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## INDUSTRIAL CONDITIONS

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### INDUSTRIAL REGULATION

#### **Jurisdictions**

The regulation of wages and conditions of employment in Victoria is in part made pursuant to Federal legislation and in part the result of State law. The division between State and Federal jurisdictions applies also to public service employees. Both State and Federal regulations are overwhelmingly seen in the form of awards or orders of industrial tribunals which may be made by consent or by arbitration and which have the force of law. Latest figures showed that Federal awards covered 50.8 per cent of Victorian employees compared with 35.6 per cent under State determinations. Federal coverage of male employees (57.5 per cent) and State coverage of females (53.9 per cent) were higher than the overall figures.

In general terms it may be said Federal regulation applies to industries which lend themselves to national organisation and provision of uniform rates and conditions, e.g., banking, textile, and vehicle industries. Other industries which are organised and operated on a purely local basis are dealt with under State jurisdiction, e.g., hospitals, shops, and restaurants. The interdependence between the operation of the two systems ensures that wages and conditions have a high degree of correlation.

Many key areas of employment for which the Victorian Government is responsible come under the Federal jurisdiction. Notable among such groups are those providing a direct service to the public, e.g., electricity, railway, tram, and bus employees. Disputes in these areas are widely reported. In 1977, a ten week stoppage by maintenance workers employed by the State Electricity Commission was described as the most serious strike occurring in Victoria since the Second World War.

The relation between the Victorian and Commonwealth systems depends on the distribution of legislative powers between the Commonwealth and Victorian Governments. Under the Commonwealth of Australia Constitution Act, the Commonwealth Government's power over industrial matters is limited to "conciliation and arbitration for the prevention and settlement of industrial disputes extending beyond the limits of any one State".

The limitations have been accorded a generous interpretation by the High Court with the result that the Federal system has gradually become predominant in the sphere of industrial regulation throughout Australia. A Federal award supersedes an inconsistent State determination or statute. In addition, the Victorian legislation contains a number of provisions designed to encourage substantial uniformity of prescriptions with those of the Federal tribunal.

Major changes occurring in recent years have flowed from the Federal to the State system without significant delay or qualification. These changes include the replacement of a two component award wage with a unitary system known as the total wage (1967), the introduction of equal pay (1972), and the adoption of indexation, a wage fixation system which incorporates regular reviews of wage rates for movements in the Consumer Price Index (1975).

*Federal jurisdiction*

The Federal tribunal was first established pursuant to the *Conciliation and Arbitration Act 1904*. The Act was extensively amended in 1956 and this amendment altered the structure of the arbitration machinery by separating the judicial functions from the conciliation and arbitration functions. The Commonwealth Industrial Court was established to deal with judicial matters, and the Commonwealth Conciliation and Arbitration Commission was assigned the functions of conciliation and arbitration.

The Commission comprises the President, nine Deputy Presidents and 21 Commissioners. Although the President and most Deputy Presidents have the same qualifications and designation as Judges, provision now exists for appointment as Deputy Presidents of other persons having special qualifications, experience, or standing in the community. Since 1972, the industries serviced by the Commission have been divided into panels. Each panel is administered by a Presidential member with the assistance of two or three Commissioners.

Where a dispute is notified or otherwise comes to the attention of the Presidential member concerned, it will be dealt with by way of conciliation unless that course is deemed inappropriate. The same approach is utilised for applications to vary existing awards. If conciliation is exhausted, arbitration on the outstanding matters will take place. Although objection may be taken to the same member of the Commission moving from conciliation to arbitration, such objections are not common. Provision is made for the certification of agreements arrived at between the parties subject to certain conditions.

Coincidental with the introduction of the panel system, there has been a tendency for proceedings to be shorter and less formal. Many matters are determined in conference. A discussion forum enables the parties to have a greater influence on the eventual solution of the issues in dispute.

Single members of the Commission deal with a wide-ranging variety of disputes. Although the jurisdiction of the tribunal is circumscribed in many ways, both unions and employers use the Commission as a general clearing house for any dispute which is not otherwise resolved.

Full Benches of the Commission determine appeals from decisions of single members, test case issues, and other matters of particular importance in the public interest. A recent amendment to the Act enables the Minister to seek reference of a dispute to a Full Bench or a review of an award by a Full Bench on grounds related to the public interest. A Full Bench consists of three or more members of the Commission at least two of which must be Presidential members.

Where matters are dealt with by a Full Bench, section 39 (2) of the Act provides that:

“... the Commission shall take into consideration the public interest and for that purpose shall have regard to the state of the national economy and the likely effects on that economy of any award that might be made in the proceedings or to which the proceedings relate, with special reference to likely effects on the level of employment and on inflation.”

While stressing that its primary function is to settle disputes, the Commission has always maintained that due and proper weight has been given to the economic consequences of its actions. The latest amendment to section 39 (2) seeks to emphasise the weight which should be given to economic considerations in the major decisions of the Commission.

In the years up to 1975, it had become traditional for a general wage claim based on economic grounds to be considered annually in what were known as “national wage cases”. In 1975, a Full Bench of the Commission altered this procedure. An indexation package was introduced which provided for quarterly hearings to consider whether wages should be adjusted for movements in the Consumer Price Index and an annual hearing to review movements in national productivity. The indexation package was based on twin expectations:

- (1) That there would be substantial compliance with the guidelines laid down; and
- (2) that other increases in labour costs would be negligible.

Full percentage wage adjustment continued until February 1976. Since then, with economic recession continuing, the increases reflected by quarterly movements in the

Consumer Price Index have usually been discounted in some way. The Commission has, however, refused to accept arguments, including those put by the Commonwealth Government, that the state of the economy precludes any increase in wages.

In a recent review of its role, the Commission made the following observations:

“First, the Commission is a body independent of governments, unions and employers. It should not be seen as an arm of government which formulates wage decisions simply to ‘fit in’ with economic policy. The Commission treats all submissions on their merit.

“Second, in relation to the Commonwealth’s submission that in the present circumstances we should give greater weight to economic considerations, while the distinction between economic and industrial arguments is useful for analytical purposes, the economic consequences of any decision which the Commission makes on wages cannot be evaluated in isolation from the industrial consequences, because of their interaction. In practice, the task of the Commission is to weigh all the relevant considerations in order to come to a decision which may reasonably be expected to produce the best overall result. What may appear from a certain viewpoint to be the best wage decision for economic recovery, may turn out to be wrong when industrial considerations are brought to bear on the decision.”

The indexation package was the subject of a thorough going examination between May 1977 and September 1978. Initially the parties met in conference under the chairmanship of the President of the Commission and reached a measure of agreement. Outstanding matters were argued before a seven person Full Bench. In the result the principles were expanded and refined but the basic structure of the package remained unchanged.

The Australian Industrial Relations Bureau came into existence in 1977. The Bureau not only took over the award enforcement functions formerly carried out by the Commonwealth Government inspectorate, it was also given broad investigative and legal powers in relation to industrial disputes, including the power to initiate deregistration proceedings against a union. The Bureau has yet to play a major role in the resolution of any prolonged industrial dispute.

On 1 February 1977, a new court, the Federal Court of Australia was established. The Court consists of a General Division and an Industrial Division. The latter division deals with those matters of industrial law formerly dealt with by the Industrial Court. The principal powers and functions are:

- (1) Enforcement and interpretation of awards;
- (2) registration of organisations and disputes as to union rules; and
- (3) appeals from State courts, exercising Federal jurisdiction pursuant to the Conciliation and Arbitration Act.

#### *Australian Industrial Relations Bureau*

The Federal Department of State which is responsible for the administration of the Commonwealth industrial legislation is the Department of Industrial Relations\*. However, responsibility for securing the observance of the Commonwealth Conciliation and Arbitration Act and Regulations and of the Federal awards made under that Act by the Conciliation and Arbitration Commission is vested by statute in the Industrial Relations Bureau.

The Industrial Relations Bureau came into being on 3 October 1977 when its first Director was appointed by the Governor-General. It is a statutory body established under the Conciliation and Arbitration Act within the portfolio of the Federal Minister for Industrial Relations. Pursuant to its function of securing that Act and of the awards made under the Act, it†:

- (1) Inspects and secures the observance of awards as to conditions of employment, etc., by employers and persons to whom the awards apply;

\* Successive changes in Commonwealth Government administrative arrangements between 1972 and 1978 effected alterations in the titles and areas of responsibility in the field of Federal industrial relations administration. The Department of Industrial Relations came into existence on 5 December 1978. Its area of responsibility had previously been encompassed by the Department of Employment and Industrial Relations (since December 1975), the Department of Labour and Immigration (since June 1974), the Department of Labour (since December 1972), and prior to that, the Department of Labour and National Service.

† Prior to 1 March 1978, the inspection of Federal awards was carried out by an Inspectorate operating within the Department of Employment and Industrial Relations. On that date, the Inspectorate and its functions were transferred to the Industrial Relations Bureau.

- (2) deals with complaints and allegations of breaches of Federal awards, the Act and Regulations, and the rules of organisations registered under the Act;
- (3) receives inquiries and advises on the observance of awards, rules, and the legislation; and
- (4) seeks to secure conformity with legislative requirements as to the rules of registered organisations, conduct of their elections of officials, and other aspects of the conduct of organisations and persons in the Federal industrial relations system.

Officers of the Bureau in Victoria are located in Melbourne, Geelong, and Bendigo.

#### *Victorian jurisdiction*

In 1896, the Victorian Parliament introduced a system of Wages Boards with the object of improving determined wages and conditions of work in the "sweated" industries. This legislation was originally of a social character but has developed into a system of industrial relations which now determines wages and conditions of work for about one third of wage and salary earners in Victoria. Although the system has expanded from the original four Boards to more than two hundred Boards, the fundamental principles underlying its operation have remained largely unaltered since inception.

Wages Boards are established under the provisions and amendments of the *Labour and Industry Act 1958*. Each Board covers a particular group or category of workers working in either a specific trade, a branch of a trade, or a related group of trades. The Boards can decide any industrial matter with the major exception that they cannot determine preference for unionists. There is no provision for the registration of unions or employer associations within the Board system. The Boards are required to give consideration to any appropriate decision made by the Commonwealth Conciliation and Arbitration Commission. The Boards will usually follow major changes (for example, national wage cases) made in relevant Commonwealth awards but there are many areas of wages and conditions where the Boards act as a lead sector. The determination of a Board applies as a minimum standard for all workers in the State in that particular category unless the worker is already covered by a Federal award. This is the "common rule" aspect of the system. The determinations of the Board operate as a rule of law with enforcement by inspectors of the Department of Labour and Industry.

Each Board consists of an independent chairman, and an equal number of employee and employer representatives. A panel of chairmen share the responsibility for all Boards. Members must be either actually engaged in the trade covered by the Board, or officers, officials, or employees of unions or employer associations concerned with the trade. At Board meetings matters are raised for determination in the form of a motion which is then discussed and debated by the members of the Board. Witnesses and experts may also be heard. Compromises to the original proposal may be discussed with the aim of achieving agreement. The chairman participates as a member of the Board; he may be involved in the debate; he may attempt to conciliate; and he may ultimately vote as a member of the Board. Procedures are determined by the chairman and the meetings are conducted with a minimum of formality and an absence of legalism.

Matters are decided before the Board by majority vote with each member (including the chairman) having one vote. The primary aim of the chairman is to facilitate agreement but if there is a deadlock he then may exercise his vote as a form of arbitration. He cannot impose a compromise decision on the parties, for he is limited to voting for or against the motion which is finally put. However, the casting vote is needed in only a small minority of cases as agreement is the more general outcome of Board meetings.

The appellate body is the Industrial Appeals Court, comprising the President (a judge of County Court status) and two lay members—one representing employers and one representing employees. As a result of a judgment in the Supreme Court, the *Labour and Industry Act* was amended by the *Labour and Industry (Industrial Appeals Court) Act 1977* to make the lay members advisory members only. They do not participate in the making of any decision or determination. All questions of law and fact are determined by the President who makes all decisions and determinations and gives all directions required to be made by the Court. The Court hears references by the Minister on matters which are common and affecting more than one Wages Board; references for advice by the Minister about the appointment, abolition, or membership of a Wages Board; cases regarding

interpretation of determinations of Wages Boards or of the Court; and appeals against decisions of the Wages Boards.

Appeals to the Court from a decision of the Wages Board may be made by a majority of employer or employee representatives on the Board, by a trade union or employer organisation, or by the Minister in the public interest. Any other aggrieved party (for example, a consumer group) may seek leave of the Court to appeal against a decision of a Board. The Minister may also intervene in any appeal before the Court in the public interest. Decisions of the Court are final.

For more than seventy years, employers and employees covered by determinations of Wages Boards and the Industrial Appeals Court have been served by the system with protection and consideration for the public interest and a minimum of delay and at a relatively low cost. In more recent years, under the influence of the Board chairmen, Boards have been emphasising the conciliation aspects of the system and the early settlement of industrial disputes and, in particular, the use of the provisions of section 41 (2) of the Labour and Industry Act has expanded. This section provides for the notification of a dispute to the chairman of the appropriate Board who is then required to call a meeting of the Board immediately. These procedures have shown increasing effectiveness in handling day-to-day disputes which generally affect only a section of the Wages Board determination, or a section of the labour force covered by a particular determination.

The *Labour and Industry (Wages Board Determinations) Act 1975* enables the monitoring of determinations of Wages Boards to ensure that wages increases provided in determinations fall within the principles outlined by the Commonwealth Conciliation and Arbitration Commission in the National Wage Cases of April and September 1975.

It has five main aims:

- (1) It removes the limit on the number of Chairmen of Wages Boards that may be appointed;
- (2) it provides that a Chairman of a Wages Board shall furnish the Minister with documents and any information on the business of the Board he may require for the proper conduct of his public business—this is essential for the effective carrying out of the monitoring role by the Minister;
- (3) it allows the Minister to refer to the Industrial Appeals Court for determination a matter which requires to be determined by more than one Wages Board—the existing provision allows such a reference when the matter requires to be determined by ten or more Wages Boards;
- (4) it gives the Minister an additional power to bring Wages Board Determinations before the Industrial Appeals Court—the Minister may request the review of a Determination where no appeal is lodged and the Determination will be deemed not to have come into operation; and
- (5) it requires the Chairman to state the grounds upon which he based his decision where his vote carries the resolution, or where the Determination is made without his vote to give his approval and state his reasons.

The *Labour and Industry Act 1978* repealed the provisions of the principal Act dealing with outside workers and conferred on Wages Boards the power to determine all matters relating to the issuing or giving out of any material whatsoever for the purpose of goods being wholly or partly manufactured outside a factory.

During 1979, there were 98 meetings of Wages Boards called under section 41 (2) of the *Labour and Industry Act 1958* to deal with 68 disputes.

The relative infrequency of appeals from Wages Boards decisions perhaps indicates a degree of satisfaction by all parties with the actual results which emerge from the Victorian Wages Boards system which in recent years has shown its ability to slowly evolve in terms of the legislative framework and administrative operation without compromising the basic principles of direct participation, informality, and conciliation.

#### DETERMINATIONS OF WAGE RATES AND LEAVE CONDITIONS

Legal minimum wage rates are generally prescribed in awards or determinations of Federal and State industrial arbitration tribunals, in collective agreements registered with these tribunals, or in unregistered collective agreements.

As outlined earlier in this chapter, wage rates are determined by the Commonwealth Conciliation and Arbitration Commission for those industries which extend beyond the boundaries of any one State, and by Victorian Wages Boards for industries which do not extend beyond the State boundary.

### Commonwealth wage determinations

#### *Basic wage*

##### *1907 to 1967*

The first basic wage, as such, was declared in 1907 by Mr Justice Higgins, President of the Commonwealth Court of Conciliation and Arbitration. The rate of wage declared as appropriate for a "family of about 5" was 70c per day or \$4.20 per week for Melbourne, and because it arose from an application by H. V. McKay that the remuneration of labour employed at the Sunshine Harvester Works was "fair and reasonable" it became popularly known as the "Harvester Judgment", and this standard was adopted by the Commonwealth Court of Conciliation and Arbitration for incorporation in its early awards.

Until 1967, the concept of a "basic" or "living" wage was common to rates of wage determined by industrial authorities in Australia. Initially the concept of a basic wage for adult males was interpreted as the wage necessary to maintain an average employee and his family in a reasonable state of comfort. However, later it came to be generally accepted that the basic wage should be fixed at the highest amount which the economy could sustain and that the dominant factor was the capacity of the community to carry the resultant wage levels.

The female basic wage fluctuated as a percentage of the male basic wage, but in later years was generally assessed at 75 per cent.

In addition to the basic wage, secondary wage payments, including margins for skill and various kinds of loadings, peculiar to the occupations or industry, were determined by industrial authorities. The basic wage, plus the secondary wage, where prescribed, made up the minimum wage for a particular occupation. Over time the incidence of margins spread to nearly every classification.

The basic wage was for many years automatically adjusted each quarter for movements in the cost-of-living index, but in 1953 the practice was abolished in favour of what became annual reviews of the basic wage based on the "capacity to pay" principle. General reviews of margins took place at longer intervals.

#### MELBOURNE—COMMONWEALTH BASIC WEEKLY WAGE RATES (Adult males) (\$)

Year (a)	Amount	Year (a)	Amount	Year (a)	Amount
1923	9.15	1936	6.90	1949	13.00
1924	8.45	1937	7.70	1950	16.20
1925	8.75	1938	7.90	1951	19.90
1926	8.90	1939	8.00	1952	22.80
1927	9.00	1940	8.40	1953—August	23.50
1928	8.60	1941	8.80	1956—June	24.50
1929	9.00	1942	9.70	1957—May	25.50
1930	8.30	1943	9.80	1958—May	26.00
1931	6.34	1944	9.80	1959—June	27.50
1932	6.17	1945	9.80	1961—July	28.70
1933	6.28	1946	10.60	1964—June	30.70
1934	6.40	1947	10.90	1966—July	32.70
1935	6.60	1948	12.00	1967—July	(b)

(a) The system of making regular quarterly adjustments was instituted in 1922 and was discontinued after the August 1953 adjustment. From 1923 to 1952 the rate ruling at 31 December, the middle of the financial year, is shown.

(b) From July 1967, basic wages and margins were deleted from awards and wage rates expressed as total wages.

#### *Total wage*

##### *1967 to 1978*

The decision of the Commonwealth Conciliation and Arbitration Commission in the National Wage Cases of 1967 introduced the total wage concept, thereby eliminating the separate components of basic wage and margins.

Equal pay between the sexes in a restricted form was granted in 1969 but the concept was liberalised in 1972 and full implementation of equal pay was achieved by June 1975.

In 1975, wage indexation in the form of quarterly adjustments to award total wages based on increases in the Consumer Price Index was introduced. The Commission also announced its intention to consider each year the effect of productivity for total wage awards.

In 1978, a review of the wage fixation procedures was made and on completion of the inquiry a Full Bench of the Commonwealth Conciliation and Arbitration Commission decided in September 1978 to hold future wage indexation hearings six-monthly each October and April, beginning in October 1978.

#### National Wage Cases, 1978-79

The increases in the Consumer Price Index for the June quarter 1978 and September quarter 1978 were 2.1 per cent and 1.9 per cent, respectively. Taking in all the circumstances and the general desire for the continuance of an orderly system of centralised wage fixation, together with the fact that there had been a change to six-monthly indexation, the December national wage decision was that all award wages and salaries should be increased by 4 per cent.

The increases in the Consumer Price Index for the December quarter 1978 and March quarter 1979 were 2.3 per cent and 1.7 per cent, respectively. Before announcing its June decision, the Full Bench stated that the actions and attitudes of various participants in the wage indexation system were incompatible with its effective operation and forced it to the conclusion that the system of wage fixation was not working. It therefore called a Conference of all parties and interveners to consider as a matter of urgency whether indexation had a future. In view of the statistical problems associated with making fine adjustments for earnings drift, the effects of industrial disputes, and the movement in oil prices due to excise, and in view of the proposed Conference, the decision was to increase all award wages and salaries by 3.2 per cent.

#### MELBOURNE—AWARD WAGE RATES: FEDERAL AWARDS

Date operative (a)	Adult males		Adult females	
	General increase in weekly award total wage	Minimum weekly wage	General increase in weekly award total wage	Minimum weekly wage
		\$		\$
1967—1 July	\$1.00	37.45	\$1.00	..
1968—25 October	\$1.35	38.80	\$1.35	..
1969—19 December	3 per cent	42.30	3 per cent	..
1971—1 January	6 per cent	46.30	6 per cent	..
1972—19 May	\$2.00	51.00	\$2.00	..
1973—29 May	2 per cent plus \$2.50	60.00	2 per cent plus \$2.50	..
1974—23 May	2 per cent plus \$2.50	68.00	2 per cent plus \$2.50 (b)	57.80
1975—30 September (c)	..	68.00	..	61.20
1975—1 January	..	76.00	..	68.40
1975—15 May	3.6 per cent	80.00	3.6 per cent	72.00
1975—30 June (d)	..	80.00	..	80.00
1975—18 September	3.5 per cent	82.80	3.5 per cent	82.80
1976—15 February	6.4 per cent	88.10	6.4 per cent	88.10
1976—1 April	\$5.00	93.10	\$5.00	93.10
1976—15 May	3 per cent (e)	95.90	3 per cent (e)	95.90
1976—15 August	1.5 per cent (f)	98.40	1.5 per cent (f)	98.40
1976—22 November	2.2 per cent	100.60	2.2 per cent	100.60
1977—31 March	\$5.70	106.30	\$5.70	106.30
1977—24 March	1.9 per cent (g)	108.30	1.9 per cent (g)	108.30
1977—22 August	2.0 per cent	110.50	2.0 per cent	110.50
1977—12 December	1.5 per cent	112.20	1.5 per cent	112.20
1978—28 February	1.5 per cent (h)	113.90	1.5 per cent (h)	113.90
1978—7 June	1.3 per cent	115.40	1.3 per cent	115.40
1978—12 December	4.0 per cent	120.00	4.0 per cent	120.00
1979—27 June	3.2 per cent	123.80	3.2 per cent	123.80

(a) Operative from the beginning of the first pay period commencing on or after the date shown.

(b) First stage introduction of the minimum weekly adult male wage for adult females (85 per cent of adult male wage).

(c) Second stage introduction of the minimum weekly adult male wage for adult females (90 per cent of adult male wage). Rates operative from the beginning of the pay period in which 30 September 1974 occurs.

(d) Final stage introduction of the minimum weekly adult male wage for adult females. Rates operative from the beginning of the pay period in which 30 June 1975 occurs.

(e) Maximum increase \$3.80 per week.

(f) Minimum increase \$2.50 per week.

(g) Maximum increase \$3.80 per week.

(h) Maximum increase \$2.60 per week.

*Equal pay*

Detailed particulars of Equal Pay Cases conducted in 1969, 1972, and 1974 appear in previous *Victorian Year Books* and *Labour Reports*.

**Victorian Wages Boards Determinations**

Apart from the period between November 1953 and August 1956, when an amendment to the Factories and Shops Act required Wages Boards to provide for automatic quarterly adjustments to the basic wage in Wages Board Determinations in accordance with variations in retail price index numbers, Wages Boards in determining wage rates had adopted Commonwealth basic wage rates.

Since July 1966, when the Conciliation and Arbitration Commission decided to insert rates of minimum wage for adult males into Federal awards, Wages Boards have followed these prescriptions, and since 7 August 1967 the total wage concept with the consequent elimination of basic wage and margins from Wages Boards Determinations has applied, and total wages for adult males and adult females have been increased by similar amounts to those awarded to Federal award employees.

In December 1969, the Industrial Appeals Court ordered that a minimum wage for adult males should operate in all Wages Boards Determinations and since then this minimum wage has been increased by the same amount of increase as prescribed for the Federal minimum wage for adult males.

In May 1974, the concept of a minimum wage was extended to adult females on the same basis as for females employed under Federal awards, of 85 per cent of the relevant adult male minimum wage initially, increasing to 90 per cent by 30 September 1974, and to 100 per cent by 30 June 1975.

**VICTORIA—WAGES BOARDS DETERMINATIONS**

Date operative (a)	Adult males		Adult females	
	General increase in weekly award total wage	Minimum weekly wage	General increase in weekly award total wage	Minimum weekly wage
		\$		\$
1967 1 July	\$1.00	..	\$1.00	..
1968 25 October	\$1.35	..	\$1.35	..
1969 19 December	3 per cent (b)	42.30	3 per cent	..
1971 1 January	6 per cent	46.30	6 per cent	..
1972 19 May	\$2.00	51.00	\$2.00	..
1973 29 May	2 per cent plus \$2.50	60.00	2 per cent plus \$2.50	..
1974—23 May	2 per cent plus \$2.50	68.00	2 per cent plus \$2.50 (c)	57.80
30 September (d)	..	68.00	..	61.20
1975—1 January	..	76.00	..	68.40
15 May	3.6 per cent	80.00	3.6 per cent	72.00
30 June (e)	..	80.00	..	80.00
18 September	3.5 per cent	82.80	3.5 per cent	82.80
1976—15 February	6.4 per cent	88.10	6.4 per cent	88.10
1 April	\$5.00	93.10	\$5.00	93.10
15 May	3 per cent (f)	95.90	3 per cent (f)	95.90
15 August	1.5 per cent (g)	98.40	1.5 per cent (g)	98.40
22 November	2.2 per cent	100.60	2.2 per cent	100.60
1977—31 March	\$5.70	106.30	\$5.70	106.30
24 May	1.9 per cent (h)	108.30	1.9 per cent (h)	108.30
22 August	2.0 per cent	110.50	2.0 per cent	110.50
12 December	1.5 per cent	112.20	1.5 per cent	112.20
1978—28 February	1.5 per cent (i)	113.90	1.5 per cent (i)	113.90
7 June	1.3 per cent	115.40	1.3 per cent	115.40
12 December	4.0 per cent	120.00	4.0 per cent	120.00
1979—27 June	3.2 per cent	123.80	3.2 per cent	123.80

(a) Operative from the beginning of the first pay period commencing on or after the date shown.

(b) Concept of a minimum wage for adult males adopted in all Victorian Wages Boards determinations.

(c) First stage introduction of the minimum weekly adult male wage for adult females (85 per cent of adult male wage).

(d) Second stage introduction of the minimum weekly adult male wage for adult females (90 per cent of adult male wage). Rates operative from the beginning of the pay period in which 30 September 1974 occurs.

(e) Final stage introduction of the minimum weekly adult male wage for adult females. Rates operative from the beginning of the pay period in which 30 June 1975 occurs.

(f) Maximum increase \$3.80 per week.

(g) Minimum increase \$2.50 per week.

(h) Maximum increase \$3.80 per week.

(i) Maximum increase \$2.60 per week.

### Annual leave

From 1936, when the Commonwealth Court of Conciliation and Arbitration granted one week's annual leave on full pay to employees in the commercial printing industry, annual leave has been introduced industry by industry when and if the Judge responsible for the industry considered it proper.

The Commonwealth Conciliation and Arbitration Commission declared its judgment on annual leave on 18 April 1963 and varied the Metal Trades Award by granting three weeks annual leave. This provided a new standard for secondary industry in other Federal awards.

Following this decision, individual Victorian Wages Boards commenced to alter provisions of their determinations to grant employees an extra week's leave. By April 1980, there were 192 determinations which provided four weeks annual leave.

The minimum provision remains at three weeks. The Labour and Industry (Annual Holidays) Order 1967, operative from 1 April 1967, provides for three weeks paid annual leave to employees not covered by a determination of a Wages Board or of the Industrial Appeals Court.

From 1 January 1973, employees of the Victorian Public Service and workers in Victorian Government instrumentalities were granted four weeks annual leave.

As a result of the decision of the Commonwealth Conciliation and Arbitration Commission in October 1972 to grant a 17½ per cent annual leave loading to those employed under the Metal Industry Award, there has been a steady increase in the numbers of Wages Boards granting this benefit. At April 1980, there were 185 determinations which provided for a loading of 17½ per cent on annual leave payments.

Officers of the Victorian Public Service were awarded a 17½ per cent loading from 31 December 1973.

### Long service leave

#### *Commonwealth*

The applicability of long service leave provisions under State law to workers under Federal awards has been tested before the High Court and the Privy Council and such provisions have been held to be valid.

Before 1964, the Commonwealth Conciliation and Arbitration Commission had not included provisions for long service leave in its awards. The Commission gave its judgment on the Long Service Leave Case on 11 May 1964. The main provisions of the judgment were that in respect of service after 11 May 1964 (or in New South Wales, 1 April 1963) entitlement to the first period of long service leave would be calculated at the rate of thirteen weeks for fifteen years unbroken service, and after a further period or periods of ten years, employees would be entitled to an additional *pro rata* period of leave calculated on the same basis.

#### *Victoria*

The *Factories and Shops (Long Service Leave) Act* 1953 first provided for long service leave for workers in Victoria. The provisions of this Act were subsequently incorporated in the Labour and Industry Act, which provided for thirteen weeks leave after twenty years continuous service with the same employer. In 1965, the qualifying period was reduced to fifteen years. From 1 January 1979, the Act was amended to provide an automatic entitlement to *pro rata* long service leave after ten years service, except in cases of dismissal by the employer for serious and wilful misconduct.

Under the *Public Service Act* 1974 officers and employees of the Victorian Public Service are entitled to three months long service leave after ten years service.

## RATES OF WAGE AND HOURS OF WORK

### **Incidence of industrial awards, determinations, and collective agreements**

In April 1954, May 1963, May 1968, and May 1974, surveys were conducted by the Australian Bureau of Statistics to determine the approximate proportions of employees covered by awards, determinations, and collective agreements under the jurisdiction of Commonwealth and State industrial authorities. The proportions of employees not so

covered (including those working under unregistered industrial agreements) were also obtained.

Returns were collected from: (1) a stratified random sample of those private employers and local government authorities subject to pay-roll tax, and (2) practically all Commonwealth and State Government and semi-government authorities, and public hospitals. Because of coverage difficulties, employees on rural holdings and in private households were excluded altogether from the surveys.

The following table gives a broad comparison of the results of all surveys. A more detailed comparison is not possible because of differences in sample design, industry classification, and the level of sampling variability.

The changes in the percentage figures shown in the table reflect changes in the general level of employment; in industry and occupational structure (including the creation of new industries); in the coverage of individual Federal and State awards, etc.; and in the creation of new awards, etc., for employees not previously affected by awards.

**VICTORIA—PERCENTAGE OF EMPLOYEES AFFECTED BY AWARDS,  
DETERMINATIONS, AND COLLECTIVE AGREEMENTS**

Particulars	April 1954	May 1963	May 1968	May 1974
MALES				
Affected by—				
Federal awards, etc.	59.4	57.3	57.7	57.5
State awards, etc.	27.4	27.9	24.6	25.8
Unregistered collective agreements } Not affected by awards, etc. }	13.2	14.8	{ 3.6 14.1 }	{ 3.0 13.8 }
Total	100.0	100.0	100.0	100.0
FEMALES				
Affected by—				
Federal awards, etc.	47.7	44.3	39.9	38.1
State awards, etc.	45.2	47.0	50.8	53.9
Unregistered collective agreements } Not affected by awards, etc. }	7.1	8.7	{ 1.7 7.6 }	{ 1.5 6.5 }
Total	100.0	100.0	100.0	100.0
PERSONS				
Affected by—				
Federal awards, etc.	56.3	53.5	52.0	50.8
State awards, etc.	32.3	33.5	33.0	35.6
Unregistered collective agreements } Not affected by awards, etc. }	11.4	13.0	{ 3.0 12.0 }	{ 2.5 11.2 }
Total	100.0	100.0	100.0	100.0

**Wage rates**

In 1913, the Australian Bureau of Statistics first collected information on current wage rates for different callings and for occupations in various industries.

Early in 1960, the Bureau introduced new indexes of minimum weekly wage rates for adult males and females (base 1954 = 100) to replace the old series of nominal weekly wage rate index numbers for adult males and females with 1911 and 1914, respectively, as base years. In general, this revision was necessary to match changes in the industrial structure.

The wage rates used in the compilation of the indexes are the lowest rates for a full week's work (excluding overtime) prescribed for particular occupations. In the majority of cases the rates are prescribed in awards or determinations of Federal or State industrial authorities or in collective agreements registered with them. Rates prescribed in unregistered collective agreements are used where these are dominant in the particular industries to which they refer.

The wage rate indexes are based on the occupation structure existing in 1954. Weights for each industry and each occupation were derived from two sample surveys made in that year. The first was the Survey of Awards in April 1954, which showed the number of employees covered by individual awards, determinations and collective agreements, and provided employee weights for each industry as well as a basis for the Survey of Award Occupations made in November 1954. This second survey showed the number of employees in each occupation within selected awards, etc., in the various industries, thereby providing occupation weights.

The minimum wage rates used in the indexes are for representative occupations within each industry. They have been derived entirely from representative awards, determinations, and collective agreements in force at the end of each period commencing with March 1939 for adult males and March 1951 for adult females. By using the industry and occupation weights derived from the surveys described above, rates were combined to give weighted averages for each industry group for each State and Australia. Because of coverage difficulties the rural industry is not included in the indexes. A list of the major awards used in the compilation of the wage rates index for adult males, together with explanatory notes, was shown in the July 1974 and August 1974 editions of the publication *Wage rates and earnings*. The industry weighting pattern of the indexes is shown in the 1973 edition of the *Labour Report*.

The indexes are designed to measure trends in wage rates in current awards, etc., excluding the effects of changes in the relative importance of industries, awards, and occupations. The weighted average wage rates shown in the tables in this section are therefore indexes expressed in money terms, and do not purport to be actual current averages. Similarly, neither these weighted average wage rates nor the corresponding index numbers measure the relative levels of average current wage rates as between States or industries.

Since 1954, the industrial structure in Australia has undergone changes which are likely to have had some effects on the representativeness of the regimen of the indexes. These effects are mitigated because occupations in new or expanding industries are often covered by existing awards and the wage rates for new occupations usually conform very closely to those for existing occupations. Also, where an entirely new award has been made and the number of employees affected has warranted such action, occupations from the new award have been introduced into the indexes. These latter cases have not been of marked significance.

AUSTRALIA AND VICTORIA —  
WEEKLY WAGE RATES (a) (b)

At end of December—	Rates of wage (c) (\$)		Index numbers (Australia 1954 = 100) (d)	
	Australia	Victoria	Australia	Victoria
	ADULT MALES			
1968	48.98	48.86	173.4	173.0
1969	51.86	51.74	183.6	183.2
1970 (e)	54.20	53.68	191.9	190.1
1971	61.56	61.40	218.0	217.4
1972	67.71	67.86	239.8	240.3
1973	77.69	77.42	275.1	274.1
1974	105.57	105.15	373.8	372.3
1975	117.95	117.32	417.6	415.4
1976	135.29	134.10	479.0	474.8
1977	r149.08	r147.50	r527.9	r522.3
1978 (f)	160.84	159.43	569.5	564.5
	ADULT FEMALES			
1968	34.85	34.52	175.0	173.4
1969	37.70	37.08	189.4	186.2
1970	39.68	38.65	199.3	194.2
1971	47.06	45.68	236.4	229.5
1972	52.04	51.10	261.4	256.7
1973	65.16	62.80	327.3	315.5
1974	91.62	89.97	460.2	451.9

AUSTRALIA AND VICTORIA —  
WEEKLY WAGE RATES (a) (b)—continued

At end of December—	Rates of wage (c) (\$)		Index numbers (Australia 1954 = 100) (d)	
	Australia	Victoria	Australia	Victoria
ADULT FEMALES—continued				
1975	108.61	109.20	545.6	548.5
1976	125.75	125.98	631.7	632.8
1977	r138.85	138.97	697.4	r698.0
1978 (f)	149.01	149.08	748.5	748.8

- (a) Weighted average minimum weekly rates (all groups) payable for a full week's work (excluding overtime) and index numbers of wage rates, as prescribed in awards, determinations, and collective agreements. Rural industries are excluded.
- (b) For mining, the average rates of wage on which index numbers are based are those prevailing at the principal mining centres in each State. For shipping, average rates of wage on which index numbers are based are for occupations other than masters, officers, and engineers in the merchant marine service, and include value of keep, where supplied.
- (c) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.
- (d) Base: weighted average weekly wage rate for Australia, 1954 = 100.
- (e) Australian figures include the 10 per cent additions to minimum wage rates for adult males in some Western Australia State awards payable from December 1970.
- (f) Figures for December 1978 are subject to revision.

VICTORIA—WEEKLY WAGE RATES (a): INDUSTRY GROUPS

Industry group	Rates of wage (b) (\$)			Index numbers (Australia 1954 = 100) (c)		
	At end of December—			At end of December—		
	1976	1977	1978(f)	1976	1977	1978(f)
ADULT MALES						
Mining and quarrying (d)	131.07	144.15	155.55	464.1	510.4	550.8
Manufacturing—						
Engineering, metals, vehicles, etc.	129.09	142.18	155.95	457.1	503.4	552.2
Textiles, clothing, and footwear	124.53	137.37	147.82	440.9	r485.4	523.4
Food, drink, and tobacco	132.05	145.82	157.20	467.6	516.3	556.6
Sawmilling, furniture, etc.	123.12	135.92	145.86	436.0	481.3	516.5
Paper, printing, etc.	139.45	r153.15	164.86	493.8	r542.3	583.7
Other manufacturing	130.23	r143.49	154.83	461.1	r508.1	548.2
All manufacturing groups	129.39	r142.60	154.82	458.2	r504.9	548.2
Building and construction	149.33	163.07	174.24	528.7	577.4	617.0
Railway services	117.78	130.27	139.27	417.1	461.3	493.1
Road and air transport	129.71	142.86	155.11	459.3	505.9	549.2
Shipping and stevedoring (e)	166.85	181.82	194.85	590.8	643.8	689.9
Communication	161.71	176.97	189.40	572.6	626.6	670.6
Wholesale and retail trade	136.73	r150.47	162.99	484.1	r532.8	577.1
Public authority (n.e.i.) and community and business services	137.09	150.44	161.08	485.4	532.7	570.3
Amusements, hotels, personal service, etc.	124.37	137.21	147.51	440.4	485.8	522.3
All industry groups (a)	134.10	r147.50	159.43	474.8	r522.3	564.5
ADULT FEMALES						
Manufacturing—						
Engineering, metals, vehicles, etc.	127.59	140.62	152.30	640.9	706.4	765.0
Textiles, clothing, and footwear	118.07	130.57	139.60	593.1	655.8	701.2
Food, drink, and tobacco	124.99	138.00	148.26	627.8	693.2	744.8
Other manufacturing	124.60	137.51	147.75	625.9	690.7	742.1
All manufacturing groups	121.45	134.16	143.94	610.1	673.9	723.0
Transport and communication	129.13	142.15	151.87	648.6	714.0	762.8
Wholesale and retail trade	136.45	r150.36	160.99	685.4	r755.3	808.7

VICTORIA-WEEKLY WAGE RATES (a): INDUSTRY GROUPS—*continued*

Industry group	Rates of wage (b) (\$)			Index numbers (Australia 1954 = 100) (c)		
	At end of December—			At end of December—		
	1976	1977	1978(f)	1976	1977	1978(f)
<i>ADULT FEMALES - continued</i>						
Public authority (n.e.i.) and community and business services	132.99	145.90	157.84	668.0	732.9	792.9
Amusement, hotels, personal service, etc.	120.68	133.30	142.52	606.2	669.6	715.9
All industry groups (a)	125.98	138.97	149.08	632.8	698.0	748.8

(a) Weighted average minimum weekly rates payable for a full week's work (excluding overtime) and index numbers of wage rates, as prescribed in awards, determinations, and collective agreements. Rural industries are excluded.

(b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

(c) Base: weighted average weekly wage rate for Australia, 1954 = 100.

(d) For mining, the average rates of wage on which index numbers are based are those prevailing at the principal mining centres in each State.

(e) For shipping, the average rates of wage on which index numbers are based are for occupations other than masters, officers, and engineers in the merchant marine service, and include value of keep, where supplied.

(f) Figures for December 1978 are subject to revision.

### Standard hours of work

In the fixation of weekly wage rates most industrial tribunals prescribe the number of hours constituting a full week's work for the wage rates specified. In 1914, the 48 hour week was the recognised standard working week for most industries.

In 1927, the Commonwealth Court of Conciliation and Arbitration granted a 44 hour week to the Amalgamated Engineering Union and intimated that this reduction in standard hours of work would be extended to industries operating under conditions similar to those in the engineering industry. However, the subsequent economic depression delayed the extension of the standard 44 hour week until improvement in economic conditions made possible a general extension to employees under Australian awards.

#### 40 hour week

Soon after the end of the Second World War, applications were made to the Commonwealth Court of Conciliation and Arbitration for the introduction of a 40 hour week. The judgment, given on 8 September 1947, granted the reduction to 40 hours from the start of the first pay period in January 1948. In Victoria, the Wages Boards incorporated the shorter working week in their determinations. From the beginning of 1948, practically all employees in Australia whose conditions of labour were regulated by industrial authorities had the advantages of a standard working week of 40 hours or, in certain cases, less.

In the 1952-53 Basic Wage and Standard Hours Inquiry, the employers sought an increase in the standard hours of work per week claiming it to be one of the chief causes of inflation. (See Commonwealth Arbitration Report, Vol. 77, page 505.) The Court found that the employers had not proved that the existing economic situation called for a reduction of general standards in the matter of the ordinary working week.

#### Weekly hours of work

The number of hours constituting a full week's work (excluding overtime) differs in some instances between various trades and occupations and between the same trades and occupations in the several States. The particulars of weekly hours of work given in the tables on page 232 relate to all industry groups except rural, shipping, and stevedoring. These groups are excluded because for earlier years the hours of work for some of the occupations included were not regulated either by awards or determinations of industrial tribunals or by legislation. As a result, the necessary particulars for the computation of average working hours for these groups are not available.

**VICTORIA—WEEKLY HOURS OF WORK (EXCLUDING OVERTIME):  
ADULT MALES: INDUSTRY GROUPS (a)**

Industry group	Hours of work (b)			Index numbers (c)		
	31 March 1939	31 March 1948	31 December 1978	31 March 1939	31 March 1948	31 December 1978
Mining and quarrying (d)	44.34	40.52	40.00	111.0	101.4	100.10
Manufacturing—						
Engineering, metals, vehicles, etc.	44.05	40.00	39.97	110.2	100.1	100.03
Textiles, clothing, and footwear	44.40	40.03	40.00	111.1	100.2	100.10
Food, drink, and tobacco	44.82	40.12	40.00	112.2	100.4	100.10
Sawmilling, furniture, etc.	44.37	40.00	40.00	110.0	100.1	100.10
Paper, printing, etc.	43.68	39.94	39.94	109.3	99.9	99.96
Other manufacturing	44.02	39.97	39.96	110.2	100.0	100.01
All manufacturing groups	44.19	40.05	39.98	110.6	100.2	100.04
Building and construction	44.18	40.00	40.00	110.6	100.7	100.10
Railway services	43.96	39.97	39.96	110.0	100.0	100.00
Road and air transport	46.70	40.10	40.00	116.9	100.4	100.10
Communication	44.00	40.00	38.27	110.1	100.1	95.78
Wholesale and retail trade	45.47	40.11	40.00	113.8	100.4	100.10
Public authority (n.e.i.) and community and business services	42.75	38.93	38.93	107.0	97.4	97.43
Amusement, hotels, personal service, etc.	45.86	40.03	40.03	114.8	100.2	100.10
All industry groups (a)	44.46	40.03	39.90	111.3	100.2	99.85

For footnotes, see the foot of the next table.

**VICTORIA—WEEKLY HOURS OF WORK (EXCLUDING OVERTIME):  
ADULT FEMALES: INDUSTRY GROUPS (a)**

Industry group	Hours of work (b)			Index numbers (c)		
	31 March 1951	30 June 1953	31 December 1978	31 March 1951	30 June 1953	31 December 1978
Manufacturing—						
Engineering, metals, vehicles, etc.	39.87	39.87	39.87	100.5	100.5	100.5
Textiles, clothing, and footwear	40.00	40.00	40.00	100.8	100.8	100.8
Food, drink, and tobacco	40.00	40.00	40.00	100.8	100.8	100.8
Other manufacturing	39.94	39.94	39.94	100.7	100.7	100.7
All manufacturing groups	39.97	39.97	39.97	100.8	100.8	100.8
Transport and communication	37.94	37.94	37.94	95.6	95.6	95.6
Wholesale and retail trade	40.00	40.00	40.00	100.8	100.8	100.8
Public authority (n.e.i.) and community and business services	39.25	39.25	39.25	98.9	98.9	98.9
Amusement, hotels, personal service, etc.	39.94	39.94	39.94	100.7	100.7	100.7
All industry groups (a)	39.81	39.81	39.81	100.3	100.3	100.3

(a) Excludes rural industry, shipping, and stevedoring for males and females, and also mining and quarrying and building and construction for females.

(b) The figures shown should not be regarded as actual current averages but as indexes expressed in hours, indicative of trends.

(c) Base: weighted average for Australia, year 1954 = 100.

(d) For mining, the average hours of work are those prevailing at the principal mining centres.

NOTE. Weighted average standard hours of work (excluding overtime) for a full working week and index numbers of hours of work.

**Average weekly earnings**

The statistics in this section are derived from particulars of employment and of wages and salaries recorded on pay-roll tax returns, from other direct collections, and from estimates of the unrecorded balance. The statistics relate only to civilians.

Particulars of wages and salaries paid are not available for males and females separately from these sources; average weekly earnings have, therefore, been calculated in terms of

male units, i.e., in Victoria, total male employees plus a percentage of female employees. This proportion is derived from the estimated ratio of female to male earnings. As the number of male units used in calculating Australian average weekly earnings is the sum of the estimates for the States, a separate ratio for Australia as a whole is not used.

Corresponding statistics for each quarter are published in the *Monthly summary of statistics — Australia* (1304.0). Quarterly figures of average weekly earnings are also published in the *Monthly summary of statistics — Victoria* (1303.2).

**AUSTRALIA AND VICTORIA—AVERAGE WEEKLY EARNINGS  
PER EMPLOYED MALE UNIT (a)  
(\$)**

Period	Victoria	Australia	Period	Victoria	Australia
1969-70	78.40	76.30	1974-75	147.80	148.30
1970-71	86.40	84.80	1975-76	170.50	169.60
1971-72	93.90	93.40	1976-77	191.10	190.70
1972-73	102.80	101.80	1977-78	r 209.30	r 209.50
1973-74	118.80	118.30	1978-79	226.60	225.70

(a) Includes, in addition to wages at award rates, earnings of salaried employees, overtime earnings, over-award and bonus payments, payments made in advance or retrospectively during the period specified, etc.

NOTE. For a number of reasons, average weekly earnings per employed male unit cannot be compared with the minimum weekly wages rates shown on page 229-31.

**Surveys of wage rates, earnings, and hours**

Since 1960, a number of surveys have been conducted by the Australian Bureau of Statistics in order to obtain information on wage rates, actual weekly earnings, and hours of work. Summary details of most of the surveys have been shown in previous editions of the *Victorian Year Book*, for example, on pages 223-6 of the 1979 edition. Particulars of individual surveys are available in separate publications issued by the Australian Bureau of Statistics.

Further reference: *Victorian Year Book 1979*, pp. 223-6

**INDUSTRIAL CONDITIONS**

**Control of labour conditions**

*Early legislation*

The earliest attempt at regulating the conditions of labour in Victoria was made by the passing of an Act dated 11 November 1873, forbidding the employment of any female in a factory for more than eight hours in any day. This Act defined "factory" to be a place where not fewer than ten persons were working. Since 1873, the definition of "factory" has been broadened until now it includes any place in which mechanical power exceeding one-half horsepower is in use or in which two or more persons are engaged in any manufacturing process. In some circumstances, one or more persons constitute a factory even where no mechanical power is used. The general recognition of the necessity of securing the health, comfort, and safety of the workers has been expressed in many further legislative enactments. The industrial legislation which was formerly included in the Factories and Shops Acts has now been consolidated in the *Labour and Industry Act 1958*.

*Victorian Department of Labour and Industry*

The Victorian Department of Labour and Industry administers the *Labour and Industry Act 1958*. Wages Boards (see pages 223-3), the Industrial Appeals Court, the Industrial Training Commission (see pages 236-8), the Building Industry Long Service Leave Board, the Hospitals Remuneration Tribunal, the Hairdressers Registration Board, the Workers Compensation Board, the Liquor Control Commission, and the Motor Accidents Board, are statutory bodies under the administration of the Minister of Labour and Industry.

Generally the Department deals with the registration and inspection of factories and shops, boilers and pressure vessels, lifts, cranes and scaffolding, and included in the present functions of the Department are the following:

- (1) Inspection and enforcement of conditions of labour generally, including wages, hours of work, trading hours for shops, rest periods, holidays, annual leave, and long service leave;
- (2) employment of children and young persons, including the training, oversight of schooling, and supervision of apprentices;
- (3) industrial relations, including the prevention and settlement of industrial disputes and advice on industrial matters;
- (4) industrial safety, health, and welfare, including the training of workers in safe practices, control of dangerous methods and materials, guarding of machinery, prevention of accidents, and the control and regulation of industrial aspects of noxious trades; and
- (5) initiation and direction of research and the collection, preparation, and dissemination of information and statistics on matters within departmental jurisdiction.

### Industrial disputes

The collection of information relating to industrial disputes involving stoppage of work was initiated by the Australian Statistician in 1913 and statistics have been published regularly since that time.

For the purposes of these statistics 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. Stoppages of work not directly connected with terms and conditions of employment (e.g., political matters, and fining and gaoling of persons) are included in the statistics.

The statistics relate only to disputes involving stoppages of work of ten man-days or more *in the establishments where the stoppages occurred*. Effects on other establishments because of lack of materials, disruption of transport services, power cuts, etc., are not measured by these statistics.

The statistics of industrial disputes are compiled from data obtained from the following sources: (1) direct collections from employers and trade unions concerning individual disputes; (2) reports from government departments and authorities; (3) reports of Commonwealth and State industrial authorities; and (4) information contained in trade journals, employer and trade union publications, and newspaper reports. Particulars of some stoppages (e.g., those involving a large number of establishments) may be estimated and the statistics therefore should be regarded as giving a broad measure of the extent of stoppages of work (as defined).

An industrial dispute occurring in more than one State is counted as a separate dispute in each State. A dispute involving workers in more than one industry group in a State or Territory is counted once only in the number of disputes—in the industry group that has the largest number of workers involved; but workers involved, working days lost, and estimated loss in wages are allocated to their respective industry groups. Disputes not settled at the end of a year are included as new disputes in the statistics for the following year.

### VICTORIA—INDUSTRIAL DISPUTES (a): INDUSTRY GROUPS

Year	Mining	Manufacturing	Construction	Transport (b)		Other industries	All groups
				Stevedoring	Other		
NUMBER OF DISPUTES							
1974	6	248	71	58	33	60	476
1975	2	233	48	51	33	57	424
1976	—	170	56	28	35	33	322
1977	5	126	44	14	23	32	244
1978	1	182	31	32	23	34	303
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) (c) ('000)							
1974	0.3	251.0	202.0	25.3	50.3	82.1	611.0
1975	0.4	282.4	59.4	9.8	86.6	132.3	570.9
1976	2.4	287.3	58.9	10.0	108.1	180.5	647.3
1977	0.2	35.8	8.4	4.4	43.6	28.2	120.7
1978	1.8	128.7	16.7	18.3	29.7	31.7	227.0

VICTORIA—INDUSTRIAL DISPUTES (a): INDUSTRY GROUPS—*continued*

Year	Mining	Manufacturing	Construction	Transport (b)		Other industries	All groups
				Stevedoring	Other		
WORKING DAYS LOST (c) ('000)							
1974	2.7	1,247.5	574.5	28.6	302.1	231.2	2,386.6
1975	2.2	581.4	250.1	10.8	89.4	287.8	1,221.7
1976	4.2	632.4	235.3	10.5	179.9	357.8	1,420.0
1977	8.4	223.8	90.0	10.2	96.9	156.9	586.1
1978	1.9	275.9	57.0	39.3	50.9	43.1	468.1
ESTIMATED LOSS IN WAGES (\$'000)							
1974	92	22,850	12,814	537	6,059	4,553	46,905
1975	57	14,938	7,448	287	2,177	6,989	31,897
1976	150	17,484	9,106	328	5,317	9,734	42,118
1977	614	6,972	3,643	356	3,596	5,573	20,752
1978	60	9,281	2,253	1,384	1,644	1,578	16,200

(a) Refers only to disputes involving a stoppage of work of ten man-days or more.

(b) Transport and storage; communications.

(c) Workers stood down as a result of the electricity supply dispute in October 1977 (at establishments other than those at which the stoppage occurred) are excluded. It is estimated that about 150,000 such workers were stood down and about 2,100,000 working days were lost.

NOTE: These statistics are now compiled according to the Australian Standard Industrial Classification (ASIC). The above figures are not comparable with those published in *Victorian Year Books* before 1977.

### Industrial safety

Industrial injuries, like other injuries, cause human suffering and personal loss, and the original approach to industrial safety was based on humanitarian motives. More recently it has been realised that industrial accidents also cause economic loss to the community. Efforts for the prevention of accidents must be directed along three lines: to make the working environment safer; to educate persons to work more safely; and to have recourse to law where appropriate. Several departments and authorities now have particular statutory responsibilities for particular aspects of industrial safety, but the general responsibility lies with the Department of Labour and Industry through the *Labour and Industry Act 1958* and associated legislation.

Many of the important Acts and regulations concerning industrial safety regulations and inspections, with reference to the administrative authority responsible in each case, have been discussed in previous *Victorian Year Books*. During 1975, a series of regulations were made to convert imperial measurements to metric. The consolidating Labour and Industry (Machinery) Regulations 1975 contained important amendments designed to improve the safety factor in the operation of various types of machines.

### Workers compensation

Legislation has been provided by all States and Australian Territories for compensation to be paid to injured workers, including Commonwealth Government employees. The details which follow refer to the legislation in effect in Victoria.

The first workers compensation legislation in Victoria was passed in 1914 to give certain industrial workers and their dependants the right to claim limited compensation from their employer, without proof of negligence or breach of statutory duty by the employer, in respect of accidental injuries sustained by them arising out of and in course of their employment.

Since the passing of the original legislation the class of persons entitled to benefit, the scope of employment, the types of injuries included, and the extent of the benefits have all been significantly widened by frequent amendments, which were consolidated in the *Workers Compensation Act 1958*.

The general principle of the legislation is to cover workers who have entered into or work under a contract of service or apprenticeship with an employer, whether by way of manual labour, clerical work, or otherwise. Such workers are also protected, during travel to and from work, during recess periods, and from injury by the recurrence, aggravation, or acceleration of pre-existing injury where employment is a contributing factor.

**Further reference:** Board of Inquiry into Workers Compensation in Victoria, *Victorian Year Book 1979*, pp. 229–31; *Industrial accidents, 1979*, pp. 231–5

### Consumer protection

For information on consumer protection, refer to the Internal Trade Chapter of this *Year Book*.

### Industrial Training Commission

With the introduction of the *Industrial Training Act 1975*, the Apprenticeship Commission was superseded by the Industrial Training Commission. The new legislation, besides consolidating and updating previous legislation dating back to 1927, allows for an expansion of activities beyond the limits of the previous legislation, which was restricted to the regulation and oversight of the training of apprentices.

While the original Act under which the Commission operated was passed by the Victorian Parliament in 1927, it was not proclaimed until 1928 when the Commission was brought into being.

Apprenticeship, as it has been in the past, will remain the principal means of training skilled tradesmen in Victoria. However, the scope of the new legislation now allows for two important developments in trade training which are best described as "pre-apprenticeship training" and "adult training".

The legislation is designed to utilise the knowledge, ability, and experience of representatives of employers and employees, together with the Victorian Government, in supervising the training of persons undertaking pre-apprenticeship courses, apprenticeship, and adult training courses, and in co-ordinating the training in skilled trades both in technical schools and industry.

The Commission is at present composed of ten members—a full-time president (appointed by the Governor in Council), a deputy president (an officer of the Education Department nominated by the Minister of Education), four representatives of employers, and four representatives of employees.

The main duties of the Commission are to review the requirements of Victoria for skilled tradesmen; the availability of skilled tradesmen to meet those requirements; the availability of young persons for training in skilled trades; the availability of vacancies for apprentices, pre-apprenticeship trainees and adult trainees, and the extent to which employers are participating in the training of such apprentices and trainees; the adequacies of the training of apprentices, pre-apprenticeship trainees, and adult trainees in employers' workshops and in technical schools, and measures which can be taken to improve that training; the adequacy of the apprenticeship system as a means of training skilled tradesmen and the desirability of modifying that system or of providing other systems of training for skilled occupations.

The Commission is assisted in its functions by trade committees which are appointed under the Act for a trade or group of trades. These committees provide specialist advice and make recommendations to the Commission on matters pertaining to the trades for which they are appointed. At 30 June 1979, there were 51 committees functioning in respect of over 100 proclaimed apprenticeship trades in which 38,261 apprentices were employed. The Commission is also assisted in its work by special advisory committees which have been set up in country areas to advise the Commission on local matters pertaining to apprenticeship. Twenty such advisory committees were operating at 30 June 1979.

Despite poor economic conditions and a high level of unemployment, the Commission achieved the third highest intake of apprentices on record for the year ended 30 June 1979 with 10,878 new apprentices being indentured. Although this represents a 7.6 per cent decrease on the previous year, which was an all-time record with 11,776 indentures it is, for the first time, the third successive year in which the intake has exceeded 10,000. The Commonwealth Rebate for Apprentice Full-Time Training (CRAFT) has again assisted in maintaining a high indenture level, as has the legislation introduced by the Victorian Government under which the State assumed responsibility for first-year apprentice workers' compensation payments.

After a period of steady growth the total number of apprentices in training dropped in 1975, but recovered the following year. There was a significant rise in 1977 and this growth was maintained in 1978. For the year ended 30 June 1979 a new record was created with 38,261 apprentices in training — 1,484 more than at the same time last year.

Modular courses which were first introduced in Victoria in 1971 have been expanded to cover all trade groups except printing and the food trades. Industry is now appreciating the value of alternative areas of specialisation which has largely eliminated the necessity for splitting trade classifications. Promising results are being achieved in some trades in respect of self-paced learning, in particular panel beating and metal fabrication. A further modification of apprentice training was introduced at the commencement of the 1977 school year. The new system, termed Accelerated Training, blends the training usually given in the first and second years into the first year alone, thus reducing the trade school training term from three years to two years and increasing apprenticeship productivity in the early years of apprenticeship. Although this system has worked effectively its expansion has been limited by the growth of apprenticeship numbers which has reduced the capacity of schools to provide this type of training. Where facilities and resources are available, and where apprentices wish to enter this form of training with the approval of their employers, the Commission has adopted a general policy of permitting accelerated training to flow in any trade.

As an aid to training, the Commission introduced training journals or log-books in which the nature of the work done by the apprentice in the workshop situation and in his prescribed trade course is recorded. Senior technical school teachers are attached to the Commission's office and act as training advisers in nineteen trades.

With the introduction of the *Industrial Training Act 1975*, the Commission took over responsibility for adult training programmes on the understanding that no formal training would be introduced unless there was complete agreement between the relevant employer and employee organisations. The first formal scheme for adults was introduced in February 1979 in the horticultural trades, with eligibility being restricted to persons employed in the industry and with the requirement that a formal training agreement must be registered with the Commission. In addition, a pilot scheme has been approved for introduction in the sheet metal trade in 1980.

The Commission believes that apprenticeship has many advantages over alternate forms of training. The combination of college-based training in basic skills, theory, and related instruction, interspersed with extensive practice in industry is a valuable form of training in the areas already covered, and possibly in many others. Just as apprenticeship has changed progressively in the past to meet changing social and industrial needs, the new legislation will facilitate the orderly development and expansion to meet the real need for particular skills in the community. It also believes that the principle of making apprenticeship more attractive, rather than concentrating on pre-apprenticeship training, will in the long run be of greater benefit to the community. The current trend indicates that the service industries have the greatest potential for increasing apprenticeship employment opportunities.

The proclaimed apprenticeship trades and the number of probationers and apprentices employed at 30 June for each of the years 1975 to 1979 are shown in the following table. These figures have been extracted from the annual reports of the Commission.

#### VICTORIA—NUMBER OF PROBATIONERS AND APPRENTICES EMPLOYED

Trade	At 30 June—				
	1975	1976	1977	1978	1979
Building trades—					
Plumbing and gasfitting	2,231	2,312	2,404	2,382	2,336
Carpentry and joinery	4,104	4,160	4,184	4,037	3,887
Painting, decorating, and signwriting	613	625	686	731	737
Plastering	40	39	44	52	46
Fibrous plastering	235	240	254	234	179
Bricklaying	755	640	586	565	520
Tile laying	42	42	53	47	47
Stonemasonry	10	11	20	19	23
Roof slating and tiling	34	85	181	177	114
Total building trades	8,064	8,154	8,412	8,244	7,889

VICTORIA—NUMBER OF PROBATIONERS AND APPRENTICES EMPLOYED—*continued*

Trade	At 30 June—				
	1975	1976	1977	1978	1979
<b>Metal trades—</b>					
Engineering (including patternmaking)	4,122	4,015	4,182	4,263	4,672
Electrical	3,598	3,588	3,712	3,700	3,906
Motor mechanics	4,679	4,984	5,303	5,295	5,401
Moulding	143	127	137	163	166
Boilermaking and/or steel construction	1,158	1,204	1,309	1,456	1,616
Sheet metal	546	541	541	619	700
Electroplating	59	51	57	67	75
Aircraft mechanics	98	103	92	128	136
Radio tradesmen	411	412	416	363	369
Instrument making and repairing	159	157	181	186	222
Silverware and silverplating	14	14	21	22	27
Vehicle industry (including automotive machining)	1,990	2,048	2,126	2,095	2,120
Refrigeration mechanics	246	258	268	259	284
Optical fitting and surfacing	90	99	103	87	96
Sewing machine mechanics	42	62	71	64	82
<b>Total metal trades</b>	<b>17,355</b>	<b>17,663</b>	<b>18,519</b>	<b>18,767</b>	<b>19,872</b>
<b>Food trades—</b>					
Breadmaking and baking	193	171	161	177	179
Pastrycooking	185	194	206	216	240
Butchering and/or smallgoods making	989	972	969	984	933
Cooking	627	689	766	922	1,058
Waiting	7	18	26	26	34
<b>Total food trades</b>	<b>2,001</b>	<b>2,044</b>	<b>2,128</b>	<b>2,325</b>	<b>2,444</b>
<b>Miscellaneous—</b>					
Footwear	92	78	83	110	163
Printing	1,299	1,265	1,285	1,300	1,460
Hairdressing	2,241	2,143	2,198	2,306	2,376
Dental technicians	105	109	138	150	179
Watch and clockmaking	50	64	65	60	59
Furniture (including wood machining)	1,274	1,357	1,381	1,359	1,371
Flat glass working	141	133	151	158	168
Horticultural	274	354	442	611	787
Textile mechanics	133	131	116	108	120
Shipwrighting and boatbuilding	43	45	56	54	47
Dry cleaning	32	30	25	18	29
Apparel cutting	53	53	57	56	66
Jewellery making and repairing	106	124	126	126	132
Floor finishing and covering	88	116	142	126	106
Agricultural	180	423	635	859	945
Bedding and mattress making	1	—	21	24	20
Floristry	—	—	—	16	28
<b>Total miscellaneous</b>	<b>6,112</b>	<b>6,425</b>	<b>6,921</b>	<b>7,441</b>	<b>8,056</b>
<b>Grand total</b>	<b>33,532</b>	<b>34,286</b>	<b>35,980</b>	<b>36,777</b>	<b>38,261</b>

## INDUSTRIAL ORGANISATIONS

**Registration**

1. *Under Trade Union Acts.* In 1884, the Victorian Parliament passed a Trade Union Act, based on an English Act of three years earlier. The unions refused to register under it and the Act was amended in 1886. The *Trade Unions Act 1958* still makes provision for registration on compliance with certain standards. Registration gives a trade union a corporate identity and legal status for the purpose of engaging in strikes. However, registration has never been compulsory and few unions have sought the provisions of the legislation.

2. *Under the Commonwealth Conciliation and Arbitration Act.* Under Part VIII of the *Conciliation and Arbitration Act 1904*, any association of employers in any industry who have, or any employer who has employed, on an average taken per month, not less than

100 employees during the six months preceding application for registration, or any association of not less than 100 employees in any industry, may be registered. However, the Public Service Arbitration Act provides that an association of less than 100 employees may be registered as an organisation under the Conciliation and Arbitration Act if its members comprise at least three fifths of all persons engaged in that industry in the Service. Such public service organisations are included in the figures shown on page 240. Registered unions include both interstate associations and associations operating within one State only.

Registration under Commonwealth Government legislation began in 1906. At 31 December 1978, the number of employers' organisations registered under the provisions of the Conciliation and Arbitration Act was 80. The number of unions of employees registered at the end of 1978 was 144, with a membership of 2,289,600 representing 82 per cent of the total membership of all trade unions in Australia.

### Trade unions

By comparison with some other countries, the typical trade union in Australia is quite small. On the other hand, forty to fifty of the larger unions, such as the Australian Workers Union, the Australian Metal Workers Union, the Australian Railways Union, and the Postal Workers Union, account for a high percentage of the total membership. The same pattern applies in Victoria. The larger industry-based unions are usually able to offer a wider range of facilities to their members at a proportionately lower cost. Generally, they are also in a stronger bargaining position in the pursuit of their industrial objectives. On the other hand, it is felt that the continued existence of a large number of small craft-type unions is justified on the grounds that more attention can be given to the particular problems of members and that management is often prepared to make concessions to a small group which they would not offer to a larger group. With the growth of industry, there has been some amalgamation and federalisation of unions, for example, by the amalgamation of the brushmakers with the storemen and packers, and the Amalgamated Engineering Union with the sheetmetal workers and the boilermakers. Contemporary conditions are such that trade unions are becoming hybrid and moving more towards an occupational rather than a single or even multi-craft organisational basis. One alternative to amalgamation which has been adopted by a number of unions is to band together in a loose federation to deal with employers on an industry basis. The metal trades, brewing industry, paper industry, and building industry unions are typical of those that have followed this course.

Victorian trade unions usually have three clearly identifiable operational levels. The union is represented at the plant or factory level by a shop steward who enrolls members, collects dues, and acts as the intermediary between ordinary members and union management. The centre of individual trade union activity and control is at the State or branch level. Normally the State secretary is an elected full-time officer who is, subject to the policy decisions and ultimate control of an honorary president and executive, in charge of the day to day activities of the union. The secretary has the assistance of organisers who visit the individual plants and confer with shop stewards and members. The branches receive members' dues, maintain membership records, and provide personal services such as giving advice on workers compensation and interpreting members' entitlements under the various determinations and awards. Where necessary, the union will either act, or provide legal assistance, for members in industrial matters. Many of the claims which are ultimately heard before industrial tribunals are also prepared at the State branch level.

Only a small number of Victorian trade unions are not affiliated with the Victorian Trades Hall Council, which is the central labour organisation in the State, and, because individual union activity is so important at the State level, the role of the Trades Hall Council as co-ordinator and spokesman in industrial and political matters is of major significance (see the following section on central labour organisations). Further details on the history of trade unions in Victoria can be found in previous *Victorian Year Books*.

Returns showing membership by States at 31 December for each year are obtained for all trade unions and employee organisations. The affairs of single organisations are not disclosed in the published results and this has assisted in securing complete information. In addition to the number of unions and members, the following table shows the estimated

percentages of wage and salary earners in employment who are members of trade unions. The estimates of total wage and salary earners have been derived by adding figures for employees in rural industry and private domestic service recorded at the 1971 Population Census to the estimates of employees in all other industries at the end of each year. For this reason, and also because the membership of trade unions includes some persons not in employment, the percentages shown in the table must be regarded as approximations.

#### VICTORIA—TRADE UNIONS

At 31 December—	Number of separate unions	Number of members			Proportion of total wage and salary earners		
		Males	Females	Persons	Males	Females	Persons
		'000	'000	'000	per cent	per cent	per cent
1974	158	501.1	210.5	711.6	57	42	52
1975	159	506.2	216.1	722.3	60	43	54
1976	164	504.1	213.8	717.9	60	42	53
1977	162	509.6	222.7	732.3	61	44	55
1978	162	504.8	219.1	723.9	61	43	54

#### Central labour organisations

Delegate organisations, usually known as Trades Hall Councils or labour councils and consisting of representatives from a number of trade unions, have been established in each of the capital cities and in a number of other centres in each State. Their revenue is raised by means of a per capita tax on the members of each affiliated union. In most of the towns where such councils exist, the majority of the local unions are affiliated. At the end of 1977, there were eleven provincial trades and labour councils in Victoria.

The Victorian Trades Hall Council Executive consists of the president, vice-president, secretary, assistant secretary, and fourteen members. Of these members, seven are elected by the Council and seven by respective industry groups. With the exception of trade unions which have amalgamated since 1 January 1973, no union, irrespective of size, can nominate more than six delegates to attend the meeting. Those unions which have amalgamated since 1 January 1973 are at present entitled to the same representation they enjoyed prior to amalgamation. The Secretary and the Assistant Secretary, who are elected full-time officers, are also members of the Executive and with the two Industrial Officers are ex-officio members of committees established by Council to investigate various activities. In addition to its overall responsibilities, the Council through its Disputes Committee controls strikes which involve more than one union. At the national level the highest policy making and co-ordinating body is a Federal Council in the case of the larger trade unions and, since its establishment in 1927, the Australian Council of Trade Unions, which acts for the trade union movement as a whole.

#### Employers' associations

Employers' associations arise when groups of employers agree among themselves to adopt a common labour policy, to negotiate common terms of employment, and to be represented jointly on or before industrial tribunals. These functions are, in fact, often performed by bodies which are concerned also with other objectives, such as the elimination of "unfair" trading practices, the enforcement of standards of professional conduct, or the grant of tariff protection and other political concessions. Such objectives are by no means unrelated to industrial matters, since there is an obvious connection between the terms on which goods can be sold and the wages that can be paid to those who have helped to produce them. In some organisations, however, these wider objectives overshadow or supplant the purely industrial. A broad distinction may, therefore, be drawn between: (1) employers' associations in the narrower sense of bodies largely, if not primarily, concerned with industrial matters; and (2) other associations with predominantly different objectives, such as chambers of commerce, professional institutes, primary producers' unions, and many trade associations.

Employers' associations, as defined in the former category, first appeared in Victoria in the 1850s, notably in the building trade and the coachbuilding industry. The associations

formed at that time, however, seem to have been temporary, their main purpose being to resist pressure for an eight hour day by the early trade unions. "Continuous" or permanent associations of employers did not appear until the 1870s. The Master Builders' Association dates from 1875 and the Victorian Chamber of Manufactures from 1877, the latter body being formed with the objective of influencing tariff policy and factory legislation, as well as resisting the eight hour day agitation. These two bodies were followed within a few years by the Victorian Employers' Union, which later changed its name to become the Victorian Employers' Federation.

A great stimulus to the growth of employers' associations in Victoria followed the establishment of the Wages Board system (see pages 222-3), particularly during the first two decades of the present century. Associations of Master Wheelwrights and Blacksmiths, Master Drapers, Master Hairdressers, and Master Grocers all followed closely upon the establishment of Wages Boards in their respective trades. Employers had to unite in order to nominate their representatives on the boards. Since it became permissible in 1934 for paid officials to represent employers, many associations have nominated officers of the Chamber of Manufactures or of the Victorian Employers' Federation to represent them on the State Wages Boards.

Employers' associations in Victoria at the present time may be divided into three groups. One group is constituted by the Victorian Chamber of Manufactures together with the ninety associations that are dependent on it for secretarial services or at least operate within it. The Chamber also has about 5,700 member firms or companies divided into sixty industry sections, covering such fields as textiles, clothing and footwear, metals, building materials, and various service industries. The Chamber is incorporated as a company limited by guarantee, and has a council of 26 elected members plus the immediate past president. It is administered by a director supported by a secretariat of 150, divided into six divisions. The Chamber's industrial relations division acts for its members before both State and Commonwealth industrial authorities. The Chamber has also always taken an active part in promoting tariff protection and in addition it has more recently become involved in other areas of economic policy, environmental matters, trade practices legislation, and the proceeding of the Prices Justification Tribunal. It also operates an insurance company and a wide variety of advisory commercial services for its members. For the benefit of country members, who account for 15 per cent of its membership, the Chamber maintains branches in Geelong, Ballarat, and Wodonga, and the remainder of the State is served by seven regional groups.

A second group is constituted by the Victorian Employers' Federation, with which over 40 incorporated associations are affiliated and over 30 un-incorporated bodies are associated. The Federation has over 3,000 member firms or companies operating principally in the building, distributive, and service industries, as distinct from but not excluding manufacturing. Several associations of primary producers are also affiliated to, or associated with the Federation. The Federation is an incorporated body registered with the Commonwealth Conciliation and Arbitration Commission. It is administered by an executive committee which comprises seven present or past office bearers (who constitute its Board of Governors) and ten elected representatives. The committee reports to the Federation's annual general meeting, and, together with elected representatives of members and of each affiliated organisation, it constitutes the Federation's council which meets several times a year. Day to day management is in the hands of a salaried secretary and a staff which is organised in divisions corresponding to the Federation's main areas of interest, and which also undertakes secretarial services on behalf of some of its affiliated and associated organisations. Like the Chamber of Manufactures it has an industrial relations division which represents members before both State and Commonwealth industrial bodies but unlike the Chamber it is not directly involved in tariff matters. It is, however, active in providing advisory services to small businesses, in organising personnel training courses particularly at the supervisory level, and in sponsoring various community services. The Federation also operates an insurance company, a life assurance company, and a building society for the benefit of its members and affiliated associations.

A third group of employers' associations are not associated with either the Chamber or the Federation. One of the most important is the Metal Trades Industries Association which was formed by groups that found their interests increasingly different from those of

the Chamber of Manufactures. In common with some of the other independent associations, the Metal Trades Industries Association is an inter-State organisation, and it seems probable that associations with strong interstate ties are mainly concerned with the Commonwealth industrial jurisdiction rather than with the Victorian Wages Boards. Most of them must rely on their Federal Secretariats to represent them before Commonwealth tribunals since very few specifically Victorian associations are registered for this purpose, other than the Victorian Chamber of Manufactures, the Victorian Employers' Federation and the Victorian Automobile Chamber of Commerce, the latter being affiliated with the Employers' Federation but maintaining its own secretariat.

Finally, it may be noted that, unlike the trade union movement, employers' associations lacked any central representative organisation until the mid-1970s. At the State level, the Victorian Employers' Federation then sponsored the Victorian Congress of Employer Associations, which has made a series of submissions to government on behalf of employers generally. Greater significance perhaps attaches to developments at the Federal level where in 1977 the Confederation of Australian Industry was sponsored jointly by the Associated Chambers of Manufactures of Australia and the Australian Council of Employers' Federations, the long established Federal counterparts of the Victorian Chamber of Manufactures and Victorian Employers' Federation, respectively. The Confederation has two operational wings. One is the National Employers' Industrial Council concerned with industrial relations and located in Melbourne. The other is the National Trade and Industrial Council, concerned with government policy in general and tariffs in particular and located in Canberra. Since it is possible for a member organisation to participate in either or both of these Councils the Confederation can accommodate members with divergent views on matters such as tariffs and yet present a united industrial relations front. It would be logical to expect that in the course of time the representation of employers before the Commonwealth Conciliation and Arbitration Commission will pass increasingly to the National Employers' Industrial Council, leaving State organisations to represent employers' interests before the State wages authorities.

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