

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 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 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 weekly and hourly award rates of pay cover all full-time adult employees whose 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.

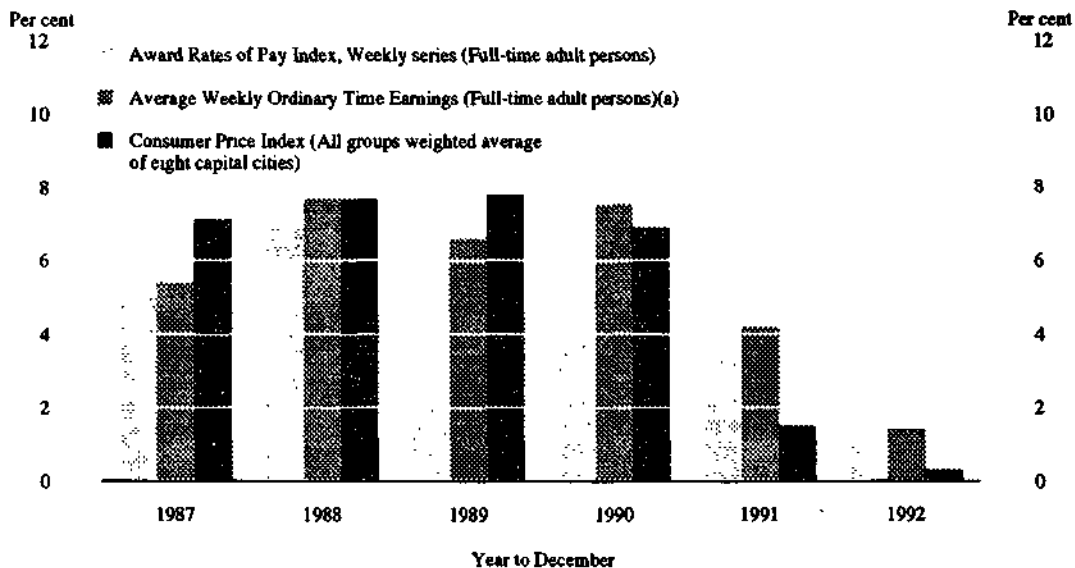
The present series of Award Rates of Pay Indexes was released in 1988, with a base of June 1985. That series replaced the previous series which had a base of 1976 and covered the period from June 1976 to November 1987. The new series has a wider coverage of award designations and utilises a more up to 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 1992, the weekly award rates of pay indexes rose by 1.0 per cent for full-time adult employees. The largest movements over the period occurred in the Finance, property and business services industry (2.3%), and the Wholesale and retail trade industry (1.6%).

In occupation groups, the largest increase recorded was for Salespersons and personal service workers with a rise of 1.4 per cent.

The following chart shows the annual change in award rates of pay, average weekly ordinary time earnings and the consumer price index. Between December 1991 and 1992, the Consumer Price Index (CPI) increased by 0.3 per cent. During the same period weekly award rates of pay increased by 1.0 per cent (full-time adult wage and salary earners), while average weekly ordinary time earnings for persons increased by 1.4 per cent.

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



(a) Year to November

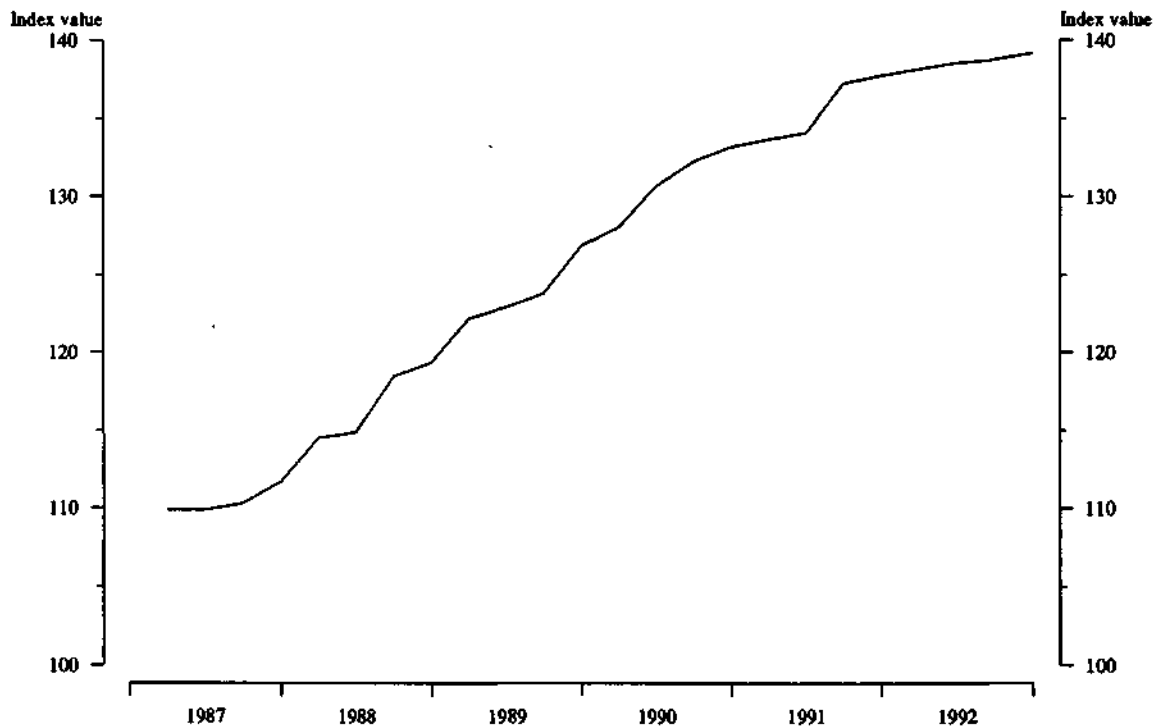
Source: Award Rates of Pay Indexes, Australia (6312 0); Average Weekly Earnings, States and Australia (6302 0); Consumer Price Index, Australia (6401 0).

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
<i>1987—</i>						
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	110.4	111.2	110.6
December	111.6	112.0	111.7	111.8	112.6	112.1
<i>1988—</i>						
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	120.2	119.0
December	119.1	120.2	119.4	119.5	121.4	120.1
<i>1989—</i>						
March	121.9	123.0	122.2	122.4	124.4	123.0
June	122.5	123.8	122.9	123.0	125.3	123.7
September	123.5	124.6	123.8	124.1	126.2	124.7
December	126.6	127.7	126.9	127.2	129.3	127.9
<i>1990—</i>						
March	127.8	128.9	128.1	128.5	130.6	129.1
June	130.3	131.7	130.7	131.0	133.4	131.8
September	131.7	133.4	132.3	132.7	135.2	133.4
December	132.6	134.4	133.2	133.6	136.3	134.4
<i>1991—</i>						
March	133.1	135.2	133.7	134.1	137.1	135.0
June	133.4	135.6	134.1	134.5	137.5	135.4
September	136.5	138.9	137.3	137.6	140.8	138.6
December	137.1	139.4	137.8	138.2	141.4	139.2
<i>1992—</i>						
March	137.5	139.8	138.2	138.6	141.8	139.6
June	137.9	140.1	138.6	139.1	142.0	140.0
September	138.2	140.3	138.8	139.3	142.3	140.2
December	138.5	140.8	139.2	139.6	142.8	140.6

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

**CHART 6.2. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES, AUSTRALIA,
MARCH 1987 TO DECEMBER 1992**



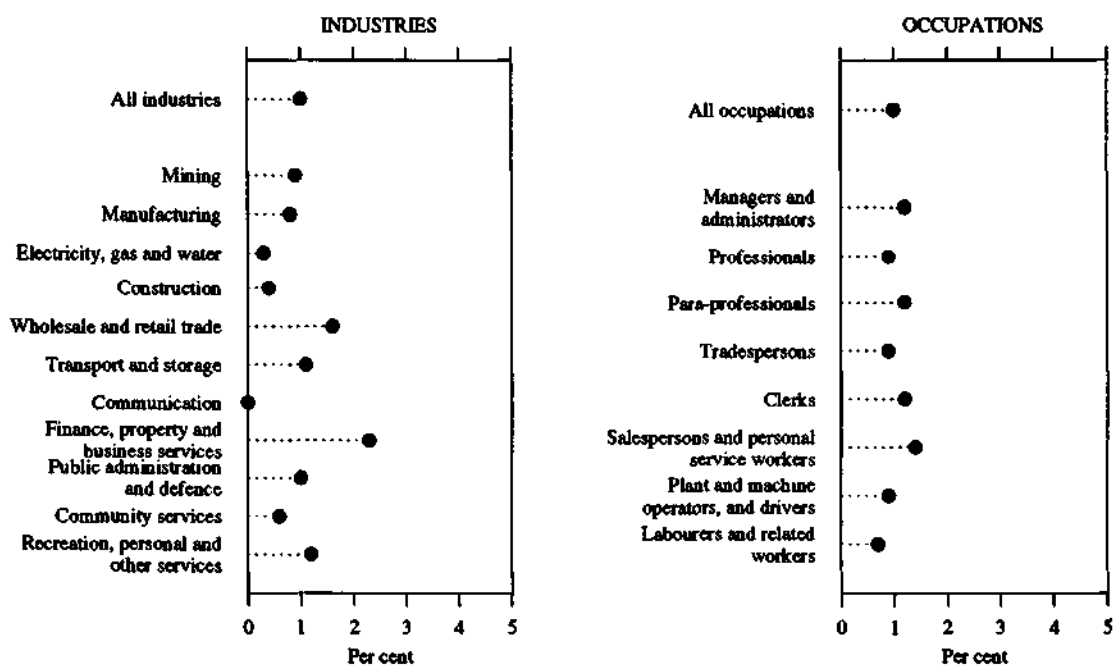
Source: Award Rates of Pay Indexes, Australia (6312.0)

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		
	1990r	1991r	1992	1990r	1991r	1992	1990r	1991r	1992
Total	132.6	137.1	138.5	134.4	139.4	140.8	133.2	137.8	139.2
<i>Industry—</i>									
Mining	135.7	138.8	140.0	..	..	..	135.5	138.7	139.9
Manufacturing	134.7	139.7	140.7	137.3	142.9	144.2	135.3	140.4	141.5
Electricity, gas and water	129.9	133.1	133.5	..	..	..	129.9	133.1	133.5
Construction	132.1	135.5	136.1	..	..	..	132.0	135.6	136.2
Wholesale and retail trade	134.6	141.0	143.3	133.6	140.0	142.4	134.2	140.7	143.0
Transport and storage	131.6	135.5	137.0	131.0	135.6	136.8	131.6	135.5	137.0
Communication	131.5	134.8	134.8	135.0	138.5	138.5	132.3	135.7	135.7
Finance, property and business services	129.4	132.6	136.0	130.4	134.0	136.8	129.9	133.3	136.4
Public administration and defence	130.2	133.9	135.0	132.1	135.7	137.7	130.7	134.3	135.7
Community services	131.2	136.7	138.0	135.8	141.1	141.6	133.6	139.0	139.9
Recreational, personal and other services	133.4	138.1	139.7	133.3	137.9	139.6	133.4	138.0	139.7
<i>Occupation—</i>									
Managers and administrators	129.5	134.0	135.6	133.7	139.3	140.9	130.3	135.1	136.7
Professionals	130.3	135.3	136.6	133.9	139.6	140.6	131.7	136.9	138.1
Para-professionals	130.6	135.5	137.6	141.0	146.3	146.9	133.8	138.8	140.5
Tradespersons	133.5	138.2	139.4	134.7	139.4	140.9	133.6	138.2	139.5
Clerks	130.8	134.9	136.5	132.0	136.9	138.4	131.5	136.0	137.6
Salespersons and personal service workers	132.5	138.2	140.1	136.0	141.5	143.5	134.3	139.9	141.8
Plant and machine operators and drivers	134.4	138.9	139.8	141.2	146.0	148.7	135.4	139.9	141.1
Labourers and related workers	133.7	137.8	138.9	133.9	138.0	138.7	133.7	137.9	138.9

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

CHART 6.3. AWARD RATES OF PAY INDEXES: FULL-TIME ADULT EMPLOYEES ANNUAL PERCENTAGE CHANGE, AUSTRALIA DECEMBER 1991 TO DECEMBER 1992



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

Average Weekly Earnings

Estimates of 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 average weekly earnings and hours are obtained from a survey of employers conducted annually in May. This survey provides more detail in terms of industries and sectors as well as information on the composition of earnings and hours for various categories of employees and occupations.

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 1992, average weekly ordinary time earnings for full-time adult persons increased by 1.4 per cent to \$586.80. The percentage increase for females was 1.1 per cent and for males 1.9 per cent.

During this period, average weekly ordinary time earnings for full-time adult persons increased at a higher rate in the public sector (3.2%) than in the private sector (0.3%).

Average weekly ordinary time and total earnings vary across industries. In November 1992, the average weekly total earnings for full-time adult male employees was highest in the Mining industry (\$1,035.20) and lowest in the Retail industry (\$533.50) and for female employees was highest in the Mining industry (\$683.10) and lowest in the Textiles; Clothing and footwear industry (\$422.90).

Average weekly ordinary time and total earnings also vary considerably across occupations and sex, with earnings generally reflecting associated skills levels. In May 1992, for example, full-time adult male managers and administrators received estimated average weekly total earnings of \$880.70, while their female counterparts averaged \$701.60. At the lower levels of total earnings ranges, full-time adult male labourers and related workers earned on average \$517.70, compared to \$428.40 for females in the same occupation.

Part-time employees in para-professional occupations averaged total earnings of \$335.50 per week in May 1992, well above the average earnings for part-time employees in all occupations (\$224.30).

In the five years since November 1987, average weekly total earnings for full-time adult male employees have increased by 30 per cent from \$516.30 to \$670.30 while for full-time adult females there has been an increase of 33 per cent from \$401.90 to \$532.90.

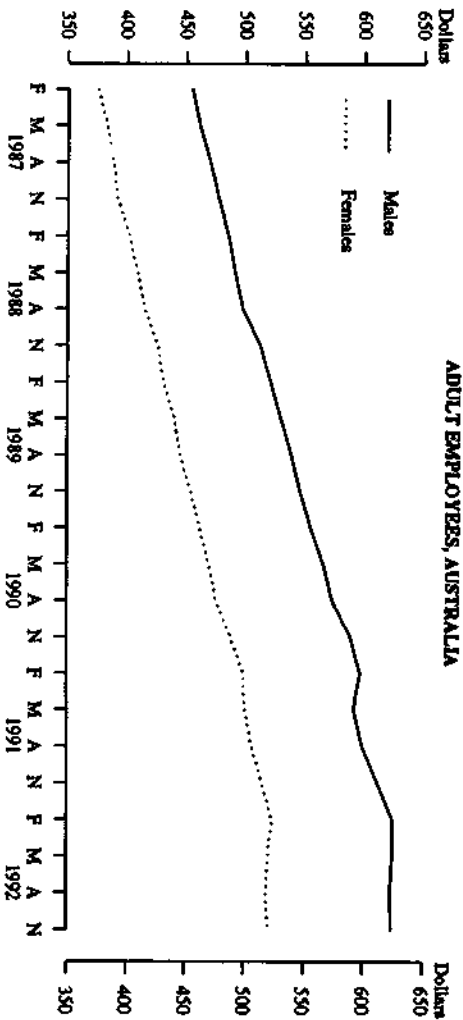
Average weekly earnings for all employees in the five years have increased more in percentage terms for females than for males. For females, the increase has been 29 per cent, from \$306.50 to \$395.80; for males, there has been an increase of 28 per cent, from \$470.00 to \$599.50.

Since 1987 ordinary time earnings for full-time adult males have risen from \$477.50 to \$623.90, an increase of 31 per cent while for full-time adult females there has been an increase of 33 per cent from \$392.00 to \$520.70.

At May 1992, award or agreed base rate of pay represented 91 per cent of average weekly total earnings for all male employees, and nearly 97 per cent of female average weekly total earnings. Overtime, the other major component of earnings, contributed 6.4 per cent and 1.9 per cent towards male and female average weekly total earnings respectively.

In May 1992, the median weekly total earnings of all male employees was \$548.30, while for all female employees the median was \$398.20. The distribution of employees by levels of weekly total earnings reveals there was a greater concentration of both males and females in lower earnings ranges in the private sector than in the public sector. In both sectors there was a greater concentration of females in the lower earnings ranges, and of males in the higher earnings ranges. Contributing factors include: the majority of part-time workers are females; males account for over three quarters of managerial employees; and males work on average more overtime hours than females.

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



Source: Average Weekly Earnings, States and Australia (5302.0)

TABLE 63. AVERAGE WEEKLY EARNINGS OF EMPLOYEES, AUSTRALIA

	Males		Females		Persons	
	All full-time adults	All males	All full-time adults	All females	All full-time adults	All employees
	Ordinary time earnings	Total earnings	Ordinary time earnings	Total earnings	Ordinary time earnings	Total earnings
	—dollars—					
<i>November—</i>						
1987	477.50	516.30	470.00	392.00	401.90	306.50
1988	512.70	558.90	505.20	426.80	439.60	328.70
1989	547.00	595.90	540.00	454.50	467.60	349.30
1990	589.20	635.80	578.20	488.90	501.20	377.90
1991	612.20	654.20	589.70	514.80	527.40	393.20
<i>1992—</i>						
February	625.20	666.00	598.90	523.90	535.50	400.90
May	624.80	665.50	597.40	519.70	531.20	397.00
August	623.20	664.90	597.70	518.70	530.10	397.40
November	623.90	670.30	599.50	520.70	532.90	395.80
<i>Annual change—</i>			— per cent —			
<i>November—</i>						
1987	5.6	5.7	5.3	5.2	5.2	6.6
1988	7.4	8.2	7.5	8.9	9.4	7.2
1989	6.7	6.6	6.9	6.5	6.4	6.3
1990	7.7	6.7	7.1	7.6	7.2	8.2
1991	3.9	2.9	2.0	5.3	5.2	4.1
<i>1992—</i>						
February	4.6	3.7	2.3	4.8	4.6	4.0
May	5.5	5.2	4.8	3.8	3.7	4.8
August	4.0	4.2	3.9	2.4	2.4	3.4
November	1.9	2.5	1.7	1.1	1.1	0.7

Source: Average Weekly Earnings, States and Australia (5302.0).

TABLE 6.4. COMPOSITION OF AVERAGE WEEKLY TOTAL EARNINGS AND AVERAGE WEEKLY TOTAL HOURS PAID FOR: CATEGORY OF EMPLOYEE, AUSTRALIA, MAY 1992

	Full-time employees							Part-time employees	All employees
	Managerial		Non-managerial			Total			
	Adult	Adult	Junior	Total	Adult	Junior	Total		
MALES									
— dollars —									
<i>Average weekly earnings—</i>									
<i>Ordinary time—</i>									
Award or agreed base rate of pay	828.70	537.60	291.20	525.10	597.20	291.20	584.70	200.60	544.10
Payment by measured result	5.40	9.20	* 1.60	8.80	8.40	* 1.60	8.10	* 0.60	7.30
Overaward pay(a)	5.40	10.70	4.50	10.40	9.60	4.50	9.40	* 0.80	8.50
Total ordinary time	839.40	557.60	297.30	544.30	615.30	297.30	602.30	202.00	560.00
Overtime	1.90	53.50	14.40	51.50	42.90	14.40	41.70	6.00	38.00
Total	841.30	611.00	311.70	595.80	658.20	311.70	644.00	208.00	598.00
— hours —									
<i>Average weekly hours paid for—</i>									
Ordinary time	..	37.8	37.7	37.8	37.4	37.7	37.4	15.1	35.0
Overtime	..	2.5	1.2	2.4	2.0	1.2	1.9	0.3	1.8
Total	..	40.2	38.9	40.2	39.3	38.9	39.3	15.4	36.8
FEMALES									
— dollars —									
<i>Average weekly earnings—</i>									
<i>Ordinary time—</i>									
Award or agreed base rate of pay	653.00	503.40	279.60	487.90	519.30	279.60	504.30	224.50	391.30
Payment by measured result	* 1.80	* 2.20	* 0.40	* 2.10	* 2.20	* 0.40	2.10	* 0.60	1.50
Overaward pay(a)	4.50	7.00	3.20	6.80	6.80	3.20	6.50	1.00	4.30
Total ordinary time	659.30	512.60	283.20	496.70	528.20	283.20	513.00	226.00	397.10
Overtime	* 0.90	11.70	5.50	11.30	10.60	5.50	10.30	3.40	7.50
Total	660.30	524.40	288.70	508.00	538.80	288.70	523.20	229.40	404.60
— hours —									
<i>Average weekly hours paid for—</i>									
Ordinary time	..	37.4	37.6	37.4	37.2	37.6	37.2	16.8	29.0
Overtime	..	0.6	0.4	0.6	0.5	0.4	0.5	0.2	0.4
Total	..	38.0	38.1	38.0	37.7	38.1	37.8	17.0	29.4
PERSONS									
— dollars —									
<i>Average weekly earnings—</i>									
<i>Ordinary time—</i>									
Award or agreed base rate of pay	790.10	524.70	285.90	510.80	569.80	285.90	556.10	218.80	474.80
Payment by measured result	4.60	6.60	* 1.00	6.20	6.20	* 1.00	6.00	* 0.60	4.70
Overaward pay(a)	5.20	9.30	3.90	9.00	8.60	3.90	8.40	0.90	6.60
Total ordinary time	799.90	540.60	290.80	526.10	584.70	290.80	570.40	220.30	486.00
Overtime	1.70	37.70	10.30	36.10	31.60	10.30	30.50	4.00	24.10
Total	801.60	578.20	301.20	562.20	616.20	301.20	601.00	224.30	510.20
— hours —									
<i>Average weekly hours paid for—</i>									
Ordinary time	..	37.7	37.7	37.7	37.3	37.7	37.3	16.4	32.3
Overtime	..	1.8	0.8	1.7	1.5	0.8	1.4	0.2	1.1
Total	..	39.4	38.5	39.3	38.8	38.5	38.8	16.6	33.4

(a) Includes pay above award, negotiated through enterprise bargaining.

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

TABLE 6.5. DISTRIBUTION OF ALL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS, MAJOR OCCUPATION GROUPS, AUSTRALIA, MAY 1992

	Occupation									
	Managers and admini- strators	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 occ- upations	
	— per cent —									
Weekly total earnings (\$)—										
Under 50	* 0.0	1.3	0.9	* 0.3	1.1	6.5	1.0	4.1	2.3	
50 and under 100	* 0.2	1.8	2.0	1.0	2.8	9.9	1.2	6.5	3.8	
100 " 150	0.6	1.9	1.7	1.3	2.5	7.0	1.1	5.9	3.2	
150 " 200	0.6	1.8	1.8	2.9	3.4	6.3	0.8	5.7	3.4	
200 " 250	2.1	1.6	2.3	3.6	4.6	6.1	1.3	5.4	3.8	
250 " 300	1.1	2.3	3.0	4.0	5.1	6.6	1.8	5.0	4.1	
300 " 320	1.5	1.1	0.9	1.9	2.3	3.5	1.0	2.5	2.0	
320 " 340	* 0.3	0.8	1.0	2.4	2.2	2.4	1.6	2.6	1.8	
340 " 360	1.3	0.9	1.2	3.3	3.0	2.7	4.7	4.6	2.8	
360 " 380	0.9	1.2	1.1	3.2	3.1	4.4	3.7	5.1	3.1	
380 " 400	0.7	1.2	1.6	4.2	5.0	4.7	4.5	7.4	4.1	
400 " 420	2.3	1.4	2.0	5.6	7.5	4.4	6.6	6.6	4.9	
420 " 440	1.3	1.4	1.9	4.8	5.6	3.5	5.4	5.0	3.9	
440 " 460	1.6	1.3	2.5	5.7	6.4	3.4	5.5	4.8	4.1	
460 " 480	1.0	1.2	2.4	4.2	5.3	3.1	5.5	4.1	3.5	
480 " 500	2.1	2.0	2.5	5.2	5.6	2.6	3.8	3.1	3.6	
500 " 520	4.1	2.6	3.5	5.0	5.6	3.0	4.7	3.1	3.9	
520 " 540	1.2	2.1	3.2	4.5	4.0	2.5	3.5	2.4	3.0	
540 " 560	1.7	2.7	3.0	3.7	3.8	1.8	3.4	2.1	2.8	
560 " 580	1.7	3.1	3.7	3.4	3.5	1.7	2.8	1.7	2.7	
580 " 600	1.5	3.0	3.9	2.2	2.5	1.3	2.5	1.1	2.2	
600 " 620	3.1	3.5	4.4	3.1	2.4	1.6	3.2	1.3	2.6	
620 " 640	2.0	2.1	4.5	2.0	1.8	1.1	2.4	1.0	1.9	
640 " 660	2.2	3.3	3.8	2.0	1.4	1.1	2.4	1.0	2.0	
660 " 680	3.2	4.0	4.5	2.7	1.6	1.0	2.2	0.9	2.3	
680 " 700	2.3	2.6	4.3	1.9	1.1	0.8	2.3	0.8	1.7	
700 " 720	2.6	3.6	3.4	1.7	1.0	0.6	1.7	0.8	1.7	
720 " 740	1.9	3.4	2.8	1.2	0.7	0.6	1.4	0.6	1.4	
740 " 760	2.5	7.1	2.4	1.1	0.7	0.4	1.5	0.4	1.9	
760 " 780	2.7	4.2	3.1	1.2	0.7	0.8	1.2	0.6	1.6	
780 " 800	2.4	2.8	3.0	1.0	0.6	0.4	1.3	0.4	1.3	
800 " 850	6.0	6.3	4.8	2.0	0.8	0.9	2.6	0.7	2.5	
850 " 900	6.5	4.6	3.3	1.6	0.6	0.8	1.7	0.7	2.1	
900 " 950	4.9	3.1	2.2	1.2	0.5	0.4	1.4	0.4	1.4	
950 " 1,000	5.6	2.5	1.8	1.1	0.3	0.4	1.6	0.3	1.3	
1,000 " 1,100	8.4	3.7	2.6	1.2	0.4	0.7	2.1	0.5	1.9	
1,100 " 1,200	4.6	1.8	1.2	1.0	0.2	* 0.2	1.4	0.3	1.0	
1,200 " 1,300	2.8	1.4	0.6	0.6	* 0.1	* 0.1	1.4	* 0.2	0.7	
1,300 " 1,400	1.6	0.8	* 0.3	* 0.3	* 0.0	* 0.1	0.7	* 0.2	0.4	
1,400 " 1,500	1.1	0.7	* 0.2	* 0.2	* 0.0	* 0.0	* 0.4	* 0.0	0.3	
1,500 and over	5.5	1.7	0.7	0.4	* 0.1	0.3	0.8	* 0.2	0.9	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
	— dollars —									
25th percentile	562.20	514.80	469.40	385.40	347.20	161.80	407.10	225.30	343.20	
50th percentile (median)	772.30	682.70	617.80	486.20	444.70	351.60	501.00	385.40	474.40	
75th percentile	991.90	810.90	750.30	614.80	540.00	481.50	665.80	478.40	653.50	
Mean earnings	822.70	677.70	612.20	515.70	443.40	353.80	561.00	376.40	510.20	

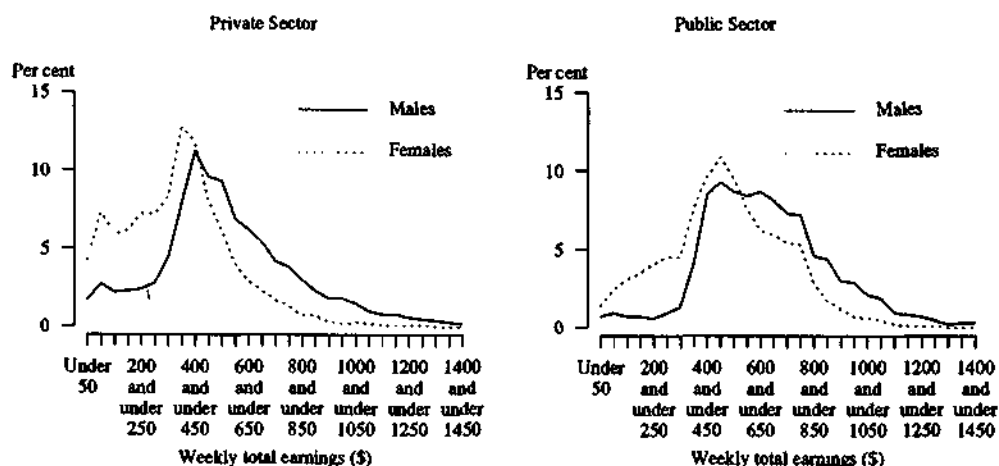
Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)*.

TABLE 6.6. AVERAGE WEEKLY TOTAL EARNINGS, MAJOR OCCUPATION GROUPS AND CATEGORY OF EMPLOYEE, AUSTRALIA, MAY 1992
(dollars)

Occupation	Full-time employees							Part-time employees	All employees
	Managerial		Non-managerial			Total			
	Adult	Adult	Junior	Total	Adult	Junior	Total		
MALES									
Managers and administrators	897.60	777.80	* 342.50	776.30	880.70	* 342.50	880.50	329.60	869.00
Professionals	956.60	761.80	341.60	758.90	816.30	341.60	814.00	339.60	772.50
Para-professionals	890.60	698.00	343.30	694.50	718.10	343.30	714.90	* 211.10	684.40
Tradespersons	519.30	585.60	307.60	553.90	580.50	307.60	551.50	262.80	540.20
Clerks	732.70	560.00	336.60	550.80	581.40	336.60	572.40	201.40	546.30
Salespersons and personal service workers	680.20	566.90	318.20	549.80	590.60	318.20	575.50	174.40	467.50
Plant and machine operators, and drivers	575.10	618.20	298.90	615.90	617.10	298.90	614.90	* 219.80	591.70
Labourers and related workers	582.20	516.30	304.10	505.10	517.70	304.10	506.60	174.30	432.70
All occupations	841.30	611.00	311.70	595.80	658.20	311.70	644.00	208.00	598.00
FEMALES									
Managers and administrators	727.70	630.70	* 393.00	628.60	701.60	* 393.00	700.90	310.50	664.50
Professionals	822.80	673.90	285.50	671.80	688.90	285.50	687.00	299.60	573.60
Para-professionals	709.70	652.00	363.80	647.40	655.40	363.80	651.00	356.60	526.90
Tradespersons	414.10	428.70	239.80	382.40	427.10	239.80	385.10	232.60	335.70
Clerks	510.20	488.80	295.30	473.00	490.20	295.30	475.20	242.50	407.10
Salespersons and personal service workers	510.30	466.20	295.20	445.00	469.20	295.20	448.90	181.80	291.90
Plant and machine operators, and drivers	484.80	412.70	* 277.70	410.10	413.10	* 277.70	410.50	210.90	378.90
Labourers and related workers	* 422.60	428.50	286.60	422.70	428.40	286.60	422.70	202.00	289.70
All occupations	660.30	524.40	288.70	508.00	538.80	288.70	523.20	229.40	404.60
PERSONS									
Managers and administrators	865.90	727.70	371.60	725.90	842.70	371.60	842.20	318.80	822.70
Professionals	929.40	720.60	318.80	718.10	763.60	318.80	761.50	309.50	677.70
Para-professionals	849.20	681.80	353.00	677.90	696.70	353.00	693.00	335.50	612.20
Tradespersons	508.40	574.00	296.20	539.20	568.70	296.20	537.00	246.80	515.80
Clerks	617.70	510.90	302.80	496.50	519.80	302.80	505.90	239.30	443.30
Salespersons and personal service workers	639.50	513.30	302.40	492.40	530.90	302.40	511.20	180.30	353.90
Plant and machine operators, and drivers	572.40	591.40	292.80	588.70	590.90	292.80	588.40	217.10	561.30
Labourers and related workers	558.50	494.00	300.50	484.40	495.20	300.50	485.70	192.00	376.40
All occupations	801.60	578.20	301.20	562.20	616.20	301.20	601.00	224.30	510.20

Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306 0)*.

CHART 6.5. DISTRIBUTION OF ALL EMPLOYEES BY LEVELS OF WEEKLY TOTAL EARNINGS, SECTOR BY SEX, AUSTRALIA, MAY 1992



Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306 0)*.

Weekly Earnings of Employees

Between August 1987 and August 1992, mean weekly earnings from all jobs for employees aged 15 and over increased from \$368 to \$475, representing a 29 per cent increase. The increase in the thirteen months to August 1992 was \$11 (2.4%). This compares to an increase in the twelve months to August 1990 of \$21 (5.0%).

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 4.3 percentage points since August 1987. Mean weekly earnings for part-time female workers rose from \$169 in 1987 to \$219 in 1992, an average increase over this period of 5.3 per cent per annum. The increase for the corresponding group of male part-time workers was an average of 4.1 per cent per annum (\$162 in 1987 to \$198 in 1992).

In August 1992, 75 per cent of employees worked on a full-time basis in their main job, and their mean weekly earnings from that job were \$555. Males comprised 66 per cent of full-time employees in main job, with mean weekly earnings of \$590. Female full-time workers in main job received \$486 on average. Approximately 43 per cent of females worked part-time in their main job compared with 11 per cent of males. Female part-time workers in main job received mean weekly earnings of \$219 compared with \$212 for males.

Mean weekly earnings of full-time workers varied across occupations with Managers and administrators earning: males \$769, females \$597; Professionals: males \$539, females \$419; Labourers and related workers: males \$459, females \$376.

Mean weekly earnings of full-time workers also varied according to industry division with employees in the Mining industry earning more than those in other industries (males \$915, females \$555).

An estimated 186,600 employees worked in a second wage or salary job at August 1992. There were 87,000 male employees with a second job, and they received \$107 (median) in earnings from that job. Some 99,600 females had a second wage or salary job; they received median weekly earnings of \$96.

Full-time workers aged 35-44 years received the highest mean weekly earnings of all the age groups tabulated. The average for this age group was \$621, with males earning \$663 and females \$529. Male full-time workers aged 15-19 received 47 per cent of the mean weekly earnings received by males aged 20 and over (\$286 compared to \$604). Female workers aged 15-19 earned 54 per cent of the mean weekly earnings received by females aged 20 and over (\$270 compared to \$498).

TABLE 6.7. ALL EMPLOYEES : MEAN WEEKLY EARNINGS IN ALL JOBS OF FULL-TIME AND PART-TIME WORKERS, AUSTRALIA, AUGUST 1987 TO AUGUST 1992

August	Full-time workers			Part-time workers			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
MEAN WEEKLY EARNINGS IN ALL JOBS (Dollars)									
1987	446	355	417	162	169	168	427	285	368
1988	477	379	445	167	185	181	457	306	394
1989	521	411	485	170	189	185	496	325	423
1990(a)	546	435	509	180	202	198	520	345	444
1991(b)	571	465	535	196	208	206	541	365	464
1992	591	489	557	198	219	214	553	376	475
EMPLOYEES ('000)									
1987	3,200.3	1,513.8	4,714.0	233.2	919.4	1,152.6	3,433.4	2,433.2	5,866.6
1988	3,317.8	1,603.1	4,920.9	225.7	955.3	1,181.0	3,543.5	2,558.4	6,101.9
1989	3,468.5	1,698.1	5,166.6	268.8	1,062.0	1,330.8	3,737.3	2,760.1	6,497.4
1990(a)	3,467.5	1,732.6	5,200.0	274.5	1,091.1	1,365.5	3,741.9	2,823.7	6,565.6
1991(b)	3,269.2	1,681.1	4,950.3	283.9	1,083.0	1,366.9	3,553.1	2,764.1	6,317.3
1992	3,199.3	1,622.8	4,822.0	337.4	1,175.4	1,512.8	3,536.7	2,798.1	6,334.8

(a) The August 1990 survey excluded all persons aged 70 and over. (b) The 1991 survey was conducted in July.

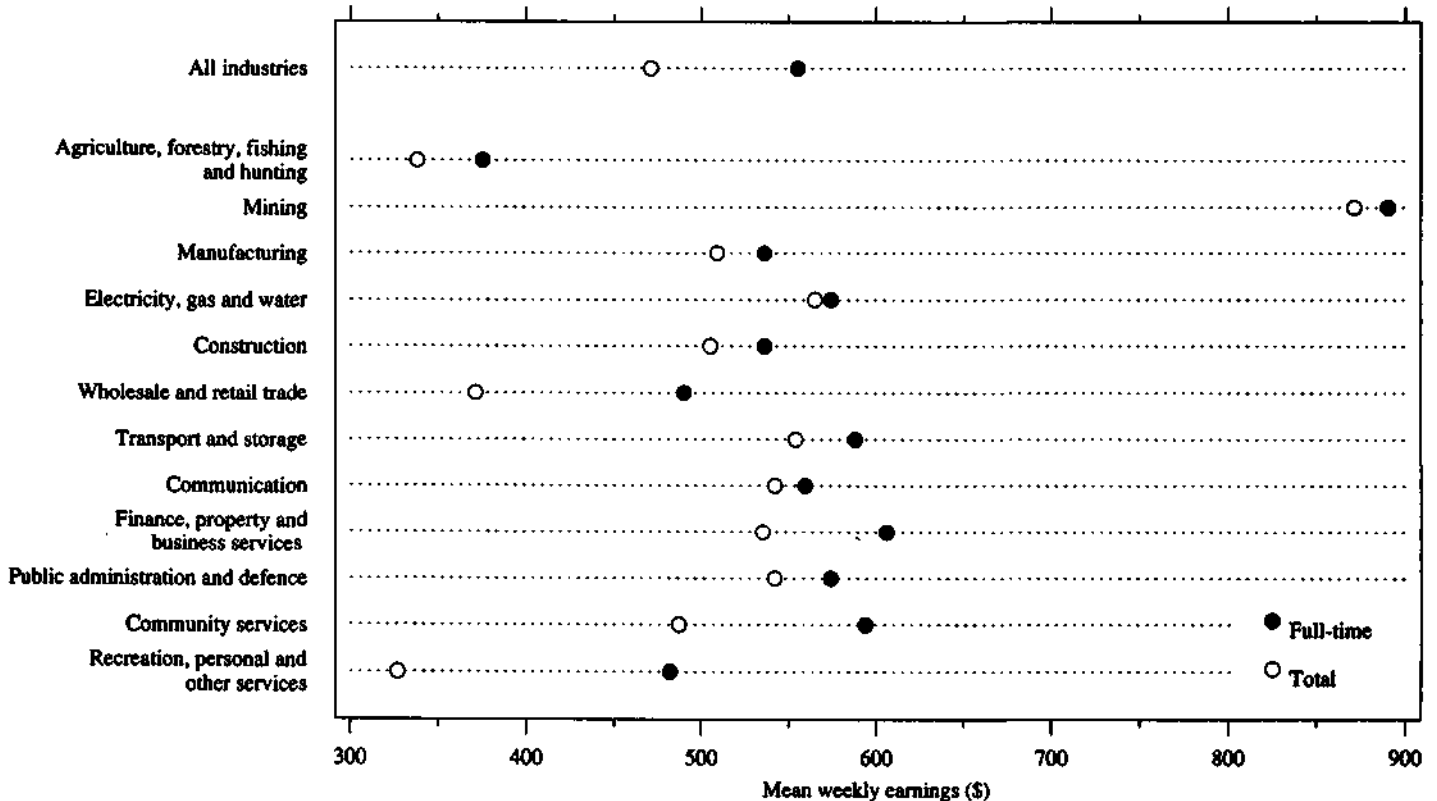
Source: *Weekly Earnings of Employees (Distribution), Australia (6310.0)*.

TABLE 6.8. MEAN WEEKLY EARNINGS FROM MAIN JOB OF ALL EMPLOYEES WHO WORKED FULL TIME IN THEIR MAIN JOB, AUSTRALIA, AUGUST 1990, JULY 1991 AND AUGUST 1992 (dollars)

	Males			Females			Persons		
	1990	1991	1992	1990	1991	1992	1990	1991	1992
Total	545	570	590	432	461	486	507	533	553
<i>Occupation—</i>									
Managers and administrators	700	748	769	562	566	597	675	716	738
Professionals	712	747	768	574	621	645	661	701	722
Para-professionals	586	625	644	498	549	574	555	597	617
Tradespersons	477	489	506	346	367	358	467	481	496
Clerks	513	553	565	416	442	457	445	477	491
Salespersons and personal service workers	516	546	539	363	387	419	439	465	478
Plant and machine operators and drivers	522	535	559	348	348	363	497	508	534
Labourers and related workers	438	446	459	334	352	376	415	424	439
<i>Industry—</i>									
Agriculture, forestry, fishing and hunting	376	397	390	286	312	298	363	385	375
Mining	806	864	915	543	557	555	784	834	890
Manufacturing	516	531	562	401	420	443	491	506	536
Electricity, gas and water	549	584	584	443	496	489	539	575	574
Construction	532	538	543	416	435	446	523	533	536
Wholesale and retail trade	493	511	523	380	395	419	456	474	490
Transport and storage	557	602	608	438	461	492	536	579	588
Communication	530	571	572	436	476	522	508	549	559
Finance, property and business services	635	695	704	442	462	486	543	586	606
Public administration and defence	563	589	595	477	510	529	532	560	574
Community services	605	627	662	476	514	541	533	563	594
Recreation, personal and other services	483	489	516	370	408	435	430	453	482

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

CHART 6.6. MEAN WEEKLY EARNINGS IN MAIN JOB OF FULL-TIME AND TOTAL EMPLOYEES IN MAIN JOB BY INDUSTRY, AUSTRALIA, AUGUST 1992



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

Labour Costs

Labour Costs statistics are produced from an annual survey and a five-yearly supplementary survey which measure the costs incurred by employers that are directly associated with the employment of labour. Costs covered in the annual survey are: gross wages and salaries; termination payments; superannuation; workers' compensation; payroll tax; fringe benefits; and fringe benefits tax. The supplementary survey collects additional information on hours paid and the components of earnings such as annual, sick and other leave; public holidays; leave loading; and infrequent bonuses. Both surveys were run for the financial year 1991-92.

The average labour cost for each hour worked in 1991-92 was \$20.89. Of this, \$15.59 was paid for time actually worked and \$5.30 was paid in on-costs (ie. labour costs other than payments for time worked). The largest contributors to on-costs were paid leave (\$1.43), superannuation (\$1.02) and payroll tax (\$0.73).

Industries with the highest costs per hour worked were Mining (\$33.80) and Electricity, gas and water (\$27.04). Lowest costs per hour worked were recorded in the Recreation, personal and other services industry (\$15.62) and Wholesale and retail trade industry (\$16.64).

Labour costs per employee rose by 3.5 per cent from 1990-91 to 1991-92. Private sector costs were up 2.7 per cent compared to 6.1 per cent in the public sector. All components of labour costs per employee rose, except for workers' compensation costs. These fell by 5.8 per cent in the private sector and 3.6 per cent in the public sector. Superannuation, payroll tax and fringe benefits tax all increased at a higher rate than employee earnings.

The Mining industry and the Transport, storage and Communication industries (combined) recorded the greatest increases from 1990-91 to 1991-92, with the costs per employee rising 9.4 per cent. The main contributor to this increase in these industries was superannuation, up 15 per cent and 29 per cent respectively. The Wholesale and retail trade industry recorded a decrease in average labour costs per employee, dropping 1.6 per cent to \$23,137, due mainly to a fall in employee earnings of 1.8 per cent.

The dramatic increase in recent years in the proportion of private sector employees covered by superannuation slowed in 1991-92. Coverage rose to 70 per cent from 68 per cent in 1990-91. Across both sectors, 77 per cent of employees were covered by superannuation in 1991-92.

The total cost of superannuation in the private sector rose from \$2,969m in 1987-88 to \$4,849m in 1991-92. Costs per employee rose from \$707 to \$1,196 over the same period. Public sector costs of superannuation in 1991-92 were \$7,147m, made up of \$3,840m paid from individual agencies, and \$3,307m from consolidated revenue funds.

From 1990-91 to 1991-92 State government revenue from payroll tax paid by private sector employers increased 4.1 per cent to \$4,154m. As payroll tax is levied above a prescribed payroll threshold in each State, the incidence of payroll tax increases with the size of the employer. Only 5.3 per cent of employers in the 0-19 employees size group paid payroll tax in 1991-92. The incidence of employers with 100 or more employees paying payroll tax was 89 per cent. Most of those not paying payroll tax in this group would be exempt employers.

Total hours paid per employee in 1991-92 were highest for employers with 100 employees or more at 1,720 hours compared to 1,588 hours for employers with fewer than 20. This increase was consistent through all components of labour costs. For example, employers with 100 or more employees paid for 124 hours of annual leave per employee, whereas smaller businesses with less than 20 employees paid for 73 hours.

In the private sector, total hours worked in 1991-92 were 1,483 per employee. The public sector showed similar results, with 1,485 hours worked per employee. Total hours paid but not worked, however, were significantly higher in the public sector (265 hours) than the private sector (161 hours). Paid leave hours per employee in the private sector were 92 compared to 124 hours for the public sector. Similar variations were found for sick leave and other leave hours.

Industry comparisons of hours of paid leave show considerable variation. The industries with the highest hours of paid leave were Electricity, gas and water (221 hours) and Mining (208 hours). In contrast, only 64 hours of paid leave were recorded on average for employees in the Recreation, personal and other services industry. These variations predominantly reflect relative employment conditions and the proportion of casual employees within industries.

In the private sector, permanent employees received the equivalent of 9.0 public holidays. By comparison, public sector permanent employees received 9.8 days, reflecting the additional public sector holidays available to most employees.

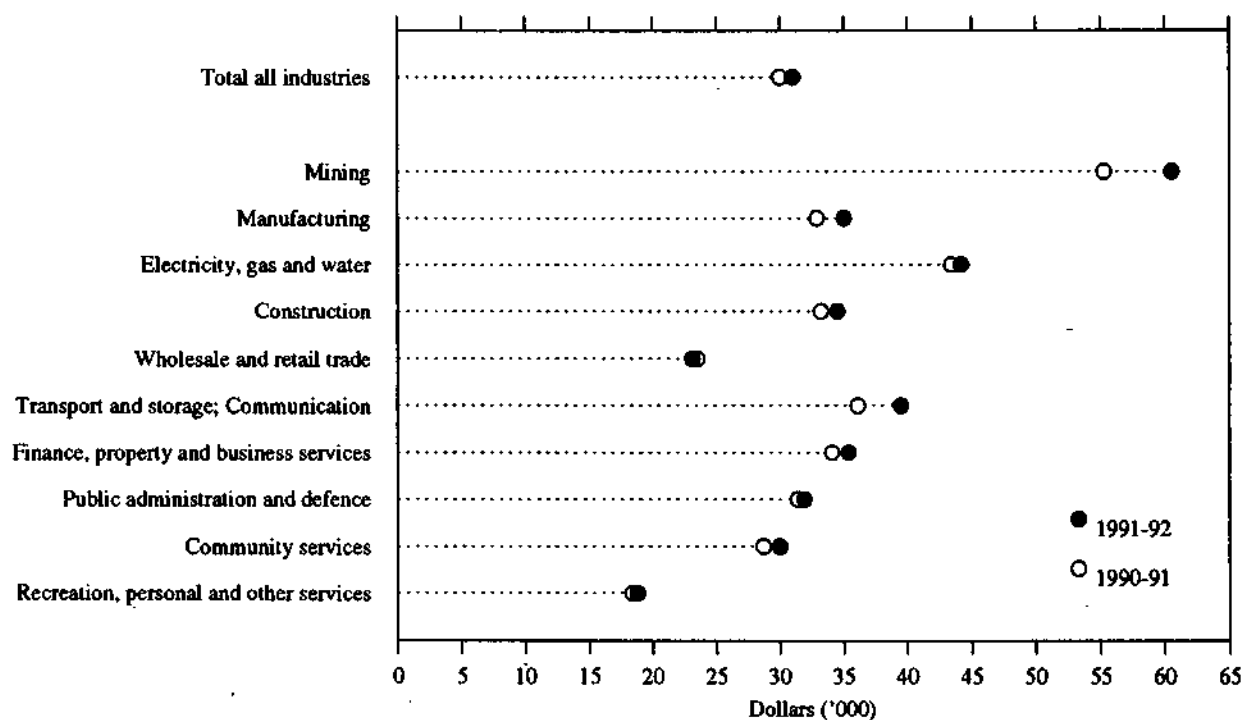
TABLE 6.9. LABOUR COSTS PER HOUR WORKED AND PERCENTAGE DISTRIBUTION, BY TYPE OF LABOUR COST, SECTOR, AUSTRALIA, 1991-92

	Private		Public		Total	
	Cost per hour worked (\$)	Percentage of total costs	Cost per hour worked (\$)	Percentage of total costs	Cost per hour worked (\$)	Percentage of total costs
<i>Earnings</i>	17.46	89.50	21.30	88.0	18.59	89.0
<i>Payments for time worked</i>	14.92	76.5	17.19	71.0	15.59	74.6
<i>Other earnings</i>	2.54	13.0	4.11	17.0	3.0	14.4
Annual leave	0.87	4.5	1.54	6.4	1.07	5.1
Sick leave	0.17	0.9	0.43	1.8	0.25	1.2
Other leave	0.06	0.3	0.25	1.0	0.11	0.5
Public holidays	0.41	2.1	0.64	2.6	0.48	2.3
Annual leave loading	0.13	0.7	0.21	0.9	0.15	0.7
Infrequent bonuses	0.11	0.5	0.02	0.1	0.08	0.4
Termination payments	0.41	2.1	0.84	3.5	0.54	2.6
Fringe benefits	0.38	1.9	0.19	0.8	0.32	1.5
<i>Other labour costs</i>	2.05	10.5	2.90	12.0	2.30	11.0
Superannuation(a)	0.81	4.1	1.54	6.4	1.02	4.9
Payroll tax	0.69	3.5	0.83	3.4	0.73	3.5
Workers' compensation	0.38	1.9	0.43	1.8	0.40	1.9
Fringe benefits tax	0.18	0.9	0.90	0.4	0.15	0.7
Total labour cost	19.52	100.0	24.20	100.0	20.89	100.0
<i>Of which - on-costs(b)</i>	4.60	23.5	7.01	29.0	5.30	25.4

(a) Superannuation amounts shown in the public sector are those amounts that are met from the annual budgets of individual agencies. (b) On-costs comprises Other labour costs and Other earnings.

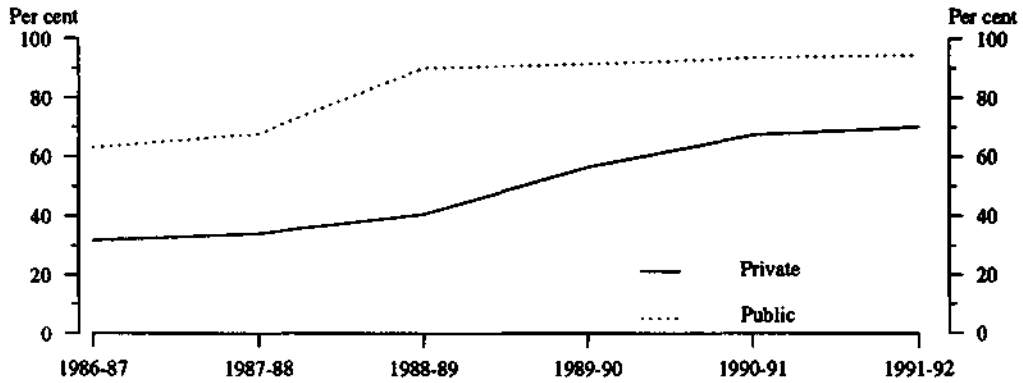
Source: *Labour Costs, Australia* (6348.0).

CHART 6.7. AVERAGE LABOUR COSTS PER EMPLOYEE BY INDUSTRY, AUSTRALIA 1990-91 AND 1991-92



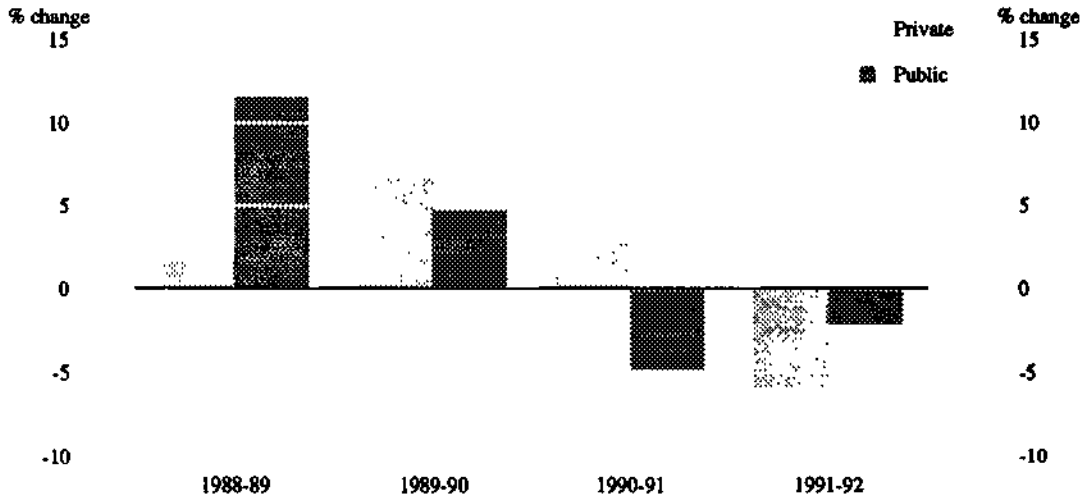
Source: *Labour Costs, Australia* (6348.0).

**CHART 6.8. SUPERANNUATION COVERAGE BY SECTOR, AUSTRALIA
1986-87 TO 1991-92**



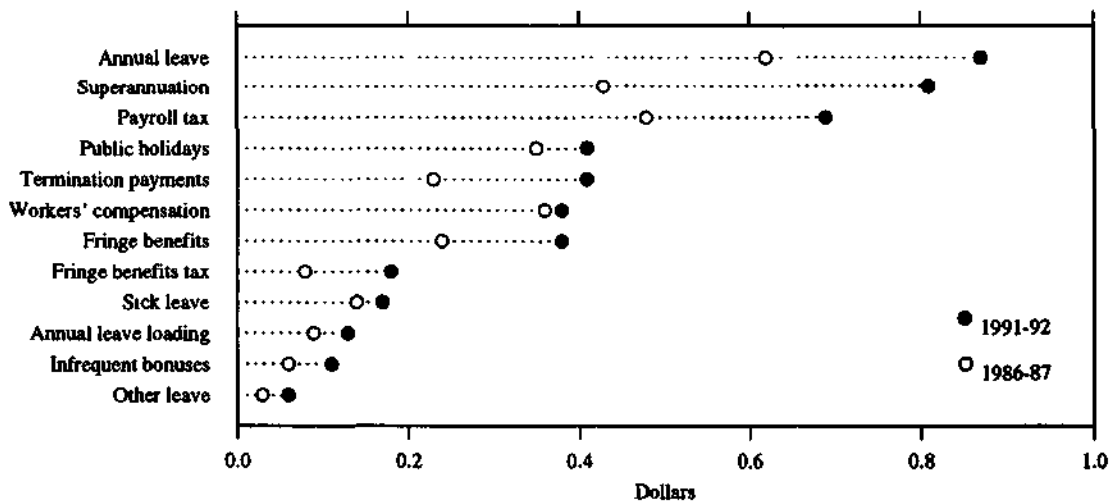
Source: *Labour Costs, Australia (6348.0)*.

**CHART 6.9. WORKERS' COMPENSATION COSTS PER EMPLOYEE
Annual Percentage Change 1988-89 to 1991-92**



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

**CHART 6.10. ON-COSTS PER HOUR WORKED, PRIVATE SECTOR, AUSTRALIA
1986-87 AND 1991-92**



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

TABLE 6.10. LABOUR COSTS: TYPE OF LABOUR COST, INDUSTRY, AUSTRALIA, 1991-92

Industry	Earnings		Other labour costs				Total labour costs
	Payments for time worked	Other earnings	Super-annuation(a)	Payroll tax	Workers' compensation	Fringe benefits tax	
COSTS PER HOUR WORKED (\$)							
Mining	24.22	5.17	1.55	1.64	0.79	0.43	33.80
Manufacturing	15.18	2.87	0.79	0.91	0.60	0.13	20.48
Electricity, gas and water	17.61	4.77	2.45	1.38	0.72	0.12	27.04
Construction	15.11	2.65	1.30	0.60	0.63	0.12	20.40
Wholesale and retail trade	13.11	1.97	0.57	0.58	0.27	0.14	16.64
Transport and storage; Communication	16.50	3.73	1.98	1.05	0.54	0.10	23.90
Finance, property and business services	16.48	3.72	1.26	0.92	0.18	0.43	23.00
Public administration and defence	16.08	3.19	1.08	0.26	0.39	0.07	21.07
Community services	17.16	3.44	0.97	0.58	0.35	0.04	22.55
Recreation, personal and other services	12.97	1.41	0.53	0.40	0.24	0.06	15.62
Total all industries	15.59	3.00	1.02	0.73	0.40	0.15	20.89
AVERAGE COSTS PER EMPLOYEE (\$)							
Mining	43,354	9,254	2,773	2,944	1,415	764	60,504
Manufacturing	25,981	4,903	1,345	1,565	1,028	217	35,038
Electricity, gas and water	28,789	7,796	4,003	2,253	1,173	189	44,203
Construction	25,586	4,481	2,201	1,010	1,063	206	34,546
Wholesale and retail trade	18,227	2,738	796	805	373	197	23,137
Transport and storage; Communication	27,287	6,174	3,272	1,729	899	167	39,527
Finance, property and business services	25,386	5,734	1,944	1,422	280	669	35,435
Public administration and defence	24,319	4,825	1,632	393	584	109	31,862
Community services	22,826	4,580	1,296	774	470	48	29,994
Recreation, personal and other services	15,635	1,706	635	484	290	77	18,827
Total all industries	23,126	4,455	1,516	1,086	586	225	30,995
TOTAL COSTS (\$ million)							
Mining	2,986	637	191	203	97	53	4,167
Manufacturing	23,337	4,404	1,208	1,405	923	195	31,472
Electricity, gas and water	2,908	787	404	228	118	19	4,465
Construction	6,556	1,148	564	259	272	53	8,852
Wholesale and retail trade	21,203	3,185	926	937	434	229	26,915
Transport and storage; Communication	11,426	2,585	1,370	724	376	70	16,551
Finance, property and business services	20,483	4,627	1,569	1,147	226	540	28,592
Public administration and defence	7,816	1,551	524	126	188	35	10,241
Community services	29,505	5,920	1,675	1,000	608	62	38,771
Recreation, personal and other services	6,308	688	256	195	117	31	7,595
Total all industries	132,527	25,532	8,689	6,224	3,360	1,287	177,620

(a) Superannuation includes only those amounts met from the annual budgets of individual agencies.

Source: Labour Costs, Australia (6348.0).

Employment Benefits

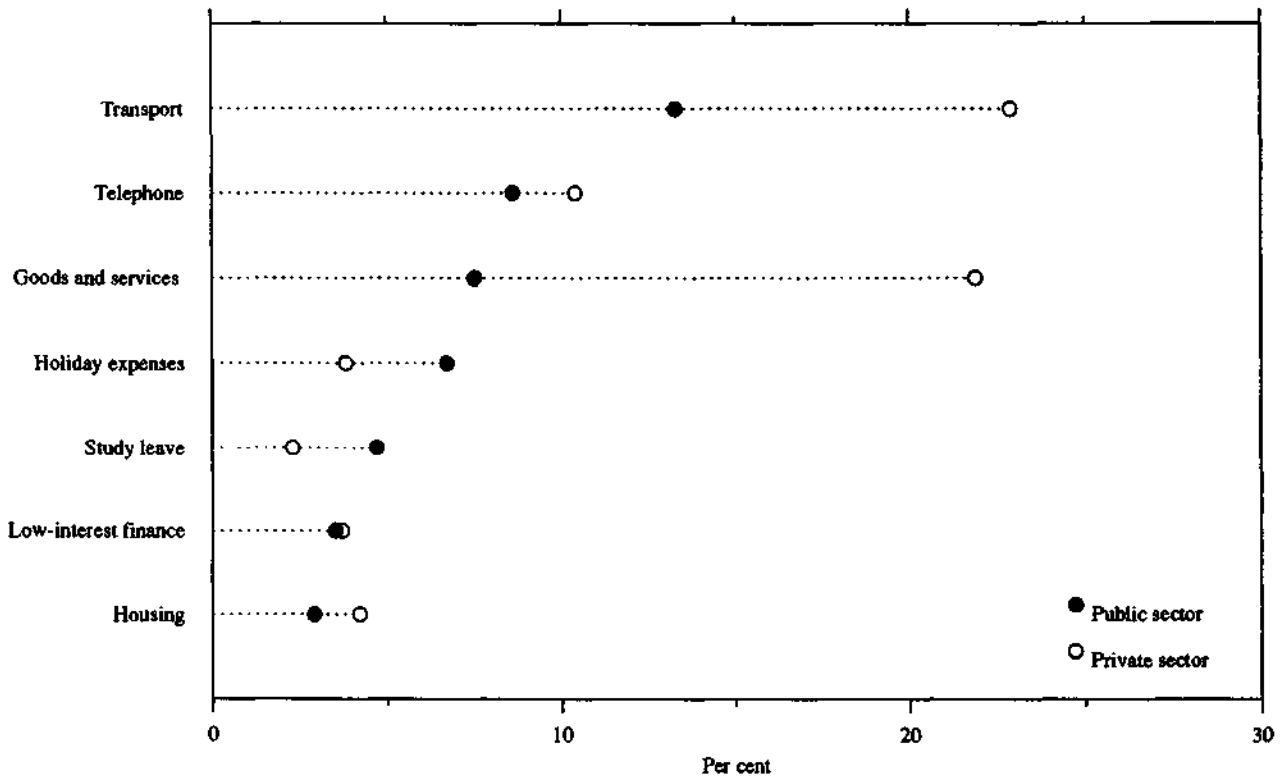
The proportion of employees working full time in their main job, (excluding persons attending school) who received one or more employment benefits shows little variation since August 1990 with 97 per cent reporting receiving at least one benefit in August 1992. For part-time employees, the proportion who received one or more benefits has increased from 61 per cent in August 1990 to 71 per cent in August 1992.

Specific benefits to have increased over this period for employees working full time in their main job include:

- **Superannuation:** The proportion of employees in receipt of a superannuation benefit has continued to increase. In July 1991 the proportion of such employees was 80 per cent and by August 1992 it had risen to 88 per cent. For part time employees, the proportion was 54 per cent in August 1992 compared to 42 per cent in July 1991.
- **Goods and services:** The proportion of employees receiving a goods and services benefit has increased from 17 per cent in August 1990 to 18 per cent in August 1992.

Public sector employees who worked full time in their main job 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 88%), long-service leave (95% and 71%) and superannuation (95% and 85%). Private sector employees who worked full time in their main job were more likely to have received a special benefit (ie benefits other than leave and superannuation). Included amongst these were goods and services (22% for private sector employees and 7.5% for public sector employees) and transport (23% and 13% respectively).

CHART 6.11. PROPORTION OF FULL-TIME EMPLOYEES IN MAIN JOB RECEIVING SELECTED BENEFITS AND SECTOR, AUSTRALIA, AUGUST 1992



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

TABLE 6.11. EMPLOYEES IN MAIN JOB: TYPE OF BENEFIT RECEIVED AND FULL-TIME EMPLOYEES IN MAIN JOB AND PART-TIME EMPLOYEES IN MAIN JOB, AUSTRALIA, AUGUST 1990 TO AUGUST 1992

Type of benefit received	August 1990(a)	July 1991	August 1992	
FULL-TIME EMPLOYEES IN MAIN JOB				
<i>Total</i>	5,189.6	—'000— 4,917.2	4,767.4	(per cent) 100.0
			—per cent—	
Superannuation	59.5	79.9	4,197.6	88.0
Holiday leave	92.8	92.0	4,362.9	91.5
Sick leave	92.1	91.5	4,343.1	91.1
Long-service leave	77.8	77.7	3,739.5	78.4
Goods and services	16.8	17.1	840.8	17.6
Transport	20.5	20.5	957.8	20.1
Telephone	10.0	10.2	470.1	9.9
Holiday expenses	4.5	4.7	222.2	4.7
Medical	4.2	4.4	186.6	3.9
Housing	3.9	3.7	180.3	3.8
Low-interest finance	3.1	3.6	172.1	3.6
Study leave	2.6	3.1	144.2	3.0
Shares	3.1	3.3	161.6	3.4
Union dues/prof. association	3.1	3.7	163.3	3.4
Electricity	2.3	2.4	125.7	2.6
Entertainment allowance	2.5	2.1	108.5	2.3
Club fees	1.9	2.2	88.4	1.9
Child care/education expenses	0.3	0.3	13.9	0.3
No benefits	3.0	2.9	122.7	2.6
PART-TIME EMPLOYEES IN MAIN JOB				
<i>Total</i>	1,215.3	—'000— 1,253.3	1,408.7	(per cent) 100.0
			—per cent—	
Superannuation	24.9	42.3	761.9	54.1
Holiday leave	32.5	33.0	460.3	32.7
Sick leave	32.6	33.2	471.2	33.4
Long-service leave	25.2	25.3	369.7	26.2
Goods and services	17.5	19.3	270.2	19.2
Transport	5.8	5.4	78.9	5.6
Telephone	3.5	3.3	51.3	3.6
Holiday expenses	1.0	1.0	12.4	0.9
Medical	1.0	1.1	15.9	1.1
Housing	1.0	1.0	14.3	1.0
Low-interest finance	0.8	0.9	12.9	0.9
Study leave	1.7	2.4	33.0	2.3
Shares	0.8	0.7	13.3	0.9
Union dues/prof. association	0.6	0.8	7.6	0.5
Electricity	0.9	1.1	19.8	1.4
Entertainment allowance	0.1	*0.1	*2.4	*0.2
Club fees	*0.3	0.3	3.7	0.3
Child care/education expenses	*0.2	*0.2	*2.6	*0.2
No benefits	39.0	33.6	407.6	28.9
TOTAL				
<i>Total</i>	6,404.9	—'000— 6,170.4	6,176.1	(per cent) 100.0
			—per cent—	
Superannuation	52.9	72.2	4,959.4	80.3
Holiday leave	81.3	80.0	4,823.2	78.1
Sick leave	80.8	79.7	4,814.3	77.9
Long-service leave	67.8	67.1	4,109.3	66.5
Goods and services	17.0	17.6	1,111.0	18.0
Transport	17.7	17.4	1,036.7	16.8
Telephone	8.8	8.8	521.4	8.4
Holiday expenses	3.8	4.0	234.6	3.8
Medical	3.5	3.7	202.5	3.3
Housing	3.3	3.2	194.6	3.2
Low-interest finance	2.6	3.1	185.1	3.0
Study leave	2.4	3.0	177.2	2.9
Shares	2.7	2.8	174.9	2.8
Union dues/prof. association	2.6	3.1	170.9	2.8
Electricity	2.0	2.1	145.5	2.4
Entertainment allowance	2.0	1.7	110.9	1.8
Club fees	1.6	1.8	92.1	1.5
Child care/education expenses	0.3	0.3	16.6	0.3
No benefits	9.8	9.2	530.3	8.6

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

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