

CHAPTER 8

INDUSTRIAL RELATIONS

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

Industrial Disputes

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 of ten or more working days at the establishments where the stoppages occurred.

In 1992, a total of 728 disputes were recorded as having been in progress. This continued the trend of decreases in the annual number of disputes since 1984 and is the lowest number of disputes in progress since 1942 (602).

The number of working days lost decreased considerably, falling from 1,610,600 in 1991 to 941,200 in 1992. This is the lowest figure reported for a calendar year since 1967. Of the working days lost in 1992, 579,200 (62%) were lost as a result of a general strike in Victoria on 10 November 1992 and an Australia-wide dispute on 30 November 1992.

In terms of industries, Coal mining continued to record the highest level of working days lost per thousand employees, 2,970 in 1992. This is, however, a sharp decrease from 1991 when the industry reported 4,507.

Of the States, Victoria recorded the highest level of working days lost per thousand employees in 1992, 369. New South Wales reported 85 working days lost per thousand employees, the lowest for this State since the series commenced in 1967.

Working days lost per thousand employees dropped from 797 in 1981, to 358 in 1982, and has been below 300 from 1983 to 1992. This low level compares to higher levels experienced in the period 1972 to 1981 with the highest level during that period being 1,273 in 1974. The current rate of 158 represents the lowest reported since the series was first compiled in 1967.

TABLE 8.1. INDUSTRIAL DISPUTES, AUSTRALIA, 1972 TO 1992

Period	Employees involved ('000)								Total working days lost ('000)	Working days lost per thousand employees (b)
	Number of disputes		Directly		Indirectly		Total			
	Commenced during period	Total	Newly involved (a)	Total	Newly involved (a)	Total	Newly involved (a)	Total		
1972	n.a.	2,298	n.a.	1,041.2	n.a.	72.6	n.a.	1,113.8	2,010.3	435
1973	n.a.	2,538	n.a.	758.0	n.a.	45.0	n.a.	803.0	2,634.7	552
1974	n.a.	2,809	n.a.	1,947.1	n.a.	57.8	n.a.	2,004.8	6,292.5	1,273
1975	n.a.	2,432	n.a.	1,343.8	n.a.	54.1	n.a.	1,398.0	3,509.9	717
1976	n.a.	2,055	n.a.	2,137.3	n.a.	52.6	n.a.	2,189.9	3,799.2	773
1977	2,083	2,090	539.0	539.4	56.8	56.8	595.8	596.2	1,654.8	336
1978	2,276	2,277	1,011.9	1,011.9	63.7	63.7	1,075.6	1,075.6	2,130.8	434
1979	2,040	2,042	1,816.7	1,818.0	44.9	44.9	1,861.6	1,862.9	3,964.4	787
1980	2,420	2,429	1,101.8	1,108.6	63.2	64.0	1,165.0	1,172.6	3,319.7	649
1981	2,887	2,915	1,147.9	1,170.6	76.5	76.6	1,224.5	1,247.2	4,189.3	797
1982	2,045	2,060	654.2	680.6	24.2	25.5	678.4	706.1	1,980.4	358
1983	1,779	1,787	427.4	444.9	25.4	25.4	452.8	470.2	1,641.4	249
1984	1,958	1,965	520.0	529.2	31.1	31.1	551.1	560.3	1,307.4	248
1985	1,876	1,895	524.5	542.3	28.2	28.2	552.7	570.5	1,256.2	228
1986	1,747	1,754	653.8	671.6	20.1	20.1	673.9	691.7	1,390.7	242
1987	1,512	1,517	574.9	590.3	18.5	18.5	593.4	608.8	1,311.9	223
1988	1,502	1,508	883.6	884.1	10.3	10.3	893.9	894.4	1,641.4	269
1989	1,391	1,402	695.3	698.6	11.2	11.2	706.4	709.8	1,202.4	190
1990	1,189	1,193	721.9	725.9	4.0	4.0	725.9	729.9	1,376.5	217
1991	1,032	1,036	1,173.5	1,176.2	5.4	5.4	1,178.9	1,181.6	1,610.6	265
1992	726	728	867.6	867.8	3.8	3.8	871.3	871.5	941.2	158

(a) Comprises workers involved in disputes that commenced during the period and additional workers involved in disputes that continued from previous periods. (b) The estimates of employees used in the calculation changed in 1980 and 1987. See the Technical Notes for further details. (c) The method of counting the number of disputes changed in September 1991. See the Technical Notes for further details.

CHART 8.1. NUMBER OF INDUSTRIAL DISPUTES, AUSTRALIA

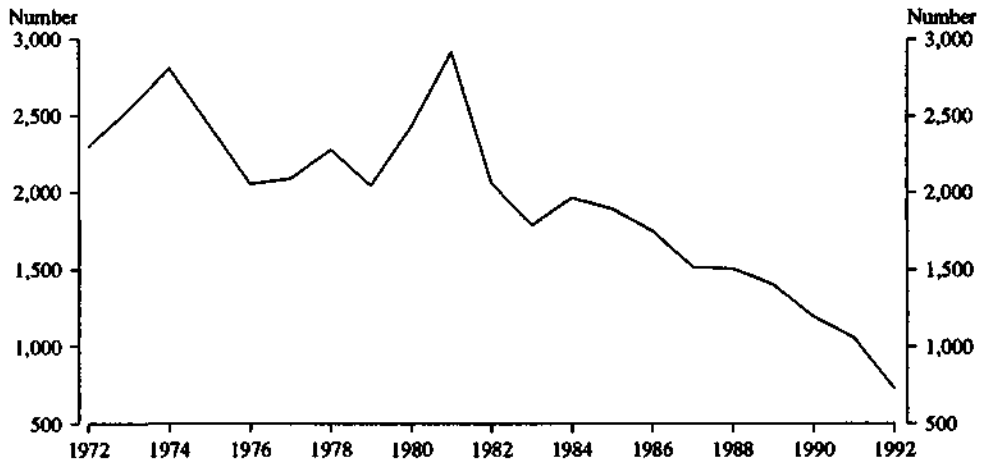


CHART 8.2. WORKING DAYS LOST AND NUMBER OF EMPLOYEES INVOLVED IN INDUSTRIAL DISPUTES, AUSTRALIA

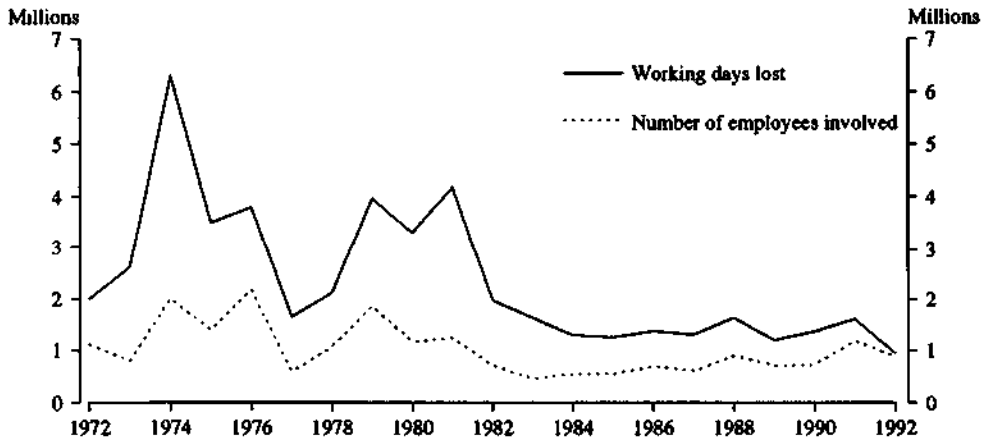
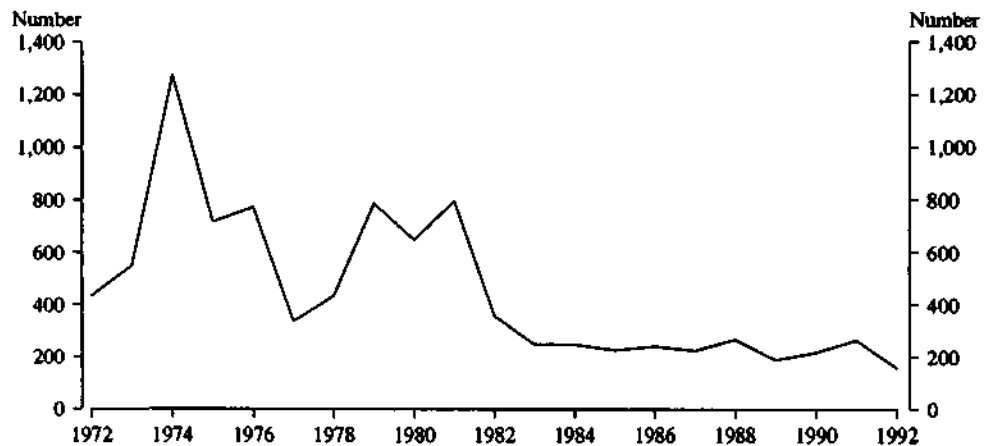


CHART 8.3. WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA



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

TABLE 8.2. INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES(a), INDUSTRY, AUSTRALIA, 1972 TO 1992

Period	Manufacturing				Transport and storage; Communication			Community services	Other industries (b)	All industries
	Mining		Metal products, machinery and equipment	Other	Construction	Stevedoring services	Other			
	Coal	Other								
1972	2,909	1,152	1,113	533	1,037	1,990	578	89	435	
1973	4,268	2,860	1,405	889	1,119	2,705	256	133	552	
1974	7,725	2,625	4,876	1,026	3,009	6,172	1,352	194	1,273	
1975	14,991	1,576	2,376	674	1,255	2,581	379	230	717	
1976	6,602	3,952	1,467	1,245	1,433	2,276	1,010	292	773	
1977	4,145	3,182	398	679	591	2,625	450	101	336	
1978	5,669	2,415	1,460	747	378	8,418	435	74	434	
1979	8,220	5,752	1,886	1,112	1,100	3,724	1,138	269	787	
1980(a)	23,362	4,036	1,194	1,080	674	2,548	353	202	649	
1981	10,209	5,238	2,287	986	1,405	2,952	970	238	797	
1982	9,698	2,686	471	505	768	672		84	358	
1983	3,223	3,375	353	186	1,269	485		42	249	
1984	3,913	3,745	343	416	503	372		91	248	
1985	6,892	1,928	256	312	666	430	152	36	228	
1986	10,741	3,328	445	328	458	135	137	44	242	
1987	8,920	1,072	479	305	743	217	75	67	223	
1988	15,548	1,777	750	183	725	177	90	83	269	
1989	5,505	642	473	283	374	160	176	65	190	
1990	4,879	1,631	1,293	212	204	299	151	25	217	
1991	4,507	735	1,820	296	428	237	150	63	265	
1992	2,970	997	352	275	151	214	175	60	158	

(a) For change in method of calculation in January 1987. (b) Prior to 1984 excludes agriculture, and private households employing staff.

Source: Industrial Disputes, Australia (6322.0).

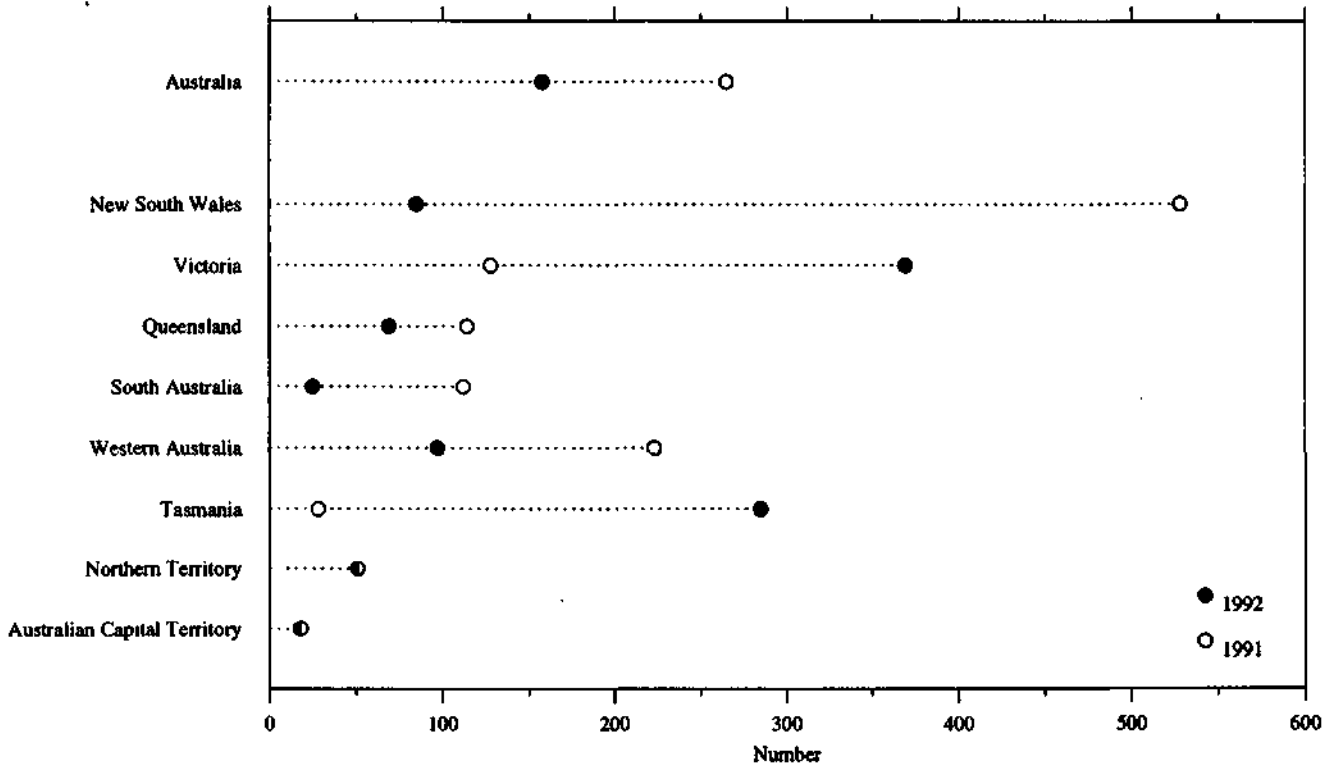
TABLE 8.3. INDUSTRIAL DISPUTES: WORKING DAYS LOST PER THOUSAND EMPLOYEES(a), STATES AND AUSTRALIA, 1972 TO 1992

Period	NSW	Vic.	Qld	SA	WA	Tas.	N.T.	A.C.T.	Aust.
1972	503	497	485	143	261	152	n.a.	n.a.	435
1973	622	590	509	296	313	1,089	n.a.	n.a.	552
1974	1,462	1,757	807	686	656	672	n.a.	n.a.	1,273
1975	831	910	718	277	253	305	n.a.	n.a.	717
1976	827	1,051	638	323	623	464	n.a.	n.a.	773
1977	308	433	359	65	532	197	n.a.	n.a.	336
1978	555	346	536	172	473	261	n.a.	n.a.	434
1979	742	1,083	679	402	838	439	551	269	787
1980	657	792	863	132	446	668	583	100	649
1981	1,023	863	620	320	548	461	1,227	448	797
1982	381	258	660	101	348	431	275	146	348
1983	287	163	176	115	577	478	360	22	249
1984	357	132	302	56	256	350	381	88	248
1985	209	236	411	48	188	138	213	159	228
1986	304	240	207	95	272	190	199	55	242
1987	366	172	87	91	213	177	110	143	223
1988	341	214	336	93	299	118	158	112	269
1989	269	199	102	67	187	64	111	77	190
1990	283	226	111	236	200	67	26	62	217
1991	528	128	114	112	223	28	51	18	265
1992	85	369	69	25	97	285	48	20	158

(a) For change in method of calculation in January 1987, see the Technical Notes.

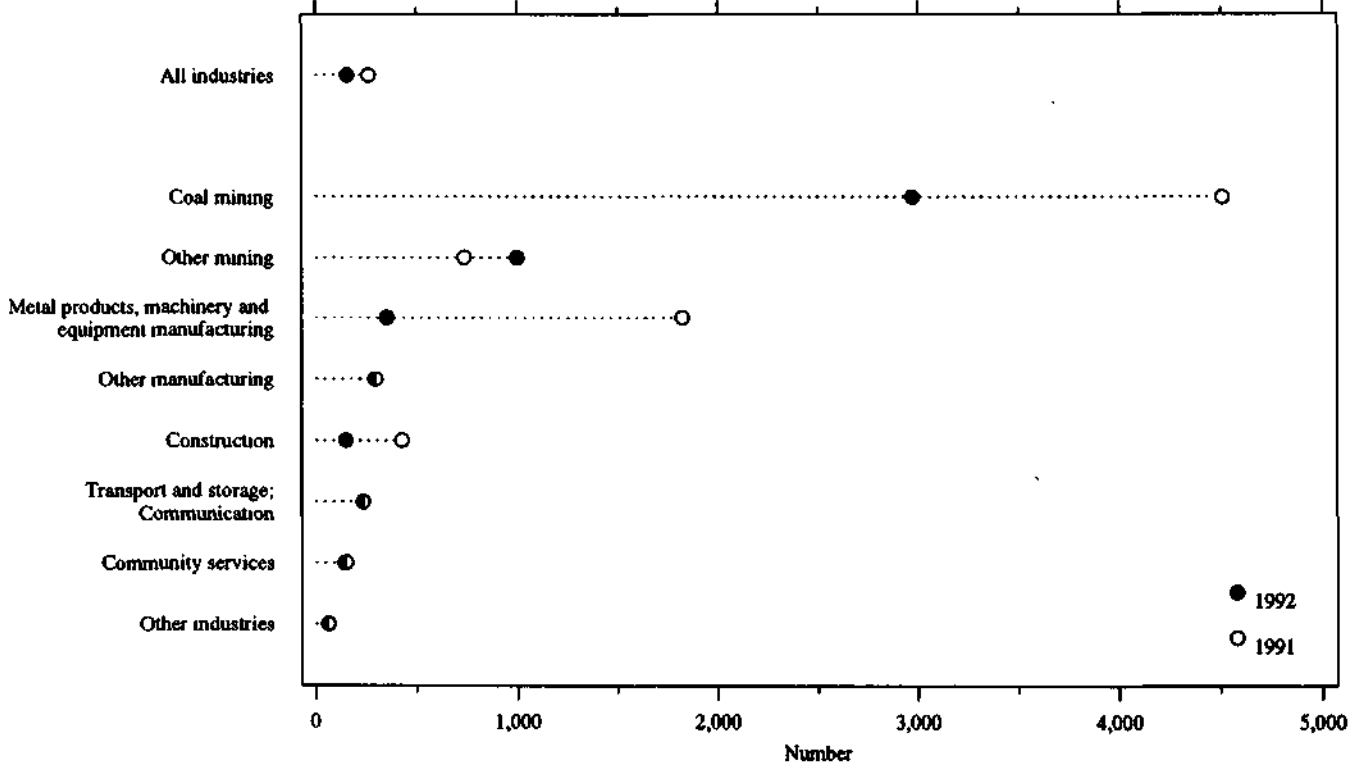
Source: Industrial Disputes, Australia (6322.0).

**CHART 8.4. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1991 AND 1992
WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**



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

**CHART 8.5. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1991 AND 1992
WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**



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

Trade Union Members

Data on trade union membership are obtained from two sources. Supplementary household surveys are conducted periodically, the most recent in August 1990, to provide information on the characteristics of trade union members such as their age, occupation, industry of work and earnings. An annual census of trade unions collects statistics on trade union membership and State of operation, and provides information on trade union size.

In August 1992, 40 per cent of the 6,334,800 employees aged 15 and over were trade union members (in connection with their main job).

There has been a decline of 6 percentage points in the proportion of employees who are trade union members between August 1986 and August 1992. This fall over the past six years is in part a consequence of the change in the ratio of persons employed full time to persons employed part time.

Of employees approximately 43 per cent of males and 35 per cent of females were trade union members in August 1992.

The level of trade union membership increased with age. The highest rate of membership was for employees aged 45 to 54 years, with 47 per cent being members compared with 23 per cent for those in the 15 to 19 year age group.

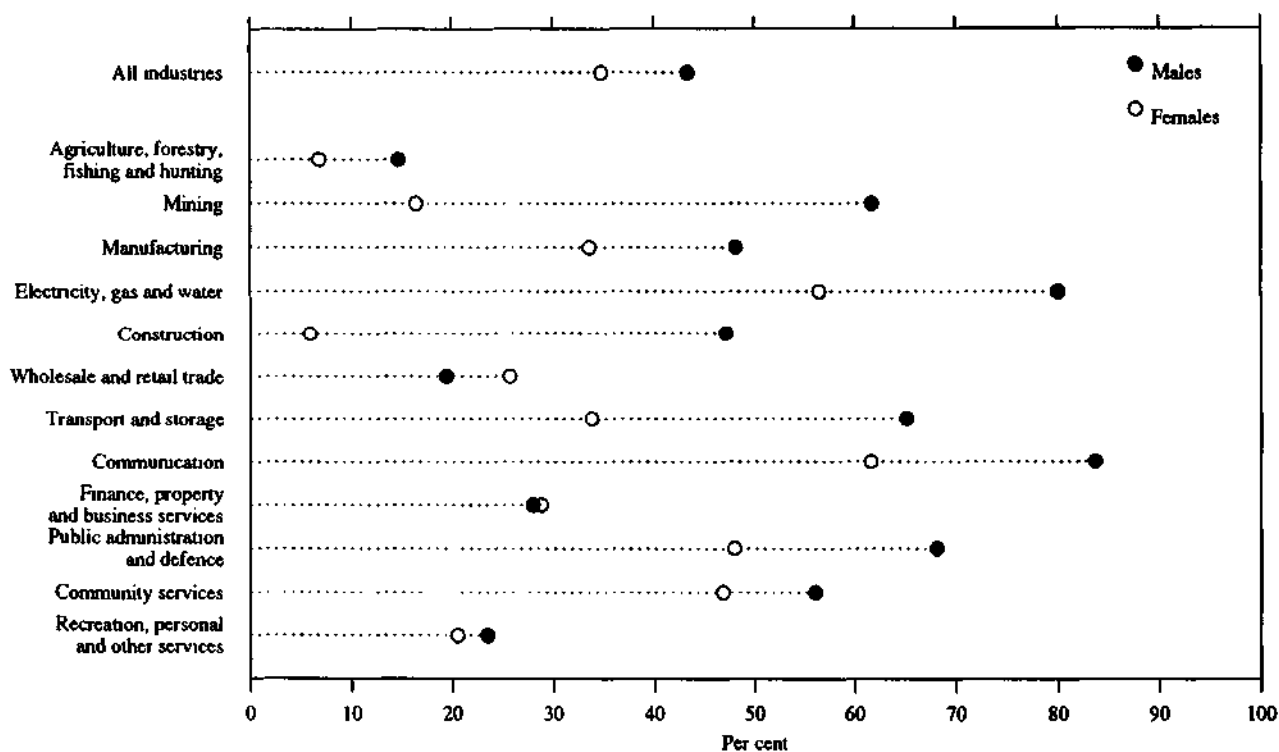
Some 67 per cent of public sector and 29 per cent of private sector employees were members of a trade union.

The highest rates of union membership were recorded in the Communications industry (84% of male employees and 62% of female employees) and the Electricity, gas and water industry (80% of male employees and 57% of female employees). The lowest rates of union membership were recorded in the Agriculture, forestry, fishing and hunting industry (15% of male employees and 7% of female employees) and the Wholesale and retail trade industry (19% of male employees and 26% of female employees).

About 45 per cent of full-time employees and 25 per cent of part-time employees were trade union members.

Full-time male employees reported a trade union membership rate of 46 per cent while for full-time female employees it was 41 per cent. This difference was reversed for part-time employees (26% for females, 22% for males).

CHART 8.6. PROPORTION OF ALL EMPLOYEES WHO WERE MEMBERS OF A TRADE UNION BY INDUSTRY, AUSTRALIA, AUGUST 1992



Source: Trade Union Members, Australia (6325 0)

TABLE 8.4. ALL EMPLOYEES: SUMMARY OF SELECTED CHARACTERISTICS AND WHETHER A MEMBER OF A TRADE UNION, AUSTRALIA, AUGUST 1986, AUGUST 1988, AUGUST 1990 AND AUGUST 1992

	August 1986		August 1988		August 1990(a)		August 1992		Total number of employees ('000)
	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 (b) (per cent)	
<i>State or Territory of usual residence—</i>									
New South Wales	903.1	46.1	894.5	41.8	907.3	41.0	818.3	37.9	2,159.2
Victoria	695.6	45.6	682.4	42.2	719.4	40.8	672.2	41.4	1,623.1
Queensland	396.0	45.5	369.9	39.2	410.1	38.5	409.7	34.1	1,074.4
South Australia	226.8	47.1	228.6	46.1	241.8	44.5	225.6	44.3	508.9
Western Australia	210.6	41.1	205.1	36.9	218.6	35.4	226.3	37.0	611.8
Tasmania	85.6	55.0	85.3	52.0	85.0	52.2	78.4	50.5	155.3
Northern Territory	25.6	42.9	20.8	34.6	26.7	41.7	23.7	36.5	64.9
Australian Capital Territory	50.6	42.4	49.5	39.4	50.7	37.7	54.6	39.8	137.1
<i>Age group—</i>									
15 – 19	166.0	27.9	168.3	26.8	158.6	25.0	114.5	22.6	505.9
20 – 24	369.9	41.7	327.8	36.3	316.5	33.5	290.0	31.5	922.0
25 – 34	750.1	47.6	726.6	42.9	755.2	42.3	692.1	40.5	1,709.3
35 – 44	642.8	47.5	688.1	44.6	725.0	43.5	705.4	43.0	1,641.7
45 – 54	433.2	52.6	423.5	47.2	472.5	45.6	518.2	46.5	1,115.2
55 – 59	158.0	54.8	137.5	51.5	140.4	49.6	126.0	45.7	275.4
60 – 64	70.9	52.9	61.1	44.7	85.0	47.1	58.1	44.9	129.2
65 – 69	*2.9	12.9	*3.0	9.2	6.4	21.1	4.6	12.7	36.1
<i>Birthplace—</i>									
Born in Australia	1,899.0	44.7	1,866.7	41.1	1,932.7	39.7	1,863.7	38.9	4,785.2
Born outside Australia	694.9	48.5	669.2	42.8	726.8	42.8	645.1	41.6	1,549.6
Main English-speaking countries	293.5	43.7	285.0	39.2	293.7	38.4	267.4	38.2	699.1
Other countries	401.4	52.6	384.2	43.8	433.2	46.5	377.8	44.4	850.5
<i>Occupation—</i>									
Managers and administrator	77.6	22.5	77.9	18.9	89.3	19.4	81.8	18.3	446.7
Professionals	339.8	46.8	340.8	43.6	376.0	42.7	398.9	43.5	917.7
Para-professionals	228.8	58.9	217.6	51.6	242.6	55.0	239.4	54.3	440.9
Tradespersons	472.8	51.9	462.2	49.6	458.4	47.9	397.7	45.8	867.5
Clerks	394.5	36.4	368.0	32.0	392.2	32.2	365.2	31.7	1,151.1
Salespersons and personal service workers	254.4	31.4	271.4	30.0	272.2	26.4	284.0	27.4	1,037.1
Plant and machine operators, and drivers	323.6	70.1	320.6	64.2	320.1	65.3	297.5	65.0	457.7
Labourers and related workers	502.5	52.6	477.4	47.8	508.8	46.8	444.2	43.7	1,015.9
<i>Industry—</i>									
Agriculture, forestry, fishing and hunting	16.9	14.6	16.9	12.8	16.4	12.7	16.6	12.6	131.3
Mining	67.0	71.5	56.5	62.8	57.9	62.9	48.6	57.6	84.4
Manufacturing	545.4	51.2	564.7	48.5	520.9	46.1	455.3	44.4	1,026.6
Electricity, gas and water	112.7	82.4	91.3	90.4	83.2	79.4	80.9	77.2	104.7
Construction	145.3	48.0	157.5	47.1	170.7	45.4	123.9	42.4	292.6
Wholesale and retail trade	279.4	25.4	287.1	23.3	305.5	22.6	289.7	22.3	1,296.1
Transport and storage	211.9	67.4	186.3	62.3	185.6	57.6	170.8	58.8	290.5
Communication	117.0	80.4	101.0	76.1	110.2	76.0	88.6	77.1	114.9
Finance, property and business services	193.2	33.6	185.4	27.5	215.8	28.7	209.2	28.4	735.6
Public administration and defence	197.9	60.4	195.9	60.7	219.7	60.0	210.5	60.7	346.8
Community services	609.8	52.4	604.0	48.8	662.0	49.1	706.6	49.9	1,414.8
Recreation, personal and other services	97.6	28.5	107.4	26.5	111.8	25.0	108.0	21.8	496.5
<i>Sector—</i>									
Public	1,238.2	70.6	1,146.6	67.7	1,184.2	66.8	1,151.5	67.1	1,716.7
Private	1,355.7	34.5	1,389.3	31.5	1,475.3	30.8	1,357.3	29.4	4,618.2
<i>Permanent/Casual—</i>									
Permanent	2,388.4	50.8	2,308.4	46.6	2,420.5	45.7	2,265.1	46.0	4,919.8
Casual	205.5	21.0	227.5	19.7	239.0	18.8	243.7	17.2	1,415.0
<i>Full-time/part-time employee in main job(c)—</i>									
Full-time	n.a.	n.a.	2,229.4	45.9	2,310.4	44.7	2,113.7	44.3	4,768.0
Part-time	n.a.	n.a.	276.8	24.5	340.4	25.1	395.1	25.2	1,566.8
Total	2,593.9	45.6	2,535.9	41.6	2,659.6	40.5	2,508.8	39.6	6,334.8
Males	1,685.1	50.1	1,640.2	46.2	1,683.8	45.0	1,536.1	43.4	3,536.7
Females	908.8	39.1	895.7	35.0	975.8	34.6	972.7	34.8	2,798.1

(a) The August 1990 survey excluded persons aged 70 and over. (b) Total used to calculate the proportion includes a small number of persons who did not know their membership status. (c) Excludes persons for whom full-time or part-time status could not be determined.

Source: Trade Union Members, Australia, August 1990 (6325.0).

Trade Union Statistics

The number of trade unions has been steadily declining. In the period 1987 to 1992 the number of unions fell from 316 to 227.

The major cause of the reduction was amalgamations. In the year to 30 June 1992 68 unions amalgamated to form 24 unions.

Unions with fewer than 2,000 members were most affected. In 1990 there were 170 of these representing 2.7 per cent of reported union membership. In 1991 this had declined to 125 unions and 1.9 per cent of total membership.

In 1992 there were 134 unions with 466,100 members operating in only one State or Territory. There were 63 unions, with 2,447,900 members, operating in six or more States or Territories.

TABLE 8.5. TRADE UNIONS: NUMBER OF STATES AND/OR TERRITORIES OF OPERATION, AUSTRALIA

30 June	One	Two	Three	Four	Five	Six or more	Total all States
NUMBER OF UNIONS ('000)							
1987	180	9	5	12	13	97	316
1988	177	6	4	12	16	93	308
1989	168	6	6	10	15	94	299
1990	168	5	5	12	16	89	295
1991	156	9	3	16	12	79	275
1992	134	5	3	9	13	63	227
NUMBER OF MEMBERS ('000)							
1987	586.4	23.4	62.2	93.4	185.4	2,289.5	3,240.1
1988	575.3	18.3	54.8	109.3	218.6	2,314.1	3,290.5
1989	531.4	18.9	55.9	111.7	186.6	2,505.7	3,410.3
1990	545.3	18.2	46.3	133.9	127.4	2,551.1	3,422.2
1991	578.6	22.9	4.6	140.5	132.2	2,503.9	3,382.6
1992	466.1	13.6	4.4	68.1	135.0	2,447.9	3,135.1

Source: Trade Union Statistics, Australia (6323.0).

TABLE 8.6. TRADE UNIONS: NUMBER OF UNIONS ACCORDING TO SIZE OF UNION IN AUSTRALIA

Size of union (number of members)	30 June 1990			30 June 1991			30 June 1992		
	Number of Unions	Number of Members ('000)	Cumulative percent of total members	Number of Unions	Number of Members ('000)	Cumulative percent of total members	Number of Unions	Number of Members ('000)	Cumulative percent of total members
Under 100	40	1.7	—	35	1.5	—	32	1.3	—
100 and under 250	34	5.8	0.2	34	5.5	0.2	26	4.1	0.2
250 and under 500	18	6.1	0.4	17	5.7	0.4	18	6.2	0.4
500 and under 1,000	44	31.3	1.3	38	26.2	1.2	28	19.8	1.0
1,000 and under 2,000	34	46.8	2.7	31	41.6	2.4	21	26.6	1.9
2,000 and under 3,000	18	42.1	3.9	13	31.8	3.3	14	35.2	3.0
3,000 and under 5,000	23	93.4	6.6	24	92.7	6.1	16	60.2	4.9
5,000 and under 10,000	21	152.3	11.1	18	124.5	9.7	19	123.9	8.8
10,000 and under 20,000	18	265.9	18.9	21	293.3	18.4	15	212.2	15.6
20,000 and under 30,000	11	276.3	26.9	11	278.1	26.6	7	170.9	21.1
30,000 and under 40,000	11	377.8	38.0	8	264.1	34.4	6	210.5	27.8
40,000 and under 50,000	5	227.7	44.6	6	268.2	42.4	5	220.2	34.8
50,000 and under 80,000	6	407.9	56.5	5	33.4	52.2	5	331.1	45.4
80,000 and under 100,000	5	454.6	69.8	7	627.5	70.8	7	633.7	65.6
100,000 and over	7	1,032.5	100.0	7	988.6	100.0	8	1,079.2	100.0
Total	295	3422.2		275	3382.6		227	3,135.1	

Source: Trade Union Statistics, Australia (6323.0).

Award Coverage

Statistics on award coverage for employees were obtained from the Survey of Employee Earnings and Hours conducted in May 1990. Approximately 80 per cent of employees were covered by awards, determinations or collective agreements at May 1990 compared to 85 per cent at May 1985.

The industries with the highest award coverage rates were the Communications industry (99%), Electricity, gas and water (99%) and Public administration and defence (98%).

The occupation groups with the highest coverage by awards, determinations and collective agreements were Plant and machine operators, and drivers for males at 92 per cent, and Labourers and related workers for females at 91 per cent. The lowest coverage rate was 38 per cent for males in the Managers and administrators group.

There were significant differences between the percentages of employees covered by Federal and State awards, determinations and collective agreements. Federal awards etc. accounted for almost all employees (just under 99%) in the Communications industry while State awards etc. accounted for most employees (76%) in the Community services industry.

TABLE 8.7. ALL EMPLOYEES: AWARD COVERAGE RATES BY INDUSTRY AND JURISDICTION, AUSTRALIA, MAY 1990

Industry	Number of employees ('000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a) —per cent—	
PERSONS					
Mining	85.4	41.5	31.0	74.0	26.0
Manufacturing	983.2	44.6	33.0	80.2	19.8
Food, beverages and tobacco	155.2	23.6	58.1	84.4	15.6
Textiles, clothing and footwear	91.1	50.8	32.3	84.4	15.6
Paper, paper products, printing and publishing	96.1	45.8	32.1	81.0	19.0
Chemical, petroleum and coal products	69.4	23.5	29.8	56.6	43.4
Metal products, machinery and equipment	413.5	55.6	22.9	81.2	18.8
Basic metal products	73.2	38.8	37.2	80.0	20.0
Fabricated metal products; Other machinery and equipment	238.1	53.4	21.2	77.7	22.3
Transport equipment	102.1	72.7	16.6	90.2	9.8
Other manufacturing	158.0	41.2	36.8	80.9	19.1
Electricity, gas and water	115.3	47.2	50.9	98.6	1.4
Construction	307.2	27.4	41.7	72.1	27.9
Wholesale and retail trade	1,121.2	19.4	49.3	71.6	28.4
Wholesale trade	375.7	19.0	34.2	56.8	43.2
Retail trade	745.5	19.6	56.9	79.1	20.9
Transport and storage	272.7	57.2	24.7	83.2	16.8
Communication	131.6	98.9	*0.2	99.4	*0.6
Finance, property and business services	733.2	33.6	31.9	68.0	32.0
Public administration and defence	304.9	57.8	39.9	97.9	2.1
Community services	1,214.9	12.7	76.2	89.5	10.5
Recreation, personal and other services	382.7	23.4	50.2	75.9	24.1
All Industries	5,652.2	31.5	46.5	80.0	20.0

(a) Includes a small number of employees covered by unregistered agreements or unknown awards, determinations or collective agreements.

Source: Award Coverage, Australia (6315.0).

TABLE 8.8. ALL EMPLOYEES: AWARD COVERAGE RATES BY OCCUPATION AND JURISDICTION, AUSTRALIA, MAY 1990 (per cent)

Occupation	Covered by awards, determinations and collective agreements			Not covered by awards etc.
	Federal	State	Total	
Managers and administrators	17.1	18.0	37.9	62.1
Professionals	21.6	50.8	74.0	26.0
Para-professionals	28.3	57.3	86.6	13.4
Tradespersons	45.7	39.6	86.8	13.2
Clerks	31.9	44.4	79.0	21.0
Salespersons and personal service workers	19.7	58.6	80.6	19.4
Plant and machine operators, and drivers	54.8	35.6	92.1	7.9
Labourers and related workers	34.3	55.0	90.6	9.4
All occupations	31.5	46.5	80.0	20.0

Source: Award Coverage, Australia (6315.0).