

## 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.

An industrial dispute is defined as a withdrawal from work by a group of employees or a refusal by an employer or a number of employers to permit some or all of their employees to work, each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance.

A trade union is defined as an organisation, consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members.

Data on trade unions are obtained from two sources. An annual collection of trade unions is conducted to obtain information on membership. In addition, a special household survey was conducted from February to May 1982 to provide information on the characteristics of trade union members such as their age, industry and occupation of work, and earnings.

Statistics of the award coverage of employees were obtained as part of a sample survey conducted in May 1983, this survey being designed primarily to provide statistics of the distribution and composition of weekly earnings and hours of employees.

Employees covered by awards, determinations and collective agreements are employees whose rates of pay and conditions of work are normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement.

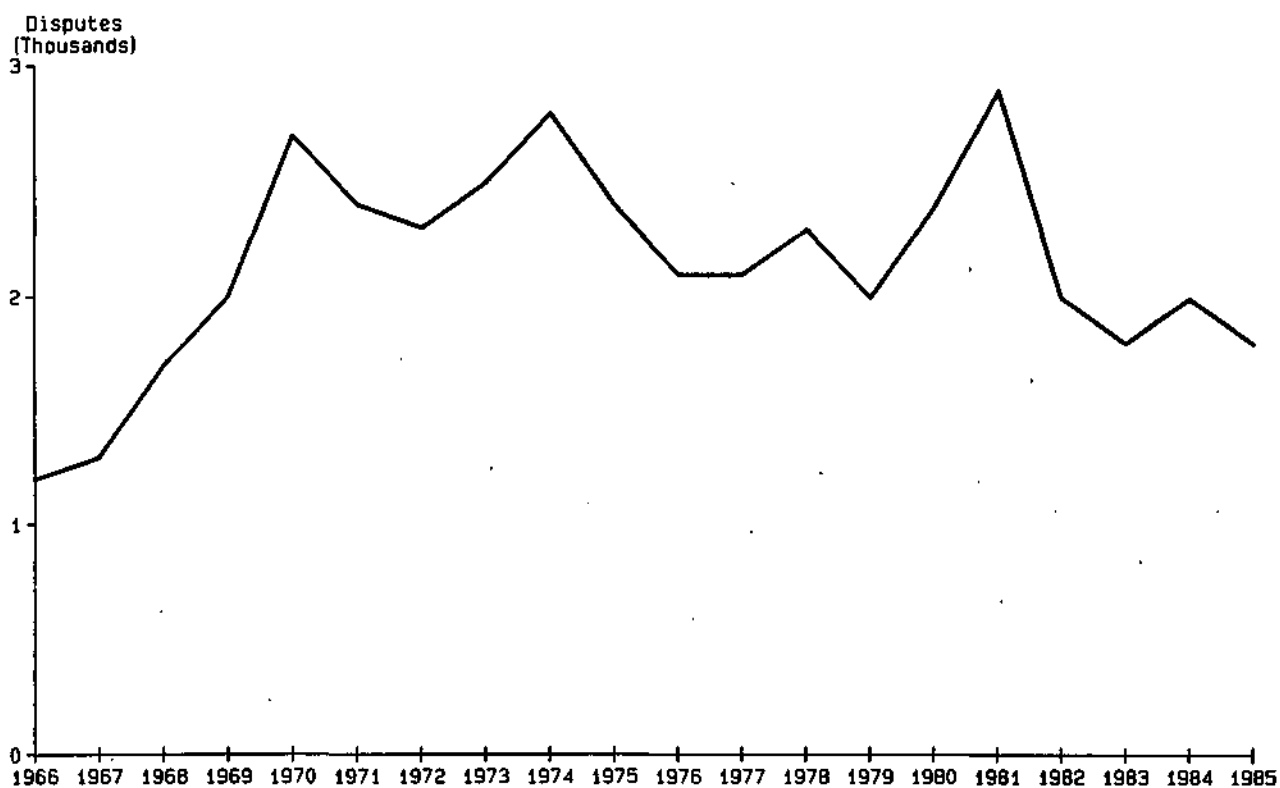
TABLE 9.1. SUMMARY OF INDUSTRIAL DISPUTES : 1975 TO 1985

Period	Number of disputes		Workers involved (' 000)						Total working days lost (' 000)
			Directly		Indirectly		Total		
	Commenced during period	Total	Newly involved (a)	Total	Newly involved (a)	Total	Newly involved (a)	Total	
1975	n.a.	2,432	n.a.	1,343.8	n.a.	54.1	n.a.	1,398.0	3,509.9
1976	n.a.	2,055	n.a.	2,137.3	n.a.	52.6	n.a.	2,189.9	3,799.2
1977	2,083	2,090	539.0	539.4	56.8	56.8	595.8	596.2	1,654.8
1978	2,276	2,277	1,011.9	1,011.9	63.7	63.7	1,075.6	1,075.6	2,130.8
1979	2,040	2,042	1,816.7	1,818.0	44.9	44.9	1,861.6	1,862.9	3,964.4
1980	2,420	2,429	1,102.0	1,108.9	63.2	64.0	1,165.2	1,172.8	3,320.2
1981	2,887	2,915	1,152.5	1,175.2	76.5	76.6	1,229.1	1,251.8	4,192.2
1982	2,045	2,060	667.1	697.4	24.2	25.5	691.3	722.9	2,158.0
1983	1,779	1,787	427.7	445.1	25.4	25.4	453.0	470.5	1,641.4
1984	1,958	1,965	520.0	529.2	31.1	31.1	551.1	560.3	1,307.4
1985	1,830	1,845	524.5	542.3	28.2	28.2	552.6	570.5	1,256.2

(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).

**CHART 9.a. NUMBER OF INDUSTRIAL DISPUTES,  
1966 TO 1985**



**CHART 9.b. INDUSTRIAL DISPUTES: WORKING DAYS LOST,  
1966 TO 1985**

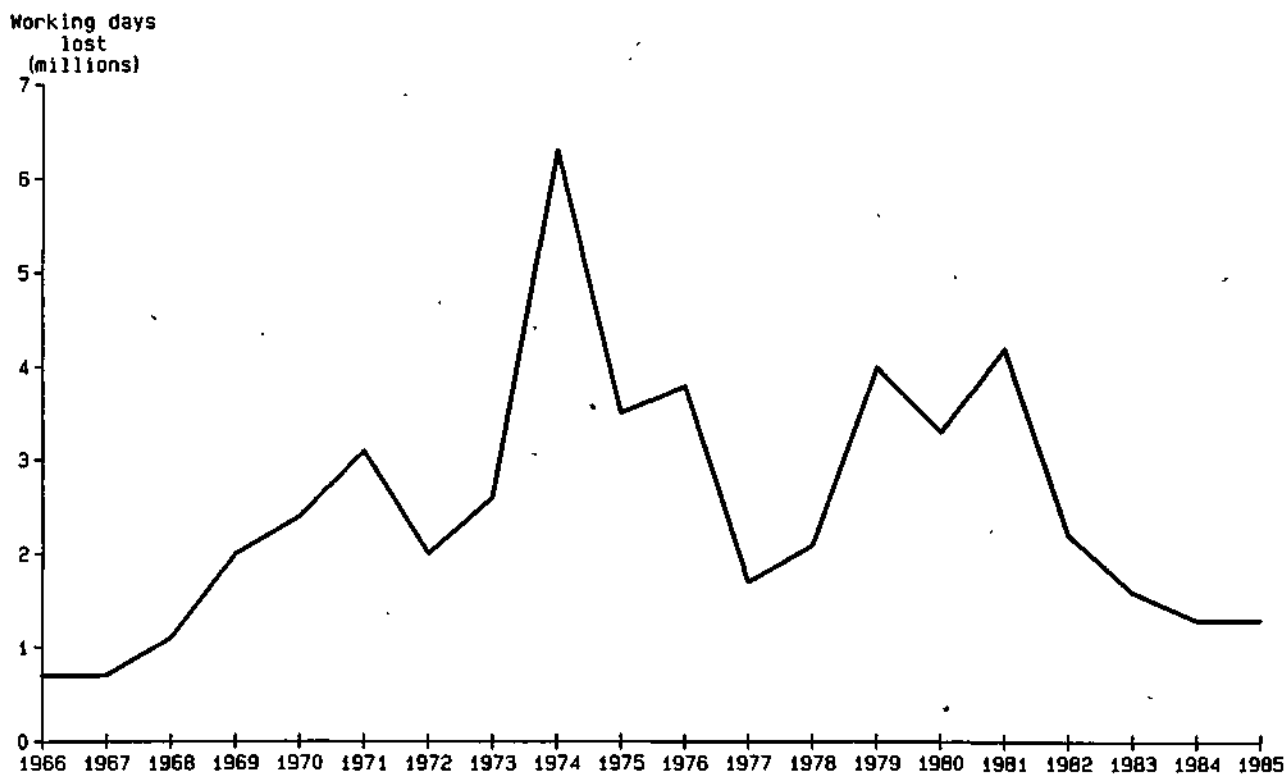
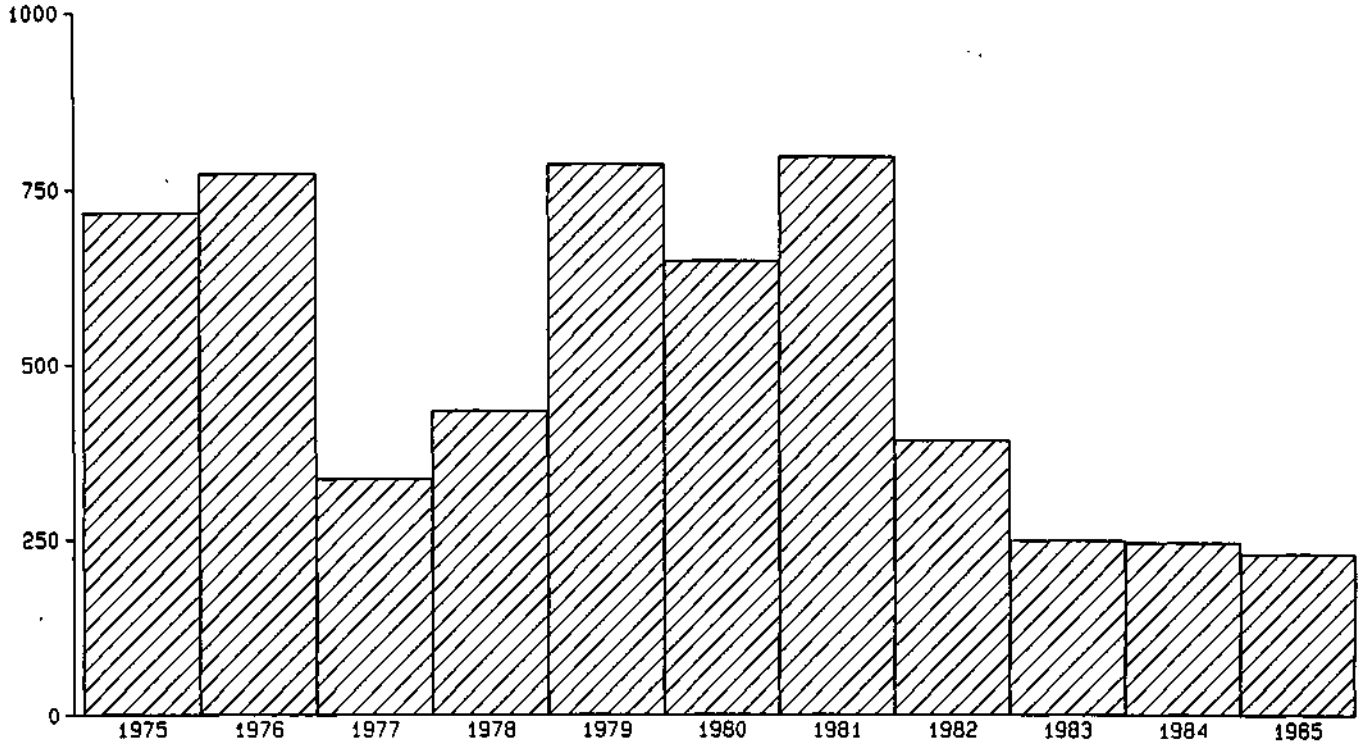


CHART 9.c. INDUSTRIAL DISPUTES: WORKING DAYS LOST  
PER THOUSAND EMPLOYEES, 1975 TO 1985

Working days lost per  
thousand employees



Source: Industrial Disputes, Australia (6322.0).

TABLE 9.2. INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES, INDUSTRIES, 1975 TO 1985

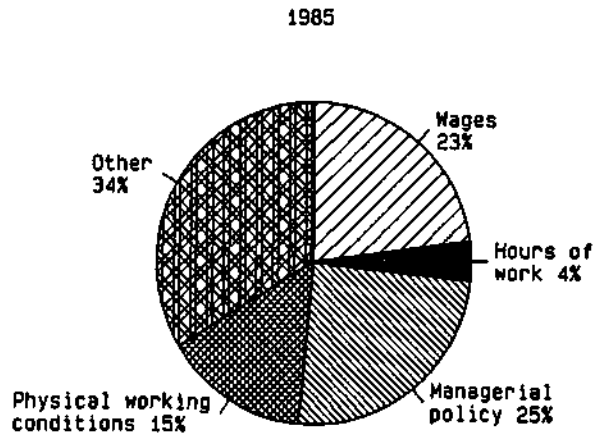
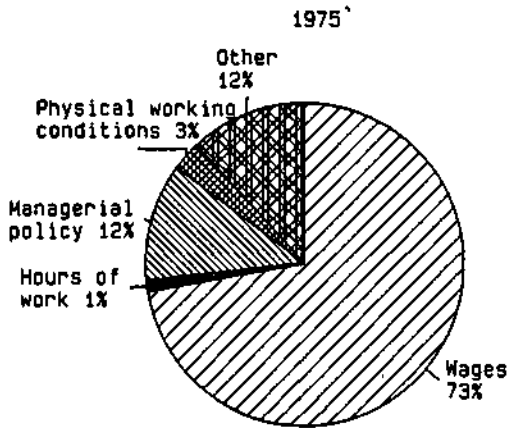
Period	Manufacturing				Construction	Transport and storage; Communication		Other industries (a)	All industries
	Mining		Metal products, machinery and equipment	Other		Stevedoring services	Other		
	Coal	Other							
1975	14,991	1,576	2,376	674	1,255	2,581	379	230	717
1976	6,602	3,952	1,467	1,245	1,433	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	8,744	5,412	1,818	1,147	1,044	8,106	1,126	270	787
1980(b)	23,533	3,915	1,181	1,094	681	2,556	354	202	650
1981	10,011	5,141	2,285	989	1,423	3,041	957	239	800
1982	14,645	2,686	471	505	768	688		84	392
1983	3,223	3,375	353	186	1,269	485		42	249
1984	3,543	3,286	327	387	427	346		94	246
1985	6,739	1,723	242	296	580	404		75	230

(a) Excluding agriculture, etc. and private households employing staff. (b) For change in method of estimation see Appendix II.

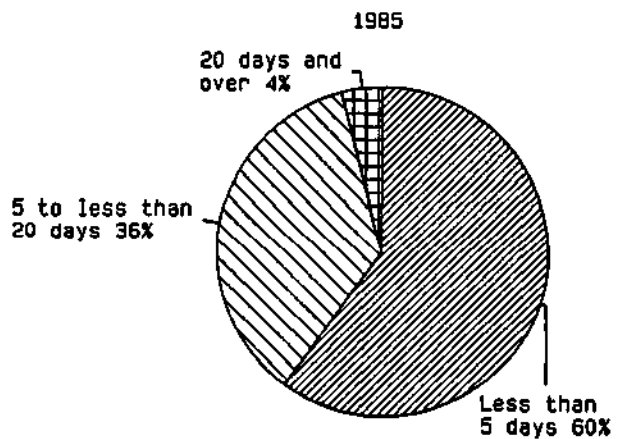
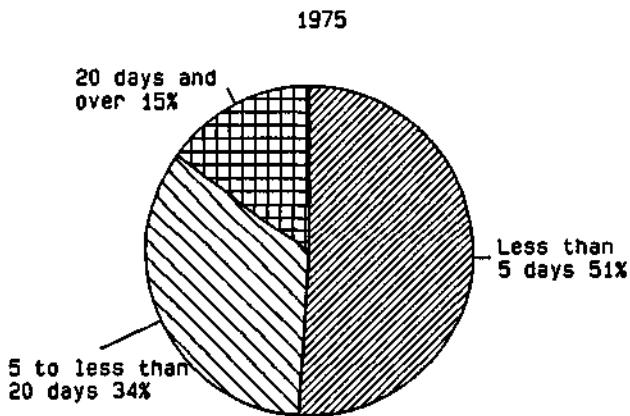
Source: Industrial Disputes, Australia (6322.0).

CHART 9.d. INDUSTRIAL DISPUTES ENDING DURING THE YEAR:  
WORKING DAYS LOST BY CAUSE, DURATION, AND METHOD OF SETTLEMENT, 1975 AND 1985

CAUSE



DURATION



METHOD OF SETTLEMENT

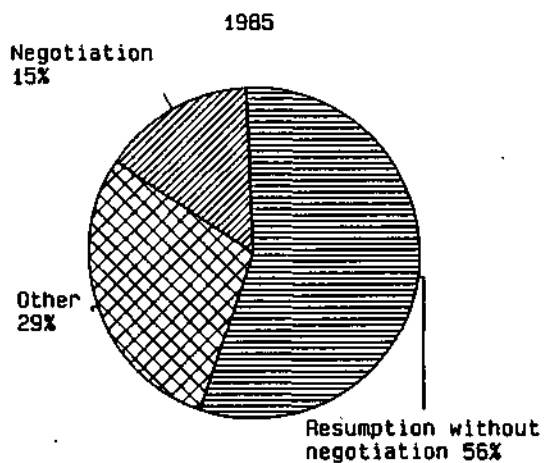
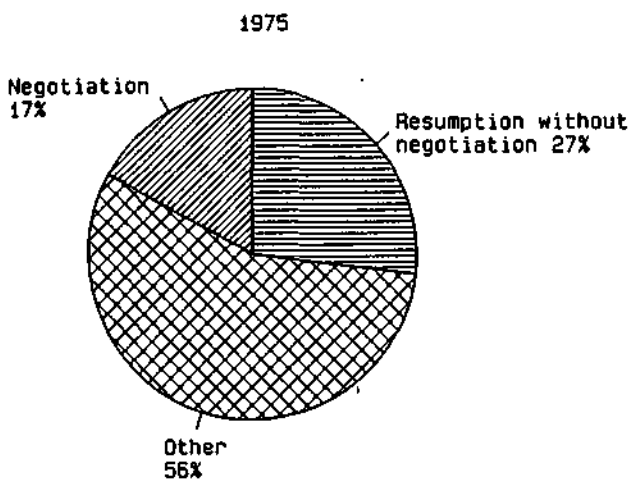


TABLE 9.3. INDUSTRIAL DISPUTES(a): WORKING DAYS LOST, INDUSTRY AND CAUSE, 1980 AND 1985

Cause of dispute	Manufacturing				Construction	Transport and storage; Communication		Other industries	All industries
	Mining		Metal products, machinery and equipment	Other		Stevedoring services	Other		
	Coal	Other							
1980									
WORKING DAYS LOST ('000)									
Wages	52.5	44.9	102.9	471.0	101.5	1.6	43.4	284.0	1,101.8
Hours of work	4.5	6.6	98.7	54.6	15.0	25.3	4.5	21.6	230.6
Managerial policy	27.5	114.3	170.7	131.6	42.3	22.1	47.3	146.0	701.8
Physical working conditions	34.8	17.1	36.5	30.6	25.1	5.8	9.8	7.0	166.6
Trade unionism	28.3	12.8	13.9	19.3	9.1	1.6	12.2	6.3	103.4
Other	328.3	2.8	154.0	79.3	21.2	18.6	25.4	128.1	757.6
<b>Total</b>	<b>475.9</b>	<b>198.4</b>	<b>576.6</b>	<b>786.3</b>	<b>214.2</b>	<b>74.9</b>	<b>142.6</b>	<b>592.9</b>	<b>3,061.8</b>
1980									
PERCENTAGE OF WORKING DAYS LOST									
Wages	11.0	22.6	17.8	59.9	47.4	2.1	30.4	47.9	36.0
Hours of work	0.9	3.3	17.1	6.9	7.0	33.8	3.2	3.6	7.5
Managerial policy	5.8	57.6	29.6	16.7	19.7	29.5	33.2	24.6	22.9
Physical working conditions	7.3	8.6	6.2	3.9	11.7	7.7	6.9	1.2	5.4
Trade unionism	5.9	6.5	2.4	2.5	4.2	2.1	8.6	1.1	3.4
Other	69.0	1.4	26.7	10.1	9.9	24.8	17.8	21.6	24.7
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
1985									
WORKING DAYS LOST ('000)									
Wages	47.4	9.7	16.8	56.6	12.0	2.6	8.7	147.6	301.3
Hours of work	0.2	2.7	1.2	5.5	2.9	—	23.9	13.0	49.5
Managerial policy	32.3	33.2	36.0	30.9	23.3	13.2	65.3	86.9	321.2
Physical working conditions	26.4	34.3	43.3	11.9	24.1	2.9	34.1	16.5	193.6
Trade unionism	92.9	22.2	8.3	4.8	42.9	5.9	10.7	29.2	216.9
Other	18.6	4.5	11.2	89.0	69.4	9.4	12.6	7.3	221.9
<b>Total</b>	<b>217.8</b>	<b>106.5</b>	<b>116.8</b>	<b>198.7</b>	<b>174.5</b>	<b>34.1</b>	<b>155.3</b>	<b>300.5</b>	<b>1,304.3</b>
1985									
PERCENTAGE OF WORKING DAYS LOST									
Wages	21.8	9.1	14.4	28.5	6.9	7.7	5.6	49.1	23.1
Hours of work	0.1	2.5	1.0	2.8	1.7	—	15.4	4.3	3.8
Managerial policy	14.8	31.2	30.8	15.6	13.4	38.8	42.0	28.9	24.6
Physical working conditions	12.1	32.2	37.1	6.0	13.8	8.5	22.0	5.5	14.8
Trade unionism	42.7	20.8	7.1	2.4	24.6	17.4	6.9	9.7	16.6
Other	8.5	4.2	9.6	44.8	39.8	27.7	8.3	2.4	17.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Disputes ending during the year. Disputes continuing into the next year are not included.

Source: Industrial Disputes, Australia (6322.0).

TABLE 9.4. INDUSTRIAL DISPUTES(a) : WORKING DAYS LOST, INDUSTRY AND DURATION, 1980 AND 1985

Duration (working days)	Manufacturing				Construction	Transport and storage; Communication		Other industries	All industries
	Mining		Metal products, machinery and equipment	Other		Stevedoring services	Other		
	Coal	Other							
1980 WORKING DAYS LOST ('000)									
Up to 1 day	20.2	11.0	39.8	21.6	17.3	9.2	20.4	88.7	228.2
Over 1 to 2 days	29.4	18.2	274.2	83.6	19.7	25.0	51.6	211.9	713.6
Over 2 to 3 days	9.2	10.9	22.4	16.2	6.2	16.4	37.9	85.3	204.4
Over 3 to less than 5 days	35.9	16.9	43.4	42.9	36.3	3.9	14.9	48.0	242.1
5 to less than 10 days	5.3	52.0	59.2	151.5	46.9	16.9	13.4	62.5	407.7
10 to less than 20 days	117.1	20.3	104.0	111.0	39.7	0.2	4.4	51.0	447.6
20 to less than 40 days	17.6	22.8	33.7	336.2	40.8	3.5	—	45.6	500.2
40 days and over	241.3	46.4	—	23.3	7.1	—	—	—	318.0
<b>Total</b>	<b>475.9</b>	<b>198.4</b>	<b>576.6</b>	<b>786.3</b>	<b>214.2</b>	<b>74.9</b>	<b>142.6</b>	<b>592.9</b>	<b>3,061.8</b>
1980 PERCENTAGE OF WORKING DAYS LOST									
Up to 1 day	4.2	5.5	6.9	2.7	8.1	12.3	14.3	15.0	7.5
Over 1 to 2 days	6.2	9.2	47.6	10.6	9.2	33.4	36.2	35.7	23.3
Over 2 to 3 days	1.9	5.5	3.9	2.1	2.9	21.9	26.7	14.4	6.7
Over 3 to less than 5 days	7.5	8.5	7.5	5.5	16.9	5.2	10.4	8.1	7.9
5 to less than 10 days	1.1	26.2	10.3	19.2	21.9	22.6	9.4	10.5	13.3
10 to less than 20 days	24.6	10.2	18.0	14.1	18.5	0.3	3.1	8.6	14.6
20 to less than 40 days	3.7	11.5	5.8	42.8	19.0	4.7	—	7.7	16.3
40 days and over	50.7	23.4	—	3.0	3.3	—	—	—	10.4
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
1985 WORKING DAYS LOST ('000)									
Up to 1 day	18.9	10.9	22.1	17.9	45.4	7.4	20.6	25.5	168.7
Over 1 to 2 days	24.9	21.3	13.8	11.1	14.3	21.1	12.9	94.5	213.8
Over 2 to 3 days	4.6	7.3	15.4	8.1	42.2	5.2	3.2	25.4	111.6
Over 3 to less than 5 days	8.6	23.1	22.6	93.2	5.9	0.1	60.7	67.7	282.0
5 to less than 10 days	25.4	16.0	10.5	21.6	28.1	0.3	55.0	55.0	211.8
10 to less than 20 days	122.7	26.4	22.5	25.2	28.4	—	2.7	32.0	260.0
20 to less than 40 days	12.7	1.2	9.8	8.7	8.4	—	0.3	0.4	41.5
40 days and over	—	0.4	—	13.0	1.7	—	—	—	15.0
<b>Total</b>	<b>217.8</b>	<b>106.5</b>	<b>116.8</b>	<b>198.7</b>	<b>174.5</b>	<b>34.1</b>	<b>155.3</b>	<b>300.5</b>	<b>1,304.3</b>
1985 PERCENTAGE OF WORKING DAYS LOST									
Up to 1 day	8.7	10.2	18.9	9.0	26.0	21.7	13.3	8.5	12.9
Over 1 to 2 days	11.4	20.0	11.8	5.6	8.2	61.9	8.3	31.4	16.4
Over 2 to 3 days	2.1	6.9	13.2	4.1	24.2	15.2	2.1	8.5	8.6
Over 3 to less than 5 days	3.9	21.7	19.3	46.9	3.4	0.3	39.1	22.5	21.6
5 to less than 10 days	11.7	15.0	9.0	10.9	16.1	0.9	35.4	18.3	16.2
10 to less than 20 days	56.3	24.8	19.3	12.7	16.3	—	1.7	10.6	19.9
20 to less than 40 days	5.8	1.1	8.4	4.4	4.8	—	0.2	0.1	3.2
40 days and over	—	0.4	—	6.5	1.0	—	—	—	1.2
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) Disputes ending during the year. Disputes continuing into the next year are not included.

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

TABLE 9.5. TRADE UNIONS: NUMBER OF MEMBERS, DECEMBER 1975 TO JUNE 1985

	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>							
1975	323	1,986.5	846.8	2,833.4	62	46	56
1976	322	1,956.8	843.3	2,800.0	61	45	55
1977	324	1,940.6	857.4	2,797.9	61	46	55
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	56
1981	324	2,029.4	964.7	2,994.1	60	48	56
1982	322	2,024.4	988.0	3,012.4	62	49	57
1983	319	2,007.2	978.0	2,985.2	61	46	55
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	63	47	57

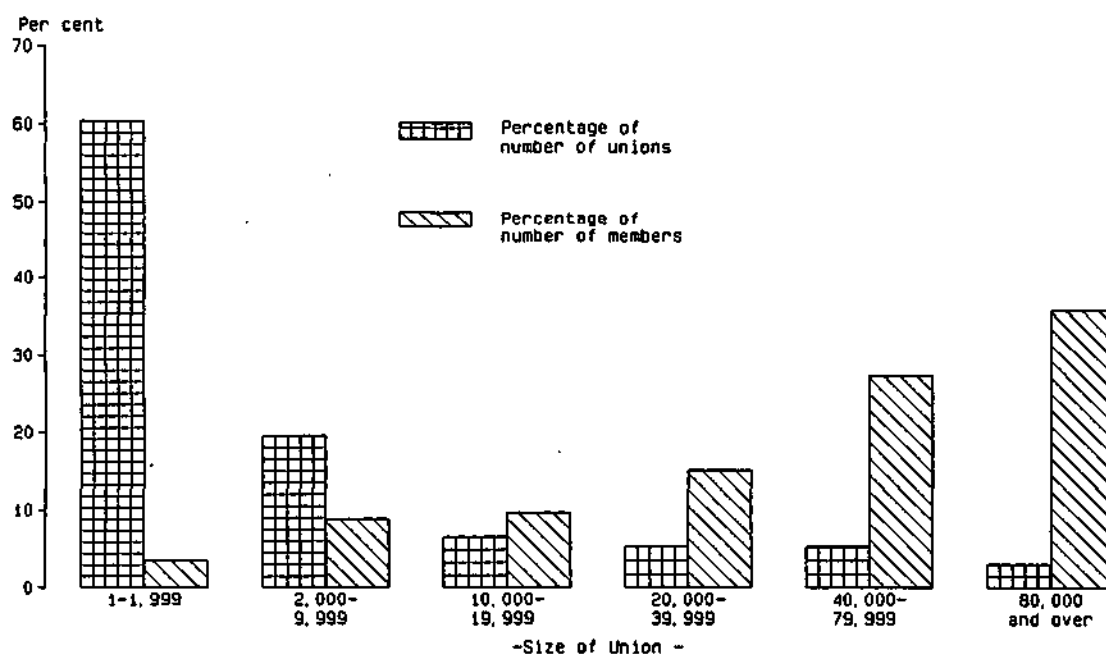
Source: Trade Union Statistics, Australia (6323.0).

TABLE 9.6. TRADE UNIONS : CLASSIFICATION BY SIZE OF MEMBERSHIP, DECEMBER 1975 AND JUNE 1985

Number of members	Number of unions		Proportion of total unions (per cent)		Number of members ('000)		Proportion of total members (per cent)	
	December 1975	June 1985	December 1975	June 1985	December 1975	June 1985	December 1975	June 1985
Under 100	40	35	12.3	10.8	2.1	1.7	0.1	0.1
100 and under 250	37	42	11.4	13.0	5.8	6.7	0.2	0.2
250 and under 500	38	30	11.8	9.3	12.8	10.7	0.5	0.3
500 and under 1,000	44	47	13.6	14.6	31.8	33.9	1.1	1.1
1,000 and under 2,000	39	41	12.1	12.7	52.3	56.1	1.8	1.8
2,000 and under 5,000	46	41	14.2	12.7	151.5	128.9	5.3	4.1
5,000 and under 10,000	21	22	6.5	6.8	159.6	149.4	5.6	4.7
10,000 and under 20,000	21	21	6.5	6.5	316.0	301.3	11.1	9.6
20,000 and under 30,000	8	10	2.5	3.1	196.7	234.8	6.9	7.4
30,000 and under 40,000	7	7	2.2	2.2	241.1	242.1	8.5	7.7
40,000 and under 50,000	7	10	2.2	3.1	313.3	452.3	11.1	14.3
50,000 and under 80,000	8	7	2.5	2.2	485.8	408.6	17.1	13.0
80,000 and over	7	10	2.2	3.1	864.8	1,127.7	30.5	35.8
<b>Total</b>	<b>323</b>	<b>323</b>	<b>100.0</b>	<b>100.0</b>	<b>2,833.4</b>	<b>3,154.2</b>	<b>100.0</b>	<b>100.0</b>

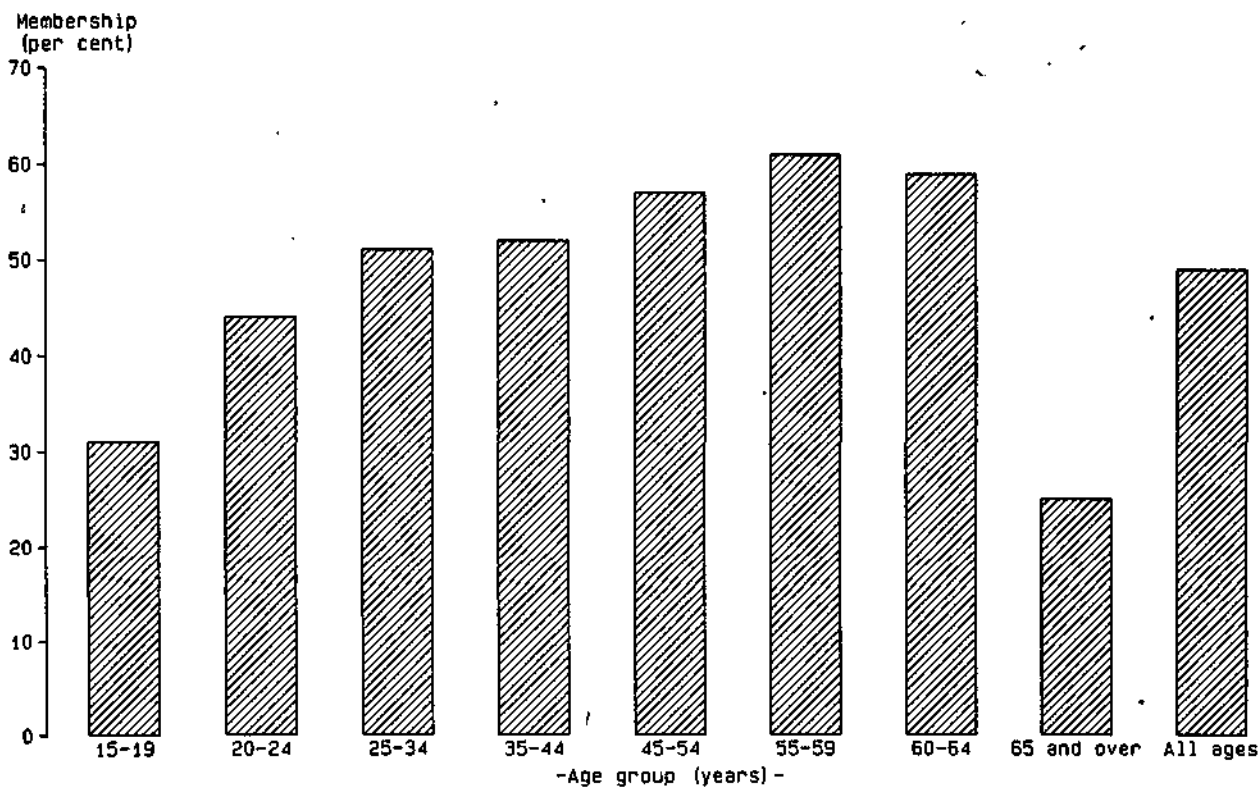
Source: Trade Union Statistics, Australia (6323.0).

CHART 9.e. TRADE UNIONS: PERCENTAGE OF UNIONS AND MEMBERS ACCORDING TO SIZE OF UNION, JUNE 1985



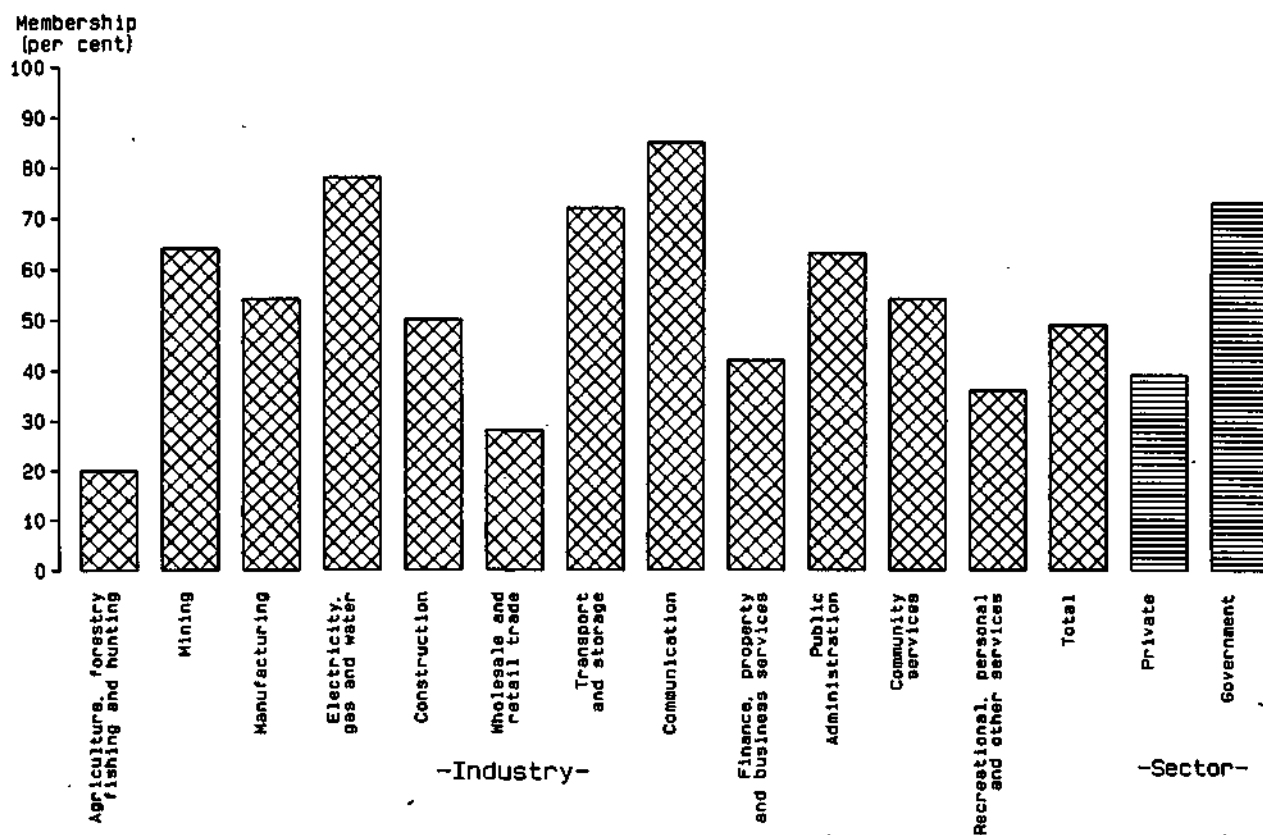
Source: Trade Union Statistics, Australia (6323.0).

CHART 9.f. TRADE UNION MEMBERSHIP: AGE, MARCH TO MAY 1982



Source: Trade Union Members, Australia, March to May 1982, (6325.0).

CHART 9.g. TRADE UNION MEMBERSHIP: INDUSTRY AND SECTOR MARCH TO MAY 1982



Source: Trade Union Members, Australia, March to May 1982 (6325.0)



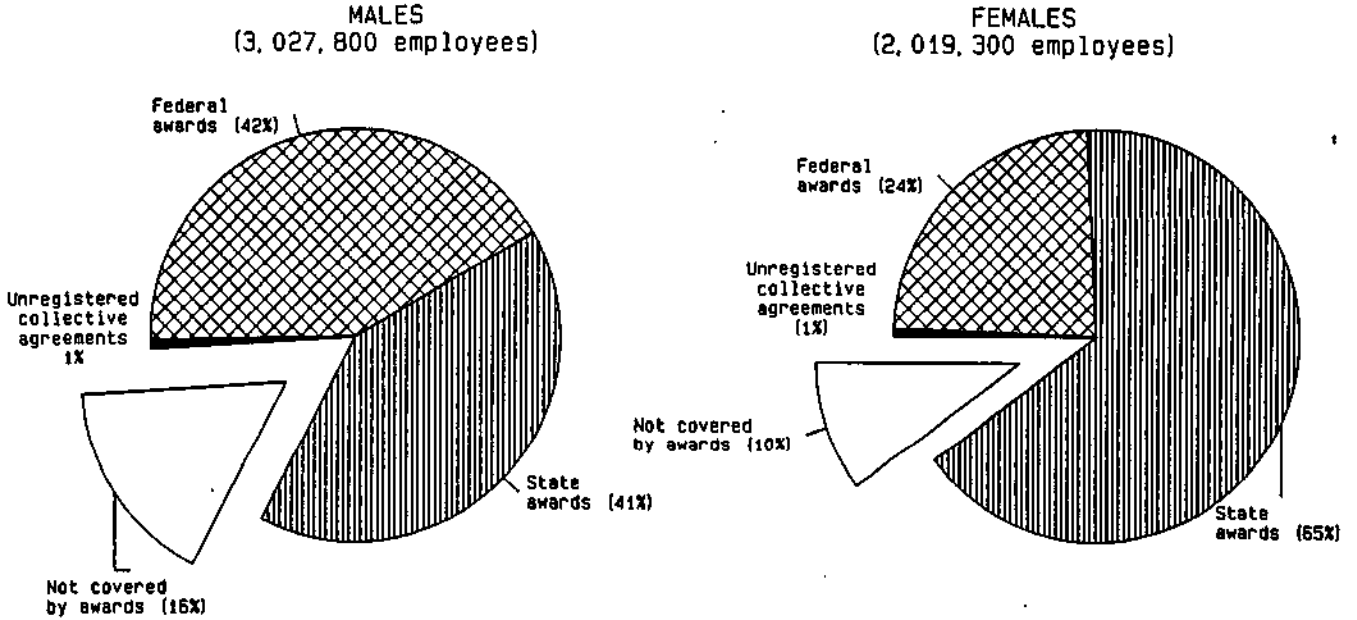
TABLE 9.7. INCIDENCE OF AWARDS : EMPLOYEE CATEGORIES, MAY 1983

Employee category	Number of employees '000	Covered by awards, determinations and collective agreements			Not covered by awards, etc.
		Federal	State	Total(a)	
		— per cent —			
<b>MALES</b>					
Adults	2,753.8	42.5	39.4	82.5	17.5
Managerial, executive, etc.	417.1	22.4	19.4	42.1	57.9
Non-managerial	2,336.7	46.1	43.0	89.8	10.2
Full-time	2,150.2	47.5	42.3	90.5	9.5
Part-time	186.2	29.4	51.5	81.4	18.6
Juniors	274.0	37.9	55.9	94.2	5.8
Full-time	215.8	45.5	50.3	96.0	4.0
Part-time	58.2	*	76.6	87.6	12.4
<b>Total</b>	<b>3,027.8</b>	<b>42.0</b>	<b>40.9</b>	<b>83.6</b>	<b>16.4</b>
Managerial, executive, etc.	417.1	22.4	19.4	42.1	57.9
Non-managerial	2,610.7	45.3	44.3	90.3	9.7
Full-time	2,366.0	47.4	43.0	91.0	9.0
Part-time	244.7	24.8	57.5	82.8	17.2
<b>FEMALES</b>					
Adults	1,724.5	24.3	63.5	88.4	11.6
Managerial, executive, etc.	108.1	11.4	44.9	56.9	43.1
Non-managerial	1,616.4	25.2	64.7	90.6	9.4
Full-time	1,048.7	29.8	63.0	93.5	6.5
Part-time	567.8	16.7	67.8	85.1	14.9
Juniors	294.8	19.7	77.0	96.9	*
Full-time	203.7	25.5	71.2	96.7	*
Part-time	91.1	*	90.1	97.2	*
<b>Total</b>	<b>2,019.3</b>	<b>23.7</b>	<b>65.4</b>	<b>89.7</b>	<b>10.3</b>
Managerial, executive, etc.	108.1	11.4	44.9	56.9	43.1
Non-managerial	1,911.2	24.4	66.6	91.5	8.5
Full-time	1,252.4	29.1	64.4	94.0	6.0
Part-time	658.8	15.4	70.9	86.8	13.2
<b>PERSONS</b>					
Adults	4,478.3	35.5	48.7	84.8	15.2
Managerial, executive, etc.	525.2	20.1	24.6	45.1	54.9
Non-managerial	3,953.1	37.6	51.9	90.1	9.9
Full-time	3,198.9	41.7	49.1	91.5	8.5
Part-time	754.2	19.8	63.8	84.2	15.8
Juniors	568.8	28.5	66.8	95.6	4.4
Full-time	419.5	35.8	60.4	96.3	3.7
Part-time	149.3	8.2	84.8	93.4	6.6
<b>Total</b>	<b>5,047.1</b>	<b>34.7</b>	<b>50.7</b>	<b>86.0</b>	<b>14.0</b>
Managerial, executive, etc.	525.2	20.1	24.6	45.1	54.9
Non-managerial	4,521.9	36.4	53.8	90.8	9.2
Full-time	3,618.4	41.0	50.4	92.1	7.9
Part-time	903.5	17.9	67.3	85.7	14.3

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

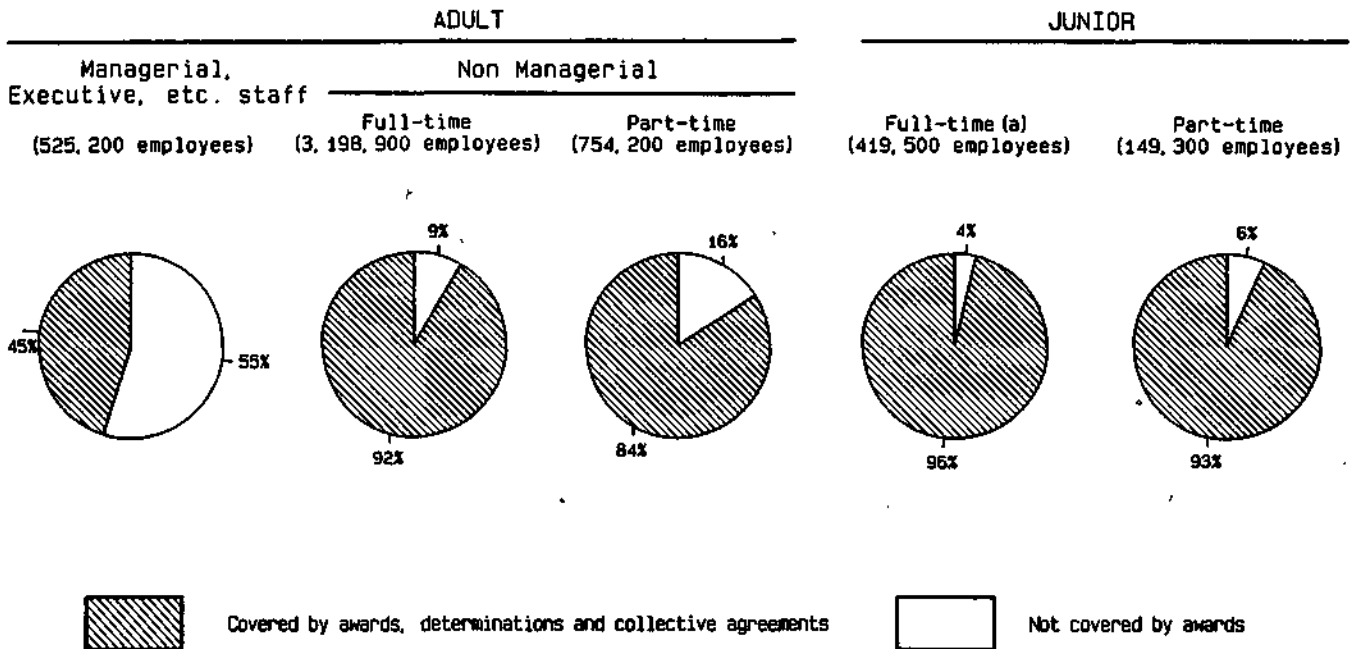
Source: Incidence of Industrial Awards, Determinations and Collective Agreements, Australia, May 1983 (6315.0).

CHART 9.h. AWARD COVERAGE OF EMPLOYEES, MAY 1983



Source: Incidence of Industrial Awards, Determinations and Collective Agreements, Australia, May 1983 (6315.0).

CHART 9.i. AWARD COVERAGE: EMPLOYEE CATEGORIES, MAY 1983



(a) Includes managerial, executive, etc. staff.

Source: Incidence of Industrial Awards, Determinations and Collective Agreements, Australia, May 1983 (6315.0).

**TABLE 9.8. INCIDENCE OF AWARDS : ALL EMPLOYEES BY OCCUPATION GROUP, MAY 1983**  
(Per cent)

Occupation group	Males			Not covered by awards, etc.	Females			Not covered by awards, etc.
	Covered by awards, determinations and collective agreements				Covered by awards, determinations and collective agreements			
	Federal	State	Total		Federal	State	Total	
Professional, technical and related workers	32.6	44.3	77.9	22.1	9.2	81.0	92.2	7.8
Nurses	*	95.5	98.7	*	*	95.7	99.2	*
Teachers	19.9	70.2	92.2	7.8	7.9	83.8	96.2	*
Draftsmen and technicians	55.3	31.1	87.0	13.0	*	70.6	88.7	*
Administrative, executive and managerial workers	19.8	12.9	33.1	66.9	5.9	37.6	43.5	56.5
Clerical workers	52.2	35.4	88.0	12.0	28.2	60.4	88.9	11.1
Sales workers	16.6	61.8	78.6	21.4	5.1	87.7	92.9	7.1
Farmers, fishermen and related workers	*	68.9	85.6	*	*	*	*	*
Miners, quarry and related workers	50.1	29.6	84.9	*	*	*	*	*
Workers in transport and communications	54.5	35.5	90.3	9.7	54.7	35.9	90.6	9.4
Tradespersons, production-process workers and labourers, n.e.c.	52.9	38.6	92.1	7.9	59.7	35.2	95.3	4.7
Textile, clothing, footwear and leather goods makers and related workers	65.5	*	96.5	*	75.0	21.4	96.4	3.6
Machine toolmakers, metal machinists, mechanics, plumbers and related metal workers	62.3	28.5	91.1	8.9	*	*	*	*
Electricians and related electrical and electronics workers	63.0	32.9	96.3	*	*	*	*	*
Metalmaking and related workers	67.0	29.4	96.9	*	90.5	*	97.9	*
Carpenters, cabinetmakers and related workers, building etc. tradespersons and construction workers	38.6	52.2	91.0	9.0	*	*	*	*
Packers, wrappers, labellers, storemen and freight handlers	45.4	47.2	93.9	*	42.2	55.9	98.1	1.9
Labourers, apprentices, factory workers n.e.c.	44.8	44.9	90.6	9.4	52.5	38.3	92.8	7.2
Service, sport and recreation workers	23.2	66.2	90.0	10.0	21.9	67.7	89.7	10.3
<b>All occupations</b>	<b>42.0</b>	<b>40.9</b>	<b>83.6</b>	<b>16.4</b>	<b>23.7</b>	<b>65.4</b>	<b>89.7</b>	<b>10.3</b>

Source: Incidence of Industrial Awards, Determinations and Collective Agreements, Australia, May 1983 (6315.0).

**TABLE 9.9. INCIDENCE OF AWARDS : ALL EMPLOYEES BY INDUSTRY, MAY 1983**  
(Per cent)

Industry	Males			Not covered by awards, etc.	Females			Not covered by awards, etc.
	Covered by awards, determinations and collective agreements				Covered by awards, determinations and collective agreements			
	Federal	State	Total(a)		Federal	State	Total(a)	
Mining	45.6	32.3	80.3	19.7	*	*	*	*
Manufacturing	50.9	32.6	84.2	15.8	42.8	44.6	87.7	12.3
Food, beverages and tobacco	32.2	53.0	85.8	14.2	32.0	60.0	92.0	*
Textiles, clothing and footwear	63.5	*	81.6	*	65.3	25.6	90.9	*
Paper, paper products, printing and publishing	53.9	26.9	83.4	16.6	34.4	44.6	80.2	*
Chemical, petroleum and coal products	37.3	29.5	69.2	30.8	*	57.6	77.9	*
Metal products, machinery and equipment	61.8	24.7	86.8	13.2	45.2	44.3	89.5	*
Basic metal products	36.2	50.8	88.3	*	*	*	*	*
Fabricated metal products; other machinery and equipment	63.7	19.0	82.7	17.3	41.0	49.1	90.1	*
Transport equipment	75.6	17.2	92.8	*	*	*	94.9	*
Other	38.4	43.5	82.3	17.7	*	51.5	84.7	*
Electricity, gas and water	42.1	56.7	99.4	*	*	*	99.3	*
Construction	45.1	35.9	81.7	18.3	*	57.7	64.1	35.9
Wholesale trade	28.4	37.2	66.3	33.7	15.2	66.5	81.9	18.1
Retail trade	28.5	53.9	82.6	17.4	6.3	84.7	91.1	8.9
Transport and storage	58.4	30.7	89.4	10.6	53.6	34.0	87.6	12.4
Communication	99.9	..	99.9	*	99.9	..	99.9	*
Finance, property and business services	40.8	27.9	69.1	0.9	39.5	47.3	87.1	12.9
Public administration and defence	52.1	46.5	98.9	*	64.0	34.4	98.8	*
Community services	17.4	68.8	87.1	12.9	7.3	83.4	92.1	7.9
Recreation, personal and other services	31.6	45.5	77.8	22.2	30.2	57.9	88.2	11.8
<b>All industries</b>	<b>42.0</b>	<b>40.9</b>	<b>83.6</b>	<b>16.4</b>	<b>23.7</b>	<b>65.4</b>	<b>89.7</b>	<b>10.3</b>

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

Source: Incidence of Industrial Awards, Determinations and Collective Agreements, Australia, May 1983 (6315.0).