

CHAPTER 6

AWARD RATES, EARNINGS, LABOUR COSTS, AND EMPLOYMENT BENEFITS

This chapter provides a range of data on the returns for and costs of labour. Emphasis is given to wages and salaries, and such statistics produced by the ABS are usually referred to as earnings.

Statistics are presented on award rates of pay, the distribution and composition of weekly earnings, employment benefits and labour costs.

Award Rates of Pay Indexes

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

Indexes of minimum weekly and hourly award rates of pay cover all full-time adult wage and salary earners whose minimum rates of pay are normally varied in accordance with awards, determinations and collective agreements. The indexes are based on weights derived from the May 1985 Survey of Employee Earnings and Hours and therefore do not reflect any subsequent effects of compositional changes in the labour force or in industry structure.

A new series of Award Rates of Pay Indexes was released in 1988, with a base of June 1985. The rebased series replaced the previous series which had a base of 1976 and covered the period from June 1976 to November 1987. The new series has a wider coverage of award designations and utilises a more up to date industry and occupation structure than the previous series. In May 1990 details of award coverage were collected to give a more up to date picture of the numbers of employees covered by awards, determinations and collective agreements or unregistered agreements.

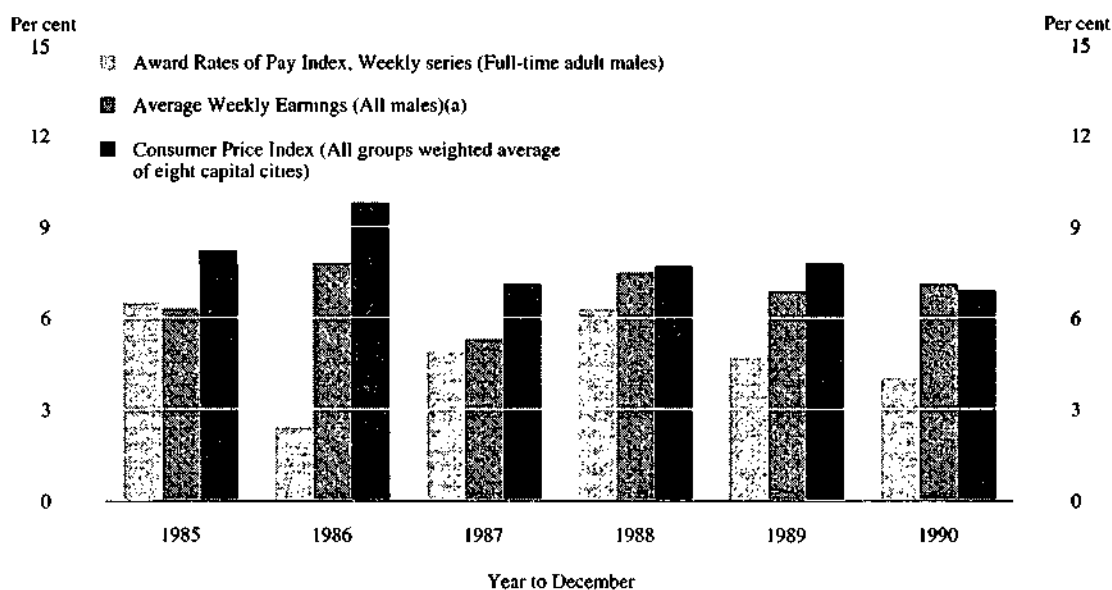
Over the 12 months to December 1990, the weekly award rates of pay indexes rose by 4.0 per cent for full-time adult males and 4.6 per cent for full-time adult females.

For full-time adult males and full-time adult females the largest movements over the period occurred in the Wholesale and retail trade industry (both 5.9%), the Manufacturing industry (both 5.9%) and the Recreation and other services industry (5.0% and 5.7% respectively).

In terms of occupation groups, the largest increases were for full-time adult male Salespersons and personal service workers (4.7%) and Tradespersons (4.4%) and for full-time adult female Plant and machine operators, and drivers (5.8%) and Salespersons and personal service workers (4.9%).

The following chart shows the annual change in award rates of pay, average weekly earnings and consumer price index. Between December 1989 and 1990, the Consumer Price Index (CPI) increased by 6.9 per cent. During the same period weekly award rates of pay increased by 4.0 per cent (full-time adult male wage and salary earners), while average weekly total earnings for males increased by 7.1 per cent.

CHART 6.1. AWARD RATES OF PAY INDEX, AVERAGE WEEKLY EARNINGS AND
CONSUMER PRICE INDEX: ANNUAL CHANGE, AUSTRALIA



(a) Year to November

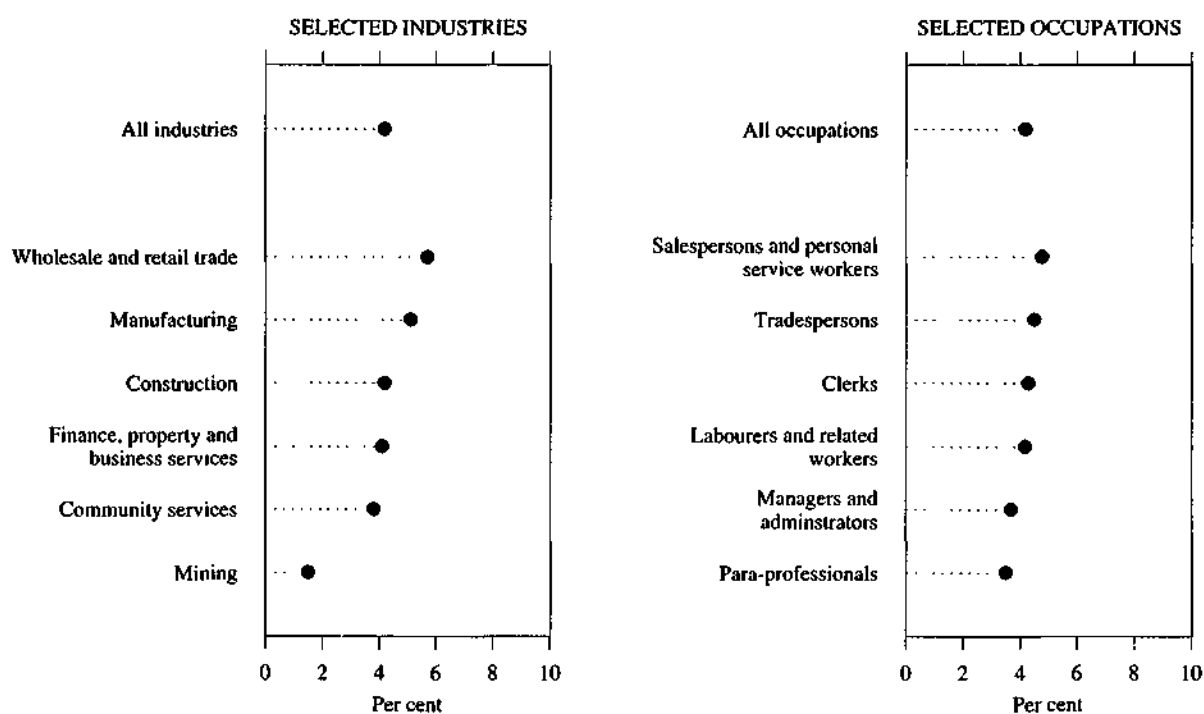
Source: Award Rates of Pay Indexes (6312 0);
Average Weekly Earnings, States and Australia (6302 0).
Consumer Price Index, Australia (6401 0)

TABLE 6.1. AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES : AUSTRALIA
(Base : June 1985 = 100.0)

Month	Weekly series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
<i>1985—</i>						
June	100.0	100.0	100.0	100.0	100.0	100.0
September	100.0	100.0	100.0	100.0	100.0	100.0
December	103.8	103.8	103.8	103.8	103.8	103.8
<i>1986—</i>						
March	103.8	103.8	103.8	103.8	103.9	103.8
June	103.8	104.2	104.0	103.9	104.3	104.0
September	106.3	106.7	106.4	106.3	106.8	106.5
December	106.3	106.8	106.4	106.3	106.9	106.5
<i>1987—</i>						
March	109.7	110.3	109.9	109.8	110.5	110.0
June	109.7	110.4	109.9	109.8	110.9	110.2
September	110.1	110.6	110.3	110.3	111.2	110.6
December	111.5	111.9	111.6	111.7	112.6	112.0
<i>1988—</i>						
March	114.2	115.0	114.4	114.4	115.8	114.8
June	114.5	115.4	114.8	114.8	116.2	115.2
September	117.7	118.7	118.0	118.0	119.6	118.5
December	119.0	120.4	119.4	119.4	121.6	120.1
<i>1989—</i>						
March	121.8	123.2	122.2	122.3	124.5	123.0
June	122.4	123.9	122.9	123.0	125.5	123.7
September	123.3	124.7	123.8	123.9	126.4	124.7
December	125.9	127.4	126.4	126.6	129.1	127.4
<i>1990—</i>						
March	127.1	128.4	127.5	127.8	130.2	128.5
June	129.3	131.1	129.9	130.1	132.9	131.0
September	130.5	132.7	131.2	131.4	134.7	132.5
December	131.0	133.3	131.7	132.1	135.3	133.1

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

**CHART 6.2. AWARD RATES OF PAY INDEXES : FULL-TIME ADULT EMPLOYEES,
ANNUAL PERCENTAGE CHANGE, AUSTRALIA,
DECEMBER 1989 TO DECEMBER 1990**



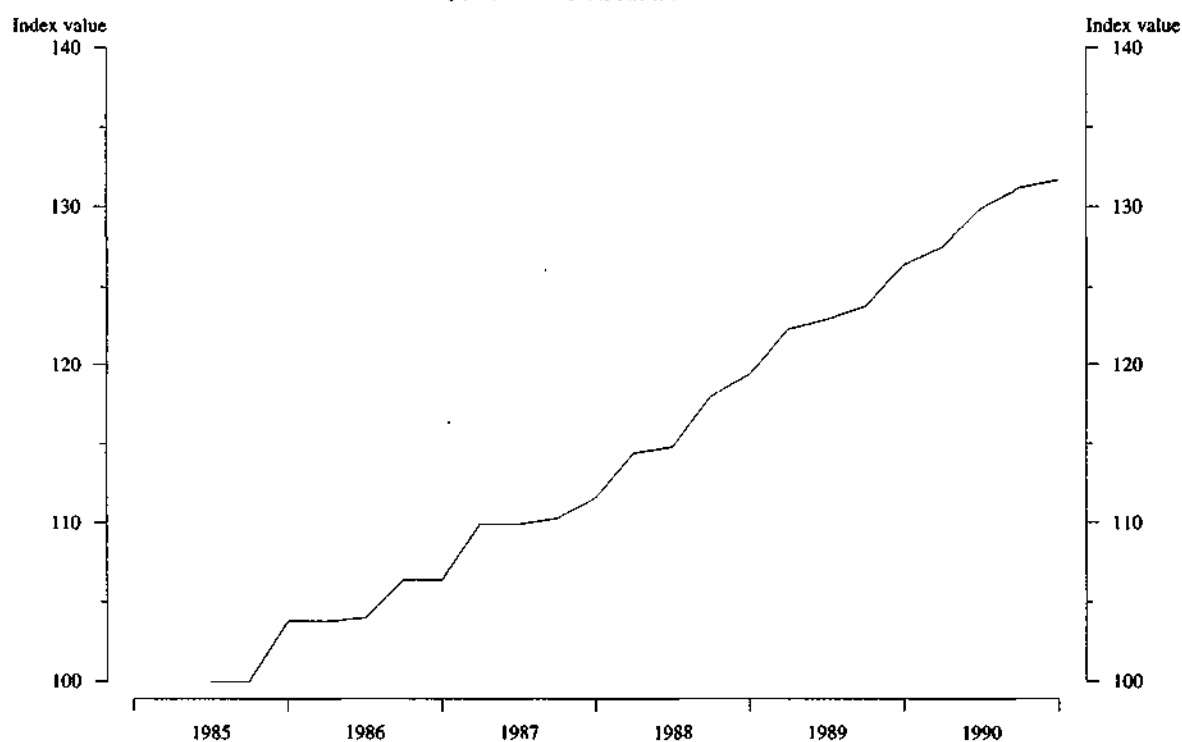
Source: Award Rates of Pay Indexes, Australia (6312.0).

TABLE 6.2. WEEKLY AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES : INDUSTRY AND OCCUPATION, AUSTRALIA, DECEMBER
(Base : June 1985 = 100.0)

Industry	Males			Females		
	1988	1989	1990	1988	1989	1990
Total	118.5	124.6	131.0	119.9	126.1	133.3
<i>Industry—</i>						
Mining	121.8	126.9	129.9	121.3	126.5	130.1
Manufacturing	119.2	126.8	133.9	120.9	129.0	138.0
Construction	118.6	125.3	131.2	118.8	125.1	132.2
Wholesale and retail trade	118.6	126.4	134.7	118.7	127.4	134.7
Finance, property and business services	116.7	123.5	128.6	117.6	124.1	130.5
Community services	117.8	121.8	127.8	121.0	125.4	132.5
<i>Occupation—</i>						
Managers and administrators	117.0	122.1	127.6	119.0	125.3	131.8
Para-professionals	118.0	122.6	128.3	125.5	130.4	138.6
Tradespersons	118.6	125.6	132.1	119.1	127.1	134.3
Clerks	118.3	123.8	129.9	119.0	125.4	132.3
Salespersons and personal service workers	118.0	125.2	131.9	120.4	127.8	135.4
Labourers and related workers	119.1	125.8	132.6	119.2	126.0	133.6

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

CHART 6.3. WEEKLY AWARD RATES OF PAY INDEXES : FULL-TIME ADULT EMPLOYEES, AUSTRALIA, JUNE 1985 TO DECEMBER 1990



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

Average Weekly Earnings

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

In addition to the average weekly earnings statistics obtained from the quarterly survey of employers, statistics on the distribution and composition of earnings are obtained from a survey of employers conducted annually in May. This survey provides more detail in terms of industries as well as information on earnings for different occupational groupings.

Other statistics on earnings are obtained from a household survey conducted in August each year. This survey is a supplement to the ABS monthly labour force survey and is conducted primarily to obtain statistics on the distribution of employees classified by characteristics such as marital status, sex, age and whether the earnings came from the main job or any second job. Care should be exercised when comparing the mean (average) weekly earnings derived from this survey with average weekly earnings from the surveys of employers because of important differences in scope and methodology.

For the 12 months to November 1990, average weekly ordinary time earnings for full-time adult males increased by 7.7 per cent to \$589.20 and for full-time adult females by 7.6 per cent to \$488.90.

During this period, average weekly ordinary time earnings for full-time adults increased at a significantly higher rate in the public sector (8.5%) than in the private sector (6.8%).

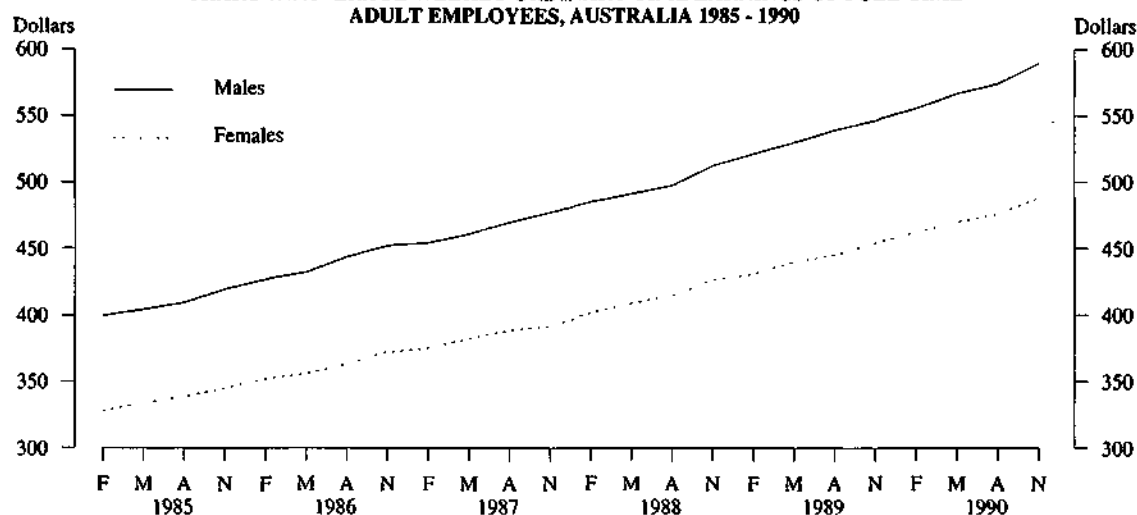
There are many factors which may give rise to increases in average weekly earnings, although the major influences are increases to award rates of pay as a result of National Wage Case decisions. In the year to November 1990 the principal influence on wages was the flow through of the increase handed down in the National Wage Case decision of August 1989 which was payable from 1 September 1989. This decision allowed for an increase of \$15.00 (or 3%, which ever is greater) for skilled workers, \$12.50 for semi skilled workers and \$10.00 for unskilled workers.

Average weekly earnings vary across industries. In November 1990, the average weekly earnings for full-time adult male employees was highest in the Mining industry (\$899.40) and lowest in the Recreation, personal and other services industry (\$511.10) and for female employees was highest in the Mining industry (\$589.10) and lowest in the Textiles; Clothing and footwear industry (\$372.20).

Average weekly total earnings also vary considerably across occupations, with earnings generally reflecting associated skills levels. In May 1990, for example, full-time adult managers and administrators had estimated average weekly earnings of \$768.40, while labourers and related workers had the lowest average weekly total earnings of any occupation group (\$467.20).

The relative distribution of earnings for all male and all female employees reveals a concentration of females in the lower earnings ranges, with males predominating in the higher earnings ranges. The distribution pattern reflects structural differences in employment, such as the concentration of females in lower paid industries and occupations, and the significantly higher levels of average male overtime earnings.

CHART 6.4. AVERAGE WEEKLY ORDINARY TIME EARNINGS OF FULL-TIME ADULT EMPLOYEES, AUSTRALIA 1985 - 1990



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

TABLE 6.3. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS : FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1990

	Adult		Junior	
	Males	Females	Males	Females
WEEKLY EARNINGS(\$)				
Award or agreed base rate of pay	494.10	452.10	254.00	257.30
Payment by measured result	7.40	1.80	*1.20	*0.40
Overaward pay	13.00	6.90	5.70	3.20
Total ordinary time	514.40	460.80	260.90	260.90
Overtime	60.30	12.00	18.10	6.90
Total	574.70	472.80	279.00	267.80
PERCENTAGE OF EARNINGS				
Award or agreed base rate of pay	86.0	95.6	91.0	96.1
Payment by measured result	1.3	0.4	0.4	0.1
Overaward pay	2.3	1.5	2.0	1.2
Total ordinary time	89.5	97.5	93.5	97.4
Overtime	10.5	2.5	6.5	2.6
Total	100.0	100.0	100.0	100.0

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

TABLE 6.4. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, SECTORS, AUSTRALIA, MAY 1990

	Average weekly total earnings (\$)								
	Average weekly ordinary time earnings					Overtime	Total	Average weekly hours paid for	
	Award or agreed base rate of pay	Payment by measured result	Over- award and other pay	Total ordinary time	Ordinary time			Overtime	Total
PRIVATE									
Adult—									
Males	467.00	10.70	18.70	496.40	70.80	567.20	38.1	3.6	41.7
Females	413.40	2.70	11.20	427.20	13.80	441.00	37.8	0.8	38.6
PUBLIC									
Adult—									
Males	543.40	1.40	2.50	547.30	41.20	588.50	37.5	1.9	39.4
Females	509.20	0.50	0.60	510.30	9.40	519.60	37.0	0.4	37.5
TOTAL									
Adult—									
Males	494.10	7.40	13.00	514.40	60.30	574.70	37.9	3.0	40.8
Females	452.10	1.80	6.90	460.80	12.00	472.80	37.5	0.7	38.2

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

TABLE 6.5. AVERAGE WEEKLY TOTAL EARNINGS : FULL-TIME ADULT EMPLOYEES AND ALL ADULT EMPLOYEES, OCCUPATION, AUSTRALIA, MAY 1990
(dollars)

	Average weekly total earnings					
	Adult males		Adult females		Adult persons	
	Full-time	All	Full-time	All	Full-time	All
Managers and administrators	804.80	799.00	610.90	577.30	768.40	754.00
Professionals	760.50	715.30	611.80	522.10	699.40	626.30
Para-professionals	671.20	653.20	587.60	490.40	644.20	583.10
Tradespersons	562.70	554.90	421.50	346.40	554.10	534.70
Clerks	550.40	533.90	454.40	395.90	487.60	435.80
Salespersons and personal service workers	556.90	489.40	424.30	295.10	495.20	367.60
Plant and machine operators, and drivers	577.70	559.40	388.40	361.10	549.80	526.70
Labourers and related workers	494.80	447.80	390.90	283.60	467.20	382.20
All occupations	615.10	585.10	484.20	389.00	470.70	500.90

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

TABLE 6.6. AVERAGE WEEKLY EARNINGS OF EMPLOYEES, AUSTRALIA

	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings
—dollars—									
<i>November—</i>									
1985	419.60	453.60	413.90	345.30	353.70	268.40	396.90	423.10	355.60
1986	452.10	488.60	446.30	372.70	382.00	287.60	427.20	455.20	380.60
1987	477.50	516.30	470.00	392.00	401.90	306.50	450.10	479.70	401.80
1988	512.70	558.90	505.20	426.80	439.60	328.70	484.90	520.20	430.10
1989	547.00	595.90	540.00	454.50	467.60	349.30	516.60	553.80	457.20
<i>1990—</i>									
February	555.80	600.20	546.30	462.40	475.10	358.30	524.70	558.60	464.80
May	566.60	613.30	555.80	470.20	483.00	361.80	534.10	569.30	470.00
August	574.10	619.90	562.70	476.30	488.80	365.00	541.00	575.60	474.80
November	589.20	635.80	578.20	488.90	501.20	377.90	555.60	590.60	490.60
— per cent —									
<i>Annual change—</i>									
<i>November—</i>									
1985	5.5	6.2	6.3	6.1	6.1	5.2	5.8	6.3	6.0
1986	7.7	7.7	7.8	7.9	8.0	7.1	7.6	7.6	7.0
1987	5.6	5.7	5.3	5.2	5.2	6.6	5.4	5.4	5.6
1988	7.4	8.2	7.5	8.9	9.4	7.2	7.7	8.5	7.0
1989	6.7	6.6	6.9	6.5	6.4	6.3	6.5	6.4	6.3
<i>1990—</i>									
February	6.5	6.5	6.8	7.2	7.2	7.0	6.6	6.5	6.5
May	6.8	6.3	7.1	6.7	6.4	6.7	6.6	6.1	6.3
August	6.5	6.0	6.8	6.8	6.4	6.7	6.4	5.9	6.3
November	7.7	6.7	7.1	7.6	7.2	8.2	7.5	6.6	7.3

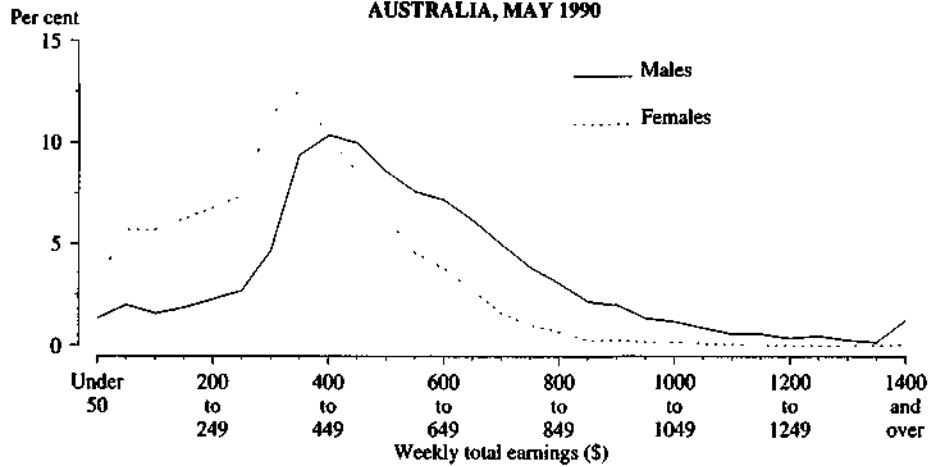
Source: *Average Weekly Earnings, States and Australia (6302.0)*.

TABLE 6.7. DISTRIBUTION OF ALL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS,
MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1990
(per cent)

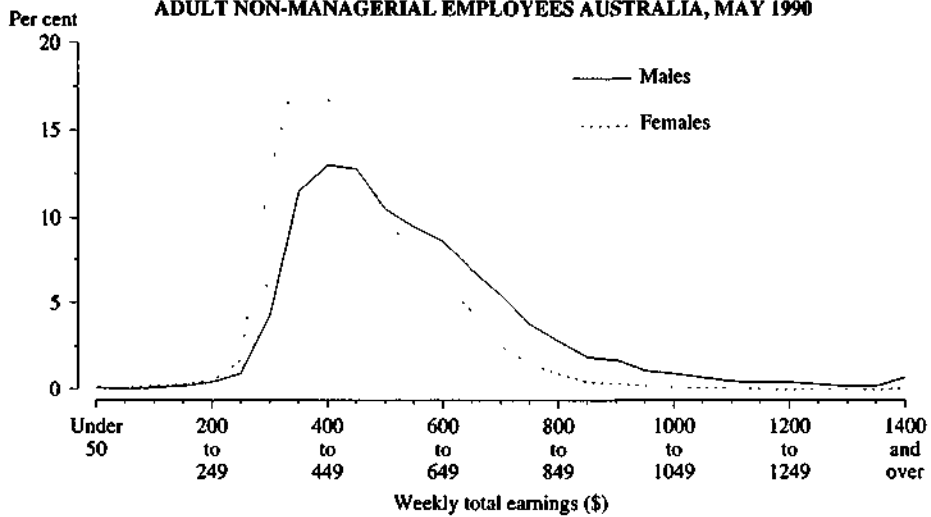
			Managers and admin- istrators	Pro- fessionals	Para- pro- fessionals	Trades- persons	Clerks	Salesper- sons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	All occupa- tions
<i>Weekly total earnings (\$)—</i>											
Under 50			* 0.1	1.2	0.6	0.4	0.8	6.7	1.0	3.8	2.1
50	and under	100	* 0.4	1.7	0.8	0.9	2.0	11.1	1.0	6.5	3.6
100	"	150	0.9	2.5	1.8	1.7	2.6	7.7	1.0	5.5	3.4
150	"	200	0.5	1.6	1.6	3.7	3.8	7.9	1.1	5.7	3.8
200	"	250	0.8	2.1	2.7	4.3	5.7	7.2	1.4	5.3	4.3
250	"	300	1.4	2.6	3.2	4.8	6.2	7.3	2.3	5.7	4.8
300	"	320	1.3	1.2	1.1	2.4	3.3	3.5	1.7	3.4	2.6
320	"	340	0.9	0.8	1.4	2.1	2.9	4.0	6.4	6.2	3.3
340	"	360	1.1	1.1	1.6	3.2	5.6	5.1	3.5	7.1	4.1
360	"	380	1.2	0.9	1.7	4.6	5.3	4.2	5.6	7.0	4.2
380	"	400	1.2	1.3	2.4	3.7	6.8	3.6	6.7	5.7	4.3
400	"	420	2.5	1.6	2.8	4.8	6.9	3.4	6.0	5.5	4.5
420	"	440	1.6	1.9	2.6	4.9	5.9	2.7	5.6	4.4	3.9
440	"	460	2.4	2.1	3.3	5.5	5.6	3.1	4.4	3.5	4.0
460	"	480	1.6	2.9	4.1	5.2	5.2	2.3	4.5	3.1	3.7
480	"	500	2.0	3.0	3.7	5.3	4.6	2.6	4.1	2.6	3.6
500	"	520	3.7	3.4	3.6	4.1	4.3	2.5	3.9	2.2	3.4
520	"	540	2.6	3.3	3.3	3.7	3.6	1.6	2.7	2.1	2.9
540	"	560	2.5	3.1	4.3	3.8	2.9	1.7	2.7	1.6	2.7
560	"	580	2.6	4.2	4.9	2.8	2.1	1.5	2.6	1.4	2.5
580	"	600	1.8	4.9	4.3	2.7	1.8	1.0	2.6	1.2	2.3
600	"	620	3.1	3.4	4.8	3.0	1.8	1.2	3.7	1.1	2.4
620	"	640	2.9	4.9	4.1	2.6	1.6	0.8	2.6	1.0	2.3
640	"	660	2.6	3.5	4.2	2.2	1.4	0.9	2.0	0.9	1.9
660	"	680	3.8	6.6	4.1	1.9	1.1	0.8	2.5	0.7	2.3
680	"	700	2.4	3.0	3.1	1.6	0.7	0.6	1.9	0.8	1.5
700	"	720	3.2	3.0	3.0	1.7	0.9	0.7	1.5	0.7	1.6
720	"	740	2.6	3.1	2.8	1.0	0.8	0.7	1.6	0.7	1.4
740	"	760	2.6	1.9	2.3	1.2	0.5	0.4	1.2	0.6	1.1
760	"	780	3.8	2.6	2.1	1.2	0.5	0.5	1.1	0.5	1.3
780	"	800	3.3	1.6	1.3	0.8	0.3	0.3	0.8	0.3	0.9
800	"	850	6.8	4.6	3.7	1.8	0.6	0.5	2.3	0.7	2.1
850	"	900	5.1	2.5	2.2	1.6	0.4	0.4	1.5	0.5	1.4
900	"	950	4.5	2.9	1.6	1.2	0.3	0.2	1.4	0.5	1.2
950	"	1,000	3.3	1.8	0.9	0.7	0.3	0.3	1.0	0.3	0.9
1,000	"	1,100	5.9	2.5	1.3	1.3	0.2	0.3	1.5	0.4	1.3
1,100	"	1,200	3.3	1.5	1.1	0.5	* 0.1	* 0.2	1.0	0.3	0.7
1,200 and over			8.0	3.4	1.6	1.2	0.3	0.5	1.7	0.4	1.6
Total			100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

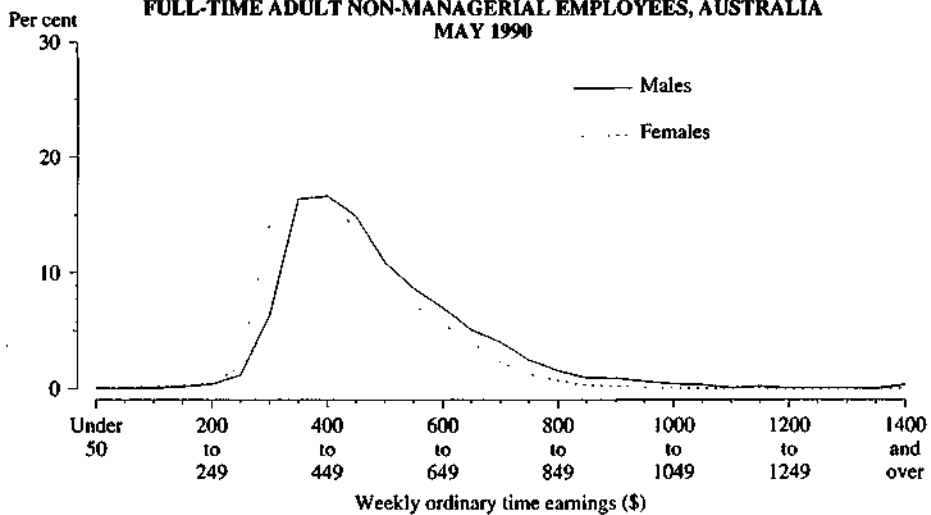
**CHART 6.5. WEEKLY TOTAL EARNINGS: DISTRIBUTION OF ALL EMPLOYEES
AUSTRALIA, MAY 1990**



**CHART 6.6. WEEKLY TOTAL EARNINGS: DISTRIBUTION OF FULL-TIME
ADULT NON-MANAGERIAL EMPLOYEES AUSTRALIA, MAY 1990**



**CHART 6.7. WEEKLY ORDINARY TIME EARNINGS: DISTRIBUTION OF
FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, AUSTRALIA
MAY 1990**



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

Weekly Earnings of Employees

Between August 1985 and August 1990, mean weekly earnings from all jobs for employees aged 15 to 69 increased from \$329 to \$444, representing a 35 per cent increase. The increase in the twelve months to August 1990 was \$21 (5%). This compares to an increase of \$29 (7%) in the twelve months to August 1989.

The rate of increase in mean weekly earnings is strongly influenced by the trend towards a greater proportion of part-time workers. Employees working less than 35 hours per week in all jobs as a proportion of total employees has increased by 4 percentage points since August 1985. Increases in mean weekly earnings for employees working less than 35 hours per week in all jobs were markedly different in this period. For female employees in this category, earnings from main job increased by 34 per cent from \$151 in 1985 to \$202 in 1990, compared with an increase of 10 per cent in males' mean weekly earnings (from \$163 to \$180).

In August 1990, 79 per cent of employees worked on a full-time basis in their main job, and their mean weekly earnings from that job were \$507. Males comprised 67 per cent of full-time employees in main job, with mean weekly earnings of \$545. Female full-time workers in main job received \$432 on average. Approximately 38 per cent of females worked part-time in their main job compared with 7 per cent of males. Female part-time employees in main job received mean weekly earnings of \$198 compared with \$184 for males.

Mean weekly earnings of full-time workers varied across occupations with Labourers and related workers earning: males \$438, females \$334, Tradespersons: males \$477, females \$346, Managers and administrators: males \$700, females \$562 and Professionals: males \$712, females \$574.

Mean weekly earnings of full-time workers also varied according to industry division with employees in the Mining industry earning more than those in other industries.

An estimated 176,800 employees worked in a second wage or salary job at August 1990. There were 81,400 male employees with a second job, and they received \$102 (median) in earnings from that job. Some 95,400 females had a second wage/or salary job; they received median weekly earnings of \$83.

Workers aged 35-44 years received the highest mean weekly earnings of all the age groups tabulated. The average for this age group was \$571, with males earning \$614 and females \$478, on average. For both sexes, workers aged 15-19 and 20-24 years received mean weekly earnings below the mean weekly earnings of all age groups combined.

TABLE 6.8. ALL EMPLOYEES : MEAN WEEKLY EARNINGS OF EMPLOYEES WORKING 35 HOURS OR MORE PER WEEK AND EMPLOYEES WORKING LESS THAN 35 HOURS PER WEEK IN ALL JOBS, AUSTRALIA, AUGUST 1985 TO AUGUST 1990
(dollars)

	<i>Employees working 35 hours or more per week in all jobs</i>			<i>Employees working less than 35 hours per week in all jobs</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
1985	395	305	367	163	151	153	382	251	329
1986	420	333	392	154	158	158	405	271	350
1987	446	355	417	161	170	168	427	285	368
1988	477	379	445	166	185	181	457	306	394
1989	521	411	485	170	189	185	496	326	423
1990	546	435	509	180	202	198	520	345	444

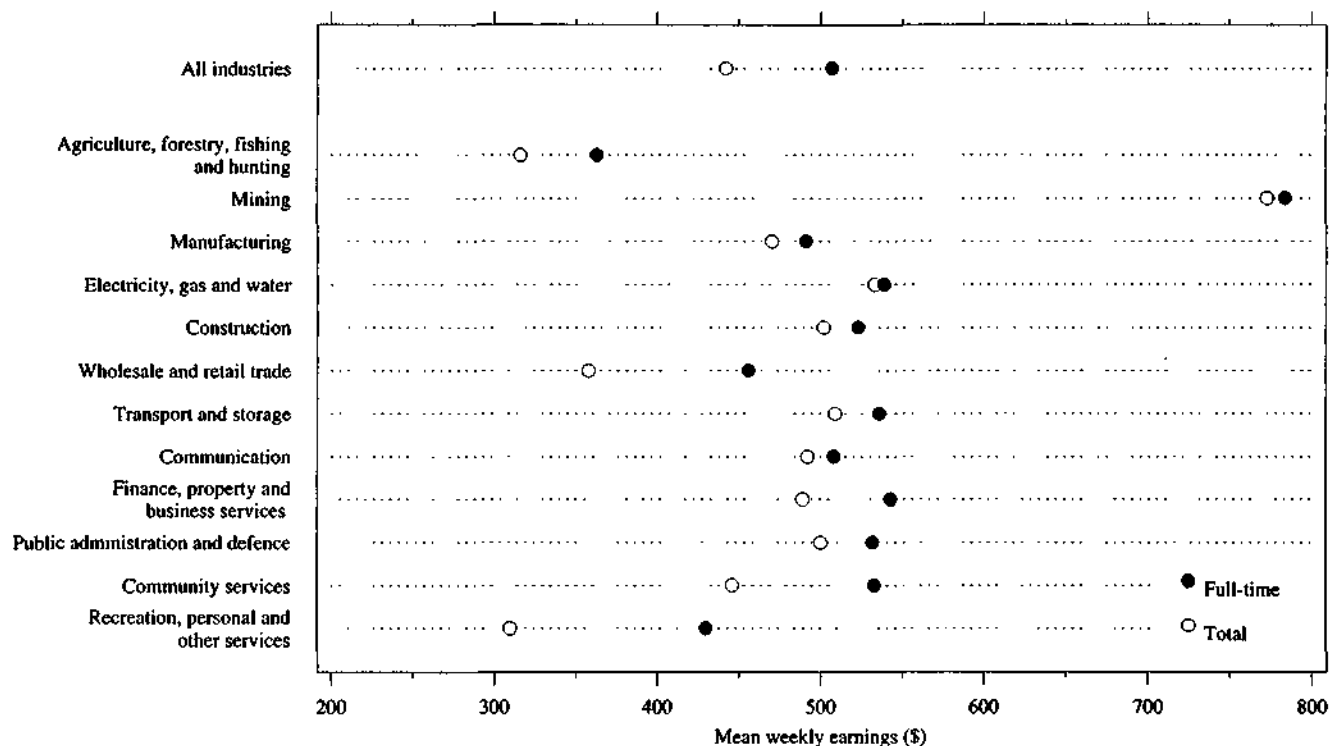
Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*.

TABLE 6.9. MEAN WEEKLY EARNINGS FROM MAIN JOB OF ALL EMPLOYEES WHO WORKED FULL TIME IN THEIR MAIN JOB, AUSTRALIA, AUGUST 1988 TO AUGUST 1990
(dollars)

	Males			Females			Persons		
	1988	1989	1990	1988	1989	1990	1988	1989	1990
Total	476	519	545	377	409	432	444	484	507
<i>Occupation—</i>									
Managers and administrators	603	670	700	471	528	562	583	649	675
Professionals	634	680	712	526	558	574	596	637	661
Para-professionals	530	583	586	448	493	498	502	551	555
Tradespersons	419	453	477	300	335	346	411	444	467
Clerks	441	476	513	354	389	416	380	416	445
Salespersons and personal service workers	430	477	516	319	348	363	374	412	439
Plant and machine operators and drivers	468	503	522	303	337	348	442	478	497
Labourers and related workers	378	423	438	315	325	334	364	401	415
<i>Industry—</i>									
Agriculture, forestry, fishing and hunting	334	381	376	290	294	286	330	369	363
Mining	689	748	806	453	542	543	672	728	784
Manufacturing	449	491	516	341	375	401	425	465	491
Electricity, gas and water	496	536	549	380	395	443	486	524	539
Construction	463	515	532	362	381	416	456	506	523
Wholesale and retail trade	420	460	493	320	356	380	389	425	456
Transport and storage	502	540	557	414	427	438	488	520	536
Communication	466	493	530	387	393	436	448	470	508
Finance, property and business services	559	604	635	376	412	442	472	517	543
Public administration and defence	499	533	563	411	448	477	469	504	532
Community services	533	578	605	428	464	476	475	515	533
Recreation, personal and other services	425	469	483	329	357	370	381	418	430

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

CHART 6.8. MEAN WEEKLY EARNINGS IN MAIN JOB OF FULL-TIME AND TOTAL EMPLOYEES IN MAIN JOB BY INDUSTRY, AUSTRALIA, AUGUST 1990



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

Total Major Labour Costs

Major labour costs statistics are produced from an annual survey of employers. This survey was conducted in respect of both private and public sector employees for the fourth time in 1990 and collected information on the costs incurred by employers for: gross wages and salaries; severance, termination and redundancy payments; superannuation; workers' compensation; payroll tax; and fringe benefits tax for the year ended 30 June 1990.

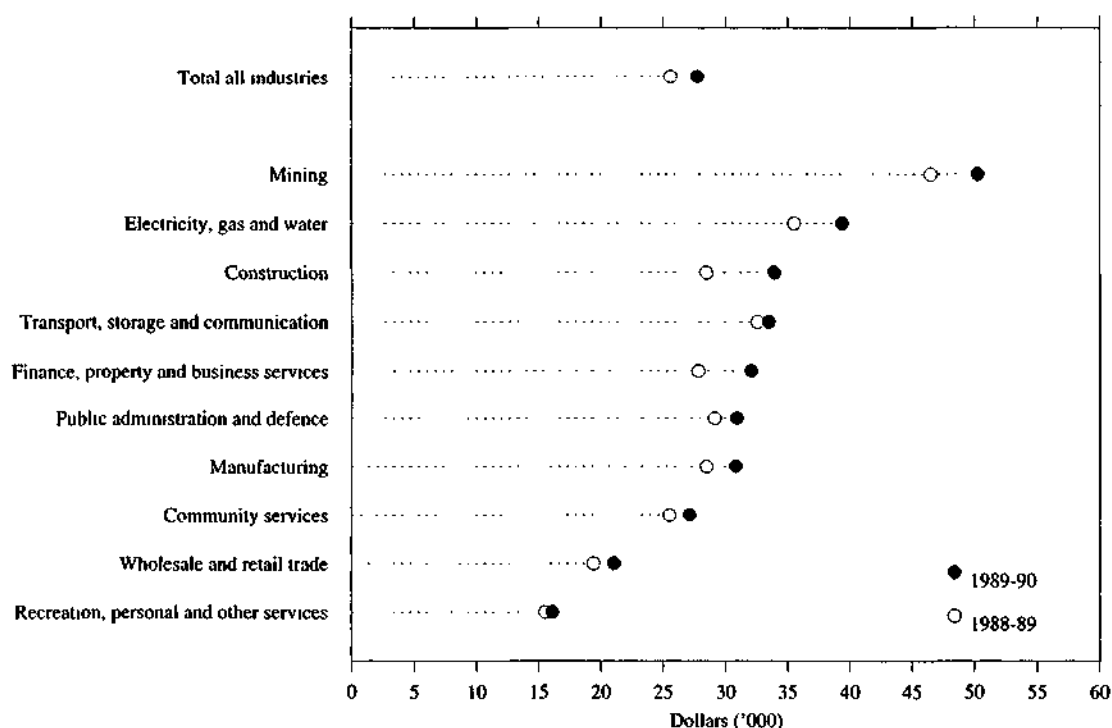
Average total major labour costs per employee increased by 8.5 per cent from \$25,611 in 1988-89 to \$27,777 in 1989-90. As in previous years, Mining recorded the highest average total major labour costs per employee (\$50,285); the next highest was Electricity, gas and water (\$39,403). The industries which recorded the lowest average total major labour costs per employee were Recreation, personal and other services (\$16,099) and Wholesale and retail trade (\$21,029).

In the private sector, average total major labour costs per employee in 1989-90 of \$26,059 showed an increase of 9.4 per cent on the 1988-89 estimate of \$23,830. Employers in Construction (up 21.7% to \$33,724) and Finance, property and business services (up 17.5% to \$32,647) recorded the most significant increases whereas those in Transport, storage and communication recorded a slight decrease (down 1.3% to \$28,608).

Average total major labour costs per employee in the public sector of \$32,062 showed an increase of 6.4 per cent over 1988-89 (\$30,126) with the most significant increase occurring in Western Australia (up 7.6% to \$30,050). Employers in the Northern Territory recorded the smallest increase (1.5% to \$34,056).

The percentage of employees reported by employers to be covered by superannuation in 1989-90 has continued to rise to 66.8 per cent as compared with 54.8 per cent in 1988-89 and 44.0 per cent in 1987-88.

CHART 6.9. AVERAGE TOTAL MAJOR LABOUR COSTS PER EMPLOYEE, BY INDUSTRY, AUSTRALIA, 1988-89 AND 1989-90



Source: Labour Costs, Australia (6348 0).

TABLE 6.10. MAJOR LABOUR COSTS : TYPE OF LABOUR COST, INDUSTRY, AUSTRALIA

Industry	Earnings	Other labour costs				Total other labour costs	Total major labour costs
		Payroll tax	Super-annuation	Workers' compensation	Fringe benefits tax		
TOTAL COSTS (\$ million)							
Mining	3,316	180	155	115	46	495	3,811
Manufacturing	28,032	1,342	1,086	1,009	159	3,596	31,628
Electricity, gas and water	3,597	194	327	98	14	633	4,230
Construction	9,042	316	537	304	53	1,211	10,252
Wholesale and retail trade	23,704	881	753	484	168	2,285	25,989
Transport, storage and communication	12,056	589	1,089	345	56	2,079	14,136
Finance, property and business services	21,775	950	1,129	270	416	2,765	24,540
Public administration and defence	8,289	104	909	232	31	1,276	9,564
Community services	30,665	638	2,135	622	42	3,438	34,103
Recreation, personal and other services	6,920	196	176	131	24	527	7,447
Total	147,395	5,390	8,295	3,610	1,009	18,304	165,699
AVERAGE COSTS PER EMPLOYEE							
Mining	43,752	2,371	2,048	1,512	603	6,533	50,285
Manufacturing	27,306	1,307	1,058	983	155	3,503	30,809
Electricity, gas and water	33,508	1,807	3,043	916	129	5,895	39,403
Construction	29,922	1,045	1,777	1,008	177	4,006	33,928
Wholesale and retail trade	19,179	713	609	391	136	1,849	21,029
Transport, storage and communication	28,547	1,395	2,578	817	132	4,923	33,470
Finance, property and business services	28,453	1,241	1,475	353	544	3,613	32,066
Public administration and defence	26,799	337	2,938	749	100	4,124	30,923
Community services	24,376	507	1,698	495	34	2,733	27,109
Recreation, personal and other services	14,960	424	380	283	52	1,139	16,099
Total	24,709	904	1,391	605	169	3,068	27,777

Source: Labour Costs, Australia (6348.0).

TABLE 6.11. COSTS AS A PERCENTAGE OF MAJOR LABOUR COSTS : TYPE OF LABOUR COST, INDUSTRY, AUSTRALIA (per cent)

Industry	Earnings	Other labour costs				Total other labour costs	Total major labour costs
		Payroll tax	Super-annuation	Workers' compensation	Fringe benefits tax		
Mining	87.0	4.7	4.1	3.0	1.2	13.0	100.0
Manufacturing	88.6	4.2	3.4	3.2	0.5	11.4	100.0
Electricity, gas and water	85.0	4.6	7.7	2.3	0.3	15.0	100.0
Construction	88.2	3.1	5.2	3.0	0.5	11.8	100.0
Wholesale and retail trade	91.2	3.4	2.9	1.9	0.6	8.8	100.0
Transport, storage and communication	85.3	4.2	7.7	2.4	0.4	14.7	100.0
Finance, property and business services	88.7	3.9	4.6	1.1	1.7	11.3	100.0
Public administration and defence	86.7	1.1	9.5	2.4	0.3	13.3	100.0
Community services	89.9	1.9	6.3	1.8	0.1	10.1	100.0
Recreation, personal and other services	92.9	2.6	2.4	1.8	0.3	7.1	100.0
Total	89.0	3.3	5.0	2.2	0.6	11.0	100.0

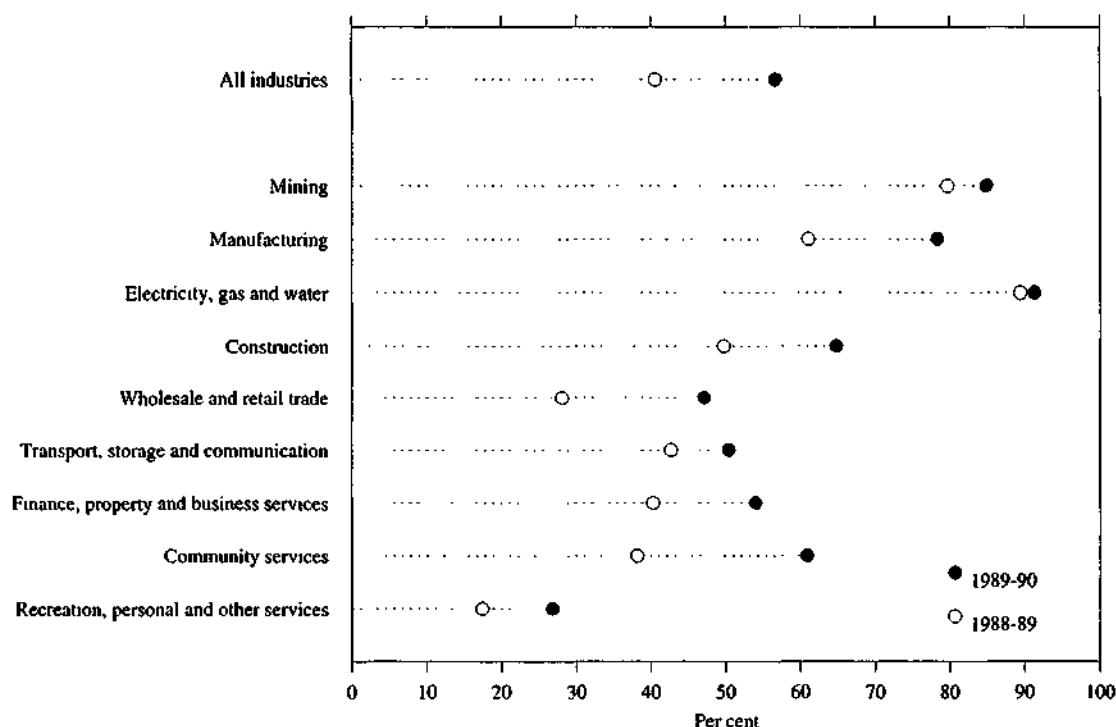
Source: Labour Costs, Australia (6348.0).

TABLE 6.12. SUPERANNUATION : COST PER EMPLOYEE COVERED AND PROPORTION COVERED, INDUSTRY, AUSTRALIA

Industry	Cost per employee covered			Proportion of employees covered 1989-90 (per cent)
	1987-88	1988-89 — dollars —	1989-90	
Mining	2,165	2,359	2,403	85.2
Manufacturing	1,559	1,371	1,342	78.8
Electricity, gas and water	2,665	2,729	3,134	97.1
Construction	2,573	2,280	2,595	68.5
Wholesale and retail trade	2,144	1,899	1,270	48.0
Transport, storage and communication	3,310	3,105	3,305	78.0
Finance, property and business services	3,190	2,449	2,485	59.3
Public administration and defence	2,659	3,015	3,240	90.7
Community services	3,164	2,223	2,127	79.8
Recreation, personal and other services	1,916	1,505	1,274	29.9
Total	2,570	2,194	2,082	66.8

Source: *Labour Costs, Australia* (6348.0).

CHART 6.10. SUPERANNUATION COVERAGE BY INDUSTRY, PRIVATE SECTOR, AUSTRALIA, 1988-89 AND 1989-90

Source: *Labour Costs, Australia* (6348.0).

Employment Benefits

The proportion of employees aged 15 to 69 receiving one or more employment benefits (in their main job) was 89 per cent in August 1990. This level has remained approximately the same since 1985.

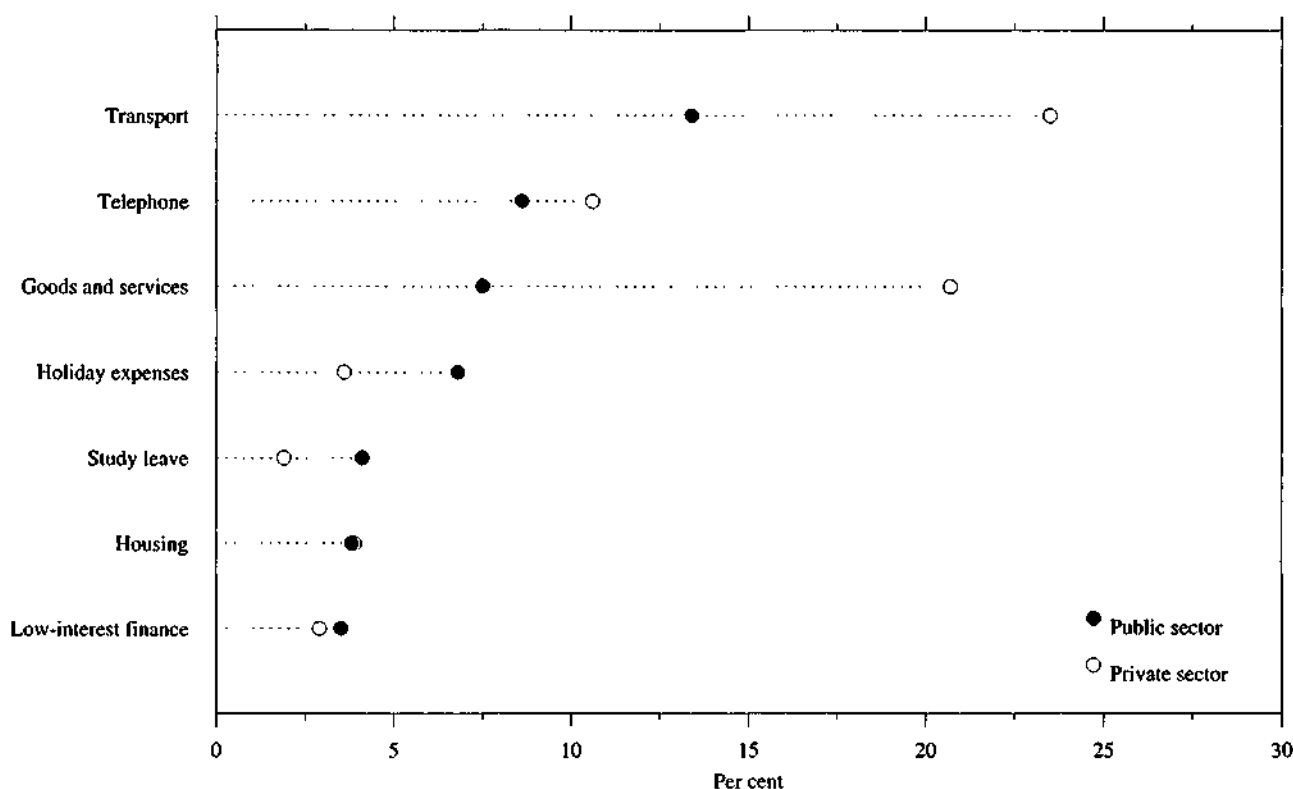
Similarly, the proportion of employees working 35 hours or more per week in all jobs who received one or more employment benefits shows little variation since August 1985 with 96 per cent being recorded in August 1990.

Specific benefits to have varied appreciably over the past five years include:

- *Goods and services.* The proportion of employees working less than 35 hours per week in all jobs receiving a goods and services benefit has increased from the 1987 low of 14 per cent to 20 per cent in 1990.
- *Transport.* The proportion of employees in receipt of a transport benefit has risen to 20 per cent for employees working 35 hours or more per week in all jobs in August 1990, compared with 17 per cent in 1986.

Public sector employees who were full time in their main job had a higher incidence of the most common employment benefits than their private sector counterparts. These common benefits include annual leave (98% and 91% respectively), sick leave (98% and 90%), long-service leave (95% and 71%) and superannuation (72% and 55%). Private sector employees who were full time in their main job were more likely to have received a number of types of benefits, other than leave and superannuation. Included amongst these were goods and services (21% for private sector employees and 8% for public sector employees) and transport (23% and 13% respectively).

CHART 6.11. PROPORTION OF FULL-TIME EMPLOYEES IN MAIN JOB RECEIVING SELECTED BENEFITS AND SECTOR, AUSTRALIA, AUGUST 1990



Source: *Employment Benefits, Australia, August 1990 (6334 0).*

TABLE 6.13. EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND EMPLOYEES WORKING 35 HOURS OR MORE PER WEEK AND EMPLOYEES WORKING LESS THAN 35 HOURS PER WEEK, AUSTRALIA, AUGUST 1985 TO AUGUST 1990

Type of benefit received	1985	1986	1987	1988	1989	1990	
EMPLOYEES WORKING 35 HOURS OR MORE PER WEEK IN ALL JOBS							
	—'000—					(per cent)	
<i>Total</i>	4,540.5	4,655.2	4,708.0	4,915.3	5,161.8	5,200.0	100.0
	—per cent—						
No benefits	3.7	4.1	3.9	4.5	4.2	185.6	3.6
Holiday expenses	4.6	4.6	4.3	4.3	4.2	231.2	4.4
Low-interest finance	2.9	3.1	3.6	3.5	3.1	158.8	3.1
Goods and services	20.5	19.8	15.4	15.1	15.6	878.8	16.9
Housing	4.2	3.8	3.8	3.9	3.8	200.5	3.9
Electricity	2.2	2.0	2.1	2.3	2.2	117.4	2.3
Telephone	10.2	8.8	9.1	9.4	9.6	514.0	9.9
Transport	17.9	16.7	17.2	17.9	19.7	1,055.5	20.3
Medical	3.9	3.5	3.7	3.8	4.1	214.9	4.1
Union dues	2.6	2.1	2.4	2.7	3.3	159.4	3.1
Club fees	1.7	1.1	1.5	1.5	1.8	97.5	1.9
Entertainment allowance	5.0	2.1	2.0	2.1	2.2	128.9	2.5
Shares	1.7	1.6	2.5	3.2	2.9	161.7	3.1
Study leave	2.0	2.1	2.2	2.1	2.6	130.2	2.5
Superannuation	46.3	46.5	47.7	49.0	54.7	3,072.0	59.1
Child care/education expenses	0.3	0.2	0.2	0.4	0.4	17.1	0.3
Sick leave	92.6	91.8	91.7	90.7	90.6	4,742.1	91.2
Annual leave	93.2	92.5	92.4	91.4	91.3	4,777.1	91.9
Long-service leave	75.5	74.7	75.7	73.2	74.6	4,010.4	77.1
EMPLOYEES WORKING LESS THAN 35 HOURS PER WEEK IN ALL JOBS							
	—'000—					(per cent)	
<i>Total</i>	962.2	1,019.1	1,147.1	1,174.5	1,323.4	1,365.5	100.0
	—per cent—						
No benefits	45.7	49.7	48.4	45.7	43.6	535.8	39.2
Holiday expenses	0.9	0.9	0.7	0.8	0.9	13.9	1.0
Low-interest finance	0.5	*0.3	0.5	0.4	0.8	9.1	0.7
Goods and services	17.9	14.7	13.7	17.2	19.0	271.9	19.9
Housing	1.4	1.1	1.1	1.1	1.0	13.4	1.0
Electricity	1.1	0.9	1.0	1.2	0.8	13.3	1.0
Telephone	3.9	3.2	3.2	3.7	3.5	46.9	3.4
Transport	6.2	4.9	4.8	5.1	5.2	76.2	5.6
Medical	1.0	0.7	0.7	0.7	1.0	12.4	0.9
Union dues	0.6	0.5	0.5	0.4	0.6	6.7	0.5
Club fees	0.5	*0.2	*0.1	*0.3	0.3	3.3	0.2
Entertainment allowance	0.7	*0.2	*0.2	*0.1	*0.2	2.0	0.1
Shares	0.6	0.6	0.8	1.0	0.5	9.4	0.7
Study leave	1.0	1.3	1.4	1.3	1.7	25.0	1.8
Superannuation	7.8	7.0	8.4	9.9	16.6	317.7	23.3
Child care/education expenses	*0.3	*0.1	*0.2	*0.2	*0.2	2.8	0.2
Sick leave	32.9	31.5	31.0	30.8	30.5	438.0	32.1
Annual leave	33.2	31.7	31.1	30.8	30.3	434.7	31.8
Long-service leave	25.2	25.1	25.6	22.6	25.2	336.3	24.6
TOTAL							
	—'000—					(per cent)	
<i>Total</i>	5,502.6	5,674.3	5,855.1	6,090.0	6,485.3	6,565.6	100.0
	—per cent—						
No benefits	11.1	12.3	12.7	12.4	12.2	721.4	11.0
Holiday expenses	4.0	3.9	3.6	3.6	3.6	245.1	3.7
Low-interest finance	2.5	2.6	3.0	2.9	2.6	167.9	2.6
Goods and services	20.0	18.9	15.0	15.5	16.3	1,150.6	17.5
Housing	3.7	3.3	3.3	3.4	3.2	213.9	3.3
Electricity	2.0	1.8	1.8	2.1	1.9	130.7	2.0
Telephone	9.1	7.8	7.9	8.3	8.4	560.9	8.5
Transport	15.8	14.5	14.7	15.4	16.7	1,131.7	17.2
Medical	3.4	3.0	3.1	3.2	3.4	227.4	3.5
Union dues	2.3	1.8	2.1	2.3	2.7	166.1	2.5
Club fees	1.5	0.9	1.3	1.3	1.5	100.8	1.5
Entertainment allowance	4.3	1.8	1.7	1.7	1.8	130.9	2.0
Shares	1.5	1.4	2.1	2.7	2.4	171.1	2.6
Study leave	1.8	2.0	2.1	1.9	2.4	155.1	2.4
Superannuation	39.6	39.4	40.0	41.4	46.9	3,389.7	51.6
Child care/education expenses	0.3	0.2	0.2	0.3	0.3	19.9	0.3
Sick leave	82.2	81.0	79.8	79.1	78.4	5,180.1	78.9
Annual leave	82.7	81.6	80.4	79.7	78.8	5,211.8	79.4
Long-service leave	66.7	65.8	65.9	63.4	64.5	4,346.7	66.2

Source: Employment Benefits, Australia (6334.0).