

## CHAPTER 8

### MANPOWER

The principal subjects covered in this chapter are the labour force, unemployment, wage rates, earnings, hours of work, industrial disputes and labour organisations. Further detail on these subjects is contained in *Labour Statistics* (6101.0) and in other publications which are referred to in the various sections of this chapter. A section on civilian employees is not included in this issue, because, at the time of publication the series was undergoing a major revision. For details see *Civilian Employees* (6213.0)

#### THE LABOUR FORCE

This section contains a number of series relating to the labour force and its components. The labour force comprises two categories of persons: those who are employed and those who are unemployed. In the first category are included employers, self-employed persons, wage and salary earners, and unpaid family helpers. Comprehensive details for each State and Territory and for Australia as a whole in respect of persons in the labour force, classified according to industry, occupation and occupational status (i.e. whether employers, self-employed persons, wage and salary earners or unpaid family helpers) and personal characteristics such as age, sex, marital status and birthplace, are obtained only at a general census of population.

In addition to the population censuses, estimates of the labour force are obtained through the population survey, which is now conducted monthly by means of personal interviews at a sample of households throughout Australia (*see below*). The survey provides particulars of the demographic and labour force characteristics of the population.

Detailed industry estimates for each State and Territory are obtained only in respect of employees, through a monthly collection from employers. These estimates, which exclude employees in agriculture and in private households employing staff, are based on benchmarks established by analysing data from the population census and other relevant sources such as special returns from government bodies and the Australian Bureau of Statistics' economic censuses and surveys.

#### The population census

Information about the labour force questions in the population census of June 1971 and tables showing the industry and occupational status of the labour force were published in Year Book No. 61. More detailed information on the labour force characteristics of the population at June 1971 is contained in the publications *1971 Census of Population and Housing: Labour Force* (2251.0 to 2259.0). Labour force figures from the 1976 census are not yet available (October 1978).

#### The population survey

The population survey is the general title given to the household sample which since February 1978 has been conducted monthly in all States and Territories. Although emphasis in the survey is placed on the regular collection of data on demographic and labour force characteristics of the population, supplementary surveys of particular aspects of the labour force or of other subjects are carried out from time to time. Statistics from supplementary surveys are published in bulletins which are available free on request. A list of titles is given on page 135.

The survey is based on a multi-stage area sample of private dwellings (about 30,000 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.), and covers about two-thirds of one per cent of the population of Australia. The information is obtained from the occupants of selected dwellings by carefully chosen and specially trained interviewers, the interviews generally being conducted during the two weeks beginning on the Monday between the 6th and 12th of each month. The information obtained relates to the week before the interview (i.e. the survey week). Before February 1978 the interviews were spread over four weeks, chosen so that the survey weeks generally fell within the limits of the calendar month.

## The labour force survey

A description of the labour force survey and a selection of principal statistics obtained from it are given in this section. The first Australia-wide labour force survey was carried out in February 1964 and surveys were conducted quarterly until February 1978. Estimates are published in the monthly bulletins, *The Labour Force (Preliminary)* (6202.0), *The Labour Force* (6203.0), and *Unemployment (Preliminary Estimates)* (6201.0). Comprehensive statistics have also been published in special annual bulletins entitled *The Labour Force* (6204.0) covering the period 1964 to 1977. However, because of recent revisions to survey estimates (*see below*), figures in monthly bulletins prior to February 1978 and in annual bulletins to 1977 are not directly comparable with current estimates shown in the following tables.

### Scope and definitions

The survey includes all persons aged fifteen years and over except members of the permanent defence forces; certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations; non-Australians on tour or holidaying in Australia; and members of non-Australian defence forces (and their dependants) stationed in Australia.

The labour force category to which a person is assigned depends on his actual activity (i.e. whether working, looking for work, etc) during the survey week. This is determined from answers given to a set of questions designed for this purpose. For further information see *Information Paper: Questionnaires used in the Labour Force Survey* (6232.0). The following definitions relate only to those persons within the scope of the survey.

*Employed persons* comprise all those aged 15 years and over who, during the survey week:

- (a) worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (including employees, employers and self-employed persons); or
- (b) worked for 15 hours or more without pay in a family business or on a farm (i.e. unpaid family helper); or
- (c) were employees who had a job but were not at work and were: on paid leave; on leave without pay for less than four weeks up to the end of the survey week; stood down without pay because of bad weather or plant breakdown at their place of employment for less than four weeks up to the end of the survey week; on strike or locked out; on workers' compensation and expected to be returning to their job; or receiving wages or salary while undertaking full-time study; or
- (d) were employers or self-employed persons who had a job, business or farm, but were not at work.

*Unemployed persons* are those aged 15 years and over who were not employed during the survey week, and

- (a) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the survey week and:
  - (i) were available for work in the survey week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the survey week); or
  - (ii) were waiting to start a new job within four weeks from the end of the survey week and would have started in the survey week if the job had been available then; or
- (b) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the survey week (including the whole of the survey week) for reasons other than bad weather or plant breakdown.

The *labour force* comprises all persons who, during the survey week, were employed or unemployed, as defined above.

These definitions conform to the international standard definitions specified by the ILO.

### Revision of series

The survey estimates are calculated in such a way as to conform to the independently estimated distribution of the population by age and sex. As a consequence, whenever these population benchmarks are revised it becomes necessary to revise the labour force estimates also. Survey estimates in this section are based on revised population estimates derived from the 1971 and 1976 population census results adjusted for underenumeration. For information concerning these population estimates see *Population and Vital Statistics; June Quarter 1977* (3212.0).

Survey estimates have also been revised to make them comparable with estimates for February 1978 and subsequent months, which have been obtained by using a new sample and revised questionnaire. Revised estimates were first published in the February 1978 issue of *The Labour Force*.

(6203.0), which contains information concerning the methods used in the revision. Figures of total population fifteen years of age and over for each sex are derived from the official population estimates which, in turn, are based on results of population censuses. Figures of marital status and all labour force characteristics of these populations are derived from the sample survey data. For this and other reasons, including differences in timing, methods of collection (personal interview in the survey, self-enumeration in the census) and, in some cases, concepts and definitions, the survey estimates of marital status and labour force characteristics may not agree closely with the corresponding census figures.

### Reliability of the estimates

Since the estimates in the following tables are based on information obtained from the occupants of a sample of dwellings, the estimates and the movements derived from them are subject to sampling variability; that is, they may differ from the figures that would have been produced if all dwellings had been included in the surveys. One measure of the likely difference is given by the standard error, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all dwellings had been included, and about nineteen chances in twenty that the difference will be less than two standard errors.

Space does not allow for the separate indication of the standard errors of all estimates in this section. A table of standard errors which is intended to be of general application is therefore given below.

An example of the use of the table is as follows: if the estimate for Australia obtained from the sample is 100,000, the standard error is 3,900; there are then about two chances in three that the true figure is within the range 96,100 to 103,900 and about nineteen chances in twenty that this figure is between 92,200 and 107,800.

STANDARD ERRORS OF ESTIMATES FOR AUSTRALIA

<i>Size of estimate</i>	<i>Number</i>	<i>Per cent of estimate</i>	<i>Size of estimate</i>	<i>Number</i>	<i>Per cent of estimate</i>
4,500 . . . . .	970	21.6	200,000 . . . . .	5,100	2.6
5,000 . . . . .	1,000	20.0	300,000 . . . . .	6,000	2.0
10,000 . . . . .	1,400	14.0	500,000 . . . . .	7,200	1.4
20,000 . . . . .	2,000	10.0	1,000,000 . . . . .	9,100	0.9
50,000 . . . . .	2,900	5.8	2,000,000 . . . . .	11,000	0.6
100,000 . . . . .	3,900	3.9	5,000,000 . . . . .	15,000	0.3

The standard errors of estimates relating to agricultural employment are generally somewhat higher than the standard errors of other estimates of the same magnitude. Estimates for females also tend to have higher standard errors than estimates of equivalent size for males in similar categories.

The reliability of an estimated percentage, computed by using sample data for both numerator and denominator, depends upon both the size of the numerator and the size of the denominator. However, the per cent standard error of the estimated percentage will generally be lower than the per cent standard error of the estimate of the numerator. The per cent standard errors of the numerators can be obtained from the table above.

As the standard errors in the table above show, the smaller the estimate the higher is the relative standard error. Very small estimates are thus subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In the following tables, estimates less than 4,500 have not been included. Although figures for these small components can in some cases be derived by subtraction, they should not be regarded as reliable.

The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by interviewers and respondents. Inaccuracies of this kind are referred to as the *non-sampling error*, and they may occur in any enumeration, whether it be a full count or only a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

## CIVILIAN POPULATION AGED 15 YEARS AND OVER, BY EMPLOYMENT STATUS(a)

<i>Unemployed</i>									
May—	Employ- ed	Looking for full- time work	Looking for part- time work	Total  —'000—	Labour force	Not in labour force	Civilian popula- tion aged 15 years and over	Unem- ployment rate(b)	Labour force parti- cipation rate(c)
—per cent—									
MALES									
1973 . .	3,804.6	49.9	13.4	63.2	3,867.8	843.3	4,711.1	1.6	82.1
1974 . .	3,894.2	43.9	10.0	53.9	3,948.1	866.5	4,814.6	1.4	82.0
1975 . .	3,839.4	127.8	16.7	144.4	3,983.8	915.2	4,899.0	3.6	81.3
1976 . .	3,886.9	127.2	14.6	141.8	4,028.6	947.6	4,976.2	3.5	81.0
1977 . .	3,891.5	163.0	21.7	184.7	4,076.2	985.8	5,062.0	4.5	80.5
1978(d) .	3,863.5	194.8	14.4	209.1	4,072.6	1,087.2	5,159.8	5.1	78.9
MARRIED WOMEN									
1973 . .	1,209.7	21.2	18.2	39.5	1,249.2	1,995.0	3,244.2	3.2	38.5
1974 . .	1,301.8	18.3	22.4	40.7	1,342.5	1,974.4	3,317.0	3.0	40.5
1975 . .	1,289.6	40.8	37.6	78.5	1,368.0	1,964.3	3,332.3	5.7	41.1
1976 . .	1,346.6	32.2	30.8	63.0	1,409.6	1,956.0	3,365.5	4.5	41.9
1977 . .	1,382.0	42.7	31.9	74.6	1,456.6	1,950.4	3,407.0	5.1	42.8
1978(d) .	1,356.5	49.8	34.1	83.9	1,440.4	1,958.7	3,399.1	5.8	42.4
ALL FEMALES									
1973 . .	1,915.0	41.7	27.6	69.3	1,984.3	2,817.3	4,801.6	3.5	41.3
1974 . .	2,023.8	37.4	32.7	70.1	2,093.8	2,812.9	4,906.8	3.3	42.7
1975 . .	2,012.3	92.2	51.6	143.8	2,156.1	2,845.2	5,001.2	6.7	43.1
1976 . .	2,095.5	86.7	47.4	134.1	2,229.6	2,860.4	5,090.0	6.0	43.8
1977 . .	2,132.7	112.8	56.3	169.1	2,301.8	2,878.4	5,180.2	7.3	44.4
1978(d) .	2,135.3	136.8	49.3	186.2	2,321.4	2,964.5	5,285.9	8.0	43.9
PERSONS									
1973 . .	5,719.6	91.6	41.0	132.5	5,852.1	3,660.6	9,512.7	2.3	61.5
1974 . .	5,917.9	81.3	42.7	124.0	6,041.9	3,679.4	9,721.4	2.1	62.2
1975 . .	5,851.6	220.0	68.2	288.2	6,139.8	3,760.4	9,900.2	4.7	62.0
1976 . .	5,982.3	213.8	62.0	275.9	6,258.2	3,808.0	10,066.2	4.4	62.2
1977 . .	6,024.2	275.8	78.0	353.8	6,378.0	3,864.2	10,242.2	5.5	62.3
1978(d) .	5,998.7	331.6	63.7	395.3	6,394.0	4,051.7	10,445.7	6.2	61.2

(a) For definitions and scope of estimates see page 126.

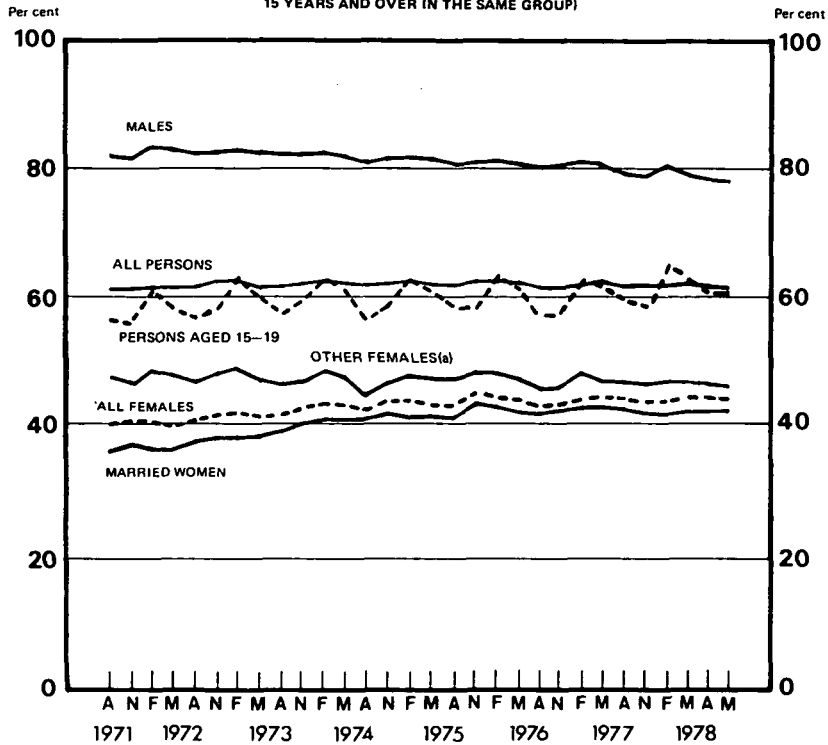
(b) The number of unemployed expressed as a percentage of the labour force (i.e. employed and unemployed) in the same group.

(c) The labour force expressed as a percentage of the civilian population aged 15 years and over in the same group.

(d) See page 126 for change in timing of survey from February 1978 which may have affected the level of the figures.

# LABOUR FORCE PARTICIPATION RATES

(THE LABOUR FORCE IN EACH GROUP AS A PERCENTAGE OF THE CIVILIAN POPULATION AGED 15 YEARS AND OVER IN THE SAME GROUP)



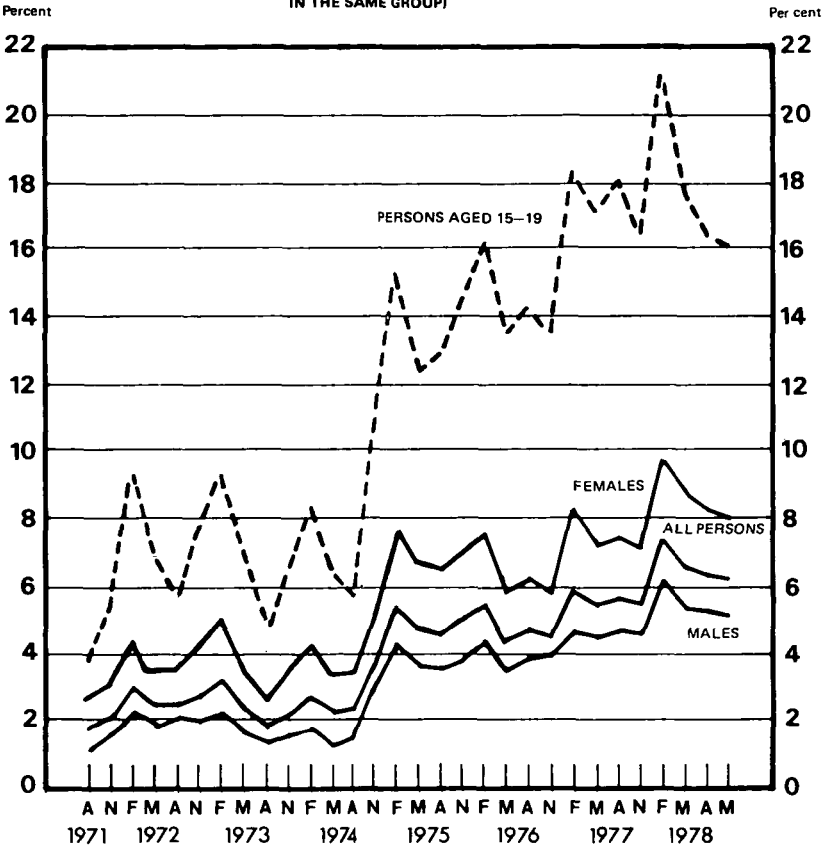
(a) Never married, widowed and divorced.

NOTE : From February 1978 surveys were conducted monthly.

PLATE 23

# UNEMPLOYMENT RATES

(THE UNEMPLOYED IN EACH GROUP AS A PERCENTAGE OF THE CIVILIAN LABOUR FORCE  
IN THE SAME GROUP)



NOTE : From February 1978 surveys were conducted monthly.

PLATE 24

**CIVILIAN LABOUR FORCE, BY EMPLOYMENT STATUS, BIRTHPLACE AND  
PERIOD OF ARRIVAL IN AUSTRALIA, MAY 1978**

	<i>Employed</i>		<i>Unemployed</i>		<i>Labour force</i>	<i>Unemploy- ment rate(a)</i>	<i>Labour force partici- pation rate(b)</i>
	<i>Full-time</i>	<i>Total</i>	<i>Looking for full-time work</i>	<i>Total</i>			
			—'000—			—per cent—	
MALES							
Born in Australia . . . .	2,647.5	2,805.1	136.2	146.7	2,951.8	5.0	79.0
Born outside Australia . .	1,020.6	1,058.4	58.6	62.5	1,120.9	5.6	81.9
Arrived before 1961 . . .	449.1	465.8	17.5	18.2	484.0	3.8	76.3
1961-1965 . . . . .	156.1	162.6	11.5	12.3	174.9	7.0	86.5
1966-1970 . . . . .	221.3	228.4	15.0	15.9	244.3	6.5	87.6
1971-1976 . . . . .	157.9	163.0	11.0	12.2	175.2	7.0	87.6
Jan. 1977 to May 1978 . .	36.2	38.7	*	*	42.5	*	81.0
MARRIED WOMEN							
Born in Australia . . . .	515.2	945.5	26.9	51.4	996.9	5.2	40.1
Born outside Australia . .	272.0	411.0	22.9	32.5	443.5	7.3	49.1
Arrived before 1961 . . .	95.0	158.2	5.1	8.3	166.5	5.0	41.5
1961-1965 . . . . .	49.6	75.1	*	4.3	79.4	5.4	55.2
1966-1970 . . . . .	62.5	91.0	5.8	7.6	98.6	7.7	54.4
1971-1976 . . . . .	57.3	76.1	6.4	8.6	84.7	10.1	57.4
Jan. 1977 to May 1978 . .	7.6	10.5	*	*	14.3	*	49.0
ALL FEMALES							
Born in Australia . . . .	1,030.0	1,587.1	95.4	131.4	1,718.5	7.6	43.5
Born outside Australia . .	385.8	548.2	41.4	54.8	603.0	9.1	48.4
Arrived before 1961 . . .	125.0	195.6	7.3	11.6	207.3	5.6	38.0
1961-1965 . . . . .	74.9	105.7	5.4	8.1	113.8	7.1	57.2
1966-1970 . . . . .	88.7	121.5	11.4	13.5	135.0	10.0	54.2
1971-1976 . . . . .	79.8	104.2	10.2	13.4	117.6	11.4	59.0
Jan. 1977 to May 1978 . .	17.4	21.2	7.2	8.1	29.3	27.7	55.8
PERSONS							
Born in Australia . . . .	3,677.5	4,392.1	231.6	278.1	4,670.2	6.0	60.8
Born outside Australia . .	1,406.4	1,606.6	100.1	117.2	1,723.8	6.8	66.0
Italy . . . . .	-	175.8	-	8.5	184.3	4.6	66.7
Greece . . . . .	-	96.6	-	10.8	107.4	10.1	68.5
Yugoslavia . . . . .	-	110.2	-	8.1	118.3	6.8	75.0
U.K. and Ireland . . . .	-	584.7	-	41.2	625.9	6.6	62.2
New Zealand . . . . .	-	69.1	-	5.2	74.3	7.0	72.5
Other . . . . .	-	570.2	-	43.4	613.7	7.1	67.2
Arrived before 1961 . . .	574.1	661.4	24.8	29.9	691.3	4.3	58.6
1961-1965 . . . . .	231.0	268.3	16.8	20.4	288.6	7.1	72.0
1966-1970 . . . . .	310.0	349.9	26.4	29.4	379.3	7.8	71.8
1971-1976 . . . . .	237.7	267.2	21.2	25.7	292.9	8.8	73.3
Jan. 1977 to May 1978 . .	53.6	59.8	10.8	11.9	71.7	16.6	68.4

(a) The number of unemployed expressed as a percentage of the labour force (i.e. employed and unemployed) in the same group. (b) The labour force expressed as a percentage of the civilian population aged 15 years and over in the same group. Excludes persons in institutions. \* Less than 4,500 or based on a figure less than 4,500. See page 127.

## CIVILIAN LABOUR FORCE, BY AGE, MAY 1978

Age groups (years)	Number ('000)				Labour force participation rate (a) (per cent)			
	Males	Married women	All females	Persons	Males	Married women	All females	Persons
15-19 . . . . .	405.5	18.4	373.2	778.7	62.4	48.6	59.7	61.1
20-24 . . . . .	530.5	178.0	403.1	933.7	89.9	56.0	68.2	79.1
25-34 . . . . .	1,077.4	440.3	564.4	1,641.9	96.1	46.6	50.9	73.6
35-44 . . . . .	811.0	406.3	463.0	1,274.0	96.3	56.7	57.4	77.3
45-54 . . . . .	724.5	288.2	349.8	1,074.3	92.3	45.5	46.8	70.1
55-59 . . . . .	290.3	76.7	106.8	397.1	85.0	28.9	30.9	57.8
60-64 . . . . .	164.5	23.6	40.7	205.1	58.9	11.4	13.5	35.3
65 and over . . . . .	68.9	8.9	20.4	89.3	12.5	3.2	2.7	6.8
<b>Total . . . . .</b>	<b>4,072.6</b>	<b>1,440.4</b>	<b>2,321.4</b>	<b>6,394.0</b>	<b>78.9</b>	<b>42.4</b>	<b>43.9</b>	<b>61.2</b>

(a) The labour force expressed as a percentage of the civilian population aged 15 years and over in the same group.

## EMPLOYED PERSONS BY INDUSTRY AND AVERAGE HOURS WORKED, MAY 1978

Industry	Number ('000)			Average hours worked (a)		
	Males	Females	Persons	Males	Females	Persons
Agriculture and services to agriculture . . . . .	265.3	80.4	345.7	50.3	29.6	45.5
Forestry, fishing and hunting . . . . .	23.1	*	27.1	37.8	*	35.7
Mining . . . . .	80.6	5.1	85.8	37.4	30.7	37.0
Manufacturing . . . . .	913.2	321.6	1,234.8	38.8	33.7	37.5
Food, beverages and tobacco . . . . .	149.2	51.4	200.5	36.4	32.3	35.3
Metal products, machinery and equipment . . . . .	176.5	31.0	207.5	39.4	33.2	38.5
Other manufacturing . . . . .	587.6	239.1	826.8	39.2	34.0	37.7
Construction . . . . .	444.5	43.5	488.0	38.1	19.3	36.4
Wholesale and retail trade . . . . .	709.8	514.4	1,224.2	40.8	29.1	35.9
Transport and storage . . . . .	274.0	43.2	317.3	39.5	29.1	38.0
Finance, insurance, real estate and business services . . . . .	259.1	215.0	474.1	38.5	30.7	34.9
Community services . . . . .	342.7	561.2	903.9	36.8	28.3	31.5
Entertainment, recreation, restaurants, hotels and personal services . . . . .	155.6	217.0	372.6	39.7	26.4	32.0
Other industries . . . . .	395.5	129.7	525.2	34.9	30.6	33.8
<b>Total . . . . .</b>	<b>3,863.5</b>	<b>2,135.2</b>	<b>5,998.7</b>	<b>39.3</b>	<b>29.4</b>	<b>35.8</b>

(a) Actual hours worked during the survey week, not hours paid for. The figures may be affected by public holidays, leave, absenteeism, absence from work due to sickness, injury, accident, industrial disputes, plant breakdown, etc. \* Less than 4,500 or based on a figure less than 4,500. See page 127.

## EMPLOYED PERSONS BY OCCUPATION, MAY 1978

('000)

Occupation	Males	Married women	All females	Persons
Professional, technical, etc. . . . .	442.4	213.0	357.5	799.9
Administrative, executive and managerial . . . . .	333.2	34.0	43.8	377.0
Clerical . . . . .	310.9	422.5	726.0	1,037.0
Sales . . . . .	253.8	168.2	281.3	535.0
Farmers, fishermen, timber-getters, etc. . . . .	332.4	68.0	82.0	414.4
Transport and communication . . . . .	279.0	27.5	44.4	323.4
Tradesmen, production-process workers and labourers, n.e.c.; and miners, quarrymen, etc. . . . .	1,697.3	181.1	243.6	1,940.9
Service, sport and recreation . . . . .	214.4	242.2	356.6	571.1
<b>Total employed . . . . .</b>	<b>3,863.5</b>	<b>1,356.5</b>	<b>2,135.3</b>	<b>5,998.7</b>

**PART-TIME WORKERS: WHETHER PREFERRED TO WORK MORE HOURS AND WHETHER  
LOOKING FOR FULL-TIME WORK, BY AGE, MAY 1978**  
(<sup>'000</sup>)

	Age group (years)						Total
	15-19	20-24	25-34	35-44	45-54	55 and over	
MALES							
Total . . . . .	54.2	27.6	30.0	16.6	15.4	51.5	195.4
Preferred not to work more hours	43.7	22.6	22.7	10.1	13.8	49.2	162.1
Preferred to work more hours	10.5	5.0	7.4	6.5	*	*	33.3
Had actively looked for full-time work(a)	4.8	*	*	*	*	*	16.3
MARRIED WOMEN							
Total . . . . .	*	30.8	181.6	187.6	118.4	48.0	569.2
Preferred not to work more hours	*	24.8	156.0	169.2	110.7	46.4	508.8
Preferred to work more hours	*	6.0	25.6	18.4	7.7	*	60.4
Had actively looked for full-time work(a)	*	— 5.4 —		*	*	*	10.3
ALL FEMALES							
Total . . . . .	73.1	53.6	196.7	197.5	129.7	68.8	719.4
Preferred not to work more hours	56.7	43.5	168.0	177.0	120.3	66.3	631.8
Preferred to work more hours	16.5	10.1	28.7	20.6	9.3	*	87.7
Had actively looked for full-time work(a)	5.6	*	5.3	*	*	*	19.2
PERSONS							
Total . . . . .	127.4	81.2	226.7	214.1	145.1	120.3	914.8
Preferred not to work more hours	100.4	66.1	190.7	187.1	134.2	115.5	793.8
Preferred to work more hours	27.0	15.1	36.0	27.1	10.9	4.8	121.0
Had actively looked for full-time work(a)	10.4	5.7	9.6	7.3	*	*	35.5

(a) Had actively looked for full-time work in the four weeks up to the end of the survey week. \* Less than 4,500. See page 127.

**EMPLOYED PERSONS, BY HOURS WORKED (a), MAY 1978**  
(<sup>'000</sup>)

	<i>Males</i>	<i>Married women</i>	<i>Other females (b)</i>	<i>All females</i>	<i>Persons</i>
<b>Weekly hours worked (a)~</b>					
0(c)	232.3	106.4	47.3	153.7	386.0
1-15	113.2	253.6	92.1	345.7	459.0
16-29	190.4	247.1	62.5	309.5	499.9
30-34	309.7	118.3	75.0	193.3	503.0
35-39	454.7	180.6	169.0	349.6	804.2
40	1,266.1	302.9	238.8	541.7	1,807.8
41-44	251.7	41.5	37.9	79.3	331.0
45-48	337.8	33.3	26.1	59.4	397.2
49 and over	707.7	72.9	30.2	103.1	810.7
<b>Total</b> . . . . .	<b>3,863.5</b>	<b>1,356.5</b>	<b>778.8</b>	<b>2,135.3</b>	<b>5,998.7</b>

(a) The figures relate to hours worked, not hours paid for. The persons had actively looked for full-time work in the four weeks up to the survey week. (b) Never married, widowed or divorced. (c) Persons who had a job but were not at work.

**UNEMPLOYED PERSONS, BY INDUSTRY AND OCCUPATION OF LAST FULL-TIME JOB  
MAY 1978**

<i>Industry division or sub-division</i>	<i>Unemployment</i>		<i>Occupation group</i>	<i>Unemployment</i>	
	<i>Total</i> ( '000)	<i>rate(a)</i> (per cent)		<i>Total</i> ( '000)	<i>rate(a)</i> (per cent)
Had worked for two weeks or more in a full-time job in the last two years . . . . .	266.3	4.3	Had worked for two weeks or more in a full-time job in the last two years . . . . .	266.3	4.3
Agriculture and services to agriculture . . . . .	14.9	4.1	Professional, technical, etc. . . . .	16.0	2.0
Manufacturing . . . . .	73.6	5.6	Administrative, executive and managerial . . . . .	4.5	1.2
Food, beverages and tobacco . . . . .	16.9	7.8	Clerical . . . . .	30.5	2.9
Metal products, machinery and equipment . . . . .	11.7	5.3	Sales . . . . .	29.9	5.3
Other manufacturing . . . . .	45.0	5.2	Farmers, fishermen, timber-getters, etc. . . . .	21.0	4.8
Construction . . . . .	29.1	5.6	Miners, quarrymen, etc. . . . .	*	*
Wholesale and retail trade . . . . .	62.2	4.8	Transport and communication . . . . .	13.3	3.9
Transport and storage . . . . .	11.1	3.4	Tradesmen, production-process workers and labourers, n.e.c. . . . .	116.6	5.8
Finance, insurance, real estate and business services . . . . .	11.2	2.3	Service, sport and recreation . . . . .	32.6	5.4
Community services . . . . .	24.1	2.6			
Entertainment, recreation, restaurants, hotels and personal services . . . . .	23.3	5.9			
Other industries . . . . .	16.9	2.6			
Other(b) . . . . .	129.0	..			
<b>Total . . . . .</b>	<b>395.3</b>	<b>6.2</b>			

(a) The number of unemployed expressed as a percentage of the labour force (i.e. employed and unemployed) in the same group. (b) Had never worked for two weeks or more in a full-time job, or had not done so in the last two years. Industry and occupation were not obtained from these persons. \* Less than or based on a figure less than 4,500. See page 127.

## UNEMPLOYED PERSONS, BY DURATION OF UNEMPLOYMENT (a), BY AGE, ETC., MAY 1978

Duration of unemployment (weeks) (a)	Age (years)			Married	Not married (b)	Looking for—		Total
	15-19	20-24	25 and over			Full-time work	Part-time work	
MALES								
Number unemployed ('000)—								
Under 2 . . . . .	5.7	*	9.1	6.2	11.5	14.8		17.7
2 and under 4 . . . . .	7.1	7.0	10.9	10.1	15.0	23.1	4.8	25.0
4 and under 8 . . . . .	7.9	7.7	13.8	11.5	17.9	27.4		29.4
8 and under 13 . . . . .	9.0	6.1	10.6	7.7	18.0	23.2	4.5	25.7
13 and under 26 . . . . .	18.9	8.0	21.8	15.8	32.8	45.4	*	48.6
26 and under 39 . . . . .	5.0	5.4	13.6	9.3	14.7	23.4	*	24.0
39 and under 52 . . . . .			5.5	4.5	4.8	9.1	*	9.3
52 and under 65 . . . . .	6.2	6.2	7.1	*	6.0	10.1	*	10.3
65 and over . . . . .			13.8	9.9	9.2	18.3	*	19.1
Total . . . . .	59.8	43.1	106.2	79.3	129.8	194.8	14.4	209.1
Average duration of unem- ployment . . . . .	18.6	19.6	30.3	27.5	23.1	25.4	16.6	24.8
FEMALES								
Number unemployed ('000)—								
Under 2 . . . . .	4.7	4.0	12.1	12.9	7.8	11.2	9.5	20.7
2 and under 4 . . . . .	6.6	5.0	13.7	13.9	11.4	15.9	9.5	25.3
4 and under 8 . . . . .	8.4	6.7	10.0	13.2	12.0	18.6	6.6	25.2
8 and under 13 . . . . .	6.8	4.4	11.4	10.7	11.9	16.5	6.1	22.6
13 and under 26 . . . . .	22.5	5.9	16.5	16.1	28.8	35.0	9.9	45.0
26 and under 39 . . . . .			6.4	5.1	12.3	14.4		17.4
39 and under 52 . . . . .	8.5	5.0	*		*	*	5.2	4.4
52 and under 65 . . . . .			5.2	5.5	5.6	8.0		9.4
65 and over . . . . .	7.4	5.5	7.4	6.4	9.8	13.6	*	16.2
Total . . . . .	65.1	36.4	84.6	83.9	102.3	136.8	49.3	186.2
Average duration of unem- ployment . . . . .	21.4	23.2	22.6	19.5	24.6	24.6	16.0	22.3
PERSONS								
Number unemployed ('000)—								
Under 2 . . . . .	10.4	6.8	21.2	19.1	19.2	26.0	12.4	38.4
2 and under 4 . . . . .	13.8	12.0	24.6	24.0	26.4	39.0	11.4	50.4
4 and under 8 . . . . .	16.4	14.4	23.8	24.7	29.9	46.0	8.6	54.6
8 and under 13 . . . . .	15.8	10.5	22.0	18.4	29.9	39.7	8.6	48.3
13 and under 26 . . . . .	41.4	13.8	38.3	32.0	61.6	80.4	13.2	93.6
26 and under 39 . . . . .	12.2	9.3	20.0	14.4	27.1	37.8		41.4
39 and under 52 . . . . .	*		7.4	6.3	7.4	12.7	4.6	13.7
52 and under 65 . . . . .	*	6.6	12.3	8.1	11.6	18.1		19.7
65 and over . . . . .	7.9	6.2	21.2	16.3	19.1	31.9	5.0	35.3
Total . . . . .	124.9	79.6	190.8	163.2	232.1	331.6	63.7	395.3
Average duration of unem- ployment . . . . .	20.1	21.3	26.9	23.4	23.8	25.0	16.1	23.6

(a) Period from the time the person began looking for work, or was laid off, to the end of the survey week. Periods of unemployment are recorded in complete weeks and this results in a slight understatement of duration. (b) Never married, widowed and divorced. \* Less than 4,500. See page 127.

## Population Survey Reports

As explained earlier in this chapter, the labour force survey questions are regularly supplemented by additional questions on particular aspects of the labour force or of other subjects. A list of supplementary surveys is given below.

Title	Catalogue number
Alcohol and Tobacco Consumption Patterns, February 1977	4312.0
Annual Leave, August 1974	6317.0
Assisted and Unassisted Migrants, August 1972	3406.0

<i>Title</i>	<i>Catalogue number</i>
Birth Expectations of Married Women, November 1976	3213.0
Child Care—	
May 1969; May 1973; May 1977	4402.0
Chronic Illnesses, Injuries and Impairments—	
May 1968; May 1974	4305.0
Employment Status of Teenagers, August 1978	6234.0
Evening and Night Work, November 1976	6329.0
Ex-Service Personnel, November 1966 and 1971	4403.0
Family Status and Employment Status of the Population, November 1974 and November 1975	6223.0
Frequency of Pay—	
August 1974; August 1976; August 1977	6320.0
Income Distribution, 1968-69 (Consolidated and Revised Edition)	6505.0
Income Distribution, 1973-74—	
Part 1	6502.0
Part 2	6503.0
Part 3 (Supplementary Tables)	6504.0
Internal Migration—	
1969-70 to 1972-73 (annually); Twelve months ended April 1972, 1973 and 1974; December 1974; January 1977	3408.0
Job Tenure—	
February 1974; February 1975; August 1976	6211.0
Journey to Work and Journey to School—	
May 1970; August 1974	9205.0
Labour Force Experience—	
During 1968; During 1972; During 1974; During 1975; During 1976	6206.0
Labour Force Status and Other Characteristics of Families, November 1974	6224.0
Labour Mobility—	
November 1972; February 1975; February 1976	6209.0
Leavers from Schools, Universities and Other Educational Institutions, Surveys of—February 1964, 1965, 1966 and 1967; February 1968, 1969 and 1970; February 1971 to February 1974 (annually); May 1975; May 1976; August 1977; August 1978	6227.0
Migrants in the Labour Force, 1972 to 1976	6230.0
Multiple Jobholding—	
November 1965; August 1966; August 1967; May 1971; August 1973; August 1975; August 1977	6216.0
Non-school Study Courses, Survey of, August 1968	(a)
Persons Covered by Hospital and Medical Expenditure Assistance Schemes, August 1972	4303.0
Persons Aged 15 to 64 Years: Employment Status and Period Since Leaving School, May 1976	6225.0
Persons Not in the Labour Force, November 1975; May 1977	6220.0
Persons Looking for Work—	
May 1976; November 1976; May 1977; July 1978	6222.0
School Leavers, 1970 to 1974: Their Employment Status and Education Experience in May 1975	6226.0
Superannuation Survey of—	
Victoria, May 1968	(a)
February 1974	6319.0
The Labour Force: Country of Birth and Period of Residence, February 1972	6207.0
Trade Union Members, November 1976	6325.0
Weekly Earnings of Employees (Distribution)—	
August 1975; August 1976; August 1977	6310.0
Work Patterns of Employees, November 1976	6328.0

(a) No Catalogue number allocated.

### Commonwealth Employment Service

Statutory warrant for the Commonwealth Employment Service (CES) is to be found in the *Commonwealth Employment Service Act 1978*. In brief, the main functions of the CES are to assist people seeking employment to obtain positions best suited to their training, experience and qualifications; and to assist employers seeking labour to obtain employees best suited to their needs. The organisation and functions of the CES conform to the provisions of the Employment Service Convention, 1948 of the International Labour Organisation (ILO), which was ratified by Australia in December 1949. In addition, CES practices accord substantially with the provisions of the ILO Employment Service Recommendation, 1948.

The CES is a part of the Department of Employment and Youth Affairs. There is a central administration in Melbourne and a regional office in the capital city of each State and the Northern Territory. There are 217 offices of the CES in suburban and the larger provincial centres, including eight Professional Employment Offices in the six State capital cities and Canberra and Darwin. The employment offices are distributed as follows: New South Wales 62, Victoria 55, Queensland 39,

South Australia 22, Western Australia 22, Tasmania 8, Northern Territory 5 and Australian Capital Territory 4. In addition, there are 7 Youth Job Centres in the six State Capital cities and Darwin, a total of 51 either full-time or part-time branch offices in the metropolitan and country centres and 156 CES agents in the smaller country centres.

Fares assistance is available to eligible persons to travel to and return from interviews arranged through CES. Relocation assistance to eligible persons who wish to enter employment at a new location is also available.

Training assistance under the National Employment and Training System (NEAT) is available to eligible persons through CES. Full or part-time training may be undertaken within educational or training institutions by correspondence or on-the-job to assist individuals to obtain suitable employment. Persons approved for training in formal courses are eligible for living and other allowances. Assistance under the Commonwealth Rebate for Apprentice Full-time Training (CRAFT), which encourages the employment of apprentices and also offers living-away-from-home allowances, is also available through CES.

Specialised facilities are provided for young people, Aborigines, handicapped persons, ex-members of the defence forces, migrants, ex-prisoners, and youth trainees, rural workers and persons with professional and technical qualifications. The CES provides vocational counselling and assessment free of charge in all States and has a staff of qualified psychologists for this function. Vocational counselling is available to any person in the labour force or about to enter the labour force as well as to ex-service members and handicapped persons.

Specially trained staff visit institutions, hospitals and rehabilitation units to interview and counsel people with complex employment problems. CES provides a supportive information service to intending school-leavers by liaising with schools through its schools' employment programme. Since 1971 CES has opened Career Reference Centres which provide occupational information in written and audio visual form for school-leavers, students, parents and teachers and other professionals in Sydney, Brisbane, Melbourne, Adelaide, Perth, Hobart, Newcastle, Wollongong and Geelong.

All applicants for unemployment benefit under the *Social Services Act* 1947 are required by the Director-General of the Department of Social Security to register at an office or agency of the CES, which is responsible for certifying whether or not suitable employment can be offered to them. The CES is responsible for assisting all migrant workers sponsored by the Commonwealth Government to obtain suitable employment. This includes recommending the hostels to which migrants should be allocated on arrival and, where necessary, arranging their movement to initial employment. Assistance is also offered to other migrants. Since 1951 it has been responsible for recruiting Australian experts for overseas service under the United Nations Expanded Programme of Technical Assistance (now replaced by the U.N. Development Programme), the World Bank, the Asian Development Bank and the Commonwealth Fund for Technical Co-operation. The principal spheres in which experts have been supplied are agriculture, education, engineering, geology, health, and economic and scientific research and development.

In association with placement activities, regular surveys of the labour market are carried out and detailed information is supplied to interested Commonwealth and State Government departments and instrumentalities and to the public. Employers, employees and other interested persons are advised on labour availability and employment opportunities in various occupations and areas and on other matters concerning employment.

During 1977 there were 1,870,523 applicants who registered for employment, of whom 1,227,104 were referred to employers and 467,600 placed in employment. New vacancies notified numbered 666,306.

### **Persons registered for employment**

The following table shows the number of persons registered with the CES who claimed when registering that they were not employed, and who were seeking full-time employment, i.e. 35 hours or more per week. They include persons referred to employers but whose employment was still unconfirmed, and persons who had recently obtained employment without notifying the CES. All recipients of unemployment benefit are included. Before July 1973, school leavers comprised all persons under the age of 21 who, at the time of registering with the CES, (i) had ceased full-time primary or secondary education within the previous three months; or (ii) were still at school but notified the CES that they would leave school before the end of the school year if a full-time job was available. As from July 1973 (August for New South Wales), school leavers comprise all persons under the age of 21 who, at the time of registering with CES, had ceased full-time primary or secondary education within the previous six months.

**PERSONS REGISTERED FOR EMPLOYMENT WITH THE COMMONWEALTH EMPLOYMENT SERVICE**

(Source: Department of Employment and Youth Affairs)

<i>June(a)</i>	<i>N.S.W.(b)</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>Aust.</i>
1973 . . .	27,003	22,219	10,636	8,599	8,461	3,718	740	81,376
1974(c) . . .	28,957	21,258	9,537	7,128	7,782	3,310	855	78,827
1975 . . .	94,595	70,360	37,491	19,119	17,003	6,190	1,217	245,975
1976 . . .	111,127	66,118	38,586	17,593	21,103	8,986	1,738	265,251
1977 . . .	140,957	77,613	48,582	27,590	25,573	8,786	3,692	332,793
1978 . . .	144,101	95,172	63,181	40,491	34,443	11,944	4,510	393,842

(a) Generally at Friday nearest end of month. (b) Includes Australian Capital Territory. (c) The discontinuity between June 1973 and 1974 is caused by a change in definition of school leavers. This change in definition is explained on page 137.

**Job vacancies**

The following table shows the number of vacancies registered with the Commonwealth Employment Service. The figures refer to vacancies which employers claimed were available immediately or would be available by the end of the following calendar month. Vacancies for full-time, part-time, permanent, temporary and seasonal positions are included. The figures differ substantially from those obtained through sample surveys, as shown below.

**VACANCIES REGISTERED WITH THE COMMONWEALTH EMPLOYMENT SERVICE**

(Source: Department of Employment and Youth Affairs)

<i>June(a)</i>	<i>N.S.W.(b)</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.</i>	<i>Aust.</i>
1973 . . .	21,532	16,522	6,986	4,362	3,302	1,014	790	54,508
1974 . . .	23,160	23,561	6,180	4,231	3,302	1,078	668	62,180
1975 . . .	8,984	7,868	2,484	2,381	2,346	823	631	25,517
1976 . . .	5,950	7,187	1,605	1,749	1,626	654	423	19,194
1977 . . .	6,405	6,816	1,911	1,063	1,760	947	227	19,129
1978 . . .	6,383	5,291	2,208	1,234	1,296	613	178	17,203

(a) Generally at Friday nearest end of month. (b) Includes Australian Capital Territory.

Sample surveys of job vacancies were conducted by the Australian Bureau of Statistics in March each year from 1974 to 1978 and quarterly from May 1977 to May 1978. A summary of the results of some of these surveys is shown in the table below. More detailed information and explanatory notes are contained in *Job Vacancies, March 1978* (6218.0) and *Job Vacancies, May 1978* (6231.0). For a number of reasons the estimates obtained from these surveys differ substantially from the number of vacancies registered with CES at the same dates, the principal reason being that many vacancies are not registered by employers. For example, the survey estimate of total vacancies in May 1978 was 32,200 while the CES figure was 17,904. Reasons why the survey estimates differ from CES statistics were published in *Job Vacancies, May 1978* (6231.0). As part of the measures necessary to bring the activities of the ABS within the resources available to it, the surveys of job vacancies were terminated from May 1978.

**JOB VACANCIES**

	<i>Annual surveys</i>					<i>Quarterly surveys</i>		
	<i>March</i>					<i>May</i>	<i>February</i>	<i>May</i>
	<i>1974</i>	<i>1975</i>	<i>1976</i>	<i>1977</i>	<i>1978</i>	<i>1977</i>	<i>1978</i>	<i>1978</i>
<b>NUMBER OF VACANCIES ('000)</b>								
For males . . . . .	106.4	31.7	27.8	27.5	17.9	18.6	13.6	13.2
For females . . . . .	39.2	11.3	11.1	7.9	4.9	8.1	6.8	5.8
For males and females(a) . . . . .	19.7	12.2	11.8	14.2	13.5	12.6	15.6	13.2
<b>Total . . . . .</b>	<b>165.2</b>	<b>55.2</b>	<b>50.8</b>	<b>49.6</b>	<b>36.3</b>	<b>39.3</b>	<b>36.0</b>	<b>32.2</b>
<b>JOB VACANCY RATE (PERCENT)(b)</b>								
Persons . . . . .	3.6	1.3	1.2	1.2	0.8	0.9	0.8	0.8

(a) Vacancies for males and females are those jobs open to male or female applicants without preference. (b) The job vacancy rate is calculated by expressing the number of job vacancies as a percentage of the number of employees plus vacancies.

## Labour Turnover

Surveys of labour turnover were conducted annually in the period March 1949 to March 1976. Results of the 1976 survey were published in *Labour Turnover, March 1976* (6210.0).

## INCOME, EARNINGS AND HOURS

### Industrial Conciliation and Arbitration

#### General

Legal minimum rates of pay for most Australian wage and salary earners (90 percent in 1976) are prescribed in awards and determinations of Federal and State industrial arbitration tribunals or in collective agreements registered with them. (In 1976 less than one percent of employees were affected by unregistered collective agreements.)

The main tribunals operative at the end of 1977 were as follows:

*Federal Tribunals:* Australian Conciliation and Arbitration Commission, Public Service Arbitrator, Flight Crew Officers' Industrial Tribunal, Coal Industry Tribunal.

*New South Wales Tribunals:* Industrial Commission of New South Wales, Public Service Board of New South Wales.

*Victorian Tribunals:* Wages Boards, Industrial Appeals Court, Public Service Board, Teachers Tribunal, Police Service Board.

*Queensland Tribunals:* Industrial Conciliation and Arbitration Commission of Queensland.

*South Australian Tribunals:* Industrial Commission, Conciliation Committees, Public Service Arbitrator, Teachers Salaries Board.

*Western Australian Tribunals:* Western Australian Industrial Commission, Western Australian Coal Industry Tribunal, Public Service Arbitrator, Railway Classification Board, Government School Teachers Tribunal.

*Tasmanian Tribunals:* Industrial Boards, Public Service Board, Public Service Arbitrator.

#### Federal tribunals

The Australian Conciliation and Arbitration Commission has jurisdiction in respect of the prevention and settlement of industrial disputes extending beyond the limits of any one State. The Commission consists of a President, Deputy Presidents and Commissioners. The work of the Commission is normally done by individual members; however, certain matters such as standard hours, national wage cases, the minimum wage, equal pay principles, annual leave and long service leave must be determined by a Full Bench of the Commission consisting of a number of Presidential members and Commissioners. A Full Bench of the Commission also deals with appeals and references from single members of the Commission and from the Public Service Arbitrator. Where a State law or an award, etc. of a State Tribunal is inconsistent with a Federal award, etc., the latter prevails to the extent of the inconsistency.

Conditions of employment of Federal government employees are regulated by determinations of the Australian Public Service Arbitrator and the Deputy Arbitrators. Appeals and references may be made to the Australian Conciliation and Arbitration Commission.

The Flight Crew Officers' Industrial Tribunal is empowered to prevent and settle industrial disputes involving pilots, navigators and flight engineers of aircraft.

The Coal Industry Tribunal was established under the authority of Federal and New South Wales legislation, and is empowered to determine interstate and New South Wales disputes in the coal mining industry.

#### State tribunals

State tribunals have jurisdiction over industrial disputes confined within their own State boundaries. For details of the composition and operation of the State tribunals listed above, reference should be made to the various State Year Books.

#### Determination of rates of pay

The awards, etc. of the various Federal and State tribunals prescribe minimum rates of pay, standard hours of work and other conditions of employment for particular occupations. Most awards also prescribe a minimum wage for adult males and for adult females, i.e. the minimum amount which must be paid to an adult employee, regardless of occupation, for working the standard weekly hours

of work. In all awards, etc. except those of Western Australia tribunals, the minimum wage is the same amount for adult females and adult males. The concept of equal pay for the sexes is applicable in most Federal and State awards. In recent years the wage fixing principles of the Australian Conciliation and Arbitration Commission have generally been followed by State tribunals.

As mentioned in Year Book No. 61, page 298, the Australian Conciliation and Arbitration Commission in April 1975 decided to introduce wage indexation in the form of quarterly adjustments to award wages based on increases in the Consumer Price Index. Indexation increases in 1976, 1977 and 1978 were as follows: February 1976, 6.4 per cent increase; May 1976, 3 per cent up to a maximum of \$3.80 a week; August 1976, 1.5 per cent with a minimum of \$2.50 a week; November 1976, 2.2 per cent; March 1977, \$5.70 a week; May 1977, 1.9 per cent to a maximum of \$3.80 a week; August 1977, 2 per cent; December 1977, 1.5 per cent; February 1978, 1.5 per cent to a maximum of \$2.60 a week; and June 1978, 1.3 per cent. These increases were applied to all rates of pay prescribed in awards of the Commission, including rates of minimum wage for adult males and adult females. In addition, a further increase of \$5 a week was added to the minimum wage in April 1976. At the end of June 1978, the six capital cities' minimum wage in Commission awards was \$115.50 a week.

Following the completion of the Wage Fixation Principles Inquiry, a Full Bench of the Commission decided on 14 September 1978 to hold future wage indexation hearings six-monthly, each October and April, beginning in October 1978.

State tribunals generally granted similar wage increases to those of the Australian Commission, including wage indexation increases. For details of increases in Federal and State awards, etc., and for rates of minimum wage for adult males and adult females, see *Wage Rates* (6312.0).

For details of wage determination in earlier periods see previous issues of the Year Book, the *Labour Report* (last issue 1973) and the 1975, 1976 and 1977 issues of *Labour Statistics* (6101.0).

### Rates of wage

This section contains indexes (with base: year 1954 = 100) of minimum weekly and hourly rates of wage for adult males and adult females for Australia and each State.

In the indexes there are fifteen industry groups for adult males and eight industry groups for adult females. The 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: a Survey of Awards and a Survey of Award Occupations. Raised indexes based on a more up-to-date weighting pattern, with a more recent base period and a wider scope are currently being developed.

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 month or quarter, commencing with March 1939 for adult males and March 1951 for adult females. Particulars have been available as at the end of each month for adult males from January 1957 and for adult females from July 1967. The index for adult males includes rates and hours for 3,415 award designations. However, as some of these designations are operative within more than one industry or in more than one State, the total number of individual award occupations is 2,313. For adult females the corresponding numbers are 1,100 and 515. Using the industry and the occupation weights derived from the 1954 surveys mentioned above, these rates and hours were combined to give weighted averages for each industry group for each State and Australia.

Because the indexes are designed to measure movements in prescribed minimum rates of 'wages' as distinct from 'salaries', those awards, etc. which relate solely or mainly to salary earners are excluded.

Further particulars of wage rates and index numbers will be found in bulletins *Minimum Wage Rates*, March 1939 to June 1965 (6313.0), *Wage Rates Indexes*, June 1965 to June 1968 (6314.0) and *Wage Rates Indexes*, June 1968 to June 1972 (6314.0). Current figures are published in the monthly bulletins *Wage Rates* (6312.0) and *Wage Rates Indexes (Preliminary Statement)* (6311.0).

Weighted average minimum weekly wage rates for adult males and adult females covered by Federal awards, etc. and those covered by State awards, etc. (as defined below) are shown separately in the following table. For the purposes of the index, Federal awards, etc. include awards of or collective agreements registered with the Australian Conciliation and Arbitration Commission, and determinations of the Australian Public Service Arbitrator. State awards, etc. include awards or determinations of or collective agreements registered with State industrial tribunals, together with certain unregistered collective agreements when these are dominant in the particular industries to which they refer.

## WEEKLY WAGE RATES: ALL GROUPS(a)

WEIGHTED AVERAGE MINIMUM WEEKLY RATES(b) PAYABLE FOR A FULL WEEK'S WORK  
(EXCLUDING OVERTIME) AND INDEX NUMBERS OF WAGE RATES

End of December—	Rates of wage (\$)			Index Nos. (Base 1954 = 100)
	Federal awards, etc.	State awards, etc.	All awards, etc.	All awards, etc.
ADULT MALES				
1972 . . . . .	68.03	67.37	67.71	239.8
1973 . . . . .	77.28	78.13	77.69	275.1
1974 . . . . .	105.64	105.51	105.57	373.8
1975 . . . . .	119.24	116.39	117.95	417.6
1976 . . . . .	135.98	134.45	135.29	479.0
1977p . . . . .	149.41	148.55	149.02	527.7
ADULT FEMALES				
1972 . . . . .	50.30	53.52	52.04	261.4
1973 . . . . .	62.65	67.33	65.16	327.3
1974 . . . . .	87.62	95.09	91.62	460.2
1975 . . . . .	102.76	113.69	108.61	545.6
1976 . . . . .	119.14	131.49	125.75	631.7
1977p . . . . .	131.92	144.84	138.84	697.4

(a) Excludes rural industry.

(b) As prescribed in awards, determinations and collective agreements.

The following table shows for Australia the weighted average minimum weekly rates of wage and index numbers in each industry group and for all groups (excluding rural industry) at the dates specified.

## WEEKLY WAGE RATES: ADULT MALES, INDUSTRIES

WEIGHTED AVERAGE MINIMUM WEEKLY RATES(a) PAYABLE FOR A FULL WEEK'S WORK (EXCLUDING OVERTIME)  
AND INDEX NUMBERS OF WAGE RATES

Industry	End of December—					
	1972	1973	1974	1975	1976	1977p
RATES OF WAGE(b) (\$)						
Mining and quarrying(c) . . . . .	73.30	82.16	122.79	147.00	168.02	185.36
Manufacturing—						
Engineering, metals, vehicles, etc. . . . .	65.25	73.40	101.40	110.38	126.83	139.94
Textiles, clothing and footwear . . . . .	62.94	72.76	92.22	108.41	124.27	137.12
Food, drink and tobacco . . . . .	64.67	76.38	101.83	114.90	132.39	145.88
Sawmilling, furniture, etc. . . . .	62.52	72.60	101.51	111.77	128.15	141.49
Paper, printing, etc. . . . .	71.93	82.55	107.02	119.16	136.74	150.12
Other manufacturing . . . . .	65.81	76.25	101.77	112.99	129.92	143.25
All manufacturing . . . . .	65.27	74.76	101.17	111.96	128.64	141.88
Building and construction . . . . .	70.03	79.32	110.92	127.14	146.11	160.37
Railway services . . . . .	64.03	71.77	101.94	108.96	124.40	137.82
Road and air transport . . . . .	67.97	77.25	107.48	116.52	133.29	146.68
Shipping and stevedoring(d) . . . . .	84.41	93.89	118.19	144.80	164.17	179.56
Communication . . . . .	86.72	102.57	130.75	141.67	160.85	175.98
Wholesale and retail trade . . . . .	67.52	78.76	105.75	117.58	134.99	148.84
Public authority (n.e.i.) and community and business services . . . . .	67.87	81.98	104.19	120.15	138.34	151.95
Amusement, hotels personal service, etc. . . . .	60.62	72.38	97.66	108.96	124.98	137.86
All industries(e) . . . . .	67.71	77.69	105.57	117.95	135.29	149.02

## INDEX NUMBERS

(Base: Weighted Average Minimum Weekly Wage Rate for Australia, Year 1954 = 100)

Minining and quarrying(c)	259.5	290.9	434.8	520.5	594.9	656.3
Manufacturing—						
Engineering, metals, vehicles, etc.	231.0	259.9	359.0	390.8	449.1	495.5
Textiles, clothing and footwear	222.8	257.6	326.5	383.9	440.0	485.5
Food, drink and tobacco	229.0	270.5	360.6	406.9	468.4	516.5
Sawmilling, furniture, etc.	221.4	257.1	359.4	395.8	453.8	501.0
Paper, printing, etc.	254.7	292.3	378.9	421.9	484.2	531.6
Other manufacturing	233.0	270.0	360.4	400.1	460.0	507.2
All manufacturing	231.1	264.7	358.2	396.4	455.5	502.4
Building and construction	248.0	280.9	392.7	450.2	517.4	567.8
Railway services	226.7	254.1	360.9	385.8	440.5	488.0
Road and air transport	240.7	273.5	380.6	412.6	471.9	519.4
Shipping and stevedoring(d)	298.9	332.5	418.5	512.7	581.3	635.8
Communication	307.1	363.2	463.0	501.6	569.6	623.1
Wholesale and retail trade	239.1	278.9	374.5	416.3	478.0	527.0
Public authority (n.e.i.) and community and business services	240.3	290.3	368.9	425.4	489.8	538.0
Amusement, hotels, personal service, etc.	214.6	256.3	345.8	385.8	442.5	488.1
All industries(e)	239.8	275.1	373.8	417.6	479.0	527.7

(a) As prescribed in awards, determinations and collective agreements. (b) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends. (c) For mining, rates of wage used are those prescribed for the principal mining centres and include lead bonuses, etc. (d) Includes rates of wage (and value of keep) for occupations in the coastal shipping service, other than masters, officers and engineers. (e) Excludes rural industry.

The following table shows for Australia weighted average minimum weekly rates of wage and index numbers in each of the industry groups in which the number of females employed is important, and the weighted average for all groups combined, at the dates specified.

## WEEKLY WAGE RATES: ADULT FEMALES, INDUSTRIES

WEIGHTED AVERAGE MINIMUM WEEKLY RATES(a) PAYABLE FOR A FULL WEEK'S WORK (EXCLUDING OVERTIME) AND INDEX NUMBERS OF WAGE RATES

Industry	End of December—					
	1972	1973	1974	1975	1976	1977p
RATES OF WAGE(b) (\$)						
Manufacturing—						
Engineering, metals, vehicles, etc.	55.66	65.65	93.31	106.85	123.32	136.15
Textiles, clothing and footwear	46.66	58.97	81.09	101.11	118.55	131.07
Food, drink and tobacco	48.45	62.06	91.36	107.29	124.30	137.30
Other manufacturing	50.65	62.06	90.60	107.04	123.32	136.20
All manufacturing	49.36	61.24	86.67	104.22	121.19	133.91
Transport and communication	58.35	74.17	100.55	112.49	129.26	142.31
Wholesale and retail trade	54.66	68.31	98.07	115.21	133.28	147.17
Public authority (n.e.i.) and community and business services	56.41	71.81	94.69	113.77	131.49	144.66
Amusement, hotels, personal service, etc.	50.10	63.85	90.28	105.06	120.36	133.09
All industries(c)	52.04	65.16	91.62	108.61	125.75	138.84

## INDEX NUMBERS

(Base: Weighted Average Minimum Weekly Wage Rate for Australia, Year 1954 = 100)

Manufacturing—						
Engineering, metals, vehicles, etc.	279.6	329.8	468.7	536.7	619.5	683.9
Textiles, clothing and footwear	234.4	296.2	407.3	507.9	595.5	658.4
Food, drink and tobacco	243.4	311.7	458.9	538.9	624.4	689.7
Other manufacturing	237.0	311.7	455.1	537.7	619.4	684.2
All manufacturing	247.9	307.6	435.4	523.5	608.7	672.6
Transport and communication	293.1	372.5	505.1	565.1	649.3	714.9
Wholesale and retail trade	274.6	343.1	492.6	578.7	669.5	739.2
Public authority (n.e.i.) and community and business services	283.4	360.7	475.6	571.5	660.5	726.7
Amusement, hotels, personal service, etc.	251.7	320.7	453.5	527.7	604.6	668.5
All industries(c)	261.4	327.3	460.2	545.6	631.7	697.4

(a) As prescribed in awards, determinations and collective agreements. (b) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends. (c) Excludes rural industry; mining and quarrying; and building and construction.

The average rates of wage in the preceding tables are based on the minimum rates prescribed for selected occupations in awards, etc. for a full week's work, excluding overtime. However, the number of hours constituting a full week's work differs in some instances between the various occupations in each State, and between the same occupations in the several States. For some purposes a better comparison may be obtained by reducing the results in the preceding paragraphs to a common basis, namely the rate of wage per hour. The particulars of weighted average minimum hourly rates of wage for adult males given in the following tables relate to all industries except the rural industry and shipping and stevedoring; for adult females the rates exclude rural industry, mining and quarrying, and building and construction.

**HOURLY WAGE RATES: ALL GROUPS(a)**  
WEIGHTED AVERAGE MINIMUM HOURLY RATES PAYABLE AND INDEX NUMBERS OF HOURLY RATES

<i>End of December—</i>	<i>Adult males</i>		<i>Adult females</i>	
	<i>Rates of wage (cents)(b)</i>	<i>Index numbers(c)</i>	<i>Rates of wage (cents)(b)</i>	<i>Index numbers(c)</i>
1972 . . . . .	168.67	238.4	131.18	261.5
1973 . . . . .	193.78	273.9	164.25	327.4
1974 . . . . .	263.97	373.1	230.95	460.3
1975 . . . . .	294.06	415.6	273.78	545.7
1976 . . . . .	337.70	477.3	316.99	631.8
1977p . . . . .	372.29	526.2	349.98	697.6

(a) See text above. (b) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends. (c) Base: weighted average minimum hourly wage rate, Australia, 1954 = 100.

### 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 (excluding overtime) for the wage rates specified. The hours of work so prescribed form the basis of the compilation of the weighted averages shown below. The main features of the reduction of hours to forty-four, and later to forty, per week were summarised in previous issues of the Year Book. Since January 1948, practically all employees in Australia have had a standard working week of forty hours or less. However the number of hours constituting a full week's work (excluding overtime) differs between occupations and/or States. The weighted average standard hours of work (excluding overtime) prescribed in awards, determinations and collective agreements for a full working week in respect of adult male workers in all industry groups except rural industry and shipping and stevedoring, at 31 December 1978, were: New South Wales, 39.71; Victoria, 39.90; Queensland, 39.82; South Australia, 39.90; Western Australia, 39.78; Tasmania, 39.87; Australia, 39.80. Corresponding figures for adult female workers at 31 December 1978, were: New South Wales, 39.53; Victoria, 39.81; Queensland, 39.70; South Australia, 39.77; Western Australia, 39.78; Tasmania, 39.63; Australia, 39.67.

### Evening and Night Work

In November 1976, a survey based on the quarterly population survey (see the section *The Population Survey* earlier in this chapter) was conducted throughout Australia in order to obtain information about type of work being done in the evening and at night. Results of this survey are published in *Evening and Night Work*, November 1976 (6329.0).

### Male Average Weekly Earnings

The figures in this section are derived from particulars of employment and wages and salaries recorded on payroll tax returns, from other direct collections and from estimates of the unrecorded balance. The figures relate to civilian male wage and salary earners. In addition to salary and wage payments at award rates, the total earnings figures used in the calculation of average weekly earnings include the earnings of employees not covered by awards, overtime earnings, over-award and bonus payments, payments made in advance or retrospectively during the period, etc.

Particulars of wages and salaries paid are not available for males and females separately from the sources used for this series; average weekly earnings have therefore been calculated in terms of *male units*, i.e. total male employees plus a proportion of female employees, the proportion being derived from the estimated ratios of female to male average earnings. Different ratios of female to male average earnings, based on information from surveys of earnings and hours and from other sources, are used for individual States and Territories. Ratios used for the June 1978 quarter are as follows: New South Wales 68 per cent, Victoria 68, Queensland 67, South Australia 67, Western Australia 62, Tasmania 65, Northern Territory 64 and the Australian Capital Territory 64. As the number of male units used in calculating Australian average weekly earnings is the sum of the estimates for the States and Territories, a separate ratio for Australia is not used, but the weighted average of the State ratios is approximately 67 per cent. Changes in these ratios may be necessary from one quarter to the next to reflect, for example, the extension of equal pay provisions, or appreciable and sustained changes in the levels of male overtime earnings. However, small differences in these ratios have relatively little effect on the earnings figures: if the ratio is understated by one per cent, then the average weekly earnings of \$200 would be overstated by about 70 cents.

Annual averages for each State, Territory and Australia are shown in the table below.

#### AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT(a)

(\$)

Period	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.(b)	A.C.T.(b)	Aust.
1966-67	63.30	64.10	57.30	57.30	59.40	58.50	n.a.	n.a.	61.90
1967-68	66.70	67.80	60.30	60.60	64.10	62.00	n.a.	n.a.	65.50
1968-69	72.30	72.40	64.50	64.80	69.00	65.70	n.a.	n.a.	70.40
1969-70	78.50	78.40	69.40	70.30	75.70	70.90	n.a.	n.a.	76.30
1970-71	87.30	86.40	78.00	77.20	84.90	78.50	n.a.	n.a.	84.80
1971-72	96.30	93.90	87.40	86.00	93.60	87.50	n.a.	n.a.	93.40
1972-73	104.60	102.80	97.10	93.40	98.80	95.20	n.a.	n.a.	101.80
1973-74	121.20	118.80	113.50	110.40	115.00	110.50	n.a.	n.a.	118.30
1974-75	152.10	147.80	142.50	138.60	145.60	140.20	168.50	184.30	148.30
1975-76	172.70	170.50	163.50	158.50	169.10	157.80	190.00	209.00	169.60
1976-77	193.60	191.10	184.50	179.50	190.80	181.20	216.80	237.70	190.70
1977-78	213.40	209.30	202.20	197.40	209.20	199.00	240.70	259.10	209.50

(a) See explanation on page 143. (b) Estimates for the Northern Territory and the Australian Capital Territory have been calculated on a basis which excludes the effect of varying numbers of Australian Government pay-days in each quarter. Estimates prior to 1974-75 are not available.

Because of the adoption of a new definition of the labour force at June 1966 population census, there is a break in comparability between June and September quarters of 1966 in the employment series used in the calculation of average weekly earnings. For this and other reasons (in particular, the lack of precise information about the ratios of female to male earnings for the States for 1965-66 and earlier years), it is not possible to make a comparable series of State estimates for periods prior to September quarter 1966. However, in order to provide a broad indication of trends over a longer period, estimates for Australia as a whole have been calculated for the period back to September quarter 1961 by methods and on a basis that are as nearly as possible comparable with those used for the current series. Annual averages for this period are: 1961-62, \$47.70; 1962-63, \$49.00; 1963-64, \$51.60; 1964-65, \$55.50; 1965-66, \$58.00.

For current statistics in this series, reference should be made to the quarterly publication *Average Weekly Earnings* (6302.0).

#### SURVEYS OF INCOME, EARNINGS AND HOURS

Since 1960 a number of statistical surveys have been undertaken by the ABS in order to obtain information on income, earnings and hours of work in Australia. Particulars of most of the surveys from 1960 to 1976 were shown in earlier issues of the Year Book. Information on the most recent surveys is given below.

#### Earnings and hours of employees (distribution and composition), May 1978

Preliminary results of the May 1978 survey contained in the tables below relate to the pay-period which included 22 May 1978. Similar surveys were conducted in May each year from 1974, the results of which were published in *Earnings and Hours of Employees, Distribution and Composition* (6305.0).

### Scope of survey

All wage and salary earners were represented in the survey except (i) members of the defence forces, (ii) employees in agriculture, (iii) employees in private households employing staff, (iv) waterside workers employed on a casual basis, (v) employees on worker's compensation and (vi) persons employed by private employers (other than hospitals) not subject to payroll tax. At the time of sample selection, payroll tax was payable by employers in the States and Territories paying \$48,000 (Queensland \$83,200) or more a year in wages and salaries. In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations were specifically exempted under the Australian and State Payroll Tax Acts.

### Coverage

The survey covered all Australian and State Government departments and authorities, and stratified random samples of local government authorities, hospitals and private employers subject to payroll tax.

### Survey Design

The majority of employers selected were requested to supply relevant details, on separate questionnaires, for only a sample of their employees. Individual employees were randomly selected by the employers in accordance with instructions supplied by the ABS. Employers with fewer than 10 employees were required to complete a questionnaire for every employee.

### Definitions

*Employees* comprise male and female wage and salary earners within the survey scope who received pay for the specified pay-period.

*Full-time employees* are employees who received pay for the specified pay-period and whose standard (or rostered) weekly hours of work for that pay-period were at least 30 hours. Included are full-time employees on short time, full-time employees who began or ceased work during the pay-period and full-time employees on paid annual leave, paid sick leave and paid holidays. Some employees (e.g. aircrews, teachers, university lecturers), although paid for a weekly attendance of less than 30 hours, were classified as full-time.

For employees in the private sector, *non-managerial employees* were defined to include minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. They exclude *managerial, executive, professional and higher supervisory staff* who for private employees were not further defined. For employees in the government sector, *managerial, executive, professional and higher supervisory staff* were generally defined as those employees who (i) were ineligible to receive payment for overtime, or (ii) although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment (or establishments). The basis of allocation of employees to these two categories may have varied between individual private employers and between employers in the private and government sectors, with consequent effects on survey results. For some occupations in government employment, such as school teachers and doctors, there is no general payment for overtime. In these cases, managerial, etc. staff were determined according to the degree of supervision exercised or in relation to the pay structure of associated administrative employees.

*Weekly hours paid for* refers to the hours for which payment was made. It comprises *ordinary time hours* (see below) and *overtime hours*, which are those in excess of ordinary time hours. Weekly hours paid for were not reported for managerial, executive, professional and higher supervisory staff.

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

*Weekly earnings* refers to gross earnings before taxation and other deductions have been made. It includes *overtime earnings*, which refers to payment for overtime hours as defined above, and *ordinary time earnings*, as defined below. It includes one week's proportion of payments made other than on a weekly basis, e.g. salary paid fortnightly or monthly and paid annual or other leave taken during the specified pay-period. Pay in advance, retrospective pay and annual or periodical bonuses, etc. are excluded.

*Ordinary time earnings* refers to that part of weekly earnings which is attributable to ordinary time hours, as defined above. It comprises award or agreed base rates of pay for ordinary time hours paid for, including all allowances (other than overtime) specified in the award, etc.; payment by measured result, i.e. payment by piecework, task bonus, commission, etc.; and other earnings, i.e. attendance and good timekeeping bonuses, profit-sharing and any other forms of over-award, etc. pay.

*Median earnings* is the amount which divides the distribution into two equal groups, one having earnings above the median and the other having earnings below it. Medians were calculated from grouped data, linear interpolation being used within the class interval in which the median fell.

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

### Reliability of the estimates

Since the estimates from this survey are based on a sample they may differ from the figures that would have been obtained from a complete census using the same questionnaire and procedures. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample was included in the survey. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would be obtained if all employers had been included and about nineteen chances in twenty that the difference will be less than two standard errors.

The figures in Table A below provide an indication of the magnitude of the standard error of estimates of numbers of persons (distribution of weekly earnings) shown in the table on page 147. An example of the use of Table A is as follows: if the estimate for Australia obtained from the sample is 30,000, the standard error is 2,100 (7 per cent), i.e. there are about two chances in three that the true figure is within the range 27,900 to 32,100 and about nineteen chances in twenty that this figure is between 25,800 and 34,200.

Table B indicates the relative standard error of estimates of averages (composition of average weekly earnings and hours). An example of the use of this table is as follows: the tables on the composition of average weekly earnings indicates that average overtime earnings of full-time male non-manual employees aged 21 years and over (Australia) were \$17.70. Table B below shows the approximate standard error for this estimate to be 2.6 per cent (i.e. about 50 cents). There are about two chances in three that the true figure is within the range \$17.20 to \$18.20, and about nineteen chances in twenty that the true figure is between \$16.70 and \$18.70.

The percentage standard errors in Table B relate only to estimates for Australia. Estimates for the States and Territories have higher standard errors, those for New South Wales and Victoria being about 1.5 times and those for the small States about 3 to 5 times as great as those for Australia.

The smaller the estimate the higher is the relative standard error. Estimates with a standard error greater than 15 per cent have not been published, except those relating to overtime earnings and hours; for these categories all estimates with a standard error less than 20 per cent have been published. Estimates with standard errors 20 per cent but not greater than 30 per cent have also been published if the standard errors are not greater than \$1.00 or 0.5 hours respectively.

The standard errors for average weekly hours paid for are generally much lower than the corresponding figures shown in Table B for average weekly earnings.

*Note.* Estimates of average weekly earnings shown in the tables are rounded to the nearest 10 cents, and those of average weekly hours paid for are rounded to the first decimal place. Any discrepancies between sums of components and totals in tables are due to rounding.

TABLE A. APPROXIMATE STANDARD ERRORS OF ESTIMATES OF NUMBERS OF PERSONS

Standard error	Size of estimate (persons)						
	7,000	10,000	20,000	30,000	40,000	60,000	100,000
Number . . . . .	1,050	1,200	1,800	2,100	2,400	3,000	4,000
Per cent . . . . .	15	12	9	7	6	5	4

**TABLE B. APPROXIMATE STANDARD ERRORS OF AVERAGE WEEKLY EARNINGS, FULL-TIME  
NON-MANAGERIAL EMPLOYEES, AUSTRALIA  
(Per cent)**

	Aged 21 years and over			Aged under 21 years		
	Manu- facturing	Non- manu- facturing	Total all industries	Manu- facturing	Non- manu- facturing	Total all industries
<b>Males—</b>						
Overtime . . . . .	2.7	3.9	2.6	7.2	7.2	5.2
Ordinary time . . . . .	0.5	0.7	0.5	1.0	1.1	0.8
Total . . . . .	0.5	0.7	0.5	1.1	1.1	0.8
<b>Females—</b>						
Overtime . . . . .	5.9	7.3	5.5	23.3	13.4	11.8
Ordinary time . . . . .	0.6	1.3	1.2	1.4	0.7	0.7
Total . . . . .	0.6	1.2	1.1	1.5	0.8	0.7

**ALL EMPLOYEES(a): WEEKLY EARNINGS, MAY 1978**

	Males			Females			Persons		
	Number ( <sup>'000</sup> )	Per cent of total	Cumulative per cent of total	Number ( <sup>'000</sup> )	Per cent of total	Cumulative per cent of total	Number ( <sup>'000</sup> )	Per cent of total	Cumulative per cent of total
<b>Weekly earnings (\$)—</b>									
Under 10				8.9	0.6	0.6	11.8	0.3	0.3
10 and under 20	(b) 15.3	0.6	0.6	22.4	1.5	2.1	34.8	0.8	1.1
20 " " 30	16.9	0.6	1.2	23.7	1.6	3.7	40.6	1.0	2.1
30 " " 40	15.6	0.6	1.8	23.5	1.6	5.3	39.1	0.9	3.0
40 " " 50	12.6	0.5	2.3	21.1	1.4	6.7	33.7	0.8	3.9
50 " " 60	12.7	0.5	2.7	25.8	1.7	8.5	38.6	0.9	4.8
60 " " 70	22.6	0.8	3.6	32.1	2.2	10.6	54.7	1.3	6.1
70 " " 80	28.2	1.1	4.6	51.8	3.5	14.1	80.0	1.9	8.0
80 " " 90	27.5	1.0	5.6	47.0	3.2	17.3	74.5	1.8	9.8
90 " " 100	25.7	1.0	6.6	51.8	3.5	20.8	77.5	1.9	11.7
100 " " 110	27.5	1.0	7.6	56.6	3.8	24.7	84.1	2.0	13.7
110 " " 120	30.7	1.1	8.8	56.9	3.9	28.5	87.6	2.1	15.8
120 " " 130	39.5	1.5	10.2	67.8	4.6	33.1	107.3	2.6	18.4
130 " " 140	54.3	2.0	12.2	96.4	6.5	39.6	150.7	3.6	22.0
140 " " 150	99.9	3.7	16.0	112.6	7.6	47.2	212.5	5.1	27.1
150 " " 160	140.2	5.2	21.2	143.1	9.7	56.9	283.2	6.8	33.9
160 " " 170	169.3	6.3	27.5	136.8	9.3	66.1	306.1	7.4	41.2
170 " " 180	173.1	6.4	33.9	102.4	6.9	73.1	275.5	6.6	47.8
180 " " 190	186.5	6.9	40.9	78.6	5.3	78.4	265.1	6.4	54.2
190 " " 200	163.2	6.1	46.9	58.1	3.9	82.3	221.3	5.3	59.5
200 " " 210	160.8	6.0	52.9	47.8	3.2	85.5	208.6	5.0	64.5
210 " " 220	153.5	5.7	58.7	44.7	3.0	88.6	198.2	4.8	69.3
220 " " 230	134.6	5.0	63.7	34.3	2.3	90.9	168.8	4.1	73.3
230 " " 240	115.4	4.3	68.0	28.4	1.9	92.8	143.8	3.5	76.8
240 " " 250	97.0	3.6	71.6	20.8	1.4	94.2	117.9	2.8	79.6
250 " " 260	99.5	3.7	75.3	24.5	1.7	95.9	123.9	3.0	82.6
260 " " 270	87.1	3.2	78.5	13.4	0.9	96.8	100.4	2.4	85.0
270 " " 280	69.0	2.6	81.1	8.1	0.6	97.3	77.1	1.9	86.9
280 " " 290	68.8	2.6	83.6	8.3	0.6	97.9	77.1	1.9	88.7
290 " " 300	50.6	1.9	85.5	7.8	0.5	98.4	58.4	1.4	90.1
300 " " 320	90.9	3.4	88.9	8.4	0.6	99.0	99.3	2.4	92.5
320 " " 340	75.6	2.8	91.7	(b) 15.0	1.0	100.0	82.7	2.0	94.5
340 " " 360	47.0	1.8	93.5				49.7	1.2	95.7
360 " " 380	45.4	1.7	95.2				46.9	1.1	96.8
380 " " 400	27.9	1.0	96.2				29.0	0.7	97.5
400 " " 450	48.3	1.8	98.0				49.8	1.2	98.7
450 " " 500	22.7	0.8	98.8				23.2	0.6	99.3
500 " " 550	11.3	0.4	99.3				11.6	0.3	99.5
550 and over	19.2	0.7	100.0				19.7	0.5	100.0
<b>Total</b>	<b>2,685.9</b>	<b>100.0</b>	<b>..</b>	<b>1,479.0</b>	<b>100.0</b>	<b>..</b>	<b>4,164.9</b>	<b>100.0</b>	<b>..</b>
—dollars—									
Median earnings	205.20	..	..	152.90	..	..	183.40	..	..
Mean earnings	218.00	..	..	149.80	..	..	193.80	..	..

(a) Full-time and part-time employees, including managerial, etc. staff. See definitions on page 145 for particulars of employees excluded from the survey. (b) Although individual figures can be derived by deduction, they have not been shown separately as they are subject to sampling variability too high for most practical uses. See *Reliability of the estimates* on page 146.

**COMPOSITION OF AVERAGE WEEKLY EARNINGS AND HOURS FULL-TIME NON-MANAGERIAL  
EMPLOYEES: INDUSTRIES, MAY 1978**

Industry	Aged 21 years and over						Aged under 21 years	
	Males			Females			Males	Females
	Overtime	Ordinary time(a)	Total	Overtime	Ordinary time(a)	Total	Total	Total
<b>AVERAGE WEEKLY EARNINGS (\$)</b>								
<b>Manufacturing—</b>								
Food, beverages and tobacco . . . . .	21.00	182.20	203.20	5.50	150.70	156.20	134.90	114.90
Textiles; clothing and footwear . . . . .	20.30	175.50	195.80	4.00	146.70	150.60	115.00	100.50
Paper, printing, etc. . . . .	22.90	203.40	226.30	5.60	156.30	161.80	127.10	107.70
Chemical, petroleum and coal products . . . . .	24.50	203.90	228.40	*	163.80	168.10	136.40	115.40
Metal products, machinery and equipment—								
Basic metal products . . . . .	26.10	200.90	227.00	*	172.40	177.80	136.50	134.70
Fabricated metal products; other machinery, etc. (b) . . . . .	23.00	177.40	200.40	6.00	150.50	156.60	115.10	111.00
Transport equipment . . . . .	17.50	183.40	200.90	4.30	155.90	160.20	119.30	119.30
<b>Total metal products, etc. . . . .</b>	<b>22.00</b>	<b>184.40</b>	<b>206.40</b>	<b>5.60</b>	<b>153.60</b>	<b>159.20</b>	<b>120.80</b>	<b>115.40</b>
Other(c) . . . . .	26.10	179.20	205.30	4.20	150.30	154.50	122.00	110.30
<b>Total manufacturing . . . . .</b>	<b>22.70</b>	<b>185.40</b>	<b>208.00</b>	<b>4.90</b>	<b>151.80</b>	<b>156.70</b>	<b>124.20</b>	<b>108.90</b>
<b>Non-manufacturing—</b>								
Mining . . . . .	45.30	248.70	294.00	*	186.20	192.40	182.70	153.90
Electricity, gas and water . . . . .	16.70	210.80	227.40	*	179.30	184.50	134.70	126.60
Construction . . . . .	21.70	197.30	219.00	*	169.50	172.60	144.90	117.00
Wholesale trade . . . . .	12.60	187.20	199.70	2.20	161.90	164.10	116.70	110.60
Retail trade . . . . .	9.30	181.10	190.40	3.30	153.80	157.10	108.80	100.80
Transport and storage; communication . . . . .	21.30	206.50	227.80	5.30	179.80	185.10	143.00	135.00
Finance, business services . . . . .	6.70	203.80	210.50	2.20	174.20	176.30	122.20	117.70
Public administration and defence; community services (d) . . . . .	7.40	225.40	232.70	1.90	198.70	200.70	142.20	137.00
Other(e) . . . . .	15.70	187.00	202.70	4.40	158.00	162.40	126.50	121.50
<b>Total non-manufacturing . . . . .</b>	<b>15.40</b>	<b>207.00</b>	<b>222.40</b>	<b>2.60</b>	<b>182.50</b>	<b>185.10</b>	<b>128.80</b>	<b>119.90</b>
<b>Total all industries . . . . .</b>	<b>17.70</b>	<b>200.10</b>	<b>217.80</b>	<b>3.20</b>	<b>175.10</b>	<b>178.30</b>	<b>127.30</b>	<b>118.20</b>
<b>AVERAGE WEEKLY HOURS PAID FOR</b>								
<b>Manufacturing—</b>								
Food, beverages and tobacco . . . . .	2.9	39.0	41.9	0.9	38.1	39.0	40.1	38.9
Textiles; clothing and footwear . . . . .	3.3	39.4	42.7	0.7	38.5	39.2	40.2	39.3
Paper, printing, etc. . . . .	2.8	39.3	42.1	0.9	38.6	39.6	40.6	39.2
Chemical, petroleum and coal products . . . . .	3.0	38.3	41.3	*	38.2	38.9	39.9	37.4
Metal products, machinery and equipment—								
Basic metal products . . . . .	3.5	39.0	42.5	*	38.2	39.0	40.1	39.7
Fabricated metal products; other machinery, etc. (b) . . . . .	3.3	38.8	42.1	1.0	38.5	39.5	40.3	38.8
Transport equipment . . . . .	2.3	39.0	41.3	0.7	38.8	39.6	39.9	39.3
<b>Total metal products, etc. . . . .</b>	<b>3.0</b>	<b>38.9</b>	<b>41.9</b>	<b>0.9</b>	<b>38.5</b>	<b>39.5</b>	<b>40.2</b>	<b>39.0</b>
Other(c) . . . . .	3.7	39.0	42.7	0.7	38.3	39.1	40.2	39.3
<b>Total manufacturing . . . . .</b>	<b>3.1</b>	<b>39.0</b>	<b>42.1</b>	<b>0.8</b>	<b>38.4</b>	<b>39.2</b>	<b>40.2</b>	<b>39.1</b>
<b>Non-manufacturing—</b>								
Mining . . . . .	5.1	37.0	42.2	*	38.0	38.9	42.1	39.4
Electricity, gas and water . . . . .	2.0	39.0	41.0	*	36.7	37.4	39.2	37.4
Construction . . . . .	2.8	39.1	41.9	*	37.3	37.7	40.6	38.1
Wholesale trade . . . . .	1.6	38.9	40.6	0.3	37.9	38.2	40.1	38.7
Retail trade . . . . .	1.5	39.7	41.1	0.5	38.8	39.3	40.8	39.9
Transport and storage; communication . . . . .	2.6	37.7	40.3	0.7	36.8	37.5	38.5	37.8
Finance, business services . . . . .	0.9	38.2	39.0	0.3	37.4	37.7	38.5	38.0
Public administration and defence; community services (d) . . . . .	0.9	37.7	38.5	0.3	37.0	37.2	38.8	38.4
Other(e) . . . . .	2.2	39.5	41.7	0.7	37.0	37.7	40.4	40.1
<b>Total non-manufacturing . . . . .</b>	<b>1.9</b>	<b>38.3</b>	<b>40.3</b>	<b>0.4</b>	<b>37.3</b>	<b>37.7</b>	<b>39.8</b>	<b>38.7</b>
<b>Total all industries . . . . .</b>	<b>2.3</b>	<b>38.5</b>	<b>40.8</b>	<b>0.5</b>	<b>37.6</b>	<b>38.1</b>	<b>39.9</b>	<b>38.8</b>

(a) See definitions on page 145. (b) ASIC sub-divisions 31 and 33. (c) ASIC sub-divisions 25, 28 and 34 (wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing). (d) Excludes defence forces. (e) ASIC sub-divisions 03 and 04 (forestry and logging; fishing and hunting) and part of division L (entertainment, recreation, restaurants, hotels and personal services, excluding private households employing staff). \* Although individual figures can be derived by deduction, they have not been shown separately as they are subject to sampling variability too high for most practical uses.

**AVERAGE WEEKLY EARNINGS, FULL-TIME NON-MANAGERIAL EMPLOYEES, MAY 1978**  
(**\$**)

<i>State or Territory</i>	<i>Males</i>			<i>Females</i>		
	<i>Overtime</i>	<i>Ordinary time</i>	<i>Total</i>	<i>Overtime</i>	<i>Ordinary time</i>	<i>Total</i>
<b>AGED 21 YEARS AND OVER</b>						
New South Wales . . . . .	18.40	202.00	220.50	3.80	174.20	177.90
Victoria . . . . .	17.70	200.50	218.30	3.00	174.40	177.40
Queensland . . . . .	16.70	196.10	212.80	2.70	174.30	177.00
South Australia . . . . .	12.50	191.70	204.20	2.40	175.70	178.10
Western Australia . . . . .	22.40	198.60	221.00	3.20	175.30	178.50
Tasmania . . . . .	13.30	201.40	214.70	2.30	180.00	182.30
Northern Territory . . . . .	23.80	223.30	247.10	4.20	195.30	199.50
Australian Capital Territory . . . . .	21.60	231.80	253.40	2.20	190.00	192.10
<b>Australia . . . . .</b>	<b>17.70</b>	<b>200.10</b>	<b>217.80</b>	<b>3.20</b>	<b>175.10</b>	<b>178.30</b>
<b>AGED UNDER 21 YEARS</b>						
New South Wales . . . . .	6.70	125.20	132.00	2.20	117.80	120.00
Victoria . . . . .	5.70	118.70	124.40	1.00	118.50	119.50
Queensland . . . . .	6.30	120.10	126.40	1.60	111.90	113.50
South Australia . . . . .	4.60	116.40	121.00	1.90	115.80	117.70
Western Australia . . . . .	5.90	118.00	123.90	1.40	113.30	114.70
Tasmania . . . . .	6.60	121.10	127.70	*	108.10	111.10
Northern Territory . . . . .	*	136.60	148.00	*	146.10	155.80
Australian Capital Territory . . . . .	*	126.30	130.10	*	135.30	136.70
<b>Australia . . . . .</b>	<b>6.10</b>	<b>121.20</b>	<b>127.30</b>	<b>1.70</b>	<b>116.50</b>	<b>118.20</b>

(\*) See below.

**AVERAGE WEEKLY HOURS PAID FOR, FULL-TIME NON-MANAGERIAL EMPLOYEES, MAY 1978**

<i>State or Territory</i>	<i>Males</i>			<i>Females</i>		
	<i>Overtime hours</i>	<i>Ordinary time hours</i>	<i>Total hours</i>	<i>Overtime hours</i>	<i>Ordinary time hours</i>	<i>Total hours</i>
<b>AGED 21 YEARS AND OVER</b>						
New South Wales . . . . .	2.4	38.2	40.5	0.6	37.1	37.7
Victoria . . . . .	2.4	38.7	41.1	0.5	38.1	38.5
Queensland . . . . .	2.1	38.6	40.8	0.4	37.8	38.2
South Australia . . . . .	1.7	38.9	40.6	0.4	37.6	38.0
Western Australia . . . . .	2.9	38.7	41.6	0.5	38.1	38.6
Tasmania . . . . .	1.7	38.5	40.2	0.3	36.8	37.1
Northern Territory . . . . .	3.0	38.3	41.3	0.6	37.6	38.1
Australian Capital Territory . . . . .	2.6	37.9	40.4	0.3	36.9	36.6
<b>Australia . . . . .</b>	<b>2.3</b>	<b>38.5</b>	<b>40.8</b>	<b>0.5</b>	<b>37.6</b>	<b>38.1</b>
<b>AGED UNDER 21 YEARS</b>						
New South Wales . . . . .	1.3	38.5	39.7	0.4	38.3	38.7
Victoria . . . . .	1.1	38.9	40.0	0.2	38.4	38.6
Queensland . . . . .	1.2	39.1	40.4	0.4	38.5	38.8
South Australia . . . . .	1.0	39.2	40.3	0.4	38.8	39.2
Western Australia . . . . .	1.1	38.4	39.5	0.3	38.5	38.8
Tasmania . . . . .	1.2	38.7	39.9	*	38.8	39.5
Northern Territory . . . . .	*	38.0	40.0	*	37.9	39.6
Australian Capital Territory . . . . .	*	38.5	39.3	*	37.3	37.5
<b>Australia . . . . .</b>	<b>1.2</b>	<b>38.8</b>	<b>39.9</b>	<b>0.4</b>	<b>38.4</b>	<b>38.8</b>

\* Although individual figures can be derived by deduction, they have not been shown separately as they are subject to sampling variability too high for most practical uses.

### Earnings and hours of employees, October 1977

Results of this survey, which was conducted in respect of the last pay-period in October 1977, are shown below. More detailed results were published in the bulletin *Earnings and Hours of Employees, October 1977* (6304.0).

**Scope of survey.** The scope of this survey is the same as that for the May 1978 survey given earlier in this chapter.

**Coverage.** The survey covered all Australian and State government departments and authorities and stratified random samples of local government authorities, non-government hospitals not subject to payroll tax and other private employers.

Although the sample was not designed to provide estimates of the number of employers represented, it has been calculated that the survey was representative of approximately 2,639,000 male and 1,403,000 female wage and salary earners, comprising 1,725,000 males and 912,000 females in private employment and 914,000 males and 492,000 females in government employment.

#### Definitions

*Adult employees* comprises employees 21 years of age and over and employees under 21 years of age who are paid at the adult rate for their occupation.

*Junior employees* are all other employees under 21 years of age.

*Weekly earnings* refers to gross earnings before taxation and other deductions have been made. It comprises overtime earnings (defined on page 145) and ordinary time earnings (defined on page 145). Where payments are made other than on a weekly basis, e.g. salary paid fortnightly or monthly; paid annual or other leave taken during the specified pay period; periodic payments under incentive, piece-work, profit-sharing, etc. schemes; commissions; annual or periodical bonuses, etc., one week's proportion of such payments are included. Retrospective payments are excluded.

*Definitions* for other items are the same as those for the May 1978 survey shown earlier in this chapter.

#### Reliability of the estimates

Since the estimates from the survey are based on information which, in some instances, was obtained from samples of employers (see *Coverage* above), they may differ from the figures that would have been produced if the information had been obtained from all employers. One measure of the likely difference is given by the *standard error* (for definition see page 146).

Relative standard errors for the published estimates of average weekly ordinary time earnings and average weekly total earnings are generally less than 2 per cent. Relative standard errors for the figures of average weekly overtime earnings and hours are generally less than 10 per cent.

**AVERAGE EARNINGS AND HOURS: FULL-TIME NON-MANAGERIAL EMPLOYEES, INDUSTRIES,  
OCTOBER 1977**

<i>Manufacturing</i>										
<i>Metal Products, machinery and equipment</i>										
	<i>Food, beverages and tobacco</i>	<i>Textiles, clothing and footwear</i>	<i>Paper, printing, etc.</i>	<i>Chemical, petroleum and coal products</i>	<i>Basic metal products</i>	<i>Fabricated metal products; other machinery, etc.</i>	<i>Transport equipment</i>	<i>Total</i>	<i>Other</i>	<i>Total manufacturing</i>
AVERAGE WEEKLY EARNINGS (\$)										
Adult males . .	198.60	187.50	215.10	215.50	221.60	189.10	192.40	197.30	188.50	198.10
Junior males . .	113.50	97.70	112.50	123.80	123.00	102.40	102.80	106.50	100.90	107.00
Adult females . .	153.30	142.30	154.20	161.30	169.00	144.80	156.20	149.10	150.20	149.30
Junior females . .	104.00	92.20	99.40	112.10	117.20	99.90	109.00	102.80	98.80	99.10
AVERAGE WEEKLY HOURS PAID FOR										
Adult males . .	42.2	42.3	41.5	40.8	41.3	40.9	40.6	40.9	41.4	41.3
Junior males . .	40.6	39.1	40.6	39.8	39.2	39.6	39.0	39.4	39.8	39.7
Adult females . .	39.2	38.7	39.4	39.0	39.2	38.8	39.0	38.9	39.4	39.0
Junior females . .	39.2	38.5	39.2	38.6	39.8	39.2	38.7	39.2	39.0	38.9
AVERAGE HOURLY EARNINGS (\$)										
Adult males . .	4.71	4.43	5.19	5.28	5.36	4.62	4.74	4.82	4.55	4.79
Junior males . .	2.80	2.50	2.77	3.11	3.14	2.59	2.63	2.70	2.54	2.69
Adult females . .	3.91	3.67	3.91	4.14	4.31	3.73	4.00	3.84	3.81	3.83
Junior females . .	2.65	2.40	2.54	2.91	2.95	2.55	2.82	2.62	2.53	2.55
<i>Non-manufacturing</i>										
	<i>Mining</i>	<i>Electricity, gas and water</i>	<i>Construction</i>	<i>Wholesale trade</i>	<i>Retail trade</i>	<i>Transport and storage; communication</i>	<i>Finance, business services</i>	<i>Public administration, etc.</i>	<i>Other</i>	<i>Total non-manufacturing</i>
										<i>Total all industries</i>
AVERAGE WEEKLY EARNINGS (\$)										
Adult males . .	281.90	216.90	207.90	190.50	173.40	221.50	205.80	224.70	193.70	212.70
Junior males . .	154.00	119.70	119.40	105.10	102.30	122.80	116.40	120.00	107.60	113.50
Adult females . .	187.10	177.60	158.30	156.60	151.30	175.20	165.90	191.50	156.40	176.60
Junior females . .	127.80	121.90	110.60	104.40	98.80	119.80	111.30	120.40	99.60	110.30
AVERAGE WEEKLY HOURS PAID FOR										
Adult males . .	41.2	40.4	41.8	40.5	40.8	41.1	39.4	38.7	41.4	40.4
Junior males . .	39.5	39.1	39.8	40.1	40.7	39.6	39.2	38.0	40.5	39.7
Adult females . .	38.6	37.0	38.5	38.6	39.5	39.2	38.0	37.7	39.3	38.2
Junior females . .	38.9	37.1	39.1	39.0	39.7	39.3	38.4	38.3	39.0	38.8
AVERAGE HOURLY EARNINGS (\$)										
Adult males . .	6.84	5.36	4.98	4.71	4.25	5.38	5.22	5.80	4.68	5.27
Junior males . .	3.90	3.06	3.00	2.62	2.52	3.10	2.97	3.15	2.66	2.85
Adult females . .	4.85	4.80	4.11	4.06	3.83	4.46	4.37	5.08	3.98	4.62
Junior females . .	3.29	3.29	2.83	2.68	2.49	3.05	2.90	3.14	2.55	2.84

**AVERAGE WEEKLY OVERTIME(a) AND ORDINARY EARNINGS AND HOURS: FULL-TIME  
NON-MANAGERIAL EMPLOYEES, STATES, OCTOBER 1977**

	<i>Adult males</i>			<i>Junior males</i>			<i>Adult females</i>			<i>Junior females</i>		
	<i>Over- time (a)</i>	<i>Ordin- ary time</i>	<i>Total</i>	<i>Over- time (a)</i>	<i>Ordin- ary time</i>	<i>Total</i>	<i>Over- time (a)</i>	<i>Ordin- ary time</i>	<i>Total</i>	<i>Over- time (a)</i>	<i>Ordin- ary time</i>	<i>Total</i>
<b>AVERAGE WEEKLY EARNINGS(\$)</b>												
New South Wales . . . . .	19.00	191.50	210.50	5.10	106.20	111.30	4.40	165.40	169.80	1.90	108.50	110.30
Victoria . . . . .	18.20	188.70	206.90	4.90	108.30	113.20	4.30	164.10	168.30	1.70	109.60	111.30
Queensland . . . . .	17.00	184.50	201.50	4.80	104.90	109.70	2.70	165.20	167.90	1.00	102.60	103.60
South Australia . . . . .	12.30	183.50	195.80	4.50	105.20	109.70	3.20	166.70	169.90	1.90	108.10	109.90
Western Australia . . . . .	24.80	189.50	214.20	6.40	103.60	110.00	4.00	162.50	166.50	1.40	103.00	104.40
Tasmania . . . . .	11.50	191.80	203.30	3.80	106.60	110.40	2.20	165.00	167.10	1.60	104.50	106.20
Northern Territory . . . . .	28.00	204.10	232.20	8.90	112.50	121.40	4.90	185.10	190.10	3.20	108.60	111.80
Australian Capital Territory . . . . .	12.20	223.10	235.40	4.90	114.10	119.00	3.80	189.10	192.90	1.80	107.20	109.10
<b>Australia . . . . .</b>	<b>18.20</b>	<b>189.50</b>	<b>207.70</b>	<b>5.00</b>	<b>106.30</b>	<b>111.30</b>	<b>4.00</b>	<b>165.60</b>	<b>169.60</b>	<b>1.60</b>	<b>107.10</b>	<b>108.70</b>

<b>AVERAGE WEEKLY HOURS PAID FOR</b>												
New South Wales . . . . .	2.5	38.2	40.7	1.1	38.5	39.6	0.7	37.6	38.3	0.4	38.3	38.7
Victoria . . . . .	2.5	38.4	40.9	1.1	38.6	39.7	0.7	37.9	38.6	0.4	38.5	38.9
Queensland . . . . .	2.2	38.1	40.3	1.1	38.7	39.8	0.4	37.9	38.4	0.2	38.7	38.9
South Australia . . . . .	1.8	38.5	40.3	1.1	38.7	39.8	0.5	38.1	38.6	0.4	38.3	38.7
Western Australia . . . . .	3.3	38.3	41.6	1.4	38.7	40.1	0.6	38.0	38.6	0.3	38.6	38.9
Tasmania . . . . .	1.5	38.3	39.8	0.9	39.0	39.9	0.3	37.6	38.0	0.4	38.8	39.2
Northern Territory . . . . .	3.5	37.7	41.2	1.6	38.6	40.2	0.7	37.2	37.9	0.7	37.7	38.4
Australian Capital Territory . . . . .	1.6	37.7	39.3	0.9	38.8	39.7	0.6	36.8	37.4	0.4	37.8	38.2
<b>Australia . . . . .</b>	<b>2.5</b>	<b>38.2</b>	<b>40.7</b>	<b>1.1</b>	<b>38.6</b>	<b>39.7</b>	<b>0.6</b>	<b>37.8</b>	<b>38.4</b>	<b>0.4</b>	<b>38.4</b>	<b>38.8</b>

(a) Average overtime earnings and hours paid for are averages for all employees represented in the survey. (b) Information not available because relatively few employees reported.

### Weekly earnings of employees (distribution) August 1977

In August 1977 a survey based on the quarterly population survey (see the section *The population survey* earlier in this chapter) was conducted throughout Australia in order to obtain information about weekly earnings of all persons aged 15 years and over who were employed as wage or salary earners in their main job.

Some results on weekly earnings of wage and salary earners are presented below. Additional details may be obtained from the publication *Weekly Earnings of Employees (Distribution), August 1977* (6310.0).

In many cases the answer to the question on earnings was based on the knowledge of one person, generally the housewife. Some understatement in the estimates may be expected because of imperfect recall of minor or irregular sources of earnings.

#### Definitions

*Weekly earnings* refers to gross weekly wages and salaries from all jobs (i.e. before taxation and other deductions have been made). For persons paid other than weekly, earnings were converted to a weekly equivalent.

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

*Mean weekly earnings* is the amount obtained by dividing the total earnings of a group by the number of units in that group.

*Full-time workers* are those who usually work 35 hours a week or more and others who, although usually part-time workers, worked 35 hours or more during the survey week.

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

### Reliability of estimates

Since the estimates from this survey are based on information obtained from the occupants of a sample of dwellings, they may differ from the figures that would have been produced if the information had been obtained from occupants of all dwellings. One measure of the likely difference is given by the *standard error* (for definition see page 146)).

The following estimates have not been shown as they are subject to sampling variability too high (more than 20 per cent) for most practical uses: less than 4,000 for Australia, New South Wales and Victoria; less than 3,000 for Queensland; less than 2,500 for South Australia; less than 2,000 for Western Australia; and less than 1,500 for Tasmania, the Northern Territory and the Australian Capital Territory.

Means and medians are also subject to sampling variability. Standard errors vary according to the size and distribution of the population for which the mean and median have been obtained. Standard errors of means in this survey could generally be expected to be below 7 per cent, and of medians below 8 per cent. For populations of 100,000, the standard errors of the mean and median would both be about 1.5 per cent.

### FULL-TIME EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS AND AGE, AUGUST 1977

	Age group (years)								
	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	Total
MALES									
Weekly earnings (\$)—									
Under 60	20.3	*	5.4	- '000-					36.7
60 and under 80	54.4	4.4	4.1	5.0	4.1	7.1	5.5	4.0	69.5
80 " " 100	55.1	8.5	*		4.3				78.0
100 " " 110	31.5	13.2	10.2	5.7	6.6	5.9	6.7	4.2	70.4
110 " " 120	23.1	20.5	13.5	9.7	10.3				87.2
120 " " 130	21.8	35.7	20.6	22.1	23.1	10.0	10.9	4.2	142.0
130 " " 140	13.9	40.9	32.3	30.0	33.7	15.5	16.4		231.6
140 " " 150	11.9	44.6	58.0	39.5	42.7	16.5	11.4	4.2	252.4
150 " " 160	9.8	48.5	65.0	41.4	51.2	22.9	12.5		241.1
160 " " 170	7.0	41.5	66.5	46.6	44.9	19.7	10.0	4.2	197.1
170 " " 180	6.8	32.7	57.6	38.2	39.1	15.0	11.5		196.4
180 " " 190		27.2	64.7	38.9	35.6	15.0	5.6	4.7	158.5
190 " " 200	4.9	23.5	54.8	31.0	29.4	11.2	9.8		266.2
200 " " 220		30.1	95.2	60.8	47.4	18.7	4.8	4.8	174.0
220 " " 240	16.6	65.7	38.7	34.0	12.1	8.5	6.6	4.7	159.3
240 " " 260		9.8	62.6	41.3	31.8	5.3	7.2		77.5
260 " " 280	4.1	6.5	32.5	27.7	19.7	4.2		4.7	116.8
280 " " 300		4.0	27.5	20.3	17.9	8.0			54.1
300 " " 350	4.7	39.2	34.8	25.5	16.3	4.5		4.7	30.2
350 " " 400		*	12.4	17.1	9.3				50.4
400 " " 450	4.1	*	7.5	8.5	7.6	*		4.7	50.4
450 and over			10.8	16.2	15.2				
Total	264.3	419.3	809.8	573.3	542.1	207.7	123.8	23.6	2,964.0
—dollars—									
Median earnings	101	158	191	193	183	174	167	157	175
Mean earnings	106	166	205	215	209	197	182	182	192
FEMALES									
Weekly earnings (\$)—									
Under 60	11.6				- '000-				
60 and under 80	47.6	6.5	6.4	5.9	6.0	4.8	7.7	(a)	27.7
80 " " 100	62.9	8.1	5.2	4.8	4.8				62.4
100 " " 110	32.2	12.8	7.0	9.7	11.7	7.7	6.8	4.9	88.3
110 " " 120	22.2	20.6	14.1	13.0	12.5				78.5
120 " " 130	16.2	35.0	25.4	24.2	23.5	8.1	5.5	5.6	88.6
130 " " 140	5.0	39.1	28.8	19.3	18.9	6.8	5.8		134.9
140 " " 150	6.2	40.2	24.7	20.8	24.7	5.5	5.2	5.0	120.2
150 " " 160	4.2	38.0	34.9	25.5	21.0	5.8	5.4		124.3
160 " " 170	5.6	26.8	24.5	15.5	15.0	5.2		5.0	130.8
170 " " 180		22.0	21.1	10.6	7.4	*			90.5
180 " " 220	*	41.8	48.1	21.7	22.3	5.1			67.8
220 and over		9.9	38.3	21.6	13.8	5.4			142.8
Total	215.3	300.8	278.7	192.6	181.4	57.1		22.9	1,248.8
—dollars—									
Median earnings	95	147	158	149	145	142		136	142
Mean earnings	98	151	168	158	152	151		133	147

(a) Aged 60 years and over. \* Less than 4000.

**ALL EMPLOYEES: WEEKLY EARNINGS IN ALL JOBS AND FULL-TIME OR PART-TIME STATUS,  
STATES AND TERRITORIES, AUGUST 1977(a)**

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia
<b>MALE FULL-TIME EMPLOYEES</b>									
— '000 —									
<i>Weekly earnings (\$)—</i>									
Under 60	11.1	8.5	7.2	4.0	3.0	1.5	1.7	1.5	36.7
60 and under 80	21.0	17.2	11.7	9.4	6.9	2.4			69.5
80 " " 100	25.7	19.2	12.7	8.3	7.5	4.1			78.0
100 " " 110	24.2	18.3	11.6	7.8	5.0	2.6			70.4
110 " " 120	27.7	23.0	16.5	8.1	6.7	3.7			87.2
120 " " 130	47.2	44.1	22.1	12.3	9.9	5.5			142.0
130 " " 140	59.0	51.0	29.4	18.8	12.9	5.6	1.6	1.7	179.5
140 " " 150	77.3	68.4	36.6	22.4	17.7	7.0		1.8	231.6
150 " " 160	88.5	72.5	34.7	26.2	18.9	7.4	1.6	2.6	252.4
160 " " 170	86.8	68.0	31.8	24.2	19.4	7.8		2.3	241.1
170 " " 180	74.1	53.7	24.6	18.7	16.0	6.3	2.2	2.1	197.1
180 " " 190	77.4	52.6	24.8	16.8	14.7	6.8		2.2	196.4
190 " " 200	58.7	46.1	18.8	14.0	12.8	4.3	1.8	3.2	158.5
200 " " 220	103.1	72.4	32.7	22.1	23.1	8.0	1.7	3.0	266.2
220 " " 240	66.9	42.6	23.0	15.4	15.8	4.2	1.7	4.4	174.0
240 " " 260	64.8	38.5	17.5	11.0	17.9	4.2	2.5	2.9	159.3
260 " " 280	35.8	23.7	11.3	7.8	9.4	1.8	1.5	3.7	95.0
280 " " 300	27.3	21.1	11.3	5.4	6.6	2.2	1.7	1.9	77.5
300 " " 350	44.7	27.3	13.8	9.2	11.6	2.8	1.9	6.3	116.8
350 " " 400	21.3	11.4	6.4	4.2	5.0	1.7		3.4	54.1
400 " " 450	10.5	9.2	3.9						30.2
450 " " 500	6.2	5.1	3.8	3.4	3.8	*	*	2.2	19.3
500 and over	8.3	9.7	5.4	*	3.5	*	*	*	31.1
<b>Total</b>	<b>1,067.7</b>	<b>803.6</b>	<b>411.6</b>	<b>271.9</b>	<b>248.1</b>	<b>90.8</b>	<b>22.9</b>	<b>47.4</b>	<b>2,964.0</b>
— dollars —									
Median earnings	179	172	167	168	180	167	205	224	175
Mean earnings	194	190	186	183	197	179	217	246	192
<b>MALE PART-TIME EMPLOYEES</b>									
— '000 —									
<i>Weekly earnings (\$)—</i>									
Under 20	13.7	9.5	6.2	4.4	4.0				39.2
20 and under 40	9.2	7.8	3.6	2.8	2.2	1.8	*	1.7	26.2
40 " " 60	4.0	5.9		*	*				13.7
60 " " 80									9.2
80 " " 100	5.3	5.9	3.0	4.3	5.2	*	*	*	8.6
100 and over	16.2	11.6	5.1						42.1
<b>Total</b>	<b>48.5</b>	<b>40.8</b>	<b>17.8</b>	<b>12.6</b>	<b>12.4</b>	<b>2.7</b>	<b>*</b>	<b>3.0</b>	<b>139.1</b>
— dollars —									
Median earnings	46	50	45	33	40	39	*	46	46
Mean earnings	90	81	77	71	81	65	*	95	84
<b>FEMALE FULL-TIME EMPLOYEES</b>									
— '000 —									
<i>Weekly earnings (\$)—</i>									
Under 60	9.6	*	6.9	3.2	2.4	1.5			27.7
60 and under 80	17.5	17.7	12.0	7.1	5.8	1.7			62.4
80 " " 100	26.1	25.7	14.5	9.0	8.7	2.8			88.3
100 " " 110	29.9	21.6	11.1	6.8	6.0	2.2	1.7	4.4	78.5
110 " " 120	31.5	25.6	12.3	10.1	6.1	1.7			88.6
120 " " 130	49.3	44.2	16.5	12.0	8.3	3.1			134.9
130 " " 140	46.1	35.2	16.2	9.6	8.0	2.5		2.1	120.2
140 " " 150	43.0	32.7	17.5	9.8	13.2	3.7	1.8	3.0	124.3
150 " " 160	49.5	40.3	16.9	10.3	8.2	2.4		2.5	130.8
160 " " 170	35.3	26.1	9.3	9.2	5.3	2.4		2.6	90.5
170 " " 180	29.0	21.2	5.1	5.2	4.1	2.4	1.5	1.7	67.8
180 " " 190	19.2	11.9	4.6	4.6	3.8			2.2	47.6
190 " " 200	17.9	11.2	5.5	2.5	2.6		*	1.8	42.0
200 " " 220	18.0	13.5	7.4	5.7	4.5				53.2
220 " " 240	12.1	10.3	3.3	3.3	3.3	*	*	2.0	35.6
240 " " 260	8.4	6.7	3.2	*	*	*	*	*	21.9
260 and over	12.4	10.4	4.0	2.7	3.2	*	*	*	34.5
<b>Total</b>	<b>454.6</b>	<b>358.1</b>	<b>166.3</b>	<b>112.6</b>	<b>94.8</b>	<b>30.8</b>	<b>7.9</b>	<b>23.7</b>	<b>1,248.8</b>
— dollars —									
Median earnings	144	142	136	138	142	140	157	159	142
Mean earnings	148	148	140	143	146	142	167	163	147

## ALL EMPLOYEES: WEEKLY EARNINGS—continued

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia
FEMALE PART-TIME EMPLOYEES									
	—'000—								
Weekly earnings (\$)—									
Under 20	23.2	18.7	9.3	8.3	7.6	2.1	2.6	*	70.5
20 and under 40	29.1	22.5	11.6	8.5	8.7	3.0		2.1	85.7
40 " " 60	24.9	22.4	9.7	8.0	8.6	2.5		*	77.3
60 " " 80	28.7	27.9	10.7	10.4	11.8	4.0		*	94.9
80 " " 100	27.4	24.3	6.7	8.9	8.5	2.5	2.3	1.7	81.1
100 " " 110	14.8	11.7	3.3	4.6	2.5	*		*	38.9
110 " " 120	8.4	6.7	5.1	2.7	2.4	*		*	23.7
120 " " 130	10.3	5.3		3.3	3.0	*		*	24.0
130 " " 140	4.8	4.0		3.8	4.5	2.6	*	*	12.1
140 " " 150	6.9								
150 and over	17.4	11.9	3.2			*	*	*	13.2
Total	195.9	155.5	63.4	59.2	55.6	18.2	3.9	9.4	*39.8
	— dollars —								
Median earnings	74	70	62	69	65	68	90	77	70
Mean earnings	80	76	70	73	67	70	93	88	76

(a) Since part-time employees are defined as those who usually work less than 35 hours, and who did so in the survey week, this figure may include school teachers, academic staff in universities, aircrew, etc. \* Subject to sampling variability too high for most practical uses.

## Income distribution, 1973-74

In November 1974, a survey based on the quarterly population survey (see the section *The population survey* earlier in this chapter) was conducted throughout Australia in order to obtain information about the distribution of personal and family income within Australia. Details of the income of individuals, families, and income units can be obtained from the publication *Income Distribution, 1973-74 Part 1* (6502.0) individuals, *Part 2* (6503.0) families, and *Part 3* (6504.0) individuals, families, and income units.

A similar survey was conducted in November 1969 in respect of individual and family income received during 1968-69. Results of this survey were published in *Income Distribution 1968-69, Consolidated and Revised Edition* (6505.0).

## Annual leave

The majority of employees in Australia at present receive four weeks paid annual leave.

Four weeks annual leave was granted to State government employees in New South Wales in 1964, in South Australia in 1971 and in Tasmania in October 1972. Australian Government employees received the entitlement in 1973, as did State Government employees in Victoria, Queensland and Western Australia. (Northern Territory Government employees are entitled to four weeks annual leave.)

In December 1973, Queensland day workers employed under State awards were granted four weeks paid annual leave. Subsequently, workers covered by State awards in other States were granted similar benefits.

In May 1974, the Australian Conciliation and Arbitration Commission granted four weeks paid annual leave to persons employed under the Metal Industry Award, to accrue from 1 January 1974. As a result, this benefit was extended to other Federal awards. In addition to the leave entitlement, workers also received a leave bonus which varies in amount (but a 17½ per cent addition to leave pay is a frequent provision in awards).

In August 1974, a survey based on the quarterly population survey (see the section *The Population Survey* earlier in this chapter) was conducted throughout Australia in order to obtain information about the incidence and extent of leave-taking within Australia. Results of this survey were published in *Annual Leave, August 1974* (6317.0).

## Long service leave

Paid long service leave, i.e. leave granted to workers who remain with the one employer over an extended period of time, has been included in the provisions of Federal and State industrial legislation and industrial awards. Most employees in Australia are now entitled to at least thirteen weeks paid long service leave after fifteen years continuous employment with the one employer. For employees in certain industries and for some employees of the Australian and State Governments, long service leave entitlements are more generous. In all cases the transfer of ownership of a business does not constitute a break in continuity of service with the same employer.

## INDUSTRIAL DISPUTES

The tables in this section refer to disputes involving stoppages of work of ten man-days or more; statistics of persons affected at establishments other than those at which the stoppages occurred are not included.

Detailed information, including explanatory notes, definitions, etc. on industrial disputes involving stoppages of work, is given in *Labour Statistics* (6101.0). A table showing statistics of industrial disputes for each year from 1913 is contained in the Appendix to *Labour Report* No. 58, 1973. Current statistics are published in the monthly bulletin *Industrial Disputes* (6321.0). Quarterly figures are published in the bulletin *Industrial Disputes* (6322.0).

Particulars of all disputes in progress during the year are included in the annual figures, whether the dispute commenced in that year or was in progress at the beginning of the year. Consequently, details of 'the number of disputes' and 'workers involved' in disputes which commenced in any year and were still in progress during the following year are included in the figures for both years.

The following tables give, for Australia as a whole, particulars of industrial disputes which were in progress during the years 1972 to 1977, classified according to industries (*Australian Standard Industrial Classification* (ASIC), Preliminary Edition, 1969, Vol. 1).

## INDUSTRIAL DISPUTES: INDUSTRIES, 1972 TO 1977

Year	Manufacturing				Transport and storage; communication			Other industries (a)	All industries
	Mining		Metal products, machinery and equipment	Other	Con- struction	Stevedor- ing services	Other		
	Coal	Other							
NUMBER OF DISPUTES									
1972 . .	151	61	787	411	257	235	224	172	2,298
1973 . .	208	132	736	415	276	275	209	287	2,538
1974 . .	201	178	700	422	350	363	227	368	2,809
1975 . .	175	188	681	388	309	279	183	229	2,432
1976(b) .	172	203	510	341	302	139	179	209	2,055
1977 . .	247	194	501	361	258	85	203	241	2,090

## WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) ('000)

1972 . .	33.6	16.9	505.4	127.4	128.6	52.9	124.6	124.4	1,113.8
1973 . .	34.4	35.7	204.3	114.7	128.8	53.6	53.7	177.6	803.0
1974 . .	55.3	57.1	685.8	151.1	517.3	99.9	124.0	314.4	2,004.8
1975 . .	49.5	33.0	553.5	190.5	158.4	46.9	125.5	240.7	1,398.0
1976(b) .	65.7	73.4	484.4	426.2	264.8	35.4	294.7	545.5	2,189.9
1977(c) .	48.2	31.4	111.3	101.9	51.5	19.2	105.1	127.6	596.2

## WORKING DAYS LOST ('000)

1972 . .	60.8	62.0	620.2	393.7	407.8	39.2	205.2	221.2	2,010.3
1973 . .	87.5	155.3	800.8	661.4	439.3	49.5	93.2	347.6	2,634.7
1974 . .	163.0	146.5	2,850.8	756.7	1,188.7	111.1	516.2	559.4	6,292.5
1975 . .	343.3	90.0	1,279.2	464.1	497.0	46.2	146.7	643.5	3,509.9
1976(b) .	159.1	215.0	775.0	856.5	535.8	37.1	388.0	832.6	3,799.2
1977(c) .	102.8	170.9	204.4	455.7	215.2	39.9	172.6	293.3	1,654.8

## ESTIMATED LOSS IN WAGES (\$'000)

1972 . .	1,027	1,157	9,776	5,690	7,442	561	3,064	3,358	32,074
1973 . .	1,629	3,320	13,731	10,328	8,006	777	1,665	5,752	45,207
1974 . .	3,657	3,956	54,069	16,016	27,169	1,969	10,301	11,164	128,302
1975 . .	11,457	2,808	33,073	11,990	14,861	1,181	3,737	16,655	95,761
1976(b) .	6,165	7,780	22,235	23,866	18,659	1,003	11,573	23,271	114,552
1977(c) .	4,591	7,300	6,906	14,714	8,218	1,307	6,386	10,252	59,674

(a) ASIC divisions A, D, F, I to L. (b) Includes Medibank stoppages in June and July which involved an estimated 1,570,000 workers and resulted in a loss of 2,060,000 working days and \$59,060,000 in wages. (c) Excludes an estimated 150,000 Victorian workers stood down as a result of the electricity supply dispute in October in that State (but at establishments other than those at which the stoppage occurred). These workers lost an estimated 2.1 million working days.

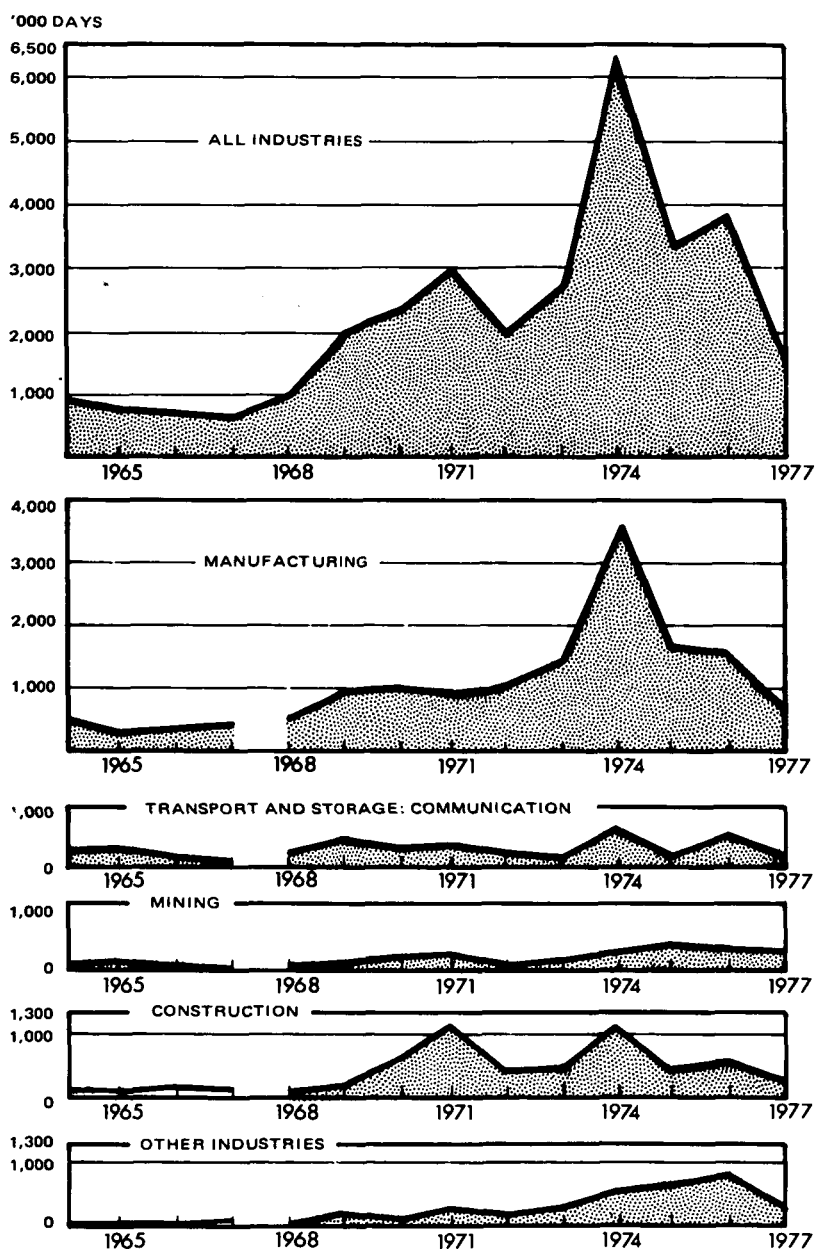
**INDUSTRIAL DISPUTES: WORKING DAYS LOST, INDUSTRIES**  
(<sup>'000</sup>)

<i>ASIC division</i>	<i>ASIC industry</i>	<i>1975</i>	<i>1976</i>	<i>1977</i>
A	Agriculture, forestry, fishing and hunting . . . . .	3.8	1.7	0.3
B	Mining . . . . .	433.3	374.2	273.7
	Coal mining . . . . .	343.3	159.1	102.8
	Other mining . . . . .	90.0	215.0	170.9
C	Manufacturing . . . . .	1,743.3	1,631.6	660.1
	Food, beverages and tobacco . . . . .	253.2	397.1	328.7
	Textiles; clothing and footwear . . . . .	22.6	61.8	20.9
	Textiles . . . . .	20.7	40.6	20.6
	Clothing and footwear . . . . .	1.9	21.2	0.3
	Wood, wood products and furniture . . . . .	13.0	59.3	0.6
	Paper and paper products, printing and publishing . . . . .	63.8	153.5	19.4
	Chemical, petroleum and coal products . . . . .	34.5	64.0	23.9
	Metal products, machinery and equipment . . . . .	(a) 1,279.2	775.0	204.4
	Basic metal products . . . . .	98.6	189.9	76.4
	Fabricated metal products . . . . .	105.7	107.8	18.8
	Transport equipment . . . . .	178.9	289.5	29.0
	Other machinery and equipment . . . . .	128.6	187.8	80.2
	Other manufacturing . . . . .	77.0	120.8	62.2
	Non-metallic mineral products . . . . .	47.0	50.4	36.9
	Miscellaneous manufacturing . . . . .	30.0	70.4	25.3
D	Electricity, gas and water . . . . .	253.4	112.4	139.3
	Electricity and gas . . . . .	26.8	88.2	129.2
	Water, sewerage and drainage . . . . .	226.5	24.2	10.2
E	Construction . . . . .	497.0	535.8	215.2
F	Wholesale and retail trade . . . . .	203.3	272.3	64.5
	Wholesale trade . . . . .	109.0	146.9	52.5
	Retail trade . . . . .	94.3	125.3	12.0
G,H	Transport and storage; communication . . . . .	192.9	425.1	212.5
	Road transport; other transport and storage; communication . . . . .	45.3	202.4	48.8
	Road transport . . . . .	37.8	93.4	12.0
	Other transport and storage; communication . . . . .	7.4	109.0	36.8
	Railway transport; air transport . . . . .	83.6	147.1	110.9
	Railway transport . . . . .	78.0	119.4	84.1
	Air transport . . . . .	5.6	27.7	26.9
	Water transport . . . . .	64.0	75.5	52.7
	Stevedoring services . . . . .	46.2	37.1	39.9
	Water transport (except stevedoring services) . . . . .	17.9	38.4	12.9
I	Finance, insurance, real estate and business services . . . . .	14.0	43.5	6.8
J,K	Public administration and defence; community services . . . . .	155.4	223.3	50.2
	Health . . . . .	62.4	6.0	5.7
	Education, libraries, museums and art galleries . . . . .	45.0	119.4	27.7
	Other . . . . .	48.0	97.9	16.9
L	Entertainment, recreation, restaurants, hotels and personal services . . . . .	13.7	179.5	32.2
	<b>Total . . . . .</b>	<b>3,509.9</b>	<b>(b) 3,799.2</b>	<b>(c) 1,654.8</b>

(a) Includes working days lost which cannot be allocated to component groups. (b) Includes Medibank stoppages which resulted in the loss of an estimated 2,060,000 working days. (c) Excludes an estimated 2.1 million working days lost as a result of the electricity supply dispute in October in Victoria (but at establishments other than those at which the stoppage occurred).

# INDUSTRIAL DISPUTES: AUSTRALIA

WORKING DAYS LOST – INDUSTRIES



NOTE. A break exists in the series between 1967 and 1968, due to adoption of the Australian Standard Industrial Classification (ASIC).

The following table shows, for the years 1975 to 1977, working days lost in industrial disputes classified according to duration, causes and methods of settlement. Causes (i.e. the direct causes of stoppages of work) are grouped as follows:

*Wages*—claims involving general principles relating to wages, including combined claims relating to wages, hours or conditions of work. *Hours of work*—claims involving general principles relating to hours of work. *Leave, pensions, compensation provisions, etc.*—claims involving general principles relating to these provisions. *Managerial policy*—disputes concerning managerial policy of employers including computation of wages, hours, leave, etc. in individual cases; docking pay, etc.; dismissals, etc.; principles of promotion, etc.; employment of particular persons and personal disagreements; production limitations, etc. *Physical working conditions*—disputes concerning physical working conditions including safety issues; protective clothing and equipment, etc.; amenities; shortage of, or condition of, equipment or material; new production methods, etc.; arduous physical tasks, etc. *Trade unionism*—disputes concerning employment of non-unionists; inter-union and intra-union disputes; sympathy stoppages; recognition of union activities, etc. *Other*—disputes concerning protests directed against persons or situations other than those dealing with employer-employee relationship; non-award public holidays; accidents and funerals; no reason given for stoppage; etc.

INDUSTRIAL DISPUTES: DURATION, CAUSES AND METHODS OF SETTLEMENT, WORKING DAYS  
LOST, 1975 TO 1977

('000)

	1975	1976	1977
<b>DURATION</b>			
Up to 1 day . . . . .	401.9	741.5	210.1
Over 1 to 2 days . . . . .	382.0	1,133.8	111.2
Over 2 to 3 days . . . . .	805.3	691.2	158.2
Over 3 to less than 5 days . . . . .	191.1	153.7	226.0
5 to less than 10 days . . . . .	378.9	375.1	246.5
10 to less than 20 days . . . . .	820.0	364.0	263.2
20 to less than 40 days . . . . .	426.5	187.4	278.2
40 days and over . . . . .	104.4	152.6	161.5
<b>Total . . . . .</b>	<b>3,509.9</b>	<b>(a)3,799.2</b>	<b>(b)1,654.8</b>
<b>CAUSES(c)</b>			
Wages . . . . .	2,565.0	698.7	867.6
Hours of work . . . . .	20.2	58.0	51.1
Leave, pensions, compensation provisions, etc. . . . .	10.1	111.4	44.1
Managerial policy . . . . .	405.6	574.2	394.5
Physical working conditions . . . . .	95.9	130.0	155.4
Trade unionism . . . . .	211.7	119.0	75.0
Other . . . . .	201.4	2,107.8	67.0
<b>Total . . . . .</b>	<b>3,509.9</b>	<b>(a)3,799.2</b>	<b>(b)1,654.8</b>
<b>METHODS OF SETTLEMENT (d)</b>			
Negotiation . . . . .	607.1	554.8	272.8
Mediation . . . . .	35.1	9.9	5.5
State legislation—			
(a) Under State conciliation, etc., legislation . . . . .	479.3	360.6	278.0
(b) Intervention, etc. of State Government officials . . . . .	1.7	1.5	0.7
Federal and joint Federal State legislation (e) . . . . .	1,440.1	384.0	255.6
Filling the places of workers on strike or locked out . . . . .	0.3	—	0.7
Closing down the establishment permanently . . . . .	—	1.6	—
Resumption without negotiation . . . . .	936.8	2,486.6	838.4
Other methods . . . . .	9.6	0.2	3.3
<b>Total . . . . .</b>	<b>3,509.9</b>	<b>(a)3,799.2</b>	<b>(b)1,654.8</b>

(a) Includes Medibank stoppages which resulted in the loss of an estimated 2,060,000 working days. (b) Excludes an estimated 2.1 million working days lost as a result of the electricity supply dispute in October in Victoria (but at establishments other than those at which the stoppage occurred). (c) For nature of classification, see text above. (d) Method directly responsible for ending the stoppage of work. (e) Includes Industrial Tribunals under (i) Conciliation and Arbitration Act, (ii) Coal Industry Acts, (iii) Stevedoring Act, (iv) Other Acts, and intervention, etc. of Federal government officials.

The following table shows the number of working days lost per 1,000 employees in the years 1972 to 1977. Figures are given both for all causes, and excluding those causes where the employer/employee relationship is not involved. For classification of causes *see* grouping on page 159.

#### INDUSTRIAL DISPUTES: WORKING DAYS LOST PER 1,000 EMPLOYEES

	1972	1973	1974	1975	1976	1977
All causes . . . . .	449	570	1,320	742	803	350
All causes excluding those not involving employer/employee relationship (a) . . . .	416	541	1,290	700	357	336

(a) See text above.

Statistics of industrial accidents and diseases and workers' compensation are currently available only on a State basis and are included in the various State Year Books and bulletins. Some work to develop a collection including national totals and estimates on a uniform basis throughout the States began in 1978 and is continuing.

## LABOUR ORGANISATIONS

### Labour organisations in Australia

#### Trade unions

For the purpose of these statistics a *trade union* is defined as an organisation, consisting predominantly of employees; whose principal activities include the negotiation of rates of pay and conditions of employment for its members. Returns showing membership by States and Territories at 31 December each year are obtained for all trade unions and employee organisations. Results of this collection are published in the annual bulletin *Trade Union Statistics: Australia* (6323.0). The following table shows the position at the end of each of the years 1972 to 1977.

#### TRADE UNIONS: NUMBER, MEMBERSHIP AND PROPORTION OF TOTAL EMPLOYEES

End of December—	Number of separate unions(a)	Number of members ( '000)		Proportion of total employees (per cent)
		Males	Females	
1972 . . . . .	305	1,827.4	696.2	54
1973 . . . . .	294	1,904.9	755.0	55
1974 . . . . .	286	1,975.3	798.3	56
1975 . . . . .	280	1,966.0	847.9	58
1976 . . . . .	280	1,952.6	849.6	57
1977 . . . . .	281	1,944.4	850.0	57

(a) Without inter-state duplication.

In the table above the approximate percentages of wage and salary earners in employment who were members of trade unions are shown. The estimates of employees have been derived by adding figures for employees in agriculture and in private households employing staff to the estimates of employees in all other industries as at the end of each year. The percentages shown should be regarded as giving only a broad indication of the extent of union membership among wage and salary earners because they are based on estimates of *employed* wage and salary earners which are subject to revision. The degree of unemployment of reported union members would affect the percentages for a particular year and comparison over time.

## TRADE UNIONS: CLASSIFICATION ACCORDING TO NUMBER OF MEMBERS, 1977

Number of members	Separate unions		Members	
	Number	Proportion of total	Number	Proportion of total
		(per cent)	('000)	(per cent)
Under 100 . . . . .	25	8.9	1.1	-
100 and under 250 . . . . .	37	13.2	5.9	0.2
250 " " 500 . . . . .	27	9.6	9.8	0.4
500 " " 1,000 . . . . .	43	15.3	29.9	1.1
1,000 " " 2,000 . . . . .	40	14.2	58.0	2.1
2,000 " " 5,000 . . . . .	36	12.8	115.9	4.1
5,000 " " 10,000 . . . . .	21	7.5	152.1	5.4
10,000 " " 20,000 . . . . .	16	5.7	228.9	8.2
20,000 " " 30,000 . . . . .	8	2.8	205.2	7.3
30,000 " " 40,000 . . . . .	7	2.5	246.6	8.8
40,000 " " 50,000 . . . . .	5	1.8	223.8	8.0
50,000 " " 80,000 . . . . .	7	2.5	425.1	15.2
80,000 and over . . . . .	9	3.2	1,091.8	39.1
Total . . . . .	281	100.0	2,794.4	100.0

In November 1976 a survey based on the population survey (for details see the section *The Population Survey* earlier in this chapter) was conducted throughout Australia in order to obtain information about the industry and occupation, and some demographic characteristics, of wage and salary earners who were members of trade unions. Results of the survey are published in *Trade Union Members, November 1976* (6325.0).

#### Employer and employee organisations registered under Industrial Arbitration Acts, etc.

The Federal *Conciliation and Arbitration Act* 1904 and a number of State industrial arbitration Acts provide for the registration of employer and employee organisations as outlined below. In general, registration is necessary before an organisation may appear before the relevant industrial arbitration tribunal.

In Victoria and Tasmania, where wages and conditions of work in the State sphere are determined by Wages Boards and Industrial Boards respectively, there is no provision in industrial arbitration legislation for registration of trade unions or employer organisations.

*Federal.* At the end of 1977 the number of employers' organisations registered under the provisions of the *Conciliation and Arbitration Act* 1904 was 79. The number of unions registered at the end of 1977 was 144, with membership of 2,303,800, representing 82 per cent of the total membership of all trade unions in Australia. Lists of organisations of employees and employers registered under this Act are contained in the *Industrial Information Bulletin*, Vol. 30 No. 1, January 1975 published by the former Department of Labor and Immigration. (Branches of employer organisations and unions may also register under various State Acts, as outlined below.)

*New South Wales.* At 30 June 1978 there were 114 employee unions and 294 employer unions registered under provisions of the *Industrial Arbitration Act* 1940, and 128 employee unions, 15 employer unions, and 2 other unions registered under the *Trade Union Act* 1881. (Unions may register under either or both Acts.) Lists of unions registered under these Acts are included in the *New South Wales Industrial Gazette*. (See Vol. 210 Part 11 for details at 30 June 1978.)

*Queensland.* At 31 December 1977 there were 74 employee unions registered under the *Industrial Conciliation and Arbitration Act* 1961-1976 with a reported membership of 345,460. At the same date, 43 employer unions with a reported membership of 36,242 employers were registered. Lists of registered employee and employer unions are published in the annual report of the President of the Industrial Court.

*South Australia.* At the end of December 1977 there were 8 employer associations and 73 employee associations registered under the provisions of the *Industrial Conciliation and Arbitration Act* 1972 as amended. Membership of these employee associations totalled approximately 200,200.

*Western Australia.* At 30 June 1978 there were 76 unions of workers, with an aggregate membership of 184,578, registered under the provisions of the *Industrial Arbitration Act*, 1912-1976. At the same date there were 15 registered unions of employers with a reported aggregate membership of 2,156 employers. Lists of registered unions of workers and of employers, together with membership figures, are published in the *Western Australian Industrial Gazette*. (See Vol. 56, Appendix XVI.)

### Central Labour Organisations

There are four main central labour organisations in Australia: the *Australian Council of Trade Unions*, which came into being in 1927, had approximately 131 unions and Trades and Labour Councils affiliated with it in 1978.; the *Council of Australian Government Employee Organisations*, formed in May 1969 by a conference of delegates from 19 affiliated associations of employees with an aggregate membership of approximately 100,000 in the Australian Public Service and instrumentalities; the *Council of Professional Associations* which was formed in 1956 and, at the end of 1978, had 10 organisations with aggregate membership of approximately 32,000 affiliated with it; and the *Australian Council of Salaried and Professional Associations*, formed in 1956 as a council of industrial associations for the purpose of co-ordinating industrial activities on common problems, which had 35 associations with an aggregate membership of approximately 400,000 affiliated with it at the end of 1978.

### International Labour Organisation

The International Labour Organisation (ILO) was established on 11 April 1919, as an autonomous institution associated with the League of Nations. Its original constitution was adopted as Part XIII of the Treaty of Versailles. With certain amendments this constitution remains the charter of ILO to this day, bringing governments, employers and trade unions together to discuss international labour and social problems. A new definition of the aims and purposes of the ILO known as the Declaration of Philadelphia, which was added to the constitution at the 1944 Session of the International Labour Conference, asserted the responsibility of ILO in combating poverty and insecurity. In 1946 the Organisation became the first of the specialised agencies of the United Nations. Under the terms of agreement, the United Nations recognises the ILO as a specialised agency having responsibility in the field defined by its constitution, which embraces labour conditions, industrial relations, employment organisation, social security and other aspects of social policy.

The Organisation has three basic parts: the International Labour Conference, its highest authority, which usually meets annually; the Governing Body, its executive council, which usually meets three times each year; and the International Labour Office, which provides the Secretariat of the Organisation. The Conference is composed of delegations from the member States of the Organisation. In June 1977 there were 135 member States, each of which is entitled to be represented by four delegates—two representing the government, one representing the employers and one representing the workers, together with their advisers. Each delegate speaks and votes independently, so that all points of view in each country are fully expressed. The Governing Body consists of the representatives of twenty-eight governments and fourteen employers' and fourteen workers' representatives. Particulars of the proceedings of International Labour Conferences up to the 58th Session and details of ILO conventions ratified by Australia are given in *Labour Report* No. 58, 1973, pages 255–59.

One of the functions of the ILO is to sponsor the International Conferences of Labour Statisticians at which the ABS is usually represented. It is proposed that the next Conference will be held in 1981. These conferences are responsible for recommending and reviewing standards which the ABS adopts whenever practicable.