

CHAPTER 8

MANPOWER

The principal subjects covered in this chapter are the labour force and unemployment, wage rates, earnings, hours of work, industrial disputes and labour organisations. Further detail on these subjects is contained in *Labour Statistics, Australia* (6101.0) and in other publications which are referred to in the various sections of this chapter. Particulars of total civilian employees are not included in this issue, because at the time this chapter was being prepared the series was being revised. For details see *Civilian Employees, Australia* (6213.0). A table showing employees of government bodies at June 1980 is on page 153.

THE LABOUR FORCE

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

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

The population census

Information about the labour force questions in the population census of June 1976 is contained in the publication *Population and Dwellings: Cross-Classified Tables* (2418.0 to 2426.0). More detailed information about the labour force is available on microfiche and is listed in the *Catalogue of 1976 Census Tables* (2103.0).

The population survey

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

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

The labour force survey

A description of the labour force survey and a selection of principal statistics obtained from it are given in this section. The first Australia-wide labour force survey was carried out in February 1964 and surveys were conducted quarterly until February 1978. Estimates are published in the monthly publications, *The Labour Force, Australia (Preliminary)* (6202.0), *The Labour Force, Australia* (6203.0), and *Unemployment, Australia (Preliminary Estimates)* (6201.0). Comprehensive statistics are published in annual publications entitled *The Labour Force, Australia* (6204.0), *Labour Statistics, Australia* (6101.0) and in *Unemployment, Underemployment and Related Statistics, Australia, February 1978 to February 1980* (6236.0). However, because of recent revisions to survey estimates (see below), figures in monthly publications prior to February 1978 and in annual publications to 1977 are not directly comparable with current estimates shown in the following tables.

Scope and definitions

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

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

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

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

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

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

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

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

Revision of series

The survey estimates are calculated in such a way as to conform to the independently estimated distribution of the population by age and sex. As a consequence, whenever these population benchmarks are revised it becomes necessary to revise the labour force estimates also. Survey estimates in this section are based on revised population estimates derived from the 1971 and 1976 population census results adjusted for under-enumeration. For information concerning these population estimates see *Population and Vital Statistics: June Quarter 1977* (3212.0).

Survey estimates back to August 1966 have been revised to make them comparable with estimates for February 1978 and subsequent months, which have been obtained by using a new sample and revised questionnaire. Revised estimates were first published in the February 1978 issue of *The Labour Force, Australia* (6203.0), which contains information concerning the methods used in the revision. Figures of total population 15 years of age and over for each sex are derived from the official population estimates which, in turn, are based on results of population censuses. However, the population benchmarks used in the survey are revised at infrequent intervals and may differ from official estimates of the population and other demographic statistics. Figures of marital status and all labour force characteristics of these populations are derived from the sample survey data. For this and other reasons, including differences in timing, methods of collection (personal interview in the survey, self-enumeration in the census) and, in some cases, concepts and definitions, the survey estimates of marital status and labour force characteristics may not agree closely with the corresponding census figures. In addition it should be noted that the published census labour force estimates have not been adjusted for any under-enumeration of the population.

Reliability of the estimates

Since the estimates in the following tables are based on information obtained from the occupants of a sample of dwellings, the estimates and the movements derived from them are subject to sampling variability; that is, they may differ from the figures that would have been produced if all dwellings had been included in the surveys. One measure of the likely difference is given by the standard error, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all dwellings had been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

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

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

STANDARD ERRORS OF ESTIMATES FOR AUSTRALIA

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

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

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

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

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

CIVILIAN POPULATION AGED 15 YEARS AND OVER, BY EMPLOYMENT STATUS(a)

May—	<i>Unemployed</i>			Total	Labour force	Not in labour force	Civilian population aged 15 years and over	Unemployment rate(b)	Labour force participation rate(c)
	Employed	Looking for full-time work	Looking for part-time work						
				—'000—				—per cent—	
MALES									
1975 . .	3,839.4	127.8	16.7	144.4	3,983.8	915.2	4,899.0	3.6	81.3
1976 . .	3,886.9	127.2	14.6	141.8	4,028.6	947.6	4,976.2	3.5	81.0
1977 . .	3,891.5	163.0	21.7	184.7	4,076.2	985.8	5,062.0	4.5	80.5
1978(d) .	3,863.5	194.8	14.4	209.1	4,072.6	1,087.2	5,159.8	5.1	78.9
1979 . .	3,908.3	197.7	13.0	210.6	4,118.9	1,132.4	5,251.3	5.1	78.4
1980 . .	3,981.2	201.0	18.9	219.9	4,201.1	1,140.6	5,341.6	5.2	78.6
MARRIED WOMEN									
1975 . .	1,289.6	40.8	37.6	78.5	1,368.0	1,964.3	3,332.3	5.7	41.1
1976 . .	1,346.6	32.2	30.8	63.0	1,409.6	1,956.0	3,365.5	4.5	41.9
1977 . .	1,382.0	42.7	31.9	74.6	1,456.6	1,950.4	3,407.0	5.1	42.8
1978(d) .	1,356.5	49.8	34.1	83.9	1,440.4	1,958.7	3,399.1	5.8	42.4
1979 . .	1,356.3	40.0	32.2	72.2	1,428.5	2,035.9	3,464.4	5.1	41.2
1980 . .	1,394.7	39.5	34.1	73.6	1,468.2	1,992.9	3,461.1	5.0	42.4
ALL FEMALES									
1975 . .	2,012.3	92.2	51.6	143.8	2,156.1	2,845.2	5,001.2	6.7	43.1
1976 . .	2,095.5	86.7	47.4	134.1	2,229.6	2,860.4	5,090.0	6.0	43.8
1977 . .	2,132.7	112.8	56.3	169.1	2,301.8	2,878.4	5,180.2	7.3	44.4
1978(d) .	2,135.3	136.8	49.3	186.2	2,321.4	2,964.5	5,285.9	8.0	43.9
1979 . .	2,135.0	137.5	48.5	186.0	2,321.0	3,061.3	5,382.3	8.0	43.1
1980 . .	2,256.6	141.6	52.1	193.7	2,450.3	3,027.2	5,477.5	7.9	44.7
PERSONS									
1975 . .	5,851.6	220.0	68.2	288.2	6,139.8	3,760.4	9,900.2	4.7	62.0
1976 . .	5,982.3	213.8	62.0	275.9	6,258.2	3,808.0	10,066.2	4.4	62.2
1977 . .	6,024.2	275.8	78.0	353.8	6,378.0	3,864.2	10,242.2	5.5	62.3
1978(d) .	5,998.7	331.6	63.7	395.3	6,394.0	4,051.7	10,445.7	6.2	61.2
1979 . .	6,043.3	335.1	61.4	396.6	6,439.9	4,193.6	10,633.5	6.2	60.6
1980 . .	6,237.8	342.6	71.0	413.6	6,651.4	4,167.7	10,819.1	6.2	61.5

(a) For definitions and scope of estimates see page 144.

(b) The number of unemployed expressed as a percentage of the labour force (i.e. employed and unemployed) in the same group.

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

(d) See page 144 for change in timing of survey from February 1978 which may have affected the level of the figures.

**CIVILIAN LABOUR FORCE, BY EMPLOYMENT STATUS, BIRTHPLACE AND
PERIOD OF ARRIVAL IN AUSTRALIA, MAY 1980**

	<i>Employed</i>		<i>Unemployed</i>		<i>Labour force</i>	<i>Unemploy- ment rate(a)</i>	<i>Labour force partici- pation rate(b)</i>
	<i>Full-time</i>	<i>Total</i>	<i>Looking for full-time work</i>	<i>Total</i>			
—'000—							
—per cent—							
MALES							
Born in Australia	2,737.7	2,894.4	142.6	156.5	3,050.9	5.1	79.2
Born outside Australia	1,043.9	1,086.8	58.4	63.4	1,150.1	5.5	80.2
Arrived before 1961	432.0	446.6	14.6	15.9	462.5	3.4	73.0
1961-1965	169.3	177.6	8.7	9.3	186.9	5.0	89.8
1966-1970	204.4	213.3	14.8	15.8	229.1	6.9	86.1
1971-1978	204.6	214.5	14.7	16.1	230.6	7.0	86.3
Jan. 1979 to May 1980	33.5	34.8	5.6	6.3	41.2	15.4	70.1
MARRIED WOMEN							
Born in Australia	527.9	978.7	24.2	46.2	1,024.9	4.5	40.8
Born outside Australia	268.3	416.0	15.3	27.4	443.4	6.2	47.2
Arrived before 1961	89.6	152.5	*	6.8	159.4	4.3	40.6
1961-1965	47.1	72.5	*	4.7	77.1	6.1	52.3
1966-1970	51.3	82.2	*	5.8	88.0	6.6	50.9
1971-1978	69.9	97.1	4.9	7.8	105.0	7.5	55.7
Jan. 1979 to May 1980	10.4	11.7	*	*	13.9	*	37.7
ALL FEMALES							
Born in Australia	1,111.6	1,703.3	106.2	141.5	1,844.8	7.7	44.9
Born outside Australia	380.5	553.3	35.4	52.2	605.5	8.6	47.1
Arrived before 1961	117.6	186.2	5.9	10.7	196.9	5.4	37.3
1961-1965	67.2	97.0	6.7	9.1	106.2	8.6	53.3
1966-1970	79.8	117.1	7.7	11.8	128.9	9.1	54.1
1971-1978	97.5	131.8	10.8	15.4	147.3	10.5	56.3
Jan. 1979 to May 1980	18.3	21.1	*	5.2	26.3	19.8	45.0
PERSONS							
Born in Australia	3,849.4	4,597.7	248.8	298.0	4,895.7	6.1	61.5
Born outside Australia	1,424.4	1,640.0	93.8	115.6	1,755.6	6.6	64.6
Italy	160.7	176.5	5.7	6.9	183.3	3.8	65.0
Greece	86.3	97.5	8.7	10.2	107.6	9.4	68.2
Yugoslavia	88.2	93.9	7.2	8.7	102.6	8.5	70.2
U.K. and Ireland	513.1	607.2	29.0	38.4	645.7	5.9	62.1
New Zealand	71.1	81.0	5.9	6.9	87.9	7.9	75.1
Other	505.0	584.0	37.5	44.5	628.5	7.1	64.4
Arrived before 1961	549.7	632.8	20.5	26.5	659.3	4.0	56.8
1961-1965	236.5	274.6	15.4	18.4	293.1	6.3	71.9
1966-1970	284.2	330.4	22.5	27.5	357.9	7.7	71.0
1971-1978	302.2	346.3	25.5	31.6	377.8	8.4	71.5
Jan. 1979 to May 1980	51.8	55.9	9.9	11.6	67.5	17.1	57.5

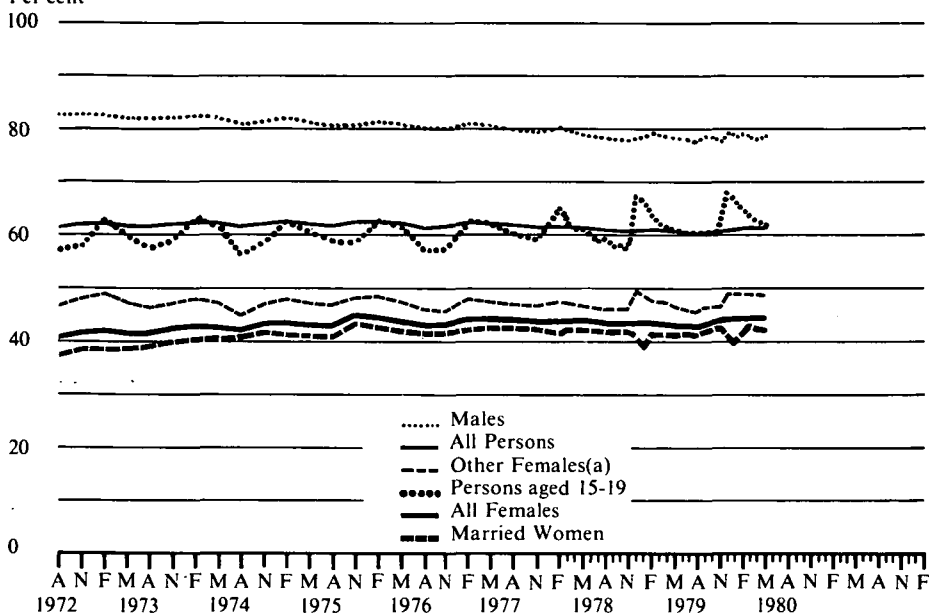
(a) The number of unemployed expressed as a percentage of the labour force (i.e. employed and unemployed) in the same group. (b) The labour force expressed as a percentage of the civilian population aged 15 years and over in the same group. Excludes persons in institutions.

* Less than 4,500 or based on a figure less than 4,500. See page 145.

LABOUR FORCE PARTICIPATION RATES

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

Per cent

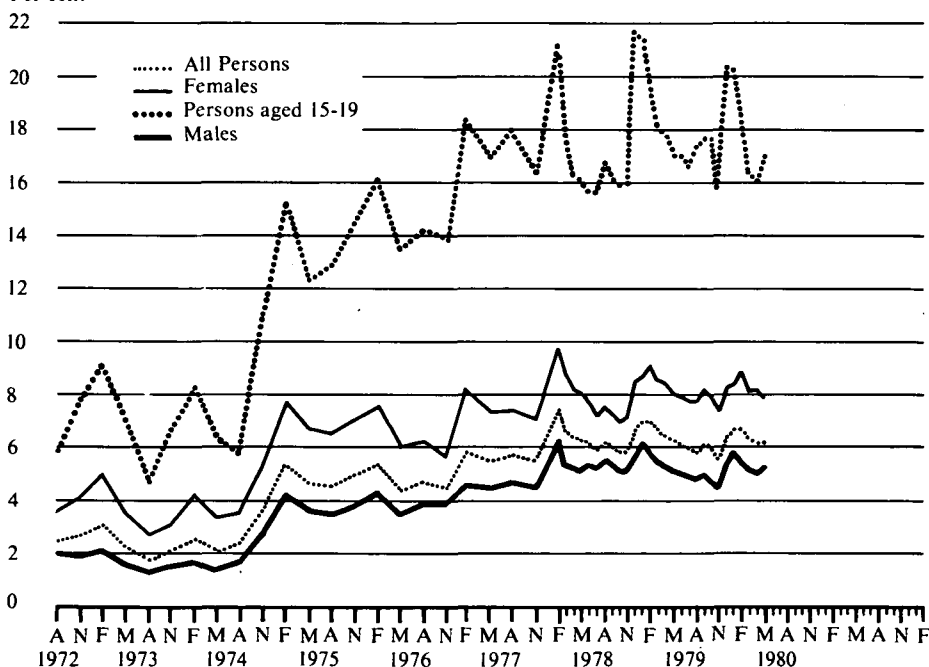


(a) Never married, widowed and divorced.

UNEMPLOYMENT RATES

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

Per cent



CIVILIAN LABOUR FORCE, BY AGE, MAY 1980

Age groups (years)	Number ('000)				Labour force participation rate (a) (per cent)			
	Males	Married women	All females	Persons	Males	Married women	All females	Persons
15-19	432.7	16.2	382.0	814.7	66.3	48.3	61.0	63.7
20-24	564.3	165.8	438.7	1,003.1	91.5	57.5	71.7	81.7
25-34	1,112.6	453.6	609.7	1,722.3	95.8	47.2	52.6	74.2
35-44	856.8	431.7	500.1	1,356.9	95.3	56.9	58.2	77.2
45-54	718.2	284.2	348.4	1,066.7	92.4	46.1	47.1	70.3
55-59	299.5	78.1	107.5	406.9	82.6	27.5	29.5	56.0
60-64	152.8	28.3	41.9	194.7	53.6	13.8	13.7	32.9
65 and over	64.1	10.4	22.1	86.2	10.9	3.3	2.7	6.2
Total	4,201.1	1,468.2	2,450.3	6,651.4	78.6	42.4	44.7	61.5

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

EMPLOYED PERSONS BY INDUSTRY AND AVERAGE WEEKLY HOURS WORKED, MAY 1980

Industry	Number ('000)			Average weekly hours worked (a)		
	Males	Females	Persons	Males	Females	Persons
Agriculture and services to agriculture	293.6	88.6	382.2	51.1	29.2	46.0
Forestry, fishing and hunting	22.4	*	25.2	39.5	*	37.0
Mining	73.7	6.6	80.3	31.4	33.9	31.7
Manufacturing	948.8	308.6	1,257.4	38.1	32.4	36.7
Food, beverages and tobacco	140.2	50.6	190.8	36.0	30.6	34.5
Metal products, machinery and equipment	180.0	20.0	200.0	38.6	30.5	37.8
Other manufacturing	628.6	238.0	866.6	38.5	33.0	37.0
Construction	430.2	46.1	476.3	36.8	19.2	35.1
Wholesale and retail trade	735.8	550.7	1,286.6	40.7	29.1	35.7
Transport and storage	280.1	49.3	329.4	38.2	29.9	36.9
Finance, property and business services	283.2	228.9	512.1	38.7	30.8	35.2
Community services	353.0	615.0	968.0	32.6	25.2	27.9
Recreation, personal and other services	166.4	221.2	387.6	40.7	26.6	32.7
Other industries	394.0	138.7	532.7	34.3	30.5	33.3
Total	3,981.2	2,256.6	6,237.8	38.6	28.3	34.9

(a) Figures relate to hours worked, not hours paid for. The figures may be affected by public holidays, leave, absenteeism, absence from work due to sickness, injury, accident, industrial disputes, plant breakdown, etc. * Less than 4,500 or based on a figure less than 4,500. See page 145.

EMPLOYED PERSONS BY OCCUPATION, MAY 1980
('000)

Occupation	Males	Married women	All females	Persons
Professional, technical, and related workers	473.8	230.2	396.7	870.5
Administrative, executive and managerial	350.2	48.8	60.0	410.1
Clerical	316.4	408.2	740.1	1,056.5
Sales	266.6	179.9	305.9	572.5
Farmers, fishermen, timber-getters, etc.	356.1	73.6	89.0	445.1
Transport and communication	276.7	32.2	50.0	326.7
Tradesmen, production-process workers and labourers, n.e.c.; and miners, quarrymen, etc.	1,713.2	167.8	234.0	1,947.2
Service, sport and recreation	228.2	254.0	380.9	609.1
Total employed	3,981.2	1,394.7	2,256.6	6,237.8

**PART-TIME WORKERS: WHETHER PREFERRED TO WORK MORE HOURS AND WHETHER
LOOKING FOR FULL-TIME WORK, BY AGE, MAY 1980**
(^{'000})

	Age group (years)						
	15-19	20-24	25-34	35-44	45-54	55 and over	Total
MALES							
Total	61.3	27.2	28.1	19.9	18.0	45.1	199.6
Preferred not to work more hours	47.9	19.3	21.0	15.6	12.4	40.7	156.9
Preferred to work more hours	13.4	7.9	7.1	*	5.6	*	42.7
Had actively looked for full-time work (a)	5.8	-8.0-		*	*	*	17.8
MARRIED WOMEN							
Total	*	35.0	195.4	195.0	113.1	57.4	598.5
Preferred not to work more hours	*	27.0	175.9	173.9	104.1	55.0	537.8
Preferred to work more hours	*	8.0	19.5	21.1	9.0	*	60.7
Had actively looked for full-time work (a)	*	-6.0-		-5.1-		*	11.5
ALL FEMALES							
Total	79.3	64.3	210.3	208.7	126.7	75.3	764.5
Preferred not to work more hours	58.1	45.0	187.7	184.5	116.4	71.7	663.3
Preferred to work more hours	21.1	19.3	22.7	24.2	10.3	*	101.2
Had actively looked for full-time work (a)	8.9	10.1	*	4.6	*	*	28.7
PERSONS							
Total	140.6	91.5	238.4	228.6	144.6	120.4	964.1
Preferred not to work more hours	106.0	64.3	208.6	200.1	128.7	112.4	820.2
Preferred to work more hours	34.6	27.2	29.8	28.5	15.9	8.0	143.9
Had actively looked for full-time work (a)	14.6	14.4	7.4	6.0	*	*	46.5

(a) In the four weeks up to the end of the survey week. * Less than 4,500. See page 145.

EMPLOYED PERSONS, BY HOURS WORKED (a), MAY 1980
(^{'000})

	<i>Males</i>	<i>Married women</i>	<i>Other females (b)</i>	<i>All females</i>	<i>Persons</i>
Weekly hours worked (a) —					
0(c)	338.0	176.2	75.2	251.4	589.3
1-15	121.0	259.8	93.4	353.2	474.2
16-29	207.6	243.4	80.2	323.6	531.2
30-34	294.8	108.6	74.5	183.1	477.9
35-39	419.5	152.7	160.1	312.8	732.3
40	1,285.5	300.6	267.8	568.4	1,853.8
41-44	219.9	32.6	43.2	75.8	295.7
45-48	336.3	37.6	30.6	68.2	404.5
49 and over	758.6	83.1	37.1	120.2	878.9
Total	3,981.2	1,394.7	862.0	2,256.6	6,237.8

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

**UNEMPLOYED PERSONS, BY INDUSTRY AND OCCUPATION OF LAST FULL-TIME JOB
MAY 1980**

Industry division or sub-division(a)	Unemploy- ment		Occupation group	Unemploy- ment	
	Total (^{'000})	rate(b) (per cent)		Total (^{'000})	rate(b) (per cent)
Had worked for two weeks or more in a full-time job in the last two years	249.0	3.8	Had worked for two weeks or more in a full-time job in the last two years	249.0	3.8
Agriculture and services to agriculture	17.1	4.3	Professional, technical, etc.	13.3	1.5
Manufacturing	65.4	4.9	Administrative, executive and managerial	5.8	1.4
Food, beverages and tobacco	14.1	6.9	Clerical	28.8	2.7
Metal products	9.2	4.4	Sales	25.9	4.3
Other manufacturing	42.1	4.6	Farmers, fishermen, timber- getters, etc.	21.5	4.6
Construction	28.7	5.7	Miners, quarrymen, etc.	*	*
Wholesale trade	14.8	3.8	Transport and communication	13.4	3.9
Retail trade	43.7	4.6	Tradesmen, production-process workers and labourers, n.e.c.	108.9	5.4
Transport and storage	11.3	3.3	Service, sport and recreation	30.1	4.7
Finance, property and business services	11.2	2.1			
Community services	18.9	1.9			
Recreation, personal and other services	22.6	5.5			
Other industries	15.4	2.4			
Stood down(c)	10.1	..			
Other(d)	154.5	..			
Total	413.6	6.2			

(a) Classified according to the Australian Standard Industrial Classification, 1978. (b) The number of unemployed expressed as a percentage of the labour force (i.e. employed and unemployed) in the same group. (c) Persons who were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the survey week (including the whole of the survey week) for reasons other than bad weather or plant breakdown. (d) Had never worked for two weeks or more in a full-time job, or had not done so in the last two years. Industry and occupation were not obtained for these persons. * Less than 4,500 or based on a figure less than 4,500. See page 145.

**UNEMPLOYED PERSONS, BY AGE AND WHETHER LOOKING FOR
FULL-TIME OR PART-TIME WORK, MAY 1980**

Age (years)	Number unemployed (^{'000})				Unemployment rate (a) (per cent)			
	Married		All		Married		All	
	Males	women	females	Persons	Males	women	females	Persons
LOOKING FOR FULL-TIME WORK								
Total	201.0	39.5	141.6	342.6	5.0	4.7	8.7	6.1
15-19	54.3	*	63.3	117.6	14.9	*	21.8	18.0
Attending school	*	*	*	6.8	n.a.	n.a.	n.a.	n.a.
20-24	45.1	9.4	35.1	80.3	8.5	7.5	9.6	8.9
25 and over	101.5	27.9	43.2	144.7	3.3	4.0	4.4	3.6
LOOKING FOR PART-TIME WORK								
Total	18.9	34.1	52.1	71.0	8.7	5.4	6.4	6.9
15-19	8.2	*	12.7	20.9	11.8	*	13.8	12.9
Attending school	6.2	*	9.6	15.7	13.9	*	18.2	16.2
20-24	4.8	*	6.9	11.6	14.9	*	9.6	11.3
25 and over	6.0	28.8	32.5	38.5	5.1	4.9	5.0	5.0
TOTAL								
Total	219.9	73.6	193.7	413.6	5.2	5.0	7.9	6.2
15-19	62.5	*	76.0	138.5	14.4	*	19.9	17.0
Attending school	9.6	*	12.9	22.5	18.3	*	22.0	20.2
20-24	49.9	13.7	42.0	91.9	8.8	9.6	9.2	
25 and over	107.5	56.7	75.7	183.2	3.4	4.4	4.6	3.8

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

UNEMPLOYED PERSONS, BY DURATION OF UNEMPLOYMENT (a), BY AGE, ETC., MAY 1980

Duration of employment (weeks)	Age (years)				Total (b)	Married	Looking for—					
	15-19	20-24	25-34	35-54			Not married (c)	Full- time work	Part- time work			
MALES												
Under 2	5.8	5.8	8.2	{	—'000— * 18.5	5.7	12.8	15.0	6.6			
2 and under 4	7.1	*			5.8 22.8	9.1	13.7	19.7				
4 and under 8	8.5	8.6	9.4	8.3	37.0	14.8	22.2	32.9	7.2			
8 and under 13	8.7	6.6	5.7	*	27.2	9.2	17.9	24.0				
13 and under 26	17.4	11.1	9.4	7.0	45.9	13.1	32.8	43.4	5.1			
26 and under 39	6.5	4.8	{	7.0	{ 20.4	5.7	14.7	19.7				
39 and under 52	4.7	*			9.6	{ 7.6	*	5.3		7.4		
52 and under 65						{ 11.7	4.8	6.9		11.3		
65 and over	*	5.2	7.0	9.2	28.9	11.8	17.1	27.6				
Total	62.5	49.9	49.3	43.8	219.9	76.5	143.4	201.0	18.9			
Average (mean) duration (weeks)	21.0	26.8	31.3	41.7	30.3	32.7	29.1	31.5	18.2			
FEMALES												
Under 2	4.5	7.2	{	*	—'000— * 16.7	8.9	7.8	8.8	8.0			
2 and under 4	6.4				5.3	5.7	11.6	10.5	11.8	10.3		
4 and under 8	11.6	7.6	*	6.0	{ 26.6	9.3	17.4	19.4	7.2			
8 and under 13	7.9	*	6.7		{ 21.3	8.7	12.6	16.1	5.2			
13 and under 26	24.0	9.3	7.6	6.1	47.6	14.5	33.2	37.1	10.5			
26 and under 39	7.6	{	8.9	5.9	5.8	{ 16.9	6.0	10.9	13.8	4.7		
39 and under 52	5.4					{	8.9	5.9	5.8		{ 6.2	*	4.6
52 and under 65										{ 11.2	6.6	{ 7.1	8.6	6.3
65 and over	8.7	5.6	5.4	5.2	25.0	8.1	17.0	21.4				
Total	76.0	42.0	38.9	33.2	193.7	73.6	120.1	141.6	52.1			
Average (mean) duration (weeks)	25.5	32.4	28.9	32.2	28.8	26.6	30.2	31.9	20.5			
PERSONS												
Under 2	10.3	9.3	7.5	6.7	—'000— 35.2	14.7	20.6	23.8	11.5			
2 and under 4	13.5	7.8	9.7	11.5	44.9	20.7	24.2	31.5	13.4			
4 and under 8	20.1	16.2	13.7	11.2	63.6	24.0	39.5	52.3	11.3			
8 and under 13	16.5	9.9	12.4	7.3	48.5	17.9	30.6	40.1	8.4			
13 and under 26	41.4	20.4	17.0	13.1	93.6	27.6	66.0	80.5	13.0			
26 and under 39	14.0	8.3	7.0	5.7	37.3	11.7	25.6	33.5	5.5			
39 and under 52	*	*	*	*	13.8	4.8	9.0	12.0				
52 and under 65	6.1	5.5	5.1	5.2	22.9	8.9	14.0	19.8	8.0			
65 and over	12.5	10.8	12.5	14.4	53.9	19.9	34.1	49.0				
Total	138.5	91.9	88.1	77.0	413.6	150.1	263.5	342.6	71.0			
Average (mean) duration (weeks)	23.5	29.4	30.3	37.6	29.6	29.7	29.6	31.6	19.9			

(a) Period from the time the person began looking for work, or was laid off, to the end of the survey week. Periods of unemployment are recorded in complete weeks and this results in a slight understatement of duration. (b) Includes persons aged 55 years and over, details for whom are not shown separately. (c) Never married, widowed and divorced. * Less than 4,500. See page 145.

Government employees

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

CIVILIAN EMPLOYEES OF GOVERNMENT BODIES (a): JUNE 1980
(Excluding defence forces and employees in agriculture and private domestic service)
(^{'000})

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.(b)	Aust.
Commonwealth Government									
Males	86.9	68.9	30.1	29.9	16.1	7.3	2.7	33.8	275.8
Females	38.0	28.3	13.0	8.1	7.1	2.3	1.1	22.7	120.7
Persons	124.9	97.2	43.1	38.0	23.3	9.7	3.9	56.5	396.5
State Government									
Males	195.2	154.4	95.2	54.6	62.8	20.4	..	..	582.5
Females	139.5	108.1	53.8	46.8	44.5	16.3	..	..	409.0
Persons	334.7	262.4	149.0	101.4	107.3	36.7	..	..	991.5
Northern Territory Government									
Males	..	..	..	..	..	..	7.5	..	7.5
Females	..	..	..	..	..	..	6.5	..	6.5
Persons	..	..	..	..	..	..	14.1	..	14.1
Local Government									
Males	48.6	20.7	18.6	5.5	7.3	2.6	0.3	..	103.7
Females	8.0	11.9	2.4	1.5	1.8	0.5	0.1	..	26.1
Persons	56.6	32.6	21.1	7.0	9.1	3.1	0.4	..	129.8
Total									
Males	330.7	244.0	143.9	90.0	86.2	30.3	10.6	33.8	969.6
Females	185.5	148.2	69.3	56.4	53.4	19.1	7.7	22.7	562.3
Persons	516.2	392.2	213.2	146.4	139.6	49.4	18.3	56.5	1531.9

(a) Includes semi-government bodies.

(b) Includes persons employed in the Australian Capital Territory who reside in adjoining areas.

Overtime

The ABS conducts a monthly sample survey of employers, by telephone, to obtain information about overtime hours worked. The surveys, which commenced in July 1979, are generally conducted in respect of the last week of the pay period ending on or before the third Friday of each month. A summary of the results is shown in the tables below. More detailed information and explanatory notes, including definitions of standard error, are contained in *Overtime, Australia, December 1980* (6330.0)

Average weekly overtime hours									
Month	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
PER EMPLOYEE IN THE SURVEY									
1980—									
January	1.3	1.0	1.1	0.8	1.3	1.2	2.0	0.8	1.2
February	1.5	1.5	1.1	1.0	1.5	1.3	2.1	0.9	1.4
March	1.5	1.6	(a)1.2	(a)1.1	1.5	1.3	2.3	0.9	1.4
April	1.5	1.4	1.3	0.9	1.4	1.2	2.2	0.9	1.4
May	1.6	1.3	1.1	1.0	1.5	1.2	2.5	0.9	1.4
June	1.5	1.3	1.2	0.9	1.4	1.1	2.3	0.9	1.3
July	1.6	1.4	1.3	1.0	1.3	1.1	2.5	1.0	1.4
August	1.6	1.4	1.2	0.9	1.3	1.1	2.4	1.0	1.4
September	1.6	1.4	(a)1.3	0.9	1.3	1.1	2.5	1.0	1.4
October	1.7	1.4	1.4	0.9	(a)1.4	1.1	2.1	(a)0.9	1.4
November	1.8	1.5	1.4	1.0	1.6	(a)1.2	2.2	0.8	1.5
December	1.9	1.5	1.3	1.2	1.6	1.3	2.2	(a)0.9	1.6
Standard error of Dec. 1980 estimates	.07	.08	.05	.06	.07	.07	.24	.05	.04

For footnotes see end of table.

OVERTIME—continued

Month	Average weekly overtime hours								
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
PER EMPLOYEE WORKING OVERTIME									
1980—									
January	7.0	7.0	6.4	5.9	7.1	7.6	8.1	7.8	6.9
February	7.0	7.6	6.0	5.7	7.3	6.7	8.9	8.3	7.0
March	6.9	7.8	6.2	6.1	7.3	6.9	8.4	8.1	7.1
April	7.2	7.2	6.1	5.3	7.0	6.4	8.0	8.2	6.9
May	7.3	6.9	6.0	6.0	7.8	6.4	9.5	8.1	7.0
June	6.9	6.5	6.5	5.6	7.2	6.5	9.1	7.9	6.7
July	7.3	6.8	6.4	5.9	7.0	6.5	7.3	7.3	6.9
August	7.2	6.9	6.2	5.6	6.9	6.5	7.6	7.7	6.8
September	7.1	6.9	6.2	5.7	6.9	6.6	8.4	8.5	6.8
October	7.3	6.9	6.5	5.7	7.1	6.6	7.7	8.0	6.9
November	7.5	6.9	6.6	6.1	7.6	6.4	8.1	7.0	7.1
December	7.6	7.0	6.4	6.1	7.7	6.7	8.0	6.9	7.2
Standard error of Dec. 1980 estimates . . . . .	.13	.19	.12	.17	.18	.18	.43	.22	.08

(a) Movement from the previous month is not statistically significant.

Job vacancies

Sample surveys of job vacancies were conducted by the Australian Bureau of Statistics in March each year (by mail) from 1974 to 1978 and quarterly (by telephone) from May 1977 to May 1978. The annual and quarterly surveys were suspended in March and May 1978 respectively as part of the measures necessary to bring the activities of the ABS within the resources available to it at that time. The quarterly surveys were re-introduced in May 1979. A summary of the results of these surveys is shown in the table below; the results of the resumed quarterly surveys are not directly comparable with those of surveys conducted up to May 1978, because of a change of the treatment of vacancies in the government sector.

Standard errors of the estimated numbers of job vacancies are included in the table; for a definition of standard error see page 145.

	Number of vacancies ('000)						Job vacancy rate (a) (per cent)
	For males	For females	For males or females	Manufacturing (b)	Other industries (c)	Total	
1979—							
May (d)	14.8	6.2	13.3	9.8	24.5	34.3	0.8
August	13.7	5.8	13.4	10.1	22.9	33.0	0.8
November	13.0	5.0	16.3	8.5	25.9	34.3	0.8
1980—							
February	15.0	5.0	16.9	11.3	25.7	36.9	0.9
May	12.5	3.6	13.7	9.1	20.7	29.8	0.7
August	12.6	4.3	13.2	9.7	20.4	30.1	0.7
November	13.3	5.4	15.5	9.2	25.1	34.3	0.8
Standard error of estimates and of quarterly movements	1.3	0.6	1.0	1.0	1.4	1.8	0.05

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

INCOME, EARNINGS AND HOURS

Industrial Conciliation and Arbitration

General

Legal minimum rates of pay for most Australian wage and salary earners (90 per cent in 1976) are prescribed in awards and determinations of Federal and State industrial arbitration tribunals or in collective agreements registered with them. (In 1976 less than one per cent of employees were affected by unregistered collective agreements.)

Determination of rates of pay

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

In April 1975, the Australian Conciliation and Arbitration Commission decided to introduce wage indexation in the form of quarterly adjustments to award wages based on increases in the Consumer Price Index (see Year Book No. 61, page 298).

Following the completion of the Wage Fixation Principles Inquiry, a Full Bench of the Commission decided on 14 September 1978 to hold future wage indexation hearings at six-monthly intervals, in each April and October, beginning in October 1978. Indexation increases of 4.0 per cent, 3.2 per cent, 4.5 per cent and 4.2 per cent were granted in December 1978, June 1979, January 1980 and July 1980 respectively. These increases were applied to all rates of pay prescribed in awards of the Commission, including rates of minimum wage for adults. At 31 July 1980, the six capital cities' minimum wage was \$134.90 a week.

State tribunals generally granted similar wage increases to those of the Australian Commission, including wage indexation increases. For details of increases in Federal and State awards, etc., and for rates of minimum wage for adult males and adult females, see *Wage Rates, Australia* (6312.0).

For details of wage determination in earlier periods see previous issues of the Year Book, the *Labour Report* (last issue 1973) and the 1975 to 1978 issues of *Labour Statistics* (6101.0).

Rates of wage

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

Because the indexes are designed to measure movements in prescribed minimum rates of 'wages' as distinct from 'salaries', those awards, etc. which relate solely or mainly to salary earners are excluded. In the new indexes, currently under development on a more up-to-date weighting pattern, consideration is being given to inclusion of salary earners covered by awards and determinations.

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

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

MANPOWER

WEEKLY WAGE RATES: ALL GROUPS(a)

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

End of December—	Rates of wage (\$)		Index Nos. (Base 1954 = 100.0)	
	Federal awards, etc.	State awards, etc.	All awards, etc.	All awards, etc.
ADULT MALES				
1974	105.64	105.51	105.57	373.8
1975	119.24	116.39	117.95	417.6
1976	135.98	134.45	135.29	479.0
1977	149.42	148.67	149.08	527.9
1978	162.68	159.59	161.28	571.1
1979p	170.46	166.17	168.52	596.7
ADULT FEMALES				
1974	87.62	95.09	91.62	460.2
1975	102.76	113.69	108.61	545.6
1976	119.14	131.49	125.75	631.7
1977	131.94	144.84	138.85	697.4
1978	141.57	155.27	148.90	747.9
1979p	146.93	160.42	154.15	774.3

(a) Excludes rural industry.

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

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

WEEKLY WAGE RATES: ADULT MALES, INDUSTRIES

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

Industry	End of December—					
	1974	1975	1976	1977	1978	1979
RATES OF WAGE(b) (\$)						
Mining and quarrying(c)	122.79	147.00	168.02	185.37	189.46	200.66
Manufacturing—						
Engineering, metals, vehicles, etc.	101.40	110.38	126.83	140.00	153.62	163.28
Textiles, clothing and footwear	92.22	108.41	124.27	137.09	147.24	152.03
Food, drink and tobacco	101.83	114.90	132.39	145.89	157.21	163.69
Sawmilling, furniture, etc.	101.51	111.77	128.15	141.49	151.27	156.37
Paper, printing, etc.	107.02	119.16	136.74	150.26	161.24	168.82
Other manufacturing	101.77	112.99	129.92	143.36	154.74	161.80
All manufacturing	101.17	111.96	128.64	141.93	154.11	162.01
Building and construction	110.92	127.14	146.11	160.38	174.22	181.64
Railway services	101.94	108.96	124.40	138.31	148.38	155.40
Road and air transport	107.48	116.52	133.29	146.68	159.32	166.46
Shipping and stevedoring(d)	118.19	144.80	164.17	179.58	192.54	199.20
Communication	130.75	141.67	160.85	175.98	186.95	198.35
Wholesale and retail trade	105.75	117.58	134.99	148.84	160.81	166.83
Public authority n.e.i. and community and business services	104.19	120.15	138.34	151.95	162.54	168.01
Amusement, hotels, personal service, etc.	97.66	108.96	124.98	137.89	148.20	153.23
All industries(e)	105.57	117.95	135.29	149.08	160.96	168.52

For footnotes see end of table.

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

Industry	End of December—					
	1974	1975	1976	1977	1978	1979
INDEX NUMBERS						
(Base: Weighted Average Minimum Weekly Wage Rate for Australia, Year 1954=100.0)						
Mining and quarrying(c)	434.8	520.5	594.9	656.3	670.8	710.5
Manufacturing—						
Engineering, metals, vehicles, etc.	359.0	390.8	449.1	495.7	543.9	578.1
Textiles, clothing and footwear	326.5	383.9	440.0	485.4	521.4	538.3
Food, drink and tobacco	360.6	406.9	468.4	516.6	556.7	579.6
Sawmilling, furniture, etc.	359.4	395.8	453.8	501.0	535.6	553.7
Paper, printing, etc.	378.9	421.9	484.2	532.1	570.9	597.8
Other manufacturing	360.4	400.1	460.0	507.6	547.9	572.9
All manufacturing	358.2	396.4	455.5	502.6	545.7	573.7
Building and construction	392.7	450.2	517.4	567.9	616.9	643.1
Railway services	360.9	385.8	440.5	489.7	525.4	550.3
Road and air transport	380.6	412.6	471.9	519.4	564.1	589.4
Shipping and stevedoring(d)	418.5	512.7	581.3	635.9	681.7	705.3
Communication	463.0	501.6	569.6	623.1	662.0	702.3
Wholesale and retail trade	374.5	416.3	478.0	527.0	569.4	590.7
Public authority n.e.i. and community and business services	368.9	425.4	489.8	538.0	575.5	594.9
Amusement, hotels, personal service, etc.	345.8	385.8	442.5	488.3	524.8	542.6
All industries(e)	373.8	417.6	479.0	527.9	569.9	596.7

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

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

WEEKLY WAGE RATES: ADULT FEMALES, INDUSTRIES

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

Industry	End of December—					
	1974	1975	1976	1977	1978	1979p
RATES OF WAGE(b) (\$)						
Manufacturing—						
Engineering, metals, vehicles, etc.	93.31	106.85	123.32	136.19	147.95	156.19
Textiles, clothing and footwear	81.09	101.11	118.55	131.07	140.18	144.66
Food, drink and tobacco	91.36	107.29	124.30	137.30	147.64	153.41
Other manufacturing	90.60	107.04	123.32	136.20	146.07	151.35
All manufacturing	86.67	104.22	121.19	133.91	143.82	149.32
Transport and communication	100.55	112.49	129.26	142.31	150.58	155.76
Wholesale and retail trade	98.07	115.21	133.28	147.14	157.81	162.78
Public authority n.e.i. and community and business services	94.69	113.77	131.49	144.77	155.33	160.49
Amusement, hotels, personal service, etc.	90.28	105.06	120.36	133.09	142.76	147.68
All industries(c)	91.62	108.61	125.75	138.85	148.90	154.15

For footnotes see end of table.

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

Industry	End of December—					
	1974	1975	1976	1977	1978	1979p
INDEX NUMBERS						
(Base: Weighted Average Minimum Weekly Wage Rate for Australia, Year 1954=100.0)						
Manufacturing—						
Engineering, metals, vehicles, etc.	468.7	536.7	619.5	683.9	743.2	784.6
Textiles, clothing and footwear	407.3	507.9	595.5	658.4	704.1	726.7
Food, drink and tobacco	458.9	538.9	624.4	689.7	741.6	770.6
Other manufacturing	455.1	537.7	619.4	684.2	733.7	760.3
<i>All manufacturing</i>	435.4	523.5	608.7	672.6	722.4	750.1
Transport and communication	505.1	565.1	649.3	714.9	756.4	782.4
Wholesale and retail trade	492.6	578.7	669.5	739.2	792.7	817.7
Public authority n.e.i. and community and business services	475.6	571.5	660.5	726.7	780.3	806.2
Amusement, hotels, personal service, etc.	453.5	527.7	604.6	668.5	717.1	741.8
<i>All industries(c)</i>	460.2	545.6	631.7	697.4	748.0	774.3

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

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

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

HOURLY WAGE RATES: ALL GROUPS(a)

WEIGHTED AVERAGE MINIMUM HOURLY RATES PAYABLE AND INDEX NUMBERS OF HOURLY RATES

End of December—	Adult males		Adult females	
	Rates of wage (cents) (b)	Index numbers(c)	Rates of wage (cents) (b)	Index numbers(c)
1974	263.97	373.1	230.95	460.3
1975	294.06	415.6	273.78	545.7
1976	337.70	477.3	316.99	631.8
1977	372.44	526.4	350.00	697.6
1978	402.20	568.5	375.35	748.2
1979p	421.34	595.5	388.58	774.5

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

Standard hours of work

In the fixation of weekly wage rates, most industrial tribunals prescribe the number of hours constituting a full week's work (excluding overtime) for the wage rates specified. The hours of work so prescribed form the basis of the compilation of the weighted averages shown below. The main features of the reduction of hours to forty-four, and later to forty, per week were summarised in previous issues of the Year Book. Since January 1948, practically all employees in Australia have had a standard working week of forty hours or less. However, the number of hours constituting a full week's work (excluding overtime) differs between occupations and/or States. The weighted average standard hours of work (excluding overtime) prescribed in awards, determinations and collective agreements for a full

working week in respect of adult male workers in all industry groups except rural industry and shipping and stevedoring, at 30 June 1980, were: New South Wales, 39.68; Victoria, 39.90; Queensland, 39.82; South Australia, 39.90; Western Australia, 39.78; Tasmania, 39.87; Australia, 39.80. Corresponding figures for adult female workers at 30 June 1980, were: New South Wales, 39.53; Victoria, 39.81; Queensland, 39.70; South Australia, 39.77; Western Australia, 39.78; Tasmania, 39.63; Australia, 39.67.

Evening and night work

In November 1976, a survey based on the quarterly population survey (see the section *The Population Survey* earlier in this chapter) was conducted throughout Australia in order to obtain information about the type of work being done in the evening and at night. Results of this survey are published in *Evening and Night Work, November 1976* (6329.0).

Working conditions and employment benefits

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

Average weekly earnings

The figures in this section are derived from particulars of employment and wages and salaries recorded on payroll tax returns, from other direct collections and from estimates of the unrecorded balance. The figures relate to civilian male wage and salary earners. Earnings comprise award and over-award wages and salaries, the earnings of employees not covered by awards, overtime earnings, bonuses and allowances, commissions, directors fees and payments made retrospectively or in advance during the quarter.

Particulars of wages and salaries paid are not available for males and females separately from the sources used for this series; average weekly earnings have therefore been calculated in terms of *male units*, i.e. total male employees plus a proportion of female employees, the proportion being derived from the estimated ratios of female to male average earnings. Different ratios of female to male average earnings, based on information from surveys of earnings and hours and from other sources, are used for individual States and Territories. Ratios used for the June 1980 quarter are as follows: New South Wales 67 per cent, Victoria 67, Queensland 67, South Australia 66, Western Australia 63, Tasmania 65, Northern Territory 63 and the Australian Capital Territory 63. As the number of male units used in calculating Australian average weekly earnings is the sum of the estimates for the States and Territories, a separate ratio for Australia is not used, but the weighted average of the State ratios is approximately 66.5 per cent. Changes in these ratios may be necessary from one quarter to the next to reflect, for example, appreciable and sustained changes in the levels of male overtime earnings or changes in the occupational structure. However, small differences in these ratios have relatively little effect on the earnings figures: if the ratio is understated by one per cent, then the average weekly earnings of \$250 would be overstated by about \$1.00.

Annual averages for each State, Territory and Australia are shown in the table below.

AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT(a)

(\$)

Period	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.(b)	A.C.T.(b)	Aust.
1974-75	152.10	147.80	142.50	138.60	145.60	140.20	168.50	184.30	148.30
1975-76	172.70	170.50	163.50	158.50	169.10	157.80	190.00	209.00	169.60
1976-77	193.60	191.10	184.50	179.50	190.80	181.20	216.70	237.10	190.70
1977-78	213.40	209.30	202.20	197.40	209.20	199.00	240.70	259.10	209.50
1978-79	230.20	226.60	217.80	210.30	223.30	211.60	259.30	279.30	225.70
1979-80	253.10	248.30	234.00	230.50	244.30	237.90	289.20	305.60	247.10

(a) See explanation above.

(b) Estimates for the Northern Territory and the Australian Capital Territory have been calculated on a basis which excludes the effect of varying numbers of Australian Government pay-days in each quarter.

For annual averages for the years 1966-67 to 1973-74, other than for the Northern Territory and the Australian Capital Territory (which were not compiled separately before 1974-75), see the 1979 issue of the Year Book. For current statistics in this series, reference should be made to the quarterly publication *Average Weekly Earnings, Australia* (6302.0).

SURVEYS OF INCOME, EARNINGS AND HOURS

Since 1960 a number of statistical surveys have been undertaken by the ABS in order to obtain information on income, earnings and hours of work in Australia. Particulars of most of the surveys from 1960 to 1979 were shown in earlier issues of the Year Book. Information on the most recent surveys is given below.

Earnings and hours of employees (distribution and composition), May 1980

Preliminary results of the May 1980 survey contained in the tables below relate to the pay-period which included 12 May 1980. Similar surveys have been conducted in May each year from 1974. The results of these surveys are published in *Earnings and Hours of Employees, Distribution and Composition, Australia* (6306.0).

Scope of survey

All wage and salary earners were represented in the survey except (i) members of the permanent defence forces, (ii) employees in agriculture, (iii) employees in private households employing staff, (iv) waterside workers employed on a casual basis, (v) employees on worker's compensation and (vi) persons employed by private employers (other than hospitals) not subject to payroll tax. At the time of sample selection, payroll tax was payable by employers paying on wages and salaries more than \$125,000 a year in Queensland, more than \$66,000 a year in New South Wales, Victoria and the Territories, and more than \$60,000 a year in South Australia, Western Australia and Tasmania. In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations were specifically exempted under the Australian and State Payroll Tax Acts.

Coverage

The survey covered stratified random samples of government departments and authorities, non-government hospitals not subject to payroll tax and other private employers subject to payroll tax.

Survey design

The majority of employers selected were requested to supply relevant details, on separate questionnaires, for only a sample of their employees. Individual employees were randomly selected by the employers in accordance with instructions supplied by the ABS. Employers with fewer than 10 employees were required to complete a questionnaire for every employee.

Definitions

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

Full-time employees are employees who received pay for the specified pay-period and whose standard (or rostered) weekly hours of work for that pay-period were at least 30 hours. Included are full-time employees who began or ceased work during the pay-period and full-time employees on paid annual leave, paid sick leave and paid holidays. Some employees (e.g. aircrews, teachers, university lecturers), although paid for a weekly attendance of less than 30 hours, were classified as full-time.

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

Weekly hours paid for refers to the hours for which payment was made. It comprises *ordinary time hours* (see page 161) and *overtime hours*, which are those in excess of ordinary time hours. Weekly hours paid for were not reported for managerial, executive, professional and higher supervisory staff.

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

Weekly earnings refers to gross earnings before taxation and other deductions have been made. It includes *overtime earnings*, which refers to payment for overtime hours as defined above, and *ordinary time earnings*, as defined below. It includes one week's proportion of payments made other than on a weekly basis, e.g. salary paid fortnightly or monthly and paid annual or other leave taken during the specified pay-period. Pay in advance, retrospective pay and annual or periodical bonuses, etc. are excluded.

Ordinary time earnings refers to that part of weekly earnings which is attributable to ordinary time hours, as defined above. It comprises award or agreed base rates of pay for ordinary time hours paid for, including all allowances (other than overtime) specified in the award, etc.; payment by measured result, i.e. payment by piecework, task bonus, commission, etc.; and other earnings, i.e. attendance and good timekeeping bonuses, profit-sharing and any other forms of over-award, etc. pay.

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

Mean (or average) earnings is the amount obtained by dividing the total earnings of a group (e.g. full-time employees) by the number of employees in that group.

Reliability of the estimates

Since the estimates from this survey are based on a sample they may differ from the figures that would have been produced if the information had been obtained for all employees. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample was included in the survey. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all employers had been included and about nineteen chances in twenty that the difference will be less than two standard errors.

The figures in Table A below provide an indication of the magnitude of the standard error of estimates of numbers of persons (distribution of weekly earnings) shown in the table on page 163. An example of the use of Table A is as follows: if the estimate for Australia obtained from the sample is 30,000, the standard error is 1,800 (6 per cent), i.e. there are about two chances in three that the true figure is within the range 28,200 to 31,800 and about nineteen chances in twenty that this figure is between 26,400 and 33,600.

Table B indicates the relative standard errors of average weekly earnings for full-time non-managerial employees. An example of the use of this table is as follows: the tables on the composition of average weekly earnings indicates that average overtime earnings of full-time male non-managerial employees aged 21 years and over (Australia) were \$24.30. Table B below shows the approximate standard error for this estimate to be 3.7 per cent (i.e. about 90 cents). There are about two chances in three that the true figure is within the range \$23.40 to \$25.20, and about nineteen chances in twenty that the true figure is between \$22.50 and \$26.10.

The percentage standard errors in Table B relate only to estimates for Australia. Estimates for the States and Territories have higher standard errors, those for New South Wales and Victoria being about twice, and those for the other States and Territories about 3 to 5 times, as great as those for Australia.

The smaller the estimate the higher is the relative standard error. Estimates with a standard error greater than 15 per cent have not been published, except those relating to overtime earnings and hours; for these categories all estimates with a standard error less than 20 per cent have been published. Estimates with standard errors 20 per cent but not greater than 30 per cent have also been published if the standard errors are not greater than \$1.00 or 0.5 hours respectively.

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

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

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

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

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

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

Industry	Aged 21 years and over						Aged under 21 years	
	Males			Females			Males	Females
	Overtime	Ordinary	Total	Overtime	Ordinary	Total	Total	Total
		time			time			
Manufacturing	3.6	0.8	0.8	6.5	0.7	0.7	2.0	2.2
Non-manufacturing	5.6	1.2	0.9	8.3	2.1	2.0	1.1	1.0
Total all industries	3.7	0.9	0.7	6.2	1.9	1.8	1.1	0.9

AVERAGE WEEKLY EARNINGS AND HOURS PAID FOR, FULL-TIME NON-MANAGERIAL EMPLOYEES, MAY 1980

State or Territory	Earnings (\$)			Hours paid for				
	Males			Females	Males			Females
	Overtime	Ordinary time	Total	Total	Overtime	Ordinary time	Total	Total
AGED 21 YEARS AND OVER								
New South Wales . . .	28.10	245.30	273.40	210.30	2.9	38.3	41.3	37.9
Victoria	25.00	241.80	266.80	210.20	2.7	38.5	41.2	38.7
Queensland	18.30	234.70	253.00	211.70	1.9	38.6	40.6	38.3
South Australia . . .	14.40	231.30	245.70	207.30	1.6	39.1	40.7	38.5
Western Australia . . .	28.70	238.30	267.00	210.30	3.1	38.8	41.9	38.6
Tasmania	17.50	242.30	259.80	218.60	1.9	38.7	40.6	*
Northern Territory . .	35.40	266.30	301.70	236.50	3.7	38.5	42.2	38.0
Australian Capital Territory	10.40	271.40	281.80	231.40	1.2	37.7	38.8	36.7
Australia	24.30	241.50	265.80	211.10	2.6	38.5	41.1	38.2
AGED UNDER 21 YEARS								
New South Wales . . .	9.80	143.00	152.80	136.90	1.6	38.6	40.1	38.9
Victoria	8.30	143.40	151.70	142.20	1.3	38.8	40.2	39.0
Queensland	10.00	133.50	143.50	129.50	1.7	38.9	40.6	39.2
South Australia	7.40	137.70	145.10	139.30	1.4	39.4	40.8	39.1
Western Australia . . .	10.50	140.90	151.40	123.60	1.6	39.2	40.9	39.0
Tasmania	11.50	145.60	157.10	128.40	1.6	39.3	40.8	39.0
Northern Territory . .	*	156.20	180.60	*	*	38.2	40.5	*
Australian Capital Territory	*	150.30	160.40	169.10	1.6	38.6	40.2	38.2
Australia	9.40	141.30	150.70	136.00	1.5	38.9	40.4	39.0

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

ALL EMPLOYEES(a): WEEKLY EARNINGS, MAY 1980

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Australia(b)
MALES							
— Per cent of total employees—							
Weekly earnings (\$)—							
Under 40	1.3	1.1	2.3	3.6	2.4	7.4	1.2
40 and under 60	0.9	0.7					0.3
60 " " 80	1.2	0.7	1.4	1.9	4.9	11.2	1.1
80 " " 100	1.8	1.2	2.1				1.6
100 " " 120	1.6	1.4	2.5	1.7	3.2	7.8	1.7
120 " " 140	2.2	1.8	1.9				1.9
140 " " 160	2.3	2.1	3.8	3.4	7.5	9.3	2.6
160 " " 180	4.4	6.0	7.4	7.6	10.1		5.8
180 " " 200	7.9	8.8	12.2	12.3	9.9	12.8	9.1
200 " " 220	9.7	10.3	9.7	13.7	8.7	10.1	10.3
220 " " 240	10.5	9.9	11.3	11.2	8.9	9.0	10.3
240 " " 260	9.7	9.2	8.6	8.8	7.4	7.6	9.2
260 " " 280	7.9	7.7	7.5	6.9	6.6	7.0	7.7
280 " " 300	6.9	7.5	5.6	5.9	6.0	5.6	6.8
300 " " 320	5.9	6.3	5.1	5.1	5.0	12.3	5.9
320 " " 340	5.0	5.4	3.5	3.4	3.9		4.8
340 " " 360	4.6	4.2	2.7	2.5	3.2	7.8	4.0
360 " " 380	2.9	3.6	2.4	1.9	2.8		3.0
380 " " 400	2.8	2.7	2.0	2.4	4.1	3.8	2.7
400 " " 450	4.5	3.9	3.4	2.9	2.7		4.1
450 " " 500	2.3	2.5	1.9	2.9	3.8	7.8	2.3
500 and over	3.8	3.0	2.8				3.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
—Total employees—							
Number ('000)	957.3	772.9	332.9	232.5	221.9	78.9	2,657.8
—dollars—							
Median earnings	252.90	253.30	232.00	227.10	249.90	238.70	247.80
Mean earnings	269.50	268.70	247.60	241.00	267.60	251.00	264.10

(a) Full-time and part-time employees including managerial, etc. staff. See page 160 for particulars of employees excluded from the survey.
 (b) Includes A.C.T. and N.T. not separately shown.

ALL EMPLOYEES(a): WEEKLY EARNINGS, MAY 1980—continued

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Australia(b)	
FEMALES								
— Per cent of total employees—								
Weekly earnings (\$)—								
Under 20	1.0	1.2	5.2	5.6	5.0	10.2	1.4	
20 and under 40	3.2	2.8					3.1	
40 " " 60	3.2	2.5	2.3	5.9	4.1	15.8	2.8	
60 " " 80	3.1	2.7	4.4		3.4		3.4	
80 " " 100	5.1	4.1	7.0	6.0	7.6	12.8	5.4	
100 " " 120	5.6	5.2	6.9	6.7	7.0		5.8	
120 " " 140	6.4	5.6	6.8	7.2	6.9	16.7	6.3	
140 " " 160	7.3	10.2	7.7	10.9	9.0		8.6	
160 " " 180	14.4	11.3	14.8	13.9	15.1	11.5	13.3	
180 " " 200	15.8	16.3	14.1	15.8	12.3		15.2	
200 " " 220	10.5	11.7	8.3	9.2	6.4	14.3	10.2	
220 " " 240	6.8	7.5	6.1	4.7	6.3		6.7	
240 " " 260	5.7	5.1	5.1	3.4	5.2	18.5	5.3	
260 " " 280	3.8	4.4	2.8	5.6	4.9		3.7	
280 " " 300	2.9	2.8	2.5				2.8	
300 " " 340	3.0	4.3	5.8	5.1	6.7	18.5	3.6	
340 " " 380	1.4	1.2					1.4	
380 and over	0.9	1.0					1.1	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
—Total employees—								
Number ('000)	544.7	416.7	171.5	134.7	121.9	43.3	1,476.6	
—dollars—								
Median earnings	181.10	185.30	173.00	171.00	169.10	167.40	179.90	
Mean earnings	178.40	183.10	170.50	168.80	169.00	164.40	177.60	

(a) Full-time and part-time employees including managerial, etc. staff. See page 160 for particulars of employees excluded from the survey.

(b) Includes A.C.T. and N.T. not separately shown.

**COMPOSITION OF AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES:
INDUSTRIES, AUSTRALIA, MAY 1980
(\$)**

Industry	Aged 21 years and over						Aged under 21 years	
	Males			Females			Males	Females
	Overtime	Ordinary time	Total	Overtime	Ordinary time	Total	Total	Total
Manufacturing—								
Food, beverages and tobacco	34.40	215.80	250.20	10.60	182.20	192.80	168.40	141.70
Textiles: clothing and footwear	*	215.30	251.90	5.30	166.10	171.40	140.80	125.10
Paper, printing, etc.	27.00	249.00	276.00	11.70	191.90	203.60	145.30	125.70
Chemical, petroleum and coal products	28.50	248.20	276.60	*	193.60	195.50	180.50	132.00
Metal products, machinery and equipment—								
Basic metal products	40.00	244.30	284.40	*	212.30	227.30	169.40	*
Fabricated metal products; other machinery, etc.	34.10	221.10	255.20	7.70	181.60	189.40	139.80	137.20
Transport equipment	24.00	222.40	246.40	2.30	191.00	193.40	146.60	155.40
Total metal products, etc.	33.10	227.70	260.80	7.10	186.30	193.40	149.80	141.50
Other	34.00	216.20	250.20	7.40	177.50	184.90	137.70	132.80
Total manufacturing	32.90	225.90	258.80	7.50	180.00	187.40	149.80	133.40
Non-manufacturing—								
Mining	68.60	317.10	385.70	12.80	241.40	254.20	240.40	145.40
Electricity, gas and water	23.70	252.30	276.00	*	208.50	210.20	162.50	167.00
Construction	24.10	232.20	256.30	*	207.10	210.80	169.80	132.60
Wholesale trade	14.20	224.50	238.70	3.70	201.00	204.60	133.10	130.20
Retail trade	12.00	208.30	220.20	4.80	176.20	181.00	130.20	116.90
Transport and storage; communication	29.60	249.80	279.40	10.80	202.50	213.30	168.00	149.10
Finance, business services	9.00	243.00	252.00	2.80	202.90	205.70	143.50	134.70
Public administration and defence; community services	10.20	270.60	280.70	2.70	233.60	236.40	166.20	156.20
Other	21.10	228.80	249.90	5.50	191.00	196.60	147.60	124.70
Total non-manufacturing	20.20	248.80	269.00	*	214.50	218.40	151.30	136.40
Total all industries	24.30	241.50	265.80	4.80	206.40	211.10	150.70	136.00

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

**COMPOSITION OF AVERAGE WEEKLY HOURS PAID FOR, FULL-TIME NON-MANAGERIAL
EMPLOYEES: INDUSTRIES, AUSTRALIA, MAY 1980**

Industry	Aged 21 years and over						Aged under 21 years	
	Males			Females			Males	Females
	Overtime	Ordinary time	Total	Overtime	Ordinary time	Total	Total	Total
Manufacturing—								
Food, beverages and tobacco	4.0	38.9	42.9	1.4	37.9	39.3	40.8	39.7
Textiles; clothing and footwear	*	39.6	44.4	0.9	38.2	39.0	41.6	39.4
Paper, printing, etc.	2.7	39.1	41.8	1.5	37.9	39.4	41.3	40.1
Chemical, petroleum and coal products	2.9	38.5	41.4	*	38.3	38.5	41.4	39.7
Metal products, machinery and equipment—								
Basic metal products	4.3	38.8	43.1	*	38.9	40.7	39.7	*
Fabricated metal products; other machinery, etc.	3.8	39.3	43.1	1.1	38.7	39.8	40.5	39.3
Transport equipment	2.7	39.0	41.6	0.3	38.6	38.9	39.6	*
Total metal products, etc.	5.7	39.1	42.7	1.0	38.7	39.7	40.1	39.8
Other	4.0	39.4	43.4	1.1	38.5	39.5	40.1	40.1
Total manufacturing	3.7	39.1	42.8	1.0	38.3	39.3	40.4	39.8
Non-manufacturing—								
Mining	6.1	37.3	43.4	1.4	37.3	38.7	42.9	39.5
Electricity, gas and water	2.3	38.8	41.0	*	36.8	37.0	40.0	37.7
Construction	2.6	39.2	41.8	*	37.8	38.3	40.7	37.8
Wholesale trade	1.7	39.1	40.7	0.5	37.8	38.3	40.5	39.4
Retail trade	1.6	39.9	41.5	0.7	39.0	39.7	41.2	40.0
Transport and storage; communication	2.9	38.1	40.1	1.3	37.0	38.3	40.2	38.0
Finance, business services	1.0	38.3	39.3	0.3	37.6	38.0	39.3	38.2
Public administration and defence; community services	0.9	37.7	38.6	0.3	37.0	37.3	38.9	38.5
Other	2.7	39.2	41.9	0.7	37.2	38.0	40.0	38.8
Total non-manufacturing	2.1	38.3	40.3	*	37.4	37.9	40.4	38.9
Total all industries	2.6	38.5	41.1	0.6	37.6	38.2	40.4	39.0

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

Earnings and hours of employees, October 1979

Results of this survey, which was conducted in respect of the pay-period which included 15 October 1979, are shown below. More detailed results were published in the bulletin *Earnings and Hours of Employees, Australia, October 1979* (6304.0).

Scope of survey

The scope of this survey is the same as that for the May 1980 survey given earlier in this chapter.

Coverage

The survey covered stratified random samples of government departments and authorities, non-government hospitals not subject to payroll tax and other private employers subject to pay-roll tax.

Although the sample was not designed to provide estimates of the number of employees represented, it has been calculated that the survey was representative of approximately 2,718,000 male and 1,473,000 female wage and salary earners, comprising 1,741,000 males and 948,000 females in private employment.

Definitions

Adult employees comprises employees 21 years of age and over and employees under 21 years of age who are paid at the adult rate for their occupation.

Junior employees are all other employees under 21 years of age.

Weekly earnings refers to gross earnings before taxation and other deductions have been made. It comprises overtime earnings (defined on page 161) and ordinary time earnings (defined on page 161). Where payments are made other than on a weekly basis, e.g. salary paid fortnightly or monthly; paid annual or other leave taken during the specified pay period; periodic payments under incentive, piece-work, profit-sharing, etc. schemes; commissions; annual or periodical bonuses, etc., one week's proportion of such payments are included. Retrospective payments are excluded.

Non-managerial employees were defined to include minor supervisory employees, leading hands and clerical and office staff, as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff*, who were generally defined as those employees who (i) were ineligible to receive payment for overtime, or (ii) although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments).

Definitions for other items are the same as those for the May 1980 survey shown earlier in this chapter.

Reliability of the estimates

Since the estimates from the survey are based on information which, in some instances, was obtained from samples of employers (*see Coverage above*), they may differ from the figures that would have been produced if the information had been obtained from all employers. One measure of the likely difference is given by the *standard error* (for definition *see page 161*).

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

**AVERAGE EARNINGS AND HOURS: FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES,
OCTOBER 1979**

<i>Manufacturing</i>										
<i>Metal products, machinery and equipment</i>										
	<i>Food, beverages and tobacco</i>	<i>Textiles, clothing and footwear</i>	<i>Paper, printing, etc.</i>	<i>Chemical, petroleum and coal products</i>	<i>Basic metal products</i>	<i>Fabricated metal products; other machinery, etc.</i>	<i>Transport equipment</i>	<i>Total</i>	<i>Other</i>	<i>Total manufacturing</i>
AVERAGE WEEKLY EARNINGS (\$)										
Adult males	235.10	220.10	255.60	268.80	264.00	228.30	225.60	235.40	237.70	238.50
Junior males	128.10	114.90	128.40	165.60	139.90	122.20	125.00	126.00	116.40	124.60
Adult females	184.90	162.60	180.60	182.40	197.30	173.60	178.20	176.70	165.80	173.00
Junior females	123.10	107.80	111.40	141.00	127.60	117.50	124.80	119.70	106.80	113.70
AVERAGE WEEKLY HOURS PAID FOR										
Adult males	41.5	42.5	42.2	40.9	42.8	42.5	41.1	42.1	43.0	42.1
Junior males	39.3	40.1	41.1	39.6	40.3	40.1	40.1	40.1	40.1	40.1
Adult females	39.5	39.7	39.6	39.1	39.5	39.9	39.1	39.7	39.2	39.5
Junior females	39.6	38.7	38.9	38.3	39.4	39.4	39.0	39.4	39.2	39.1
AVERAGE HOURLY EARNINGS (\$)										
Adult males	5.67	5.17	6.06	6.57	6.17	5.37	5.49	5.59	5.53	5.66
Junior males	3.26	2.86	3.12	4.18	3.47	3.05	3.11	3.14	2.90	3.11
Adult females	4.68	4.10	4.57	4.67	5.00	4.35	4.56	4.45	4.23	4.38
Junior females	3.11	2.78	2.86	3.68	3.24	2.98	3.20	3.04	2.73	2.91
<i>Non-manufacturing</i>										
	<i>Mining</i>	<i>Electricity, gas and water</i>	<i>Construction</i>	<i>Wholesale trade</i>	<i>Retail trade</i>	<i>Transport and storage; communication</i>	<i>Finance, business services</i>	<i>Public administration, etc.</i>	<i>Other</i>	<i>Total non-manufacturing</i>
AVERAGE WEEKLY EARNINGS (\$)										
Adult males	342.50	259.20	236.80	222.20	198.80	249.40	237.30	255.30	214.40	244.60
Junior males	198.70	143.40	142.70	124.90	116.50	136.00	131.50	135.70	121.20	130.90
Adult females	225.70	204.20	177.40	182.90	169.60	219.30	189.60	218.90	174.30	202.70
Junior females	145.40	137.20	129.10	124.50	112.10	131.00	125.00	137.60	118.50	125.30
AVERAGE WEEKLY HOURS PAID FOR										
Adult males	41.7	40.3	41.3	40.8	40.7	41.1	39.0	38.9	40.1	40.3
Junior males	41.2	39.6	40.5	40.5	40.8	39.2	38.7	38.5	40.9	39.9
Adult females	38.3	36.9	38.3	38.9	39.6	38.8	37.7	38.0	38.6	38.3
Junior females	38.7	37.2	38.9	40.0	39.6	38.8	38.1	38.3	40.1	38.8
AVERAGE HOURLY EARNINGS (\$)										
Adult males	8.22	6.44	5.74	5.45	4.88	6.07	6.08	6.57	5.35	6.07
Junior males	4.82	3.62	3.52	3.08	2.86	3.47	3.40	3.52	2.97	3.28
Adult females	5.89	5.53	4.64	4.70	4.28	5.66	5.03	5.76	4.52	5.30
Junior females	3.75	3.69	3.32	3.12	2.83	3.38	3.28	3.59	2.96	3.23

**AVERAGE WEEKLY OVERTIME^(a) AND ORDINARY EARNINGS AND HOURS: FULL-TIME
NON-MANAGERIAL EMPLOYEES, STATES, OCTOBER 1979**

	<i>Adult males</i>			<i>Junior males</i>			<i>Adult females</i>			<i>Junior females</i>		
	<i>Over-time</i>	<i>Ordinary time</i>	<i>Total</i>	<i>Over-time</i>	<i>Ordinary time</i>	<i>Total</i>	<i>Over-time</i>	<i>Ordinary time</i>	<i>Total</i>	<i>Over-time</i>	<i>Ordinary time</i>	<i>Total</i>
AVERAGE WEEKLY EARNINGS (\$)												
New South Wales	27.70	223.80	251.50	8.30	121.30	129.70	7.00	187.40	194.40	2.80	124.00	126.90
Victoria	21.50	217.20	238.70	6.60	120.00	126.50	4.40	190.70	195.10	2.00	121.60	123.60
Queensland	20.30	213.90	234.20	7.20	118.90	126.00	3.50	190.60	194.00	2.60	118.90	121.50
South Australia	16.00	212.10	228.10	6.00	125.80	131.90	3.80	191.90	195.70	3.20	118.40	121.60
Western Australia	24.50	217.80	242.40	6.90	121.20	128.10	4.00	189.70	193.70	1.50	117.50	119.00
Tasmania	14.40	222.30	236.70	4.90	124.80	129.80	1.90	198.10	200.00	1.70	117.90	119.50
Northern Territory	41.30	238.50	279.80	*	130.00	147.60	6.80	206.00	212.80	*	122.80	125.20
Australian Capital Territory	12.40	245.70	258.10	8.00	131.20	139.20	4.20	216.40	220.50	1.70	128.80	130.50
Australia	23.10	219.40	242.60	7.20	121.30	128.60	5.10	190.50	195.50	2.40	121.20	123.70
AVERAGE WEEKLY HOURS PAID FOR												
New South Wales	3.1	38.0	41.2	1.7	38.4	40.0	0.9	37.8	38.7	0.5	38.1	38.6
Victoria	2.6	38.4	40.9	1.3	38.5	39.9	0.6	38.1	38.7	0.4	38.3	38.8
Queensland	2.3	37.9	40.3	1.4	38.6	39.9	0.5	37.8	38.3	*	38.5	39.1
South Australia	2.0	38.5	40.5	1.2	38.5	39.7	0.6	37.8	38.4	0.7	38.5	39.2
Western Australia	2.9	38.3	41.1	1.3	39.0	40.3	0.6	38.2	38.8	0.3	38.8	39.1
Tasmania	1.6	38.6	40.2	0.9	38.8	39.7	0.2	37.8	38.0	0.4	38.7	39.1
Northern Territory	4.6	39.3	44.0	*	38.8	42.2	0.9	37.1	37.9	*	38.4	39.0
Australian Capital Territory	1.4	37.5	38.9	*	38.4	40.0	0.5	36.8	37.3	0.4	37.9	38.3
Australia	2.7	38.2	40.9	1.4	38.5	40.0	0.7	37.9	38.6	0.5	38.4	38.9

(a) Average overtime earnings and hours paid for are averages for all employees represented in the survey.

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

Weekly earnings of employees (distribution) August 1979

In August 1979 a survey based on the population survey (see the section *The Population Survey* earlier in this chapter) was conducted throughout Australia in order to obtain information about weekly earnings of all persons aged 15 years and over who were employed as wage or salary earners in their main job.

Some results on weekly earnings of wage and salary earners are presented below. Additional details may be obtained from the publication *Weekly Earnings of Employees (Distribution), Australia, August 1979* (6310.0).

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

Definitions

Weekly earnings refers to gross weekly wages and salaries from all jobs (i.e. before taxation and other deductions have been made). For persons paid other than weekly, earnings were converted to a weekly equivalent.

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

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

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

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

Reliability of estimates

Since the estimates from this survey are based on information obtained from the occupants of a sample of dwellings, they may differ from the figures that would have been produced if the information had been obtained from occupants of all dwellings. One measure of the likely difference is given by the *standard error* (for definition see page 161).

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

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

FULL-TIME EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS AND AGE, AUGUST 1979

	Age group (years)								65	Total 20	
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	and over	and over	Total	
MALES											
—'000—											
Weekly earnings (\$)—											
Under 100	95.6	11.5	12.1	6.7	6.2	5.2	5.8	6.1	43.8	139.4	
100 and under 110	33.8	10.1	6.8	6.8	7.3	5.8	6.0	6.5	28.0	61.9	
110 " " 120	27.0	10.4	6.4		9.9				5.8	6.1	25.8	52.8
120 " " 130	24.8	16.9	10.2	6.9	9.9	5.8	6.0	6.5	50.2	75.0	
130 " " 140	23.0	18.0	13.3	10.6	6.5	4.8			56.1	79.1	
140 " " 150	16.4	26.9	18.7	16.3	15.9	5.6	8.0	6.5	87.5	103.9	
150 " " 160	11.2	40.4	33.0	27.0	27.8	11.9			150.3	161.5	
160 " " 170	10.8	35.9	44.0	26.3	29.1	16.3	9.2	6.5	162.9	173.7	
170 " " 180	8.0	43.0	46.7	30.8	31.8	15.0	7.3		175.9	183.9	
180 " " 190	5.0	35.4	53.5	35.5	34.5	19.5	9.6	6.5	189.1	194.1	
190 " " 200	5.1	32.1	53.4	36.2	29.3	14.3	6.2		173.7	178.8	
200 " " 210	5.5	31.7	72.4	51.2	44.6	19.6	11.0	6.6	231.6	235.1	
210 " " 220		22.4	57.1	32.9	30.5	9.8	7.2		160.6	162.6	
220 " " 230	6.0	18.2	46.9	28.5	24.2	13.2	4.5	10.4	135.6	138.0	
230 " " 240		13.9	41.4	25.3	19.0	8.4	10.4		112.5	113.7	
240 " " 250		8.5	41.2	23.8	22.0	8.4			108.4	109.9	
250 " " 260		10.1	42.0	32.5	23.8	6.4			117.7	118.7	
260 " " 280	5.3	10.3	51.4	31.0	22.0	8.2	5.9	6.6	126.1	126.8	
280 " " 300		8.5	43.1	31.7	25.7	8.4			120.8	121.2	
300 " " 320		8.3	40.1	35.2	25.0	7.2	117.7		118.8		
320 " " 340		11.6	28.7	21.1	13.7	5.5	10.0		73.4	74.0	
340 " " 360			21.0	21.2	14.1	10.0			67.8	68.5	
360 " " 380			17.9	14.4	10.9				49.3	49.3	
380 " " 400			10.9	14.0	11.6	12.3	42.1		42.2		
400 " " 450		7.6	17.6	18.9	11.2		5.0		57.2	57.7	
450 " " 500			9.4	13.0	10.3	4.8	39.7		40.2		
500 and over			15.1	22.2	16.5	8.9			70.4	71.0	
Total	277.4	431.8	854.2	620.0	523.3	222.3	103.3	19.2	2,774.2	3,051.7	
—dollars—											
Median earnings	113	181	220	228	216	206	199	181	211	205	
Mean earnings	123	193	239	255	244	238	220	200	235	225	

For footnotes see end of table.

FULL-TIME EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS AND AGE, AUGUST 1979—continued

	Age group (years)							65 and over	Total 20 and over	Total
	15-19	20-24	25-34	35-44	45-54	55-59	60-64			
FEMALES										
	—'000—						(a)			
Weekly earnings (\$)—										
Under 100	77.3	10.3	6.1	7.9	5.0				32.3	109.6
100 and under 110	29.6	5.4	*	*					16.7	46.3
110 " " 120	26.0	11.6	4.6	5.4	6.4	7.1	5.1		26.0	52.1
120 " " 130	22.6	23.4	8.9	8.9	8.5				52.4	75.1
130 " " 140	14.9	26.3	14.7	13.6	12.2				71.2	86.1
140 " " 150	9.4	30.4	16.8	19.3	16.0	4.7			89.0	98.5
150 " " 160	5.6	30.4	26.0	19.8	17.3		5.5		99.9	105.5
160 " " 170		36.0	26.2	18.5	18.7	8.0			104.7	109.1
170 " " 180	10.2	33.6	26.0	18.5	15.0				98.1	101.6
180 " " 190		22.8	27.5	19.1	12.3	7.2			86.8	89.1
190 " " 200		15.9	19.3	9.6	12.0		6.1		62.3	63.5
200 " " 210	6.2	17.7	19.9	14.4	8.7	7.0			65.3	66.0
210 and over		55.5	96.9	44.6	33.5	9.2	5.4		245.1	249.3
Total	201.8	319.2	296.3	203.3	165.7	43.2	22.1		1,049.8	1,251.6
—dollars—										
Median earnings	108	166	186	172	169	175	173		173	165
Mean earnings	113	174	199	184	184	188	186		185	174

(a) Aged 60 years and over.

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

ALL EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS AND FULL-TIME OR PART-TIME STATUS, STATES AND TERRITORIES, AUGUST 1979

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia			
MALE FULL-TIME EMPLOYEES												
—'000—												
Weekly earnings(\$)—												
Under 80	19.5	14.6	13.9	6.2	6.9	2.7	*	*	64.6			
80 and under 100	23.2	14.0	17.5	8.8	7.2	3.0	*	*	74.8			
100 " " 110	20.8	15.9	10.2	5.5	5.9	2.5	} 2.4	} 3.1	61.9			
110 " " 120	18.7	13.9	7.6	4.8	4.4	2.1			52.8			
120 " " 130	23.9	19.8	11.7	8.0	6.1	4.2			75.0			
130 " " 140	26.9	22.5	12.5	7.9	6.2	2.9			79.1			
140 " " 150	38.0	29.6	14.2	8.9	8.1	3.5	} 2.9	} 4.9	103.9			
150 " " 160	54.8	45.7	24.3	17.5	13.7	3.6			161.5			
160 " " 170	57.6	50.0	27.4	17.1	14.0	4.9			173.7			
170 " " 180	62.2	51.0	27.1	19.2	15.8	5.4			183.9			
180 " " 190	71.3	50.6	28.4	20.1	14.9	5.9	*	} 2.9	194.1			
190 " " 200	64.4	45.8	29.3	17.5	14.3	5.6	*		178.8			
200 " " 210	99.5	56.6	27.2	20.3	17.2	7.3	3.9		3.1	235.1		
210 " " 220	59.2	47.0	23.4	14.2	11.6	3.7	*		*	162.6		
220 " " 230	51.7	37.8	19.0	10.0	11.7	4.2	} 2.3	} 3.1	138.0			
230 " " 240	38.2	37.4	16.9	7.2	8.3	3.1			2.1	113.7		
240 " " 250	42.9	28.0	16.2	9.8	8.1	2.9			*	*	109.9	
250 " " 260	43.3	31.0	15.3	11.5	11.8	2.8			*	2.3	118.7	
260 " " 280	43.0	38.0	17.7	9.0	11.7	3.8	} 2.6	} 2.2	126.8			
280 " " 300	42.8	35.6	15.5	9.0	10.9	3.2			3.2	121.2		
300 " " 320	45.1	33.0	15.3	8.3	10.4	3.6			2.3	118.8		
320 " " 340	30.0	16.8	10.5	6.3	4.8	1.8			2.1	74.0		
340 " " 360	28.2	19.0	7.0	5.1	5.2	} 2.1	} 2.9	} 4.6	68.5			
360 " " 380	16.7	12.4	5.1	4.6	4.9				49.3			
380 " " 400	14.6	9.3	5.2	4.1	4.1				42.2			
400 " " 450	22.2	15.4	6.9	3.9	4.2				} 2.1	} 2.3	} 5.7	57.7
450 " " 500	18.5	8.7	5.1	} 2.6	} 4.8	40.2						
500 " " 550	8.5	4.6	*			20.0						
550 and over	20.6	9.6	7.3	3.2	6.1	} 1.7	} 3.4	} 4.1				50.9
Total	1,106.1	813.2	440.2	270.7	253.1				88.9	29.7	49.8	3,051.7
—dollars—												
Median earnings	207	206	199	197	205				196	247	258	205
Mean earnings	230	223	216	214	227	208	279	285	225			

For footnotes see end of table.

**ALL EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS AND FULL-TIME OR PART-TIME STATUS,
STATES AND TERRITORIES, AUGUST 1979—continued**

	N.S.W.	Vic.	Qld.	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia
MALE PART-TIME EMPLOYEES(a)									
— '000 —									
Weekly earnings (\$) —									
Under 20	9.9	7.8	3.9	3.5	*				28.7
20 and under 40	9.7	7.5	4.1	2.6	2.5				28.0
40 " " 60	6.6	4.8							16.0
60 " " 80	4.6			4.0	*				12.6
80 " " 100	6.1								11.7
		6.5	4.2						
100 " " 200	15.1	6.1		3.3	4.8	*	*	*	31.0
			5.7						
200 and over	10.1	6.5							23.4
Total	62.0	39.2	17.8	13.5	11.9	2.9	*	*	151.4
— dollars —									
Median earnings	81	58	51	48	59	66	*	*	65
Mean earnings	106	98	95	73	108	80	*	*	100
FEMALE FULL-TIME EMPLOYEES									
— '000 —									
Weekly earnings (\$) —									
Under 80	11.6	9.5	12.5	5.1	5.3	2.3	*	*	47.1
80 and under 100	19.5	15.3	12.5	5.9	6.3	2.2	*	*	62.5
100 " " 110	15.2	11.9	9.6	4.1	3.2	1.6			46.3
110 " " 120	16.7	14.3	9.7	5.1	3.2	2.2			52.1
120 " " 130	27.4	20.1	11.1	7.6	5.4	2.0			75.1
130 " " 140	27.4	30.5	9.7	8.4	7.0	2.0			86.1
140 " " 150	35.0	32.6	12.9	8.1	5.9	2.3			98.5
150 " " 160	40.7	28.6	13.9	8.4	8.4	2.3			105.5
160 " " 170	43.3	26.7	17.4	7.5	9.2	2.6			109.1
170 " " 180	37.5	30.7	11.5	8.2	8.3	1.9			101.6
180 " " 190	33.3	27.7	9.9	8.5	5.6	1.7			89.1
190 " " 200	24.0	20.0	5.4	5.2	4.9	2.0			63.5
200 " " 210	25.0	20.2	8.1	4.8	4.0	1.6			66.0
210 " " 220	16.0	13.4	6.2	4.2	2.7				45.3
220 " " 230	13.4	9.0	5.4	3.4	2.6				35.9
230 " " 240	10.0	7.1							25.5
240 " " 250	6.8	5.9		6.1	7.6	2.0			20.0
250 " " 260	8.0	6.9							23.3
		8.5	5.0	*	3.4				30.7
260 " " 280	13.0	*							16.1
280 " " 300	7.0								52.8
			7.5	3.8	4.5				
300 and over	19.3	13.3							
Total	450.1	355.8	174.4	106.7	97.4	33.9	9.3	24.1	1,251.6
— dollars —									
Median earnings	167	166	157	161	165	160	175	185	165
Mean earnings	177	174	166	169	173	168	182	200	174
FEMALE PART-TIME EMPLOYEES(a)									
— '000 —									
Weekly earnings (\$) —									
Under 20	16.6	16.7	10.8	5.7	8.7	1.7			60.5
20 and under 40	27.1	21.3	10.9	8.9	8.3	2.2			79.7
40 " " 60	20.9	20.8	9.8	7.3	7.8	3.0			71.2
60 " " 80	27.3	20.4	10.3	8.2	8.1	2.4			78.5
80 " " 100	29.7	21.8	10.3	9.2	9.3	2.3			85.1
100 " " 110	16.7	13.5	5.2	5.8	3.5	2.1			48.2
110 " " 120	12.6	8.3	3.8	4.7	2.5	*			33.5
120 " " 130	12.4	6.4							28.1
130 " " 140	7.2	6.4	5.8	5.2	3.6	1.6			21.8
140 " " 160	13.4	7.9							33.8
160 " " 180	9.5	5.9	11.1	7.5	7.6	1.7	*	2.8	21.0
180 and over	17.7	11.8							43.0
Total	211.0	161.1	77.9	62.5	59.4	18.1	3.4	10.9	604.3
— dollars —									
Median earnings	89	81	75	83	72	77	101	98	83
Mean earnings	96	88	84	85	82	85	108	108	90

(a) Since part-time employees are defined as those who usually work less than 35 hours and who did so in the survey week, these figures may include school teachers, academic staff in universities, aircrew, etc. * Subject to sampling variability too high for most practical uses.

Income distribution surveys

In November 1974, a survey based on the population survey (see the section *The Population Survey* earlier in this chapter) was conducted throughout Australia in order to obtain information about the distribution of personal and family income within Australia. Details of the income of individuals, families, and income units can be obtained from the publication *Income Distribution, 1973-74 Part 1* (6502.0) individuals, *Part 2* (6503.0) families, and *Part 3* (6504.0) individuals, families, and income units.

A similar survey was conducted in November 1969 in respect of individual and family income received during 1968-69. Results of this survey were published in *Income Distribution, 1968-69, Consolidated and Revised Edition* (6505.0).

A further survey was conducted in respect of the year 1978-79. Some results on the income of individuals are shown below. Additional details are available from the publication *Income Distribution, Australia, 1978-79, Individuals (Preliminary)* (6501.0). Further details for individuals, families and income units, are being published progressively.

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

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

Definitions

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

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

Reliability of the estimates

Since the estimates are based on information from occupants of a sample of dwellings, they may differ from the figures that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the *standard error* (for definition see page 161). All estimates in the table below have standard errors of less than 18 per cent. An estimate of 100,000 persons would have a standard error of approximately 5.5 per cent. Standard errors of the medians and means are less than 1 per cent.

INDIVIDUALS : ALL INCOME RECIPIENTS : TOTAL INCOME, 1978-79

	Number ('000)			Cumulative per cent of total		
	Males	Females	Persons	Males	Females	Persons
Total income (\$)						
1 and under 250	27.7	295.7	323.3			
250 " " 500	18.9	361.8	380.7			
500 " " 750	24.7	140.9	165.5			
750 " " 1,000	22.0	213.5	235.5			
1,000 " " 2,000	125.2	369.3	494.4			
2,000 " " 2,500	217.3	320.6	537.8			
2,500 " " 3,000	230.1	491.4	721.4			
3,000 " " 3,500	168.2	329.6	497.9			
3,500 " " 4,000	124.0	183.1	307.1			
4,000 " " 4,500	108.4	180.1	288.5			
4,500 " " 5,000	92.8	144.7	237.4			
5,000 " " 6,000	225.6	252.5	478.1			
6,000 " " 7,000	192.6	245.5	438.0			
7,000 " " 8,000	247.9	234.2	482.0			
8,000 " " 9,000	319.3	262.6	581.9			
9,000 " " 10,000	344.1	209.2	553.3			
10,000 " " 11,000	397.2	163.0	560.2			
11,000 " " 12,000	310.2	104.7	414.9			
12,000 " " 13,000	320.5	74.1	394.6			
13,000 " " 14,000	241.6	49.3	290.8			
14,000 " " 15,000	205.2	40.2	245.4			
15,000 " " 16,000	170.4	33.0	203.4			
16,000 " " 18,000	247.9	34.4	282.3			
18,000 " " 20,000	141.2	16.6	157.8			
20,000 " " 25,000	164.8	16.1	180.8			
25,000 and over	122.1	13.8	135.9			
Total	4,809.7	4,779.3	9,589.1	100.0	100.0	100.0
—dollars—						
Median income	9,740	3,300	6,290			
Mean income	10,170	4,720	7,450			

Annual leave and long service leave

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

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

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

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

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

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

INDUSTRIAL DISPUTES

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

The statistics were compiled according to the Australian Standard Industrial Classification (ASIC), described in the ABS publication *Australian Standard Industrial Classification (Preliminary Edition)*, 1969, Vol. 1. From 1980 they will be based on the 1978 edition of ASIC.

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

In previous issues of this publication figures shown in all tables in this section related to disputes which were *in progress* during the year, and included both disputes not settled at the end of the current year and disputes not settled at the end of the previous year. Figures contained in tables on pages 175 and 176 are still on this basis i.e. they relate to disputes *in progress* in the year, but figures relating to cause, duration and method of settlement on pages 178 and 179 now relate only to disputes which *ended* in the reference year. Consequently figures for 1977 and 1978 on pages 178 and 179 differ from those previously published in this publication.

INDUSTRIAL DISPUTES: INDUSTRIES, 1974 TO 1979

Year	Manufacturing				Transport and storage; communication			Other industries (a)	All industries
	Mining		Metal products, machinery and equipment	Other	Con- struction	Stevedor- ing services	Other		
	Coal	Other							
NUMBER OF DISPUTES									
1974 . . .	201	178	700	422	350	363	227	368	2,809
1975 . . .	175	188	681	388	309	279	183	229	2,432
1976(b) . .	172	203	510	341	302	139	179	209	2,055
1977 . . .	247	194	501	361	258	85	203	241	2,090
1978 . . .	287	238	584	355	178	161	192	282	2,277
1979 . . .	256	221	598	266	136	94	176	295	2,042
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) ('000)									
1974 . . .	55.3	57.1	685.8	151.1	517.3	99.9	124.0	314.4	2,004.8
1975 . . .	49.5	33.0	553.5	190.5	158.4	46.9	125.5	240.7	1,398.0
1976(b) . .	65.7	73.4	484.4	426.2	264.8	35.4	294.7	545.5	2,189.9
1977(c) . .	48.2	31.4	111.3	101.9	51.5	19.2	105.1	127.6	596.2
1978 . . .	52.3	45.3	465.3	163.9	57.1	65.2	100.0	126.3	1,075.6
1979 . . .	107.9	58.2	395.6	276.3	134.4	48.4	201.6	639.1	1,862.9
WORKING DAYS LOST ('000)									
1974 . . .	163.0	146.5	2,850.8	756.7	1,188.7	111.1	516.2	559.4	6,292.5
1975 . . .	343.3	90.0	1,279.2	464.1	497.0	46.2	146.7	643.5	3,509.9
1976(b) . .	159.1	215.0	775.0	856.5	535.8	37.1	388.0	832.6	3,799.2
1977(c) . .	102.8	170.9	204.4	455.7	215.2	39.9	172.6	293.3	1,654.8
1978 . . .	142.3	125.1	732.1	490.2	134.1	122.9	166.9	217.2	2,130.8
1979 . . .	232.6	283.6	929.7	749.0	359.7	114.3	435.8	859.7	3,964.4
ESTIMATED LOSS IN WAGES (\$'000)									
1974 . . .	3,657	3,956	54,069	16,016	27,169	1,969	10,301	11,164	128,302
1975 . . .	11,457	2,808	33,073	11,990	14,861	1,181	3,737	16,655	95,761
1976(b) . .	6,165	7,780	22,235	23,866	18,659	1,003	11,573	23,271	114,552
1977(c) . .	4,591	7,300	6,906	14,714	8,218	1,307	6,386	10,252	59,674
1978 . . .	7,228	5,513	24,988	17,396	5,345	4,331	5,806	7,796	78,404
1979 . . .	10,370	12,634	32,860	26,993	13,700	4,266	15,791	32,000	148,614

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

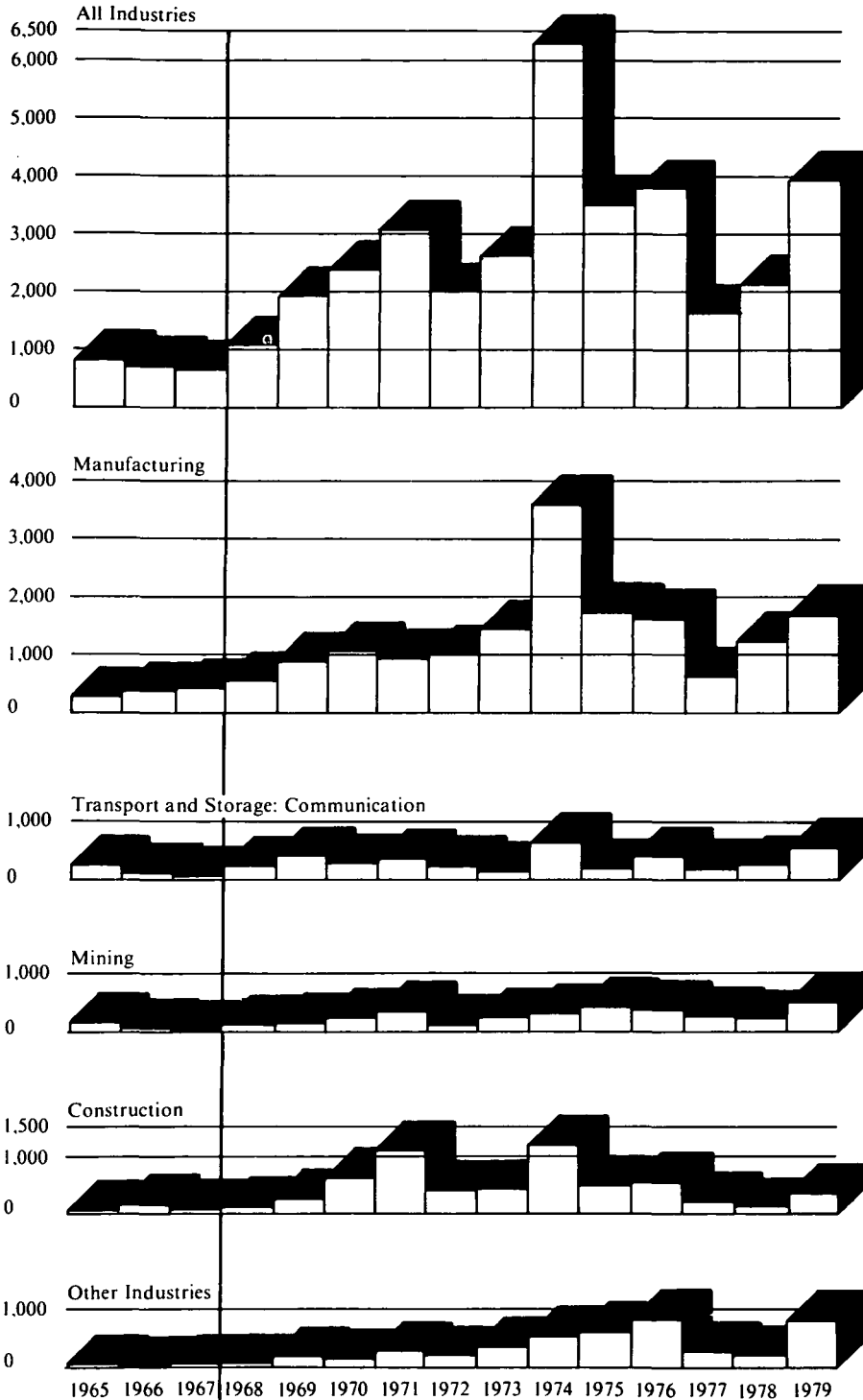
INDUSTRIAL DISPUTES: WORKING DAYS LOST, INDUSTRIES
(^{'000})

<i>ASIC division</i>	<i>ASIC industry</i>	<i>1977</i>	<i>1978</i>	<i>1979</i>
A	Agriculture, forestry, fishing and hunting	0.3	-	54.5
B	Mining	273.7	267.4	516.2
	Coal mining	102.8	142.3	232.6
	Other mining	170.9	125.1	283.6
C	Manufacturing	660.1	1,222.3	1,678.7
	Food, beverages and tobacco	328.7	349.3	379.8
	Textiles; clothing and footwear	20.9	3.1	70.7
	Textiles	20.6	0.7	23.5
	Clothing and footwear	0.3	2.4	47.3
	Wood, wood products and furniture	0.6	0.5	45.7
	Paper and paper products, printing and publishing	19.4	67.2	90.7
	Chemical, petroleum and coal products	23.9	35.7	85.6
	Metal products, machinery and equipment	204.4	732.1	929.7
	Basic metal products	76.4	166.5	208.2
	Fabricated metal products	18.8	168.2	171.1
	Transport equipment	29.0	123.2	272.9
	Other machinery and equipment	80.2	274.1	277.6
	Other manufacturing	62.2	34.4	76.4
	Non-metallic mineral products	36.9	22.7	33.6
	Miscellaneous manufacturing	25.3	11.7	42.8
D	Electricity, gas and water	139.3	71.2	99.7
	Electricity and gas	129.2	52.6	77.7
	Water, sewerage and drainage	10.2	18.6	21.9
E	Construction	215.2	134.1	359.7
F	Wholesale and retail trade	64.5	33.4	207.2
	Wholesale trade	52.5	10.9	85.5
	Retail trade	12.0	22.5	121.7
G,H	Transport and storage; communication	212.5	289.9	550.1
	Railway transport; air transport	110.9	70.1	223.5
	Railway transport	84.1	45.8	146.2
	Air transport	26.9	24.3	77.3
	Water transport	52.7	131.3	123.3
	Stevedoring services	39.9	122.9	114.3
	Water transport (except stevedoring services)	12.9	8.3	9.0
	Road transport; other transport and storage; communication	48.8	88.5	203.3
	Road transport	12.0	56.9	105.3
	Other transport and storage; communication	36.8	31.6	98.0
I	Finance, insurance, real estate and business services	6.8	7.8	70.6
J,K	Public administration and defence; community services	50.2	72.8	328.7
	Health	5.7	8.2	65.9
	Education, libraries, museums and art galleries	27.7	43.1	154.7
	Other	16.9	21.6	108.1
L	Entertainment, recreation, restaurants, hotels and personal services	32.2	31.9	99.1
	Total	(a) 1,654.8	2,130.8	3,964.4

(a) Excludes an estimated 2.1 million working days lost as a result of the electricity supply dispute in October in Victoria (but at establishments other than those at which the stoppage occurred).

INDUSTRIAL DISPUTES: AUSTRALIA

Working Days Lost—Industries



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

Figures previously shown in the table below have related to all disputes *in progress* during the respective years and hence included details of both disputes not settled at the end of the current year and disputes not settled at the end of the previous year.

The following table now shows, for the years 1977 to 1979, working days lost in industrial disputes which ended in those years, classified according to duration, causes and methods of settlement. Causes (i.e. the direct causes of stoppages of work) are grouped as follows:

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

**INDUSTRIAL DISPUTES: DURATION, CAUSES AND METHODS OF SETTLEMENT, WORKING DAYS
LOST, 1977 TO 1979(a)**
(‘000)

	1977	1978	1979
DURATION			
Up to 1 day	210.1	352.3	1,096.8
Over 1 to 2 days	111.2	494.4	275.7
Over 2 to 3 days	158.2	178.6	188.7
Over 3 to less than 5 days	226.0	269.7	1,002.4
5 to less than 10 days	247.4	308.7	495.6
10 to less than 20 days	260.7	295.6	554.9
20 to less than 40 days	279.6	133.3	247.8
40 days and over	157.4	96.4	52.3
Total	(b)1,650.5	2,128.9	3,887.1
CAUSES(c)			
Wages	833.1	1,029.7	2,041.8
Hours of work	51.1	41.4	114.7
Leave, pensions, compensation provisions, etc.	46.2	24.9	16.9
Managerial policy	421.1	596.9	502.3
Physical working conditions	156.3	111.4	151.7
Trade unionism	75.7	94.2	98.0
Other	67.0	230.4	961.8
Total	(b)1,650.5	2,128.9	3,887.1

For footnotes see end of table.

**INDUSTRIAL DISPUTES: DURATION, CAUSES AND METHODS OF SETTLEMENT, WORKING DAYS
LOST, 1977 TO 1979(a)—continued**

('000)

	1977	1978	1979
METHODS OF SETTLEMENT(d)			
Negotiation	273.7	325.5	643.8
Mediation	5.5	26.6	28.0
State legislation—			
Under State conciliation, etc., legislation	287.0	130.0	179.2
Intervention, etc. of State Government officials	0.7	3.3	0.6
Federal and joint Federal State legislation (e)	258.3	272.8	277.2
Filling the places of workers on strike or locked out	1.3	0.1	—
Closing down the establishment permanently	—	0.1	0.5
Resumption without negotiation	820.7	1,370.7	2,757.4
Other methods	3.3	—	0.5
Total	(b) 1,650.5	2,128.9	3,887.1

(a) Refers to disputes which ended in the year. See page 174. (b) Excludes an estimated 2.1 million working days lost as a result of the electricity supply dispute in October in Victoria (but at establishments other than those at which the stoppage occurred). (c) For nature of classification, see text on page 178. (d) Method directly responsible for ending the stoppage of work. (e) Includes Industrial Tribunals under (i) Conciliation and Arbitration Act, (ii) Coal Industry Acts, (iii) Stevedoring Act, (iv) Other Acts, and intervention, etc. of Federal government officials.

The following table shows the number of working days lost per 1,000 employees in the years 1974 to 1979. For classification of causes see grouping on page 178. The figures have been revised following the publication of revised civilian employment figures in *Civilian Employees, Australia, June 1966 to June 1979* (6214.0). Revised figures for earlier years are shown in *Industrial Disputes, Australia, December Quarter and Year 1979* (6322.0).

INDUSTRIAL DISPUTES: WORKING DAYS LOST PER 1,000 EMPLOYEES

	1974	1975	1976	1977	1978	1979
All causes	1,269	715	771	335	432	785
All causes excluding those not involving employer/employee relationship	1,240	674	343	322	387	576

INDUSTRIAL ACCIDENTS

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

LABOUR ORGANISATIONS

Labour organisations in Australia

Trade unions

For the purpose of these statistics a *trade union* is defined as an organisation, consisting predominantly of employees, whose principal activities include the negotiation of rates of pay and conditions of employment for its members. Returns showing membership by States and Territories at 31 December each year are obtained for all trade unions and employee organisations. Results of this collection are published in the annual bulletin *Trade Union Statistics, Australia* (6323.0). The following table shows the position at the end of each of the years 1974 to 1979. The figures shown have been revised following a review of the collection. For a more detailed explanation of the revisions, see *Trade Union Statistics, Australia, December 1979* (6323.0).

TRADE UNIONS: NUMBER, MEMBERSHIP AND PROPORTION OF TOTAL EMPLOYEES

End of December—	Number of separate unions(a)	Number of members ('000)		Proportion of total employees (per cent)
		Males	Females	
1974	326	1,971.1	806.2	55
1975	317	1,988.1	846.0	56
1976	313	1,959.5	841.2	55
1977	315	1,940.8	860.9	55
1978	316	1,943.6	864.6	55
1979	315	1,943.9	911.2	55

(a) Without inter-State duplication.

In the table above the approximate percentages of wage and salary earners in employment who were members of trade unions are shown. The estimates of employees have been derived by adding figures for employees in agriculture and in private households employing staff to the estimates of employees in all other industries as at the end of each year. The percentages shown should be regarded as giving only a broad indication of the extent of union membership among wage and salary earners because they are based on estimates of *employed* wage and salary earners which are subject to revision. The degree of unemployment of reported union members would affect the percentages for a particular year and comparison over time.

TRADE UNIONS: CLASSIFICATION ACCORDING TO NUMBER OF MEMBERS, 1979

Number of members	Separate unions		Members	
	Number	Proportion of total (per cent)	Number ('000)	Proportion of total (per cent)
Under 100	32	10.2	1.7	—
100 and under 250	39	12.4	6.0	0.2
250 " " 500	27	8.6	10.0	0.3
500 " " 1,000	46	14.6	30.4	1.1
1,000 " " 2,000	45	14.3	62.4	2.2
2,000 " " 5,000	45	14.3	151.9	5.3
5,000 " " 10,000	19	6.0	147.8	5.2
10,000 " " 20,000	24	7.6	360.9	12.6
20,000 " " 30,000	10	3.2	250.4	8.8
30,000 " " 40,000	5	1.6	174.3	6.1
40,000 " " 50,000	9	2.9	410.5	14.4
50,000 " " 80,000	7	2.2	450.7	15.8
80,000 and over	7	2.2	798.1	28.0
Total	315	100.0	2,855.1	100.0

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

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

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

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

Federal. At the end of 1978 the number of employers' organisations registered under the provisions of the *Conciliation and Arbitration Act* 1904 was 80. The number of unions registered at the end of 1978 was 144, with membership of 2,289,600, representing 82 per cent of the total membership of all trade unions in Australia. Lists of organisations of employees and employers registered under this Act are contained in the *Industrial Information Bulletin*, Vol. 30 No. 1, January 1975 published by the former Department of Labour and Immigration. (Branches of employer organisations and unions may also register under various State Acts, as outlined below.)

New South Wales. At 30 June 1979 there were 111 employee unions and 296 employer unions registered under provisions of the *Industrial Arbitration Act* 1940, and 132 employee unions, 11 employer unions, and 2 other unions registered under the *Trade Union Act* 1881. (Unions may register under either or both Acts.) Lists of unions registered under these Acts are included in the *New South Wales Industrial Gazette*. (See Vol. 214 for details at 30 June 1979.)

Queensland. At 31 December 1979 there were 75 employee unions registered under the *Industrial Conciliation and Arbitration Act* 1961–1976 with a reported membership of 349,373. At the same date, 41 employer unions with a reported membership of 36,457 employers were registered. Lists of registered employee and employer unions are published in the annual report of the President of the Industrial Court.

South Australia. At the end of December 1978 there were 8 employer associations and 73 employee associations registered under the provisions of the *Industrial Conciliation and Arbitration Act* 1972 as amended. Membership of these employee associations totalled approximately 200,180.

Western Australia. At 30 June 1979 there were 75 unions of workers, with an aggregate membership of 183,260, registered under the provisions of the *Industrial Arbitration Act*, 1912–1976. At the same date there were 14 registered unions of employers with a reported aggregate membership of 2,092 employers. Lists of registered unions of workers and of employers, together with membership figures, are published in the *Western Australian Industrial Gazette*. (See Vol. 59, Appendix XVII.)

Central Labour Organisations

There are four main central labour organisations in Australia: the *Australian Council of Trade Unions* (ACTU), which came into being in 1927, had approximately 138 unions and Trades and Labour Councils affiliated with it in 1979; the *Council of Australian Government Employee Organisations*, formed in May 1969 by a conference of delegates from 19 affiliated associations of employees which had, at the end of March 1979, 26 affiliated associations and an aggregate membership of 227,578 in the Australian Public Service and instrumentalities; the *Council of Professional Associations* which was formed in 1956 and, at the end of 1978, had 9 organisations with aggregate membership of approximately 30,000 affiliated with it; and the *Australian Council of Salaried and Professional Associations* (ACSPA), formed in 1956 as a council of industrial associations for the purpose of co-ordinating industrial activities on common problems, which had 31 associations with an aggregate membership of approximately 350,000 affiliated with it at the end of 1979. In late 1979, the ACTU agreed to accept the affiliation of the ACSPA, with effect from 1 January 1980.

International Labour Organisation

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

The Organisation has three basic parts: the International Labour Conference, its highest authority, which usually meets annually; the Governing Body, its executive council, which usually meets three times each year; and the International Labour Office, which provides the Secretariat of the Organisation. The Conference is composed of delegations from the member States of the Organisation. In May 1980 there were 142 member States, each of which is entitled to be represented by four delegates—two representing the government, one representing the employers and one representing the workers, together with their advisers. Each delegate speaks and votes independently, so that all points of view in each country are fully expressed. The Governing Body consists of the representatives of twenty-eight governments and fourteen employers' and fourteen workers' representatives. Particulars of the proceedings of International Labour Conferences up to the 58th Session and details of ILO conventions ratified by Australia are given in *Labour Report* No. 58, 1973, pages 255–9.

One of the functions of the ILO is to sponsor the International Conferences of Labour Statisticians at which the ABS is usually represented. It is proposed that the next Conference will be held in 1981. These conferences are responsible for recommending and reviewing standards which the ABS adopts whenever practicable.

