

CHAPTER 6

AWARD RATES, EARNINGS, LABOUR COSTS, AND EMPLOYMENT BENEFITS

This chapter provides a range of data on the returns for and costs of labour. Emphasis is given to wages and salaries, and such statistics produced by the ABS are usually referred to as earnings.

Statistics are presented on award rates of pay, the distribution and composition of weekly earnings, employment benefits and labour costs.

Award Rates of Pay Indexes

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

Indexes of minimum weekly and hourly award rates of pay cover all full-time adult wage and salary earners whose minimum rates of pay are normally varied in accordance with awards, determinations and collective agreements. The indexes are based on weights derived from the May 1985 Survey of Employee Earnings and Hours and therefore do not reflect any subsequent effects of compositional changes in the labour force or in industry structure.

The present series of Award Rates of Pay Indexes was released in 1988, with a base of June 1985. That series replaced the previous series which had a base of 1976 and covered the period from June 1976 to November 1987. The new series has a wider coverage of award designations and utilises a more up to date industry and occupation structure than the previous series. In May 1990, details of award coverage were collected to give a more up to date picture of the numbers of employees covered by awards, determinations and collective agreements or unregistered agreements.

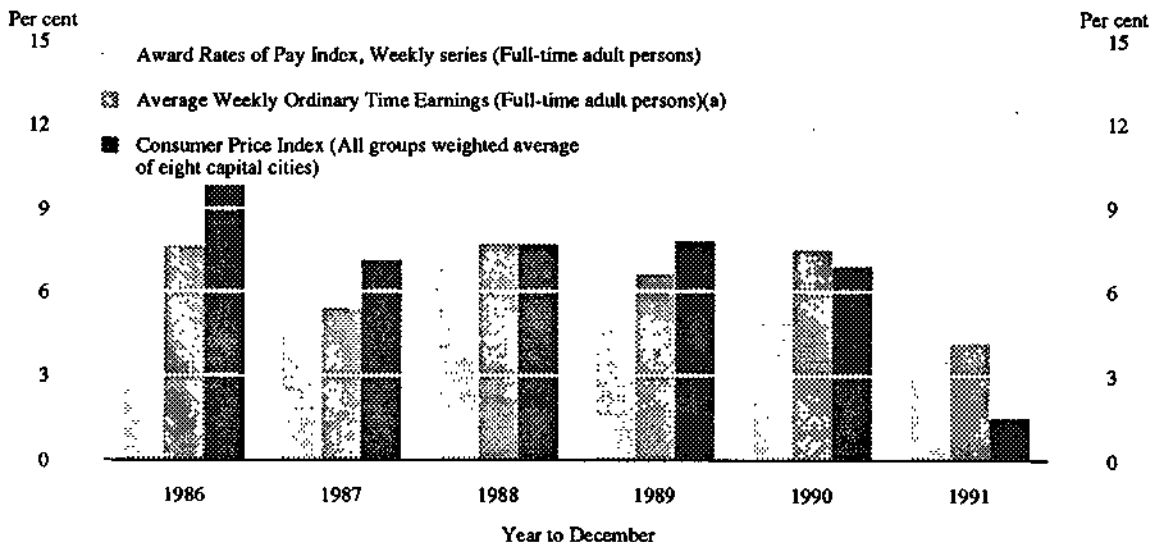
Over the 12 months to December 1991, the weekly award rates of pay indexes rose by 3.4 per cent for full-time adult males and 3.6 per cent for full-time adult females.

For full-time adult males and full-time adult females the largest movements over the period occurred in the Wholesale and retail trade industry (4.7% and 4.5% respectively), the Community services industry (4.0% and 3.8% respectively) and the Manufacturing industry (3.6% and 4.0% respectively).

In terms of occupation groups, the largest increases were for full-time adult male Salespersons and personal service workers (4.2%), Professionals and Para-professionals (both 3.8%) and for full-time adult female Professionals (4.1%) and Salespersons and personal service workers (3.9%).

The following chart shows the annual change in award rates of pay, average weekly ordinary time earnings and the Consumer Price Index. Between December 1990 and 1991, the Consumer Price Index (CPI) increased by 1.5 per cent. During the same period weekly award rates of pay increased by 3.4 per cent (full-time adult wage and salary earners), while average weekly ordinary time earnings for persons increased by 4.2 per cent.

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



(a) Year to November

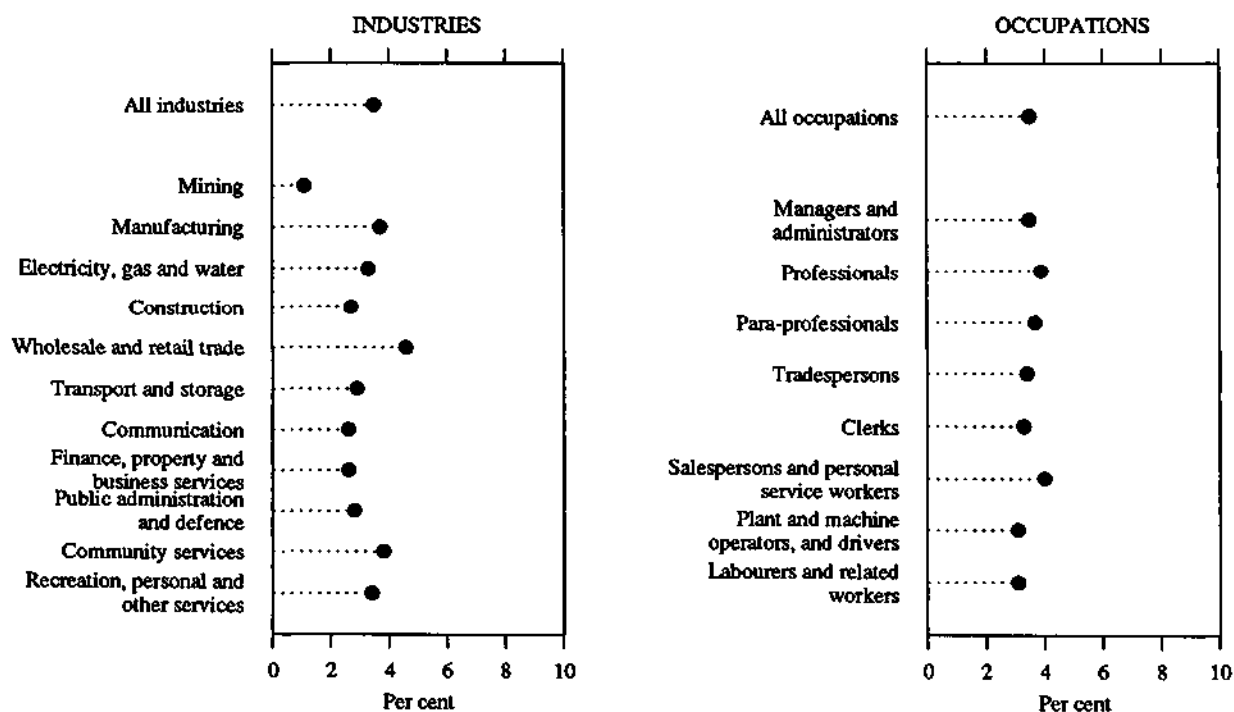
Source: Award Rates of Pay Indexes (6312.0); Average Weekly Earnings, States and Australia (6302.0); Consumer Price Index, Australia(6401 0).

TABLE 6.1. AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES : AUSTRALIA
(Base : June 1985 = 100.0)

Month	Weekly series			Hourly series		
	Males	Females	Persons	Males	Females	Persons
1986—						
March	103.8	103.8	103.8	103.8	103.9	103.8
June	103.8	104.2	104.0	103.9	104.3	104.0
September	106.2	106.7	106.4	106.3	106.8	106.5
December	106.3	106.8	106.4	106.3	106.9	106.5
1987—						
March	109.7	110.3	109.9	109.8	110.5	110.0
June	109.7	110.4	109.9	109.8	110.9	110.2
September	110.2	110.6	110.3	110.2	111.2	110.6
December	111.6	112.0	111.7	111.8	112.6	112.1
1988—						
March	114.4	114.9	114.5	114.7	115.9	115.0
June	114.8	115.3	114.9	115.0	116.3	115.4
September	118.2	119.0	118.5	118.5	120.1	119.0
December	119.0	120.2	119.4	119.4	121.4	120.1
1989—						
March	121.9	123.0	122.2	122.3	124.4	123.0
June	122.4	123.8	122.8	123.0	125.3	123.7
September	123.4	124.6	123.8	124.0	126.2	124.7
December	126.5	127.6	126.8	127.1	129.3	127.8
1990—						
March	127.7	128.9	128.1	128.4	130.6	129.1
June	130.2	131.7	130.6	130.9	133.4	131.7
September	131.5	133.4	132.1	132.4	135.2	133.3
December	132.3	134.4	133.0	133.3	136.2	134.2
1991—						
March	132.8	135.1	133.5	133.9	137.0	134.8
June	133.2	135.6	133.9	134.2	137.4	135.2
September	136.3	138.7	137.0	137.3	140.6	138.3
December	136.8	139.2	137.6	137.9	141.2	138.9

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

**CHART 6.2. AWARD RATES OF PAY INDEXES : FULL-TIME ADULT EMPLOYEES,
ANNUAL PERCENTAGE CHANGE, AUSTRALIA,
DECEMBER 1990 TO DECEMBER 1991**



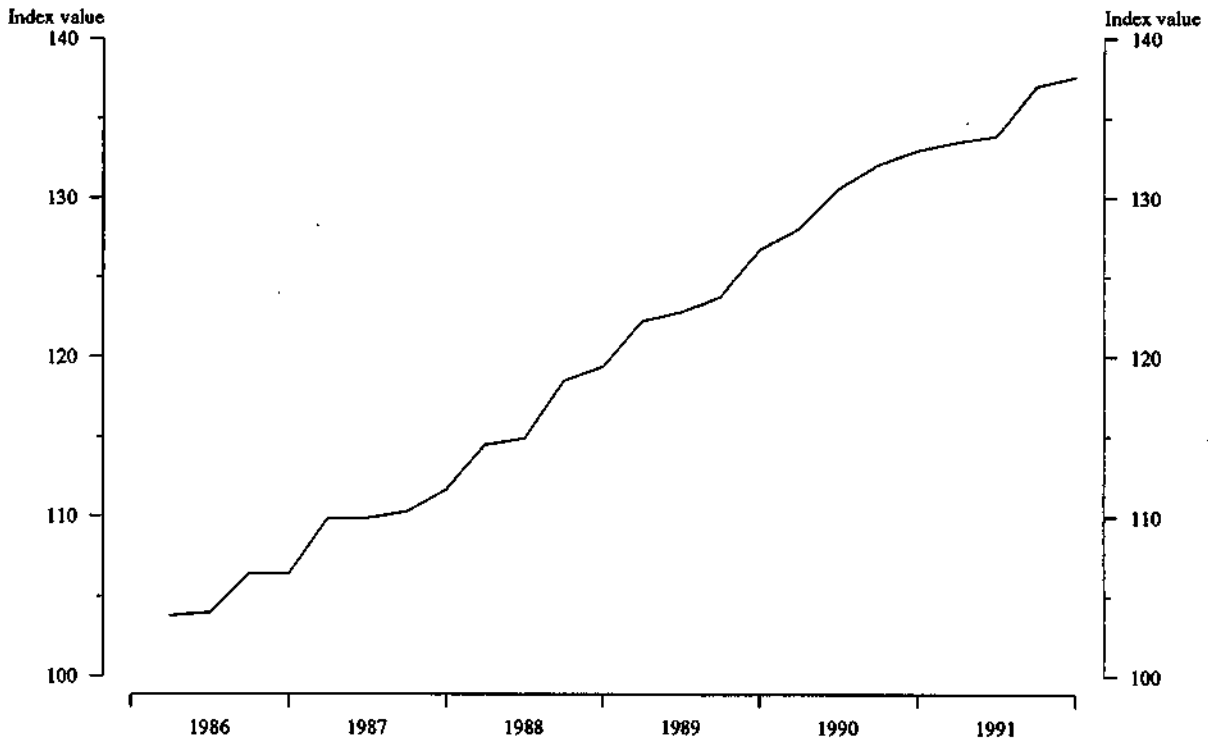
Source: Award Rates of Pay Indexes, Australia (6312.0).

TABLE 6.2. WEEKLY AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES : INDUSTRY AND OCCUPATION, AUSTRALIA, DECEMBER
(Base : June 1985 = 100.0)

Industry	Males			Females			Persons		
	1989r	1990r	1991	1989r	1990r	1991	1989r	1990r	1991
Total	126.5	132.3	136.8	127.6	134.4	139.2	126.8	133.0	137.6
<i>Industry—</i>									
Mining	130.2	133.0	134.5	..	..	..	130.1	133.0	134.5
Manufacturing	127.9	134.6	139.5	130.0	137.3	142.8	128.4	135.2	140.2
Electricity, gas and water	124.3	128.7	133.0	..	..	..	124.4	128.7	132.9
Construction	126.8	132.1	135.5	..	..	..	126.7	132.0	135.6
Wholesale and retail trade	127.1	134.5	140.8	127.5	133.6	139.6	127.2	134.2	140.4
Transport and storage	126.5	131.6	135.4	124.6	130.8	134.7	126.3	131.5	135.3
Communication	127.5	131.4	134.7	129.4	135.0	138.5	127.9	132.2	135.6
Finance, property and business services	124.2	128.9	132.0	124.3	130.0	133.6	124.3	129.4	132.8
Public administration and defence	125.7	130.2	133.8	127.7	132.0	135.5	126.2	130.6	134.2
Community services	124.4	131.2	136.5	128.2	135.9	141.0	126.4	133.7	138.8
Recreational, personal and other services	125.8	133.4	138.1	126.3	133.3	137.8	126.0	133.4	137.9
<i>Occupation—</i>									
Managers and administrators	123.7	129.1	133.6	126.7	133.8	138.8	124.3	130.1	134.6
Professionals	123.5	130.3	135.2	124.8	133.9	139.4	124.0	131.7	136.8
Para-professionals	125.2	130.5	135.4	133.4	141.3	146.4	127.7	133.8	138.7
Tradespersons	127.2	133.3	137.8	128.4	134.7	139.3	127.3	133.4	137.9
Clerks	125.5	130.7	134.6	126.3	131.9	136.6	126.0	131.4	135.7
Salespersons and personal service workers	126.1	132.5	138.1	129.1	136.1	141.4	127.6	134.3	139.7
Plant and machine operators and drivers	128.2	134.1	138.3	133.1	141.0	145.9	128.9	135.2	139.4
Labourers and related workers	127.8	133.5	137.6	127.4	133.8	137.9	127.7	133.6	137.7

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

CHART 6.3. WEEKLY AWARD RATES OF PAY INDEXES FULL-TIME ADULT EMPLOYEES, AUSTRALIA, MARCH 1986 TO DECEMBER 1991



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

Average Weekly Earnings

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

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

Other statistics on earnings are obtained from a household survey conducted in August each year. This survey is a supplement to the ABS monthly labour force survey and is conducted primarily to obtain statistics on the distribution of employees, classified by characteristics such as marital status, sex, age and whether the earnings came from the main job or any second job. Care should be exercised when comparing the mean (average) weekly earnings derived from this survey with average weekly earnings from the surveys of employers because of important differences in scope and methodology.

In the 12 months to November 1991, average weekly ordinary time earnings for full-time adult persons increased by 4.2 per cent to \$578.80. The percentage increase for females was 5.3 per cent and for males 3.9 per cent.

During this period, average weekly ordinary time earnings for full-time adults increased at a higher rate in the public sector (5.1%) than in the private sector (3.8%).

There are many factors which can cause increases in average weekly earnings. In the year to November 1991 the major influences on wages were the National Wage Case decisions of August 1990 and April 1991 and changes in the composition of the wage and salary segment of the labour force.

Average weekly ordinary time and total earnings vary across industries. In November 1991, the average weekly total earnings for full-time adult male employees was highest in the Mining industry (\$960.70) and lowest in the Textiles; Clothing and footwear industry (\$536.30) and for female employees was also highest in the Mining industry (\$606.50) and lowest in the Textiles; Clothing and footwear industry (\$387.00).

Average weekly ordinary time and total earnings also vary considerably across occupations, with earnings generally reflecting associated skills levels. In May 1991, for example, full-time adult managers and administrators had estimated average weekly earnings of \$816.50, while labourers and related workers had the lowest average weekly total earnings of any occupation group (\$473.30). Differences in amounts of overtime influence some industries and occupations to a greater extent.

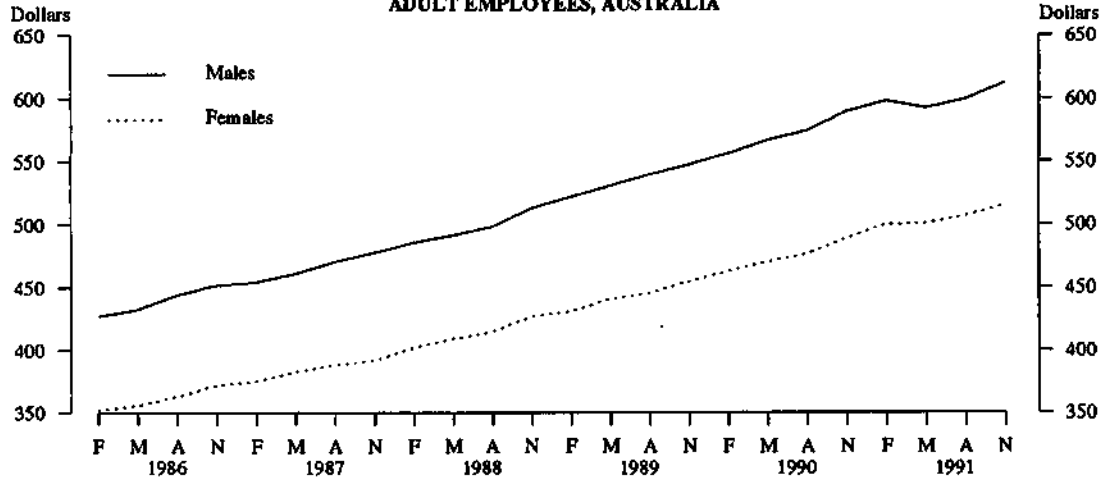
In the five years since November 1986, average weekly total earnings for full-time adult male employees has increased by 34 per cent from \$488.60 to \$654.20 while full-time adult females increased by 38 per cent from \$382.00 to \$527.40.

Average weekly earnings for all employees in the five years has increased more in percentage terms for females than for males. Females rose from \$287.60 to \$393.20, an increase of 37 per cent while males increased 32 per cent from \$446.30 to \$589.70.

Since 1986 ordinary time earnings for full-time adult males rose from \$452.10 to \$612.20, an increase of 35 per cent and full-time adult females increased 38 per cent from \$372.70 to \$514.80.

The relative distribution of earnings for all male and all female employees reveals a concentration of females in the lower earnings ranges, with males predominating in the higher earnings ranges. The distribution pattern reflects structural differences in employment, such as the concentration of females in lower paid industries and occupations, and the significantly higher levels of average male overtime earnings.

CHART 64. AVERAGE WEEKLY ORDINARY TIME EARNINGS OF FULL-TIME ADULT EMPLOYEES, AUSTRALIA



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

TABLE 63. AVERAGE WEEKLY EARNINGS OF EMPLOYEES, AUSTRALIA

	Males			Females			Persons		
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings	Ordinary time earnings	Total earnings	Total earnings
—dollars—									
November—									
1986	452.10	488.60	446.30	372.70	382.00	287.60	427.20	455.20	380.60
1987	477.50	516.30	470.00	392.00	401.90	306.50	450.10	479.70	401.80
1988	512.70	558.90	505.20	426.80	439.60	328.70	484.90	520.20	430.10
1989	547.00	595.90	540.00	454.50	467.60	349.30	516.60	553.80	457.20
1990	589.20	635.80	578.20	488.90	501.20	377.90	555.60	590.60	490.60
1991—									
February	597.70	642.50	585.60	499.80	511.90	385.70	564.20	597.80	496.90
May	592.00	632.70	569.90	500.50	512.40	378.90	560.80	591.70	484.30
August	599.50	637.90	575.40	506.40	517.70	384.10	567.70	596.80	489.30
November	612.20	654.20	589.70	514.80	527.40	393.20	578.80	610.70	501.30
— per cent —									
Annual change—									
November—									
1986	7.7	7.7	7.8	7.9	8.0	7.1	7.6	7.6	7.0
1987	5.6	5.7	5.3	5.2	5.2	6.6	5.4	5.4	5.6
1988	7.4	8.2	7.5	8.9	9.4	7.2	7.7	8.5	7.0
1989	6.7	6.6	6.9	6.5	6.4	6.3	6.5	6.4	6.3
1990	7.7	6.7	7.1	7.6	7.2	8.2	7.5	6.7	7.3
1991—									
February	7.5	7.0	7.2	8.1	7.7	7.6	7.5	7.0	6.9
May	4.5	3.2	2.5	6.4	6.1	4.7	5.0	3.9	3.0
August	4.4	2.9	2.3	6.3	5.9	5.2	4.9	3.7	3.1
November	3.9	2.9	2.0	5.3	5.2	4.1	4.2	3.4	2.2

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

TABLE 6.4. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS : FULL-TIME NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1991

	Adult			Junior			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
WEEKLY EARNINGS(\$)									
Award or agreed base rate of pay	521.70	478.60	506.10	274.60	271.50	273.10	507.30	460.70	490.10
Payment by measured result	7.90	1.90	5.80	*1.40	*0.70	1.10	7.50	1.80	5.40
Overaward pay	10.90	6.70	9.40	4.10	2.90	3.50	10.50	6.30	9.00
Total ordinary time	540.50	487.20	521.20	280.00	275.00	277.70	525.40	468.80	504.50
Overtime	55.10	11.30	39.30	16.00	6.00	11.40	52.80	10.80	37.30
Total	595.60	498.50	560.50	296.00	281.10	289.00	578.20	479.70	541.90
PERCENTAGE OF EARNINGS									
Award or agreed base rate of pay	87.6	96.0	90.3	92.7	96.6	94.5	87.7	96.0	90.4
Payment by measured result	1.3	0.4	1.0	*0.5	*0.2	0.4	1.3	0.4	1.0
Overaward pay	1.8	1.3	1.7	1.4	1.0	1.2	1.8	1.3	1.7
Total ordinary time	90.7	97.7	93.0	94.6	97.8	96.1	90.9	97.7	93.1
Overtime	9.3	2.3	7.0	5.4	2.1	3.9	9.1	2.3	6.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

TABLE 6.5. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR : FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, SECTORS, AUSTRALIA, MAY 1991

	Average weekly total earnings (\$)								
	Average weekly ordinary time earnings						Average weekly hours paid for		
	Award or agreed base rate of pay	Payment by measured result	Over award pay	Total ordinary time	Overtime	Total	Ordinary time	Overtime	Total
PRIVATE									
Males	495.30	11.60	15.80	522.60	65.70	588.30	37.9	3.1	41.0
Females	440.20	3.10	10.40	453.70	12.60	466.30	37.8	0.7	38.5
Persons	476.10	8.60	13.90	498.60	47.20	545.70	37.9	2.3	40.1
PUBLIC									
Males	569.90	1.20	2.10	573.20	35.70	608.80	37.8	0.7	38.5
Females	539.20	0.10	0.80	540.00	9.30	549.30	37.1	0.4	37.5
Persons	558.10	0.80	1.60	560.50	22.50	586.00	37.3	1.1	38.4
TOTAL									
Males	521.70	7.90	10.90	540.50	55.10	595.60	37.7	2.6	40.3
Females	478.60	1.90	6.70	487.20	11.30	498.50	37.5	0.6	38.1
Persons	506.10	5.80	9.40	521.20	39.30	560.50	37.7	1.8	39.5

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

TABLE 6.6. AVERAGE WEEKLY TOTAL EARNINGS : FULL-TIME ADULT EMPLOYEES AND ALL ADULT EMPLOYEES, OCCUPATION, AUSTRALIA, MAY 1991 (dollars)

	Average weekly total earnings					
	Adult males		Adult females		Adult persons	
	Full-time	All	Full-time	All	Full-time	All
Managers and administrators	853.50	845.60	657.70	623.00	816.50	799.60
Professionals	791.90	740.40	648.40	549.10	733.70	652.60
Para-professionals	686.10	668.80	618.10	511.30	665.60	604.00
Tradespersons	584.10	572.40	423.00	340.60	575.50	552.80
Clerks	559.10	538.40	468.20	403.40	499.10	441.30
Salespersons and personal service workers	565.60	496.90	447.40	310.40	510.20	378.80
Plant and machine operators, and drivers	599.80	573.40	396.70	366.80	567.20	537.40
Labourers and related workers	494.50	445.80	411.00	283.90	473.30	378.50
All occupations	640.50	606.20	511.00	404.60	596.80	518.70

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

TABLE 6.7. DISTRIBUTION OF ALL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS,
OCCUPATION, AUSTRALIA, MAY 1991
(per cent)

	Managers and admin- istrators	Pro- fessionals	Para- pro- fessionals	Trades- persons	Clerks	Salesper- sons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	All occupa- tions
<i>Weekly total earnings (\$)—</i>									
Under 50	* 0.0	1.1	* 0.6	* 0.3	0.8	6.1	0.9	4.3	2.1
50 and under 100	* 0.1	2.5	1.2	0.8	2.3	11.0	1.6	6.3	3.8
100 " 150	* 0.5	2.4	1.9	1.0	2.5	7.0	1.3	5.4	3.2
150 " 200	* 0.7	1.5	1.5	2.8	4.2	7.4	1.3	7.1	3.9
200 " 250	0.9	1.9	1.9	4.5	4.5	7.6	1.6	6.3	4.2
250 " 300	0.8	2.2	2.5	3.8	5.7	6.7	2.2	5.3	4.2
300 " 320	1.1	0.9	0.8	2.4	2.5	2.9	1.7	2.9	2.1
320 " 340	* 0.6	0.9	1.1	2.4	2.6	3.5	2.3	4.3	2.5
340 " 360	0.9	0.7	0.9	3.1	3.3	4.7	4.5	5.7	3.2
360 " 380	1.5	0.9	1.6	4.6	5.1	4.6	4.0	7.5	4.1
380 " 400	1.1	1.1	1.4	4.0	6.7	3.8	7.1	6.2	4.3
400 " 420	3.2	1.4	1.7	5.6	6.6	4.1	6.1	5.7	4.6
420 " 440	0.8	1.5	2.3	4.3	6.4	3.1	5.7	4.0	3.8
440 " 460	1.6	1.8	2.9	5.0	6.5	3.1	6.8	4.1	4.2
460 " 480	1.7	1.8	2.8	4.6	5.6	2.6	4.9	3.3	3.6
480 " 500	1.9	2.6	3.4	4.5	5.4	2.5	4.3	3.1	3.6
500 " 520	3.2	3.3	4.8	4.8	5.1	2.9	3.0	2.4	3.7
520 " 540	2.5	2.3	4.0	3.9	3.5	1.9	3.2	2.1	2.9
540 " 560	2.1	2.9	4.3	4.2	3.0	2.0	2.6	1.9	2.8
560 " 580	2.3	2.9	5.1	2.6	2.6	1.4	2.6	1.4	2.5
580 " 600	1.5	2.6	4.2	2.3	2.5	1.2	3.0	1.2	2.2
600 " 620	3.2	3.6	4.9	3.1	1.9	1.4	3.0	1.2	2.5
620 " 640	1.8	4.7	4.6	2.1	1.7	1.1	2.3	0.9	2.2
640 " 660	2.1	3.7	4.2	2.4	1.3	0.7	2.1	1.1	2.0
660 " 680	4.2	3.9	4.2	1.5	1.5	0.9	2.2	0.7	2.1
680 " 700	2.2	4.5	3.2	1.7	1.1	0.6	1.3	0.5	1.7
700 " 720	2.6	5.3	3.3	1.4	0.6	0.6	1.9	0.5	1.8
720 " 740	2.4	5.4	3.2	1.2	0.6	0.5	1.2	0.6	1.7
740 " 760	2.3	3.3	2.7	1.1	0.4	0.4	1.7	0.5	1.3
760 " 780	3.4	2.8	2.5	0.9	0.7	0.5	1.3	0.5	1.3
780 " 800	2.6	1.8	1.6	0.9	0.3	* 0.2	1.0	0.4	0.9
800 " 850	7.8	5.6	3.6	1.9	0.6	0.8	2.2	0.7	2.4
850 " 900	5.4	3.1	2.8	1.6	0.5	0.5	1.7	0.6	1.7
900 " 950	5.2	2.4	1.9	1.9	0.3	0.4	1.5	* 0.3	1.4
950 " 1,000	4.6	2.4	1.7	3.8	0.3	0.4	0.9	* 0.3	1.5
1,000 " 1,100	6.9	2.6	1.7	1.1	0.3	0.4	1.5	0.4	1.4
1,100 " 1,200	3.7	1.8	0.8	0.8	* 0.1	* 0.1	1.2	* 0.2	0.9
1,200 and over	10.5	3.9	1.9	1.0	* 0.2	0.5	2.5	0.4	2.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

CHART 6.5. WEEKLY TOTAL EARNINGS: DISTRIBUTION OF ALL EMPLOYEES, AUSTRALIA, MAY 1991

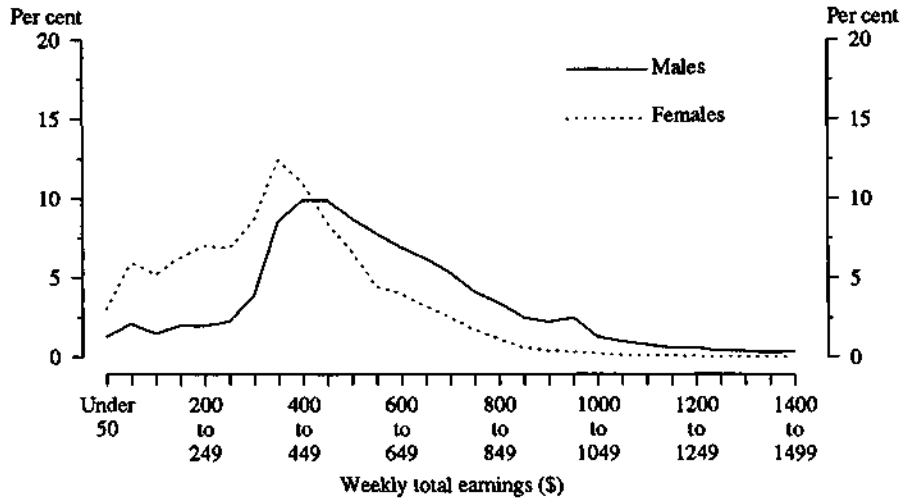


CHART 6.6. WEEKLY TOTAL EARNINGS: DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, AUSTRALIA, MAY 1991

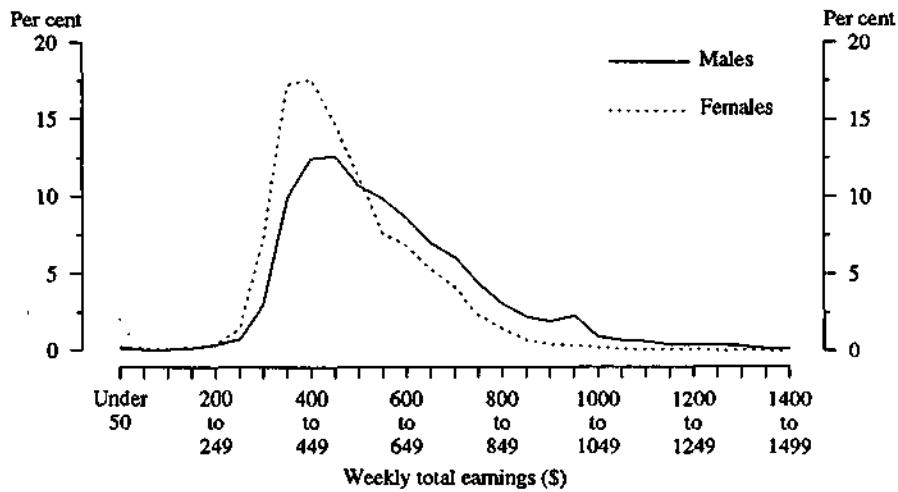
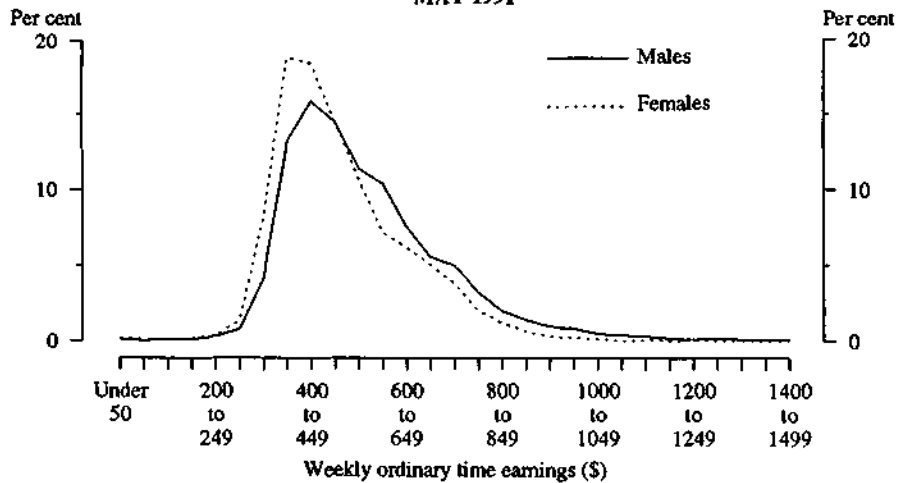


CHART 6.7. WEEKLY ORDINARY TIME EARNINGS: DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, AUSTRALIA MAY 1991



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

Weekly Earnings of Employees

Between August 1986 and July 1991, mean weekly earnings from all jobs for employees aged 15 and over increased from \$350 to \$464, representing a 33 per cent increase. The increase in the eleven months to July 1991 was \$20 (4.5%). This compares to an increase in the twelve months to August 1990 of \$21 (4.7%).

The rate of increase in mean weekly earnings is strongly influenced by the trend towards a greater proportion of part-time workers. Employees working less than 35 hours per week in all jobs as a proportion of total employees has increased by 3.6 percentage points since August 1986. Increases in mean weekly earnings for employees working less than 35 hours per week in all jobs were markedly different in this period. For female employees in this category, earnings from their main job increased by 32 per cent from \$158 in 1986 to \$208 in 1991, compared with an increase of 28 per cent in males' mean weekly earnings (from \$153 to \$196).

In July 1991, 78 per cent of employees worked on a full-time basis in their main job, and their mean weekly earnings from that job were \$533. Males comprised 66 per cent of full-time employees in main job, with mean weekly earnings of \$570. Female full-time employees in main job received \$461 on average. Approximately 40 per cent of females worked part-time in their main job compared with 8.5 per cent of males. Female part-time employees in main job received mean weekly earnings of \$210 compared with \$206 for males.

Mean weekly earnings of full-time workers varied across occupations with Labourers and related workers earning: males \$446, females \$352, Tradespersons: males \$489, females \$367, Managers and administrators: males \$748, females \$566 and Professionals: males \$747, females \$621.

Mean weekly earnings of full-time workers also varied according to industry with employees in the Mining industry earning more than those in other industries.

An estimated 159,800 employees worked in a second wage or salary job at July 1991. There were 70,900 male employees with a second job, and they received \$88 (median) in earnings from that job. Some 88,900 females had a second wage/or salary job; they received median weekly earnings of \$83.

Workers aged 35-44 years received the highest mean weekly earnings of all the age groups tabulated. The average for this age group was \$597, with males earning \$641 and females \$503, on average. Male workers aged 15-19 received 48 per cent of the mean weekly earnings received by males aged 20 and over (\$276 compared to \$586). Female workers aged 15-19 earned 56 per cent of the mean weekly earnings received by females aged 20 and over (\$265 compared to \$476).

TABLE 6.8. ALL EMPLOYEES : MEAN WEEKLY EARNINGS OF EMPLOYEES WORKING 35 HOURS OR MORE PER WEEK AND EMPLOYEES WORKING LESS THAN 35 HOURS PER WEEK IN ALL JOBS, AUSTRALIA, AUGUST 1986 TO JULY 1991
(dollars)

	<i>Employees working 35 hours or more per week in all jobs</i>			<i>Employees working less than 35 hours per week in all jobs</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
<i>August—</i>									
1986	420	333	392	154	158	158	405	271	350
1987	446	355	417	161	170	168	427	285	368
1988	477	379	445	166	185	181	457	306	394
1989	521	411	485	170	189	185	496	326	423
1990(a)	546	435	509	180	202	198	520	345	444
<i>July—</i>									
1991	571	465	535	196	208	206	541	365	464

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

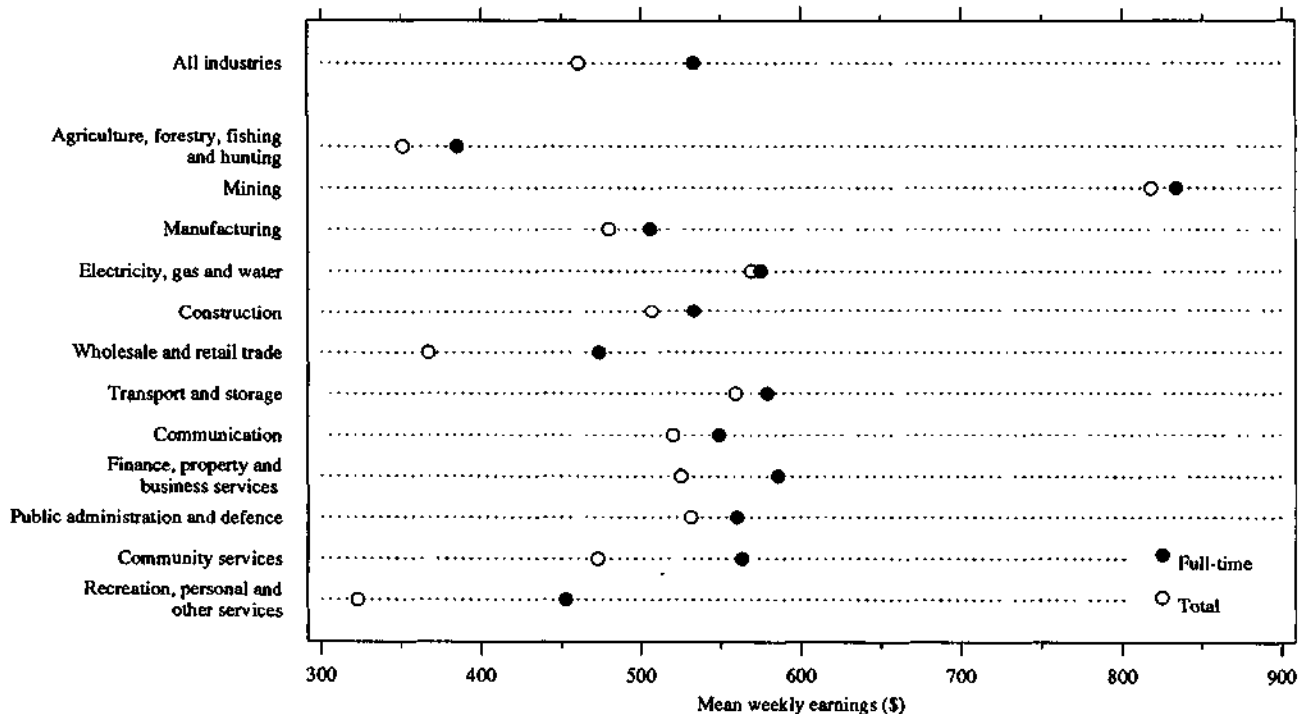
Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*.

TABLE 6.9. MEAN WEEKLY EARNINGS FROM MAIN JOB OF ALL EMPLOYEES WHO WORKED FULL TIME IN THEIR MAIN JOB, AUSTRALIA, AUGUST 1989, AUGUST 1990 AND JULY 1991 (dollars)

	Males			Females			Persons		
	1989	1990	1991	1989	1990	1991	1989	1990	1991
Total	519	545	570	409	432	461	484	507	533
<i>Occupation—</i>									
Managers and administrators	670	700	748	528	562	566	649	675	716
Professionals	680	712	747	558	574	621	637	661	701
Para-professionals	583	586	625	493	498	549	551	555	597
Tradespersons	453	477	489	335	346	367	444	467	481
Clerks	476	513	553	389	416	442	416	445	477
Salespersons and personal service workers	477	516	546	348	363	387	412	439	465
Plant and machine operators and drivers	503	522	535	337	348	348	478	497	508
Labourers and related workers	423	438	446	325	334	352	401	415	424
<i>Industry—</i>									
Agriculture, forestry, fishing and hunting	381	376	397	294	286	312	369	363	385
Mining	748	806	864	542	543	557	728	784	834
Manufacturing	491	516	531	375	401	420	465	491	506
Electricity, gas and water	536	549	584	395	443	496	524	539	575
Construction	515	532	538	381	416	435	506	523	533
Wholesale and retail trade	460	493	511	356	380	395	425	456	474
Transport and storage	540	557	602	427	438	461	520	536	579
Communication	493	530	571	393	436	476	470	508	549
Finance, property and business services	604	635	695	412	442	462	517	543	586
Public administration and defence	533	563	589	448	477	510	504	532	560
Community services	578	605	627	464	476	514	515	533	563
Recreation, personal and other services	469	483	489	357	370	408	418	430	453

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

CHART 6.8. MEAN WEEKLY EARNINGS IN MAIN JOB OF FULL-TIME AND TOTAL EMPLOYEES IN MAIN JOB BY INDUSTRY, AUSTRALIA, JULY 1991



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

Major Labour Costs

Major labour costs statistics are produced from an annual survey of employers which measures the costs incurred by employers which are directly associated with the employment of labour. Costs covered in this survey are: gross wages and salaries; severance, termination and redundancy payments; superannuation; workers' compensation; payroll tax; and fringe benefits tax; with the most recent data being for the year ended 30 June 1991.

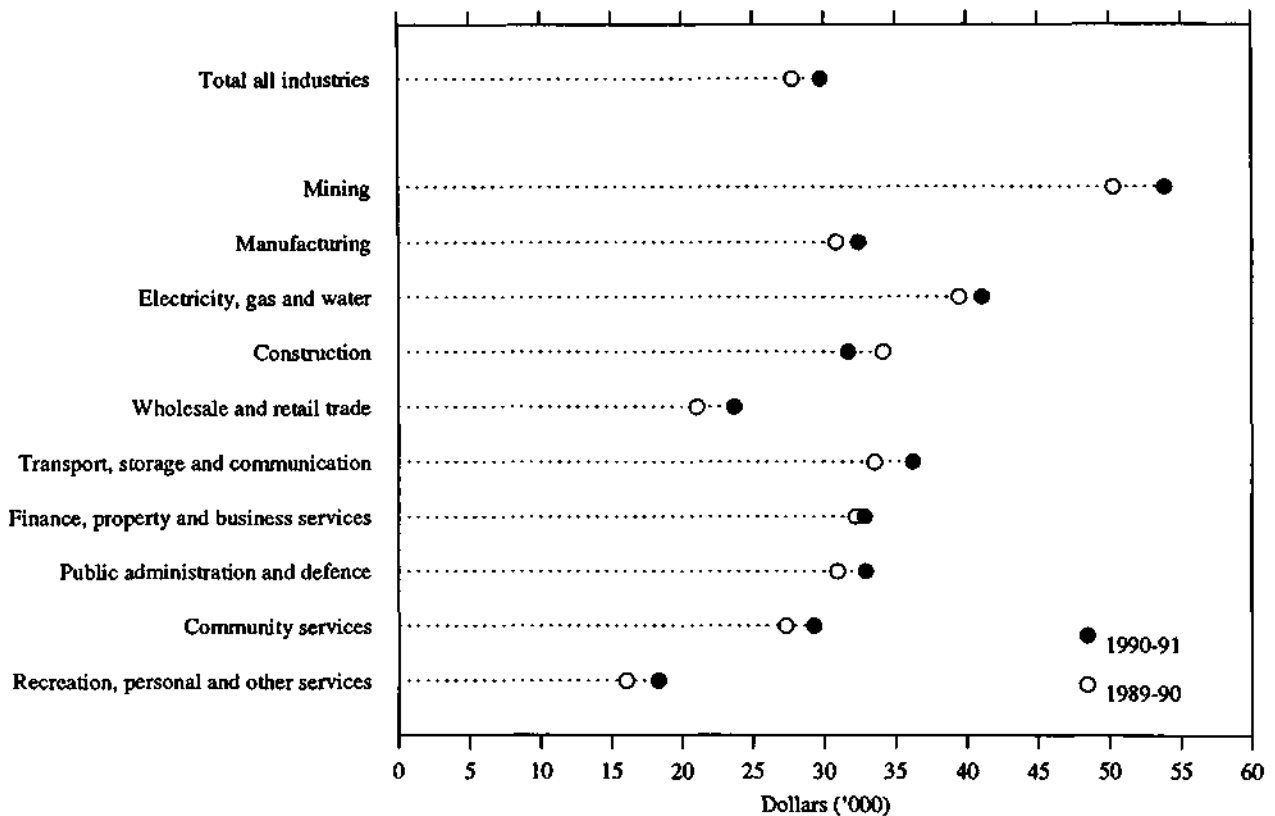
Average total major labour costs per employee increased by 6.9 per cent from \$27,827 in 1989-90 to \$29,734 in 1990-91. Although the Recreation, personal and other services industry recorded the greatest percentage increase in costs per employee over 1989-90 (up 14% to \$18,306), it still remained the industry with the lowest such costs.

The Mining industry continues to have the highest average total major labour costs per employee (\$53,855), with the next highest being the Electricity, gas and water industry (\$41,043).

In the private sector, average total major labour costs per employee in 1990-91 of \$27,788 showed an increase of 6.5 per cent on the 1989-90 estimate of \$26,086. Employers in the Recreation, personal and other services industry (up 14% to \$17,520) and the Wholesale and retail trade industry (up 13% to \$23,626) recorded the most notable increases, whereas employers in the Construction industry recorded a decrease of 9.7 per cent from \$33,967 in 1989-90 to \$30,682 in 1990-91.

The percentage of employees reported by employers to be covered by superannuation has risen from 67 per cent in 1989-90 to 76 per cent in 1990-91, with coverage in the private and public sectors increasing to 68 per cent and 93 per cent respectively over the same period.

CHART 6.9. AVERAGE TOTAL MAJOR LABOUR COSTS PER EMPLOYEE, BY INDUSTRY, AUSTRALIA, 1989-90 AND 1990-91



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

TABLE 6.10. MAJOR LABOUR COSTS : TYPE OF LABOUR COST, INDUSTRY, AUSTRALIA, 1990-91

Industry	Other labour costs						Total other labour costs	Total major labour costs
	Earnings	Super-annuation	Payroll tax	Workers' compensation	Fringe benefits tax			
TOTAL COSTS (\$ MILLION)								
Mining	3,611	188	201	109	53	551	4,161	
Manufacturing	27,728	1,174	1,394	1,054	196	3,818	31,546	
Electricity, gas and water	3,629	366	222	115	18	721	4,350	
Construction	7,450	492	278	267	60	1,097	8,548	
Wholesale and retail trade	24,830	1,015	970	489	206	2,680	27,510	
Transport, storage and communication	13,006	1,184	681	393	69	2,328	15,334	
Finance, property and business services	22,173	1,384	1,021	220	474	3,099	25,272	
Public administration and defence	9,441	992	124	237	26	1,379	10,820	
Community services	33,128	2,489	877	635	47	4,049	37,176	
Recreation, personal and other services	6,822	248	188	129	29	594	7,415	
Total	151,817	9,533	5,957	3,648	1,178	20,315	172,132	
AVERAGE COSTS PER EMPLOYEE (\$)								
Mining	46,729	2,429	2,601	1,412	683	7,126	53,855	
Manufacturing	28,466	1,205	1,431	1,082	201	3,920	32,386	
Electricity, gas and water	34,240	3,451	2,098	1,087	166	6,802	41,043	
Construction	27,602	1,821	1,031	991	221	4,064	31,666	
Wholesale and retail trade	21,369	873	835	421	177	2,306	23,675	
Transport, storage and communication	30,681	2,796	1,605	926	164	5,491	36,172	
Finance, property and business services	28,795	1,797	1,326	286	616	4,025	32,820	
Public administration and defence	28,715	3,018	378	720	80	4,195	32,910	
Community services	26,042	1,957	689	499	37	3,183	29,224	
Recreation, personal and other services	16,841	613	463	319	71	1,466	18,306	
Total	26,225	1,647	1,029	630	203	3,509	29,734	

Source: Labour Costs, Australia (6348.0).

TABLE 6.11. COSTS AS A PERCENTAGE OF MAJOR LABOUR COSTS : TYPE OF LABOUR COST, INDUSTRY, AUSTRALIA, 1990-91
(per cent)

Industry	Other Labour Costs						Total other labour costs	Total major labour costs
	Earnings	Super-annuation	Payroll tax	Workers' compensation	Fringe benefits tax			
Mining	86.8	4.5	4.8	2.6	1.3	13.2	100.0	
Manufacturing	87.9	3.7	4.4	3.3	0.6	12.1	100.0	
Electricity, gas and water	83.4	8.4	5.1	2.6	0.4	16.6	100.0	
Construction	87.2	5.8	3.3	3.1	0.7	12.8	100.0	
Wholesale and retail trade	90.3	3.7	3.5	1.8	0.7	9.7	100.0	
Transport, storage and communication	84.8	7.7	4.4	2.6	0.5	15.2	100.0	
Finance, property and business services	87.7	5.5	4.0	0.9	1.9	12.3	100.0	
Public administration and defence	87.3	9.2	2.2	1.1	0.2	12.7	100.0	
Community services	89.1	6.7	2.4	1.7	0.1	10.9	100.0	
Recreation, personal and other services	92.0	3.3	2.5	1.7	0.4	8.0	100.0	
Total	88.2	5.5	3.5	2.1	0.7	11.8	100.0	

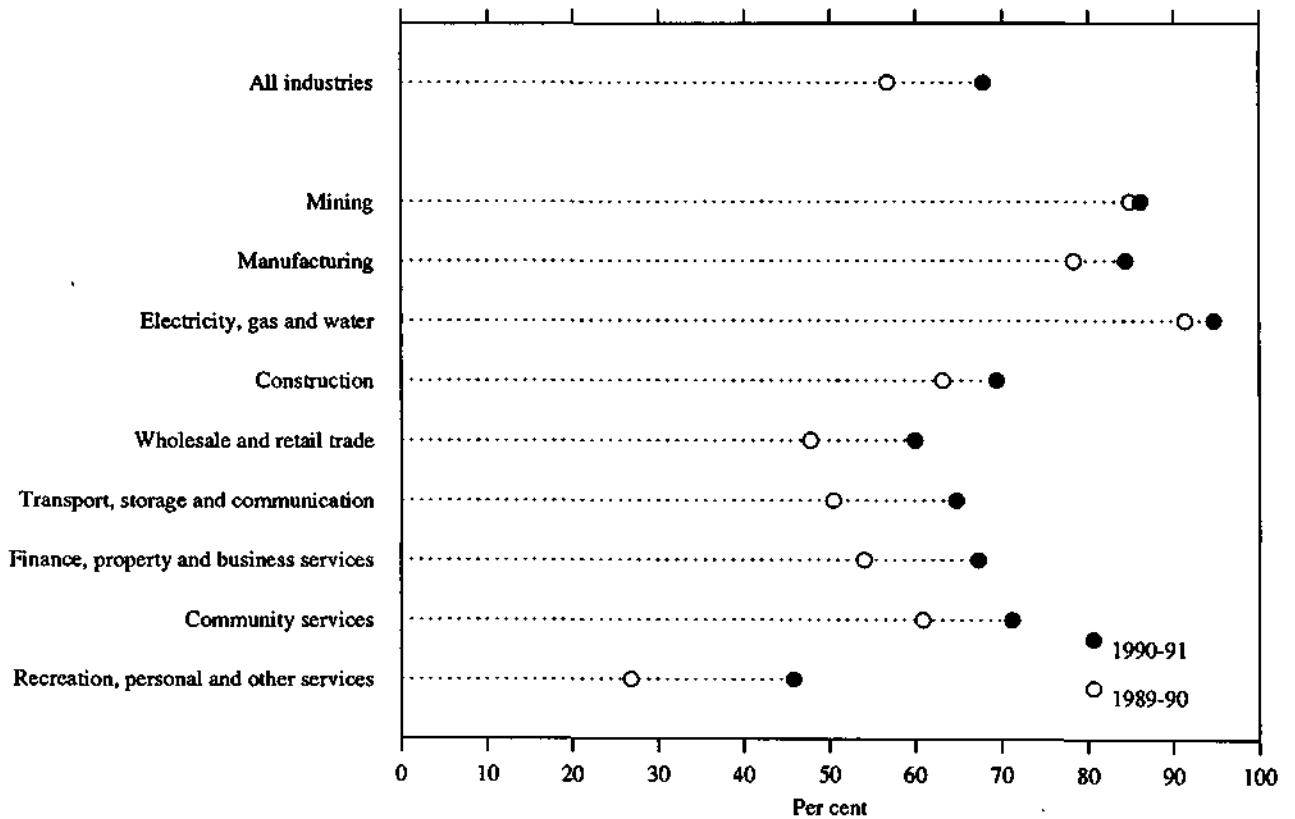
Source: Labour Costs, Australia (6348.0).

TABLE 6.12. SUPERANNUATION : COST PER EMPLOYEE COVERED AND PROPORTION COVERED, INDUSTRY, AUSTRALIA

Industry	Cost per employee covered			Proportion of employees covered 1990-91 (per cent)
	1988-89	1989-90 —dollars—	1990-91	
Mining	2,359	2,403	2,805	86.6
Manufacturing	1,371	1,342	1,423	84.7
Electricity, gas and water	2,729	3,162	3,605	95.7
Construction	2,280	2,595	2,461	74.0
Wholesale and retail trade	1,899	1,270	1,454	60.0
Transport, storage and communication	3,105	3,305	3,284	85.1
Finance, property and business services	2,449	2,473	2,521	71.3
Public administration and defence	3,015	3,285	3,220	93.7
Community services	2,223	2,154	2,336	83.8
Recreation, personal and other services	1,505	1,274	1,270	48.3
Total	2,194	2,090	2,182	75.5

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

CHART 6.10. SUPERANNUATION COVERAGE BY INDUSTRY, PRIVATE SECTOR, AUSTRALIA, 1989-90 AND 1990-91



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

Employment Benefits

The proportion of employees aged 15 and over whose employers provide one or more employment benefits (in their main job) was 91 per cent in July 1991. This compares to 89 per cent for August 1989.

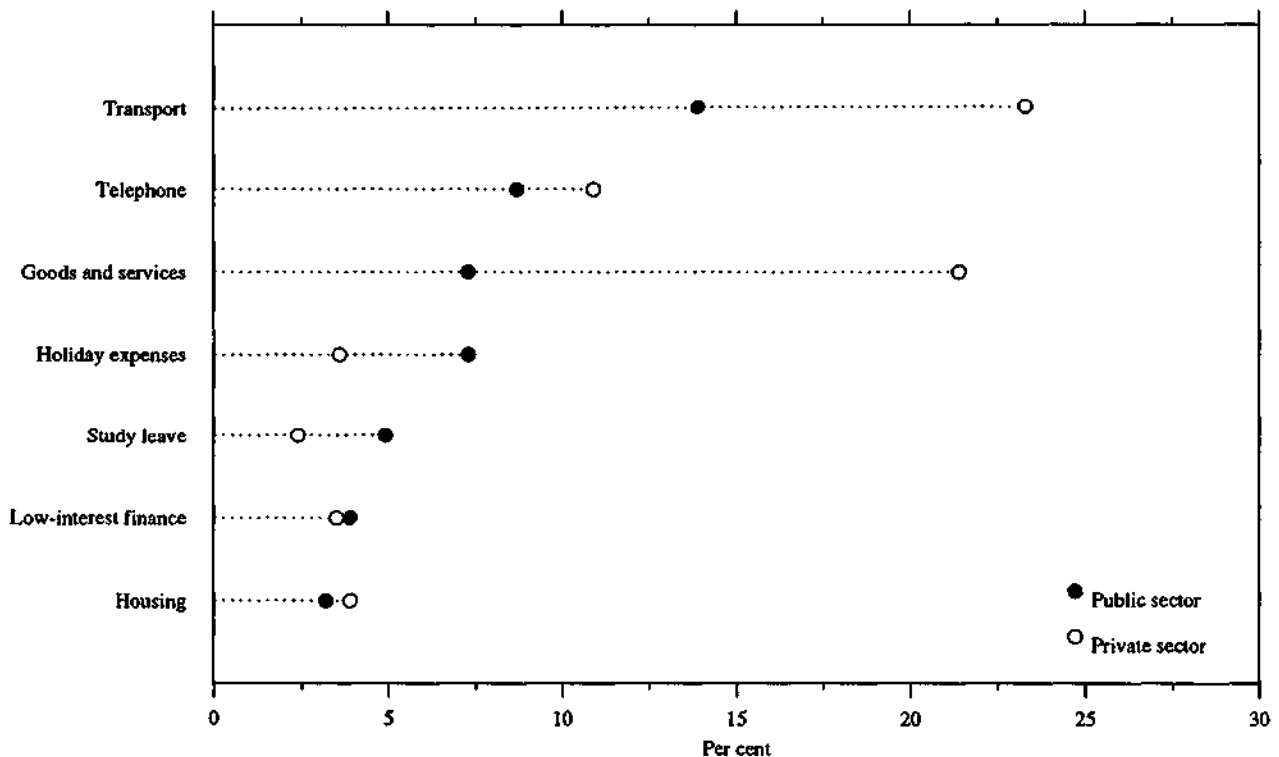
Similarly, the proportion of employees working full time who received one or more employment benefits shows little variation since August 1989 with 97 per cent reporting receiving at least one benefit in July 1991.

Specific benefits to have increased over this period include:

- **Superannuation:** The proportion of employees in receipt of a superannuation benefit has risen by 24 percentage points from 1989 to 1991, including a rise of 19 percentage points from 1990 to 1991. Some 80 per cent of full-time employees received a superannuation benefit in 1991. Of part-time employees, the proportion was 42 per cent having risen by 25 percentage points since 1989.
- **Goods and services:** The proportion of employees working part time and receiving a goods and services benefit has increased from 17 per cent in August 1989 to 19 per cent in July 1991.

Public sector employees who worked full time had a higher incidence of the most common employment benefits (standard benefits) than their private sector counterparts. These common benefits include holiday leave (98% and 89% respectively), sick leave (98% and 89%), long-service leave (95% and 70%) and superannuation (91% and 75%). Private sector employees who worked full time were more likely to have received a special benefit (i.e. benefits other than leave and superannuation). Included amongst these were goods and services (21% for private sector employees and 7.3% for public sector employees) and transport (23% and 14% respectively).

CHART 6.11. PROPORTION OF FULL-TIME EMPLOYEES IN MAIN JOB RECEIVING SELECTED BENEFITS AND SECTOR, AUSTRALIA, JULY 1991



Source: *Employment Benefits, Australia, July 1991 (6334.0)*.

TABLE 6.13. EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, AUSTRALIA, AUGUST 1989 TO JULY 1991

Type of benefit received	1989	1990(a)		1991
FULL-TIME EMPLOYEES WORKING IN MAIN JOB				
<i>Total</i>	5,138.8	—'000— 5,189.6	4,917.2	(per cent) 100.0
		—per cent—		
No benefits	3.5	3.0	143.7	2.9
Holiday expenses	4.3	4.5	232.9	4.7
Low-interest finance	3.1	3.1	179.4	3.6
Goods and services	15.5	16.8	843.0	17.1
Housing	3.8	3.9	182.7	3.7
Electricity	2.2	2.3	117.3	2.4
Telephone	9.7	10.0	502.9	10.2
Transport	19.9	20.5	1,006.9	20.5
Medical	4.1	4.2	215.3	4.4
Union dues	3.3	3.1	182.7	3.7
Club fees	1.8	1.9	106.9	2.2
Entertainment allowance	2.2	2.5	105.4	2.1
Shares	2.9	3.1	161.9	3.3
Study leave	2.6	2.6	154.0	3.1
Superannuation	55.1	59.5	3,928.0	79.9
Child care/education expenses	0.4	0.3	17.2	0.3
Sick leave	91.5	92.1	4,499.8	91.5
Holiday leave	92.1	92.8	4,525.6	92.0
Long-service leave	75.3	77.8	3,820.5	77.7
PART-TIME EMPLOYEES WORKING IN MAIN JOB				
<i>Total</i>	1,193.3	—'000— 1,215.3	1,253.3	(per cent) 100.0
		—per cent—		
No benefits	42.7	39.0	421.0	33.6
Holiday expenses	0.7	1.0	13.0	1.0
Low-interest finance	0.8	0.8	11.2	0.9
Goods and services	17.1	17.5	242.0	19.3
Housing	1.2	1.0	13.0	1.0
Electricity	0.9	0.9	13.4	1.1
Telephone	3.7	3.5	40.9	3.3
Transport	5.4	5.8	67.1	5.4
Medical	1.1	1.0	14.0	1.1
Union dues	0.6	0.6	9.9	0.8
Club fees	0.3	*0.3	3.4	0.3
Entertainment allowance	*0.2	0.1	*1.6	*0.1
Shares	0.5	0.8	8.4	0.7
Study leave	1.8	1.7	30.5	2.4
Superannuation	17.8	24.9	529.8	42.3
Child care/education expenses	*0.2	*0.2	*2.4	*0.2
Sick leave	31.8	32.6	415.7	33.2
Holiday leave	32.0	32.5	413.3	33.0
Long-service leave	26.2	25.2	317.6	25.3
TOTAL				
<i>Total</i>	6,332.1	—'000— 6,404.9	6,170.4	(per cent) 100.0
		—per cent—		
No benefits	10.9	9.8	564.7	9.2
Holiday expenses	3.6	3.8	245.9	4.0
Low-interest finance	2.6	2.6	190.6	3.1
Goods and services	15.8	17.0	1,085.0	17.6
Housing	3.3	3.3	195.7	3.2
Electricity	1.9	2.0	130.7	2.1
Telephone	8.6	8.8	543.8	8.8
Transport	17.2	17.7	1,074.0	17.4
Medical	3.5	3.5	229.3	3.7
Union dues	2.8	2.6	192.5	3.1
Club fees	1.5	1.6	110.3	1.8
Entertainment allowance	1.8	2.0	107.0	1.7
Shares	2.4	2.7	170.3	2.8
Study leave	2.5	2.4	184.5	3.0
Superannuation	48.1	52.9	4,457.9	72.2
Child care/education expenses	0.3	0.3	19.6	0.3
Sick leave	80.3	80.8	4,915.5	79.7
Holiday leave	80.8	81.3	4,939.0	80.0
Long-service leave	66.0	67.8	4,138.1	67.1

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

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