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CHAPTER 8

MANPOWER

The principal subjects covered in this chapter are the labour force, employment and unemployment, wage rates and 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.

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 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 helpers) and personal characteristics such as age, sex, marital status and birthplace, are obtained only at a general census of population.

In the periods between population censuses, estimates of the labour force for the whole of Australia are obtained through the quarterly population survey, which is carried out by means of personal interviews at a sample of households throughout Australia (*see below*). The survey provides, in addition to particulars of the demographic composition of the labour force, broad estimates of occupational status, occupation, industry and hours of work.

Detailed industry estimates for each State and Territory are obtained only in respect of wage and salary earners, through a monthly collection from employers. These estimates, which exclude employees in agriculture and 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. Further information about estimates of employed wage and salary earners, and in particular the reason for differences between estimates and census data, is given in *Employed wage and salary earners* on page 158.

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).

The population survey

The population survey is the general title given to the household sample survey carried out in February, May, August and November of each year in all States and Territories. Emphasis in the survey is placed on the collection of data on demographic and labour force characteristics, the principal survey component being referred to as the labour force survey. The remaining part of the population survey consists of supplementary collections which are carried out from time to time in conjunction with the labour force survey.

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 each quarter from the occupants of selected dwellings by carefully-chosen and specially-trained interviewers. The interviews are carried out during a period of four weeks, so that there are four survey weeks in each of the months to which the survey relates. These four survey weeks are chosen so as to fall within the limits of the calendar month or with minimum encroachment into the adjacent months.

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. Data from supplementary surveys are published in mimeographed bulletins which are available on request. Results of the principal surveys held in the past have been published in earlier issues of the Year Book. A complete list of supplementary surveys is shown later in this chapter.

The first Australia-wide labour force survey was carried out in February 1964. Estimates are published quarterly in *The Labour Force* (6203.0) and in the preliminary statements, *The Labour Force (Preliminary)* (6202.0) and *Unemployment* (6201.0). More comprehensive statistics have been published in special annual bulletins entitled *The Labour Force* (6204.0), covering the period 1964 to 1968 and generally single years thereafter.

The survey includes all persons fifteen years of age and over (including full-blood Aborigines), except members of the permanent armed forces and certain diplomatic personnel customarily excluded from census and estimated populations.

The classification used in the survey conforms closely to that recommended by the Eighth International Conference of Labour Statisticians held in Geneva in 1954. In this classification, the labour force category to which an individual is assigned depends on his actual activity (i.e. whether working, looking for work, etc.) during a specified week, known as the 'survey week', which is the week immediately preceding that in which the interview takes place. The interviews are carried out during a period of four weeks, so that there are four survey weeks in each of the months to which the survey relates. These survey weeks generally fall within the limits of the calendar month.

A person's activity during the survey week is determined from answers given to a set of questions specially designed for this purpose. The principal categories appearing in the tables in this section are the employed and unemployed who, together, constitute the labour force. The remainder in the population are classified as not in the labour force. Definitions of these categories are as follows:

- (i) *The labour force* comprises all persons who, during the survey week, were employed or unemployed as defined in (ii) and (iii) below.
- (ii) *Employed persons* comprise all those who, during the survey week,
 - (a) did any work 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 fifteen hours or more without pay in a family business (or farm), or
 - (c) had a job, business or farm, but were not at work because of illness, accident, leave, holiday, production hold-up due to bad weather, plant breakdown, etc., or because they were on strike.

A person who had a job but was temporarily stood down by his employer for the whole week without pay is excluded and is classified in the tables as unemployed. A person who did some work during the week before he either lost his job or was stood down, however, is classified as employed. A person who held more than one job is counted only once—in the job at which he worked most hours during survey week.

- (iii) *Unemployed persons* comprise all those who either,
 - (a) during the survey week did not work and did not have a job, but could have taken one had it been available, and had been looking for full-time or part-time work in the four weeks up to and including the survey week (including persons who would have been prevented from taking a job in the survey week by their own temporary illness or injury, or by their having made arrangements to start after the survey week in a new job in which they would have preferred to start in the survey week); or
 - (b) were waiting to be called back to a job from which they had been temporarily stood down without pay for four weeks or less (including the whole of the survey week).
- (iv) *Persons not in the labour force* are all those who, during the survey week, were not in the categories 'employed' or 'unemployed' as defined. This category therefore includes persons without a job, business or farm who were not actively looking for work, and who, during the survey week, were either keeping house (unpaid), attending an educational institution (e.g. school or university), retired or voluntarily inactive, permanently unable to work or inmates of institutions. A person who worked less than fifteen hours without pay in a family business during the survey week is also classified as not in the labour force.

Estimates for May 1974 and 1975 shown in the following tables are based on definitions of *unemployed labour force* and *not in the labour force* which are different from the foregoing. For further details see the May 1976 issue of *The Labour Force* (6203.0).

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 which appear in the following tables 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, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings 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 have been obtained if all dwellings had been included in the survey, 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.

The figures in this table will not give a precise measure of the standard error of a particular estimate since they are averages based on calculations for a limited number of past surveys over a wide range of labour force characteristics. However, they will provide an indication of the magnitude of the standard error of any particular estimate for any particular survey. 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 3,000; i.e. there are then about two chances in three that the true figure is within the range 97,000 to 103,000 and about nineteen chances in twenty that this figure is between 94,000 and 106,000.

STANDARD ERRORS OF QUARTERLY ESTIMATES

<i>Australia</i>			<i>Australia</i>		
<i>Size of estimate (persons)</i>	<i>Per cent of</i>		<i>Size of estimate (persons)</i>	<i>Per cent of</i>	
	<i>No.</i>	<i>estimate</i>		<i>No.</i>	<i>estimate</i>
4,000	800	20.0	200,000	4,000	2.0
5,000	900	18.0	300,000	5,000	1.7
10,000	1,200	12.0	500,000	6,000	1.2
20,000	1,600	8.0	1,000,000	8,000	0.8
50,000	2,300	4.6	2,000,000	10,000	0.5
100,000	3,000	3.0	6,000,000	18,000	0.3

Estimates below 4,000 have not been published—see below.

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 employment 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 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 the lowest level shown in the above table 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.

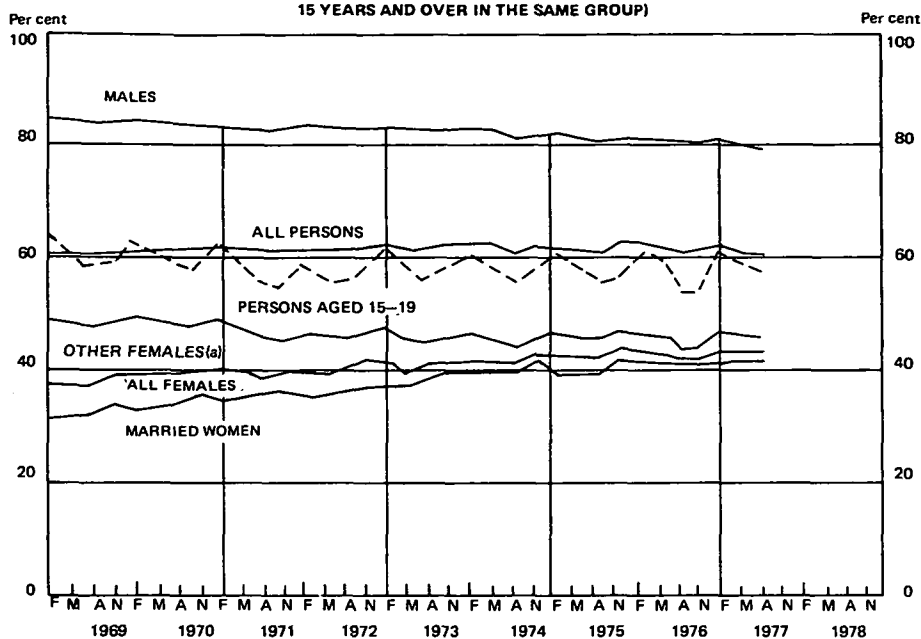
CIVILIAN POPULATION 15 YEARS OF AGE AND OVER(a), BY EMPLOYMENT STATUS

May—	Employed(b)			Unemployed(b)		Total labour force(b)		Not in labour force(b) ('000)	Civilian population aged 15 and over (a) ('000)
	Agri- culture ('000)	Other industries ('000)	Total ('000)	Number ('000)	Per cent of labour force(c)	Number ('000)	Per cent of popu- lation(d)		
MALES									
1974 . . .	305.9	3,499.5	3,805.4	45.2	1.2	3,850.6	81.8	856.6	4,707.2
1975 . . .	297.6	3,474.3	3,771.9	124.5	3.2	3,896.3	81.1	910.7	4,807.0
1976(f) . .	284.2	3,543.9	3,828.1	132.4	3.3	3,960.5	81.0	930.1	4,890.6
1977(f) . .	285.1	3,539.4	3,824.5	170.1	4.3	3,994.6	80.6	963.8	4,958.4
MARRIED WOMEN									
1974 . . .	48.9	1,197.5	1,246.5	25.6	2.0	1,272.1	39.5	1,948.7	3,220.8
1975 . . .	52.1	1,185.5	1,237.6	51.0	4.0	1,288.6	39.8	1,951.0	3,239.6
1976(f) . .	57.1	1,230.7	1,287.8	50.9	3.8	1,338.8	41.0	1,924.4	3,263.2
1977(f) . .	61.7	1,266.1	1,327.7	61.6	4.4	1,389.3	41.9	1,925.8	3,315.1
OTHER FEMALES(e)									
1974 . . .	10.9	687.3	698.2	24.5	3.4	722.7	45.6	863.7	1,586.3
1975 . . .	10.3	690.8	701.1	54.1	7.2	755.2	45.3	910.5	1,665.6
1976(f) . .	10.6	714.0	724.6	64.2	8.1	788.8	46.0	926.8	1,715.6
1977(f) . .	11.5	720.1	731.6	82.4	10.1	814.1	46.1	952.1	1,766.2
ALL FEMALES									
1974 . . .	59.9	1,884.8	1,944.7	50.1	2.5	1,994.7	41.5	2,812.4	4,807.1
1975 . . .	62.4	1,876.3	1,938.7	105.1	5.1	2,043.8	41.7	2,861.5	4,905.3
1976(f) . .	67.8	1,944.7	2,012.5	115.1	5.4	2,127.6	42.7	2,851.2	4,978.8
1977(f) . .	73.2	1,986.2	2,059.3	144.0	6.5	2,203.4	43.4	2,877.9	5,081.3
PERSONS									
1974 . . .	365.8	5,384.3	5,750.1	95.2	1.6	5,845.3	61.4	3,669.0	9,514.3
1975 . . .	360.0	5,350.6	5,710.6	229.6	3.9	5,940.1	61.2	3,772.1	9,712.3
1976(f) . .	352.0	5,488.6	5,840.6	247.6	4.1	6,088.1	61.7	3,781.3	9,869.4
1977(f) . .	358.3	5,525.6	5,883.8	314.2	5.1	6,198.0	61.7	3,841.7	10,039.7

(a) For a note on persons excluded see explanatory notes on page 148. (b) For definitions see page 148. (c) The number of unemployed in each group as a percentage of the labour force in the same group. (d) The labour force in each group as a percentage of the civilian population aged 15 years and over in the same group (labour force participation rate). (e) Never married, widowed and divorced. (f) Revised definition of unemployed, labour force, and not in labour force. See page 148.

LABOUR FORCE PARTICIPATION RATES

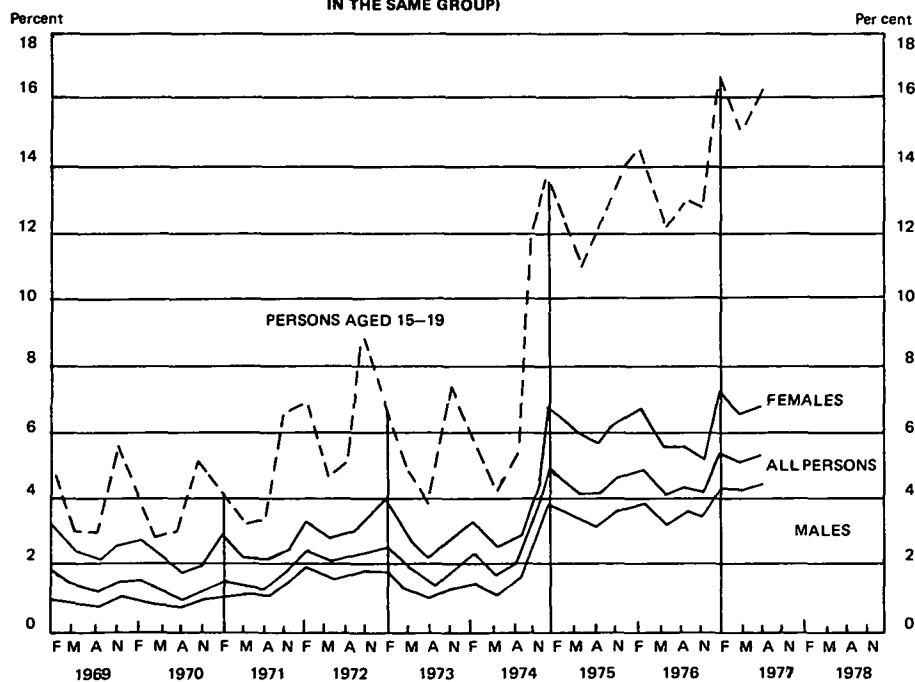
(THE LABOUR FORCE IN EACH GROUP AS A PERCENTAGE OF THE CIVILIAN POPULATION AGED 15 YEARS AND OVER IN THE SAME GROUP)



(a) Never married, widowed and divorced.

UNEMPLOYMENT RATES

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



CIVILIAN LABOUR FORCE(a): EMPLOYMENT STATUS, BIRTHPLACE AND PERIOD OF ARRIVAL IN AUSTRALIA, MAY 1977

Birthplace and period of arrival	Employed(b) (^{'000})	Unemployed(b)		Total labour force(b)	
		Number (^{'000})	Per cent of labour force	Number (^{'000})	Per cent of population(c)
MALES					
Born in Australia	2,799.2	121.9	4.2	2,921.2	80.6
Born outside Australia	1,025.3	48.2	4.5	1,073.5	83.5
Arrived before 1955	289.5	8.3	2.8	297.8	71.3
1955 to 1961	216.9	7.3	3.2	224.2	90.4
1962 to 1968	248.9	13.6	5.2	262.5	88.7
1969 to 1975	237.2	13.0	5.2	250.2	90.3
Jan. 1976 to May 1977	32.7	6.0	15.5	38.7	82.7
MARRIED WOMEN					
Born in Australia	931.5	37.0	3.8	968.5	39.7
Born outside Australia	396.2	24.6	5.8	420.8	48.6
Arrived before 1955	83.0	*	*	86.3	35.7
1955 to 1961	90.7	5.0	5.2	95.7	49.9
1962 to 1968	102.8	5.4	5.0	108.2	53.0
1969 to 1975	109.0	8.2	7.0	117.2	57.9
Jan. 1976 to May 1977	10.7	*	*	13.3	50.6
ALL FEMALES					
Born in Australia	1,541.4	102.9	6.3	1,644.3	43.0
Born outside Australia	517.9	41.1	7.4	559.1	47.3
Arrived before 1955	104.4	5.7	5.2	110.1	31.3
1955 to 1961	113.4	6.4	5.4	119.8	50.3
1962 to 1968	140.4	11.2	7.4	151.6	54.2
1969 to 1975	143.4	13.1	8.4	156.5	57.5
Jan. 1976 to May 1977	16.4	4.7	22.4	21.1	52.4
PERSONS					
Born in Australia	4,340.7	224.8	4.9	4,565.5	61.3
Born outside Australia	1,543.2	89.3	5.5	1,632.5	66.2
Arrived before 1955	393.9	14.0	3.4	407.9	53.0
1955 to 1961	330.3	13.7	4.0	344.0	70.7
1962 to 1968	389.3	24.8	6.0	414.1	71.9
1969 to 1975	380.6	26.1	6.4	406.7	74.1
Jan. 1976 to May 1977	49.1	10.7	17.9	59.8	68.7

(a) Aged 15 years and over. (b) For definitions see page 148. (c) See note (d) to table on page 150. Persons in institutions for whom, for the purposes of the survey, the institution was regarded as their usual place of residence, have been omitted since it is not practicable to ascertain the birthplace or the year of arrival in Australia for such persons.

* Estimates less than, or based on a figure less than, 4,000 are not published because they would be subject to sampling variability too high for most practical purposes. Although figures for these small components can in some cases be derived by subtraction, they should not be regarded as reliable.

**CIVILIAN LABOUR FORCE(a), BY AGE AND MARITAL STATUS
MAY 1977**

Age group (years)	Married			Not married(b)			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
NUMBER ('000)									
15-19 . . .	5.1	21.1	26.3	392.2	325.5	717.6	397.3	346.6	743.9
20-24 . . .	178.2	190.6	368.8	343.5	198.1	541.6	521.8	388.7	910.4
25-34 . . .	825.3	399.0	1,224.2	218.1	112.1	330.2	1,043.4	511.0	1,554.4
35-44 . . .	695.8	374.5	1,070.3	79.5	50.3	129.8	775.3	424.7	1,200.1
45-54 . . .	642.5	296.5	939.1	85.9	63.8	149.6	728.4	360.3	1,088.7
55-59 . . .	245.6	73.9	319.5	32.8	30.3	63.1	278.4	104.2	382.6
60-64 . . .	154.3	25.6	179.9	24.5	19.5	44.0	178.9	45.1	223.9
65 and over . . .	53.1	8.1	61.2	18.2	14.7	32.8	71.2	22.8	94.0
Total . . .	2,799.9	1,389.3	4,189.3	1,194.7	814.1	2,008.7	3,994.6	2,203.4	6,198.0

PER CENT OF POPULATION(c)									
15-19 . . .	98.8	53.7	59.0	62.4	56.6	59.6	62.7	56.4	59.6
20-24 . . .	97.9	56.9	71.4	87.4	83.7	86.0	90.7	68.0	79.4
25-34 . . .	98.3	44.0	70.1	92.9	77.2	86.9	97.1	48.6	73.1
35-44 . . .	98.0	54.1	76.3	89.2	67.9	79.6	97.0	55.4	76.6
45-54 . . .	95.3	46.5	71.6	84.3	57.5	70.3	93.9	48.1	71.4
55-59 . . .	88.7	29.1	60.2	73.7	39.3	51.9	86.6	31.5	58.6
60-64 . . .	67.4	12.8	42.0	56.7	21.0	32.3	65.7	15.4	39.7
65 and over . . .	14.4	3.2	9.9	13.3	3.2	5.5	14.1	3.2	7.8
Total . . .	85.2	41.9	63.5	71.5	46.1	58.4	80.6	43.4	61.7

(a) Aged 15 years and over. For definitions see page 148. (b) Never married, widowed and divorced. (c) The labour force in each group as a percentage of the civilian population in the same group (labour force participation rate).

CIVILIAN LABOUR FORCE(a) AND AVERAGE HOURS WORKED(b) BY EMPLOYED PERSONS(a), BY INDUSTRY, MAY 1977

Industry division or sub-division	Civilian labour force ('000)			Average hours worked by employed persons		
	Males	Females	Persons	Males	Females	Persons
Agriculture	297.9	76.9	374.8	49.0	27.0	44.5
Forestry, fishing and hunting	17.5	*	18.9	32.9	*	32.5
Mining	73.4	6.0	79.5	39.4	31.8	38.8
Manufacturing	979.7	350.5	1,330.2	38.5	33.1	37.1
Construction	475.7	36.2	511.9	38.3	20.2	36.9
Wholesale and retail trade	722.4	511.5	1,233.9	40.2	29.8	35.9
Transport and storage	273.6	45.8	319.4	38.1	28.8	36.8
Finance, insurance, real estate and business services	256.3	215.8	472.2	38.5	30.4	34.8
Community services(c)	328.8	567.8	896.6	33.8	26.2	29.0
Entertainment, hotels, personal services, etc.	168.1	228.6	396.7	38.9	26.9	32.0
Other industries(d)	385.6	139.7	525.3	35.1	31.5	34.2
Looking for first job	15.7	23.1	38.8	..	..	..
Total	3,994.6	2,203.4	6,198.0	38.8	28.9	35.3

(a) Aged 15 years and over. For definitions see page 148. (b) Persons with jobs who did not work during the survey week have been included in the calculation of average hours worked. When recording hours worked, fractions of an hour are disregarded. This procedure results in a slight lowering of the average hours figure. (c) Comprises health, education, libraries, etc.; welfare and religious institutions; and other community services. (d) Comprises electricity, gas and water; communication; and public administration and defence.

* Estimates less than, or based on a figure less than, 4,000 are not published because they would be subject to sampling variability too high for most practical purposes. Although figures for these small components can in some cases be derived by subtraction, they should not be regarded as reliable.

CIVILIAN LABOUR FORCE(a), BY OCCUPATION, MAY 1977
(^{'000})

<i>Occupation group</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Professional and technical	441.4	363.1	804.5
Administrative, executive and managerial	313.4	44.3	357.7
Clerical	337.1	724.7	1,061.8
Sales	259.7	286.8	546.6
Farmers, fishermen, timber-getters, etc.	352.5	72.2	424.7
Transport and communication	303.0	50.8	353.8
Tradesmen, production-process workers and labourers, n.e.c.(b)	1,752.2	263.7	2,015.9
Service, sport and recreation	219.5	374.6	594.2
Looking for first job	15.7	23.1	38.8
Total	3,994.6	2,203.4	6,198.0

(a) Aged 15 years and over. For definitions see page 148. (b) Includes miners, quarrymen and related workers.

EMPLOYED PERSONS(a), BY HOURS WORKED(b)
(^{'000})

<i>May—</i>	<i>Hours worked during survey week</i>							<i>Average hours worked(d)</i>	
	<i>0(c)</i>	<i>1-29</i>	<i>30-34</i>	<i>35-39</i>	<i>40</i>	<i>41-48</i>	<i>49 and over</i>	<i>Total</i>	<i>All Persons</i>
MALES									
1974	261.3	196.7	140.7	351.1	1,426.5	585.8	843.4	3,805.4	40.7
1975	270.3	208.6	161.3	369.4	1,551.7	469.6	740.9	3,771.9	40.8
1976	299.1	225.6	154.7	395.4	1,529.5	507.9	715.9	3,828.1	40.5
1977	310.0	246.0	170.0	408.0	1,532.7	482.0	675.9	3,824.5	40.1
MARRIED WOMEN									
1974	113.5	372.2	93.3	158.1	373.1	71.8	64.6	1,246.5	29.5
1975	133.2	379.3	93.7	164.3	361.7	48.8	56.6	1,237.6	36.4
1976	149.0	422.1	97.2	159.7	350.0	50.5	59.2	1,287.8	36.3
1977	169.6	433.5	94.6	162.3	348.5	50.2	69.1	1,327.7	36.2
OTHER FEMALES(f)									
1974	47.9	92.3	38.2	145.7	290.8	52.5	30.7	698.2	37.0
1975	45.0	98.7	37.8	152.9	289.3	49.5	27.8	701.1	37.1
1976	58.6	114.6	39.9	152.2	283.0	45.1	31.1	724.6	36.5
1977	57.6	124.5	43.5	138.8	288.3	50.9	28.1	731.6	36.6
ALL FEMALES									
1974	161.4	464.5	131.4	303.9	663.9	124.3	95.3	1,944.7	37.2
1975	178.2	478.0	131.5	317.2	651.1	98.3	84.4	1,938.7	36.7
1976	207.7	536.7	137.1	311.9	633.1	95.7	90.3	2,012.5	36.4
1977	227.1	558.0	138.1	301.0	636.8	101.1	97.1	2,059.3	36.3
PERSONS									
1974	422.7	661.2	272.1	654.9	2,090.4	710.1	938.6	5,750.1	40.4
1975	448.5	686.5	292.9	686.6	2,202.8	567.8	825.4	5,710.6	39.7
1976	506.8	762.3	291.8	707.3	2,162.6	603.5	806.3	5,840.6	39.4
1977	537.1	804.0	308.1	709.0	2,169.5	583.0	773.0	5,883.8	39.0

(a) Civilians 15 years of age and over. For definitions see page 148. (b) Actual hours worked during survey week, not hours paid for. The figures may be affected by public holidays, leave, absenteeism; temporary absence from work due to sickness, accidents, and industrial disputes; and work stoppages due to bad weather, plant breakdown, etc. (c) Excludes persons laid off for the whole of survey week without pay; these persons are classified as unemployed. (d) Persons with jobs who did not work during survey week have been included in the calculation of average hours worked. When recording hours worked, fractions of an hour are disregarded. This procedure results in a slight lowering of the average hours figures. (e) Persons who usually work 35 hours a week or more and others who, although usually part-time workers, worked 35 hours or more during survey week. (f) Never married; widowed; and divorced.

UNEMPLOYED PERSONS(a)

May—	Age (years)				Duration of unemployment(b)				Looking for—		Total ('000)
	15-19		20 and over		Under 2 weeks ('000)	2 and under 4 weeks ('000)	4 and under 13 weeks ('000)	13 weeks and over ('000)	Full-time work(c) ('000)	Part-time work(d) ('000)	
	Number unemployed ('000)	Per cent of labour force	Number unemployed ('000)	Per cent of labour force							
MALES											
1974 .	10.4	2.9	34.8	1.0	8.7	15.8	14.1	6.6	40.8	4.3	45.2
1975 .	30.8	8.5	93.7	2.7	12.1	21.4	48.4	42.6	117.4	7.1	124.5
1976(e)	41.7	10.8	90.7	2.5	9.0	22.4	38.3	62.7	123.3	9.2	132.4
1977(e) .	55.5	14.0	114.6	3.2	10.7	25.7	56.7	77.0	157.3	12.9	170.1
FEMALES											
1974 .	18.2	5.6	31.9	1.9	14.2	12.9	15.8	7.2	30.9	19.2	50.1
1975 .	38.7	11.7	66.4	3.9	13.6	17.8	36.5	37.3	74.1	31.0	105.1
1976(e)	45.7	13.6	69.4	3.9	9.5	20.7	39.2	45.6	79.1	36.0	115.1
1977(e) .	58.1	16.8	85.9	4.6	11.2	22.5	45.9	64.5	101.3	42.7	144.0
PERSONS											
1974 .	28.6	4.2	66.7	1.3	23.0	28.6	29.9	13.7	71.7	23.5	95.2
1975 .	69.5	10.0	160.1	3.1	25.7	39.2	84.9	79.8	191.5	38.1	229.6
1976(e)	87.4	12.1	160.1	3.0	18.5	43.1	77.6	108.3	202.4	45.2	247.6
1977(e) .	113.6	15.3	200.6	3.7	21.9	48.2	102.5	141.5	258.6	55.5	314.2

(a) Civilians 15 years of age and over. For definitions see page 148. (b) Period from the time the person began looking for work, or was laid off, to the end of survey week. (c) Includes persons laid off for the whole week from full-time jobs. (d) Includes persons laid off for the whole week from part-time jobs. (e) Revised definition of unemployed. See page 148.

UNEMPLOYMENT RATES(a), STATE CAPITAL CITIES AND OTHER AREAS

(Per cent)

May—	State capital cities(b)			Other areas		
	Males	Females	Persons	Males	Females	Persons
1974 .	1.0	1.9	1.3	1.5	3.9	2.2
1975 .	3.4	5.1	4.0	2.9	5.3	3.6
1976(c) .	3.3	5.1	3.9	3.5	6.2	4.3
1977(c) .	4.2	5.8	4.8	4.3	8.1	5.5

(a) The unemployed in each group as a percentage of the labour force in the same group. (b) The figures relate to persons residing within the boundaries of the relevant Statistical Divisions. Explanatory notes on the delimitation of urban boundaries are shown on pages 142-3 of Year Book No. 61. Maps showing the boundaries of the capital city Statistical Divisions were published in *Census of Population and Housing, 30 June 1971—Census Bulletin No. 6*. (c) Based on revised definition of unemployed. See page 148.

**UNEMPLOYED PERSONS(a), BY AVERAGE DURATION OF UNEMPLOYMENT(b),
MAY, 1977
(Weeks)**

<i>Age</i>	<i>Males</i>	<i>Married women</i>	<i>Other females(c)</i>	<i>All females</i>	<i>Persons</i>
15-19 years	16.8	16.2	20.1	19.9	18.3
20 years and over	19.3	15.2	19.9	16.7	18.2
All unemployed persons	18.5	15.2	20.0	18.0	18.3

(a) Civilians aged 15 years and over. For definition see page 148. (b) Periods of unemployment are recorded only in completed weeks; this procedure results in a slight lowering of the figures shown for average duration of unemployment. (c) Never married; widowed; and divorced.

UNEMPLOYED PERSONS(a), BY AGE AND BIRTHPLACE, MAY 1977

<i>Age group (years)</i>	<i>Number unemployed ('000)</i>			<i>Per cent of labour force</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
BORN IN AUSTRALIA						
15-19	47.6	49.5	97.1	13.8	16.4	15.0
20 and over—						
20-24	27.1	21.4	48.5	6.3	6.7	6.5
25-34	16.7	14.7	31.4	2.3	4.1	2.9
35 and over	30.5	17.3	47.8	2.2	2.6	2.3
<i>Total 20 and over</i>	74.3	53.3	127.7	2.9	4.0	3.3
Total	121.9	102.9	224.8	4.2	6.3	4.9
BORN OUTSIDE AUSTRALIA						
15-19	7.9	8.6	16.5	14.9	19.6	17.0
20 and over—						
20-24	8.3	6.5	14.8	9.4	9.1	9.3
25-34	11.8	10.6	22.4	3.9	7.0	4.9
35 and over	20.1	15.5	35.6	3.2	5.3	3.9
<i>Total 20 and over</i>	40.3	32.6	72.9	4.0	6.3	4.7
Total	48.2	41.1	89.3	4.5	7.4	5.5

(a) Civilians aged 15 years and over. For definition see page 148.

Labour Force Supplementary Surveys

As explained earlier in this chapter, the quarterly labour force survey questions are regularly supplemented by additional questions on particular aspects of the labour force or on topics of demographic and social interest. A complete list of supplementary surveys is given below.

<i>Title</i>	<i>Catalogue number</i>
Alcohol and Tobacco Consumption Patterns, February 1977	4308.0
Annual Leave, August 1974	6317.0
Assisted and Unassisted Migrants, August 1972	3406.0
Australian Ex-Service Personnel, Survey of, November 1966	4403.0
Birth Expectations of Married Women, November 1976	3213.0
Ex-Service Personnel, Widows and Children, November 1971	4403.0
Child Care—	
May 1969; May 1973; May 1977	4402.0
Chronic Illnesses, Injuries and Impairments—	
May 1968; May 1974	4305.0
Evening and Night Work, November 1976	6329.0
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
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	6227.0
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	6222.0
School Leavers, 1970 to 1974: Their Employment Status and Education Experience in May 1975	6226.0
Superannuation Survey of—	
Victoria, May 1968	(b)
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 No. allocated. Old Reference No. 13.11.

(b) No Catalogue No. allocated. Old Reference No. 6.19.

Employed wage and salary earners

The figures in this section generally relate only to civilian wage and salary earners, not to the total labour force; they therefore exclude employers, self-employed persons, unpaid helpers and the unemployed. Also excluded, because of the inadequacy of current data, are wage and salary earners in agriculture and private households. For the sake of brevity, wage and salary earners are referred to in the tables as 'employees'. Defence forces are included in the table on page 159.

The estimates are based on comprehensive data (referred to herein as 'benchmarks') derived from the 1971 population census and other relevant sources such as special returns from government bodies and the Bureau's economic censuses and surveys.

The data needed to derive the estimates for periods subsequent to the benchmark date (June 1971) are obtained from three main sources: (a) payroll tax returns, (b) returns from government bodies, and (c) some other current returns of employment (e.g. for hospitals); the balance, i.e. unrecorded private employment, is estimated. At June 1971, recorded employment obtained from the foregoing sources represented about 90 per cent of employees in the industries covered, as determined by the benchmarks. Monthly estimates are published in *Employment and Unemployment* (6213.0).

Although the series measure reasonably well the short-term trends in employment in the defined field, they may be less reliable for longer-term measurement. There are conceptual differences between benchmark and current data, and changes in such factors as labour turnover, multiple jobholding and part-time working all affect the trend over longer periods.

Concepts and definitions

The concepts and definitions applicable to these estimates are those adopted at the 1971 population census and conform closely to the recommendations of the Eighth International Conference of Labour Statisticians. At the census the following questions were asked in respect of all persons fifteen years of age and over:

'Did this person have a full or part-time job, or business or farm of any kind last week (even if this person was temporarily absent from a job because of sickness, holidays, industrial dispute, etc.)?'

'Did this person do any work at all last week for payment or profit (even if this person was working only part-time or helping without pay in a family business)?'

Provided they had not been temporarily laid off by their employers without pay for the whole of the week, persons who answered 'yes' to either of these questions were classified as employed. Persons in this category were classified as wage or salary earners if on their census schedule they were stated to be 'a wage or salary earner' in the job they held in the previous week.

Adoption of new benchmarks

As results from each successive population census become available, it is customary to derive from them new benchmarks for the monthly employment series, and to revise the published estimates for all periods subsequent to the date of the previous census. Benchmarks for June 1971 were established by analysing data from the 1971 population census and other relevant sources such as special returns from government bodies and the Bureau's economic censuses and surveys.

Current data

Current data supplied by reporting enterprises or establishments generally refer to persons on the payroll for the last pay-period in each month. Persons who are on paid leave or who work during part of the pay-period and are unemployed or on strike during the rest of the period are generally counted as employed. Those not shown on employers' payrolls because they are on leave without pay, on strike or stood down for the entire period are excluded.

In all States and Territories, most employers paying wages in excess of a designated exemption level are required to lodge payroll tax returns. Certain Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under Australian and State Payroll Tax Acts. The following table shows details of recent exemption levels (in dollars per week):

	Queensland	Western Australia	Other States	Northern Territory and Australian Capital Territory
Before January 1976	400	400	400	400
January to December 1976	800	800	800	400
January to June 1977	1,200	923	923	923
July to November 1977	1,600	923	923	923
December 1977	1,600	1,154	923	923
From January 1978	1,923	1,154	1,154	1,154

Private and Government employees

Estimates of private and government employment shown in the table below are on a revised basis designed to achieve uniformity of classification in statistical collections (the principal change being in the classification of public hospitals). The effect of this revision at June 1976 was that government employment estimates were about 150,000 higher and private employment estimates about 150,000 lower than they would have been if the previous classification had been continued. For further details see the February 1977 issue of *Employment and Unemployment* (6213.0).

Government employees comprise not only administrative employees but also all other employees of government bodies (Australian, State, local and semi-government) on services such as railways, road transport, banks, postal and telecommunications, air transport, education (including universities, colleges of advanced education, etc.), radio, television, police, public works, factories, marketing authorities, public hospitals (other than those run by charitable or religious organisations) and departmental hospitals and institutions.

CIVILIAN EMPLOYEES AND DEFENCE FORCES EXCLUDING EMPLOYEES IN AGRICULTURE AND PRIVATE DOMESTIC SERVICE (^{'000})

Civilian employees										
June—	Government(a)					Total	Defence Forces(b)	Total		
	Private	Australian	State	Local	Total					
MALES										
1971	.	.	2,087.6	250.1	494.9	92.2	837.1	2,924.7	80.5	3,005.2
1972	.	.	2,075.6	253.9	508.6	102.4	865.0	2,940.6	78.3	3,018.9
1973	.	.	(c)2,099.3	262.5	517.5	105.9	885.9	(c)2,985.2	71.0	(c)3,056.2
1974	.	.	2,170.7	270.6	528.2	98.8	897.5	3,068.2	64.7	3,132.9
1975	.	.	(c)2,087.2	280.5	554.7	121.1	956.3	(c)3,043.5	65.8	(c)3,109.3
1976	.	.	2,068.8	275.5	560.3	101.5	937.3	3,006.1	65.3	3,071.5
1977	.	.	2,030.7	272.2	574.0	102.3	948.5	2,979.2	66.3	3,045.5
FEMALES										
1971	.	.	1,131.5	89.1	261.6	15.3	366.0	1,497.5	2.7	1,500.2
1972	.	.	1,145.0	92.5	274.0	15.9	382.3	1,527.3	2.8	1,530.1
1973	.	.	1,215.8	97.9	286.9	17.1	401.9	1,617.7	3.1	1,620.8
1974	.	.	1,299.4	108.3	312.7	17.9	438.9	1,738.3	2.9	1,741.2
1975	.	.	1,228.5	118.6	342.2	19.9	480.6	1,709.2	3.4	1,712.6
1976	.	.	1,237.1	115.5	360.6	19.8	495.9	1,733.0	3.6	1,736.5
1977	.	.	1,231.8	116.6	377.0	21.8	515.3	1,747.1	3.8	1,750.9
PERSONS										
1971	.	.	3,219.1	339.2	756.5	107.4	1,203.2	4,422.3	83.2	4,505.5
1972	.	.	3,220.6	346.4	782.6	118.3	1,247.3	4,467.9	81.1	4,549.0
1973	.	.	(c)3,315.0	360.5	804.4	122.9	1,287.9	(c)4,602.9	74.1	(c)4,677.0
1974	.	.	3,470.1	378.9	840.9	116.7	1,336.4	4,806.5	67.6	4,874.1
1975	.	.	(c)3,315.7	399.0	896.9	141.0	1,436.9	(c)4,752.7	69.2	(c)4,821.9
1976	.	.	3,305.9	391.0	920.9	121.3	1,433.2	4,739.1	68.9	4,808.0
1977	.	.	3,262.5	388.8	950.9	124.1	1,463.8	4,726.2	70.1	4,796.3

(a) Includes industrial as well as administrative employees. See explanation above.
Australia and overseas.

(b) Permanent defence forces in
(c) Affected by industrial disputes.

Industry

The industry classification used in this section is the *Australian Standard Industry Classification* (ASIC), described in the Bureau publication *Australian Standard Industrial Classification, Preliminary Edition, Volume 1* (1201.0). This industry classification is not directly comparable with those adopted for population censuses before 1971 and used in previously-published estimates of civilian employees.

It is expected that in due course a revised series will be published for the period June 1966 to May 1971, classified according to ASIC. However, it may not be possible to provide as much industry detail as for June 1971 and subsequent periods. ASIC estimates cannot be derived for periods prior to June 1966.

CIVILIAN EMPLOYEES: PRINCIPAL INDUSTRIES

EXCLUDING DEFENCE FORCES AND EMPLOYEES IN AGRICULTURE AND PRIVATE DOMESTIC SERVICE
(^{'000})

ASIC Division(a)	June—				
	1973	1974	1975	1976	1977
MALES					
Forestry, fishing and hunting(b)	14.2	13.9	15.0	13.7	13.7
Mining	69.7	71.3	74.9	72.9	73.2
Manufacturing	(c)940.1	960.5	895.8	888.7	866.0
Electricity, gas and water	90.3	90.5	91.9	91.5	93.0
Construction	381.5	385.7	(c)393.3	352.8	342.9
Wholesale and retail trade	536.6	552.8	549.1	558.3	554.9
Transport and storage	211.2	218.4	218.8	214.6	212.2
Communication	69.2	71.7	72.8	71.8	71.1
Finance, insurance, real estate and business services	193.2	202.8	198.3	197.3	197.4
Public administration and defence(d)	138.0	143.0	154.0	153.3	152.9
Community services	241.0	252.5	268.7	280.1	291.4
Entertainment, recreation, restaurants, hotels and personal services(e)	100.2	105.1	110.9	111.3	110.7
Total	(c)2,985.2	3,068.2	(c)3,043.5	3,006.1	2,979.2
FEMALES					
Forestry, fishing and hunting(b)	0.8	1.0	0.9	1.2	1.1
Mining	5.5	5.5	5.9	5.6	5.8
Manufacturing	347.3	370.9	309.0	308.2	290.2
Electricity, gas and water	8.8	9.1	9.2	9.1	9.1
Construction	17.9	19.1	18.2	18.2	18.1
Wholesale and retail trade	388.7	416.3	406.7	410.1	414.0
Transport and storage	33.9	36.9	36.7	36.2	37.1
Communication	27.3	29.5	29.7	29.3	29.0
Finance, insurance, real estate and business services	171.9	185.0	181.2	183.0	187.6
Public administration and defence(d)	67.9	76.0	89.5	90.2	93.3
Community services	397.4	428.4	458.7	480.9	501.1
Entertainment, recreation, restaurants, hotels and personal services(e)	150.3	160.5	163.6	161.0	160.6
Total	1,617.7	1,738.3	1,709.2	1,733.0	1,747.1
PERSONS					
Forestry, fishing and hunting(b)	15.0	14.9	15.9	14.9	14.8
Mining	75.1	76.8	80.8	78.5	79.0
Manufacturing	(c)1,287.4	1,331.4	1,204.8	1,196.9	1,156.2
Electricity, gas and water	99.2	99.5	101.1	100.5	102.1
Construction	399.4	404.7	(c)411.5	371.0	361.0
Wholesale and retail trade	925.4	969.2	955.7	968.4	968.9
Transport and storage	245.1	255.3	255.5	250.8	249.3
Communication	96.6	101.2	102.5	101.1	100.1
Finance, insurance, real estate and business services	365.1	387.9	379.5	380.3	385.0
Public administration and defence(d)	205.9	219.0	243.5	243.5	246.1
Community services	638.3	681.0	727.4	761.0	792.4
Entertainment, recreation, restaurants, hotels and personal services(e)	250.4	265.7	274.5	272.3	271.3
Total	(c)4,602.9	4,806.5	(c)4,752.7	4,739.1	4,726.2

(a) Australian Standard Industrial Classification. (b) Excludes ASIC Sub-divisions O1 (Agriculture) and O2 (Services to agriculture). (c) Affected by industrial disputes. (d) Excludes members of the permanent defence forces. (e) Excludes ASIC Sub-division 94 (Private households employing staff).

Commonwealth Employment Service

Statutory warrant for the Commonwealth Employment Service (CES) is to be found in the *Re-establishment and Employment Act* 1945 (sections 47 and 48). 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 Industrial Relations. There is a central administration in Melbourne and a regional office in the capital city of each State and the Northern Territory. There are 207 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 63, Victoria 51, Queensland 36, South Australia 20, Western Australia 22, Tasmania 8, Northern Territory 4 and Australian Capital Territory 3. In addition, there is a total of 52 either full-time or part-time branch offices in the metropolitan and country centres, and 158 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, or by correspondence, to assist individuals to obtain suitable employment. Persons approved for training are eligible for living and other allowances. Assistance under the National Apprenticeship Assistance Scheme (NAAS), 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 guidance and counselling 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. In New South Wales the CES provides vocational counselling for adults, including ex-service members and the handicapped, while the State Department of Labour and Industry provides a vocational guidance service within the school system and for young persons leaving school.

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 program. 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 must 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 and 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 1976 there were 1,762,989 applicants who registered for employment, of whom 1,133,129 were referred to employers and 465,567 placed in employment. New vacancies notified numbered 678,943.

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 Industrial Relations)

June(a)	N.S.W.(b)	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	Aust.
1972 . .	34,176	25,430	11,693	11,514	12,076	3,498	814	99,201
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

(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 above.

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 Industrial Relations)

June(a)	N.S.W.(b)	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	Aust.
1972 . .	8,695	8,411	3,024	1,808	1,564	699	285	24,486
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

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

Sample surveys of job vacancies have been conducted by the Australian Bureau of Statistics in March each year since 1974 and quarterly since May 1977. 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 1977* (6218.0) and *Job Vacancies, November 1977* (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 1977 was 39,700, while the CES figure was 19,894. Reasons why the survey estimates differ from CES statistics were published in *Job Vacancies, May 1977* (6231.0).

JOB VACANCIES

	<i>Annual surveys</i>				<i>Quarterly surveys</i>		
	<i>March</i>				<i>May</i>	<i>August</i>	<i>November</i>
	<i>1974</i>	<i>1975</i>	<i>1976</i>	<i>1977</i>	<i>1977</i>	<i>1977</i>	<i>1977</i>
NUMBER OF VACANCIES ('000)							
For males	106.4	31.7	27.8	27.5	18.6	19.7	16.7
For females	39.2	11.3	11.1	7.9	8.1	7.6	5.3
For males and females(a)	19.7	12.2	11.8	14.2	12.6	13.8	14.4
Total	165.2	55.2	50.8	49.6	39.3	41.0	36.4
JOB VACANCY RATE (PERCENT)(b)							
Persons	3.6	1.3	1.2	1.2	0.9	0.9	0.9

(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).

EARNINGS AND HOURS

Industrial Conciliation and Arbitration

General

Legal minimum rates of pay for most Australian wage and salary earners (87 percent in 1974) are prescribed in awards and determinations of Federal and State industrial arbitration tribunals or in collective agreements registered with them. (In 1974 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 and 1977 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; August 1977, 2 per cent; and December 1977, 1.5 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 August 1977, the six capital cities' minimum wage in Commission awards was \$110.60 a week.

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 and Earnings* (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 and 1976 issues of *Labour Statistics* (6301.0).

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.

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: ADULT MALES AND ADULT FEMALES, ALL GROUPS, AUSTRALIA^(a)

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

<i>End of December—</i>	<i>Rates of wage (\$)</i>			<i>Index Nos. (Base 1954 = 100)</i>
	<i>Federal awards, etc.</i>	<i>State awards, etc.</i>	<i>All awards, etc.</i>	<i>All awards</i>
ADULT MALES				
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 . . .	149.37	148.35	148.91	527.3
ADULT FEMALES				
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	144.83	138.83	697.4

(a) Excludes rural industry.
agreements.

(b) As prescribed in awards, determinations and collective

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, INDUSTRY GROUPS

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

Industry Group	End of December—				
	1973	1974	1975	1976	1977p
RATES OF WAGE(b) (\$)					
Mining and quarrying(c)	82.16	122.79	147.00	168.02	185.29
Manufacturing—					
Engineering, metals, vehicles, etc.	73.40	101.40	110.38	126.83	139.89
Textiles, clothing and footwear	72.76	92.22	108.41	124.27	137.12
Food, drink and tobacco	76.38	101.83	114.90	132.39	145.87
Sawmilling, furniture, etc.	72.60	101.51	111.77	128.15	141.43
Paper, printing, etc.	82.55	107.02	119.16	136.74	150.12
Other manufacturing	76.25	101.77	112.99	129.92	143.12
All manufacturing groups	74.76	101.17	111.96	128.64	141.83
Building and construction	79.32	110.92	127.14	146.11	160.04
Railway services	71.77	101.94	108.96	124.40	137.57
Road and air transport	77.25	107.48	116.52	133.29	146.68
Shipping and stevedoring(d)	93.89	118.19	144.80	164.17	179.17
Communication	102.57	130.75	141.67	160.85	175.98
Wholesale and retail trade	78.76	105.75	117.58	134.99	148.69
Public authority (n.e.i.) and community and business services	81.98	104.19	120.15	138.34	151.93
Amusement, hotels, personal service, etc.	72.38	97.66	108.96	124.98	137.86
All industry groups(e)	77.69	105.57	117.95	135.29	148.91
INDEX NUMBERS (Base: Weighted Average Weekly Wage Rate for Australia, Year 1954 = 100)					
Mining and quarrying(c)	290.9	434.8	520.5	594.9	656.1
Manufacturing—					
Engineering, metals, vehicles, etc.	259.9	359.0	390.8	449.1	495.3
Textiles, clothing and footwear	257.6	326.5	383.9	440.0	485.5
Food, drink and tobacco	270.5	360.6	406.9	468.4	516.5
Sawmilling, furniture, etc.	257.1	359.4	395.8	453.8	500.8
Paper, printing, etc.	292.3	378.9	421.9	484.2	531.6
Other manufacturing	270.0	360.4	400.1	460.0	506.8
All manufacturing groups	264.7	358.2	396.4	455.5	502.2
Building and construction	280.9	392.7	450.2	517.4	566.7
Railway services	254.1	360.9	385.8	440.5	487.1
Road and air transport	273.5	380.6	412.6	471.9	519.4
Shipping and stevedoring(d)	332.5	418.5	512.7	581.3	634.4
Communication	363.2	463.0	501.6	569.6	623.1
Wholesale and retail trade	278.9	374.5	416.3	478.0	526.5
Public authority (n.e.i.) and community and business services	290.3	368.9	425.4	489.8	538.0
Amusement, hotels, personal service, etc.	256.3	345.8	385.8	442.5	488.1
All industry groups(e)	275.1	373.8	417.6	479.0	527.3

(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, INDUSTRY GROUPS

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

Industry Group	End of December—				
	1973	1974	1975	1976	1977p

RATES OF WAGE(b) (\$)

Manufacturing—					
Engineering, metals, vehicles, etc.	65.65	93.31	106.85	123.32	136.15
Textiles, clothing and footwear	58.97	81.09	101.11	118.55	131.07
Food, drink and tobacco	62.06	91.36	107.29	124.30	137.30
Other manufacturing	62.06	90.60	107.04	123.32	136.20
<i>All manufacturing groups</i>	<i>61.24</i>	<i>86.67</i>	<i>104.22</i>	<i>121.19</i>	<i>133.91</i>
Transport and communication	74.17	100.55	112.49	129.26	142.22
Wholesale and retail trade	68.31	98.07	115.21	133.28	147.17
Public authority (n.e.i.) and community and business services	71.81	94.69	113.77	131.49	144.66
Amusement, hotels, personal service, etc.	63.85	90.28	105.06	120.36	133.09
<i>All industry groups(c)</i>	<i>65.16</i>	<i>91.62</i>	<i>108.61</i>	<i>125.75</i>	<i>138.83</i>

INDEX NUMBERS

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

Manufacturing—					
Engineering, metals, vehicles, etc.	329.8	468.7	536.7	619.5	683.9
Textiles, clothing and footwear	296.2	407.3	507.9	595.5	658.4
Food, drink and tobacco	311.7	458.9	538.9	624.4	689.7
Other manufacturing	311.7	455.1	537.7	619.4	684.2
<i>All manufacturing groups</i>	<i>307.6</i>	<i>435.4</i>	<i>523.5</i>	<i>608.7</i>	<i>672.6</i>
Transport and communication	372.5	505.1	565.1	649.3	714.4
Wholesale and retail trade	343.1	492.6	578.7	669.5	739.2
Public authority (n.e.i.) and community and business services	360.7	475.6	571.5	660.5	726.6
Amusement, hotels, personal service, etc.	320.7	453.5	527.7	604.6	668.5
<i>All industry groups(c)</i>	<i>327.3</i>	<i>460.2</i>	<i>545.6</i>	<i>631.7</i>	<i>697.4</i>

(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: ADULT MALES AND ADULT FEMALES,
ALL GROUPS, AUSTRALIA^(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>
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 . . .	372.02	525.8	349.97	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 hourly wage rate, Australia, 1954 = 100.0.

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 30 September 1977, were: New South Wales, 39.74; Victoria, 39.92; Queensland, 39.84; South Australia, 39.92; Western Australia, 39.80; Tasmania, 39.89; Australia, 39.83. Corresponding figures for adult female workers at 31 December 1977, 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.

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 civilians only. 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 1977 quarter are as follows: New South Wales 67 per cent, Victoria 67, Queensland 66, South Australia 66, Western Australia 62, Tasmania 64, Northern Territory 62 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 66 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 average weekly earnings of \$190 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)
(**\$**)

<i>Period</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld.</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>N.T.^(b)</i>	<i>A.C.T.^(b)</i>	<i>Aust.</i>
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	95.40	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	185.50	169.10	157.80	190.00	209.00	169.60
1976-77	193.60	191.10	184.50	179.50	190.80	181.30	216.80	237.70	190.70

(a) See explanation above. (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 1974 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 1977

Preliminary results of the May 1977 survey contained in the tables below relate to the pay-period which included 23 May 1977. 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) water-side 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 paying more than \$800 a week in wages and salaries in the States, and more than \$400 a week in the Territories. 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 refers to male and female employees on the payroll who received pay for the specified pay period.

Private employees are employees of private employers subject to payroll tax and employees of non-government hospitals not subject to payroll tax.

Government employees are civilian employees of Australian and State government departments, authorities and semi-government bodies, and of local government authorities.

Full-time employees refers to those employees who ordinarily work 30 hours or more a week and who received pay for the last pay period in October. 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, long service leave and paid holidays taken during the pay period. Some employees (e.g. air crews, teachers, university lecturers), although paid for a weekly attendance of less than 30 hours, were classified as full-time if they worked the normal scheduled hours for a full week.

For *private employees*, *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 *government employees*, *managerial, executive, professional and higher supervisory staff* were generally defined as those employees (i) who were ineligible to receive payment for overtime or (ii) who, although subject to payment for overtime, were in charge of a significant number of employees in a separate establishment or establishments. 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 earnings refers to gross earnings for the specified pay period before taxation and other deductions were made. It includes ordinary time earnings and overtime earnings (as defined below). Where payments were made on other than 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, etc.), one week's proportion of such payments is included. Pay in advance, retrospective pay and annual or periodic bonuses, etc. are excluded.

Overtime earnings refers to that part of gross weekly earnings (as defined above) for hours paid for in excess of award, standard or agreed hours of work. Overtime earnings were not reported for managerial, etc. staff.

Ordinary time earnings refers to that part of gross weekly earnings (as defined above) for award, standard or agreed hours of work. It includes shift allowances, penalty rates, commissions, bonuses and incentive payments, and that part of paid annual and other leave which relates to these hours.

Standard (or restricted) weekly hours refers to the number of hours constituting a full-week's work for the specified pay period.

Weekly hours paid for refers to the hours for which payment was made. It includes ordinary time hours and overtime hours (as defined below). For employees paid other than weekly, hours are converted to a weekly basis. For employees who began or ceased work or were absent without pay for any reason during the specified week, only the hours actually paid for are included. Where agreed hours of work are less than award hours, hours are based on agreed hours. Hours of work were not reported for managerial, etc. staff.

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

Overtime hours refers to hours in excess of award, standard or agreed hours of work.

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 information obtained from samples of employers and employees, they may differ from the figures that would have been produced if the information had been obtained from all employers and employees. 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 have been obtained if all employers and employees had been included in the surveys, 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 172. 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 28,900 to 32,100 and about nineteen chances in twenty that this figure is between 26,800 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 indicate that average overtime earnings of full-time, male, non-managerial employees aged 21 years and over (Australia) were \$17.30. Table B below shows the approximate standard error for this estimate to be 2.5 per cent (i.e. about 40 cents). There are about two chances in three that the true figure is within the range \$16.90 to \$17.70, and about nineteen chances in twenty that this figure is between \$16.50 and \$18.10.

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)						
	5,000	10,000	20,000	30,000	40,000	60,000	100,000
Number . . .	800	1,200	1,800	2,100	2,400	3,000	4,000
Per cent . . .	16	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
Males—						
Overtime . . .	3.1	3.4	2.5	9.3	10.8	7.4
Ordinary time . . .	0.4	0.7	0.5	1.2	0.9	0.7
Total . . .	0.6	0.6	0.5	1.5	1.1	0.9
Females—						
Overtime . . .	6.2	8.2	5.9	16.4	8.0	7.2
Ordinary time . . .	0.6	1.3	1.2	1.4	0.8	0.7
Total . . .	0.6	1.2	1.1	1.5	0.8	0.7

ALL EMPLOYEES(a): WEEKLY EARNINGS, MAY 1977

Weekly earnings (\$)—	Males			Females			Persons		
	Number (‘000)	Per cent of total	Cumulative per cent of total	Number (‘000)	Per cent of total	Cumulative per cent of total	Number (‘000)	Per cent of total	Cumulative per cent of total
Under 10									
10 and under 20	(c)20.4	0.7	0.7	10.4	0.7	0.7	15.2	0.3	0.3
20 " " 30	20.8	0.7	1.4	21.6	1.5	2.2	37.2	0.9	1.2
30 " " 40	16.2	0.6	2.0	25.3	1.7	3.9	46.1	1.1	2.3
40 " " 50	12.9	0.5	2.4	27.4	1.9	5.7	43.7	1.0	3.3
50 " " 60	19.9	0.7	3.1	25.9	1.8	7.5	38.8	0.9	4.2
60 " " 70	30.5	1.1	4.2	30.0	2.0	9.5	49.9	1.1	5.3
70 " " 80	30.8	1.1	5.3	40.9	2.8	12.3	71.4	1.6	6.9
80 " " 90	35.8	1.2	6.5	49.5	3.4	15.7	80.3	1.8	8.8
90 " " 100	31.2	1.1	7.6	59.5	4.0	19.7	95.4	2.2	11.0
100 " " 110	35.3	1.2	8.8	60.9	4.1	23.9	92.1	2.1	13.1
110 " " 120	39.7	1.4	10.2	56.3	3.8	27.7	91.6	2.1	15.2
120 " " 130	62.7	2.2	12.4	72.8	4.9	32.6	112.5	2.6	17.8
130 " " 140	116.7	4.1	16.4	107.1	7.3	39.9	169.8	3.9	21.7
140 " " 150	171.6	6.0	22.4	127.7	8.7	48.6	244.4	5.6	27.3
150 " " 160	211.9	7.4	29.8	158.8	10.8	59.3	330.4	7.6	34.9
160 " " 170	217.6	7.6	37.3	146.0	9.9	69.3	357.9	8.2	43.1
170 " " 180	208.0	7.2	44.5	105.1	7.1	76.4	322.7	7.4	50.5
180 " " 190	189.3	6.6	51.1	73.7	5.0	81.4	281.7	6.5	57.0
190 " " 200	178.1	6.2	57.3	56.9	3.9	85.3	246.2	5.7	62.7
200 " " 210	160.6	5.6	62.9	44.3	3.0	88.3	222.4	5.1	67.8
210 " " 220	142.1	4.9	67.8	38.8	2.6	90.9	199.4	4.6	72.4
220 " " 230	120.5	4.2	72.0	30.8	2.1	93.0	172.9	4.0	76.3
230 " " 240	105.8	3.7	75.7	20.7	1.4	94.4	141.1	3.2	79.6
240 " " 250	89.4	3.1	78.8	19.3	1.3	95.7	125.0	2.9	82.5
250 " " 260	83.6	2.9	81.7	15.8	1.1	96.8	105.1	2.4	84.9
260 " " 270	73.6	2.6	84.3	9.8	0.7	97.4	93.4	2.1	87.0
270 " " 280	57.3	2.0	86.2	9.3	0.6	98.1	82.9	1.9	88.9
280 " " 290	47.3	1.6	87.9			98.9	63.7	1.5	90.4
290 " " 300	48.3	1.7	89.6	(b)11.8	0.8		52.7	1.2	91.6
300 " " 320	77.5	2.7	92.3				51.1	1.2	92.8
320 " " 340	49.0	1.7	94.0				83.4	1.9	94.7
340 " " 360	48.3	1.7	95.6				51.1	1.2	95.9
360 " " 380	29.6	1.0	96.7	(b)16.7	1.1	100.0	50.3	1.2	97.0
380 " " 400	23.0	0.8	97.5				31.1	0.7	97.7
400 " " 450	32.4	1.1	98.6				23.7	0.5	98.3
450 " " 500	17.7	0.6	99.2				33.6	0.8	99.1
500 and over	22.8	0.8	100.0				18.0	0.4	99.5
Total	2,878.3	100.0		1,473.0	100.0		4,351.4	100.0	
dollars									
Median earnings	188.30	..	..	141.30	..	..	169.30	..	..
Mean earnings	201.10	..	..	138.10	..	..	179.80	..	..

(a) Full-time and part-time employees, including managerial, etc. staff. See *Definitions* on page 170 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 171.

**COMPOSITION OF AVERAGE WEEKLY EARNINGS AND HOURS
FULL-TIME NON-MANAGERIAL EMPLOYEES:
INDUSTRIES, MAY 1977**

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
AVERAGE WEEKLY EARNINGS (\$)								
Manufacturing—								
Food, beverages and tobacco . . .	22.70	163.90	186.60	5.70	142.20	147.90	127.00	110.10
Textiles; clothing and footwear . . .	15.20	161.70	176.80	3.60	135.40	139.10	111.10	103.20
Paper, printing, etc.	19.50	187.30	206.80	*	143.90	148.00	113.40	104.10
Chemical, petroleum and coal products	21.00	182.80	203.80	4.20	150.20	154.40	123.20	112.80
Metal products, machinery and equipment—								
Basic metal products	23.70	183.70	207.40	*	153.40	157.70	135.90	112.90
Fabricated metal products; other machinery, etc.(b)	21.10	164.00	185.00	4.10	138.40	142.50	102.70	99.90
Transport equipment	15.10	170.40	185.60	*	139.70	144.50	115.10	120.30
Total metal products, etc.	19.60	170.30	189.90	4.30	139.80	144.10	112.90	104.80
Other(c)	24.00	163.30	187.30	3.20	137.40	140.60	109.00	100.40
Total manufacturing	20.80	169.50	190.30	4.20	139.70	143.80	114.60	105.20
Non-manufacturing—								
Mining	52.10	228.60	280.70	*	175.50	186.80	176.70	118.80
Electricity, gas and water	16.00	197.90	214.00	*	164.30	166.70	126.40	119.10
Construction	17.10	181.10	198.30	*	156.00	157.30	128.00	105.00
Wholesale trade	11.70	171.20	182.90	2.70	148.40	151.20	112.40	108.50
Retail trade	9.10	163.20	172.30	2.10	142.40	144.50	102.10	95.60
Transport and storage; communication	24.10	190.40	214.50	6.00	163.20	169.20	127.00	124.50
Finance, business services	5.80	189.10	194.90	1.60	159.70	161.30	116.10	107.50
Public administration and defence; community services(d)	8.40	208.30	216.80	2.20	181.90	184.10	129.30	126.00
Other(e)	12.60	166.10	178.70	*	144.60	150.30	126.10	111.20
Total non-manufacturing	15.60	189.60	205.20	2.70	166.60	169.30	119.60	111.10
Total all industries	17.30	183.20	200.40	3.10	159.50	162.70	117.80	110.30
AVERAGE WEEKLY HOURS PAID FOR								
Manufacturing—								
Food, beverages and tobacco . . .	3.4	38.3	41.8	1.0	38.0	39.0	40.6	39.1
Textiles; clothing and footwear . . .	2.5	39.3	41.8	0.7	38.3	39.0	38.3	38.6
Paper, printing, etc.	2.6	39.3	41.9	0.7	38.1	38.9	40.0	39.1
Chemical, petroleum and coal products	2.8	38.6	41.4	0.7	38.1	38.7	40.6	38.6
Metal products, machinery and equipment—								
Basic metal products	3.4	39.1	42.5	0.7	38.6	39.3	40.4	39.0
Fabricated metal products; other machinery, etc.(b)	3.2	38.9	42.1	0.8	38.4	39.2	39.9	38.5
Transport equipment	2.1	38.6	40.7	0.9	37.2	38.1	40.0	39.6
Total metal products	2.9	38.8	41.7	0.8	38.2	38.9	40.0	38.7
Other(c)	3.8	39.1	42.9	0.6	38.5	39.1	40.1	39.2
Total manufacturing	3.1	38.8	41.9	0.8	38.2	39.0	40.1	38.9
Non-manufacturing—								
Mining	6.4	36.5	42.9	*	38.3	40.0	41.3	39.2
Electricity, gas and water	2.1	38.9	41.0	*	37.0	37.3	39.4	37.7
Construction	2.4	39.3	41.7	*	37.4	37.6	39.9	37.8
Wholesale trade	1.7	38.9	40.6	0.5	37.6	38.1	40.5	39.0
Retail trade	1.5	39.6	41.2	0.4	38.9	39.2	40.9	39.7
Transport and storage; communication	3.2	38.2	41.5	0.9	36.7	37.7	40.1	38.5
Finance, business services	0.8	38.5	39.3	0.2	37.3	37.6	39.1	38.1
Public administration and defence; community services(d)	1.1	37.9	38.9	0.3	37.4	37.7	38.1	38.6
Other(e)	2.1	39.3	41.4	1.0	37.1	38.1	41.1	40.2
Total non-manufacturing	2.1	38.5	40.7	0.4	37.5	37.9	40.0	38.8
Total all industries	2.4	38.6	41.1	0.5	37.7	38.2	40.0	38.8

(a) See definitions on page 170. (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 1977
(**\$**)

<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>
AGED 21 YEARS AND OVER						
New South Wales	18.20	184.80	202.90	3.60	156.00	159.70
Victoria	17.80	182.30	200.20	2.90	159.30	162.20
Queensland	16.10	179.90	196.00	2.80	161.80	164.60
South Australia	11.60	180.40	191.90	2.20	161.40	163.60
Western Australia	22.50	181.10	203.60	2.40	161.70	164.10
Tasmania	13.50	182.60	196.10	*	161.40	164.00
Northern Territory	20.50	206.70	227.20	*	184.50	191.00
Australian Capital Territory	12.20	214.30	226.50	4.40	176.90	181.30
Australia	17.30	183.20	200.40	3.10	159.50	162.70
AGED UNDER 21 YEARS						
New South Wales	5.80	113.10	118.80	2.20	110.40	112.60
Victoria	5.50	111.90	117.30	2.10	110.80	112.90
Queensland	6.40	113.20	119.60	1.30	102.90	104.20
South Australia	6.30	106.70	113.00	2.00	106.00	107.90
Western Australia	*	108.20	114.20	1.60	102.00	103.60
Tasmania	*	112.50	120.70	*	103.80	105.00
Northern Territory	*	121.30	146.70	*	*	*
Australian Capital Territory	*	122.40	133.80	2.30	126.90	129.10
Australia	6.10	111.70	117.80	1.90	108.40	110.30

* See below.

AVERAGE WEEKLY HOURS PAID FOR, FULL-TIME NON-MANAGERIAL EMPLOYEES, MAY 1977

<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>
AGED 21 YEARS AND OVER						
New South Wales	2.5	38.5	41.1	0.6	37.5	38.1
Victoria	2.6	38.7	41.2	0.5	37.8	38.3
Queensland	2.2	38.6	40.8	0.4	37.8	38.2
South Australia	1.6	39.1	40.7	0.4	37.9	38.2
Western Australia	3.1	38.7	41.8	0.4	38.1	38.5
Tasmania	1.8	39.0	40.9	*	37.8	38.2
Northern Territory	2.8	38.0	40.8	*	37.5	38.3
Australian Capital Territory	1.6	37.7	39.4	0.6	36.8	37.4
Australia	2.4	38.6	41.1	0.5	37.7	38.2
AGED UNDER 21 YEARS						
New South Wales	1.2	38.6	39.9	0.5	38.3	38.8
Victoria	1.2	38.6	39.8	0.5	38.3	38.8
Queensland	1.3	38.8	40.1	0.3	38.5	38.8
South Australia	1.4	38.9	40.3	0.5	38.4	38.9
Western Australia	1.2	39.1	40.4	0.4	38.6	39.0
Tasmania	1.4	39.1	40.4	*	38.4	38.8
Northern Territory	4.9	38.6	43.5	*	36.6	36.9
Australian Capital Territory	2.5	37.8	40.3	0.4	37.7	38.1
Australia	1.3	38.7	40.0	0.4	38.4	38.8

* 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 1976

Results of this survey, which was conducted in respect of the last pay-period in October 1976, are shown below. More detailed results were published in the bulletin *Earnings and Hours of Employees, October 1976* (6304.0).

Scope of survey. The scope of this survey is the same as that for the May 1977 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 2,687,000 male and 1,398,000 female wage and salary earners, comprising 1,779,000 males and 1,000,000 females in private employment and 908,000 males and 398,000 females in government employment.

Definitions

Adults includes all employees 21 years of age and over and those employees who, although under 21 years of age, are paid at the adult rate for their occupation.

Juniors refers to those employees under 21 years of age who are not paid at the adult rate for their occupation.

Weekly earnings refers to the gross earnings for the specified pay period before taxation and other deductions were made. It includes ordinary time earnings and overtime earnings (as defined on page 170). Where payments were 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 periodic bonuses, etc.), one week's proportion of such payments is included. Pay in advance and retrospective pay are excluded.

Definitions for other items are the same as those for the May 1977 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 171).

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 published 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 1976**

<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	177.30	163.20	191.50	196.10	196.60	174.60	175.90	179.70	170.50	178.80
Junior males	98.10	93.90	105.70	108.20	108.90	93.80	97.10	97.50	91.30	97.00
Adult females	135.90	124.40	136.10	142.80	152.00	132.60	140.10	135.60	130.50	132.60
Junior females	90.60	82.70	88.00	98.80	106.50	93.60	95.10	95.20	92.10	89.40
AVERAGE WEEKLY HOURS PAID FOR										
Adult males	41.9	41.8	41.1	40.5	41.2	41.4	40.8	41.1	41.5	41.3
Junior males	40.3	39.8	40.4	39.5	38.7	39.7	39.2	39.4	39.6	39.6
Adult females	39.1	38.3	39.4	38.7	39.3	38.9	39.4	39.0	38.7	38.8
Junior females	39.1	38.6	39.3	38.5	39.5	39.0	38.7	39.0	38.8	38.9
AVERAGE HOURLY EARNINGS (\$)										
Adult males	4.23	3.91	4.67	4.85	4.77	4.22	4.32	4.37	4.11	4.33
Junior males	2.44	2.36	2.62	2.74	2.81	2.36	2.48	2.48	2.31	2.45
Adult females	3.48	3.25	3.46	3.69	3.87	3.41	3.56	3.48	3.37	3.42
Junior females	2.32	2.14	2.24	2.57	2.70	2.40	2.46	2.44	2.37	2.30
<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>
AVERAGE WEEKLY EARNINGS (\$)										
Adult males	253.70	200.70	184.50	171.40	159.70	198.30	186.20	205.70	174.20	192.20
Junior males	139.10	113.10	111.70	96.80	90.50	104.60	106.50	109.60	103.20	102.30
Adult females	163.50	158.10	141.10	137.70	136.00	158.00	150.20	174.00	136.90	158.60
Junior females	110.50	106.90	98.50	93.40	88.40	102.60	101.60	107.20	88.10	97.70
AVERAGE WEEKLY HOURS PAID FOR										
Adult males	41.5	40.4	40.6	40.5	41.1	41.4	39.3	38.7	41.2	40.3
Junior males	39.8	39.0	39.6	40.3	40.7	39.8	39.3	37.8	40.7	39.7
Adult females	38.9	37.1	38.3	38.5	39.5	39.3	38.0	37.8	38.4	38.3
Junior females	38.9	37.2	38.4	39.0	39.8	39.4	38.6	38.2	38.1	38.8
AVERAGE HOURLY EARNINGS (\$)										
Adult males	6.11	4.97	4.54	4.23	3.89	4.79	4.73	5.31	4.23	4.77
Junior males	3.49	2.90	2.82	2.40	2.22	2.63	2.71	2.90	2.54	2.57
Adult females	4.21	4.26	3.68	3.57	3.44	4.02	3.95	4.60	3.57	4.14
Junior females	2.84	2.88	2.56	2.39	2.22	2.60	2.63	2.81	2.31	2.55

**AVERAGE WEEKLY OVERTIME(a) AND ORDINARY EARNINGS AND HOURS:
FULL-TIME NON-MANAGERIAL EMPLOYEES, STATES, OCTOBER 1976**

	Adult males			Junior males			Adult females			Junior females		
	Over- time (a)	Ordin- ary time	Total	Over- time (a)	Ordin- ary time	Total	Over- time (a)	Ordin- ary time	Total	Over- time (a)	Ordin- ary time	Total
AVERAGE WEEKLY EARNINGS (\$)												
New South Wales	16.30	172.00	188.40	4.10	96.10	100.20	4.10	147.30	151.40	1.60	98.40	100.00
Victoria	16.80	171.30	188.10	4.60	97.60	102.20	3.70	147.40	151.10	1.40	99.10	100.60
Queensland	15.60	170.10	185.70	4.30	96.50	100.80	2.50	148.80	151.30	1.00	91.60	92.60
South Australia	12.50	166.30	178.80	3.80	93.80	97.60	3.10	148.00	151.10	1.80	94.80	96.70
Western Australia	21.40	169.00	190.40	4.90	93.50	98.40	3.10	146.40	149.50	1.40	93.10	94.50
Tasmania	12.80	170.10	182.90	3.50	97.70	101.20	3.00	152.10	155.10	2.10	91.10	93.20
Northern Territory	27.40	181.20	208.70	10.50	100.00	110.40	3.80	160.00	163.90	2.40	101.80	104.20
Australian Capital Territory	11.00	203.40	214.30	(b)	102.50	106.60	2.50	166.90	169.50	(b)	98.20	99.60
Australia	16.30	171.30	187.60	4.30	96.20	100.50	3.60	148.20	151.70	1.50	96.20	97.70
AVERAGE WEEKLY HOURS PAID FOR												
New South Wales	2.4	38.1	40.5	1.0	38.6	39.6	0.7	37.5	38.2	0.4	38.4	38.8
Victoria	2.6	38.4	41.0	1.1	38.7	39.8	0.7	38.0	38.7	0.4	38.4	38.8
Queensland	2.3	38.0	40.3	1.0	38.5	39.6	0.5	37.9	38.4	0.3	38.4	38.7
South Australia	2.0	38.5	40.5	1.0	38.8	39.8	0.6	38.0	38.6	0.5	38.3	38.8
Western Australia	3.2	38.3	41.4	1.3	38.6	39.9	0.6	38.2	38.8	0.4	38.7	39.1
Tasmania	1.9	38.5	40.4	0.8	39.0	39.8	0.5	37.9	38.4	0.6	38.8	39.4
Northern Territory	3.8	37.4	41.2	2.4	39.2	41.6	0.7	37.1	37.8	0.7	37.6	38.3
Australian Capital Territory	1.6	38.1	39.8	(b)	39.1	40.2	0.4	37.0	37.5	(b)	37.9	38.3
Australia	2.4	38.2	40.7	1.1	38.7	39.7	0.7	37.8	38.4	0.4	38.4	38.8

(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 171).

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)									
Weekly earnings (\$)	15-19	20-24	25-34	35-44	45-54	55-59	60-64	65 and over	Total
MALES									
- '000 -									
Under 60	20.3	*	5.4	5.0	4.1				36.7
60 and under 80	54.4	4.4	4.1						69.5
80 " " 100	55.1	8.4	*	5.7	4.3	7.6	5.5	4.0	78.0
100 " " 110	31.5	13.2	10.2		6.6				70.4
110 " " 120	23.1	20.5	13.5	9.7	10.3	5.9	*		87.2
120 " " 130	21.8	35.7	20.6	22.1	23.1	10.0	6.7		142.0
130 " " 140	13.9	40.9	32.3	30.0	33.7	15.5	10.9	4.2	179.5
140 " " 150	11.9	44.6	58.0	39.5	42.7	16.5	16.4		231.6
150 " " 160	9.8	48.5	65.0	41.4	51.2	22.9	11.4	4.2	252.4
160 " " 170	7.0	41.5	66.5	46.6	44.9	19.7	12.5		241.1
170 " " 180		32.7	57.6	38.2	39.1	15.0	10.0	4.2	197.1
180 " " 190	6.8	27.2	64.7	38.9	35.6	15.0	11.5		196.4
190 " " 200		23.5	54.8	31.0	29.4	11.2	5.6		158.5
200 " " 220	4.9	30.1	95.2	60.8	47.4	18.7	9.8		266.2
220 " " 240		16.6	65.7	38.7	34.0	12.1	4.8	4.7	174.0
240 " " 260		9.8	62.6	41.3	31.8	8.5			159.3
260 " " 280		6.5	32.5	27.7	19.7	5.3	6.6		95.0
280 " " 300	4.1	4.0	27.5	20.3	17.9	4.2			77.5
300 " " 350		4.8	39.2	34.8	25.5	8.0	5.3	*	116.8
350 " " 400		*	12.4	17.1	16.3	4.5		*	54.1
400 " " 450		*	7.5	8.5	9.3			*	30.2
450 and over		*	10.8	16.2	15.2	7.6	*	*	50.4
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	103	174	167	157	175
Mean earnings	106	166	205	215	209	197	182	182	192
FEMALES									
- '000 -									
Under 60	11.6							(a)	27.7
60 and under 80	47.6	6.5	6.4	5.9	6.0				62.4
80 " " 100	62.9	8.1	5.2	4.8	4.8	4.8		7.5	88.3
100 " " 110	32.2	12.8	7.0	9.7	11.7				78.5
110 " " 120	22.2	20.6	14.1	13.0	12.5	7.7			88.6
120 " " 130	16.2	35.0	25.4	24.2	23.5	8.1		4.9	134.9
130 " " 140	5.0	39.1	28.8	19.3	18.9	6.8			120.2
140 " " 150	6.2	40.2	24.7	20.8	24.7	5.5			124.3
150 " " 160	4.2	38.0	34.9	25.5	21.0	5.8		5.6	130.8
160 " " 170		26.8	24.5	15.5	15.0	5.2			90.5
170 " " 180	5.6	22.0	21.1	10.6	7.4	*			67.8
180 " " 220		41.8	48.1	21.7	22.3	5.1		5.0	142.8
220 and over	*	9.9	38.3	21.6	13.8	5.4			92.0
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. * Subject to sampling variability too high for most practical uses.

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
MALE FULL-TIME EMPLOYEES									
— '000 —									
Weekly earnings (\$)—									
Under 60	11.1	8.5	7.2	4.0	3.0	1.5			36.7
60 and under 80	21.0	17.2	11.7	9.4	6.9	2.4	1.7		69.5
80 " " 100	25.7	19.2	12.7	8.3	7.5	4.1		1.5	78.0
100 " " 110	24.2	18.3	11.6	7.8	5.0	2.6	1.7		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	2.2	2.3	241.1
170 " " 180	74.1	53.7	24.6	18.7	16.0	6.3		2.1	197.1
180 " " 190	77.4	52.6	24.8	16.8	14.7	6.8	1.8	2.2	196.4
190 " " 200	58.7	46.1	18.8	14.0	12.8	4.3		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	1.6		3.4	54.1
400 " " 450	10.5	9.2	3.9			*	*	2.2	30.2
450 " " 500	6.2	5.1	3.8	3.4	3.8			*	19.3
500 and over	8.3	9.7	5.4	*	3.5	*	*	*	31.1
Total	1,067.7	803.6	411.6	271.9	248.1	90.8	22.9	47.4	2,964.0
— dollars —									
Median earnings	179	172	167	168	180	167	205	224	175
Mean earnings	194	190	186	183	197	179	217	246	192

MALE PART-TIME EMPLOYEES

— '000 —									
Weekly earnings (\$)—									
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
Total	48.5	40.8	17.8	12.6	12.4	2.7	*	3.0	139.1
— dollars —									
Median earnings	46	50	45	33	40	39	*	46	46
Mean earnings	90	81	77	71	81	65	*	95	84

FEMALE FULL-TIME EMPLOYEES

— '000 —									
Weekly earnings (\$)—									
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	1.7	4.4	88.3
100 " " 110	29.9	21.6	11.1	6.8	6.0	2.2			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	1.8	2.1	120.2
140 " " 150	43.0	32.7	17.5	9.8	13.2	3.7		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	2.3	*	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
Total	454.6	358.1	166.3	112.6	94.8	30.8	7.9	23.7	1,248.8
— 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		1.7	81.1	
100 " " 110	14.8	11.7	3.3	4.6	2.5	2.3	*	*	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	1.8	4.0		4.5	2.6		*	*	12.1	
140 " " 150	6.9									
150 and over	17.4	11.9	3.2	4.5	2.6	*	*	*	13.2	
									39.8	
Total . .	195.9	155.5	63.4	59.2	55.6	18.2	3.9	9.4	561.3	
— 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 can be obtained from the publication *Income Distribution, 1973-74 Part 1* (6502.0), while details of family income are available in Part 2 (6503.0).

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, South Australia in 1971 and Tasmania in October 1972. Australian Government employees received the entitlement in 1973, as did State Government employees in Victoria, Queensland and Western Australia.

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 common provision in awards).

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

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 quarterly bulletin *Industrial Disputes* (6322.0). Preliminary monthly figures are published in the statement *Industrial Disputes* (6321.0).

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 1976, classified according to industries.

INDUSTRIAL DISPUTES(a): INDUSTRIES(b), 1972 TO 1976

Year	Mining		Manufacturing		Con- struction	Transport and storage; communication		Other industries (c)	All industries
	Coal	Other	Metal products, machinery and equipment	Other		Stevedor- ing services	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(d) .	172	203	510	341	302	139	179	209	2,055
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(d) .	65.7	73.4	484.4	426.2	264.8	35.4	294.7	545.5	2,189.9
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(d) .	159.1	215.0	775.0	856.5	535.8	37.1	388.0	832.6	3,799.2
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(d) .	6,165	7,780	22,235	23,866	18,659	1,003	11,573	23,271	114,552

(a) Refers only to disputes involving a stoppage of work of ten man-days or more. (b) Classified according to Australian Standard Industrial Classification. (c) ASIC divisions A, D, F, I to L. (d) Includes Medibank stoppages in June and July which involved an estimated 1,574,400 workers and resulted in a loss of 2,057,500 working days and \$39,059,900 in wages.

INDUSTRIAL DISPUTES (a): WORKING DAYS LOST—INDUSTRIES
(^{'000})

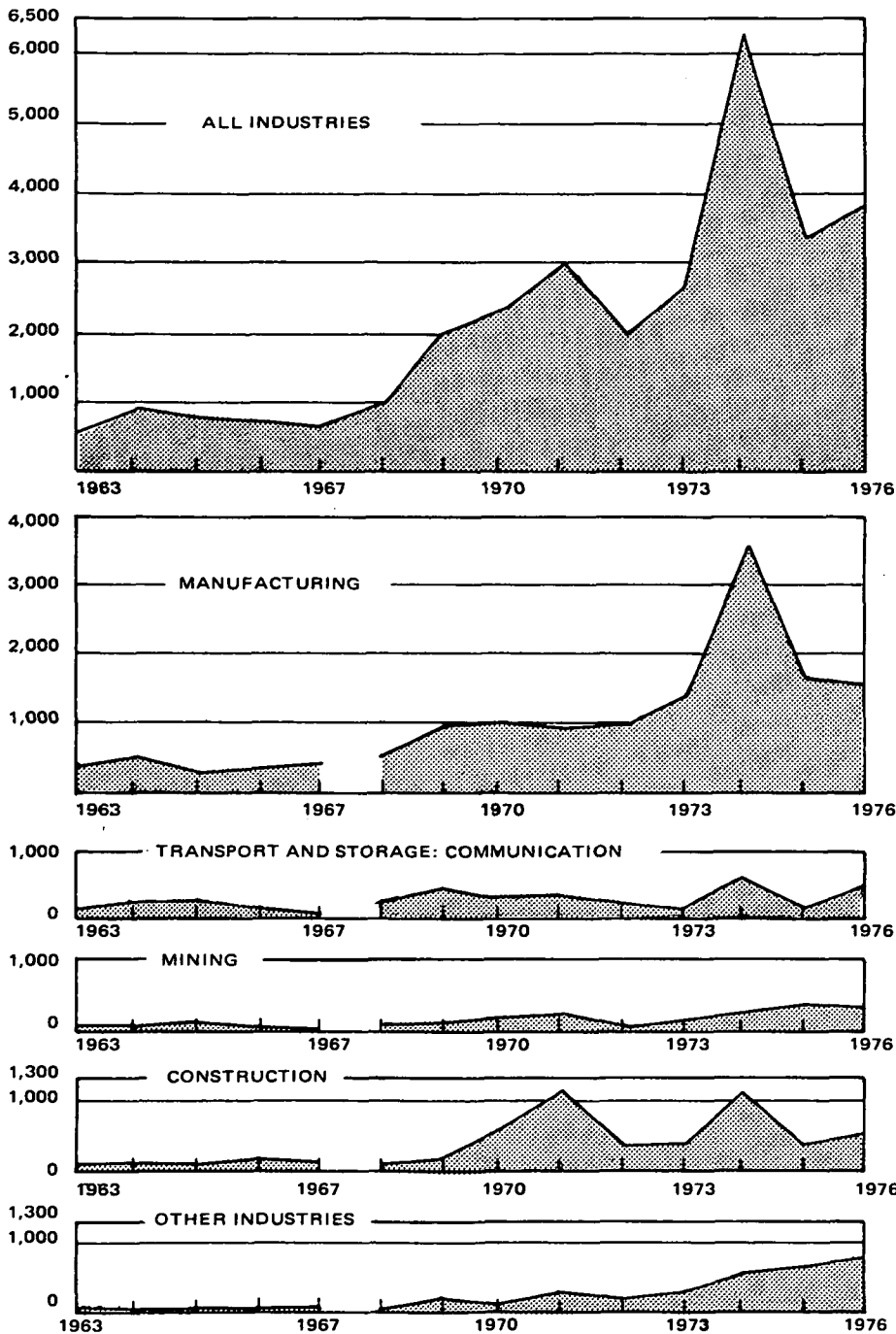
<i>ASIC division (b)</i>	<i>ASIC industry (b)</i>	1973	1974	1975	1976
A	Agriculture, forestry, fishing and hunting	1.4	29.3	3.8	1.7
B	Mining	242.8	309.5	433.3	374.2
	Coal mining	87.5	163.0	343.3	159.1
	Other mining	155.3	146.5	90.0	215.0
C	Manufacturing	1,462.2	3,607.6	1,743.3	1,631.6
	Food, beverages and tobacco	325.6	521.2	253.2	397.1
	Textiles; clothing and footwear	23.9	30.7	22.6	61.8
	Textiles	22.7	28.4	20.7	40.6
	Clothing and footwear	1.2	2.3	1.9	21.2
	Wood, wood products and furniture	7.2	12.5	13.0	59.3
	Paper and paper products, printing and publishing	119.9	70.6	63.8	153.5
	Chemical, petroleum and coal products	81.3	32.1	34.5	64.0
	Metal products, machinery and equipment	800.8	2,850.8	1,279.2	775.0
	Basic metal products	248.2	112.2	98.6	189.9
	Fabricated metal products	155.7	310.3	105.7	107.8
	Transport equipment	310.1	209.6	178.9	289.5
	Other machinery and equipment	86.8	113.7	128.6	187.8
	Other manufacturing	103.5	89.7	77.0	120.8
	Non-metallic mineral products	90.3	62.3	47.0	50.4
	Miscellaneous manufacturing	13.3	27.4	30.0	70.4
D	Electricity, gas and water	79.7	75.2	253.4	112.4
	Electricity and gas	43.0	51.1	26.8	88.2
	Water, sewerage and drainage	36.7	24.1	226.5	24.2
E	Construction	439.3	1,188.7	497.0	535.8
F	Wholesale and retail trade	86.9	69.6	203.3	272.3
	Wholesale trade	50.4	34.7	109.0	146.9
	Retail trade	36.5	34.9	94.3	125.3
G,H	Transport and storage; communication	142.7	627.3	192.9	425.1
	Road transport; other transport and storage; communication	27.1	435.4	45.3	202.4
	Road transport	20.3	347.6	37.8	93.4
	Other transport and storage; communication	6.9	87.7	7.4	109.0
	Railway transport; air transport	39.5	65.8	83.6	147.1
	Railway transport	32.5	8.4	78.0	119.4
	Air transport	6.9	57.4	5.6	27.7
	Water transport	76.1	126.1	64.0	75.5
	Stevedoring services	49.5	111.1	46.2	37.1
	Water transport (except stevedoring services)	26.6	15.0	17.9	38.4
I	Finance, insurance, real estate and business services	18.0	12.8	14.0	43.5
J,K	Public administration and defence; community services	131.3	145.2	155.4	223.3
	Health	20.0	34.6	62.4	6.0
	Education, libraries, museums and art galleries	28.0	59.4	45.0	119.4
	Other (c)	83.2	51.2	48.0	97.9
L	Entertainment, recreation, restaurants, hotels and personal services	30.4	227.3	13.7	179.5
	Total	2,634.7	6,292.5	3,509.9	3,799.2

(a) Refers only to disputes involving a stoppage of work of ten man-days or more. (b) Australian Standard Industrial Classification. Statistics in this industry detail are available only from 1973. (c) ASIC divisions J and K less Health and Education, etc. shown separately.

INDUSTRIAL DISPUTES: AUSTRALIA

WORKING DAYS LOST – INDUSTRIES

'000 DAYS



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 1972 to 1976, 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(a): DURATION, CAUSES AND METHODS OF SETTLEMENT,
WORKING DAYS LOST, 1972 TO 1976**
(‘000)

	1972	1973	1974	1975	1976
DURATION(b)					
Up to 1 day	437.9	307.0	626.7	401.9	741.5
Over 1 to 2 days	334.1	181.9	662.6	382.0	1,133.8
Over 2 to 3 days	158.9	134.3	277.1	805.3	691.2
Over 3 to less than 5 days	201.1	183.4	474.4	191.1	153.7
5 to less than 10 days	300.3	658.0	3,165.3	378.9	375.1
10 to less than 20 days	328.9	661.3	413.8	820.0	364.0
20 to less than 40 days	242.1	316.0	544.8	426.5	187.4
40 days and over	6.9	192.8	127.7	104.4	152.6
Total	2,010.3	2,634.7	6,292.5	3,509.9	3,799.2
CAUSES(c)					
Wages	1,358.5	1,745.9	5,555.6	2,565.0	698.7
Hours of work	2.5	22.2	13.0	20.2	58.0
Leave, pensions, compensation provisions, etc.	45.6	68.1	39.1	10.1	111.4
Managerial policy	301.8	387.3	280.2	405.6	574.2
Physical working conditions	76.7	153.0	99.4	95.9	130.0
Trade unionism	77.4	125.2	165.2	211.7	119.0
Other	147.7	133.0	140.0	201.4	2,107.8
Total	2,010.3	2,634.7	6,292.5	3,509.9	3,799.2
METHODS OF SETTLEMENT(d)					
Negotiation	430.7	761.6	1,338.8	607.1	554.8
Mediation	15.3	46.2	5.6	35.1	9.9
State legislation—					
(a) Under State conciliation, etc., legislation	239.0	393.1	366.1	479.3	360.6
(b) Intervention, etc. of State Government officials . . . . .	..	..	..	1.7	1.5
Federal and joint Federal State legislation(e)	229.9	521.8	3,284.8	1,440.1	384.0
Filling the places of workers on strike or locked out . . . . .	..	..	0.2	0.3	..
Closing down the establishment permanently . . . . .	..	..	0.1	..	1.6
Resumption without negotiation	1,095.3	912.0	1,296.9	936.8	2,486.6
Other methods . . . . .	..	..	..	9.6	0.2
Total	2,010.3	2,634.7	6,292.5	3,509.9	3,799.2

(a) Refers only to disputes involving a stoppage of work of ten man-days or more. (b) In working days. (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 1976. 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 184.

INDUSTRIAL DISPUTES: WORKING DAYS LOST PER 1,000 EMPLOYEES

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

(a) See text above.

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, and 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 1973 to 1976.

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	
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	282	1,950.6	841.3	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 that 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, 1976

Number of members	Separate unions		Members	
	Number	Proportion of total	Number	Proportion of total
		(per cent)	('000)	(per cent)
Under 100	29	10.3	1.3	0.1
100 and under	32	11.3	5.0	0.2
250 " "	32	11.3	11.2	0.4
500 " "	42	14.9	29.6	1.1
1,000 " "	37	13.1	52.7	1.9
2,000 " "	38	13.5	119.6	4.3
5,000 " "	21	7.5	147.8	5.3
10,000 " "	13	4.6	185.6	6.6
20,000 " "	9	3.2	217.2	7.8
30,000 " "	8	2.8	279.6	10.0
40,000 " "	5	1.8	225.1	8.1
50,000 " "	7	2.5	430.7	15.4
80,000 and over	9	3.2	1,086.6	38.9
Total	282	100.0	2,791.9	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 of the 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* 1904-1976 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, there is no provision in industrial arbitration legislation for registration of trade unions or employer organisations.

Federal. At the end of 1976 the number of employers' organisations registered under the provisions of the *Conciliation and Arbitration Act* 1904-1976 was 78. The number of unions registered at the end of 1976 was 147, with membership of 2,348,700, representing 84 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.

New South Wales. At 30 June 1977 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* 1881-1972. Lists of unions registered under these Acts are included in the *New South Wales Industrial Gazette*. (See Vol. 206 Part 1 for details at 30 June 1977.)

Queensland. At 31 December 1976 there were 75 employee unions registered under the *Industrial Conciliation and Arbitration Act* 1961-1976 with a reported membership of 348,451. At the same date, 41 employer unions with a reported membership of 37,565 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 1976 there were 7 employer associations and 72 employee associations registered under the provisions of the *Industrial Conciliation and Arbitration Act* 1972 as amended. Membership of these employee associations totalled approximately 212,000.

Western Australia. At 30 June 1977 there were 80 unions of workers, with an aggregate membership of 185,186, 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 2,021 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 XVIII.)

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 130 unions and Trades and Labour Councils affiliated with it in 1977; 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 1977, 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 38 associations with an aggregate membership of approximately 400,000 affiliated with it at the end of 1977.

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 employers and one representing 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.

