

## CHAPTER 10

### INTERNATIONAL COMPARISONS

In many countries, including Australia, statistics on labour are based on standard concepts and definitions recommended by the International Labour Organisation (ILO). However, these definitions are applied by individual countries in different ways according to national circumstances with the result that the statistics are often not comparable.

For labour force statistics, this problem is further compounded by the variety of collection methodologies and counting rules used in different countries. Some countries, including Australia, conduct regular household and employer surveys while others obtain their statistics as a by-product of administrative systems. The ILO generally recommends the survey approach as it provides better coverage and a close adherence to the international recommendations.

International comparisons of labour force statistics are compiled by a number of organisations including the ILO, the Organisation for Economic Co-operation and Development (OECD), and the United States Bureau of Labour Statistics (BLS). These organisations make some adjustments to figures supplied by the various national statistical organisations in order to make the data more comparable and in greater conformity to ILO standards.

The following tables have been derived primarily from the data compiled by ILO and OECD and, where possible, data are presented for the period 1981 to 1991. The figures given for Australia may differ slightly from those given earlier in this publication because of the adjustments made to the Australian series to allow for international comparability and to conform fully with ILO standards. The countries shown are those for which comparable data are generally available.

#### Population

Between 1988 and 1991, the populations of the UK and Italy grew by less than one per cent. In Japan, France, Sweden and New Zealand, the increase was between 1.1 and 2.1 per cent. Larger increases were recorded in the USA (3.3%), Canada (4.0%) and Australia (4.8%).

TABLE 10.1. ESTIMATED MID-YEAR POPULATION FOR SELECTED COUNTRIES, 1981 TO 1991  
(million)

Year	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
1981	14.92	230.14	117.65	61.68	56.50	56.38	54.18	24.37	8.32	3.16
1982	15.18	232.52	118.45	61.64	56.64	56.34	54.48	24.60	8.33	3.18
1983	15.39	234.80	119.26	61.42	56.83	56.38	54.73	24.80	8.33	3.23
1984	15.58	237.01	120.02	61.18	56.98	56.49	54.95	25.00	8.34	3.26
1985	15.79	239.28	120.75	61.02	57.13	56.62	55.17	25.18	8.35	3.27
1986	16.02	241.63	121.49	61.07	57.22	56.76	55.39	25.37	8.37	3.28
1987	16.26	243.93	122.09	61.08	57.33	56.93	55.63	25.64	8.40	3.31
1988	16.54	246.31	122.61	61.45	57.44	57.07	55.88	25.94	8.44	3.33
1989	16.83	248.76	123.12	62.06	57.53	57.24	56.16	26.40	8.49	3.34
1990	17.09	251.52	123.54	(a)79.57	57.65	57.41	56.42	26.60	8.56	3.38
1991	17.34	254.33	123.92	n.a.	57.75	57.56	56.73	26.99	8.61	3.40

(a) Includes the former German Democratic Republic.

Source: OECD Labour Force Statistics, 1969-1989, 1970-1990; OECD Quarterly Labour Force Statistics, 1/1992; United Nations. Monthly Bulletin of Statistics, April 1992; Italian Statistical Abstract, 1992

### Civilian Labour Force

Japan experienced a relatively large increase of 3.7 per cent in its labour force between 1989 and 1991. The next largest increases occurred in Australia (3.4%) and the Federal Republic of Germany (3.0%). There was little change in labour size in the UK and Sweden over this period, while Canada, Italy and the USA showed moderate increases of 1.9, 1.5 and 1.1 per cent respectively.

Over the ten years 1981 to 1991, Australia had the largest percentage increase in the labour force (26%). Large increases were also recorded in Canada (16%), the USA (15%) and Japan (14%). Italy (8.7%) and the Federal Republic of Germany (8.5%) showed moderate increases over this time period. Smaller increases were recorded in the UK (6.4%) and Sweden (5.1%).

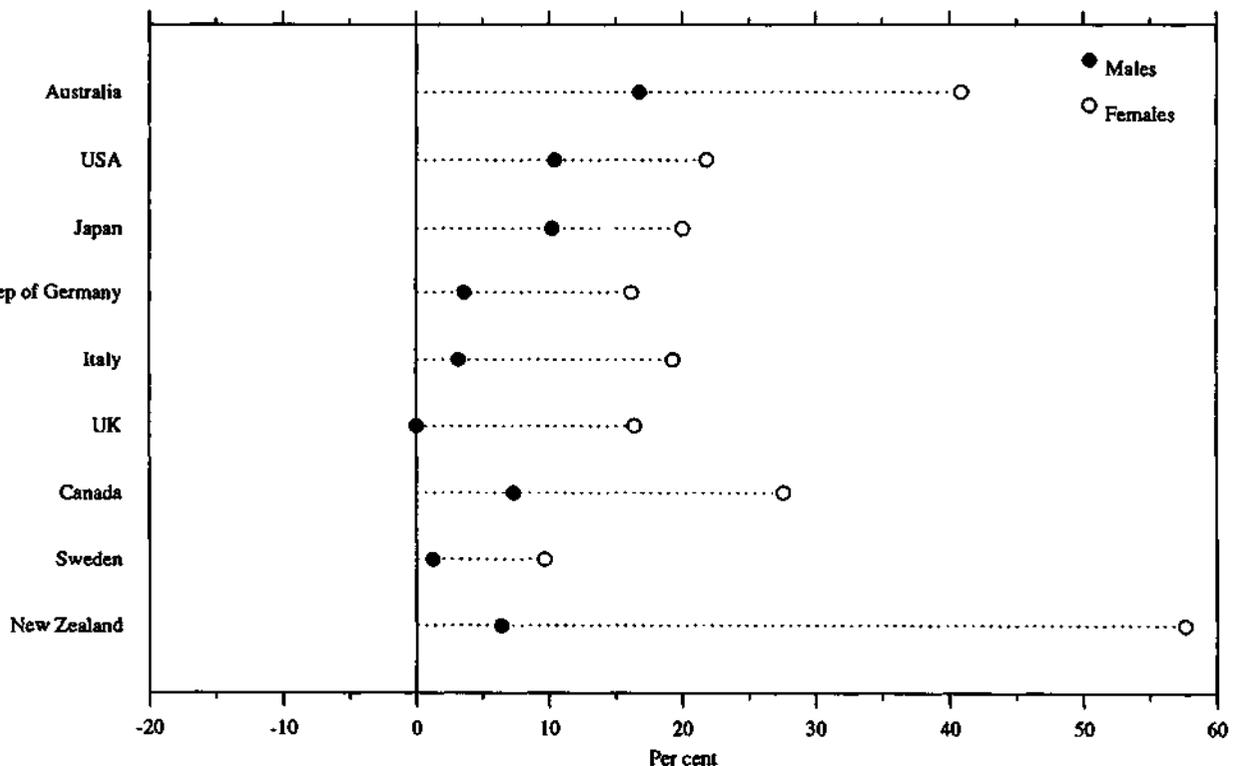
TABLE 10.2. CIVILIAN LABOUR FORCE : SELECTED COUNTRIES, 1981 TO 1991  
(\*000)

Year(a)	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
1981	6,774	108,670	57,070	27,770	22,129	26,406	22,953	11,899	4,332	1,305
1982	6,841	110,204	57,740	28,026	22,220	26,354	23,163	11,926	4,357	1,329
1983	6,928	111,550	58,890	28,067	22,490	26,288	23,142	12,109	4,375	1,342
1984	7,070	113,544	59,270	28,135	22,722	26,939	23,304	12,316	4,391	1,358
1985	7,248	115,461	59,630	28,366	22,890	27,389	23,357	12,532	4,424	1,387
1986	7,516	117,834	60,200	28,659	23,225	27,469	23,445	12,746	4,385	1,608
1987	7,694	119,865	60,840	28,855	23,416	27,661	23,555	13,011	4,421	1,620
1988	7,892	121,669	61,660	29,082	23,687	27,945	23,606	13,275	4,471	1,591
1989	8,233	123,869	62,700	29,246	23,700	28,119	23,746	13,503	4,527	1,573
1990	8,441	124,787	63,840	29,829	23,966	28,133	23,895	13,681	4,577	(b)1,596
1991	8,517	125,303	65,050	30,119	24,063	28,107	n.a.	13,757	4,552	(b)1,618

(a) Annual averages. (b) Total labour force.

Source: OECD Labour Force Statistics, 1969-1989; OECD Quarterly Labour Force Statistics, 1/1992; Key Statistics, New Zealand, March 1992.

CHART 10.1. CIVILIAN LABOUR FORCE: PERCENTAGE CHANGE  
BETWEEN 1981 AND 1991 BY SEX, SELECTED COUNTRIES



Source: OECD Labour Force Statistics, 1969-1989; OECD Quarterly Labour Force Statistics, 1/1992.

TABLE 10.3. CIVILIAN LABOUR FORCE : PARTICIPATION RATES, SELECTED COUNTRIES, 1981 TO 1991  
(per cent)

Year(a)	Australia	USA	Japan	Italy(b)	UK	France	Canada	Sweden	New Zealand
1981	60.5	60.8	63.4	49.7	59.0	54.4	63.1	64.5	56.4
1982	59.8	60.9	63.4	49.1	58.6	54.5	62.4	64.5	56.6
1983	59.5	60.9	63.8	49.1	58.2	54.0	62.7	64.5	55.9
1984	59.7	61.3	63.4	49.1	59.2	54.0	63.1	63.6	55.7
1985	60.1	61.6	63.0	49.1	60.1	53.7	63.5	63.9	56.2
1986	61.0	62.1	62.8	49.4	60.2	53.5	63.9	63.9	64.7
1987	61.2	62.6	62.6	49.4	59.9	53.3	64.9	64.1	64.2
1988	61.4	63.0	62.6	49.4	60.2	53.0	64.9	64.5	62.4
1989	62.5	63.6	62.9	49.3	60.8	53.0	65.1	64.9	61.2
1990	63.1	65.7	63.4	49.0	63.3	53.5	65.1	65.2	61.3
1991—									
Males	73.6	71.5	77.4	63.1	70.8	61.4	72.6	68.9	68.5
Females	51.6	55.4	50.6	35.6	50.2	44.9	56.6	60.7	52.3
Persons	62.5	63.1	63.7	48.9	60.2	52.9	64.4	66.2	60.4

(a) Annual averages. (b) For population aged 14 and over.

Source: OECD Labour Force Statistics, 1969-1989, 1970-1991 unpublished data.

#### Civilian Employment

Between 1981 and 1991 there has been a general decline in several OECD countries in the proportion of persons employed in agriculture and industry and an increase in the proportion employed in services. In Australia, employment in agriculture has remained at 5.5 per cent of civilian employment over the last 3 years after declining from 6.5 per cent in 1981, while the proportion employed in industry fell below 25 per cent in 1991 and the proportion employed in services reached 70 per cent.

In the USA, employment in industry, while declining steadily, is 25 per cent of total civilian employment and employment in services has increased to above 71 per cent. Employment in agriculture is 3.0 per cent.

Employment in agriculture in the UK has been between 2.1 and 2.2 per cent of the total for the last three years. Employment in industry, although declining, was 28 per cent of the total in 1991 and employment in services as a proportion of civilian employment in the UK had almost reached 70 per cent by 1991.

Canada, with 4.5 per cent of its civilian employment in agriculture in 1991 compared to Australia's 5.5 per cent, had a smaller percentage employed in industry in 1991 (23%) than Australia (24%) while the proportion employed in services (72%) is higher than that for Australia (70%).

TABLE 10.4. CIVILIAN EMPLOYMENT/POPULATION RATIOS : SELECTED COUNTRIES, 1981 TO 1991  
(per cent)

Year(a)	Australia	USA	Japan	Italy(b)	UK	France	Canada	Sweden	New Zealand
1981	57.6	56.1	62.0	45.7	53.6	50.3	58.4	62.9	54.4
1982	56.4	55.0	61.9	44.9	52.4	49.9	55.7	62.5	54.6
1983	54.4	55.1	62.1	44.4	51.5	49.4	55.6	62.3	52.8
1984	55.1	56.7	61.7	44.1	52.6	48.6	55.3	61.6	52.5
1985	55.8	57.2	61.4	44.0	53.1	48.1	57.3	62.1	53.9
1986	56.9	57.8	61.0	43.8	53.2	47.8	58.3	62.2	62.2
1987	56.3	58.7	60.8	43.4	53.6	47.6	58.7	62.9	61.6
1988	57.2	59.5	61.1	43.4	55.2	47.6	59.9	63.5	58.9
1989	58.9	60.2	61.5	43.3	57.0	47.9	60.2	64.0	56.8
1990	58.6	62.2	62.1	43.6	59.7	48.5	59.8	64.2	56.6
1991—									
Males	66.1	66.5	75.9	58.6	63.1	57.1	64.7	66.9	61.0
Females	47.1	51.8	49.5	29.9	47.9	39.7	51.1	59.3	47.4
Persons	56.5	58.9	62.4	43.7	55.3	48.1	57.8	63.0	54.1

(a) Annual averages. (b) For population aged 14 and over.

Source: OECD Labour Force Statistics, 1969-1989, 1970-1991 unpublished data.

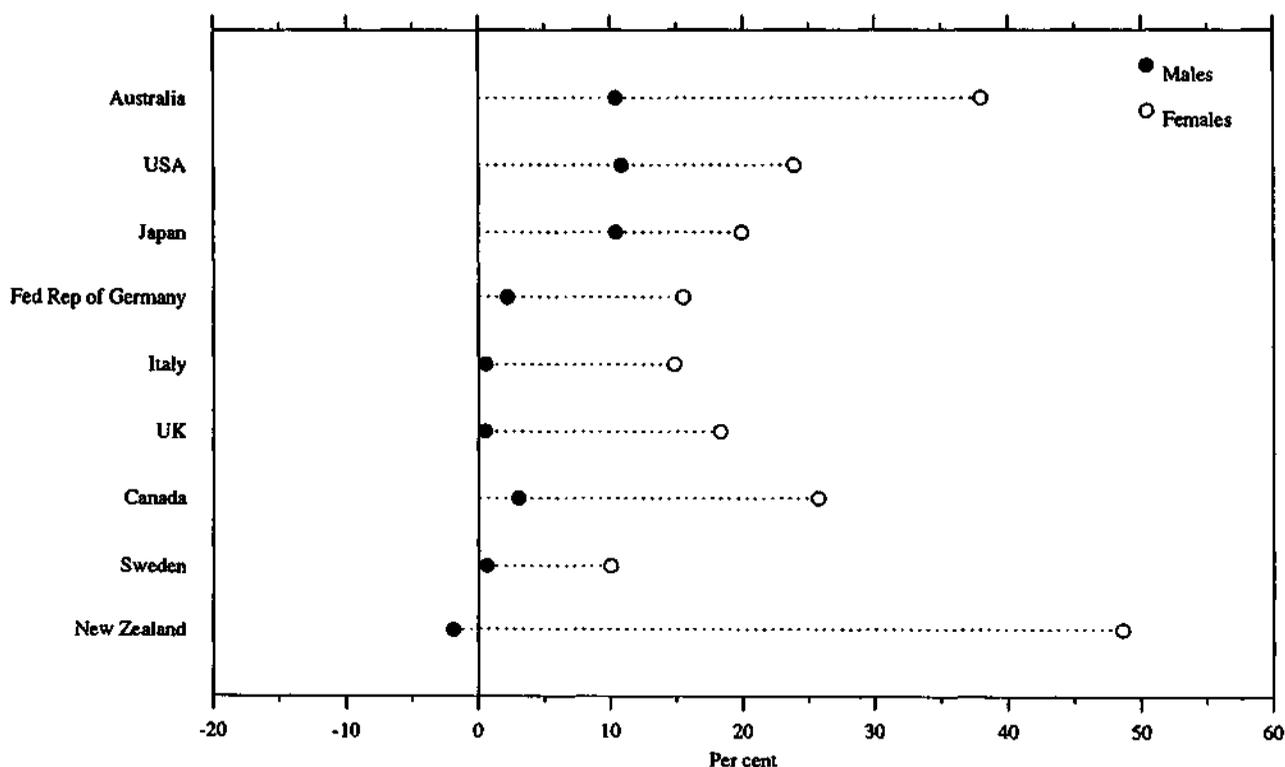
TABLE 10.5. CIVILIAN EMPLOYMENT : SELECTED COUNTRIES, 1981 TO 1991  
(\*000)

Year(a)	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
1981	6,394	100,397	55,810	25,610	20,361	24,011	21,203	11,001	4,224	1,258
1982	6,379	99,526	56,380	25,177	20,297	23,584	21,240	10,618	4,220	1,282
1983	6,241	100,834	57,330	24,793	20,350	23,304	21,168	10,675	4,224	1,266
1984	6,466	105,005	57,660	24,839	20,418	23,909	20,981	10,932	4,255	1,281
1985	6,676	107,150	58,070	25,010	20,508	24,210	20,915	11,221	4,299	1,329
1986	6,919	109,597	58,530	25,267	20,614	24,240	20,955	11,531	4,269	1,544
1987	7,092	112,440	59,110	26,626	20,584	24,755	21,018	11,861	4,337	1,554
1988	7,366	114,968	60,110	26,840	20,815	25,604	21,186	12,245	4,399	1,502
1989	7,725	117,342	61,280	27,209	20,833	26,376	21,465	12,486	4,466	1,461
1990	7,850	117,914	62,490	27,946	21,215	26,577	21,699	12,572	4,508	1,472
1991	7,705	116,877	63,690	28,430	21,410	25,866	.	12,340	4,431	1,451

(a) Annual averages.

Source: OECD Labour Force Statistics, 1969-1989; OECD Quarterly Labour Force Statistics, 1/1992; Key Statistics, New Zealand, March 1992.

CHART 10.2. CIVILIAN EMPLOYMENT: PERCENTAGE CHANGE  
BETWEEN 1981 AND 1991 BY SEX, SELECTED COUNTRIES



Source: OECD Labour Force Statistics, 1969-1989; OECD Labour Force Statistics, 1/1992; Key Statistics, New Zealand, March 1992.

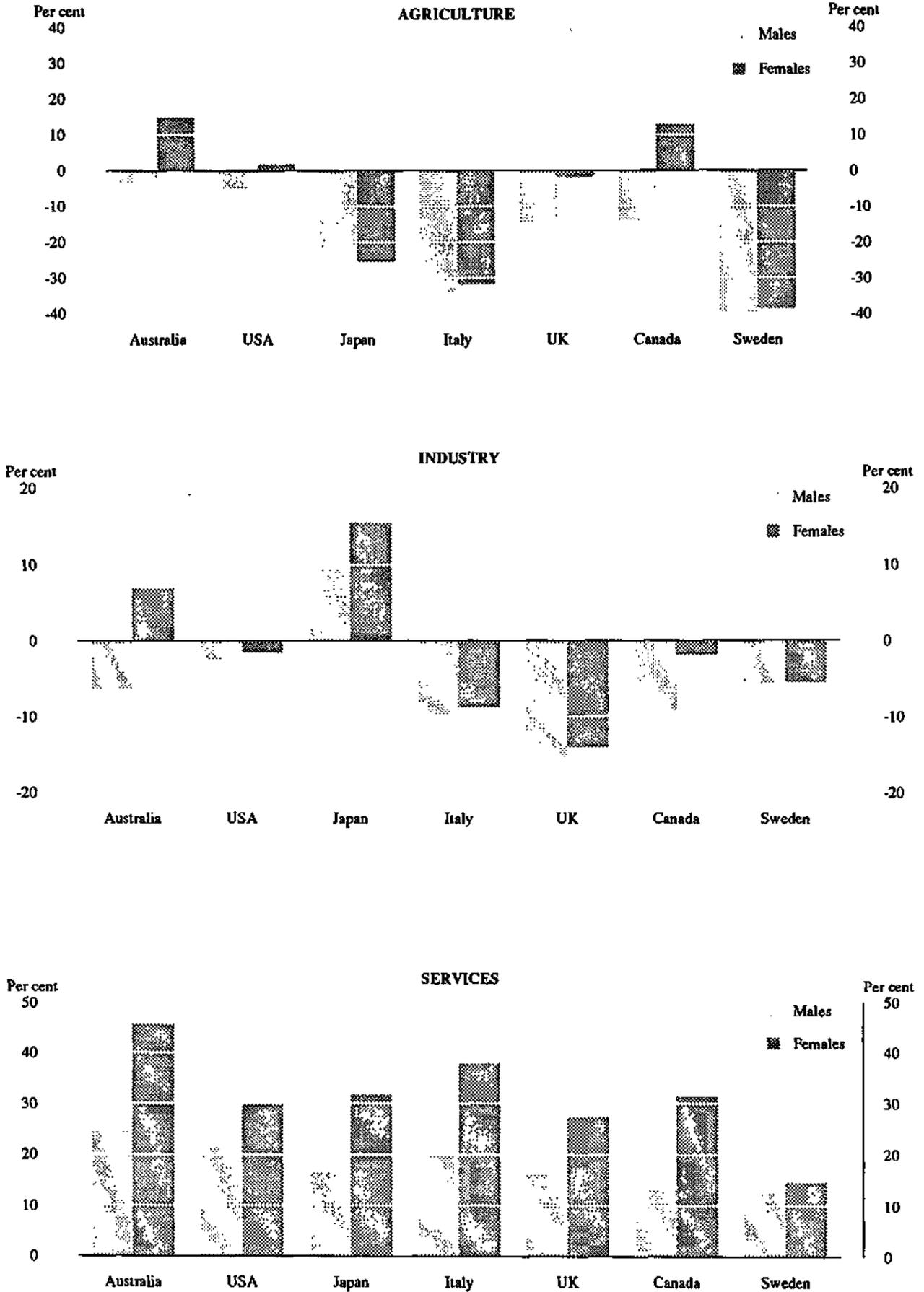
TABLE 10.6. DISTRIBUTION OF CIVILIAN EMPLOYMENT BY ECONOMIC SECTOR : SELECTED COUNTRIES,  
1981 TO 1991  
(per cent)

Year	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
AGRICULTURE(a)										
1981	6.5	3.5	10.0	5.2	13.4	2.7	8.4	5.5	5.6	11.2
1982	6.4	3.6	9.7	5.0	12.4	2.7	8.2	5.3	5.6	11.4
1983	6.6	3.5	9.3	5.0	12.4	2.7	7.9	5.5	5.4	11.2
1984	6.2	3.3	8.9	4.8	11.9	2.6	7.8	5.4	5.1	11.2
1985	6.2	3.1	8.8	4.6	11.2	2.5	7.6	5.1	4.8	11.1
1986	6.0	3.1	8.5	4.4	10.9	2.5	7.3	4.9	4.2	10.6
1987	5.7	3.0	8.3	4.2	10.5	2.4	7.0	4.8	3.9	10.4
1988	5.8	2.9	7.9	4.0	9.9	2.3	6.7	4.5	3.8	10.4
1989	5.5	2.9	7.6	3.7	9.3	2.1	6.4	4.3	3.6	10.3
1990	5.6	2.8	7.2	3.4	8.8	2.1	6.0	4.2	3.3	n.a.
1991	5.5	2.9	6.7	3.3	8.5	2.2	..	4.5	3.2	10.7
INDUSTRY(b)										
1981	30.3	30.1	35.3	43.0	37.6	35.8	35.2	28.2	31.3	32.3
1982	29.5	28.4	34.9	42.1	37.1	34.6	34.6	26.4	30.3	32.7
1983	28.0	28.0	34.8	41.5	36.1	33.3	33.8	25.5	29.9	32.2
1984	27.9	28.5	34.8	41.2	34.5	32.2	32.9	25.7	29.8	32.1
1985	27.3	28.0	34.9	40.9	33.6	31.6	32.0	25.3	29.8	32.4
1986	26.9	27.7	34.5	40.7	33.1	30.7	31.4	25.1	30.1	28.8
1987	26.2	27.1	33.8	40.3	32.6	30.1	30.8	25.1	29.7	27.3
1988	26.4	26.9	34.1	39.9	32.4	29.7	30.3	25.5	29.5	26.0
1989	26.5	26.7	34.3	39.8	32.4	29.4	30.1	25.7	29.4	25.5
1990	25.4	26.2	34.1	39.8	32.7	29.0	29.9	24.6	29.1	n.a.
1991	24.2	25.3	34.4	39.3	32.3	28.2	..	23.2	28.2	23.5
SERVICES(c)										
1981	63.2	66.4	54.7	51.8	49.0	61.6	56.4	66.3	63.1	56.5
1982	64.1	68.0	55.4	52.8	50.5	62.8	57.3	68.3	64.1	55.9
1983	65.3	68.5	56.0	53.6	51.5	64.0	58.3	69.0	64.7	56.6
1984	65.9	68.2	56.3	54.1	53.6	65.2	59.3	69.0	65.1	56.7
1985	66.4	68.8	56.4	54.5	55.2	65.9	60.4	69.6	65.3	56.5
1986	67.1	69.3	57.1	54.9	56.0	66.8	61.3	69.9	65.6	60.6
1987	68.1	69.9	57.9	55.5	56.8	67.5	62.2	70.1	66.3	62.4
1988	67.8	70.2	58.0	56.1	57.7	68.1	63.0	69.9	66.7	63.6
1989	68.0	70.5	58.2	56.5	58.2	68.4	63.6	70.0	66.9	64.3
1990	69.0	70.9	58.7	56.7	58.5	68.9	64.1	71.2	67.4	n.a.
1991	70.4	71.8	58.9	57.5	59.2	69.6	..	72.3	68.4	65.5

(a) Agriculture, forestry, fishing and hunting. (b) Mining and quarrying; Manufacturing; Electricity, gas and water; Construction. (c) Transportation; Communication; Public utilities; Trade; Finance; Public administration; Private household services; and Miscellaneous services.

Source: OECD Labour Force Statistics, 1969-1989; OECD Quarterly Labour Force Statistics, III/1992; Key Statistics, New Zealand, March 1992.

**CHART 10.3. CIVILIAN EMPLOYMENT: PERCENTAGE CHANGE BETWEEN 1981 AND 1991, SEX AND ECONOMIC SECTOR BY SELECTED COUNTRIES**



Source. OECD Labour Force Statistics, 1969-1989; OECD Quarterly Labour Force Statistics, 1/1992.

TABLE 10.7. EMPLOYED PERSONS BY OCCUPATION, SELECTED COUNTRIES, 1990  
(per cent)

	Australia	USA	Japan	Canada	Sweden	New Zealand
Professional, technical and related workers	11.0	16.7	11.0	17.2	32.2	18.2
Administrative and managerial workers	13.0	12.6	3.8	12.9	..	6.2
Clerical and related workers	6.0	15.8	18.5	16.7	16.3	16.6
Sales workers	15.5	12.0	15.0	9.7	9.4	12.1
Service workers	17.0	13.4	8.6	13.2	9.4	11.1
Agriculture, animal husbandry and forestry workers, fishermen and hunters	14.9	2.9	7.2	4.2	3.3	10.6
Production and related workers, transport equipment operators and labourers	22.6	26.6	35.4	26.0	29.0	24.9
Workers not classifiable by occupation	..	..	0.5	..	0.3	0.2
<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>

Source: ILO Year Book of Labour Statistics, 1991.

### Hours of Work

In 1990, average hours worked per week in manufacturing were higher than in total non-agricultural industries except for the UK, France and the Federal Republic of Germany which were 1.3, 0.3 and 0.2 percentage points lower respectively. In manufacturing, the UK recorded the highest average at 41.6 hours per week. Both the USA and Japan averaged 40.8 hours of work per week and New Zealand averaged 40.7 hours while Australia and Canada each recorded 38.2 hours.

The highest average recorded in total non-agricultural activities was also in the UK (42.9 hours per week) followed by the Federal Republic of Germany and Japan (39.7 and 39.5 respectively). Australia's average was 35.4. While the average hours of work per week decreased for most countries, Sweden's average reached its highest since 1982.

TABLE 10.8. AVERAGE HOURS OF WORK PER WEEK IN NON-AGRICULTURAL ACTIVITIES: SELECTED COUNTRIES  
1980 TO 1990

Year	Australia (a)	USA (b)	Japan (a)	Federal Republic of Germany (b)	UK (c)	France (d)	Canada (b)(e)	Sweden	New Zealand (a)(b)
MANUFACTURING									
1980	37.4	39.7	41.2	41.6	n.a.	40.7	38.5	(a) 37.6	39.6
1981	37.4	39.8	41.0	41.1	n.a.	40.3	38.5	37.4	39.6
1982	36.1	38.9	40.9	40.7	41.0	39.3	37.7	37.6	39.6
1983	35.5	40.1	41.1	40.5	41.5	38.9	38.4	37.7	39.5
1984	36.2	40.7	41.7	41.0	41.7	38.7	38.5	38.1	40.4
1985	36.9	40.5	41.5	40.7	41.8	38.6	38.8	38.3	40.7
1986	37.0	40.7	41.1	40.4	41.6	38.7	38.7	38.3	39.6
1987	37.3	41.0	41.3	40.1	42.2	38.7	38.8	38.4	40.2
1988	38.1	41.1	41.8	40.0	42.4	38.8	38.8	38.5	39.9
1989	37.8	41.0	41.4	39.9	42.2	38.8	38.6	38.5	40.5
1990	38.2	40.8	40.8	39.5	41.6	38.8	38.2	38.5	40.7
TOTAL NON-AGRICULTURAL ACTIVITIES									
1980	34.5	35.3	40.6	41.6	n.a.	41.1	n.a.	35.6	38.9
1981	34.7	35.2	40.4	41.2	n.a.	40.8	n.a.	35.4	38.6
1982	33.8	34.8	40.3	40.7	42.1	39.6	n.a.	35.6	38.8
1983	33.5	35.0	40.4	40.5	42.4	39.3	32.4	35.7	38.9
1984	33.8	35.2	40.7	40.9	42.5	39.1	32.5	36.0	39.4
1985	34.4	34.9	40.6	40.7	42.8	39.0	32.5	36.3	39.6
1986	34.1	34.8	40.4	40.5	42.7	39.0	32.3	36.5	38.9
1987	34.5	34.8	40.6	40.2	43.1	39.1	32.0	37.1	38.8
1988	35.6	34.7	40.6	40.2	43.5	39.1	32.1	37.2	38.6
1989	35.2	34.6	40.2	40.1	43.4	39.1	31.8	37.5	38.8
1990	35.4	34.5	39.5	39.7	42.9	39.1	31.5	37.7	38.7

(a) Employees. (b) Hours paid for. (c) Full-time workers on adult rates of pay. (d) Wage earners. (e) Employees paid by the hour.

Source: ILO Yearbook of Labour Statistics, 1989-90, and 1991; ILO Bulletin of Labour Statistics, 1992-1.

## Unemployment

Standardised unemployment rates of 2.1 and 2.7 per cent were recorded for Japan and Sweden respectively in 1991. Much higher rates were recorded for Italy (9.9%), Australia (9.5%), the UK and France (both 9.4%).

Between 1990 and 1991, proportionally large increases in the standardised unemployment rate were experienced by Australia (38%), the UK (36%), New Zealand, (30%) Canada (26%) and the USA (22%). While Sweden continued to enjoy a relatively low standardised unemployment rate, the proportional increase from a low base in 1990 to 1991 was 80 per cent. There was no change in Japan's rate between those two years, while the Federal Republic of Germany, France and Italy showed proportional decreases of 12 per cent, 5.6 per cent and 3.9 per cent respectively.

Unemployment rates for persons aged under 25 years remained low for Sweden (3.5%) and Japan (4.3%) in 1991, while for Italy (31%), France (19%), Australia (13%) and Canada (13%) they remained relatively high.

**TABLE 10.9. UNEMPLOYED PERSONS : STANDARDISED UNEMPLOYMENT RATES(a), SELECTED COUNTRIES, 1981 TO 1991**  
(per cent)

Year(b)	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
1981	5.7	7.5	2.2	4.2	7.8	9.8	7.4	7.5	2.5	n.a.
1982	7.1	9.5	2.4	5.9	8.4	11.3	8.1	10.9	3.2	n.a.
1983	9.9	9.5	2.6	7.7	8.8	12.4	8.3	11.8	3.5	n.a.
1984	8.9	7.4	2.7	7.1	9.4	11.7	9.7	11.2	3.1	n.a.
1985	8.2	7.1	2.6	7.1	9.6	11.2	10.2	10.4	2.8	n.a.
1986	8.0	6.9	2.8	6.4	10.5	11.2	10.4	9.5	2.7	3.9
1987	8.0	6.1	2.8	6.2	10.9	10.3	10.5	8.8	1.9	4.0
1988	7.2	5.4	2.5	6.2	11.0	8.5	10.0	7.7	1.6	5.6
1989	6.1	5.2	2.3	5.6	10.9	7.1	9.4	7.5	1.4	7.1
1990	6.9	5.4	2.1	4.9	10.3	6.9	8.9	8.1	1.5	7.9
1991	9.5	6.6	2.1	4.3	9.9	9.4	9.4	10.2	2.7	10.3

(a) National rates will differ where coverage of unemployment differs from that of the ILO, or when a denominator other than the total labour force is used. See the Technical Note. (b) Annual averages.

Source: OECD Quarterly Labour Force Statistics, 1/1992.

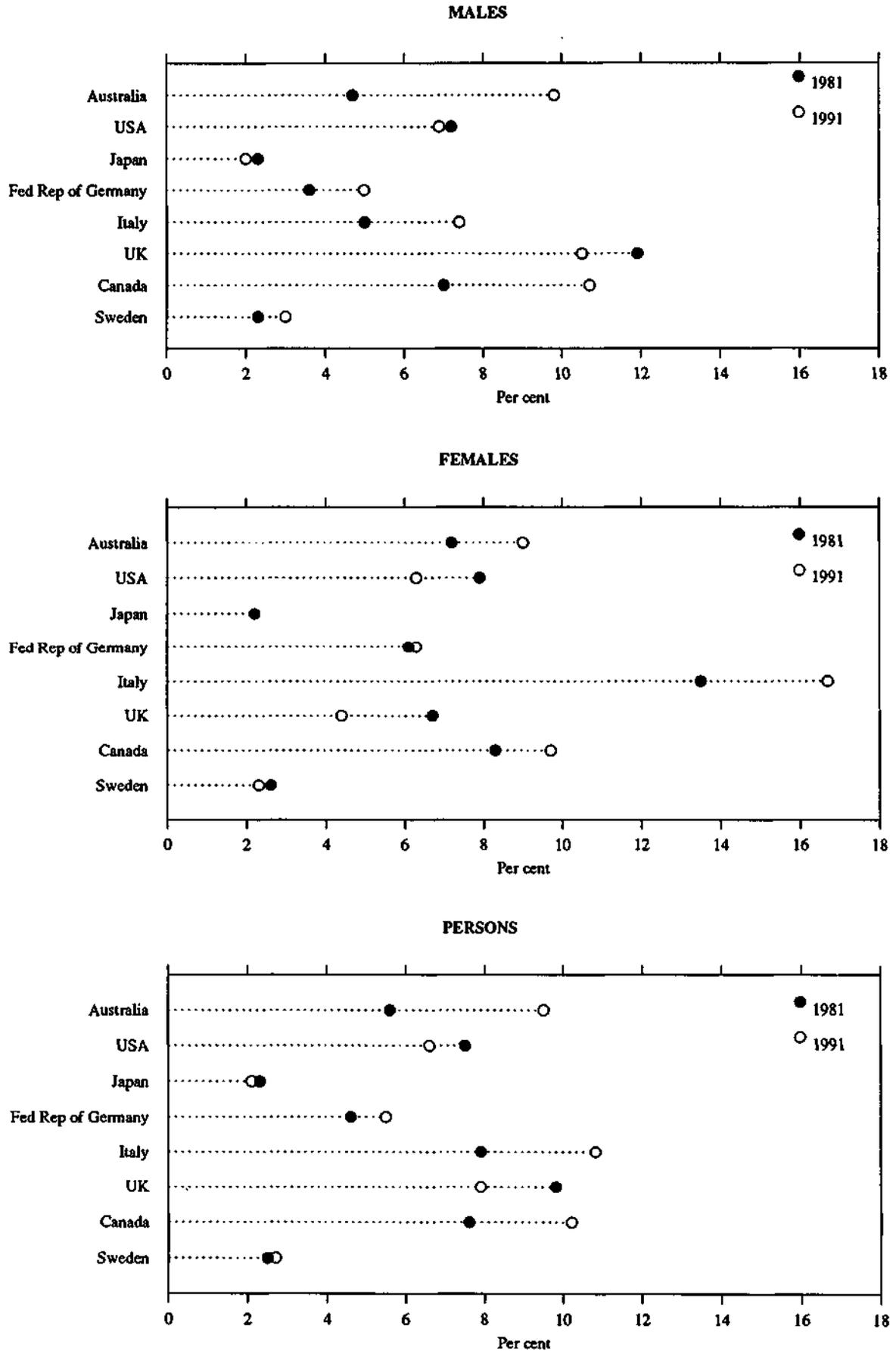
**TABLE 10.10. UNEMPLOYMENT RATES(a) : AGE, SELECTED COUNTRIES, 1980 TO 1990**  
(per cent)

Year(b)	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	Canada	Sweden	New Zealand
PERSONS AGED UNDER 25 YEARS										
1980	12.2	13.3	3.6	3.9	25.2	13.5	15.0	13.2	5.0	n.a.
1981	10.8	14.3	4.0	6.5	25.8	17.9	17.0	13.3	6.3	n.a.
1982	12.9	17.0	3.9	9.5	28.0	23.1	19.0	18.8	7.6	n.a.
1983	17.9	16.4	4.5	10.7	30.5	23.4	19.7	19.8	8.0	n.a.
1984	16.5	13.3	4.9	9.9	32.9	21.8	24.4	17.8	6.0	n.a.
1985	14.3	13.0	4.8	9.5	33.9	21.5	25.6	16.3	5.8	n.a.
1986	14.5	12.7	5.2	8.6	34.5	20.5	23.4	15.1	5.6	7.9
1987	14.6	11.7	5.2	8.1	35.5	17.3	23.0	13.7	4.2	8.0
1988	12.8	10.6	4.9	n.a.	34.5	11.8	21.7	12.0	3.3	10.9
1989	10.4	10.5	4.5	n.a.	33.6	8.3	19.1	11.3	3.0	13.5
1990	13.3	10.7	4.3	n.a.	31.4	8.1	19.3	12.8	3.5	14.1
PERSONS AGED 25 YEARS AND OVER										
1980	3.6	5.0	1.8	2.8	3.5	4.5	4.2	5.4	1.4	n.a.
1981	3.7	5.4	2.0	4.1	3.7	7.5	4.9	5.6	1.8	n.a.
1982	4.5	7.3	2.1	5.8	4.0	8.5	5.5	8.4	2.3	n.a.
1983	7.1	7.4	2.4	6.9	4.5	8.9	5.8	9.4	2.6	n.a.
1984	6.0	5.7	2.4	7.2	4.9	9.0	6.7	9.3	2.6	n.a.
1985	5.8	5.5	2.3	7.2	5.1	9.5	7.4	8.7	2.3	n.a.
1986	5.8	5.4	2.4	6.9	5.9	9.9	7.8	8.0	2.1	2.7
1987	5.7	4.7	2.5	6.9	6.7	8.9	8.5	7.5	1.4	2.7
1988	5.0	4.2	2.2	n.a.	7.0	7.2	8.3	6.7	1.3	3.9
1989	4.3	4.0	1.9	n.a.	7.4	5.6	8.1	6.6	1.0	5.1
1990	5.1	4.3	1.8	n.a.	6.8	5.0	8.0	7.0	1.1	5.8

(a) Annual averages.

Source: OECD Labour Force Statistics, 1969-1989; OECD Quarterly Labour Force Statistics, 1/1992.

**CHART 10.4. UNEMPLOYED PERSONS: UNEMPLOYMENT RATES BY SEX  
SELECTED COUNTRIES**



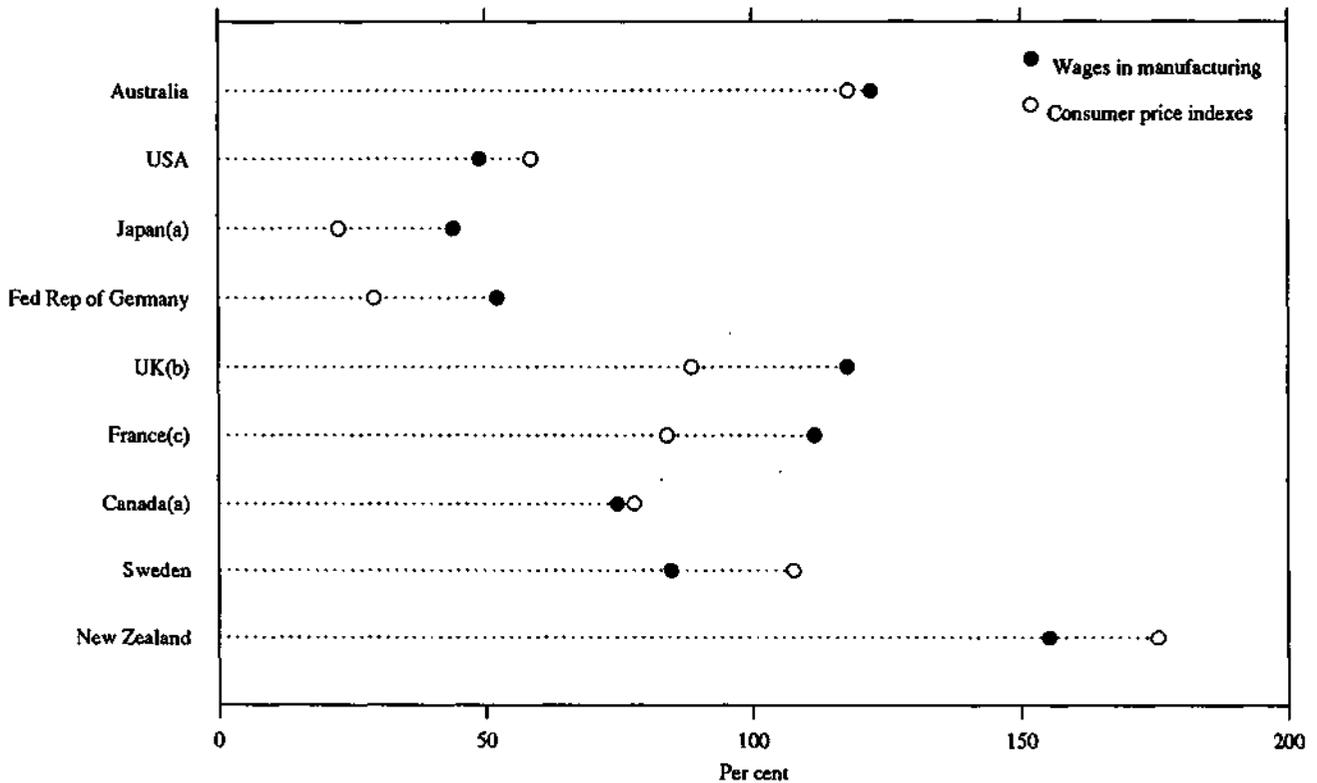
Source: OECD Labour Force Statistics, 1969-1989; OECD Quarterly Labour Force Statistics, 1/1992.

### Movement in Wages and Consumer Price Index

Increases in wages in manufacturing from 1980 to 1990 were below 50 per cent for Japan (44%) and the USA (49%). The Federal Republic of Germany experienced a similar increase (52%) but in Australia and New Zealand (122% and 155% respectively) the increases were much larger. The UK and France also reported large increases (118% and 112% respectively). Canada (75%) and Sweden (85%) recorded relatively moderate increases.

The consumer price index increased by 118 per cent in Australia between 1980 and 1990, in Sweden the increase was 108 per cent while in New Zealand it was 176 per cent. Japan experienced the smallest increase (23%) followed by the Federal Republic of Germany (29%). In Canada, France and the UK increases were between 75 and 90 per cent. A relatively low 59 per cent increase was recorded by the USA.

CHART 10.5. PERCENTAGE CHANGE IN CONSUMER PRICE INDEXES AND WAGES IN MANUFACTURING, SELECTED COUNTRIES, 1980 TO 1990



(a) Employee wages. (b) Wages for full-time workers on adult rates of pay. (c) Adult wages.

Source: ILO Yearbook of Labour Statistics, 1988 and 1991; ILO Bulletin of Labour Statistics 1992-1; Manufacturing Industry: Details of Operation by Industry Class, Australia (8203.0).

### Industrial Disputes

Over the 6 years to 1990, working days lost per thousand employees averaged 228 in Australia, varying between 190 in 1989 and 269 in 1988. The number of working days lost per thousand employees in the USA in 1990 was 54. This was considerably fewer than the number recorded in 1989 (155) but of a similar magnitude to the figures for 1987 (44) and 1988 (42). In Canada, the number of working days lost per thousand employees was 299 in 1990, 182 in 1989 and 307 in 1988.

TABLE 10.11. INDUSTRIAL DISPUTES : NUMBER OF DISPUTES, WORKERS INVOLVED, WORKING DAYS LOST, AND WORKING DAYS LOST PER THOUSAND EMPLOYEES, SELECTED COUNTRIES, 1980 TO 1990

Year	Australia	USA	Japan	Federal Republic of Germany	Italy	UK	France	France	Canada	Sweden	New Zealand
	(a)	(b)	(c)	(d)		(d)	(e)(f)	(g)	(a)		(h)
NUMBER OF DISPUTES											
1980	2,429	187	1,133	n.a.	2,238	1,330	2,118	n.a.	1,028	212	360
1981	2,915	145	955	n.a.	2,204	1,338	2,405	n.a.	1,048	68	291
1982	2,060	96	944	n.a.	1,747	1,528	3,113	n.a.	677	46	333
1983	1,787	81	893	n.a.	1,565	1,352	2,837	n.a.	645	92	333
1984	1,965	62	596	n.a.	1,816	1,206	2,537	3,014	717	206	364
1985	1,895	54	627	n.a.	1,341	903	1,901	7,278	(i)56	160	383
1986	1,754	69	620	n.a.	1,469	1,074	1,391	2,681	89	75	215
1987	1,517	46	474	n.a.	1,149	1,016	1,391	2,857	64	72	193
1988	1,508	40	498	n.a.	1,769	781	2,260	n.a.	(i)54	144	172
1989	1,402	51	362	n.a.	1,297	701	2,040	n.a.	67	139	171
1990	1,193	44	n.a.	n.a.	n.a.	598	n.a.	n.a.	66	126	137
WORKERS INVOLVED ('000)											
1980	1,172.8	795.3	562.9	45.2	13,825.0	833.7	500.8	n.a.	441.0	746.7	127.7
1981	1,247.2	728.9	247.1	253.3	8,226.6	1,512.5	329.0	n.a.	338.6	99.2	135.0
1982	706.1	655.8	215.7	40.0	10,483.0	2,102.9	397.7	467.9	444.3	5.1	156.0
1983	470.2	909.4	224.1	94.1	6,844.2	573.8	(j)453.6	617.2	329.3	14.4	140.7
1984	560.3	376.0	155.1	537.3	7,356.5	1,464.3	(j)505.2	55.5	186.8	23.7	160.3
1985	570.5	323.9	123.4	78.2	4,842.8	791.3	(j)273.6	549.1	(i)98.3	124.5	182.2
1986	691.7	533.2	118.0	115.5	3,606.7	720.2	(j)261.6	456.0	430.1	66.3	100.6
1987	608.8	174.3	101.1	155.0	4,272.7	887.4	(j)223.2	358.5	531.5	10.5	80.1
1988	894.4	118.3	74.9	33.5	2,712.1	790.3	(j)326.4	403.2	(i)158.9	95.2	104.0
1989	709.8	452.1	85.8	43.9	4,451.8	727.0	(j)243.6	298.5	392.0	34.1	78.9
1990	729.9	184.9	n.a.	257.2	n.a.	290.5	n.a.	n.a.	224.2	73.2	50.0
WORKING DAYS LOST ('000)											
1980	3,320.2	20,844.0	1,001.2	128.4	16,457.0	11,964.0	1,522.9	1,685.9	8,975.4	4,478.5	373.5
1981	4,189.3	16,908.0	553.7	58.4	10,527.0	4,266.0	1,441.6	1,495.6	8,878.5	209.1	388.1
1982	1,980.4	9,061.2	538.1	15.1	18,563.0	5,313.0	2,250.2	2,327.2	5,795.4	1.8	330.0
1983	1,641.4	17,461.0	506.9	40.8	(k)14,003.0	3,754.0	1,321.0	1,483.6	4,444.0	36.9	371.8
1984	1,307.4	8,498.8	354.1	5,617.6	(k)8,703.3	27,135.0	1,316.8	1,357.0	3,871.8	31.3	424.9
1985	1,256.2	7,079.1	264.1	34.4	(k)3,830.7	6,402.0	726.7	884.9	(i)1,348.8	504.2	756.4
1986	1,390.7	11,861.0	253.4	28.0	(k)5,643.7	1,920.0	567.6	1,041.4	5,673.3	682.7	1,329.1
1987	1,311.9	4,468.8	256.1	33.3	(k)4,605.7	3,546.0	511.5	969.0	2,408.5	14.7	366.3
1988	1,641.4	4,381.4	173.8	41.9	(k)3,315.1	3,702.0	1,094.0	1,241.6	(i)3,393.9	797.4	381.7
1989	1,202.4	16,530.0	219.1	100.4	(k)4,436.1	4,128.0	800.0	904.2	2,062.0	409.7	193.3
1990	1,376.5	5,925.5	n.a.	363.6	n.a.	1,890.0	n.a.	n.a.	3,390.8	770.4	330.9
WORKING DAYS LOST PER THOUSAND EMPLOYEES											
1980	649	232	25	5	1,135	520	..	95	930	1,150	362
1981	797	186	14	2	726	19	..	85	894	54	n.a.
1982	348	101	13	1	1,283	248	..	131	607	—	n.a.
1983	249	192	12	2	975	178	..	84	465	9	n.a.
1984	248	89	8	246	611	1,278	..	77	396	8	n.a.
1985	228	73	6	1	266	299	..	50	(i)134	126	n.a.
1986	242	119	6	1	390	90	..	59	546	171	1,057
1987	223	44	6	1	319	164	..	55	225	4	290
1988	269	42	4	2	226	166	..	69	(i)307	199	315
1989	190	155	5	4	300	181	..	50	182	101	165
1990	217	54	n.a.	15	n.a.	83	..	n.a.	299	188	n.a.

(a) Excludes disputes in which time lost is less than 10 staff days. (b) Excludes disputes lasting less than a full day or shift, and disputes involving less than 1,000 workers. (c) Excludes disputes lasting less than half a day. (d) Includes disputes lasting less than one day only if more than 100 working days lost. (e) Excludes Agriculture and Public administration. (f) Localised disputes. (g) Comprises localised and generalised disputes. (h) Excludes public sector conflicts. (i) New series. Stoppages involving 500 employees or more. Excludes workers indirectly affected. (j) Monthly average converted to an annual average. (k) Working hours lost converted to working days lost.

Source: ILO Year Book of Labour Statistics, 1989-90, 1991; Industrial Disputes, Australia, February 1992 (6321.0); Department of Employment Gazette, Great Britain, December 1990; Key Statistics, New Zealand, March 1992.

## DATA SOURCES

Following are the data sources for the tables and charts in each chapter of this publication. Also set out are the catalogue numbers for ABS data sources and page references for the related technical notes.

<i>Title</i>	<i>ABS Catalogue No.</i>	<i>Technical notes Page No.</i>
<i>Chapter 1—Socio-Demographic Characteristics of the Population</i>		
Australian Demographic Statistics	3101.0	155
Overseas Arrivals and Departures	3404.0	156
Projections of the Populations of Australia, States and Territories, 1989 to 2031	3222.0	155
Labour Force Status and Other Characteristics of Migrants	6250.0	156
Labour Force Status and Other Characteristics of Families	6224.0	156
Labour Force Status and Educational Attainment	6235.0	156
Participation in Education	6272.0	156
<i>Chapter 2—Labour Force</i>		
The Labour Force, Historical Summary, 1978 to 1989	6204.0	157
The Labour Force	6203.0	157
Labour Force Experience	6206.0	158
Transition from Education to Work	6227.0	158
Labour Force Status and Educational Attainment	6235.0	158
Labour Force Status and Other Characteristics of Families	6224.0	158
Persons Who Had Re-entered the Labour Force	6264.0	158
Persons Who Have Left the Labour Force	6267.0	158
Retirement and Retirement Intentions	6238.0	158
Labour Force Status and Other Characteristics of Migrants	6250.0	157
<i>Chapter 3—Employment and Underemployment</i>		
The Labour Force	6203.0	157
Labour Force Status and Educational Attainment	6235.0	158
Labour Force Experience	6206.0	158
Labour Mobility	6209.0	160
Multiple Jobholding	6216.0	160
Employed Wage and Salary Earners	6248.0	159
Transition from Education to Work	6227.0	158
Career Paths of Qualified Nurses	6277.0	160
Career Paths of Persons with Trade Qualifications	6243.0	160
Employment, Underemployment and Unemployment	6246.0	161
Underemployed Workers	6265.0	160
Superannuation	6319.0	161
<i>Chapter 4—Unemployment</i>		
The Labour Force	6203.0	157
Job Search Experience of Unemployed Persons	6222.0	161
Successful and Unsuccessful Job Search Experience	6245.0	161
Labour Force Experience	6206.0	158
Labour Force Status and Educational Attainment	6235.0	158
Labour Force Status and Other Characteristics of Families	6224.0	158
Job Vacancies (to May 1989)	6231.0	161
Job Vacancies and Overtime	6354.0	161
<i>Chapter 5—Persons Not in the Labour Force</i>		
Persons Not in the Labour Force	6220.0	161
The Labour Force	6203.0	157
Transition from Education to Work	6227.0	158

## DATA SOURCES—continued

<i>Title</i>	<i>ABS Catalogue No.</i>	<i>Technical notes Page No.</i>
<i>Chapter 6—Award Rates, Earnings, Labour Costs and Employment Benefits</i>		
Award Rates of Pay Indexes	6312.0	162
Average Weekly Earnings	6302.0	162
Consumer Price Index	6401.0	162
Distribution and Composition of Employee Earnings and Hours	6306.0	162
Weekly Earnings of Employees (Distribution)	6310.0	162
Labour Costs	6348.0	163
Employment Benefits	6334.0	163
<i>Chapter 7—Hours of Work</i>		
The Labour Force	6203.0	163
Overtime (to May 1989)	6330.0	163
Job Vacancies and Overtime	6354.0	163
<i>Chapter 8—Industrial Relations</i>		
Industrial Disputes (monthly)	6321.0	163
Industrial Disputes (annual)	6322.0	163
Trade Union Statistics	6323.0	164
Trade Union Members	6325.0	163
Award Coverage	6315.0	164
<i>Chapter 9—Training</i>		
Employer Training Expenditure	6353.0	164
How Workers Get Their Training	6278.0	165
<i>Chapter 10—International Comparisons</i>		
The Labour Force, Australia	6203.0	165
OECD Labour Force Statistics, 1969-1989, and 1970-1990	..	..
OECD Quarterly Labour Force Statistics, No. 1/1992	..	..
Key Statistics, New Zealand, March 1992	..	..
ILO Yearbook of Labour Statistics, 1989-90 and 1991	..	..
ILO Bulletin of Labour Statistics, 1992-1	..	..
Distribution and Composition of Employee Earnings and Hours	6306.0	165
Industrial Disputes	6321.0	165
Department of Employment Gazette, Great Britain	..	..
United Nations Monthly Bulletin of Statistics, April 1992	..	..
Italian Statistical Abstract, 1992	..	..
Manufacturing Industry : Details of Operation by Industry Class	8203.0	

## SUPPLEMENTARY AND SPECIAL SURVEYS RELATING TO THE LABOUR FORCE

Although emphasis in the population survey is placed on the regular collection of data on demographic and labour force characteristics, supplementary and special surveys of particular aspects of the labour force are carried out from time to time. The results of these surveys on labour force and related topics are published separately as shown below.

<i>Title of Publication</i>	<i>Catalogue No.</i>
Alternative Working Arrangements, Australia, March to May 1982, September to November 1986	6341.0
Annual and Long Service Leave Taken, Australia, May 1988 to April 1989	6317.0
Career Paths of Persons with Trade Qualifications, Australia, 1989	6243.0
Career Paths of Qualified Nurses, Australia, 1989	6277.0
Child Care, Australia, May 1969, 1973, 1977; June 1980; November 1984; June 1987; November 1990	4402.0
Employment Benefits, Australia. Annually. Latest issue July 1991	6334.0
How Workers Get Their Training, Australia, 1989	6278.0
Income Distribution Survey, Australia, Persons with Earned Income, 1986, 1990	6546.0
Job Search Experience of Unemployed Persons, Australia. Annually. Latest issue July 1992	6222.0
Labour Force Experience, Australia. Annually. Latest issue March 1992	6206.0
Labour Force Status and Educational Attainment, Australia. Annually. Latest issue February 1992	6235.0
Labour Force Status and Other Characteristics of Families, Australia. Annually. Latest issue June 1992	6224.0
Labour Force Status and Other Characteristics of Migrants, Australia, September 1990	6250.0
Labour Mobility, Australia. Annually. Latest issue February 1992	6209.0
Multiple Jobholding, Australia. Four-yearly. Latest issue July 1991	6216.0
Participation in Education, Australia. (Formerly Labour Force Status and Educational Attendance). Annually. Latest issue September 1991	6272.0
Persons Employed at Home, Australia, March 1992	6275.0
Persons Not in the Labour Force, Australia. Annually. Latest issue September 1992	6220.0
Persons Who Had Re-entered the Labour Force, Australia, May 1985, May 1987, May 1990	6264.0
Persons Who Have Left the Labour Force, Australia, November 1985, April 1988, April 1991	6267.0
Retirement and Retirement Intentions, Australia, November 1989	6238.0
Successful and Unsuccessful Job Search Experience, Australia. Two-yearly. Latest issue July 1992	6245.0
Superannuation, Australia, February 1974, September to November 1982, November 1988, November 1991	6319.0
Trade Union Members, Australia. Two-yearly. Latest issue August 1990	6325.0
Transition From Education to Work, Australia. Annually. Latest issue May 1992	6227.0
Underemployed Workers, Australia, May 1988, May 1991	6265.0
Weekly Earnings of Employees (Distribution), Australia. Annually. Latest issue July 1992	6310.0

## TECHNICAL NOTES

1. Data for tables and charts included in the chapters of this publication have been obtained from a number of different sources. Information on the method of collection and concepts used, etc. is set out below.

2. Reference should be made to the publication *A Guide to Labour Statistics* (6102.0) which describes the concepts, methodology and sources of the ABS labour market data within the conceptual frameworks underlying the collection of these data. The Guide is structured broadly according to subject matter topics similar to the chapter headings used in this publication.

3. Much of the data presented in the publication has been obtained from sample surveys, especially household surveys (such as the labour force survey and its supplementaries) and surveys of employers. Estimates for all surveys are subject to two sources of error:

(a) *sampling error*—since the estimates are based on information obtained from a sample of employers or households they, and the movements derived from them, may differ from the figures that would have been produced if all employers or households had been included in the survey. Specific publications relating to those surveys include technical details on the size of sampling errors for the various estimates.

(b) *non-sampling error*—inaccuracies may occur because of imperfections in reporting by respondents and interviewers and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers, and efficient operating procedures.

4. The individual publications referred to below generally contain more information on statistical error in respect of the series they contain.

### CHAPTER 1—SOCIO-DEMOGRAPHIC CHARACTERISTICS OF THE POPULATION

#### Australian Demographic Statistics (3101.0)

5. This publication contains estimated resident populations for the States, Territories and Australia. It also includes quarterly estimates of the components of population change by State of usual residence as well as other demographic series, rates and measures. Estimated resident population statistics are based on full census counts of usual residents adjusted to compensate for census underenumeration and to include an estimate of Australian residents overseas at the time of the census. These census-date population estimates are up-dated quarterly (again from full counts) using birth and death registration data, overseas arrival and departure statistics (permanent and

long term only), and, for the State populations, estimates of interstate migration. (There is therefore no sampled component in the estimated resident population series.) After each census, final estimates for the preceding intercensal period are provided by incorporating an additional adjustment (intercensal discrepancy) to ensure that the total intercensal increase agrees with the difference between the estimated resident population at the two successive census dates.

6. These adjustments are the reason for the apparent anomalies in Chart 1.2 between the sum of the components of population increase (natural increase and net overseas migration gain) and total population increase.

7. An explanation of the 'usual residence' conceptual basis for population estimates is given in the ABS information paper entitled *Population Estimates: An Outline of the New Conceptual Basis of ABS Population Estimates* (3216.0), released on 29 March 1982. An ABS technical paper, *Methods and Procedures in the Compilation of Estimated Resident Population 1981 and in the Construction of the 1971-81 Time Series* (3103.0), was issued on 11 March 1983.

8. The overseas migration component of population change comprises net permanent and long-term overseas movements as recorded on passenger cards completed by incoming and outgoing travellers, for the Department of Immigration, Local Government and Ethnic Affairs. Short-term movements as such are excluded but an adjustment for the net effect of *category jumping* has been included since July 1976. This adjustment is necessary because net permanent and long-term migration figures can be affected by changes in travel intentions, as when an Australian resident departing for a short-term visit overseas (stating that he/she intends to stay abroad for less than 12 months) in fact stays for more than 12 months, thereby changing his/her travel category from short-term to long-term. An ABS technical paper, *Estimates of Residents Temporarily Overseas, Visitors in Australia and Category Jumping* (3104.0), was published on 10 March 1983.

9. In this publication (6101.0), population estimates have generally been rounded to the nearest hundred. The unrounded figures shown in Table 1.1 are published only for the convenience of readers who may wish to calculate their own per capita rates and indexes. They should not be assumed to be accurate to the last digit.

#### Projections of the Populations of Australia, States and Territories, 1989 to 2031 (3222.0)

10. This publication contains summary results of projections of the population of the States, Territories and Australia for the period 1989 to 2031, by age group, based on estimates of the population at 30 June 1989. (These estimates do not yet include any adjustment in accordance with 1991 census results. The projections will only be revised when *final* census results become available.)

11. The projections are not intended as predictions or forecasts; they are illustrations of population growth which would occur if certain selected assumptions of future demographic trends were realised. While these assumptions are based on an examination of past demographic trends and survey data on family formation, there is no certainty that they will or will not be realised. No attempt has been made to incorporate in these projections possible effects of economic depressions or booms, wars, natural disasters or other significant factors of this nature.

12. Alternative projections have been provided in the publication in recognition of the uncertainty of future movements in demographic trends, and to give users a range of options. The projections are also intended to serve both as a framework and a point of departure for other organisations and individuals working in the field of population projections.

13. The projections take as their starting point the estimated resident population of Australia by sex and single year of age at 30 June 1989. The four sets of projections are based on the following assumptions:

A and B: Annual net overseas migration gain falling from 128,500 in 1989-90 to 125,000 in 1990-91, remaining constant thereafter; total fertility rate declining from 1.83 in 1989 to 1.78 in 1998, remaining constant thereafter.

C: Annual net overseas migration gain as for Series A and B; total fertility rate declining from 1.83 in 1989 to 1.66 in 1998, remaining constant thereafter.

D: Annual net overseas migration gain falling from 128,500 in 1989-90 to 125,000 in 1990-91, remaining constant until 1993-94 and then declining to 80,000 in 1998-99, remaining constant thereafter; total fertility rate as for Series C.

14. All four sets of projections use the same mortality assumption, i.e. commencing with the age-sex specific rates recorded for 1986-88, mortality declines to year 1996 according to rates of decline between the two periods 1979-83 and 1984-88; from 1996 the decline continues, but according to the average rates of decline between the five periods 1964-68, 1969-73, 1974-78, 1979-83 and 1984-88.

#### Overseas Arrivals and Departures

15. Persons arriving in or departing from Australia are required to complete prescribed questionnaires in the form of Incoming and Outgoing Passenger cards. These cards serve as the source of statistics of overseas arrivals and departures.

16. Overseas arrival and departure statistics are derived from a combination of full enumeration and sampling. Fully enumerated strata cover all permanent movements and all movements with a duration of stay of one year or more. All movements with a duration of stay of less than one year are sampled and, therefore, statistics relating to these movements are estimates which may differ from statistics which would have been obtained if details of all these movements had been processed. Further information on this topic can be obtained from the publication *Overseas Arrivals and Departures* (3404.0).

#### Labour Force Status and Other Characteristics of Migrants, Australia (6250.0)

17. For technical details see paragraph 32 below.

#### Labour Force Status and Educational Attainment, Australia (6235.0)

18. For technical details see paragraph 36 below.

#### Participation in Education, Australia (6272.0)

19. Information presented in this publication relates to current attendance of persons aged 15 to 24 years at an educational institution. Data include type of institution attending, level of course of study, whether studying full-time or part-time and type of school attending or last attended. The scope of this survey is the same as that of the monthly Labour Force survey except that it excludes persons aged 25 years and over, the institutionalised and persons permanently unable to work. Similar data has been collected in an annual supplementary survey since 1988 — prior to 1991, the publication was titled *Labour Force Status and Educational Attendance, Australia* (6272.0).

#### Labour Force Status and Other Characteristics of Families, Australia (6224.0)

20. For technical details see paragraphs 37 and 38 below.

### CHAPTER 2—LABOUR FORCE

#### CHAPTER 3—EMPLOYMENT AND UNDEREMPLOYMENT

#### CHAPTER 4—UNEMPLOYMENT

#### CHAPTER 5—PERSONS NOT IN THE LABOUR FORCE

21. Data pertaining to the labour force characteristics of the population as shown in Chapters 2 to 5 were obtained mainly from the ABS household surveys, especially the labour force survey and the various supplementary surveys. Data pertaining to employed wage and salary earners and job vacancies are obtained from employer based surveys.

### **The Labour Force, Australia (6203.0)**

22. The labour force survey is based on a multi-stage area sample of private dwellings (about 31,000 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.) and covers about three-fifths of one per cent of the population of Australia. The information is obtained from the occupants of selected dwellings by carefully chosen and specially trained interviewers. The interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month. The information obtained relates to the week before the interview (i.e. the reference week).

23. The labour force survey includes all persons aged 15 and over except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas residents in Australia; and
- (d) members of non-Australian defence forces (and their dependents) stationed in Australia.

24. The labour force category to which a person is assigned depends on the *actual activity* undertaken during the reference week (i.e. whether working, looking for work, etc.).

25. From April 1986, the definition of employed persons was changed to include persons who worked without pay between 1 and 14 hours per week in a family business or on a farm (i.e. unpaid family helpers). Previously, such persons who worked 1 to 14 hours, or had such a job but were not at work, were defined as either unemployed or not in the labour force, depending on whether they were actively looking for work. In this issue, estimates for months prior to April 1986 are on the old basis, and estimates for April 1986 and later months are based on the new definition. For further information, see paragraphs 37 and 38 of the Explanatory Notes in the February 1987 issue of *The Labour Force, Australia* (6203.0).

26. Labour force survey estimates for the period January 1984 to January 1989 were revised following the 1986 Census of Population and Housing. The revisions were necessary to ensure that comparisons of labour force survey estimates from February 1989 (based on 1986 census population totals) with estimates for the period January 1984 to January 1989 (previously based on 1981 census population totals) could be made on a sound basis. Otherwise such comparisons would be distorted by an unquantified effect due solely to a change in estimates of the population. An examination of the revised estimates between June 1981 and June 1986 showed that the effects on labour force survey estimates for the period before January 1984 were inconsequential, and that no meaningful purpose would be served by publishing revised estimates for that period.

27. Estimates from February 1978 to December 1983 are therefore based on 1981 Census of Population and Housing population benchmarks. Estimates prior to February 1978 are based on 1976 Census of Population and Housing benchmarks.

28. Following the change in official population estimates to a place of usual residence basis after the 1981 Census, the population benchmarks used in the estimation of labour force survey data are compiled according to place of usual residence. To coordinate with the new benchmarks, the labour force survey questionnaire was changed in October 1982 to enable identification of each respondent's place of usual residence. The estimates from October 1982 in this publication are wholly according to place of residence. Prior to October 1982, the estimates are based on a combination of place of enumeration and place of residence.

### **Measuring Employment and Unemployment (6279.0)**

29. This publication contains information about the Monthly Labour Force Survey and provides a discussion of the Australian Labour Force framework. The publication also addresses the following issues relating to the measurement of employment, unemployment and under-employment; the reliability of CES registrations as a measure of unemployment; the use of data on the number of persons receiving a Jobsearch/Newstart Allowance as a measure of unemployment; the labour force status of unpaid workers; the 'one hour criterion' as the basis for measuring employment; the effects of sample size on the accuracy of estimates; and the labour force status of students.

### **Labour Force Projections, 1992-2005 (6260.0)**

30. This publication contains projections of the labour force and participation rates for Australia for the period 1992-2005. The projections are not intended to be predictions or forecasts but are illustrations of growth and change in the age-sex structure of the labour force if certain stated demographic, social and economic assumptions apply over the projection period.

31. Two sets of labour force projections are presented, by age and sex, employing the assumptions embodied in Series A and D of the current ABS population projections (see paragraph 13).

### **Labour Force Status and Other Characteristics of Migrants, Australia (6250.0)**

32. All surveys prior to September 1990 were run in March. The estimates for this survey are not strictly comparable with those obtained from previous surveys. The scope of the surveys run prior to September 1990 included persons who arrived in Australia after 1960. In September 1990 the survey was restricted to persons who arrived in Australia after 1970. Historical estimates contained in this publication have been revised to enable comparisons of estimates from this survey to be made with those surveys conducted prior to September 1990.

### Labour Force Experience, Australia (6206.0)

33. Data presented in this publication relate to the labour force experience of the civilian population aged 15 to 69 years during a given 12 month period. Information collected includes length of time people were working, looking for work or not in the labour force, the number of spells during which they were looking for work and other aspects of labour force experience. Similar data have been collected in a supplementary survey in most years since 1972.

34. It is impracticable to obtain information, relating to a 12 month reference period, which is strictly comparable with that obtained in the labour force survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the survey of labour force experience, a person is assigned to a labour force category for each of the weeks in the year on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

### Transition from Education to Work, Australia (6227.0)

35. Information presented in this publication relates to attendance of persons aged 15 to 64 years at an educational institution in both the previous and current year, their educational attainment and labour force status. The scope of this survey is the same as that of the monthly Labour Force survey except that it excludes persons aged 65 years and over, the institutionalised and persons permanently unable to work. Similar data have been collected in a supplementary survey in most years since 1964. Definitions of the principal labour force categories are the same as those for the labour force survey.

### Labour Force Status and Educational Attainment, Australia (6235.0)

36. Data presented in this publication relate to the highest educational qualifications attained by the civilian population. The scope of this survey is the same as that of the monthly Labour Force survey except that it excludes persons aged 70 years and over, the institutionalised and visitors to private dwellings. Information relating to the educational attainment of persons in the labour force has been collected in an annual supplementary survey since 1979. For persons with post-school qualifications the information sought included field of study and year and country in which their highest qualification was obtained, and for those who did not complete their schooling, it included the age at which they left school.

### Labour Force Status and Other Characteristics of Families, Australia (6224.0)

37. Information presented in this publication relates to the labour force status of family members, their relationship to the family head and family composition.

38. Information about families in this survey was restricted to usual residents of private dwellings. In cases where it was not possible to obtain information relating to all family members (e.g. if a person is a member of the permanent defence forces and therefore excluded from the scope of the survey) the entire family was excluded.

### Persons Who Had Re-entered the Labour Force, Australia (6264.0)

39. Information presented in this publication relates to characteristics of persons who had re-entered the labour force in the previous 12 months after a period of at least 12 months out of the labour force and who had worked continuously for at least 12 months at some earlier time. Details of previous job, reason left previous job and time since previous job are given.

40. It is impracticable to obtain information relating to a whole year which is strictly comparable with that obtained in the monthly labour force survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the Survey of Persons Who Had Re-entered the Labour Force a person is assigned to labour force categories at various points in time on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

### Persons Who Have Left the Labour Force, Australia (6267.0)

41. Information presented in this publication relates to characteristics of persons who were out of the labour force at the time of the survey and who had left the labour force during the previous 12 months. Data include whether intended to return to the labour force, time since last left the labour force and main source of income.

42. It is impracticable to obtain information relating to a whole year which is strictly comparable with that obtained in the monthly Labour Force Survey (for which the reference period is one week). The definitions used in determining the labour force status of persons in the monthly survey depend on a detailed set of questions asked about a person's labour force activity during the reference period. For the Survey of Persons Who Have Left the Labour Force a person is assigned to a labour force category on the basis of a more limited set of questions. It is for this reason that the terms *worked* and *looked for work* are used in this survey rather than the rigidly defined terms *employed* and *unemployed* used in the monthly labour force survey.

### Retirement and Retirement Intentions, Australia (6238.0)

43. Information presented in this publication relates to persons aged 45 years and over who had retired or intend to retire from full-time work. Persons who had retired were asked about their age at retirement; retirement

scheme coverage and type of payment derived from such schemes; housing arrangements; and main source of income at retirement. Those persons who had not yet retired were asked whether they intended to retire from full-time work and, if so, were asked about their intended age at retirement; retirement scheme coverage and type of payment expected from these schemes; current and expected housing arrangements; expected main source of income; and expected form of disbursement for any lump sum received at retirement.

#### Employed Wage and Salary Earners, Australia (6248.0)

44. This publication contains results of the quarterly Survey of Employment and Earnings which was introduced in the September quarter 1983. The survey is designed to obtain, from employer units, information on numbers of wage and salary earners employed each month and their quarterly earnings. It replaces the civilian employees series, based principally on information obtained from payroll tax returns, which was discontinued after April 1980.

45. Background information on the reasons for the introduction of the new survey is provided in *Information Paper : Review of ABS Employment Statistics* (6239.0) published on 8 July 1981. Further information on the differences in concepts, methodology and coverage of the old and new employment series is provided in *Information Paper : New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) issued on 21 June 1984.

46. The survey is conducted by mail each quarter with data collected on monthly number of employees and quarterly earnings. For the first and last month of each quarter, only the total number of persons is collected; for the mid-month of each quarter, details of males and females, full-time and part-time are collected. All wage and salary earners who received pay in any pay period ending within the quarter were represented in the survey except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises in the private sector primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc;
- (e) employees based outside Australia; and
- (f) employees on workers' compensation who are not paid through the payroll.

47. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- (a) directors who are not paid a salary;

- (b) proprietors/partners of unincorporated businesses; and

- (c) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

48. For the *private sector*, a sample of approximately 15,000 private employer units was selected from the ABS register of businesses to ensure adequate State and industry representation. The statistical unit for the survey comprises all activities of an enterprise in a particular State. Each statistical unit was classified to an industry which reflected the predominant activity of the enterprise in the State. In a small number of cases where an enterprise had a significant number of employees in more than one industry, a separate statistical unit was created for each industry. The statistical units were stratified by State, industry and size of employment and a simple random sample was selected for each stratum.

49. From the September Quarter 1988, public sector sampling was introduced, which reduced the number of public sector statistical units from a complete enumeration of approximately 4,000 to a sample of 2,500.

50. To derive estimates for *employer size groups*, each of the approximately 15,000 statistical units (see paragraph 48) selected in the private sector is allocated a size classification based on the number of employees actually reported for the middle month of the quarter. This size classification reflects the employment size of an enterprise in a particular State or Territory and not the employment size of an enterprise Australia wide. Over a period, the composition of these size categories will vary as units migrate from one size group to another. This will have some effect on changes over time in the distribution of employment by size of enterprise.

51. While estimates of employed wage and salary earners are published for each month of the quarter, the survey is conducted quarterly and the sample of employer units is updated each quarter to reflect changes in the ABS register of business units from which the sample is selected. These changes arise from the emergence of new businesses, takeovers and mergers, changes to industry classification, changes in the number of employees, and businesses which have ceased operations. Such updating of the register can contribute to sudden changes to the estimates of employed wage and salary earners, and earnings.

52. The ABS has introduced new definitions and rules for recording units on the register with greater emphasis being given to the way organisations are structured and the type of data available from businesses' accounts. In order to correctly apply these new rules, the ABS introduced a program of visits to the largest private and public sector organisations in Australia to obtain up to date information on their structure and operations. The outcome of these visits and the adoption of new units definitions may result in changes over time in the survey estimates, as outlined in the preceding paragraph.

**Labour Mobility, Australia (6209.0)**

53. Information presented in this publication relates to the mobility of the civilian population aged 15 to 69 years with respect to duration of current job, number of jobs held and other information during a 12 month period. Similar data have been collected in a supplementary survey in most years since 1972.

**Multiple Job Holding, Australia (6216.0)**

54. Information presented in this publication relates to the nature and extent of multiple job holding. Similar data have been collected in a supplementary survey two-yearly since 1965 and four-yearly since 1987.

**Career Paths of Qualified Nurses, Australia (6277.0)****Career Paths of Persons with Trade Qualifications (6243.0)**

55. These publications present results from the survey of Career Paths of Qualified Nurses and Career Paths of Persons with Trade Qualifications conducted throughout Australia during the months March, April, June and July 1989. For Career Paths of Qualified Nurses, information was obtained about persons who have ever qualified as either registered or enrolled nurses. Information collected includes nursing qualification and registration details, and occupational mobility (i.e. time in nursing, reason left nursing, breaks from nursing, nursing position held, etc.). For Career Paths of Qualified Tradespersons, information was obtained about persons with trade qualifications recognised in Australia. Information collected includes frequency of use of trade skills, trade qualification details, and occupational mobility (i.e. time in trade, reason left trade, field of trade, breaks from trade, etc.).

56. The surveys covered both rural and urban areas in all States and Territories and included all persons aged 15 to 64 years except:

- (a) members of the permanent defence forces;
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (c) overseas residents in Australia;
- (d) members of non-Australian defence forces (and their dependents) stationed in Australia;
- (e) persons who were permanently unable to work;
- (f) boarding school pupils not resident in households, some patients in hospitals and sanatoriums and inmates of gaols, reformatories, etc.; and
- (g) persons aged 15 to 20 years still at school.

57. The surveys were conducted on a sub-sample of the monthly population survey. In each of the months March, April, June and July 1989, one-eighth of the respondents

to the Labour Force Survey were asked some additional questions by trained interviewers.

58. These questions were asked on an 'any responsible adult' basis to identify the target population for the surveys of Career Paths of Qualified Nurses and Career Paths of Persons with Trade Qualifications. This effectively resulted in a sample equal in size to half a normal monthly population survey sample (about 15,500 houses, flats, etc. and non-private dwellings). Information was then collected from the target population through personal interviews.

59. The estimates refer to information collected over four months and, due to seasonal factors, may not be representative of other periods throughout the year.

60. This is the first time a survey on the career paths of qualified nurses has been conducted in Australia.

61. However, results of a similar survey of tradespersons were published in *Career Paths of Persons with Trade Qualifications, Australia, September to November 1982* (6243.0). Due to considerable change in scope, collection methodology and content, care should be taken in any comparisons with the survey conducted in September to November 1982.

62. Unless otherwise stated, all characteristics referenced relate to the week before the interview and, if job related, refer to main job.

**Underemployed Workers, Australia (6265.0)**

63. Information presented in this publication relates to characteristics of underemployed workers, including type and duration of current period of underemployment, educational attainment and preferred number of extra hours.

64. The Resolution of the International Labour Organisation (ILO) Thirteenth International Conference of Labour Statisticians in October 1982 defined underemployment as follows:

65. 'Underemployment exists when a person's employment is inadequate in relation to specified norms or alternative employment, account being taken of his or her occupational skill.'

66. Due to the serious conceptual difficulties that would be encountered in seeking measures of invisible underemployment, the ILO recommended that statistical measurement be limited to visible underemployment. Visible underemployment reflects an insufficiency in the volume of employment (ie the hours worked). This is the approach adopted in this supplementary survey.

67. The term 'underemployment' has been used by the ABS for many years. It relates to persons working part-time who prefer to work more hours, plus full-time workers who did not work full-time hours in the reference week for economic reasons.

### **Superannuation, Australia (6319.0)**

68. Information presented in this publication relates to the superannuation arrangements of persons aged between 15 and 74. Demographic and employment characteristics are available, together with details relating to superannuation including expected income after retirement, amount contributed to superannuation and intended disbursement of lump sum payment.

69. For employees, additional data items include sector, whether permanent or casual and usual gross weekly pay. For people not covered by superannuation (who were previously covered) data available includes reason has not joined a superannuation scheme, time in previous scheme and amount of lump sum payment (if received within the past 2 years).

70. Similar surveys have been conducted in 1974, 1982, 1988 and 1991. Due to considerable changes in scope, collection methodology and content, care should be taken in comparisons of the 1991 survey with surveys prior to 1988.

### **Job Search Experience of Unemployed Persons, Australia (6222.0)**

71. Information presented in this publication relates to characteristics of unemployed persons including difficulties in finding work, steps taken to find work, past employment experience, whether they had had offers of employment and their educational attainment.

### **Employment, Underemployment and Unemployment, Australia (6246.0)**

72. This publication analyses the trends in employment, underemployment, unemployment and marginal attachment to the labour force over the period 1966 to 1983.

73. The sources of data for tables and charts included in this publication are the ABS labour force surveys. References include *The Labour Force* (6203.0), *Labour Force Status and Other Characteristics of Families* (6224.0), *Job Search Experience of Unemployed Persons* (6222.0), *Labour Force Status and Educational Attainment* (6235.0), *Persons Not in the Labour Force* (6220.0). A comprehensive explanation of survey concepts and definitions may be found in the relevant paragraphs of this Technical Note and in the Glossary.

### **Successful and Unsuccessful Job Search Experience, Australia (6245.0)**

74. Information presented in this publication relates to persons who had started a job for wage or salary during the previous 12 months, method of job attainment, whether they were out of work prior to starting a job and details of the job. For persons who had looked for a job for wages or salary but had not started one, this publication gives details of their job search experience and the type of job they were looking for.

### **Job Vacancies, Australia (6231.0) (to May 1989) Job Vacancies and Overtime, Australia (6354.0) (from August 1989)**

75. Information presented in this publication refers to vacancies in private and public sectors. The information is

obtained from a sample survey of employers conducted on a quarterly basis.

76. All vacancies for wage and salary earners are represented in the survey except those:

- (a) in the Australian permanent defence forces;
- (b) in enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) in private households employing staff;
- (d) in overseas embassies, consulates, etc; and
- (e) located outside Australia.

77. A sample of approximately 5,000 employers is selected from the ABS register of businesses to ensure adequate State and industry representation. The sample is updated each quarter to take account of new businesses, those which have ceased operation and structural changes such as takeovers and mergers. The statistical unit for the survey comprises all activities of an enterprise in a particular State or Territory. Each statistical unit is classified to an industry which reflects the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise has significant employment in more than one industry, a separate statistical unit is created for each industry. The statistical units are stratified by State, industry and size of employment and a simple random sample is selected from each stratum.

### **Persons Not in the Labour Force, Australia (6220.0)**

78. Information presented in this publication relates to the labour force aspirations, availability for work and reasons for not seeking employment of persons aged 15 to 69 who were not in the labour force. Similar data have been collected in supplementary surveys since 1975.

79. The criteria determining those in the labour force are based on actual activity (i.e. working or looking for work) during the survey week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work, reasons for not actively looking for work and availability to start work, are more subjective and are not based on respondents' actual activity. Hence, the measurement of these criteria is affected by the respondents' own interpretation of the concepts used. An individual respondent's interpretation is affected by such factors as the respondent's work aspirations, as well as family, economic and other commitments.

## **CHAPTER 6—AWARD RATES, EARNINGS, LABOUR COSTS AND EMPLOYMENT BENEFITS**

80. Data pertaining to earnings and wages have been obtained from a number of sources. Information on the distribution of weekly earnings of wage and salary earners is a product of the ABS population survey. Details on average weekly earnings are obtained from regular surveys of employers. Indexes of award rates of pay are derived from information provided in industrial awards, determinations and agreements.

#### **Award Rates of Pay Indexes, Australia (6312.0)**

81. Information presented in this publication refers to index numbers of weighted average weekly and hourly award rates of pay for full-time adult employees, classified by sex, State, industry and occupation group.

82. The Award Rates of Pay Indexes are produced monthly and are designed, like other indexes, to depict movements. They measure general trends in award rates of pay.

83. The current series of *Award Rates of Pay Indexes* have been compiled on a monthly basis from June 1985. The indexes are constructed by weighting award rates of pay for selected classifications according to the pattern of employment existing in May 1985. The source used to base the indexes is the May 1985 Survey of Employee Earnings and Hours. The survey collected information on the industry and occupation of individual employees, on the award under which they are covered and on their award classification.

84. In the majority of cases the rates are prescribed in awards or determinations of Federal or State industrial arbitration authorities or in collective agreements registered with them. Rates prescribed in unregistered collective agreements are used where these are significant in the particular industries to which they refer.

#### **Consumer Price Index, Australia (6401.0)**

85. The Consumer Price Index (CPI) measures quarterly changes in the price of a 'basket' of goods and services which account for a high proportion of expenditures by metropolitan wage and salary earner households.

86. The results of the latest major review of the CPI were incorporated in the twelfth CPI series introduced in the September quarter 1992 issue of 6401.0. Details of the review are contained in the *ABS Information Paper: The Australian Consumer Price Index, 12 Series Review* (6450.0).

87. Further information about the CPI is contained in a booklet entitled *A Guide to the Consumer Price Index* (6440.0) and in the publication *The Australian Consumer Price Index: Concepts, Sources and Methods* (6461.0).

#### **Average Weekly Earnings, Australia (6302.0)**

88. The survey of average weekly earnings is designed to obtain, from employers, information on earnings in respect of a specified payweek each quarter. Background information about the average weekly earnings series is provided in *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0) published on 21 June 1984, copies of which are available on request. A summary of the main differences in concepts, methods and coverage of the old and new earnings series is given in a further publication, *Information Paper: Average Weekly Earnings—New Series to Replace Former Payroll Tax Based Series* (6336.0) issued on 24 March 1982.

#### **Average Weekly Earnings, Australia 1941-1990 (6350.0)**

89. This publication provides a historical series of Average Weekly Earnings (AWE) for Australia. A number of separate series have been linked together to form the

series presented in this publication, in order to provide estimates of movements over time (1941-1990) in AWE. Links have not been able to be made for all series back to the same period of time. However, for key data such as average weekly total earnings for males, links have been established to provide data back to September quarter 1941. A comparison of annual percentage changes in average weekly total earnings and the Consumer Price Index for the period 1942-43 to 1989-90 is also included.

90. Comprehensive notes on the history and methodologies used by the ABS to collect and compile average weekly earnings estimates are presented as background to the data. Information about the method of linking different earnings series is also included.

91. All wage and salary earners who received pay for the reference period are represented in the survey, except:

- (a) members of the Australian permanent defence forces;
- (b) employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting;
- (c) employees in private households employing staff;
- (d) employees of overseas embassies, consulates, etc.;
- (e) employees based outside Australia; and
- (f) employees on workers' compensation who are not paid through the payroll.

92. Also excluded are the following persons who are not regarded as employees for the purposes of this survey:

- (a) directors who are not paid a salary;
- (b) proprietors/partners of unincorporated businesses; and
- (c) self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

93. The *reference period* for the survey refers to the last pay period ending on or before the third Friday of the middle month of the quarter.

#### **Distribution and Composition of Employee Earnings and Hours, Australia (6306.0)**

94. This survey is conducted in respect of a pay period in May. The survey was conducted annually from 1974 to 1981, then in 1983 and has been reinstated to an annual basis from 1985. The survey is based on a sample of employers who in turn randomly select employees in accordance with instructions supplied by the ABS. The data presented provides information on the distribution and composition of average weekly earnings and hours.

95. The *reference period* for the survey refers to the last pay period ending on or before the third Friday of May.

#### **Weekly Earnings of Employees (Distribution), Australia (6310.0)**

96. In recent years supplementary surveys based on the population survey have been conducted throughout Australia every August to obtain information about the weekly earnings of wage and salary earners. Although

similar data are available from other sources e.g. surveys of employees), the essential cross classificatory data collected in this survey from persons interviewed at their dwelling can only be obtained from this source. This survey is a primary source for information on the distribution of earnings. For the sake of brevity in the survey data, wage and salary earners are referred to as employees.

#### **Labour Costs, Australia (6348.0)**

97. This publication contains results of the Survey of Major Labour Costs. Information is collected on the major labour costs incurred by both public and private sector employers in the reference year.

98. The survey of Major Labour Costs covers only the components: gross wages and salaries; severance, termination and redundancy payments; payroll tax payments; workers' compensation; superannuation; and fringe benefits tax, which are estimated to represent over 90 per cent of all labour costs.

99. In 1986-87 the first Wage Costs survey was conducted, providing supplementary data to labour costs information collected in the Survey of Major Labour Costs. Specifically, the survey collected information to enable gross wages and salaries to be broken down by payments for time worked, and other payments e.g. leave and public holidays, and bonuses and gratuities. From this information estimates of employer 'on-costs' were made. The next wage costs survey will be conducted in respect of 1991-92.

#### **Employment Benefits, Australia (6334.0)**

100. In association with the August Labour Force Survey, information is obtained on a range of employment benefits provided by employers to employees (wage and salary earners). These data were first collected in 1979, and have been collected annually since 1983.

101. The mere availability of, or entitlement to a benefit (as defined) was not sufficient reason for its inclusion in the tables in this publication; with the exception of leave entitlements, only those benefits which were used or taken up were counted.

### **CHAPTER 7—HOURS OF WORK**

102. Data pertaining to hours worked have been obtained from the ABS population survey system, which is discussed earlier in this Technical Note. Data on overtime hours worked are a product of the ABS sample survey of employers.

#### **The Labour Force, Australia (6203.0)**

103. For technical details see paragraphs 22 to 28 above.

#### **Overtime, Australia (6330.0) (to May 1989) Job Vacancies and Overtime, Australia (6354.0) (from August 1989) (See also paragraphs 75 to 77.)**

104. The ABS conducts a quarterly survey of employers to obtain information about overtime hours paid for and the number of people who received pay for overtime during a specified survey week. The survey is conducted

in respect of the last week of the pay period ending on, or before the third Friday of the survey month. It should be kept in mind that the statistics presented may display short-term or seasonal fluctuations from quarter to quarter.

### **CHAPTER 8—INDUSTRIAL RELATIONS**

#### **Industrial Disputes, Australia (6321.0)**

105. The ABS publishes monthly statistics on industrial disputes in progress covering the number of industrial disputes, the number of employees involved and working days lost in industrial disputes classified by industry, duration of disputes, cause and method of settlement. The statistics are compiled mainly from data obtained from employers (both private and public sector), from trade unions and from reports of government authorities. The statistics relate to disputes which involved stoppages of work of ten working days or more at the establishments where the stoppages occurred.

106. The calculation of working days lost per 1,000 employees for the period 1975 to 1979 were based on numbers of employees as published in *Civilian Employees, Australia* (6213.0). As this series was suspended from April 1980, estimates from 1980 have been calculated by using estimates of employees from *The Labour Force, Australia* (6203.0). In January 1987 the basis for calculation of working days lost per thousand employees was changed to include estimates of employees from the Survey of Employment and Earnings. They are combined with estimates of the number of employees in agriculture and in private households obtained from the Labour Force Survey. The estimates have been recalculated on this basis back to June 1984. The effect of the change is minimal at the 'all industries' level but is quite significant, in some cases, for individual industry groups.

#### **Industrial Disputes, Australia (6322.0)**

107. In addition to the monthly publication of industrial disputes (6321.0) (see paragraphs 105 and 106) the ABS publishes annual statistics of industrial disputes. The annual statistics provide separate data on industrial disputes which ended during the calendar year. The statistics are also classified by the cause of disputes, their duration and the method of settlement.

108. Further information about the industrial relations system in Australia and a framework for classifying disputes can be found in *A Guide to Labour Statistics* (6102.0).

#### **Trade Union Members, Australia (6325.0)**

109. In association with the August Labour Force Survey, information is obtained about the membership of trade unions and employee associations. The topic aims to provide details of social and demographic characteristics of union members and non-members. Similar surveys were previously conducted in November 1976, during the period March to May 1982, in August 1986, in August 1988 and August 1990.

110. Although some persons may be union members in their second job only, this survey collected characteristics

only of respondents who were trade union members in connection with their main job.

**Trade Union Statistics, Australia (6323.0)**

111. The figures presented in this publication have been compiled from questionnaires completed by individual trade unions in respect of their membership as at 30 June from 1985 onwards and as at 31 December in previous years.

112. From 30 June 1985, the proportion of employees has been calculated from estimates of employees from the Survey of Employment and Earnings published in *Employed Wage and Salary Earners, Australia* (6248.0). These estimates of employees have been adjusted by adding estimates of employees in agriculture, forestry, fishing and hunting and in private households employing staff, from the Labour Force Survey. Prior to 30 June 1985, estimates of employees from *The Labour Force, Australia* (6203.0) have been used.

113. The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of employed wage and salary earners, and the degree of unemployment of reported union members will affect the percentages for a particular year and comparisons over time.

114. The published number of reporting trade unions varies from year to year as a result of amalgamations and mergers of unions, unions ceasing to operate, new unions being formed, existing organisations changing their status such that it brings them within the scope of the definition of a trade union and existing unions reporting for the first time.

**Award Coverage, Australia (6315.0) (Previously: Incidence of Awards)**

115. This publication contains details of the award coverage of employees obtained as part of a sample survey which was conducted in May 1990. The survey was designed primarily to provide statistics of the distribution and composition of weekly earnings and hours of employees.

116. Previous award coverage surveys were conducted in April 1954, May 1963, May 1968, May 1974, May 1983 and May 1985. As a result of the substantially improved coverage of employees provided by the ABS register of businesses and modifications to some definitions, results from surveys conducted after 1981 are not strictly comparable with those from surveys conducted between 1974 and 1981.

117. The publication includes details of the percentage of male and female employees covered by awards etc. classified by industry, occupation, State or Territory and type of awards; and number of employees covered by selected major awards. The employee category is also dissected into managerial, non-managerial, full-time, part-time, juniors etc.

**CHAPTER 9—TRAINING**

**Employer Training Expenditure, Australia (6353.0)**

118. This publication contains results of the 1990 *Training Expenditure Survey* (TES). The survey collected information on employers' expenditure in providing formal training for their employees over the period 1 July to 30 September 1990 (September quarter).

119. Training expenditure included wages and salaries and other expenditure on formal training. The estimates of expenditure on training are expressed primarily as percentages of the employers' total gross wages and salaries expenditure for the September quarter. In addition, statistics are presented as costs (in dollars or hours) per employee.

120. Some tables present estimates produced only from those employers who reported some training expenditure for the period, i.e. those who provided or supported training for their employees in some way. The survey did not collect information on the number of employees who received training.

121. The survey covered employers in all States and Territories and all industries except for employers primarily engaged in Agriculture, forestry, fishing and hunting; private households employing staff; overseas embassies, consulates, etc.; and the Australian permanent defence forces.

122. A sample of approximately 6,000 employers was selected from the ABS register of businesses. The sample was stratified by sector, industry and employer size, and was optimally allocated to ensure adequate representation in each of these areas.

123. The statistical unit for the survey comprised all activities of an enterprise in a particular State or Territory. Each statistical unit was classified to an industry which reflected the predominant activity of the enterprise in the State or Territory. In a small number of cases where an enterprise had a significant number of employees in more than one industry, a separate statistical unit was created for each industry.

124. The survey collected data on employers' formal training expenditure. Formal training is defined as training activities which have a structured plan and format designed to develop job related skills and competence (see the Glossary).

125. Despite the importance of informal training in improving job skills, informal training has been excluded from the scope of the survey because of the considerable difficulties associated with its measurement.

126. The TES collected data on gross wages and salaries for employees' time receiving and providing formal training, the number of hours receiving training, fees and other training expenditure. Data on the total number of employees and their gross wages and salaries for the quarter were also collected.

127. The survey covered all expenses incurred by employers in training their own employees, including all full-time, part-time, casual and temporary employees. The survey excludes the cost of training volunteers, customers or dealers etc. since they are not defined as employees.

128. The survey collected direct costs associated with training time. It excluded the replacement costs of employees on training courses. For example, if a bank teller undertook a training course and his/her normal work was done by a replacement teller, then the training cost collected in the survey was the bank teller's gross salary for attending the training course. The survey excluded training undertaken outside normal working hours at no expense to the employer.

129. Data in the survey was recorded on a cash basis. Annual fees (such as enrolment fees for educational institutions) were only included if they were paid in the September quarter. They were not apportioned.

130. A three-month reference period was used for the survey in preference to a full-year reference period in order to minimise the inconvenience of the survey to respondents, to enable high quality data to be reported, and to satisfy the demand for timely results. It was recognised that in adopting the three-month period, seasonal influences may affect the results since the chosen period may not have been a typical period for training expenditure in 1990.

131. Employers were notified of their selection prior to the commencement of the survey reference period to ensure that they could provide accurate data. They were provided with a Guide containing: a specimen questionnaire; explanations of the concepts and definitions; and some worksheets to assist in the recording of data during the reference period.

132. The 1990 survey followed a smaller Training Expenditure Survey of 2,000 employees which covered the September quarter of 1989.

#### **How Workers Get Their Training, Australia (6278.0)**

133. This publication presents results from the survey of *How Workers Get Their Training* conducted throughout Australia during the months of March, April, June and July 1989. The survey obtained information on training and education undertaken by persons who had worked as wage or salary earners in the last 12 months. Information collected includes socio-demographic characteristics (such as sex, age, earnings and educational attainment), work history details (such as occupation, industry and job tenure), highest qualification needed to obtain job, types of training courses undertaken over a 12-month period, time spent on training courses, employer support for training courses, etc.

134. The survey was conducted in both rural and urban areas in all States and Territories and included all persons aged 15 to 64 years who had worked as wage or salary earners in the last 12 months except:

- (a) members of the permanent defence forces;

- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;

- (c) overseas residents in Australia;

- (d) members of non-Australian defence forces (and their dependents) stationed in Australia;

- (e) persons who were permanently unable to work;

- (f) boarding school pupils not resident in households, some patients in hospitals and sanatoriums and inmates of goals, reformatories, etc.; and

- (g) persons aged 15 to 20 years still at school.

135. The survey was conducted on a sub-sample of the monthly population survey. In each of the months March, April, June and July 1989, one-eighth of the respondents to the Labour Force Survey were asked some additional questions by trained interviewers.

136. These questions were asked on an 'any responsible adult' basis to identify the target population for the survey of *How Workers Get Their Training*. This effectively resulted in a half sample (about 15,500 houses, flats etc. and non-private dwellings). Information was then collected from the target population through personal interviews.

137. The estimates were collected over four months and, due to seasonal factors, may not be representative of other periods throughout the year.

138. This was the first time a survey on this topic has been conducted in Australia.

139. Unless otherwise stated, all characteristics referenced relate to the week before the interview, and if job related, refer to job with main period employer.

#### **CHAPTER 10 — INTERNATIONAL COMPARISONS**

140. The statistics shown are collected under the ILO Labour Statistics Convention No. 160, 1985.

141. The standardised unemployment rates shown give the numbers of unemployed persons as a percentage of the total labour force. The definitions of unemployment and total labour force conform with the definitions adopted by the 13th Conference of Labour Statisticians, which are generally referred to as the *ILO Guidelines*.

#### **Distribution and Composition of Employees Earnings and Hours (6306.0)**

142. For technical details see paragraph 94 above.

#### **The Labour Force, Australia (6203.0)**

143. For technical details see paragraph 22 to 28 above.

#### **Industrial Disputes (6322.0)**

144. For technical details see paragraphs 107 and 108 above.

## GLOSSARY

*Active steps taken to find work.* They comprise writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service notice boards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

*Active steps taken to find work in preferred occupation/occupation being sought.* Steps taken during the twelve months up to the time of the survey. They comprise: writing, telephoning or applying in person to an employer for work; answering a newspaper advertisement for a job; checking factory or Commonwealth Employment Service notice boards; being registered with the Commonwealth Employment Service; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

*Adults.* Employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation. *Junior employees* are all other employees.

*Aggregate hours worked.* The total number of hours a group of employed persons has actually worked during the reference week, not necessarily hours paid for.

*Annual leave* (also referred to as recreation leave, holiday leave, vacation leave). A period of paid absence from work for leisure or recreation purposes to which an employee becomes entitled each year after a continuous period of service with one employer or in an industry, as specified in awards, etc.

*Apprentices.* Employed persons aged 15 to 34 years who indicate in the survey that they are apprentices.

*Attended an educational institution in the previous year.* Undertook a period of study during that calendar year.

*Attending an educational institution full time.* Persons who consider themselves to be attending full time or the institution which they are attending so classifies them.

*Available to start within four weeks.* Those persons who were available to start work within four weeks or could start work if child care was available.

*Average hours worked.* Aggregate hours worked by a group divided by the number of persons in that group.

*Average hours of overtime per employee.* Calculated by dividing total overtime hours paid for in a particular group by the total number of employees in the same group (including those who were not paid for any overtime).

*Average hours of overtime per employee working overtime.* Calculated by dividing total overtime hours paid for in a particular group (e.g. industry, State or Territory) by

the number of employees who were paid for overtime in the same group.

*Average (mean) duration of underemployment*—see 'duration of current period of underemployment'.

*Average (mean) duration of unemployment*—see 'duration of unemployment'.

*Average weekly earnings.* Average gross (before tax) earnings of employees do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of employment. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the labour force. There are several aspects which can contribute to compositional changes such as variations in the proportions of part-time, casual and junior employees, variations in the occupational distribution within and across industries and variations in the distribution of employment between industries.

*Award pay or agreed base rate of pay.* Award pay or agreed rate of pay for ordinary time hours paid for. For employees covered by an award it includes all allowances (dirt, height, tool, etc.) and penalty payments (e.g. shift loadings) specified in the award. It excludes overaward pay and service increments not specified in the award. For employees not covered by an award, agreed base rate of pay is the agreed wage for ordinary time hours paid for.

*Award Rates of Pay.* The award rates of pay used in the compilation of the indexes:

*Include*

- (i) the base rate and any allowances or loadings that are applicable to ALL employees under a specific award classification (e.g. industry allowance);
- (ii) supplementary payments when they are specified within the award.

*Exclude*

- (i) remunerative allowances. It is considered that these allowances are paid to reimburse employees for expenses they are expected to incur during the course of their employment (e.g. tool allowances). The inclusion of these allowances would not reflect the true level of remuneration of these employees;
- (ii) superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement.

*Bachelor degree or diploma.* Completion of an undergraduate diploma, associate diploma or degree.

*Casual employees.* Employees who were not entitled to

holiday leave or sick leave in their main job.

*Category jumping.* Changing from one overseas migration category to another — see the Technical Notes.

*Ceased a job.* Persons who left or lost their last job.

*Certificate or diploma.* An approved certificate or diploma completed in secretarial or business studies, administration, teaching, nursing, etc.

*Collective agreements* (whether registered or unregistered). Agreements made by an employer or a number of employers with a group or organisation of employees. *Registered collective agreements* are those collective agreements registered with a Federal or State industrial relations authority, whilst *unregistered collective agreements* are those not so registered.

*Commonwealth government employees.* Persons employed by all departments, agencies and authorities created by or reporting to the Commonwealth Parliament, including trading bodies such as banks, airlines and communications bodies. Those bodies, run jointly by Commonwealth and State governments, are classified to Commonwealth.

*Country of last residence.* The country in which a person last lived.

*Courses.* See either *Training courses, In-house training courses or External training courses.*

*Currently registered.* Currently registered with an Australian nursing board as a registered or enrolled nurse. Nurses who have registered as both a registered and enrolled nurse are included in the tables in both categories. Nurses who have registered as either a registered or enrolled nurse, but with more than one Australian nursing board, are included in tables once only.

*Degree.* A bachelor degree (including honours), a graduate or post-graduate diploma, masters degree or a doctorate.

*Dependents.* All family members under 15 years of age; all family members aged 15 to 19 attending school or aged 15 to 24 attending a tertiary educational institution full time, except those classified as husbands, wives, sole parents or other family heads.

*Diploma, bachelor degree or higher.* Completion of an undergraduate diploma, associate diploma, degree, graduate diploma (including those titled simply diploma but which require a prior degree or diploma), masters degree, doctorate or higher doctorate.

*Discouraged jobseekers.* Persons with marginal attachment to the labour force who wanted to work and were available to start work within four weeks but whose main reason for not taking active steps to find work was that they believed they would not be able to find a job for any of the following reasons: considered to be too young or too old by employers; difficulties with language or ethnic background; lacked the necessary schooling, training,

skills or experience; no jobs in their locality or line of work; or no jobs at all.

*Duration of continuous period in the labour force before leaving.* The total number of weeks/years person worked and/or looked for work in an unbroken period immediately prior to leaving the labour force.

*Duration of current job.* The period between the commencement of the current job up to the week before interview.

*Duration of current period of underemployment.* The period from the time the person became underemployed to the end of the reference week. Periods of underemployment are recorded in full weeks and this results in a slight understatement of duration. *Average (mean) duration* is obtained by dividing the aggregate number of weeks a group has been underemployed by the number of persons in that group. *Median duration* is that which divides underemployed persons into two equal groups, one comprising persons whose duration of underemployment is above the median and the other, persons whose duration is below it.

*Duration of last job.* The period between the commencement of the last job up to the week ceased working in that job.

*Duration of unemployment.* The period from the time the person began looking for work, or was stood down, to the end of the reference week. Thus the survey measures current (and continuing) periods of unemployment rather than completed spells. For persons who may have begun looking for work while still employed, the duration of unemployment is defined as the period from the time the person last worked full time for two weeks or more to the end of the reference week. *Average (mean) duration* is the duration obtained by dividing the aggregate number of weeks a group has been unemployed by the number of persons in that group. *Median duration* is the duration which divides unemployed persons into two equal groups, one comprising persons whose duration of unemployment is above the median and the other, persons whose duration is below it.

*Dwelling.* Contains one or more *households*, and separate households are considered to exist within a dwelling when:

- (a) a group of one or more persons consider themselves to be a separate household from others in the dwelling;
- (b) regular provision is made for groups to take meals at different times or in different rooms; or
- (c) a dwelling contains one or more lodgers, who receive accommodation, but no meals; each lodger is then considered to be a separate household.

A household may consist of any number of families and non-family members. A boarder who receives both ac-

commodation and meals is not considered to constitute a separate household.

*Earnings* — see 'gross earnings'.

*Educational attainment.* Measures the highest qualification obtained by the respondent. Qualifications may include those obtained at other than educational institutions (e.g. nursing qualifications obtained at a hospital).

*Educational institution.* Any institution whose primary role is education. Included are schools, higher education institutions, TAFEs, public and private colleges, etc. A *tertiary institution* is any educational institution offering post-school courses. Excluded are institutions whose primary role is not education, for example hospitals.

*Educational qualification required to get job with main period employer.* The minimum educational qualification respondents required to get their current/last held job with their main period employer.

*Employed persons.* Persons aged 15 and over who, during the reference week:

- (a) worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (including employees, employers and self-employed persons); or
- (b) worked for one hour or more without pay in a family business or on a farm (i.e. unpaid family helpers); or
- (c) were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to the end of the reference week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the end of the reference week; on strike or locked out; on workers' compensation and expected to be returning to their job; or receiving wages or salary while undertaking full-time study; or
- (d) were employers, self-employed persons or unpaid family helpers who had a job, business or farm, but were not at work.

*Employees (Employer surveys).* Includes all wage and salary earners who received pay for the reference period except: members of the Australian permanent defence forces; employees of enterprises primarily engaged in agriculture, forestry, fishing and hunting; employees in private households employing staff; employees of overseas embassies, consulates, etc.; employees based outside Australia; and employees on workers' compensation who are not paid through the payroll.

Also excluded are the following persons who are not regarded as employees for the purposes of the survey: directors who are not paid a salary; proprietors/partners of unincorporated businesses; and self-employed persons such as subcontractors, owner/drivers, consultants and per-

sons paid solely by commission without a retainer. For employment statistics from the household based Labour Force Surveys see 'employed persons'.

*Employees covered by awards, etc.* 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.

*Employees involved in industrial disputes.* Includes employees directly and indirectly involved in disputes. Employees indirectly involved are those who ceased work at the establishments where the stoppages occurred, but who are not themselves parties to the dispute.

*Employees not covered by awards, etc.* Those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement.

*Employees' wages and salaries for time receiving training.* Gross wages and salaries for the number of hours spent by employees receiving formal training including paid travel time. Amounts paid to employees who commenced or terminated employment during the Training Expenditure Survey reference period are also included.

*Employees working 35 hours or more per week in all jobs.* Employees who usually worked a total of 35 hours or more a week in all jobs and others who usually worked less than 35 hours a week but worked 35 hours or more during the reference week.

*Employees working less than 35 hours per week in all jobs.* Employees who usually worked a total of less than 35 hours a week in all jobs and who did so during the reference week.

*Employer support.* Multi response categories consisting of 'paid for study materials or fee', 'provided paid study leave' or 'other support'.

*Employer units.* The enterprises or statistical units which make up the population from which the sample was drawn.

*Employment benefits.* Concessions, allowances or other privileges, received by or provided to employees in their main job in addition to wages or salary while the employees were working for their current employer. Some benefits which were not included in the survey are certain allowances received in accordance with award provisions (e.g. safety clothing); maternity and paternity leave; and cash payments in the nature of wages and salary, over-award payments, bonuses or payments in lieu of leave. Not all benefits came directly from the current employer but were received by or provided to employees from other sources as a result of their employment in a particular occupation or industry (e.g. a concession airfare granted by an airline to a travel agency employee; long-service leave granted by an industry to an employee in that industry).

For definitions of individual employment benefits, see *Employment Benefits, Australia, July 1991* (6334.0).

*Employment/population ratio.* For any group, the number of employed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

*Employment status.* The terms *working* and *not working* are used rather than the more rigidly defined terms *employed* and *not employed* used in the monthly labour force survey. These data are therefore not strictly comparable to those in the monthly labour force survey.

*Enrolled nurses.* Nurses who have generally completed 12 to 18 months on-the-job training and a 1 to 2-year post-secondary course (usually at a TAFE) and have gained a certificate of enrolment from an Australian nursing board. They need not be currently registered as an enrolled nurse. The term 'enrolled nurse' refers to the type of registration obtained rather than to the occupation held (unless specifically identified as such).

*Estimated resident population.* The official population estimates series compiled according to the place of usual residence of the population.

*External (training), employer supported.* Respondents were asked whether any of the four main external training courses undertaken over the last 12 months had been supported by an employer. Support comprises 'paid for study materials or fees', 'provided paid-for study leave' or 'other support'.

*External formal training.* Organised and conducted by training or educational institutions, agencies or consultants e.g. College of Technical and Further Education courses.

*External training courses.* Training which is organised and conducted by training or educational establishments, agencies or consultants other than any of the respondent's employers. It is training other than study for an educational qualification. Information was collected on the four main courses attended in the last 12 months.

*Family.* Two or more related persons (*relationship* includes relationships by blood, marriage or adoption) usually resident in the same household at the time of the survey. A family comprises a married couple or a family head as defined, together with any persons having any of the following relationships to them:

- (a) sons or daughters of any age, if not married and with no children of their own present;
- (b) other relatives if not accompanied by a spouse, sons or daughters, or parents of their own; or
- (c) any children under 15 years of age who do not have a parent present.

*Family head.* Any person without a spouse present, but with a son or daughter aged under 15 present. Persons without a spouse, son or daughter aged under 15 present, but with a son or daughter aged 15 or over present,

provided that the son or daughter has no spouse, son or daughter of his/her own present. If a family has no person falling into either of these categories, the family head is generally defined to be the eldest person in the family. No family head is defined for a married-couple family.

*Federal awards, determinations or collective agreements.* Awards or determinations made by, and collective agreements registered with, the Australian Industrial Relations Commission or the Coal Industry Tribunal.

*Field of trade.* Derived from information provided by apprentices on their occupation.

*Field of trade qualification.* Respondents indicated which of the following best described the field of trade in which they qualified:

- (a) Metal fitting and machining;
- (b) Other metal;
- (c) Electrical and electronics;
- (d) Building;
- (e) Printing;
- (f) Vehicle;
- (g) Food;
- (h) Hairdressing; or
- (i) Other.

Respondents who had more than one trade qualification were asked about the first trade qualification that had been formally recognised in Australia (either through an Australian apprenticeship or a recognised Australian tradesperson's certificate).

*Formal training.* All training activities which have a structured plan and format designed to develop job related skills and competence are defined as formal training. It consists of periods of instruction or a combination of instruction and monitored practical work. The instruction can take the form of workshops, lectures, tutorials, training seminars, audio-visual presentations, demonstration sessions or monitored self-paced training packages.

*Former workers.* Unemployed persons who have previously worked full time for two weeks or more but not in the past two years.

*Fringe benefits tax.* The tax actually paid in respect of employees as defined. Amounts paid in fines for late payment are not included in the estimate of fringe benefits tax.

*Full-time attendance.* Attendance at an educational institution by persons who consider themselves to be attending full time or are so classified by the institution they are attending.

*Full-time employees.* Permanent, temporary and casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they usually work 35 hours or more per week.

*Full-time employees in main job.* All employees for whom 'full time' was the response to the question 'Is your main job full time or part time?'.

*Full-time workers.* Employed persons who usually work 35 hours or more a week (in all jobs) and others who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.

*Fully employed workers.* Employed persons who are voluntarily working part time, or who worked full-time hours in the reference week, or who are full-time workers who did not work full-time hours in the reference week for non-economic reasons. It should be noted that persons who are normally underemployed but who worked full-time hours in the reference week are classified as fully employed.

*Generalised disputes.* Industrial disputes following a call to strike common to several enterprises.

*Gross earnings.* Payments to employees before tax and other items (such as superannuation) are deducted. They comprise ordinary time and overtime earnings; overaward payments; penalty payments, shift and other remunerative allowances; commissions and retainers; bonuses and similar payments; payments under incentive or piecework; payments under profit-sharing schemes; leave loadings; annual and long service leave payments; sick leave payments; advance and retrospective payments; salaries and fees paid to company directors, members of boards, committees, commissions, councils, etc.; amounts paid to employees on workers' compensation who continue to be paid through the payroll; and severance, termination and redundancy payments.

*Highest level of secondary school available.* The highest level of secondary schooling (or equivalent) offered by the education system at the time the respondent left school.

*Hourly award rates of pay.* The *hourly award rates of pay series* for full-time adult employees provide details of the movements in the hourly rates of pay for award classifications included in the index. These series include only those awards and classifications where hours of work are specified in the award.

*Hours of work.* The estimates of aggregate hours and of average hours refer to actual hours worked during the reference week, not hours paid for. The estimates may be affected by public holidays, leave, absenteeism; temporary absence from work due to sickness, injury, accident and industrial disputes; and stoppages of work due to bad weather, plant breakdown, etc. When hours of work are recorded, fractions of an hour are disregarded and this results in slightly lower figures than would be the case if actual time worked was recorded. Persons stood down for

the whole of the reference week without pay because of bad weather or plant breakdown at their place of employment are regarded as employed and therefore are included (working no hours) in the calculation of average hours worked. Persons stood down in the reference week for reasons other than bad weather and plant breakdown and waiting to be called back to their job are regarded as unemployed and are therefore excluded from the calculations.

*Hours paid for.* The number of hours for which an employee was paid and not necessarily the number of hours actually worked (e.g. an employee on paid leave for the week was asked to report the number of hours for which he was paid).

*Hours worked.* Actual hours worked during the reference week, not necessarily hours paid for.

*Hours usually worked.* The total hours usually worked each week. Includes overtime where this is regularly worked.

*Hours usually worked in nursing.* The total hours usually worked each week in all nursing jobs. Includes overtime where this is regularly worked.

*Households—see 'dwelling'.*

*Industrial dispute.* 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 dispute affecting several establishments has been counted as a single dispute if it is organised or directed by one person or organisation in each State or Territory in which it occurs; otherwise it is counted as a separate dispute at each establishment in each State/Territory and in each industry in which it occurred. Prior to December 1987 disputes were counted differently (refer to explanatory notes and glossary in *Industrial Disputes, Australia* (6321.0) for further details).

*Industry.* Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1983 Edition, Volume 1 — The Classification* (1201.0).

*Informal training.* Unstructured on-the-job training, being shown how to do things as the need arises, learning by doing a job.

*In-house formal training.* Organised by employers primarily for their own employees, using the employers' own staff, or consultants e.g. where a consultant designs a program specifically for the employer.

*In-house training courses.* Training organised by the respondents' employers primarily for their own employees, using the employers' staff or training consultants. Information was collected on the four main courses attended in the last 12 months.

*Interstate.* Between States/Territories.

*Intrastate.* Within the State/Territory.

*Job.* A job is defined as either:

- (a) employment as a wage or salary earner (or unpaid family helper) by a particular employer in a particular locality; or
- (b) self-employment (with or without employees) in a particular locality.

*Job leavers.* Persons who *ceased their last job voluntarily*, that is, because of unsatisfactory work arrangements/pay/hours; the job was seasonal, temporary or a holiday job and they left that job to return to studies; their last job was running their own business and they closed down or sold that business for reasons other than financial difficulties; or any other reasons.

*Job losers.* Persons who *ceased their last job involuntarily*, that is: were laid off or retrenched from that job; left that job because of their own ill-health or injury; the job was seasonal, temporary or a holiday job and they did not leave that job to return to studies; or their last job was running their own business and the business closed down because of financial difficulties.

*Job mobility.* Defined as a change of job. A *change of job* may involve a change of employer, regardless of whether a change in locality is involved, or a change of locality without a change of employer. For example, the movement of an employer's operations to premises in a different locality would entail a change of job for employees who moved to the new locality. It should be noted, however, that for a person who works at different sites for the same employer (for example, a construction worker), their base of operations (i.e. the employer's office, depot, yard, etc.) is considered to be their place of work.

*Job vacancy.* A job available for immediate filling on the survey reference date and for which recruitment action had been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are jobs available only to persons already employed by the enterprise or organisation. This point is particularly relevant to the Australian Public Service and the Public Services of each of the States and Territories. Excluded are vacancies:

- (a) of less than one day's duration;
- (b) to be filled by persons already hired, or by promotion or transfer of existing employees;
- (c) to be filled by employees returning from paid or unpaid leave or after industrial dispute(s);
- (d) not available for immediate filling on the survey reference date;
- (e) not available within the particular State or Territory to which the return relates;

(f) for work carried out under contract;

(g) for which no effort is being made to fill the position.

*Juniors*—see 'adults'.

*Labour costs.* All costs incurred by employers in the employment of labour, and may be classified as follows:

- (a) Earnings of employees;
- (b) Payroll tax;
- (c) Workers' compensation;
- (d) Superannuation;
- (e) Fringe benefits tax;
- (f) Welfare services;
- (g) Training;
- (h) Recruitment.

The measure of labour costs presented in this publication covers only components (a) to (e) which are generally considered to account for over 90 per cent of all labour costs.

*Labour force.* All persons who, during the reference week, were employed or unemployed, as defined. For some supplementary surveys a person is assigned to the labour force categories *worked* and *looked for work* rather than *employed* and *unemployed* for each of the weeks in a year. Persons who worked or looked for work were in the labour force.

*Labour force participation rate.* The labour force in any group expressed as a percentage of the civilian population aged 15 and over in the same group. Because it is not practicable to ascertain the birthplace of persons in institutions (who are classified as not in the labour force), labour force participation rates for persons classified by birthplace are calculated by using population estimates which exclude those in institutions.

*Labour force status.* A classification of the civilian population aged 15 and over into employed, unemployed or not in the labour force, as defined. The definitions conform closely to the international standard definitions adopted by the International Conferences of Labour Statisticians.

*Labour mobility.* The frequency of movement between jobs over a 12-month period.

*Last 12 months (How Workers Get Their Training, 1989 (6278.0)).* The last 12 months prior to being interviewed. Interviews were conducted in March, April, June and July 1989.

**Leavers.** Persons who were full-time students at any time in the previous calendar year but were not full-time students at the time of the survey. It should be noted that persons who attended school full time at some time in the previous year and left, but were attending full-time education at any tertiary institution at the time of the survey are not included in the definition of leavers.

**Level of educational attainment.** Measures the highest qualification obtained by the respondent. Qualifications may include those obtained at other than educational institutions (e.g. nursing qualifications obtained at a hospital).

**Life assurance policy.** An endowment policy covering the life of a person which matures at a nominated age. Information was collected only for policies which would provide money for a person when he or she retires from full-time work.

**Living alone**—see 'not a member of a family'.

**Local government employees.** Persons employed by Municipalities and Shires and other local authorities created by or subject to the provisions of local government legislation such as county councils in New South Wales.

**Localised disputes.** Industrial disputes following a call to strike within the establishment.

**Locality.** In capital cities and major towns each suburb is considered to be a different locality.

**Long-service leave (or furlough).** A period of paid absence from work to which an employee becomes entitled after a number of years of continuous service with one employer, or in an industry, the initial entitlement usually being three months after 10 or 15 years service, as specified in Federal or State legislation.

**Long-term movement.** The arrivals of visitors (except those who hold migrant visas) and the temporary departures by Australian residents with the intention to stay, in Australia or abroad respectively, for 12 months or more, together with the departure of visitors and the return of Australian residents who had stayed, in Australia or abroad, for 12 months or more. Movements of travellers whose intended or actual period of stay is less than 12 months are classified as *short-term*, except those who, on arrival, hold migrant visas. Some travellers state an intended or actual duration of stay of one year exactly. Such travellers are allocated to short-term or long-term in proportion to the number of travellers who stated an actual duration of stay of 11 months or one year one month respectively.

**Looked for work.** Applies to those persons who reported having been out of work and looking for a job.

**Looking for work with more hours.** Looking for work with more hours at some time during the four weeks up to the end of the reference week.

**Main difficulty in finding work.** The main difficulty experienced since beginning to look for work.

**Main English-speaking countries.** Comprises the United Kingdom, Ireland, Canada, South Africa, U.S.A. and New Zealand.

**Main external training course.** The external training course on which the respondent spent the most time over the last 12-month period.

**Main in-house training course.** The in-house training course on which the respondent spent the most time over the last 12-month period.

**Main job.** The job at which most hours were usually worked. The *second* job is defined to include all remaining jobs, in which some hours were worked during the reference week (i.e. the week before the interview week). Work as an unpaid family helper or service in the reserve defence forces is not regarded as a second job. A person who held more than one job as an employee is classified to the industry and occupation of the main job.

**Main period employer.** The employer for whom the respondent worked the most weeks for wages or salary during the last 12 months.

**Main source of income.** The current main source of income in the reference week.

**Managerial employees.** Adult managerial, executive, professional and higher supervisory staff, generally defined as those employees who are ineligible to receive payment for overtime, or, although subject to payment for overtime, are in charge of a significant number of employees in a separate establishment. *Non-managerial employees* are those who are not managerial employees as defined. Note that this definition on the managerial/non-managerial status of employees (as reported by the employer) is different to the definition of 'Managers and Administrators' in the Australian Standard Classification of Occupations (ASCO), which is used in most labour statistics.

**Marginal attachment to the labour force.** Persons who were not in the labour force in the reference week, wanted to work and:

- (a) were actively looking for work but did not meet the criteria to be classified as unemployed; or
- (b) were not actively looking for work but were available to start work within four weeks or could start work within four weeks if child care was available.

**Marital status.** This characteristic is determined from information supplied by the respondent about the individual himself or herself and, where the person was reported as being married, about the living arrangements of persons usually resident in the household. Marital status does not therefore necessarily reflect legal status. Persons are classified as *married* (husband and wife) if they are reported

as being married (including de facto) and their spouse was a usual resident of the household at the time of the survey. The *not-married* category includes persons who have never married, or are separated, widowed or divorced, as well as those who, although reported as being married, did not have a spouse who usually lived in the household. Persons who live in a de facto relationship but do not volunteer this information when asked whether they are married are classified as not married.

*Married*—see 'marital status'.

*Married-couple families.* Families in which there are two married persons and these persons are husband and wife — see 'marital status'.

*Mean (or average) earnings or hours.* Obtained by dividing the total earnings or hours of a group (e.g. full-time employees) by the number of employees in that group.

*Mean weekly earnings.* Obtained by dividing the total earnings of a group by the number of employees in that group.

*Median duration of underemployment*—see 'duration of current period of underemployment'.

*Median duration of unemployment*—see 'duration of unemployment'.

*Median earnings or hours.* The amount which divides the distribution into two equal groups of employees, one half having amounts below the median and the other half having amounts above it.

*Median weekly earnings.* The amount which divides the distribution of individuals into two equal groups, one having earnings above and the other below that amount. Medians were calculated from grouped data, and linear interpolation was used within the class interval in which the median fell.

*Membership of trade unions.* Financial members are dues-paying members no more than 6 months in arrears. The total number of members includes all persons (financial, unfinancial, honorary, suspended, junior, etc.) regarded by unions as members.

*Method of job attainment.* Determined by the respondents' answer to the question 'How did you find out that particular job was available?' and is described according to whether an employer approached the jobseeker or a jobseeker approached the employer. In the latter case, the job is described according to whether or not the jobseeker knew that the particular job was available before approaching the employer.

*Migrant (Labour Force Status and Other Characteristics of Migrants, Australia, September 1990 (6250.0)).* A person who was not born in Australia and who was a permanent resident of Australia at the time of the survey. A migrant could be *sponsored* to come to Australia or *arrive unsponsored*.

*Multiple jobholders.* Employed persons who during the reference week:

(a) worked in a second job or held a second job from which they were absent because of holidays, sickness or any other reason; and

(b) were an 'employee' in at least one of their jobs.

*Net training expenditure.* Total training expenditure by employers minus subsidies received for training.

*Never registered.* Qualified nurses who had never registered as an enrolled or registered nurse with an Australian nursing board.

*Non-managerial employees*—see 'managerial employees'.

*Not a member of a family.* Persons not related to any other member of the household in which they are living. A person is considered to be *living alone* if he or she is the sole member of a household. Thus, a person who is the sole occupant of a self-contained flat attached to another dwelling is considered to be living alone.

*Not in the labour force*—see 'Persons not in the labour force'.

*Not-married* — see 'marital status'.

*Number of employees.* All employees who received pay for any part of the relevant pay period. All permanent, temporary, casual, managerial and executive employees are included. Part-time and casual employees who may have worked only a few hours during the reference period are included. Employees on paid leave and those employees on workers' compensation who continue to be paid through the employer's payroll are also included. Casual employees who work on an irregular basis and who were not paid during the relevant pay period, employees on leave without pay, on strike or stood down without pay for the whole of the pay period are excluded.

*Number of spells of looking for work during the year.* The number of different periods, including the current period, during which persons were reported as having been out of work and looking for a job.

*Nurse* — see 'qualified nurse'.

*Occupation.* Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO) — First Edition, Statistical Classification (1222.0)*. An Information Paper: *ASCO-Australian Standard Classification of Occupations, April 1991 (1221.0)* is available to assist users. There is a comprehensive range of other more detailed publications and manuals relating to ASCO and its use.

*On-the-job training.* Respondents were asked to indicate whether any of the following activities were undertaken to improve their job skills while employed in any job over the last 12 months — being shown how to do the job, watching others work (including examining other

workers' product), asking questions of co-workers and teaching self.

*One-parent families.* Families in which there is a family head together with at least one dependent son or daughter of his/her own.

*Ordinary time earnings* — see 'Weekly ordinary time earnings'.

*Ordinary time hours paid for.* Award, standard or agreed hours of work. It includes stand-by or reporting time which are part of standard hours of work, and that part of paid annual leave, paid sick leave and long-service leave taken during the reference period.

*Other educational institution.* Includes business, commercial and secretarial colleges; religious colleges; overseas institutions; and instances where insufficient information was available to determine the type of educational institution.

*Other expenditure on formal training.* The total of expenditure on training equipment, travel, accommodation, meals, consumables, training rooms and payments to industry training bodies.

*Other families.* Families which are not married-couple families or one-parent families, as defined. They include families in which there is a parent with only non-dependent children present, and families in which there is no parent, for example a family head living with a brother or sister.

*Other post-school qualifications.* Completion of other types of education, e.g. adult education, preparatory/bridging course or hobby course.

*Overaward pay.* Amounts of ordinary time pay (regular or otherwise) that are over the award (e.g. attendance, good time-keeping, profit-sharing, etc.). It excludes payments in the form of a reimbursement for expenses incurred whilst carrying out the employer's business (e.g. payments from petty cash).

*Overtime.* Time worked in excess of award, standard or agreed hours of work for which payment is received. Excluded is any overtime for which employees would not receive payment, e.g. unpaid overtime worked by managerial, executive, etc. staff, normal shiftwork and standard hours paid for at penalty rates.

*Overtime hours paid for.* Refers to hours in excess of award, standard or agreed hours of work.

*Participation rate.* For any group, the labour force expressed as a percentage of the civilian population aged 15 and over in the same group. Participation rates for persons classified by birthplace are calculated using population estimates which exclude those in institutions. Participation rates for persons classified by school or tertiary educational institution attendance are calculated using population estimates which include those in institutions.

*Part-time attendance.* Attendance at an educational institution by persons who consider themselves to be attending part-time or are so classified by the institution they are attending.

*Part-time employees.* Permanent, temporary and casual employees who are not classified as full-time employees as defined.

*Part-time employees in main job.* All employees for whom 'part time' was the response to the question 'Is your main job full time or part time?'

*Part-time workers.* Employed persons who usually work less than 35 hours a week and who did so during the reference week. When recording hours of work, fractions of an hour are disregarded.

*Payment by measured result.* Earnings which vary according to measured performance (e.g. piecework, production and task bonuses, and commission).

*Permanent movement.* Arrivals of settlers (i.e. persons who hold migrant visas, regardless of stated intended period of stay and New Zealand citizens who indicate an intention to settle) and those who are otherwise eligible to settle (e.g. overseas-born children of Australian citizens), and permanent departures of Australian residents (including former settlers) i.e. those who on departure state they do not intend to return to Australia.

*Permanent employees.* Employees who were entitled to paid holidays or leave pay in their main job.

*Persons covered by a superannuation scheme.* Persons who, at the time of the survey, belonged to a superannuation scheme towards which contributions were being made. If persons were covered by more than one superannuation scheme, details were collected about the scheme to which they contributed most.

*Persons not in the labour force.* Persons who, during the reference week, were not in the categories employed or unemployed. They include persons who were keeping house (unpaid), retired, voluntarily inactive, permanently unable to work, persons in institutions (hospitals, gaols, sanatoriums, etc.), trainee teachers, members of contemplative religious orders, and persons whose only activity during the reference week was jury service or unpaid voluntary work for a charitable organisation. Specific surveys of persons not in the labour force indicate that a number want to work but are not classified as unemployed because they were not actively looking for work and/or were not available to begin work in the reference week. Included in this group are the discouraged jobseekers and other persons marginally attached to the labour force. For some supplementary surveys a person is assigned to the labour force categories *worked* and *looked for work* rather than *employed* and *unemployed* for each of the weeks in a year. Persons who did not work or look for work were not in the labour force.

*Persons not in the labour force who wanted to work.* Persons who:

- (a) in the four weeks up to the end of the reference week had taken active steps to find work but do not meet the criteria to be classified as unemployed; or
- (b) although claiming to have looked for work in the four weeks up to the end of the reference week, had not taken active steps to find work; or
- (c) in the four weeks up to the end of the reference week had not looked for work but in the survey answered 'yes' or 'maybe' to the question 'Even though you have not been looking for work would you like a full-time or part-time job?'; or
- (d) in the four weeks up to the end of the reference week, had not looked for work but were responsible for children under twelve years of age and answered 'yes' or 'maybe' to the question 'If you had childcare arrangements for your child(ren) under twelve, would you like a job?'

*Persons who had a wage or salary job in the last 12 months.* Persons who stated that they had a wage or salary job (excluding persons in a limited liability company) in the 12 months prior to being interviewed.

*Persons who had re-entered the labour force.* Persons who were working or looking for work in the reference week, had a period out of the labour force of at least 12 months' duration that finished within the last 12 months and had worked continuously for at least 12 months at some earlier time.

*Persons who had retired from full-time work.* A person who had a full-time job at some time and who had ceased full-time labour force activity (i.e. was not working full time, was not looking for full-time work and did not intend to look for, or take up, full-time work at any time in the future).

*Persons who have left the labour force.* Persons who worked or looked for work (as defined at some time in the 12 months prior to the survey and were not in the labour force in the week prior to the interview (i.e. the reference week).

*Persons who intended to retire from full-time work.* Persons who were either working full time or considered themselves to be working full time, were looking for full-time work, would like full-time work or intended to take up full-time work at some time and who intended to retire from full-time labour force activity.

*Persons who intended to retire from full-time work early.* Persons who intended to retire from full-time work at age 45 or more but before the age of 60, if female, or 65, if male. Persons who did not know at what age they intended to retire from full-time work were not classified as intending to retire from full-time work early.

*Persons who retired from full-time work early.* A person who retired from full-time work at age 45 or more but before the age of 60, if female, or 65, if male.

*Persons who started a job for wages or salary during the previous twelve months.* Persons who had started work for an employer for wages or salary lasting two weeks or more during the 12 months up to the time of the survey. If more than one job was started during this period, details were obtained about the most recent job started.

*Persons with marginal attachment to the labour force.* Persons who were not in the labour force in the survey week, wanted to work and:

- (a) were actively looking for work but did not meet the criteria to be classified as unemployed; or
- (b) were not actively looking for work but were available to start work within four weeks.

*Place of last residence.* The 'continent' on which a person stated he/she last lived.

*Post-graduate degree or graduate diploma.* Completion of a graduate diploma (including those titled simply diploma but which require a prior degree or diploma), masters degree, doctorate or higher doctorate.

*Post-secondary certificate.* Completion of an approved certificate in secretarial or business studies, administration, nursing, etc.

*Post-school qualifications.* Qualifications held by those persons who had left school and answered 'Yes' to the question: 'Since leaving school have you obtained a qualification, certificate, diploma, degree or any other qualification?'. Respondents indicated which of the following groups best described their highest qualification: Degree; Trade qualification; Certificate or diploma; Other post-school qualification.

*Present* — see 'usually reside'.

*Previous job.* The job, full-time or part-time, that a person who had re-entered the labour force reported having worked in continuously for at least 12 months at some earlier time.

*Principal applicant.* Person who signs the migration form, and is considered by the applicants and the Immigration Department to have the best chance of being accepted to migrate.

*Proportion of persons employed who were multiple jobholders.* The number of multiple jobholders as a proportion of employed persons in the same category.

*Proportion of total employees who were members of a trade union.* The approximate percentages of wage and salary earners in employment (i.e. employees) who were members of trade unions. From 30 June 1985, the proportions of employees have been calculated using estimates of employees from the ABS Survey of Employment and Earnings. These estimates have been adjusted by adding Labour Force Survey estimates of employees in Agriculture, forestry, fishing and hunting and in Private households employing staff. For statistics for periods prior

to 30 June 1985, estimates of employees were taken from the *Labour Force, Australia* (6203.0). The percentages shown should be regarded as giving only a broad indication of the extent of union membership among employees, because they are based on estimates of employed wage and salary earners; the numbers of union members who were not employed (i.e. were unemployed, retired, etc.) will affect the percentages for a particular year and comparisons over time.

*Public sector employees.* Administrative employees and all other employees of Commonwealth, State and Local government businesses and financial undertakings engaged in services such as railways, road transport, banks, postal and telecommunications, air transport, education, radio, television, police, public works, factories, marketing authorities, hospitals and welfare institutions. The public sector includes all agencies created by or reporting to the Commonwealth or State Parliaments.

*Qualified nurses.* Persons who have ever qualified as registered or enrolled nurses where qualified is interpreted to mean successfully passed final exams and practical experience as required to apply for registration.

*Re-entrants* — see 'Persons who had re-entered the labour force'.

*Registered collective agreements*—see 'collective agreements'.

*Registered nurses.* Nurses who have generally completed a three to four-year hospital-based certificate or a three-year diploma (usually at a College of Advanced Education) and have gained a certificate of registration from an Australian nursing board. They need not be currently registered as a registered nurse. The term 'registered nurse' refers to the type of registration obtained rather than to the occupation held (unless specifically identified as such).

*Reported frequency of use of trade skills.* Employed persons not working in the trade were asked which of the following categories best described the use of their trade skills:

- (a) use trade skills daily;
- (b) use trade skills at least once a week;
- (c) use trade skills occasionally;
- (d) never use trade skills.

For the data published in this publication categories (a) and (b) have been combined under the heading 'use trade skills at least once a week'.

*Retired*—see 'Persons who had retired from full-time work'.

*Retirement scheme.* Superannuation schemes, life assurance policies or similar schemes that provide a financial benefit when a person leaves full-time work.

*Second job.* A job other than the main job. Service in the reserve defence forces is not regarded as a second job. Persons who by the nature of their employment worked for more than one employer, e.g. domestics, odd-job workers, baby-sitters, etc., are not counted as having a second job unless they also held another job of a different kind, nor are those who worked for more than one employer solely by reason of changing jobs during the reference week.

*Sector.* Public sector includes all local government authorities and government departments, agencies and authorities created by, or reporting to the Commonwealth or State Parliaments. All remaining employees are classified as private sector.

*Short-term movement*—see 'long-term movement'.

*Size of location.* The number of persons employed at the location of the respondent's job with their main employer.

*Sole parent.* The head of a one-parent family.

*Sponsored.* Includes those migrants who had a family already in Australia who filled out papers for that person to come to Australia. These people are considered to have come to Australia under the Family Reunion criteria. Others who were sponsored had an employer or some other person or organisation, other than the Australian Government, fill out papers for that person to come to Australia.

*Standardised unemployment rate.* The number of unemployed persons as a percentage of the total labour force. The definitions of unemployment and the total labour force conform to ILO guidelines.

*State awards, determinations or collective agreements etc.* Awards or determinations made by, and collective agreements registered with, State industrial relations authorities. The estimates shown for employees covered by State awards, etc. include a small proportion of employees covered by awards, etc. of State tribunals in other States. Similarly, in each Territory there is a small proportion of employees covered by awards, etc. of State tribunals in adjacent States.

*State government employees.* Persons employed by all State government departments and authorities created by, or reporting to, State Parliaments, including organisations for which the Commonwealth has assumed financial responsibility, e.g. universities. Following self-government, the Northern Territory and the Australian Capital Territory administrations have been classified to 'State' governments. Employees of State governments employed interstate are included in the estimates of the State in which they are based.

*Status of worker.* Employed persons classified by whether they were employers, self-employed persons, wage and salary earners (employees), or unpaid family helpers.

*Still at school.* Current school attendance is recorded only for persons aged 15 to 20 years.

*Studied for educational qualification in 1989.* Study done with the intention of it leading to a trade qualification, certificate, diploma, degree or any other qualification. It is not necessary to have completed the course or to have been awarded the qualification. Information was collected on the first course studied in 1989.

*Superannuation.* Costs refer to the total payments made by employers with respect to superannuation liabilities incurred. Costs can occur on two bases depending on the funding arrangements made to meet superannuation liabilities:

- (a) 'ongoing' costs are actuarially determined contributions paid into a superannuation fund on a regular basis;
- (b) 'emerging' costs are payments of pension/lump sum benefits as superannuation liabilities occur, where no funds have been set aside during the employees' service. Schemes operating on this basis are sometimes referred to as 'unfunded' schemes;

In the private sector superannuation liabilities are always met on an ongoing costs basis. In the public sector superannuation liabilities are met on either an ongoing costs basis or an emerging costs basis or (occasionally) using a combination of both approaches.

As a result the value of superannuation costs shown for private sector employers directly relates to current employees. However, the value of superannuation shown for public sector employers relates in some cases to current employees and in other cases to former employees now receiving a pension or lump sum. In the latter case payments for superannuation will reflect the past structure and size of an organisation rather than current structure and size. For this reason public and private sector superannuation costs are not directly comparable.

*Superannuation scheme.* Any fund, association or organisation set up for the purpose of providing financial cover for members when they retire from full-time work. Overseas superannuation funds are excluded.

*TAFE.* College of technical and further education.

*Tertiary institution.* Any educational institution offering post-school courses.

*Time in nursing.* The length of time (in completed years) the respondent had worked in nursing after registering with an Australian nursing board. Time spent nursing as an enrolled or registered nurse has been aggregated to reflect the total time in nursing. The period prior to

qualifying (e.g. time completing training) and breaks of 12 months or more are excluded.

*Time spent on in-house/external training courses.* The average number of hours spent on a training course multiplied by the number of days spent on that course.

*Total employees involved in industrial dispute.* The sum of the number of employees involved in each industrial dispute in a period. For any period of time the figures may include details of the same employees involved in more than one dispute. The longer the period of reference the more chance there is of some double counting in the number of employees involved. Where there are varying numbers of employees involved during the progress of a dispute the number of employees involved included in the statistics relate to the largest number of individual employees involved on any one day. Generally the total number of employees involved for each year will equal the sum of the total number of employees involved in the first month of a year plus the number of employees newly involved in subsequent months (as published monthly in Catalogue No. 6321.0). Differences between monthly and annual aggregates can occur due to temporary cessations of stoppages which resume in subsequent months. Employees re-involved in this type of dispute are not classified as employees newly involved in stoppages in the second period in which the dispute occurs.

*Total major labour costs.* Refers to the sum of gross wages and salaries, severance, termination and redundancy payments, payroll tax, superannuation costs, workers' compensation costs and fringe benefits tax.

*Total membership of trade unions.* The aggregate of the membership of individual reporting trade unions. Persons who are members of more than one union are counted more than once in the totals. The extent of this duplication is not known. Membership figures may be affected by differences in the concept of membership adopted by different unions or by the same union at different times.

*Total training expenditure.* The sum of employers' expenditure for employees' gross wages and salaries for time receiving and providing formal training, fees paid to consultants and institutions and other expenditure on formal training during the reference period.

*Trade qualification.* Completion of an approved trade/technical apprenticeship in fitting and turning, hairdressing, plumbing, carpentry, etc.

*Trade union (or employee association).* 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. Non-operating unions or branches, i.e. those with no members at the date of collection, are not included in the statistics.

*Trade union members.* Employees with membership in a trade union in connection with their main job.

*Trades qualified persons.* Persons aged 15 and over who had:

(a) completed an Australian apprenticeship; or

(b) obtained tradesperson's status under a recognised Australian tradesperson's certificate either under the Tradesmen's Rights Regulation Act in the metal, electrical or footwear trades; or from an Australian Apprenticeship Training Authority.

*Trainers' costs (including fees).* Employees' wages and salaries for time providing training plus fees paid to consultants and training institutions.

*Training courses.* Courses undertaken in order to improve career opportunities, or to maintain or learn new job skills related to job performance. Training courses may take place on-the-job or off-the-job. They consist of periods of instruction or a combination of instruction and monitored practical work experience which is associated with the instruction. Information was collected on the four main in-house and the four main external training courses attended in the last 12 months. This means that tables in this publication underenumerate training courses undertaken by persons who attended more than four in-house or external training courses.

*Training expenditure per employee.* Estimated training expenditure divided by the estimated total number of employees. The Training Expenditure Survey did not collect information on the number of employees receiving training.

*Training expenditure per training hour.* Estimated total training expenditure divided by the estimated total hours of training.

*Training hours per employee.* The estimated total number of hours of training received divided by the estimated total number of employees. The Training Expenditure Survey did not collect information on the number of employees receiving training.

*Type of nurse registration.* Qualified nurses provided details on whether they have gained a certificate of enrolment or a certificate of registration from an Australian nursing board. Registration need not be current. See *Enrolled nurses* and *Registered nurses* for further details.

*Underemployed full-time workers.* Full-time workers who did not work full-time hours (i.e. did not work 35 hours or more) in the reference week for economic reasons, e.g. stood down, short time and insufficient work.

*Underemployed part-time workers.* Part-time workers who indicate that they would prefer to work more hours. Additional information was collected about those underemployed part-time workers who had been looking for work with more hours at some time in the four weeks up to the end of the reference week and who were available to start such work within four weeks.

*Underemployment rate.* The number of underemployed expressed as a percentage of the labour force (i.e. employed plus unemployed) in the same group.

*Underutilisation.* A person's labour is underutilised if that person is either unemployed or underemployed.

*Underutilisation rate.* The sum of the number unemployed and the number underemployed expressed as a percentage of the labour force in the same group.

*Unemployed persons.* Persons aged 15 and over who were not employed during the reference week, and:

(a) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and:

- were available for work in the reference week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the reference week); or
- were waiting to start a new job within four weeks from the end of the reference week and would have started in the reference week if the job had been available then; or

(b) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the reference week (including the whole of the reference week) for reasons other than bad weather or plant break-down.

In the *Job Search Experience of Unemployed Persons* survey persons who were stood down as defined in (b) above are excluded.

*Unemployed persons classified by industry and occupation.* Unemployed persons who had worked full time for two weeks or more in the last two years are classified according to the industry and occupation of their most recent full-time job.

*Unemployed persons looking for first job.* Persons who had never worked full time for two weeks or more.

*Unemployment rate.* The unemployment rate for any group is the number unemployed expressed as a percentage of the labour force (i.e. employed plus unemployed) in the same group.

*Unregistered collective agreements*—see 'collective agreements'.

*Un-sponsored.* Includes those migrants who came to Australia under special eligibility criteria. This category includes persons who came to Australia as migrants who did not require a visa, or who had some entitlement to come to Australia such as New Zealanders. Refugees were regarded as un-sponsored and include any person who came to Australia under a refugee program. Other persons who were un-sponsored include: persons who applied in their own country to come to Australia; Australians born overseas; persons who came to Australia on a temporary visa, on a working holiday, as a student, etc., and had since gained permanent residence.

*Usual resident.* A person identified by the respondent as a usual resident of the household at the time of the survey. The terms 'usually reside' and 'present' are synonymous.

*Weekly award rates of pay.* The weekly award rates of pay series for full-time adult employees provide details of the movements in the weekly rates of pay for award classifications included in the index.

*Weekly earnings.* The amount of 'last total pay' from wage and salary jobs prior to interview (i.e. before taxation and other deductions have been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or pre-payment of leave, etc.

*Weekly total hours paid for.* The hours for which payment was made. It comprises ordinary time hours and overtime hours. For employees paid other than weekly, hours were converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the reference period, only the hours actually paid for were included. Where agreed hours of work were less than award hours, hours were based on agreed hours. Hours of work were not reported for managerial employees.

*Weekly ordinary time earnings.* One week's earnings of employees for the reference period attributable to award, standard or agreed hours of work. It is calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included in ordinary time earnings are award payments, base rates of pay, overaward payments, penalty payments, shift and other allowances; commissions if a retainer is also paid; bonuses and similar payments related to the reference period; payments under incentive or piecework; payments under profit-sharing schemes normally paid each pay period; payments for leave taken during the reference period; all workers' compensation payments made through the payroll; and salary payments, made to directors. Payments not related to the reference period such as overtime payments, retrospective pay, pay in advance, leave loadings, severance, termination and redundancy payments and other payments are excluded.

*Weekly overtime earnings.* Payment for hours in excess of award, standard or agreed hours of work.

*Weekly total earnings.* Weekly ordinary time earnings plus weekly overtime earnings.

*Worked.* Persons who were reported as having either worked or been on paid leave.

*Workers' compensation.* Costs are determined in two ways:

- (a) The majority of employees are covered for workers' compensation through the payment of premiums by the employer to an insurer. In these cases, workers' compensation costs are considered to comprise:

- premiums paid during the reference year;
- any workers' compensation costs not reimbursed by the insurer including 'make-up' and 'excess' pay (which cover payments made by employers directly to employees as part of gross wages and salaries, over and above the amount paid as compensation by the workers' compensation insurer);
- premiums paid during the reference year to insure for claims made by employees for workers' compensation at Common Law.

(b) Certain employers may become 'self-insurers'. Workers' compensation costs for these employers are considered to be:

- payments made as part of employees' gross wages and salaries;
- lump sum payments;
- any other workers' compensation costs including legal, accounting, medical and administrative costs and 'catastrophe' insurance premiums;
- premiums paid during the year to offset liability at Common Law for workers' compensation;
- lump sum payments made to employees not reimbursed by an insurer, resulting from workers' compensation claims made at Common Law; and
- any other costs at Common Law for workers' compensation including legal, accounting, medical and administrative costs.

Costs which have been reimbursed from a workers' compensation insurer are not included in the estimates.

*Working days lost.* Time lost by employees directly and indirectly involved in the dispute, generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of employees involved and the duration of the dispute.

*Working days lost per thousand employees.* Working days lost per thousand employees are calculated for the 12-month period from working days lost and estimates of numbers of employees obtained from the ABS Survey of Employment and Earnings and the ABS Labour Force Survey.

*Working in the nursing profession.* Qualified nurses working in nursing after registering with an Australian nursing board. Includes nursing supervisors and administrators, clinical nurses, enrolled nurses and nurses employed primarily in education. See also *employment status*.

*Working in the trade.* Persons working in the trade in which they first qualified in Australia. See also *employment status*.



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