

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

Indexes of weekly and hourly award rates of pay cover all full-time adult employees whose 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.

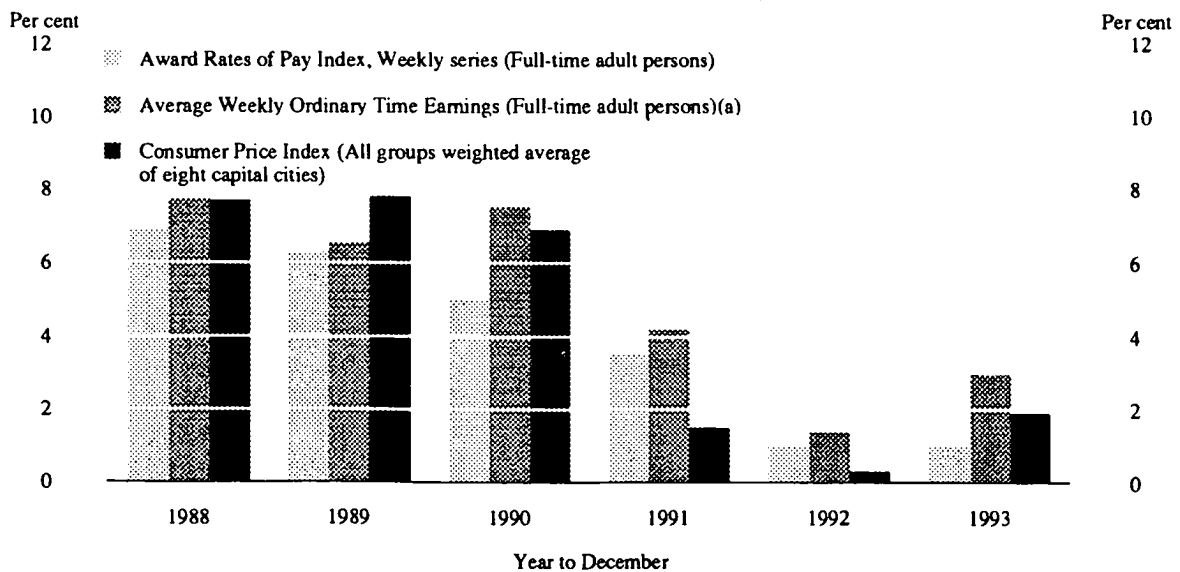
The present series of Award Rates of Pay Indexes was released in 1988, with a base of June 1985. That series replaced the previous series which had a base of 1976 and covered the period from June 1976 to November 1987. The new series has a wider coverage of award designations and utilises a more up to date industry and occupation structure than the previous series. Wage variations from enterprise bargaining awards and agreements are generally excluded from the indexes. 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 1993, the weekly award rates of pay indexes rose by 1.0 per cent for full-time adult employees. The largest movements over the period occurred in the Recreation, personal and other services industry (2.4%), and the Wholesale and retail trade industry (1.8%).

In occupation groups, the largest increase recorded was for Tradespersons (1.5%), and for Salespersons and personal service workers with a rise of 1.3 per cent.

The following chart shows the annual change in award rates of pay, average weekly ordinary time earnings and the consumer price index. Between December 1992 and 1993, the Consumer Price Index (CPI) increased by 1.9 per cent. During the same period weekly award rates of pay increased by 1.0 per cent (full-time adult wage and salary earners), while average weekly ordinary time earnings for persons increased by 3.0 per cent.

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



(a) Year to November

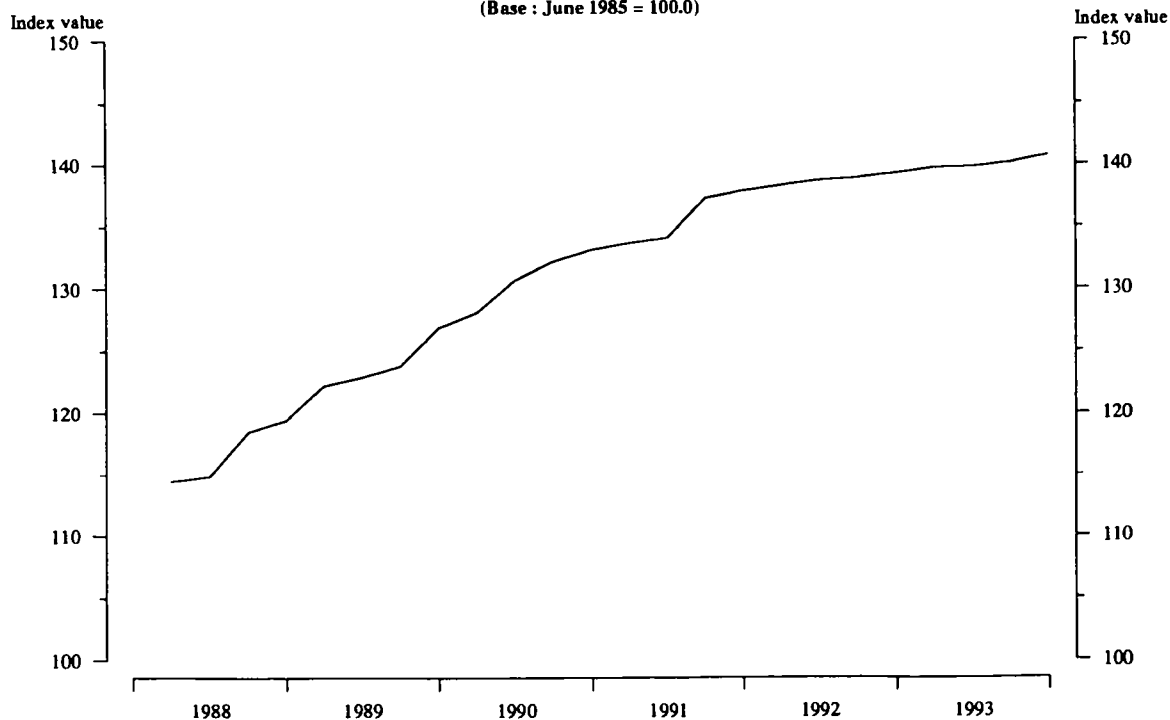
Source: Award Rates of Pay Indexes, Australia (6312.0); Average Weekly Earnings, States and Australia (6302.0); Consumer Price Index, Australia (6401.0).

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>1988—</i>						
March	114.4	114.9	114.5	114.7	115.9	115.0
June	114.8	115.3	114.9	115.0	116.3	115.4
September	118.2	119.0	118.5	118.5	120.2	119.0
December	119.1	120.2	119.4	119.5	121.4	120.1
<i>1989—</i>						
March	121.9	123.0	122.2	122.4	124.4	123.0
June	122.4	123.8	122.9	123.0	125.4	123.7
September	123.5	124.6	123.8	124.1	126.2	124.7
December	126.6	127.6	126.9	127.2	129.3	127.9
<i>1990—</i>						
March	127.8	128.9	128.1	128.5	130.6	129.1
June	130.3	131.7	130.7	131.0	133.4	131.8
September	131.7	133.4	132.2	132.7	135.2	133.5
December	132.6	134.4	133.2	133.6	136.3	134.4
<i>1991—</i>						
March	133.1	135.2	133.7	134.1	137.1	135.0
June	133.4	135.6	134.1	134.5	137.5	135.4
September	136.6	138.9	137.3	137.6	140.8	138.6
December	137.2	139.4	137.9	138.3	141.4	139.2
<i>1992—</i>						
March	137.6	139.8	138.3	138.6	141.8	139.6
June	138.0	140.1	138.7	139.1	142.1	140.0
September	138.3	140.3	138.9	139.5	142.3	140.4
December	138.6	140.8	139.3	139.8	142.8	140.7
<i>1993—</i>						
March	139.0	141.2	139.7	140.1	143.1	141.1
June	139.1	141.4	139.8	140.3	143.4	141.3
September	139.4	141.6	140.1	140.6	143.6	141.5
December	140.0	142.3	140.7	141.3	144.3	142.2

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

CHART 6.2. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES, AUSTRALIA,
MARCH 1988 TO DECEMBER 1993
(Base : June 1985 = 100.0)



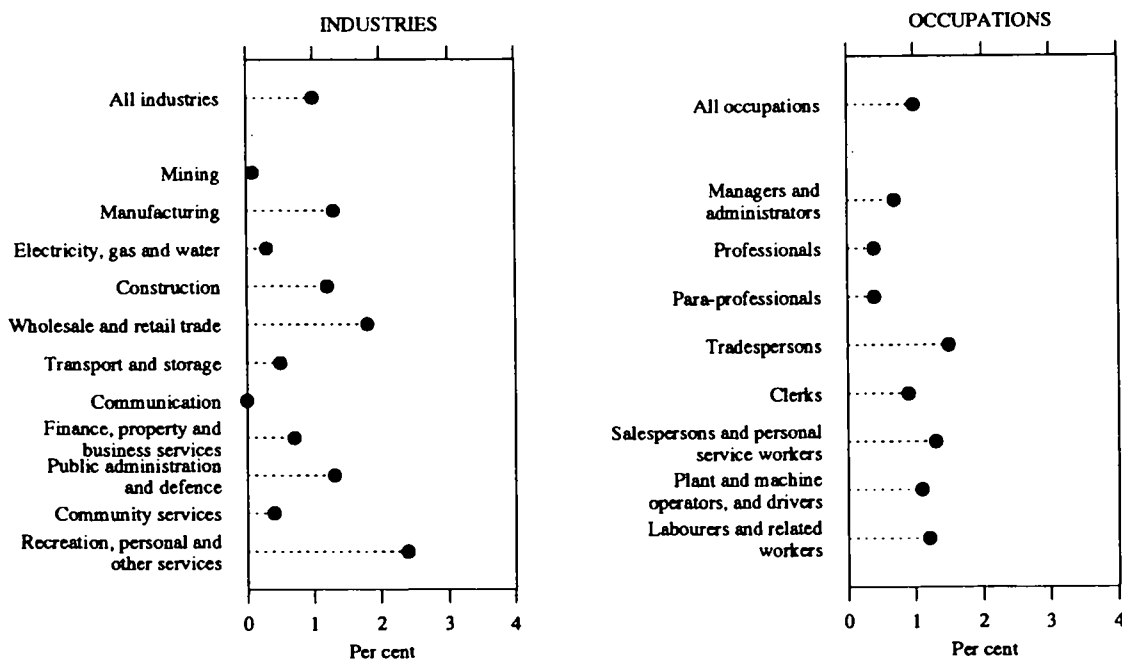
Source: Award Rates of Pay Indexes, Australia (6312.0).

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			Persons		
	1991 r	1992 r	1993	1991 r	1992 r	1993	1991 r	1992 r	1993
Total	137.2	138.6	140.0	139.4	140.8	142.3	137.9	139.3	140.7
<i>Industry—</i>									
Mining	138.8	142.1	142.2	..	..	..	138.7	141.9	142.1
Manufacturing	139.8	140.9	142.8	142.9	144.3	146.5	140.5	141.7	143.6
Electricity, gas and water	133.1	133.6	134.0	..	..	..	133.1	133.6	134.0
Construction	135.7	136.3	138.0	..	..	..	135.7	136.3	138.0
Wholesale and retail trade	141.1	143.4	146.2	140.1	142.6	144.7	140.7	143.1	145.7
Transport and storage	135.5	137.1	137.8	135.6	136.9	137.8	135.5	137.1	137.8
Communication	134.8	134.8	134.8	138.5	138.5	138.5	135.7	135.7	135.7
Finance, property and business services	132.5	135.9	137.0	134.0	136.7	137.7	133.3	136.3	137.3
Public administration and defence	133.9	135.0	137.0	135.7	137.7	139.2	134.3	135.7	137.5
Community services	136.7	137.9	138.3	141.1	141.6	142.3	139.0	139.9	140.4
Recreational, personal and other services	138.0	139.7	141.9	137.8	139.6	144.2	137.9	139.7	143.0
<i>Occupation—</i>									
Managers and administrators	134.0	135.6	136.4	139.2	140.9	142.0	135.1	136.7	137.6
Professionals	135.4	136.5	137.0	139.6	140.5	141.4	137.0	138.1	138.7
Para-professionals	135.6	137.6	138.1	146.3	146.9	147.2	138.8	140.4	140.9
Tradespersons	138.2	139.6	141.6	139.4	140.9	143.8	138.3	139.7	141.8
Clerks	134.9	136.5	137.4	136.9	138.4	139.9	136.1	137.6	138.9
Salespersons and personal service workers	138.2	140.1	142.3	141.6	143.5	144.9	139.9	141.8	143.6
Plant and machine operators and drivers	138.9	140.2	141.4	146.0	148.8	151.3	140.0	141.4	142.9
Labourers and related workers	137.9	139.1	140.8	138.0	138.7	140.4	138.0	139.0	140.7

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

CHART 6.3. AWARD RATES OF PAY INDEXES: FULL-TIME ADULT EMPLOYEES
ANNUAL PERCENTAGE CHANGE, AUSTRALIA
DECEMBER 1992 TO DECEMBER 1993



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

Average Weekly Earnings

Estimates of average weekly earnings are produced from surveys of employers conducted quarterly and annually. The average weekly earnings series provides information on: ordinary time earnings for full-time adults (males, females and persons); total earnings for full-time adults (males, females and persons); and total earnings for all employees (males, females and persons). These data are available by sector, industry and States and Territories.

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

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.

In the 12 months to November 1993, average weekly ordinary time earnings for full-time adult persons increased by 3.0 per cent to \$604.20. The percentage increase for females was 3.1 per cent and for males 2.8 per cent.

During this period, average weekly ordinary time earnings for full-time adult persons increased at similar rates in the public sector (3.0%) and in the private sector (3.1%).

Average weekly ordinary time and total earnings vary across industries. In November 1993, the average weekly total earnings for full-time adult male employees was highest in the Mining industry (\$1,092.40) and lowest in the Retail industry (\$545.00) and for female employees was highest in the Mining industry (\$712.90) and lowest in the Retail industry (\$432.20).

Average weekly ordinary time and total earnings also vary considerably across occupations and sex, with earnings generally reflecting associated skills levels. In May 1993, for example, full-time adult male managers and administrators received estimated average weekly total earnings of \$929.20, while their female counterparts averaged \$708.40. At the lower levels of total earnings ranges, full-time adult male labourers and related workers earned on average \$540.20, compared to \$441.10 for females in the same occupation.

Part-time employees in para-professional occupations averaged total earnings of \$354.40 per week in May 1993, well above the average earnings for part-time employees in all occupations (\$232.40).

In the five years since November 1988, average weekly total earnings for full-time adult male employees have increased by 24 per cent from \$558.90 to \$692.80 while for full-time adult females there has been an increase of 25 per cent from \$439.60 to \$550.80.

Average weekly earnings for all employees in the five years have increased more in percentage terms for females than for males. For females, the increase has been 24 per cent, from \$328.70 to \$408.60; for males, there has been an increase of 23 per cent, from \$505.20 to \$619.00.

Since 1988 ordinary time earnings for full-time adult males have risen from \$512.70 to \$641.20, an increase of 25 per cent while for full-time adult females there has been an increase of 26 per cent from \$426.80 to \$537.00.

At May 1993, award or agreed base rate of pay represented 87 per cent of average weekly total earnings for all full-time adult non-managerial male employees, and 96 per cent of female average weekly total earnings. Overtime, the other major component of earnings, contributed 9.7 per cent and 2.5 per cent towards male and female average weekly total earnings respectively.

In May 1993, the median weekly total earnings of all full-time adult male employees was \$620.60, while for full-time adult female employees the median was \$508.90. The distribution of employees by levels of weekly total earnings reveals there was a greater concentration of both males and females in lower earnings ranges in the private sector than in the public sector. In both sectors there was a greater concentration of females in the lower earnings ranges, and of males in the higher earnings ranges. Contributing factors include: males account for approximately three quarters of managerial employees; and males work on average more overtime hours than females.

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



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

TABLE 6.3. 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—								
November—									
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
1990	589.20	635.80	578.20	488.90	501.20	377.90	555.60	590.60	490.60
1991	612.20	654.20	589.70	514.80	527.40	393.20	578.80	610.70	501.30
1992	623.90	670.30	599.50	520.70	532.90	395.80	586.80	621.00	504.10
1993—									
February	628.60	675.60	611.20	530.60	542.80	409.90	593.70	628.30	518.30
May	632.90	679.60	612.50	533.00	545.60	406.30	597.80	632.60	517.50
August	639.90	685.70	618.10	535.30	547.10	409.60	602.40	636.10	520.60
November	641.20	692.80	619.00	537.00	550.80	408.60	604.20	642.50	521.50
Annual change—									
November—									
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
1990	7.7	6.7	7.1	7.6	7.2	8.2	7.5	6.7	7.3
1991	3.9	2.9	2.0	5.3	5.2	4.1	4.2	3.4	2.2
1992	1.9	2.5	1.7	1.1	1.1	0.7	1.4	1.7	0.6
1993—									
February	0.6	1.4	2.1	1.3	1.4	2.2	0.8	1.4	2.1
May	1.3	2.1	2.5	2.5	2.7	2.4	1.8	2.4	2.6
August	2.7	3.1	3.4	3.2	3.2	3.1	2.8	3.2	3.3
November	2.8	3.4	3.3	3.1	3.4	3.2	3.0	3.5	3.4

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

TABLE 6.4. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR: FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, INDUSTRY, AUSTRALIA, MAY 1993

Industry—	Average weekly total earnings (\$)						Average weekly total hours paid for		
	Average weekly ordinary time earnings					Total	Ordinary time	Over-time	Total
	Award or agreed base rate of pay(a)	Payment by measured result	Over-award pay	Total ordinary time	Overtime				
MALES									
Mining	725.40	126.60	* 13.80	865.80	160.40	1,026.20	38.4	6.5	44.9
Manufacturing	496.70	9.00	20.00	525.70	85.60	611.30	37.9	4.0	41.9
Electricity, gas and water	614.00	* 0.90	1.30	616.20	61.50	677.70	37.0	2.5	39.5
Construction	564.40	* 3.10	5.90	573.40	99.00	672.40	37.9	4.3	42.1
Wholesale trade	505.60	* 9.30	19.30	534.10	43.10	577.20	38.5	2.0	40.5
Retail trade	429.90	* 20.70	17.60	468.30	31.70	500.00	38.5	1.8	40.2
Transport and storage	567.80	* 8.30	* 5.40	581.50	103.70	685.30	38.5	4.6	43.1
Communication	606.70	* 2.10	* 0.00	608.80	69.30	678.20	36.6	2.6	39.2
Finance, property and business services	572.90	* 9.90	8.20	591.00	30.40	621.50	38.2	1.4	39.6
Public administration and defence	572.60	* 0.00	2.70	575.20	33.20	608.50	37.5	1.5	38.9
Community services	656.20	* 0.20	3.10	659.50	30.70	690.20	37.5	1.1	38.6
Recreation, personal and other services	533.10	* 5.10	8.30	546.50	22.30	568.90	38.9	1.1	40.0
Total	557.20	10.00	10.50	577.80	61.80	639.60	37.9	2.7	40.7
FEMALES									
Mining	630.10	46.60	* 7.80	684.50	30.60	715.10	38.8	* 1.6	40.4
Manufacturing	441.60	5.10	11.20	458.00	28.10	486.10	37.7	1.5	39.3
Electricity, gas and water	539.60	* 0.40	* 1.20	541.20	* 17.90	559.10	36.4	* 0.8	37.3
Construction	457.30	* 0.30	* 3.60	461.20	* 11.20	472.40	38.2	* 0.6	38.7
Wholesale trade	462.70	* 4.70	10.30	477.70	17.10	494.80	38.1	0.9	39.1
Retail trade	403.60	* 1.60	4.70	409.90	13.20	423.00	37.9	0.8	38.7
Transport and storage	522.90	* 2.00	* 1.90	526.80	33.90	560.70	37.9	1.6	39.5
Communication	543.20	* 4.00	* 0.30	547.50	30.80	578.40	36.1	1.4	37.5
Finance, property and business services	496.20	* 2.20	14.00	512.40	10.00	522.40	37.6	0.5	38.1
Public administration and defence	559.00	* 0.00	* 0.70	559.70	10.00	569.70	36.8	0.4	37.2
Community services	592.90	* 0.20	2.20	595.30	7.40	602.60	37.3	0.3	37.5
Recreation, personal and other services	458.30	* 0.30	* 6.40	465.00	14.50	479.60	38.5	0.8	39.2
Total	518.40	1.90	6.20	526.50	13.50	540.00	37.5	0.7	38.2
PERSONS									
Mining	717.50	120.00	13.30	850.80	149.70	1,000.50	38.5	6.1	44.5
Manufacturing	482.60	8.00	17.70	508.30	70.80	579.10	37.8	3.4	41.2
Electricity, gas and water	606.10	* 0.90	1.30	608.30	56.90	665.10	36.9	2.3	39.3
Construction	551.90	* 2.80	5.60	560.30	88.70	649.00	37.9	3.8	41.7
Wholesale trade	493.10	* 7.90	16.60	517.60	35.50	553.10	38.4	1.7	40.1
Retail trade	419.00	* 12.80	12.20	444.00	24.00	467.90	38.2	1.4	39.6
Transport and storage	560.60	* 7.30	* 4.90	572.80	92.50	665.30	38.4	4.1	42.5
Communication	590.40	* 2.60	* 0.10	593.10	59.50	652.50	36.5	2.3	38.8
Finance, property and business services	529.30	* 5.60	11.50	546.40	18.80	565.20	37.9	0.9	38.8
Public administration and defence	567.50	* 0.00	1.90	569.40	24.50	594.00	37.2	1.1	38.3
Community services	619.30	* 0.20	2.60	622.00	17.10	639.10	37.4	0.6	38.0
Recreation, personal and other services	495.80	* 2.70	7.40	505.80	18.40	524.20	38.7	0.9	39.6
Total	542.40	6.90	8.90	558.20	43.30	601.50	37.8	1.9	39.7

(a) Includes payments from enterprise bargaining awards and agreements.

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

TABLE 6.5. DISTRIBUTION OF FULL-TIME ADULT EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS, MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1993

	Occupation								
	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 occ- upations
	— per cent —								
Weekly total earnings (\$)—									
Under 300	3.1	0.6	* 0.5	2.0	1.8	2.8	1.1	2.2	1.7
300 and under 320	1.3	* 0.1	* 0.2	0.9	1.1	1.4	0.6	1.4	0.9
320 " 340	* 0.2	* 0.1	* 0.2	0.9	0.5	1.1	* 0.3	1.9	0.6
340 " 360	0.9	0.4	* 0.5	2.0	1.7	3.5	2.4	5.3	2.0
360 " 380	0.9	0.4	* 0.4	2.5	2.2	3.6	3.9	6.1	2.5
380 " 400	1.5	0.6	0.7	2.6	4.9	8.6	4.3	9.2	4.1
400 " 420	3.6	0.9	1.5	5.5	7.0	7.0	4.9	7.4	4.9
420 " 440	1.1	1.5	2.0	4.6	6.3	6.5	5.2	8.0	4.6
440 " 460	0.6	0.8	1.8	5.5	7.7	6.7	5.5	7.9	4.8
460 " 480	* 0.5	1.4	1.8	5.3	6.7	5.8	3.8	5.9	4.2
480 " 500	0.8	1.3	3.0	5.6	7.1	4.6	4.0	4.2	4.1
500 " 520	3.3	2.4	3.2	6.0	7.1	5.9	4.4	4.7	4.8
520 " 540	1.9	2.3	3.2	5.2	5.6	4.1	3.8	3.3	3.9
540 " 560	1.3	2.4	3.5	6.1	5.0	3.6	4.0	3.4	3.8
560 " 580	2.0	3.1	3.7	3.5	5.4	4.8	3.1	3.4	3.8
580 " 600	1.1	2.6	3.9	4.4	4.0	2.3	3.5	2.8	3.2
600 " 620	3.3	2.6	3.9	3.3	3.5	3.1	4.2	2.2	3.2
620 " 640	1.7	2.8	5.2	2.8	2.6	2.4	2.9	2.1	2.8
640 " 660	1.9	3.6	3.8	2.5	2.5	2.5	1.9	2.1	2.6
660 " 680	2.6	3.9	5.4	2.9	2.5	2.5	2.8	1.6	3.0
680 " 700	1.7	4.8	5.8	2.3	2.4	2.3	2.8	1.6	2.9
700 " 720	2.9	3.5	5.1	2.9	2.1	1.5	2.0	1.3	2.6
720 " 740	2.0	3.6	3.5	1.7	1.5	1.4	2.2	1.5	2.2
740 " 760	1.9	7.1	3.6	1.9	1.2	1.5	2.1	1.2	2.6
760 " 780	2.4	5.7	3.1	1.3	1.2	1.4	1.7	0.7	2.2
780 " 800	1.3	3.9	3.6	1.3	1.0	1.3	2.1	1.1	1.9
800 " 840	5.3	7.9	6.7	2.4	1.8	1.7	3.2	1.6	3.7
840 " 880	5.6	4.9	3.9	2.0	0.9	0.9	2.4	1.1	2.5
880 " 920	3.5	3.9	3.4	1.4	0.7	0.9	2.9	1.1	2.1
920 " 960	4.7	3.2	3.0	1.6	0.6	0.5	1.6	0.7	1.8
960 " 1,000	4.5	2.3	2.1	0.8	0.4	0.6	1.6	0.6	1.4
1,000 " 1,100	10.4	5.2	3.3	2.1	0.5	1.4	3.3	1.2	3.0
1,100 " 1,200	5.2	3.3	1.8	1.4	* 0.2	0.5	2.1	0.4	1.7
1,200 " 1,300	4.4	2.2	0.9	1.1	* 0.1	* 0.3	1.1	* 0.3	1.2
1,300 " 1,400	1.8	1.3	0.7	0.6	* 0.0	* 0.2	0.7	* 0.2	0.6
1,400 " 1,500	2.0	0.9	* 0.4	0.4	* 0.0	* 0.3	* 0.4	* 0.0	0.5
1,500 " 1,600	1.6	0.5	* 0.2	* 0.3	* 0.1	* 0.2	0.6	* 0.1	0.4
1,600 " 1,700	0.9	* 0.3	* 0.1	* 0.2	* 0.0	* 0.1	* 0.4	* 0.1	0.2
1,700 " 1,800	1.1	0.4	* 0.1	* 0.1	* 0.0	* 0.1	* 0.0	* 0.0	0.2
1,800 and over	3.7	1.5	* 0.4	* 0.1	* 0.0	* 0.3	* 0.4	* 0.1	0.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
	— '000 —								
Total employees	361.0	633.6	352.5	557.9	804.3	427.8	374.5	474.1	3,985.8
	— dollars —								
25th percentile	602.40	634.60	575.90	453.20	437.50	408.30	450.50	398.30	454.90
50th percentile (median)	829.40	749.60	685.00	543.50	508.00	490.90	570.80	461.10	577.30
75th percentile	1060.00	878.00	811.40	684.10	604.70	617.20	752.20	584.40	751.10
Mean earnings	888.40	799.80	713.40	598.20	535.40	539.90	634.10	514.60	641.20

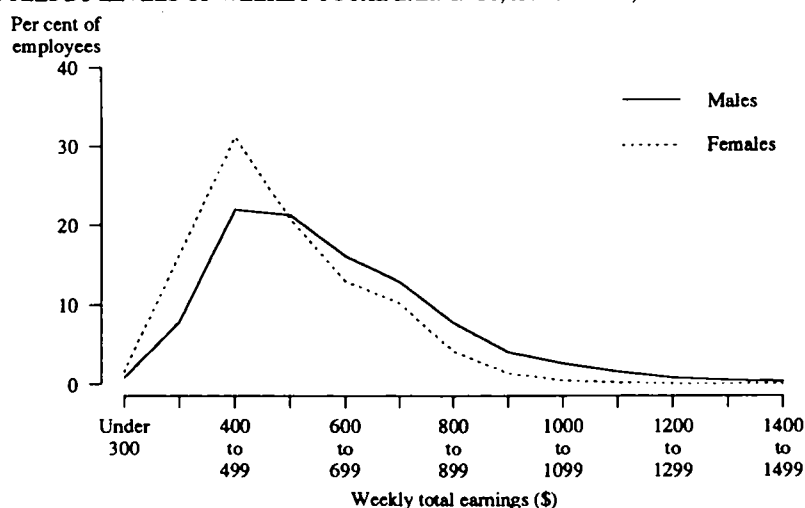
Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)*.

TABLE 6.6. AVERAGE WEEKLY TOTAL EARNINGS, MAJOR OCCUPATION GROUPS, INDUSTRY, STATES AND TERRITORIES BY CATEGORY OF EMPLOYEE, MAY 1993
(dollars)

	Full-time employees							Part-time employees	All employees
	Managerial		Non managerial			Total			
	Adult	Adult	Junior	Total	Adult	Junior	Total		
<i>Occupation—</i>									
Managers and administrators	895.40	761.70	* 0.00	761.70	888.40	* 0.00	888.40	289.60	870.00
Professionals	970.00	750.50	307.50	748.80	799.80	307.50	798.30	317.80	696.70
Para-professionals	838.60	701.10	349.50	698.10	713.40	349.50	710.50	354.40	626.10
Tradespersons	530.30	603.60	298.10	565.20	598.20	298.10	563.00	237.50	541.90
Clerks	578.00	531.20	301.40	518.00	535.40	301.40	523.10	252.70	457.10
Salespersons and personal service workers	651.90	520.50	295.20	498.80	539.90	295.20	519.50	185.10	351.50
Plant and machine operators, and drivers	529.80	636.60	336.80	633.80	634.10	336.80	631.40	185.00	592.20
Labourers and related workers	605.00	513.10	285.20	502.40	514.60	285.20	504.00	196.70	390.10
<i>Industry—</i>									
Mining	1,164.60	1,000.50	582.70	992.60	1,009.80	582.70	1,002.10	302.30	988.60
Manufacturing	803.10	579.10	301.20	565.00	606.80	301.20	593.20	252.10	563.40
Electricity, gas and water	1,063.40	665.10	311.10	654.90	691.80	311.10	681.50	293.60	675.30
Construction	662.90	649.00	319.90	618.50	652.00	319.90	627.40	209.90	587.50
Wholesale trade	781.30	553.10	301.30	536.40	611.90	301.30	596.30	233.30	554.10
Retail trade	570.40	467.90	293.50	441.50	497.60	293.50	474.70	160.20	329.20
Transport and storage	812.30	665.30	324.60	656.80	684.90	324.60	677.20	259.60	639.90
Communication	998.10	652.50	333.10	651.20	676.30	333.10	675.00	281.80	647.10
Finance, property and business services	949.90	565.20	299.30	551.00	668.10	299.30	653.50	242.50	561.10
Public administration and defence	1,069.90	594.00	334.00	587.70	650.90	334.00	644.20	232.90	598.80
Community services	976.00	639.10	277.60	630.80	684.70	277.60	676.50	295.70	542.10
Recreation, personal and other services	609.10	524.20	262.80	489.20	544.30	262.80	514.60	184.20	342.60
<i>State or Territory—</i>									
New South Wales	878.60	611.10	301.70	596.60	659.30	301.70	645.40	237.10	542.60
Victoria	809.00	597.40	304.30	582.90	637.60	304.30	624.20	239.80	532.30
Queensland	717.70	583.20	299.30	562.40	605.20	299.30	586.20	212.40	496.60
South Australia	809.00	579.80	274.80	561.80	616.80	274.80	599.70	235.40	489.30
Western Australia	794.30	617.90	289.70	596.60	644.30	289.70	624.60	214.80	511.10
Tasmania	808.00	585.40	314.00	568.10	617.50	314.00	600.90	245.40	507.40
Northern Territory	775.70	665.60	298.00	653.50	685.80	298.00	675.40	206.70	566.50
Australian Capital Territory	953.40	635.30	277.70	621.90	724.50	277.70	712.40	266.50	609.40
Total	824.70	601.50	298.30	585.00	641.20	298.30	625.70	232.40	526.40

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

CHART 6.5. DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS, AUSTRALIA, MAY 1993



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

Weekly Earnings of Employees

Between August 1988 and August 1993, mean weekly earnings from all jobs for employees aged 15 and over increased from \$394 to \$503, representing a 28 per cent increase. The increase in the twelve months to August 1993 was \$28 (5.9%). This compares to an increase in the thirteen months to August 1992 of \$11 (2.4%).

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 4.3 percentage points since August 1988. Mean weekly earnings for part-time female workers rose from \$185 in 1988 to \$233 in 1993, an average increase over this period of 4.7 per cent per annum. The increase for the corresponding group of male part-time workers was an average of 4.4 per cent per annum (\$167 in 1988 to \$207 in 1993).

In August 1993, 76 per cent of employees worked on a full-time basis in their main job, and their mean weekly earnings from that job were \$587. Males comprised 66 per cent of full-time employees in main job, with mean weekly earnings of \$626. Female full-time workers in main job received \$510 on average. Approximately 42 per cent of females worked part-time in their main job compared with 10 per cent of males. Female part-time workers in main job received mean weekly earnings of \$231 compared with \$218 for males.

Mean weekly earnings of full-time workers varied across occupations with Managers and administrators earning: males \$813, females \$638; Salespersons and personal service workers: males \$565, females \$423; Labourers and related workers: males \$486, females \$396.

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 (males \$1,065, females \$680).

An estimated 183,200 employees worked in a second wage or salary job at August 1993. There were 88,600 male employees with a second job, and they received \$103 (median) in earnings from that job. Some 94,700 females had a second wage or salary job; they received median weekly earnings of \$84.

Full-time workers aged 35-44 years received the highest mean weekly earnings of all the age groups tabulated. The average for this age group was \$655, with males earning \$700 and females \$556. Male full-time workers aged 15-19 received 44 per cent of the mean weekly earnings received by males aged 20 and over (\$283 compared to \$641). Female workers aged 15-19 earned 53 per cent of the mean weekly earnings received by females aged 20 and over (\$277 compared to \$521).

TABLE 6.7. ALL EMPLOYEES : MEAN WEEKLY EARNINGS IN ALL JOBS OF FULL-TIME AND PART-TIME WORKERS, AUSTRALIA, AUGUST 1988 TO AUGUST 1993

August	Full-time workers			Part-time workers			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
MEAN WEEKLY EARNINGS IN ALL JOBS (Dollars)									
1988	477	379	445	167	185	181	457	306	394
1989	521	411	485	170	189	185	496	325	423
1990(a)	546	435	509	180	202	198	520	345	444
1991(b)	571	465	535	196	208	206	541	365	464
1992	591	489	557	198	219	214	553	376	475
1993	628	513	589	207	233	227	589	396	503
EMPLOYEES ('000)									
1988	3,317.8	1,603.1	4,920.9	225.7	955.3	1,181.0	3,543.5	2,558.4	6,101.9
1989	3,468.5	1,698.1	5,166.6	268.8	1,062.0	1,330.8	3,737.3	2,760.1	6,497.4
1990(a)	3,467.5	1,732.6	5,200.0	274.5	1,091.1	1,365.5	3,741.9	2,823.7	6,565.6
1991(b)	3,269.2	1,681.1	4,950.3	283.9	1,083.0	1,366.9	3,553.1	2,764.1	6,317.3
1992	3,199.3	1,622.8	4,822.0	337.4	1,175.4	1,512.8	3,536.7	2,798.1	6,334.8
1993	3,188.6	1,636.7	4,825.3	330.2	1,167.9	1,498.1	3,518.8	2,804.6	6,323.4

(a) The August 1990 survey excluded all persons aged 70 and over. (b) The 1991 survey was conducted in July.

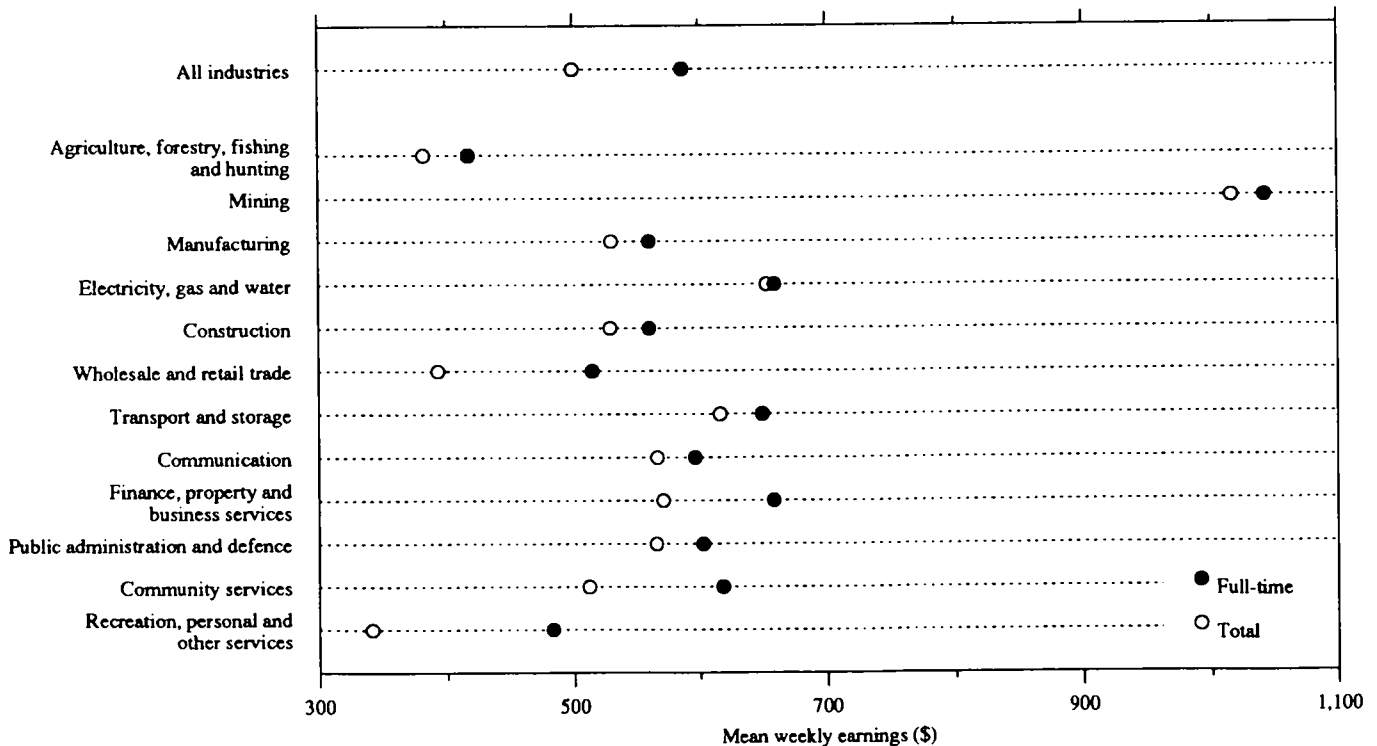
Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*.

TABLE 6.8. MEAN WEEKLY EARNINGS FROM MAIN JOB OF ALL EMPLOYEES WHO WORKED FULL TIME IN THEIR MAIN JOB, AUSTRALIA, JULY 1991, AUGUST 1992 AND AUGUST 1993
(dollars)

	Males			Females			Persons		
	1991	1992	1993	1991	1992	1993	1991	1992	1993
Total	570	590	626	461	486	510	533	553	587
<i>Occupation—</i>									
Managers and administrators	748	769	813	566	597	638	716	738	783
Professionals	747	768	815	621	645	675	701	722	760
Para-professionals	625	644	688	549	574	599	597	617	655
Tradespersons	489	506	537	367	358	397	481	496	528
Clerks	553	565	590	442	457	478	477	491	511
Salespersons and personal service workers	546	539	565	387	419	423	465	478	496
Plant and machine operators and drivers	535	559	607	348	363	394	508	534	579
Labourers and related workers	446	459	486	352	376	396	424	439	465
<i>Industry—</i>									
Agriculture, forestry, fishing and hunting	397	390	421	312	298	398	385	375	417
Mining	864	915	1,065	557	555	*680	834	890	1,043
Manufacturing	531	562	590	420	443	450	506	536	560
Electricity, gas and water	584	584	672	496	489	568	575	574	659
Construction	538	543	569	435	446	547	533	536	605
Wholesale and retail trade	511	523	547	395	419	447	474	490	515
Transport and storage	602	608	674	461	492	533	579	588	649
Communication	571	572	619	476	522	528	549	559	596
Finance, property and business services	695	704	772	462	486	515	586	606	658
Public administration and defence	589	595	627	510	529	559	560	574	602
Community services	627	662	693	514	541	563	563	594	618
Recreation, personal and other services	489	516	522	408	435	433	453	482	483

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

CHART 6.6. MEAN WEEKLY EARNINGS IN MAIN JOB: TOTAL EMPLOYEES AND EMPLOYEES WHO WORKED FULL TIME IN THEIR MAIN JOB, BY INDUSTRY, AUSTRALIA, AUGUST 1993



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

Labour Costs

Labour Costs statistics are produced from an annual survey and a five-yearly supplementary survey which measure the costs incurred by employers that are directly associated with the employment of labour. Costs covered in the annual survey are: gross wages and salaries; termination payments; superannuation; workers' compensation; payroll tax; fringe benefits; and fringe benefits tax. The supplementary survey collects additional information on hours paid and the components of earnings such as annual, sick and other leave; public holidays; leave loading; and infrequent bonuses. Both surveys were run for the financial year 1991-92.

The average labour cost for each hour worked in 1991-92 was \$20.89. Of this, \$15.59 was paid for time actually worked and \$5.30 was paid in on-costs (ie. labour costs other than payments for time worked). The largest contributors to on-costs were paid leave (\$1.43), superannuation (\$1.02) and payroll tax (\$0.73).

Industries with the highest costs per hour worked were Mining (\$33.80) and Electricity, gas and water (\$27.04). Lowest costs per hour worked were recorded in the Recreation, personal and other services industry (\$15.62) and Wholesale and retail trade industry (\$16.64).

Labour costs per employee rose by 3.5 per cent from 1990-91 to 1991-92. Private sector costs were up 2.7 per cent compared to 6.1 per cent in the public sector. All components of labour costs per employee rose, except for workers' compensation costs. These fell by 5.8 per cent in the private sector and 3.6 per cent in the public sector. Superannuation, payroll tax and fringe benefits tax all increased at a higher rate than employee earnings.

The Mining industry and the Transport, storage and Communication industries (combined) recorded the greatest increases from 1990-91 to 1991-92, with the costs per employee rising 9.4 per cent. The main contributor to this increase in these industries was superannuation, up 15 per cent and 29 per cent respectively. The Wholesale and retail trade industry recorded a decrease in average labour costs per employee, dropping 1.6 per cent to \$23,137, due mainly to a fall in employee earnings of 1.8 per cent.

The dramatic increase in recent years in the proportion of private sector employees covered by superannuation slowed in 1991-92. Coverage rose to 70 per cent from 68 per cent in 1990-91. Across both sectors, 77 per cent of employees were covered by superannuation in 1991-92.

The total cost of superannuation in the private sector rose from \$2,969m in 1987-88 to \$4,849m in 1991-92. Costs per employee rose from \$707 to \$1,196 over the same period. Public sector costs of superannuation in 1991-92 were \$7,147m, made up of \$3,840m paid from individual agencies, and \$3,307m from consolidated revenue funds.

From 1990-91 to 1991-92 State government revenue from payroll tax paid by private sector employers increased 4.1 per cent to \$4,154m. As payroll tax is levied above a prescribed payroll threshold in each State, the incidence of payroll tax increases with the size of the employer. Only 5.3 per cent of employers in the 0-19 employees size group paid payroll tax in 1991-92. The incidence of employers with 100 or more employees paying payroll tax was 89 per cent. Most of those not paying payroll tax in this group would be exempt employers.

Total hours paid per employee in 1991-92 were highest for employers with 100 employees or more at 1,720 hours compared to 1,588 hours for employers with fewer than 20. This increase was consistent through all components of labour costs. For example, employers with 100 or more employees paid for 124 hours of annual leave per employee, whereas smaller businesses with less than 20 employees paid for 73 hours.

In the private sector, total hours worked in 1991-92 were 1,483 per employee. The public sector showed similar results, with 1,485 hours worked per employee. Total hours paid but not worked, however, were significantly higher in the public sector (265 hours) than the private sector (161 hours). Paid leave hours per employee in the private sector were 92 compared to 124 hours for the public sector. Similar variations were found for sick leave and other leave hours.

Industry comparisons of hours of paid leave show considerable variation. The industries with the highest hours of paid leave were Electricity, gas and water (221 hours) and Mining (208 hours). In contrast, only 64 hours of paid leave were recorded on average for employees in the Recreation, personal and other services industry. These variations predominantly reflect relative employment conditions and the proportion of casual employees within industries.

In the private sector, permanent employees received the equivalent of 9.0 public holidays. By comparison, public sector permanent employees received 9.8 days, reflecting the additional public sector holidays available to most employees.

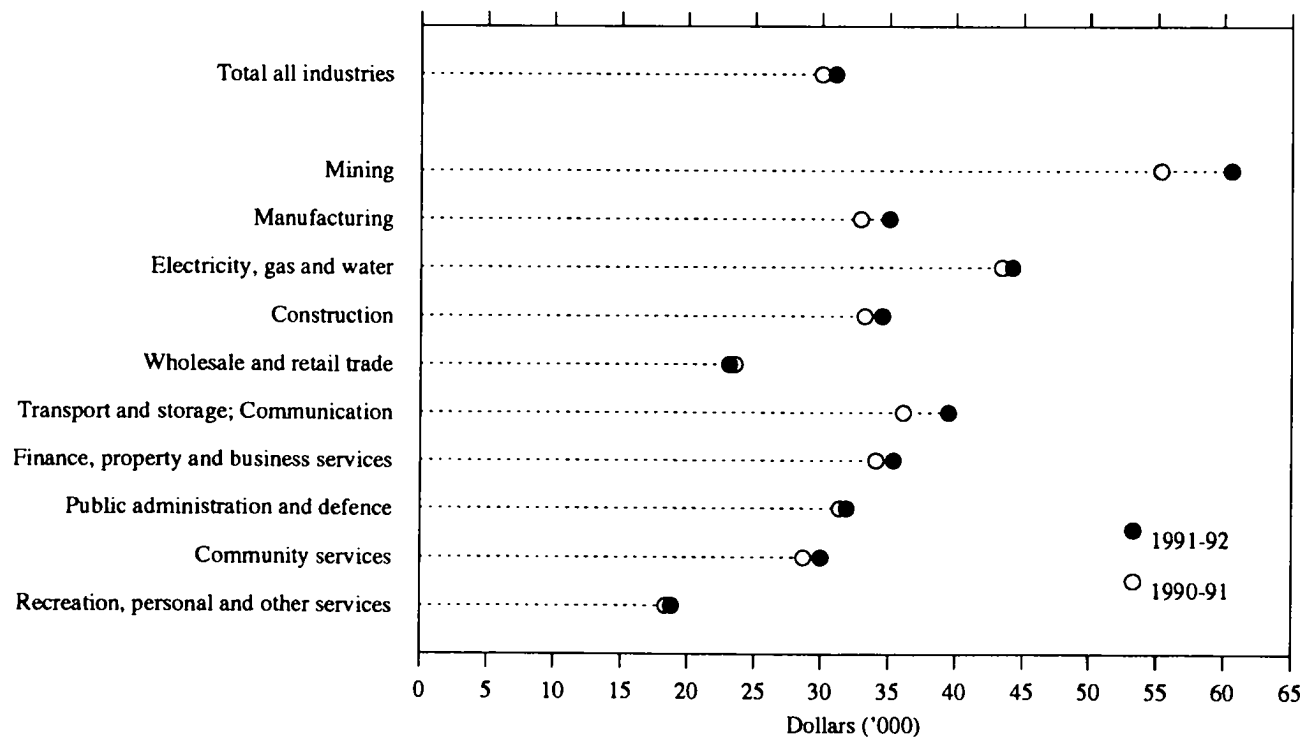
TABLE 6.9. LABOUR COSTS PER HOUR WORKED AND PERCENTAGE DISTRIBUTION, BY TYPE OF LABOUR COST, SECTOR, AUSTRALIA, 1991-92

	Private		Public		Total	
	Cost per hour worked (\$)	Percentage of total costs	Cost per hour worked (\$)	Percentage of total costs	Cost per hour worked (\$)	Percentage of total costs
Earnings	17.46	89.50	21.30	88.0	18.59	89.0
Payments for time worked	14.92	76.5	17.19	71.0	15.59	74.6
Other earnings	2.54	13.0	4.11	17.0	3.0	14.4
Annual leave	0.87	4.5	1.54	6.4	1.07	5.1
Sick leave	0.17	0.9	0.43	1.8	0.25	1.2
Other leave	0.06	0.3	0.25	1.0	0.11	0.5
Public holidays	0.41	2.1	0.64	2.6	0.48	2.3
Annual leave loading	0.13	0.7	0.21	0.9	0.15	0.7
Infrequent bonuses	0.11	0.5	0.02	0.1	0.08	0.4
Termination payments	0.41	2.1	0.84	3.5	0.54	2.6
Fringe benefits	0.38	1.9	0.19	0.8	0.32	1.5
Other labour costs	2.05	10.5	2.90	12.0	2.30	11.0
Superannuation(a)	0.81	4.1	1.54	6.4	1.02	4.9
Payroll tax	0.69	3.5	0.83	3.4	0.73	3.5
Workers' compensation	0.38	1.9	0.43	1.8	0.40	1.9
Fringe benefits tax	0.18	0.9	0.90	0.4	0.15	0.7
Total labour cost	19.52	100.0	24.20	100.0	20.89	100.0
Of which - on-costs(b)	4.60	23.5	7.01	29.0	5.30	25.4

(a) Superannuation amounts shown in the public sector are those amounts that are met from the annual budgets of individual agencies. (b) On-costs comprises Other labour costs and Other earnings.

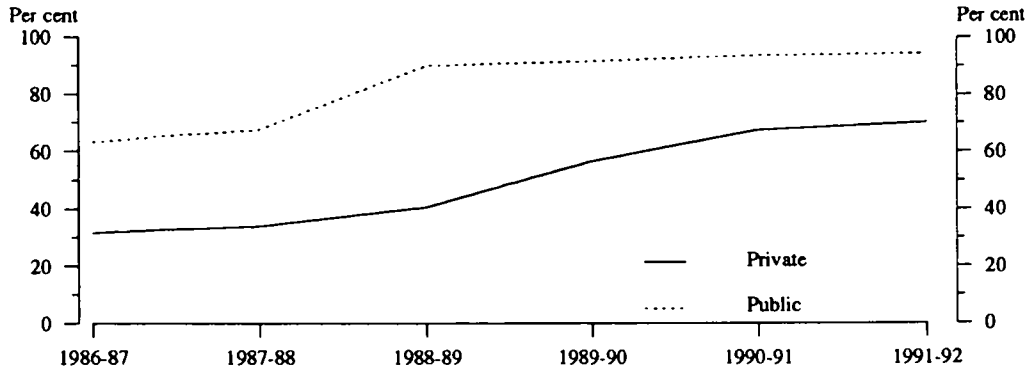
Source: *Labour Costs, Australia* (6348.0).

CHART 6.7. AVERAGE LABOUR COSTS PER EMPLOYEE BY INDUSTRY, AUSTRALIA 1990-91 AND 1991-92



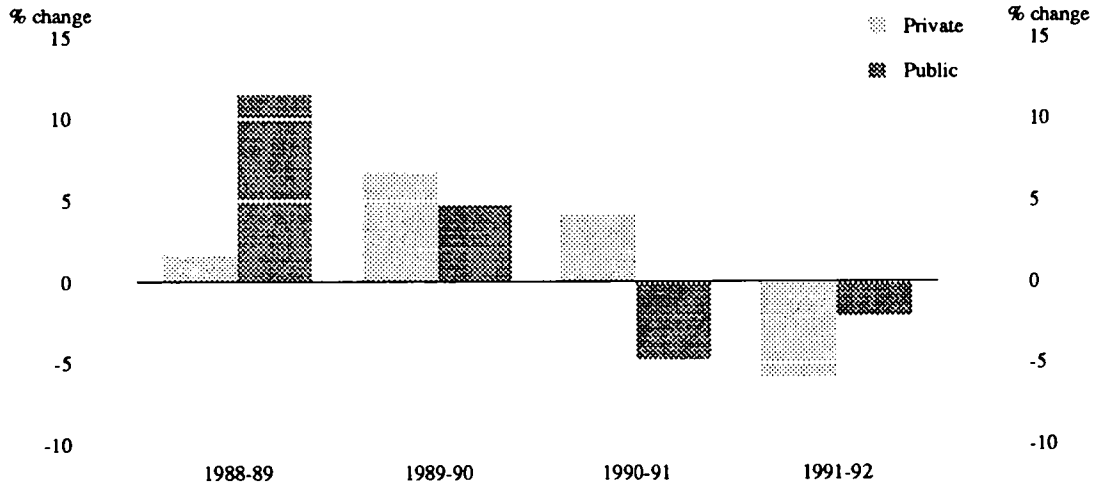
Source: *Labour Costs, Australia* (6348.0).

**CHART 6.8. SUPERANNUATION COVERAGE BY SECTOR, AUSTRALIA
1986-87 TO 1991-92**



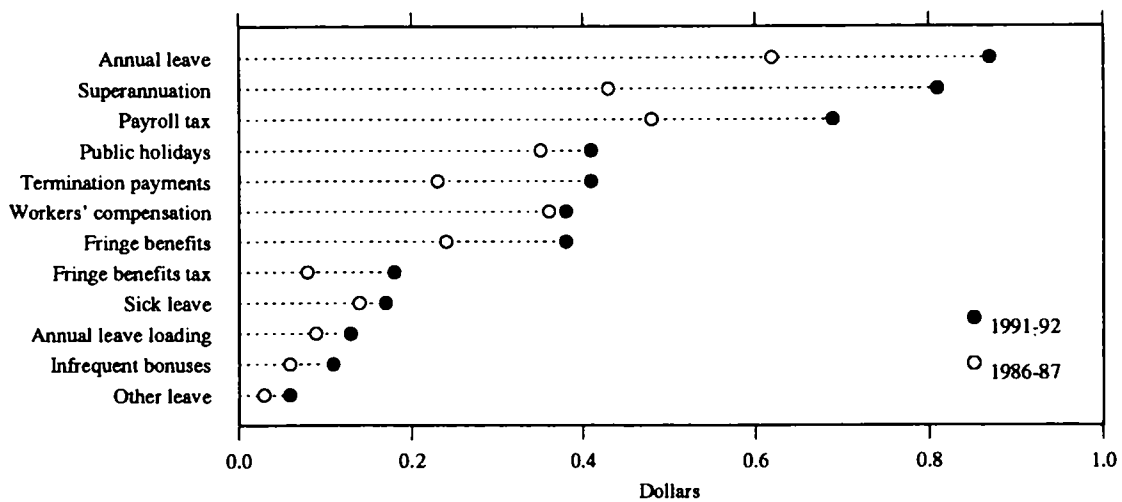
Source: Labour Costs, Australia (6348.0).

**CHART 6.9. WORKERS' COMPENSATION COSTS PER EMPLOYEE
Annual Percentage Change 1988-89 to 1991-92**



Source: Labour Costs, Australia (6348.0).

**CHART 6.10. ON-COSTS PER HOUR WORKED, PRIVATE SECTOR, AUSTRALIA
1986-87 AND 1991-92**



Source: Labour Costs, Australia (6348.0).

TABLE 6.10. LABOUR COSTS: TYPE OF LABOUR COST, INDUSTRY, AUSTRALIA, 1991-92

Industry	Earnings			Other labour costs			Total labour costs
	Payments for time worked	Other earnings	Super-annuation(a)	Payroll tax	Workers' compensation	Fringe benefits tax	
COSTS PER HOUR WORKED (\$)							
Mining	24.22	5.17	1.55	1.64	0.79	0.43	33.80
Manufacturing	15.18	2.87	0.79	0.91	0.60	0.13	20.48
Electricity, gas and water	17.61	4.77	2.45	1.38	0.72	0.12	27.04
Construction	15.11	2.65	1.30	0.60	0.63	0.12	20.40
Wholesale and retail trade	13.11	1.97	0.57	0.58	0.27	0.14	16.64
Transport and storage:							
Communication	16.50	3.73	1.98	1.05	0.54	0.10	23.90
Finance, property and business services	16.48	3.72	1.26	0.92	0.18	0.43	23.00
Public administration and defence	16.08	3.19	1.08	0.26	0.39	0.07	21.07
Community services	17.16	3.44	0.97	0.58	0.35	0.04	22.55
Recreation, personal and other services	12.97	1.41	0.53	0.40	0.24	0.06	15.62
Total all industries	15.59	3.00	1.02	0.73	0.40	0.15	20.89
AVERAGE COSTS PER EMPLOYEE (\$)							
Mining	43,354	9,254	2,773	2,944	1,415	764	60,504
Manufacturing	25,981	4,903	1,345	1,565	1,028	217	35,038
Electricity, gas and water	28,789	7,796	4,003	2,253	1,173	189	44,203
Construction	25,586	4,481	2,201	1,010	1,063	206	34,546
Wholesale and retail trade	18,227	2,738	796	805	373	197	23,137
Transport and storage:							
Communication	27,287	6,174	3,272	1,729	899	167	39,527
Finance, property and business services	25,386	5,734	1,944	1,422	280	669	35,435
Public administration and defence	24,319	4,825	1,632	393	584	109	31,862
Community services	22,826	4,580	1,296	774	470	48	29,994
Recreation, personal and other services	15,635	1,706	635	484	290	77	18,827
Total all industries	23,126	4,455	1,516	1,086	586	225	30,995
TOTAL COSTS (\$ million)							
Mining	2,986	637	191	203	97	53	4,167
Manufacturing	23,337	4,404	1,208	1,405	923	195	31,472
Electricity, gas and water	2,908	787	404	228	118	19	4,465
Construction	6,556	1,148	564	259	272	53	8,852
Wholesale and retail trade	21,203	3,185	926	937	434	229	26,915
Transport and storage:							
Communication	11,426	2,585	1,370	724	376	70	16,551
Finance, property and business services	20,483	4,627	1,569	1,147	226	540	28,592
Public administration and defence	7,816	1,551	524	126	188	35	10,241
Community services	29,505	5,920	1,675	1,000	608	62	38,771
Recreation, personal and other services	6,308	688	256	195	117	31	7,595
Total all industries	132,527	25,532	8,689	6,224	3,360	1,287	177,620

(a) Superannuation includes only those amounts met from the annual budgets of individual agencies.

Source: Labour Costs, Australia (6348.0).

Employment Benefits

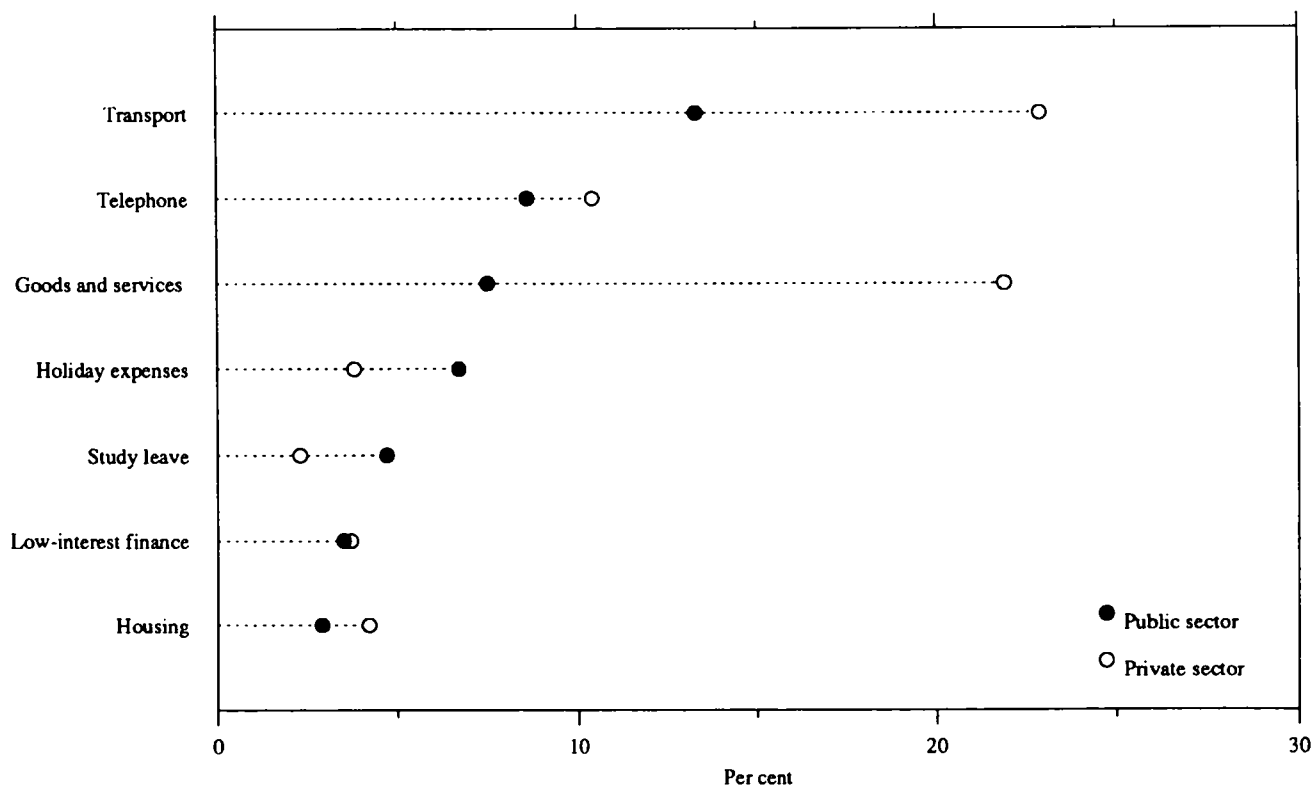
The proportion of employees working full time in their main job, (excluding persons attending school) who received one or more employment benefits shows little variation since August 1990 with 97 per cent reporting receiving at least one benefit in August 1992. For part-time employees, the proportion who received one or more benefits has increased from 61 per cent in August 1990 to 71 per cent in August 1992.

Specific benefits to have increased over this period for employees working full time in their main job include:

- **Superannuation:** The proportion of employees in receipt of a superannuation benefit has continued to increase. In July 1991 the proportion of such employees was 80 per cent and by August 1992 it had risen to 88 per cent. For part time employees, the proportion was 54 per cent in August 1992 compared to 42 per cent in July 1991.
- **Goods and services:** The proportion of employees receiving a goods and services benefit has increased from 17 per cent in August 1990 to 18 per cent in August 1992.

Public sector employees who worked full time in their main job had a higher incidence of the most common employment benefits (standard benefits) than their private sector counterparts. These common benefits include holiday leave (98% and 89% respectively), sick leave (98% and 88%), long-service leave (95% and 71%) and superannuation (95% and 85%). Private sector employees who worked full time in their main job were more likely to have received a special benefit (ie benefits other than leave and superannuation). Included amongst these were goods and services (22% for private sector employees and 7.5% for public sector employees) and transport (23% and 13% respectively).

CHART 6.11. PROPORTION OF FULL-TIME EMPLOYEES IN MAIN JOB RECEIVING SELECTED BENEFITS BY SECTOR, AUSTRALIA, AUGUST 1992



Source: *Employment Benefits, Australia (6334.0)*.

TABLE 6.11. EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND FULL-TIME EMPLOYEES IN MAIN JOB AND PART-TIME EMPLOYEES IN MAIN JOB, AUSTRALIA, AUGUST 1990 TO AUGUST 1992

Type of benefit received	August 1990(a)	July 1991	August 1992	
FULL-TIME EMPLOYEES IN MAIN JOB				
<i>Total</i>	5,189.6	—'000— 4,917.2	4,767.4	(per cent) 100.0
			—per cent—	
Superannuation	59.5	79.9	4,197.6	88.0
Holiday leave	92.8	92.0	4,362.9	91.5
Sick leave	92.1	91.5	4,343.1	91.1
Long-service leave	77.8	77.7	3,739.5	78.4
Goods and services	16.8	17.1	840.8	17.6
Transport	20.5	20.5	957.8	20.1
Telephone	10.0	10.2	470.1	9.9
Holiday expenses	4.5	4.7	222.2	4.7
Medical	4.2	4.4	186.6	3.9
Housing	3.9	3.7	180.3	3.8
Low-interest finance	3.1	3.6	172.1	3.6
Study leave	2.6	3.1	144.2	3.0
Shares	3.1	3.3	161.6	3.4
Union dues/prof. association	3.1	3.7	163.3	3.4
Electricity	2.3	2.4	125.7	2.6
Entertainment allowance	2.5	2.1	108.5	2.3
Club fees	1.9	2.2	88.4	1.9
Child care/education expenses	0.3	0.3	13.9	0.3
No benefits	3.0	2.9	122.7	2.6
PART-TIME EMPLOYEES IN MAIN JOB				
<i>Total</i>	1,215.3	—'000— 1,253.3	1,408.7	(per cent) 100.0
			—per cent—	
Superannuation	24.9	42.3	761.9	54.1
Holiday leave	32.5	33.0	460.3	32.7
Sick leave	32.6	33.2	471.2	33.4
Long-service leave	25.2	25.3	369.7	26.2
Goods and services	17.5	19.3	270.2	19.2
Transport	5.8	5.4	78.9	5.6
Telephone	3.5	3.3	51.3	3.6
Holiday expenses	1.0	1.0	12.4	0.9
Medical	1.0	1.1	15.9	1.1
Housing	1.0	1.0	14.3	1.0
Low-interest finance	0.8	0.9	12.9	0.9
Study leave	1.7	2.4	33.0	2.3
Shares	0.8	0.7	13.3	0.9
Union dues/prof. association	0.6	0.8	7.6	0.5
Electricity	0.9	1.1	19.8	1.4
Entertainment allowance	0.1	*0.1	*2.4	*0.2
Club fees	*0.3	0.3	3.7	0.3
Child care/education expenses	*0.2	*0.2	*2.6	*0.2
No benefits	39.0	33.6	407.6	28.9
TOTAL				
<i>Total</i>	6,404.9	—'000— 6,170.4	6,176.1	(per cent) 100.0
			—per cent—	
Superannuation	52.9	72.2	4,959.4	80.3
Holiday leave	81.3	80.0	4,823.2	78.1
Sick leave	80.8	79.7	4,814.3	77.9
Long-service leave	67.8	67.1	4,109.3	66.5
Goods and services	17.0	17.6	1,111.0	18.0
Transport	17.7	17.4	1,036.7	16.8
Telephone	8.8	8.8	521.4	8.4
Holiday expenses	3.8	4.0	234.6	3.8
Medical	3.5	3.7	202.5	3.3
Housing	3.3	3.2	194.6	3.2
Low-interest finance	2.6	3.1	185.1	3.0
Study leave	2.4	3.0	177.2	2.9
Shares	2.7	2.8	174.9	2.8
Union dues/prof. association	2.6	3.1	170.9	2.8
Electricity	2.0	2.1	145.5	2.4
Entertainment allowance	2.0	1.7	110.9	1.8
Club fees	1.6	1.8	92.1	1.5
Child care/education expenses	0.3	0.3	16.6	0.3
No benefits	9.8	9.2	530.3	8.6

(a) The August 1990 survey excluded all persons aged 70 and over.

Source: *Employment Benefits, Australia (6334.0)*.