

CHAPTER 12

INTERNATIONAL COMPARISONS

In many countries, statistics on labour are based on standard concepts and definitions recommended by the International Labour Organisation (ILO). However, these definitions are applied by individual countries in different ways according to national circumstances with the result that the statistics are often not comparable.

For labour force statistics this problem is further compounded by the variety of collection methodologies and counting rules used in different countries. Some countries, including Australia, conduct regular household and employer surveys while others obtain their statistics as administrative by-products. The survey approach is generally preferred as it provides better coverage and a close adherence to the international recommendations.

International comparisons of labour force statistics are compiled by a number of organisations including the Organisation for Economic Co-operation and Development (OECD), U.S. Bureau of Labor Statistics (BLS) and ILO. These organisations make some adjustments to figures supplied by the various international statistical organisations in order to make the data more comparable and in greater conformity with ILO standards.

The following tables have been derived from the ILO, OECD and BLS and where possible, data is presented for the period 1973 to 1983. The figures given for Australia may differ slightly from that given earlier in this publication because of the adjustments made to the Australian series to allow for international comparability and to conform with ILO standards.

TABLE 12.1. ESTIMATED MID-YEAR POPULATION FOR SELECTED COUNTRIES, 1973 TO 1983
(Million)

Year	Australia	U.S.A.	Japan	Federal Republic of Germany	U.K.	France	Italy	Canada	Sweden	New Zealand
1973	13.38	211.91	108.66	61.98	56.00	52.12	54.91	22.07	8.14	2.97
1974	13.60	213.85	110.16	62.05	56.01	52.46	55.41	22.40	8.16	3.03
1975	13.77	215.97	111.52	61.83	55.98	52.71	55.83	22.73	8.19	3.09
1976	13.92	218.04	112.77	61.53	55.96	52.89	56.17	23.03	8.22	3.12
1977	14.07	220.24	113.88	61.40	55.91	53.08	56.46	23.31	8.25	3.13
1978	14.25	222.59	114.92	61.33	55.90	53.28	56.71	23.55	8.28	3.13
1979	14.51	225.06	115.88	61.36	55.95	53.48	56.91	23.79	8.29	3.14
1980	14.69	227.66	116.78	61.57	56.01	53.71	57.07	24.09	8.31	3.14
1981	14.93	229.81	117.65	61.68	56.02	53.96	57.20	24.37	8.32	3.18
1982	15.18	232.06	118.45	61.64	56.01	54.22	56.74	24.66	8.33	3.17
1983	n.a.	234.25	n.a.	61.42	n.a.	54.47	56.83	24.91	8.33	3.20

Source: Organisation for Economic Co-operation and Development, *Labour Force Statistics 1970-81*, OECD 1983, OECD, *Quarterly Labour Force Statistics*, 1/1984, OECD 1984.

TABLE 12.2. CIVILIAN EMPLOYMENT/POPULATION RATIOS, 1973 TO 1983

Year	Australia	U.S.A.	Japan	Federal Republic of Germany	U.K.	France	Italy	Canada	Sweden	New Zealand
1973	61.2	57.8	63.2	55.4	60.9	55.7	45.9	56.4	62.5	n.a.
1974	61.3	57.8	62.2	54.2	60.8	55.5	46.2	57.3	63.6	n.a.
1975	60.1	56.1	61.2	52.5	60.3	54.4	46.0	56.9	64.8	n.a.
1976	59.7	56.8	61.1	52.0	59.6	54.3	46.1	56.7	64.9	n.a.
1977	59.2	57.9	61.2	51.6	59.3	54.3	46.3	56.6	64.8	n.a.
1978	58.1	59.3	61.3	51.5	59.3	54.1	45.9	57.5	64.6	n.a.
1979	57.9	59.9	61.4	51.7	59.8	53.6	46.0	58.7	65.3	n.a.
1980	58.4	59.2	61.3	51.6	58.9	53.1	46.1	59.3	65.6	n.a.
1981	58.4	59.0	61.2	50.7	55.9	52.3	45.9	59.9	65.1	n.a.
1982	57.3	57.8	61.2	49.9	54.2	52.0	45.2	57.0	64.8	n.a.
1983	55.4	57.9	61.4	49.1	n.a.	51.5	44.8	56.7	64.7	n.a.

Source: Statistical Supplement to International Comparisons of Unemployment, Bulletin 1979, U.S. Department of Labor, Bureau of Labor Statistics, May 1984.

TABLE 12.3. CIVILIAN LABOUR FORCE, PERSONS, SELECTED COUNTRIES, 1973 TO 1983 ('000)

Year(a)	Australia	U.S.A.	Japan	Federal Republic of Germany	U.K.	France	Italy	Canada	Sweden	New Zealand
1973	5,901	89,429	52,590	26,540	24,860	21,380	19,550	9,276	3,971	1,145
1974	6,053	91,949	52,440	26,400	24,890	21,590	19,890	9,639	4,037	1,193
1975	6,169	93,775	52,530	26,130	25,150	21,640	20,080	9,974	4,123	1,217
1976	6,244	96,158	53,100	25,900	25,330	21,870	20,300	10,206	4,149	1,239
1977	6,358	99,009	53,820	25,870	25,450	22,140	20,530	10,498	4,168	1,258
1978	6,443	102,251	54,610	26,000	25,600	22,310	20,630	10,882	4,203	1,267
1979	6,519	104,962	55,210	26,240	25,780	22,500	20,910	11,207	4,262	1,287
1980	6,693	106,940	55,740	26,500	25,920	22,580	21,210	11,522	4,312	1,299
1981	6,810	108,670	56,320	26,630	25,980	22,690	21,380	11,830	4,326	1,315
1982	6,910	110,204	56,980	26,670	25,780	22,960	21,410	11,958	4,350	1,332
1983	6,997	111,550	58,110	26,540	25,730	22,920	21,530	12,183	4,369	n.a.

(a) Annual averages.

Sources: Statistical Supplement to International Comparisons of Unemployment, Bulletin 1979, U.S. Department of Labor Statistics, May 1984; OECD Labour Force Statistics, 1970-1981; OECD Quarterly Labour Force Statistics 1/1984; OECD, The OECD Observer, No. 127, March 1984.

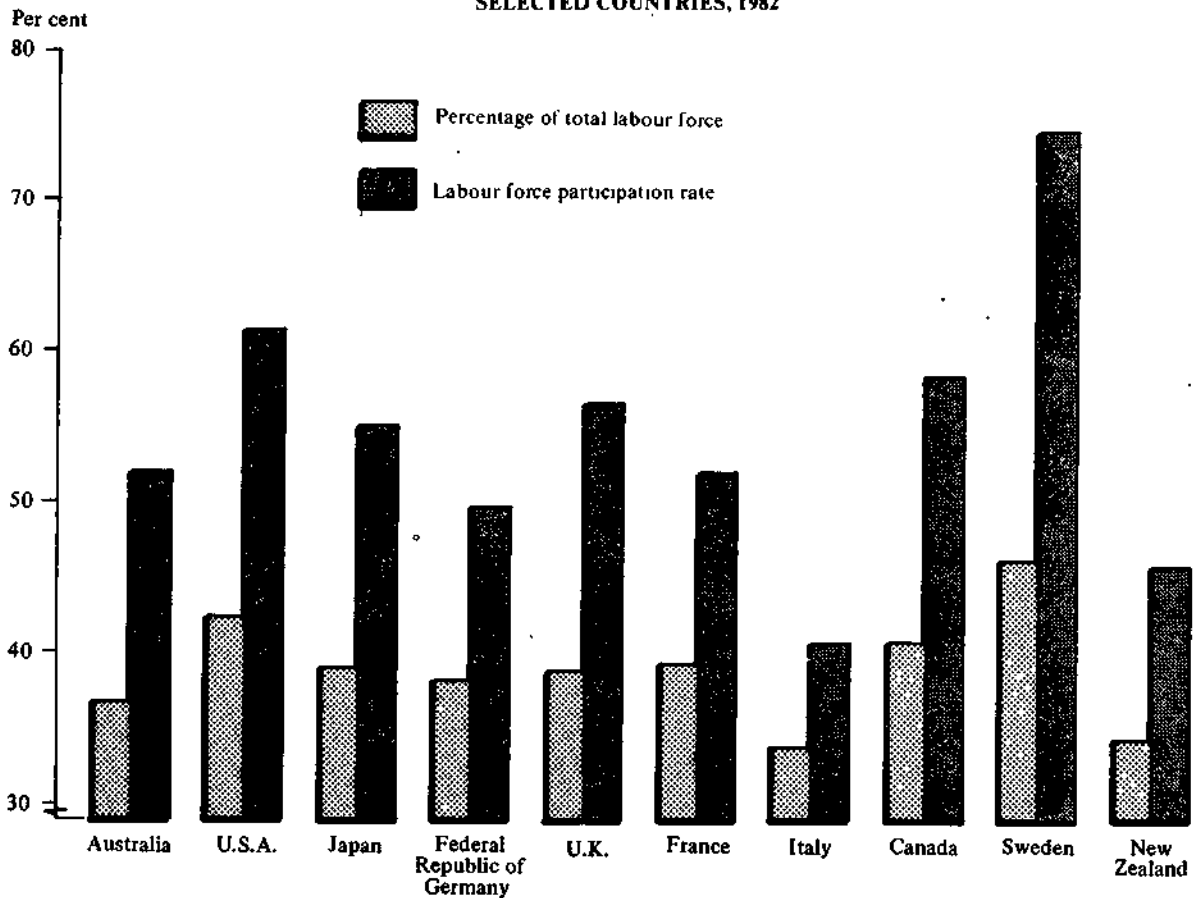
TABLE 12.4. CIVILIAN LABOUR FORCE PARTICIPATION RATES FOR SELECTED COUNTRIES, 1973 TO 1983
(Per cent)

Year(a)	Australia	U.S.A.	Japan	Federal Republic of Germany	U.K.	France	Italy	Canada	Sweden	New Zealand
1973	62.8	60.8	64.0	55.8	62.9	56.2	47.4	59.7	64.1	n.a.
1974	63.0	61.2	63.0	55.1	62.7	56.3	47.5	60.5	64.9	n.a.
1975	63.2	61.2	62.4	54.4	63.2	57.0	47.5	61.1	65.9	n.a.
1976	62.7	61.6	62.4	53.8	63.3	57.0	47.8	61.1	66.0	n.a.
1977	62.7	62.3	62.5	53.4	63.3	57.3	48.0	61.6	65.9	n.a.
1978	62.0	63.2	62.8	53.3	63.4	56.7	47.7	62.7	66.1	n.a.
1979	61.7	63.7	62.7	53.3	63.3	57.2	47.8	63.4	66.6	n.a.
1980	62.2	63.8	62.6	53.2	63.3	56.0	48.0	64.1	66.9	n.a.
1981	62.0	63.9	62.6	52.9	62.5	55.8	48.0	64.8	66.8	n.a.
1982	61.8	64.0	62.7	53.0	61.7	n.a.	47.4	64.1	66.9	n.a.
1983	61.5	64.0	63.1	53.0	n.a.	n.a.	47.2	64.4	67.0	n.a.

(a) Annual averages

Sources: Statistical Supplement to International Comparisons of Unemployment, Bulletin 1979, U.S. Department of Labor Statistics, May 1984

CHART 12.a. FEMALES : PERCENTAGE OF TOTAL LABOUR FORCE AND LABOUR FORCE PARTICIPATION RATE, SELECTED COUNTRIES, 1982



Source: The O.E.C.D. Observer, No 127, March 1984

TABLE 12.5. CIVILIAN EMPLOYMENT, SELECTED COUNTRIES, 1973 TO 1983
(Million)

Year	Australia	U.S.A.	Japan	Federal Republic of Germany	U.K.	France	Italy	Canada	Sweden	New Zealand
1973	5,765	85,064	51,910	26,350	24,070	20,810	18,920	8,761	3,873	1,159
1974	5,891	86,794	51,710	25,980	24,120	20,960	19,340	9,125	3,956	1,271
1975	5,866	85,846	51,530	25,230	24,000	20,730	19,470	9,284	4,056	1,223
1976	5,946	88,752	52,020	25,010	23,820	20,870	19,600	9,477	4,083	1,240
1977	6,000	92,017	52,720	24,970	23,840	21,050	19,790	9,651	4,093	1,252
1978	6,038	96,048	53,370	25,130	24,000	21,110	19,870	9,987	4,109	1,251
1979	6,111	98,824	54,040	25,460	24,340	21,120	20,100	10,395	4,174	1,267
1980	6,284	99,303	54,600	25,730	24,100	21,120	20,380	10,708	4,226	1,270
1981	6,416	100,397	55,060	25,550	23,250	20,950	20,460	11,006	4,218	1,265
1982	6,415	99,526	55,620	25,090	22,640	20,970	20,390	10,644	4,213	1,274
1983	6,300	100,834	56,550	24,600	22,280	20,890	20,410	10,734	4,218	n.a.

Sources: Statistical Supplement to International Comparisons of Unemployment, Bulletin 1979, U.S. Department of Labor, Bureau of Labor Statistics, May 1984; ILO Yearbook of Labour Statistics, 1983; OECD, Quarterly Labour Force Statistics, 1/1984; OECD, The OECD Observer, No. 127, March 1984.

TABLE 12.6. DISTRIBUTION OF EMPLOYMENT BY ECONOMIC SECTOR, SELECTED COUNTRIES, 1973 TO 1983
(Per cent)

Year	Australia	U.S.A.	Japan(a)	Federal Republic of Germany	U.K.(b)	France	Italy	Canada	Sweden	New Zealand
AGRICULTURE(c)										
1973	7.3	4.2	13.1	7.3	e 2.9	11.4	18.2	6.5	7.1	n.a.
1974	6.9	4.2	12.6	7.1	2.8	10.6	17.4	6.4	6.7	n.a.
1975	6.9	4.1	12.4	7.0	2.7	10.2	16.7	6.1	6.5	n.a.
1976	6.6	3.9	11.9	6.7	2.7	9.8	16.4	5.9	6.2	n.a.
1977	6.6	3.7	11.6	6.4	2.7	9.4	15.8	5.7	6.1	n.a.
1978	6.3	3.7	11.4	6.1	2.7	9.1	15.4	5.7	6.1	n.a.
1979	6.6	3.6	10.8	5.8	2.6	8.9	14.9	5.7	5.8	n.a.
1980	6.5	3.6	10.1	5.6	2.7	8.7	14.2	5.4	5.6	n.a.
1981	6.5	3.5	9.7	5.5	p2.8	8.6	13.4	5.4	5.6	n.a.
1982	6.4	3.6	9.4	5.5	p2.9	8.4	12.4	5.2	5.6	n.a.
1983	6.6	3.5	n.a.	5.6	n.a.	n.a.	n.a.	5.5	5.5	n.a.
MANUFACTURING, MINING AND CONSTRUCTION										
1973	33.7	32.0	37.0	46.8	41.2	38.9	39.5	29.5	36.3	n.a.
1974	33.3	31.4	36.8	45.9	40.9	38.8	39.5	29.5	36.4	n.a.
1975	31.9	29.5	35.6	44.4	39.2	37.9	39.4	28.1	35.8	n.a.
1976	31.4	29.6	35.6	44.1	38.4	37.3	38.6	28.5	34.8	n.a.
1977	30.8	29.7	35.1	43.8	38.3	36.8	38.7	27.7	33.7	n.a.
1978	29.5	30.0	34.8	43.5	38.1	36.0	38.4	27.5	32.4	n.a.
1979	29.3	30.2	34.7	43.5	37.7	35.5	38.0	27.7	31.9	n.a.
1980	28.9	29.3	35.1	43.2	36.7	35.1	38.1	27.4	31.5	n.a.
1981	28.6	28.9	35.0	42.6	p34.8	34.4	37.8	27.1	30.6	n.a.
1982	27.8	27.2	34.5	p41.8	p33.8	p33.7	37.2	25.4	29.4	n.a.
1983	26.3	26.8	n.a.	p41.0	n.a.	n.a.	n.a.	24.4	29.1	n.a.
SERVICES(d)										
1973	59.0	63.8	49.9	46.0	55.9	49.7	42.3	63.9	56.6	n.a.
1974	59.8	64.5	50.6	47.1	56.3	50.6	43.1	64.2	56.9	n.a.
1975	61.2	66.4	52.0	48.5	58.0	51.9	44.0	65.8	57.7	n.a.
1976	62.0	66.5	52.5	49.2	58.8	53.0	45.0	65.6	59.0	n.a.
1977	62.6	66.6	53.3	49.9	59.0	53.8	45.5	66.6	60.2	n.a.
1978	64.2	66.3	53.8	50.4	59.2	54.8	46.2	66.7	61.5	n.a.
1979	64.2	66.3	54.5	50.7	59.6	55.6	47.1	66.6	62.3	n.a.
1980	64.5	67.1	54.8	51.2	60.6	56.2	47.7	67.2	62.9	n.a.
1981	64.8	67.6	55.3	51.9	p62.4	57.1	48.9	67.5	63.8	n.a.
1982	65.8	69.2	56.0	p52.7	p63.3	57.9	50.4	69.4	64.9	n.a.
1983	67.1	69.7	n.a.	p53.4	n.a.	n.a.	n.a.	70.1	65.4	n.a.

(a) Includes Okinawa. (b) Includes Northern Ireland. (c) Agriculture, forestry, hunting and fishing. (d) Transportation, communication, public utilities, trade, finance, public administration, private household services and miscellaneous services.

Source: BLS, *Statistical Supplement to International Comparisons of Unemployment*, Bulletin 1979, May 1984.

TABLE 12.7. LABOUR FORCE UNEMPLOYMENT RATES(a), SELECTED COUNTRIES, 1973 TO 1983

Year(b)	Australia	U.S.A.	Japan	Federal Republic of Germany	U.K.	France	Italy	Canada	Sweden	New Zealand
1973	2.3	4.8	1.3	0.7	3.1	2.6	3.2	5.5	2.4	0.2
1974	2.6	5.5	1.4	1.6	3.1	2.8	2.7	5.3	2.0	0.1
1975	4.8	8.3	1.9	3.3	4.5	4.1	3.0	6.9	1.6	0.4
1976	4.7	7.6	2.0	3.4	5.9	4.5	3.4	7.1	1.6	0.4
1977	5.6	6.9	2.0	3.4	6.2	4.8	3.5	8.0	1.8	0.6
1978	6.2	6.0	2.3	3.3	6.1	5.2	3.6	8.3	2.2	1.8
1979	6.2	5.8	2.1	2.9	5.5	6.0	3.8	7.4	2.0	2.0
1980	6.0	7.0	2.0	2.8	6.9	6.3	3.8	7.4	2.0	2.9
1981	5.7	7.5	2.2	4.0	10.4	7.5	4.2	7.5	2.5	3.6
1982	7.1	9.5	2.4	5.8	12.0	8.5	4.7	10.9	3.1	3.9
1983	9.9	9.6	2.7	7.2	13.1	8.6	5.1	11.8	3.4	n.a.

(a) Excludes defence forces (b) Annual averages.

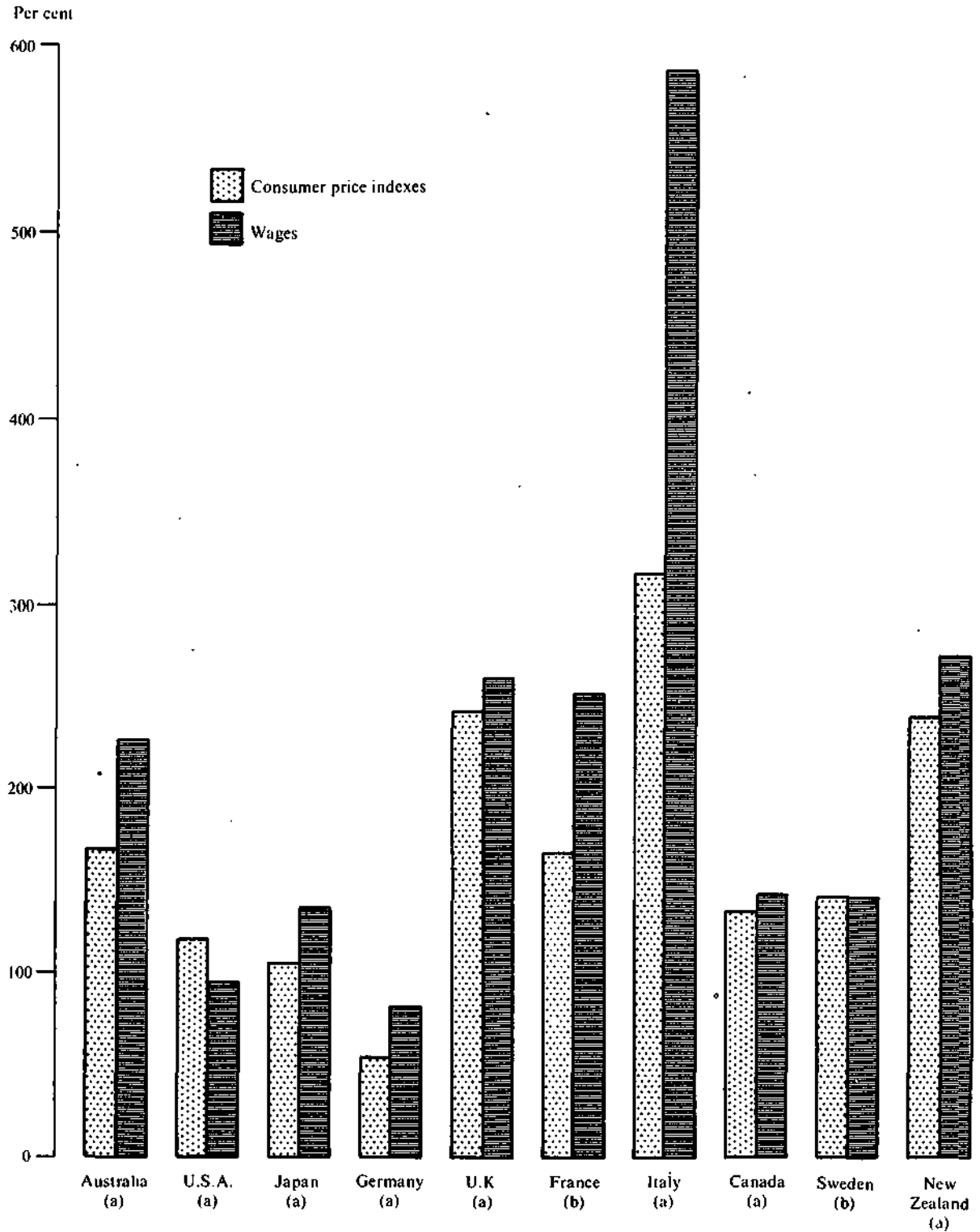
Source: Statistical Supplement to International Comparisons of Unemployment, Bulletin 1979, U.S. Department of Labor Statistics, May 1984; OECD, Labour Force Statistics 1970-1981, OECD, 1984; OECD, Quarterly Labour Statistics, 1/1984, OECD, 1984; OECD, The OECD Observer, No. 127, March 1984.

TABLE 12.8. LABOUR FORCE UNEMPLOYMENT RATES BY AGE, 1980 TO 1983

Age group	Australia	U.S.A.	Japan	Federal Republic of Germany	U.K.	France	Italy	Canada	Sweden	New Zealand
1980										
All working ages	6.1	7.1	2.0	2.7	6.6	6.1	3.9	7.5	2.0	n.a.
15-19 years	17.1	17.8	4.2	3.5	15.7	25.9	18.4	16.2	7.7	n.a.
20-24 years	8.9	11.5	3.3	3.5	10.3	13.0	12.1	11.0	3.7	n.a.
25 years and over	3.7	5.1	1.8	2.4	4.9	4.3	1.7	5.4	1.4	n.a.
1981										
All working ages	5.8	7.6	2.2	3.6	10.1	7.0	4.3	7.5	2.5	n.a.
15-19 years	15.6	19.6	5.6	4.3	21.1	29.1	20.9	16.2	9.6	n.a.
20-24 years	8.2	12.3	3.7	5.1	15.9	15.1	13.0	11.2	4.9	n.a.
25 years and over	3.7	5.4	2.0	3.3	7.9	5.0	1.9	5.6	1.8	n.a.
1982										
All working ages	7.1	9.7	2.4	5.3	11.8	n.a.	4.8	11.0	3.1	n.a.
15-19 years	18.5	23.2	5.6	6.6	24.1	n.a.	23.7	21.9	10.9	n.a.
20-24 years	10.4	14.9	4.0	8.2	18.0	n.a.	14.2	16.8	6.0	n.a.
25 years and over	4.7	7.4	2.1	4.7	9.3	n.a.	2.1	8.4	2.3	n.a.
1983										
All working ages	9.9	9.6	2.7	n.a.	11.6	n.a.	n.a.	11.9	3.5	n.a.
15-19 years	23.6	22.4	6.3	n.a.	23.4	n.a.	n.a.	22.2	10.6	n.a.
20-24 years	14.6	14.5	4.1	n.a.	18.2	n.a.	n.a.	18.5	7.0	n.a.
25 years and over	6.9	7.5	2.4	n.a.	9.1	n.a.	n.a.	9.4	2.6	n.a.

Source: BLS, Statistical Supplement to International Comparisons of Unemployment, Bulletin 1979, U.S. Department of Labor Statistics, May 1984.

CHART 12.b. PERCENTAGE CHANGE, 1973 TO 1983, CONSUMER PRICE INDEXES AND WAGES, SELECTED COUNTRIES



(a) Wages in non-agricultural activities

(b) Wages in manufacturing

Source: I.L.O. Year Book of Labour Statistics

TABLE 12.9. INDEXES OF WAGES IN NON-AGRICULTURAL ACTIVITIES(a), SELECTED COUNTRIES, 1973 to 1982

Year	Australia (b)	U.S.A. (b)	Japan (c)	Federal Republic of Germany (b)	U.K. (d)	France (b)	Italy (b)	Canada (e)	Sweden	New Zealand (b)
1973	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1974	131.6	107.6	126.5	110.9	119.8	120.1	124.5	111.0	n.a.	116.0
1975	148.9	115.0	144.6	119.7	155.1	138.6	183.5	126.7	n.a.	132.5
1976	169.5	123.4	163.4	127.5	185.1	160.3	218.8	142.1	n.a.	150.5
1977	187.9	133.3	179.2	136.9	197.3	181.0	274.2	155.7	n.a.	171.6
1978	200.7	144.4	192.1	144.4	225.1	202.7	335.4	165.3	n.a.	193.3
1979	218.0	156.3	202.3	152.5	258.8	227.1	397.7	179.6	n.a.	227.3
1980	246.3	169.0	214.9	162.9	305.4	263.7	484.9	197.7	n.a.	269.6
1981	279.8	184.0	227.7	172.4	336.6	304.2	595.5	221.6	n.a.	328.3
1982	327.6	194.7	235.6	180.9	359.7	n.a.	686.5	243.5	n.a.	374.7

(a) Wages data has been converted from original monetary values to an index using 1973 as the base year = 100.0. (b) Earnings per hour. (c) Earnings per month
 (d) Indexes of minimum weekly wage rates. (e) Earnings per week
 Source: ILO Yearbook of Labour Statistics, 1983

TABLE 12.10. HOURS OF WORK PER WEEK IN NON-AGRICULTURAL ACTIVITIES, SELECTED COUNTRIES, 1973 TO 1982

Year	Australia (a)	U.S.A. (b)	Japan	Federal Republic of Germany (b)	U.K. (a)(c)	France (a)	Italy (a)(d)	Canada	Sweden	New Zealand (b)
1973	36.6	36.9	42.0	42.8	45.6	44.3	38.5	n.a.	36.8	n.a.
1974	36.1	36.5	40.5	41.9	45.1	43.7	38.5	n.a.	36.8	40.1
1975	35.4	36.1	39.7	40.5	43.6	42.7	38.6	n.a.	36.6	39.8
1976	35.2	36.1	40.3	41.6	44.0	42.5	38.6	n.a.	36.3	39.5
1977	35.0	36.0	40.3	41.7	44.2	41.9	38.7	n.a.	35.9	39.4
1978	35.4	35.8	40.5	41.6	44.2	41.5	38.8	n.a.	35.7	38.4
1979	35.5	35.7	40.7	41.9	44.0	41.2	38.4	n.a.	35.7	39.0
1980	35.0	35.3	40.6	41.6	43.0	41.1	38.8	n.a.	35.6	38.9
1981	35.0	35.2	40.4	41.2	43.0	40.8	38.8	n.a.	35.4	38.6
1982	34.5	34.8	40.3	40.7	42.9	39.8	38.7	n.a.	35.6	38.7

(a) Hours actually worked. (b) Hours paid for. (c) Male employees. (d) Hours per day data converted into hours per week
 Source: ILO Yearbook of Labour Statistics, 1983.

TABLE 12.11. INDUSTRIAL DISPUTES, NUMBER OF DISPUTES, SELECTED COUNTRIES, 1973 TO 1982

This table shows the total number of industrial disputes for selected countries which resulted in a stoppage of work. Extreme care should be exercised in any comparison of the magnitude and relative importance of industrial disputes because of the variation between countries in definitions, sources, scope and statistical treatment of data at country level.

Year	Australia (a)	U.S.A. (b)(c)	Japan (d)	Federal Republic of Germany (e)	U.K. (b)(f)(g)	France (h)	Italy (b)	Canada (a)	Sweden	New Zealand (b)(f)(i)
1973	2,538	5,353	3,326	n.a.	2,873	3,731	3,769	724	48	394
1974	2,809	6,074	5,211	n.a.	2,922	3,381	5,174	1,218	85	380
1975	2,432	5,031	3,391	n.a.	2,282	3,888	3,601	1,171	86	428
1976	2,055	5,648	2,720	n.a.	2,016	4,348	2,706	1,039	73	487
1977	2,090	5,506	1,712	n.a.	2,703	3,281	3,308	803	35	562
1978	2,277	4,230	1,517	n.a.	2,471	3,195	2,479	1,058	99	411
1979	2,042	4,827	1,153	n.a.	2,080	3,121	2,000	1,050	207	523
1980	2,429	3,885	1,133	n.a.	1,330	2,118	2,238	1,028	212	352
1981	2,915	2,568	955	n.a.	1,338	2,442	2,204	1,048	68	289
1982	2,060	n.a.	944	n.a.	1,528	n.a.	1,747	667	46	326

(a) Excludes disputes in which time lost is less than 10 man days. (b) Disputes may extend to many divisions. Total disputes may be less than sum of components. (c) Excludes disputes lasting less than a full day or shift. (d) Excludes disputes lasting less than half a day. (e) Includes disputes lasting less than one day only if more than 10 working days lost. (f) Excludes political strikes. (g) Includes disputes lasting less than 1 day only if more than 100 working days lost. (h) Excludes agriculture and public administration. (i) Excludes public sector conflicts.

Source: ILO Yearbook of Labour Statistics, 1983.

TABLE 12.12. INDUSTRIAL DISPUTES, WORKING DAYS LOST, SELECTED COUNTRIES, 1973 TO 1982 ('000)

Year	Australia	U.S.A. (a)	Japan (a)	Federal Republic of Germany	U.K.	France	Italy	Canada (b)	Sweden	New Zealand
1973	2,634.7	27,948.0	4,603.8	563.1	7,197.0	3,914.6	23,419.0	5,776.1	11.8	271.7
1974	6,292.5	47,991.0	9,662.9	1,051.3	14,750.0	3,380.0	19,467.0	9,221.9	57.6	183.7
1975	3,509.9	31,237.0	8,015.8	68.7	6,012.0	3,868.9	27,189.0	10,909.0	365.5	214.6
1976	3,799.4	37,859.0	3,253.7	533.7	3,284.0	5,010.7	25,378.0	11,610.0	24.7	488.4
1977	1,654.8	35,822.0	1,518.5	23.7	10,142.0	3,665.9	16,566.0	3,307.9	87.2	436.8
1978	2,130.8	36,922.0	1,357.5	4,281.3	9,405.0	2,200.4	10,177.0	7,392.8	37.1	380.6
1979	3,964.4	34,754.0	930.3	483.1	2,947.4	3,656.6	27,530.0	7,834.2	28.7	381.9
1980	3,320.2	33,289.0	1,001.2	128.4	11,964.0	1,685.9	16,457.0	8,975.4	4,478.5	360.1
1981	4,192.2	24,730.0	553.7	58.4	4,266.0	1,495.8	10,527.0	8,878.5	209.1	245.4
1982	2,158.0	n.a.	538.1	15.1	5,313.0	2,327.7	18,563.0	5,795.4	1.6	314.4

(a) Excludes disputes involving less than six workers. (b) Excludes workers indirectly affected.

Source: ILO Yearbook of Labour Statistics, 1983.

APPENDIX I

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OECD, The OECD Observer, No. 127, March 1984		
ILO, Yearbook of Labour Statistics, 1983		

APPENDIX II

TECHNICAL NOTES

Data for tables and charts included in the chapters of this publication have been obtained from a number of different sources. Information as to the method of collection, concepts and definitions used, etc. are contained in this appendix.

2. Estimates for all sample surveys are subject to sampling and non-sampling error. These sources of error are defined in paragraph 51, below.

CHAPTER 1 — POPULATION

Estimated Resident Population by Sex and Age: States and Territories of Australia (3201.0)

Australian Demographic Statistics (3101.0)

3. These publications contain estimated resident populations for Australia together with statistics of births, deaths, marriages, divorces and overseas migration. In addition, the publication includes sex and age estimates of the resident population for census dates 1971, 1976 and 1981 and for the latest post-census dates.

4. The Estimated Resident Population is the official population estimates series compiled according to the place of usual residence of the population.

5. The figures at census dates 1976 and 1981 were arrived at by:

- (a) adjusting the Census Counts (Actual Location basis) to obtain counts on the basis of usual residence (Census Counts, Place of Usual Residence);
- (b) adjusting the Census Counts, Place of Usual Residence, for census under-enumeration; and
- (c) adding to the adjusted Census Counts, Place of Usual Residence, the number of Australian residents estimated to have been temporarily overseas at the time of the census.

6. *Births and deaths* are registered in the State or Territory of occurrence which is not necessarily the State or Territory of usual or last residence of the mother or the deceased. Births and deaths are shown in the quarter or year of registration. *Natural increase* is the excess of births over deaths by State of usual residence.

7. An explanation of the 'usual residence' conceptual basis for population estimates is given in the ABS Information paper entitled *Population Estimates: An Outline of the New Conceptual Basis of ABS Population Estimates* (3216.0), released on 29 March 1982. An ABS technical paper, *Methods and Procedures in the Compilation of Estimated Resident Population 1981 and in the Construction of the 1971-81 Time Series* (3103.0), was issued on 11 March 1983.

8. In this publication population estimates have generally been rounded to the nearest hundred. Neither rounded figures, nor unrounded figures should be assumed to be accurate to the last digit shown.

9. Where figures have been rounded, discrepancies may occur between sums of component items and totals.

Overseas Arrivals and Departures, Australia (3404.0)

10. This publication contains annual statistics of arrivals in, and departures from, Australia. Persons arriving in or departing from Australia are required to complete prescribed questionnaires in the form of Incoming and Outgoing Passenger cards. These cards serve as the source of statistics of overseas arrivals and departures.

11. *Permanent movement* consists of persons who, on arrival, state that they intend to settle in Australia (settlers) and persons who are Australian residents (including former settlers) departing permanently, i.e. those who on departure state that they do not intend to return to Australia. *Long-term movement* is defined as visitors arriving and Australian residents departing temporarily with the intention to stay, in Australia or abroad, respectively, for twelve months or more, together with the departure of visitors and the return of Australian residents who had stayed, in Australia or abroad, for twelve months or more. Travellers whose intended or actual period of stay is less than twelve months are classified as *short term*.

12. Overseas arrival and departure statistics are derived from a combination of full enumeration and sampling. Fully enumerated strata cover all movements by sea regardless of duration of stay, all permanent movements and all movements with a duration of stay of more than one year. All movements by air with a duration of stay equal to or less than one year are sampled and statistics relating to these movements are therefore estimates which may differ from statistics which would have been obtained if details of all these movements had been processed.

13. The imprecision due to sampling errors should not be confused with errors arising from imperfections in reporting, which may occur in any data collection, whether sampled or not. Every effort is made to minimise such errors, both through careful design of the passenger cards and through checks on the information once it is received. During the edit process some items are corrected where they conflict with other known information. Missing replies to certain items such as age, sex and country of birth are also imputed by reference to other related items.

Projections of the Population of Australia 1981 to 2021 (3204.0)

14. This publication contains summary results of projections of the population of Australia for the period 1981 to 2021, by age group, based on preliminary estimates of the population at 30 June 1981.

15. The Australian projections published in this publication are not intended as predictions or forecasts; they are illustrations of population growth which would occur if certain selected assumptions of future demographic trends are realised. While these assumptions are based on an examination of past demographic trends and survey data on birth expectations, there is no certainty that these assumptions and expectations will or will not be realised. No attempt has been made to incorporate in these projections possible effects of economic depressions or booms, wars, natural disasters or other significant factors of this nature.

16. Alternative projections have been provided in recognition of the uncertainty of future movements in demographic trends, and to give users a range of options. The projections in this publication are also intended to serve both as a framework and a point of departure for other organisations and individuals working in the field of population projections.

17. The projections take as their starting point the preliminary estimated resident population of Australia by sex and single year of age at 30 June 1981. The four sets of projections are based on the following assumptions:

- A: Net overseas migration to Australia 75,000 per year, net reproduction rate declining to 0.9 by 1987, and remaining constant thereafter.
- B: Net overseas migration to Australia 75,000 per year, net reproduction rate recovering to 1.0 by 1987 and remaining constant thereafter.
- C: Net overseas migration to Australia 125,000 per year, net reproduction rate as for Series A.
- D: Net overseas migration to Australia 125,000 per year, net reproduction rate as for Series B.

Labour Force Status and Other Characteristics of Families, Australia (6224.0)

18. For definitions and technical details see paragraphs 71 to 78, below.

Labour Force Status and Educational Attainment, Australia (6235.0)

19. For definitions and technical details see paragraphs 64 to 70, below.

Language Survey, Australia, May 1983 (4504.0)

20. This publication contains details of the languages persons aged 15 years and over first spoke, their current usage of these languages and their understanding and usage of later acquired languages. Information is also presented on the acquisition and use of English by persons whose first language spoken was a non-English language.

21. Where English was the only language understood, no further questions were asked. Persons that first spoke English and/or non-English languages were asked about their usage of the non-English language listed *highest* on the list of languages provided. Questions were then asked on acquisition and usage of the first two acquired languages listed. The list of languages was supplied by the Department of Immigration and Ethnic Affairs.

22. *Language first spoken* is the first language spoken even if no longer used or understood. More than one language could have been reported as being first spoken. If there were two or more non-English languages first spoken, the *first non-English language first spoken* is that language spoken which is listed highest on the list of languages provided.

23. *An acquired language* is a language other than English which has been learnt either formally or informally subsequent to the establishment of a person's first language(s). Where two or more non-English languages had been acquired information on acquisition and usage was obtained in respect of only the *first and second acquired languages* listed.

24. *Usage of a language* refers to whether a person speaks, reads or writes in that language. Reading and writing usage was established by asking about the reading of books, magazines, newspapers or letters and the writing of letters or other such things. The survey did not measure whether a person could speak, read or write a language but did not do so due to lack of opportunity, need to, or other reasons. Nor did the survey attempt to determine a person's proficiency in a particular language.

25. It should be borne in mind that the responses obtained in this survey were provided by a responsible adult member of the household, answering on his/her behalf and on behalf of the other members of the household. Therefore, the answers to the questions are based on that person's perception, and the survey did not test or seek evidence of formal qualifications in respect of the acquisition and usage of languages.

Internal Migration, Australia (3408.0)

26. This publication presents information comparing usual residence with that twelve months ago of persons aged 15 years and over, to determine the number and characteristics of movers and non-movers. Information is also presented on temporary residence.

27. For the purposes of the survey, persons were classified as having moved if the address of their usual place of residence at the end of June was different from that twelve months earlier. Persons whose usual residence was at the same address on both dates, but who moved away and returned during this period, were not counted as movers.

CHAPTER 2 — THE LABOUR FORCE,

CHAPTER 3 — EMPLOYMENT,

CHAPTER 4 — UNEMPLOYMENT and

CHAPTER 5 — PERSONS NOT IN THE LABOUR FORCE

28. Data pertaining to the labour force characteristics of the population as shown in Chapters 2-5 were obtained mainly from the ABS population survey system. The population survey is the general title given to the household sample survey carried out monthly in all States and Territories. Emphasis in the survey is placed on the collection of data on demographic and labour force characteristics, the principal survey component being referred to as the labour force survey. The remaining part of the population survey consists of supplementary collections which are carried out either in conjunction with the labour force survey or, where the topics require personal interview or are too complex to be treated within the processing timetable of the monthly survey by means of special surveys, generally conducted once a year.

Data pertaining to job vacancies is obtained from the ABS sample survey of employers, covering vacancies in private employment and in Australian, State and local government employment.

The Labour Force, Australia (6203.0)

29. The labour force 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 are generally 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).

30. The labour force survey includes all persons aged 15 and over except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas residents in Australia; and
- (d) members of non-Australian defence forces (and their dependants) stationed in Australia.

31. 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. The following definitions, which conform closely to the international standard definitions specified by the International Labour Organisation (ILO), relate only to those persons within the scope of the survey.

32. *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.

33. The *employment/population ratio* for any group is the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

34. *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.

35. *Actively looking for work* includes writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service noticeboards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives. The active steps were asked in the order shown in the tables in this publication showing unemployed persons classified by active steps taken. Since only one response was recorded for each person asked this particular question, the estimates do not reflect the relative importance of the steps taken to find work.

36. *Unemployed persons looking for first job* are those who had never worked full time for two weeks or more. Prior to November 1977 it comprised persons who had never had a job.

37. The *unemployment rate* for any group is the number unemployed expressed as a percentage of the labour force (i.e. employed plus unemployed) in the same group.

38. *Duration of unemployment* is the period from the time the person began looking for work or was laid off to the end of the survey week. Thus the survey measures current (and continuing) periods of unemployment rather than completed spells. For persons who may have begun looking for work while still employed, the duration of unemployment is defined as the period from the time the person last worked full time for two weeks or more to the end of the survey week. Periods of unemployment are recorded in complete weeks and this results in a slight understatement of duration. *Average (mean) duration* is the duration obtained by dividing the aggregate number of weeks a group has been unemployed by the number of persons in that group. *Median duration* is the duration which divides unemployed persons into two equal groups, one comprising persons whose duration of unemployment is above the median and the other, persons whose duration is below it.

39. *Unemployed persons classified by industry and occupation.* Unemployed persons who had worked full-time for two weeks or more in the last two years are classified according to the industry and occupation of their most recent full-time job. *Unemployment rates* by industry and occupation are only available for February, May, August and November.

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

41. The *labour force participation rate* for any group is the labour force expressed as a percentage of the civilian population aged 15 and over in the same group. Because it is not practicable to ascertain the birthplace of persons in institutions (who are classified as not in the labour force), labour force participation rates for persons classified by birthplace are calculated by using population estimates which exclude those in institutions.

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

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

44. *Hours of work.* The figures of aggregate hours and of average hours refer to actual hours worked during the survey week, not hours paid for. The figures may be affected by public holidays, leave, absenteeism; temporary absence from work due to sickness, injury, accident and industrial disputes; and stoppages of work due to bad weather, plant breakdown, etc. When hours of work are recorded, fractions of an hour are disregarded and this results in slightly lower figures than would be the case if actual time worked was recorded. Persons stood down for the whole of the survey week without pay because of bad weather or plant breakdown at their place of employment are regarded as employed and therefore are included (working no hours) in the calculation of average hours worked. Persons stood down in the survey week for reasons other than bad weather and plant breakdown and waiting to be called back to their job are regarded as unemployed and are therefore excluded from the calculations.

45. *Persons attending school* comprise those aged 15 to 20 who, during the survey week, were enrolled full time at secondary or high schools. Excluded are persons who were enrolled at universities, colleges of advanced education, technical colleges, other tertiary educational institutions, and coaching and business schools. Persons attending school are classified as in the labour force if they were employed or unemployed as defined above. Because it is not practicable to ascertain from persons in institutions (who are classified as not in the labour force) whether or not they are enrolled at secondary or high schools, such persons are excluded from estimates classified by school attendance.

46. *Persons not in the labour force* are those who, during the survey week, were not in the categories employed or unemployed, as defined above. They include persons who were keeping house (unpaid), attending an educational institution (school, university, etc.), retired, voluntarily inactive, permanently unable to work, inmates of institutions (hospitals, gaols, sanatoria, etc.), trainee teachers, members of contemplative religious orders, and persons whose only activity during the survey week was jury service or unpaid voluntary work for a charitable organisation.

47. In the labour force survey, persons are classified as *married or not married*. Marital status is determined from information supplied by the respondent about the individual himself or herself and, where the person was reported as being married, about the living arrangements of persons usually resident in the household. Marital status does not therefore necessarily reflect legal status.

Persons are classified as married if they are reported as being married (including de facto) and their spouse was a usual resident of the household at the time of the survey. The not-married category includes persons who have never married, or are separated, widowed or divorced, as well as those who, although reported as being married, did not have a spouse who usually lived in the household. Persons who live in a de facto relationship but do not volunteer this information when asked whether they are married are classified as not married.

48. The February, May, August and November issues of The Labour Force include a table showing estimates of employed persons, obtained from the labour force survey, classified by *status of worker*, i.e. whether they were employers, self-employed persons, wage and salary earners (employees), or unpaid family helpers (who worked 15 hours or more in the survey week).

49. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1978 (1201.0 and 1202.0)* and occupation according to the *Classification and Classified List of Occupations, Revised June 1981 (1206.0)*.

50. Statistics on government employment presented in this publication are derived from returns obtained from government bodies.

51. Estimates are subject to two sources of error:

- (a) sampling error: since the estimates are based on information obtained from occupants of a sample of dwellings they, and the movements derived from them, may differ from the figures that would have been produced if all dwellings had been included in the survey.
- (b) non-sampling error: inaccuracies may occur because of imperfections in reporting by respondents and interviewers and errors made in the coding and processing of data. These inaccuracies 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.

Labour Force Experience, Australia (6206.0)

52. Data presented in this publication relate to the labour force experience of the civilian population aged 15 years and over during a given twelve month period. Information collected includes length of time people were working, looking for work or not in the labour force, the number of spells during which they were looking for work and other aspects of labour force experience. Similar data has been collected in a supplementary survey in most years since 1972.

53. It is impracticable to obtain information, relating to a twelve month reference period, which is strictly comparable with that obtained in the labour force survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the survey of labour force experience, a person is assigned to a labour force category for each of the weeks in the year on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

54. Persons are classified as *working* for those weeks they reported having either worked or being on paid leave. Periods of one week or more on strike or time off without pay are excluded.

55. Persons *looking for work* comprise all those who during any week reported being out of work and looking for a job.

56. The *labour force* comprises all persons who, during any week are working or looking for work as defined in paragraphs 53 and 54 above.

57. *Persons out of the labour force* are those who, during any week, were neither working nor looking for work, as defined in paragraph 53 above.

58. For the purposes of the Labour Force Experience Survey, a *job* is defined as :

- (a) employment as a wage or salary earner (or unpaid family helper) by a particular employer in a particular locality; or
- (b) self employment (with or without employees) in a particular locality.

Transition from Education to Work, Australia (6227.0)

59. Information presented in this publication relates to attendance of persons aged 15 to 64 years at an educational institution and their labour force status in both the previous and current year. Similar data have been collected in a supplementary survey in most years since 1964. Definitions of the principal labour force categories are the same as for the labour force survey.

60. An *educational institution* is defined as any institution whose primary role is education. Included are schools, universities, colleges of advanced education, public and private colleges, etc. A *tertiary institution* is defined as any educational institution other than school. Excluded are institutions whose primary role is not education, for example hospitals.

61. Persons are regarded as *attending an educational institution full time* if the institution which they are attending so classifies them or they consider themselves to be attending full-time.

62. *Apprentices* include only those employed persons aged 15 to 34 years who indicate in the survey that they are apprentices.

63. *Leavers* from educational institutions are persons who were full-time students at some time in the previous year but are not currently full-time students. Estimates of leavers from educational institutions for periods prior to 1982 refer only to persons aged 15-25 and differ from those shown in this publication.

Labour Force Status and Educational Attainment, Australia (6235.0)

64. Data presented in this publication relates to the highest educational qualifications attained by the civilian population. Information relating to the educational attainment of persons in the labour force have been collected in an annual supplementary survey since 1979. In the 1983 survey information relating to the educational attainment of persons was obtained from all civilians aged 15 and over. For persons with post-school qualifications, the information sought included field of study, and for those who did not complete their schooling, it included the age at which they left school.

65. Definitions of the principal labour force categories are the same as for the labour force survey. It should be noted that there are slight differences in the estimates for labour force categories. This is due to the different sizes of the samples used and the inability to obtain from a small number of persons the additional information required for the educational qualifications survey. Although the estimation procedures take account of these factors, estimates for some characteristics will be affected.

66. *Persons with a post-school qualification* are those who had left school and answer 'Yes' to the question: 'Since leaving school have you obtained a certificate, diploma, degree or any other qualification?'

67. *Classification of post-school qualifications.* Respondents indicate which one of the following groups best describes their highest qualification:

- (a) *Degree or equivalent:* a bachelor degree (including honours), a graduate or post-graduate diploma, masters degree or a doctorate;
- (b) *Trade, technical:* completion of an approved trade/technician apprenticeship or training course, other certificate or diploma in secretarial or business studies, administration, teaching, nursing, etc.;
- (c) *Other:* completion of other post-secondary education e.g. adult education, preparatory/bridging course or hobby course.

68. *Classification of field of study.* Respondents with a degree, trade or technical qualification (i.e. (a) or (b) in paragraph 67, above) indicate the field of study for their highest qualification.

69. *Highest level of secondary school available* refers to the highest level of secondary schooling (or equivalent) offered by the education system at the time the respondent left school.

70. *Still at school.* Current school attendance is recorded only for persons aged fifteen to twenty years.

Labour Force Status and Other Characteristics of Families, Australia (6224.0)

71. Information presented in this publication relates to the labour force status of family members, their relationship to the family head and family composition. Definitions of the principal labour force categories are given in paragraphs 32 to 34, above.

72. A *dwelling* may contain one or more *households*, and separate households are considered to exist within a dwelling when:

- (a) a group of one or more persons considered themselves to be a separate household from others in the dwelling;
- (b) regular provision was made for groups to take meals at different times or in different rooms; or
- (c) a dwelling contained one or more lodgers, who received accommodation, but no meals; each lodger was then considered to be a separate household.

A household may consist of any number of families and non-family members. A boarder who received both accommodation and meals is not considered to constitute a separate household.

73. *Marital status* is determined from information supplied by the respondent about the individual himself or herself and, where the person was reported as being married, about the living arrangements of persons usually resident in the household. Marital status does not therefore necessarily reflect legal status. Persons are classified as *married* if they are reported as being married (including de facto) and their spouse was a usual resident of the household at the time of the survey. The *not-married* category includes persons who have never married, or are separated, widowed or divorced, as well as those who, although reported as being married, did not have a spouse who usually lived in the household. Persons who live in a de facto relationship but do not volunteer this information when asked whether they are married are classified as not married.

74. The determination of family relationships and composition is complex, involving many factors. The following description outlines the major principles used for this survey. A *family* is defined to consist of two or more related persons usually resident in the same household at the time of the survey. A family comprises a married couple or a family head (as defined in paragraph 76, below) together with any persons having any of the following relationships to them:

- (a) sons or daughters of any age, if not married and with no children of their own present;
- (b) other relatives if not accompanied by a spouse, sons or daughters, or parents of their own; or
- (c) any children under 15 years of age who do not have a parent present.

75. The following points should be noted in relation to the definition of a family in the previous paragraph:

- (a) the term *relationship* includes relationships by blood, marriage or adoption;
- (b) a family, as defined, can contain no more than two married persons, and can contain two married persons only if these persons are husband and wife (referred to as *married couple families*);
- (c) *other families* are families other than married couple families as defined above. In addition to one-parent families, this category includes families in which there is no parent, for example a family head living with a brother or sister;
- (d) persons are defined as *not a member of a family* if they are not related to any other member of the household in which they are living. A person is considered to be *living alone* if he or she is the sole member of a household. Thus, a person who is the sole occupant of a self-contained flat attached to another dwelling is considered to be living alone;
- (e) the terms *usually reside* and *present* are synonymous, and refer to persons who are usually living in a household at the time of the survey.

76. The *family head* of an *other family* is the parent in the case of a one-parent family or, in the case of other groups of related persons, it is generally defined to be the eldest person in the family. No family head is defined for a married-couple family.

77. *Dependent children* comprise all family members under 15 years of age and all family members aged 15 to 20 years who are full-time students.

78. Information about families in this survey was restricted to those usual residents of private dwellings. In cases where it was not possible to obtain information relating to all family members (e.g. if a person is a member of the permanent defence forces and therefore excluded from the scope of the survey) their entire family was excluded.

Employment, Underemployment and Unemployment, Australia (6246.0)

79. This publication analyses the trends in employment, underemployment, unemployment and so-called 'hidden' unemployment over the period 1966 to 1983.

80. The source of data for tables and charts included in this publication is the ABS population survey system. References include *The Labour Force* (6203.0), *Labour Force Status and Other Characteristics of Families* (6224.0), *Characteristics of Persons Looking for Work* (6222.0), *Labour Force Status and Educational Attainment* (6235.0), *Persons Not In the Labour Force* (6220.0). A comprehensive explanation of survey concepts and definitions may be found in the relevant paragraphs of this Appendix.

Persons Aged 50-69 Years Ceasing Full-Time Work, Australia, May 1980 (6238.0)

81. This publication presents information about persons aged 50 to 69 years who had permanently ceased full-time work and about the retirement intentions of other persons in this age group. Such information includes age or expected age at retirement, superannuation or life insurance coverage and payments, housing arrangements and main source of income after retirement.

82. Definitions of the principal labour force categories are the same as for the Labour Force Survey.

83. A person who had retired from the full-time labour force was a person who had worked in a job for 35 hours or more per week and who had permanently ceased full-time labour force activity (i.e. working full time or looking for full-time work).

Persons Retired from Full-Time Work, Australia, September 1983 (6238.0)

84. Information presented in this publication relates to persons aged 45 years and over who had retired from full-time work, and includes their age at retirement, retirement scheme coverage and type of payment derived from these schemes, housing arrangements and main source of income after retirement.

85. Definitions of the principal labour force categories are the same as for the Labour Force Survey.

86. A person who had retired from full-time work was a person who had a full-time job and who had ceased full-time labour force activity (i.e. was not working full-time, was not looking for full-time work and did not intend to look for, or to take up, full-time work at any time in the future).

87. A person who retired from full-time work early was a person who retired from full-time work at the age 45 years or more but before the age of 60 years if female, or 65 years if male.

88. A retirement scheme included superannuation schemes, life assurance policies or similar schemes that provided a financial benefit when the person left full-time work.

89. A superannuation scheme was any fund, association or organisation set up for the purpose of providing financial cover for members when they retire. A life assurance policy was any endowment policy covering the life of a person which would mature when he or she left full-time work.

90. *Comparability of Series.* The scope of the May 1980 survey was restricted to persons aged 50 to 69 years compared to all persons aged over 45 years in this survey. Some estimates from the May 1980 survey related only to persons who had worked in a full-time job within the last twenty years. In addition, there have been some changes to question wording and sequencing. Care should therefore be exercised in comparing estimates from the May 1980 survey with the September 1983 survey.

91. Housing arrangements data was collected once only for each household. In some cases the information was not collected on the husband's schedule therefore could not be transferred to the wife's schedule. These cases are included in the 'not asked' category of the housing arrangement tables.

92. The differences between estimates from the May 1980 and September 1983 surveys for persons aged 50 to 69 years who had and who had not retired from full-time work may in part be due to changing economic and social circumstances, such as, part-time workers now working full-time or looking for full-time work and persons changing their intentions to look for, or take up, full-time work.

93. The May 1980 publication, *Persons Ceasing Full-Time Work* (6238.0), also included details of the retirement intentions of persons aged 50 to 69 years who had not retired from full-time work. These details were not collected in September 1983.

Superannuation, Australia (6319.0)

94. This publication presents information about whether persons were covered by superannuation, etc. schemes, and if not whether they held life assurance policies which may have been substitutes for superannuation.

95. Definitions of the principal labour force categories are the same as for the Labour Force Survey.

96. Information was collected from employed persons who usually worked 20 hours or more each week in their main job, and from unemployed persons and persons not in the labour force aged 50 years and over.

97. A *superannuation* scheme is any fund, association, scheme or organisation set up for the purpose of providing financial cover for members when they retire from work. Cover may extend to members who are compelled to retire before their normal retiring age due to ill-health or incapacity to continue working (invalidity) and/or to wives and dependent children in the case of death of the member.

98. *Life assurance* is any endowment policy covering the life of a person and which matures at ages 60-65 years. For the purposes of this survey only those policy-holders who do not have superannuation cover are included. Respondents may have held more than one such policy.

99. *Manual* work comprised farming, fishing, hunting and timbergetting; mining and quarrying; most transport and communications; trades, production-process and labouring; and most service, sport and recreation occupations.

100. *Non-manual* work comprised professional, technical, administrative, executive, managerial, clerical and sales; wool classing; certain transport and communications (such as ships' officers, aircraft pilots, station-masters, postmasters, etc.) and photographic occupations.

Labour Mobility, Australia (6209.0)

101. Information presented in this publication relates to the mobility of employed persons aged 15 years and over with respect to duration of current job, number of jobs held and other information during a twelve month period. Similar data has been collected in a supplementary survey in most years since 1972.

102. It is impractical to obtain information relating to a twelve month period which is strictly comparable with that obtained in the labour force survey for which the reference period is one week (see paragraph 31, above). The definition of working persons in this publication differs to that shown in paragraph 32 for employed persons.

103. Persons classified as *working* comprise all those who during any week report having either worked or been on paid leave. Periods of one week or more on strike or time off without pay are excluded.

104. A *job* is defined as:

- (a) employment as a wage or salary earner (or unpaid family helper) by a particular employer, in a particular locality; or
- (b) self-employment (with or without employees) in a particular locality.

105. *Locality.* In capital cities and major towns each suburb is considered to be a different locality.

106. A *change of job* may involve a change of employer without a change of job location; a change of location without a change of employer; or a change in both employer and location. For example, the movement of an employer's operations to premises in a different location would entail a change of job for employees who move to the new location. Promotion or transfer of an employee which involves a move to premises in a different location would also constitute a change of job. It should be noted, however, that for a person who works at different sites for the same employer (for example, a construction worker), his base of operations (i.e. his employer's office, depot, yard, etc.) is considered to be his place of work.

107. Change of usual residence includes:

- (a) *Whether changed usual residence to take up current job:* persons who had a job at February 1983 and who had changed jobs during the year were asked whether they had changed their usual place of residence to take up their job held at February 1983.

- (b) *Whether changed usual residence during most recent period of looking for work*: persons who were looking for work at some time during the year were asked whether they had changed their usual place of residence during their most recent period of looking for work. However, any persons who looked for work some time during the year who reported a change in usual residence to take up their current job were not asked whether they had also changed usual residence while looking for work.

Employed Wage and Salary Earners, Australia (6248.0)

108. This publication contains results of the quarterly Survey of Employment and Earnings which was introduced in the September 1983 quarter. The survey is designed to obtain from employers information on numbers of wage and salary earners employed each month and their quarterly earnings. It replaces the Civilian Employees series, based principally on information obtained from payroll tax returns, which was discontinued after April 1980.

109. Background information on the reasons for the introduction of the new survey is provided in *Information Paper: Review of ABS Employment Statistics* (6239.0) published on 8 July 1981. Further information on the differences in concepts, methodology and coverage of the old and new employment series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) issued on 21 June 1984.

110. The survey is conducted by mail each quarter with data collected on monthly employment and quarterly earnings. For the first and last month of each quarter the number of persons is collected; for the mid month of each quarter, details of males and females, full-time and part-time, are collected. All wage and salary earners are included except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises in the private sector primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) unpaid family helpers;
- (e) employees of overseas embassies, consulates, etc.;
- (f) employees based outside Australia;
- (g) self employed persons such as subcontractors, owner drivers and consultants.

111. For the *Private sector*, a sample of approximately 20,000 private employers was selected from the ABS register of businesses to ensure adequate State and

industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State. Each statistical unit was classified to an industry which reflected the predominant activity of the enterprise in the State. In a small number of cases where an enterprise had significant employment in more than one industry, a separate statistical unit was created for each industry. The statistical units were stratified by State industry and size of employment and a simple random sample selected for each stratum.

112. For the *Government sector*, statistical units were derived in the same way as for the private sector; data for all government units are collected in the survey.

113. *Number of employees* refers to all employees who received pay for any part of the relevant pay period. All permanent, temporary, casual, managerial and executive employees are included. Part-time and casual employees who may have worked only a few hours during the reference period are included. Employees on paid leave and those employees on workers' compensation who continue to be paid by their employer are included. Casual employees who work on an irregular basis and who were not paid during the relevant pay period, employees on leave without pay, on strike or stood down without pay for the whole of the pay period are excluded.

114. *Full-time employees* are permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period; if agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

115. *Part-time employees* are permanent, temporary and casual employees who are not full-time employees as described above.

116. *Government employees* comprise not only administrative employees but also all other employees of Commonwealth, State, local and semi-government bodies engaged in providing services.

117. *Commonwealth government employees* are those employed by all government departments, agencies and authorities responsible to the Commonwealth Parliament. Those bodies jointly run by Commonwealth and State governments are classified as Commonwealth.

118. *State government employees* are those employed by all State government departments and authorities responsible to State Parliaments, including organisations for which the Commonwealth has assumed financial responsibility e.g. universities.

119. *Local government employees* are those employed by Municipalities and Shires and other local authorities created by or subject to the provisions of local government legislation such as county councils in New South Wales.

Civilian Employees, Australia (6213.0)

120. The figures generally relate only to civilian wage and salary earners, not the total labour force. They therefore exclude employers, self-employed persons, unpaid helpers and the unemployed. Also excluded, because of the inadequacy of the data, are wage and salary earners in agriculture and private households employing staff.

121. The estimates in this publication, except those relating to government employees and defence forces, are based on comprehensive data (referred to herein as 'benchmark') derived for the purpose from population censuses and other sources.

122. The data needed to derive the estimates for periods subsequent to benchmark dates were obtained from three main sources, namely, (a) payroll tax returns; (b) returns from government bodies; and (c) some other returns of employment (e.g. for hospitals); the balance, i.e. unrecorded private employment, which accounted for 85 per cent of all employees, was estimated.

123. Although the series generally measured the short-term trends in employment in the defined field reasonably well, they may be less reliable for longer-term measurement. There are conceptual differences between benchmark and current data, and changes in such factors as labour turnover, multiple jobholding and part-time working all affect the trend over longer periods. Also, increases in payroll tax exemption levels may result in a reduction in the number of businesses liable for payroll tax and, as a consequence, increase the size of the unrecorded sector for which employment has to be estimated. Such a reduction is more significant in those industries, such as retail trade, in which there is a high proportion of businesses with few employees. With an increase in exemption levels a greater degree of estimation may be required in producing employment estimates for those industries.

124. Data supplied by reporting enterprises or establishments generally refer to persons on the payroll for the last pay-period in each month. Persons who are on paid leave or who work during part of the pay-period and are unemployed or on strike during the rest of the period are generally counted as employed. Those not shown on employers' payrolls because they are on leave without pay, on strike or stood down for the entire period are excluded.

125. In all States and Territories, most employers paying wages in excess of a designated exemption level were required to lodge payroll tax returns. Certain Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under the various Payroll Tax Acts.

126. Government employees comprise not only administrative employees but also all other employees of government bodies (Australian, State, local and semi-government) engaged in providing services.

127. The industry classification used in this publication is the *Australian Standard Industrial Classification (ASIC)*, described in *Australian Standard Industrial Classification (Preliminary Edition)*, 1969, Volume 1 (1201.0).

Multiple Jobholding, Australia (6216.0)

128. Information presented in this publication relates to the nature and extent of multiple jobholding. Similar data has been collected in a supplementary survey biennially since 1965.

129. Definitions of the principal labour force categories are the same as those used for the labour force survey.

130. *Multiple jobholders* are persons who during the survey week:

- (a) worked in a second job or held a second job from which they were absent because of holidays, sickness or any other reason; and
- (b) were an *employee* (i.e. employed as a wage or salary earner) in at least one of their jobs.

131. Work as an unpaid family helper or service in the reserve defence forces is not regarded as a second job. Persons who by the nature of their employment work for more than one employer, e.g. domestics, odd-job men, babysitters, etc., are not counted as multiple jobholders unless they also held another job of a different kind; nor are those who worked for more than one employer solely by reason of changing jobs during the survey week.

132. The *main job* is defined as the job at which most hours are usually worked or, where an equal number of hours are usually worked at two or more jobs, the job considered by the respondent to be the main job.

133. *Proportion of labour force* refers to the number of multiple jobholders in each group as a percentage of the civilian labour force in the same group.

Career Paths of Persons With Trade Qualifications, Australia (6243.0)

134. Information presented in this publication enables the identification of persons with trade qualifications, including how and when they qualified, whether they had ever worked as a tradesperson, whether they use their trade skills in their current job, whether they ever left the trade, if so, when and the reason why.

135. Definitions of the principal labour force categories are the same as those used for the labour force survey.

136. The term *employee* includes persons who, in their main job, work for wages, salary or payment in kind or without pay in a family business. *In own business* includes all persons working with or without employees in their own business whether or not it is a limited liability company.

137. *A trades qualified person* is a person aged eighteen years or more and:

- (a) who completed in Australia an apprenticeship in one of the fields of trade defined in paragraph 138, below; or
- (b) has been recognised under the Tradesman's Rights Regulation Act in the metal or electrical fields.

138. *Field of trade.* Respondents indicated which of the following best described their field of trade:

- (a) METAL, e.g. fitting and turning, welding, boiler-making;
- (b) ELECTRICAL, e.g. electrician;
- (c) BUILDING, e.g. carpentry, painting, plumbing;
- (d) FURNITURE, e.g. upholstering, cabinet making;
- (e) SERVICE, e.g. hairdressing, dental technician;
- (f) FOOD AND DRINK, e.g. cooking, butchering;
- (g) PRINTING AND ALLIED, e.g. bookbinding, hand and machine composing;
- (h) MECHANICAL, AUTOMOTIVE, e.g. motor mechanic, panel beating; or
- (i) FOOTWEAR, CLOTHING, TEXTILES, e.g. bootmaking, dressmaking.

139. *Year in which qualified.* Respondents covered by paragraph 137(a), above were asked in what year they qualified. Respondents covered by paragraph 137(b), above were asked in what year their qualifications were recognised under the Tradesman's Rights Regulation Act.

140. Employees were asked to indicate which of the following best described the use, in their main job, of those skills related to their nominated field of trade:

- (a) does not use trade skills;
- (b) works as a tradesperson; or
- (c) uses some trade skills in job.

141. For persons in own business the survey did not differentiate between categories (b) and (c) i.e. whether they worked as a tradesperson or only used some trade skills in an advisory or managerial capacity.

142. *Works as a tradesperson* in consequence comprises persons who work in own business as a tradesperson or who only use some trade skills plus employees who work as a tradesperson. Employees who only use some trade skills e.g. in supervisory roles (foremen, inspectors, etc.) or an advisory capacity (salesmen, buyers, etc.) are separately shown as *uses some trade skills*.

Characteristics of Persons Looking for Work, Australia (6222.0)

143. Information presented in this publication relates to characteristics of persons looking for work, including difficulties in finding a job, steps taken to find work, past employment experience, whether they had had offers of employment and their educational attainment.

144. The number of persons looking for work differs from the number of *unemployed persons* from the labour force survey (as defined in paragraph 34, above) in that the latter *includes* persons who are waiting to be called back to a full-time or part-time job from which they have 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.

145. *Persons looking for work* are defined as all persons aged 15 years and over within the scope of the survey who were not employed during the survey week (i.e. the week immediately preceding that in which the interview took place), 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:

- (a) 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
- (b) are 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.

146. *Active steps to find work* include writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service noticeboards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

147. *Classification of post-school qualifications* is the same as defined in paragraph 67, above.

Income and Housing Survey—Income of Individuals, Australia, 1981-82 (6502.0)

148. This publication contains final results relating to the income of individuals from the Income and Housing Survey, 1982.

149. In the survey, income was collected both on a last financial year basis (in respect of 1981-82) and on a current basis, that is at the time of interview. In addition to income, the survey collected data on housing occupancy and costs, aspects of education, trade and other qualifications, superannuation and life insurance.

150. *Total income.* Questions were asked in respect of the amount of income received from each of the following sources: wages or salary; own business, farm, profession, etc.; share in a partnership; government cash benefits; superannuation; workers' and road traffic accident compensation; interest, dividends, rent, etc.; other sources, e.g. trust or will, maintenance or alimony. Total annual income was defined as the sum of amounts received from these sources in 1981-82. Total current income was defined as the sum of amounts currently received from wages and salaries, government cash benefits, other regular payments such as superannuation maintenance, etc. and of derived weekly equivalent amounts for income received from own business, partnerships, interest, rent, dividends, etc. during 1981-82.

151. *Income from wages or salary* was defined as income from all wage or salary jobs before the deduction of tax. Workers' compensation payments (other than lump sum payments) for temporary loss of wages or salary were included. The value of items such as payments in kind, employer contributions to board or rent, gratuities and tips, etc. were not included.

152. *Income from own business, farm, etc. and income from a share in a partnership.* In both these cases, income was defined to be net of business expenses. If income had not been received in 1981-82 or a loss had been made, income from these sources was recorded as nil. Current income from these sources was estimated by deriving a weekly equivalent of amounts received from these sources in 1981-82.

153. *Income from government cash benefits* includes income received through programmes of assistance to aged persons, incapacitated and handicapped persons, unemployed and sick persons, veterans and their dependants, widowed and single parents, families and children; cash benefits for education; and other social security and welfare programmes. Family allowance payments are included.

154. *Income from superannuation* comprises regular payments made to a retired person or his survivors by a former employer, either directly or through a superannuation fund, insurance company, etc. Any lump sum payment received by a person on his retirement was excluded.

155. *Interest, dividends, rent, etc.* includes interest on savings, bonds, debentures, etc., dividends from stocks and shares, net income from rental of a house or other property and net royalties. Current income from these sources was estimated by deriving a weekly equivalent of amounts received from these sources in 1981-82.

156. *Income from other sources* comprises income from items such as private educational scholarships; maintenance or alimony; a trust or will; and an annuity. Income paid at regular intervals and received by a beneficiary under a will, settlement, deed, gift or instrument of trust was included. However, a lump sum payment from any of these sources was not regarded as income.

157. *Median income* is that level of income which divides a group of income recipients into two equal parts, one half having incomes above the median and the other having incomes below it.

158. *Mean income* is the amount obtained by dividing the total income of a group (e.g. income recipients in a given age group) by the number in that group.

159. *Full-time and part-time workers.* Persons were classified as either full-time or part-time workers on the basis of the amount of work for which they are usually engaged, full-time work being defined as 35 hours or more per week.

Methods of Obtaining Jobs, Australia (6245.0)

160. Information presented in this publication relates to the methods used to obtain a job by all persons aged 15 years and over who had started a wage or salary job during the six months to July 1982. Information collected includes the steps taken to look for the job, the step which resulted in obtaining the job, whether out of work prior to starting the job or whether changed employers, and type of job obtained.

161. Definitions of the principal labour force and demographic categories are the same as for the Labour Force Survey.

162. *Persons who started a job during the six months to July 1982 (jobseekers)* are those who had started a wage or salary job lasting two weeks or more in the period from 1 January 1982 up to the time of the survey. As the survey was conducted during the two weeks following 12 July 1982, the reference period may be up to three weeks greater than six months. If more than one job was started during the period details were obtained about the most recent job started.

163. Persons starting a job are also described according to whether they were out of work prior to starting the job or whether they changed employers. Those persons who changed employers but who had a period in which they were out of work between their two employers are considered to have been out of work prior to starting their job.

164. *Method of job attainment* is determined by the respondents' answer to the question 'How did you find out that this particular job was available?' and is described according to whether an employer approached the jobseeker or a jobseeker approached the employer. In the latter case, the job is described according to whether or not the jobseeker knew that the particular job was available before approaching the employer.

165. *Active steps to find work* include writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service noticeboards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

166. Definitions of *persons with post-school qualifications* and *classification of post-school qualifications* are given in paragraphs 66 and 67, above respectively.

Job Vacancies, Australia (Catalogue No. 6231.0)

167. Information presented in this publication refers to vacancies in private employment and in Australian, State and local government employment. The information is obtained from a survey of employers conducted on a quarterly basis.

168. All vacancies (as defined in paragraph 170) for wage and salary earners are included except those:

- (a) in the defence forces
- (b) in agriculture
- (c) in private households employing staff
- (d) for employees of private employers (other than hospitals) not subject to payroll tax. These employees comprise about 15 per cent of total civilian employees.

169. Respondents included in the survey are selected from lists of private and government employers stratified by State, industry and number of employees. Employers with 1,200 or more employees are fully enumerated and a sample is selected from the remainder of employers. The total number of employers in the survey is about 3,100.

170. A *job vacancy* is a job available for immediate filling on the survey date and for which recruitment action had been taken by the employer. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying government or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are jobs available only to existing employees of the organisation. In this context the Australian Public Service and the Public Services of the States and the Northern Territory are treated as 'organisations'. Also excluded are vacancies:

- (a) of less than one day's duration
- (b) to be filled by persons already hired or by promotion or transfer of existing employees
- (c) to be filled by employees returning from paid or unpaid leave or after industrial disputes
- (d) not available for immediate filling on the survey date
- (e) not available within the particular State or Territory to which the return relates
- (f) for work carried out under contract
- (g) for which no effort is being made to fill the position.

171. The *job vacancy rate* is calculated by expressing the number of job vacancies as a percentage of the number of employees plus vacancies.

Persons Not in The Labour Force, Australia (including discouraged jobseekers) (6220.0)

172. Information presented in this publication relates to the labour force aspirations, availability for work and reasons for not seeking employment of persons aged 15 to 64 who were not in the labour force. Similar data have been collected in supplementary surveys since 1975.

173. Definitions of the principal labour force categories are the same as those used for the labour force survey.

174. *Persons marginally attached to the labour force* are those who:

- (a) wanted to work and were available to start within four weeks; or
- (b) were actively looking for work but were not available to start work within four weeks.

175. *Persons who wanted to work and were available to start within four weeks* are those who:

- (a) in the four weeks up to the end of the survey week had taken *active steps* to find work and who were available to start work within four weeks, even though they were unable to start in survey week for reasons other than own temporary illness or injury; or
- (b) although claiming to have looked for work in the four weeks up to the end of the survey week, and had not taken *active steps* to find work; or
- (c) in the four weeks up to the end of the survey week had not looked for work but in the survey answered 'yes' or 'maybe' to the question '*Even though you have not been looking for work would you like a full-time or part-time job?*'

176. *Persons who are actively looking for work but are not available to start work within four weeks* are those who in the four weeks up to the end of survey week had taken active steps to find work but were not available to start work in survey week for reasons other than own temporary illness or injury or within the four weeks following the interview.

177. *Active steps to find work* include writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service noticeboards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency, advertising or tendering for work; and contacting friends or relatives.

178. *Discouraged jobseekers* are those persons who wanted to work and were available to start work within four weeks but whose main reason for not taking active steps to find work was that they believed they would not be able to find a job for any of the following reasons: considered by employers to be too young or too old; language or racial difficulties; lack the necessary training, skills or experience; no jobs in their locality or line of work or no jobs at all available.

CHAPTER 6 — AWARD RATES, EARNINGS AND INCOME

179. Data pertaining to earnings and wages have been obtained from a number of sources. Data on the distribution of weekly earnings of wage and salary earners are a product of the ABS population survey. Information on average weekly earnings is obtained from regular surveys of employers. Indexes of award rates of pay are derived from information provided in industrial awards, determinations and agreements.

Average Weekly Earnings, Australia (6302.0)

180. The survey of average weekly earnings is designed to obtain from employers, information on earnings in respect of a specified payweek each quarter, and replaces the average weekly earnings series based principally on information from payroll taxes. 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 on 24 March 1982.

181. *Reference period* refers to the last pay-period ending on or before a specified date. For December quarter 1983 the date was 18 November 1983. If the operations of the establishment(s) covered by the return were seriously curtailed by an industrial dispute, breakdown, fire, etc., during the reference period, particulars for the previous normal pay-period were obtained.

182. *Employees* comprise male and female wage and salary earners who received pay for the reference period.

183. *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 reference 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. *Full-time* employees temporarily on short-time, or who began or ceased work during the reference period, are included. Some employees, who were paid for a weekly attendance of less than 30 hours (e.g. aircrews, teachers, university lecturers), are classified as full-time if they worked the normal scheduled hours for a full-time week.

184. *Adults* are employees 21 years of age or over and those employees who are under 21 years of age but are paid at the full adult rate for their occupation.

185. *Weekly total earnings* refers to earnings of employees in the reference period, before taxation and any other deductions, e.g. superannuation, board and lodging, have been made. Earnings comprise overtime earnings, ordinary time earnings, shift allowances, penalty rates, commission and similar payments, and that part of paid annual leave, paid sick leave, long service leave and paid holidays taken during the reference period. Retrospective pay or pay in advance, annual leave loadings and other bonuses not related to the reference period are excluded.

186. *Weekly ordinary time earnings* refers to that part of *weekly total earnings* attributable to award, standard or agreed hours of work. Included in relation to these hours are shift allowances, penalty rates, commissions, bonuses and incentive payments, and one week's proportion of payments for annual and other leave taken during the reference period.

Award Rates of Pay Indexes, Australia (6312.0)

187. *The Award Rates of Pay Indexes* are produced monthly and are designed to measure trends in minimum rates payable under awards.

188. The current series of *Award Rates of Pay Indexes* which replaced the previous series of *Wage Rates Indexes* in September 1982 is based on the occupation structure existing in May 1976 and covers full-time adult wage and salary earners whose rate of pay are normally varied in accordance with awards. The old series it replaced had become increasingly unrepresentative, as it was based on the occupation structure existing in 1954, and excluded awards relating solely or mainly to salary earners.

189. *Award Rate of Pay*. The award rates used in the compilation of the indexes are those prescribed for a full week's work (excluding overtime). These rates generally consist of the base rate and any allowances or loadings that are applicable to *all* workers under a specific award designation. In some awards included in the indexes, regarded as paid rates awards, the award rate is set to absorb likely over-award payments.

190. In the majority of cases the rates are prescribed in awards or determinations of Federal or State industrial arbitration authorities or in collective agreements registered with them. Rates prescribed in unregistered collective agreements are used where these are significant in the particular industries to which they refer.

191. *Wage and salary earners*. The coverage of the indexes is confined to full-time adult wage and salary earners whose rates of pay are normally varied in accordance with awards, etc. For the benefit of users, separate indexes have been produced relating to wage earners only (which are broadly comparable with the scope and coverage of the old *Wage Rates Index*). In order to produce separate indexes for wage earners and wage and salary earners it was necessary to devise some arbitrary means of distinguishing between the two. For the purposes of constructing these separate indexes, the following definitions have been adopted:

- (a) *wage earners*—those engaged mainly in manual work and/or employed in blue collar occupations. Remuneration for wage earners is usually stated in terms of a weekly wage.
- (b) *salary earners*—those engaged mainly in non-manual work and/or employed in white collar occupations. Remuneration for salary earners is normally stated in terms of an annual salary.

192. *Standard weekly hours of work* relates to the number of hours per week prescribed in awards, etc. for full-time workers in particular occupations. For certain occupations (e.g. teachers, university lecturers) no specific hours are prescribed. Therefore indexes of hourly award rates of pay have been compiled for wage earners only.

Consumer Price Index, Australia (6401.0)

193. The CPI measures quarterly changes in the price of a 'basket' of goods and services which account for a high proportion of expenditures by metropolitan wage and salary earner households.

194. A major review of the CPI was recently completed and its results incorporated in the tenth CPI series introduced in the June quarter 1982 issue of this publication. Details of the review are contained in *ABS Information Paper: Review of the Consumer Price Index (6450.0)*.

195. Further information about the CPI is contained in a booklet entitled *A Guide to the Consumer Price Index (6440.0)* which is available from the ABS on request.

Prices

196. Prices of goods and services included in the CPI are generally collected quarterly. However, some important items are priced monthly or more frequently (e.g. bread, fresh meat and fish, fresh fruit and vegetables, petrol, alcohol and tobacco) and a small number annually (e.g. seasonal clothing, local government rates and charges).

197. The bulk of items for which prices are collected quarterly are priced at the middle of the mid-month of the quarter (i.e. in August, November, February and May), but, to facilitate a more even spread of the field collection workload, some goods and services are priced in the first and third months of each quarter. Items priced in the third month are generally those subject to price changes at discrete points of time (e.g. electricity and postal charges, milk); in these cases information is obtained of any changes in price during the quarter so that a weighted average price for the whole quarter can be calculated.

Weighting pattern

198. There are 105 *expenditure classes* (that is, groupings of like items) in the tenth series CPI and each expenditure class has its own weight, or measure of relative importance. In calculating the index, price changes for the various expenditure classes are combined using these weights.

199. Changes in the weighting pattern have been made at approximately five-yearly intervals to take account of changes in household spending patterns. The CPI now comprises ten series of price indexes which have been linked to form a continuous series. The tenth series (that is, the current series), which was introduced in the June quarter 1982, has a weighting pattern based, in general, on estimated household expenditure in 1979-80.

Weekly Earnings of Employees (Distribution), Australia (6310.0)

200. Supplementary surveys, based on the population survey have, in recent years, been conducted throughout Australia every August to obtain information about the weekly earnings of wage and salary earners. For the sake of brevity in the survey data, wage and salary earners are referred to as employees.

201. *Weekly earnings* refers to the amount of 'last total pay' prior to the interview (i.e. before taxation and other deductions have been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or pre-payment of leave etc.

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

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

204. The *main job* is defined as the job at which most hours were worked during the survey week (i.e. the week before the interview week). The *second job* is defined to include all remaining jobs, in which some hours were worked during the survey week. A person who held more than one job as an employee is classified to the industry and occupation of the main job.

205. *Hours paid for* refers to the number of hours for which an employee was paid and not necessarily to the number of hours actually worked (e.g. an employee on paid leave for the week was asked to report the number of hours for which he was paid).

206. *Hours worked* refers to actual hours worked during the survey week, not necessarily hours paid for.

207. *Full-time employees* are those who *usually* work 35 hours a week or more (in all jobs) and others who, although usually part-time employees, worked 35 hours or more during the survey week. It should be noted that some full-time employees may have worked or been paid for less than a full week. *Part-time employees* are those who usually work less than 35 hours a week and who did so during the survey week. When recording hours of work, fractions of an hour are disregarded.

208. For the purposes of the survey persons are classified as having a second job if, during the survey week, they:

- (a) worked in a second job; and
- (b) were employed as a wage or salary earner in both of their jobs.

209. Service in the reserve defence forces is not regarded as a second job. Persons who by the nature of their employment work for more than one employer, e.g. domestics, odd-job men, baby-sitters, etc., are not counted as multiple jobholders unless they also hold another job of a different kind; nor are those who work for more than one employer solely by reason of changing jobs during the survey week.

Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

210. This survey is conducted annually in respect of a pay period in May. The survey is based on a sample of employers who in turn randomly select employees in accordance with instructions supplied by the ABS. The data presented provides information on the distribution and composition of earnings as well as averages.

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

212. *Ordinary time earnings* refers to that part of weekly earnings which is attributable to *ordinary time hours*. It comprises *payment by measured result, award or agreed base rate of pay and other earnings* (excluding overtime).

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

214. *Payment by measured result* refers to payment by incentive, piecework, task bonus, commission, etc.

215. *Award or agreed base rate of pay* refers to the award, etc. rate of pay for ordinary time hours paid for, and includes all allowances (other than overtime) specified in the award, etc.

216. *Other pay* refers to ordinary time earnings not included in payment by measured result nor in award or agreed base rate of pay described above. It includes attendance and good timekeeping bonuses, profit-sharing and any other forms of over-award, etc. pay.

217. *Full-time and part-time employees*—For definitions refer to paragraph 183, above.

218. *Non-managerial employees* are defined to include minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff*, generally defined as those employees (a) who were ineligible to receive payment for overtime, or (b) who, although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments). For some occupations in government employment, such as school teachers and nurses, there is no general payment for overtime. In these cases, managerial, etc. staff were determined according to the degree of supervision exercised or in relation to the pay structure of associated administrative employees.

219. *Standard (or rostered) weekly hours* refers to the number of hours constituting a full week's work for the specified pay-period.

Income and Housing Survey—Income of Individuals, Australia, 1981-82 (6502.0)

220. For definitions and technical details see paragraphs 148 to 159, above.

CHAPTER 7 — NON-WAGE BENEFITS

Employment Benefits, Australia, February to May 1979 (6334.0)

221. In association with the August 1983 Labour Force Survey information was obtained on a range of employment benefits provided by employers to employees (wage and salary earners).

222. An *employment benefit* was defined as a concession, allowance or other privilege, etc. received in addition to wages or salary and award, etc. minimum provisions under which a person was employed in their main job. Not all benefits were received direct from the current employer. Some benefits may have been received from other sources by employees as a result of their employment in a particular occupation or industry. Such benefits, e.g. a concession air fare granted by an airline to a travel agency employee, have been included in the tables where appropriate. All types of wage and salary payments, including bonuses, payments for leave of various kinds and overaward payments, as well as emoluments received in accordance with award, etc. provisions (e.g. safety clothing) were not considered to be benefits for the purposes of the survey. For definitions of employment benefits, see *Employment Benefits, February to May 1979 (6334.0)*.

223. The mere availability of or entitlement to a benefit (as defined) was not sufficient reason for its inclusion in the tables in this publication; only those benefits which were used or taken up were counted.

Superannuation, Australia (6319.0)

224. For details of this publication see paragraphs 94 to 100, above.

Annual and Long-Service Leave, Australia, May 1979 (6317.0)

225. In May 1979 a supplementary survey was conducted throughout Australia in order to obtain information about the amount and timing of paid annual leave and long-service leave taken by employees during the period May 1978 to April 1979. Other types of leave, such as study or sabbatical leave, sick leave, maternity leave, etc., and unpaid leave, were not included in the survey. A similar survey was conducted in 1974.

226. *Annual leave* (also referred to as recreation leave, holiday leave, vacation leave) was a period (usually four weeks) of paid absence from work for leisure or recreational purposes to which an employee becomes entitled each year after a continuous period of service with one employer or in an industry, as specified in awards, etc.

227. *Long-service leave* (or furlough) was a period of paid absence from work to which an employee becomes entitled after a number of years of continuous service with one employer, or in an industry, the initial entitlement usually being three months after 10 or 15 years service, as specified in Federal or State legislation.

228. Payments in lieu of leave (e.g. to casual workers or on termination of employment) were not regarded as leave.

229. *Weeks taken.* In recording the amount of leave, separate periods of the same type of leave taken by individual respondents within each month were aggregated. (It should be noted that the category 'less than one' includes persons who did not take leave because their period of service with an employer or in one industry was not long enough to qualify them for an entitlement.) The number of weeks in any month was calculated as follows:

<i>Consecutive working days absent in any month</i>	<i>Recorded as</i>
0, 1 or 2	less than one week
3-7	1
8-12	2
13-17	3
18-22	4
23 and over	5

When leave continued from one month into the next, the period of leave taken in each of the months was counted separately. The total amount taken for the period May 1978 to April 1979 is the sum of the amounts taken in each month, as defined above.

230. *Employees* were for the purposes of this survey persons who were employed wage and salary earners at the time of the survey, regardless of their labour force status during the reference period, May 1978 to April 1979. Persons who were wage and salary earners during the reference period but not at the time of the survey, and who took paid annual or long-service leave during the reference period have been excluded.

CHAPTER 8. HOURS OF WORK AND WORK PATTERNS

231. Data pertaining to working hours arrangements have been obtained from the ABS population survey system, which is discussed earlier in this Appendix. Data on overtime hours worked are a product of the ABS sample survey of employers.

The Labour Force, Australia (6203.0)

232. For definitions and technical details see paragraphs 29 to 50, above. For definition of hours worked see paragraph 44.

Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)

233. For definitions and technical details see paragraphs 210 to 219, above.

Overtime, Australia (6330.0)

234. The ABS conducts a quarterly survey of employers to obtain information about overtime hours worked and the number of people who worked overtime during a specified survey week. The survey is generally conducted in respect of the last week of the pay-period ending on, or before the third Friday of the survey month. It should be kept in mind that the statistics presented may display short-term or seasonal fluctuations from quarter to quarter.

235. *Overtime* is time worked in excess of award, standard or agreed hours of work for which payment is received. Excluded is any overtime for which employees would not receive payment, e.g. unpaid overtime worked by managerial, executive, etc., staff, normal shiftwork and standard hours paid for at penalty rates.

236. *Overtime hours* represent the number of hours of overtime actually worked. Respondents were instructed not to convert overtime hours to their ordinary time equivalent. For example, 100 man-hours of overtime paid for at time and a half and 20 man-hours at double time would be counted as 120 hours, not 190.

237. *Average hours of overtime per employee working overtime* is calculated by dividing total overtime hours worked in a particular group (e.g. industry, State or Territory) by the number of employees who worked overtime in the same group.

238. *Average hours of overtime per employee in the survey* is calculated by dividing total overtime hours worked in a particular group by the total number of employees in the same group (including those who did not work overtime).

239. *Number of employees* is the number on the payroll on the last day of the pay-period ending on or before the survey date. *Included* are persons on paid leave, (recreation leave, sick leave, long service leave, etc.). *Excluded* are persons on leave without pay, and persons on strike, locked out or stood down as a result of an industrial dispute, for the whole of the reference period.

Working Hours Arrangements, Australia, February to May 1981 (6338.0)

240. During the period February to May 1981, a special household survey was conducted to obtain information about the different types of working patterns of employed persons, including details about nightwork, shiftwork, weekend work and days in the week usually worked. Similar information was contained in two separate publications in 1976. For further information see, *Work Patterns of Employees, Australia November 1976* (6328.0) and *Evening and Nightwork Australia, November 1976* (6329.0).

241. A *nightworker* was defined as an employed person who in any one of the four weeks prior to the survey date worked a total of 15 hours or more between 7.00 p.m. and 7.00 a.m. in either their main or second job. ('Main job' was defined as the job in which respondents usually worked the most hours.)

242. *Other workers* (i.e. 'day' workers) were, therefore, persons who did not work the hours described in paragraph 241 above.

243. *Shiftworkers* were employees who in the four weeks prior to the date of the interview worked two or more different work shifts; for the purposes of this survey, work shifts were two or more distinct periods of work

within a 24-hour day between which employees were regularly rotated. Persons who worked fixed hours, i.e. those who did not work rotating shifts whether during the day or at night, were not classified as shiftworkers. Persons who, in establishments working several 'shifts', worked the 'night shift' only were, therefore, not classified as shiftworkers but were generally classified as nightworkers.

244. *Weekend workers* were persons who usually worked at some time on either Saturdays or Sundays (or both). However, those persons for whom any regular working period ended early on Saturday morning or started late on Sunday night were generally not included as weekend workers.

245. *Ordinary time* is defined as nightwork during award etc. agreed or standard hours of work. *Additional time* is defined as nightwork after award etc. agreed or standard hours have been worked. Figures for hours of nightwork refer to those hours in which respondents were nightworkers and is not necessarily their usual hours of nightwork.

246. *Multiple Jobholders* were persons who usually worked in two or more jobs each week and who were employed in at least one of their jobs as wage or salary earners.

247. Employees working *flextime* were able, within limits, to choose to some extent the times at which they started and/or finished work each day, while still working the award or agreed hours on average over a longer period.

248. It should be noted that some of these groups of persons are not necessarily mutually exclusive and the same data have not been obtained for all of them, e.g. employees who worked rotating shifts were not asked whether they worked on weekends. The inter-relationships between the various groups are shown in the diagram on page

Alternative Working Arrangements, Australia, March to May 1982 (6341.0)

249. For definitions and technical details see paragraphs 250 to 254, below.

CHAPTER 9 — WORK PREFERENCES AND JOB SATISFACTION

Alternative Working Arrangements, Australia, March to May 1982 (6341.0)

250. A special household survey was conducted during the period March to May 1982 to obtain information about certain aspects of the working arrangements of employees and their preferences for any changes to them. This information includes details of usual working arrangements (e.g. 5 day week, 19 day fortnight, etc.) control over working arrangements and/or start and finish times, preference for permanent or casual employment and more or less work.

251. For the purposes of this survey, a *permanent* worker was defined as an employee who was entitled to paid holidays or sick pay in his/her main job. A *casual* worker was therefore an employee who was not entitled to paid holidays or sick pay in his/her main job. Similar definitions applied in relation to employees' preferred mode of employment.

252. Employees who preferred to *work less* were those who, given the opportunity, would have preferred to work less hours and receive commensurately less pay. Similarly those who preferred to *work more* would have preferred to do so on the understanding that they would earn commensurately more pay, and those who preferred to *work the same hours* expected to continue earning the same amount of pay.

253. Employees who *had, or preferred, some say in start/finish times* (and/or usual working days arrangement), were those able, or who preferred, within limits, to choose the times (and/or days) when they worked, e.g. 'flextime', flexible working hours, respectively.

254. Employees who *preferred tapered retirement* wanted to work less than their current usual total working time in the period immediately preceding their retirement by working either fewer weeks per year, fewer days per week or fewer hours per day.

Working Conditions, Australia, February to May 1979 (6335.0)

255. Working conditions was one of a number of topics included in a sample survey conducted throughout Australia during the period February to May 1979. The survey was designed to obtain employees' attitudes to, or opinions about, selected aspects of their working conditions.

256. Questions concerning working conditions were asked only of persons who at the time of the survey were employed wage or salary earners (employees) and who usually worked at least 20 hours a week. Respondents were interviewed personally. Demographic and labour force characteristics were as reported by employees at the time of the survey.

257. For the purposes of the survey *working conditions* were those aspects of the working situation which directly affected employees and had an influence on their overall satisfaction with their jobs.

258. The aspects of the working situation included in the survey were not an exhaustive list, but a selection of those considered to have a significant influence on the working lives of employees. The attitudes of employees to individual aspects of work were assessed by classifying their responses on the basis of frequency of occurrence or degree of satisfaction.

259. *Overall level of job satisfaction* was as given by the employee in response to a direct question on overall feelings about the job.

CHAPTER 10 — INDUSTRIAL DISPUTES

Industrial Disputes, Australia (6322.0)

260. The ABS publishes monthly, quarterly and annual statistics of the number of industrial disputes, the number of workers involved and working days lost in industrial disputes. The quarterly and annual statistics are also classified according to duration, cause and method of settlement.

261. The statistics refer only to disputes involving stoppages of work of ten man-days or more *at the establishment where the stoppages occurred*. Workers involved include wage and salary earners only who are directly and indirectly involved in disputes. *Workers indirectly involved* are those thrown out of work at the establishments where the stoppages occurred, but who are not themselves parties to the dispute. *Workers directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance. Particulars of some stoppages (e.g. those involving a large number of establishments) may have been estimated and the statistics therefore should be regarded as giving a broad measure of the extent of stoppages of work (as defined).

262. *Total workers involved* for any period of time are obtained by adding together the number of workers involved in each dispute in the period. For any period of time the figures may include details of the same workers involved in more than one dispute. The longer the period of reference the more chance there is of some double counting in the number of workers involved. Where there are varying numbers of employees involved during the progress of a dispute the figures of workers involved included in the statistics relate to the largest number of individual workers involved on any one day. Generally the *total* number of workers involved for each quarter will equal the sum of the *total* number of workers involved in the first month of a quarter plus the number of workers *newly* involved in the second and third months (6321.0). Differences between monthly and quarterly aggregates can occur due to temporary cessations in the first month of the quarter of stoppages resuming in subsequent months. Workers re-involved in this type of dispute are not classified as workers *newly* involved in stoppages in the second quarter in which the dispute occurs.

263. Stoppages of work occurring at different times and at different establishments, but having a common cause may be regarded as one industrial dispute. However, an industrial dispute occurring in more than one State is counted as a separate dispute in each State and in the total for Australia.

264. *Working days lost* refer to man-days lost by workers directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of workers involved and the duration of the dispute.

265. Estimates for 1972 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, and in particular employees in the water transport industry.

CHAPTER 11 — TRADE UNIONS

266. Data pertaining to trade unions have been obtained from two sources. Data on wage and salary earners who were members of a trade union are a product of the ABS population survey. Data on membership and area of operation of trade unions have been obtained from returns by individual trade unions.

Trade Union Members, Australia (6325.0)

267. During the period March to May 1982 a survey was conducted throughout Australia in order to obtain information about the membership of trade unions and employee associations and various characteristics of members and non-members. A similar survey was previously conducted in November 1976.

268. A *trade union* (or employee association) was defined as an organisation, consisting predominantly of employees, the principal activities of which included the negotiation of rates of pay and conditions of employment for its members.

269. For the purposes of this survey a *part-time* employee was one who usually worked less than 35 hours per week.

270. Although some persons may be union members in their second job only, the classifications shown were for the employee's main job where applicable. Industry is classified according to the *Australian Standard Industrial Classification* (ASIC) 1978 and occupation according to the *Classification and Classified List of Occupations, Revised June 1981* (1206.0).

Trade Union Statistics, Australia (6323.0)

271. The figures presented in this publication have been compiled from questionnaires completed by individual trade unions in respect of their membership at the end of December each year.

272. The published number of reporting trade unions varies from year to year as a result of amalgamations and mergers of unions, unions ceasing to operate, new unions being formed, existing organisations changing their status such that it brings them within the scope of the definition of a trade union and existing unions reporting for the first time. For the purpose of these statistics a *trade union* is defined as an organisation, consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members. Non-operating unions or branches, i.e. those with no members at the date of collection, are not included in the statistics.

273. The *total membership* of the reporting trade unions represents the aggregate of the membership of individual unions; persons who are members of more than one union are therefore counted more than once in the totals. The extent of this duplication is not known. Members of unions working overseas are excluded from the reported membership data. Membership figures may be affected by differences in the concept of membership adopted by different unions or by the same union at different times.

274. *Proportion of total employees.* The approximate percentages of wage and salary earners in employment (i.e. employees) who were members of trade unions are shown in Table 3. Estimates for 1976 to 1979 are based

on estimates of employees as published in *Civilian Employees, Australia* (6213.0). As this series was suspended from April 1980 the proportions of total employees shown for 1980 and subsequent years have been calculated from estimates of employees from the labour force survey published in *The Labour Force, Australia* (6203.0). The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of *employed* wage and salary earners and the degree of unemployment of reported union members will affect the percentages for a particular year and comparisons over time.

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