

CHAPTER 10

INTERNATIONAL COMPARISONS

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

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

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

The following tables have been derived from the ILO and OECD, and where possible data are presented for the period 1974 to 1984. The figures given for Australia may differ slightly from those given earlier in this publication because of the adjustments made to the Australian series to allow for international comparability and to conform with ILO standards.

TABLE 10.1. ESTIMATED MID-YEAR POPULATION FOR SELECTED COUNTRIES, 1974 TO 1984
(Million)

| Year | Australia | U.S.A. | Japan | Federal Republic of Germany | U.K. | France | Italy | Canada | Sweden | New Zealand |
|------|-----------|--------|--------|--------------------------------------|-------|--------|-------|--------|--------|----------------|
| 1974 | 13.72 | 213.85 | 110.16 | 62.05 | 56.01 | 52.46 | 55.13 | 22.40 | 8.16 | 3.03 |
| 1975 | 13.89 | 215.97 | 111.52 | 61.83 | 55.98 | 52.71 | 55.44 | 22.73 | 8.19 | 3.09 |
| 1976 | 14.03 | 218.04 | 112.77 | 61.53 | 55.96 | 52.89 | 56.70 | 23.03 | 8.22 | 3.12 |
| 1977 | 14.19 | 220.24 | 113.88 | 61.40 | 55.92 | 53.08 | 56.73 | 23.30 | 8.25 | 3.13 |
| 1978 | 14.36 | 222.59 | 114.92 | 61.33 | 55.90 | 53.38 | 56.13 | 23.54 | 8.28 | 3.13 |
| 1979 | 14.51 | 225.06 | 115.88 | 61.36 | 55.95 | 53.61 | 56.29 | 23.77 | 8.29 | 3.14 |
| 1980 | 14.70 | 227.74 | 116.80 | 61.57 | 56.01 | 53.80 | 56.42 | 24.07 | 8.31 | 3.14 |
| 1981 | 14.92 | 230.02 | 117.66 | 61.68 | 56.35 | 54.18 | 56.50 | 24.37 | 8.32 | 3.16 |
| 1982 | 15.18 | 232.31 | 118.44 | 61.64 | 56.34 | 54.48 | 56.64 | 24.66 | 8.33 | 3.18 |
| 1983 | 15.40 | 234.50 | 119.26 | 61.42 | 56.38 | 54.73 | 56.83 | 24.90 | 8.33 | 3.23 |
| 1984 | 15.54 | 236.63 | 120.02 | 61.18 | n.a. | 54.95 | 56.98 | 25.15 | 8.34 | 3.25 |

Source: OECD Labour Force Statistics, 1962-1982; OECD 1984; OECD Quarterly Labour Force Statistics, 1/1985.

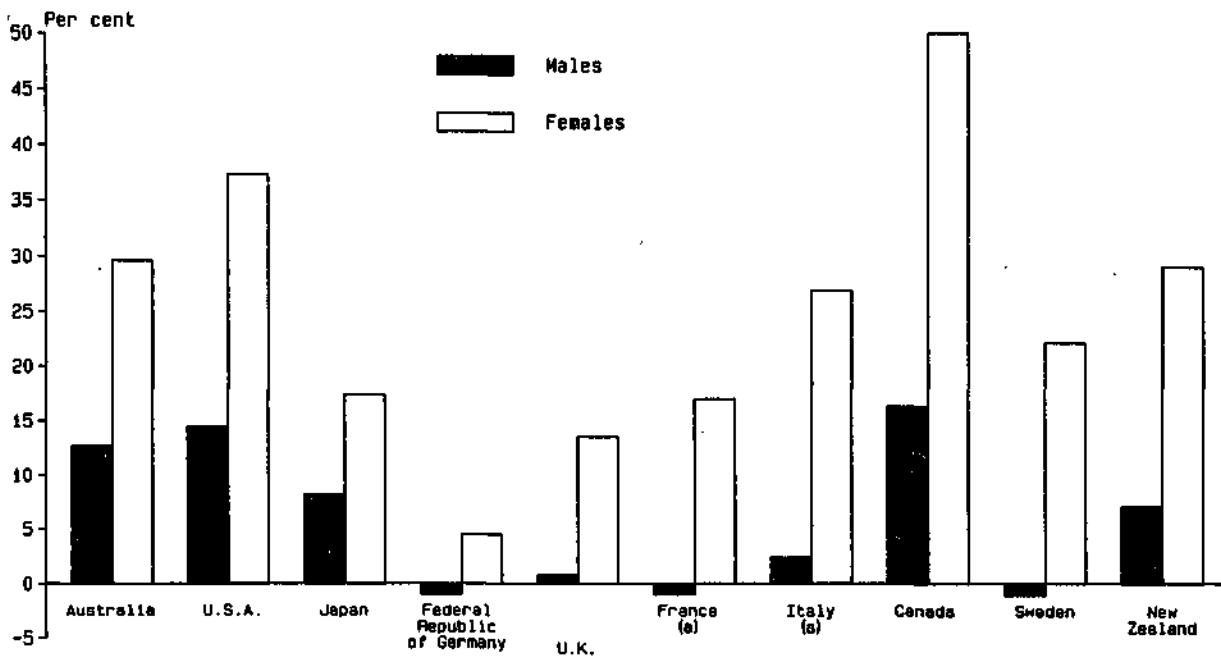
TABLE 10.2. CIVILIAN LABOUR FORCE, SELECTED COUNTRIES, 1974 TO 1984
('000)

| Year(a) | Australia | U.S.A. | Japan | Federal Republic of Germany | U.K. | France | Italy | Canada | Sweden | New Zealand |
|---------|-----------|---------|--------|--------------------------------------|--------|--------|--------|--------|--------|----------------|
| 1974 | 6,053 | 91,949 | 53,100 | 26,620 | 25,313 | 21,574 | 20,583 | 9,639 | 4,043 | 1,193 |
| 1975 | 6,169 | 93,775 | 53,230 | 26,359 | 25,542 | 21,616 | 20,824 | 9,974 | 4,129 | 1,217 |
| 1976 | 6,244 | 96,158 | 53,780 | 26,119 | 25,757 | 21,849 | 21,168 | 10,203 | 4,155 | 1,239 |
| 1977 | 6,358 | 99,009 | 54,520 | 26,044 | 25,882 | 22,109 | 21,494 | 10,500 | 4,174 | 1,258 |
| 1978 | 6,384 | 102,251 | 55,320 | 26,162 | 26,024 | 22,296 | 21,615 | 10,895 | 4,209 | 1,267 |
| 1979 | 6,460 | 104,962 | 55,960 | 26,383 | 26,296 | 22,473 | 21,964 | 11,231 | 4,268 | 1,287 |
| 1980 | 6,644 | 106,940 | 56,500 | 26,660 | 26,496 | 22,578 | 22,248 | 11,573 | 4,318 | 1,293 |
| 1981 | 6,751 | 108,670 | 57,070 | 26,841 | 26,384 | 22,644 | 22,536 | 11,904 | 4,332 | 1,319 |
| 1982 | 6,895 | 110,204 | 57,740 | 26,933 | 26,433 | 22,940 | 22,349 | 11,958 | 4,356 | 1,321 |
| 1983 | 6,984 | 111,550 | 58,890 | 26,948 | 26,454 | 22,800 | 22,614 | 12,183 | 4,375 | 1,342 |
| 1984 | 7,109 | 113,544 | 59,270 | 26,914 | 26,735 | n.a. | 23,080 | 12,399 | 4,392 | 1,358 |

(a) Annual averages.

Source: OECD Labour Force Statistics, 1962-1982; OECD Quarterly Labour Force Statistics, 1/1985

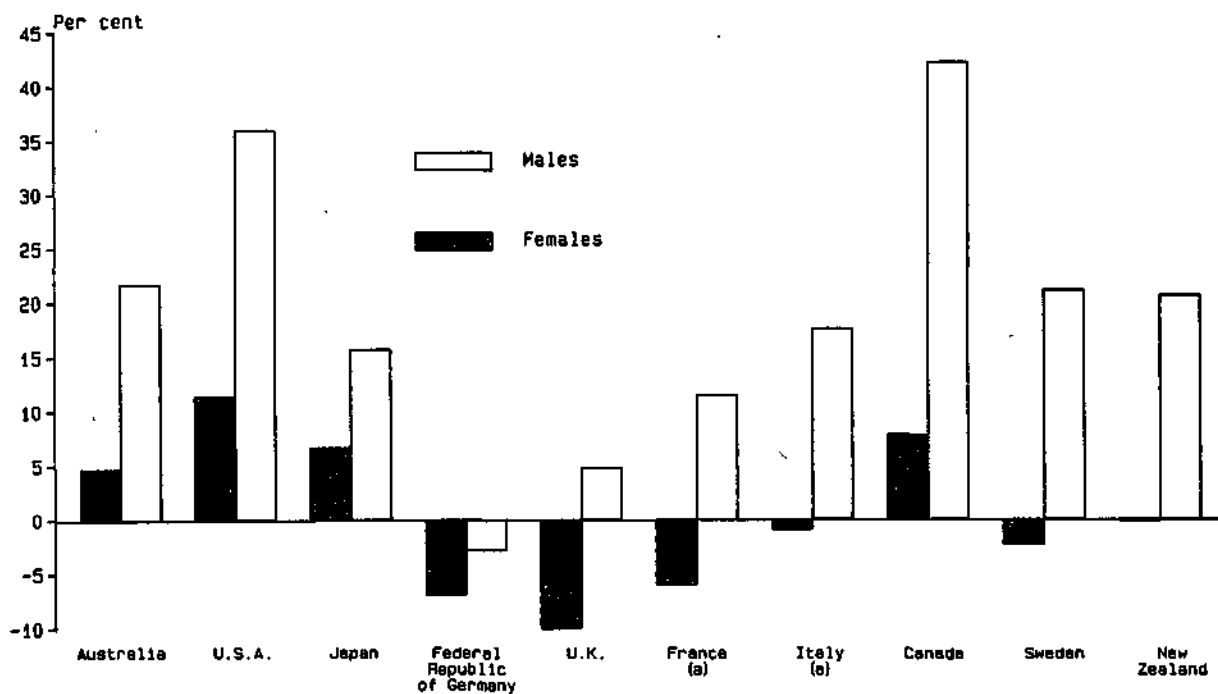
**CHART 10.a. CIVILIAN LABOUR FORCE : PERCENTAGE CHANGE
BETWEEN 1974 AND 1984 BY SEX, SELECTED COUNTRIES**



(a) 1974-1983.

Source: OECD Labour Force Statistics, 1962-1982; OECD Quarterly Labour Force Statistics, 1/1985.

**CHART 10.b. CIVILIAN EMPLOYMENT : PERCENTAGE CHANGE
BETWEEN 1974 AND 1984 BY SEX, SELECTED COUNTRIES**



(a) 1974-1983.

Source: OECD Labour Force Statistics, 1962-1982; OECD Quarterly Labour Force Statistics, 1/1985.

TABLE 10.3. CIVILIAN LABOUR FORCE : PARTICIPATION RATES, SELECTED COUNTRIES, 1974 TO 1984
(Per cent)

| Year(a) | Australia | U.S.A. | Japan | Federal Republic of Germany | U.K. | France | Italy | Canada | Sweden | New Zealand |
|---------|-----------|--------|-------|--------------------------------------|------|--------|-------|--------|--------|----------------|
| 1974 | 61.2 | 58.0 | 63.7 | 55.0 | 59.2 | 54.3 | 48.8 | 59.2 | 62.5 | 56.7 |
| 1975 | 61.4 | 58.0 | 63.1 | 54.3 | 59.5 | 53.9 | 48.9 | 59.7 | 63.6 | 56.4 |
| 1976 | 61.0 | 58.4 | 63.0 | 53.7 | 59.7 | 54.0 | 49.4 | 59.7 | 63.7 | 56.4 |
| 1977 | 61.5 | 59.1 | 63.2 | 53.2 | 59.7 | 54.3 | 49.8 | 60.1 | 63.6 | 56.6 |
| 1978 | 60.5 | 59.9 | 63.4 | 53.0 | 59.7 | 54.3 | 49.5 | 61.1 | 63.8 | 56.5 |
| 1979 | 59.4 | 60.5 | 63.4 | 53.0 | 59.8 | 54.3 | 49.7 | 61.8 | 64.3 | 57.0 |
| 1980 | 60.4 | 60.6 | 63.3 | 52.9 | 59.7 | 54.1 | 49.8 | 62.5 | 64.6 | 56.5 |
| 1981 | 60.1 | 60.8 | 63.9 | 52.8 | 59.0 | 53.9 | 50.1 | 63.1 | 64.5 | 56.7 |
| 1982 | 60.3 | 60.9 | 63.4 | 52.6 | 58.8 | 54.2 | 49.0 | 62.4 | 64.5 | 56.2 |
| 1983 | 59.9 | 60.9 | 64.0 | 52.8 | 58.8 | 53.2 | 49.2 | 62.7 | 64.4 | 55.9 |
| 1984 | 60.2 | 61.3 | 63.9 | 53.0 | n.a. | n.a. | 50.0 | 63.0 | 64.3 | 56.1 |

(a) Annual averages.

Source: OECD Labour Force Statistics, 1962-1982; OECD Quarterly Labour Force Statistics, 1/1985.

TABLE 10.4. CIVILIAN EMPLOYMENT/POPULATION RATIOS, SELECTED COUNTRIES, 1974 TO 1984
(Per cent)

| Year(a) | Australia | U.S.A. | Japan | Federal Republic of Germany | U.K. | France | Italy | Canada | Sweden | New Zealand |
|---------|-----------|--------|-------|--------------------------------------|------|--------|-------|--------|--------|----------------|
| 1974 | 59.7 | 54.7 | 62.8 | 53.8 | 58.0 | 52.7 | 46.1 | 56.1 | 61.2 | 56.7 |
| 1975 | 58.6 | 53.1 | 61.9 | 52.1 | 57.6 | 51.6 | 46.0 | 55.6 | 62.5 | 56.2 |
| 1976 | 58.1 | 53.9 | 61.7 | 51.5 | 56.8 | 51.2 | 46.0 | 55.4 | 62.3 | 56.2 |
| 1977 | 58.0 | 54.9 | 61.9 | 51.1 | 56.6 | 51.6 | 46.2 | 55.2 | 62.5 | 56.5 |
| 1978 | 56.7 | 56.3 | 62.0 | 51.0 | 56.6 | 51.4 | 45.9 | 56.0 | 62.4 | 55.6 |
| 1979 | 56.0 | 56.9 | 62.1 | 51.2 | 57.0 | 51.0 | 45.9 | 57.2 | 63.0 | 55.9 |
| 1980 | 56.9 | 56.3 | 62.0 | 51.2 | 56.3 | 50.6 | 46.0 | 58.9 | 63.3 | 55.2 |
| 1981 | 56.8 | 56.2 | 62.0 | 50.3 | 53.3 | 49.8 | 45.8 | 58.4 | 62.9 | 54.1 |
| 1982 | 56.0 | 55.0 | 61.9 | 49.0 | 52.6 | 49.5 | 44.5 | 55.5 | 62.5 | 54.2 |
| 1983 | 53.9 | 55.1 | 62.4 | 48.4 | 52.1 | 48.6 | 44.3 | 55.2 | 62.2 | 52.8 |
| 1984 | 54.8 | 56.7 | 62.2 | 48.5 | n.a. | n.a. | 44.8 | 55.9 | 62.3 | 52.9 |

(a) Annual averages.

Source: OECD Labour Force Statistics, 1962-1982; OECD Quarterly Labour Force Statistics, 1/1985.

TABLE 10.5. CIVILIAN EMPLOYMENT, SELECTED COUNTRIES, 1974 TO 1984
(' 000)

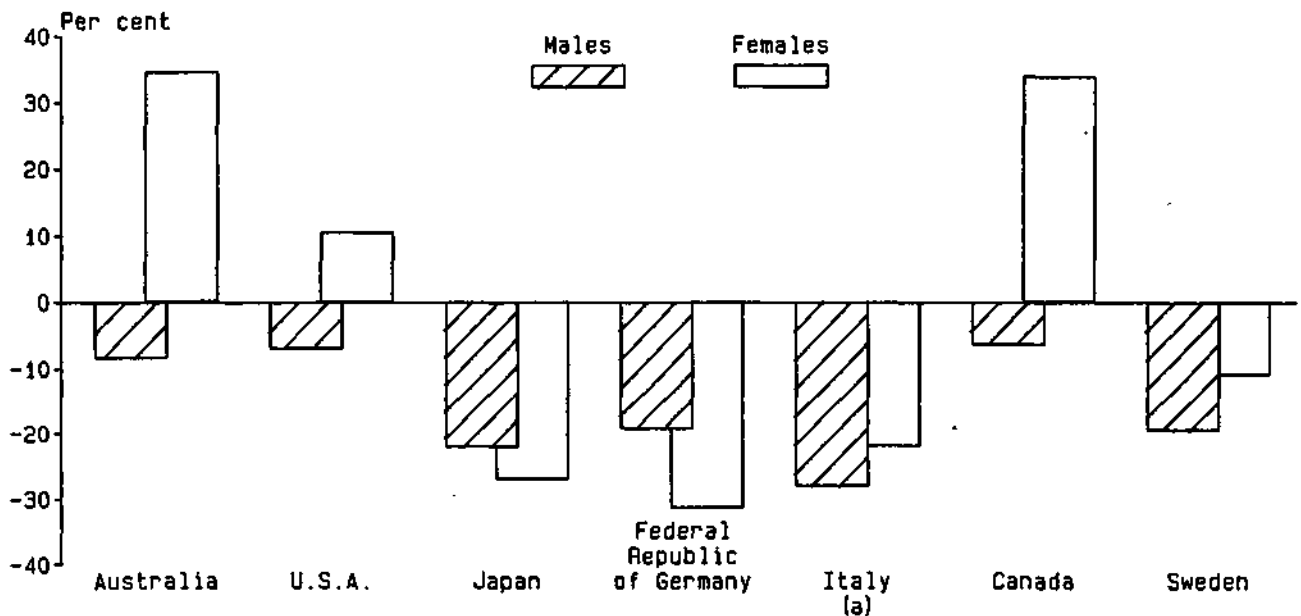
| Year(a) | Australia | U.S.A. | Japan | Federal Republic of Germany | U.K. | France | Italy | Canada | Sweden | New Zealand |
|---------|-----------|---------|--------|--------------------------------------|--------|--------|--------|--------|--------|----------------|
| 1974 | 5,855 | 86,794 | 52,370 | 26,038 | 24,785 | 20,959 | 19,470 | 9,125 | 3,962 | 1,193 |
| 1975 | 5,841 | 85,846 | 52,230 | 25,285 | 24,704 | 20,714 | 19,594 | 9,284 | 4,062 | 1,214 |
| 1976 | 5,898 | 88,752 | 52,710 | 25,059 | 24,492 | 20,856 | 19,742 | 9,477 | 4,088 | 1,235 |
| 1977 | 5,995 | 92,017 | 53,420 | 25,014 | 24,523 | 21,036 | 19,948 | 9,651 | 4,099 | 1,254 |
| 1978 | 5,970 | 96,048 | 54,080 | 25,169 | 24,681 | 21,113 | 20,044 | 9,987 | 4,115 | 1,246 |
| 1979 | 6,042 | 98,824 | 54,790 | 25,507 | 25,009 | 21,118 | 20,266 | 10,395 | 4,180 | 1,262 |
| 1980 | 6,247 | 99,303 | 55,360 | 25,771 | 24,881 | 21,127 | 20,551 | 10,708 | 4,232 | 1,264 |
| 1981 | 6,356 | 100,397 | 55,810 | 25,569 | 23,836 | 20,959 | 20,623 | 11,006 | 4,224 | 1,258 |
| 1982 | 6,403 | 99,526 | 56,380 | 25,100 | 23,663 | 20,984 | 20,297 | 10,644 | 4,219 | 1,274 |
| 1983 | 6,289 | 100,834 | 57,330 | 24,690 | 23,470 | 20,839 | 20,350 | 10,734 | 4,224 | 1,258 |
| 1984 | 6,471 | 105,005 | 57,660 | 24,649 | 23,705 | n.a. | 20,689 | 11,000 | 4,255 | 1,271 |

(a) Annual averages.

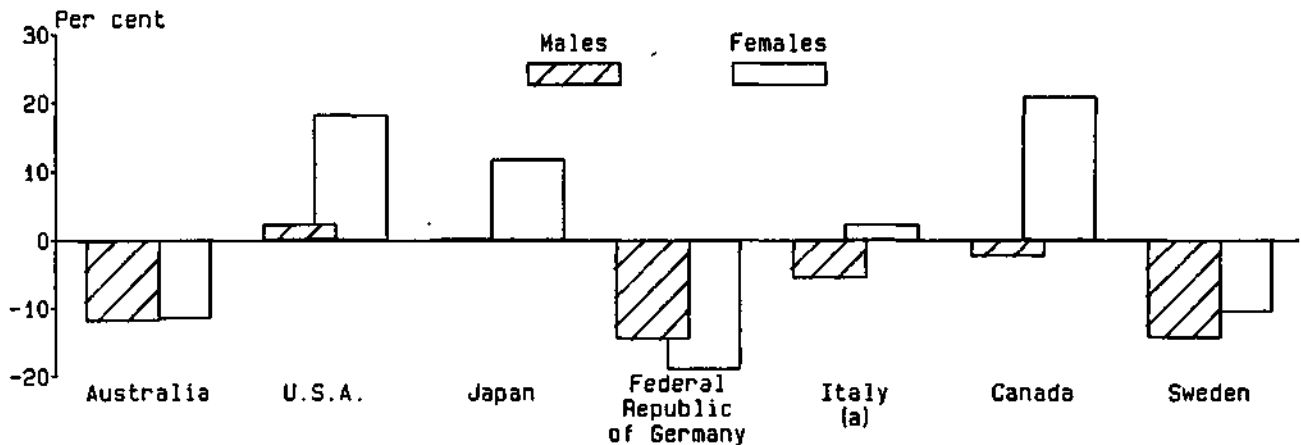
Source: OECD Labour Force Statistics, 1962-1982; OECD Quarterly Labour Force Statistics, 1/1985.

CHART 10.c. CIVILIAN EMPLOYMENT : PERCENTAGE CHANGE BETWEEN 1974 AND 1984, SEX AND ECONOMIC SECTOR BY SELECTED COUNTRIES

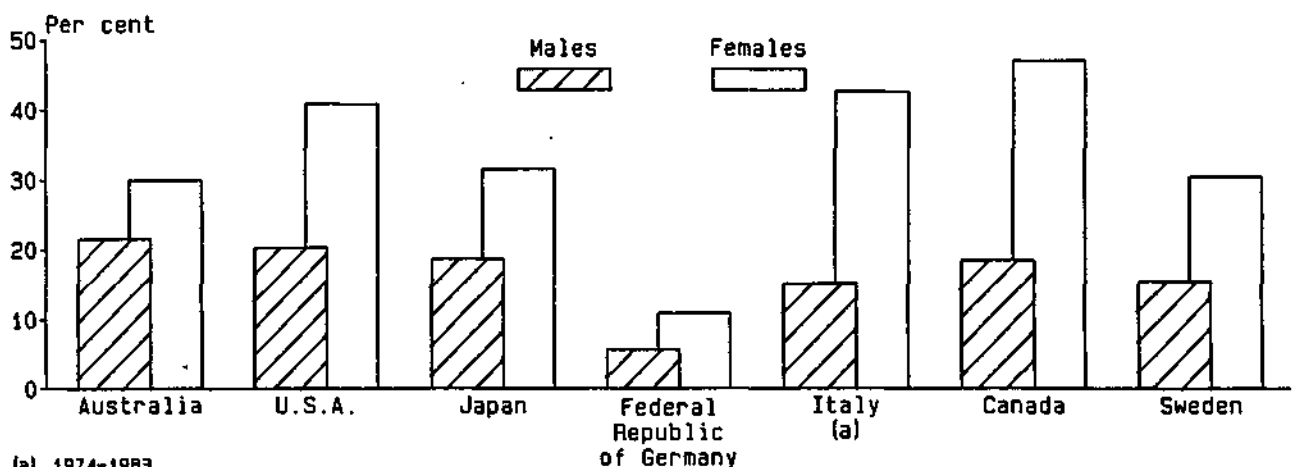
(i) AGRICULTURE



(ii) INDUSTRY



(iii) SERVICES



(a) 1974-1983.

Source: OECD Labour Statistics, 1962-1982; OECD Quarterly Labour Force Statistics, 1/1985.

TABLE 10.6. DISTRIBUTION OF CIVILIAN EMPLOYMENT BY ECONOMIC SECTOR, SELECTED COUNTRIES, 1974 TO 1984
(Per cent)

| Year | Australia | U.S.A. | Japan | Federal Republic of Germany | U.K. | France | Italy | Canada | Sweden | New Zealand |
|-----------------------|-----------|--------|-------|--------------------------------------|------|--------|-------|--------|--------|----------------|
| AGRICULTURE(a) | | | | | | | | | | |
| 1974 | 6.9 | 4.2 | 12.9 | 7.1 | 2.8 | 10.6 | 17.5 | 6.3 | 6.7 | 10.9 |
| 1975 | 6.8 | 4.1 | 12.7 | 7.0 | 2.7 | 10.2 | 16.7 | 6.1 | 6.4 | 10.7 |
| 1976 | 6.5 | 3.9 | 12.2 | 6.7 | 2.8 | 9.8 | 16.4 | 5.9 | 6.2 | 10.5 |
| 1977 | 6.7 | 3.7 | 11.9 | 6.4 | 2.7 | 9.4 | 15.8 | 5.7 | 6.1 | 10.7 |
| 1978 | 6.3 | 3.7 | 11.7 | 6.1 | 2.7 | 9.1 | 15.4 | 5.7 | 6.1 | 11.2 |
| 1979 | 6.6 | 3.6 | 10.2 | 5.8 | 2.6 | 8.9 | 14.9 | 5.7 | 5.8 | 11.1 |
| 1980 | 6.5 | 3.6 | 10.4 | 5.6 | 2.6 | 8.7 | 14.2 | 5.4 | 5.6 | 10.9 |
| 1981 | 6.5 | 3.5 | 10.0 | 5.5 | 2.6 | 8.6 | 13.4 | 5.4 | 5.6 | 11.2 |
| 1982 | 6.4 | 3.6 | 9.7 | 5.5 | 2.7 | 8.3 | 12.4 | 5.2 | 5.6 | 11.5 |
| 1983 | 6.6 | 3.5 | 9.3 | 5.6 | 2.7 | 8.1 | 12.4 | 5.5 | 5.4 | 11.3 |
| 1984 | 6.2 | 3.3 | 8.9 | 5.6 | 2.6 | n.a. | 11.7 | 5.3 | 5.1 | 11.3 |
| INDUSTRY(b) | | | | | | | | | | |
| 1974 | 35.1 | 32.5 | 37.0 | 46.7 | 42.2 | 39.6 | 39.2 | 30.5 | 37.0 | 36.2 |
| 1975 | 33.5 | 30.6 | 35.9 | 45.4 | 40.6 | 38.7 | 39.1 | 29.3 | 36.5 | 35.8 |
| 1976 | 33.2 | 30.8 | 35.8 | 44.9 | 39.7 | 38.1 | 38.3 | 29.7 | 35.4 | 35.8 |
| 1977 | 32.4 | 30.9 | 35.4 | 44.7 | 39.6 | 37.6 | 38.4 | 28.8 | 34.3 | 35.9 |
| 1978 | 31.2 | 31.1 | 35.0 | 44.4 | 36.2 | 36.9 | 38.1 | 28.7 | 33.0 | 34.2 |
| 1979 | 31.2 | 31.3 | 34.9 | 44.4 | 38.7 | 36.3 | 37.7 | 28.9 | 32.5 | 33.6 |
| 1980 | 30.9 | 30.5 | 35.3 | 44.2 | 37.6 | 36.0 | 37.8 | 28.5 | 32.2 | 33.8 |
| 1981 | 30.3 | 30.1 | 35.3 | 43.5 | 35.5 | 35.3 | 37.5 | 28.3 | 31.3 | 32.3 |
| 1982 | 29.8 | 28.4 | 34.9 | 42.7 | 34.7 | 34.6 | 37.1 | 26.5 | 30.3 | 32.9 |
| 1983 | 28.5 | 28.0 | 34.8 | 42.0 | 33.6 | 33.8 | 36.1 | 25.5 | 29.9 | 32.5 |
| 1984 | 28.1 | 28.5 | 34.8 | 41.6 | 33.1 | n.a. | 34.0 | 25.9 | 29.8 | 32.3 |
| SERVICES(c) | | | | | | | | | | |
| 1974 | 57.9 | 63.4 | 50.1 | 46.2 | 55.0 | 49.8 | 43.2 | 63.1 | 56.4 | 52.8 |
| 1975 | 59.7 | 65.3 | 51.5 | 47.6 | 56.7 | 51.1 | 44.2 | 64.6 | 57.1 | 53.5 |
| 1976 | 60.3 | 65.3 | 52.0 | 48.4 | 57.5 | 52.1 | 45.2 | 64.4 | 58.3 | 53.7 |
| 1977 | 60.9 | 65.4 | 52.8 | 49.0 | 57.7 | 53.0 | 45.8 | 65.4 | 59.6 | 53.5 |
| 1978 | 62.4 | 65.2 | 53.3 | 49.5 | 58.1 | 54.0 | 46.5 | 65.5 | 60.9 | 54.6 |
| 1979 | 62.2 | 65.2 | 53.9 | 49.8 | 58.7 | 54.7 | 47.4 | 65.4 | 61.7 | 55.4 |
| 1980 | 62.6 | 65.9 | 54.2 | 50.3 | 59.9 | 55.3 | 47.9 | 66.0 | 62.2 | 55.3 |
| 1981 | 63.2 | 66.4 | 54.7 | 51.0 | 61.8 | 56.2 | 49.2 | 66.3 | 63.1 | 56.5 |
| 1982 | 63.8 | 68.0 | 55.4 | 51.8 | 62.6 | 57.2 | 50.5 | 68.2 | 64.1 | 55.7 |
| 1983 | 64.9 | 68.5 | 56.0 | 52.5 | 63.8 | 58.1 | 51.5 | 69.0 | 64.7 | 56.2 |
| 1984 | 65.7 | 68.2 | 56.3 | 52.8 | 64.3 | n.a. | 54.2 | 68.8 | 65.1 | 56.4 |

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

Source: OECD Labour Force Statistics, 1962-1982; OECD Quarterly Labour Force Statistics, 1/1985.

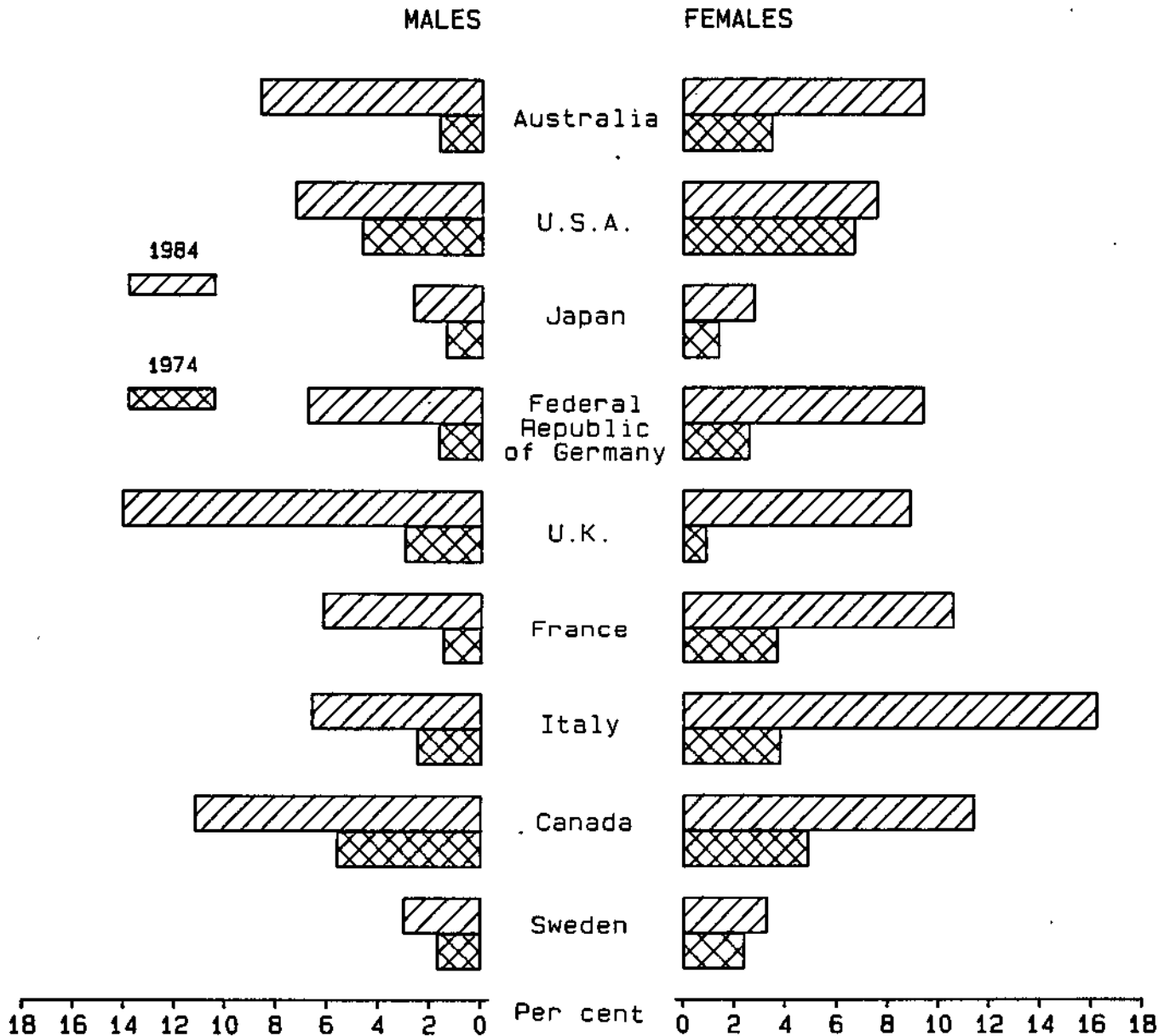
TABLE 10.7. UNEMPLOYED PERSONS : STANDARDISED UNEMPLOYMENT RATES(a), SELECTED COUNTRIES, 1974 TO 1984
(Per cent)

| Year | Australia | U.S.A. | Japan | Federal Republic of Germany | U.K. | France | Italy | Canada | Sweden |
|------|-----------|--------|-------|--------------------------------------|------|--------|-------|--------|--------|
| 1974 | 2.6 | 5.5 | 1.4 | 1.6 | 3.1 | 2.8 | 5.3 | 5.3 | 2.0 |
| 1975 | 4.8 | 8.3 | 1.9 | 3.6 | 4.6 | 4.1 | 5.8 | 6.9 | 1.6 |
| 1976 | 4.7 | 7.6 | 2.0 | 3.7 | 6.0 | 4.4 | 6.6 | 7.1 | 1.6 |
| 1977 | 5.6 | 6.9 | 2.0 | 3.6 | 6.4 | 4.9 | 7.0 | 8.0 | 1.8 |
| 1978 | 6.2 | 6.0 | 2.2 | 3.5 | 6.3 | 5.3 | 7.1 | 8.3 | 2.2 |
| 1979 | 6.2 | 5.8 | 2.1 | 3.2 | 5.6 | 6.0 | 7.5 | 7.4 | 2.1 |
| 1980 | 6.0 | 7.0 | 2.0 | 3.0 | 6.9 | 6.4 | 7.5 | 7.4 | 2.0 |
| 1981 | 5.7 | 7.5 | 2.2 | 4.4 | 10.5 | 7.4 | 8.3 | 7.5 | 2.5 |
| 1982 | 7.1 | 9.5 | 2.4 | 6.1 | 12.3 | 8.2 | 9.0 | 10.9 | 3.1 |
| 1983 | 9.9 | 9.5 | 2.6 | 8.0 | 13.1 | 8.4 | 9.8 | 11.8 | 3.5 |
| 1984 | 8.9 | 7.4 | 2.7 | 8.0 | 13.2 | 9.8 | 10.1 | 11.2 | 3.1 |

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

Source: OECD Quarterly Labour Force Statistics, 1/1985

**CHART 10.d. UNEMPLOYED PERSONS : UNEMPLOYMENT RATES
BY SEX, SELECTED COUNTRIES, 1974 AND 1984**



Source: OECD Labour Force Statistics, 1962-1982; OECD Quarterly Labour Force Statistics, 1/1985.

TABLE 10.8. UNEMPLOYED PERSONS : UNEMPLOYMENT RATES(a), SELECTED COUNTRIES, 1974 TO 1984
(Per cent)

| Year(b) | Australia | U.S.A. | Japan | Federal Republic of Germany | U.K. | France | Italy | Canada | Sweden | New Zealand |
|---------|-----------|--------|-------|--------------------------------------|------|--------|-------|--------|--------|----------------|
| 1974 | 2.4 | 5.5 | 1.4 | 2.1 | 2.2 | 2.3 | 2.9 | 5.4 | 2.0 | 0.1 |
| 1975 | 4.6 | 8.3 | 1.9 | 3.7 | 3.9 | 3.7 | 3.3 | 6.9 | 1.6 | 0.2 |
| 1976 | 4.7 | 7.5 | 2.0 | 3.4 | 5.2 | 4.4 | 3.7 | 7.2 | 1.6 | 0.3 |
| 1977 | 5.7 | 6.9 | 2.1 | 3.4 | 5.7 | 4.8 | 7.1 | 8.2 | 1.8 | 0.3 |
| 1978 | 6.2 | 5.9 | 2.2 | 3.2 | 5.5 | 4.8 | 7.2 | 8.4 | 2.2 | 1.6 |
| 1979 | 5.8 | 5.7 | 2.1 | 2.7 | 5.1 | 5.6 | 7.7 | 7.5 | 2.1 | 1.9 |
| 1980 | 5.9 | 7.0 | 2.0 | 3.0 | 6.6 | 6.0 | 7.6 | 7.5 | 2.0 | 2.2 |
| 1981 | 5.6 | 7.5 | 2.3 | 4.6 | 9.9 | 6.8 | 8.4 | 7.6 | 2.5 | 4.5 |
| 1982 | 6.7 | 9.5 | 2.4 | 6.6 | 11.8 | 7.8 | 9.1 | 11.0 | 3.1 | 3.5 |
| 1983 | 9.9 | 9.4 | 2.7 | 8.2 | 12.0 | 8.1 | 9.9 | 11.9 | 3.5 | 5.6 |
| 1984 | 8.9 | 7.4 | 2.7 | 8.3 | 12.8 | n.a. | 10.4 | 11.3 | 3.1 | 5.7 |

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

Source: OECD Labour Force Statistics, 1962-1982; OECD Quarterly Labour Statistics, 1/1985.

TABLE 10.9. UNEMPLOYED PERSONS AGED UNDER 25 YEARS : UNEMPLOYMENT RATES(a), SELECTED COUNTRIES, 1974 TO 1983
(Per cent)

| Year(b) | Australia | U.S.A. | Japan | Federal Republic of Germany | U.K. | France | Italy | Canada | Sweden |
|---------|-----------|--------|-------|--------------------------------------|------|--------|-------|--------|--------|
| 1974 | 4.3 | 11.2 | 2.5 | 2.8 | 3.5 | 4.9 | 11.1 | 9.7 | 4.4 |
| 1975 | 9.0 | 15.2 | 3.0 | 5.2 | 8.6 | 7.9 | 12.8 | 12.0 | 3.8 |
| 1976 | 9.8 | 14.0 | 3.1 | 4.8 | 11.8 | 10.1 | 14.5 | 12.7 | 3.7 |
| 1977 | 12.2 | 13.0 | 3.5 | 5.0 | 12.8 | 11.1 | 23.9 | 14.4 | 4.4 |
| 1978 | 12.6 | 11.7 | 3.8 | 4.5 | 12.0 | 11.0 | 24.8 | 14.5 | 5.5 |
| 1979 | 12.2 | 11.3 | 3.4 | 3.4 | 10.6 | 13.3 | 25.6 | 13.0 | 5.0 |
| 1980 | 12.3 | 13.3 | 3.6 | 3.9 | 14.1 | 15.0 | 25.2 | 13.2 | 5.1 |
| 1981 | 10.9 | 14.3 | 4.0 | 6.5 | 18.1 | 17.0 | 27.4 | 13.3 | 6.3 |
| 1982 | 12.9 | 17.0 | 4.4 | 9.6 | 23.1 | 20.2 | 29.7 | 18.7 | 7.6 |
| 1983 | 18.0 | 16.4 | 4.5 | 10.8 | 23.2 | 21.1 | 32.0 | 19.9 | 8.0 |

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

Source: OECD Labour Force Statistics, 1962-1982; OECD Quarterly Labour Statistics, 1/1985.

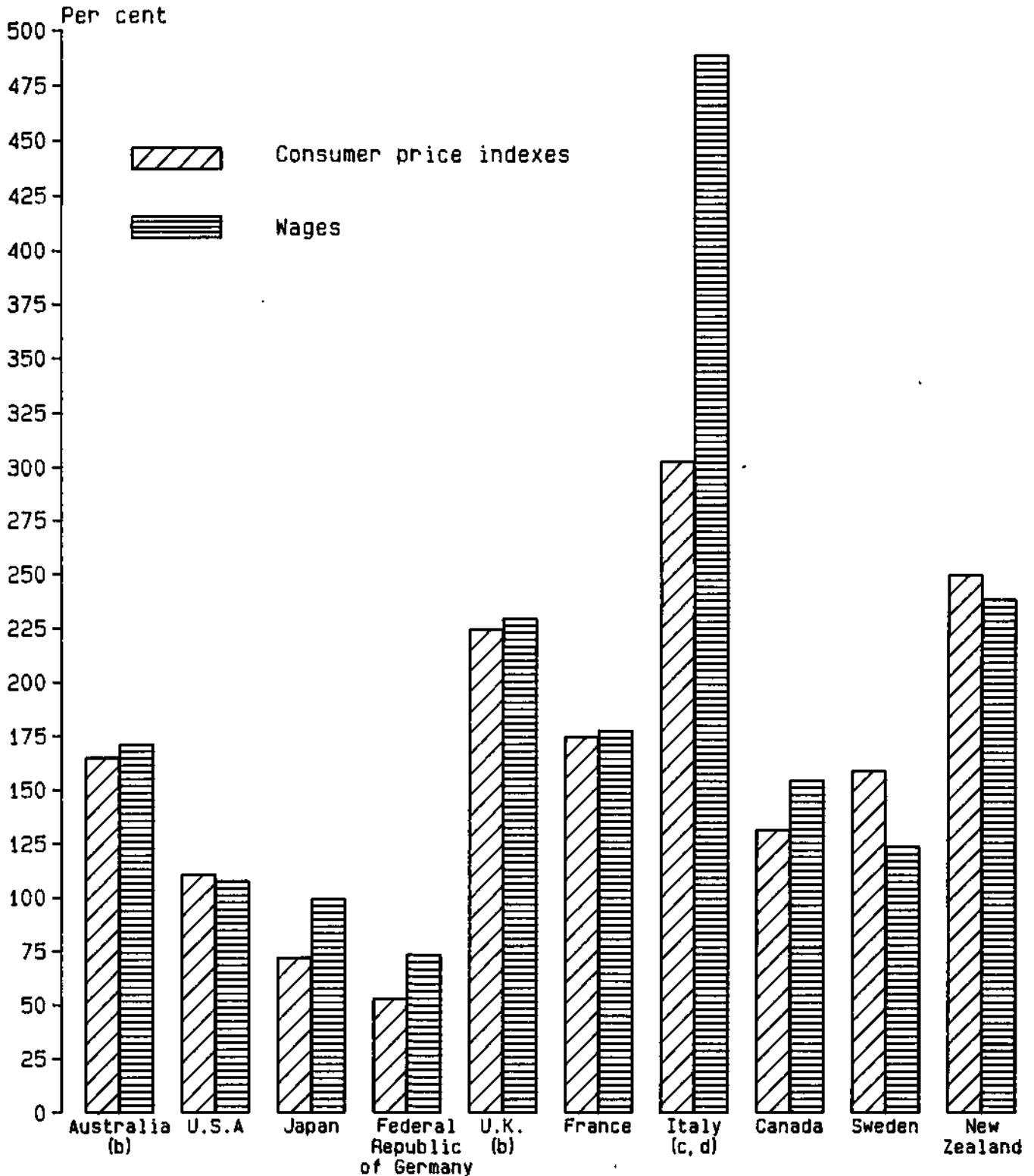
TABLE 10.10. UNEMPLOYED PERSONS AGED 25 YEARS AND OVER : UNEMPLOYMENT RATES(a), SELECTED COUNTRIES, 1974 TO 1983
(Per cent)

| Year(b) | Australia | U.S.A. | Japan | Federal Republic of Germany | U.K. | France | Italy | Canada | Sweden |
|---------|-----------|--------|-------|--------------------------------------|------|--------|-------|--------|--------|
| 1974 | 1.7 | 3.6 | 1.2 | 1.8 | 1.9 | 1.7 | 1.2 | 3.8 | 1.5 |
| 1975 | 3.0 | 6.0 | 1.7 | 3.4 | 2.8 | 2.8 | 1.5 | 5.0 | 1.2 |
| 1976 | 2.9 | 5.4 | 1.8 | 3.0 | 3.7 | 3.2 | 1.6 | 5.1 | 1.2 |
| 1977 | 3.3 | 4.9 | 1.8 | 3.0 | 3.9 | 3.4 | 3.5 | 5.8 | 1.3 |
| 1978 | 3.9 | 4.0 | 2.0 | 2.9 | 3.9 | 3.6 | 3.4 | 6.1 | 1.6 |
| 1979 | 3.5 | 3.9 | 1.9 | 2.6 | 3.6 | 4.1 | 3.7 | 5.4 | 1.5 |
| 1980 | 3.6 | 5.0 | 1.8 | 2.8 | 4.5 | 4.2 | 3.5 | 5.4 | 1.4 |
| 1981 | 3.7 | 5.4 | 2.0 | 4.1 | 7.5 | 4.9 | 4.0 | 5.6 | 1.8 |
| 1982 | 4.5 | 7.3 | 2.2 | 5.8 | 8.5 | 5.5 | 4.2 | 8.4 | 2.3 |
| 1983 | 7.1 | 7.4 | 2.4 | 7.0 | 8.7 | 7.8 | 4.8 | 9.4 | 2.6 |

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

Source: OECD Labour Force Statistics, 1962-1982; OECD Quarterly Labour Statistics, 1/1985.

CHART 10.e. PERCENTAGE CHANGE IN CONSUMER PRICE INDEXES AND WAGES (a), SELECTED COUNTRIES, 1974 TO 1984



(a) Wages in Manufacturing unless otherwise stated. (b) Male wages. (c) Percentage changes are for 1974 to 1983. (d) Wages in non-agricultural activities.

Source: ILO Yearbook of Labour Statistics, 1984; ILO Bulletin of Labour Statistics, 1/1985.

TABLE 10.11. INDEXES OF WAGES(a): AGRICULTURE AND NON-AGRICULTURAL ACTIVITIES, SELECTED COUNTRIES, 1974 TO 1983
(Base: 1976 = 100.0)

| Year | Australia (d)(g) | U.S.A. (e)(g) | Japan (c)(i) | Federal Republic of Germany (e)(g) | U.K. (d)(g) | France (g) | Italy (e)(g) | Canada (f)(h) | Sweden (b) | New Zealand (g) |
|------------------------------------|---------------------|------------------|-----------------|------------------------------------------------|----------------|---------------|-----------------|------------------|---------------|-----------------------|
| AGRICULTURE | | | | | | | | | | |
| 1974 | n.a. | 86.5 | 83.3 | 85.5 | 70.4 | n.a. | 60.1 | 74.5 | 71.5 | n.a. |
| 1975 | 87.5 | 92.5 | 94.5 | 92.4 | 88.3 | n.a. | 80.1 | 87.4 | 87.1 | n.a. |
| 1976 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1977 | 105.5 | 108.9 | 115.3 | 109.1 | 109.2 | n.a. | 131.7 | 110.8 | 110.7 | n.a. |
| 1978 | 115.6 | 114.6 | 119.9 | 115.9 | 124.2 | n.a. | 155.6 | 117.4 | 117.4 | n.a. |
| 1979 | 121.9 | 127.4 | 124.3 | 124.7 | 146.0 | n.a. | 186.6 | 125.6 | 126.4 | n.a. |
| 1980 | 141.4 | 135.9 | 131.2 | 134.1 | 171.8 | n.a. | 229.1 | 133.8 | 140.5 | n.a. |
| 1981 | 157.8 | n.a. | 138.4 | 138.6 | 191.6 | n.a. | 279.1 | 143.5 | 151.6 | n.a. |
| 1982 | 170.3 | n.a. | 143.9 | 146.5 | 209.5 | n.a. | 326.8 | 151.0 | 158.5 | n.a. |
| 1983 | n.a. | n.a. | 147.9 | 152.8 | n.a. | n.a. | 385.0 | 159.0 | 169.4 | n.a. |
| NON-AGRICULTURAL ACTIVITIES | | | | | | | | | | |
| 1974 | 77.7 | 87.2 | 77.4 | 87.0 | 70.8 | 74.9 | 56.9 | 78.1 | n.a. | 77.1 |
| 1975 | 87.9 | 93.2 | 88.5 | 93.9 | 89.8 | 86.5 | 83.9 | 89.2 | n.a. | 88.0 |
| 1976 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1977 | 110.8 | 108.0 | 109.7 | 107.4 | 108.1 | 112.9 | 125.4 | 109.6 | n.a. | 114.0 |
| 1978 | 118.4 | 117.1 | 117.5 | 113.3 | 124.1 | 126.4 | 153.3 | 116.4 | n.a. | 128.4 |
| 1979 | 128.6 | 126.7 | 123.8 | 119.6 | 144.7 | 141.6 | 181.8 | 126.4 | n.a. | 151.0 |
| 1980 | 145.3 | 137.0 | 131.5 | 127.8 | 172.7 | 164.5 | 221.7 | 139.2 | n.a. | 179.1 |
| 1981 | 165.1 | 149.2 | 139.4 | 135.3 | 191.9 | 189.7 | 272.2 | 155.0 | n.a. | 218.2 |
| 1982 | 191.8 | 158.0 | 144.2 | 141.9 | 209.9 | 214.7 | 317.1 | 171.4 | n.a. | 249.0 |
| 1983 | n.a. | 165.0 | 148.5 | 146.9 | 226.3 | 242.4 | n.a. | 171.3 | n.a. | 253.1 |

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

Source: ILO Yearbook of Labour Statistics, 1984.

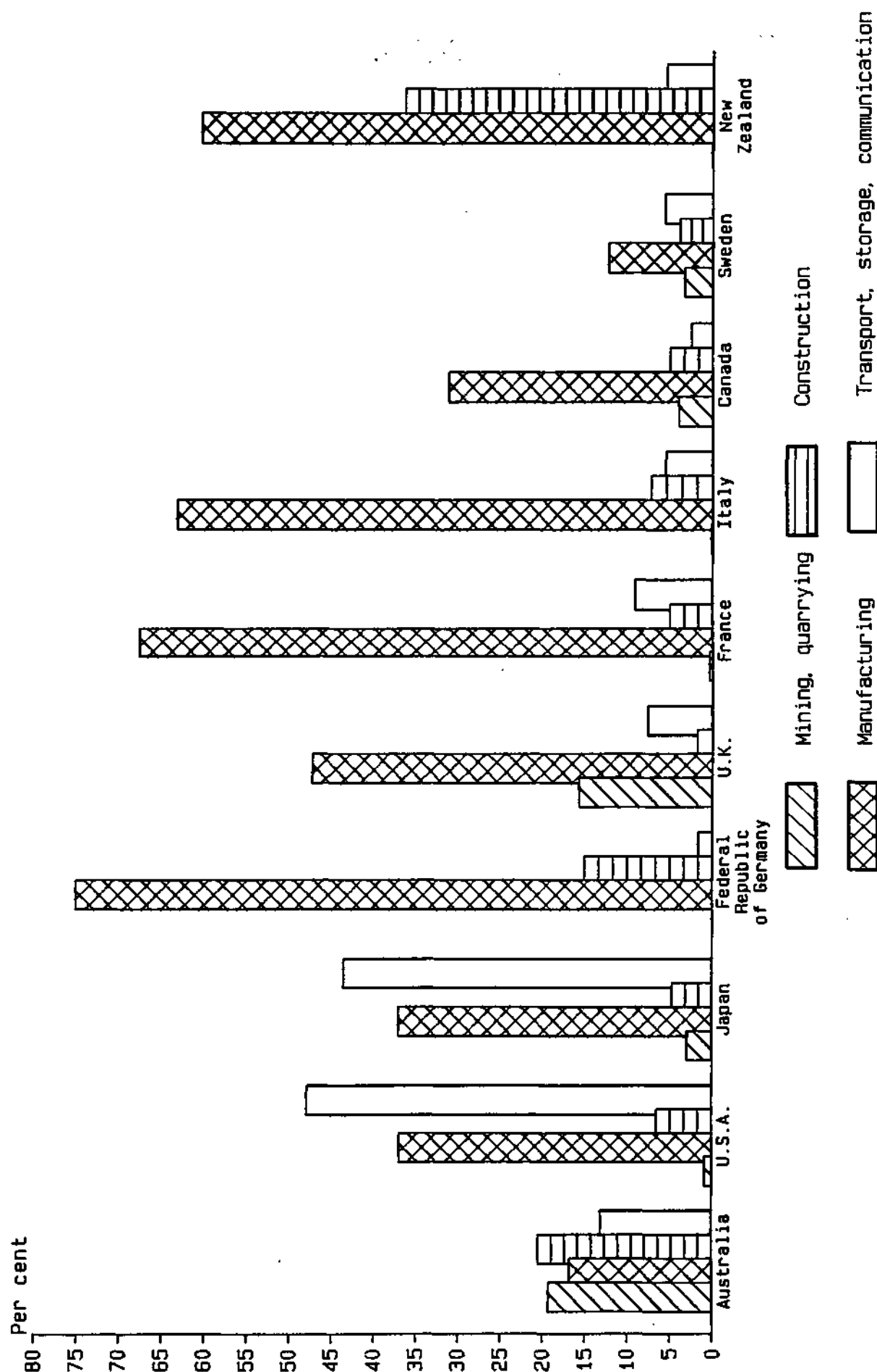
TABLE 10.12. AVERAGE HOURS OF WORK PER WEEK IN NON-AGRICULTURAL ACTIVITIES, SELECTED COUNTRIES, 1974 TO 1983

| Year | Australia (a) | U.S.A. (b) | Japan (a) | Federal Republic of Germany (b) | U.K. (a)(c) | France (a) | Italy (a)(d) | Canada (b) | Sweden (a) | New Zealand (b) |
|------------------------------------------|------------------|---------------|--------------|---------------------------------------------|----------------|---------------|-----------------|---------------|---------------|-----------------------|
| MANUFACTURING | | | | | | | | | | |
| 1974 | 38.3 | 40.0 | 40.0 | 41.9 | 44.0 | 42.9 | 38.4 | 38.9 | 38.7 | 41.4 |
| 1975 | 37.8 | 39.5 | 38.8 | 40.4 | 42.7 | 41.7 | 38.4 | 38.6 | 38.4 | 40.8 |
| 1976 | 37.7 | 40.1 | 40.2 | 41.4 | 43.5 | 41.7 | 38.4 | 38.7 | 38.3 | 40.4 |
| 1977 | 37.6 | 40.3 | 40.3 | 41.7 | 43.6 | 41.3 | 38.5 | 38.7 | 38.0 | 40.3 |
| 1978 | 38.1 | 40.4 | 40.6 | 41.6 | 43.5 | 41.0 | 38.6 | 38.8 | 37.8 | 40.1 |
| 1979 | 38.0 | 40.2 | 41.1 | 41.8 | 43.2 | 40.8 | 38.3 | 38.8 | 37.8 | 39.7 |
| 1980 | 38.0 | 39.7 | 41.2 | 41.6 | 41.9 | 40.7 | 38.7 | 38.5 | 37.7 | 39.6 |
| 1981 | 37.8 | 39.8 | 41.0 | 41.1 | 42.0 | 40.3 | 38.8 | 38.5 | 37.5 | 39.6 |
| 1982 | 36.9 | 38.9 | 40.9 | 40.7 | 42.0 | 39.3 | 38.5 | 37.7 | 37.7 | 39.2 |
| 1983 | 36.9 | 40.1 | 41.1 | 40.5 | 42.6 | 38.9 | 38.4 | 38.4 | 37.9 | 39.5 |
| TOTAL NON-AGRICULTURAL ACTIVITIES | | | | | | | | | | |
| 1974 | 36.1 | 36.5 | 40.5 | 41.9 | 45.1 | 43.7 | 38.5 | n.a. | 36.8 | 40.1 |
| 1975 | 35.4 | 36.1 | 39.7 | 40.5 | 43.6 | 42.7 | 38.6 | n.a. | 36.6 | 39.8 |
| 1976 | 35.2 | 36.1 | 40.3 | 41.6 | 44.0 | 42.5 | 38.6 | n.a. | 36.3 | 39.5 |
| 1977 | 35.0 | 36.0 | 40.3 | 41.7 | 44.2 | 41.9 | 38.7 | n.a. | 35.9 | 39.4 |
| 1978 | 35.9 | 35.8 | 40.5 | 41.6 | 44.2 | 41.5 | 38.8 | n.a. | 35.7 | 38.4 |
| 1979 | 35.5 | 35.7 | 40.7 | 41.9 | 44.0 | 41.2 | 38.4 | n.a. | 35.7 | 39.0 |
| 1980 | 35.0 | 35.3 | 40.6 | 41.6 | 43.0 | 41.1 | 38.8 | n.a. | 35.6 | 38.9 |
| 1981 | 35.0 | 35.2 | 40.4 | 41.2 | 43.0 | 40.8 | 38.8 | n.a. | 35.4 | 38.6 |
| 1982 | 34.5 | 34.8 | 40.3 | 40.7 | 42.9 | 39.6 | 38.7 | n.a. | 35.6 | 38.7 |
| 1983 | 34.6 | 35.0 | 40.4 | 40.5 | 43.3 | 39.3 | 38.6 | n.a. | 35.7 | 38.8 |

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

Source: ILO Yearbook of Labour Statistics, 1984; ILO Bulletin of Labour Statistics, 1/1985.

10.f. INDUSTRIAL DISPUTES : PROPORTION OF WORKING DAYS LOST IN SELECTED INDUSTRIES AND COUNTRIES, 1983



Source: ILO Yearbook of Labour Statistics, 1984.

TABLE 10.13. INDUSTRIAL DISPUTES(a): NUMBER OF DISPUTES, WORKERS INVOLVED AND WORKING DAYS LOST, SELECTED COUNTRIES, 1974 TO 1983

| Year | Australia (b) | U.S.A. (c) | Japan (d) | Federal Republic of Germany (e) | U.K. (f) | France (g) | Italy | Canada (b) | Sweden | New Zealand (h) |
|--------------------------|------------------|---------------|--------------|---------------------------------------------|-------------|---------------|----------|---------------|---------|-----------------------|
| NUMBER OF DISPUTES | | | | | | | | | | |
| 1974 | 2,809 | 6,074 | 5,211 | n.a. | 2,922 | 3,381 | 5,174 | 1,218 | 85 | 380 |
| 1975 | 2,432 | 5,031 | 3,391 | n.a. | 2,282 | 3,888 | 3,601 | 1,171 | 86 | 428 |
| 1976 | 2,055 | 5,648 | 2,720 | n.a. | 2,016 | 4,348 | 2,706 | 1,039 | 73 | 487 |
| 1977 | 2,090 | 5,506 | 1,712 | n.a. | 2,703 | 3,281 | 3,308 | 803 | 35 | 562 |
| 1978 | 2,277 | 4,230 | 1,517 | n.a. | 2,471 | 3,195 | 2,479 | 1,058 | 99 | 411 |
| 1979 | 2,042 | (i)235 | 1,153 | n.a. | 2,080 | 3,121 | 2,000 | 1,050 | 207 | 523 |
| 1980 | 2,429 | 187 | 1,133 | n.a. | 1,330 | 2,118 | 2,238 | 1,028 | 212 | 360 |
| 1981 | 2,915 | 145 | 955 | n.a. | 1,338 | 2,442 | 2,204 | 1,048 | 68 | 291 |
| 1982 | 2,060 | 96 | 944 | n.a. | 1,528 | 3,113 | 1,747 | 667 | 46 | 333 |
| 1983 | 1,788 | 81 | 893 | n.a. | 1,352 | (j)2,360 | 1,565 | 645 | 92 | 333 |
| WORKERS INVOLVED ('000) | | | | | | | | | | |
| 1974 | 2,004.8 | 2,778.1 | 3,621.0 | 205.4 | 1,626.4 | 1,563.5 | 7,824.4 | 580.9 | 17.5 | 70.9 |
| 1975 | 1,398.0 | 1,746.0 | 2,732.2 | 35.8 | 808.9 | 1,827.1 | 14,110.0 | 506.4 | 23.6 | 74.8 |
| 1976 | 2,190.1 | 2,420.0 | 1,356.0 | 169.3 | 668.0 | 2,022.5 | 11,898.0 | 1,570.9 | 8.7 | 201.1 |
| 1977 | 596.2 | 2,040.1 | 691.9 | 34.4 | 1,165.8 | 1,919.9 | 13,803.0 | 217.6 | 13.1 | 159.4 |
| 1978 | 1,075.6 | 1,622.6 | 650.0 | 487.1 | 1,041.5 | 704.8 | 8,774.2 | 401.7 | 8.3 | 157.9 |
| 1979 | 1,862.9 | (i)1,020.9 | 449.5 | 77.3 | 4,607.8 | 967.2 | 16,237.0 | 462.5 | 32.3 | 158.2 |
| 1980 | 1,172.8 | 795.3 | 562.9 | 45.2 | 833.7 | 500.8 | 13,825.0 | 441.0 | 746.7 | 127.7 |
| 1981 | 1,251.8 | 728.9 | 247.1 | 253.3 | 1,512.5 | 329.0 | 8,226.6 | 338.6 | 99.2 | 135.0 |
| 1982 | 722.9 | 855.8 | 251.7 | 40.0 | 2,102.9 | 467.9 | 10,483.0 | 444.3 | 5.1 | 156.0 |
| 1983 | 470.6 | 909.4 | 224.1 | 94.1 | 573.8 | (j)453.6 | 6,844.2 | 329.3 | 14.4 | 140.7 |
| WORKING DAYS LOST ('000) | | | | | | | | | | |
| 1974 | 6,292.5 | 47,991.0 | 9,662.9 | 1,051.3 | 14,750.0 | 3,380.0 | 19,467.0 | 9,221.9 | 57.6 | 183.7 |
| 1975 | 3,509.9 | 31,237.0 | 8,015.8 | 68.7 | 6,012.0 | 3,868.9 | 27,189.0 | 10,909.0 | 365.5 | 214.6 |
| 1976 | 3,799.4 | 37,859.0 | 3,253.7 | 533.7 | 3,284.0 | 5,010.7 | 25,378.0 | 11,610.0 | 24.7 | 488.4 |
| 1977 | 1,654.8 | 35,822.0 | 1,518.5 | 23.7 | 10,142.0 | 3,665.9 | 16,566.0 | 3,307.9 | 87.2 | 436.8 |
| 1978 | 2,130.8 | 36,922.0 | 1,357.5 | 4,281.3 | 9,405.0 | 2,200.4 | 10,177.0 | 7,392.8 | 37.1 | 380.6 |
| 1979 | 3,964.4 | (i)20,409.0 | 930.3 | 483.1 | 2,947.4 | 3,656.6 | 27,530.0 | 7,834.2 | 28.7 | 381.9 |
| 1980 | 3,320.2 | 20,844.0 | 1,001.2 | 128.4 | 11,964.0 | 1,685.9 | 16,457.0 | 8,975.4 | 4,478.5 | 373.5 |
| 1981 | 4,192.2 | 16,908.0 | 553.7 | 58.4 | 4,266.0 | 1,495.8 | 10,527.0 | 8,878.5 | 209.1 | 388.1 |
| 1982 | 2,158.0 | 9,061.2 | 538.1 | 15.1 | 5,313.0 | 2,327.7 | 18,563.0 | 5,795.4 | 1.6 | 330.0 |
| 1983 | 1,641.4 | 17,461.0 | 506.9 | 40.8 | 3,754.0 | 1,483.6 | 14,003.0 | 4,444.0 | 36.9 | 371.8 |

(a) Extreme care should be exercised in any comparison of the magnitude and relative importance of industrial disputes because of the variation between countries in definitions, sources, scope and statistical treatment of data at country level. (b) Excludes disputes in which time lost is less than 10 man days. (c) Excludes disputes lasting less than a full day or shift, and disputes involving less than six workers. (d) Excludes disputes lasting less than half a day. (e) Includes disputes lasting less than one day only if more than 10 working days lost. (f) Includes disputes lasting less than 1 day only if more than 100 working days lost. (g) Excludes agriculture and public administration. (h) Excludes public sector conflicts. (i) Excludes disputes involving less than 1,000 workers from 1979. (j) Monthly average converted to an annual average.

Source: ILO Yearbook of Labour Statistics, 1984.

APPENDIX I

DATA SOURCES

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

| Title | ABS Catalogue No. | Appendix II Page No. |
|--------------------------------------------------------------------------------------------|----------------------|-------------------------|
| <i>Chapter 1—Socio-Demographic Characteristics of the Population</i> | | |
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| Australian Demographic Statistics | 3101.0 | 155 |
| Overseas Arrivals and Departures | 3404.0 | 155 |
| Projections of the Population of Australia, 1984 to 2021 | 3222.0 | 155 |
| Characteristics of Migrants Aged 18 and Over at Time of Arrival and Who Arrived After 1960 | 6250.0 | 156 |
| Internal Migration | 3408.0 | 156 |
| Labour Force Status and Other Characteristics of Families | 6224.0 | 160 |
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| <i>Chapter 2—The Labour Force</i> | | |
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| Labour Mobility | 6209.0 | 161 |
| Employed Wage and Salary Earners | 6248.0 | 162 |
| Civilian Employees | 6213.0 | 162 |
| Multiple Jobholding | 6216.0 | 163 |
| Transition from Education to Work | 6227.0 | 159 |
| Career Paths of Persons With Trade Qualifications | 6243.0 | 163 |
| Persons Not in the Labour Force | 6220.0 | 165 |
| Employment, Underemployment and Unemployment | 6246.0 | 164 |
| <i>Chapter 4—Unemployment</i> | | |
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| Job Search Experience of Unemployed Persons | 6222.0 | 164 |
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| Labour Force Status and Educational Attainment | 6235.0 | 160 |
| Labour Force Status and Other Characteristics of Families | 6224.0 | 160 |
| Income and Housing Survey—Income of Individuals | 6502.0 | 164 |
| Job Vacancies | 6231.0 | 165 |
| <i>Chapter 5—Persons Not In The Labour Force</i> | | |
| Persons Not in the Labour Force | 6220.0 | 165 |
| The Labour Force | 6203.0 | 157 |
| Labour Force Status and Other Characteristics of Families | 6224.0 | 160 |
| Labour Force Experience | 6206.0 | 159 |
| Transition from Education to Work | 6227.0 | 159 |
| Labour Force Status and Educational Attainment | 6235.0 | 160 |
| <i>Chapter 6—Award Rates, Earnings and Income</i> | | |
| Award Rates of Pay Indexes | 6312.0 | 166 |
| Average Weekly Earnings | 6302.0 | 167 |
| Consumer Price Index | 6401.0 | 167 |
| Distribution and Composition of Employee Earnings and Hours | 6306.0 | 167 |
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| Income and Housing Survey—Income of Individuals | 6502.0 | 164 |

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DATA SOURCES—continued

| <i>Title</i> | <i>ABS Catalogue No.</i> | <i>Appendix II Page No.</i> |
|--------------------------------------------------------------------------------------|------------------------------|---------------------------------|
| <i>Chapter 7—Non-Wage Benefits</i> | | |
| Employment Benefits | 6334.0 | 169 |
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| <i>Chapter 8—Hours of Work, Work Patterns, Work Preferences and Job Satisfaction</i> | | |
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| <i>Chapter 10—International Comparisons</i> | | |
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| OECD Quarterly Labour Force Statistics, No. 1, 1985 | .. | .. |
| ILO Yearbook of Labour Statistics, 1984 | .. | .. |
| ILO Bulletin of Labour Statistics, 1985-I | .. | .. |

APPENDIX II

TECHNICAL NOTES

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

2. Estimates for all sample surveys are subject to sampling and non-sampling error. These sources of error are defined in paragraph 54, below.

CHAPTER 1—SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION

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

Australian Demographic Statistics (3101.0)

3. These publications contain estimated resident populations for Australia together with statistics of births, deaths, marriages, divorces and overseas migration. In addition, 3201.0 includes sex and age estimates of the resident population for census dates 1971, 1976 and 1981 and for the latest post-census dates.

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

5. The figures at census dates 1976 and 1981 were arrived at by:

- (a) adjusting the census counts (actual location basis) to obtain counts on the basis of usual residence (census counts, place of usual residence);
- (b) adjusting the census counts, place of usual residence, for census under-enumeration; and
- (c) adding to the adjusted census counts, place of usual residence, the number of Australian residents estimated to have been temporarily overseas at the time of the census.

6. *Births and deaths* are registered in the State or Territory of occurrence which is not necessarily the State or Territory of usual or last residence of the mother or the deceased. Births and deaths are shown in the quarter or year of registration. *Natural increase* is the excess of births over deaths by State of usual residence.

7. An explanation of the 'usual residence' conceptual basis for population estimates is given in the ABS information paper entitled *Population Estimates: An Outline of the New Conceptual Basis of ABS Population Estimates* (3216.0), released on 29 March 1982. An ABS technical paper, *Methods and Procedures in the Compilation of Estimated Resident Population 1981 and in the Construction of the 1971-81 Time Series* (3103.0), was issued on 11 March 1983.

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

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

Overseas Arrivals and Departures, Australia (3404.0)

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

11. *Permanent movement* consists of persons who, on arrival, state that they intend to settle in Australia (settlers) and persons who are Australian residents (including former settlers) departing permanently, i.e. those who on departure state that they do not intend to return to Australia. *Long-term movement* is defined as visitors arriving and Australian residents departing temporarily with the intention to stay, in Australia or abroad, respectively, for twelve months or more, together with the departure of visitors and the return of Australian residents who had stayed, in Australia or abroad, for twelve months or more. Travellers whose intended or actual period of stay is less than twelve months are classified as *short term*.

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

13. The imprecision due to sampling errors should not be confused with errors arising from imperfections in reporting, which may occur in any data collection, whether sampled or not. Every effort is made to minimise such errors, both through careful design of the passenger cards and through checks on the information once it is received. During the edit process some items are corrected where they conflict with other known information. Missing replies to certain items such as age, sex and country of birth are also imputed by reference to other related items.

Projections of the Population of Australia, 1984 to 2021 (3222.0)

14. This publication contains summary results of projections of the population of Australia for the period 1984 to 2021, by age group, based on preliminary estimates of the population at 30 June 1981.

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

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

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

A and B: Net overseas migration to Australia 50,000 for the three years to 1986-87, then 75,000 per year; total fertility rate declining to 1.930 per 1,000 women by 1989, and remaining constant thereafter.

C: Net overseas migration to Australia 50,000 for the three years to 1986-87, then 100,000 per year; total fertility rate as for Series A and B.

D: Net overseas migration to Australian 50,000 for the three years to 1986-87, then 100,000 per year; total fertility rate declining to 1.930 by 1989 then increasing to 2.110 by 1995 and remaining constant thereafter.

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

18. This publication contains information relating to migrants aged 18 years and over at the time they arrived in Australia and who arrived after 1960. Details cover the various categories of migrants, their country of last residence, family details, labour force status and State in which first settled. Definitions of labour force categories are given in paragraph 34 to 36 below.

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

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

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

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

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

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

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

Internal Migration, Australia (3408.0)

26. This publication presents information comparing usual residence with that twelve months ago of persons aged 15 years and over, to determine the number and characteristics of movers and non-movers. Information is also presented on temporary residence.

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

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

28. For definitions and technical details see paragraphs 74 to 81 below.

Labour Force Status and Educational Attainment, Australia (6235.0)

29. For definitions and technical details see paragraphs 67 to 73 below.

CHAPTER 2—THE LABOUR FORCE

CHAPTER 3—EMPLOYMENT AND UNDEREMPLOYMENT

CHAPTER 4—UNEMPLOYMENT

CHAPTER 5—PERSONS NOT IN THE LABOUR FORCE

30. Data pertaining to the labour force characteristics of the population as shown in Chapters 2-5 were obtained mainly from the ABS population survey system. The

population survey is the general title given to the household sample survey carried out monthly in all States and Territories. Emphasis in the survey is placed on the collection of data on demographic and labour force characteristics, the principal survey component being referred to as the labour force survey. The remaining part of the population survey consists of supplementary collections which are carried out either in conjunction with the labour force survey or, where the topics require personal interview or are too complex to be treated within the processing timetable of the monthly survey by means of special surveys, generally conducted once a year.

Data pertaining to employed wage and salary earners and job vacancies obtained from the ABS sample survey of employers, covering private employment and Australian, State and local government employment.

The Labour Force, Australia (6203.0)

31. The labour force survey is based on a multi-stage area sample of private dwellings (about 33,000 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.) and cover about two-thirds of one per cent of the population of Australia. The information is obtained from the occupants of selected dwellings by carefully chosen and specially trained interviewers. The interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month. The information obtained relates to the week before the interview (i.e. the survey week).

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

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

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

34. *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.

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

36. *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.

37. *Actively looking for work* includes writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service noticeboards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives. The active steps were asked in the order shown in the tables in this publication showing unemployed persons classified by active steps taken. Since only one response was recorded for each person asked this particular question, the estimates do not reflect the relative importance of the steps taken to find work.

38. *Unemployed persons looking for first job* are those who had never worked full time for two weeks or more. Prior to November 1977 it comprised persons who had never had a job.

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

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

41. *Unemployed persons classified by industry and occupation*—unemployed persons who had worked full-time for two weeks or more in the last two years are classified according to the industry and occupation of their most recent full-time job. *Unemployment rates by industry and occupation* are only available for February, May, August and November.

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

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

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

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

46. *Hours of work*—the figures of aggregate hours and of average hours refer to actual hours worked during the survey week, not hours paid for. The figures may be affected by public holidays, leave, absenteeism; temporary absence from work due to sickness, injury, accident and industrial disputes; and stoppages of work due to bad weather, plant breakdown, etc. When hours of work are recorded, fractions of an hour are disregarded and this results in slightly lower figures than would be the case if

actual time worked was recorded. Persons stood down for the whole of the survey week without pay because of bad weather or plant breakdown at their place of employment are regarded as employed and therefore are included (working no hours) in the calculation of average hours worked. Persons stood down in the survey week for reasons other than bad weather and plant breakdown and waiting to be called back to their job are regarded as unemployed and are therefore excluded from the calculations.

47. *Persons attending school* comprise those aged 15 to 20 who, during the survey week, were enrolled full time at secondary or high schools. Excluded are persons who were enrolled at universities, colleges of advanced education, technical colleges, other tertiary educational institutions, and coaching and business schools. Persons attending school are classified as in the labour force if they were employed or unemployed as defined above. Because it is not practicable to ascertain from persons in institutions (who are classified as not in the labour force) whether or not they are enrolled at secondary or high schools, such persons are excluded from estimates classified by school attendance.

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

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

50. The February, May, August and November issues of The Labour Force include a table showing estimates of employed persons, obtained from the labour force survey, classified by *status of worker*, i.e. whether they were employers, self-employed persons, wage and salary earners (employees), or unpaid family helpers (who worked 15 hours or more in the survey week).

51. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1978* (1201.0 and 1202.0) and occupation according to the *Classification and Classified List of Occupations, Revised June 1981* (1206.0).

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

53. Statistics on government employment presented in this publication are derived from returns obtained from government bodies.

54. Estimates are subject to two sources of error:

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

Labour Force Experience, Australia (6206.0)

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

56. It is impracticable to obtain information, relating to a twelve month reference period, which is strictly comparable with that obtained in the labour force survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the survey of labour force experience, a person is assigned to a labour force category for each of

the weeks in the year on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

57. Persons are classified as *working* for those weeks they reported having either worked or been on paid leave. Periods of one week or more on strike or time off without pay are excluded.

58. Persons *looking for work* comprise all those who during any week reported being out of work and looking for a job.

59. The *labour force* comprises all persons who, during any week are working or looking for work as defined in paragraphs 56 and 57 above.

60. Persons *out of the labour force* are those who, during any week, were neither working nor looking for work, as defined in paragraph 56 above.

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

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

Transition from Education to Work, Australia (6227.0)

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

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

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

65. *Leavers* from educational institutions are persons who were full-time students at some time in the previous year but are not currently full-time students. Estimates of leavers from educational institutions for periods prior to 1982 refer only to persons aged 15 to 25 and differ from those shown in this publication.

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

Labour Force Status and Educational Attainment, Australia (6235.0)

67. Data presented in this publication relate to the highest educational qualifications attained by the civilian population. Information relating to the educational attainment of persons in the labour force has been collected in an annual supplementary survey since 1979. In the 1983 survey, information relating to the educational attainment of persons was obtained from all civilians aged 15 and over. For persons with post-school qualifications the information sought included field of study and for those who did not complete their schooling, it included the age at which they left school.

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

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

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

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

71. *Classification of field of study*—respondents with a degree, trade or technical qualification (i.e. (a) or (b) in paragraph 70, above) indicate the field of study for their highest qualification.

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

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

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

74. Information presented in this publication relates to the labour force status of family members, their relationship to the family head and family composition. Definitions of the principal labour force categories are given in paragraphs 34 to 36, above.

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

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

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

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

77. The determination of family relationships and composition is complex, involving many factors. The following description outlines the major principles used for this survey. A *family* is defined to consist of two or more related persons usually resident in the same household at the time of the survey. A family comprises a married couple or a family head (as defined in paragraph 79, below) together with any persons having any of the following relationships to them:

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

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

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

- (b) a family, as defined, can contain no more than two married persons, and can contain two married persons only if these persons are husband and wife (referred to as *married couple families*);
- (c) *other families* are families other than married couple families as defined above; in addition to one-parent families, this category includes families in which there is no parent, for example a family head living with a brother or sister;
- (d) persons are defined as *not a member of a family* if they are not related to any other member of the household in which they are living; a person is considered to be *living alone* if he or she is the sole member of a household—thus a person who is the sole occupant of a self-contained flat attached to another dwelling is considered to be living alone;
- (e) the terms *usually reside* and *present* are synonymous, and refer to persons who are usually living in a household at the time of the survey.

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

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

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

Persons Who Intend to Retire from Full-time Work, Australia (6258.0)

82. Information presented in this publication relates to persons aged 45 years and over who intend to retire from full-time work, and includes intended age of retirement, life assurance coverage, current and intended housing arrangements and intended main source of income.

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

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

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

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

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

Labour Mobility, Australia (6209.0)

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

89. It is impractical to obtain information relating to a twelve month period which is strictly comparable with that obtained in the labour force survey for which the reference period is one week (see paragraph 33, above). The definition of working persons in this publication differs to that shown in paragraph 34 for employed persons.

90. Persons classified as *working* comprise all those who during any week report having either worked or been on paid leave. Periods of one week or more on strike or time off without pay are excluded.

91. A *job* is defined as:

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

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

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

Employed Wage and Salary Earners, Australia (6248.0)

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

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

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

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

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

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

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

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

101. *Part-time employees* are permanent, temporary and casual employees who are not full-time employees as described above.

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

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

104. *State government employees* are those employed by all State government departments and authorities responsible to State Parliaments, including organisations for which the Commonwealth has assumed financial responsibility e.g. universities.

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

Civilian Employees, Australia (6213.0)

106. The figures generally relate only to civilian wage and salary earners, not the total labour force. They therefore exclude employers, self-employed persons, unpaid helpers and the unemployed. Also excluded, because of the inadequacy of the data, are wage and salary earners in agriculture and private households employing staff.

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

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

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

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

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

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

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

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

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

Multiple Jobholding, Australia (6216.0)

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

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

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

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

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

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

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

Career Paths of Persons With Trade Qualifications, Australia (6243.0)

120. Information presented in this publication enables the identification of persons with trade qualifications, including how and when they qualified, whether they had ever worked as a tradesperson, whether they use their trade skills in their current job, whether they ever left their trade (and if so, when and the reason why).

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

122. A *trades qualified person* is a person aged 18 years or more and:

- (a) who completed in Australia an apprenticeship in a *field of trade* e.g. welding, electrical, carpentry, cooking, dressmaking, etc.; or
- (b) has been recognised under the Tradesman's Rights Regulation Act in the metal or electrical fields.

123. *Works (or worked) as a tradesperson* comprises persons who work in own business as a tradesperson or who only use some trade skills plus employees who work as a tradesperson. Employees who only use some trade skills e.g. in supervisory roles (foremen, inspectors, etc.) or an advisory capacity (salesmen, buyers, etc.) are separately shown as *uses some trade skills*.

124. The term *employee* includes persons who, in their main job, work for wages, salary or payment in kind or without pay in a family business. *In own business* includes all persons working with or without employees in their own business whether or not it is a limited liability company.

Employment, Underemployment and Unemployment, Australia (6246.0)

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

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

Job Search Experience of Unemployed Persons (Excluding Persons Who were Stood Down), Australia (6222.0)

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

128. The number of persons looking for work differs from the number of *unemployed persons* from the labour force survey (as defined in paragraph 36, above) in that the latter *includes* persons who are waiting to be called back to a full-time or part-time job from which they have been stood down without pay for less than four weeks up to the end of the survey week (including the whole of the survey week) for reasons other than bad weather or plant breakdown.

129. *Persons looking for work* are defined as all persons aged 15 years and over within the scope of the survey who were not employed during the survey week (i.e. the week immediately preceding that in which the interview took place) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the survey week, and:

- (a) were available for work in the survey week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the survey week); or
- (b) are 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.

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

131. *Classification of post-school qualifications* is the same as defined in paragraph 70, above.

Income and Housing Survey—Income of Individuals, Australia, 1981-82 (6502.0)

132. This publication contains final results relating to the income of individuals from the Income and Housing Survey, 1982.

133. In the survey, income was collected both on a last financial year basis (in respect of 1981-82) and on a current basis, that is at the time of interview. In addition to income, the survey collected data on housing occupancy and costs, aspects of education, trade and other qualifications, superannuation and life insurance.

134. *Total income*—questions were asked in respect of the amount of income received from each of the following sources: wages or salary; own business, farm, profession, etc.; share in a partnership; government cash benefits; superannuation; workers' and road traffic accident compensation; interest, dividends, rent, etc.; other sources, e.g. trust or will, maintenance or alimony. *Total annual income* was defined as the sum of amounts received from those sources in 1981-82. *Total current income* was defined as the sum of amounts currently received from wages and salaries, government cash benefits, other regular payments such as superannuation, maintenance, etc. and of derived weekly equivalent amounts for income received from own business, partnership, interest, rent, dividends, etc. during 1981-82.

135. *Income from wages or salary* was defined as income from all wage or salary jobs before the deduction of tax. Workers' compensation payments (other than lump sum payments) for temporary loss of wages or salary were included. The value of items such as payments in kind, employer contributions to board or rent, gratuities and tips, etc. were not included.

136. *Income from own business, farm, etc. and income from a share in a partnership*—in both these cases, income was defined to be net of business expenses. If income had not been received in 1981-82 or a loss had been made, income from these sources was recorded as nil. Current income from these sources was estimated by deriving a weekly equivalent of amounts received from these sources in 1981-82.

137. *Income from government cash benefits* includes income received through programmes of assistance to aged persons, incapacitated and handicapped persons, unemployed and sick persons, veterans and their dependants, widowed and single parents, families and children; cash benefits for education; and other social security and welfare programmes. Family allowance payments are included.

138. *Income from superannuation* comprises regular payments made to a retired person or his survivors by a former employer, either directly or through a superannuation fund, insurance company, etc. Any lump sum payment received by a person on his retirement was excluded.

139. *Interest, dividends, rent, etc.* includes interest on savings, bonds, debentures, etc., dividends from stocks and shares, net income from rental of a house or other property and net royalties. Current income from these sources was estimated by deriving a weekly equivalent of amounts received from these sources in 1981-82.

140. *Income from other sources* comprises income from items such as private educational scholarships; maintenance or alimony; a trust or will; and an annuity. Income paid at regular intervals and received by a beneficiary under a will, settlement, deed, gift or instrument of trust was included. However, a lump sum payment from any of these sources was not regarded as income.

141. *Mean income* is the amount obtained by dividing the total income of a group (e.g. income recipients in a given age group) by the number in that group.

Job Vacancies, Australia (6231.0)

142. Information presented in this publication refers to vacancies in private employment and in Australian, State and local government employment. The information is obtained from a survey of employers conducted on a quarterly basis.

143. All vacancies (as defined in paragraph 145) for wage and salary earners are included except those:

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

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

145. A *job vacancy* is a job available for immediate filling on the survey date and for which recruitment action had been taken by the employer. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying government or private

employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are jobs available only to exiting employees of the organisation. In this context the Australian Public Service and the Public Services of the States and the Northern Territory are treated as 'organisations'. Also excluded are vacancies:

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

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

Persons Not in the Labour Force (Including Persons Who Wanted to Work but Who were Not Defined as Unemployed), Australia (6220.0)

147. Information presented in this publication relates to the labour force aspirations, availability for work and reasons for not seeking employment of persons aged 15 to 64 who were not in the labour force. Similar data have been collected in supplementary surveys since 1975.

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

149. *Persons marginally attached to the labour force* are those who:

- (a) wanted to work and were available to start within four weeks; or
- (b) were actively looking for work but were not available to start work within four weeks.

150. *Persons who wanted to work and were available to start within four weeks* are those who:

- (a) in the four weeks up to the end of the survey week had taken active steps to find work and who were available to start work within four weeks, even though they were unable to start in survey week for reasons other than own temporary illness or injury; or
- (b) although claiming to have looked for work in the four weeks up to the end of the survey week, had not taken active steps to find work; or

- (c) in the four weeks up to the end of the survey week had not looked for work but in the survey answered 'yes' or 'maybe' to the question 'Even though you have not been looking for work would you like a full-time or part-time job?'

151. *Persons who are actively looking for work but are not available to start work within four weeks* are those who in the four weeks up to the end of survey week had taken active steps to find work but were not available to start work in survey week for reasons other than own temporary illness or injury or within the four weeks following the interview.

152. *Active steps to find work* include:

- (a) writing, telephoning or applying in person to an employer for work;
- (b) answering a newspaper advertisement for a job;
- (c) checking factory or Commonwealth Employment Service noticeboards;
- (d) being registered with the Commonwealth Employment Service;
- (e) checking or registering with any other employment agency, advertising or tendering for work; and
- (f) contacting friends or relatives.

153. *Discouraged jobseekers* are those persons who wanted to work and were available to start work within four weeks but whose main reason for not taking active steps to find work was that they believed they would not be able to find a job for any of the following reasons:

- (a) considered by employers to be too young or too old;
- (b) language or racial difficulties;
- (c) lack the necessary training, skills or experience;
- (d) no jobs in their locality or line of work or no jobs at all available.

CHAPTER 6—AWARD RATES, EARNINGS AND INCOME

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

Award Rates of Pay Indexes, Australia (6312.0)

155. The Award Rates of Pay Indexes are produced monthly and are designed to measure trends in minimum rates payable under awards.

156. The current series of *Award Rates of Pay Indexes* which replaced the previous series of *Wage Rates Indexes* in September 1982 is based on the occupation structure existing in May 1976 and covers full-time adult wage and salary earners whose rates of pay are normally varied in accordance with awards. The old series it replaced had become increasingly unrepresentative, as it was based on the occupation structure existing in 1954, and excluded awards relating solely or mainly to salary earners.

157. *Award Rates of Pay*—the award rates used in the compilation of the indexes are those prescribed for a full week's work (excluding overtime). These rates generally consist of the base rate and any allowances or loadings that are applicable to *all* workers under a specific award designation. In some awards included in the indexes, regarded as paid rates awards, the award rate is set to absorb likely over-award payments.

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

159. *Wage and salary earners*—the coverage of the indexes is confined to full-time adult wage and salary earners whose rates of pay are normally varied in accordance with awards, etc. For the benefit of users, separate indexes have been produced relating to wage earners only (which are broadly comparable with the scope and coverage of the old Wage Rates Index). In order to produce separate indexes for wage earners and wage and salary earners it was necessary to devise some arbitrary means of distinguishing between the two. For the purposes of constructing these separate indexes, the following definitions have been adopted:

- (a) *wage earners*—those engaged mainly in manual work and/or employed in blue collar occupations; remuneration for wage earners is usually stated in terms of a weekly wage;
- (b) *salary earners*—those engaged mainly in non-manual work and/or employed in white collar occupations; remuneration for salary earners is normally stated in terms of an annual salary.

160. *Standard weekly hours of work* relates to the number of hours per week prescribed in awards, etc. for full-time workers in particular occupations. For certain occupations (e.g. teachers, university lecturers) no specific hours are prescribed. Therefore indexes of hourly award rates of pay have been compiled for wage earners only.

Average Weekly Earnings, Australia (6302.0)

161. The survey of average weekly earnings is designed to obtain, from employers, information on earnings in respect of a specified payweek each quarter. It replaces the average weekly earnings series based principally on information from payroll taxes. Background information on the reasons for the change from the payroll tax data to a direct collection is given in *Information Paper: Review of ABS Employment Statistics* (6239.0) published on 8 July 1981. A summary of the main differences in concepts, methods and coverage of the old and new earnings series is given in a further publication, *Information Paper: Average Weekly Earnings—New Series to Replace Former Payroll Tax Based Series* (6336.0) issued on 24 March 1982.

162. *Reference period* refers to the last pay-period ending on or before a specified date. For December quarter 1983 the date was 18 November 1983. 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.

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

164. *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 35 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.

165. *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.

166. *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.

167. *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 reference period.

Consumer Price Index, Australia (6401.0)

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

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

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

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

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

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

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

174. This survey is conducted annually in respect of a pay period in May. The survey is based on a sample of employers who in turn randomly select employees in accordance with instructions supplied by the ABS. The data presented provides information on the distribution and composition of earnings as well as averages.

175. *Weekly earnings* refers to gross earnings before taxation and other deductions have been made. It comprises *overtime earnings*, which refers to payment for overtime hours as defined above, and *ordinary time earnings*. It includes one week's proportion of payments

made other than on a weekly basis, e.g. salary paid fortnightly or monthly and paid annual or other leave taken during the specified pay-period. Pay in advance, retrospective pay and annual or periodic bonuses etc. are excluded.

176. *Ordinary time earnings* refers to that part of weekly earnings which is attributable to ordinary time hours. It comprises payment by measured result, award or agreed base rate of pay and other earnings (excluding overtime).

177. *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.

178. *Payment by measured result* refers to payment by incentive, piecework, task bonus, commission, etc.

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

180. *Other pay* refers to ordinary time earnings not included in payment by measured result nor in award or agreed base rate of pay described above. It includes attendance and good timekeeping bonuses, profit-sharing and any other forms of over-award, etc. pay.

181. *Full-time and part-time employees*—for the definition of *full-time employees*, refer to paragraph 164 above. *Part-time employees* are those who are not full-time as defined.

182. *Non-managerial employees* are 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: (a) who were ineligible to receive payment for overtime; or (b) who, although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments). For some occupations in government employment, such as school teachers and nurses, 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.

183. *Standard (or rostered) weekly hours* refers to the numbers of hours constituting a full week's work for the specified pay-period.

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

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

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

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

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

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

189. For the purposes of the survey persons are classified as having a second job if, during the survey week, they:

- (a) worked in a second job; and
- (b) were employed as a wage or salary earner in both of their jobs.

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

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

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

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

Income and Housing Survey—Income of Individuals, Australia, 1981-1982 (6502.0)

194. For definitions and technical details see paragraphs 132 to 141, above.

CHAPTER 7—NON-WAGE BENEFITS

Employment Benefits, Australia (6334.0)

195. In association with the August labour force survey, information was obtained on a range of employment benefits provided by employers to employees (wage and salary earners). This data was first collected in 1979, with the next survey being conducted in 1983.

196. An *employment benefit* was defined as a concession, allowance or other privilege, etc. received in addition to wages or salary and award, etc. minimum provisions under which a person was employed in their main job. Not all benefits were received direct from the current employer. Some benefits may have been received from other sources by employees as a result of their employment in a particular occupation or industry. Such benefits, e.g. a concession air fare granted by an airline to a travel agency employee, have been included in the tables where appropriate. All types of wage and salary payments, including bonuses, payments for leave of various kinds and overaward payments, as well as emoluments received in accordance with award, etc. provisions (e.g. safety clothing) were not considered to be benefits for the purposes of the survey. For definitions of employment benefits, see *Employment Benefits, Australia, August 1984* (6334.0).

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

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

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

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

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

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

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

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

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

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

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

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

The Labour Force, Australia (6203.0)

205. For definitions and technical details see paragraphs 31 to 54 above. For definition of hours worked see paragraph 46.

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

206. For definitions and technical details see paragraphs 174 to 183 above.

Overtime, Australia (6330.0)

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

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

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

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

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

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

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

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

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

215. *Other workers* (i.e. 'day' workers) were, therefore, persons who did not work the hours described in paragraph 214 above.

216. *Shiftworkers* were employees who in the four weeks prior to the date of the interview worked two or more different work shifts; for the purposes of this survey, work shifts were two or more distinct periods of work

within a 24-hour day between which employees were regularly rotated. Persons who worked fixed hours, i.e. those who did not work rotating shifts whether during the day or at night, were not classified as shiftworkers. Persons who, in establishments working several 'shifts', worked the 'night shift' only were, therefore, not classified as shiftworkers but were generally classified as nightworkers.

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

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

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

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

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

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

222. A special household survey was conducted during the period March to May 1982 to obtain information about certain aspects of the working arrangements of employees and their preferences for any changes to them. This information includes details of usual working arrangements (e.g. 5 day week, 19 day fortnight, etc.) control over working arrangements and/or start and finish times, preference for permanent or casual employment and more or less work.

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

224. Employees who *preferred to work less* were those who, given the opportunity, would have preferred to work less hours and receive commensurately less pay. Similarly those who *preferred to work more* would have

preferred to do so on the understanding that they would earn commensurately more pay, and those who *preferred to work the same hours* expected to continue earning the same amount of pay.

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

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

Working Conditions, Australia, February to May 1979 (6335.0)

227. Working conditions was one of a number of topics included in a sample survey conducted throughout Australia during the period February to May 1979. The survey was designed to obtain employees' attitudes to, or opinions about, selected aspects of their working conditions.

228. Questions concerning working conditions were asked only of persons who at the time of the survey were employed wage or salary earners (employees) and who usually worked at least 20 hours a week. Respondents were interviewed personally. Demographic and labour force characteristics were as reported by employees at the time of the survey.

229. For the purposes of the survey *working conditions* were those aspects of the working situation which directly affected employees and had an influence on their overall satisfaction with their jobs.

230. The aspects of the working situation included in the survey were not an exhaustive list, but a selection of those considered to have a significant influence on the working lives of employees. The attitudes of employees to individual aspects of work were assessed by classifying their responses on the basis of frequency of occurrence or degree of satisfaction.

231. *Overall level of job satisfaction* was as given by the employee in response to a direct question on overall feelings about the job.

CHAPTER 9—INDUSTRIAL RELATIONS

Industrial Disputes, Australia (6322.0)

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

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

234. *Total workers involved* for any period of time are obtained by adding together the number of workers involved in each dispute in the period. For any period of time the figures may include details of the same workers involved on more than one dispute. The longer the period of reference the more chance there is of some double counting in the number of workers involved. Where there are varying numbers of employees involved during the progress of a dispute the figures of workers involved included in the statistics relate to the largest number of individual workers involved on any one day. Generally the *total* number of workers involved for each quarter will equal the sum of the *total* number of workers involved in the first month of a quarter plus the number of workers *newly* involved in the second and third months (as published monthly in 6321.0). Differences between monthly and quarterly aggregates can occur due to temporary cessations in the first month of the quarter of stoppages resuming in subsequent months. Workers re-involved in this type of dispute are not classified as workers *newly* involved in stoppages in the second quarter in which the dispute occurs.

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

236. *Working days lost* refer to man-days lost by workers directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of workers involved and the duration of the dispute.

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

238. Estimates for 1974 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, Australia* (6203.0).

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

- (a) *wages*—claims involving general principles relating to wages (e.g. increase/decrease in wages; variation in method of payment) or combined claims relating to wages, hours or conditions of work (in which the claim about wages is deemed to be the most important; combined claims in which other claims are deemed to be the most important are included under other causes);
- (b) *hours of work*—claims involving general principles relating to hours of work (e.g. decrease/increase in hours; spread of hours);
- (c) *managerial policy*—disputes concerning the managerial policy of employers—computation of wages, hours, leave, etc. in individual cases; docking pay, docking leave credits, fines, etc.; disciplinary matters including dismissals, suspension, victimisation; principles of promotion and filling positions, transfers, roster complaints, retrenchment policy; employment of particular persons and personal disagreements; production limitations or quotas; etc.;
- (d) *physical working conditions*—disputes concerning physical working conditions, safety issues; protective clothing and equipment; first aid services; uncomfortable working conditions, etc.; lack of, or the conditions of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks; etc.;
- (e) *trade unionism*—disputes concerning employment of non-unionists, inter-union and intra-union disputes, sympathy stoppages in support of employees in another industry, recognition of union activities, etc.;
- (f) *other*—claims involving general principles relating to holiday and leave provisions, pension and retirement provisions, workers' compensation provisions, insertion of penal clause provisions in awards, etc.;
- (g) also included are disputes concerning *protests* directed against persons or situations other than those relating to the employer/employee relationship, i.e. political matters, fining and gaoling of persons, protests against lack of work, and lack of adequate transport; non-award public holidays; accidents and funerals; no reason given for stoppages; etc.

Trade Union Statistics, Australia (6323.0)

240. The figures presented in 6323.0 have been compiled from questionnaires completed by individual trade unions in respect of their membership at the end of December each year.

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

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

243. *Proportion of total employees*—the approximate percentages of wage and salary earners in employment (i.e. employees) who were members of trade unions are shown in Table 9.5. Estimates for 1974 to 1979 are based on estimates of employees as published in *Civilian Employees, Australia* (6213.0). As this series was suspended from April 1980 the proportions of total employees shown for 1980 and subsequent years have been calculated from estimates of employees from the labour force survey published in *The Labour Force, Australia* (6203.0). The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of *employed wage and salary earners* and the degree of unemployment of reported union members will affect the percentages for a particular year and comparisons over time.

Trade Union Members, Australia (6325.0)

244. During the period March to May 1982 a supplementary survey was conducted throughout Australia in order to obtain information about the membership of trade unions and employee associations and various characteristics of members and non-members. A similar survey was previously conducted in November 1976.

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

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

247. Although some persons may be union members in their second job only, the classifications shown were for the employee's main job where applicable. Industry is classified according to the *Australian Standard Industrial Classification* (ASIC) 1978 (1201.0 and 1202.0) and occupation according to the *Classification and Classified List of Occupations, Revised June 1981* (1206.0).

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

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

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

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

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

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

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

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