, after each census and when population estimation bases are reviewed. Survey estimates back to August 1966 have been recalculated to conform to revised population estimates. The estimates take account of results of the 1966, 1971 and 1976 Population Censuses, including estimates of under-enumeration, and incorporate a revised method of measuring overseas migration gain (i.e. by excluding movements of less than one year's duration). For information concerning these population estimates for the period June 1971 to June 1977 see *Population and Vital Statistics, Australia, June Quarter 1977 (3212.0)*. Survey estimates based on population estimates derived from the 1981 population census will become available in mid-1983.

### Comparison with population census

The results of the 1976 Population Census show that labour force figures derived from the census differ from estimates derived from the population surveys of May and August 1976.

The labour force definition used in the population census is similar to that used in the survey. However, evidence from census post-enumeration surveys indicates that the personal interview approach, as used in the population survey, tends to identify a larger number of persons as being in the labour force than does the filling in of the questions on the census schedule by the householder. In addition, the post-enumeration survey following the 1976 Population Census showed an under-enumeration of the population of 2.71 per cent. It has not been possible to adjust the published census labour force figures for any under-enumeration.

### Reliability of the estimates

Since the estimates in the following tables are based on information obtained from the occupants of a sample of dwellings, the estimates and the movements derived from them are subject to sampling variability; that is, they may differ from the figures that would have been produced if all dwellings had been included in the surveys. 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 dwellings was included. 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 dwellings had been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

Space does not allow for the separate indication of the standard errors of all estimates in this section. A table of standard errors which is intended to be of general application is therefore given below.

An example of the use of the table is as follows: if the estimate for Australia obtained from the sample is 100,000, the standard error is 3,900; there are then about two chances in three that the true figure is within the range 96,100 to 103,900 and about nineteen chances in twenty that this figure is between 92,200 and 107,800.

STANDARD ERRORS OF ESTIMATES FOR AUSTRALIA

<i>Size of estimate</i>	<i>Number</i>	<i>Per cent of estimate</i>	<i>Size of estimate</i>	<i>Number</i>	<i>Per cent of estimate</i>
4,500	970	21.6	200,000	5,100	2.6
5,000	1,000	20.0	300,000	6,000	2.0
10,000	1,400	14.0	500,000	7,200	1.4
20,000	2,000	10.0	1,000,000	9,100	0.9
50,000	2,900	5.8	2,000,000	11,000	0.6
100,000	3,900	3.9	5,000,000	15,000	0.3

The standard errors of estimates relating to agricultural employment are generally somewhat higher than the standard errors of other estimates of the same magnitude. Estimates for females also tend to have higher standard errors than estimates of equivalent size for males in similar categories.

The reliability of an estimated percentage, computed by using sample data for both numerator and denominator, depends upon both the size of the numerator and the size of the denominator. However, the per cent standard error of the estimated percentage will generally be lower than the per cent standard error of the estimate of the numerator. The per cent standard errors of the numerators can be obtained from the table above.

As the standard errors in the table above show, the smaller the estimate the higher is the relative standard error. Very small estimates are thus subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In the following tables, estimates less than 4,500 have not been included. Although figures for these small components can in some cases be derived by subtraction, they should not be regarded as reliable.

The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by interviewers and respondents. Inaccuracies of this kind are referred to as the *non-sampling error*, and they may occur in any enumeration, whether it be a full count or only a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

## LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 AND OVER.(a)

May—	Unemployed			Total —'000—	Labour force	Not in labour force	Civilian popula- tion aged 15 and over	Unem- ployment rate(b) —per cent—	Parti- cipation rate(c)
	Employ- ed	Looking for full- time work	Looking for part- time work						
<b>MALES</b>									
1977 . .	3,891.5	163.0	21.7	184.7	4,076.2	985.8	5,062.0	4.5	80.5
1978 . .	3,863.5	194.8	14.4	209.1	4,072.6	1,087.2	5,159.8	5.1	78.9
1979 . .	3,908.3	197.7	13.0	210.6	4,118.9	1,132.4	5,251.3	5.1	78.4
1980 . .	3,981.2	201.0	18.9	219.9	4,201.1	1,140.6	5,341.6	5.2	78.6
1981 . .	4,064.2	175.5	17.3	192.9	4,257.1	1,190.7	5,447.8	4.5	78.1
1982 . .	4,066.9	219.8	20.0	239.8	4,306.8	1,256.7	5,563.4	5.6	77.4
<b>MARRIED FEMALES</b>									
1977 . .	1,382.0	42.7	31.9	74.6	1,456.6	1,950.4	3,407.0	5.1	42.8
1978 . .	1,356.5	49.8	34.1	83.9	1,440.4	1,958.7	3,399.1	5.8	42.4
1979 . .	1,356.3	40.0	32.2	72.2	1,428.5	2,035.9	3,464.4	5.1	41.2
1980 . .	1,394.7	39.5	34.1	73.6	1,468.2	1,992.9	3,461.1	5.0	42.4
1981 . .	1,423.3	44.0	34.5	78.4	1,501.7	2,030.2	3,531.9	5.2	42.5
1982 . .	1,432.1	47.3	36.6	83.9	1,515.9	2,055.2	3,571.2	5.5	42.4
<b>ALL FEMALES</b>									
1977 . .	2,132.7	112.8	56.3	169.1	2,301.8	2,878.4	5,180.2	7.3	44.4
1978 . .	2,135.3	136.8	49.3	186.2	2,321.4	2,964.5	5,285.9	8.0	43.9
1979 . .	2,135.0	137.5	48.5	186.0	2,321.0	3,061.3	5,382.3	8.0	43.1
1980 . .	2,256.6	141.6	52.1	193.7	2,450.3	3,027.2	5,477.5	7.9	44.7
1981 . .	2,313.0	132.1	50.5	182.6	2,495.6	3,089.8	5,585.4	7.3	44.7
1982 . .	2,337.9	152.8	57.2	210.0	2,547.9	3,152.0	5,699.9	8.2	44.7
<b>PERSONS</b>									
1977 . .	6,024.2	275.8	78.0	353.8	6,378.0	3,864.2	10,242.2	5.5	62.3
1978 . .	5,998.7	331.6	63.7	395.3	6,394.0	4,051.7	10,445.7	6.2	61.2
1979 . .	6,043.3	335.1	61.4	396.6	6,439.9	4,193.6	10,633.5	6.2	60.6
1980 . .	6,237.8	342.6	71.0	413.6	6,651.4	4,167.7	10,819.1	6.2	61.5
1981 . .	6,377.2	307.7	67.8	375.5	6,752.7	4,280.5	11,033.2	5.6	61.2
1982 . .	6,404.8	372.6	77.3	449.9	6,854.7	4,408.7	11,263.3	6.6	60.9

(a) For definitions and scope of estimates see page 166. (b) The number of unemployed expressed as a percentage of the labour force (i.e. employed and unemployed) in the same group. (c) The labour force expressed as a percentage of the civilian population aged 15 and over in the same group.

**CIVILIAN LABOUR FORCE, BY BIRTHPLACE AND PERIOD OF ARRIVAL IN AUSTRALIA,  
MAY 1982**

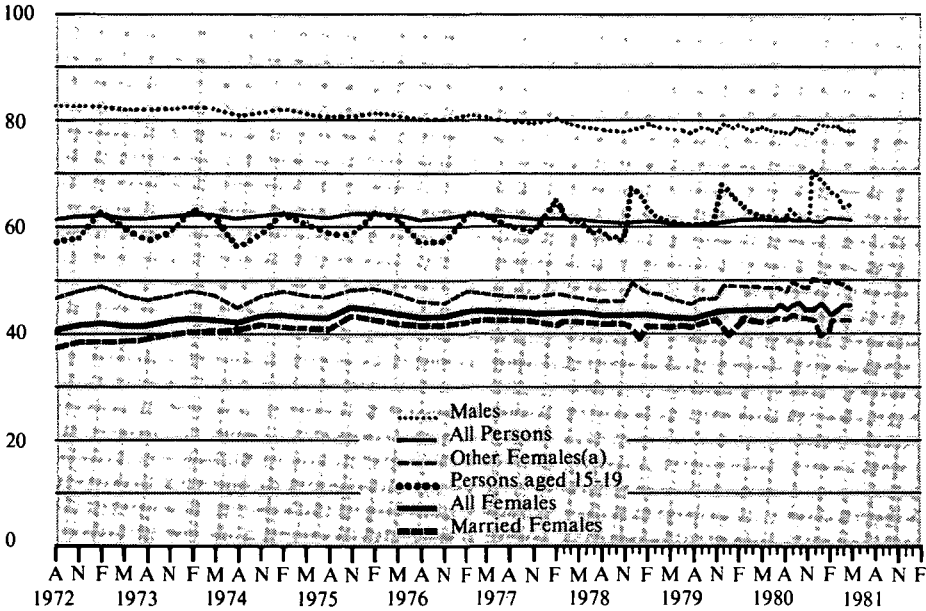
	Employed		Unemployed		Labour force	Unemployment rate(a) —per cent—	Participation rate(b)
	Full-time	Total	Looking for full-time work				
			—'000—	Total			
<b>MALES</b>							
Born in Australia . . . . .	2,765.6	2,944.9	150.5	164.3	3,109.2	5.3	78.2
Born outside Australia . . . . .	1,070.9	1,122.0	69.3	75.5	1,197.5	6.3	78.9
Arrived before 1966 . . . . .	535.2	558.0	20.5	21.4	579.4	3.7	73.1
1966-1970 . . . . .	222.5	234.1	18.8	21.0	255.1	8.2	86.9
1971-1975 . . . . .	148.3	155.9	10.6	11.5	167.4	6.9	87.2
1976-1980 . . . . .	114.7	120.5	9.4	10.2	130.6	7.8	85.4
Jan. 1981 to May 1982 . . . . .	50.3	53.6	10.1	11.4	65.0	17.5	75.9
<b>MARRIED FEMALES</b>							
Born in Australia . . . . .	523.2	999.5	24.9	50.0	1,049.5	4.8	41.2
Born outside Australia . . . . .	281.0	432.6	22.4	33.9	466.4	7.3	46.1
Arrived before 1966 . . . . .	119.6	201.6	5.3	10.8	212.4	5.1	39.9
1966-1970 . . . . .	66.2	97.9	*	6.8	104.7	6.5	56.8
1971-1975 . . . . .	46.9	68.6	*	*	73.0	*	51.4
1976-1980 . . . . .	38.3	49.2	*	5.6	54.8	10.2	51.5
Jan. 1981 to May 1982 . . . . .	10.0	15.3	5.3	6.2	21.5	28.9	45.9
<b>ALL FEMALES</b>							
Born in Australia . . . . .	1,115.1	1,746.1	106.4	146.9	1,893.0	7.8	45.2
Born outside Australia . . . . .	405.2	591.7	46.4	63.2	654.9	9.6	46.1
Arrived before 1966 . . . . .	157.4	250.2	11.6	18.8	269.0	7.0	37.5
1966-1970 . . . . .	99.7	141.1	11.7	16.4	157.5	10.4	57.4
1971-1975 . . . . .	68.5	97.5	6.2	8.2	105.7	7.8	54.3
1976-1980 . . . . .	61.7	78.2	7.6	9.1	87.3	10.5	54.1
Jan. 1981 to May 1982 . . . . .	18.0	24.7	9.4	10.7	35.4	30.3	49.1
<b>PERSONS</b>							
Born in Australia . . . . .	3,880.6	4,691.1	256.8	311.2	5,002.2	6.2	61.2
Born outside Australia . . . . .	1,476.2	1,713.7	115.8	138.7	1,852.4	7.5	63.1
Italy . . . . .	137.0	157.2	6.3	7.2	164.4	4.4	61.0
Greece . . . . .	85.6	97.8	8.1	9.1	106.9	8.5	67.8
Yugoslavia . . . . .	95.5	104.7	10.3	11.5	116.2	9.9	67.1
U.K. and Ireland . . . . .	535.7	630.5	37.0	45.6	676.1	6.7	60.8
New Zealand . . . . .	83.2	101.3	7.4	9.1	110.4	8.3	74.1
Other . . . . .	539.1	622.2	46.8	56.2	678.4	8.3	63.0
Arrived before 1966 . . . . .	692.6	808.2	32.1	40.2	848.4	4.7	56.2
1966-1970 . . . . .	322.2	375.2	30.4	37.4	412.6	9.1	72.6
1971-1975 . . . . .	216.8	253.4	16.7	19.7	273.1	7.2	70.6
1976-1980 . . . . .	176.4	198.7	17.0	19.3	218.0	8.9	69.3
Jan. 1981 to May 1982 . . . . .	68.2	78.3	19.6	22.1	100.4	22.0	63.7

(a) The number of unemployed expressed as a percentage of the labour force (i.e. employed and unemployed) in the same group. (b) The labour force expressed as a percentage of the civilian population aged 15 and over in the same group. Excludes persons in institutions.  
\* Less than 4,500 or based on a figure less than 4,500. See page 167.

**LABOUR FORCE PARTICIPATION RATES**

(The labour force in each group as a percentage of the civilian population aged 15 years and over in the same group.)

Per cent

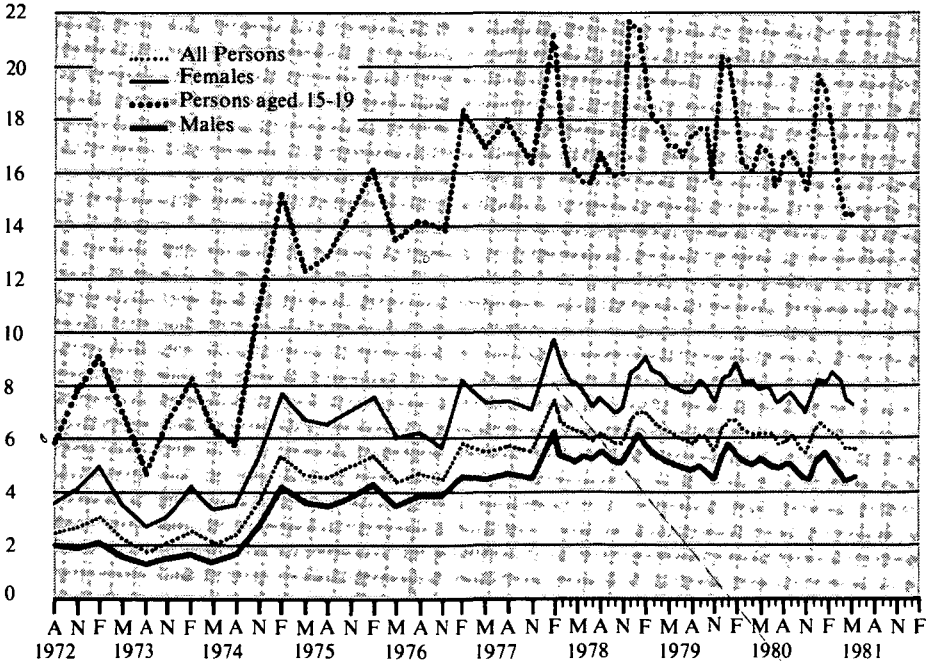


(a) Never married, widowed and divorced.

**UNEMPLOYMENT RATES**

(The unemployed in each group as a percentage of the civilian labour force in the same group.)

Per cent



## CIVILIAN LABOUR FORCE, BY AGE, MAY 1982

Age group	Number ('000)				Participation rate (a) (per cent)			
	Males	Married females	All females	Persons	Males	Married females	All females	Persons
15-19 . . . . .	424.2	11.9	372.4	796.5	65.6	40.8	60.2	63.0
20-24 . . . . .	592.0	162.7	457.5	1,049.5	90.2	56.5	71.3	80.9
25-34 . . . . .	1,145.9	471.7	643.3	1,789.2	95.7	48.2	53.4	74.5
35-44 . . . . .	932.3	467.3	552.0	1,484.4	94.8	57.8	58.8	77.2
45-54 . . . . .	707.5	295.9	365.1	1,072.6	90.7	47.7	49.2	70.5
55-59 . . . . .	304.5	75.0	102.7	407.2	81.1	26.2	27.6	54.5
60-64 . . . . .	144.1	21.6	33.6	177.7	47.3	9.6	10.3	28.2
65 and over . . . . .	56.3	9.6	21.3	77.6	9.1	2.9	2.5	5.3
<b>Total . . . . .</b>	<b>4,306.8</b>	<b>1,515.9</b>	<b>2,547.9</b>	<b>6,854.7</b>	<b>77.4</b>	<b>42.4</b>	<b>44.7</b>	<b>60.9</b>

(a) The labour force expressed as a percentage of the civilian population aged 15 and over in the same group.

## EMPLOYED PERSONS BY INDUSTRY AND AVERAGE WEEKLY HOURS WORKED, MAY 1982

Industry	Number ('000)			Average weekly hours worked (a)		
	Males	Females	Persons	Males	Females	Persons
Agriculture and services to agriculture . . . . .	286.4	90.8	377.2	49.9	29.1	44.9
Forestry and logging, fishing and hunting . . . . .	29.6	*	32.7	38.7	*	37.3
Mining . . . . .	87.9	8.2	96.1	38.4	33.9	38.0
Manufacturing . . . . .	932.7	312.2	1,244.9	38.0	33.2	36.8
Food, beverages and tobacco . . . . .	133.2	49.8	182.9	37.3	31.8	35.8
Metal products . . . . .	197.0	26.2	223.2	38.1	34.1	37.6
Other manufacturing . . . . .	602.5	236.2	838.8	38.2	33.5	36.8
Electricity, gas and water . . . . .	114.1	10.8	124.9	35.7	30.8	35.2
Construction . . . . .	423.4	46.5	469.8	38.8	19.0	36.8
Wholesale and retail trade . . . . .	724.1	547.1	1,271.1	40.7	28.9	35.6
Transport and storage . . . . .	310.5	56.2	366.6	39.2	29.2	37.7
Communication . . . . .	106.7	34.7	141.4	32.6	29.8	31.9
Finance, property and business services . . . . .	312.8	260.5	573.2	38.8	30.0	34.8
Public administration and defence . . . . .	196.6	89.9	286.5	34.9	30.5	33.5
Community services . . . . .	371.5	648.9	1,020.5	36.3	27.8	30.9
Recreation, personal and other services . . . . .	170.8	229.0	399.8	39.2	26.5	31.9
<b>Total . . . . .</b>	<b>4,066.9</b>	<b>2,337.9</b>	<b>6,404.8</b>	<b>39.1</b>	<b>29.0</b>	<b>35.4</b>

(a) Figures relate to hours worked, not hours paid for. The figures may be affected by public holidays, leave, absenteeism, absence from work due to sickness, injury, accident, industrial disputes, plant breakdown, etc. \* Less than 4,500 or based on a figure less than 4,500. See page 167.

EMPLOYED PERSONS BY OCCUPATION, MAY 1982  
(<sup>'000</sup>)

Occupation	Males	Married females	All females	Persons
Professional, technical, and related workers . . . . .	522.9	246.1	426.1	949.0
Administrative, executive and managerial . . . . .	351.2	39.7	57.5	408.7
Clerical . . . . .	333.3	438.2	781.9	1,115.2
Sales . . . . .	265.6	175.8	310.2	575.8
Farmers, fishermen, timber-getters, etc. . . . .	364.4	76.5	90.7	455.1
Transport and communication . . . . .	300.2	32.4	49.3	349.5
Tradesmen, production-process workers and labourers, n.e.c.; and miners, quarrymen, etc. . . . .	1,710.5	171.7	241.1	1,951.6
Service, sport and recreation . . . . .	218.9	251.7	381.1	600.0
<b>Total . . . . .</b>	<b>4,066.9</b>	<b>1,432.1</b>	<b>2,337.9</b>	<b>6,404.8</b>

**PART-TIME WORKERS: WHETHER PREFERRED TO WORK MORE HOURS AND WHETHER  
LOOKING FOR FULL-TIME WORK, BY AGE, MAY 1982**  
(<sup>'000</sup>)

	<i>Age group</i>						<i>55 and over</i>	<i>Total</i>
	<i>15-19</i>	<i>20-24</i>	<i>25-34</i>	<i>35-44</i>	<i>45-54</i>			
<b>MALES</b>								
<b>Total</b>	<b>65.1</b>	<b>31.6</b>	<b>40.6</b>	<b>24.9</b>	<b>20.2</b>	<b>48.0</b>	<b>230.4</b>	
Preferred not to work more hours	50.7	19.1	26.5	18.3	13.3	45.3	173.3	
Preferred to work more hours	14.4	12.5	14.1	6.6	6.8	*	57.1	
Had actively looked for full-time work (a)	6.2	6.1	6.8	—4.6—		*	24.0	
<b>MARRIED FEMALES</b>								
<b>Total</b>	<b>*</b>	<b>32.0</b>	<b>191.3</b>	<b>221.2</b>	<b>132.4</b>	<b>48.8</b>	<b>627.8</b>	
Preferred not to work more hours	*	28.3	171.1	199.4	122.2	46.2	568.8	
Preferred to work more hours	*	*	20.2	21.7	10.1	*	59.0	
Had actively looked for full-time work (a)	*	—5.8—		4.8	*	*	12.7	
<b>ALL FEMALES</b>								
<b>Total</b>	<b>88.8</b>	<b>67.8</b>	<b>210.8</b>	<b>235.2</b>	<b>147.0</b>	<b>68.1</b>	<b>817.5</b>	
Preferred not to work more hours	63.6	52.6	185.5	210.6	133.0	64.0	709.2	
Preferred to work more hours	25.2	15.2	25.3	24.6	14.1	*	108.4	
Had actively looked for full-time work (a)	10.7	7.6	6.6	5.6	*	*	33.0	
<b>PERSONS</b>								
<b>Total</b>	<b>153.9</b>	<b>99.4</b>	<b>251.4</b>	<b>260.1</b>	<b>167.2</b>	<b>116.1</b>	<b>1,048.0</b>	
Preferred not to work more hours	114.3	71.7	212.0	228.9	146.3	109.3	882.5	
Preferred to work more hours	39.6	27.7	39.4	31.2	20.9	6.7	165.5	
Had actively looked for full-time work (a)	16.9	13.7	13.4	7.4	5.1	*	57.1	

(a) In the four weeks up to the end of the survey week. \* Less than 4,500. See page 167.

**EMPLOYED PERSONS, BY HOURS WORKED (a), MAY 1982**  
(<sup>'000</sup>)

	<i>Males</i>	<i>Married females</i>	<i>Other females (b)</i>	<i>All females</i>	<i>Persons</i>
<b>Weekly hours worked (a)—</b>					
0(c)	253.8	116.6	58.9	175.5	429.3
1-15	129.6	282.0	108.7	390.7	520.3
16-29	217.5	278.1	82.9	361.0	578.5
30-34	352.3	137.1	84.7	221.8	574.0
35-39	558.8	196.4	186.0	382.4	941.2
40	1,189.2	266.2	266.3	532.5	1,721.7
41-44	243.6	38.5	48.0	86.4	330.0
45-48	350.2	37.9	34.4	72.3	422.5
49 and over	772.0	79.3	36.0	115.3	887.3
<b>Total</b>	<b>4,066.9</b>	<b>1,432.1</b>	<b>905.8</b>	<b>2,337.9</b>	<b>6,404.8</b>

(a) The figures relate to hours worked, not hours paid for. (b) Never married, widowed or divorced. (c) Persons who had a job from which they were absent for the whole of the survey week.



**UNEMPLOYED PERSONS, BY INDUSTRY AND OCCUPATION OF LAST FULL-TIME JOB,  
MAY 1982**

Industry division or sub-division(a)	Unemployment		Occupation group	Unemployment	
	Total ('000)	rate(b) (per cent)		Total ('000)	rate(b) (per cent)
Had worked full-time for two weeks or more in the last two years	276.4	4.1	Had worked full-time for two weeks or more in the last two years	276.4	4.1
Agriculture and services to agriculture	15.3	3.9	Professional, technical, etc.	17.7	1.8
Manufacturing	66.6	5.1	Administrative, executive and managerial	6.5	1.6
Food, beverages and tobacco	15.5	7.8	Clerical	38.3	3.3
Metal products	12.6	5.3	Sales	31.2	5.1
Other manufacturing	38.5	4.4	Farmers, fishermen, timber-getters, etc.	20.5	4.3
Construction	29.9	6.0	Miners, quarrymen, etc.	*	*
Wholesale trade	15.5	3.8	Transport and communication	11.5	3.2
Retail trade	46.9	5.0	Tradesmen, production-process workers and labourers, n.e.c.	112.1	5.5
Transport and storage	9.9	2.6	Service, sport and recreation	36.5	5.7
Finance, property and business services	14.9	2.5			
Community services	27.5	2.6			
Recreation, personal and other services	31.2	7.2			
Other industries	18.6	2.7			
Stood down(c)	10.1	..			
Other(d)	163.4	..			
<b>Total</b>	<b>449.9</b>	<b>6.6</b>			

(a) Classified according to the Australian Standard Industrial Classification, 1978. (b) The number of unemployed expressed as a percentage of the labour force (i.e. employed and unemployed) in the same group. (c) Persons who were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the survey week (including the whole of the survey week) for reasons other than bad weather or plant breakdown. (d) Had never worked for two weeks or more in a full-time job, or had not done so in the last two years. Industry and occupation were not obtained for these persons. \* Less than 4,500 or based on a figure less than 4,500. See page 167.

**UNEMPLOYED PERSONS, BY AGE AND WHETHER LOOKING FOR  
FULL-TIME OR PART-TIME WORK, MAY 1982**

	Number unemployed ('000)				Unemployment rate (a) (per cent)			
	Married		All		Married		All	
	Males	females	females	Persons	Males	females	females	Persons
<b>LOOKING FOR FULL-TIME WORK</b>								
<b>Total</b>	<b>219.8</b>	<b>47.3</b>	<b>152.8</b>	<b>372.6</b>	<b>5.4</b>	<b>5.6</b>	<b>9.1</b>	<b>6.5</b>
15-19	54.0	*	58.2	112.1	15.6	*	21.5	18.2
Attending school	*	*	*	6.1	n.a.	n.a.	n.a.	n.a.
20-24	55.0	9.2	38.1	93.2	9.9	7.2	9.9	9.9
25 and over	110.8	36.3	56.5	167.3	3.5	5.1	5.5	4.0
<b>LOOKING FOR PART-TIME WORK</b>								
<b>Total</b>	<b>20.0</b>	<b>36.6</b>	<b>57.2</b>	<b>77.3</b>	<b>8.0</b>	<b>5.5</b>	<b>6.5</b>	<b>6.9</b>
15-19	12.1	*	13.3	25.4	15.6	*	13.0	14.1
Attending school	8.7	*	7.5	16.2	18.5	*	13.9	16.1
20-24	*	*	5.9	8.7	*	*	8.0	8.0
25 and over	5.2	32.1	38.1	43.3	3.7	5.1	5.4	5.2
<b>TOTAL</b>								
<b>Total</b>	<b>239.8</b>	<b>83.9</b>	<b>210.0</b>	<b>449.9</b>	<b>5.6</b>	<b>5.5</b>	<b>8.2</b>	<b>6.6</b>
15-19	66.1	*	71.4	137.5	15.6	*	19.2	17.3
Attending school	12.1	*	10.2	22.3	22.9	*	17.8	20.3
20-24	57.8	12.7	44.0	101.8	9.8	7.8	9.6	9.7
25 and over	116.0	68.4	94.6	210.6	3.5	5.1	5.5	4.2

(a) See footnote (b) to table above.

## UNEMPLOYED PERSONS, BY DURATION OF UNEMPLOYMENT (a), BY AGE, ETC., MAY 1982

Duration of unemployment (weeks)	Age (group)				Total (b)	Married	Looking for—			
	15-19	20-24	25-34	35-54			Not married (c)	Full- time work	Part- time work	
<b>MALES</b>										
	—'000—									
Under 2	6.5	*	5.3	*	19.9	6.9	13.0	15.4	4.5	
2 and under 4	5.7	6.9	5.6	5.5	24.4	8.1	16.3	21.5	5.4	
4 and under 8	11.6	9.2	6.0	5.6	34.5	11.4	23.1	32.0		
8 and under 13	8.4	8.0	4.6	5.7	27.2	9.2	18.0	24.7	5.6	
13 and under 26	19.5	11.0	9.6	9.6	52.2	14.9	37.3	49.1		
26 and under 39	5.1	6.3	4.8	5.9	21.1	8.0	13.0	20.1	4.6	
39 and under 52	*	5.6	5.5							*
52 and under 65	*			8.2	11.7	15.6	5.0	10.6		
65 and over	5.3	6.9	8.2							11.7
<b>Total</b>	<b>66.1</b>	<b>57.8</b>	<b>49.7</b>	<b>51.3</b>	<b>239.8</b>	<b>84.9</b>	<b>155.0</b>	<b>219.8</b>	<b>20.0</b>	
	—weeks—									
Average (mean) duration	21.4	30.5	37.3	44.2	35.1	41.8	31.5	35.7	28.8	
Median duration	13.5	14.1	17.5	20.0	16.5	19.0	15.5	17.3	8.3	
<b>FEMALES</b>										
	—'000—									
Under 2	4.8	6.6	5.9	5.1	18.7	11.1	7.6	9.1	9.6	
2 and under 4	8.0			6.2	4.6	23.0	12.2	10.8	13.0	10.0
4 and under 8	10.2	8.1	7.1	8.4	34.1	15.0	19.2	24.4	9.8	
8 and under 13	8.6	4.9	6.3	5.4	25.4	10.7	14.7	19.1	6.3	
13 and under 26	18.8	10.9	8.5	7.8	46.0	13.7	32.3	37.6	8.4	
26 and under 39	8.4	4.6	5.4	6.6	22.8	8.6	14.2	16.7	6.1	
39 and under 52	*	*	*							5.7
52 and under 65	*	*	*	6.0	9.5	4.5	5.0	7.0	7.1	
65 and over	8.4	4.9	4.6							6.0
<b>Total</b>	<b>71.4</b>	<b>44.0</b>	<b>47.2</b>	<b>43.8</b>	<b>210.0</b>	<b>83.9</b>	<b>126.2</b>	<b>152.8</b>	<b>57.2</b>	
	—weeks—									
Average (mean) duration	26.7	30.6	23.0	30.8	28.3	22.6	32.0	31.3	20.2	
Median duration	15.8	15.9	11.5	11.6	14.1	9.7	17.4	16.7	7.7	
<b>PERSONS</b>										
	—'000—									
Under 2	11.4	6.3	11.2	8.9	38.6	18.0	20.6	24.5	14.1	
2 and under 4	13.7	11.1	11.8	10.1	47.3	20.3	27.0	34.5	12.9	
4 and under 8	21.8	17.3	13.1	13.9	68.6	26.4	42.2	56.4	12.2	
8 and under 13	17.0	12.9	10.9	11.1	52.6	19.9	32.8	43.8	8.9	
13 and under 26	38.3	21.9	18.1	17.3	98.2	28.6	69.6	86.7	11.4	
26 and under 39	13.4	10.8	10.3	7.9	43.9	16.6	27.2	36.8	7.1	
39 and under 52	*	*	*	*	12.6	4.8	7.8	11.5	4.7	
52 and under 65	5.3	5.5	6.2	6.1	25.0	9.4	15.6	21.5		
65 and over	13.7	11.8	12.9	17.7	63.0	24.7	38.3	57.0	6.0	
<b>Total</b>	<b>137.5</b>	<b>101.8</b>	<b>96.9</b>	<b>95.2</b>	<b>449.9</b>	<b>168.7</b>	<b>281.2</b>	<b>372.6</b>	<b>77.3</b>	
	—weeks—									
Average (mean) duration	24.2	30.5	30.3	38.0	31.9	32.3	31.7	33.9	22.5	
Median duration	14.7	15.0	14.0	15.7	15.4	13.0	16.4	17.1	7.8	

(a) Period from the time the person began looking for work, or was laid off, to the end of the survey week. Periods of unemployment are recorded in complete weeks and this results in a slight understatement of duration. (b) Includes persons aged 55 and over, details for whom are not shown separately. (c) Never married, widowed and divorced. \* Less than 4,500. See page 167.

### Government employees

Government employees comprise not only administrative employees but also all other employees of government bodies (Commonwealth, State, local and semi-government) on services such as railways, road transport, banks, postal and telecommunications, air transport, education (including universities, colleges of advanced education, etc.), radio, television, police, public works, factories, marketing authorities, public hospitals (other than those run by charitable or religious organisations) and departmental hospitals and institutions.

#### GOVERNMENT EMPLOYEES (a): JUNE 1982

(Excluding defence forces and employees in agriculture and services to agriculture)  
('000)

	<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>Commonwealth</b>									
Males . . . . .	86.0	67.9	31.5	29.1	16.2	7.1	2.7	34.3	274.7
Females . . . . .	40.6	28.7	14.7	8.2	7.6	2.4	1.3	23.9	127.4
Persons . . . . .	126.6	96.5	46.2	37.3	23.8	9.5	3.9	58.2	402.1
<b>State</b>									
Males . . . . .	193.8	154.6	99.2	52.5	61.9	20.4	..	..	582.3
Females . . . . .	145.8	114.6	58.2	46.4	45.6	16.4	..	..	426.9
Persons . . . . .	339.6	269.1	157.4	98.9	107.4	36.8	..	..	1,009.3
<b>Northern Territory</b>									
Males . . . . .	..	..	..	..	..	..	7.6	..	7.6
Females . . . . .	..	..	..	..	..	..	6.6	..	6.6
Persons . . . . .	..	..	..	..	..	..	14.2	..	14.2
<b>Local</b>									
Males . . . . .	48.7	20.8	19.3	5.4	7.3	2.5	0.4	..	104.5
Females . . . . .	8.9	12.9	2.9	1.6	1.9	0.5	0.1	..	28.9
Persons . . . . .	57.6	33.7	22.2	7.0	9.2	3.1	0.5	..	133.4
<b>Total</b>									
Males . . . . .	328.5	243.2	150.0	86.9	85.3	30.1	10.6	34.3	969.0
Females . . . . .	195.3	156.2	75.8	56.2	55.1	19.3	8.0	23.9	589.9
Persons . . . . .	523.9	399.4	225.8	143.2	140.5	49.3	18.6	58.2	1,558.9

(a) Includes semi-government bodies.

### Employees of Private Business

Publication of statistics of employees of private businesses estimated from a sample survey of 20,000 business units is expected to commence in respect of the September Quarter 1983.

## JOB VACANCIES

Sample surveys of job vacancies were conducted by the ABS in March each year (by mail) from 1974 to 1978 and quarterly (by telephone) from May 1977 to May 1978. The annual and quarterly surveys were suspended in March and May 1978 respectively as part of the measures necessary to bring the activities of the ABS within the resources available to it at that time. The quarterly survey was re-introduced in May 1979.

A summary of the results of these surveys is shown in the table below. Results of the resumed quarterly surveys are not directly comparable with those of surveys conducted up to May 1978, because of a change of the treatment of vacancies in the government sector. More detailed results and explanatory notes are published in *Job Vacancies, Australia* (6231.0).

	Number of vacancies ('000)					Job vacancy rate (a) (per cent)
	Private sector	Government sector	Manufacturing (b)	Other industries (c)	Total	
1981—						
February . . . . .	21.2	12.3	10.4	23.1	33.5	0.8
May . . . . .	20.0	13.6	10.0	25.7	35.7	0.8
August . . . . .	20.8	14.0	9.7	25.0	34.7	0.8
November . . . . .	23.1	13.6	9.8	26.9	36.7	0.9
1982—						
February . . . . .	20.6	13.1	9.3	24.4	33.7	0.8
May . . . . .	13.4	11.9	4.9	20.4	25.3	0.6
August . . . . .	11.0	10.5	3.7	17.8	21.5	0.5
Standard error of estimates and of quarterly movements . . . . .	1.5	0.6	0.7	2.0	2.1	0.05

(a) The job vacancy rate is calculated by expressing the number of job vacancies as a percentage of employees plus vacancies. (b) Australian Standard Industrial Classification (ASIC) Division C. (c) ASIC Divisions A to L excluding Division C (Manufacturing), Subdivisions 01 and 02 (agriculture, etc.), 94 (private households employing staff) and defence forces.

## MINIMUM WAGE RATES AND EMPLOYMENT CONDITIONS

### Industrial Conciliation and Arbitration

#### General

Legal minimum rates of pay for some 90 per cent of Australian wage and salary earners are prescribed in awards and determinations of Federal and State industrial tribunals or in collective agreements registered with them.

The main tribunals operative at the end of September 1982 were as follows.

- Federal: Australian Conciliation and Arbitration Commission, Public Service Arbitrator, Flight Crew Officers' Industrial Tribunal.
- Joint Federal and New South Wales: Coal Industry Tribunal.
- New South Wales: Industrial Commission of New South Wales, Public Service Board of New South Wales.
- Victoria: Industrial Relations Commission, Public Service Board, Teachers Tribunal, Police Service Board.
- Queensland: Industrial Conciliation and Arbitration Commission of Queensland.
- South Australia: Industrial Commission, Conciliation Committees, Public Service Arbitrator, Teachers Salaries Board.
- Western Australia: Western Australian Industrial Commission, Western Australian Coal Industry Tribunal, Public Service Arbitrator, Railway Classification Board, Government School Teachers Tribunal.
- Tasmania: Industrial Boards, Public Service Board, Public Service Arbitrator.

#### Federal Tribunals

The Australian Conciliation and Arbitration Commission has jurisdiction in respect of the prevention and settlement of industrial disputes extending beyond the limits of any one State. The Commission consists of a President, Deputy Presidents and Commissioners. The work of the Commission is normally done by individual members; however, certain matters such as standard hours, national wage cases, the minimum wage for adults, equal pay principles, annual leave and long service leave with pay

must be determined by a Full Bench of the Commission consisting of at least three members, of whom not less than two are Presidential members. A Full Bench of the Commission also deals with appeals and references from single members of the Commission and from the Public Service Arbitrator. Where a State law or an award, etc. of a State Tribunal is inconsistent with a Federal award, etc., the latter prevails to the extent of the inconsistency.

Conditions of employment of Federal government employees are regulated by statutory provisions and by determinations of the Australian Public Service Arbitrator. Appeals and references may be made to the Australian Conciliation and Arbitration Commission.

The Flight Crew Officers' Industrial Tribunal is empowered to prevent and settle industrial disputes involving pilots, navigators and flight engineers of aircraft.

The Coal Industry Tribunal was established under the authority of Federal and New South Wales legislation, and is empowered to determine interstate and New South Wales disputes in the coal mining industry.

### State Tribunals

State tribunals have jurisdiction over industrial disputes confined within their own State boundaries. For details of the composition and operation of the State tribunals listed above, reference should be made to the various State Year Books.

### Determination of rates of pay

The awards, etc. of the various Federal and State tribunals prescribe minimum rates of pay, standard hours of work and other conditions of employment for particular occupations. Most awards also prescribe a minimum wage for adults, i.e., the minimum amount which must be paid to an adult employee, regardless of occupation, for working the standard weekly hours of work. The concept of equal pay for the sexes is applicable in most Federal and State awards. In recent years the wage fixing principles of the Australian Conciliation and Arbitration Commission have generally been followed by State tribunals.

In April 1975 the Commission introduced a set of wage determination principles which provided for quarterly (later half-yearly) adjustments to award wages in line with movements in the previous quarter's (half-year's) consumer price index, unless the Commission was persuaded not to grant such an increase. Other principles were designed to limit wage movements outside of indexation.

The main aims of this system were to contribute to a moderation in inflation and to reduce the degree of industrial disputation over wages matters.

In all there were eighteen national wage cases over the 1975-81 period, with full indexation being awarded on six occasions. In June 1979 the Commission said that it had come to the brink of abandoning the *indexation system* and again in April 1981 it expressed misgivings and re-fashioned some of the principles. However, on 31 July 1981, the Commission abandoned wage indexation saying in its reasons for decision: 'The events since April have shown clearly that the commitment of the participants to the system is not strong enough to sustain the requirements for its continued operation. The immediate manifestation of this is the high level of industrial action in various industries . . . (which) resulted in substantial increases being agreed without regard to the test of negligible wage cost . . .'

Since then claims have been dealt with on a case-by-case basis. For details of increases in Federal and State awards, etc., and for rates of minimum wage for adult males and adult females, see *Award Rates of Pay Indexes* (6312.0).

For details of wage determination in earlier periods see previous issues of the Year Book, the Labour Report (last issue 1973) and the 1975-81 issues of Labour Statistics (6101.0).

## Rates of wage

This section contains indexes (with base: year 1954 = 100.0) of minimum weekly and hourly rates of wage for adult males and adult females for Australia and each State.

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.

Further particulars of wage rates and index numbers will be found in publications *Minimum Wage Rates*, March 1939 to June 1965 (6313.0), *Wage Rates Indexes*, June 1965 to June 1968 (6314.0) and *Wage Rates Indexes*, June 1968 to June 1972 (6314.0). Figures to August 1982 were published in the monthly publications *Wage Rates, Australia* (6312.0) and *Wage Rates Indexes, Australia (Preliminary)* (6311.0) and may have included revisions of figures shown in the following tables.

Weighted average minimum weekly wage rates for adult males and adult females covered by Federal awards, etc. and those covered by State awards, etc. (as defined below) are shown separately in the following table. For the purposes of the index, Federal awards, etc. include awards of or collective agreements registered with the Australian Conciliation and Arbitration Commission, and determinations of the Australian Public Service Arbitrator. State awards, etc. include awards or determinations of or collective agreements registered with State industrial tribunals, together with certain unregistered collective agreements when these are dominant in the particular industries to which they refer.

Late in 1982, new indexes were released, based on a more up-to-date weighting pattern and including both wage and salary earners. Details are published monthly in *Award Rates of Pay Indexes* (6312.0)

**WEEKLY WAGE RATES: ALL GROUPS(a)**

WEIGHTED AVERAGE MINIMUM WEEKLY RATES(b) PAYABLE FOR A FULL WEEK'S WORK  
(EXCLUDING OVERTIME) AND INDEX NUMBERS OF WAGE RATES

End of December—	Rates of wage (\$)			Index Nos. (Base 1954 = 100.0)	
	Federal awards, etc.	State awards, etc.	All awards, etc.	All awards, etc.	All awards, etc.
<b>ADULT MALES</b>					
1976 . . . . .	135.50	134.45	135.02		478.1
1977 . . . . .	148.87	148.67	148.78		526.8
1978 . . . . .	162.09	159.59	160.96		569.9
1979 . . . . .	170.75	166.46	168.81		597.7
1980 . . . . .	188.43	185.48	187.10		662.5
1981p . . . . .	220.67	209.73	215.72		763.8
<b>ADULT FEMALES</b>					
1976 . . . . .	119.14	131.49	125.75		631.7
1977 . . . . .	131.94	144.84	138.85		697.4
1978 . . . . .	141.57	155.27	148.90		748.0
1979 . . . . .	147.02	160.75	154.37		775.4
1980 . . . . .	165.51	181.51	174.07		874.4
1981p . . . . .	191.40	204.09	198.19		995.5

(a) Excludes rural industry.

(b) As prescribed in awards, determinations and collective agreements.

The following table shows for Australia the weighted average minimum weekly rates of wage and index numbers in each industry group and for all groups (excluding rural industry) at the dates specified.

**WEEKLY WAGE RATES: ADULT MALES, INDUSTRIES**

WEIGHTED AVERAGE MINIMUM WEEKLY RATES(a) PAYABLE FOR A FULL WEEK'S WORK (EXCLUDING OVERTIME) AND INDEX NUMBERS OF WAGE RATES

Industry	End of December—					
	1976	1977	1978	1979	1980	1981 <sup>p</sup>
	<i>RATES OF WAGE(b) (\$)</i>					
Mining and quarrying(c)	159.74	176.24	189.46	201.87	222.41	258.56
Manufacturing—						
Engineering, metals, vehicles, etc.	126.83	140.00	153.62	163.36	179.10	210.96
Textiles, clothing and footwear	124.27	137.09	147.24	152.03	173.07	199.46
Food, drink and tobacco	132.39	145.89	157.21	163.81	182.32	208.92
Sawmilling, furniture, etc.	128.15	141.49	151.27	156.33	177.67	199.15
Paper, printing, etc.	136.74	150.26	161.24	169.42	187.36	208.63
Other manufacturing	129.92	143.36	154.74	161.94	180.86	203.91
<i>All manufacturing</i>	<i>128.64</i>	<i>141.93</i>	<i>154.11</i>	<i>162.12</i>	<i>179.80</i>	<i>207.46</i>
Building and construction	146.11	160.38	174.22	181.80	201.23	233.52
Railway services	124.40	138.31	148.38	155.99	170.67	204.50
Road and air transport	133.29	146.68	159.32	168.28	185.01	214.14
Shipping and stevedoring(d)	164.17	179.58	192.54	200.96	222.65	242.40
Communication	160.85	175.98	186.95	198.35	216.00	251.22
Wholesale and retail trade	134.99	148.84	160.81	166.84	186.60	212.13
Public authority n.e.i. and community and business services	138.34	151.95	162.54	168.88	187.90	216.16
Amusement, hotels, personal service, etc.	124.98	137.89	148.20	153.29	173.62	196.73
<i>All industries(e)</i>	<i>135.02</i>	<i>148.78</i>	<i>160.96</i>	<i>168.81</i>	<i>187.10</i>	<i>215.72</i>

**INDEX NUMBERS**

(Base: Weighted Average Minimum Weekly Wage Rate for Australia, Year 1954=100.0)

Mining and quarrying(c)	565.6	624.0	670.8	714.8	787.5	915.5
Manufacturing—						
Engineering, metals, vehicles, etc.	449.1	495.7	543.9	578.4	634.2	747.0
Textiles, clothing and footwear	440.0	485.4	521.4	538.3	612.8	706.2
Food, drink and tobacco	468.4	516.6	556.7	580.0	645.6	739.8
Sawmilling, furniture, etc.	453.8	501.0	535.6	553.6	629.1	705.1
Paper, printing, etc.	484.2	532.1	570.9	599.9	663.4	738.7
Other manufacturing	460.0	507.6	547.9	573.4	640.4	722.0
<i>All manufacturing</i>	<i>455.5</i>	<i>502.6</i>	<i>545.7</i>	<i>574.0</i>	<i>636.6</i>	<i>734.6</i>
Building and construction	517.4	567.9	616.9	643.7	712.5	826.9
Railway services	440.5	489.7	525.4	552.3	604.3	724.1
Road and air transport	471.9	519.4	564.1	595.9	655.1	758.2
Shipping and stevedoring(d)	581.3	635.9	681.7	711.6	788.4	858.3
Communication	569.6	623.1	662.0	702.3	764.8	889.5
Wholesale and retail trade	478.0	527.0	569.4	590.8	660.7	751.1
Public authority n.e.i. and community and business services	489.8	538.0	575.5	598.0	665.3	765.4
Amusement, hotels, personal service, etc.	442.5	488.3	524.8	542.8	614.8	696.6
<i>All industries(e)</i>	<i>478.1</i>	<i>526.8</i>	<i>569.9</i>	<i>597.7</i>	<i>662.5</i>	<i>763.8</i>

(a) As prescribed in awards, determinations and collective agreements. (b) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends. (c) For mining, rates of wage used are those prescribed for the principal mining centres and include lead bonuses, etc. (d) Includes rates of wage (and value of keep) for occupations in the coastal shipping service, other than masters, officers and engineers. (e) Excludes rural industry.

The following table shows for Australia weighted average minimum weekly rates of wage and index numbers in each of the industry groups in which the number of females employed is important, and the weighted average for all groups combined, at the dates specified.

**WEEKLY WAGE RATES: ADULT FEMALES, INDUSTRIES**

WEIGHTED AVERAGE MINIMUM WEEKLY RATES(a) PAYABLE FOR A FULL WEEK'S WORK (EXCLUDING OVERTIME) AND INDEX NUMBERS OF WAGE RATES

Industry	End of December—					
	1976	1977	1978	1979	1980	1981 <sub>p</sub>
<b>RATES OF WAGE(b) (\$)</b>						
Manufacturing—						
Engineering, metals, vehicles, etc. . . . .	123.32	136.19	147.95	156.19	173.61	203.50
Textiles, clothing and footwear . . . . .	118.55	131.07	140.18	144.66	165.04	190.17
Food, drink and tobacco . . . . .	124.30	137.30	147.64	153.42	173.08	193.72
Other manufacturing . . . . .	123.32	136.20	146.07	151.46	170.94	190.21
<i>All manufacturing</i> . . . . .	<i>121.19</i>	<i>133.91</i>	<i>143.82</i>	<i>149.35</i>	<i>168.91</i>	<i>193.04</i>
Transport and communication . . . . .	129.26	142.31	150.58	156.33	171.46	200.14
Wholesale and retail trade . . . . .	133.28	147.14	157.81	162.79	184.52	206.80
Public authority n.e.i. and community and business services . . . . .	131.49	144.77	155.33	162.22	179.58	207.63
Amusement, hotels, personal service, etc. . . . .	120.36	133.09	142.76	147.68	167.70	190.04
<b>All industries(c)</b> . . . . .	<b>125.75</b>	<b>138.85</b>	<b>148.90</b>	<b>154.37</b>	<b>174.07</b>	<b>198.19</b>

**INDEX NUMBERS**

(Base: Weighted Average Minimum Weekly Wage Rate for Australia, Year 1954=100.0)

Manufacturing—						
Engineering, metals, vehicles, etc. . . . .	619.5	683.9	743.2	784.6	872.1	1,022.2
Textiles, clothing and footwear . . . . .	595.5	658.4	704.1	726.7	829.0	955.3
Food, drink and tobacco . . . . .	624.4	689.7	741.6	770.6	869.4	973.1
Other manufacturing . . . . .	619.4	684.2	733.7	760.8	858.7	955.5
<i>All manufacturing</i> . . . . .	<i>608.7</i>	<i>672.6</i>	<i>722.4</i>	<i>750.2</i>	<i>848.4</i>	<i>969.7</i>
Transport and communication . . . . .	649.3	714.9	756.4	785.3	861.2	1,005.3
Wholesale and retail trade . . . . .	669.5	739.2	792.7	817.7	926.8	1,038.8
Public authority n.e.i. and community and business services . . . . .	660.5	726.7	780.3	814.8	902.1	1,043.0
Amusement, hotels, personal service, etc. . . . .	604.6	668.5	717.1	741.8	842.4	954.6
<b>All industries(c)</b> . . . . .	<b>631.7</b>	<b>697.4</b>	<b>748.0</b>	<b>775.4</b>	<b>874.4</b>	<b>995.5</b>

(a) As prescribed in awards, determinations and collective agreements. averages, but as an index expressed in money terms, indicative of trends.

(b) The amounts shown should not be regarded as actual current (c) Excludes rural industry; mining and quarrying; and building and construction.

The average rates of wage in the preceding tables are based on the minimum rates prescribed for selected occupations in awards, etc. for a full week's work, excluding overtime. However, the number of hours constituting a full week's work differs in some instances between the various occupations in each State, and between the same occupations in the several States. For some purposes a better comparison may be obtained by reducing the results in the preceding paragraphs to a common basis, namely the rate of wage per hour. The particulars of weighted average minimum hourly rates of wage for adult males given in the following tables relate to all industries except the rural industry and shipping and stevedoring; for adult females the rates exclude rural industry, mining and quarrying, and building and construction.



**HOURLY WAGE RATES: ALL GROUPS<sup>(a)</sup>**  
WEIGHTED AVERAGE MINIMUM HOURLY RATES PAYABLE AND INDEX NUMBERS OF  
HOURLY RATES

End of December—	Adult males		Adult females	
	Rates of wage (cents)(b)	Index numbers(c)	Rates of wage (cents)(b)	Index numbers(c)
1976 . . . . .	336.97	476.3	316.99	631.8
1977 . . . . .	371.64	525.3	350.00	697.6
1978 . . . . .	402.20	568.5	375.35	748.2
1979 . . . . .	421.99	596.5	389.14	775.6
1980 . . . . .	467.74	661.1	438.80	874.6
1981p . . . . .	540.45	763.9	499.59	995.8

(a) See text above. (b) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends. (c) Base: weighted average minimum hourly wage rate, Australia, 1954=100.0.

### Standard hours of work

In the fixation of weekly wage rates, most industrial tribunals prescribe the number of hours constituting a full week's work (excluding overtime) for the wage rates specified. The hours of work so prescribed form the basis of the compilation of the weighted averages shown below. The main features of the reduction of hours to forty-four, and later to forty, per week were summarised in previous issues of the Year Book. Since January 1948, practically all employees in Australia have had a standard working week of forty hours or less. However, the number of hours constituting a full week's work (excluding overtime) differs between occupations and/or States. The weighted average standard hours of work (excluding overtime) prescribed in awards, determinations and collective agreements for a full working week in respect of adult male workers in all industry groups except rural industry and shipping and stevedoring, at 30 June 1982, were: New South Wales, 39.17; Victoria, 39.30; Queensland, 39.62; South Australia, 39.31; Western Australia, 39.26; Tasmania, 39.52; Australia, 39.29. Corresponding figures for adult female workers at 30 June 1982, were: New South Wales, 39.35; Victoria, 39.67; Queensland, 39.66; South Australia, 39.59; Western Australia, 39.73; Tasmania, 39.60; Australia, 39.53.

### Working hours arrangements

During the period February to May 1981 a special survey based on a sample of private and non-private dwellings was conducted throughout Australia in order to obtain information about the different types of working patterns of employed persons, such as evening and night work, shift work and weekend work. Results of this survey were published in *Working Hours Arrangements, Australia, February to May 1981* (6338.0). A similar survey, of evening and night work and work patterns of employees, was conducted in November 1976. Results of this survey were published in *Evening and Night Work, November, 1976* (6329.0) and *Work Patterns of Employees, November 1976* (6328.0).

### Alternative working arrangements

During the period March to May 1982 a special survey based on a sample of private and non-private dwellings was conducted throughout Australia in order to obtain further information about working arrangements, such as the the incidence of permanent part-time work and the demand for reduced working hours and "tapered" and early retirement. Results were published in *Alternative Working Arrangements, Australia, Preliminary, March to May 1982* (6340.0).

### Working conditions and employment benefits

During the period February to May 1979 a special survey based on a sample of private and non-private dwellings was conducted throughout Australia in order to obtain information about selected aspects of working conditions and a range of benefits provided by employers to employees. Results of these surveys were published in *Employment Benefits, Australia, February to May 1979* (6334.0) and *Working Conditions, Australia, February to May 1979* (6335.0).

## Annual leave and long service leave

The majority of employees in Australia at present receive four weeks paid annual leave.

Four weeks annual leave was granted to State government employees in New South Wales in 1964, in South Australia in 1971 and in Tasmania in October 1972. Australian Government employees received the entitlement in 1973, as did State Government employees in Victoria, Queensland and Western Australia. (Northern Territory Government employees are entitled to four weeks annual leave.)

In December 1973, Queensland day workers employed under State awards were granted four weeks paid annual leave. Subsequently, workers covered by State awards in other States were granted similar benefits.

In May 1974, the Australian Conciliation and Arbitration Commission granted four weeks paid annual leave to persons employed under the Metal Industry Award, to accrue from 1 January 1974. As a result, this benefit was extended to other Federal awards. In addition to the leave entitlement, workers also received a leave bonus which varies in amount (but a 17½ per cent addition to leave pay is a frequent provision in awards).

Paid long service leave, i.e. leave granted to workers who remain with the one employer or in the same industry over an extended period of time, has been included in the provisions of Federal and State industrial legislation and industrial awards. Most employees in Australia are now entitled to at least thirteen weeks paid long service leave after fifteen years continuous employment with the one employer. For employees in certain industries and for some employees of the Australian and State Governments, long service leave entitlements are more generous. In all cases the transfer of ownership of a business does not constitute a break in continuity of service with the same employer.

In May 1979, a survey based on the monthly population survey (see the section *The Population Survey* earlier in this chapter) was conducted throughout Australia in order to obtain information about the incidence and extent of annual and long-service leave-taking within Australia. Results of this survey were published in *Annual and Long-service Leave, May 1979* (6317.0).

## SURVEYS OF EARNINGS AND HOURS

### Average weekly earnings

Estimates of average weekly earnings derived from particulars of employment and wages and salaries recorded on payroll tax returns, from other direct collections and from estimates of the unrecorded balance are no longer compiled by the ABS. Details regarding the change from payroll tax data to direct collection are contained in *Information Paper, Review of ABS Employment* (6239.0)

In September 1981 a new quarterly survey of employers based on the ABS Central Integrated Register was introduced to obtain employment and earnings information to produce the new average weekly earnings series.

One of the primary aims of the new series is to measure the trend of average weekly earnings. Accordingly, the data collected relates to those elements of earnings which as a general rule, are received by employees regularly. For the December quarter of each year more detailed dissections of earnings and additional information on hours paid for are collected and this will replace the annual October survey of earnings and hours. For further details, see pages 188-189.

A summary of the main differences in concepts, methods and scope of the old and new earnings series is published in *Information Paper, Average Weekly Earnings—New series to replace former Payroll Tax Based Series* (6336.0). Results of the new survey are published in *Average Weekly Earnings, Australia* (6302.0).

### Scope and definitions

All wage and salary earners who received pay in respect of the reference period are represented in the survey, except: (i) members of the Australian permanent defence forces; (ii) employees of establishments primarily engaged in agriculture; (iii) employees in private households employing staff; (iv) employees on workers' compensation; (v) employees based outside Australia; (vi) employees paid solely from commission without a retainer; (vii) self employed persons such as working proprietors of unincorporated businesses; (viii) subcontractors; (ix) owner/drivers.

*Reference period* refers to the last pay-period ending on or before a specified date near the middle of the quarter. If the operations of the establishment(s) covered by the return were seriously curtailed by an industrial dispute, breakdown; fire, etc., during the reference period, particulars for the previous normal pay-period were obtained.

*Employees* comprise male and female wage and salary earners who received pay for the reference period.

*Full-time employees* are those who work the agreed or award hours for a full-time employee in their occupation and who received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 30 hours or more a week.

*Full-time employees* temporarily on short-time, or who began or ceased work during the reference period, are included. Some employees, who were paid for a weekly attendance of less than 30 hours (e.g. aircrews, teachers, university lecturers), are classified as full-time if they worked the normal scheduled hours for a full-time week.

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

*Weekly total earnings* refers to earnings of employees in the reference period, before taxation and any other deductions, e.g. superannuation, board and lodging, have been made. Earnings comprise overtime earnings, ordinary time earnings, shift allowances, penalty rates, commission and similar payments, and that part of paid annual leave, paid sick leave, long service leave and paid holidays taken during the reference period. Retrospective pay or pay in advance, annual leave loadings and other bonuses not related to the reference period are excluded.

*Weekly ordinary time earnings* refers to that part of *weekly total earnings* attributable to award, standard or agreed hours of work. Included in relation to these hours are shift allowances, penalty rates, commissions, bonuses and incentive payments, and one week's proportion of payments for annual and other leave taken during the specified pay-period.

### Survey design

A sample of employers listed on the ABS central register of businesses was selected to ensure adequate State and industry representation. Industry was determined at the establishment level and all establishments of an enterprise within a State classified to a common industry were treated as a single composite unit. These industry units were then formed into categories or 'strata' according to their employment as recorded on the ABS register of economic units, and a random sample was then selected within each category. Some 3,600 employers are included in the sample.

### Comparability of results

The new series differs in several important ways from the payroll tax based series which it replaces. In particular, data on male and female, ordinary and overtime earnings are obtained directly from a sample survey of employers drawn from an ABS register of economic units which is more complete than the coverage provided by employers subject to payroll tax.

Because of the differences in coverage, concepts and methods between the old and new series it is difficult to make direct comparisons for users who wish to obtain movements in earnings for a period which takes in both the old and the new series, a table has been included in recent issues of *Average Weekly Earnings, Australia* (6302.0) which shows quarter to quarter movements in the old and new series, linked to a common index base.

### AVERAGE WEEKLY EARNINGS OF EMPLOYEES, AUSTRALIA

Quarter	Survey reference date	MALES		FEMALES				PERSONS				
		Full-time adults		All males		Full-time adults		All females		Full-time adults		All employees
		Weekly ordinary time earnings	Weekly total earnings	Weekly ordinary time earnings	Weekly total earnings	Weekly ordinary time earnings	Weekly total earnings	Weekly ordinary time earnings	Weekly total earnings	Weekly total earnings		
—dollars—												
1981—												
September	14 August	287.20	311.20	286.60	234.80	240.90	194.70	271.40	289.90	252.20		
December	23 October	300.00	327.50	299.40	243.40	250.30	197.30	283.20	304.40	260.80		
1982—												
March	19 February	314.10	341.30	316.00	250.50	257.70	207.10	294.30	315.70	274.60		
June	21 May	324.40	352.10	326.00	261.50	268.20	215.50	305.10	326.30	283.90		
September p	20 August	339.50	363.40	335.00	270.80	276.30	223.70	317.70	335.70	291.70		

## Earnings and hours of employees (distribution and composition), May 1981

Results of the May 1981 survey contained in the tables below relate to the pay-period which included 11 May 1981. Similar surveys have been conducted in May each year from 1974 to 1981. The results of these surveys are published in *Earnings and Hours of Employees, Distribution and Composition, Australia* (6306.0) and in earlier issues of the Year Book.

### Scope of survey

All wage and salary earners were represented in the survey except (i) members of the permanent defence forces, (ii) employees in agriculture, (iii) employees in private households employing staff, (iv) waterside workers employed on a casual basis, (v) employees on worker's compensation and (vi) persons employed by private employers (other than hospitals) not subject to payroll tax. At the time of sample selection, payroll tax was payable by employers paying in wages and salaries more than \$150,000 a year in Queensland and the Northern Territory, more than \$96,600 a year in Victoria, more than \$72,000 a year in New South Wales, South Australia, Western Australia and the Australian Capital Territory, and more than \$60,000 a year in Tasmania. In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations were specifically exempted under the Australian and State Payroll Tax Acts.

### 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.

### 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 the employers in accordance with instructions supplied by the ABS. Employers with fewer than 10 employees were required to complete a questionnaire for every employee.

### Definitions

*Employees* comprise male and female wage and salary earners within the survey scope who received pay for the specified pay-period.

*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 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 minor supervisory employees, leading hands, 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 (i) were ineligible to receive payment for overtime, or (ii) although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments). The basis of allocation of employees to these two categories may have varied between individual private employers and between employers in the private and government sectors, with consequent effects on survey results. For some occupations in government employment, such as school teachers and doctors, there is no general payment for overtime. In these cases, managerial, etc. staff were determined according to the degree of supervision exercised or in relation to the pay structure of associated administrative employees.

*Weekly hours paid for* refers to the hours for which payment was made. It comprises *ordinary time hours* defined below 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 are 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 includes *overtime earnings*, which refers to payment for overtime hours as defined above, and *ordinary time earnings*, as defined below. 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, as defined above. It comprises award or agreed base rates 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.

*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

Since the estimates from this survey 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. One measure of the likely difference is given by the *standard error*.

The figures in Table A below provide an indication of the magnitude of the standard error of estimates of numbers of persons (distribution of weekly earnings) shown in the table on page 186. An example of the use of Table A is as follows: if the estimate for Australia obtained from the sample is 30,000, the standard error is 1,800 (6 per cent), i.e. there are about two chances in three that the true figure is within the range 28,200 to 31,800 and about nineteen chances in twenty that this figure is between 26,400 and 33,600.

Table B indicates the relative standard errors of average weekly earnings for full-time non-managerial employees. An example of the use of this table is as follows: the table on the composition of average weekly earnings indicates that average overtime earnings of full-time male non-managerial employees aged 21 years and over (Australia) were \$29.00. Table B below shows the approximate standard error for this estimate to be 1.4 per cent (i.e. about 40 cents). There are about two chances in three that the true figure is within the range \$28.60 to \$29.40, and about nineteen chances in twenty that the true figure is between \$28.20 and \$29.80.

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 other States and Territories 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; for these categories all estimates with a standard error less than 20 per cent have been published. 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.

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

Relative standard errors for mean and median weekly earnings of 'all employees' are less than 1.5 per cent.

*Note.* Estimates of average weekly earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place. Any discrepancies between sums of components and totals in tables are due to rounding.

TABLE A. APPROXIMATE STANDARD ERRORS OF ESTIMATES OF NUMBERS OF PERSONS

Standard error	Size of estimate (persons)						
	5,000	10,000	20,000	30,000	40,000	60,000	100,000
Number . . . . .	650	900	1,400	1,800	2,000	2,400	4,000
Per cent . . . . .	13	9	7	6	5	4	4

**TABLE B. APPROXIMATE RELATIVE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS,  
FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1981  
(Per cent)**

Industry	Aged 21 years and over				Aged under 21 years	
	Males		Females		Males	Females
	Overtime	Total	Overtime	Total	Total	Total
Manufacturing . . . . .	2.0	0.4	5.1	0.7	1.4	2.0
Non-manufacturing . . . . .	1.8	0.3	5.8	0.5	1.2	0.8
<b>Total all industries . . . . .</b>	<b>1.4</b>	<b>0.3</b>	<b>4.1</b>	<b>0.5</b>	<b>0.9</b>	<b>0.7</b>

**FULL-TIME NON-MANAGERIAL EMPLOYEES: COMPOSITION OF AVERAGE WEEKLY EARNINGS,  
AUSTRALIA, MAY 1981**

Industry	Aged 21 years and over					Aged under 21 years		
	Overtime	Ordinary time				Overtime	Ordinary time	Total
		Award etc. pay	Payment by measured result		Other pay			
			Total	Total				
<b>MALES</b>								
Manufacturing . . . . .	35.50	225.60	9.30	14.40	284.70	14.70	155.90	170.50
Non-manufacturing . . . . .	26.00	265.30	6.00	6.10	303.30	9.60	161.80	171.30
<b>Total all industries . . . . .</b>	<b>29.00</b>	<b>252.70</b>	<b>7.10</b>	<b>8.70</b>	<b>297.50</b>	<b>11.40</b>	<b>159.60</b>	<b>171.00</b>
<b>FEMALES</b>								
Manufacturing . . . . .	9.60	188.50	7.90	7.90	213.90	4.90	144.80	149.70
Non-manufacturing . . . . .	4.80	237.20	0.60	3.10	245.70	2.80	151.90	154.80
<b>Total all industries . . . . .</b>	<b>5.90</b>	<b>225.80</b>	<b>2.30</b>	<b>4.20</b>	<b>238.30</b>	<b>3.10</b>	<b>150.90</b>	<b>154.00</b>

**FULL-TIME NON-MANAGERIAL EMPLOYEES: AVERAGE WEEKLY HOURS PAID FOR, AUSTRALIA,  
MAY 1981**

Industry	Aged 21 years and over					Aged under 21 years		
	Males			Females		Males Females		
	Overtime	Ordinary time	Total	Overtime	Ordinary time	Total	Total	Total
Manufacturing . . . . .	3.6	38.9	42.5	1.2	38.5	39.7	40.8	39.5
Non-manufacturing . . . . .	2.4	38.5	40.8	0.5	37.5	38.0	40.1	38.8
<b>Total of industries . . . . .</b>	<b>2.8</b>	<b>38.6</b>	<b>41.3</b>	<b>0.7</b>	<b>37.7</b>	<b>38.4</b>	<b>40.4</b>	<b>38.9</b>

## ALL EMPLOYEES: WEEKLY EARNINGS, STATES, MAY 1981

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Australia(a)
<b>MALES</b>							
—per cent of employees—							
Weekly earnings (\$)—							
Under 60	1.7	1.8	3.1	2.8	2.3		1.9
60 and under 80	0.8	0.8					0.8
80 " " 100	1.3	1.2	1.9		2.0	6.6	1.3
100 " " 120	1.8	1.3	1.7	2.7			1.6
120 " " 140	1.9	1.8	1.8	1.9	3.1		1.8
140 " " 160	1.9	1.7	2.1	1.7		7.4	1.8
160 " " 180	2.5	2.2	2.4	3.1	4.3		2.5
180 " " 200	4.7	5.0	6.4	6.9	6.2	5.3	5.3
200 " " 220	7.8	8.4	9.7	11.3	8.0	9.3	8.5
220 " " 240	8.9	8.7	9.3	11.9	9.2	10.4	9.2
240 " " 260	9.3	9.1	9.6	10.8	8.5	9.1	9.3
260 " " 280	8.2	8.3	7.9	8.1	8.0	9.9	8.2
280 " " 300	7.2	8.1	7.5	7.1	6.4	7.3	7.4
300 " " 320	6.3	6.3	6.2	6.2	6.3	6.4	6.3
320 " " 340	5.0	6.2	5.4	5.5	6.1		5.6
340 " " 360	4.6	5.8	4.0	3.6	5.0		4.8
360 " " 380	4.4	4.3	3.2	3.0	4.2	15.3	4.0
380 " " 400	3.8	3.7	3.3	2.0	3.2		3.5
400 " " 450	6.7	6.3	5.1	4.8	6.1		6.2
450 " " 500	4.2	3.4	3.4	2.8	4.2	7.8	3.8
500 and over	6.8	5.5	5.9	3.5	7.0	5.2	6.2
<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>
—number ('000)—							
Total employees	969.4	749.4	369.7	242.3	240.0	79.5	2,712.8
—dollars—							
Median earnings	277.70	279.10	264.90	254.00	275.80	264.00	274.00
Mean earnings	300.10	295.20	285.30	272.90	297.60	281.00	294.60
<b>FEMALES</b>							
—per cent of employees—							
Weekly earnings (\$)—							
Under 40	3.4	3.3	5.9	5.0	6.1		4.1
40 and under 60	2.1	2.8	3.1		3.2	9.8	2.7
60 " " 80	2.2	2.9	2.6	6.1	3.4		2.7
80 " " 100	4.0	3.8	5.3	3.9	5.4	9.7	4.2
100 " " 120	4.6	4.6	5.1	6.1	5.0		4.8
120 " " 140	5.4	5.1	6.3	5.9	6.3	11.7	5.6
140 " " 160	5.5	5.3	6.0	6.5	5.6		5.5
160 " " 180	8.2	9.8	8.2	10.1	8.1	12.1	8.7
180 " " 200	11.4	10.2	10.7	11.6	12.8	11.5	11.1
200 " " 220	13.8	12.0	12.7	14.2	12.1	10.5	13.0
220 " " 240	10.2	11.9	9.0	9.5	8.0		10.4
240 " " 260	7.5	7.4	7.2	5.1	6.2	15.5	7.1
260 " " 280	5.6	5.6	4.9				5.2
280 " " 300	4.1	4.3	4.1	6.1	7.1	15.5	3.9
300 " " 320	2.9	3.2					2.9
320 " " 340	2.7	2.5	5.0	5.7	5.6		2.8
340 " " 360	2.3	2.0					1.9
360 and over	3.9	3.2	3.7	4.0	5.1	*	3.6
<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>	<b>100.0</b>
—number ('000)—							
Total employees	570.2	433.8	172.3	133.1	125.2	40.5	1,517.8
—dollars—							
Median earnings	204.50	203.50	193.70	190.80	190.80	191.60	201.10
Mean earnings	204.30	201.00	187.70	188.40	188.30	185.40	199.10

(a) Includes the Northern Territory and the Australian Capital Territory.

## Earnings and hours of employees, October 1981

Results of this survey, were obtained from the Quarterly Survey of Earnings for the December quarter 1981, which included additional questions relating to hours, junior employees and non-managerial employees. The results, some of which are shown below are similar to, but not comparable with previous surveys of earnings and hours. Detailed results and explanatory notes are published in *Earnings and Hours of Employees, Australia, October 1981* (6304.0). Further information about the Quarterly Survey of Earnings is shown in the section on average weekly earnings on pages 182-183. Definitions for additional items obtained from the December quarter survey are shown below.

*Juniors* are all other employees under 21 years of age.

*Non-managerial employees* include minor supervisory employees, leading hands, 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) are ineligible to receive payment for overtime or (b) although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment(s).

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

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

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

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

### Reliability of the estimates

Since the estimates from the survey are based on information which, was obtained from samples of employers, they may differ from the figures that would have been produced if the information had been obtained from all employers. One measure of the likely difference is given by the *standard error* (for definition see page 185).

Relative standard errors for the published estimates of average weekly ordinary time earnings and average weekly total earnings are generally less than 3 per cent. Relative standard errors for the figures of average weekly overtime earnings and hours are generally less than 10 per cent.



**FULL-TIME NON-MANAGERIAL EMPLOYEES: AVERAGE WEEKLY EARNINGS AND HOURS,  
INDUSTRY, AUSTRALIA, OCTOBER 1981**

<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>											
Adult males	312.80	250.40	331.00	313.70	348.60	308.00	280.60	309.80	272.30	304.70	
Junior males	174.50	126.80	147.10	150.40	185.50	138.00	130.20	144.50	130.00	143.90	
Adult females	239.40	205.10	229.90	241.60	242.00	215.20	232.40	221.20	216.10	222.60	
Junior females	160.70	121.90	148.10	124.10	172.50	147.50	165.70	153.90	140.00	143.50	
<b>AVERAGE WEEKLY HOURS PAID FOR</b>											
Adult males	42.7	42.6	41.1	39.5	43.7	44.1	40.9	43.2	43.0	42.7	
Junior males	40.4	40.5	39.0	35.6	39.9	37.3	35.6	37.3	39.4	38.3	
Adult females	39.6	42.4	39.9	39.9	40.1	39.7	40.2	39.8	40.1	40.4	
Junior females	39.4	36.8	39.2	40.0	39.0	38.0	39.4	38.3	39.2	38.6	
<b>AVERAGE HOURLY EARNINGS (\$)</b>											
Adult males	7.30	5.90	8.10	7.90	8.00	7.00	6.90	7.20	6.40	7.10	
Junior males	4.30	3.10	3.80	4.20	4.70	3.70	3.70	3.90	3.30	3.80	
Adult females	6.10	4.80	5.80	6.10	6.00	5.40	5.80	5.60	5.40	5.50	
Junior females	4.10	3.30	3.80	3.20	4.40	3.90	4.20	4.00	3.60	3.70	
<i>Non-manufacturing</i>											
	<i>Mining</i>	<i>Electricity, gas and water</i>	<i>Construction</i>	<i>Wholesale trade</i>	<i>Retail trade</i>	<i>Transport and storage; communication</i>	<i>Finance, business services</i>	<i>Public administration, etc.</i>	<i>Other</i>	<i>Total non-manufacturing</i>	<i>Total all industries</i>
<b>AVERAGE WEEKLY EARNINGS (\$)</b>											
Adult males	467.90	332.50	316.30	285.50	249.20	333.30	291.50	312.30	277.10	314.80	311.40
Junior males	231.50	176.30	171.20	139.00	137.80	169.00	160.70	165.50	148.40	155.00	151.40
Adult females	296.40	256.50	221.20	232.80	211.30	277.60	245.30	268.50	210.70	252.60	246.40
Junior females	226.60	171.30	153.50	142.80	129.90	169.70	151.60	165.50	135.20	147.60	147.20
<b>AVERAGE WEEKLY HOURS PAID FOR</b>											
Adult males	43.2	39.1	41.4	41.4	41.7	39.6	39.5	38.1	40.1	40.0	40.9
Junior males	39.3	38.2	39.7	39.8	40.8	38.2	39.4	36.6	41.0	39.7	39.2
Adult females	37.8	36.6	37.8	40.1	40.6	38.6	38.4	36.7	39.2	37.9	38.4
Junior females	38.9	36.8	37.1	39.3	39.8	38.1	38.2	36.6	40.0	38.5	38.5
<b>AVERAGE HOURLY EARNINGS (\$)</b>											
Adult males	10.80	8.50	7.70	6.90	6.00	8.40	7.40	8.20	6.90	7.90	7.60
Junior males	5.90	4.60	4.30	3.50	3.40	4.40	4.10	4.50	3.60	3.90	3.90
Adult females	7.90	7.00	5.90	5.80	5.20	7.20	6.40	7.30	5.40	6.70	6.40
Junior females	5.80	4.70	4.10	3.60	3.30	4.50	4.00	4.50	3.40	3.80	3.80

### Overtime

From July 1979 to June 1981 the ABS conducted a monthly sample survey of employers, by telephone, to obtain information about overtime hours worked by employees. In this two year period the survey did not show sufficient month-to-month variation to warrant the continuation of the survey as a monthly collection therefore, the survey, since August 1981, has been conducted quarterly, in August, November, February and May of each year. The survey is generally conducted in respect of the last pay period ending on or before the third Friday of each survey month.

A summary of the results of the surveys to August 1982 is shown in the tables below. More detailed information and explanatory notes are published in *Overtime, Australia* (6330.0).

Month	Average weekly overtime hours								
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
PER EMPLOYEE IN THE SURVEY									
1981—									
August . . . . .	1.63	1.39	1.60	1.04	1.48	1.02	1.99	0.80	1.46
November . . . . .	1.64	1.59	1.65	1.10	1.90	1.19	1.85	0.81	1.57
1982—									
February . . . . .	1.61	1.46	1.51	1.15	1.58	1.17	1.55	0.62	1.48
May . . . . .	1.51	1.44	1.59	1.05	1.73	1.04	1.87	0.76	1.45
August . . . . .	1.32	1.18	1.38	1.05	1.51	0.82	1.60	0.67	1.26
Standard error of August 1982 estimates . . . . .	0.07	0.07	0.12	0.06	0.11	0.08	0.16	0.04	0.04
PER EMPLOYEE WORKING OVERTIME									
1981—									
August . . . . .	6.89	6.97	7.01	5.64	7.91	6.45	8.77	6.91	6.91
November . . . . .	6.96	7.40	7.11	6.07	8.50	6.96	8.09	6.96	7.18
1982—									
February . . . . .	7.16	7.23	6.66	5.85	7.39	6.74	7.05	5.90	6.99
May . . . . .	7.21	7.22	6.80	6.37	7.70	7.03	7.59	6.77	7.13
August . . . . .	6.55	6.75	6.16	6.05	7.68	6.02	6.91	6.43	6.60
Standard error of August 1982 estimates . . . . .	0.14	0.18	0.27	0.16	0.24	0.29	0.31	0.22	0.08
PROPORTION OF EMPLOYEES IN THE SURVEY WORKING OVERTIME (per cent)									
1981—									
August . . . . .	23.66	19.91	22.81	18.45	18.74	15.80	22.66	11.52	21.14
November . . . . .	23.57	21.42	23.17	18.20	22.35	17.04	22.83	11.67	21.92
1982—									
February . . . . .	22.43	20.25	22.66	19.59	21.42	17.30	21.99	10.49	21.14
May . . . . .	20.98	19.92	23.43	16.47	22.44	14.77	24.63	11.16	20.39
August . . . . .	20.15	17.48	22.42	17.28	19.69	13.65	23.18	10.35	19.09
Standard error of August 1982 estimates . . . . .	0.87	0.77	1.05	0.84	1.01	0.77	1.75	0.81	0.53

## Weekly earnings of employees (distribution) August 1981

In August 1981 a survey based on the population survey (see the section *The Population Survey* earlier in this chapter) was conducted throughout Australia in order to obtain information about weekly earnings of all persons aged 15 years and over who were employed as wage or salary earners in their main job.

Some results on weekly earnings of wage and salary earners are presented below. Additional details are published in *Weekly Earnings of Employees (Distribution), Australia, August 1981* (6310.0).

In many cases the answer to the question on earnings was based on the knowledge of one person, generally the housewife. Some understatement in the estimates may be expected because of imperfect recall of minor or irregular sources of earnings.

### Definitions

*Weekly earnings* refers to gross weekly wages and salaries from all jobs (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 the median and the other having earnings below it. Medians were calculated from grouped data with linear interpolation being 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.

*Full-time workers* are those who usually work 35 hours a week or more and others who, although usually part-time workers, worked 35 hours or more during the survey week.

*Part-time workers* are those who usually work less than 35 hours a week and who did so during the survey week. When recording hours of work, fractions of an hour were disregarded.

### Reliability of estimates

Since the estimates from this survey are based on information obtained from the occupants of a sample of dwellings, they may differ from the figures that would have been produced if the information had been obtained from occupants of all dwellings. One measure of the likely difference is given by the *standard error*.

The following estimates have not been shown as they are subject to sampling variability too high (more than approximately 20 per cent) for most practical uses; less than 4,500 for Australia, New South Wales and Victoria; less than 3,500 for Queensland; less than 2,500 for South Australia and Western Australia; less than 1,500 for Tasmania; and less than 2,000 for the Northern Territory and the Australian Capital Territory.

Means and medians are also subject to sampling variability. Standard errors vary according to the size and distribution of the population for which the mean and median have been obtained. Standard errors of means and medians in the tables below could generally be expected to be below 6 per cent. For populations of 100,000, the standard errors of the means and median would both be about 2 per cent.

## FULL-TIME EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS AND AGE, AUSTRALIA, AUGUST 1981

	Age group (years)							60 and over	Total 20 and over	Total
	15-19	20-24	25-34	35-44	45-54	55-59				
<b>MALES</b>										
Weekly earnings (\$)—										
—'000—										
Under 110	73.2	10.4	11.0	9.9	7.5				43.0	116.1
110 and under 120	26.1	*							11.6	37.7
120 " " 130	26.5	6.6	6.5	5.9	*	7.1	6.6		20.3	46.8
130 " " 140	23.1	7.5	5.2						19.8	42.9
140 " " 150	20.9	7.0	8.4	6.3	5.2				24.7	45.6
150 " " 160	18.0	15.8	12.0	6.9	6.4				44.8	62.7
160 " " 170	16.8	15.8	10.2	7.9	8.8	9.8	7.0		47.6	64.4
170 " " 180	11.6	19.0	16.5	10.2	10.7				64.8	76.4
180 " " 190	12.1	23.4	20.5	12.8	12.3	6.0	5.0		80.1	92.2
190 " " 200	10.4	27.4	30.0	17.2	18.8	8.7	5.9		108.1	118.5
200 " " 210	13.0	47.5	48.8	40.3	37.8	18.5	10.5		203.3	216.3
210 " " 220	6.3	32.8	42.4	24.5	28.1	12.2	8.1		148.1	154.3
220 " " 230	5.1	33.8	45.7	32.2	28.2	13.5	7.5		160.9	166.0
230 " " 240		25.6	42.0	26.8	28.2	12.6	5.8		140.9	143.2
240 " " 250	4.8	23.1	43.5	32.8	29.0	11.1	7.1		146.7	149.1
250 " " 260		24.6	56.6	37.1	30.5	13.8	7.4		170.0	172.8
260 " " 280	4.7	29.8	73.5	42.2	34.9	15.1	8.5		204.1	205.9
280 " " 300		26.9	68.1	45.3	36.2	11.4	5.5		193.4	195.1
300 " " 320	4.8	20.4	73.3	48.7	33.3	12.6	5.0		193.4	194.8
320 " " 340		14.8	48.2	33.2	23.0	9.6	*		133.0	134.2
340 " " 360		9.7	41.2	33.7	20.0	9.0	4.7		118.3	118.8
360 " " 380	*	6.2	29.8	27.8	17.4	6.2	5.5		90.4	91.1
380 " " 400	*	5.6	28.3	27.5	13.7	5.6			83.1	83.4
400 " " 450	*	5.2	46.1	46.9	28.0	6.9	4.7		136.2	136.7
450 " " 500	*	5.0	22.0	32.7	19.2	7.3			87.9	89.1
500 " " 550	*	*	17.8	22.2	14.0	4.7	*		61.6	61.6
550 and over	*	6.5	34.9	39.1	30.7	15.2	6.2		132.6	133.6
<b>Total</b>	<b>281.1</b>	<b>456.1</b>	<b>882.8</b>	<b>670.2</b>	<b>526.2</b>	<b>217.0</b>	<b>116.2</b>		<b>2,868.5</b>	<b>3,149.6</b>
—dollars—										
Median earnings	136	223	271	290	264	257	242		260	252
Mean earnings	149	239	293	314	298	295	270		289	277
Standard error of mean	1.80	2.30	2.00	2.50	2.70	4.10	5.10		1.10	1.00
<b>FEMALES</b>										
Weekly earnings (\$)—										
—'000—										
Under 110	53.7	5.6	6.9	6.0	4.9				25.8	79.5
110 and under 120	19.8	*							9.0	28.9
120 " " 130	28.2	5.4	5.7	5.3	*	7.6	5.0		14.6	42.9
130 " " 140	19.6	9.5	11.3	6.4	4.8				18.7	38.3
140 " " 150	20.9	8.7							24.7	45.6
150 " " 160	17.2	18.5	10.5	9.6	5.7				45.9	63.1
160 " " 170	12.0	15.0	11.1	10.8	7.2				46.7	58.7
170 " " 180	8.5	23.4	15.4	16.4	10.2	6.1			70.2	78.6
180 " " 190	6.5	24.4	13.3	13.8	12.2				67.2	73.7
190 " " 200	*	30.4	16.2	13.8	12.3				78.6	82.6
200 " " 210	5.5	38.4	28.1	21.1	16.6	8.6	5.7		109.7	115.2
210 " " 220		27.2	26.1	15.3	10.3				84.6	87.6
220 " " 230	5.4	20.7	19.8	10.6	10.7	9.7			68.5	71.0
230 " " 240		18.2	17.4	10.5	7.2				56.9	57.9
240 " " 250		12.6	15.8	12.6	12.7	5.0			56.7	57.9
250 " " 260		14.3	22.1	9.7	6.4				54.8	55.9
260 " " 280	7.2	15.6	26.9	13.2	7.0	7.6	5.1		66.6	67.4
280 " " 300		13.1	21.1	10.5	5.2				53.3	54.0
300 and over		19.5	68.4	42.6	23.9	6.3			162.5	164.9
<b>Total</b>	<b>208.4</b>	<b>323.4</b>	<b>335.9</b>	<b>228.2</b>	<b>160.8</b>	<b>50.9</b>	<b>15.9</b>		<b>1,115.0</b>	<b>1,323.4</b>
—dollars—										
Median earnings	131	205	232	217	213	218	210		215	206
Mean earnings	140	213	247	240	231	231	216		232	218
Standard error of mean	2.00	2.40	2.70	3.20	3.70	6.60	11.00		1.40	1.20

\* Subject to sampling variability too high for most practical uses.

## INCOME DISTRIBUTION SURVEYS

A survey of annual income in respect of 1978-79 was conducted throughout Australia in the period September to December 1979 in order to obtain information about income of individuals, unemployed persons, income units and families. Some results of this survey were published in the 1981 and 1982 issues of the Year Book. Additional details are published in *Income Distribution, Australia, 1978-79: Unemployed Persons* (6521.0); *Individuals* (6502.0); *Income Units* (6523.0) and *Supplementary Tables* (6504.0), the last of which contains tables for individuals, income units and families.

Similar surveys were conducted in November 1969 and November 1974 in respect of 1968-69 and 1973-74. Results were published in *Income Distribution, 1968-69, Consolidated and Revised Edition* (6505.0); *Income Distribution, 1973-74 Part 1* (6502.0) individuals, *Part 2* (6503.0) families and *Part 3* (6504.0) individuals, families and income units.

Questions were asked in respect of each person aged 15 years or over, except those attending school full-time, on the amount of income received in 1978-79 from each of the following sources: wages or salary; own business, profession, farm, etc. (net income); share in a partnership (net income); government social security and welfare cash benefits; superannuation; interest, dividends, rent, etc.; other sources.

Although some respondents referred to personal records, in many cases answers were based on memory. Some understatement in the estimates may be expected because of imperfect recall, particularly of minor or irregular sources of income, or because of misunderstanding of the questions.

### Definitions

*Total income* is the sum of income received from each of the sources listed above.

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

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

A *family* consists of two or more persons living in the same household, the head of the family and spouse (if any) and any person(s) related to them either by blood, marriage (including de facto relationships) or adoption.

*Married couple income units* consist of a husband, wife and dependent children (if any), as defined.

*One parent income units* consist of a parent and at least one dependent child; they cannot include a married couple.

*One person income units* consist of persons not included in units defined in the above paragraphs. Non-dependent children living with their parents are classed as one person income units.

*Dependent children* are all unmarried persons living with their parent(s) and either under 15 years of age, or full-time students aged 15-20 years whose earned income in 1978-79 was less than \$1,600.

### Reliability of the estimates

Since the estimates are based on information from occupants of a sample of dwellings, they may differ from the figures that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the *standard error* (for definition see page 185). All estimates in the tables below have standard errors of less than 20 per cent. An estimate of 100,000 persons or income units would have a standard error of approximately 5.5 per cent. Standard errors of the medians and means are less than 1 per cent.

**ALL INCOME RECIPIENTS: TOTAL INCOME AND PRINCIPAL SOURCE OF INCOME, AUSTRALIA,  
1978-79**

	<i>Wages or salary</i>	<i>Own business, farm, profession, etc.</i>	<i>Share in partnership</i>	<i>Government social security and welfare cash benefits</i>	<i>Interest, dividends, rent, etc.</i>	<i>Super-annuation</i>	<i>Other</i>	<i>Total</i>
<b>MALES</b>								
—'000—								
Total income(\$)—								
1 and under 3,000	149.1	11.2	19.7	445.7	32.0			665.9
3,000 " " 3,500	36.0	6.6	12.1	107.7	11.0	7.6	13.6	168.3
3,500 " " 4,000	44.8	*	18.6	50.5				124.0
4,000 " " 4,500	46.8	6.6	16.9	32.3				108.4
4,500 " " 5,000	40.0	*	14.2	26.7				92.8
5,000 " " 6,000	107.1	19.8	38.0	37.5	18.6	23.5	9.3	225.7
6,000 " " 7,000	117.6	17.9	34.5	10.0				192.6
7,000 " " 8,000	172.3	20.2	32.7	7.3				247.9
8,000 " " 9,000	248.4	20.8	31.8	*	14.1	22.2	7.2	319.4
9,000 " " 10,000	301.9	11.4	22.7	*				344.2
10,000 " " 11,000	328.6	29.0	26.8	*				397.3
11,000 " " 12,000	274.9	14.6	14.6	*				310.3
12,000 " " 13,000	281.3	16.1	18.3	*	14.0	11.9	7.2	320.6
13,000 " " 14,000	214.8	9.6	12.9	*				241.6
14,000 " " 15,000	183.5	8.9	8.1	*				205.2
15,000 " " 16,000	140.5	12.6	16.1	*	14.0	11.9	7.2	170.5
16,000 " " 18,000	213.4	12.3	118.0	*				248.0
18,000 " " 20,000	124.7	7.8	6.8	*				141.2
20,000 " " 25,000	131.5	12.3	17.7	*				164.8
25,000 " " 30,000	36.8	6.1	*	*	49.4			
30,000 " " 40,000	23.5	9.7	6.9	*	14.0	11.9	7.2	42.7
40,000 and over	9.5	13.2	6.6	*				29.9
<b>Total</b>	<b>3,227.0</b>	<b>277.0</b>	<b>399.2</b>	<b>722.8</b>	<b>89.6</b>	<b>65.2</b>	<b>30.1</b>	<b>4,810.9</b>
—dollars—								
Median income	11,070	10,350	8,370	2,780	5,170	8,270	5,290	9,740
Mean income	11,570	13,580	10,560	3,040	6,910	9,310	6,270	10,170

ALL INCOME RECIPIENTS: TOTAL INCOME AND PRINCIPAL SOURCE OF INCOME, AUSTRALIA, 1978-79—continued

	Wages or salary	Own business, farm, profession, etc.	Share in partnership	Government social security and welfare cash benefits	Interest, dividends, rent, etc.	Super-annuation	Other	Total
FEMALES								
—'000—								
Total income(\$)—								
1 and under 2,000	195.5	6.4	10.9	982.9	173.3			1,381.1
2,000 " " 2,500	67.2	6.8	7.4	226.2	12.6	*	17.7	320.6
2,500 " " 3,000	80.3			9.0	385.5			10.7
3,000 " " 3,500	76.9	6.9	18.6	216.9	11.3			329.6
3,500 " " 4,000	68.4			11.6	91.0			6.6
4,000 " " 4,500	87.3	10.6	19.1	56.3	9.9			180.1
4,500 " " 5,000	79.2			15.3	37.7			7.7
5,000 " " 6,000	152.8	8.2	33.9	40.7	12.9			252.5
6,000 " " 7,000	176.0			27.3	20.1			10.1
7,000 " " 8,000	183.4	6.6	27.4	7.5	21.3			234.2
8,000 " " 9,000	219.3							23.8
9,000 " " 10,000	185.9	9.2	16.3	19.5	*			209.2
10,000 " " 11,000	133.7							11.8
11,000 " " 12,000	86.2	9.2	13.2	*	10.5			104.7
12,000 " " 13,000	56.2							6.9
13,000 " " 14,000	39.4	8.2	8.8	*		10.1	7.6	49.3
14,000 " " 15,000	28.8							6.8
15,000 " " 16,000	21.3	8.2	9.7	*	9.1			33.0
16,000 " " 18,000	20.7							*
18,000 " " 20,000	10.5	10.4	12.2	*				16.6
20,000 and over	10.4							
<b>Total</b>	<b>1,979.4</b>	<b>62.9</b>	<b>313.2</b>	<b>2,066.4</b>	<b>296.1</b>	<b>24.0</b>	<b>37.6</b>	<b>4,779.6</b>
—dollars—								
Median income	7,030	6,150	7,130	2,100	1,190	6,600	3,210	3,300
Mean income	7,050	8,170	8,640	1,980	3,210	6,880	4,830	4,720

ALL INCOME UNITS: TOTAL INCOME, TYPE OF INCOME UNIT AND NUMBER OF DEPENDENT CHILDREN, AUSTRALIA, 1978-79

	Married couple income units						One parent income units				All income units
	With dependent children										
	No dependent children	One dependent child	Two dependent children	Three or more dependent children	Total with dependent children	Total married couple income units	One dependent child	Two or more dependent children	Total	One person income units	
— '000 —											
Total income (\$)—											
Nil	6.2	*	*	*	*	6.2	*	*	*	34.7	41.6
1 and under 2,000	8.7	*	8.4	6.0	19.5	28.2	*	*	9.2	161.4	198.8
2,000 " " 3,000	22.9	14.8	10.8	7.2	10.3	28.0	26.1	8.6	34.7	520.8	557.7
3,000 " " 4,000	17.7									402.2	464.8
4,000 " " 5,000	159.2			17.9	177.1	14.8	30.5	45.4	195.7	418.2	
5,000 " " 6,000	113.5	16.7	12.3	6.5	35.5	149.0	6.4	23.4	29.8	178.2	357.0
6,000 " " 7,000	78.5	15.4	11.4	11.9	38.6	117.1	*	9.3	14.5	169.3	300.9
7,000 " " 8,000	47.8	16.1	17.7	16.1	49.9	97.7	6.4	7.3	10.7	176.5	284.8
8,000 " " 9,000	59.3	24.2	29.9	18.6	72.7	132.0	7.3		10.4	200.1	342.5
9,000 " " 10,000	63.3	24.7	28.2	18.0	70.9	134.3	6.5	6.3	10.4	167.6	312.3
10,000 " " 11,000	71.5	40.9	49.1	25.9	115.8	187.4	7.7		10.1	151.4	348.8
11,000 " " 12,000	57.8	33.1	47.9	32.9	113.9	171.7	7.7	*	13.0	101.8	278.0
12,000 " " 13,000	61.9	39.3	52.3	35.9	127.5	189.4			82.3	276.7	
13,000 " " 14,000	51.0	33.2	53.6	29.6	116.5	167.5	6.1	7.9	14.0	57.9	228.9
14,000 " " 15,000	52.6	35.2	36.4	31.2	102.8	155.5			44.3	203.4	
15,000 " " 16,000	57.5	38.4	50.6	38.0	127.0	184.5	37.1	225.2			
16,000 " " 18,000	114.1	52.2	88.0	56.8	197.1	311.2	19.4	121.1	39.2	352.8	
18,000 " " 20,000	110.8	47.2	65.8	49.5	162.5	273.3			18.9	296.5	
20,000 " " 25,000	180.9	77.3	115.2	74.5	267.0	447.9	6.3	63.4	19.4	470.3	
25,000 " " 30,000	82.3	27.3	36.4	30.3	94.0	176.4			182.2		
30,000 " " 40,000	38.9	21.9	27.5	25.7	75.1	114.0	*	*	6.3	121.1	
40,000 and over	23.2	10.3	14.9	9.6	34.8	58.0			63.4	63.4	
<b>Total</b>	<b>1,479.9</b>	<b>573.1</b>	<b>756.5</b>	<b>524.3</b>	<b>1,853.9</b>	<b>3,333.8</b>	<b>109.4</b>	<b>109.3</b>	<b>218.7</b>	<b>2,773.5</b>	<b>6,325.9</b>
— dollars —											
Median total income	12,540	14,660	15,400	15,590	15,240	14,350	5,350	5,330	5,330	5,400	9,610
Mean total income	14,150	15,940	16,760	17,010	16,580	15,500	7,270	7,370	7,320	6,590	11,310

\* Subject to sampling variability too high for most practical uses.



**ALL FAMILIES AND NON-FAMILY MEMBERS: FAMILY INCOME AND FAMILY SIZE  
AUSTRALIA, 1978-79**

	Non-family members(a)	Number in family					All families	Total non-family members and families	
		2	3	4	5	6 and over			
—'000 families—									
<i>Total family income (\$)—</i>									
Under 2,000	86.4	15.7	6.8	7.2	*	} 7.5 {	} 10.7 {	37.7	124.2
2,000 and under 4,000	484.9	65.6	10.0	6.2				85.8	570.7
4,000 " " 5,000	75.6	150.1	29.5	8.5				193.5	269.1
5,000 " " 6,000	70.3	121.9	26.5	16.4	7.1			174.4	244.7
6,000 " " 7,000	65.8	85.8	21.0	14.4	8.8			134.2	200.0
7,000 " " 8,000	74.1	48.4	23.2	17.6	6.7	8.3		104.3	178.4
8,000 " " 9,000	95.7	60.6	30.7	29.8	8.9	8.6		138.7	234.4
9,000 " " 10,000	77.8	54.0	30.9	30.7	12.2	7.8		135.6	213.4
10,000 " " 11,000	85.8	63.4	39.1	48.5	21.0	7.2		179.2	264.9
11,000 " " 12,000	66.9	54.7	33.8	44.6	22.8	12.0		167.8	234.7
12,000 " " 13,000	48.6	53.8	42.2	56.4	24.2	10.6		187.2	235.8
13,000 " " 14,000	35.2	46.8	36.5	54.2	19.3	11.9		168.6	203.7
14,000 " " 15,000	32.1	48.8	35.8	43.6	25.1	11.6		164.9	197.0
15,000 " " 16,000	25.9	48.0	41.3	50.2	27.0	14.2		180.7	206.5
16,000 " " 18,000	28.0	94.7	58.8	90.9	50.1	19.8		314.4	342.4
18,000 " " 20,000	12.1	95.0	59.7	75.2	41.3	21.3		292.5	304.7
20,000 " " 25,000	13.9	157.2	103.3	149.6	73.9	37.1		521.0	534.9
25,000 " " 30,000	} 11.0 {	74.6	51.3	64.0	45.0	24.7		259.6	263.6
30,000 " " 35,000		21.1	28.5	44.4	34.3	12.5		140.9	143.9
35,000 " " 40,000		12.3	13.8	18.2	9.0	12.4		65.5	66.4
40,000 " " 50,000		9.0	6.3	13.0	9.9	11.5		49.6	50.5
50,000 and over		6.1	9.7	11.7	8.7	*		41.1	43.3
<b>Total</b>	<b>1,390.2</b>	<b>1,387.4</b>	<b>738.5</b>	<b>895.3</b>	<b>468.6</b>	<b>247.2</b>		<b>3,736.9</b>	<b>5,127.2</b>
—dollars—									
Median family income	5,680	11,430	15,080	16,420	17,510	18,070		14,980	12,120
Mean family income	7,070	13,280	16,650	18,270	19,730	20,510		16,430	13,890

(a) Comprises persons who were not married and had no dependent children and who either lived alone or with other persons with whom they are not related.

## INDUSTRIAL DISPUTES

The tables in this section refer to disputes involving stoppages of work of ten man-days or more: statistics of persons affected at establishments other than those at which the stoppages occurred are *not* included.

The statistics are compiled according to the Australian Standard Industrial Classification (ASIC), described in the ABS publication *Australian Standard Industrial Classification, 1978*, Vol. 1 (1201.0). Prior to 1980 the statistics were compiled using the Preliminary Edition, 1969.

Detailed information, including explanatory notes, definitions, etc. on industrial disputes involving stoppages of work, is given in the annual publication *Labour Statistics, Australia* (6101.0). A table showing statistics of industrial disputes for each year from 1913 is contained in the Appendix to *Labour Report* No. 58, 1973. Current statistics are published in the monthly publication *Industrial Disputes, Australia* (6321.0). Quarterly and annual figures are published in *Industrial Disputes, Australia* (6322.0).

The annual figures contained in tables on this page and pages 199, 200 and 202 relate to disputes in *progress* in the year, whilst figures in tables on page 201 relate only to disputes which *ended* in the reference year.

## INDUSTRIAL DISPUTES: INDUSTRIES, 1976 TO 1981

Year	Manufacturing				Transport and storage; Communication			Other industries (a)	All industries
	Mining		Metal products, machinery and equipment	Other	Construction	Stevedoring services	Other		
	Coal	Other							
NUMBER OF DISPUTES									
1976(b)	172	203	510	341	302	139	179	209	2,055
1977	247	194	501	361	258	85	203	241	2,090
1978	287	238	584	355	178	161	192	282	2,277
1979	256	221	598	266	136	94	176	295	2,042
1980	260	353	709	240	186	116	204	361	2,429
1981	354	332	950	285	247	94	269	384	2,915

## WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) ('000)

1976(b)	65.7	73.4	484.4	426.2	264.8	35.4	294.7	545.5	2,189.9
1977(c)	48.2	31.4	111.3	101.9	51.5	19.2	105.1	127.6	596.2
1978	52.3	45.3	465.3	163.9	57.1	65.2	100.0	126.3	1,075.6
1979	107.9	58.2	395.6	276.3	134.4	48.4	201.6	639.1	1,862.9
1980	79.7	49.6	322.1	153.0	60.0	35.5	100.8	372.1	1,172.8
1981	98.8	60.0	322.4	207.6	136.2	30.9	130.9	265.0	1,251.8

## WORKING DAYS LOST ('000)

1976(b)	159.1	215.0	775.0	856.5	535.8	37.1	388.0	832.6	3,799.2
1977(c)	102.8	170.9	204.4	455.7	215.2	39.9	172.6	293.3	1,654.8
1978	142.3	125.1	732.1	490.2	134.1	122.9	166.9	217.2	2,130.8
1979	232.6	283.6	929.7	749.0	359.7	114.3	435.8	859.7	3,964.4
1980	710.7	197.7	615.9	728.4	217.9	73.4	142.5	633.7	3,320.2
1981	318.3	307.4	1,221.5	654.1	441.9	59.3	406.2	783.3	4,192.2

## ESTIMATED LOSS IN WAGES (\$'000)

1976(b)	6,165	7,780	22,235	23,866	18,659	1,003	11,573	23,271	114,552
1977(c)	4,591	7,300	6,906	14,714	8,218	1,307	6,386	10,252	59,674
1978	7,228	5,513	24,988	17,396	5,345	4,331	5,806	7,796	78,404
1979	10,370	12,634	32,860	26,993	13,700	4,266	15,791	32,000	148,614
1980	39,270	10,287	25,804	31,087	10,898	2,970	5,883	25,823	152,022
1981	21,321	19,366	60,576	34,658	25,312	3,188	19,044	38,315	221,779

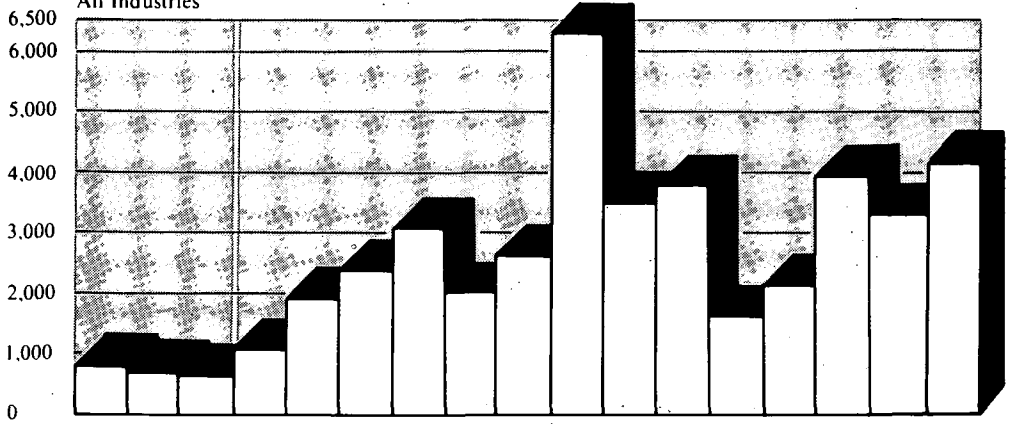
(a) ASIC divisions A, D, F, I to L. (b) Includes Medibank stoppages in June and July which involved an estimated 1,570,000 workers and resulted in a loss of 2,060,000 working days and \$59,060,000 in wages. (c) Excludes an estimated 150,000 Victorian workers stood down as a result of the electricity supply dispute in October in that State (but at establishments other than those at which the stoppage occurred). These workers lost an estimated 2.1 million working days.

**INDUSTRIAL DISPUTES: WORKING DAYS LOST, INDUSTRIES**  
(\*000)

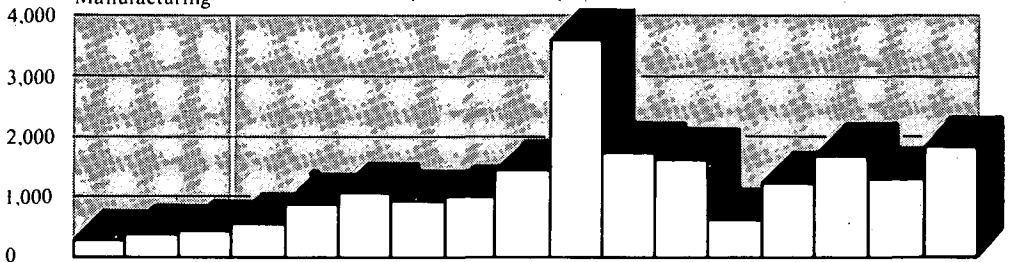
<i>ASIC division</i>	<i>ASIC industry</i>	<i>1979</i>	<i>1980</i>	<i>1981</i>
A	Agriculture, forestry, fishing and hunting	54.5	4.5	21.0
B	Mining	516.2	908.5	625.8
	Coal mining	232.6	710.7	318.3
	Other mining	283.6	197.7	307.4
C	Manufacturing	1,678.7	1,344.3	1,875.7
	Food, beverages and tobacco	379.8	494.9	198.5
	Textiles; clothing and footwear	70.7	11.4	67.9
	Textiles	23.5	3.7	15.6
	Clothing and footwear	47.3	7.7	52.4
	Wood, wood products and furniture	45.7	6.3	14.5
	Paper and paper products, printing and publishing	90.7	109.9	240.1
	Chemical, petroleum and coal products	85.6	58.9	40.0
	Metal products, machinery and equipment	929.7	615.9	1,221.5
	Basic metal products	208.2	156.4	273.5
	Fabricated metal products	171.1	74.8	138.3
	Transport equipment	272.9	264.4	523.6
	Other machinery and equipment	277.6	120.3	286.1
	Other manufacturing	76.4	47.1	93.1
	Non-metallic mineral products	33.6	18.3	53.2
	Miscellaneous manufacturing	42.8	28.8	39.9
D	Electricity, gas and water	99.7	98.6	105.9
	Electricity and gas	77.7	58.8	83.4
	Water, sewerage and drainage	21.9	39.8	22.4
E	Construction	359.7	217.9	441.9
F	Wholesale and retail trade	207.2	184.5	158.2
	Wholesale trade	85.5	106.1	93.6
	Retail trade	121.7	78.4	64.6
G,H	Transport and storage; communication	550.1	215.9	465.5
	Railway transport; Air transport	223.5	103.3	109.6
	Railway transport	146.2	84.5	38.1
	Air transport	77.3	18.9	71.5
	Water transport	123.3	85.1	90.9
	Stevedoring services	114.3	73.4	59.3
	Water transport (except stevedoring services)	9.0	11.7	31.6
	Road transport; other transport and storage; communication	203.3	27.5	264.9
	Road transport	105.3	20.3	152.9
	Other transport and storage; communication	98.0	3.4	112.1
I	Finance, insurance, real estate and business services	70.6	12.1	13.1
J,K	Public administration and defence; community services	328.7	236.0	383.2
	Health	65.9	9.6	32.7
	Education, libraries, museums and art galleries	154.7	81.4	183.0
	Other	108.1	144.9	167.5
L	Entertainment, recreation, restaurants, hotels and personal services	99.1	98.0	102.0
	<b>Total</b>	<b>3,964.4</b>	<b>3320.2</b>	<b>4,192.2</b>

**INDUSTRIAL DISPUTES: AUSTRALIA**

Working Days Lost—Industries  
All Industries



Manufacturing



Transport and Storage: Communication



Mining



Construction



Other Industries



Note: A break exists in the series between 1967 and 1968 due to the adoption of the Australian Standard Industrial Classification (ASIC).

The following table shows, for the years 1979 to 1981, working days lost in industrial disputes which ended in those years, classified according to duration, causes and methods of settlement. Causes (i.e. the direct causes of stoppages of work) are grouped as follows:

*Wages*—claims involving general principles relating to wages, including combined claims relating to wages, hours or conditions of work. *Hours of work*—claims involving general principles relating to hours of work. *Leave, pensions, compensation provisions, etc.*—claims involving general principles relating to these provisions. *Managerial policy*—disputes concerning managerial policy of employers including computation of wages, hours, leave, etc. in individual cases; docking pay, etc.; dismissals, etc.; principles of promotion, etc.; employment of particular persons and personal disagreements; production limitations, etc. *Physical working conditions*—disputes concerning physical working conditions including safety issues; protective clothing and equipment, etc.; amenities; shortage of, or condition of, equipment or material; new production methods, etc.; arduous physical tasks, etc. *Trade unionism*—disputes concerning employment of non-unionists; inter-union and intra-union disputes; sympathy stoppages; recognition of union activities, etc. *Other*—disputes concerning protests directed against persons or situations other than those dealing with employer-employee relationship; non-award public holidays; accidents and funerals; no reason given for stoppage; etc.

**INDUSTRIAL DISPUTES: DURATION, CAUSES AND METHODS OF SETTLEMENT, WORKING DAYS LOST, 1979 TO 1981(a)**  
(<sup>'000</sup>)

	1979	1980	1981
<b>DURATION</b>			
Up to 1 day . . . . .	1,096.8	228.6	293.0
Over 1 to 2 days . . . . .	275.7	713.7	295.9
Over 2 to 3 days . . . . .	188.7	204.4	530.8
Over 3 to less than 5 days . . . . .	1,002.4	242.1	674.7
5 to less than 10 days . . . . .	495.6	407.7	1,131.5
10 to less than 20 days . . . . .	554.9	447.6	926.3
20 to less than 40 days . . . . .	247.8	500.2	438.5
40 days and over . . . . .	52.3	318.0	136.7
<b>Total</b> . . . . .	<b>3,887.1</b>	<b>3,062.4</b>	<b>4,427.4</b>
<b>CAUSES(b)</b>			
Wages . . . . .	2,041.8	1,101.8	2,066.9
Hours of work . . . . .	114.7	230.6	1,099.1
Leave, pensions, compensation provisions, etc. . . . .	16.9	463.0	278.3
Managerial policy . . . . .	502.3	701.8	687.8
Physical working conditions . . . . .	151.7	167.1	176.5
Trade unionism . . . . .	98.0	103.4	87.4
Other . . . . .	961.8	294.6	31.3
<b>Total</b> . . . . .	<b>3,887.1</b>	<b>3,062.4</b>	<b>4,427.4</b>
<b>METHODS OF SETTLEMENT(c)</b>			
Negotiation . . . . .	643.8	788.6	701.5
Mediation . . . . .	28.0	25.0	9.5
State legislation—			
Under State conciliation, etc., legislation . . . . .	179.2	255.5	323.8
Intervention, etc. of State Government officials . . . . .	0.6	—	2.4
Federal and joint Federal State legislation (d) . . . . .	277.2	140.4	1,343.7
Filling the places of workers on strike or locked out . . . . .	—	—	0.9
Closing down the establishment permanently . . . . .	0.5	8.3	9.8
Resumption without negotiation . . . . .	2,757.4	244.1	2,003.2
Other methods . . . . .	0.5	—	32.7
<b>Total</b> . . . . .	<b>3,887.1</b>	<b>3,062.4</b>	<b>4,427.4</b>

(a) Refers to disputes which ended in the year. See page 198. (b) For nature of classification, see text above. (c) Method directly responsible for ending the stoppage of work. (d) Includes Industrial Tribunals under (i) Conciliation and Arbitration Act, (ii) Coal Industry Acts, (iii) Stevedoring Act, (iv) Other Acts, and intervention, etc. of Federal government officials.

The following table shows the number of working days lost per 1,000 employees in the years 1976 to 1981. For classification of causes see grouping on page 201. The figures to 1979 are based on estimates of employees as published in *Civilian Employees, Australia* (6213.0). As this series was suspended from April 1980, estimates from 1980 have been calculated by using estimates of employees from the labour force survey. For purposes of comparison, figures for 1979 have been shown on both bases.

**INDUSTRIAL DISPUTES: WORKING DAYS LOST PER 1,000 EMPLOYEES**

	1976	1977	1978	1979	1979(a)	1980(a)	1981(a)
All causes . . . . .	773	336	434	787	788	650	800
All causes excluding those not involving employer/employee relationship . . . . .	344	323	387	594	594	592	794

(a) Based on estimates from the labour force survey.

### INDUSTRIAL ACCIDENTS

Statistics of industrial accidents and diseases and workers' compensation are currently available only on a State basis and are included in the various State Year Books and publications. Some work to develop a collection including national totals and estimates on a uniform basis throughout the States began in 1978 and is continuing. Work is proceeding with respect to improving coverage, especially under jurisdictions other than the principal Workers' Compensation Act in each State.

## LABOUR ORGANISATIONS

### Labour organisations in Australia

#### Trade unions

For the purpose of these statistics a *trade union* is defined as an organisation, consisting predominantly of employees, whose principal activities include the negotiation of rates of pay and conditions of employment for its members. Returns showing membership by States and Territories at 31 December each year are obtained for all trade unions and employee organisations. Results of this collection are published in the annual bulletin *Trade Union Statistics, Australia* (6323.0). The following table shows the position at the end of each of the years 1976 to 1981. Some of the figures shown have been revised; for a more detailed explanation of the revisions, see *Trade Union Statistics, Australia, December 1981* (6323.0).

**TRADE UNIONS: NUMBER, MEMBERSHIP AND PROPORTION OF TOTAL EMPLOYEES**

End of December—	Number of separate unions(a)	Number of members ('000)		Proportion of total employees (per cent)
		Males	Females	
1976 . . . . .	322	1,956.8	843.3	55
1977 . . . . .	324	1,940.6	857.4	55
1978 . . . . .	330	1,969.2	861.5	56
1979 . . . . .	328	1,971.4	902.2	56
1979 . . . . .	328	1,971.4	902.2	56 (b)
1980 . . . . .	325	2,009.5	946.3	56 (b)
1981 . . . . .	324	2,029.4	964.7	56 (b)

(a) Without inter-State duplication. (b) Based on estimates from the labour force survey, see below.

In the table above the approximate percentages of wage and salary earners in employment who were members of trade unions are shown. The estimates of employees have been derived by adding figures for employees in agriculture and in private households employing staff to the estimates of employees in all other industries as at the end of each year. Estimates of the proportion of total employees for 1976 to 1979 are based on estimates of employees as published in *Civilian Employees, Australia* (6213.0). As this series was suspended as from April 1980 the proportions of total employees shown from December 1980 have been calculated by using estimates of employees from the labour force survey. For purposes of comparison figures for December 1979 have been shown on both bases. The percentages shown should be regarded as giving only a broad indication of the extent of union membership among wage and salary earners because they are based on estimates of *employed* wage and salary earners which are subject to revision and because the degree of unemployment of reported union members will affect the percentages for a particular year and comparison over time.

## TRADE UNIONS: CLASSIFICATION ACCORDING TO NUMBER OF MEMBERS, 1981

Number of members	Separate unions		Members	
	Number	Proportion of total (per cent)	Number ('000)	Proportion of total (per cent)
Under 100	36	11.1	1.7	0.1
100 and under	46	14.2	7.3	0.2
250 " "	26	8.0	9.8	0.3
500 " "	48	14.8	33.4	1.1
1,000 " "	45	13.9	64.3	2.1
2,000 " "	38	11.7	129.0	4.3
5,000 " "	22	6.8	156.1	5.2
10,000 " "	20	6.2	287.4	9.6
20,000 " "	12	3.7	280.2	9.4
30,000 " "	9	2.8	316.5	10.6
40,000 " "	7	2.2	329.2	11.0
50,000 " "	8	2.5	531.6	17.8
80,000 and over	7	2.2	847.4	28.3
<b>Total</b>	<b>324</b>	<b>100.0</b>	<b>2,994.1</b>	<b>100.0</b>

In November 1976 a survey based on the population survey (for details see the section *The Population Survey* earlier in this chapter) was conducted throughout Australia in order to obtain information about the industry and occupation, and some demographic characteristics, of wage and salary earners who were members of trade unions. Results of the survey are published in *Trade Union Members, November 1976* (6325.0).

#### Employer and employee organisations registered under Industrial Arbitration Acts, etc.

The *Federal Conciliation and Arbitration Act 1904* and a number of State industrial arbitration Acts provide for the registration of employer and employee organisations as outlined below. In general, registration is necessary before an organisation may appear before the relevant industrial arbitration tribunal.

In Victoria and Tasmania, where wages and conditions of work in the State sphere are determined by Wages Boards and Industrial Boards respectively, there is no provision in industrial arbitration legislation for registration of trade unions or employer organisations.

*Federal.* At the end of 1981 the number of employers' organisations registered under the provisions of the *Conciliation and Arbitration Act 1904* was 82. The number of unions registered at the end of 1981 was 151, with membership of approximately 2.44 million, representing 82 per cent of the total membership of all trade unions in Australia. Lists of organisations of employees and employers registered under this Act are published periodically by the Office of the Industrial Registrar (Australian Conciliation and Arbitration Commission). (Branches of employer organisations and unions may also register under various State Acts, as outlined below.)

*New South Wales.* At 30 June 1981 there were 112 employee unions and 299 employer unions registered under provisions of the *Industrial Arbitration Act 1940*, and 131 employee unions, 11 employer unions, and 8 other unions registered under the *Trade Union Act 1881*. (Unions may register under either or both Acts.) Lists of unions registered under these Acts are included in the *New South Wales Industrial Gazette*. (See Vol. 226 for details at 30 June 1981.)

*Queensland.* At 31 December 1981 there were 74 employee unions registered under the *Industrial Conciliation and Arbitration Act 1961-1980* with a reported membership of 374,013. At the same date, 39 employer unions with a reported membership of 36,854 employers were registered. Lists of registered employee and employer unions are published in the annual report of the President of the Industrial Court.

*South Australia.* At the end of December 1981 there were 10 employer associations and 73 employee associations registered under the provisions of the *Industrial Conciliation and Arbitration Act 1972* as amended. Membership of these employee associations totalled approximately 200,300.

*Western Australia.* At 30 June 1982 there were 69 unions of workers, with an aggregate membership of 171,912, registered under the provisions of the *Industrial Arbitration Act, 1979-1981*. At the same date there were 14 registered unions of employers with a reported aggregate membership of 2,142 employers. Lists of registered unions of workers and of employers, together with membership figures, are published in the *Annual Report of the Chief Industrial Commissioner of the Western Australian Industrial Commission*.

### Central Labour Organisations

At the end of September 1982 there remained in Australia two main central labour organisations: the *Australian Council of Trade Unions (ACTU)*, which came into being in 1927 and at the end of September 1982 had affiliated with it 156 trade unions with a combined membership of approximately 2.35 million; and the *Council of Professional Associations* which was formed in 1956 and as at September 1982 had 8 organisations affiliated with it with an aggregate membership of approximately 22,000.

### International Labour Organisation

The International Labour Organisation (ILO) was established on 11 April 1919, as an autonomous institution associated with the League of Nations. Its original constitution was adopted as Part XIII of the Treaty of Versailles. With certain amendments this constitution remains the charter of ILO to this day, bringing governments, employers and trade unions together to discuss international labour and social problems. A new definition of the aims and purposes of the ILO known as the Declaration of Philadelphia, which was added to the constitution at the 1944 Session of the International Labour Conference, asserted the responsibility of ILO in combating poverty and insecurity. In 1946 the Organisation became the first of the specialised agencies of the United Nations. Under the terms of agreement, the United Nations recognises the ILO as a specialised agency having responsibility in the field defined by its constitution, which embraces labour conditions, industrial relations, employment organisation, social security and other aspects of social policy.

The ILO operates through a tripartite structure which enables governments, employers and workers to participate directly in its activities. The Organisation consists of the International Labour Conference, which is responsible for the formulation of international labour standards, and is composed of four representatives (2 government, one employers' and one workers') from each of the 150 Member States; the Governing Body, which decides numerous matters relating to the overall direction of the ILO and which consists of the representatives of 28 governments, 14 employers' and 14 workers' representatives; and the International Labour Office, which collects and distributes information on all subjects relating to the international adjustment of conditions of work and provides the secretariat. Particulars of the proceedings of International Labour Conferences up to the 58th Session and details of ILO conventions ratified by Australia are given in *Labour Report* No. 58, 1973, pages 255-9.

ILO publications on labour statistics include *International Recommendations on Labour Statistics*, *An Integrated System of Wages Statistics*, the quarterly *Bulletin of Labour Statistics* and the *Year Book of Labour Statistics*.

One of the functions of the ILO is to sponsor the International Conferences of Labour Statisticians at which the ABS is usually represented. Since 1923, the ILO has conducted 13 International Conferences of Labour Statisticians, the latest being held in Geneva in October 1982. These conferences are responsible for recommending and reviewing standards which the ABS adopts wherever practicable.

## EMPLOYMENT AND TRAINING PROGRAMS

The Commonwealth Government has a range of programs designed to promote work experience and training. The principal aims of these programs are to maintain an adequate supply of trained persons to meet the needs of industry and to assist disadvantaged groups in the labour market. The main Commonwealth programs are described below.

### Trade Training

#### Commonwealth Rebate for Apprentice Full-time Training (CRAFT)

This program compensates employers for the cost of releasing apprentices to attend off-the-job-training courses, including basic trade courses provided by technical education institutions. From 1 January 1983 it pays tax exempt rebates of between \$21.00 and \$41.00 per day, depending upon the trade and level of training.

#### Special apprentice training

Four types of support are available for certain categories of apprentices. Under the *Group One Year Scheme* assistance is provided to enable apprentices indentured to private employees to undertake their first year of training in Government establishments.



The *Special Assistance Program* makes provision for a subsidy to employers to employ apprentices who have been retrenched by their former employer. Assistance provided under the *Group Apprenticeship Support Program* enables small employers who would normally be unable to employ apprentices to establish joint projects to train apprentices. The *Special Trade Training Program* has been developed to provide special assistance for the training of adult apprentices in skills which are in short supply.

## Skills Training

### Skills in demand

This program promotes the training of persons in particular skills which are in demand by industry. It offers a range of assistance including the costs of establishing and running training courses and providing allowances for unemployed trainees. The development and management of this training is on a joint industry and government basis.

### General training assistance

Under General Training Assistance subsidies can be provided to employers who employ and train an unemployed person if they are unable to obtain a suitably trained applicant. The weekly rates for on-the-job training are \$50.80 per week for juniors and \$69.30 per week for adults. A training allowance equal to the rate of unemployment benefit plus an allowance of \$37.00 per week (\$15.30 for persons aged under 18) can be provided to eligible unemployed persons who undertake formal study in an occupation which is in demand.

### Industry training services

In addition to specific schemes directed at the training of individuals, the Government also provides aid to assist industry to develop and improve its own training programs.

## Youth training

A *School to Work Transition Allowance*, equal to the level of unemployment benefit plus \$6.00 per week, is available to eligible unemployed young persons to enable them to attend full-time transition courses conducted by Technical and Further Education (TAFE) Colleges. For further details refer to Education chapter on page 271). A *Pre-Apprenticeship Allowance* of \$20.00 per week is available to persons who do not meet the eligibility criteria for the transition allowance while they are attending Government funded pre-apprenticeship training at TAFE institutions.

### Special Youth Employment Training Program (SYETP)

A major disadvantage faced by young people in competing in the labour market is a lack of appropriate work skills and previous work experience. Often a lack of the personal qualities or formal qualifications required by employers add to their difficulties.

To offset these disadvantages, wage subsidies may be provided to employers. To qualify for the subsidy employers must be prepared to make available work experience and on-the-job training in full-time jobs for 17 or 34 weeks.

Two levels of subsidy are available:

*Standard SYETP* where \$75.00 per week is provided for up to 17 weeks for young people aged between 15 and 24 years who are registered as unemployed with the Commonwealth Employment Service (CES) and have been so registered and away from full-time education for at least four of the last twelve months; and

*Extended SYETP* where a subsidy at \$100.00 per week is provided for up to 17 weeks, then \$75.00 per week for a further 17 weeks for young people aged between 18 to 24 years who are registered as unemployed with the CES and have been so registered and away from full-time education for at least eight of the last twelve months.

## Special training

Some groups in the community, because of background and circumstances beyond their control, face additional disadvantages in gaining and maintaining employment. In recognition of these disadvantages special programs, allowances and subsidies are available.

Two such groups are Aborigines and the disabled. Assistance provided includes the provision of *public sector training positions, training allowances and employer subsidies*. Special training projects for Aborigines and work preparation courses for disabled persons are also supported.

### **Employment services**

A number of programs are funded to support the Government's manpower and training policies and to offset the effects of certain inefficiencies in the labour market.

The two main types of program are mobility assistance programs and information programs. Mobility assistance includes *Relocation Assistance Scheme (RAS)* which assists the relocation of unemployed people or people who have received notification of impending redundancy and who are unable to obtain within a reasonable time continuing employment in the area in which they live, and the *Fares Assistance Scheme (FAS)* which assists unemployed people to attend job interviews with prospective employers.

The information programs include the provision of *Occupation Information* and a *National Promotional Campaign* to ensure a widespread knowledge of the assistance provided under the Government's programs.

### **Youth affairs**

A number of programs other than manpower and training programs are maintained to assist youth.

#### **Community-based youth programs**

Community-based youth programs encourage the community to support unemployed youth; these include:

The *Community Youth Support Scheme (CYSS)*. The objective of CYSS is to encourage communities to assist local unemployed young people to develop their capacity for obtaining and retaining employment, and also to become more self-reliant during periods of unemployment.

The *Volunteer Youth Program* which provides grants to community organisations for the purpose of facilitating the placement of unemployed young people in voluntary community service activities with the aim of developing and enhancing their work-related skills.

The *Community Youth Special Projects Program* which assists community organisations to develop individual projects aimed at offering the young unemployed full-time structured training and employment-related activities.

There are also a number of other related youth schemes which make grants to Youth Organisations and Youth Exchanges and Youth Studies.

### Trade Union Training Authority

The Trade Union Training Authority (TUTA) was established in 1975 for the provision, co-ordination, promotion and evaluation of trade union training in Australia. Training programs are conducted at TUTA's centres in each capital city, in country locations throughout Australia and at the TUTA's national residential college at Albury/Wodonga, the Clyde Cameron College.

#### EXPENDITURE: MANPOWER AND TRAINING PROGRAMS, AUSTRALIA, 1980-81 to 1982-83

Type of program	1980-81	1981-82	1982-83(a)
		\$'000	
<b>Trade Training</b>			
CRAFT	64,451	78,749	84,000
Special Apprentice Training	3,600	3,360	5,000
<b>Skills Training</b>			
Skills in demand and general training allowances	11,941	11,762	15,600
Industry training services	3,000	4,500	5,400
<b>Youth Training</b>			
School to work transition allowance	4,703	8,423	11,000
Pre-apprenticeship allowance	1,587	1,146	1,200
Work experience (SYETP)	41,255	53,702	73,800
<b>Special Training</b>			
Training for Aborigines	13,928	19,044	21,670
Training for the disabled	2,719	6,471	7,300
<b>Employment Services</b>			
Relocation assistance scheme	1,265	1,599	2,000
Fares assistance scheme	303	264	350
Occupational information	1,620	1,211	1,300
Former Regular Servicemen's vocational training scheme (Terminated)	287	196	150
National promotional campaign	840	124	1,000
Employment strategies	428	290	400
<b>Youth Affairs Assistance</b>			
Community-based youth scheme	14,163	14,937	18,520
Other youth assistance	591	660	960
<i>Total Manpower and Training Programs</i>	<i>166,681</i>	<i>206,438</i>	<i>249,650</i>
Trade Union Training Authority	3,369	4,046	5,059
<b>Total all programs</b>	<b>170,050</b>	<b>210,484</b>	<b>254,709</b>

(a) Estimated.

**NUMBER OF NEW APPROVALS: MANPOWER AND TRAINING PROGRAMS, AUSTRALIA,  
1980-81 to 1982-83**

<i>Type of program</i>	<i>1980-81</i>	<i>1981-82</i>	<i>1982-83(a)</i>
<b>Trade Training</b>			
CRAFT . . . . .	92,000	99,000	111,000
Special Apprentice Training . . . . .	2,395	3,040	3,800
<b>Skills Training</b>			
General Training			
Formal . . . . .	1,801	1,086	1,200
On-the-job . . . . .	15,724	8,235	8,250
Skills in demand . . . . .	390	1,213	2,500
<b>Youth Training</b>			
School to work . . . . .	8,330	11,456	13,600
Pre-apprenticeship . . . . .	1,778	1,596	1,500
Work experience (SYETP)			
Standard . . . . .	51,273	37,525	55,000
Extended . . . . .	6,494	10,582	15,000
Government . . . . .	3,622	3,589	4,200
<b>Special Training</b>			
Training for Aborigines . . . . .	4,900	4,628	4,760
Training for the disabled . . . . .	2,125	3,776	4,050
<b>Employment Services</b>			
Relocation Assistance Scheme . . . . .	1,527	1,513	1,875
<b>Total all programs</b>	<b>192,359</b>	<b>187,239</b>	<b>226,735</b>