

## 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 1991 there were 1,058 disputes reported in progress, a decrease from 1990 when there were 1,193. This continued the trend of decreases in the annual number of disputes since 1984, and is the lowest number of disputes in progress for a calendar year since 1961.

There were 1,610,500 working days lost reported in 1991 compared to 1,376,500 in 1990, and 1,202,400 in 1989 (the lowest recorded figure since 1982). Of the working days lost in 1991, 520,600 days (32%) were lost as a result of a general strike in New South Wales on 23 October, 1991.

The number of employees involved (directly and indirectly) increased by 62 per cent from 729,900 in 1990 to 1,181,500 in 1991.

Working days lost per thousand employees has dropped from 797 in 1981, to 358 in 1982, and has been below 300 from 1983 to 1991. This low level compares to higher levels experienced in the period 1971 to 1981 with the highest level during that period being 1,273 in 1974 and the lowest level being 336 in 1977.

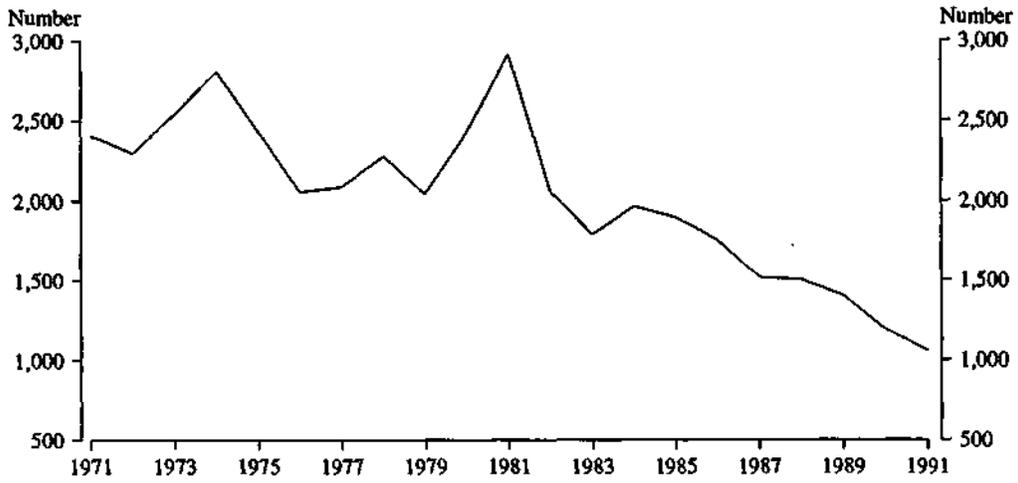
TABLE 8.1. INDUSTRIAL DISPUTES, AUSTRALIA, 1971 TO 1991

Period	Number of disputes (a)		Employees involved ('000)						Total working days lost ('000)
			Directly		Indirectly		Total		
	Commenced during period	Total	Newly involved (b)	Total	Newly involved (b)	Total	Newly involved (b)	Total	
1971	n.a.	2,404	n.a.	1,267.7	n.a.	58.8	n.a.	1,326.5	3,068.6
1972	n.a.	2,298	n.a.	1,041.2	n.a.	72.6	n.a.	1,113.8	2,010.3
1973	n.a.	2,538	n.a.	758.0	n.a.	45.0	n.a.	803.0	2,634.7
1974	n.a.	2,809	n.a.	1,947.1	n.a.	57.8	n.a.	2,004.8	6,292.5
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	1,101.8	1,108.6	63.2	64.0	1,165.0	1,172.6	3,319.7
1981	2,887	2,915	1,147.9	1,170.6	76.5	76.6	1,224.5	1,247.2	4,189.3
1982	2,045	2,060	654.2	680.6	24.2	25.5	678.4	706.1	1,980.4
1983	1,779	1,787	427.4	444.9	25.4	25.4	452.8	470.2	1,641.4
1984	1,958	1,965	520.0	529.2	31.1	31.1	551.1	560.3	1,307.4
1985	1,876	1,895	524.5	542.3	28.2	28.2	552.7	570.5	1,256.2
1986	1,747	1,754	653.8	671.6	20.1	20.1	673.9	691.7	1,390.7
1987	1,512	1,517	574.9	590.3	18.5	18.5	593.4	608.8	1,311.9
1988	1,502	1,508	883.6	884.1	10.3	10.3	893.9	894.4	1,641.4
1989	1,391	1,402	695.3	698.6	11.2	11.2	706.4	709.8	1,202.4
1990	1,189	1,193	721.9	725.9	4.0	4.0	725.9	729.9	1,376.5
1991	1,054	1,058	1,173.3	1,176.0	5.4	5.4	1,178.7	1,181.5	1,610.5

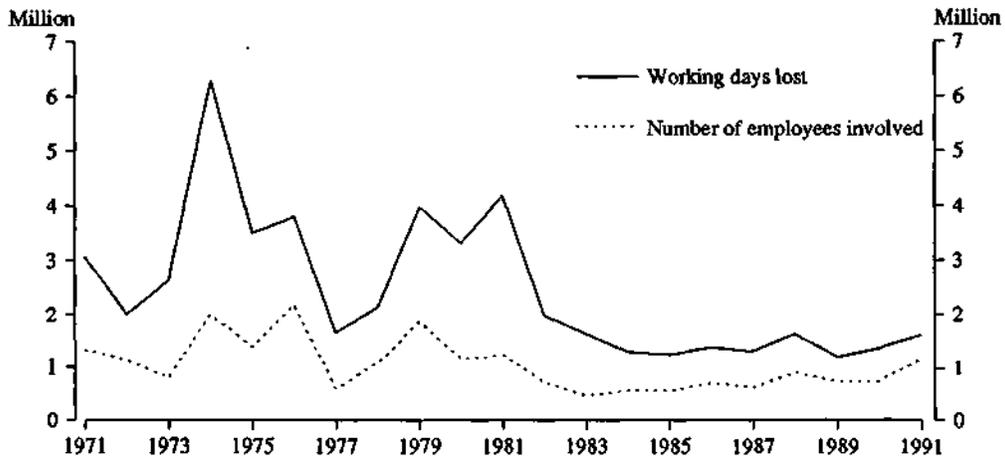
(a) Disputes affecting more than one industry have been counted as a separate dispute in each industry. (b) Comprises workers involved in disputes that commenced during the period and additional workers involved in disputes that continued from previous periods.

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

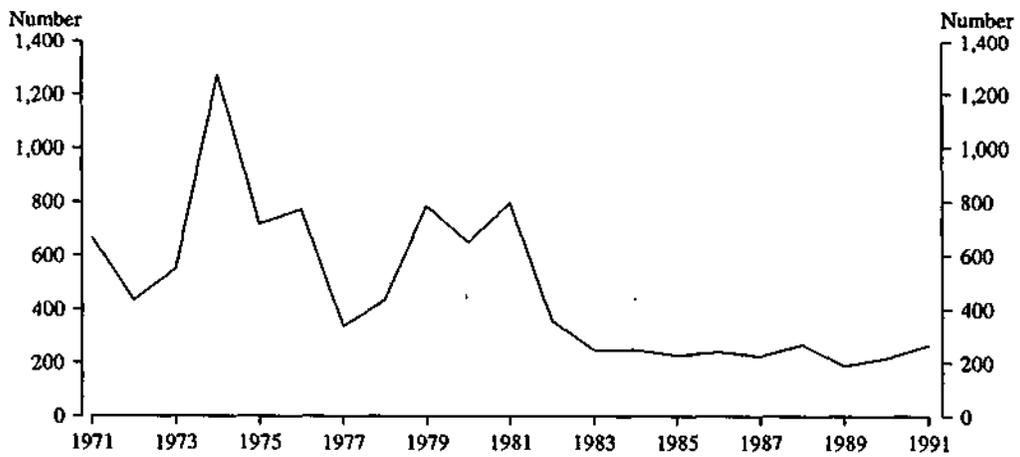
**CHART 8.1. NUMBER OF INDUSTRIAL DISPUTES, AUSTRALIA**



**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, December (6321.0)*.

TABLE 8.2. INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES(a), INDUSTRY, AUSTRALIA, 1971 TO 1991

Period	Manufacturing				Construction	Transport and storage; Communication		Other industries (b)	All industries
	Mining		Metal products, machinery and equipment	Other		Stevedoring services	Other		
	Coal	Other							
1971	12,580	1,532	1,015	410	2,900	2,190	1,207	89	669
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	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	71	228
1986	10,741	3,328	445	328	458	_____	135	72	242
1987	8,920	1,072	479	305	743	_____	217	70	223
1988	15,548	1,777	750	183	725	_____	177	85	269
1989	5,505	642	473	283	374	_____	160	97	190
1990	4,879	1,631	1,293	212	204	_____	299	62	217
1991	4,507	735	1,820	296	428	_____	237	90	265

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

Source: *Industrial Disputes, Australia (6321.0)*.

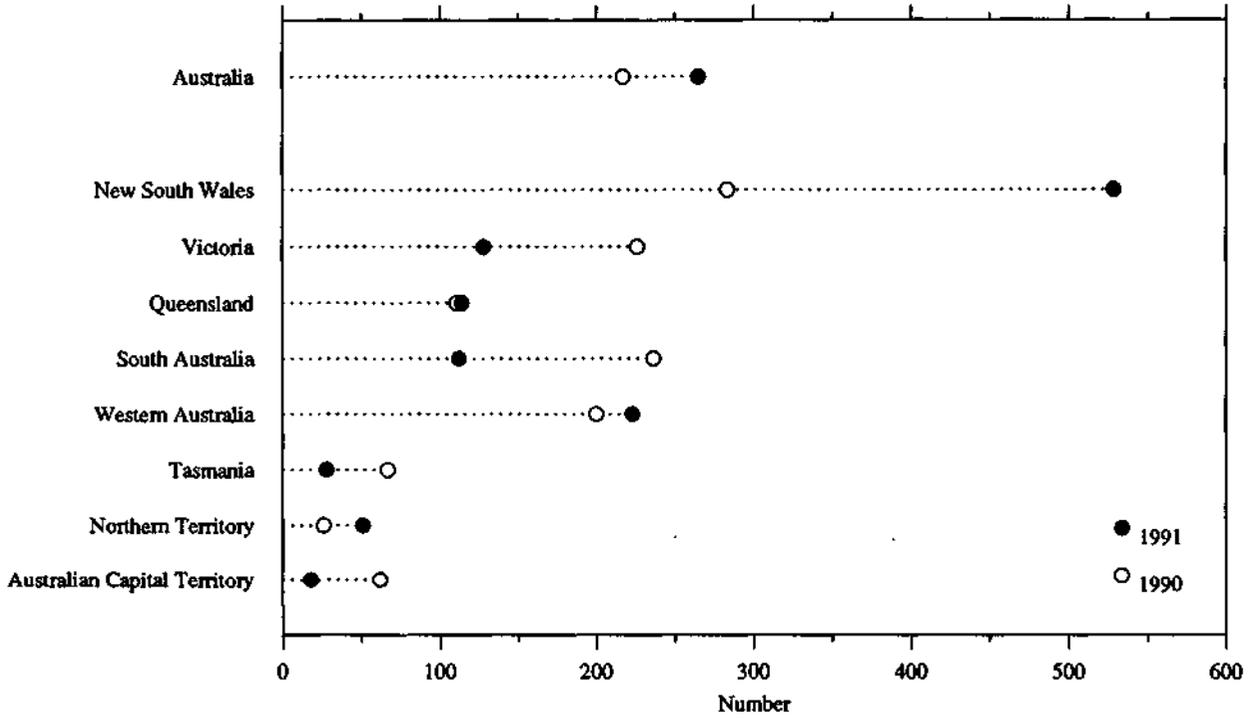
TABLE 8.3. INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES(a), STATES AND AUSTRALIA 1971 TO 1991

Period	NSW	Vic.	Qld	SA	WA	Tas.	N.T.	A.C.T.	Aust.
1971	1,095	542	463	264	192	163	n.a.	n.a.	669
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	1,188	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

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

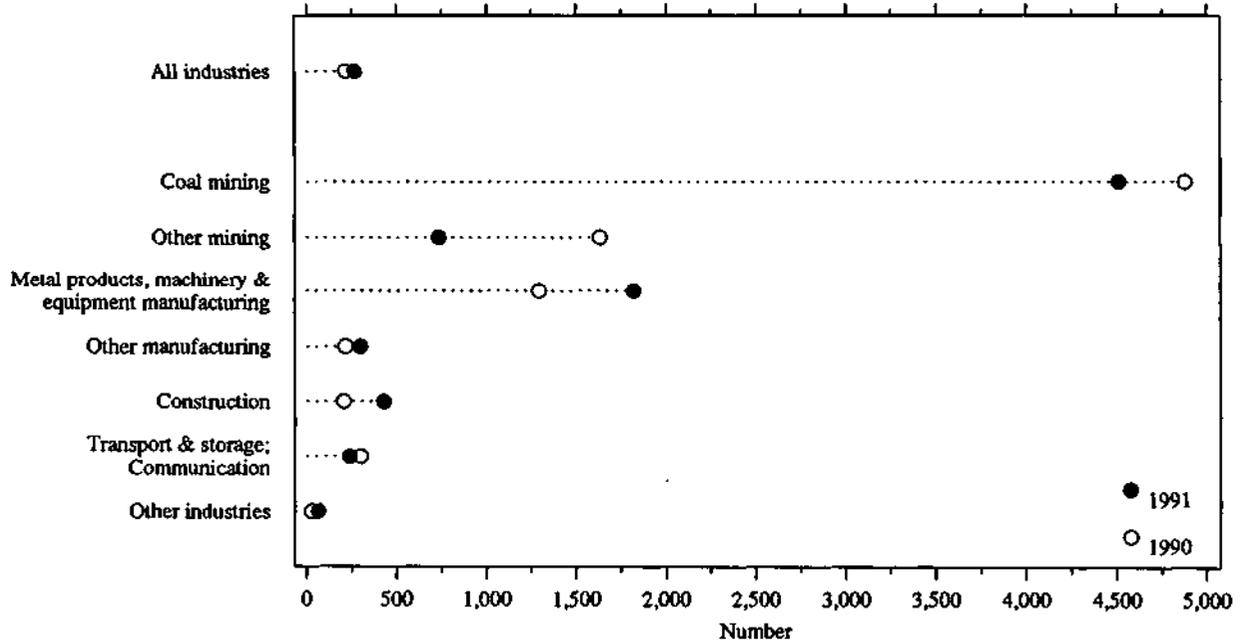
Source: *Industrial Disputes, Australia (6321.0)*.

**CHART 8.4. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1990 AND 1991:  
WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**



Source: *Industrial Disputes, Australia (6321.0)*.

**CHART 8.5. INDUSTRIAL DISPUTES IN PROGRESS DURING EACH YEAR 1990 AND 1991:  
WORKING DAYS LOST PER THOUSAND EMPLOYEES, AUSTRALIA**



Source: *Industrial Disputes, Australia (6321.0)*

## 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 1990, 41 per cent of the 6,565,600 employees aged 15 to 69 were trade union members (in connection with their main job).

There has been a decline of 5 percentage points in the proportion of employees who are trade union members, between August 1986 and August 1990. While previous surveys have shown a continuing decline in trade union membership, the proportion of employees who were trade union members remained steady between August 1988 and August 1990.

Of employees, approximately 45 per cent of males and 35 per cent of females were trade union members in August 1990.

The level of trade union membership increased with age, from 25 per cent of the 15-19 year age group to 50 per cent of the group aged 55-59 years. This pattern was evident for both males and females.

The highest level of trade union membership was recorded in the 55-59 year age group (54% for males, 39% for females; females aged 60-64 also reported a trade union membership rate of 39%).

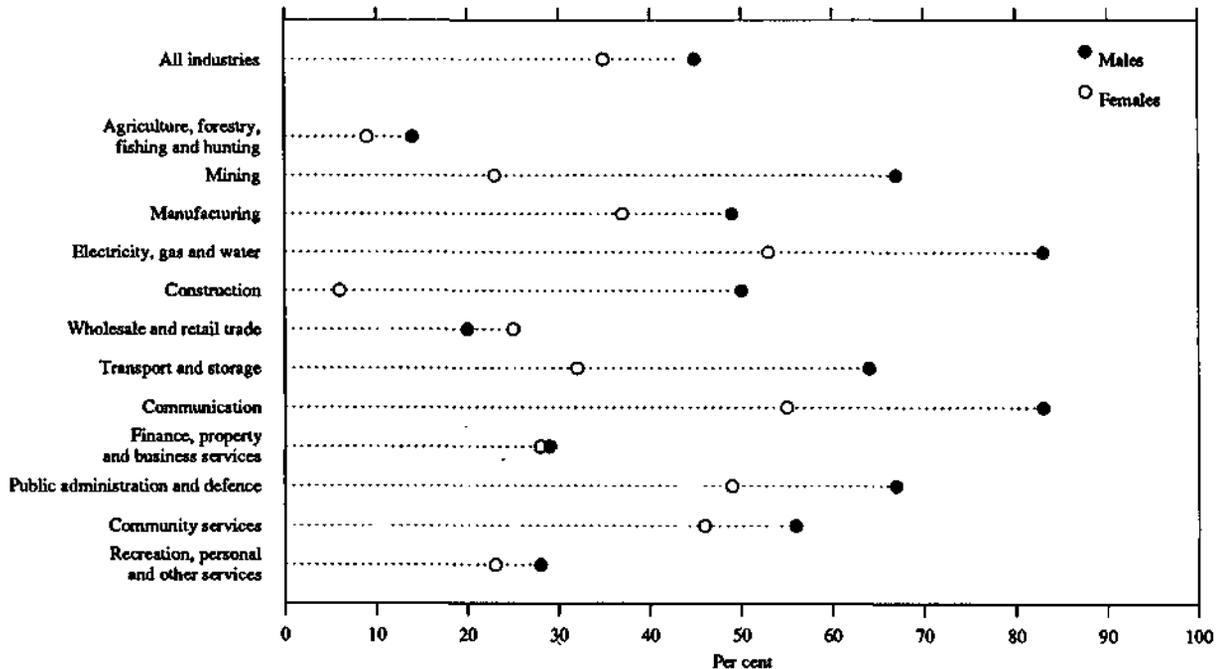
Some 67 per cent of public sector and 31 per cent of private sector employees were members of a trade union.

The highest rates of union membership were recorded in the Communications industry (84% of male employees and 55% of female employees) and the Electricity, gas and water industry (83% of male employees and 53% of female employees). The lowest rates of union membership were recorded in the Agriculture, forestry, fishing and hunting industry (13%) and the Wholesale and retail trade industry (23%).

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 47 per cent while for full-time female employees it was 40 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 1990



Source: Trade Union Members, Australia (6325.0).

TABLE 8.4. EMPLOYEES WHO WERE TRADE UNION MEMBERS: SUMMARY OF SELECTED CHARACTERISTICS, AUSTRALIA, AUGUST 1986, AUGUST 1988, AUGUST 1990

	August 1986		August 1988		August 1990		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)	
<b>Age group—</b>							
15-19	166.0	27.9	168.3	26.8	158.6	25.0	634.8
20-24	369.9	41.7	327.8	36.3	316.5	33.5	945.7
25-34	750.1	47.6	726.6	42.9	755.2	42.3	1,787.2
35-44	642.8	47.5	688.1	44.6	725.0	43.5	1,668.5
45-54	433.2	52.6	423.5	47.2	472.5	45.6	1,035.7
55-59	158.0	54.8	137.5	51.5	140.4	49.6	283.1
60-64	70.9	52.9	61.1	44.7	85.0	47.1	180.4
65-69	*2.9	12.9	n.a.	n.a.	6.4	21.1	30.3
<b>Occupation—</b>							
Managers and administrators	77.6	22.5	77.9	18.9	89.3	19.4	461.4
Professionals	339.8	46.8	340.8	43.6	376.0	42.7	879.7
Para-professionals	228.8	58.9	217.6	51.6	242.6	55.0	441.3
Tradepersons	472.8	51.9	462.2	49.6	458.4	47.9	957.7
Clerks	394.5	36.4	368.0	32.0	392.2	32.2	1,219.1
Salespersons and personal service workers	254.4	31.4	271.4	30.0	272.2	26.4	1,029.3
Plant and machine operators, and drivers	323.6	70.1	320.6	64.2	320.1	65.3	490.2
Labourers and related workers	502.5	52.6	477.4	47.8	508.8	46.8	1,087.0
<b>Industry—</b>							
Agriculture, forestry, fishing and hunting	16.9	14.6	16.9	12.8	16.4	12.7	128.8
Mining	67.0	71.5	56.5	62.8	57.9	62.9	92.0
Manufacturing	545.4	51.2	546.7	48.5	520.9	46.1	1,130.0
Electricity, gas and water	112.7	82.4	91.3	80.4	83.2	79.4	104.9
Construction	145.3	48.0	157.5	47.1	170.7	45.4	376.0
Wholesale and retail trade	279.4	25.4	287.1	23.3	305.5	22.6	1,353.0
Transport and storage	211.9	67.4	186.3	62.3	185.6	57.6	322.2
Communication	117.0	80.4	101.0	76.1	110.2	76.0	145.1
Finance, property and business services	193.2	33.6	185.4	27.5	215.8	28.7	752.6
Public administration and defence	197.9	60.4	195.9	60.7	219.7	60.0	366.0
Community services	609.8	52.4	604.0	48.8	662.0	49.1	1,347.5
Recreation, personal and other services	97.6	28.5	107.4	26.5	111.8	25.0	447.5
<b>Sector—</b>							
Public	1,238.2	70.6	1,146.6	67.7	1,184.2	66.8	1,772.6
Private(a)	1,355.7	34.5	1,389.3	31.5	1,475.3	30.8	4,792.9
<b>Birthplace—</b>							
Born in Australia	1,899.0	44.7	1,866.7	41.1	1,932.7	39.7	4,868.1
Born outside Australia	694.9	48.5	669.2	42.8	726.8	42.8	1,697.5
Main English speaking countries	293.5	43.7	285.0	39.2	293.7	38.4	765.4
United Kingdom or Ireland	244.6	46.7	231.0	42.1	233.5	41.2	566.2
Canada, USA, New Zealand or South Africa	48.9	33.3	54.0	30.4	60.2	30.2	199.2
Other countries	401.4	52.6	366.4	43.8	433.2	46.5	932.1
Germany	21.3	42.9	23.7	44.6	19.8	38.4	51.6
Greece	32.5	60.3	33.3	58.0	33.6	58.5	57.4
Italy	60.5	59.2	56.0	54.5	66.5	58.1	114.5
Yugoslavia	60.2	71.8	44.0	63.1	54.7	62.3	87.8
Other	227.0	48.0	213.9	38.7	258.6	41.7	620.8
<b>Permanent/casual—</b>							
Permanent	2,388.4	50.8	2,308.4	46.6	2,420.5	45.7	5,293.8
Casual	205.5	21.0	227.5	19.7	239.0	18.8	1,271.8
<b>Hours worked in main job—</b>							
Less than 35 hours	663.1	40.2	786.2	38.5	666.6	34.6	1,924.0
35 hours or more	1,775.8	47.3	1,749.7	43.1	1,840.2	42.3	4,350.2
<b>Total</b>							
Males	2,593.9	45.6	2,535.9	41.6	2,659.6	40.5	6,565.6
Females	1,685.1	50.1	1,640.2	46.3	1,683.8	45.0	3,741.9
	908.8	39.1	895.7	35.0	975.8	34.6	2,823.7

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

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

### Trade Union Statistics

The number of trade unions declined from 326 in 1986, and 295 in 1990 to 275 in 1991.

Over the same period the number of unions that operated in one State only, decreased to 156, from 187. By comparison, the number of unions operating in six or more States or Territories declined from 103 to 79.

In 1991 14 unions reported membership of 80,000 or more. In 1989 there were 11 unions of this size. These unions (membership 80,000 and over) increased their percentage of total union membership from 41 per cent in 1989 to 48 per cent in 1991. The number of unions in 1991 with less than 250 members, however, remained the same as in 1989 (69).

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
1986	187	6	3	13	14	103	326
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

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 1989			30 June 1990			30 June 1991		
	Number of unions	Number of members ( <sup>'000</sup> )	Cumulative percent of total members	Number of unions	Number of members ( <sup>'000</sup> )	Cumulative percent of total members	Number of unions	Number of members ( <sup>'000</sup> )	Cumulative percent of total members
Under 100	38	1.7	—	40	1.7	—	35	1.5	—
100 and under 250	31	5.3	0.2	34	5.8	0.2	34	5.5	0.2
250 and under 500	26	8.9	0.5	18	6.1	0.4	17	5.7	0.4
500 and under 1,000	41	28.8	1.3	44	31.3	1.3	38	26.2	1.2
1,000 and under 2,000	42	59.5	3.1	34	46.8	2.7	31	41.6	2.4
2,000 and under 3,000	12	29.6	3.9	18	42.1	3.9	13	31.8	3.3
3,000 and under 5,000	25	98.8	6.8	23	93.4	6.6	24	92.7	6.1
5,000 and under 10,000	19	138.9	10.9	21	152.3	11.1	18	124.5	9.7
10,000 and under 20,000	19	261.3	18.6	18	265.9	18.9	21	293.3	18.4
20,000 and under 30,000	12	295.4	27.2	11	276.3	26.9	11	278.1	26.6
30,000 and under 40,000	10	350.2	37.5	11	377.8	38.0	8	264.1	34.4
40,000 and under 50,000	6	271.1	45.4	5	227.7	44.6	6	268.2	42.4
50,000 and under 80,000	7	453.1	58.7	6	407.9	56.5	5	333.4	52.2
80,000 and over	11	1,407.8	100.0	12	1,487.1	100.0	14	1,616.1	100.0
<b>Total</b>	<b>299</b>	<b>3,410.3</b>		<b>295</b>	<b>3,422.2</b>		<b>275</b>	<b>3,382.6</b>	

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 largest falls over the period occurred in the private sector with male employer coverage decreasing from 76 per cent to 68 per cent and award coverage for female employees decreasing from 83 per cent to 78 per cent.

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 Labourers and related workers for females at 93 per cent, and Plant and machine operators, and drivers for males at 93 per cent. The lowest coverage rate was 35 per cent for males in the Managers and administrators group.

There were significant differences between the percentages of male and female employees covered by Federal and State awards, determinations and collective agreements. Federal awards etc. covered 38 per cent of male employees compared to 23 per cent of female employees while State awards, etc. covered 37 per cent of male employees compared to 58 per cent of female employees.

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 —per cent—	Total(a)	
<b>MALES</b>					
Mining	76.3	44.9	30.3	76.6	23.4
Manufacturing	712.8	47.8	29.2	79.5	20.5
Food, beverages and tobacco	107.8	25.7	55.2	83.9	16.1
Textiles, clothing and footwear	36.1	43.3	32.3	78.5	21.5
Paper, paper products, printing and publishing	65.0	51.9	26.7	81.3	18.7
Chemical, petroleum and coal products	48.0	27.7	24.1	55.3	44.7
Metal products, machinery and equipment	331.2	59.3	19.3	80.9	19.1
Basic metal products	65.0	39.4	37.0	80.5	19.5
Fabricated metal products; Other machinery and equipment	181.5	59.6	14.9	76.8	23.2
Transport equipment	84.7	73.9	15.4	90.1	9.9
Other manufacturing	124.7	42.9	35.3	80.4	19.6
Electricity, gas and water	101.0	46.9	51.0	98.4	*1.6
Construction	265.0	30.7	43.6	76.3	23.7
Wholesale trade and retail trade	596.8	27.0	35.0	65.0	35.0
Wholesale trade	248.3	22.2	27.1	53.2	46.8
Retail trade	348.5	30.4	40.6	73.3	26.7
Transport and storage	219.8	59.2	25.1	85.5	14.5
Communication	94.5	99.6	*0.0	99.7	*0.3
Finance, property and business services	335.9	33.3	23.1	59.2	40.8
Public administration and defence	176.7	56.1	42.2	98.3	1.7
Community services	438.6	16.3	69.7	86.7	13.3
Recreation, personal and other services	156.6	22.2	40.8	66.3	33.7
<i>All industries</i>	<i>3,174.1</i>	<i>38.0</i>	<i>37.3</i>	<i>77.3</i>	<i>22.7</i>
<b>FEMALES</b>					
Mining	9.1	*13.4	36.9	51.8	48.2
Manufacturing	270.4	36.2	42.9	82.1	17.9
Food, beverages and tobacco	47.3	18.9	64.7	85.6	14.4
Textiles, clothing and footwear	55.1	55.6	32.3	88.3	11.7
Paper, paper products, printing and publishing	31.1	33.0	43.4	80.5	19.5
Chemical, petroleum and coal products	21.3	14.1	42.7	59.5	40.5
Metal products, machinery and equipment	82.2	40.6	37.4	82.1	17.9
Basic metal products	8.2	33.6	39.6	76.4	23.6
Fabricated metal products; Other machinery and equipment	56.6	33.7	41.7	80.3	19.7
Transport equipment	17.4	66.6	22.7	90.6	9.4
Other manufacturing	33.3	34.7	42.6	82.7	17.3
Electricity, gas and water	14.3	49.0	50.0	99.5	*0.5
Construction	42.2	6.6	29.5	45.5	54.5
Wholesale and retail trade	524.4	10.8	65.5	79.2	20.8
Wholesale trade	127.5	12.7	47.9	63.7	36.3
Retail trade	396.9	10.2	71.2	84.2	15.8
Transport and storage	52.9	49.1	22.7	73.8	26.2
Communication	37.1	97.3	*0.7	98.6	*1.4
Finance, property and business services	397.3	33.9	39.4	75.5	24.5
Public administration and defence	128.2	60.1	36.7	97.4	2.6
Community services	776.3	10.6	79.9	91.1	8.9
Recreation, personal and other services	226.0	24.3	56.7	82.5	17.5
<i>All industries</i>	<i>2,478.2</i>	<i>23.2</i>	<i>58.4</i>	<i>83.5</i>	<i>16.5</i>

For footnotes see end of table.

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

Industry	Number of employees ('000)	Covered by awards, determinations and collective agreements			Not covered by awards etc.
		Federal	State	Total(a)	
—per cent—					
<b>PERSONS</b>					
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
<b>All Industries</b>	<b>5,652.2</b>	<b>31.5</b>	<b>46.5</b>	<b>80.0</b>	<b>20.0</b>

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

Source: Award Coverage, Australia, May 1990 (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	
<b>MALES</b>				
Managers and administrators	18.0	14.3	35.0	65.0
Professionals	25.7	39.5	67.2	32.8
Para-professionals	35.8	45.7	82.9	17.1
Tradespersons	48.0	37.3	86.9	13.1
Clerks	48.1	31.2	81.5	18.5
Salespersons and personal service workers	22.3	40.5	66.5	33.5
Plant and machine operators, and drivers	53.3	37.0	92.2	7.8
Labourers and related workers	38.8	49.1	89.2	10.8
<b>All occupations</b>	<b>38.0</b>	<b>37.3</b>	<b>77.3</b>	<b>22.7</b>
<b>FEMALES</b>				
Managers and administrators	13.6	32.4	49.0	51.0
Professionals	16.6	64.2	82.1	17.9
Para-professionals	18.3	72.7	91.4	8.6
Tradespersons	24.9	60.2	86.2	13.8
Clerks	25.6	49.5	78.1	21.9
Salespersons and personal service workers	18.3	68.3	88.2	11.8
Plant and machine operators, and drivers	62.0	29.1	91.9	8.1
Labourers and related workers	27.5	64.1	92.8	7.2
<b>All occupations</b>	<b>23.2</b>	<b>58.4</b>	<b>83.5</b>	<b>16.5</b>
<b>PERSONS</b>				
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
<b>All occupations</b>	<b>31.5</b>	<b>46.5</b>	<b>80.0</b>	<b>20.0</b>

Source: Award Coverage, Australia, May 1990 (6315.0).