CHAPTER 8

MANPOWER

The principal subjects covered in this chapter are labour force, unemployment, wage rates, earnings, hours of work, industrial disputes, labour organisations and Commonwealth Government employment and training programs. Further detail on these subjects is contained in *Labour Statistics, Australia* (6101.0) and in other publications to which reference is made in the various sections of this chapter.

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 are obtained from censuses of population.

In addition, estimates of the labour force are obtained through the population survey, which is conducted monthly by means of personal interviews at a sample of households throughout Australia (*see* below).

The population census

Statistics on the labour force from the Census of Population and Housing, conducted on 30 June 1981 are available on magnetic tape, microfiche and in publications. Three information papers on the availability of magnetic tape have been published:

1 *Magnetic Tape Summary Files* (2143.0). Describes the content of the small area summary files and associated files.

2 *Sample Files on Magnetic Tapes* (2165.0). Contains data for two independent one per cent samples of unidentified persons and households.

3 *Detailed Tables on Magnetic Tape* (2166.0). Provides a large amount of detailed statistical data for users who have access to suitable computers.

Details of Census data available on microfiche are contained in *Census 81—Microfiche* (2145.0)

Statistical publications are: *Persons and Dwellings in Local Government Areas and Urban Centres* (2401.0–2408.0), *Summary Characteristics of Persons and Dwellings* (2435.0–2443.0) and *Cross-Classified Characteristics of Persons and Dwellings* (2444.0–2452.0).

All tables except those in publications 2401.0–2408.0 are listed in *Catalogue of Census Tables Edition Two* (2139.0).

The population survey

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

The survey is based on a multi-stage area sample of private dwellings (about 33,000 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) and *The Labour Force, Australia* (6203.0). Comprehensive statistics are published in annual publications entitled *The Labour Force, Australia* (6204.0), *Labour Statistics, Australia* (6101.0) and in *Employment, Unemployment and Underemployment—Trends 1966 to 1982* (6246.0).

Scope and definitions

The labour force survey includes all persons aged 15 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 dependents) 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 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 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).

Population benchmarks

Labour force survey estimates of persons employed, unemployed and not in the labour force are calculated in such a way as to add up to the independently estimated distribution of the population aged 15 and over by age and sex. This procedure compensates for under-enumeration in the survey and leads to more reliable estimates. These independent population benchmarks are the latest available population estimates at the time the labour force survey is conducted, but they usually differ from the official population estimates subsequently published in the *Australian Demographic Statistics Quarterly* (3101.0) because they are necessarily derived from incomplete information about population changes.

Survey benchmarks and estimates are revised at intervals of about five years when population estimation bases are reviewed following each census of population and housing.

Comparison with population censuses

Estimates of labour force characteristics from the labour force surveys differ from estimates derived from the Censuses of Population and Housing for a number of reasons. They include the more

detailed questions used in the labour force survey, and the fact that survey data is obtained by personal interview conducted by a trained interviewer. A much wider range of information is available from the labour force surveys, but for small areas the magnitude of the sampling variability in the survey estimates (see below) causes census data to be more useful. For statistics like numbers of employed and unemployed persons in Australia, which are published from both sources, the labour force survey statistics are the more reliable for most purposes.

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 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 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.

More detailed information is contained in the technical notes in *The Labour Force, Australia* (6203.0 and 6204.0)

LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 AND OVER(a)

May—	Employed: Full-time workers	Employed: Total	Unemployed: Looking for full-time work	Unemployed: Looking for part-time work	Unemployed: Total	Labour force	Not in labour force	Civilian population aged 15 and over	Unemployment rate(b)	Participation rate(c)
	—'000—								—per cent—	
MALES										
1978 . .	3,668.1	3,863.5	194.8	14.4	209.1	4,072.6	1,087.2	5,159.8	5.1	78.9
1979 . .	3,698.8	3,908.3	197.7	13.0	210.6	4,118.9	1,132.4	5,251.3	5.1	78.4
1980 . .	3,781.6	3,981.2	201.0	18.9	219.9	4,201.1	1,140.6	5,341.6	5.2	78.6
1981 . .	3,842.8	4,064.2	175.5	17.3	192.9	4,257.1	1,190.7	5,447.8	4.5	78.1
1982 . .	3,836.5	4,066.9	219.8	20.0	239.8	4,306.8	1,256.7	5,563.4	5.6	77.4
1983 . .	3,686.8	3,932.7	413.4	22.6	436.0	4,368.7	1,320.5	5,689.2	10.0	76.8
MARRIED FEMALES										
1978 . .	787.3	1,356.5	49.8	34.1	83.9	1,440.4	1,958.7	3,399.1	5.8	42.4
1979 . .	773.3	1,356.3	40.0	32.2	72.2	1,428.5	2,035.9	3,464.4	5.1	41.2
1980 . .	796.1	1,394.7	39.5	34.1	73.6	1,468.2	1,992.9	3,461.1	5.0	42.4
1981 . .	787.4	1,423.3	44.0	34.5	78.4	1,501.7	2,030.2	3,531.9	5.2	42.5
1982 . .	804.2	1,432.1	47.3	36.6	83.9	1,515.9	2,055.2	3,571.2	5.5	42.4
1983 . .	797.5	1,447.9	77.7	44.7	122.4	1,570.3	2,114.2	3,684.5	7.8	42.6
ALL FEMALES										
1978 . .	1,415.8	2,135.3	136.8	49.3	186.2	2,321.4	2,964.5	5,285.9	8.0	43.9
1979 . .	1,392.7	2,135.0	137.5	48.5	186.0	2,321.0	3,061.3	5,382.3	8.0	43.1
1980 . .	1,492.1	2,256.6	141.6	52.1	193.7	2,450.3	3,027.2	5,477.5	7.9	44.7
1981 . .	1,492.2	2,313.0	132.1	50.5	182.6	2,495.6	3,089.8	5,585.4	7.3	44.7
1982 . .	1,520.3	2,337.9	152.8	57.2	210.0	2,547.9	3,152.0	5,699.9	8.2	44.7
1983 . .	1,491.4	2,328.9	212.6	70.0	282.5	2,611.4	3,212.0	5,823.4	10.8	44.8
PERSONS										
1978 . .	5,083.9	5,998.7	331.6	63.7	395.3	6,394.0	4,051.7	10,445.7	6.2	61.2
1979 . .	5,091.5	6,043.3	335.1	61.4	396.6	6,439.9	4,193.6	10,633.5	6.2	60.6
1980 . .	5,273.7	6,237.8	342.6	71.0	413.6	6,651.4	4,167.7	10.819.1	6.2	61.5
1981 . .	5,335.0	6,377.2	307.7	67.8	375.5	6,752.7	4,280.5	11,033.2	5.6	61.2
1982 . .	5,356.8	6,404.8	372.6	77.3	449.9	6,854.7	4,408.7	11,263.3	6.6	60.9
1983 . .	5,178.2	6,261.6	626.0	92.6	718.6	6,980.1	4,532.5	11,512.7	10.3	60.6

(a) For definitions and scope of estimates *see* page 134. (b) The number 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 and over in the same group.

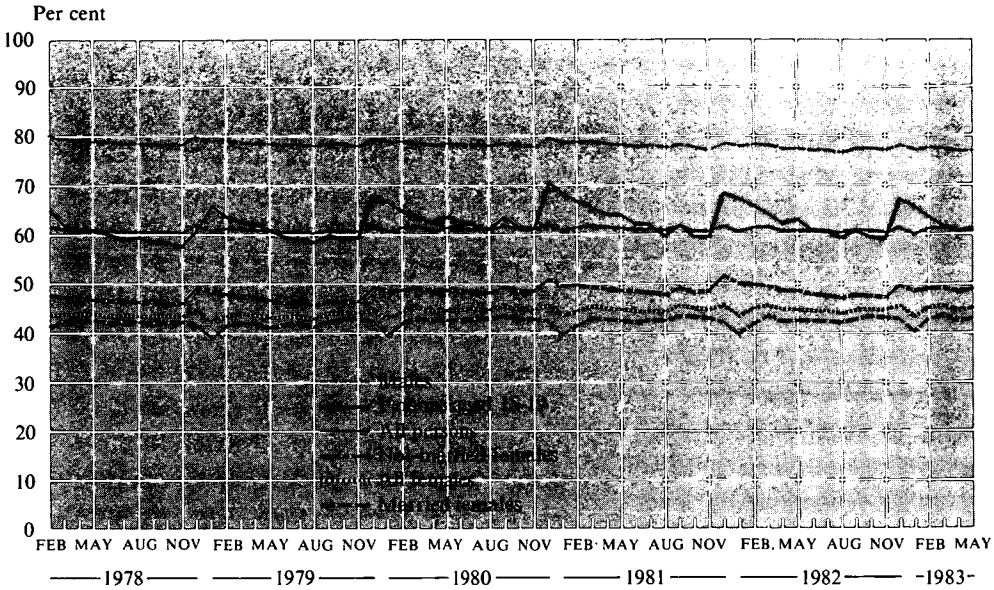
CIVILIAN LABOUR FORCE, BY BIRTHPLACE AND PERIOD OF ARRIVAL IN AUSTRALIA, MAY 1983

	Employed		Unemployed				
	Full-time workers	Total	Looking for full-time work	Total	Labour force	Unemployment rate(a)	Participation rate(b)
	—'000—					—per cent—	
MALES							
Born in Australia	2,685.4	2,874.5	277.6	292.7	3,167.3	9.2	77.5
Born outside Australia	1,001.4	1,058.1	135.8	143.3	1,201.5	11.9	78.3
Arrived before 1971	713.2	752.1	77.5	81.5	833.6	9.8	76.5
1971-1975	129.2	137.1	20.1	21.2	158.3	13.4	86.1
1976-1981	130.3	138.3	26.4	27.9	166.2	16.8	82.9
Jan. 1982 to May 1983	28.7	30.7	11.8	12.6	43.3	29.2	73.2
MARRIED FEMALES							
Born in Australia	531.7	1,023.2	41.2	71.7	1,095.0	6.6	41.6
Born outside Australia	265.7	424.7	36.5	50.7	475.4	10.7	45.9
Arrived before 1971	170.3	284.4	15.2	24.1	308.5	7.8	43.1
1971-1975	43.3	65.6	6.7	8.8	74.5	11.9	54.7
1976-1981	46.9	65.1	8.8	10.9	76.0	14.3	52.3
Jan. 1982 to May 1983	5.2	9.5	5.9	6.9	16.4	41.9	41.5
ALL FEMALES							
Born in Australia	1,104.9	1,757.3	145.9	197.2	1,954.5	10.1	45.6
Born outside Australia	386.5	571.6	66.6	85.4	657.0	13.0	46.1
Arrived before 1971	238.3	368.2	30.6	41.4	409.5	10.1	42.3
1971-1975	62.8	89.1	12.2	15.7	104.8	15.0	56.0
1976-1981	73.1	96.6	15.5	18.8	115.5	16.3	54.5
Jan. 1982 to May 1983	12.3	17.7	8.3	9.5	27.2	34.8	46.5
PERSONS							
Born in Australia	3,790.3	4,631.8	423.5	489.9	5,121.7	9.6	61.2
Born outside Australia	1,387.9	1,629.7	202.4	228.7	1,858.4	12.3	62.8
Africa	50.2	60.3	6.2	7.1	67.4	10.5	66.1
America	37.4	42.8	6.9	8.6	51.3	16.7	69.2
Asia	167.8	194.9	37.9	42.9	237.8	18.0	60.3
Lebanon	18.0	21.6	8.3	8.7	30.3	28.8	52.0
Europe	1,036.7	1,218.6	133.9	151.4	1,370.1	11.1	62.2
Germany	54.1	66.0	8.3	9.1	75.1	12.1	68.9
Greece	74.1	84.8	11.9	13.6	98.5	13.9	67.0
Italy	156.4	177.4	13.5	15.2	192.7	7.9	61.3
Malta	27.9	32.9	*	*	35.6	*	66.1
Netherlands	44.5	53.5	4.9	6.3	59.9	10.6	61.7
Poland	23.1	27.3	4.7	5.5	32.8	16.8	49.4
U.K. and Ireland	482.9	578.7	59.9	67.2	645.9	10.4	61.5
Yugoslavia	80.4	88.1	13.3	14.5	102.6	14.1	68.2
Oceania	95.7	113.0	17.4	18.7	131.7	14.2	71.1
New Zealand	83.1	97.7	15.4	16.4	114.1	14.4	73.3
Other	510.9	603.0	88.4	101.7	704.7	14.4	61.8
Arrived before 1971	951.5	1,120.2	108.2	122.9	1,243.1	9.9	60.4
1971-1975	192.0	226.1	32.4	36.9	263.1	14.0	70.9
1976-1981	203.4	234.9	41.8	46.7	281.7	16.6	68.3
Jan. 1982 to May 1983	41.0	48.4	20.1	22.1	70.5	31.3	59.9

(*a*) The number 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 and over in the same group. Excludes persons in institutions.
* Subject to sampling variability too high for most practical uses. *See* page 135.

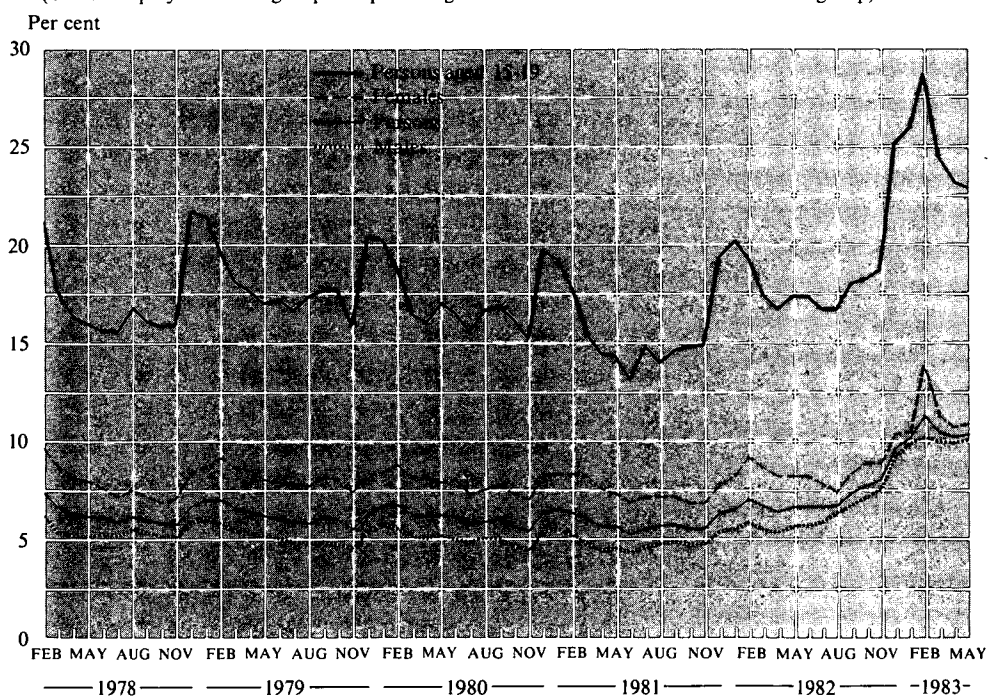
LABOUR FORCE PARTICIPATION RATES

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



UNEMPLOYMENT RATES

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



PLATES 30 and 31

CIVILIAN LABOUR FORCE, BY AGE, MAY 1983

	Number ('000)				Participation rate (a) (per cent)			
Age group	*Males*	*Married females*	*All females*	*Persons*	*Males*	*Married females*	*All females*	*Persons*
15–19	405.8	15.4	369.1	775.0	62.5	56.0	59.5	61.1
20–24	609.6	164.2	470.1	1,079.7	90.9	57.0	72.1	81.7
25–34	1,164.3	483.8	669.2	1,833.5	95.4	49.0	54.5	74.9
35–44	980.3	503.1	583.4	1,563.6	95.0	58.0	59.1	77.4
45–54	710.5	294.1	357.0	1,067.5	90.5	46.6	47.8	69.7
55–59	298.3	74.0	103.7	402.0	78.6	25.6	27.8	53.4
60–64	142.7	25.4	39.4	182.1	44.9	10.6	11.7	27.8
65 and over	57.3	10.3	19.5	76.7	9.0	2.9	2.2	5.1
Total	**4,368.7**	**1,570.3**	**2,611.4**	**6.980.1**	**76.8**	**42.6**	**44.8**	**60.6**

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

EMPLOYED PERSONS BY INDUSTRY AND AVERAGE WEEKLY HOURS WORKED(a), MAY 1983

	Number ('000)			Average weekly hours worked		
Industry	*Males*	*Females*	*Persons*	*Males*	*Females*	*Persons*
Agriculture, forestry, fishing and hunting	312.8	102.6	415.4	48.1	29.3	43.4
Agriculture and services to agriculture	289.5	99.2	388.6	48.9	29.3	43.9
Forestry and logging, fishing and hunting	23.3	*	26.8	38.6	27.7	37.2
Mining	89.7	7.5	97.2	35.9	34.3	35.8
Manufacturing	848.7	302.6	1,151.3	36.6	32.0	35.4
Food, beverages and tobacco	135.3	55.4	190.7	34.1	31.2	33.3
Metal products	174.6	23.8	198.3	36.5	29.6	35.7
Other manufacturing	538.8	223.4	762.2	37.3	32.5	35.9
Electricity, gas and water	129.9	12.9	142.8	35.1	31.8	34.8
Construction	372.2	46.5	418.7	36.4	19.6	36.7
Wholesale and retail trade	710.4	538.1	1,248.5	40.3	28.9	35.4
Wholesale trade	264.8	106.7	371.5	39.2	30.6	36.7
Retail trade	445.7	431.3	877.0	41.0	28.5	34.9
Transport and storage	300.7	55.4	356.1	37.8	30.3	36.6
Communication	99.7	33.4	133.1	33.4	29.5	32.4
Finance, property and business services	309.9	264.4	574.3	38.9	30.3	34.9
Public administration and defence	202.8	98.1	301.0	35.3	29.4	33.4
Community services	380.2	649.7	1,030.0	35.7	27.4	30.5
Recreation, personal and other services	175.6	217.8	393.3	40.4	26.6	32.7
Total	**3,932.7**	**2,328.9**	**6,261.6**	**38.3**	**28.8**	**34.8**

(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. * Subject to sampling variability too high for most practical uses. *See* page 135.

EMPLOYED PERSONS BY OCCUPATION, MAY 1983
('000)

Occupation	*Males*	*Married females*	*All females*	*Persons*
Professional, technical, and related workers	506.5	257.9	429.6	936.1
Administrative, executive and managerial	360.7	47.0	64.3	425.0
Clerical	318.4	450.8	795.0	1,113.4
Sales	274.1	172.3	304.7	578.8
Farmers, fishermen, timber-getters, etc.	351.8	81.7	97.7	449.5
Transport and communication	283.4	30.7	44.6	328.0
Tradesmen, production-process workers and labourers, n.e.c.; and miners, quarrymen, etc.	1,602.6	156.5	219.2	1,821.9
Service, sport and recreation	235.3	251.1	373.7	609.0
Total	**3,932.7**	**1,447.9**	**2,328.9**	**6,261.6**

PART-TIME WORKERS: WHETHER PREFERRED TO WORK MORE HOURS AND WHETHER LOOKING FOR FULL-TIME WORK, BY AGE, MAY 1983
('000)

	Age group						
	15–19	*20–24*	*25–34*	*35–44*	*45–54*	*55 and over*	*Total*
MALES							
Total	*68.5*	*32.2*	*41.5*	*30.4*	*23.1*	*50.2*	*245.9*
Preferred not to work more hours	46.1	18.3	22.7	18.8	14.2	44.3	164.5
Preferred to work more hours	22.4	13.9	18.9	11.5	8.9	5.8	81.4
Had actively looked for full-time work(*a*)	9.0	8.3	10.5	5.9		—4.7—	38.4
MARRIED FEMALES							
Total	*	*33.7*	*199.9*	*235.4*	*125.7*	*52.6*	*650.5*
Preferred not to work more hours	*	25.4	172.7	199.5	115.7	48.6	563.8
Preferred to work more hours	*	8.4	27.2	35.9	10.0	*	86.6
Had actively looked for full-time work(*a*)	*	*	6.0	6.1	*	*	16.3
ALL FEMALES							
Total	*93.0*	*69.9*	*220.1*	*249.2*	*137.1*	*68.2*	*837.5*
Preferred not to work more hours	60.3	48.3	187.2	208.7	124.9	62.1	691.5
Preferred to work more hours	32.7	21.6	32.9	40.5	12.2	6.1	146.0
Had actively looked for full-time work(*a*)	14.9	10.2	8.5	7.1	*	*	42.6
PERSONS							
Total	**161.5**	**102.1**	**261.6**	**279.6**	**160.2**	**118.4**	**1,083.4**
Preferred not to work more hours	106.5	66.6	209.9	227.6	139.1	106.4	856.0
Preferred to work more hours	55.0	35.5	51.8	52.1	21.1	11.9	227.3
Had actively looked for full-time work(*a*)	23.9	18.5	19.0	13.0	4.8	*	81.0

(*a*) In the four weeks up to the end of the survey week. * Subject to sampling variability too high for most practical uses. *See* page 135.

EMPLOYED PERSONS, BY HOURS WORKED(*a*), MAY 1983
('000)

	Males	*Married females*	*Other females (b)*	*All females*	*Persons*
Weekly hours worked (*a*)—					
0(*c*)	266.9	116.6	50.7	167.3	434.2
1–15	135.4	310.0	109.6	419.6	555.0
16–29	238.0	266.2	89.1	355.2	593.2
30–34	404.3	142.0	92.1	234.1	638.4
35–39	652.1	194.1	175.1	369.3	1,021.4
40	1,018.8	262.1	248.5	510.6	1,529.4
41–44	213.6	36.8	44.4	81.2	294.8
45–48	287.5	35.9	33.3	69.3	356.8
49 and over	716.0	84.2	38.2	122.3	838.3
Total	**3,932.7**	**1,447.9**	**881.0**	**2,328.9**	**6,261.6**

(*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 1983

Industry division or subdivision	*Total ('000)*	*Unemployment rate(a) (per cent)*
Had worked full time for two weeks or more in the last two years	468.5	7.0
Agriculture and services to agriculture	23.8	5.8
Manufacturing	133.7	10.4
Food, beverages and tobacco	24.2	11.3
Metal products	27.9	12.3
Other manufacturing	81.7	9.7
Construction	64.6	13.4
Wholesale trade	29.4	7.3
Retail trade	74.5	7.8
Transport and storage	22.7	6.0
Finance, property and business services	22.4	3.8
Community services	28.3	2.7
Recreation, personal and other services	40.7	9.4
Other industries	28.4	3.9
Stood down(b)	10.0	..
Other(c)	240.1	..
Total	**718.6**	**10.3**

Occupation group	*Total ('000)*	*Unemployment rate(a) (per cent)*
Had worked full time for two weeks or more in the last two years	468.5	7.0
Professional, technical, etc.	23.4	2.4
Administrative, executive and managerial	8.7	2.0
Clerical	51.4	4.4
Sales	42.3	6.8
Farmers, fishermen, timber-getters, etc.	32.0	6.7
Miners, quarrymen, etc.	*	*
Transport and communication	25.4	7.2
Tradesmen, production-process workers and labourers, n.e.c.	231.0	11.5
Service, sport and recreation	51.8	7.8
Stood down(b)	10.0	..
Other(c)	240.1	..
Total	**718.6**	**10.3**

(a) The number unemployed expressed as a percentage of the labour force (i.e. employed and unemployed) in the same group. (b) 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. (c) 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. * Subject to sampling variability too high for most practical uses. *See* page 135.

UNEMPLOYED PERSONS, BY AGE AND WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, MAY 1983

	Number unemployed ('000)				*Unemployment rate (a) (per cent)*			
	Males	*Married females*	*All females*	*Persons*	*Males*	*Married females*	*All females*	*Persons*
LOOKING FOR FULL-TIME WORK								
Total	*413.4*	*77.7*	*212.6*	*626.0*	*10.1*	*8.9*	*12.5*	*10.8*
Aged 15-19	77.3	*	70.4	147.7	23.8	*	27.1	25.3
Attending school	5.4	*	*	9.3	n.a.	n.a.	n.a.	n.a.
Aged 20-24	104.6	13.4	49.8	154.4	18.2	10.7	12.7	16.0
Aged 25 and over	231.5	60.9	92.4	323.9	7.2	8.2	8.8	7.6
LOOKING FOR PART-TIME WORK								
Total	*22.6*	*44.7*	*70.0*	*92.6*	*8.4*	*6.4*	*7.7*	*7.9*
Aged 15-19	13.0	*	16.1	29.1	15.9	*	14.8	15.2
Attending school	9.6	*	10.7	20.3	20.1	*	20.7	20.4
Aged 20-24	*	5.2	9.2	12.7	*	13.3	11.7	11.1
Aged 25 and over	6.2	38.6	44.6	50.9	4.1	5.9	6.2	5.8
TOTAL								
Total	**436.0**	**122.4**	**282.5**	**718.6**	**10.0**	**7.8**	**10.8**	**10.3**
Aged 15-19	90.3	*	86.5	176.8	22.2	*	23.4	22.8
Attending school	15.0	*	14.6	29.6	27.5	*	25.6	26.5
Aged 20-24	108.1	18.6	59.0	167.1	17.7	11.3	12.5	15.5
Aged 25 and over	237.7	99.5	137.0	374.8	7.1	7.2	7.7	7.3

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

UNEMPLOYED PERSONS, BY DURATION OF UNEMPLOYMENT(*a*), AND AGE, ETC., MAY 1983

Duration of unemployment (weeks)	*Age group* 15–19	20–24	25–34	35–54	*Total (b)*	*Married*	*Not married (c)*	*Looking for—* Full-time work	Part-time work
MALES									
—'000—									
Under 2	*	*	*	*	16.8	6.9	10.0	13.8	6.4
2 and under 4	8.3	8.0	7.7	8.0	34.0	13.8	20.2	30.6	
4 and under 8	9.4	8.7	12.0	11.6	44.3	21.7	22.6	41.2	6.4
8 and under 13	9.0	12.7	10.0	11.1	45.4	18.6	26.8	42.1	
13 and under 26	26.1	26.2	22.9	20.2	100.8	38.6	62.2	96.2	4.6
26 and under 39	12.1	19.8	14.8	16.3	69.7	30.4	39.3	67.3	5.2
39 and under 52	*	6.8	5.4	6.2	23.6	11.1	12.5	22.8	
52 and under 65	6.1	8.8	8.1	8.2	32.0	11.3	20.7	31.4	
65 and under 104	4.6	6.1	6.8	7.4	28.2	14.0	14.2	27.6	
104 and over	6.3	7.4	8.2	12.8	41.2	19.4	21.8	40.2	
Total	*90.3*	*108.1*	*99.6*	*105.9*	*436.0*	*185.7*	*250.3*	*413.4*	*22.6*
—weeks—									
Mean duration	30.0	33.5	34.9	41.2	36.9	38.7	35.7	37.9	19.4
Median duration	20.1	22.0	22.0	22.1	22.0	22.0	22.0	22.1	12.0
FEMALES									
—'000—									
Under 2	*	7.6	7.5	6.3	21.1	14.3	6.7	9.9	11.1
2 and under 4	8.2		6.9	4.7	24.7	10.8	13.9	15.7	9.0
4 and under 8	7.2	7.2	8.6	7.9	31.6	16.2	15.5	22.8	8.8
8 and under 13	9.3	5.7	8.1	7.6	30.9	13.7	17.2	22.0	8.9
13 and under 26	28.3	12.5	13.1	12.0	66.1	23.8	42.3	51.4	14.7
26 and under 39	10.7	6.9	7.2	7.0	32.1	13.2	18.9	27.3	4.8
39 and under 52	*	*	*	*	10.4	*	7.1	9.2	5.4
52 and under 65	5.1	5.8	5.2	4.9	20.9	9.6	11.3	16.7	
65 and under 104	6.3	*	*	*	16.6	4.9	11.7	14.4	*
104 and over	4.7	6.4	5.9	9.3	28.0	12.5	15.5	23.0	5.1
Total	*86.5*	*59.0*	*67.3*	*65.4*	*282.5*	*122.4*	*160.1*	*212.6*	*70.0*
—weeks—									
Mean duration	29.0	39.3	31.8	41.8	35.5	33.5	37.0	39.3	23.8
Median duration	18.1	20.0	13.1	17.0	17.1	14.0	19.1	20.0	10.0
PERSONS									
—'000—									
Under 2	7.8	6.7	11.1	10.5	37.9	21.2	16.7	23.7	14.2
2 and under 4	16.5	12.4	14.6	12.8	58.7	24.7	34.0	46.3	12.4
4 and under 8	16.7	15.9	20.5	19.5	75.9	37.9	38.0	64.0	11.9
8 and under 13	18.3	18.5	18.1	18.6	76.3	32.3	44.0	64.1	12.2
13 and under 26	54.5	38.7	36.0	32.2	166.9	62.4	104.6	147.7	19.3
26 and under 39	22.8	26.7	22.1	23.3	101.8	43.6	58.2	94.7	7.1
39 and under 52	7.1	10.1	7.4	8.0	34.0	14.5	19.6	32.1	*
52 and under 65	11.2	14.6	13.3	13.1	52.9	20.9	32.1	48.2	4.8
65 and under 104	10.9	9.6	9.5	11.4	44.8	18.9	26.0	42.1	*
104 and over	11.1	13.9	14.1	22.1	69.2	31.9	37.3	63.2	6.0
Total	**176.8**	**167.1**	**166.8**	**171.3**	**718.6**	**308.1**	**410.4**	**626.0**	**92.6**
—weeks—									
Mean duration	29.5	35.5	33.7	41.4	36.4	36.6	36.2	38.4	22.7
Median duration	19.1	21.1	18.0	20.1	20.1	19.0	21.0	22.0	10.0

(*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 and over, details for whom are not shown separately. (*c*) Never married, widowed and divorced. * Subject to sampling variability too high for most practical uses. *See* page 135.

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 1983

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

('000)

	N.S.W.	*Vic.*	*Qld*	*S.A.*	*W.A.*	*Tas.*	*N.T.*	*A.C.T.*	*Aust.*
Commonwealth									
Males	85.5	68.2	32.1	28.7	16.4	7.2	2.7	35.9	276.7
Females	41.7	29.5	15.7	8.5	7.9	2.5	1.4	25.4	132.5
Persons	127.2	97.7	47.7	37.2	24.3	9.7	4.1	61.3	409.2
State									
Males	192.7	158.3	99.8	53.1	62.7	20.1	..	..	586.6
Females	147.3	118.7	57.8	47.4	47.0	15.8	..	..	434.0
Persons	340.0	276.9	157.6	100.5	109.7	35.9	..	..	1,020.6
Northern Territory									
Males	..	..	..	..	..	..	7.7	..	7.7
Females	..	..	..	..	..	..	6.5	..	6.5
Persons	..	..	..	..	..	..	14.3	..	14.3
Local									
Males	49.4	21.3	20.5	5.3	7.4	2.7	0.5	..	107.1
Females	9.4	14.1	3.2	1.7	2.0	0.5	0.2	..	31.1
Persons	58.8	35.5	23.7	7.0	9.4	3.2	0.6	..	138.2
Total									
Males	**327.6**	**247.8**	**152.3**	**87.1**	**86.5**	**30.0**	**10.9**	**35.9**	**978.1**
Females	**198.4**	**162.3**	**76.6**	**57.6**	**56.9**	**18.8**	**8.1**	**25.4**	**604.1**
Persons	**525.9**	**410.1**	**229.0**	**144.7**	**143.5**	**48.8**	**19.0**	**61.3**	**1,582.2**

(*a*) Includes semi-government bodies.

Employees of Private Business

Publication of statistics of employees of private and government businesses estimated from a sample survey of business units, is expected to commence in respect of the September Quarter 1983.

Job Vacancies

Sample surveys of job vacancies were conducted by the ABS 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 survey was re-introduced in May 1979.

A summary of the results of these surveys for the year to August 1983 is shown in the table below. 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. More detailed results and explanatory notes are published in *Job Vacancies, Australia* (6231.0).

	Number of vacancies ('000)					
	Private sector	Government sector	Manufacturing (a)	Other industries (b)	Total	Job vacancy rate (c) (per cent)
1982—						
November	5.8	10.6	1.8	14.6	16.4	0.4
1983—						
February	7.2	9.8	2.1	14.9	16.9	0.4
May	8.1	9.5	2.2	15.4	17.5	0.5
August	6.9	9.9	2.9	13.8	16.7	0.4
Standard error of estimates and of quarterly movements			0.3	1.2	1.2	0.04

(a) Australian Standard Industrial Classification (ASIC) Division C. (b) ASIC Divisions A to L *excluding* Division C (Manufacturing), Subdivisions 01 and 02 (Agriculture, etc.), 94 (Private households employing staff) and defence forces. (c) The job vacancy rate is calculated by expressing the number of job vacancies as a percentage of employees plus vacancies.

MINIMUM WAGE RATES AND EMPLOYMENT CONDITIONS

Industrial Conciliation and Arbitration

General

Legal minimum rates of pay for some 90 per cent of Australian wage and salary earners are prescribed in awards and determinations of Federal and State industrial tribunals or in collective agreements registered with them.

The main tribunals operative at the end of September 1983 were as follows.

- Federal: Australian Conciliation and Arbitration Commission, Public Service Arbitrator, Flight Crew Officers' Industrial Tribunal.
- Joint Federal and New South Wales: Coal Industry Tribunal.
- New South Wales: Industrial Commission of New South Wales, Public Service Board of New South Wales.
- Victoria: Industrial Relations Commission, Public Service Board, Teachers Tribunal, Police Service Board.
- Queensland: Industrial Conciliation and Arbitration Commission of Queensland.
- South Australia: Industrial Commission, Conciliation Committees, Public Service Arbitrator, Teachers Salaries Board.
- Western Australia: Western Australian Industrial Commission, Western Australian Coal Industry Tribunal, Public Service Arbitrator, Railway Classification Board, Government School Teachers Tribunal.
- Tasmania: Industrial Boards, Public Service Board, Public Service Arbitrator.

Federal Tribunals

The Australian Conciliation and Arbitration Commission has jurisdiction in respect of the prevention and settlement of industrial disputes extending beyond the limits of any one State. The Commission consists of a President, Deputy Presidents and Commissioners. The work of the Commission is normally done by individual members; however, certain matters such as standard hours, national wage cases, the minimum wage for adults, equal pay principles, annual leave and long service leave with pay must be determined by a Full Bench of the Commission consisting of at least three members, of whom not less than two are Presidential members. A Full Bench of the Commission also deals with appeals and references from single members of the Commission and from the Public Service Arbitrator. Where a State law or an award, etc. of a State Tribunal is inconsistent with a Federal award, etc., the latter prevails to the extent of the inconsistency.

Conditions of employment of Federal government employees are regulated by statutory provisions and by determinations of the Australian Public Service Arbitrator. Appeals and references may be made to the Australian Conciliation and Arbitration Commission.

The Flight Crew Officers' Industrial Tribunal is empowered to prevent and settle industrial disputes involving pilots, navigators and flight engineers of aircraft.

The Coal Industry Tribunal was established under the authority of Federal and New South Wales legislation, and is empowered to determine interstate and New South Wales disputes in the coal mining industry.

State Tribunals

State tribunals have jurisdiction over industrial disputes confined within their own State boundaries. For details of the composition and operation of the State tribunals listed above, reference should be made to the various State Year Books.

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 adults, i.e., the minimum amount which must be paid to an adult employee, regardless of occupation, for working the standard weekly hours of work. 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 Commission introduced a set of wage determination principles which provided for quarterly (later half-yearly) adjustments to award wages in line with movements in the previous quarter's (half-year's) consumer price index, unless the Commission was persuaded not to grant such an increase. Other principles were designed to limit wage movements outside of indexation.

The main aims of this system were to contribute to a moderation in inflation and to reduce the degree of industrial disputation over wages matters.

Wage indexation continued up until 31 July 1981 when, after various expressions of misgivings and re-fashioning of principles, the Commission abandoned wage indexation saying in its reasons for decision: 'The events since April have shown clearly that the commitment of the participants to the system is not strong enough to sustain the requirements for its continued operation. The immediate manifestation of this is the high level of industrial action in various industries . . . (which) resulted in substantial increases being agreed without regard to the test of negligible wage cost'.

Since then claims for variations to wages and conditions were dealt with on a claim by claim basis until 22 December 1982 when, on economic grounds, the Commission imposed a pause on improvements in pay and conditions until 30 June and thereafter until altered or rescinded by a National Wage Bench. The pause was also adopted by all State wage fixing tribunals.

In June 1983 the Commission met to consider the formulation of new wage fixing principles in relation to the determining of national wage adjustments based on movements in the consumer price index.

On 23 September 1983, the Commission announced that on the basis of changed circumstances since July 1981, it would try once again to operate a centralised system based on prima facie full indexation. It awarded an increase of 4.3% (being the movement in the Consumer Price Index for the March and June 1983 quarters) effective from 6 October 1983, on condition that any award be varied only if every union party to that award gave a public and unequivocal commitment to the new Principles announced by the Commission. The majority of unions had given this commitment.

Under the new system, the Commission will adjust its award wages and salaries every six-months in relation to the last two quarterly movements of the CPI unless it is persuaded to the contrary. The Principles of the new system are to be reviewed after a period of two years.

For details of wage determination in earlier periods see previous issues of the Year Book, the Labour Report (last issue 1973) and the 1975-81 issues of Labour Statistics (6101.0).

Award Rates of Pay Indexes

This section contains indexes of minimum weekly and hourly award rates of pay for adult males and adult females.

The award rates of pay indexes replace the previously published series *Wage Rates, Australia* and are based on the occupation structure existing in May 1976. Based on a representative sample of award designations, the indexes are designed to measure trends in rates payable under awards. The base period chosen for the indexes is June 1976. Estimates of minimum award rates of pay for each component of the series are expressed as index numbers such that June 1976 = 100.0.

More detailed information including explanatory notes, definitions, etc. used in the indexes is contained in the monthly publication *Award Rates of Pay Indexes, Australia* (6312.0).

INDEXES OF WEEKLY AND HOURLY RATES OF PAY AUSTRALIA, ALL INDUSTRIES

Base: Weighted Average Minimum Weekly Award Rate June 1976 = 100.0

	Wage earners		*Wage and salary earners*
End of December	*Weekly rates*	*Hourly rates*	*Weekly rates*
ADULT MALES			
1976	104.3	104.3	104.3
1977	115.0	115.0	114.5
1978	124.2	124.3	123.3
1979	131.0	131.1	129.9
1980	145.7	145.8	144.8
1981	168.0	168.2	166.6
1982	186.7	190.3	184.8
ADULT FEMALES			
1976	104.5	104.5	104.3
1977	115.2	115.2	114.7
1978	123.8	123.8	123.2
1979	129.1	129.2	128.4
1980	145.5	145.5	144.6
1981	166.1	166.2	164.3
1982	184.5	185.9	183.3

INDEXES OF WEEKLY AWARD RATES OF PAY

AUSTRALIA, INDUSTRIES, WAGE AND SALARY EARNERS
Base: weighted average minimum weekly award rate, June 1976 = 100.0

Industries	End of December— 1976	1977	1978	1979	1980	1981	1982
ADULT MALES							
Mining*	104.2	114.7	123.3	130.6	143.9	167.9	180.4
Manufacturing—	104.4	115.0	124.8	132.1	146.6	170.3	187.6
Food, beverages and tobacco	104.2	114.9	123.2	128.9	143.7	164.5	183.3
Metal products, machinery and equipment	104.4	115.1	125.9	134.7	148.1	176.4	190.9
Basic metal products	104.8	115.6	125.3	132.9	146.2	168.3	182.4
Fabricated metal products, other machinery and equipment	104.4	115.2	127.8	137.2	150.9	181.3	196.5
Transport equipment	104.2	114.6	123.5	132.3	145.2	174.4	188.0
Other(*a*)	104.4	115.4	124.4	130.2	146.3	163.6	185.8
Electricity, gas and water	104.1	113.9	121.9	127.8	142.5	163.7	180.7
Construction	104.3	115.3	124.3	130.2	145.6	168.2	187.0
Wholesale trade	104.4	115.2	125.0	130.5	145.5	166.7	185.6
Retail trade	104.4	115.1	123.5	128.4	145.4	161.1	185.0
Transport and storage	104.1	114.0	123.4	130.2	144.0	167.2	182.1
Communication	103.9	113.4	121.2	130.4	142.9	165.0	189.5
Finance, property and business services	104.0	114.2	122.2	129.3	143.2	168.6	182.9
Public administration and defence(*b*)	104.0	112.9	120.5	125.5	141.5	162.7	179.4
Community services	104.4	113.3	121.1	127.8	143.7	161.1	182.5
Recreation, personal and other services	104.3	114.8	122.7	127.5	143.6	162.0	180.9
All industries(*c*)	**104.3**	**114.5**	**123.3**	**129.9**	**144.8**	**166.6**	**184.8**
All industries—Federal awards(*c*)(*d*)	**104.2**	**114.2**	**123.7**	**131.3**	**145.7**	**170.1**	**187.1**
All industries—State awards(*c*)(*d*)	**104.3**	**114.7**	**123.1**	**128.9**	**144.1**	**164.2**	**183.2**
ADULT FEMALES							
Manufacturing—	104.6	115.4	124.3	129.6	145.6	166.5	186.1
Food, beverages and tobacco	104.6	115.6	123.7	128.0	143.7	163.8	182.1
Textiles, clothing and footwear	104.5	115.6	123.7	127.6	144.6	161.8	186.1
Metal products, machinery and equipment	104.7	115.3	125.6	133.3	147.7	175.9	190.9
Other(*d*)	104.6	115.7	124.2	129.0	146.8	162.4	183.2
Wholesale trade	104.7	116.0	124.7	129.2	145.7	165.2	183.8
Retail trade	104.3	115.0	123.0	126.9	144.4	161.3	181.0
Transport and storage	104.1	114.2	123.6	128.5	143.6	166.3	180.8
Communication	104.0	113.8	121.5	128.1	140.7	169.4	180.6
Finance, property and business services	104.2	114.4	124.1	128.0	143.5	165.5	181.5
Public administration and defence(*b*)	104.0	113.9	122.0	127.1	143.2	164.8	178.7
Community services	104.2	113.8	122.0	128.0	144.4	162.3	185.5
Recreation, personal and other services	104.4	115.0	123.2	127.6	145.6	162.0	176.7
All industries(*c*)	**104.3**	**114.7**	**123.2**	**128.4**	**144.6**	**164.3**	**183.3**
All industries—Federal awards(*c*)(*d*)	**104.3**	**114.9**	**123.8**	**129.9**	**145.0**	**170.4**	**184.9**
All industries—State awards(*c*)(*d*)	**104.3**	**114.6**	**123.0**	**127.8**	**144.4**	**162.2**	**182.8**

* Indexes for mining can fluctuate due to variations in bonuses payable. (*a*) Includes ASIC sub-divisions 25, 28 and 34.. (*b*) Excludes employees in the Defence Forces. (*c*) Excludes employees in the Defence Forces, agriculture, services to agriculture and employees in private households employing staff. (*d*) Awards may change jurisdiction over time.

INDEXES OF WEEKLY AWARD RATES OF PAY
AUSTRALIA, INDUSTRIES, WAGE EARNERS

Base: Weighted average minimum weekly award rate, June 1976=100.0

Industries	*End of December*						
	1976	*1977*	*1978*	*1979*	*1980*	*1981*	*1982*
ADULT MALES							
Mining*	104.2	114.8	123.5	131.1	143.9	167.3	179.5
Manufacturing—	104.4	115.2	125.1	132.6	147.0	171.0	188.5
Food, beverages & tobacco	104.2	114.9	123.3	129.1	143.8	164.5	183.5
Metal products, machinery & equipment	104.5	115.3	126.3	135.4	148.7	177.5	191.8
Basic metal products	104.9	115.7	125.5	133.3	146.7	168.4	182.8
Fabricated metal products, other machinery & equipment	104.5	115.4	128.5	138.4	151.8	183.8	198.5
Transport equipment	104.2	114.7	123.8	132.7	145.6	174.9	188.5
Other (*a*)	104.5	115.5	124.6	130.5	146.6	163.9	186.7
Electricity, gas & water	104.2	114.4	122.7	129.2	143.5	164.8	182.7
Construction	104.3	115.1	124.0	130.0	145.2	167.9	186.4
Wholesale trade	104.4	115.2	125.0	130.8	145.6	167.0	186.0
Retail trade	104.5	115.2	123.6	128.7	145.7	161.2	185.6
Transport & storage	104.2	114.4	123.9	131.1	144.7	168.9	183.9
Communication	103.9	113.5	121.3	131.5	143.5	162.0	195.7
Finance, property & business services	104.3	114.5	123.5	130.6	144.7	170.2	186.2
Public administration & defence (*b*)	104.3	114.8	122.9	127.4	143.5	162.5	183.1
Community services	104.4	115.0	123.4	129.3	144.4	167.9	189.6
Recreation, personal & other services,	104.4	115.3	123.3	127.9	144.2	162.3	183.0
All Industries (*c*)	104.3	115.0	124.2	131.0	145.7	168.0	186.7
ADULT FEMALES							
Manufacturing—	104.5	115.6	124.6	130.2	146.1	167.1	187.1
Food beverages & tobacco	104.7	115.8	124.0	128.4	144.1	163.9	182.5
Textiles, clothing & footwear	104.5	115.7	123.7	127.7	144.6	161.8	186.3
Metal products, machinery & equipment	104.5	115.6	126.6	135.1	148.8	178.8	193.6
Other (*a*)	104.5	115.4	124.0	129.0	147.2	161.9	183.1
Wholesale trade	104.8	116.3	125.3	130.0	146.0	166.4	185.1
Retail trade	104.2	114.9	122.9	126.9	144.3	161.6	180.9
Transport & storage	104.1	114.2	123.1	128.3	142.5	165.1	179.4
Communication	104.0	113.8	121.6	128.4	140.5	170.9	182.1
Finance, property & business services	104.2	114.4	122.5	127.7	143.6	165.7	181.1
Public administration & defence (*b*)	104.1	114.4	122.9	128.3	144.1	165.3	179.6
Community services	104.7	115.2	123.5	129.7	146.9	169.3	190.1
Recreation, personal & other services	104.5	115.3	123.5	127.9	146.0	161.6	176.6
All industries (*c*)	104.5	115.2	123.8	129.1	145.5	166.1	184.5

* Indexes for mining can fluctuate due to variations in bonuses payable. (*a*) Includes BASIC sub-divisions 25, 28 and 34. (*b*) Excludes employees in the defence forces. (*c*) Excludes employees in the defence forces, agriculture, services to agriculture and employees in private households employing staff.

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 following table shows 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 persons in all industries (excluding employees in the defence forces, agriculture, services to agriculture and employees in private households employing staff).

WEIGHTED AVERAGE STANDARD HOURS OF WORK
ADULT PERSONS, AUSTRALIA

	December 1982						
	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust (a)
Wage earners	39.18	39.05	39.39	39.23	39.33	39.28	39.18
Wage and salary earners	38.87	38.92	38.95	39.05	39.01	38.84	38.89

(a) Includes the Northern Territory and the Australian Capital Territory.

Working hours arrangements

During the period February to May 1981 a special survey based on a sample of private and non-private dwellings was conducted throughout Australia in order to obtain information about the different types of working patterns of employed persons, such as evening and night work, shift work and weekend work. Results of this survey were published in *Working Hours Arrangements, Australia, February to May 1981* (6338.0) and *Working Hours Arrangement—Supplementary Tables, Australia, February to May 1981* (6339.0). A similar survey, of evening and night work and work patterns of employees, was conducted in November 1976. Results of this survey were published in *Evening and Night Work, November, 1976* (6329.0) and *Work Patterns of Employees, November 1976* (6328.0).

Alternative working arrangements

During the period March to May 1982 a special survey based on a sample of private and non-private dwellings was conducted throughout Australia in order to obtain further information about working arrangements, such as the the incidence of permanent part-time work and the demand for reduced working hours and "tapered" and early retirement. Results were published in *Alternative Working Arrangements, Australia, March to May 1982* (6341.0).

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). A further survey of a range of benefits provided by employers to employees was conducted in August 1983 and results were published in *Employment Benefits, Australia, August 1983* (6334.0).

SURVEYS OF EARNINGS AND HOURS

Average weekly earnings

Statistics of average weekly earnings are produced quarterly, and since the September quarter 1981 have been based on employment and earnings information obtained from a sample survey of employers. The sample is selected from the ABS Central Integrated Register, and includes approximately 3,500 government and private employers. The average weekly earnings statistics relate to earnings of employees in respect of a single pay period ending on or before a specific date near the middle of the quarter. If, for a particular survey respondent, that pay period was affected unduly by an industrial dispute, plant breakdown, fire, etc, particulars for the previous normal pay period were obtained.

Employees are all wage and salary earners except members of the Australian permanent defence forces, employees of establishments engaged primarily in agriculture, employees in private households employing staff, employees on workers compensation or based outside Australia, self-employed persons such as working proprietors of unincorporated businesses, and sub-contractors and owner/drivers.

Earnings are gross earnings in a pay period, before taxation and any other deductions such as superannuation, board and lodging, etc, have been made. Earnings comprise ordinary time earnings, overtime earnings, shift allowances, plus other allowances, payments, commissions, etc.

Ordinary time earnings refers to that part of total earnings attributable to award, standard or agreed hours of work.

Full-time employees are those who work the agreed or award hours for a full-time employee in their occupation and who received pay for any part of the pay period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 30 hours or more a week.

Adults are all employees 21 years of age or over, and employees under 21 years of age who are paid at the full adult rate for that occupation.

Statistics of average weekly earnings are published in the quarterly publication *Average Weekly Earnings, Australia* (6302.0). The current series replaces the average weekly earnings series based principally on information from payroll tax returns which was discontinued after the September quarter 1981. Background information on the reasons for the change from the payroll tax data to a direct collection is given in *Information Paper: Review of ABS Employment Statistics* (6239.0) published on 8 July 1981. A summary of the main differences in concepts, methods and coverage of the old and new earnings series is given in a further publication, *Information Paper: Average Weekly Earnings—New Series to Replace Former Payroll Tax Based Series* (6336.0), issued 24 March 1982.

AVERAGE WEEKLY EARNINGS OF EMPLOYEES, AUSTRALIA

		MALES			*FEMALES*			*PERSONS*		
		Full-time adults		*All males*	*Full-time adults*		*All females*	*Full-time adults*		*All employees*
Quarter	*Survey reference date*	*Weekly ordinary time earnings*	*Weekly total earnings*	*Weekly total earnings*	*Weekly ordinary time earnings*	*Weekly total earnings*	*Weekly total earnings*	*Weekly ordinary time earnings*	*Weekly total earnings*	*Weekly total earnings*
					—dollars—					
1981—										
September	14 August	287.20	311.20	286.60	234.80	240.90	194.70	271.40	289.90	252.20
December	23 October	300.00	327.50	299.40	243.40	250.30	197.30	283.20	304.40	260.80
1982—										
March	19 February	314.10	341.30	316.00	250.50	257.70	207.10	294.30	315.70	274.60
June	21 May	324.40	352.10	326.00	261.50	268.20	215.50	305.10	326.30	283.90
September	20 August	338.80	363.20	333.70	270.60	276.50	221.80	317.60	336.30	290.80
December	19 November	351.10	375.70	341.50	281.60	287.20	223.60	330.20	348.90	296.30
1983—										
March	18 February	355.30	375.70	345.00	285.90	291.30	230.30	334.10	349.90	301.40
June	20 May	358.30	380.50	347.30	286.80	293.30	231.80	336.30	353.60	303.00
September	19 August	362.00	385.40	353.80	288.90	295.00	233.40	339.10	357.10	306.90
Financial year—										
1981-82		306.40	333.00	307.00	247.60	254.30	203.70	288.50	309.10	267.90
1982-83		350.90	373.80	341.90	281.20	287.10	226.90	329.60	347.20	297.90

In the December quarter survey, additional information is collected relating to part-time and junior employees, managerial staff and hours of work. Detailed results of this survey are contained in *Earnings and Hours of Employees, Australia, November 1982* (6304.0).

Managerial employees are managerial, executive, professional and higher supervisory staff, i.e. employees who do not receive payment for overtime or who are in charge of a significant number of employees in a separate establishment. Non-managerial employees are those not managerial as defined.

Average weekly hours paid for refers to hours for which payment was made, and includes overtime hours, ordinary time hours, paid standby or reporting time, and that part of paid annual leave, paid sick leave, long service leave and paid holidays taken during the reference period, i.e. hours for which employees are paid while on leave. For employees who began or ceased work, or were absent without pay for any reason during the reference period, the hours recorded will be less than their hours for a full week. For employees paid other than weekly (excluding managerial, executive, etc, staff whose hours are not required) hours are converted to a weekly basis. Agreed hours of work are recorded where they are less than award hours.

Since the estimates from the survey are based on information which, was obtained from samples of employers, they may differ from the figures that would have been produced if the information had been obtained from all employers. One measure of the likely difference is given by the *standard error* (for definition *see* page 135).

Relative standard errors for the published estimates of average weekly earnings and hours are generally less than 4 per cent.

FULL-TIME NON-MANAGERIAL EMPLOYEES: AVERAGE EARNINGS AND HOURS PAID FOR, INDUSTRIES, AUSTRALIA, NOVEMBER 1982

Industry	Males			Females			Persons		
	Average weekly earnings	*Average weekly hours paid for*	*Average hourly earnings*	*Average weekly earnings*	*Average weekly hours paid for*	*Average hourly earnings*	*Average weekly earnings*	*Average weekly hours paid for*	*Average hourly earnings*
	($)		($)	($)		($)	($)		($)
ADULT EMPLOYEES									
Mining	565.60	43.0	13.16	335.20	38.9	8.62	552.10	42.8	12.92
Manufacturing—									
Food, beverages and tobacco	354.60	42.3	8.39	271.80	39.9	6.81	336.20	41.7	8.06
Textiles; clothing and footwear	301.20	42.7	7.05	238.30	38.7	6.16	255.70	39.8	6.43
Paper, printing, etc.	367.20	39.9	9.21	272.40	38.4	7.10	345.80	39.5	8.75
Chemical, petroleum and coal products	363.60	39.0	9.32	261.20	37.5	6.97	331.20	38.5	8.60
Metal products, machinery and equipment—									
Basic metal products	364.50	39.3	9.28	289.40	38.0	7.63	358.20	39.2	9.14
Fabricated metal products; other machinery, etc.	326.60	39.2	8.33	240.30	37.1	6.48	309.50	38.8	7.98
Transport equipment	312.90	38.0	8.23	254.80	37.4	6.81	307.10	38.0	8.09
Total metal products, etc.	*330.70*	*38.9*	*8.50*	*247.70*	*37.2*	*6.65*	*318.00*	*38.7*	*8.23*
Other manufacturing	312.50	40.6	7.71	244.80	38.9	6.29	300.30	40.3	7.46
Total manufacturing	*335.80*	*39.9*	*8.41*	*252.20*	*38.3*	*6.58*	*316.80*	*39.6*	*8.01*
Electricity, gas and water	387.90	39.4	9.86	299.00	37.2	8.04	381.20	39.2	9.73
Construction	362.50	40.9	8.87	252.50	37.9	6.67	353.80	40.6	8.71
Wholesale trade	315.80	40.9	7.72	266.10	39.4	6.75	302.90	40.5	7.48
Retail trade	277.20	40.5	6.84	234.40	39.5	5.93	259.80	40.3	6.45
Transport and storage; communication	374.30	40.5	9.25	321.50	39.2	8.20	366.80	40.3	9.11
Finance, business services	365.30	39.5	9.25	280.70	38.0	7.39	316.80	38.7	8.20
Public administration, community services, etc.	369.40	38.7	9.55	313.10	37.6	8.34	340.80	38.1	8.94
Other industries	305.10	40.3	7.58	233.30	38.7	6.02	270.60	39.5	6.85
Total all industries	**356.60**	**40.0**	**8.91**	**282.20**	**38.2**	**7.39**	**332.40**	**39.5**	**8.43**
JUNIOR EMPLOYEES									
Mining	298.70	38.2	7.82	272.00	39.3	6.92	291.60	38.5	7.57
Manufacturing—									
Food, beverages and tobacco	211.80	39.7	5.34	180.80	38.7	4.68	201.00	39.3	5.11
Textiles; clothing and footwear	182.50	38.8	4.71	162.20	39.2	4.14	166.20	39.1	4.25
Paper, printing, etc.	185.20	38.9	4.76	176.10	38.3	4.60	183.10	38.7	4.73
Chemical, petroleum and coal products	204.00	38.2	5.34	168.30	37.8	4.45	187.50	38.5	4.87
Metal products, machinery and equipment—									
Basic metal products	221.00	37.5	5.89	195.50	37.9	5.16	219.10	37.6	5.83
Fabricated metal products; other machinery, etc.	155.30	36.7	4.23	172.80	38.4	4.50	157.30	36.9	4.26
Transport equipment	169.20	37.7	4.49	161.20	37.9	4.26	168.60	37.7	4.47
Total metal products, etc.	*171.80*	*37.2*	*4.62*	*172.90*	*38.2*	*4.53*	*171.90*	*37.3*	*4.61*
Other manufacturing	148.50	39.3	3.78	154.90	38.8	3.99	149.40	39.2	3.81
Total manufacturing	*172.80*	*38.1*	*4.54*	*168.60*	*38.7*	*4.36*	*171.80*	*38.2*	*4.50*
Electricity, gas and water	209.00	37.5	5.57	206.50	37.0	5.59	208.40	37.4	5.57
Construction	189.80	38.0	5.00	178.60	38.4	4.65	188.60	38.0	4.96
Wholesale trade	176.00	41.0	4.29	156.90	39.2	4.00	167.50	40.2	4.17
Retail trade	153.30	39.7	3.86	162.80	40.1	4.07	157.60	40.0	3.94
Transport and storage; communication	218.50	38.0	5.76	194.80	38.6	5.05	209.90	38.2	5.50
Finance, business services	200.90	39.3	5.11	178.00	38.3	4.65	184.50	38.6	4.78
Public administration, community services, etc.	191.00	38.0	5.02	190.50	38.1	5.00	190.60	38.1	5.01
Other industries	185.40	40.2	4.61	146.40	39.1	3.75	159.80	39.5	4.05
Total all industries	**178.30**	**38.8**	**4.59**	**173.70**	**38.8**	**4.48**	**176.30**	**38.8**	**4.54**

Distribution and Composition of Earnings and Hours

Information on the distribution of earnings and hours is obtained from a regular survey of employers (conducted in May of each year from 1974 to 1981 inclusive), and a survey of households (conducted annually each August, from 1975 to 1982 inclusive). These statistics relate to estimates of the number of employees receiving particular levels of earnings, and paid for particular categories of hours.

Statistics of the composition of earnings are obtained from the survey of employers, conducted annually from May 1974 to May 1981 inclusive, and show average weekly earnings at award rates, payment by measured result (incentive payments, piecework, task bonus, commission, etc.), other ordinary time pay (over-award pay) and overtime pay. Other information published includes average earnings and hours classified by industry and by occupation. In this survey, a sample of employers is selected, and each requested to supply dissected earnings and hours information for individual

FULL-TIME EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS AND AGE, AUSTRALIA, AUGUST 1983

	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 ($)—					—'000—				
Under 120	40.5	9.2	10.2	8.3	4.1			35.0	75.5
120 and under 160	59.8	15.6	10.7	7.4	5.8	6.6	4.3	43.4	103.1
160 „ 180	29.8	20.4	9.2	9.3	7.5			50.3	80.1
180 „ 220	39.6	53.9	42.5	26.2	23.1	12.1	5.4	163.2	202.8
220 „ 240	14.0	54.4	53.7	39.7	35.9	17.2	7.3	208.1	222.1
240 „ 280	14.0	105.1	142.9	99.2	76.5	35.6	21.3	480.6	494.6
280 „ 320	6.1	67.6	147.1	102.7	83.0	36.2	14.7	451.2	457.3
320 „ 380	4.9	52.4	155.9	115.3	85.2	34.1	14.6	457.6	462.5
380 „ 420		21.3	96.1	76.7	45.9	18.1	7.4	265.5	267.0
420 „ 480		13.2	79.5	60.0	41.3	10.5	6.0	210.5	211.4
480 „ 520	4.2	5.2	47.3	46.8	24.4	9.8	6.6	136.3	136.9
520 „ 580		5.4	37.2	54.1	24.1	11.2		135.9	136.5
580 and over		6.7	39.1	54.9	38.9	15.1	3.7	158.4	159.0
Total	**212.9**	**430.4**	**871.5**	**700.6**	**495.9**	**206.5**	**91.2**	**2,796.0**	**3,008.9**
					—dollars—				
Median earnings	164	263	327	350	328	315	300	317	309
Mean earnings	177	283	356	382	368	364	341	353	341
Standard error of mean	2.60	2.70	2.10	2.60	3.20	5.50	8.50	0.90	0.90
FEMALES									
Weekly earnings ($)—					—'000—				
Under 120	34.8	6.4	5.7	8.3	3.8			28.1	62.9
120 „ 160	68.2	15.0	8.8	8.7	5.7	4.6	4.9	40.1	108.3
160 „ 180	28.1	22.5	11.1	10.1	6.9			54.3	82.4
180 „ 220	26.9	59.9	31.3	28.0	20.3	7.2	4.2	149.0	176.0
220 „ 240	8.3	62.2	36.1	27.7	22.3	5.7		155.8	164.1
240 „ 280	6.5	87.1	77.5	48.3	37.9	10.8	3.2	264.7	271.3
280 „ 320	3.1	36.5	53.1	38.2	24.4	6.5		160.6	163.7
320 „ 380		29.7	50.8	27.5	16.2	4.1		129.8	130.5
380 „ 420	3.2	5.6	28.0	18.4	6.1	6.5	5.1	60.4	60.8
420 and over		9.8	36.8	27.9	18.1			98.6	100.7
Total	**179.1**	**334.7**	**339.2**	**243.1**	**161.9**	**45.3**	**17.4**	**1,141.5**	**1,320.6**
					—dollars—				
Median earnings	152	241	280	272	263	259	236	262	250
Mean earnings	166	253	304	293	289	284	245	283	267
Standard error of mean	2.70	2.80	3.40	4.00	5.10	10.60	15.60	1.40	1.20

employees selected randomly in accordance with instructions provided by the ABS. 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.

Detailed statistics from this survey were published in *Earnings and Hours of Employees, (Distribution and Composition), Australia, May 1981 (6306.0)*, and some tables relating to the May 1981 survey were published in the 1983 Yearbook. The survey was not conducted in 1982. From May 1983, the sample will be selected from the ABS Central Integrated Register and it is expected that the survey will be conducted biennially thereafter.

The other source of earnings distribution statistics, the household-based population survey, provides information classified by various demographic and labour force characteristics such as marital status, country of birth and age group. This survey covers all persons aged 15 years and over who were employed as wage and salary earners in their main job. Detailed results of this survey are contained in *Weekly Earnings of Employees (Distribution), Australia, August 1983 (6310.0)*. A *full-time employee* in this survey is defined as one who usually works 35 hours or more per week, or who worked 35 hours or more in the reference week for the survey. Since the estimates from the survey are based on information which was obtained from a sample of households, they may differ from the figures that would have been produced if the information had been obtained from all households. One measure of the likely difference is given by the *standard error* (see page 135).

ALL EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS, MARITAL STATUS AND FULL-TIME OR PART-TIME STATUS, AUSTRALIA, AUGUST 1982

	Males			*Females*		
	Married(a)	*Not married(b)*	*Total*	*Married(a)*	*Not married(b)*	*Total*
			FULL-TIME EMPLOYEES			
			—'000—			
Weekly earnings ($)—						
Under 100	12.3	31.8	44.1	13.0	23.9	36.9
100 and under 110	6.6	19.6	26.2	8.4	17.9	22.2
110 „ 120	4.5	19.4	23.9		18.2	22.3
120 „ 130	7.5	26.6	34.1	6.9	27.1	34.0
130 „ 140	5.4	22.9	28.3	9.3	21.6	25.4
140 „ 150	7.0	22.5	29.5		23.5	29.0
150 „ 160	12.0	31.1	43.1	13.1	24.3	37.4
160 „ 170	14.2	25.9	40.0	14.0	27.2	41.2
170 „ 180	20.0	29.2	49.2	15.6	25.3	40.9
180 „ 190	26.1	33.3	59.4	27.4	27.7	55.1
190 „ 200	28.7	28.5	57.2	25.3	27.6	52.8
200 „ 210	67.6	47.4	114.9	47.6	43.5	91.1
210 „ 220	55.1	39.8	94.8	41.7	34.9	76.6
220 „ 230	85.8	47.3	133.1	46.8	37.1	83.9
230 „ 240	76.0	39.3	115.2	42.1	31.0	73.1
240 „ 250	82.1	49.4	131.5	43.2	30.4	73.6
250 „ 260	120.4	48.8	169.1	50.8	36.4	87.2
260 „ 280	147.9	59.8	207.7	60.0	41.8	101.8
280 „ 300	156.9	62.6	219.5	44.8	28.9	73.7
300 „ 320	199.2	58.8	258.0	34.2	28.0	62.2
320 „ 340	124.6	38.9	163.5	23.9	18.9	42.8
340 „ 360	115.2	38.3	153.5	20.1	13.6	33.7
360 „ 380	97.5	26.5	124.1	15.1	12.1	27.2
380 „ 400	91.2	25.2	116.4	16.0	10.1	26.0
400 „ 450	162.7	34.1	196.8	23.8	16.3	40.0
450 „ 500	112.3	22.1	134.3	7.7	5.8	13.6
500 „ 550	90.5	13.1	103.6	7.4	5.9	13.3
550 „ 600	63.1	9.5	72.6			
600 and over	129.0	21.8	150.7	7.1	7.2	14.3
Total	**2,121.3**	**973.2**	**3,094.5**	**665.2**	**666.1**	**1,331.3**
			—dollars—			
Median earnings	313	245	293	245	217	232
Mean earnings	348	264	322	260	230	245

ALL EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS, MARITAL STATUS AND FULL-TIME OR PART-TIME STATUS, AUSTRALIA, AUGUST 1982—*continued*

	Males			*Females*		
	Married(a)	*Not married(b)*	*Total*	*Married(a)*	*Not married(b)*	*Total*
	PART-TIME EMPLOYEES(*c*)					
			—'000—			
Weekly earnings ($)—						
Under 40	5.7	51.7	57.4	41.9	68.0	109.9
40 and under 60		9.6	13.4	39.1	21.2	60.3
60 „ 80	8.5	7.5	9.7	49.6	13.1	62.7
80 „ 100		6.9	9.3	51.9	11.5	63.5
100 „ 120		7.2	11.5	67.9	11.4	79.4
120 „ 140	7.1	4.9	7.7	55.8	11.9	67.7
140 „ 160			8.0	48.1	10.7	58.8
160 „ 180	7.3	5.1	4.5	38.4	7.6	46.0
180 „ 200	*	5.3	6.3	25.9	5.3	31.2
200 and over	30.9	14.8	45.7	75.3	19.4	94.7
Total	**60.6**	**112.9**	**173.5**	**494.1**	**180.1**	**674.2**
			—dollars—			
Median earnings	203	50	93	119	61	109
Mean earnings	228	96	142	131	91	120

(*a*) Includes permanently separated and de facto relationships. (*b*) Never married, widowed and divorced. (*c*) Since part-time employees are defined as those who usually work less than 35 hours and who did so during the survey week, these figures may include school teachers, academic staff in universities, aircrew, etc.

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 its continuation as a monthly collection therefore, the survey, since August 1981, has been 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 for the year to August 1983 is shown below. More detailed information and explanatory notes are published in *Overtime, Australia* (6330.0).

	Average weekly overtime hours								
Month	*N.S.W.*	*Vic.*	*Qld*	*S.A.*	*W.A.*	*Tas.*	*N.T.*	*A.C.T.*	*Aust.*
	PER EMPLOYEE IN THE SURVEY								
1982—									
November	1.35	1.29	1.27	0.94	1.69	1.01	1.58	0.80	1.30
1983—									
February	1.12	1.23	1.05	0.89	1.38	1.17	1.77	0.66	1.14
May	1.06	1.32	1.23	1.11	1.40	1.14	1.53	0.80	1.19
August	1.15	1.39	1.10	0.90	1.36	1.00	1.96	0.75	1.20
Standard error of August 1983 estimates	0.07	0.10	0.11	0.09	0.08	0.10	0.17	0.03	0.04
	PER EMPLOYEE WORKING OVERTIME								
1982—									
November	7.01	7.25	6.27	6.42	8.13	6.70	7.09	7.20	7.03
1983—									
February	6.56	7.37	5.93	6.45	7.19	7.55	8.35	6.01	6.78
May	6.51	7.26	6.65	7.01	7.02	6.68	7.33	6.58	6.85
August	6.60	7.64	5.99	5.80	7.13	6.53	8.21	5.92	6.80
Standard error of August 1983 estimates	0.19	0.30	0.34	0.34	0.22	0.33	0.34	0.16	0.12

Month	*Average weekly overtime hours—continued*								
	N.S.W.	*Vic.*	*Qld*	*S.A.*	*W.A.*	*Tas.*	*N.T.*	*A.C.T.*	*Aust.*
PROPORTION OF EMPLOYEES IN THE SURVEY WORKING OVERTIME (per cent)									
1982—									
November	19.27	17.74	20.35	14.58	20.75	15.04	22.33	11.14	18.44
1983—									
February	17.04	16.74	17.78	13.80	19.26	15.51	21.26	11.02	16.82
May	16.36	18.18	18.50	15.81	19.89	17.00	20.89	12.12	17.36
August	17.36	18.20	18.37	15.46	19.03	15.38	23.92	12.62	17.59
Standard error of August 1983 estimates	0.69	0.85	1.00	0.70	0.71	0.87	1.85	0.63	0.59

INCOME DISTRIBUTION SURVEYS

A number of surveys of incomes has been conducted at irregular intervals. These surveys are conducted throughout Australia and cover all persons aged 15 years and over. Estimates are usually presented for individuals, and groups of individuals such as income units and families.

The last survey for which full results are available was conducted in respect of 1978-79; these were published in Income Distribution, Australia, 1978-79, Unemployed Persons (6521.0); Individuals (6502.0); Income Units (6523.0) and Supplementary Tables (6504.0), the last of which contains tables for individuals, income units and families. A more analytical presentation of these results is contained in Income Distribution, Australia, 1978-79, Supplement to Social Indicators No. 3 (4108.0).

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

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

INDUSTRIAL DISPUTES

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

The statistics are compiled according to the Australian Standard Industrial Classification (ASIC), described in the ABS publication *Australian Standard Industrial Classification*, 1978, Vol. 1 (1201.0).

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 this page and pages 157, 158 and 160 relate to disputes *in progress* in the year, whilst figures in tables on page 159 relate only to disputes which *ended* in the reference year.

INDUSTRIAL DISPUTES: INDUSTRIES, 1978 TO 1982

	Mining		*Manufacturing*			*Transport and storage; Communication*			
Year	*Coal*	*Other*	*Metal products, machinery and equipment*	*Other*	*Construction*	*Stevedoring services*	*Other*	*Other industries (a)*	*All industries*
				NUMBER OF DISPUTES					
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
1981 . .	354	332	950	285	247	94	269	384	2,915
1982 . .	223	408	541	179	251	77	141	240	2,060
				WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) ('000)					
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
1981 . .	98.8	60.0	322.4	207.6	136.2	30.9	130.9	265.0	1,251.8
1982 . .	104.3	55.7	162.7	92.9	71.6	19.9	64.8	151.1	722.9
				WORKING DAYS LOST ('000)					
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
1981 . .	318.3	307.4	1,221.5	654.1	441.9	59.3	406.2	783.3	4,192.2
1982 . .	525.8	157.1	241.8	333.0	231.1	21.6	274.6	373.1	2,158.0
				ESTIMATED LOSS IN WAGES ($'000)					
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
1981 . .	21,321	19,366	60,576	34,658	25,312	3,188	19,044	38,315	221,779
1982 . .	34,022	10,049	14,682	18,871	18,103	1,198	14,602	22,097	133,624

(*a*) ASIC divisions A, D, F, I to L.

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

ASIC division	*ASIC industry*	*1980*	*1981*	*1982*
A	Agriculture, forestry, fishing and hunting	4.5	21.0	100.6
B	Mining	908.5	625.8	682.9
	Coal mining	710.7	318.3	525.8
	Other mining	197.7	307.4	157.1
C	Manufacturing	1,344.3	1,875.7	574.7
	Food, beverages and tobacco	494.9	198.5	250.2
	Textiles; clothing and footwear	11.4	67.9	3.1
	Textiles	3.7	15.6	2.6
	Clothing and footwear	7.7	52.4	0.5
	Wood, wood products and furniture	6.3	14.5	6.6
	Paper and paper products, printing and publishing	109.9	240.1	27.2
	Chemical, petroleum and coal products	58.9	40.0	17.6
	Metal products, machinery and equipment	615.9	1,221.5	241.8
	Basic metal products	156.4	273.5	91.2
	Fabricated metal products	74.8	138.3	19.5
	Transport equipment	264.4	523.6	98.7
	Other machinery and equipment	120.3	286.1	32.3
	Other manufacturing	47.1	93.1	28.3
	Non-metallic mineral products	18.3	53.2	19.6
	Miscellaneous manufacturing	28.8	39.9	8.7
D	Electricity, gas and water	98.6	105.9	61.9
	Electricity and gas	58.8	83.4	28.4
	Water, sewerage and drainage	39.8	22.4	33.5
E	Construction	217.9	441.9	231.1
F	Wholesale and retail trade	184.5	158.2	45.8
	Wholesale trade	106.1	93.6	9.4
	Retail trade	78.4	64.6	36.4
G,H	Transport and storage; communication	215.9	465.5	296.2
	Railway transport; Air transport	103.3	109.6	220.5
	Railway transport	84.5	38.1	218.5
	Air transport	18.9	71.5	2.0
	Water transport	85.1	90.9	32.5
	Stevedoring services	73.4	59.3	21.6
	Water transport (except stevedoring services)	11.7	31.6	10.9
	Road transport; other transport and storage; communication	27.5	264.9	43.2
	Road transport	20.3	152.9	32.9
	Other transport and storage; communication	3.4	112.1	10.2
I	Finance, insurance, real estate and business services	12.1	13.1	54.0
J,K	Public administration and defence; community services	236.0	383.2	102.4
	Health	9.6	32.7	38.2
	Education, libraries, museums and art galleries	81.4	183.0	14.5
	Other	144.9	167.5	49.8
L	Entertainment, recreation, restaurants, hotels and personal services	98.0	102.0	8.4
	Total	**3320.2**	**4,192.2**	**2158.0**

INDUSTRIAL DISPUTES : AUSTRALIA

Working days lost

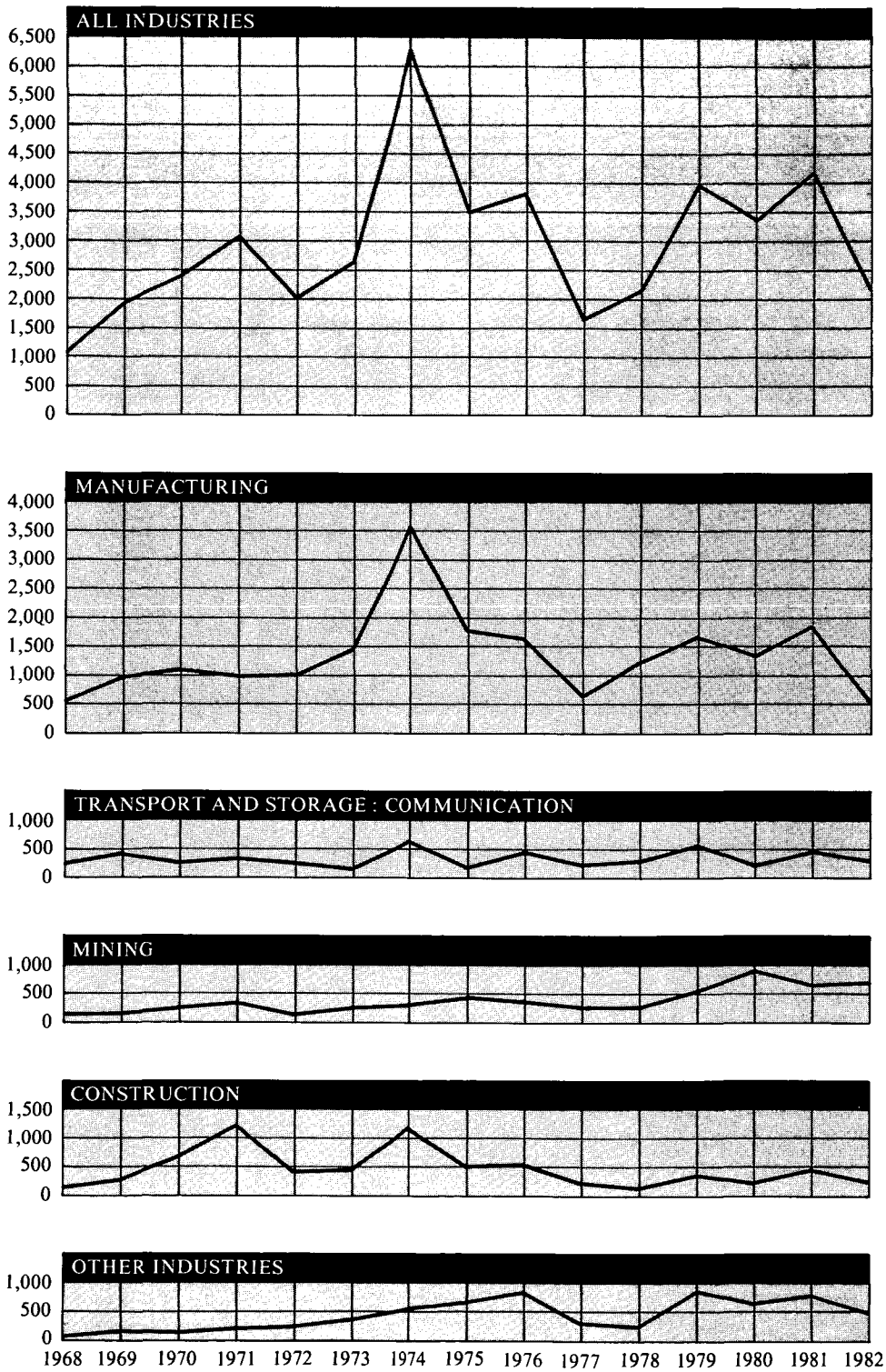


PLATE 32

The following table shows, for the years 1980 to 1982, 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, 1980 TO 1982(*a*)

('000)

	1980	*1981*	*1982*
DURATION			
Up to 1 day	228.6	293.0	187.1
Over 1 to 2 days	713.7	295.9	290.8
Over 2 to 3 days	204.4	530.8	323.0
Over 3 to less than 5 days	242.1	674.7	
5 to less than 10 days	407.7	1,131.5	515.1
10 to less than 20 days	447.6	926.3	629.0
20 to less than 40 days	500.2	438.5	247.0
40 days and over	318.0	136.7	
Total	**3,062.4**	**4,427.4**	**2,219.0**
CAUSES(*b*)			
Wages	1,101.8	2,066.9	1 081.4
Hours of work	230.6	1,099.1	455.2
Leave, pensions, compensation provisions, etc.	463.0	278.3	(*c*)
Managerial policy	701.8	687.8	369.1
Physical working conditions	167.1	176.5	155.6
Trade unionism	103.4	87.4	76.7
Other	294.6	31.3	81.0(*d*)
Total	**3,062.4**	**4,427.4**	**2,219.0**
METHODS OF SETTLEMENT(*e*)			
Negotiation	788.6	701.5	412.7
Mediation	25.0	9.5	(*f*)
State legislation—			
Under State conciliation, etc., legislation	255.5	323.8	129.2
Intervention, etc. of State Government officials	–	2.4	
Federal and joint Federal State legislation (*g*)	140.4	1,343.7	691.7
Filling the places of workers on strike or locked out	–	0.9	(*f*)
Closing down the establishment permanently	8.3	9.8	(*f*)
Resumption without negotiation	244.1	2,003.2	976.9
Other methods	–	32.7	8.6(*h*)
Total	**3,062.4**	**4,427.4**	**2,219.0**

(*a*) Refers to disputes which ended in the year. *See* page 156. (*b*) For nature of classification, *see* text above. (*c*) Included in 'Other'. (*d*) Includes 'Leave, pensions, compensation provisions, etc'. (*e*) Method directly responsible for ending the stoppage of work. (*f*) Included in 'Other methods'. (*g*) 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. (*h*) Includes 'Mediation', Filling the places of workers on strike or locked out' and 'Closing down the establishment permanently'.

The following table shows the number of working days lost per 1,000 employees in the years 1977 to 1982. For classification of causes *see* grouping on page 159. 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 from 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: INDUSTRIES, WORKING DAYS LOST PER THOUSAND EMPLOYEES

	Mining		*Manufacturing*			*Transport and storage, Communication*			
	Coal	*Other*	*Metal products, machinery and equipment*	*Other*	*Construction*	*Stevedoring services*	*Other*	*Other industries (a)*	*All industries*
1978	5,669	2,415	1,460	747	378	8,418	435	74	434
1979	8,744	5,412	1,818	1,147	1,044	8,106	1,126	270	787
1979(*b*)	8,021	5,649	1,872	1,116	1,115	(*c*)3,736	1,145	270	788
1980(*b*)	23,533	3,915	1,181	1,094	681	(*c*)2,556	354	202	650
1981(*b*)	10,011	5,141	2,285	989	1,423	(*c*)3,041	957	239	800
1982(*b*)	14,483	2,691	487	512	782	(*c*)1,087	667	85	396

(*a*) Excludes agriculture, etc. and private households employing staff. (*b*) Based on estimates from the labour force survey. (*c*) ASIC subdivision 53—Water transport.

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 1978 to 1982. Some of the figures shown have been revised; for a more detailed explanation of the revisions, see *Trade Union Statistics, Australia, December 1982* (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*	
1978	330	1,969.2	861.5	56
1979	328	1,971.4	902.2	56
1979	328	1,971.4	902.2	56 (*b*)
1980	325	2,009.5	946.3	56 (*b*)
1981	324	2,029.4	964.7	56 (*b*)
1982	322	2,024.4	988.0	57 (*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 1978 and 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 from 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, 1982

	Separate unions		*Members*	
Number of members	*Number*	*Proportion of total (per cent)*	*Number ('000)*	*Proportion of total (per cent)*
Under 100	46	14.3	2.5	0.1
100 and under 250	38	11.8	6.1	0.2
250 „ „ 500	25	7.8	9.1	0.3
500 „ „ 1,000	43	13.4	28.8	1.0
1,000 „ „ 2,000	45	14.0	61.3	2.0
2,000 „ „ 5,000	41	12.7	132.0	4.4
5,000 „ „ 10,000	21	6.5	147.3	4.9
10,000 „ „ 20,000	21	6.5	305.6	10.1
20,000 „ „ 30,000	9	2.8	207.4	6.9
30,000 „ „ 40,000	10	3.1	354.6	11.8
40,000 „ „ 50,000	9	2.8	402.7	13.4
50,000 „ „ 80,000	6	1.9	405.6	13.5
80,000 and over	8	2.5	949.4	31.5
Total	**322**	**100.0**	**3,012.4**	**100.0**

In March to May 1982 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, Australia, March to May 1982* (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 1982 the number of employers' organisations registered under the provisions of the *Conciliation and Arbitration Act 1904* was 86. The number of unions registered at the end of 1982 was 150, with membership of approximately 2.48 million, 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 published periodically by the Office of the Industrial Registrar (Australian Conciliation and Arbitration Commission). (Branches of employer organisations and unions may also register under various State Acts, as outlined below.)

New South Wales. At 30 June 1983 there were 112 employee unions and 304 employer unions registered under provisions of the *Industrial Arbitration Act 1940*, and 126 employee unions, 11 employer unions, and 7 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. 230 for details at 30 June 1983.)

Queensland. At 31 December 1982 there were 71 employee unions registered under the *Industrial Conciliation and Arbitration Act 1961–1980* with a reported membership of 385,211. At the same date, 39 employer unions with a reported membership of 36,617 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 1982 there were 10 employer associations and 69

employee associations registered under the provisions of the *Industrial Conciliation and Arbitration Act 1972* as amended. Membership of these employee associations totalled approximately 196,892.

Western Australia. At 30 June 1983 there were 66 unions of workers, with an aggregate membership of 176,065, registered under the provisions of the *Industrial Arbitration Act*, 1979–1982. At the same date there were 14 registered unions of employers with a reported aggregate membership of 2,138 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 1983 the main central labour organisation was the *Australian Council of Trade Unions* (ACTU), which came into being in 1927 and at the end of September 1983 had affiliated with it 157 trade unions with a combined membership of approximately 2.3 million.

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 150 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 13 International Conferences of Labour Statisticians, the latest being held in Geneva in October 1982. These conferences are responsible for recommending and reviewing standards which the ABS adopts wherever practicable.

EMPLOYMENT AND TRAINING PROGRAMS

The Commonwealth Government has a range of programs designed to promote work experience and training. The principal aims of these programs are to maintain an adequate supply of trained persons to meet the needs of industry and to assist disadvantaged groups in the labour market. The main Commonwealth programs are described below.

Trade Training

Commonwealth Rebate for Apprentice Full-time Training (CRAFT)

This program compensates employers for the cost of releasing apprentices to attend off-the-job-training courses, including basic trade courses provided by technical education institutions. From 1 January 1983 it pays tax exempt rebates of between $21.00 and $41.00 per day, depending upon the trade and level of training.

Special apprentice training

Four types of support are available for certain categories of apprentices. Under the *Group One Year Scheme* assistance is provided to enable apprentices indentured to private employees to undertake their first year of training in Government establishments.

The *Special Assistance Program* makes provision for a subsidy to employers to employ apprentices who have been retrenched by their former employer and a training allowance to enable retrenched apprentices to continue training by attending approved full-time courses. Assistance provided under the *Group Apprenticeship Apprentice Support Program* enables small employers who would normally be unable to employ apprentices to establish joint projects to train apprentices. The *Special Trade Training Program* has been developed to provide special assistance for the training of adult apprentices in skills which are in short supply.

Skills Training

Skills in demand

This program promotes the training of persons in particular skills which are in demand by industry. It offers a range of assistance including the costs of establishing and running training courses and providing allowances for unemployed trainees. The development and management of this training is on a joint industry and government basis.

Labour adjustment training arrangements

Redundant workers in designated instances of large scale retrenchments are eligible for flexible packages of special training assistance. The arrangements are developed in consultation with the retrenching firm(s), relevant unions and education authorities and are implemented in educational institutions and available industry training facilities. Assistance is provided through the payment of allowances to eligible trainees, negotiating special courses not locally available and meeting the costs of development and provision of such courses.

Under General Training Assistance subsidies can be provided to employers who employ and train an eligible unemployed person when no suitably trained applicants can be referred to the position by the Commonwealth Employment Service. The weekly rates for on-the-job training are $63.70 per week for juniors and $86.90 per week for adults.

A training allowance is also available for eligible unemployed people who undertake formal training in an occupation which is in demand. Trainees receive an income-tested living allowance which comprises a basic component equivalent to their entitlement to unemployment benefit, and a training component. The training component for adults is $46.35 per week and for trainees under 18, $23.20 per week.

Industry training services

In addition to specific schemes directed at the training of individuals, the Government also provides aid to assist industry to develop and improve its own training programs.

Youth Training

A *School to Work Transition Allowance*, equal to the level of unemployment benefit plus $6.00 per week, is available to eligible unemployed young persons to enable them to attend full-time transition courses conducted by Technical and Further Education (TAFE) Colleges. For further details refer to Education chapter on page). A *Pre-Apprenticeship Allowance* of $20.00 per week is available to persons who are ineligible for higher allowances from other Commonwealth schemes while they are attending Government funded pre-apprenticeship training at TAFE institutions.

Special Youth Employment Training Program (SYETP)

A major disadvantage faced by young people competing in the labour market is a lack of appropriate work skills and previous work experience. Often a lack of personal qualities or formal qualifications required by employers add to their difficulties.

To offset these disadvantages, wage subsidies may be provided to employers. To qualify for the subsidy, employers must be prepared to make available work experience and basic training opportunities, on a full-time basis, for at least 17–34 weeks.

Two levels of subsidy are available:

Standard SYETP where $75.00 per week is provided for up to 17 weeks for young people aged between 15 and 24 years who are registered as unemployed with the Commonwealth Employment Service (CES) and have been so registered and away from full-time education for at least four of the last twelve months; and

Extended SYETP where a subsidy at $100.00 per week is provided for up to 17 weeks, then $75.00 per week for a further 17 weeks for young people aged between 18 to 24 years who are registered as unemployed with the CES and have been so registered and away from full-time education for at least eight of the last twelve months.

Employment Creation

Community Employment Program (CEP)

This program was established by the *Community Employment Act 1983* and is designed to create additional employment opportunities for unemployed persons through the funding of labour intensive projects of social and economic benefit to the community. The CEP is directed at those unemployed persons who are particularly disadvantaged in the labour market and who are consequently least likely to benefit from improved economic activity. These include the longer term unemployed, Aboriginals, migrants with English language difficulties and the disabled. It is an objective of the CEP that 50% of the jobs created will be for women.

Eligible projects are those which provide additional employment to that which otherwise would have occurred; are labour intensive; provide services of public and community value and provide worthwhile work experience and/or training for participants.

The Commonwealth's contribution is on the basis of meeting 70% of project budget costs overall. Sponsors will normally be required to contribute 30% of the total budget cost of their projects, but this requirement may be wholly or partially waived for a particular project, when the applicants can demonstrate an inability to contribute any or all of the 30% and can demonstrate the value of the project within the terms of the Program guidelines.

Assistance for Long-term Unemployed Adults

Adult Wage Subsidy Scheme (AWSS)

Under this scheme, employers are offered a wage subsidy to provide adult long-term unemployed job seekers with a period of stable employment with the intention of facilitating their re-integration in the employed labour force.

Two levels of subsidy are available:

Standard: A subsidy of $100 per week for 17 weeks followed by $75 per week for a further 17 weeks is paid in respect of job seekers aged 25 and over who have been unemployed, registered with the CES and away from full-time education for at least 8 months in the last 12.

Extended: A subsidy of $125 per week for 52 weeks is payable in respect of job seekers 45 years and over who have been continuously unemployed, registered with the CES, and away from full-time education for the previous 12 months.

Special training

Some groups in the community, because of background and circumstances beyond their control, face additional disadvantages in gaining and maintaining employment. In recognition of these disadvantages special programs, allowances and subsidies are available.

Two such groups are Aboriginals and the disabled. Assistance provided includes the provision of *public sector training* positions, *training allowances* and *employer subsidies*. Special training projects for Aboriginals and work preparation courses for disabled persons are also supported.

Employment services

A number of programs are funded to support the Government's manpower and training policies and to offset the effects of certain inefficiencies in the labour market.

The two main types of program are mobility assistance programs and information programs. Mobility assistance includes *Relocation Assistance Scheme* (RAS) which assists the relocation of unemployed people or people who have received notification of impending redundancy and who are unable to obtain within a reasonable time continuing employment in the area in which they live, and the *Fares Assistance Scheme* (FAS) which assists unemployed people to attend job interviews with prospective employers.

The information programs include the provision of *Occupation Information* and a *National Promotional Campaign* to ensure a widespread knowledge of the assistance provided under the Government's programs.

Youth Support

Assistance to unemployed young persons is provided through labour market support programs which encourage the community to respond to their needs.

Community-based youth programs

Community Youth Support Scheme (CYSS). The objective of CYSS is to encourage communities to assist local unemployed young people to develop their capacity for obtaining and retaining employment, and also to become more self-reliant during periods of unemployment.

Volunteer Youth Program which provides grants to community organisations for the purpose of facilitating the placement of unemployed young people in voluntary community service activities with the aim of developing and enhancing their work-related skills.

Community Youth Special Projects Program which assists community organisations to develop individual projects aimed at offering the young unemployed full-time structured training and employment-related training activities.

Trade recognition

The *Tradesmen's Rights Regulation Act 1946* provides a national tripartite system under which persons who have not completed an Australian apprenticeship may achieve recognition as tradespersons in specified classifications in the metal, electrical, footwear trades.

Trade Union Training Authority

The Trade Union Training Authority (TUTA) was established in 1975 for the provision, co-ordination, promotion and evaluation of trade union training in Australia. Training programs are conducted at TUTA's centres in each capital city, in country locations throughout Australia and at the TUTA's national residential college at Albury/Wodonga, the Clyde Cameron College.

DEPARTMENT OF EMPLOYMENT AND INDUSTRIAL RELATIONS
LABOUR FORCE PROGRAMS AND SERVICES
EXPENDITURE
1978-1979 TO 1983-84

Type of program	*1978–79*	*1979–80*	*1980–81*	*1981–82*	*1982–83*	*1983–84 (est.)*
		$'000				
Trade Training Program						
CRAFT	24,431	42,702	64,451	78,749	84,938	96,980
Special Apprentice Training	3,700	3,100	3,600	3,360	10,456	20,840
Skills Training Program						
General Training Assistance	15,900	9,700	10,732	8,273	5,998	4,531
Labour Adjustment Training						
Arrangements and Skills-in-Demand	—	500	478	2,482	3,606	12,000
Industry Training Services	1,174	2,006	3,000	4,500	5,222	7,000
Youth Training Program						
School-to-work Transition						
Allowance (incl. Experimental Training Projects)	2,300	3,000	4,703	8,423	12,313	15,210
Pre-apprenticeship allowance	1,150	1,150	1,587	1,146	1,941	3,520
Work experience	82,640	24,158	41,255	53,702	63,625	74,750
Special Training Program						
Training for Aboriginals	13,400	11,000	13,928	19,044	24,610	25,760
Training for the disabled	1,400	1,000	2,719	6,471	6,312	6,500
Special Needs Clients	—	—	731	1,007	751	900
Employment Services						
Relocation assistance scheme	1,144	1,050	1,265	1,599	2,160	2,000
Fares assistance scheme	108	220	303	264	362	380
Occupational information	—	561	1,620	1,211	1,627	2,402
Former Regular Servicemen's vocational training scheme	120	220	287	196	74	73
National promotional campaign	—	—	840	124	962	2,695
Employment strategies	119	297	428	290	512	—
Industrial Democracy Grants	—	—	—	—	—	200
Community-Based Youth Programs						
Community Youth Support Scheme	10,711	11,600	13,800	14,200	17,880	21,204
Volunteer Youth Program	—	109	157	151	178	379
Community Youth Special Projects	—	—	206	586	1,499	3,626
Assistance for Long Term Unemployed						
Adult Wage Subsidy Scheme	—	—	—	—	375	10,050
Private Sector Assistance						
Private Sector Assistance Program	—	—	—	—	—	22,000
Total Labour Force Programs and Services (excl. Employment Generation)	*158,297*	*112,373*	*165,090*	*205,778*	*245,401*	*333,000*
Employment Generation	—	—	—	—	100,000	400,000
Total	**158,297**	**112,373**	**166,090**	**205,778**	**345,401**	**733,000**

DEPARTMENT OF EMPLOYMENT AND INDUSTRIAL RELATIONS
LABOUR FORCE PROGRAMS AND SERVICES
NEW APPROVALS
1980–81 TO 1983–84

Type of program	*1980–81*	*1981–82*	*1982–83*	*1983–84 (est.)*
Trade Training Program				
CRAFT	92,000	99,000	100,544	96,000
Special Apprentice Training	2,395	3,040	8,278	8,130
Skills Training Program				
General Training				
Formal	1,801	1,086	1,656	1,300
On-the-job	15,724	7,320	3,526	1,360
Labour Adjustment				
Training and Skills-in-Demand	390	1,213	1,615	3,000
Youth Training Program				
School-to-work	8,330	11,456	14,219	16,100
Pre-apprenticeship	1,778	1,596	3,785	4,950
Work experience				
Standard SYETP	51,273	37,525	45,129	20,200
Extended SYETP	6,494	10,582	16,337	6,850
Commonwealth	3,622	3,589	4,233	4,800
State SYETP	—	—	567	1,300
Special Training Program				
Aboriginals	4,900	4,628	5,697	4,700
Disabled	2,125	3,776	3,206	2,850
Special Needs Clients	200	915	1,012	900
Employment Services				
Relocation Assistance Scheme	1,527	1,513	1,985	2,000
Assistance for Long-Term Unemployment				
Adult Wage Subsidy Scheme	—	—	1,642	2,850
Private Sector Assistance				
Private Sector Assistance Program	—	—	—	38,200
Employment Generation	—	—	(n.a.)	40,000
Total	**192,359**	**187,239**	**213,431**	**255,490**