

CHAPTER 8

INDUSTRIAL RELATIONS

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

Industrial Disputes

The industrial disputes statistics presented in this chapter are compiled mainly from data obtained from employers (both private and government) and trade unions concerning individual disputes and from reports of government authorities. The statistics relate to disputes which involved stoppages of work of ten or more working days at the establishments where the stoppages occurred.

In 1990, a total of 1,193 disputes were reported as being in progress. This a decrease of 14.9 per cent from 1989 (1,402) and the lowest number of disputes in progress in a calendar year since 1962 (1,183).

There were 1,376,500 working days lost in 1990 compared to 1,202,400 in 1989, an increase of 14.5 per cent. Over the period 1970 to 1990, the number of working days lost in any one year has varied between 6,292,500 (in 1974) and 1,202,400 (in 1989). The number has been less than 2,000,000 since 1982.

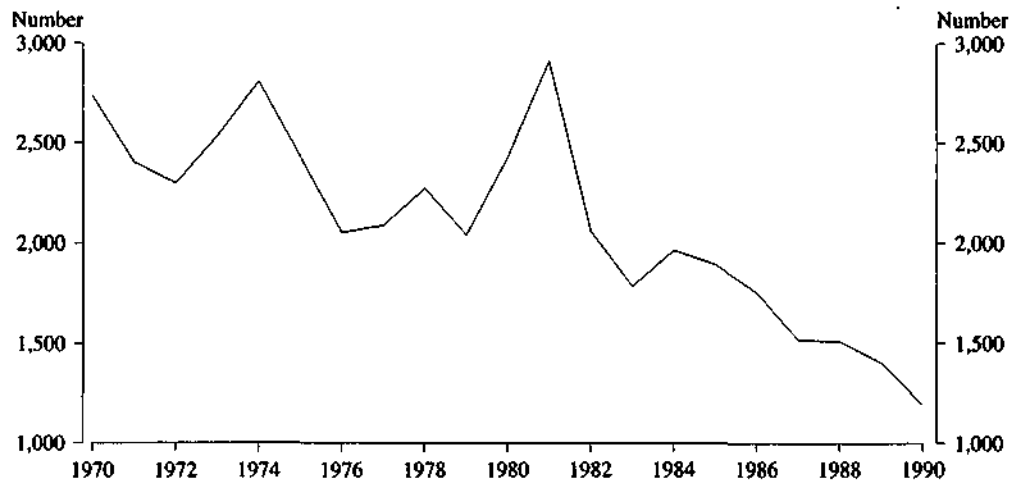
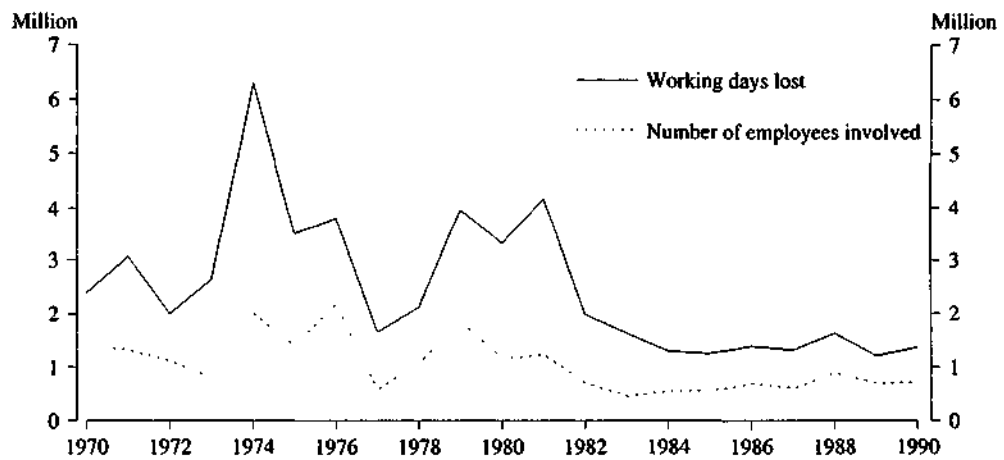
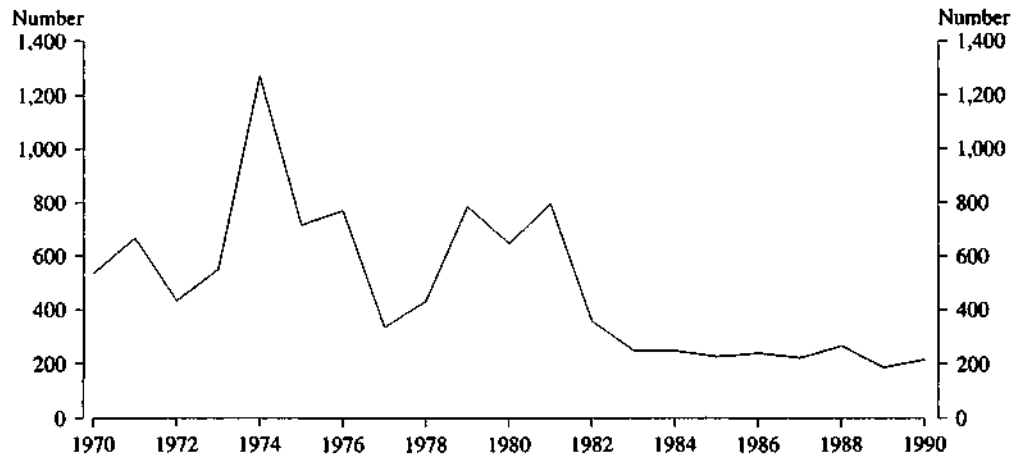
The number of employees involved (directly and indirectly) increased by 2.8 per cent from 709,800 in 1989 to 729,900 in 1990.

TABLE 8.1. INDUSTRIAL DISPUTES, AUSTRALIA, 1970 TO 1990

Employees involved ('000)									
Number of disputes			Directly		Indirectly		Total		Total working days lost ('000)
Period	Commenced during period	Total	Newly involved (a)	Total	Newly involved (a)	Total	Newly involved (a)	Total	
1970	n.a.	2,738	n.a.	1,304.2	n.a.	63.3	n.a.	1,367.4	2,393.7
1971	n.a.	2,404	n.a.	1,267.7	n.a.	58.8	n.a.	1,326.5	3,068.6
1972	n.a.	2,298	n.a.	1,041.2	n.a.	72.6	n.a.	1,113.8	2,010.3
1973	n.a.	2,538	n.a.	758.0	n.a.	45.0	n.a.	803.0	2,634.7
1974	n.a.	2,809	n.a.	1,947.1	n.a.	57.8	n.a.	2,004.8	6,292.5
1975	n.a.	2,432	n.a.	1,343.8	n.a.	54.1	n.a.	1,398.0	3,509.9
1976	n.a.	2,055	n.a.	2,137.3	n.a.	52.6	n.a.	2,189.9	3,799.2
1977	2,083	2,090	539.0	539.4	56.8	56.8	595.8	596.2	1,654.8
1978	2,276	2,277	1,011.9	1,011.9	63.7	63.7	1,075.6	1,075.6	2,130.8
1979	2,040	2,042	1,816.7	1,818.0	44.9	44.9	1,861.6	1,862.9	3,964.4
1980	2,420	2,429	1,101.8	1,108.6	63.2	64.0	1,165.0	1,172.6	3,319.7
1981	2,887	2,915	1,147.9	1,170.6	76.5	76.6	1,224.5	1,247.2	4,189.3
1982	2,045	2,060	654.2	680.6	24.2	25.5	678.4	706.1	1,980.4
1983	1,779	1,787	427.4	444.9	25.4	25.4	452.8	470.2	1,641.4
1984	1,958	1,965	520.0	529.2	31.1	31.1	551.1	560.3	1,307.4
1985	1,876	1,895	524.5	542.3	28.2	28.2	552.7	570.5	1,256.2
1986	1,747	1,754	653.8	671.6	20.1	20.1	673.9	691.7	1,390.7
1987	1,512	1,517	574.9	590.3	18.5	18.5	593.4	608.8	1,311.9
1988	1,502	1,508	883.6	884.1	10.3	10.3	893.9	894.4	1,641.4
1989	r1,391	r1,402	r695.3	r698.6	11.2	11.2	r706.4	r709.8	r1,202.4
1990	1,189	1,193	721.9	725.9	4.0	4.0	725.9	729.9	1,376.5

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

Source: *Industrial Disputes, Australia* (6322.0)

CHART 8.1. NUMBER OF INDUSTRIAL DISPUTES, AUSTRALIA**CHART 8.2. WORKING DAYS LOST AND NUMBER OF EMPLOYEES INVOLVED IN INDUSTRIAL DISPUTES, AUSTRALIA****CHART 8.3. WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**

Source: *Industrial Disputes, Australia, December (6321.0).*

TABLE 8.2. INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES(a), INDUSTRY, AUSTRALIA, 1970 TO 1990

Period	Manufacturing				Construction	Transport and storage; Communication		Other industries (b)	All industries
	Mining		Metal products, machinery and equipment	Other		Stevedoring services	Other		
	Coal	Other							
1970	9,292	1,518	1,014	555	1,581	3,753	531	63	537
1971	12,580	1,532	1,015	410	2,900	2,190	1,207	89	669
1972	2,909	1,152	1,113	533	1,037	1,990	578	89	435
1973	4,268	2,860	1,405	889	1,119	2,705	256	133	552
1974	7,725	2,625	4,876	1,026	3,009	6,172	1,352	194	1,273
1975	14,991	1,576	2,376	674	1,255	2,581	379	230	717
1976	6,602	3,952	1,467	1,245	1,433	2,276	1,010	292	773
1977	4,145	3,182	398	679	591	2,625	450	101	336
1978	5,669	2,415	1,460	747	378	8,418	435	74	434
1979	8,220	5,752	1,886	1,112	1,100	3,724	1,138	269	787
1980(b)	23,362	4,036	1,194	1,080	674	2,548	353	202	649
1981	10,209	5,238	2,287	986	1,405	2,952	970	238	797
1982	9,698	2,686	471	505	768	672		84	358
1983	3,223	3,375	353	186	1,269	485		42	249
1984	3,913	3,745	343	416	503	372		91	248
1985	6,892	1,928	256	312	666	430		71	228
1986	10,741	3,328	445	328	458	135		72	242
1987	8,920	1,072	479	305	743	217		70	223
1988	15,548	1,777	750	183	725	177		85	269
1989	r5,505	r642	r473	r283	374	r160		r97	190
1990	4,879	1,631	1,293	212	204	299		62	217

(a) For change in method of calculation see the Technical Notes. (b) Excludes agriculture, etc. and private households employing staff for the years 1976-1983. These are included from 1984.

Source: Industrial Disputes, Australia (6321.0).

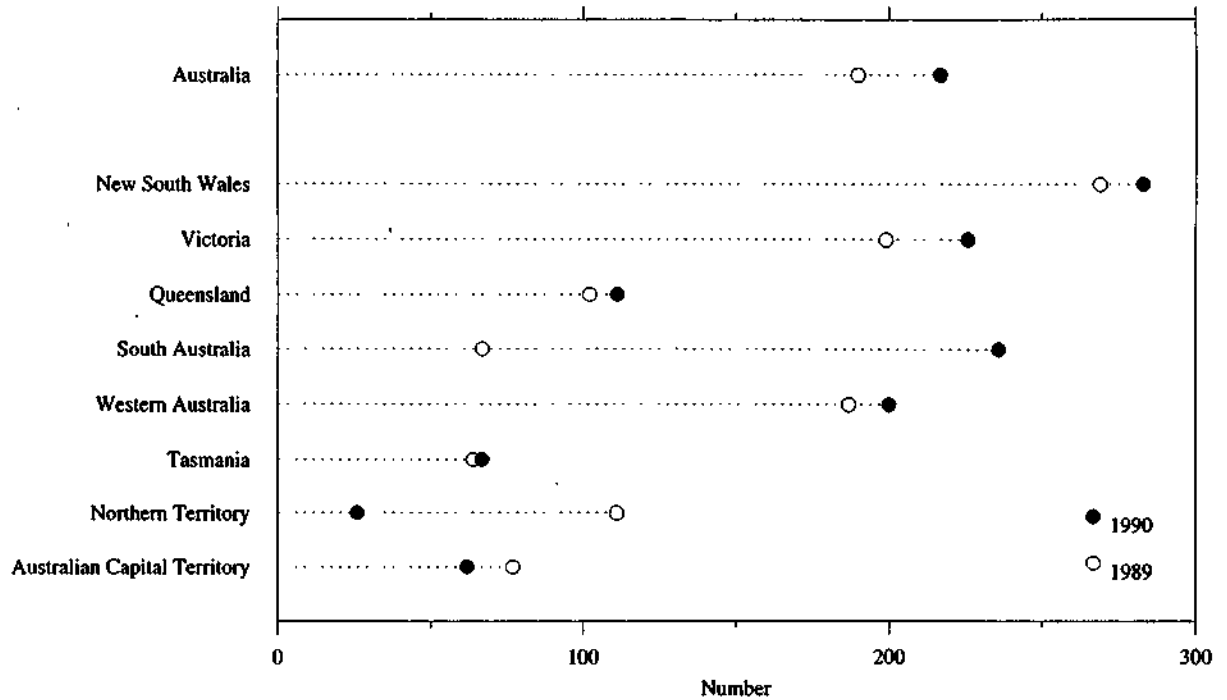
TABLE 8.3. INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES(a), STATES AND AUSTRALIA 1970 TO 1990

Period	NSW	Vic.	Qld	SA	WA	Tas.	N.T.	A.C.T.	Aust.
1970	829	409	318	227	413	258	n.a.	n.a.	537
1971	1,095	542	463	264	192	163	n.a.	n.a.	669
1972	503	497	485	143	261	152	n.a.	n.a.	435
1973	622	590	509	296	313	1,089	n.a.	n.a.	552
1974	1,462	1,757	807	686	656	672	n.a.	n.a.	1,273
1975	831	910	718	277	253	305	n.a.	n.a.	717
1976	827	1,051	638	323	623	464	n.a.	n.a.	773
1977	308	433	359	65	532	197	n.a.	n.a.	336
1978	555	346	536	172	473	261	n.a.	n.a.	434
1979	742	1,083	679	402	838	439	551	269	787
1980	657	792	863	132	446	668	583	100	649
1981	1,023	863	620	320	548	461	1,227	448	797
1982	381	258	660	101	348	431	275	146	348
1983	287	163	176	115	577	478	360	22	249
1984	357	132	302	56	256	350	381	88	248
1985	209	236	411	48	187	138	213	159	228
1986	304	240	208	95	272	190	199	55	242
1987	366	172	87	91	213	177	110	143	223
1988	341	214	336	93	299	118	158	112	269
1989	r269	199	r102	67	r187	64	111	77	190
1990	283	226	111	236	200	67	26	62	217

(a) For change in method of calculation, see the Technical Notes.

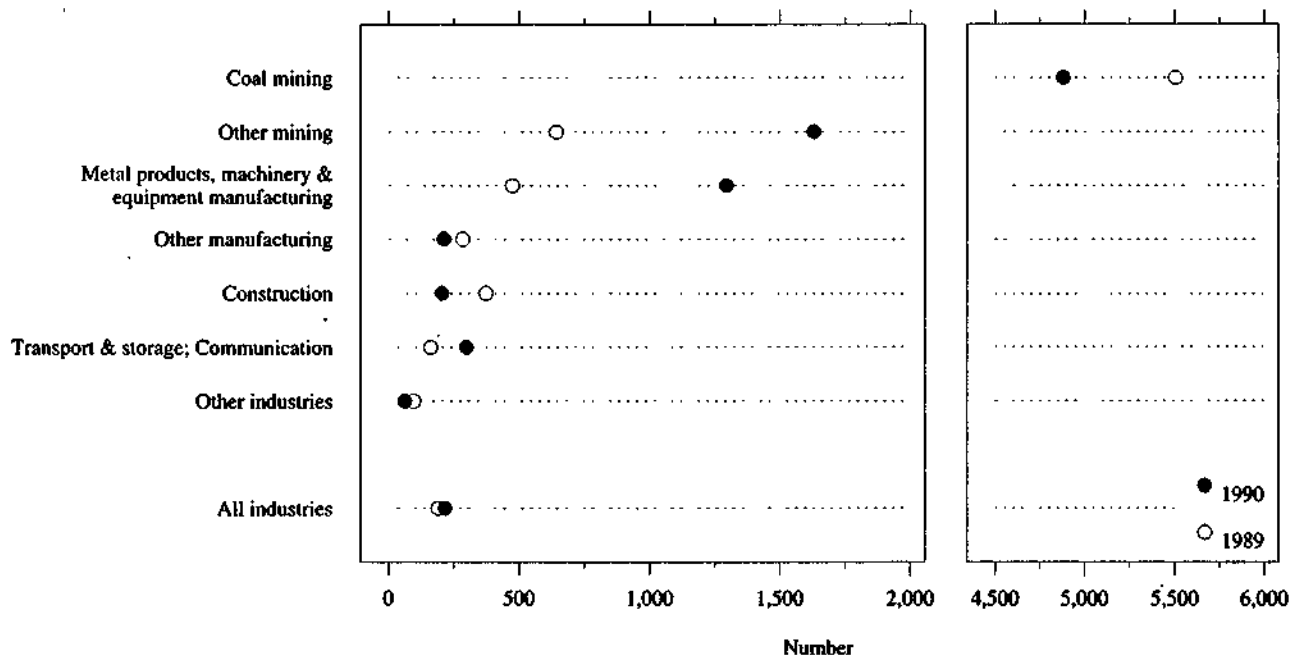
Source: Industrial Disputes, Australia (6321.0).

**CHART 8.4. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1989 AND 1990
WORKING DAYS LOST PER THOUSAND EMPLOYEES**



Source: *Industrial Disputes, Australia, December (6321.0)*.

**CHART 8.5. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1989 AND 1990:
WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**



Source: *Industrial Disputes, Australia, December (6321.0)*.

Trade Union Members

Data from trade unions are obtained from two sources. Supplementary household surveys were conducted in August 1988 and August 1990 to provide information on the characteristics of trade union members such as their age, occupation, industry of work and earnings. For the annual collection of trade unions, statistics are compiled from questionnaires completed by individual trade unions. The statistics relate to trade union membership and State of operation.

In August 1990, 41 per cent of the 6,565,600 employees aged 15 to 69 were trade union members (in connection with their main job).

Between the survey conducted in March to May 1982 and the August 1990 survey, there has been a decline of 9 percentage points in the proportion of employees who are trade union members. While previous surveys have shown a continuing decline in trade union membership, the proportion of employees who were trade union members remained steady between the August 1988 and August 1990 surveys.

Approximately 45 per cent of males and 35 per cent of females were trade union members.

The level of trade union membership increased with age, from 25 per cent of the 15-19 year age group to 50 per cent of the group aged 55-59 years. This trend was typical of both males and females.

The highest level of trade union membership was recorded in the 55-59 year age group (54% for males, 39% for females. Females aged 60-64 also recorded a trade union membership rate of 39%).

67 per cent of public sector and 31 per cent of private sector employees were members of a trade union.

The distribution of weekly earnings from main job shows that both male and female trade union members earn, on average, more than persons who are not union members. Female full-time employees who were members of a trade union had mean weekly earnings of \$454, while for non-union members this fell to \$419. Male full-time employees had estimated mean weekly earnings of \$546. Their mean weekly earnings was the same, regardless of trade union membership.

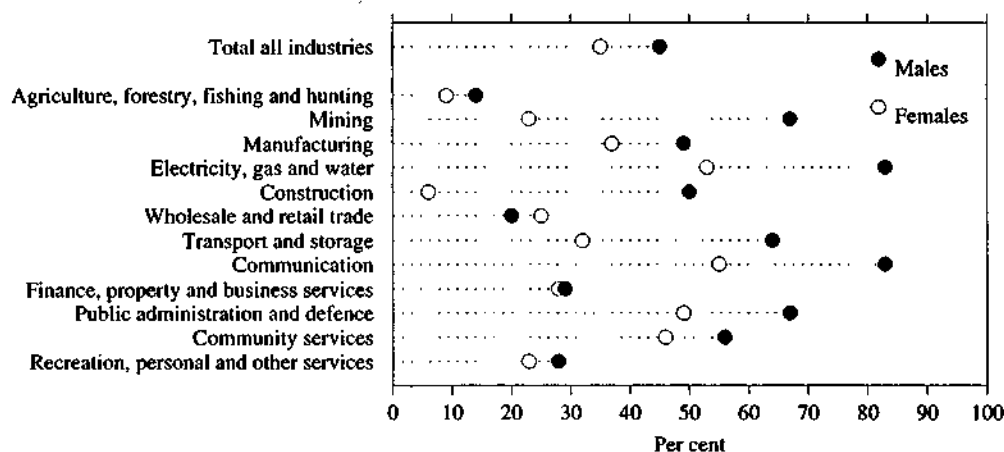
For the various industry divisions the highest rates of union membership were recorded in the Communications industry (84% of male employees and 55% of female employees) and the Electricity, gas and water industry (83% of male employees and 53% of female employees). The lowest rates of union membership were recorded in the Agriculture, forestry, fishing and hunting industry (13%) and the Wholesale and retail trade industry (23%).

The difference in the proportion of trade union members and non-members having superannuation coverage was greatest for employees in the Agriculture, forestry, fishing and hunting industry (74% of members and 47% of non-members), and the Communication industry (90% and 66% respectively).

About 45 per cent of full-time employees and 25 per cent of part-time employees were trade union members.

Full-time male employees recorded trade union membership of 47 per cent while full-time female employees recorded 40 per cent. This trend was reversed for part-time employees (26% for females, 22% for males).

CHART 8.6. PROPORTION OF ALL EMPLOYEES WHO WERE MEMBERS OF A TRADE UNION AND INDUSTRY, AUSTRALIA, AUGUST 1990



Source: Trade Union Members, Australia (6325.0).

TABLE 8.4. EMPLOYEES WHO WERE TRADE UNION MEMBERS: SUMMARY OF SELECTED CHARACTERISTICS, AUSTRALIA, MARCH TO MAY 1982, AUGUST 1986, AUGUST 1990

	March to May 1982		August 1986		August 1990		Total number of employees ('000)
	Number of members ('000)	Proportion of all employees in same category (per cent)	Number of members ('000)	Proportion of all employees in same category (per cent)	Number of members ('000)	Proportion of all employees in same category (per cent)	
<i>State or Territory of usual residence—</i>							
New South Wales	949.8	51.3	903.1	46.1	907.3	41.0	2,212.2
Victoria	658.5	47.5	695.6	45.6	719.4	40.8	1,764.3
Queensland	383.9	50.0	396.0	45.5	410.1	38.5	1,066.6
South Australia	227.7	49.9	226.8	47.1	241.8	44.5	543.5
Western Australia	199.9	45.8	210.6	41.1	218.6	35.4	617.7
Tasmania	86.2	58.4	85.6	55.0	85.3	52.0	163.0
Northern Territory	20.8	40.9	25.6	42.9	26.7	41.7	64.0
Australian Capital Territory	40.9	44.4	50.6	42.4	50.7	37.7	134.3
<i>Age group—</i>							
15-19	173.9	31.1	166.0	27.9	158.6	25.0	634.8
20-24	399.3	44.5	369.9	41.7	316.5	33.5	945.7
25-34	712.1	50.9	750.1	47.6	755.2	42.3	1,787.2
35-44	562.9	52.3	642.8	47.5	725.0	43.5	1,668.5
45-54	440.0	56.8	433.2	52.6	472.5	45.6	1,035.7
55-59	192.9	61.0	158.0	54.8	140.4	49.6	283.1
60-64	79.0	58.5	70.9	52.9	85.0	47.1	180.4
65-69	n.a.	n.a.	*2.9	12.9	6.4	21.1	30.3
<i>Industry—</i>							
Agriculture, forestry, fishing and hunting	21.0	19.6	16.9	14.6	16.4	12.7	128.8
Mining	68.5	64.0	67.0	71.5	57.9	62.9	92.0
Manufacturing	635.0	53.9	545.4	51.2	520.9	46.1	1,130.0
Electricity, gas and water	101.5	77.9	112.7	82.4	83.2	79.4	104.9
Construction	127.0	50.3	145.3	48.0	170.7	45.4	376.0
Wholesale and retail trade	253.0	27.6	279.4	25.4	305.5	22.6	1,353.0
Transport and storage	199.7	72.2	211.9	67.4	185.6	57.6	322.2
Communication	108.2	84.6	117.0	80.4	110.2	76.0	145.1
Finance, property and business services	194.5	42.1	193.2	33.6	215.8	28.7	752.6
Public administration and defence	211.9	63.5	197.9	60.4	219.7	60.0	366.0
Community services	536.9	54.3	609.8	52.4	662.0	49.1	1,347.5
Recreation, personal and other services	110.2	36.1	97.6	28.5	111.8	25.0	447.5
<i>Sector—</i>							
Public	1,202.1	72.9	1,238.2	70.6	1,184.2	66.8	1,772.6
Private(a)	1,365.5	38.6	1,355.7	34.5	1,475.3	30.8	4,792.9
<i>Birthplace—</i>							
Born in Australia	1,803.6	47.6	1,899.0	44.7	1,932.7	39.7	4,868.1
Born outside Australia	764.0	54.6	694.9	48.5	726.8	42.8	1,697.5
Main English speaking countries	295.3	47.6	293.5	43.7	293.7	38.4	765.4
United Kingdom or Ireland	248.0	48.5	244.6	46.7	233.5	41.2	566.2
Canada, USA, New Zealand or South Africa	47.3	43.3	48.9	33.3	60.2	30.2	199.2
Other countries	468.7	60.2	401.4	52.6	433.2	46.5	932.1
Germany	23.8	44.0	21.3	42.9	19.8	38.4	51.6
Greece	42.4	71.3	32.5	60.3	33.6	58.5	57.4
Italy	89.5	66.8	60.5	59.2	66.5	58.1	114.5
Yugoslavia	65.5	74.9	60.2	71.8	54.7	62.3	87.8
Other	247.6	55.8	227.0	48.0	258.6	41.7	620.8
<i>Permanent/Casual—</i>							
Permanent	n.a.	n.a.	2,388.4	50.8	2,420.5	45.7	5,293.8
Casual	n.a.	n.a.	205.5	21.0	239.0	18.8	1,271.8
<i>Hours worked in main job—</i>							
Less than 35 hours	256.8	33.0	663.1	40.2	666.6	34.6	1,924.0
35 hours or more	2,310.8	52.4	1,775.8	47.3	1,840.2	42.3	4,350.2
Total	2,567.6	49.5	2,593.9	45.6	2,659.6	40.5	6,565.6
Males	1,706.9	53.4	1,685.1	50.1	1,683.8	45.0	3,741.9
Females	860.7	43.2	908.8	39.1	975.8	34.6	2,823.7

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

Source: Trade Union Members, Australia, August 1990 (6325 0).

Trade Union Statistics

The number of trade unions declined from 326 at 30 June 1986 to 295 at 30 June 1990, a fall of 9.5 per cent. There were 103 trade unions which operated in six or more States at 30 June 1986 compared to 89 in 1990.

At 30 June 1988 there were 37 unions which reported their membership at less than 100. These unions accounted for 12 per cent of the total number of unions. In 1990 there 40 unions in this category, accounting for 13.6 per cent of unions. In 1990, 12 unions each reported membership of 80,000 or more.

TABLE 8.5. TRADE UNIONS : NUMBER OF STATES AND/OR TERRITORIES OF OPERATION, AUSTRALIA

30 June	One	Two	Three	Four	Five	Six or more	Total all States
1985	183	8	3	12	15	102	323
1986	187	6	3	13	14	103	326
1987	180	9	5	12	13	97	316
1988	177	6	4	12	16	93	308
1989	168	6	6	10	15	94	299
1990	168	5	5	12	16	89	295

Source: Trade Union Statistics, Australia (6323.0).

TABLE 8.6. TRADE UNIONS : NUMBER OF UNIONS ACCORDING TO SIZE OF UNION, AUSTRALIA,

Size of union (number of members)	30 June 1988		30 June 1989		30 June 1990	
	Number	Proportion of total (per cent)	Number	Proportion of total (per cent)	Number	Proportion of total (per cent)
Under 100	37	12.0	38	12.7	40	13.6
100 and under 250	32	10.4	31	10.4	34	11.5
250 and under 500	31	10.1	26	8.7	18	6.1
500 and under 1,000	43	14.0	41	13.7	44	14.9
1,000 and under 2,000	45	14.6	42	14.0	34	11.5
2,000 and under 3,000	11	3.6	12	4.0	18	6.1
3,000 and under 5,000	27	8.8	25	8.4	23	7.8
5,000 and under 10,000	18	5.8	19	6.4	21	7.1
10,000 and under 20,000	19	6.2	19	6.4	18	6.1
20,000 and under 30,000	11	3.6	12	4.0	11	3.7
30,000 and under 40,000	8	2.6	10	3.3	11	3.7
40,000 and under 50,000	8	2.6	6	2.0	5	1.7
50,000 and under 80,000	8	2.6	7	2.3	6	2.0
80,000 and over	10	3.2	11	3.7	12	4.1
Total	308	100.0	299	100.0	295	100.0

Source: Trade Union Statistics, Australia (6323.0).

Award Coverage

Statistics of the award coverage of employees were obtained from the Survey of Employee Earnings and Hours conducted in May 1990.

The occupation groups with the highest coverage by awards, determinations and collective agreements were Labourers and related workers for females at 92.8 per cent and Plant and machine operators, and drivers for males at 92.2 per cent. The lowest coverage rate was 35.0 per cent for males in the Managers and administrators group.

TABLE 8.7. ALL EMPLOYEES : AWARD COVERAGE RATES BY INDUSTRY AND JURISDICTION, AUSTRALIA, MAY 1990

Industry	Number of employees ('000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
		—per cent—			
MALES					
Mining	76.3	44.9	30.3	76.6	23.4
Manufacturing	712.8	47.8	29.2	79.5	20.5
Food, beverages and tobacco	107.8	25.7	55.2	83.9	16.1
Textiles, clothing and footwear	36.1	43.3	32.3	78.5	21.5
Paper, paper products, printing and publishing	65.0	51.9	26.7	81.3	18.7
Chemical, petroleum and coal products	48.0	27.7	24.1	55.3	44.7
Metal products, machinery and equipment	331.2	59.3	19.3	80.9	19.1
Basic metal products	65.0	39.4	37.0	80.5	19.5
Fabricated metal products; Other machinery and equipment	181.5	59.6	14.9	76.8	23.2
Transport equipment	84.7	73.9	15.4	90.1	9.9
Other manufacturing	124.7	42.9	35.3	80.4	19.6
Electricity, gas and water	101.0	46.9	51.0	98.4	*1.6
Construction	265.0	30.7	43.6	76.3	23.7
Wholesale trade and retail trade	596.8	27.0	35.0	65.0	35.0
Wholesale trade	248.3	22.2	27.1	53.2	46.8
Retail trade	348.5	30.4	40.6	73.3	26.7
Transport and storage	219.8	59.2	25.1	85.5	14.5
Communication	94.5	99.6	*0.0	99.7	*0.3
Finance, property and business services	335.9	33.3	23.1	59.2	40.8
Public administration and defence	176.7	56.1	42.2	98.3	1.7
Community services	438.6	16.3	69.7	86.7	13.3
Recreation, personal and other services	156.6	22.2	40.8	66.3	33.7
All industries	3,174.1	38.0	37.3	77.3	22.7
FEMALES					
Mining	9.1	*13.4	36.9	51.8	48.2
Manufacturing	270.4	36.2	42.9	82.1	17.9
Food, beverages and tobacco	47.3	18.9	64.7	85.6	14.4
Textiles, clothing and footwear	55.1	55.6	32.3	88.3	11.7
Paper, paper products, printing and publishing	31.1	33.0	43.4	80.5	19.5
Chemical, petroleum and coal products	21.3	14.1	42.7	59.5	40.5
Metal products, machinery and equipment	82.2	40.6	37.4	82.1	17.9
Basic metal products	8.2	33.6	39.6	76.4	23.6
Fabricated metal products; Other machinery and equipment	56.6	33.7	41.7	80.3	19.7
Transport equipment	17.4	66.6	22.7	90.6	9.4
Other manufacturing	33.3	34.7	42.6	82.7	17.3
Electricity, gas and water	14.3	49.0	50.0	99.5	*0.5
Construction	42.2	6.6	29.5	45.5	54.5
Wholesale and retail trade	524.4	10.8	65.5	79.2	20.8
Wholesale trade	127.5	12.7	47.9	63.7	36.3
Retail trade	396.9	10.2	71.2	84.2	15.8
Transport and storage	52.9	49.1	22.7	73.8	26.2
Communication	37.1	97.3	*0.7	98.6	*1.4
Finance, property and business services	397.3	33.9	39.4	75.5	24.5
Public administration and defence	128.2	60.1	36.7	97.4	2.6
Community services	776.3	10.6	79.9	91.1	8.9
Recreation, personal and other services	226.0	24.3	56.7	82.5	17.5
All industries	2,478.2	23.2	58.4	83.5	16.5

For footnotes see end of table.

TABLE 8.7. ALL EMPLOYEES : AWARD COVERAGE RATES BY INDUSTRY AND JURISDICTION, AUSTRALIA, MAY 1990 — continued

Industry	Number of employees ('000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
		—per cent—			
PERSONS					
Mining	85.4	41.5	31.0	74.0	26.0
Manufacturing	983.2	44.6	33.0	80.2	19.8
Food, beverages and tobacco	155.2	23.6	58.1	84.4	15.6
Textiles, clothing and footwear	91.1	50.8	32.3	84.4	15.6
Paper, paper products, printing and publishing	96.1	45.8	32.1	81.0	19.0
Chemical, petroleum and coal products	69.4	23.5	29.8	56.6	43.4
Metal products, machinery and equipment	413.5	55.6	22.9	81.2	18.8
Basic metal products	73.2	38.8	37.2	80.0	20.0
Fabricated metal products; Other machinery and equipment	238.1	53.4	21.2	77.7	22.3
Transport equipment	102.1	72.7	16.6	90.2	9.8
Other manufacturing	158.0	41.2	36.8	80.9	19.1
Electricity, gas and water	115.3	47.2	50.9	98.6	1.4
Construction	307.2	27.4	41.7	72.1	27.9
Wholesale and retail trade	1,121.2	19.4	49.3	71.6	28.4
Wholesale trade	375.7	19.0	34.2	56.8	43.2
Retail trade	745.5	19.6	56.9	79.1	20.9
Transport and storage	272.7	57.2	24.7	83.2	16.8
Communication	131.6	98.9	*0.2	99.4	*0.6
Finance, property and business services	733.2	33.6	31.9	68.0	32.0
Public administration and defence	304.9	57.8	39.9	97.9	2.1
Community services	1,214.9	12.7	76.2	89.5	10.5
Recreation, personal and other services	382.7	23.4	50.2	75.9	24.1
All industries	5,652.2	31.5	46.5	80.0	20.0

(a) Includes a small number of employees covered by unregistered agreements or unknown awards, determinations or collective agreements.

Source: Award Coverage, Australia, May 1990 (6315.0).

TABLE 8.8. ALL EMPLOYEES : AWARD COVERAGE RATES BY OCCUPATION AND JURISDICTION, AUSTRALIA, MAY 1990 (per cent)

	Covered by awards, determinations and collective agreements			Not covered by awards etc.
Occupation	Federal	State	Total	
MALES				
Managers and administrators	18.0	14.3	35.0	65.0
Professionals	25.7	39.5	67.2	32.8
Para-professionals	35.8	45.7	82.9	17.1
Tradespersons	48.0	37.3	86.9	13.1
Clerks	48.1	31.2	81.5	18.5
Salespersons and personal service workers	22.3	40.5	66.5	33.5
Plant and machine operators, and drivers	53.3	37.0	92.2	7.8
Labourers and related workers	38.8	49.1	89.2	10.8
All occupations	38.0	37.3	77.3	22.7
FEMALES				
Managers and administrators	13.6	32.4	49.0	51.0
Professionals	16.6	64.2	82.1	17.9
Para-professionals	18.3	72.7	91.4	8.6
Tradespersons	24.9	60.2	86.2	13.8
Clerks	25.6	49.5	78.1	21.9
Salespersons and personal service workers	18.3	68.3	88.2	11.8
Plant and machine operators, and drivers	62.0	29.1	91.9	8.1
Labourers and related workers	27.5	64.1	92.8	7.2
All occupations	23.2	58.4	83.5	16.5
PERSONS				
Managers and administrators	17.1	18.0	37.9	62.1
Professionals	21.6	50.8	74.0	26.0
Para-professionals	28.3	57.3	86.6	13.4
Tradespersons	45.7	39.6	86.8	13.2
Clerks	31.9	44.4	79.0	21.0
Salespersons and personal service workers	19.7	58.6	80.6	19.4
Plant and machine operators, and drivers	54.8	35.6	92.1	7.9
Labourers and related workers	34.3	55.0	90.6	9.4
All occupations	31.5	46.5	80.0	20.0

Source: Award Coverage, Australia, May 1990 (6315.0)