

CHAPTER 9

INDUSTRIAL RELATIONS

The ABS produces statistics about industrial disputes, trade union membership, and the incidence of awards, determinations and collective agreements which cover some aspects of Australian industrial relations.

The industrial disputes statistics presented in this chapter are compiled mainly from data obtained from employers (both private and government) and trade unions concerning individual disputes and from reports of government authorities. The statistics relate to disputes which involved stoppages of work involving the equivalent of ten or more working days lost at the establishments where the stoppages occurred.

Data on trade unions are obtained from two sources. For the annual collection of trade unions, statistics are compiled from questionnaires completed by individual trade unions. The statistics relate to trade union membership and state of operation. In addition, supplementary household surveys were conducted in August 1986 and August 1988 to provide information on the characteristics of trade union members such as their age, occupation, industry of work and earnings.

Statistics of the award coverage of employees were obtained from the Survey of Employee Earnings and Hours conducted in May 1985.

SELECTED FEATURES

Industrial Disputes

Working days lost per thousand employees in the twelve months ending December 1988 (269) increased by 20.2 per cent compared to 1987 (223), representing the highest level in a calendar year since 1982 (358).

There were 1,641,400 working days lost for disputes in progress during 1988, the highest number of working days lost since 1983 (1,641,400).

Those disputes involved 894,400 employees (both directly and indirectly), an increase of 47.0 per cent from 1987 (608,800).

Trade Union Statistics

At 30 June 1988, 308 trade unions were identified with a total membership of 3,213,000 persons (an estimated 53.0 per cent of all employees). This compares with 330 trade unions as at 31 December 1978 with a total membership of 2,830,800 (an estimated 56.0 per cent of all employees).

Of the 308 trade unions reported for 1988, 9 had membership of 80,000 or more, accounting for 34.0 per cent of total union membership.

TABLE 9.1. SUMMARY OF INDUSTRIAL DISPUTES, AUSTRALIA, 1972 TO 1988

Period	Employees involved ('000)						Total working days lost ('000)	
	Number of disputes commenced during period		Directly		Indirectly			Total
	Total	Newly involved	Total	Newly involved	Total	Newly involved		
1972	n.a.	2,298	1,041.2	n.a.	72.6	1,113.8	2,010.3	
1973	n.a.	2,538	758.0	n.a.	45.0	803.0	2,634.7	
1974	n.a.	2,809	1,947.1	n.a.	57.8	2,004.8	6,292.5	
1975	n.a.	2,432	1,343.8	n.a.	54.1	1,398.0	3,509.9	
1976	n.a.	2,055	2,137.3	n.a.	52.6	2,189.9	3,799.2	
1977	2,083	2,090	539.4	56.8	56.8	595.8	1,654.8	
1978	2,276	2,277	1,011.9	63.7	63.7	1,075.6	2,130.8	
1979	2,040	2,042	1,818.0	44.9	44.9	1,861.6	3,964.4	
1980	2,420	2,429	1,101.8	63.2	64.0	1,165.0	3,319.7	
1981	2,887	2,915	1,147.9	76.5	76.6	1,224.5	4,189.3	
1982	2,045	2,060	680.6	24.2	25.5	706.1	1,980.4	
1983	1,779	1,787	427.4	25.4	25.4	452.8	1,641.4	
1984	1,958	1,965	520.0	31.1	31.1	551.1	1,307.4	
1985	1,876	1,895	524.5	28.2	28.2	552.7	1,256.2	
1986	1,747	1,754	671.6	20.1	20.1	673.9	1,390.7	
1987	1,512	1,517	590.3	18.5	18.5	593.4	1,311.9	
1988	1,502	1,508	884.1	10.3	10.3	893.9	1,641.4	

(a) Comprises workers involved in disputes that commenced during the period and additional workers involved in disputes that continued from previous periods.

Source: *Industrial Disputes, Australia* (6322.0).

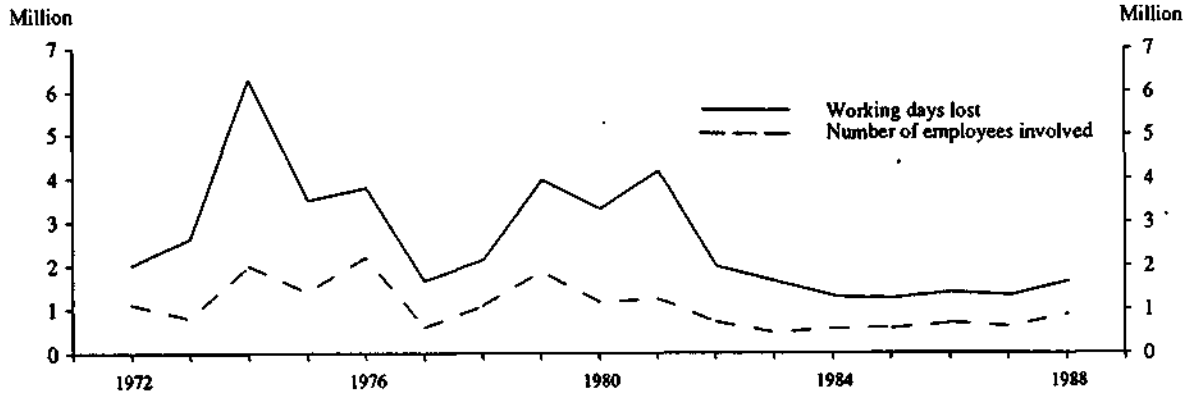
TABLE 9.2. INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES, INDUSTRY, AUSTRALIA, 1972 TO 1988

Period	Manufacturing										Transport and storage, Communication			All industries
	Mining		Metal products, machinery and equipment			Other					Stevedoring services	Other industries (a)	Other industries	
	Coal	Other	Coal	Machinery and equipment	Other	Other	Other	Other	Other	Other				
1972	2,909	1,152	1,113	1,405	4,876	1,026	533	889	1,037	1,990	578	89	435	
1973	4,268	2,860	1,405	1,405	4,876	1,026	889	889	1,119	2,705	256	133	552	
1974	7,725	2,625	4,876	4,876	4,876	1,026	1,026	1,026	3,009	6,172	1,352	194	1,273	
1975	14,991	1,576	2,376	2,376	2,376	674	674	674	1,255	2,581	379	230	717	
1976	6,602	3,952	1,467	1,467	1,467	1,245	1,245	1,245	1,433	2,276	1,010	292	773	
1977	4,145	3,182	398	398	398	679	679	679	591	2,625	450	101	336	
1978	5,669	2,415	1,460	1,460	1,460	747	747	747	378	8,418	435	74	434	
1979	8,220	5,752	1,886	1,886	1,886	1,112	1,112	1,112	1,100	3,724	1,138	269	787	
1980(b)	23,362	4,036	1,194	1,194	1,194	1,080	1,080	1,080	674	2,548	353	202	649	
1981	10,209	5,238	2,287	2,287	2,287	986	986	986	1,405	2,952	970	238	797	
1982	9,698	2,686	471	471	471	505	505	505	768	672	84	84	358	
1983	3,223	3,375	353	353	353	186	186	186	1,269	485	42	42	249	
1984	3,913	3,745	343	343	343	416	416	416	503	372	91	91	248	
1985	16,892	1,928	1,256	1,256	1,256	312	312	312	666	430	71	71	228	
1986	10,741	3,328	445	445	445	328	328	328	458	135	72	72	242	
1987	18,920	1,072	479	479	479	305	305	305	743	217	70	70	223	
1988	15,548	1,777	750	750	750	183	183	183	725	177	85	85	269	

(a) Excludes agriculture, etc. and private households employing staff for the years 1976-1983. These are included from 1984. (b) For change in method of estimation see Appendix C.

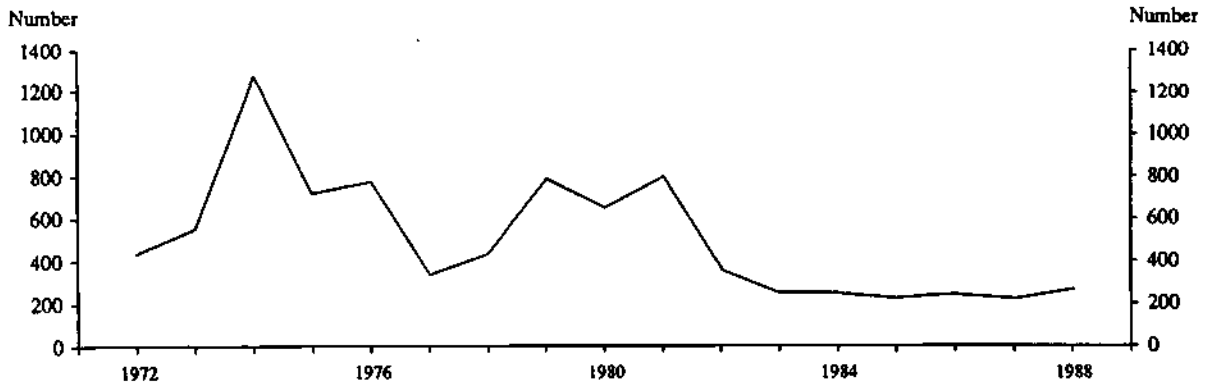
Source: *Industrial Disputes, Australia* (6322.0).

CHART 9.1. WORKING DAYS LOST AND NUMBER OF EMPLOYEES INVOLVED IN INDUSTRIAL DISPUTES, AUSTRALIA



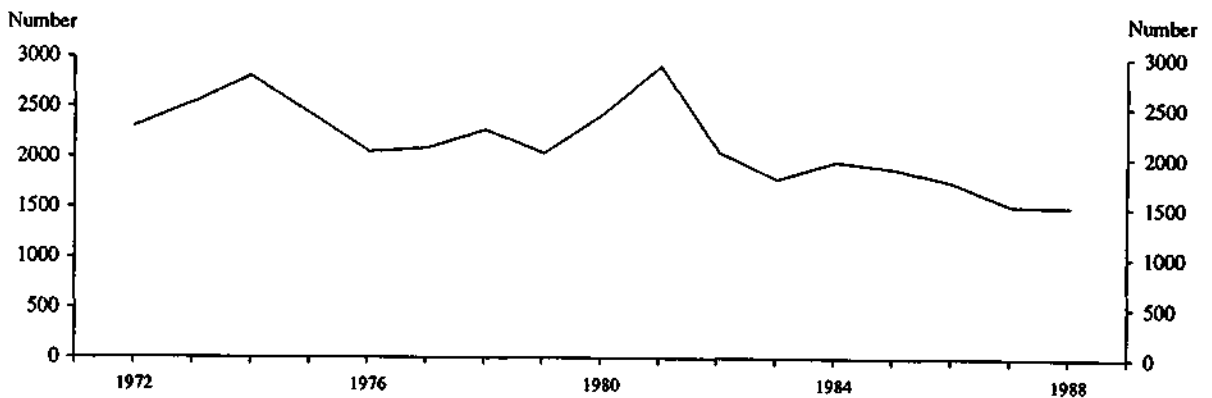
Source: *Industrial Disputes, Australia* (6322.0).

CHART 9.2. WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA



Source: *Industrial Disputes, Australia* (6322.0).

CHART 9.3. NUMBER OF INDUSTRIAL DISPUTES, AUSTRALIA



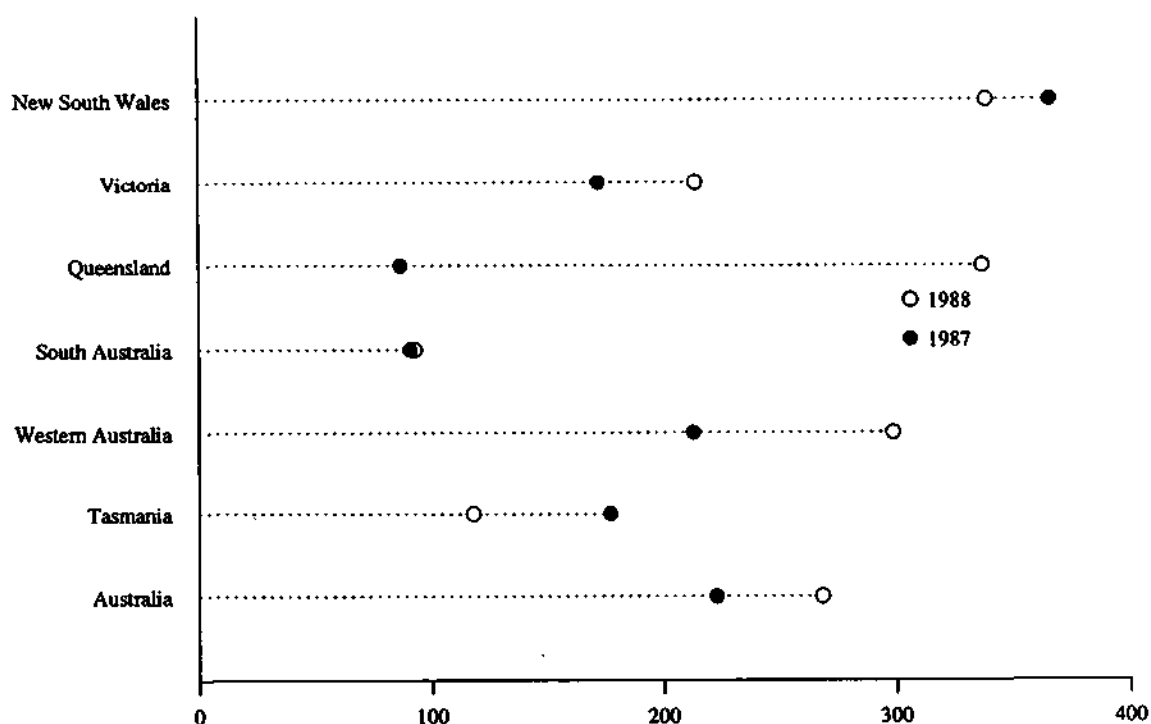
Source: *Industrial Disputes, Australia* (6322.0).

TABLE 9.3. INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES(a)

Period	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(b)
1972	503	497	485	143	261	152	435
1973	622	590	509	296	313	1,089	552
1974	1,462	1,757	807	686	656	672	1,273
1975	831	910	718	277	253	305	717
1976	827	1,051	638	323	623	464	773
1977	308	433	359	65	532	197	336
1978	555	346	536	172	473	261	434
1979	742	1,083	679	402	838	439	787
1980	657	792	863	132	446	668	649
1981	1,023	863	620	320	548	461	797
1982	381	258	660	101	348	431	348
1983	287	163	176	115	577	478	249
1984	357	132	302	r56	256	350	248
1985	209	236	411	r48	187	138	228
1986	304	240	r208	95	272	190	242
1987	r366	r172	87	r91	r213	177	223
1988	r341	214	r336	93	299	118	r269

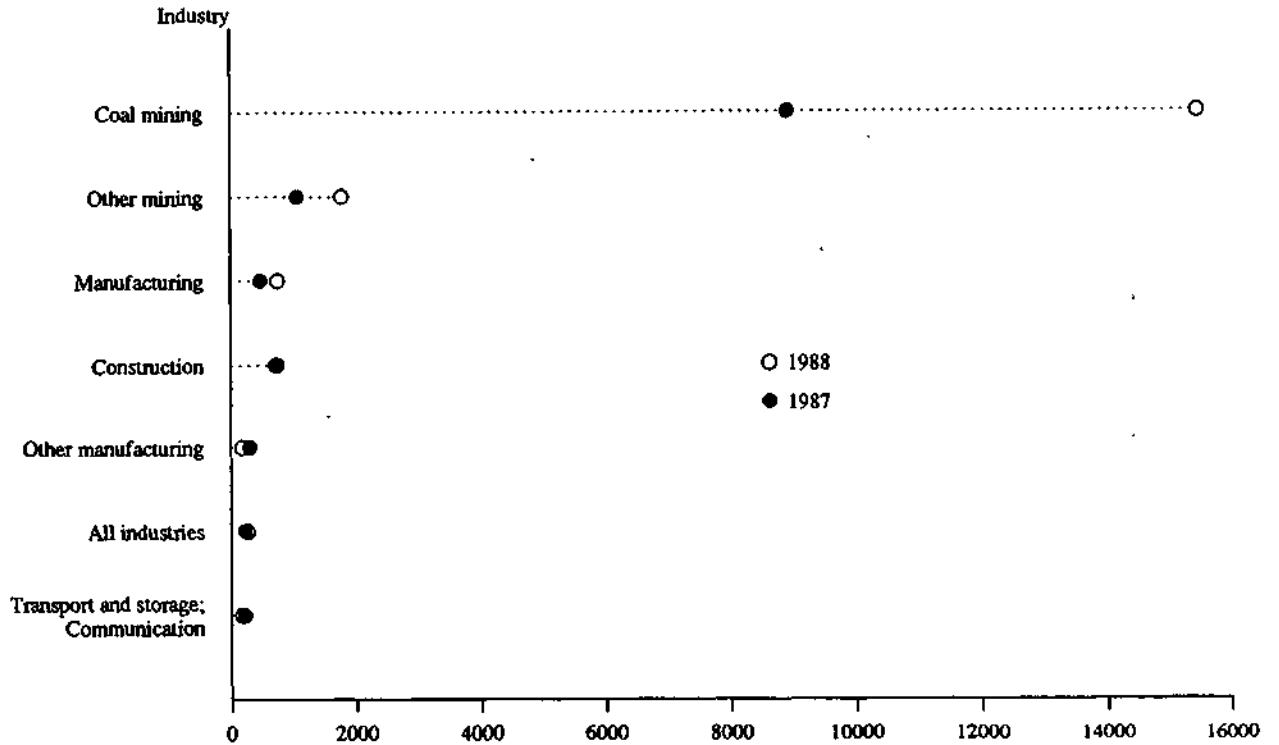
(a) For details, see Appendix C. (b) Includes the Northern Territory and the Australian Capital Territory.

Source: *Industrial Disputes, Australia* (6322.0).

CHART 9.4. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1987 AND 1988:
WORKING DAYS LOST PER THOUSAND EMPLOYEES, STATE

Source: *Industrial Disputes, Australia* (6322.0).

CHART 9.5. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1987 AND 1988:
WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA



Source: *Industrial Disputes, Australia* (6322.0).

TABLE 9.4. TRADE UNIONS : NUMBER OF MEMBERS, AUSTRALIA, DECEMBER 1978 TO JUNE 1988

	Number of separate unions	Number of members ('000)			Proportion of total employees (per cent)		
		Males	Females	Persons	Males	Females	Persons
<i>End of December—</i>							
1978	330	1,969.2	861.5	2,830.8	62	46	56
1979	328	1,971.4	902.2	2,873.6	61	47	56
1980	325	2,009.5	946.3	2,955.9	61	47	55
1981	324	2,029.4	964.7	2,994.1	60	47	54
1982	322	2,024.4	988.0	3,012.4	62	48	56
1983	319	2,007.2	978.0	2,985.2	61	47	56
1984	329	2,041.2	987.3	3,028.5	61	45	55
30 June 1985	323	2,121.6	1,032.6	3,154.2	65	46	57
30 June 1986	326	2,126.5	1,059.7	3,186.2	63	44	55
30 June 1987	316	2,136.0	1,104.2	3,240.1	63	44	55
30 June 1988	308	2,090.7	1,122.3	3,213.0	60	43	53

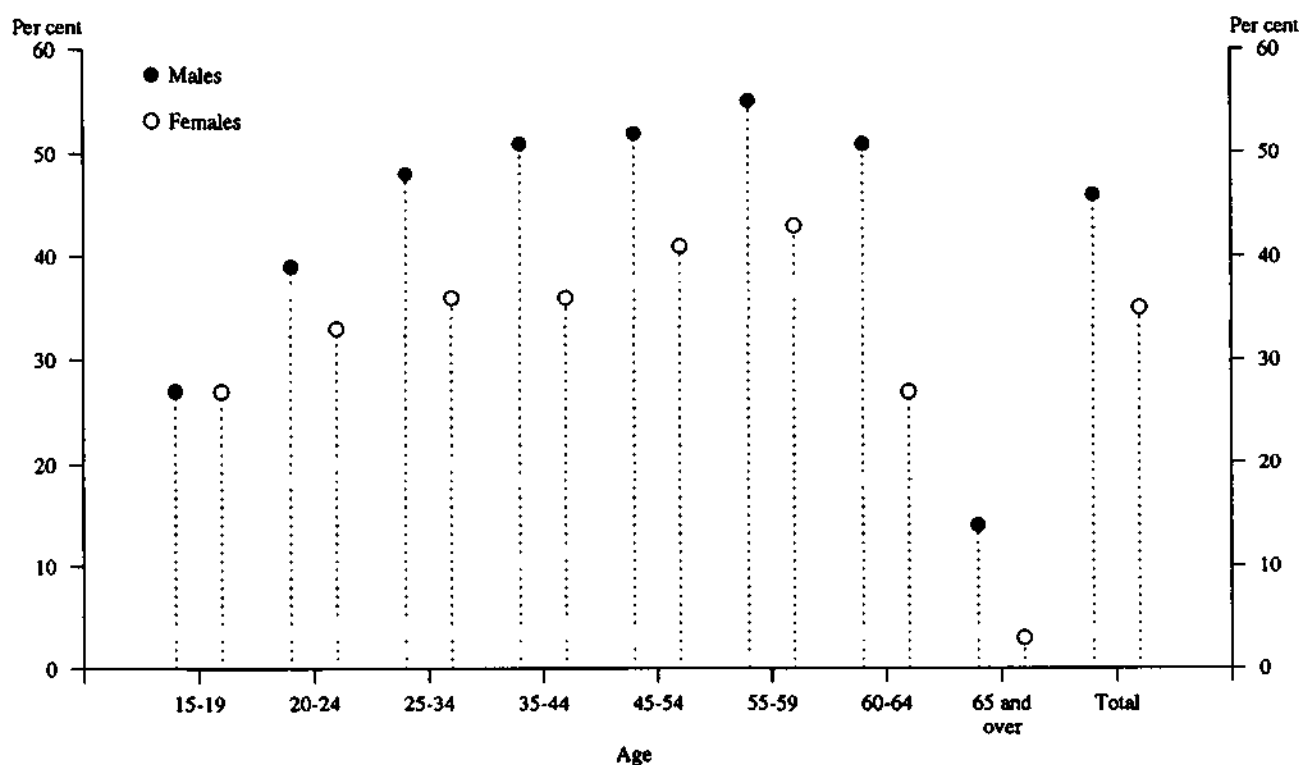
Source: *Trade Union Statistics, Australia* (6323.0).

TABLE 9.5. TRADE UNIONS : CLASSIFICATION BY SIZE OF MEMBERSHIP, AUSTRALIA, DECEMBER 1978 AND JUNE 1988

Number of members	Number of unions		Proportion of total unions (per cent)		Number of members ('000)		Proportion of total members (per cent)	
	December 1978	June 1988	December 1978	June 1988	December 1978	June 1988	December 1978	June 1988
Under 100	39	37	11.8	12.0	2.2	1.7	0.1	0.1
100 and under 250	44	32	13.3	10.4	6.5	5.3	0.2	0.2
250 and under 500	30	31	9.1	10.1	11.0	11.4	0.4	0.4
500 and under 1,000	44	43	13.3	14.0	30.8	30.6	1.1	1.0
1,000 and under 2,000	42	45	12.7	14.6	56.4	65.2	2.0	2.0
2,000 and under 3,000	} 47 {	11	} 14.2 {	3.6	} 152.3 {	27.8	} 5.4 {	0.9
3,000 and under 5,000		27		8.8		107.1		3.3
5,000 and under 10,000	26	18	7.9	5.8	186.7	131.6	6.6	4.1
10,000 and under 20,000	19	19	5.8	6.2	294.2	265.0	10.4	8.2
20,000 and under 30,000	12	11	3.6	3.6	285.9	261.1	10.1	8.1
30,000 and under 40,000	6	8	1.8	2.6	214.0	277.1	7.6	8.6
40,000 and under 50,000	6	8	1.8	2.6	266.4	353.9	9.4	11.0
50,000 and under 80,000	8	9	2.4	2.9	525.0	570.5	18.5	17.8
80,000 and over	7	9	2.1	2.9	799.3	1,104.8	28.2	34.4
Total	330	308	100.0	100.0	2,830.8	3,213.0	100.0	100.0

Source: Trade Union Statistics, Australia (6323.0).

CHART 9.6. TRADE UNION MEMBERSHIP: AGE, AUSTRALIA, AUGUST 1988



Source: Trade Union Members, Australia, August 1988 (6325.0).

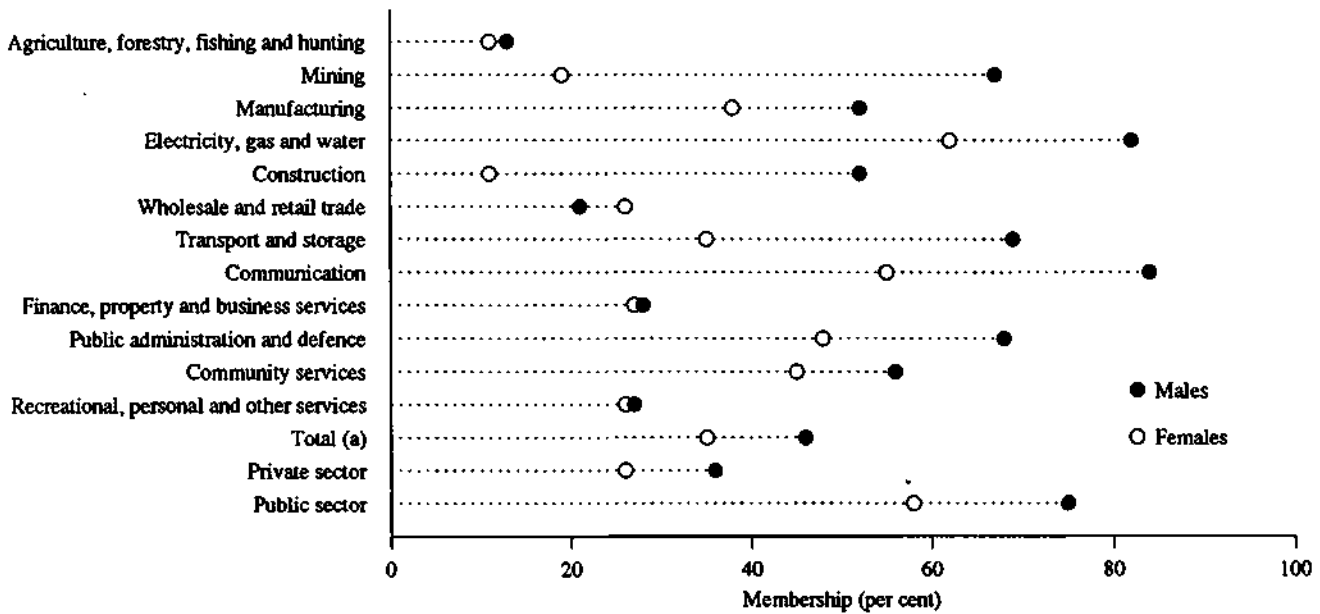
TABLE 9.6. EMPLOYEES WHO WERE TRADE UNION MEMBERS : SUMMARY OF SELECTED CHARACTERISTICS, AUSTRALIA, NOVEMBER 1976, MARCH TO MAY 1982, AUGUST 1986, AUGUST 1988

	November 1976		March to May 1982		August 1986		August 1988	
	Number of members ('000)	Proportion of all employees in same category (per cent)	Number of members ('000)	Proportion of all employees in same category (per cent)	Number of members ('000)	Proportion of all employees in same category (per cent)	Number of members ('000)	Proportion of all employees in same category (per cent)
<i>State or Territory of usual residence—</i>								
New South Wales	903.1	51	949.8	51	903.1	46	894.5	42
Victoria	678.6	50	658.5	48	695.6	46	682.4	42
Queensland	346.0	53	383.9	50	396.0	45	369.9	39
South Australia	229.2	50	227.7	50	226.8	47	228.6	46
Western Australia	204.4	50	199.9	46	210.6	41	205.1	37
Tasmania	84.3	60	86.2	58	85.6	55	85.3	52
Northern Territory	19.9	51	20.8	41	25.6	43	20.8	35
Australian Capital Territory	47.1	60	40.9	44	50.6	42	49.5	39
<i>Age group—</i>								
15-19	583.8	43	173.9	31	166.0	28	168.3	27
20-24			399.3	44	369.9	42	327.8	36
25-34	649.6	52	712.1	51	750.1	48	726.6	43
35-44	477.1	52	562.9	52	642.8	48	688.1	45
45-54	504.8	58	440.0	57	433.2	53	423.5	47
55-59	192.2	62	192.9	61	158.0	55	137.5	51
60-64	94.4	60	79.0	59	70.9	53	61.1	45
65 and over	10.8	24	7.5	25	*2.9	12	*3.0	9
<i>Industry—</i>								
Agriculture, forestry, fishing and hunting	21.5	20	21.0	20	16.9	15	16.9	13
Mining	39.2	63	68.5	64	67.0	72	56.5	63
Manufacturing	679.8	57	635.0	54	545.4	51	546.7	48
Electricity, gas and water	88.1	83	101.5	78	112.7	82	91.3	80
Construction	188.3	57	127.0	50	145.3	48	157.5	47
Wholesale and retail trade	258.3	27	253.0	28	279.4	25	287.1	23
Transport and storage	194.5	73	199.7	72	211.9	67	186.3	62
Communication	121.8	88	108.2	85	117.0	80	101.0	76
Finance, property and business services	167.6	42	194.5	42	193.2	34	185.4	28
Public administration and defence	179.1	72	211.9	63	197.9	60	195.9	61
Community services	452.1	56	536.9	54	609.8	52	604.0	49
Recreation, personal and other services	122.3	41	110.2	36	97.6	29	107.4	26
<i>Sector—</i>								
Public	n.a.	n.a.	1,202.1	73	1,238.2	71	1,146.6	68
Private(a)	n.a.	n.a.	1,365.5	39	1,355.7	34	1,389.3	32
<i>Birthplace—</i>								
Born in Australia	1,833.7	50	1,803.6	48	1,899.0	45	1,866.7	41
Born outside Australia	r678.9	r54	764.0	55	694.9	48	669.2	43
Main English speaking countries	r274.6	r47	295.3	48	293.5	44	285.0	39
United Kingdom or Ireland	248.1	r49	248.0	48	244.6	47	231.0	42
Canada, U.S.A., New Zealand or South Africa	26.5	36	47.3	43	48.9	33	54.0	30
Other countries	r401.4	r60	468.7	60	401.4	53	366.4	46
Germany	24.3	48	23.8	44	21.3	43	23.7	45
Greece	55.1	66	42.4	71	32.5	60	33.3	58
Italy	62.7	62	89.5	67	60.5	59	56.0	54
Yugoslavia	53.6	69	65.5	75	60.2	72	44.0	63
Other	208.7	58	247.6	56	227.0	48	213.9	41
<i>Permanent/Casual—</i>								
Permanent	n.a.	n.a.	n.a.	n.a.	2,388.4	51	2,308.4	47
Casual	n.a.	n.a.	n.a.	n.a.	205.5	21	227.5	20
<i>Hours worked in main job—</i>								
Less than 35 hours	n.a.	n.a.	256.8	33	663.1	40	786.2	39
35 hours or more	n.a.	n.a.	2,310.8	52	1,775.8	47	1,749.7	43
Total	2,512.7	51	2,567.6	49	2,593.9	46	2,535.9	42
Males	1,741.2	56	1,706.9	53	1,685.1	50	1,640.2	46
Females	771.5	43	860.7	43	908.8	39	895.7	35

(a) Includes some persons for whom sector could not be determined.

Source: Trade Union Members, Australia, August 1988 (6325.0)

CHART 9.7. TRADE UNION MEMBERSHIP: INDUSTRY AND SECTOR, AUSTRALIA
AUGUST 1988



(a) Includes some persons for whom sector could not be determined.

Source: Trade Union Members, Australia, August 1988 (6325.0).

TABLE 9.7. INCIDENCE OF AWARDS : ALL EMPLOYEES, OCCUPATION GROUP, AUSTRALIA, MAY 1985
(Per cent)

Occupation group	Males				Females			
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Covered by awards, determinations and collective agreements			Not covered by awards, etc.
	Federal	State	Total		Federal	State	Total	
Professional, technical and related employees	27.7	48.9	78.9	21.1	8.8	81.2	92.1	7.9
Nurses	n.a.	97.5	100.0	—	4.6	93.9	99.0	1.0
Teachers	13.0	77.7	93.1	6.9	6.1	86.3	95.0	5.0
Draftspersons and technicians	46.5	35.9	84.3	15.7	*	61.0	86.8	13.2
Other professionals	31.3	30.6	64.6	35.4	20.1	47.6	71.7	28.3
Administrative, executive and managerial employees	15.7	13.0	34.8	65.2	n.a.	n.a.	n.a.	66.0
Clerical employees	48.6	33.4	87.0	13.0	27.9	53.4	85.4	14.6
Sales employees	17.7	57.1	78.2	21.8	4.2	83.4	88.6	11.4
Farmers, fisherpersons and related employees	25.1	61.0	87.5	12.5	10.8	76.2	91.6	8.4
Miners, quarryworkers and related employees	57.1	26.9	86.6	13.4	n.a.	n.a.	n.a.	—
Employees in transport and communications	49.9	38.3	91.7	8.3	n.a.	n.a.	88.2	n.a.
Tradespersons, production-process employees and labourers, n.e.c.	52.9	37.7	92.5	7.5	53.8	40.0	94.8	5.2
Textile, clothing, footwear and leather goods makers and related employees	60.4	31.1	93.5	n.a.	64.4	32.6	97.2	n.a.
Machine toolmakers, metal machinists, mechanics, plumbers and related metal employees	63.8	27.2	92.3	7.7	n.a.	n.a.	n.a.	n.a.
Electricians and related electrical and electronics employees	67.1	27.6	95.7	n.a.	93.6	n.a.	96.7	n.a.
Metalmaking and related employees	68.3	26.8	95.5	4.5	90.4	n.a.	95.7	n.a.
Carpenters, cabinetmakers and related employees, building etc. tradespersons and construction employees	41.5	44.2	87.3	12.7	n.a.	n.a.	85.2	n.a.
Packers, wrappers, labellers, storepersons and freight handlers	41.1	50.9	94.3	n.a.	25.8	67.2	94.1	n.a.
Labourers, apprentices, factory employees n.e.c.	42.5	47.5	92.8	7.2	48.1	n.a.	92.7	n.a.
Service, sport and recreation employees	20.1	71.2	92.3	n.a.	17.8	71.5	90.0	n.a.
Other	97.2	—	97.2	—	—	—	79.9	—
All occupations	40.0	40.5	83.4	16.6	21.6	63.4	87.4	12.6

Source: Incidence of Awards, Australia, May 1985 (6315.0).

TABLE 9.8. INCIDENCE OF AWARDS : ALL EMPLOYEES BY INDUSTRY, AUSTRALIA, MAY 1985
(Per cent)

Industry	Males				Females			
	Covered by awards, determinations and collective agreements			Not covered by awards, etc.	Covered by awards, determinations and collective agreements			Not covered by awards, etc.
	Federal	State	Total(a)		Federal	State	Total(a)	
Minng	53.1	26.2	81.9	18.1	29.7	27.4	60.9	39.1
Manufacturing	48.9	32.5	84.0	16.0	39.7	46.7	87.9	12.1
Food, beverages and tobacco	25.5	56.3	85.7	14.3	20.4	69.1	91.4	8.6
Textiles; Clothing and footwear	56.7	23.0	80.7	n.a.	63.2	30.7	94.2	n.a.
Paper, paper products, printing and publishing	45.4	28.8	84.9	15.1	33.5	44.0	80.6	19.4
Chemical, petroleum and coal products	36.2	32.5	70.7	29.3	21.3	59.3	81.1	n.a.
Metal products, machinery and equipment	62.3	22.1	85.6	14.4	49.3	37.3	88.3	11.7
Basic metal products	38.8	46.3	85.7	14.3	29.1	48.6	77.7	n.a.
Fabricated metal products; Other machinery and equipment	61.0	17.8	80.6	19.4	42.1	42.2	86.6	13.4
Transport equipment	80.0	13.6	94.0	6.0	75.2	20.4	96.0	n.a.
Other	39.7	41.1	82.6	17.4	25.2	54.6	80.9	19.1
Electricity, gas and water	38.6	59.9	98.5	n.a.	44.0	54.3	98.3	n.a.
Construction	35.4	38.9	77.0	23.0	10.8	42.0	56.0	44.0
Wholesale trade	28.1	33.4	66.2	33.8	11.8	62.2	77.2	22.8
Retail trade	30.4	45.8	77.9	22.1	6.3	80.5	87.5	12.5
Transport and storage	55.3	31.5	90.6	9.4	47.2	29.7	79.3	n.a.
Communication	99.8	n.a.	99.9	n.a.	99.6	n.a.	99.9	n.a.
Finance, property and business services	32.1	28.7	69.1	30.9	29.1	46.4	84.2	15.8
Public administration and defence	53.4	44.3	98.6	n.a.	64.7	32.3	98.2	n.a.
Community services	14.0	72.9	88.4	11.6	6.9	82.6	90.9	9.1
Recreation, personal and other services	31.6	46.6	81.1	18.9	27.3	56.5	85.2	n.a.
All Industries	40.0	40.5	83.4	16.6	21.6	63.4	87.4	12.6

(a) Includes small numbers of employees covered by unregistered collective agreements

Source: *Incidence of Awards, Australia, May 1985* (6315.0).