SECTION II .- LABOUR ORGANISATIONS.

- 1. General.—In Report No. 2 the method adopted in ascertaining the number of members in labour organisations throughout the Commonwealth was outlined, and the results, tabulated up to the end of 1912, were given. From the beginning of 1913 quarterly returns have been obtained from a considerable number of trade unions, both as to membership and unemployment, and these were supplemented at the end of the year by special inquiries as to the membership of those unions which, owing to the nature of the callings and industries covered, were unable to furnish quarterly unemployment returns. The following pages shew the general situation in regard to the trades union movement in the Commonwealth at the present time, and also its development since the year 1906. The recognition of the fact that the affairs of single unions are not disclosed in the published results has led to a greater readiness to assist in securing complete information, and thanks are again tendered to the Secretaries of Trade Unions for their cordial co-operation in this matter.
- 2. Development of Trade Unions in Australia, 1906 to 1921.—The following table shews for the years specified the total number of trade unions in the Commonwealth, and the number and membership of those unions for which membership is available. The estimated total membership of all unions for the year 1906 is shewn in the last line of the table.

Number and Membership of Trade Unions in Commonwealth at end of each Year Specified, 1908 to 1921.

Particulars.	1906.	1913.	1914.	1915.	1916.	1917.	1918.	1919.	1920	1921
Total Number of Unions No. of Unions for which	302	710	712	713	705	747	767	771	796	796
qideredment avallable Memberahip of	253							771		796
these Unions Estimated Total Membership of all Unions	147,049 175,529	``.	523,271 "	628,031	546,556	564,187	681,755	627,685 ,,	684,450 ,.	703,009

These figures shew that the number of unions in 1921 was more than double the number in 1906. The membership during the same period

increased four-fold. The increase in membership in any one year was greatest in 1913, when it amounted to 64,701, and least in 1915, when it was only 4760.

3. Number and Membership of Trade Unions and Branches, 1912 to 1921.—The following table gives particulars of the number of trade unions, the number of branch unions, and the number of members in each State and the Commonwealth at the end of the years 1912 to 1921.

Number of Trade Unions, Branch Unions and Membership, at end of Years 1912 to 1921.

Ye	Br,	N.S.W.	Vic	Q'tànd.	S.A.	W.A.	Tas.	N'thern T'tory.	Total.	C'wlth
				NO. OF	SEPAR.	ATE UNI	ions.			· -
912		177	151	67	78	97	61		621	*408
913 .		201	162	94	86	107	60	· · · · · · · · · · ·	710	*43
914	• •	197	170	86	87	107	62		712	4.3
915 916	• •	203	161 151	99 93	87 86	104 107	66 66	- 3	713 705	*41! *39:
917	• • •	220	156	96	93	108	71	3	747	*38
910		217	168	10ž	101	iii	74	1 4	767	*30
910	• •	211	100	200	101	112	77	4	771	*30
920		214	158	115	104	121	81	3 !	796	*38
921 _	<u>-</u> :	213	159	118	108	116	79	3	798	38
				мо	OF BR	ANCHES	•			
912		453	241	226	62	177	33	1	1,192	†1,40
918		655	292	230	74	174	60		1,385	11,66
914		698	814	224	66	214	62 63		1,497	11,77
916 916		721 790	912 861	246 290	94 102	203 170	72		1,889 1,765	11,93
917		765	301 353	290	98	195	76		1,778	2.13
918	• • •	785	346	298	137	195	75	1 ::	1,836	2,20
919	• • •	748	411	338	134	161	76	::	1,868	12.24
920		871	453	340	139	172	81		2,056	12,40
921		925	1 400	344	150	173	83	· · ·	2,181	†2,59
		<u>.</u>			O, OF M	EMBERS	3. 	·		
012		192,626	116,557	44,768	37,336	33,282	8,655	1	433,224	433,22
913	• • •	230,677	130,176	51,683	40.061	35 317	10,011	1 ::	497.925	407.92
014		240,029	138,810	55,500	40,958	35,317 38,106	9,149	647	497,925 523,271	407.02 523,27
916		241,979	141,993	58,310	39,264	35,980	9,846	1,159	528,031	528,03
<u>916</u>	• •	244,074	147,814	66,807	42,537	33,900	10,263	1,361	546,558	548,55
917 918	• •	248,851	148,730	75,393 87,787	45,400	33,203 33,761	10,8 66 11,900	1,664	564,187 581,755	564.18
919 919	• • •	243,176 255,899	152,063 164,583	97.378	51,559 56,870	38,169	13,556	1,559 1,221	627.685	681,75 627.68
920	• • •	277,519	187,100	103,784	55,958	44,054	15,220	815	684,450	684,46
921 		285,638	195,971	103,786	55,701	45,334	15,842	737	703,009	703,00
			PERC	entage	INCREA	SE IN M	EMBEF	SHIP.		
913	••	12.0	11.2	11.5	10.7	10 0	11.0	1	11.5	11.
914	• •	4.1	6.6	7.5	2.2	7.9	\$8.6	l ::	6.1	5.
915 916	• •	0.8	2.3	4.9 14.6	\$4.1 83	25,6 1 25.8 1	2.2 9.8	79.1 17.4	0.9 3.5	0.
910 917	• •	2.0	1 38	12.9	6.7	11.9	6.1	22.3	3.2	3.
918	• • •	\$2.3	2.2	16.4	13.6	1.5	9.3	16.3	3.1	3.
919		5.2	8.2 13.7	11.0	10.3	13,1	13,9	121.7	7.0	Ť
920 921	• •	84	18.7	6.6	11.6	15.4	12 3	133 3	90	9
		2.9	4.7		10.5	29	4.1	19,6	2.7	1 2.

^{*} Allowing for inter-State excess. The figures represent the number of distinct organisations and inter-State groups of organisations in the Commonwealth. They do not represent the total number of organisations which are practically independent and self-governing uses remarks below). † Includes not only branches of separate State unions and sub-branches in each State of inter-State unions, but also head State branches of Inter-State unions. † Decrease.

In the above table, under the heading "Number of Separate Unions," each union represented in a State is counted only once, regardless of the

number of branches in that State. In taking the total number of separate unions in the Commonwealth (see last column but one), it is obvious that, in the case of Inter-state and similar unions, there will be duplication, since each such union is counted once in each State in which it has any branches. In the figures given in the last column, a deduction has been made for this duplication.

Except in the last column, the "Number of Branches" indicates the number of branches of State head offices, which may, of course, themselves be branches of an inter-State or larger organisation. State branches of inter-State or federated unions, as well as sub-branches within a State, are included under the heading "branches" in the last column. It should be observed that the schemes of organisation of these inter-State or federated unions vary greatly in character, and the number of separate Commonwealth unions does not fairly represent the number of practically independent organisations in Australia. In some of these unions the State organisations are bound together under a system of unification with centralised control, while in others the State units are practically independent and self-governing, the federal bond being loose and existing only for one or two specified purposes.

The percentage increase in membership in each year is given in the last part of the table. The increase was greatest in 1913 (11.5 per cent.), and least in 1915 (0.9 per cent.). The increase in membership in 1921 compared with 1912 amounts to 62.3 per cent.

The table shews that there has been an increase in membership in Victoria and Queensland in each of the years given; in New South Wales in each of the years except 1918; in South Australia in each of the years except 1915, 1920 and 1921; in Western Australia in each of the years except 1915, 1916, and 1917; and in Tasmania in each of the years except 1914.

4. Number of Unions and Membership in Industrial Groups, Commonwealth, 1912 to 1921.—The following table gives the number and membership of trade unions in the Commonwealth, classified according to Industrial Group, at the end of the years 1912 to 1921. Attention was drawn. in Report No. 11 to the fact that the number of unions classified in Group XIV. (Miscellaneous), increased considerably during the period under review; and that a correspondingly large increase occurred in the membership of the group. During recent years, many associations of employees of public and semi-public bodies have been organised, and such unions are now included in the tabulations. Public service, municipal, banking and insurance associations, which were not previously recognised, are now registered under the provisions of Commonwealth and State Industrial Arbitration Acts, and are therefore classified as industrial bodies. These organisations are responsible, to a great extent, for the increase in Group XIV. During the year 1921, there were decreases in membership in Groups V. (Books, Printing, etc.); VI. (Other Manufacturing); VIII. (Mining, Quarries, etc.); IX. (Railway and Tramway Services); X. (Other Land Transport); and XI. (Shipping, etc.); and increases in the remaining group.

Number and Membership of Trade Unions in the Commonwealth classified in Industrial Groups at the end of years 1912 to 1921.

	Industrial Groups.	1912.	1915:	1916.	1917.	1918.	1919.	1920.	1921.
<u> </u>		N	UMBBR C	P UNIO	ış.			i	
II. III. IV. VI. VII. VIII. IX. XI. XIII.	Wood, Furniture, etc. Engineering, Metal Works, etc. Food, Drink, Tobacco, etc. Clothing, Hats, Boots, etc. Books, Frinting, etc. Other Manufacturing Building Mining, Quarries, etc. Railway and Tramsport Shipping, etc. Pastoral, Agricultural, etc. Domestic, Hotels, etc. Miscellaneous	21 71 70 33 30 80 60 28 25 19 41 14 27	20 77 72 31 30 78 63 27 31 24 62 102	20 76 60 28 29 763 223 60 223 61 24 168	19 75 74 26 29 84 60 25 34 22 73 19	20 777 80 28 30 84 58 26 40 23 72 20	20 77 77 27 29 54 57 20 43 71 8 20 215	19 76 71 26 26 84 56 18 43 22 69 9	19 75 60 25 18 85 57 19 49 20 70 9 24 260
	Total	621	713	705	747	787	771	796	798
		Non	BER OF	MEMBER	9,	·	''		
II. 1V. 1V. VI. VII. VIII XII. XII.	Wood, Furniture, etc. Engineering, Metal Works, etc. Food, Drink, Tobacco, etc. Clothling, Hats, Boots, etc. Books, Printing, etc. Other Manufacturing Building Mining, Quarries, etc. Railway and Tramway Services Other Land Tramport Shipping, etc. Pastoral, Agricultural, etc. Domestic, Hotels, etc. Miscellaneous	18,560 29,053 28,132 16,691 8,214 24,838 25,609 56,005 14,550 35,000 52,190 14,289 60,991	38,504 21,885 10,784 30,648 37,789 33,024 76,482 17,208 42,903 38,384 9,269	11,079 32,119 36,255 33,515 75,806 15,719 45,868 37,670	30,017 34,772 34,029 79,520 14,728 51,746 40,735	31,856 11,972 30,673 35,761 35,519 74,813 14,487 50,4176 11,169	49,043 40,569 38,620 13,259 94,901 40,278 83,183 15,903 48,698 46,794	53,870 49,447 40,325 15,136 39,710 40,348 41,777 89,069 17,862 41,668 42,923 19,353	40,840 47,893 20,442
	Total	433,224	528,031	546,556	564, 187	581,755	627,685	694,459	703,00

For particulars relating to years 1913 and 1914, see Labour Report No. 10.

5. Percentage of Male and Female Members of Trade Unions.—
(i.) Percentage of Male and Female Members of Trade Unions in each State and Commonwealth, 1921. The results of the Census taken in 1911 shew the percentage of male and female employees (i.e., persons "in receipt of wages or salary," and persons "unemployed"), 20 years of age and over, on the total male and female population. Applying these percentages to the estimated total male and female population in 1921, the estimated number of adult employees of each sex in 1921 is obtained.

The information with regard to occupations as: disclosed by the Census of 1921, is not yet available, consequently the results of the 1911

Census have again been used in the following computations.

The following table shews separately for males and females and for each State (a) the number of members of trade unions, (b) the estimated total number of employees of each sex, 20 years of age and over, in all professions, trades, and occupations, and (c) the percentage of the former (a) on the latter (b). It should be pointed out that the estimated total number of employees comprises all persons (over the age specified) in receipt of wages or salary, as well as those unemployed; the estimate therefore includes a large number of adults who are either not eligible for membership of any trade union (such as certain persons employed in professional occupations) or who, while eligible for membership in so far as the nature of their trade or occupation is concerned, do not reside in a locality which is covered by any union embracing their particular trade or occupation. It is also proper to observe that the age at which persons

are eligible for membership varies in different unions. The Census results are classified in quinquennial age groups, and the sum of the groups 20 years of age and over is taken as more closely approximating to the average age of admission to membership than that of any other groups.

Percentage of Male and Female Members of Trade Unions on Estimated Total Number of Male and Female Employees, 20 years of Age and over, in all Professions, Trades, and Occupations, at end of Year 1921.*

Particulars.	N.S.W.	Vic.	Q'iand.	8. A .	W.A.	Tas.	Ntha. T'tory.	C'with.
		MAI	urs.					
No. of Members of Unions		161,077	93,704	50,856	40,853	14,938	737	622,493
Estimated Total No. of Employees 20 years of age and over	427,729	277,320	156,113	93,127	80,877	37,527	1,489	1074182
Percentage of Members on Esti- mated Total No. Employees		58.08	60.02	54.60	50.51	39.85	49.05	57.95
		FRMA	LES.					
No. of Members of Unions	25.310	34,894	10,082	4,845	4,481	904		80,510
Estimated 1 otal No. of Employees 20 years of age and over	02,040	85,611	29,920	20,786	13,830	8,214	90	251,391
Percentage of Members on Esti- mated Total No. Employees	27.23	47.05	33.60	23.31	32,40	11.00		32,03

Corresponding figures for years back to 1912 will be found in previous issues of this Report.

It may be seen that the male membership in 1921 was 622,493, and female membership 80,516, representing percentages on the total membership of 88.6 and 11.4 respectively. Of the 80,516 female members of trade unions in 1921, 26,725, or 33.2 per cent., are included in Group IV. (Clothing, Hats, Boots, etc.), 21,246, or 26.4 per cent., in Groups III. (Food, Drink, etc.), and XIII. (Domestic, Hotels, etc.), and 24,857, or 30.9 per cent., in Group XIV. (Miscellaneous).

(ii.) Percentage of Male and Female Members of Trade Unions in the Commonwealth, 1912 to 1921. The following table shews separately for males and females for the Commonwealth (a) the number of members of trade unions, (b) the estimated total number of employees of each sex, 20 years and over, in all professions, trades and occupations, and (c) the percentage of the former (a) on the latter (b).

Percentage of Male and Female Members of Trade Unions on Estimated Total Number of Male and Female Employees, 20 years of Age and over, in all Professions, Trades, and Occupations in the Commonwealth, 1912 to 1921.

Particulare.	1912,	1915.	1916.	1917.	1918.	1919.	1920.	1921.
	<u> </u>	<u>' </u>	MALES.	<u>. </u>	<u></u>	<u></u> .	·	
No. of Members of Unions	415,554	499,160	506,981	518,582	531,090	584,262	606,620	622,493
Estimated Total No. of Em- ployees 20 yrs. of age & over Percentage of Members on	944.599	957,110	920,686	927,470	948,239	1,017,147	1,034,853	1,074,182
Estimated Total Number of Employees	44,0	52.2	55.0	55,9	56.0	55.5	58.6	58.0
]	FEMALES					
No. of Members of Unions	17,670	28,871	39,575	45,605	50,665	63,423	77,830	80,516
Estimated Total No. of Employees 20 yrs. of age & over Percentage of Members on	210,213	225,588	229,118	232,856	238,301	240,807	245,598	251,391
Estimated Total Number of Employees	8.4	12,8	17.2	19,6	21.3	26.3	31.7	32.02

For particulars relating to years 1913 and 1914, see Labour Report No. 10.

6. Classification of Trade Unions in Commonwealth according to Number of Members, 1912 to 1921.—The following table shews the number and membership of all trade unions in the Commonwealth for the years 1912 to 1921 inclusive, classified according to size. In this table inter-State unions are, of course, only counted once:—

Classification of Trade Unions in Commonwealth according to Number of Members at end of Years 1912 to 1921.

Classifi- cation,	10,000 and over.	5000 and under 10,000.	2000 and under 5000.	1000 and under 2000.	500 and under 1000,	300 and under 500.	200 and under 300,	100 and under 200.	60 and under 100.	Under 60,	Total.
<u></u>	-			NUM.	BER O	F UNIC	NS.	·-			
1912 1913 1914 1915 1916 1917 1918 1919 1920	7 9 8 9 11 9 11 13 14 15	15 17 17 16 16 19 15 13 13	26 29 30 35 27 33 34 41 87	43 35 39 41 38 36 39 44 43 41	32 45 62 41 47 48 51 52 57	32 47 45 35 43 44 38 31 29 26	39 26 32 34 25 28 19 32 27 30	67 81 72 69 53 48 66 62 60 57	72 84 67 63 59 63 65 62 54 53	75 62 68 74 70 67 57 51 50	408 432 430 415 392 389 394 394 394 382
				:	MEMBE	RSHIP.					
1912 1913 1914	182,335 176,188 176,157 186,755	99,718 121,710 125,021 122,000	79,614 75,857 84,359 80,205	60,558 48,938 59,850	22,585 32,154 37,141	12,234 17,994 16,439	6,406 7,898	11,326 10,141	5,106 5,914 4,672 4,507	1,938 2,193	433,224 497,925 523,271 528,031

PERCENTAGE OF TOTAL MEMBERSHIP.

1912 80.5	23.0	18.4	14.0	5.2	2.8 1	2.2	2.2 1	1.2 L	0.6	100.0
1913 35,4	24.4	15.1	9.8	6,5	3.6	1.3	2.3	1.2	0.4	100.0
1914 33.6	23.9	16.1	11.4	7.1	3.2	1.5	īš	0.5	0.4	100.0
1915 35.3	23.1	16.9	11.6	5.8	2.5	1.6	1.8	0.9	0.5	100.0
1916 40.8	20.8	17.4	9.0	5.9	3.0	1.1	1.8	0.8	0.4	100.0
1917 38.5 1918 44.7	25.6	13.8	9.3	8.2	3.1	1.2	1.1	0.8	0.4	100.0
1918 44.7	17.7	15.8	93	6,5	2.5	8.0	16	0.8	0.3	100.0
1919 46.6	15.2	16,7	10.2	5.9	1.9	1.2	1.3	0.7	0.3	100.0
1920 . 45.9	14.9	20.0	88	59	1.6	0.9	1.2.	0.6	0.2	100 n
1921 48.0	16.4	17.1	8.4	5.7	1.5	10	1.2	0.5	0.2	100.0

In the last part of the preceding table the percentage which the membership in each group bears to the total membership of all groups is given for the years 1912 to 1921. In all the years from 1912 onwards more than half the membership of the unions was included in organisations having more than 5000 members. The tendency towards closer organisation is evidenced by the fact that though membership of trade unions has increased since 1912 by 62.3 per cent., the number and membership of unions having less than 2000 members have considerably decreased.

7. Number and Membership of Interstate or Federated Trade Unions in Commonwealth at end of Years, 1912 to 1921.—The following table gives particulars of inter-State or federated trade unions having branches in two or more States. The figures given include inter-State unions registered under the Commonwealth Conciliation and Arbitration Act, as well as federated unions which are not so registered:—

Number and Membership of Interstate or Federated Trade Unions in Commonwealth at the end of Years 1912 to 1921.

			.				
Partioulars.	2 States.	3 States.	4 States.	5 States.	*6 States.	Total.	
Number of Unions,	1912 1913 1914	20 16 18 17	11 11 9 11	17 16 14 14	14 18 16	10 17 22 23	72 78 79
17 PP	1915 1916 1917 1918	15 18 14	11 11 17	12 18 13	16 18 14 18	25 25 33 33	81 81 - 94 95
99 99 99 99	1919 1920 1921	16 15 17	14 .14 10	12 14 15	17 16 19	36 40 40	95 92 101
Number of Members,	1913	31,358 31,063	18,147 13,389	55,517 73,186	43,548 54,202	131,201 180,597	279,771 352,437
# 19 ,91 11 10 19	1914 1915 1916	26,423 21,709 18,185	7,853 10,425 12,739	64,040 73,760 56,717	67,427 76,633 101,848	190,084 197,310 222,794	355,827 379,887 412,283
17 9* 27 30 1 11	1917 1918 1919 1920	18,286 14,709 19,323 J9,494	18,649 35,885 43,643 52,556	76,981 58,376 51,882 53,448	90,068 95,042 106,430 123,258	252,319 265,135 276,652 294,622	456,303 469,147 497,930 543,378
	1921	20,787	42,127	60,413	137,585	307,438	568,350

^{*} Certain unions in this group have, in addition to branches in each of the six States, a branch in the Northern Territory.

The development of trade union organisation of an inter-State character is reflected in the figures given in the above table. The number of organisations operating in two or more States has increased from 72 in 1912 to 101 in 1921, and the percentage of the membership of such organisations on the total membership of all organisations has increased from 64.6 per cent. to 80.8 per cent. during the same period.

Central Labour Organisations.—In each of the metropolitan towns, as well as in a number of other industrial centres, delegate organisations, consisting of representatives from a group of trade unions, have been established. Their revenue is raised by means of a per capita tax on the members of each affiliated union. In most of the towns where such central organisations exist, the majority of the local unions are affiliated with the central organisation, which is usually known as the Labour or Trades Hall Council, or the Labour Federation. In Western Australia a unified system of organisation extends over the industrial centres throughout the State, and there is a provincial branch of the Australian Labour Party, having a central council and executive, and metropolitan and branch district councils, to which the local bodies are affiliated. The central council, on which all district councils are represented, meets periodically. In the other States, however, the organisation is not so close, and though provision usually exists in the rules of the central council at the capital town of each State for the organisation of district councils, or for the representation on the central council of the local councils in the smaller industrial centres of the State, the councils in each State are, as a matter of fact, independent bodies. The table shews the number of metropolitan and district or local labour councils, together with the number of unions and branches of unions affiliated therewith, in each State at the end of the years 1914 to 1921.

Central Labour Organisations—Number and	Unions Affiliated at the end
of the Years 1914 to	1921.

Particulars.	N.S.W.	Víc,	Q'land.	8.A.	W.A	Tas.	C'with.
191 191 191 191 191 191 192 192	8 4 7 4 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8	6 5 5 5 5 5	1 1 2 5 4 4 3	4 4 4 4 3 3 3 3 3 3	11 10 10 11 10 10 10	1 1 1 1 1 1	26 24 28 27 28 26 26 24
No. of Unions and Branch 191 Unions Affiliated 191 191 191 192 192	5 150 5 169 7 163 8 148 9 127 0 144	196 198 205 192 188 175 183 187	18 26 67 46 58 50 50	84 89 90 82 80 76 67 74	182 183 181 171 159 168 181	24 22 20 18 18 19 27 27	668 668 732 672 646 615 652

The figures given in the above table as to number of unions do not necessarily represent separate unions, since the branches of a large union may be affiliated to the local trades councils in the several towns in which they are represented.

Between the trade union and the central organisation of unions may be classed certain State or district councils, organised on trade lines and composed of delegates from separate unions, the interests of the members of which are closely connected by reason of the occupations of their members, such, for example, as delegate councils of bakers, bread carters and mill employees, or of unions connected directly or indirectly with the iron, steel or brass trades, or with the building trades

9. Particulars of Unions Registered under Commonwealth Conciliation and Arbitration Act, classified according to Industrial Groups, at end of Year 1921.—Under Part V. of the Commonwealth Conciliation and Arbitration Act any association of not less than 100 employees in any industry may be registered.* The following table gives particulars of registered unions at the end of the year 1921. Registered unions include both inter-State associations and associations operating within one State only.

Particulars of Unions Registered under Commonwealth Conciliation and Arbitration Act, classified according to Industrial Groups, at end of Year 1921.

Industrial Group.	No. of Unions.	Mem- ber- ship.	Industrial Group.	No. of Unfons,	Mem- bec- ship.
I. Wood, Furniture, etc. II. Engineering, Metal Works, etc. III. Food, Drink, Tobacco, etc. IV. Clothing, Hate, Boots, etc. V. Books, Printing, etc. VI. Other Manufacturing VII. Building VIII. Building	3 14 11 4 2 18	22,300 52,931 34,931 39,854 † 34,446 35,886	IX. Raliway& Tramway Services X. Other Land Transport XI. Shipping, etc. XII. Pastoral, Agricultural, etc. XIII. Domestic, Hotels, etc. XIV. Miscellaneous Total	5 4 8 1 5 41	57,662 10,517 36,349 12,938 237,454

[†] Not available for publication separately, included in Group XIV.

The figures given in the above table regarding unions registered under the Commonwealth Act are not comparable with those given in the table in paragraph 7 hereof regarding all inter-State and federated unions. A few federated unions included in the table in paragraph 7 are not registered under the Commonwealth Act, while, on the other hand, a number of purely State organisations registered under the Act are, of course, not included in the table in paragraph 7.

Under the Arbitration (Public Service) Act an association of less than 100 employees may
be registered as an organisation, provided its members comprise at least three-fifths of all persons engaged in that industry in the service.