

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. Due to an increasing divergence between the monthly estimates of civilian employees and the corresponding estimates from the labour force survey, the publication of the civilian employees series was suspended after the issue of the April 1980 figures, pending the outcome of a review of sources, methods and procedures. Following that review, it was decided to replace the monthly civilian employees series with estimates obtained from a quarterly survey of 20,000 business units in the private sector, supplemented by information collected from all government bodies. It was expected to take between one and two years to develop the survey. Further details are contained in *Information Paper, Review of ABS Employment Statistics* (6239.0). The collection of employment statistics in the government sector has continued and a table showing employees of government bodies at June 1981 is on page 145.

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

Statistics on the labour force from the Census of Population and Housing, conducted on 30 June 1976, are contained in the publications *Population and Dwellings: Summary Tables* (2409.0 to 2417.0) and *Population and Dwellings: Cross-Classified Tables* (2416.0 to 2426.0). More detailed tables are available on microfiche and are listed in the *Catalogue of 1976 Census Tables* (2103.0). Statistics on the labour force from the 1981 Census will become available from mid 1982.

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

Size of estimate	Number	Per cent of estimate	Size of estimate	Number	Per cent of estimate
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 —'000—	Labour force	Not in labour force	Civilian popula- tion aged 15 years and over	Unem- ployment rate(b)	Labour force parti- cipation rate(c)
	Employ- ed	Looking for full- time work	Looking for part- time work						
								—per cent—	
MALES									
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
1981 . . .	4,064.2	175.5	17.3	192.9	4,257.1	1,190.7	5,447.8	4.5	78.1
MARRIED FEMALES									
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
1981 . . .	1,423.3	44.0	34.5	78.4	1,501.7	2,030.2	3,531.9	5.2	42.5
ALL FEMALES									
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
1981 . . .	2,313.0	132.1	50.5	182.6	2,495.6	3,089.8	5,585.4	7.3	44.7
PERSONS									
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
1981 . . .	6,377.2	307.7	67.8	375.5	6,752.7	4,280.5	11,033.2	5.6	61.2

(a) For definitions and scope of estimates see page 136. (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 136 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 1981**

	<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	2,801.3	2,969.8	120.0	134.8	3,104.6	4.3	78.8
Born outside Australia	1,041.5	1,094.3	55.5	58.1	1,152.4	5.0	79.0
Arrived before 1961	393.3	413.0	13.1	13.5	426.5	3.2	70.0
1961-1965	152.6	160.5	8.5	8.6	169.1	5.1	85.5
1966-1970	228.1	238.1	11.3	11.6	249.7	4.7	87.3
1971-1979	222.5	234.1	15.7	16.8	250.9	6.7	85.3
Jan. 1980 to May 1981	45.1	48.7	7.0	7.6	56.2	13.4	79.1
MARRIED FEMALES							
Born in Australia	530.1	1,016.6	25.1	48.0	1,064.6	4.5	41.4
Born outside Australia	257.3	406.7	18.8	30.4	437.1	7.0	46.1
Arrived before 1961	76.1	137.6	*	5.2	142.8	3.6	36.9
1961-1965	42.1	67.5	*	*	71.2	*	49.6
1966-1970	58.5	87.6	*	6.7	94.2	7.1	53.2
1971-1979	74.3	104.8	6.6	10.7	115.5	9.3	57.0
Jan. 1980 to May 1981	6.4	9.2	*	*	13.4	*	34.9
ALL FEMALES							
Born in Australia	1,107.7	1,750.6	97.0	132.4	1,883.0	7.0	45.2
Born outside Australia	384.5	562.4	35.1	50.2	612.6	8.2	46.2
Arrived before 1961	102.8	171.6	*	7.2	178.9	4.0	33.8
1961-1965	63.3	92.2	*	6.3	98.5	6.4	52.2
1966-1970	94.7	131.4	7.7	11.4	142.8	8.0	55.6
1971-1979	108.7	147.2	12.5	17.6	164.8	10.7	56.8
Jan. 1980 to May 1981	15.0	20.0	6.6	7.6	27.6	27.6	45.8
PERSONS							
Born in Australia	3,908.9	4,720.5	217.0	267.2	4,987.6	5.4	61.5
Born outside Australia	1,426.0	1,656.7	90.7	108.3	1,765.0	6.1	63.4
Italy	145.2	160.9	*	6.1	167.0	3.7	63.0
Greece	82.2	93.6	5.3	6.1	99.7	6.1	64.8
Yugoslavia	96.7	104.5	5.7	6.2	110.7	5.6	68.5
U.K. and Ireland	517.0	620.6	30.4	35.1	655.7	5.4	61.3
New Zealand	77.9	91.5	7.2	8.7	100.2	8.6	73.7
Other	507.0	585.6	37.9	46.1	631.7	7.3	63.3
Arrived before 1961	496.0	584.6	17.1	20.8	605.4	3.4	53.2
1961-1965	215.9	252.8	12.8	14.9	267.6	5.6	69.2
1966-1970	322.8	369.5	19.0	23.0	392.5	5.9	72.3
1971-1979	331.2	381.2	28.2	34.5	415.7	8.3	71.1
Jan. 1980 to May 1981	60.4	68.7	13.6	15.2	83.8	18.1	63.8

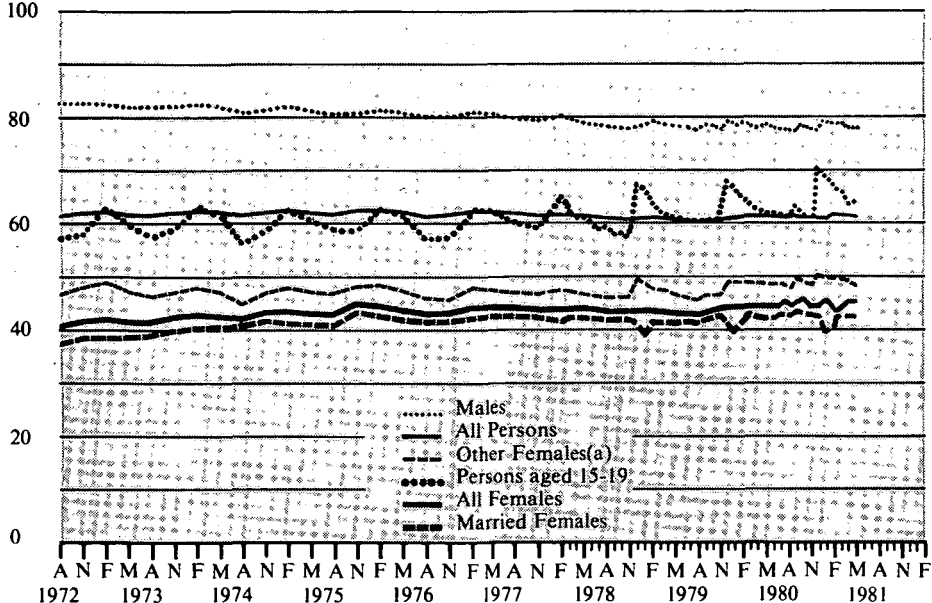
(a) The number of unemployed expressed as a percentage of the labour force (i.e. employed and unemployed) in the same group. (b) The labour force expressed as a percentage of the civilian population aged 15 years and over in the same group. Excludes persons in institutions.
* Less than 4,500 or based on a figure less than 4,500. See page 137.

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

100



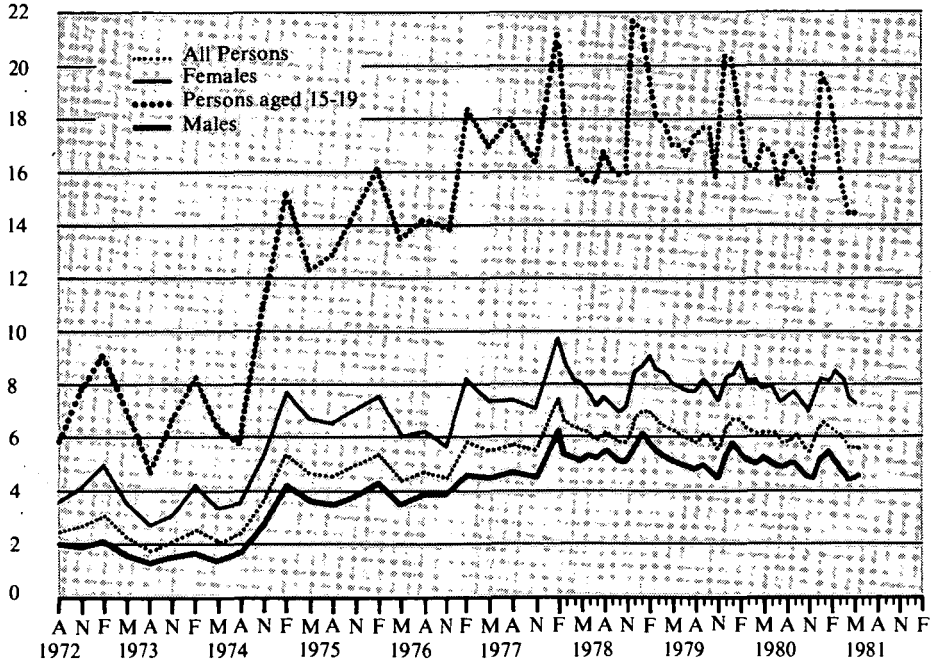
(a) Never married, widowed and divorced.

UNEMPLOYMENT RATES

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

Per cent

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PLATES 32 and 33

CIVILIAN LABOUR FORCE, BY AGE, MAY 1981

Age groups (years)	Number ('000)				Labour force participation rate (a) (per cent)			
	Males	Married females	All females	Persons	Males	Married females	All females	Persons
15-19	438.8	12.0	376.5	815.3	67.4	47.5	60.4	64.0
20-24	581.3	161.2	438.6	1,019.8	91.3	55.1	70.0	80.8
25-34	1,129.0	469.2	634.1	1,763.1	95.4	48.2	53.4	74.3
35-44	891.4	456.6	521.7	1,413.0	95.6	57.6	58.6	77.5
45-54	704.5	293.1	360.2	1,064.7	90.8	47.3	48.8	70.3
55-59	298.0	79.2	109.9	407.9	80.5	27.6	29.6	55.0
60-64	147.7	20.5	34.0	181.7	50.3	9.4	10.9	29.9
65 and over	66.4	9.8	20.7	87.1	11.0	3.0	2.5	6.1
Total	4,257.1	1,501.7	2,495.6	6,752.7	78.1	42.5	44.7	61.2

(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 1981

Industry	Number ('000)			Average weekly hours worked (a)		
	Males	Females	Persons	Males	Females	Persons
Agriculture and services to agriculture	293.2	101.4	394.6	50.8	29.8	45.4
Forestry and logging, fishing and hunting	28.0	*	30.9	43.9	*	41.4
Mining	83.4	7.7	91.1	39.1	32.9	38.5
Manufacturing	945.0	317.3	1,262.3	38.6	33.3	37.3
Food, beverages and tobacco	126.9	48.0	174.9	37.2	32.4	35.9
Metal products	207.3	28.9	236.1	39.0	31.4	38.1
Other manufacturing	610.8	240.5	851.3	38.8	33.7	37.3
Construction	436.9	52.1	488.9	39.1	22.2	37.3
Wholesale and retail trade	715.6	550.2	1,265.8	40.4	29.0	35.5
Transport and storage	293.6	51.7	345.3	39.3	31.0	38.1
Finance, property and business services	306.7	252.5	559.2	38.3	30.8	34.9
Community services	384.7	620.6	1,005.3	34.5	27.1	29.9
Recreation, personal and other services	171.8	222.9	394.7	39.7	26.3	32.2
Other industries	405.2	133.8	539.0	34.8	30.4	33.7
Total	4,064.2	2,313.0	6,377.2	39.2	29.0	35.5

(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 137.

EMPLOYED PERSONS BY OCCUPATION, MAY 1981
(^{'000})

Occupation	Males	Married females	All females	Persons
Professional, technical, and related workers	488.6	234.0	400.0	888.6
Administrative, executive and managerial	342.0	44.8	59.3	401.3
Clerical	330.3	440.7	795.9	1,126.2
Sales	279.6	165.8	294.1	573.7
Farmers, fishermen, timber-getters, etc.	364.4	82.6	101.5	465.9
Transport and communication	283.0	30.1	47.1	330.1
Tradesmen, production-process workers and labourers, n.e.c.; and miners, quarrymen, etc.	1,760.5	182.1	253.3	2,013.8
Service, sport and recreation	215.8	243.3	361.9	577.7
Total employed	4,064.2	1,423.3	2,313.0	6,377.2

**PART-TIME WORKERS: WHETHER PREFERRED TO WORK MORE HOURS AND WHETHER
LOOKING FOR FULL-TIME WORK, BY AGE, MAY 1981**
(*000)

	Age group (years)					55 and over	Total
	15-19	20-24	25-34	35-44	45-54		
MALES							
Total	62.3	34.4	28.3	21.1	22.6	52.7	221.4
Preferred not to work more hours	48.3	25.4	20.4	16.1	17.6	48.9	176.7
Preferred to work more hours	14.0	9.0	7.9	4.9	5.0	*	44.6
Had actively looked for full-time work(a)	5.1	4.5	-6.3-		*	*	19.0
MARRIED FEMALES							
Total	*	33.7	197.7	217.3	131.6	52.9	635.8
Preferred not to work more hours	*	27.5	179.4	195.0	121.5	51.2	576.2
Preferred to work more hours	*	6.2	18.4	22.3	10.1	*	59.6
Had actively looked for full-time work(a)	*	-5.9-		-5.5-		*	12.1
ALL FEMALES							
Total	87.9	66.9	219.6	230.2	145.2	71.1	820.9
Preferred not to work more hours	64.9	51.7	195.4	204.3	133.4	68.0	717.7
Preferred to work more hours	23.0	15.3	24.2	25.9	11.7	*	103.1
Had actively looked for full-time work(a)	9.6	6.7	5.9	4.9	*	*	29.6
PERSONS							
Total	150.2	101.4	247.9	251.3	167.8	123.7	1,042.2
Preferred not to work more hours	113.2	77.1	215.8	220.5	151.0	116.9	894.5
Preferred to work more hours	37.0	24.3	32.1	30.8	16.8	6.9	147.8
Had actively looked for full-time work(a)	14.7	11.2	9.6	7.5	-5.6-		48.6

(a) In the four weeks up to the end of the survey week. * Less than 4,500. See page 137.

EMPLOYED PERSONS, BY HOURS WORKED (a), MAY 1981
(*000)

	<i>Males</i>	<i>Married females</i>	<i>Other females (b)</i>	<i>All females</i>	<i>Persons</i>
Weekly hours worked (a)—					
0(c)	283.6	125.1	59.7	184.8	468.4
1-15	123.0	278.3	106.6	384.9	507.9
16-29	202.5	270.8	78.5	349.3	551.8
30-34	302.7	133.4	83.1	216.5	519.2
35-39	437.3	166.8	163.8	330.6	767.9
40	1,320.6	288.9	280.1	569.0	1,889.5
41-44	248.0	38.2	48.8	87.0	335.0
45-48	352.9	37.7	31.6	69.3	422.2
49 and over	793.5	84.0	37.7	121.8	915.3
Total	4,064.2	1,423.3	889.8	2,313.0	6,377.2

(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 1981**

Industry division or sub-division(a)	Unemployment		Occupation group	Unemployment	
	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	215.0	3.3	Had worked for two weeks or more in a full-time job in the last two years	215.0	3.3
Agriculture and services to agriculture	12.0	3.0	Professional, technical, etc.	12.4	1.4
Manufacturing	55.4	4.2	Administrative, executive and managerial	4.7	1.2
Food, beverages and tobacco	11.6	6.2	Clerical	29.1	2.5
Metal products	7.4	3.0	Sales	22.2	3.7
Other manufacturing	36.4	4.1	Farmers, fishermen, timber-getters, etc.	14.4	3.0
Construction	25.8	5.0	Miners, quarrymen, etc.	*	*
Wholesale trade	13.8	3.4	Transport and communication	9.6	2.8
Retail trade	37.5	4.1	Tradesmen, production-process workers and labourers, n.e.c.	97.5	4.7
Transport and storage	8.6	2.4	Service, sport and recreation	23.4	3.9
Finance, property and business services	10.5	1.8			
Community services	14.6	1.4			
Recreation, personal and other services	20.8	5.0			
Other industries	16.0	2.4			
Stood down(c)	6.2	..			
Other(d)	154.3	..			
Total	375.5	5.6			

(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 137.

**UNEMPLOYED PERSONS, BY AGE AND WHETHER LOOKING FOR
FULL-TIME OR PART-TIME WORK, MAY 1981**

Age (years)	Number unemployed ('000)				Unemployment rate (a) (per cent)			
	Married		All	Persons	Married		All	Persons
	Males	females	females		Males	females	females	
LOOKING FOR FULL-TIME WORK								
Total	175.5	44.0	132.1	307.7	4.4	5.3	8.1	5.5
15-19	44.2	*	51.8	96.0	12.1	*	18.6	14.9
Attending school	*	*	*	6.8	n.a.	n.a.	n.a.	n.a.
20-24	36.8	9.1	32.2	69.0	6.8	7.5	8.8	7.6
25 and over	94.5	32.5	48.1	142.7	3.0	4.6	4.9	3.5
LOOKING FOR PART-TIME WORK								
Total	17.3	34.5	50.5	67.8	7.3	5.1	5.8	6.1
15-19	9.9	*	10.6	20.6	13.7	*	10.8	12.0
Attending school	7.2	*	6.7	13.9	16.8	*	13.3	14.9
20-24	*	5.1	7.2	9.7	*	13.1	9.7	8.8
25 and over	4.9	28.8	32.6	37.5	3.8	4.6	4.7	4.5
TOTAL								
Total	192.9	78.4	182.6	375.5	4.5	5.2	7.3	5.6
15-19	54.1	*	62.5	116.6	12.3	*	16.6	14.3
Attending school	10.2	*	10.5	20.7	21.0	*	18.6	19.7
20-24	39.3	14.2	39.4	78.7	6.8	8.8	9.0	7.7
25 and over	99.5	61.3	80.7	180.2	3.1	4.6	4.8	3.7

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

UNEMPLOYED PERSONS, BY DURATION OF UNEMPLOYMENT (a), BY AGE, ETC., MAY 1981

Duration of unemployment (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									
			—'000—						
Under 2	4.7	5.6	7.1	6.6	18.0	6.6	11.4	14.2	6.7
2 and under 4	7.7		*		19.2	5.2	13.9	16.3	
4 and under 8	9.0	4.6	6.0	7.8	25.1	8.3	16.9	23.1	*
8 and under 13	5.3	5.0	6.0		21.8	8.4	13.3	20.0	
13 and under 26	15.0	9.0	9.0	5.3	40.4	12.0	28.5	36.5	5.7
26 and under 39	4.6	6.0	6.8	5.0	20.0	8.1	12.2	19.4	*
39 and under 52	*	*			4.5	6.0	*	*	*
52 and under 65	*	*	*	*	10.4		6.5	10.1	*
65 and over	4.7	5.7	6.5	10.9	33.2	14.1	19.1	31.7	*
Total	54.1	39.3	45.4	37.9	192.9	68.6	124.2	175.5	17.3
			—weeks—						
Average (mean) duration	22.3	33.1	32.0	58.1	37.2	42.6	34.2	38.4	25.0
Median duration	13.4	19.3	12.8	24.0	17.0	19.3	16.0	18.1	7.8
FEMALES									
			—'000—						
Under 2	*	6.6	4.9	*	15.5	8.9	6.6	8.0	7.6
2 and under 4	5.9		7.6	6.2	24.6	13.7	10.9	13.3	11.3
4 and under 8	8.9	7.7	5.8	5.1	27.7	13.5	14.2	19.1	8.6
8 and under 13	6.7	*	7.9	4.5	23.2	10.6	12.5	16.9	6.3
13 and under 26	18.2	7.7	5.6	6.0	38.0	12.3	25.6	30.2	7.8
26 and under 39	7.2	7.0	7.6	4.7	18.0	7.1	10.9	14.2	6.5
39 and under 52	6.0				4.7	6.0	*	*	
52 and under 65					10.6		6.4	8.4	
65 and over	5.4	6.8	*	5.2	20.5	6.3	14.2	18.0	*
Total	62.5	39.4	41.7	35.6	182.6	78.4	104.2	132.1	50.5
			—weeks—						
Average (mean) duration	24.4	37.2	20.7	31.6	28.0	23.5	31.5	32.8	15.6
Median duration	16.9	16.1	9.6	10.8	13.1	9.5	17.0	16.8	7.0
PERSONS									
			—'000—						
Under 2	8.9	4.7	12.0	7.3	33.5	15.5	18.0	22.1	11.4
2 and under 4	13.6	7.6	11.4	9.5	43.8	18.9	24.9	29.5	14.2
4 and under 8	17.8	12.3	11.9	9.2	52.8	21.7	31.1	42.2	10.6
8 and under 13	12.0	8.6	13.9	8.1	44.9	19.1	25.9	36.8	8.1
13 and under 26	33.2	16.7	14.6	11.3	78.4	24.3	54.1	66.7	11.7
26 and under 39	11.7	10.1	6.9	6.3	38.3	15.2	23.1	33.6	4.7
39 and under 52	*	*	*	5.6	9.2	*	5.3	8.6	7.1
52 and under 65	6.7	4.5	5.1		21.0	8.1	12.9	18.4	
65 and over	10.1	12.5	8.8	16.0	53.7	20.4	33.3	49.7	
Total	116.6	78.7	87.0	73.5	375.5	147.0	228.4	307.7	67.8
			—weeks—						
Average (mean) duration	23.4	35.2	26.6	45.2	32.7	32.4	33.0	36.0	18.0
Median duration	15.3	17.8	11.0	15.9	15.1	12.6	16.5	17.5	7.1

(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 137.

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.

GOVERNMENT EMPLOYEES (a): JUNE 1981

(Excluding defence forces and employees in agriculture and services to agriculture)
('000)

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Aust.</i>
Commonwealth									
Males	86.9	69.3	31.0	29.6	16.4	7.3	2.7	34.6	277.8
Females	39.5	28.8	13.8	8.3	7.5	2.3	1.2	23.5	125.0
Persons	126.4	98.1	44.8	37.9	23.9	9.7	3.9	58.1	402.8
State									
Males	195.2	154.4	96.5	53.6	62.0	20.2	..	..	582.0
Females	143.8	112.6	56.4	47.1	44.1	16.0	..	..	420.0
Persons	339.0	267.1	152.8	100.7	106.1	36.2	..	..	1002.0
Northern Territory									
Males . . . . .	..	..	..	..	..	..	7.7	..	7.7
Females . . . . .	..	..	..	..	..	..	6.6	..	6.6
Persons . . . . .	..	..	..	..	..	..	14.3	..	14.3
Local									
Males	47.7	21.0	18.5	5.4	7.1	2.6	0.4	..	102.5
Females	8.4	12.5	2.7	1.5	1.9	0.5	0.1	..	27.7
Persons	56.1	33.5	21.2	6.9	8.9	3.1	0.5	..	130.2
Total									
Males	329.8	244.7	146.0	88.5	85.5	30.2	10.7	34.6	970.0
Females	191.7	153.9	72.8	57.0	53.5	18.8	8.0	23.5	579.3
Persons	521.5	398.6	218.8	145.5	139.0	49.0	18.7	58.1	1549.3

(a) Includes semi-government bodies.

Overtime

From July 1979 to June 1981 the ABS conducted a monthly sample survey of employers, by telephone, to obtain information about overtime hours worked by employees. In this two year period the survey did not show sufficient month-to-month variation to warrant the continuation of the survey as a monthly collection therefore, the survey is now conducted quarterly, in August, November, February and May of each year. The survey is generally conducted in respect of the last pay period ending on or before the third Friday of each survey month.

A summary of the results of the surveys to June 1981 is shown in the tables below. More detailed information and explanatory notes, including definitions of standard error, are contained in *Overtime, Australia* (6330.0).

Month	Average weekly overtime hours								
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
PER EMPLOYEE IN THE SURVEY									
1980—									
May	1.58	1.34	1.08	0.99	1.51	1.18	2.53	0.93	1.37
June	1.49	1.30	1.24	0.91	1.38	1.07	2.34	0.87	1.32
July	1.65	1.40	1.31	1.00	1.34	1.07	2.48	0.97	1.43
August	1.62	1.37	1.22	0.92	1.25	1.08	2.38	1.00	1.38
September	1.57	1.37	1.25	0.89	1.32	1.10	2.47	0.96	1.37
October	1.67	1.39	1.41	0.91	1.36	1.12	2.09	0.92	1.44
November	1.83	1.48	1.40	1.05	1.57	1.15	2.22	0.84	1.55
December	1.94	1.53	1.30	1.18	1.64	1.30	2.18	0.88	1.61
1981—									
January	1.41	0.97	1.06	0.80	1.19	1.15	2.38	0.72	1.16
February	1.67	1.46	1.20	0.99	1.39	1.19	2.52	0.82	1.44
March	1.71	1.58	1.23	1.07	1.82	1.23	2.27	0.83	1.54
April	1.57	1.33	1.15	0.99	1.73	1.61	2.14	0.88	1.41
May	1.68	1.46	1.42	1.03	1.64	1.06	2.17	0.87	1.49
June	1.71	1.49	1.44	1.05	1.54	0.96	2.13	0.81	1.50
Standard error of June 1981 estimates . . . . .	.07	.08	.06	.05	.10	.08	.20	.05	.04
PER EMPLOYEE WORKING OVERTIME									
1980—									
May	7.26	6.91	6.00	6.01	7.78	6.38	9.51	8.13	6.96
June	6.95	6.48	6.53	5.62	7.16	6.50	9.14	7.85	6.71
July	7.34	6.81	6.39	5.91	7.03	6.50	7.31	7.33	6.92
August	7.18	6.86	6.23	5.56	6.94	6.47	7.62	7.68	6.83
September	7.11	6.89	6.16	5.73	6.91	6.57	8.43	8.50	6.83
October	7.31	6.89	6.45	5.65	7.09	6.59	7.66	8.02	6.94
November	7.49	6.94	6.63	6.05	7.58	6.38	8.13	6.98	7.11
December	7.64	7.05	6.38	6.10	7.70	6.68	7.98	6.93	7.19
1981—									
January	7.35	6.60	6.42	5.99	7.10	8.23	8.95	7.06	6.97
February	6.90	7.10	6.25	5.53	7.41	6.92	8.82	6.98	6.83
March	7.08	7.68	6.36	5.77	8.03	7.13	8.93	6.94	7.15
April	6.81	6.88	6.24	5.57	8.07	8.39	8.19	7.34	6.84
May	7.15	7.36	6.64	5.47	8.00	6.37	7.66	7.05	7.06
June	7.23	7.54	6.89	5.59	7.54	6.46	7.96	6.31	7.14
Standard error of June 1981 estimates . . . . .	.13	.18	.14	.13	.31	.23	.34	.21	.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 137.

	Number of vacancies ('000)					Total	Job vacancy rate (a) (per cent)
	For males	For females	For males or females	Manu- facturing (b)	Other industries (c)		
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
1981—							
February	12.6	6.0	14.9	10.4	23.1	33.5	0.8
May	14.4	5.1	16.2	10.0	25.7	35.7	0.8
Standard error of estimates and of quarterly movements	1.4	1.0	1.4	1.1	2.0	2.2	0.06

(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.

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 Australian 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 rates of pay prescribed in awards of the Commission (including rates of minimum wage for adults) based on increases in the Consumer Price Index (CPI) (*see* Year Book No. 61, page 298). At 31 July 1981, the six capital cities' minimum wage was \$144.90 a week.

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, 4.2 per cent and 3.7 per cent were granted in December 1978, June 1979, January 1980, July 1980 and January 1981 respectively. These increases were applied to all rates of pay prescribed in awards of the Commission, including rates of minimum wage for adults.

Following its January 1981 decision the Commission held a public inquiry into the wage fixing principle. As a result it announced on 7 April 1981 that there would be 'two national wage cases in each year; one to be known as the First Review and the second to be known as the Final Review'.

The First Review would allow for the automatic adjustment (except in special circumstances) of wages and salaries by 80 per cent of the percentage movement in the CPI for the December and March quarters. The Final Review would give consideration to applying 'the remaining 20 per cent of the CPI movement carried over from the First Review, the CPI movements of the June and September quarters CPI and any movement in productivity'.

In May 1981, in line with its revised guidelines, the Commission granted an increase of 3.6 per cent to all awards under its jurisdiction.

From time to time since 1975, the Commission had pointed to the fragility of the centralized system of wage fixation based on indexation, the viability of which depended on the voluntary co-operation of all participants in industrial relations. On 31 July 1981 the Commission announced that it felt that the commitment of the participants to the system was not strong enough to sustain the requirements for its continued operation and formally decided to abandon the indexation system.

State tribunals have generally granted similar wage increases to those of the Australian Commission, including wage indexation increases. Following the May 1981 National Wage Decision, however, the South Australian Industrial Commission granted to South Australian State Awards a further 0.9 per cent, effective from the first pay period on or after 3 July 1981, where wages were less than \$250.00 a week prior to 7 May 1981. 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 1979 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. Some figures for earlier years, in particular the mining and quarrying industry group, have been revised as a result of recent clarification of the method of calculating weekly wages in some awards. Revised monthly figures for the period affected are available from ABS on request.

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.

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

<i>End of December—</i>	<i>Rates of wage (\$)</i>			<i>Index Nos.</i>
	<i>Federal awards, etc.</i>	<i>State awards, etc.</i>	<i>All awards, etc.</i>	<i>(Base 1954 = 100.0)</i>
ADULT MALES				
1975	r118.81	116.39	r117.72	r416.8
1976	r135.50	134.45	r135.02	r478.1
1977	r148.87	148.67	r148.78	r526.8
1978	r162.09	159.59	r160.96	r569.9
1979	170.75	166.46	168.81	597.7
1980p	188.18	185.40	186.92	661.9
ADULT FEMALES				
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	r748.0
1979	147.02	160.75	154.37	775.4
1980p	165.14	181.49	173.89	873.7

(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—					
	1975	1976	1977	1978	1979	1980p
RATES OF WAGE(b) (\$)						
Mining and quarrying(c)	r139.76	r159.74	r176.24	189.46	201.87	221.81
Manufacturing—						
Engineering, metals, vehicles, etc.	110.38	126.83	140.00	153.62	163.36	179.10
Textiles, clothing and footwear	108.41	124.27	137.09	147.24	152.03	173.01
Food, drink and tobacco	114.90	132.39	145.89	157.21	163.81	182.06
Sawmilling, furniture, etc.	111.77	128.15	141.49	151.27	156.33	177.64
Paper, printing, etc.	119.16	136.74	150.26	161.24	169.42	187.34
Other manufacturing	112.99	129.92	143.36	154.74	161.94	180.34
All manufacturing	111.96	128.64	141.93	154.11	162.12	179.65
Building and construction	127.14	146.11	160.38	174.22	181.80	201.20
Railway services	108.96	124.40	138.31	148.38	155.99	170.67
Road and air transport	116.52	133.29	146.68	159.32	168.28	185.01
Shipping and stevedoring(d)	144.80	164.17	179.58	192.54	200.96	222.65
Communication	141.67	160.85	175.98	186.95	198.35	216.00
Wholesale and retail trade	117.58	134.99	148.84	160.81	166.84	186.35
Public authority n.e.i. and community and business services	120.15	138.34	151.95	162.54	168.88	187.69
Amusement, hotels, personal service, etc.	108.96	124.98	137.89	148.20	153.29	171.94
All industries(e)	r117.72	r135.02	r148.78	160.96	168.81	186.92

INDEX NUMBERS

(Base: Weighted Average Minimum Weekly Wage Rate for Australia, Year 1954=100.0)

Mining and quarrying(c)	r494.9	r565.6	r624.0	670.8	714.8	785.4
Manufacturing—						
Engineering, metals, vehicles, etc.	390.8	449.1	495.7	543.9	578.4	634.2
Textiles, clothing and footwear	383.9	440.0	485.4	521.4	538.3	612.6
Food, drink and tobacco	406.9	468.4	516.6	556.7	580.0	644.6
Sawmilling, furniture, etc.	395.8	453.8	501.0	535.6	553.6	629.0
Paper, printing, etc.	421.9	484.2	532.1	570.9	599.9	663.3
Other manufacturing	400.1	460.0	507.6	547.9	573.4	638.6
All manufacturing	396.4	455.5	502.6	545.7	574.0	636.1
Building and construction	450.2	517.4	567.9	616.9	643.7	712.4
Railway services	385.8	440.5	489.7	525.4	552.3	604.3
Road and air transport	412.6	471.9	519.4	564.1	595.9	655.1
Shipping and stevedoring(d)	512.7	581.3	635.9	681.7	711.6	788.4
Communication	501.6	569.6	623.1	662.0	702.3	764.8
Wholesale and retail trade	416.3	478.0	527.0	569.4	590.8	659.8
Public authority n.e.i. and community and business services	425.4	489.8	538.0	575.5	598.0	664.6
Amusement, hotels, personal service, etc.	385.8	442.5	488.3	524.8	542.8	608.8
All industries(e)	r416.8	r478.1	r526.8	569.9	597.7	661.9

(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—					
	1975	1976	1977	1978	1979	1980p
RATES OF WAGE(b) (\$)						
Manufacturing—						
Engineering, metals, vehicles, etc.	106.85	123.32	136.19	147.95	156.19	173.61
Textiles, clothing and footwear	101.11	118.55	131.07	140.18	144.66	165.04
Food, drink and tobacco	107.29	124.30	137.30	147.64	153.42	173.08
Other manufacturing	107.04	123.32	136.20	146.07	151.46	170.93
All manufacturing	104.22	121.19	133.91	143.82	149.35	168.90
Transport and communication	112.49	129.26	142.31	150.58	156.33	171.33
Wholesale and retail trade	115.21	133.28	147.14	157.81	162.79	184.40
Public authority n.e.i. and community and business services	113.77	131.49	144.77	155.33	162.22	179.49
Amusement, hotels, personal service, etc.	105.06	120.36	133.09	142.76	147.68	166.43
All industries(c)	108.61	125.75	138.85	148.90	154.37	173.89
INDEX NUMBERS						
(Base: Weighted Average Minimum Weekly Wage Rate for Australia, Year 1954=100.0)						
Manufacturing—						
Engineering, metals, vehicles, etc.	536.7	619.5	683.9	743.2	784.6	872.1
Textiles, clothing and footwear	507.9	595.5	658.4	704.1	726.7	829.0
Food, drink and tobacco	538.9	624.4	689.7	741.6	770.6	869.4
Other manufacturing	537.7	619.4	684.2	733.7	760.8	858.6
All manufacturing	523.5	608.7	672.6	722.4	750.2	848.4
Transport and communication	565.1	649.3	714.9	756.4	785.3	860.6
Wholesale and retail trade	578.7	669.5	739.2	792.7	817.7	926.3
Public authority n.e.i. and community and business services	571.5	660.5	726.7	780.3	814.8	901.6
Amusement, hotels, personal service, etc.	527.7	604.6	668.5	717.1	741.8	836.0
All industries(c)	545.6	631.7	697.4	748.0	775.4	873.5

(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

(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

<i>End of December—</i>	<i>Adult males</i>		<i>Adult females</i>	
	<i>Rates of wage (cents)(b)</i>	<i>Index numbers(c)</i>	<i>Rates of wage (cents)(b)</i>	<i>Index numbers(c)</i>
1975	293.43	414.7	273.78	545.7
1976	336.97	476.3	316.99	631.8
1977	371.64	525.3	350.00	697.6
1978	402.20	568.5	375.35	748.2
1979	421.99	596.5	389.14	775.6
1980p	467.26	660.4	438.33	873.7

(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 1981, 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 1981, 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 1981 quarter are as follows: New South Wales 67 per cent, Victoria 67, Queensland 66, South Australia 66, Western Australia 62, Tasmania 64, Northern Territory 63 and the Australian Capital Territory 66. 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 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)
(**\$**)

<i>Period</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.(b)</i>	<i>A.C.T.(b)</i>	<i>Aust.</i>
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	217.40	210.30	223.30	211.60	259.60	279.50	225.60
1979-80 . .	254.40	248.80	234.40	230.30	245.30	237.90	290.10	303.00	247.90
1980-81 . .	288.40	280.60	269.80	262.10	279.10	271.00	344.10	337.50	281.40

(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 1974-75, 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 1981

Preliminary results of the May 1981 survey contained in the tables below relate to the pay-period which included 11 May 1981. 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 in wages and salaries more than \$150,000 a year in Queensland and the Northern Territory, more than \$96,600 a year in Victoria, more than \$72,000 a year in New South Wales, South Australia, Western Australia and the Australian Capital Territory, and more than \$60,000 a year in 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.

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* defined below 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 157. 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 \$28.90. Table B below shows the approximate standard error for this estimate to be 3.7 per cent (i.e. about \$1.10). There are about two chances in three that the true figure is within the range \$27.80 to \$30.00, and about nineteen chances in twenty that the true figure is between \$26.70 and \$31.10.

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

<i>Standard error</i>	<i>Size of estimate (persons)</i>						
	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)

<i>Industry</i>	<i>Aged 21 years and over</i>						<i>Aged under 21 years</i>	
	<i>Males</i>			<i>Females</i>			<i>Males</i>	<i>Females</i>
	<i>Overtime</i>	<i>Ordinary time</i>	<i>Total</i>	<i>Overtime</i>	<i>Ordinary time</i>	<i>Total</i>	<i>Total</i>	<i>Total</i>
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

**COMPOSITION OF AVERAGE WEEKLY EARNINGS AND HOURS PAID FOR, FULL-TIME
NON-MANAGERIAL EMPLOYEES: INDUSTRIES, AUSTRALIA, MAY 1981**
($\$$)

Industry	Aged 21 years and over						Aged under 21 years	
	Males			Females			Males	Females
	Overtime	Ordinary time	Total	Overtime	Ordinary time	Total	Total	Total
AVERAGE WEEKLY EARNINGS ($\\$)								
Manufacturing . . .	35.80	249.50	285.40	9.50	205.20	214.70	170.60	148.90
Non-manufacturing . .	25.60	279.10	304.70	4.50	241.90	246.40	170.30	154.80
Total all industries .	28.90	269.50	298.40	5.70	233.40	239.00	170.40	153.90
AVERAGE WEEKLY HOURS PAID FOR								
Manufacturing . . .	3.6	38.8	42.4	1.2	38.5	39.7	40.9	39.6
Non-manufacturing . .	2.3	38.5	40.8	0.5	37.5	37.9	40.1	38.7
Total all industries .	2.7	38.6	41.3	0.6	37.7	38.3	40.4	38.8

**AVERAGE WEEKLY EARNINGS AND HOURS PAID FOR, FULL-TIME NON-MANAGERIAL
EMPLOYEES, MAY 1981**

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 . . .	32.50	271.90	304.40	238.80	3.0	38.3	41.2	38.1
Victoria	27.90	266.40	294.30	236.90	2.8	38.7	41.5	38.7
Queensland	29.50	273.90	303.30	242.20	2.7	38.4	41.1	38.5
South Australia . . .	19.40	258.30	277.80	235.00	2.0	39.3	41.4	38.6
Western Australia . .	29.80	268.80	298.60	236.00	2.9	38.9	41.8	38.6
Tasmania	18.10	265.00	283.10	242.10	1.7	39.0	40.7	38.1
Northern Territory . .	66.40	299.60	366.10	270.00	6.1	38.3	44.3	38.4
Australian Capital Territory	22.20	304.60	326.80	262.70	2.1	37.9	40.0	37.0
Australia	28.90	269.50	298.40	239.00	2.7	38.6	41.3	38.3
AGED UNDER 21 YEARS								
New South Wales . . .	11.90	164.30	176.20	152.10	1.6	38.6	40.2	38.5
Victoria	10.50	158.00	168.40	158.30	1.6	39.1	40.7	39.1
Queensland	12.20	153.50	165.70	151.70	1.7	38.5	40.2	39.3
South Australia . . .	8.00	153.00	161.00	151.20	1.3	39.1	40.4	38.5
Western Australia . .	12.00	153.00	165.00	154.90	1.8	39.1	40.9	39.1
Tasmania	9.20	157.20	166.40	148.70	1.2	39.3	40.4	39.5
Northern Territory . .	*	198.30	*	172.40	*	37.9	*	39.7
Australian Capital Territory	*	163.30	170.70	185.30	1.3	38.5	39.8	38.4
Australia	11.10	159.30	170.40	153.90	1.6	38.8	40.4	38.8

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

ALL EMPLOYEES(a): WEEKLY EARNINGS, MAY 1981

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Australia(b)
MALES							
—Per cent of employees—							
Weekly earnings (\$) —							
Under 60	1.7	1.8	2.4	2.6	3.2		1.9
60 and under 80	0.9	0.8					0.8
80 " " 100	1.4	1.2	2.0	2.5	2.3		1.3
100 " " 120	2.0	1.3	1.6				1.6
120 " " 140	2.1	1.8	1.7	2.0			1.9
140 " " 160	1.9	1.8	2.1	1.7	3.1		1.8
160 " " 180	2.6	2.3	2.4	3.1	3.3		2.6
180 " " 200	4.6	4.8	6.0	6.4	6.5	5.6	5.2
200 " " 220	7.9	8.3	9.4	11.7	8.0	9.5	8.6
220 " " 240	8.8	8.5	9.3	11.9	9.5	10.5	9.1
240 " " 260	9.0	9.2	9.7	10.7	8.5	9.3	9.2
260 " " 280	7.8	8.1	7.5	8.0	7.8	10.6	7.9
280 " " 300	7.6	8.2	7.4	7.3	6.2	7.5	7.6
300 " " 320	6.3	6.2	6.1	6.4	6.5	6.7	6.2
320 " " 340	4.9	6.3	5.6	5.8	5.9		5.6
340 " " 360	4.4	5.9	3.4	3.6	4.8	8.8	4.7
360 " " 380	4.4	4.5	3.0	2.8	4.0		4.1
380 " " 400	3.9	3.8	3.6	2.1	3.3	6.2	3.6
400 " " 440	5.5	5.8	4.5	4.2	5.1		5.3
440 " " 480	3.9	3.0	3.1	2.4	3.5	6.0	3.4
480 " " 520	2.6	2.2	2.2				2.4
520 " " 560	1.7	1.3	2.1	2.6	4.0	5.3	1.6
560 and over	4.0	3.0	4.9	2.0	4.2		3.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
—number ('000) —							
Total employees	895.5	723.9	335.2	238.3	240.0	77.0	2,570.4
—dollars—							
Median earnings	278.20	280.50	269.10	255.00	274.00	262.00	275.30
Mean earnings	299.20	295.50	296.70	275.10	295.90	275.60	295.80
FEMALES							
—Per cent of employees—							
Weekly earnings (\$) —							
Under 40	3.6	2.8	3.1	4.3	6.0		3.6
40 and under 60	1.9	2.5					2.3
60 " " 80	2.4	2.7	3.9	6.1	6.3	14.9	2.6
80 " " 100	4.1	3.5	4.6	3.9	5.4		4.1
100 " " 120	4.6	4.7	5.4	6.4	4.7	16.9	4.8
120 " " 140	5.4	5.1	5.8	6.4	6.2		5.5
140 " " 160	5.7	5.5	6.0	6.6	5.3		5.6
160 " " 180	8.7	9.7	8.4	9.3	8.4	11.1	8.7
180 " " 200	11.2	10.2	10.2	11.5	13.1	11.9	11.0
200 " " 220	14.5	12.1	13.6	14.7	12.0	11.1	13.4
220 " " 240	9.7	11.4	9.9	9.4	8.4		10.2
240 " " 260	7.2	7.6	8.1	5.0	6.3	21.9	7.1
260 " " 280	5.3	5.9	5.8		4.5		5.3
280 " " 300	3.7	4.7	4.5	8.3			3.9
300 " " 320	2.9	3.4			5.9		3.0
320 " " 360	5.3	4.8	7.3				5.0
360 " " 400	2.1	1.8		5.0	3.8	12.2	2.0
400 and over	1.7	1.6	3.3	3.1	3.7		1.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
—number ('000) —							
Total employees	552.5	412.7	155.0	127.6	123.0	40.7	1,453.1
—dollars—							
Median earnings	203.50	205.50	203.70	192.30	191.60	192.00	202.50
Mean earnings	203.00	204.20	200.90	190.70	188.90	184.80	201.30

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

Earnings and hours of employees, October 1980

Results of this survey, which was conducted in respect of the pay-period which included 20 October 1980, are shown below. More detailed results were published in the bulletin *Earnings and Hours of Employees, Australia, October 1980* (6304.0).

Scope of survey

The scope of this survey is the same as that for the May 1981 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 2,708,000 male and 1,480,000 female wage and salary earners, comprising 1,754,000 males and 940,000 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 and ordinary time earnings (defined as per May 1981 survey). 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 1981 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* May 1981 survey).

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 1980**

Manufacturing											
Metal products, machinery and equipment											
	Food, beverages and tobacco	Textiles, clothing and footwear	Paper, printing, etc.	Chemical, petro- leum and coal products	Basic metal products	Fabricated metal products; other mach- inery, etc.	Trans- port- equip- ment	Total	Other	Total manu- facturing	
AVERAGE WEEKLY EARNINGS (\$)											
Adult males . . .	255.80	236.80	308.50	302.30	302.30	247.90	250.80	261.70	254.30	264.80	
Junior males . . .	152.30	136.90	153.60	166.90	165.10	135.30	146.50	143.20	126.90	141.90	
Adult females . . .	203.20	181.20	209.20	217.30	231.00	191.70	207.80	197.60	205.50	197.00	
Junior females . . .	134.70	119.50	142.10	152.20	152.40	132.60	141.90	135.60	126.60	130.80	
AVERAGE WEEKLY HOURS PAID FOR											
Adult males . . .	41.5	42.2	42.0	40.9	42.3	41.3	41.0	41.5	42.0	41.6	
Junior males . . .	40.4	40.4	40.5	38.7	40.1	40.0	40.5	40.1	39.9	40.1	
Adult females . . .	39.1	39.7	40.1	39.0	40.4	38.8	39.4	39.1	39.4	39.3	
Junior females . . .	40.0	38.8	39.4	37.6	39.6	39.0	39.9	39.2	39.6	39.2	
AVERAGE HOURLY EARNINGS (\$)											
Adult males . . .	6.16	5.61	7.34	7.39	7.15	6.00	6.12	6.31	6.06	6.37	
Junior males . . .	3.77	3.39	3.80	4.32	4.12	3.39	3.62	3.57	3.18	3.53	
Adult females . . .	5.20	4.57	5.22	5.58	5.71	4.94	5.27	5.06	5.22	5.01	
Junior females . . .	3.37	3.08	3.61	4.05	3.85	3.40	3.55	3.46	3.19	3.34	
Non-manufacturing											
	Mining	Elec- tricity, gas and water	Con- struc- tion	Whole- sale trade	Retail trade	Trans- port and storage; com- muni- cation	Finance, business services	Public adminis- tration, etc.	Other	Total non- manu- facturing	Total all indus- tries
AVERAGE WEEKLY EARNINGS (\$)											
Adult males . . .	396.40	296.50	268.70	246.40	223.30	282.50	267.40	291.20	260.80	278.50	274.10
Junior males . . .	213.10	159.60	162.90	138.70	132.80	157.00	150.60	156.20	146.00	148.70	146.20
Adult females . . .	250.90	235.60	208.40	202.90	194.30	237.60	214.00	246.60	200.10	228.90	221.40
Junior females . . .	161.10	156.40	133.50	133.60	126.70	155.30	142.30	150.70	125.90	139.70	138.40
AVERAGE WEEKLY HOURS PAID FOR											
Adult males . . .	42.3	40.6	41.7	41.0	41.1	41.1	39.8	39.1	41.4	40.6	40.9
Junior males . . .	40.3	39.4	40.0	40.1	41.2	39.6	39.4	38.1	42.1	40.1	40.1
Adult females . . .	38.8	37.3	37.9	38.9	39.3	38.7	38.0	37.8	38.3	38.1	38.4
Junior females . . .	38.6	37.4	38.2	39.0	39.8	38.4	38.8	37.7	40.5	38.8	38.9
AVERAGE HOURLY EARNINGS (\$)											
Adult males . . .	9.37	7.31	6.44	6.01	5.43	6.87	6.71	7.45	6.30	6.85	6.70
Junior males . . .	5.29	4.05	4.07	3.46	3.22	3.96	3.82	4.10	3.46	3.71	3.65
Adult females . . .	6.47	6.32	5.49	5.21	4.94	6.15	5.63	6.53	5.22	6.00	5.76
Junior females . . .	4.18	4.18	3.49	3.43	3.19	4.04	3.67	3.99	3.11	3.60	3.56

**AVERAGE WEEKLY OVERTIME^(a) AND ORDINARY TIME EARNINGS AND HOURS: FULL-TIME
NON-MANAGERIAL EMPLOYEES, STATES, OCTOBER 1980**

	<i>Adult males</i>			<i>Junior males</i>			<i>Adult females</i>			<i>Junior females</i>		
	<i>Over- time</i>	<i>Ordin- ary time</i>	<i>Total</i>	<i>Over- time</i>	<i>Ordin- ary time</i>	<i>Total</i>	<i>Over- time</i>	<i>Ordin- ary time</i>	<i>Total</i>	<i>Over- time</i>	<i>Ordin- ary time</i>	<i>Total</i>
AVERAGE WEEKLY EARNINGS (\$)												
New South Wales	28.90	254.00	282.80	9.40	142.60	152.00	6.50	216.70	223.20	3.20	139.00	142.20
Victoria	22.30	244.60	266.90	7.20	134.50	141.70	5.80	214.10	219.80	*	136.10	139.50
Queensland	25.90	241.30	267.20	8.50	134.90	143.40	4.30	214.50	218.80	*	130.60	134.00
South Australia	19.10	240.00	259.10	7.10	137.70	144.80	4.30	211.00	215.20	2.60	134.60	137.20
Western Australia	31.80	248.80	280.50	9.30	134.80	144.10	4.20	212.30	216.50	2.00	130.60	132.60
Tasmania	21.90	248.90	270.70	8.60	136.00	144.60	3.60	220.80	224.40	4.20	125.40	129.60
Northern Territory	52.10	270.70	322.90	14.00	142.70	156.70	7.30	241.60	248.90	*	142.70	150.00
Australian Capital Territory	15.90	284.80	300.60	*	140.30	147.00	4.60	242.50	247.00	*	147.90	149.40
Australia	25.80	248.30	274.10	8.40	137.80	146.20	5.60	215.80	221.40	3.20	135.20	138.40
AVERAGE WEEKLY HOURS PAID FOR												
New South Wales	2.9	38.1	41.0	1.5	38.4	40.0	0.8	37.6	38.4	0.5	38.2	38.7
Victoria	2.3	38.6	40.9	1.4	38.7	40.0	0.7	38.0	38.7	*	38.3	39.0
Queensland	2.6	38.1	40.7	1.4	38.6	40.1	0.5	37.5	38.1	*	38.1	38.8
South Australia	2.1	38.7	40.8	1.2	38.6	39.8	0.5	37.7	38.2	0.5	38.0	38.5
Western Australia	3.1	38.4	41.5	1.8	39.2	41.0	0.5	38.0	38.5	*	38.9	39.3
Tasmania	2.2	38.6	40.8	1.6	38.7	40.3	0.4	37.9	38.4	0.8	38.8	39.6
Northern Territory	4.7	37.7	42.4	2.3	38.9	41.2	0.8	37.5	38.4	1.1	37.0	38.1
Australian Capital Territory	1.6	37.9	39.5	1.3	38.9	40.2	0.5	37.0	37.4	*	38.0	38.3
Australia	2.6	38.3	40.9	1.5	38.6	40.1	0.7	37.8	38.4	0.6	38.3	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 1980

In August 1980 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 1980* (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 154).

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 1980

		Age group (years)								
		15-19	20-24	25-34	35-44	45-54	55-59	60 and over	Total 20 and over	Total
MALES										
Weekly earnings (\$)—		—'000—								
Under 100		71.6	6.0	8.6	7.0	*	4.5		33.2	104.8
100 and under 110		29.6	*						18.8	48.3
110 " " 120		28.5	6.8	6.3	7.0	5.1	*	6.9	16.5	45.0
120 " " 130		22.3	8.5	8.4	4.7				27.5	49.8
130 " " 140		19.5	11.5	6.7	6.1	8.2	5.0		33.7	53.2
140 " " 150		19.4	16.8	7.0	5.2	9.9	5.1		46.7	66.1
150 " " 160		17.4	28.8	18.3	11.9	14.7	5.7		82.7	100.1
160 " " 170		10.8	29.1	27.6	17.3	18.7	10.4	8.0	111.2	122.0
170 " " 180		10.8	27.7	28.8	19.9	16.6	8.2	4.7	105.9	116.7
180 " " 190		9.4	35.1	38.5	27.2	26.9	16.0	9.3	153.1	162.5
190 " " 200		8.2	33.6	38.9	26.0	25.5	14.3	7.3	145.7	153.9
200 " " 210		7.5	43.7	79.4	51.0	50.2	18.4	10.2	252.8	260.4
210 " " 220			27.4	46.7	34.9	31.4	12.9	6.0	159.3	162.8
220 " " 230		6.6	25.3	46.2	30.9	32.0	12.5	7.2	154.1	157.1
230 " " 240			17.8	42.9	28.4	22.1	8.9	5.0	125.1	127.0
240 " " 250			21.3	43.0	33.5	23.8	11.2	*	137.2	139.0
250 " " 260			22.9	50.7	30.0	24.5	8.4	5.3	141.8	142.6
260 " " 280			19.0	63.4	39.7	31.9	11.2	*	169.3	170.7
280 " " 300			13.6	57.5	33.2	26.2	9.0	6.0	145.6	147.1
300 " " 320			12.7	60.1	38.8	28.6	10.3	4.6	155.2	156.7
320 " " 340			6.3	38.0	30.0	19.3	7.1		102.8	103.8
340 " " 360		11.7	6.1	27.3	27.2	16.1	8.2	4.8	87.7	87.8
360 " " 380			6.6	22.6	20.1	12.2			64.8	65.3
380 " " 400			18.4	18.9	13.4		8.2	4.9	59.1	59.3
400 " " 450			25.8	29.9	15.3	8.4			84.2	84.2
450 " " 500			15.4	17.8	12.0	*			52.5	53.1
500 and over			4.6	27.8	38.1	31.3	10.5	*	116.7	117.1
Total		273.3	442.3	854.4	634.6	519.9	222.6	109.1	2,783.0	3,056.3
FEMALES										
Weekly earnings (\$)—		—'000—								
Under 100		62.8	7.5	*	5.0	4.5			25.7	88.4
100 and under 110		25.8	*						13.9	39.7
110 " " 120		29.2	7.2	6.0	4.5	5.7	6.7	5.3	15.4	44.6
120 " " 130		26.1	9.4	9.1	6.4	*			26.9	53.0
130 " " 140		21.9	16.1		7.7	5.1			35.9	57.7
140 " " 150		14.6	19.5	9.5	8.4	7.6	6.6		48.5	63.1
150 " " 160		10.8	27.3	17.5	18.1	15.2	5.8	5.1	82.6	93.4
160 " " 170		7.7	27.3	21.7	14.8	13.4	5.8		84.5	92.2
170 " " 180		6.1	29.2	20.8	17.1	12.6	6.2		84.2	90.4
180 " " 190		4.6	26.7	19.8	14.8	13.0			78.2	80.9
190 " " 200			33.0	21.7	12.4	12.0			83.4	85.4
200 " " 210			25.9	31.3	17.3	12.8	6.9		91.8	93.2
210 " " 220			19.7	21.0	13.1	8.3		4.7	66.2	67.1
220 " " 230			10.4	20.5	9.8	8.5	5.1		51.8	52.0
230 " " 240		6.0	10.9	13.5	9.7	9.7	*	*	39.3	39.3
240 " " 250			8.2	10.8	6.2				32.7	32.8
250 and over			32.1	89.9	49.5	28.9	8.3	*	211.9	215.1
Total		215.7	313.8	317.2	214.9	161.2	46.9	18.8	1,072.7	1,288.4
—dollars—										
Median earnings		123	203	245	255	238	225	213	234	225
Mean earnings		134	215	266	282	271	257	238	261	249
Standard error of mean		1.70	2.10	1.90	2.30	2.40	3.50	4.70	1.00	0.90

*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 1980**

	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>A.C.T.</i>	<i>Australia</i>
MALE FULL-TIME EMPLOYEES									
Weekly earnings (\$) —	— '000 —								
Under 80	14.0	11.3	7.9	5.0	4.6	*			45.0
80 and under 100	18.0	16.5	10.9	5.8	5.9	2.3			59.8
100 " " 110	15.8	13.2	9.5	4.1	3.4	2.0			48.3
110 " " 120	15.9	10.9	7.3	4.0	4.2	1.9			45.0
120 " " 130	12.5	16.1	8.9	5.5	3.8	2.3			49.8
130 " " 140	20.2	14.3	8.1	3.8	4.5	1.8			53.2
140 " " 150	21.6	20.6	9.3	7.2	5.0	1.6			66.1
150 " " 160	34.5	24.7	16.4	10.8	9.0	3.0			100.1
160 " " 170	38.0	38.3	19.7	11.7	9.5	3.8			122.0
170 " " 180	35.8	35.2	18.8	11.5	9.4	3.6			116.7
180 " " 190	53.2	47.1	26.2	15.7	13.8	3.9			162.5
190 " " 200	50.1	44.1	26.1	14.6	12.1	4.0			153.9
200 " " 210	94.2	73.0	36.8	23.3	21.3	7.4			260.4
210 " " 220	58.9	44.6	23.4	16.8	12.2	5.4			162.8
220 " " 230	58.0	40.0	24.1	13.5	13.5	4.7			157.1
230 " " 240	52.6	31.2	17.3	9.8	9.4	3.5			127.0
240 " " 250	54.9	38.3	17.3	10.8	9.8	4.7			139.0
250 " " 260	54.4	37.8	15.3	12.5	13.5	4.7			142.6
260 " " 280	64.9	45.0	20.7	14.0	15.6	4.9	2.2	3.3	170.7
280 " " 300	51.9	39.8	19.9	14.4	13.0	4.9	*	2.5	147.1
300 " " 320	56.5	44.0	21.9	11.8	13.0	4.1	2.5	2.9	156.7
320 " " 340	40.6	25.3	13.0	9.7	8.9	1.8		2.6	103.8
340 " " 360	32.5	19.8	13.2	7.6	7.4	2.8		2.8	87.8
360 " " 380	25.0	14.8	8.7	4.4	6.5	*	2.5	2.0	65.3
380 " " 400	21.7	16.8	6.7	4.5	4.3	1.8		2.8	59.3
400 " " 450	32.3	16.5	11.1	5.7	11.1	2.5		3.5	84.2
450 " " 500	20.5	15.1	6.1	3.8	4.6			3.0	53.1
500 " " 550	15.1	8.2	4.7	*	4.0				37.6
550 " " 600	10.8	5.6	*	*	*			2.7	23.4
600 and over	21.4	14.7	8.1	3.4	4.5	*			56.2
Total	1,095.6	822.6	440.0	268.0	260.1	89.5	27.8	52.7	3,056.3
Median earnings	231	220	216	217	228	221	297	271	225
Mean earnings	255	245	241	237	253	239	308	300	249
Standard error of mean	1.80	2.00	2.30	2.40	2.50	3.30	9.80	7.10	0.90
MALE PART-TIME EMPLOYEES(a)									
Weekly earnings (\$) —	— '000 —								
Under 20	7.3	9.0	*	2.5	2.7				26.2
20 and under 40	9.8	7.2	4.4	*	*				26.5
40 " " 60	6.2	5.4							17.3
60 " " 80	*								10.6
80 " " 100	6.0	5.6	3.7	4.2	3.1		*	2.3	11.8
100 " " 200	12.1	8.3	5.3	2.6	2.7				32.2
200 and over	8.2	6.9	*	*	3.2	*	*	*	23.9
Total	53.8	42.3	18.9	13.0	13.9	2.3	*	3.1	148.5
Median earnings	78	58	59	57	86	102	*	60	68
Mean earnings	108	102	109	84	121	116	*	101	106
Standard error of mean	3.50	3.80	4.90	3.90	5.20	10.00	..	9.60	1.80

**ALL EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS AND FULL-TIME OR PART-TIME STATUS,
STATES AND TERRITORIES, AUGUST 1980—continued**

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia
FEMALE FULL-TIME EMPLOYEES									
— '000 —									
Weekly earnings (\$) —									
Under 80	8.3	7.5	5.0	2.9	*	1.7			28.4
80 and under 100	18.9	14.1	14.7	4.8	4.6	1.8			60.0
100 " " 110	16.0	9.8	6.4	3.3	3.0	2.1	2.6	2.0	39.7
110 " " 120	17.0	11.5	5.5	3.5	5.0				44.6
120 " " 130	16.2	16.5	7.3	5.5	4.4	1.9			53.0
130 " " 140	22.1	17.2	7.1	3.1	5.8	*			57.7
140 " " 150	23.0	19.3	7.6	5.3	4.7	1.5			63.1
150 " " 160	30.2	34.6	11.3	7.3	6.8	1.8			93.4
160 " " 170	35.8	24.4	12.2	8.8	6.7	2.4			92.2
170 " " 180	33.1	23.7	13.4	8.0	7.2	2.1	2.6	2.1	90.4
180 " " 190	27.7	21.9	12.1	7.7	7.5	2.1			80.9
190 " " 200	31.8	22.6	11.3	9.5	5.7	2.3			85.4
200 " " 210	33.3	27.5	11.1	9.1	6.3	2.5			93.2
210 " " 220	22.7	22.6	6.9	5.8	4.6	1.8			67.1
220 " " 230	18.4	17.7	6.2	2.8	4.2		3.7	2.2	52.0
230 " " 240	14.2	12.0	4.8	3.3	3.2	1.6			39.3
240 " " 250	12.8	9.4	*	*	2.9				32.8
250 " " 260	12.8	10.4	4.3	3.5	3.6	2.1		2.1	37.1
260 " " 280	17.3	15.3	4.4	3.9	4.1	2.3			48.4
280 " " 300	14.6	7.6	4.6	3.2	*		2.0	3.6	34.6
300 " " 320	9.9	7.3	*	*	2.6	1.8			27.4
320 and over	28.2	16.5	8.6	4.6	4.6			3.4	67.7
Total	464.2	369.1	170.6	110.2	102.5	32.9	10.9	27.9	1,288.4
— dollars —									
Median earnings	184	183	176	183	181	180	203	208	183
Mean earnings	196	192	188	190	192	183	211	221	193
Standard error of mean	2.20	2.40	2.80	3.00	3.00	4.20	11.00	7.00	1.10
FEMALE PART-TIME EMPLOYEES(a)									
— '000 —									
Weekly earnings (\$) —									
Under 20	15.3	17.7	8.7	4.4	7.1	*			55.9
20 and under 40	22.6	22.0	14.0	9.2	9.1	2.2			81.2
40 " " 60	22.8	17.8	10.7	6.5	7.7	2.6			69.2
60 " " 80	24.6	18.4	12.9	7.3	8.6	2.7			76.0
80 " " 100	25.9	24.0	12.0	8.0	10.1	2.2	2.0	2.6	83.1
100 " " 110	18.2	14.8	7.0	5.1	5.1	2.1			52.2
110 " " 120	13.1	9.9	5.2	3.3	2.9			2.3	36.0
120 " " 130	13.4	8.3	4.4	4.2	2.9	1.9			35.4
130 " " 140	7.3	7.9	*	2.8	2.5				25.3
140 " " 160	14.3	11.6	4.7	3.8	3.5	1.6			40.4
160 " " 180	11.2	8.4	3.8	*	*				28.4
180 and over	20.4	16.2	7.1	3.5	4.6	*	*	*	55.2
Total	209.1	177.0	93.6	60.0	65.5	17.2	4.0	11.8	638.3
— dollars —									
Median earnings	95	90	81	87	80	81	126	105	89
Mean earnings	101	96	90	90	88	90	140	107	96
Standard error of mean	1.60	1.70	1.80	1.90	1.70	2.80	12.00	5.20	0.80

(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 income units are shown below. Additional details are available from the publications *Income Distribution, Australia, 1978-79, Individuals* (6502.0), *Income Units* (6523.0), and *Supplementary Tables* (6504.0), the last of which contains tables for individuals, income units, and families.

ALL INCOME UNITS: TOTAL INCOME, TYPE OF INCOME UNIT AND NUMBER OF DEPENDENT CHILDREN, AUSTRALIA, 1978-79

		Married couple income units					One parent income units										
		With dependent children															
		No depend- ent child- ren	One depend- ent child	Two depend- ent child- ren	Three or more depend- ent child- ren	Total with depend- ent child- ren	Total married couple income units	One depend- ent child	Two or more depend- ent child- ren	Total	One person income units	All income units					
— '000 —																	
Total income (\$)—																	
Nil		6.2	*	*	*	*	6.2	*	*	*	34.7	41.6					
1 and under 2,000		8.7	*	8.4	6.0	19.5	28.2	*	*	9.2	161.4	198.8					
2,000	" "	3,000	22.9	14.8	10.8	7.2	{	6.9	*	9.4	520.8	557.7					
3,000	" "	4,000	17.7								10.3	28.0	26.1	8.6	34.7	402.2	464.8
4,000	" "	5,000	159.2								17.9	177.1	14.8	30.5	45.4	195.7	418.2
5,000	" "	6,000	113.5								16.7	12.3	6.5	35.5	149.0	6.4	23.4	29.8	178.2	357.0
6,000	" "	7,000	78.5	15.4	11.4	11.9	38.6	117.1	*	9.3	14.5	169.3	300.9				
7,000	" "	8,000	47.8	16.1	17.7	16.1	49.9	97.7	6.4	7.3	10.7	176.5	284.8				
8,000	" "	9,000	59.3	24.2	29.9	18.6	72.7	132.0	7.3		10.4	200.1	342.5				
9,000	" "	10,000	63.3	24.7	28.2	18.0	70.9	134.3	6.5	6.3	10.4	167.6	312.3				
10,000	" "	11,000	71.5	40.9	49.1	25.9	115.8	187.4	7.7		10.1	151.4	348.8				
11,000	" "	12,000	57.8	33.1	47.9	32.9	113.9	171.7	7.7	*	13.0	101.8	278.0				
12,000	" "	13,000	61.9	39.3	52.3	35.9	127.5	189.4				82.3	276.7				
13,000	" "	14,000	51.0	33.2	53.6	29.6	116.5	167.5				57.9	228.9				
14,000	" "	15,000	52.6	35.2	36.4	31.2	102.8	155.5				44.3	203.4				
15,000	" "	16,000	57.5	38.4	50.6	38.0	127.0	184.5	6.1	7.9	14.0	37.1	225.2				
16,000	" "	18,000	114.1	52.2	88.0	56.8	197.1	311.2				39.2	352.8				
18,000	" "	20,000	110.8	47.2	65.8	49.5	162.5	273.3				18.9	296.5				
20,000	" "	25,000	180.9	77.3	115.2	74.5	267.0	447.9				19.4	470.3				
25,000	" "	30,000	82.3	27.3	36.4	30.3	94.0	176.4	}	*	*	6.3	14.9	182.2			
30,000	" "	40,000	38.9	21.9	27.5	25.7	75.1	114.0									
40,000 and over			23.2	10.3	14.9	9.6	34.8	58.0									
Total		1,479.9	573.1	756.5	524.3	1,853.9	3,333.8	109.4	109.3	218.7	2,773.5	6,325.9					
— dollars —																	
Median total income		12,540	14,660	15,400	15,590	15,240	14,350	5,350	5,330	5,330	5,400	9,610					
Mean total income		14,150	15,940	16,760	17,010	16,580	15,500	7,270	7,370	7,320	6,590	11,310					

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

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.

Total income is the sum of income received from each of the sources listed above.

Married couple income units consist of a husband, wife and dependent children (if any), as defined.

One parent income units consist of a parent and at least one dependent child; they cannot include a married couple.

One person income units consist of persons not included in units defined in the above paragraphs. Non-dependent children living with their parents are classed as one person income units.

Dependent children are all unmarried persons living with their parent(s) and either under 15 years of age, or full-time students aged 15-20 years whose earned income in 1978-79 was less than \$1,600.

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 154). All estimates in the tables below have standard errors of less than 20 per cent. An estimate of 100,000 persons or income units would have a standard error of approximately 5.5 per cent. Standard errors of the medians and means are less than 1 per cent.

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

Number ('000)				Cumulative per cent of total					
				Males	Females	Persons			
				Males	Females	Persons			
Total income (\$)				Total income (\$)					
1 and under	250	27.7	295.7	323.4	Under	250	0.6	6.2	3.4
250 "	"	18.9	361.8	380.8	"	500	1.0	13.8	7.3
500 "	"	24.7	140.9	165.5	"	750	1.5	16.7	9.1
750 "	"	22.0	213.5	235.5	"	1,000	1.9	21.2	11.5
1,000 "	"	125.2	369.3	494.5	"	2,000	4.5	28.9	16.7
2,000 "	"	217.3	320.6	537.9	"	2,500	9.1	35.6	22.3
2,500 "	"	230.1	491.4	721.5	"	3,000	13.8	45.9	29.8
3,000 "	"	168.3	329.6	497.9	"	3,500	17.3	52.8	35.0
3,500 "	"	124.0	183.1	307.1	"	4,000	19.9	56.6	38.2
4,000 "	"	108.4	180.1	288.5	"	4,500	22.2	60.4	41.2
4,500 "	"	92.8	144.7	237.5	"	5,000	24.1	63.4	43.7
5,000 "	"	225.7	252.5	478.1	"	6,000	28.8	68.7	48.7
6,000 "	"	192.6	245.5	438.1	"	7,000	32.8	73.8	53.3
7,000 "	"	247.9	234.2	482.1	"	8,000	37.9	78.7	58.3
8,000 "	"	319.4	262.6	581.9	"	9,000	44.6	84.2	64.4
9,000 "	"	344.2	209.2	553.4	"	10,000	51.7	88.6	70.1
10,000 "	"	397.3	163.0	560.3	"	11,000	60.0	92.0	76.0
11,000 "	"	310.3	104.7	414.9	"	12,000	66.4	94.2	80.3
12,000 "	"	320.6	74.1	394.7	"	13,000	73.1	95.8	84.4
13,000 "	"	241.6	49.3	290.9	"	14,000	78.1	96.8	87.4
14,000 "	"	205.2	40.2	245.4	"	15,000	82.4	97.6	90.0
15,000 "	"	170.5	33.0	203.5	"	16,000	85.9	98.3	92.1
16,000 "	"	248.0	34.4	282.3	"	18,000	91.1	99.0	95.1
18,000 "	"	141.2	16.6	157.9	"	20,000	94.0	99.4	96.7
20,000 "	"	164.8	16.1	180.9	"	25,000	97.5	99.7	98.6
25,000 and over		122.1	13.8	135.9					
Total		4,810.9	4,779.6	9,590.4	Total	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. Four 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 are compiled according to the Australian Standard Industrial Classification (ASIC), described in the ABS publication *Australian Standard Industrial Classification, 1978*, Vol. 1 (1201.0). Prior to 1980 the statistics were compiled using the Preliminary Edition, 1969.

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).

The annual figures contained in tables on pages 168, 169, 170 and 172 relate to disputes *in progress* in the year, whilst figures in tables on page 171 relate only to disputes which *ended* in the reference year.

INDUSTRIAL DISPUTES: INDUSTRIES, 1975 TO 1980

Year	Manufacturing				Transport and storage; Communication				All industries
	Mining	Metal products, machinery and equipment	Other	Con-struction	Stevedor-ing services	Other	Other industries (a)		
NUMBER OF DISPUTES									
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
1980 . . .	260	353	709	240	186	116	204	361	2,429
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) ('000)									
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
1980 . . .	79.7	49.6	322.1	153.0	60.0	35.5	100.8	372.1	1,172.8
WORKING DAYS LOST ('000)									
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
1980 . . .	710.7	197.7	615.9	728.4	217.9	73.4	142.5	633.7	3,320.2
ESTIMATED LOSS IN WAGES (\$'000)									
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
1980 . . .	39,270	10,287	25,804	31,087	10,898	2,970	5,883	25,823	152,022

(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.

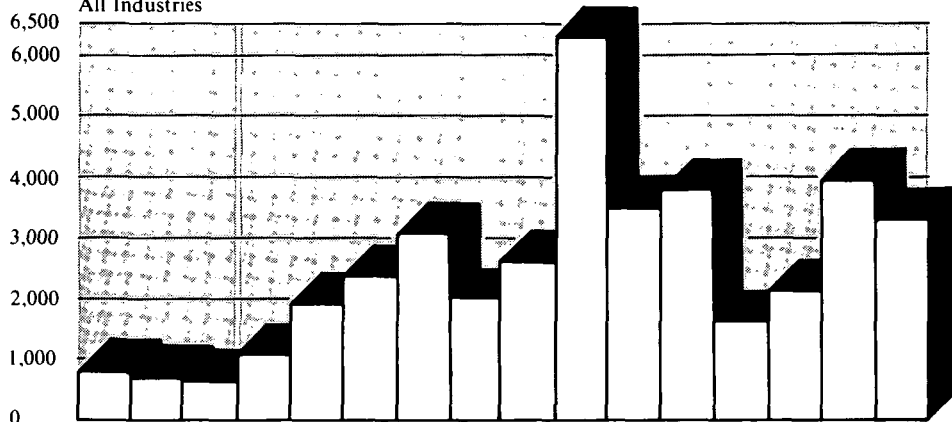
INDUSTRIAL DISPUTES: WORKING DAYS LOST, INDUSTRIES
(*000)

<i>ASIC division</i>	<i>ASIC industry</i>	<i>1978</i>	<i>1979</i>	<i>1980</i>
A	Agriculture, forestry, fishing and hunting	-	54.5	4.5
B	Mining	267.4	516.2	908.5
	Coal mining	142.3	232.6	710.7
	Other mining	125.1	283.6	197.7
C	Manufacturing	1,222.3	1,678.7	1,344.3
	Food, beverages and tobacco	349.3	379.8	494.9
	Textiles; Clothing and footwear	3.1	70.7	11.4
	Textiles	0.7	23.5	3.7
	Clothing and footwear	2.4	47.3	7.7
	Wood, wood products and furniture	0.5	45.7	6.3
	Paper and paper products, printing and publishing	67.2	90.7	109.9
	Chemical, petroleum and coal products	35.7	85.6	58.9
	Metal products, machinery and equipment	732.1	929.7	615.9
	Basic metal products	166.5	208.2	156.4
	Fabricated metal products	168.2	171.1	74.8
	Transport equipment	123.2	272.9	264.4
	Other machinery and equipment	274.1	277.6	120.3
	Other manufacturing	34.4	76.4	47.1
	Non-metallic mineral products	22.7	33.6	18.3
	Miscellaneous manufacturing	11.7	42.8	28.8
D	Electricity, gas and water	71.2	99.7	98.6
	Electricity and gas	52.6	77.7	58.8
	Water, sewerage and drainage	18.6	21.9	39.8
E	Construction	134.1	359.7	217.9
F	Wholesale and retail trade	33.4	207.2	184.5
	Wholesale trade	10.9	85.5	106.1
	Retail trade	22.5	121.7	78.4
G,H	Transport and storage; Communication	289.9	550.1	215.9
	Railway transport; Air transport	70.1	223.5	103.3
	Railway transport	45.8	146.2	84.5
	Air transport	24.3	77.3	18.9
	Water transport	131.3	123.3	85.1
	Stevedoring services	122.9	114.3	73.4
	Water transport (except stevedoring services)	8.3	9.0	11.7
	Road transport; Other transport and storage; Communication	88.5	203.3	27.5
	Road transport	56.9	105.3	20.3
	Other transport and storage; Communication	31.6	98.0	3.4
I	Finance, insurance, real estate and business services	7.8	70.6	12.1
J,K	Public administration and defence; community services	72.8	328.7	236.0
	Health	8.2	65.9	9.6
	Education, libraries, museums and art galleries	43.1	154.7	81.4
	Other	21.6	108.1	144.9
L	Entertainment, recreation, restaurants, hotels and personal services	31.9	99.1	98.0
	Total	2,130.8	3,964.4	3320.2

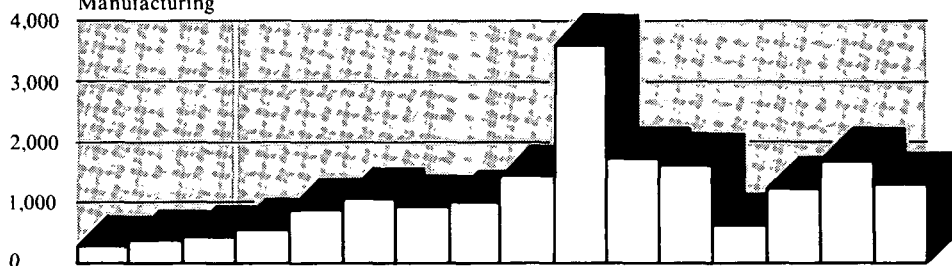
INDUSTRIAL DISPUTES: AUSTRALIA

Working Days Lost—Industries

All Industries



Manufacturing



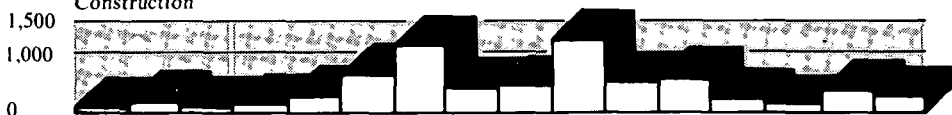
Transport and Storage: Communication



Mining



Construction



Other Industries



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

The following table shows, for the years 1978 to 1980, 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, 1978 TO 1980(a)
(^{'000})

	1978	1979	1980
DURATION			
Up to 1 day	352.3	1,096.8	228.6
Over 1 to 2 days	494.4	275.7	713.7
Over 2 to 3 days	178.6	188.7	204.4
Over 3 to less than 5 days	269.7	1,002.4	242.1
5 to less than 10 days	308.7	495.6	407.7
10 to less than 20 days	295.6	554.9	447.6
20 to less than 40 days	133.3	247.8	500.2
40 days and over	96.4	52.3	318.0
Total	2,128.9	3,887.1	3,062.4
CAUSES(b)			
Wages	1,029.7	2,041.8	1,101.8
Hours of work	41.4	114.7	230.6
Leave, pensions, compensation provisions, etc.	24.9	16.9	463.0
Managerial policy	596.9	502.3	701.8
Physical working conditions	111.4	151.7	167.1
Trade unionism	94.2	98.0	103.4
Other	230.4	961.8	294.6
Total	2,128.9	3,887.1	3,062.4
METHODS OF SETTLEMENT(c)			
Negotiation	325.5	643.8	788.6
Mediation	26.6	28.0	25.0
State legislation—			
Under State conciliation, etc., legislation	130.0	179.2	255.5
Intervention, etc. of State Government officials	3.3	0.6	—
Federal and joint Federal State legislation (d)	272.8	277.2	140.4
Filling the places of workers on strike or locked out	0.1	—	—
Closing down the establishment permanently	0.1	0.5	8.3
Resumption without negotiation	1,370.7	2,757.4	244.1
Other methods	—	0.5	—
Total	2,128.9	3,887.1	3,062.4

(a) Refers to disputes which ended in the year. See page 167. (b) For nature of classification, see text above. (c) Method directly responsible for ending the stoppage of work. (d) 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 1975 to 1980. For classification of causes see grouping on page 178. The figures to 1979 are based on estimates of employees as published in *Civilian Employees, Australia* (6213.0). As this series was suspended from April 1980, estimates for 1980 have been calculated by using estimates of employees from the labour force survey. For purposes of comparison, figures for 1979 have been shown on both bases.

INDUSTRIAL DISPUTES: WORKING DAYS LOST PER 1,000 EMPLOYEES

	1975	1976	1977	1978	1979	1979(a)	1980(a)
All causes	717	773	336	434	787	788	650
All causes excluding those not involving employer/employee relationship	676	344	323	387	594	594	592

(a) Based on estimates from the labour force survey.

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 1975 to 1980. 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 1980* (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	
1975	323	1,986.5	846.8	56
1976	319	1,958.0	841.9	55
1977	321	1,942.5	855.3	55
1978	325	1,966.7	858.9	56
1979	323	1,969.3	899.7	56
1979	323	1,969.3	899.7	55 (b)
1980	316	2,005.8	938.1	55 (b)

(a) Without inter-State duplication.

(b) Based on estimates from the labour force survey, see below.

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. Estimates of the proportion of total employees for 1975 to 1979 are based on estimates of employees as published in *Civilian Employees, Australia* (6213.0). As this series was suspended as from April 1980 the proportions of total employees shown for December 1980 have been calculated by using estimates of employees from the labour force survey. For purposes of comparison figures for December 1979 have been shown on both bases. 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 and because the degree of unemployment of reported union members will affect the percentages for a particular year and comparison over time.

TRADE UNIONS: CLASSIFICATION ACCORDING TO NUMBER OF MEMBERS, 1980

Number of members	Separate unions		Members	
	Number	Proportion of total (per cent)	Number ('000)	Proportion of total (per cent)
Under 100	36	11.4	1.9	0.1
100 and under 250	41	13.0	6.6	0.2
250 " " 500	23	7.3	8.6	0.3
500 " " 1,000	46	14.6	31.3	1.1
1,000 " " 2,000	46	14.6	64.8	2.2
2,000 " " 5,000	43	13.6	145.5	4.9
5,000 " " 10,000	19	6.0	143.7	4.9
10,000 " " 20,000	21	6.6	317.7	10.8
20,000 " " 30,000	11	3.5	256.3	8.7
30,000 " " 40,000	7	2.2	243.9	8.3
40,000 " " 50,000	9	2.8	422.5	14.4
50,000 " " 80,000	7	2.2	466.4	15.8
80,000 and over	7	2.2	834.8	28.4
Total	316	100.0	2,943.9	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 1980 the number of employers' organisations registered under the provisions of the *Conciliation and Arbitration Act* 1904 was 81. The number of unions registered at the end of 1980 was 150, with membership of 2,428,300, 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 1980 there were 112 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. 219 for details at 30 June 1980.)

Queensland. At 31 December 1980 there were 74 employee unions registered under the *Industrial Conciliation and Arbitration Act* 1961-1980 with a reported membership of 361,379. At the same date, 39 employer unions with a reported membership of 35,698 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 1980 there were 9 employer associations and 72 employee associations registered under the provisions of the *Industrial Conciliation and Arbitration Act* 1972 as amended. Membership of these employee associations totalled approximately 177,000.

Western Australia. At 30 June 1981 there were 68 unions of workers, with an aggregate membership of 170,414, 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 2,139 employers. Lists of registered unions of workers and of employers, together with membership figures, are published in the *Annual Report of the Chief Industrial Commissioner of the Western Australian Industrial Commission*.

Central Labour Organisations

At the end of September 1981 there remained in Australia two main central labour organisations: the *Australian Council of Trade Unions* (ACTU), which came into being in 1927 and at the end of September 1981 had affiliated with it 148 trade unions with a combined membership of approximately 2.3 million (in January 1980 and September 1981 the ACTU accepted the affiliation of respectively the *Australian Council of Salaried and Professional Associations* (formed in 1956 and with a membership of approximately 30,000 at the end of 1978) and the *Council of Australian Government Employee Organisations* (formed in 1969 and with a membership of approximately 228,000 at the end of March 1979)); and the *Council of Professional Associations* which was formed in 1956 and as at January 1981 had 9 organisations affiliated with it with an aggregate membership of approximately 27,500 affiliated with it.

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 ILO operates through a tripartite structure which enables governments, employers and workers to participate directly in its activities. The Organisation consists of the International Labour Conference, which is responsible for the formulation of international labour standards, and is composed of four representatives (2 government, one employers' and one workers') from each of the 145 Member States; the Governing Body, which decides numerous matters relating to the overall direction of the ILO and which consists of the representatives of 28 governments, 14 employers' and 14 workers' representatives; and the International Labour Office, which collects and distributes information on all subjects relating to the international adjustment of conditions of work and provides the secretariat. 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.

ILO publications on labour statistics include *International Recommendations on Labour Statistics*, *An Integrated System of Wages Statistics*, the quarterly *Bulletin of Labour Statistics* and the *Year Book of Labour Statistics*.

One of the functions of the ILO is to sponsor the International Conferences of Labour Statisticians at which the ABS is usually represented. Since 1923, the ILO has conducted 12 International Conferences of Labour Statisticians and the 13th such conference will be held in Geneva in October 1982. These conferences are responsible for recommending and reviewing standards which the ABS adopts wherever practicable.