

## INDUSTRIAL DISPUTES

### Explanatory notes

This section contains statistics of industrial disputes for 1975. Some figures for 1974 and earlier years have also been included.

The statistics of industrial disputes are compiled according to the Australian Standard Industrial Classification (ASIC), described in the Bureau publication *Australian Standard Industrial Classification (Preliminary Edition)*, 1969, Vol. 1.

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

The figures of working days and wages lost relate to the losses due to industrial disputes as defined on page 98. They need not necessarily relate to the aggregate working time or wages lost for the economy as a whole, for the following reasons. It is known that, at times of labour shortages, some workers involved in industrial disputes obtain work at other establishments. It is also possible that some or all of the total man-days and wages lost in any particular dispute may be made up through working longer hours or increasing the work force at other establishments, or at the establishments involved in the dispute after work has resumed.

Reports of stoppages of work are obtained from (a) employers and trade unions, (b) government departments and authorities, (c) State and Federal industrial arbitration authorities, and (d) trade journals, employer and trade union publications, and newspapers. The statistics of industrial disputes are compiled mainly from data obtained from employers (both private and government) and trade unions concerning individual disputes and from reports of government authorities. Particulars of some stoppages (for example, those involving a large number of establishments) may have been estimated and the statistics therefore should be regarded as giving a broad measure of the extent of industrial disputes (as defined).

Stoppages of work occurring at different times and at different establishments, but due to the same cause may be regarded as one industrial dispute. However, an industrial dispute occurring in more than one State or Territory is counted as a separate dispute in each State or Territory. A dispute involving workers in more than one industry in a State or Territory is counted only once in the number of disputes – in the

industry that has the largest number of workers involved; but workers involved, working days lost and estimated loss in wages are allocated to their respective industries. Disputes not settled at the end of a year are included as new disputes in the figures for the following year. Disputes not settled at the end of a quarter are not counted in the number of disputes for the following quarter, but additional workers involved and working days and wages lost are included. Therefore average days lost per worker involved on a quarterly basis are not comparable with the yearly averages.

For statistics of industrial disputes for earlier periods see *Labour Report* No. 58, 1973 (Reference No. 6.7) and the monthly (Reference 6.27) and quarterly (Reference 6.6) releases on *Industrial Disputes Current* figures are published in the monthly and quarterly releases already mentioned.

### Definitions

For these statistics an *industrial dispute* is defined as a withdrawal from work by a group of employees or a refusal by an employer or a number of employers to permit some or all of their employees to work; each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance. Stoppages of work not directly connected with terms and conditions of employment (e.g. political matters, fining and gaoling of persons) are included in the statistics.

*Workers directly and indirectly involved* refer to wage and salary earners only. Excluded are persons who are self-employed (e.g. building sub-contractors, owner-drivers of trucks) and employers.

*Workers directly involved* are those who actually participated in the dispute in order to enforce or resist a demand or to express a grievance.

*Workers indirectly involved* are those thrown out of work at the establishments where the stoppages occurred, but who were not themselves parties to the dispute.

*Total workers involved* for any period of time are obtained by adding together the number of workers involved in each dispute in the period. For any period of time the figures may include details of the same workers involved in more than one dispute. The longer the period of reference the more chance there is of some double counting in the number of workers involved. Where there are varying numbers of employees involved during the progress of a dispute the figures of workers involved

included in the statistics relate to the maximum number of individual workers involved.

*Working days lost* refer to man-days lost by workers directly and indirectly involved in the dispute and figures are generally as reported by parties to the dispute. For some disputes working days lost are estimated on the basis of the number of workers involved and the duration of the dispute.

*Estimated loss in wages* represents the amount of wages and salaries lost by workers directly and indirectly involved in the dispute and the amount is generally reported by parties to the dispute. In some cases the loss in wages is estimated on the basis of working days (or hours) lost and the estimated average daily (or hourly) wage or salary of the employees involved. For some disputes there is no loss in wages.

#### Causes

The statistics of causes of industrial disputes relate to the *direct causes of stoppages of work* and include only those industrial disputes involving stoppages of work of ten man-days or more. The figures therefore do not reflect the relative importance of all causes of dispute between employers and employees.

Causes of industrial disputes are grouped as follows:

*Wages.* Claims involving general principles relating to wages (e.g. increase (decrease) in wages; variation in method of payment) or combined claims relating to wages, hours or conditions of work (in which the claim about wages is deemed to be the most important).

*Hours of work.* Claims involving general principles relating to hours of work (e.g. decrease (increase) in hours; spread of hours).

*Leave, pensions, compensation provisions, etc.* Claims involving general principles relating to holiday and leave provisions; pension and retirement provisions; workers' compensation provisions; insertion of penal clause provisions in awards; etc.

*Managerial policy.* Disputes concerning the managerial policy of employers – computation of wages, hours, leave, etc. in individual cases; docking pay, docking leave credits, fines, etc.; disciplinary matters including dismissals, suspension, victimisation; principles of promotion and filling positions, transfers, roster complaints, retrenchment policy; employment of particular persons and personal disagreements; production limitations or quotas; etc.

*Physical working conditions.* Disputes concerning physical working conditions – safety issues; protective clothing and equipment; first aid services; uncomfortable working conditions, etc.; lack of, or the conditions of, amenities; claims for assistance; shortage or poor distribution of equipment or material; condition of equipment; new production methods and equipment; arduous physical tasks; etc.

*Trade unionism.* Disputes concerning – employment of non-unionists; inter-union and intra-union disputes; sympathy stoppages in support of employees in another industry; recognition of union activities; etc.

*Other.* Disputes concerning – protests directed against persons or situations other than those relating to the employer/employee relationship, i.e. political matters, fining and gaoling of persons, protests against lack of work, and lack of adequate transport; non-award public holidays; accidents and funerals; no reason given for stoppages; etc.

#### Methods of settlement

Statistics of the *method of settlement* of industrial disputes relate to the *method directly responsible for ending the stoppage of work* and not necessarily to the method (or methods) responsible for settling all matters in dispute. The figures also relate only to disputes involving stoppages of work of ten man-days or more. For these reasons they do not reflect the relative importance of the work of authorities operating under State and Federal legislation.

The classification of methods of settlement is as follows:

*Negotiation.* Private negotiation between the parties involved, or their representatives, without the intervention or assistance of authorities constituted under State or Federal industrial legislation.

*Mediation.* The arbitration or mediation of persons whose intervention or assistance is not based on State or Federal industrial legislation.

#### State legislation.

(a) Under State conciliation and arbitration or wages board legislation. Intervention or assistance of an industrial authority or authorities created by or constituted under State conciliation and arbitration or wages board legislation, or reference to such authorities or compulsory or voluntary conference.

- (b) Under other State legislation. Intervention, assistance or advice of State government officials or inspectors.

*Federal and joint Federal-State legislation.*

- (a) Compulsory or voluntary conference or by intervention or assistance of, or reference to, the industrial tribunals created by or constituted under the following Acts.

- (i) Conciliation and Arbitration Act.
- (ii) Coal Industry Acts.
- (iii) Stevedoring Industry Act.
- (iv) Other Acts (Snowy Mountains Hydro-electric Power Act; Navigation Act; and the Public Service Arbitration Act).

- (b) Intervention, assistance or advice of Federal government officials or inspectors.

*Filling the places of workers on strike or locked out.*

*Closing down the establishment permanently.*

*Resumption without negotiation.*

*Other methods.*

NOTE. In this publication figures of workers involved (directly and indirectly), working days lost, and estimated loss in wages have been rounded to the nearest hundred. Any discrepancies between totals and sums of components in tables are due to rounding.

**INDUSTRIAL DISPUTES : STATES AND TERRITORIES**

| <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.</i> | <i>A.C.T.</i> | <i>Australia</i> |
|---|---------------|-------------|------------|-------------|-------------|-------------|-------------|---------------|------------------|
| <b>NUMBER OF DISPUTES</b>                               |               |             |            |             |             |             |             |               |                  |
| 1975  | 1,053         | 424         | 412        | 194         | 236         | 57          | 37          | 19            | 2,432            |
| 1975 -  |               |             |            |             |             |             |             |               |                  |
| March quarter   | 274           | 76          | 112        | 30          | 60          | 8           | 11          | 6             | 577              |
| June quarter  | 289           | 134         | 127        | 48          | 67          | 19          | 9           | 10            | 703              |
| September quarter                                       | 288           | 132         | 113        | 77          | 67          | 13          | 10          | 1             | 701              |
| December quarter  | 202           | 82          | 60         | 39          | 42          | 17          | 7           | 2             | 451              |
| <b>WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)('000)</b> |               |             |            |             |             |             |             |               |                  |
| 1975  | 496.4         | 570.9       | 172.7      | 69.6        | 53.8        | 20.1        | 9.9         | 4.5           | 1,398.0          |
| 1975 -  |               |             |            |             |             |             |             |               |                  |
| March quarter   | 91.5          | 22.6        | 26.0       | 9.8         | 10.3        | 2.9         | 1.5         | 1.0           | 165.7            |
| June quarter  | 251.3         | 196.2       | 69.2       | 27.9        | 18.8        | 9.0         | 5.3         | 3.1           | 580.9            |
| September quarter                                       | 80.3          | 89.1        | 30.6       | 12.2        | 12.0        | 2.1         | 2.3         | 0.1           | 228.7            |
| December quarter  | 73.2          | 263.0       | 46.9       | 19.7        | 12.7        | 6.1         | 0.7         | 0.3           | 422.6            |
| <b>WORKING DAYS LOST ('000)</b>                         |               |             |            |             |             |             |             |               |                  |
| 1975  | 1,477.8       | 1,221.7     | 473.3      | 127.6       | 100.7       | 40.6        | 33.4        | 34.9          | 3,509.9          |
| 1975 -  |               |             |            |             |             |             |             |               |                  |
| March quarter   | 189.2         | 42.2        | 63.6       | 9.9         | 11.6        | 0.9         | 2.7         | 2.5           | 322.7            |
| June quarter  | 780.5         | 524.5       | 113.5      | 41.0        | 39.8        | 12.4        | 21.2        | 23.2          | 1,556.1          |
| September quarter                                       | 389.0         | 409.0       | 203.6      | 50.4        | 25.3        | 22.2        | 8.1         | 7.6           | 1,115.2          |
| December quarter  | 119.1         | 246.1       | 92.6       | 26.3        | 23.9        | 5.0         | 1.3         | 1.5           | 515.8            |
| <b>ESTIMATED LOSS IN WAGES (\$'000)</b>                 |               |             |            |             |             |             |             |               |                  |
| 1975  | 41,150.3      | 31,896.8    | 13,498.5   | 3,168.2     | 3,075.2     | 1,007.5     | 878.4       | 1,085.9       | 95,760.7         |
| 1975 -  |               |             |            |             |             |             |             |               |                  |
| March quarter   | 5,029.3       | 1,070.1     | 1,757.3    | 210.7       | 346.6       | 23.7        | 69.2        | 67.6          | 8,574.4          |
| June quarter  | 21,589.8      | 13,466.9    | 3,157.0    | 1,029.1     | 1,204.0     | 301.8       | 558.3       | 714.9         | 42,021.7         |
| September quarter                                       | 11,345.2      | 10,877.5    | 6,023.8    | 1,259.5     | 795.4       | 537.8       | 213.0       | 255.1         | 31,307.2         |
| December quarter  | 3,186.0       | 6,482.4     | 2,560.4    | 669.0       | 729.2       | 144.2       | 37.9        | 48.3          | 13,857.5         |

## INDUSTRIAL DISPUTES : INDUSTRIES, AUSTRALIA 1975

| ASIC division<br>(a) | ASIC industry (a)  | Number of disputes | Workers involved<br>(directly and indirectly)<br>('000) | Working days lost |                                  | Estimated loss in wages<br>(\$'000) |
|----------------------|--|--------------------|---|-------------------|----------------------------------|-------------------------------------|
|                      |  |                    |   | Number ('000)     | Average days per worker involved |                                     |
| A                    | Agriculture, forestry, fishing and hunting                           | 3                  | 6.0   | 3.8               | 0.6                              | 129.6                               |
| B                    | Mining –   |                    |   |                   |                                  |                                     |
|                      | Coal mining  | 175                | 49.5  | 343.3             | 6.9                              | 11,456.5                            |
|                      | Other mining (b)   | 188                | 33.0  | 90.0              | 2.7                              | 2,807.6                             |
|                      | Total mining   | 363                | 82.5  | 433.3             | 5.3                              | 14,264.1                            |
| C                    | Manufacturing –  |                    |   |                   |                                  |                                     |
|                      | Food, beverages and tobacco  | 170                | 94.5  | 253.2             | 2.7                              | 6,215.7                             |
|                      | Textiles; clothing and footwear –                                    |                    |   |                   |                                  |                                     |
|                      | Textiles   | 13                 | 17.3  | 20.7              | 1.2                              | 327.1                               |
|                      | Clothing and footwear  | 4                  | 0.8   | 1.9               | 2.5                              | 42.2                                |
|                      | Total textiles; clothing and footwear                                | 17                 | 18.1  | 22.6              | 1.3                              | 369.3                               |
|                      | Wood, wood products and furniture                                    | 23                 | 7.0   | 13.0              | 1.9                              | 324.6                               |
|                      | Paper and paper products, printing and publishing                    | 56                 | 43.7  | 63.8              | 1.5                              | 2,096.7                             |
|                      | Chemical, petroleum and coal products                                | 49                 | 11.7  | 34.5              | 3.0                              | 797.8                               |
|                      | Metal products, machinery and equipment –                            |                    |   |                   |                                  |                                     |
|                      | Basic metal products (c)   | 195                | 47.2  | 98.6              | 2.1                              | 2,703.4                             |
|                      | Fabricated metal products (c)  | 162                | 65.6  | 105.7             | 1.6                              | 2,423.7                             |
|                      | Transport equipment (c)  | 226                | 116.2   | 178.9             | 1.5                              | 4,589.2                             |
|                      | Other machinery and equipment (c)                                    | 93                 | 17.6  | 128.6             | 7.3                              | 3,404.3                             |
|                      | Total metal products, machinery and equipment (c)                    | 681                | 553.5   | 1,279.2           | 2.3                              | 33,073.1                            |
|                      | Other manufacturing –  |                    |   |                   |                                  |                                     |
|                      | Non-metallic mineral products (d)                                    | 56                 | 10.6  | 47.0              | 4.4                              | 1,246.6                             |
|                      | Miscellaneous manufacturing (e)                                      | 17                 | 4.9   | 30.0              | 6.2                              | 777.1                               |
|                      | Total other manufacturing  | 73                 | 15.5  | 77.0              | 5.0                              | 2,023.8                             |
|                      | Total manufacturing  | 1,069              | 744.0   | 1,743.3           | 2.3                              | 45,063.3                            |
| D                    | Electricity, gas and water –   |                    |   |                   |                                  |                                     |
|                      | Electricity and gas  | 24                 | 20.0  | 26.8              | 1.3                              | 747.1                               |
|                      | Water, sewerage and drainage   | 10                 | 14.8  | 226.5             | 15.3                             | 6,416.0                             |
|                      | Total electricity, gas and water                                     | 34                 | 34.8  | 253.4             | 7.3                              | 7,163.1                             |
| E                    | Construction   | 309                | 158.4   | 497.0             | 3.1                              | 14,860.6                            |
| F                    | Wholesale and retail trade –   |                    |   |                   |                                  |                                     |
|                      | Wholesale trade  | 21                 | 31.2  | 109.0             | 3.5                              | 2,810.2                             |
|                      | Retail trade   | 25                 | 7.7   | 94.3              | 12.3                             | 2,256.7                             |
|                      | Total wholesale and retail trade                                     | 46                 | 38.9  | 203.3             | 5.2                              | 5,066.9                             |
| G, H                 | Transport and storage; communication –                               |                    |   |                   |                                  |                                     |
|                      | Road transport; other transport and storage; communication –         |                    |   |                   |                                  |                                     |
|                      | Road transport   | 34                 | 31.6  | 37.8              | 1.2                              | 932.4                               |
|                      | Other transport and storage; communication                           | 19                 | 4.2   | 7.4               | 1.8                              | 211.5                               |
|                      | Total road transport; other transport and storage; communication     | 53                 | 35.9  | 45.3              | 1.3                              | 1,143.9                             |
|                      | Railway transport; air transport –                                   |                    |   |                   |                                  |                                     |
|                      | Railway transport  | 44                 | 76.3  | 78.0              | 1.0                              | 1,897.3                             |
|                      | Air transport  | 12                 | 3.3   | 5.6               | 1.7                              | 153.1                               |
|                      | Total railway transport; air transport                               | 56                 | 79.5  | 83.6              | 1.1                              | 2,050.4                             |
|                      | Water transport –  |                    |   |                   |                                  |                                     |
|                      | Stevedoring services   | 279                | 46.9  | 46.2              | 1.0                              | 1,180.9                             |
|                      | Water transport (except stevedoring services)                        | 74                 | 10.1  | 17.9              | 1.8                              | 542.5                               |
|                      | Total water transport  | 353                | 57.0  | 64.0              | 1.1                              | 1,723.4                             |
|                      | Total transport and storage; communication                           | 462                | 172.4   | 192.9             | 1.1                              | 4,917.7                             |
| I                    | Entertainment, recreation, restaurants, hotels and personal services | 21                 | 21.3  | 13.7              | 0.7                              | 324.9                               |
| I                    | Other industries –   |                    |   |                   |                                  |                                     |
|                      | Finance, insurance, real estate and business services                | 25                 | 36.3  | 14.0              | 0.4                              | 276.7                               |
| J, K                 | Public administration and defence; community services –              |                    |   |                   |                                  |                                     |
|                      | Health   | 16                 | 38.7  | 62.4              | 1.6                              | 1,290.4                             |
|                      | Education, libraries, museums and art galleries                      | 32                 | 38.7  | 45.0              | 1.2                              | 1,250.9                             |
|                      | Other (f)  | 52                 | 26.0  | 48.0              | 1.8                              | 1,152.6                             |
|                      | Total public administration and defence; community services          | 100                | 103.4   | 155.4             | 1.5                              | 3,693.9                             |
|                      | Total other industries   | 125                | 139.7   | 169.4             | 1.2                              | 3,970.7                             |
|                      | Total  | 2,432              | 1,398.0   | 3,509.9           | 2.5                              | 95,760.7                            |

(a) Australian Standard Industrial Classification – see second paragraph on page 97. Statistics in this industry detail are available only annually.  
 (b) ASIC sub-divisions 11, 13, 14, 15, 16. (c) Sub-total includes details of large disputes that cannot be allocated to the appropriate sub-divisions. Details for the sub-divisions therefore do not add to this sub-total. (d) Glass, clay and other non-metallic mineral products (ASIC sub-division 28). (e) Leather, rubber and plastic products and manufacturing n.e.c. (ASIC sub-divisions 34). (f) Public administration and defence (ASIC division 1); welfare and charitable services and religious institutions (ASIC sub-division 83); and other community services (ASIC sub-division 84).

## INDUSTRIAL DISPUTES : INDUSTRIES (a), AUSTRALIA WORKING DAYS LOST ('000) (b)

| Period    | Mining |       | Manufacturing  |       | Constru-<br>ction | Transport<br>and storage;<br>communication |       | Other<br>industries | All<br>industries |
|-----------|--------|-------|--|-------|-------------------|--|-------|---------------------|-------------------|
|           | Coal   | Other | Metal<br>products,<br>machinery<br>and<br>equipment<br>(c) | Other |                   | Steve-<br>doring<br>services               | Other |                     |                   |
|           |        |       |  |       |                   |  |       |                     |                   |
| 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           |
| 1975 -    |        |       |  |       |                   |  |       |                     |                   |
| January   | 2.2    | 4.0   | 6.2  | 7.1   | 2.9               | 4.7  | 1.6   | 8.2                 | 36.9              |
| February  | 5.0    | 5.2   | 26.3   | 24.0  | 23.9              | 2.3  | 2.2   | 27.8                | 116.7             |
| March     | 8.1    | 1.3   | 40.0   | 22.3  | 50.4              | 2.0  | 7.8   | 37.2                | 169.1             |
| April     | 10.9   | 7.3   | 116.4  | 24.4  | 45.1              | 3.6  | 13.5  | 195.1               | 416.3             |
| May       | 36.8   | 7.6   | 177.2  | 78.1  | 65.8              | 6.3  | 7.2   | 125.4               | 504.6             |
| June      | 45.8   | 12.2  | 387.2  | 44.4  | 71.3              | 2.5  | 11.4  | 60.5                | 635.3             |
| July      | 100.3  | 11.5  | 196.4  | 51.3  | 124.2             | 2.5  | 26.7  | 44.7                | 557.6             |
| August    | 55.5   | 15.0  | 77.5   | 61.1  | 46.2              | 2.1  | 4.6   | 30.7                | 292.8             |
| September | 72.0   | 9.9   | 83.5   | 23.8  | 14.7              | 1.7  | 27.0  | 32.2                | 264.9             |
| October   | 2.2    | 4.9   | 83.5   | 44.9  | 16.9              | 6.3  | 11.9  | 35.5                | 206.1             |
| November  | 3.0    | 9.1   | 75.1   | 62.1  | 33.6              | 10.8                                       | 30.8  | 45.5                | 270.1             |
| December  | 1.5    | 2.1   | 9.8  | 20.5  | 1.7               | 1.4  | 2.0   | 0.7                 | 39.7              |

(a) Australian Standard Industrial Classification—see second paragraph on page 97. (b) Refers to all disputes operative in the period. (c) Includes ASIC sub-divisions 29, 31, 32, 33.

## INDUSTRIAL DISPUTES : INDUSTRIES AND CAUSES, AUSTRALIA, 1975

## ASIC Industry (a)

| Cause of dispute (b)                           | Cause of dispute (a) |       |  |       |                   |   |       |                  |                | Per cent of total |
|--|----------------------|-------|--|-------|-------------------|---|-------|------------------|----------------|-------------------|
|  | Mining               |       | Manufacturing                                    |       | Construc-<br>tion | Transport and storage;<br>communication |       | Other industries | All industries |                   |
|  | Coal                 | Other | Metal products, machinery and equip-<br>ment (c) | Other |                   | Steve-<br>doring<br>services            | Other |                  |                |                   |
|  |                      |       |  |       |                   |   |       |                  |                |                   |
| NUMBER OF DISPUTES                             |                      |       |  |       |                   |   |       |                  |                |                   |
| Wages  | 14                   | 35    | 257  | 213   | 122               | 20                                      | 44    | 115              | 820            | %                 |
| Hours of work                                  | 3                    | 4     | 7  | 5     | ..                | 2                                       | 4     | 2                | 27             | 1.1               |
| Leave, pensions, compensation provisions, etc. | ..                   | 2     | 4  | 4     | ..                | 5                                       | 8     | 4                | 27             | 1.1               |
| Managerial policy                              | 74                   | 76    | 240  | 114   | 110               | 78                                      | 71    | 73               | 836            | 34.4              |
| Physical working conditions                    | 34                   | 41    | 69   | 25    | 39                | 122                                     | 27    | 18               | 375            | 15.4              |
| Trade unionism                                 | 33                   | 26    | 63   | 19    | 31                | 22                                      | 20    | 11               | 225            | 9.3               |
| Other  | 17                   | 4     | 41   | 8     | 7                 | 30                                      | 9     | 6                | 122            | 5.0               |
| Total  | 175                  | 188   | 681  | 388   | 309               | 279                                     | 183   | 229              | 2,432          | 100.0             |

## WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)

|  | - '000 - |      |       |       |       |      |       |       |         |       | % |
|--|----------|------|-------|-------|-------|------|-------|-------|---------|-------|---|
| Wages  | 15.8     | 8.4  | 362.8 | 107.0 | 72.4  | 2.7  | 45.8  | 110.1 | 725.1   | 51.9  |   |
| Hours of work                                  | 0.7      | 0.8  | 5.0   | 1.4   | ..    | 0.1  | 2.6   | 0.1   | 10.6    | 0.8   |   |
| Leave, pensions, compensation provisions, etc. | ..       | 0.4  | 4.6   | 1.0   | ..    | 1.6  | 0.9   | 1.3   | 9.9     | 0.7   |   |
| Managerial policy                              | 14.9     | 14.2 | 54.4  | 25.5  | 26.2  | 10.5 | 9.6   | 43.3  | 198.4   | 14.2  |   |
| Physical working conditions                    | 7.3      | 4.5  | 15.5  | 3.7   | 5.4   | 10.6 | 5.5   | 1.3   | 53.8    | 3.8   |   |
| Trade unionism                                 | 5.3      | 4.3  | 14.5  | 7.2   | 14.4  | 3.3  | 24.9  | 12.2  | 86.0    | 6.2   |   |
| Other  | 5.6      | 0.5  | 96.7  | 44.6  | 40.0  | 18.0 | 36.3  | 72.4  | 314.2   | 22.5  |   |
| Total  | 49.5     | 33.0 | 553.5 | 190.5 | 158.4 | 46.9 | 125.5 | 240.7 | 1,398.0 | 100.0 |   |

## WORKING DAYS LOST

| WORKING DAYS LOST                              |        |       |   |       |              |                                      |       |                  |                |       |
|--|--------|-------|---|-------|--------------|--------------------------------------|-------|------------------|----------------|-------|
|  | Mining |       | Manufacturing                               |       | Construction | Transport and storage; communication |       | Other industries | All industries | %     |
|  | Coal   | Other | Metal products, machinery and equipment (c) | Other |              | Stevedoring services                 | Other |                  |                |       |
|  | '000   | '000  | '000  | '000  |              | '000                                 | '000  |                  |                |       |
| Wages  | 281.3  | 28.8  | 1,015.7                                     | 318.4 | 326.0        | 5.0                                  | 68.0  | 521.7            | 2,565.0        | 73.1  |
| Hours of work                                  | 1.2    | 8.7   | 4.0   | 1.4   | ..           | 0.3                                  | 3.8   | 0.8              | 20.2           | 0.6   |
| Leave, pensions, compensation provisions, etc. | ..     | 0.4   | 5.4   | 1.1   | ..           | 1.6                                  | 0.9   | 0.7              | 10.1           | 0.3   |
| Managerial policy                              | 35.1   | 31.4  | 119.4                                       | 84.4  | 57.0         | 9.8                                  | 11.8  | 56.7             | 405.6          | 11.6  |
| Physical working conditions                    | 9.8    | 9.4   | 22.7  | 13.2  | 23.4         | 7.2                                  | 8.1   | 2.0              | 95.9           | 2.7   |
| Trade unionism                                 | 6.6    | 10.9  | 52.9  | 12.9  | 65.4         | 4.5                                  | 34.4  | 24.0             | 211.7          | 6.0   |
| Other  | 9.2    | 0.3   | 59.1  | 32.7  | 25.1         | 17.9                                 | 19.5  | 37.5             | 201.4          | 5.7   |
| Total  | 343.3  | 90.0  | 1,279.2                                     | 464.1 | 497.0        | 46.2                                 | 146.7 | 643.5            | 3,509.9        | 100.0 |

(a) Australian Standard Industrial Classification - see second paragraph on page 97. (b) For nature of classification see page 98. (c) ASIC sub-divisions 29, 31, 32, 33.

## INDUSTRIAL DISPUTES : INDUSTRIES AND DURATION, AUSTRALIA, 1975

| ASIC industry (a)                          |          |         |  |          |  |                              |                     |                   |          | Per cent<br>of<br>total |
|--|----------|---------|--|----------|--|------------------------------|---------------------|-------------------|----------|-------------------------|
| Duration (working days)                    | Mining   |         | Manufacturing  |          | Transport<br>and storage;<br>communication |                              | Other<br>industries | All<br>industries |          |                         |
|  | Coal     | Other   | Metal<br>products,<br>machinery<br>and<br>equipment<br>(b) | Other    | Construc-<br>tion                          | Steve-<br>doring<br>services |                     |                   | Other    |                         |
|  |          |         |  |          |  |                              |                     |                   |          |                         |
|  |          |         |  |          |  |                              |                     |                   |          |                         |
| NUMBER OF DISPUTES                         |          |         |  |          |  |                              |                     |                   |          |                         |
| Up to 1 day                                | 93       | 73      | 311  | 120      | 120  | 192                          | 78                  | 105               | 1,092    | %<br>44.9               |
| Over 1 to 2 days                           | 43       | 48      | 87   | 54       | 31   | 65                           | 39                  | 31                | 398      | 16.4                    |
| Over 2 to 3 days                           | 20       | 24      | 42   | 50       | 27   | 13                           | 19                  | 27                | 222      | 9.1                     |
| Over 3 to less than 5 days                 | 8        | 17      | 70   | 46       | 33   | 4                            | 20                  | 16                | 214      | 8.8                     |
| 5 to less than 10 days                     | 8        | 19      | 97   | 76       | 53   | 5                            | 19                  | 35                | 312      | 12.8                    |
| 10 to less than 20 days                    | 2        | 6       | 49   | 39       | 31   | ..                           | 5                   | 12                | 144      | 5.9                     |
| 20 to less than 40 days                    | 1        | 1       | 23   | 3        | 10   | ..                           | 2                   | 2                 | 42       | 1.7                     |
| 40 days and over                           | ..       | ..      | 2  | ..       | 4  | ..                           | 1                   | 1                 | 8        | 0.3                     |
| Total                                      | 175      | 188     | 681  | 388      | 309  | 279                          | 183                 | 229               | 2,432    | 100.0                   |
| WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) |          |         |  |          |  |                              |                     |                   |          |                         |
| Up to 1 day                                | 18.6     | 12.5    | 161.4  | 110.6    | 82.2                                       | 33.4                         | 69.4                | 171.6             | 659.8    | %<br>47.2               |
| Over 1 to 2 days                           | 8.8      | 4.9     | 84.4   | 13.1     | 44.0                                       | 12.1                         | 48.8                | 30.6              | 246.6    | 17.6                    |
| Over 2 to 3 days                           | 4.0      | 5.7     | 263.0  | 32.4     | 1.3  | 0.6                          | 1.5                 | 3.1               | 311.7    | 22.3                    |
| Over 3 to less than 5 days                 | 2.4      | 5.9     | 15.7   | 8.1      | 4.5  | 0.5                          | 3.5                 | 9.0               | 49.6     | 3.5                     |
| 5 to less than 10 days                     | 1.5      | 3.1     | 18.6   | 12.0     | 13.4                                       | 0.4                          | 1.2                 | 5.1               | 55.3     | 4.0                     |
| 10 to less than 20 days                    | 10.2     | 0.7     | 6.8  | 14.0     | 11.5                                       | ..                           | 1.0                 | 10.1              | 54.4     | 3.9                     |
| 20 to less than 40 days                    | 3.9      | 0.2     | 3.3  | 0.2      | 0.8  | ..                           | 0.1                 | 10.5              | 18.9     | 1.4                     |
| 40 days and over                           | ..       | ..      | 0.2  | ..       | 0.6  | ..                           | 0.1                 | 0.8               | 1.7      | 0.1                     |
| Total                                      | 49.5     | 33.0    | 553.5  | 190.5    | 158.4                                      | 46.9                         | 125.5               | 240.7             | 1,398.0  | 100.0                   |
| WORKING DAYS LOST                          |          |         |  |          |  |                              |                     |                   |          |                         |
| Up to 1 day                                | 17.3     | 7.5     | 84.9   | 70.1     | 57.7                                       | 22.7                         | 41.0                | 100.8             | 401.9    | %<br>11.5               |
| Over 1 to 2 days                           | 14.1     | 7.5     | 137.6  | 21.3     | 65.9                                       | 16.5                         | 65.1                | 54.1              | 382.0    | 10.9                    |
| Over 2 to 3 days                           | 9.6      | 14.9    | 676.7  | 87.7     | 3.4  | 1.5                          | 3.7                 | 7.9               | 805.3    | 22.9                    |
| Over 3 to less than 5 days                 | 8.8      | 22.7    | 61.4   | 30.8     | 17.7                                       | 2.8                          | 11.1                | 35.7              | 191.1    | 5.4                     |
| 5 to less than 10 days                     | 8.7      | 21.3    | 127.7  | 79.9     | 96.3                                       | 2.8                          | 7.8                 | 34.4              | 378.9    | 10.8                    |
| 10 to less than 20 days                    | 190.8    | 11.4    | 98.6   | 171.4    | 199.7                                      | ..                           | 12.3                | 135.7             | 820.0    | 23.4                    |
| 20 to less than 40 days                    | 94.1     | 4.7     | 82.1   | 3.0      | 23.9                                       | ..                           | 3.0                 | 215.7             | 426.5    | 12.2                    |
| 40 days and over                           | ..       | ..      | 10.2   | ..       | 32.4                                       | ..                           | 2.6                 | 59.2              | 104.4    | 3.0                     |
| Total                                      | 343.3    | 90.0    | 1,279.2  | 464.1    | 497.0                                      | 46.2                         | 146.7               | 643.5             | 3,509.9  | 100.0                   |
| ESTIMATED LOSS IN WAGES                    |          |         |  |          |  |                              |                     |                   |          |                         |
| Up to 1 day                                | 543.3    | 224.2   | 2,203.3  | 1,817.0  | 1,720.9                                    | 585.1                        | 1,059.6             | 2,516.7           | 10,670.3 | %<br>11.1               |
| Over 1 to 2 days                           | 461.7    | 215.1   | 3,551.9  | 543.2    | 1,787.2                                    | 437.6                        | 1,510.4             | 1,155.2           | 9,662.1  | 10.1                    |
| Over 2 to 3 days                           | 295.8    | 479.8   | 17,509.8   | 2,111.5  | 95.8                                       | 41.0                         | 96.6                | 180.9             | 20,811.0 | 21.7                    |
| Over 3 to less than 5 days                 | 314.7    | 714.7   | 1,564.9  | 801.2    | 522.8                                      | 78.6                         | 293.4               | 884.9             | 5,175.3  | 5.4                     |
| 5 to less than 10 days                     | 260.5    | 696.8   | 3,169.2  | 1,976.7  | 2,666.6                                    | 38.6                         | 244.0               | 865.5             | 9,917.7  | 10.4                    |
| 10 to less than 20 days                    | 6,370.5  | 346.9   | 2,706.3  | 4,664.6  | 5,961.9                                    | ..                           | 353.1               | 3,484.3           | 23,887.6 | 24.9                    |
| 20 to less than 40 days                    | 3,210.1  | 130.1   | 2,125.2  | 76.1     | 820.4                                      | ..                           | 89.1                | 6,168.1           | 12,619.0 | 13.2                    |
| 40 days and over                           | ..       | ..      | 242.5  | ..       | 1,285.0                                    | ..                           | 90.6                | 1,399.7           | 3,017.8  | 3.2                     |
| Total                                      | 11,456.5 | 2,807.6 | 33,073.1   | 11,990.2 | 14,860.6                                   | 1,180.9                      | 3,736.8             | 16,655.1          | 95,760.7 | 100.0                   |

(a) Australian Standard Industrial Classification — see second paragraph on page 97. (b) ASIC sub-division 29, 31, 32, 33.

## INDUSTRIAL DISPUTES : INDUSTRIES AND METHODS OF SETTLEMENT, AUSTRALIA, 1975 (a)

| ASIC industry (b)                                      |   |       |         |              |                                      |       |       |                  |                |                   |
|--|---|-------|---------|--------------|--------------------------------------|-------|-------|------------------|----------------|-------------------|
| Method of settlement (c)                               | Manufacturing                               |       |         |              |                                      |       |       |                  |                |                   |
|  | Metal products, machinery and equipment (d) |       |         |              | Transport and storage; communication |       |       | Other industries | All industries | Per cent of total |
|  | Mining                                      |       | Other   | Construction | Stevedoring services                 | Other |       |                  |                |                   |
|  | Coal  | Other |         |              |                                      |       |       |                  |                |                   |
| NUMBER OF DISPUTES                                     |   |       |         |              |                                      |       |       |                  |                |                   |
| Negotiation  | 41  | 72    | 188     | 121          | 78                                   | 79    | 42    | 51               | 672            | 27.6              |
| Mediation  | 1   | 1     | 2       | 2            | 2                                    | 1     | 1     | 3                | 13             | 0.5               |
| State legislation –                                    |   |       |         |              |                                      |       |       |                  |                |                   |
| (a) Under State conciliation, etc. legislation         | 4   | 41    | 19      | 52           | 54                                   | 1     | 8     | 39               | 218            | 9.0               |
| (b) Intervention, etc. of State government officials   | ..  | ..    | ..      | ..           | ..                                   | ..    | 2     | 2                | 4              | 0.2               |
| Federal and joint Federal-State legislation –          |   |       |         |              |                                      |       |       |                  |                |                   |
| (a) Industrial Tribunals under –                       |   |       |         |              |                                      |       |       |                  |                |                   |
| (i) Conciliation and Arbitration Act                   | ..  | 4     | 61      | 63           | 31                                   | 3     | 28    | 20               | 210            | 8.6               |
| (ii) Coal Industry Acts                                | 12  | ..    | ..      | ..           | ..                                   | ..    | ..    | ..               | 12             | 0.5               |
| (iii) Stevedoring Industry Act                         | ..  | ..    | ..      | ..           | ..                                   | 3     | ..    | ..               | 3              | 0.1               |
| (iv) Other Acts  | ..  | ..    | 1       | ..           | ..                                   | ..    | ..    | ..               | 1              | †                 |
| (b) Intervention, etc. of Federal government officials | ..  | ..    | ..      | ..           | ..                                   | ..    | ..    | ..               | ..             | ..                |
| Filling the places of workers on strike or locked out  | ..  | ..    | ..      | ..           | 2                                    | ..    | ..    | ..               | 2              | 0.1               |
| Closing down the establishment permanently             | ..  | ..    | ..      | ..           | ..                                   | ..    | ..    | ..               | ..             | ..                |
| Resumption without negotiation                         | 117   | 70    | 409     | 150          | 141                                  | 192   | 101   | 113              | 1,293          | 53.2              |
| Other methods  | ..  | ..    | 1       | ..           | 1                                    | ..    | 1     | 1                | 4              | 0.2               |
| Total  | 175   | 188   | 681     | 388          | 309                                  | 279   | 183   | 229              | 2,432          | 100.0             |
| WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)             |   |       |         |              |                                      |       |       |                  |                |                   |
|  | – '000 –                                    |       |         |              |                                      |       |       |                  |                | %                 |
| Negotiation  | 6.3   | 7.8   | 33.1    | 20.9         | 23.6                                 | 8.0   | 9.5   | 10.1             | 119.1          | 8.5               |
| Mediation  | *   | *     | 0.9     | 0.4          | 0.2                                  | *     | 0.1   | 2.5              | 4.1            | 0.3               |
| State legislation –                                    |   |       |         |              |                                      |       |       |                  |                |                   |
| (a) Under State conciliation, etc. legislation         | 0.2   | 5.1   | 4.5     | 13.6         | 5.6                                  | 0.1   | 0.7   | 27.8             | 57.6           | 4.1               |
| (b) Intervention, etc. of State government officials   | ..  | ..    | ..      | ..           | ..                                   | ..    | 0.3   | 0.4              | 0.7            | 0.1               |
| Federal and joint Federal-State legislation –          |   |       |         |              |                                      |       |       |                  |                |                   |
| (a) Industrial Tribunals under –                       |   |       |         |              |                                      |       |       |                  |                |                   |
| (i) Conciliation and Arbitration Act                   | ..  | 2.1   | 320.3   | 17.3         | 4.7                                  | 0.7   | 1.9   | 7.7              | 354.7          | 25.4              |
| (ii) Coal Industry Acts                                | 17.6  | ..    | ..      | ..           | ..                                   | ..    | ..    | ..               | 17.6           | 1.3               |
| (iii) Stevedoring Industry Act                         | ..  | ..    | ..      | ..           | ..                                   | 0.1   | ..    | ..               | 0.1            | †                 |
| (iv) Other Acts  | ..  | ..    | 0.7     | ..           | ..                                   | ..    | ..    | ..               | 0.7            | 0.1               |
| (b) Intervention, etc. of Federal government officials | ..  | ..    | ..      | ..           | ..                                   | ..    | ..    | ..               | ..             | ..                |
| Filling the places of workers on strike or locked out  | ..  | ..    | ..      | ..           | *                                    | ..    | ..    | ..               | *              | †                 |
| Closing down the establishment permanently             | ..  | ..    | ..      | ..           | ..                                   | ..    | ..    | ..               | ..             | ..                |
| Resumption without negotiation                         | 25.4  | 18.1  | 192.6   | 138.4        | 124.2                                | 37.9  | 113.1 | 192.2            | 842.0          | 60.2              |
| Other methods  | ..  | ..    | 1.4     | ..           | 0.1                                  | ..    | *     | *                | 1.5            | 0.1               |
| Total  | 49.5  | 33.0  | 553.5   | 190.5        | 158.4                                | 46.9  | 125.5 | 240.7            | 1,398.0        | 100.0             |
| WORKING DAYS LOST                                      |   |       |         |              |                                      |       |       |                  |                |                   |
|  | – '000 –                                    |       |         |              |                                      |       |       |                  |                | %                 |
| Negotiation  | 13.1  | 22.6  | 174.8   | 115.2        | 210.2                                | 8.3   | 18.8  | 44.1             | 607.1          | 17.3              |
| Mediation  | *   | *     | 5.3     | 1.7          | 3.5                                  | *     | 2.1   | 22.5             | 35.1           | 1.0               |
| State legislation –                                    |   |       |         |              |                                      |       |       |                  |                |                   |
| (a) Under State conciliation, etc. legislation         | 0.3   | 25.9  | 23.9    | 74.2         | 41.8                                 | 0.1   | 3.5   | 309.5            | 479.3          | 13.7              |
| (b) Intervention, etc. of State government officials   | ..  | ..    | ..      | ..           | ..                                   | ..    | 1.4   | 0.3              | 1.7            | †                 |
| Federal and joint Federal-State legislation –          |   |       |         |              |                                      |       |       |                  |                |                   |
| (a) Industrial Tribunals under –                       |   |       |         |              |                                      |       |       |                  |                |                   |
| (i) Conciliation and Arbitration Act                   | ..  | 11.9  | 858.0   | 91.9         | 65.9                                 | 2.1   | 16.8  | 106.8            | 1,153.4        | 32.9              |
| (ii) Coal Industry Acts                                | 285.4                                       | ..    | ..      | ..           | ..                                   | ..    | ..    | ..               | 285.4          | 8.1               |
| (iii) Stevedoring Industry Act                         | ..  | ..    | ..      | ..           | ..                                   | 0.2   | ..    | ..               | 0.2            | †                 |
| (iv) Other Acts  | ..  | ..    | 1.1     | ..           | ..                                   | ..    | ..    | ..               | 1.1            | †                 |
| (b) Intervention, etc. of Federal government officials | ..  | ..    | ..      | ..           | ..                                   | ..    | ..    | ..               | ..             | ..                |
| Filling the places of workers on strike or locked out  | ..  | ..    | ..      | ..           | 0.3                                  | ..    | ..    | ..               | 0.3            | †                 |
| Closing down the establishment permanently             | ..  | ..    | ..      | ..           | ..                                   | ..    | ..    | ..               | ..             | ..                |
| Resumption without negotiation                         | 44.5  | 29.6  | 206.8   | 181.0        | 175.1                                | 35.5  | 104.1 | 160.2            | 936.8          | 26.7              |
| Other methods  | ..  | ..    | 9.4     | ..           | 0.2                                  | ..    | *     | *                | 9.6            | 0.3               |
| Total  | 343.3                                       | 90.0  | 1,279.2 | 464.1        | 497.0                                | 46.2  | 146.7 | 643.5            | 3,509.9        | 100.0             |

\* Less than 50. † Less than 0.05 per cent.

(a) Figures in this table relate to disputes that ended in the year and may not agree with figures shown in tables on pages 99 and 100.

(b) Australian Standard Industrial Classification – see second paragraph on page 97. (c) For nature of classification see page 98. (d) ASIC sub-division 29, 31, 32, 33.

## ANALYSIS OF INDUSTRIAL DISPUTES BY NUMBER OF WORKERS INVOLVED, AUSTRALIA 1974 AND 1975

| Number of workers involved (directly and indirectly) | Year | Number of disputes | Workers involved (directly and indirectly) |                   | Working days lost |                   | Estimated loss in wages (\$'000) |
|--|------|--------------------|--|-------------------|-------------------|-------------------|----------------------------------|
|  |      |                    | Number ('000)                              | Per cent of total | Number ('000)     | Per cent of total |                                  |
| Under 50   | 1974 | 1,027              | 25.8                                       | 1.3               | 104.6             | 1.7               | 2,315.5                          |
|  | 1975 | 831                | 20.9                                       | 1.5               | 77.6              | 2.2               | 2,102.1                          |
| 50 and under 100                                     | 1974 | 548                | 38.9                                       | 1.9               | 139.0             | 2.2               | 3,123.3                          |
|  | 1975 | 537                | 38.5                                       | 2.8               | 117.5             | 3.4               | 3,122.9                          |
| 100 and under 200                                    | 1974 | 444                | 62.3                                       | 3.1               | 170.4             | 2.7               | 3,625.2                          |
|  | 1975 | 392                | 56.5                                       | 4.0               | 196.0             | 5.6               | 5,173.4                          |
| 200 and under 400                                    | 1974 | 304                | 84.4                                       | 4.2               | 344.9             | 5.5               | 8,082.9                          |
|  | 1975 | 279                | 76.8                                       | 5.5               | 245.1             | 7.0               | 7,048.3                          |
| 400 and under 1,000                                  | 1974 | 242                | 167.6                                      | 8.4               | 474.3             | 7.5               | 10,291.7                         |
|  | 1975 | 247                | 161.9                                      | 11.6              | 521.7             | 14.9              | 14,400.2                         |
| 1,000 and under 2,000                                | 1974 | 110                | 158.2                                      | 7.9               | 465.7             | 7.4               | 9,978.5                          |
|  | 1975 | 74                 | 110.1                                      | 7.9               | 288.6             | 8.2               | 7,757.6                          |
| 2,000 and under 3,000                                | 1974 | 45                 | 115.5                                      | 5.8               | 245.3             | 3.9               | 5,364.5                          |
|  | 1975 | 20                 | 58.8                                       | 4.2               | 82.0              | 2.3               | 2,107.4                          |
| 3,000 and over                                       | 1974 | 89                 | 1,352.2                                    | 67.5              | 4,348.3           | 69.1              | 85,520.2                         |
|  | 1975 | 52                 | 874.4                                      | 62.6              | 1,981.3           | 56.5              | 54,048.9                         |
| Total  | 1974 | 2,809              | 2,004.8                                    | 100.0             | 6,292.5           | 100.0             | 128,301.8                        |
|  | 1975 | 2,432              | 1,398.0                                    | 100.0             | 3,509.9           | 100.0             | 95,760.7                         |

## ANALYSIS OF INDUSTRIAL DISPUTES BY TOTAL WORKING DAYS LOST, AUSTRALIA, 1974 AND 1975

| Total working days lost | Year | Number of disputes | Workers involved (directly and indirectly) |                   | Working days lost |                   | Estimated loss in wages (\$'000) |
|-------------------------|------|--------------------|--|-------------------|-------------------|-------------------|----------------------------------|
|                         |      |                    | Number ('000)                              | Per cent of total | Number ('000)     | Per cent of total |                                  |
| 10 and under 100        | 1974 | 1,231              | 89.4                                       | 4.5               | 51.0              | 0.8               | 1,136.4                          |
|                         | 1975 | 1,051              | 75.5                                       | 5.4               | 44.0              | 1.3               | 1,172.8                          |
| 100 and under 500       | 1974 | 850                | 142.8                                      | 7.1               | 193.6             | 3.1               | 4,240.3                          |
|                         | 1975 | 807                | 152.8                                      | 10.9              | 187.7             | 5.4               | 5,093.5                          |
| 500 and under 1,000     | 1974 | 264                | 125.8                                      | 6.3               | 188.5             | 3.0               | 4,127.2                          |
|                         | 1975 | 232                | 90.6                                       | 6.5               | 168.6             | 4.8               | 4,487.9                          |
| 1,000 and under 2,000   | 1974 | 178                | 124.6                                      | 6.2               | 252.8             | 4.0               | 5,368.1                          |
|                         | 1975 | 137                | 94.2                                       | 6.7               | 203.7             | 5.8               | 5,321.3                          |
| 2,000 and under 5,000   | 1974 | 160                | 254.7                                      | 12.7              | 551.3             | 8.8               | 11,728.7                         |
|                         | 1975 | 113                | 163.5                                      | 11.7              | 364.4             | 10.4              | 9,821.5                          |
| 5,000 and under 10,000  | 1974 | 53                 | 177.5                                      | 8.9               | 420.3             | 6.7               | 9,046.3                          |
|                         | 1975 | 47                 | 207.2                                      | 14.8              | 405.2             | 11.6              | 11,337.4                         |
| 10,000 and over         | 1974 | 73                 | 1,090.1                                    | 54.4              | 4,634.9           | 73.7              | 92,654.9                         |
|                         | 1975 | 45                 | 614.2                                      | 43.9              | 2,136.3           | 60.9              | 58,526.3                         |
| Total                   | 1974 | 2,809              | 2,004.8                                    | 100.0             | 6,292.5           | 100.0             | 128,301.8                        |
|                         | 1975 | 2,432              | 1,398.0                                    | 100.0             | 3,509.9           | 100.0             | 95,760.7                         |



### Working days lost per thousand employees

The figures of working days lost used in these compilations relate to those lost by workers directly and indirectly involved in disputes involving stoppages of work of ten man-days or more in the establishments where the stoppages occurred. For Australia the figures have been calculated on two bases : (a) for all disputes, (b) for disputes excluding those attributable to "other" causes (as shown on page 101). The latter have been excluded because they are disputes in which the relationships between employer and employee is not involved.

The figures of employment used in these compilations are monthly estimates of wage and salary earners in civilian employment excluding those in agriculture and in private households employing staff. The employment figures for each year are averages of twelve monthly estimates. For details of the employment series, see the monthly bulletin *Employment and Unemployment* (Reference No. 6.4). The employment estimates have recently been revised to incorporate new benchmarks derived from the 1971 population census and other sources and are now classified according to the Australian Standard Industrial Classification.

#### INDUSTRIAL DISPUTES : WORKING DAYS LOST PER 1,000 EMPLOYEES, AUSTRALIA, 1967-1971 (a)

|      | All causes | All causes excluding "other" (a) |
|------|------------|----------------------------------|
| 1967 | 181        | 150                              |
| 1968 | 269        | 262                              |
| 1969 | 472        | 284                              |
| 1970 | 555        | 511                              |
| 1971 | 693        | 646                              |

(a) See text above.

#### INDUSTRIAL DISPUTES : WORKING DAYS LOST PER 1,000 EMPLOYEES, 1972-1975

|   | 1972  | 1973  | 1974  | 1975   |
|---|-------|-------|-------|--------|
| All causes -                                |       |       |       |        |
| Australia (a)                               | 449   | 570   | 1,320 | 742    |
| New South Wales                             | 518   | 641   | 1,520 | 860    |
| Victoria                                    | 506   | 600   | 1,787 | 926    |
| Queensland                                  | 516   | 541   | 859   | 766    |
| South Australia                             | 152   | 313   | 727   | 293    |
| Western Australia                           | 273   | 327   | 687   | 265    |
| Tasmania                                    | 151   | 1,079 | 663   | 298    |
| Industries (b) -                            |       |       |       |        |
| Coal mining                                 | 2,909 | 4,268 | 7,725 | 14,926 |
| Other mining (c)                            | 1,152 | 2,855 | 2,611 | 1,573  |
| Manufacturing -                             |       |       |       |        |
| Metal products, machinery and equipment (d) | 1,128 | 1,418 | 4,927 | 2,415  |
| Other manufacturing (e)                     | 540   | 898   | 1,037 | 683    |
| Total manufacturing                         | 793   | 1,124 | 2,758 | 1,442  |
| Construction                                | 1,028 | 1,107 | 2,975 | 1,253  |
| Transport and storage; communication -      |       |       |       |        |
| Stevedoring services                        | 2,154 | 2,912 | 6,613 | 2,783  |
| Other transport and storage; communication  | 639   | 285   | 1,515 | 431    |
| Total transport and storage; communication  | 720   | 415   | 1,754 | 540    |
| Other industries (f)                        | 93    | 139   | 213   | 240    |
| All causes excluding "other" (g)            | 416   | 541   | 1,290 | 700    |

(a) Includes the Northern Territory and the Australian Capital Territory. (b) Figures classified according to ASIC are not available prior to 1972. (c) ASIC sub-divisions 11 and 13-16. (d) ASIC sub-divisions 29 and 31-33. (e) ASIC sub-divisions 21-28 and 34. (f) Includes finance, insurance, real estate and business services (ASIC division I); public administration and defence (ASIC division J); and community services (ASIC division K). (g) See text above.

## JOB VACANCIES

### Introduction

This section contains the results of sample surveys designed to obtain information on the levels and composition of job vacancies in March 1974 and 1975. More detailed statistics appear in *Job Vacancies* (Reference No. 6.49) and the preliminary statement (Reference No. 6.58). These results are of considerable value in providing a measure of the coverage of the Commonwealth Employment Service job vacancy statistics, and a comparison with the CES figures is shown in "Comparability with Commonwealth Employment Service statistics" on page 107.

### Scope and coverage

All wage and salary earners were covered except

- members of the defence forces,
- employees in agriculture,
- employees in private households employing staff,
- waterside workers employed on a casual basis,
- persons employed by private employers (other than hospitals) not subject to payroll tax.

At the time of the selection of the sample, payroll tax was payable by employers paying more than \$400 a week in wages and salaries. In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under the Australian and State Payroll Tax Acts, 1971-75.

Included in the survey results are vacancies for all categories of employees, including managerial, full-time, part-time, permanent, temporary and seasonal employees; and adults, juniors, trainees, apprentices, cadets, etc. Excluded are vacancies that would have been filled by persons already hired, by promotion or transfer of existing employees, or by employees returning from paid or unpaid leave or after industrial disputes. Also excluded are vacancies that were not immediately available for filling on the survey date, that is, those that became available after the specified date. The surveys did not cover vacancies for work to be done under contract, such as by building sub-contractors, owner-drivers, etc.

Because the surveys were limited in scope and coverage (e.g. private employers not subject to payroll tax were excluded) the results do not give the total number of job vacancies in Australia at the survey dates. The underestimation may be greater in those industries (e.g. retail trade) and occupations (e.g. shop assistants) where the payroll tax coverage is low.

### Industry and occupation classification

The industry classification used for these surveys is the Australian Standard Industrial Classification (ASIC) described in *Australian Standard Industrial Classification (Preliminary Edition)* 1969, Vol 1. The industry divisions and sub-divisions shown in the table on page 109 are those used to classify and stratify employers for sampling purposes; more detailed industry figures are therefore not available. The occupation classification is based on the Australian Classification of Occupations adopted for the 1971 Census of Population, described in *Classification and Classified List of Occupations*, June 1971.

### Sample design

Employers included in the surveys were selected from lists of employers stratified by State, sector, industry and number of employees. All Australian and State government departments and authorities, private employers with 500 or more employees and local government authorities with 250 or more employees were included in the surveys. Samples of private payroll taxpayers, non-government hospitals and local government authorities were selected from the remainder. In 1975 the total number of employers in the survey was about 8,800.

### Definitions

A *job vacancy* was defined as a job immediately available for filling on the survey date and for which active steps were being taken by the employers to find or recruit an employee from outside the enterprise or authority in the particular State or Territory. Active steps to find or recruit an employee included efforts to fill vacancies by advertising, by factory notices, by notifying government or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or authority.

*Vacancies for adults* comprise those for which the adult rate of pay would be paid, and all vacancies open to either adult or junior applicants without preference.

*Vacancies for juniors* are those open to applicants under 21 years of age who would not be paid at the adult rate for the occupation. Vacancies for apprentices, trainees, cadets and other juniors were reported against the occupation for which they were to be trained.

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

*Government sector* refers to employees of Australian and State government departments, authorities and semi-government bodies and of local government authorities.

The *job vacancy rate* is calculated by expressing the number of job vacancies as a percentage of the number of employees plus vacancies.

#### Reliability of the estimates

As the private sector and local government sector of the survey were surveyed by means of samples (see "Scope and Coverage" on page 106), the estimates are subject to sampling variability, that is, variation which might occur by chance because only samples of employers were surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability.

The imprecision due to sampling variability should not be confused with other inaccuracies such as those

which may occur because of imperfect reporting by respondents. Inaccuracies of this kind are referred to as the non-sampling error and may occur in any enumeration, whether it be a full count or a sample. Every effort has been made to reduce the non-sampling error to a minimum by careful design of questionnaires, efficient operating procedures and careful editing of the returns.

#### Comparability with Commonwealth Employment Service statistics.

For a number of reasons the estimates obtained from these surveys differ from the number of vacancies registered with the Commonwealth Employment Service (CES) at the end of March 1974 and March 1975. The following table shows the number of job vacancies as measured by the two sets of statistics. For purposes of comparison, job vacancies in primary production have been excluded from the CES figures.

JOB VACANCIES, AUSTRALIA

|   | March 1974 |         |         | March 1975 |         |         |
|---|------------|---------|---------|------------|---------|---------|
|   | Males      | Females | Persons | Males      | Females | Persons |
| CES                                       | 53,963     | 31,385  | 85,348  | 22,578     | 10,337  | 32,915  |
| ABS survey                                | (a)126,000 | 39,200  | 165,200 | (a)43,900  | 11,300  | 55,200  |
| Ratio of CES to survey figures (per cent) | 43         | 80      | 52      | 51         | 91      | 60      |

(a) Includes job vacancies for either males or females without preference.

The principal reason for the difference is that, because notification of vacancies is voluntary, many vacancies are not registered with the CES. Other reasons are:

(a) the survey estimates relate to vacancies *immediately* available for filling on the survey date, whereas the CES statistics relate to vacancies which were unfilled at the Friday nearest the end of the month and which employers claimed could be filled if labour were supplied *immediately or within the following month*.

(b) the coverage of the surveys is somewhat restricted (see "Scope and coverage" on page

106) and the results are subject to sampling variability (see "Reliability of the Estimates" above).

(c) the CES figures may include some vacancies already filled or cancelled by the date at which the figures are compiled, but of which the CES may not have been notified.

NOTE: Estimates of job vacancies shown in this section have been rounded to the nearest hundred. Percentages have been rounded to the first decimal place. Any discrepancies between totals and the sum of components are due to rounding.

## JOB VACANCIES, STATES AND TERRITORIES

|                          |               |      |      |      |      |      |      |        | Australia      |                 |       |          |
|--------------------------|---------------|------|------|------|------|------|------|--------|----------------|-----------------|-------|----------|
|                          | N.S.W.        | Vic. | Qld  | S.A. | W.A. | Tas. | N.T. | A.C.T. | For adults (a) | For juniors (a) | Total |          |
| JOB VACANCIES            |               |      |      |      |      |      |      |        |                |                 |       |          |
|                          | Number ('000) |      |      |      |      |      |      |        |                |                 |       | Per cent |
| March 1974 –             |               |      |      |      |      |      |      |        |                |                 |       |          |
| For males                | 41.0          | 32.1 | 13.3 | 9.0  | 7.1  | 1.7  | 0.8  | 1.4    | 97.0           | 9.3             | 106.4 | 64.4     |
| For females              | 14.4          | 13.4 | 5.7  | 2.4  | 2.1  | 0.5  | 0.1  | 0.5    | 29.4           | 9.7             | 39.2  | 23.7     |
| For males or females (b) | 7.3           | 6.0  | 1.6  | 0.8  | 0.9  | 0.2  | 0.5  | 2.1    | 18.2           | 1.4             | 19.7  | 11.9     |
| Total                    | 62.7          | 51.6 | 20.6 | 12.2 | 10.1 | 2.4  | 1.5  | 4.0    | 144.7          | 20.5            | 165.2 | 100.0    |
| Private sector (a)       | 49.0          | 43.0 | 16.1 | 10.4 | 8.6  | 1.8  | (c)  | (c)    | 115.4          | 16.0            | 131.3 | 79.5     |
| Government sector (a)    | 13.7          | 8.6  | 4.5  | 1.8  | 1.5  | 0.7  | (c)  | (c)    | 29.3           | 4.6             | 33.9  | 20.5     |
| March 1975 –             |               |      |      |      |      |      |      |        |                |                 |       |          |
| For males                | 11.6          | 8.5  | 3.4  | 2.4  | 3.3  | 0.9  | 0.9  | 0.7    | 28.3           | 3.3             | 31.7  | 57.3     |
| For females              | 4.7           | 2.9  | 1.9  | 0.7  | 0.5  | 0.2  | 0.2  | 0.2    | 8.4            | 3.0             | 11.3  | 20.5     |
| For males or females (b) | 2.9           | 3.5  | 1.8  | 0.9  | 0.6  | 0.1  | 0.4  | 1.9    | 11.6           | 0.6             | 12.2  | 22.1     |
| Total                    | 19.3          | 14.9 | 7.1  | 4.1  | 4.4  | 1.2  | 1.5  | 2.8    | 48.3           | 7.0             | 55.2  | 100.0    |
| Private sector (a)       | 13.7          | 10.9 | 4.0  | 2.8  | 3.3  | 0.8  | (c)  | (c)    | 32.6           | 4.7             | 37.3  | 67.5     |
| Government sector (a)    | 5.6           | 3.9  | 3.1  | 1.3  | 1.1  | 0.4  | (c)  | (c)    | 15.7           | 2.3             | 17.9  | 32.5     |
| JOB VACANCY RATES (a)    |               |      |      |      |      |      |      |        |                |                 |       |          |
| March 1974               | 3.7           | 4.0  | 3.7  | 3.1  | 3.0  | 2.0  | 6.7  | 5.6    | (c)            | (c)             | 3.6   |          |
| March 1975               | 1.3           | 1.2  | 1.4  | 1.1  | 1.4  | 1.1  | 5.2  | 3.8    | (c)            | (c)             | 1.3   |          |

(a) For definition see page 106. (b) Vacancies open to male or female applicants without preference. (c) Not available.

## JOB VACANCIES : INDUSTRIES (a)

|               |              |   | March 1974    |                             | March 1975    |                             |
|---------------|--------------|---|---------------|-----------------------------|---------------|-----------------------------|
| A.S.I.C. Code | Sub-division | Industry (a)  | Number ('000) | Job vacancy rate (per cent) | Number ('000) | Job vacancy rate (per cent) |
| B             |              | Mining  | 3.0           | 4.1                         | 1.5           | 1.9                         |
| C             |              | Manufacturing   | 67.8          | 4.9                         | 15.4          | 1.3                         |
|               | 21-22        | Food, beverages and tobacco                               | 5.7           | 2.6                         | 1.9           | 0.9                         |
|               | 23,24        | Textiles; clothing and footwear                           | 10.4          | 6.0                         | 1.8           | 1.4                         |
|               | 26           | Paper, printing, etc.                                     | 3.1           | 3.0                         | 0.7           | 0.7                         |
|               | 27           | Chemical, petroleum and coal products                     | 1.6           | 2.2                         | 0.6           | 0.8                         |
|               |              | Metal products, machinery and equipment                   | 35.4          | 5.9                         | 8.1           | 1.5                         |
|               | 29           | Basic metal products                                      | 4.8           | 4.6                         | 1.2           | 1.1                         |
|               | 31,33        | Fabricated metal products; other machinery, etc.          | 21.4          | 6.6                         | 5.1           | 1.8                         |
|               | 32           | Transport equipment                                       | 9.2           | 5.3                         | 1.8           | 1.3                         |
|               | 25,28,34     | Other   | 11.7          | 5.3                         | 2.3           | 1.2                         |
| D             |              | Electricity, gas and water                                | 0.9           | 0.8                         | 0.4           | 0.4                         |
| E             |              | Construction  | 14.4          | 4.5                         | 4.0           | 1.3                         |
| F             |              | Wholesale and retail trade                                | 28.1          | 3.5                         | 9.7           | 1.3                         |
|               | 46-47        | Wholesale trade   | 11.1          | 3.2                         | 3.0           | 0.9                         |
|               | 48           | Retail trade  | 17.0          | 3.8                         | 6.7           | 1.6                         |
| G,H           |              | Transport and storage; communication                      | 12.3          | 2.8                         | 2.6           | 0.7                         |
| I             |              | Finance, insurance, real estate and business services     | 10.7          | 2.9                         | 3.8           | 1.2                         |
| J,K           |              | Public administration and defence; community services (b) | 21.7          | 2.7                         | 15.6          | 1.8                         |
| A,L           |              | Other (c)   | 6.2           | 2.5                         | 2.4           | 0.9                         |
|               |              | Total   | 165.2         | 3.6                         | 55.2          | 1.3                         |

(a) See "Industry and occupation classification" on page 106. (b) Excludes defence forces. (c) Excludes agriculture (ASIC sub-division 01), services to agriculture (02) and private households employing staff (94).

## JOB VACANCIES : PRINCIPAL OCCUPATIONS ('000)

| Code number (a)   | Occupation (a)   | March 1974 | March 1975 |
|-------------------|--|------------|------------|
| 030-034           | Nurses, including probationers and trainees                      | 4.4        | 2.8        |
| 070               | Draftsmen and tracers  | 1.3        | 0.5        |
| 071-081           | Technicians and technical assistants, n.e.c.                     | 2.9        | 1.4        |
| 100-119           | Administrative, executive and managerial workers                 | 2.1        | 1.4        |
| 150,160           | Book-keepers, cashiers, office machine operators                 | 2.8        | 0.7        |
| 155               | Stenographers and typists  | 3.6        | 2.0        |
| 161-163           | Other clerical workers   | 15.6       | 7.5        |
| 200-201,211-217   | Sales workers, excluding commercial travellers                   | 7.9        | 3.9        |
| 400-425           | Miners, quarrymen and related workers                            | 1.4        | 0.5        |
| 520-522,524       | Drivers, road transport  | 3.8        | 0.8        |
| 646               | Motor vehicle mechanics  | 4.2        | 1.2        |
| 654               | Boilermakers, including metal plate and structural steel workers | 3.1        | 1.1        |
| 660               | Electricians, including electrical mechanics                     | 0.9        | 0.7        |
| 675               | Carpenters, joiners  | 4.0        | 0.7        |
| 673,697           | Tradesmen assistants   | 2.3        | 0.5        |
| 720-728,736       | Production - process workers - Food and drink                    | 2.7        | 1.0        |
| 670-672, 735, 737 | Other  | 15.7       | 2.2        |
| 743-745, 748, 750 | Storemen and packers   | 4.1        | 0.5        |
| 767               | Labourers - Building and construction                            | 2.0        | 0.7        |
| 772-781, 783-785  | Other  | 14.3       | 3.5        |
| 801               | Policemen  | 0.9        | 1.0        |
| 807-809           | Cooks, maids, catering and kitchen workers                       | 2.9        | 1.6        |
| 821               | Cleaners, offices, buildings                                     | 2.2        | 0.5        |
| ..                | Other occupations  | 60.1       | 18.5       |
|                   | Total  | 165.2      | 55.2       |

(a) See "Industry and occupation classification" on page 106 regarding Classification of Occupation.

## LABOUR TURNOVER

### General

This section contains results of a sample survey of labour turnover in Australia for the month of March 1975. Some comparative figures are also shown for March 1974. More detailed statistics appear in the bulletin *Labour Turnover* (Reference No. 6.8).

Explanatory notes showing particulars of the scope of the survey, definitions of terms used, etc. are contained in the following paragraphs. The basic form used in the March 1975 survey was similar to that used for the 1974 survey, a copy of which was published in the bulletin (Reference No. 6.8) containing the March 1974 survey results.

### Scope and coverage

Labour turnover has been measured in terms of engagements and separations, information for the month of March being collected for each State and Territory from individual private and government employers.

All wage and salary earners were covered except

- . members of the defence forces,
- . employees in agriculture,
- . employees in private households employing staff,
- . waterside workers employed on a casual basis,
- . persons employed by private employers (other than hospitals) not subject to payroll tax.

At the time of the selection of the sample, payroll tax was payable by employers paying more than \$400 a week in wages and salaries. In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations are specifically exempted under the Australian and State Payroll Tax Acts, 1971-75.

Australian and State Government bodies were completely enumerated; for other employers separate stratified random samples of private employers, non-government hospitals not subject to payroll tax, and local government authorities were used.

Although the sample was not designed to provide precise figures on the numbers of employees represented, it has been calculated that the 1975 survey was representative of approximately 2,793,000 male and 1,373,000 female wage and salary earners, comprising 1,885,000 males and 1,000,000 females in private employment and 909,000 males and 374,000 females in government employment.

### Period covered by the survey

The period covered by the survey returns was from the last pay-day in February to the last pay-day in

March. The length of this period would have varied for individual employers.

### Reliability of the estimates

As parts of the surveys were conducted from samples of employers (see "Scope and coverage of the survey" above) the estimates are subject to sampling variability, that is, variations which might occur by chance because only samples of employers were surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability. In general, the lower the rate of labour turnover the higher the sampling variability associated with the result. Thus the standard errors for March 1975 survey results are in many cases higher than the corresponding errors for March 1974 survey.

### Definitions

*Engagements* and *separations* relate to employees of individual employers and include the movement of employees from one employer to another in the same industry in a State or Territory. They also include the movement of employees between one State or Territory and another, even if they continued to be employed by the same employer.

*Engagements* relate to persons engaged or re-engaged during the period, whether or not they are still on the payroll at the end of the period. Employees returning from leave and employees returning after industrial disputes are *not* counted as engagements.

*Separations* relate to persons whose employment has terminated for any reason during the period. Employees on leave and employees involved in industrial disputes are *not* counted as separations.

*Engagement rates* and *separation rates* are calculated as percentages of the relevant average employment in the particular industry, State, etc.

*Dismissed* means employment terminated on the employer's initiative for disciplinary or similar reasons.

*Retrenched* means employment terminated permanently or otherwise, on the *employer's initiative* because of reduction in operations, redundancy, shortage of materials, completion of job, etc.

*Left* means employment terminated on the *employee's initiative* except for reasons shown in *Other* below.

*Other* means separations due to death, injury, sickness, retirement (including leaving employment to get married), enlistment in the defence forces, and similar reasons.

*Other employees* include production, construction, maintenance, sales, transport, service and distribution employees. They exclude *administrative, office, clerical, managerial, executive and professional employees*, who were not further defined.

*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.

NOTE. The engagement and separation rates shown in this section have been rounded to the first decimal place. Any discrepancies between total separation rates and the sums of components are due to rounding.

**LABOUR TURNOVER RATES, MARCH 1975**  
(Per cent)

|   | March 1975 |            |            |            |            |            |             | March 1974 |            |
|---|------------|------------|------------|------------|------------|------------|-------------|------------|------------|
|   | N.S.W.     | Vic.       | Qld        | S.A.       | W.A.       | Tas.       | N.T.        | A.C.T.     | Aust.      |
| <b>ENGAGEMENT RATES</b>   |            |            |            |            |            |            |             |            |            |
| <b>Males -</b>  |            |            |            |            |            |            |             |            |            |
| Administrative, clerical, managerial, etc. (a)  | 1.8        | 1.9        | 1.7        | 1.5        | 1.9        | 1.4        | *           | 3.1        | 2.4        |
| Other   | 4.7        | 4.8        | 6.0        | 4.4        | 6.9        | 4.0        | 12.8        | *          | 7.4        |
| <b>Total</b>  | <b>3.8</b> | <b>3.8</b> | <b>4.7</b> | <b>3.5</b> | <b>5.3</b> | <b>3.1</b> | <b>9.4</b>  | <b>5.1</b> | <b>5.8</b> |
| Private (b)   | 4.2        | 4.5        | 5.1        | 3.8        | 6.2        | *          | (c)         | (c)        | 4.6        |
| Government (b)  | 2.7        | 2.0        | 4.0        | 2.9        | 3.6        | 1.8        | (c)         | (c)        | 2.8        |
| <b>Females -</b>  |            |            |            |            |            |            |             |            |            |
| Administrative, clerical, managerial, etc. (a)  | 3.3        | 3.7        | 3.8        | 2.5        | 4.4        | *          | 8.4         | 5.3        | 5.3        |
| Other   | 5.8        | 6.7        | 7.9        | 7.1        | 8.1        | *          | 11.5        | *          | 9.7        |
| <b>Total</b>  | <b>4.5</b> | <b>5.1</b> | <b>5.7</b> | <b>5.1</b> | <b>6.2</b> | <b>*</b>   | <b>9.5</b>  | <b>5.8</b> | <b>7.6</b> |
| Private (b)   | 5.1        | 5.8        | 6.7        | 5.8        | 6.6        | *          | (c)         | (c)        | 5.7        |
| Government (b)  | 2.5        | 2.9        | 4.0        | 3.4        | 5.0        | *          | (c)         | (c)        | 3.4        |
| <b>Persons -</b>  |            |            |            |            |            |            |             |            |            |
| Administrative, clerical, managerial, etc. (a)  | 2.5        | 2.6        | 2.6        | 2.0        | 1.9        | 2.5        | 5.7         | 4.1        | 3.6        |
| Other   | 5.0        | 5.4        | 6.5        | 5.1        | 7.2        | 4.7        | 12.5        | *          | 8.0        |
| <b>Total</b>  | <b>4.0</b> | <b>4.2</b> | <b>5.0</b> | <b>4.0</b> | <b>5.5</b> | <b>3.8</b> | <b>9.5</b>  | <b>5.4</b> | <b>6.4</b> |
| Private (b)   | 4.5        | 5.0        | 5.6        | 4.5        | 6.3        | 4.5        | (c)         | (c)        | 5.0        |
| Government (b)  | 2.6        | 2.2        | 4.0        | 3.0        | 4.0        | 2.8        | (c)         | (c)        | 3.0        |
| <b>SEPARATION RATES</b>   |            |            |            |            |            |            |             |            |            |
| <b>Males -</b>  |            |            |            |            |            |            |             |            |            |
| Administrative, clerical, managerial, etc. (a)  | 1.6        | 1.4        | 1.7        | 1.5        | 1.9        | 2.1        | *           | 2.0        | 2.0        |
| Other   | 4.4        | 3.9        | 5.2        | 3.9        | 5.8        | 4.1        | 16.2        | *          | 6.7        |
| <b>Total</b>  | <b>3.5</b> | <b>3.0</b> | <b>4.1</b> | <b>3.2</b> | <b>4.5</b> | <b>3.4</b> | <b>11.6</b> | <b>4.0</b> | <b>5.2</b> |
| Private (b)   | 4.3        | 3.7        | 4.8        | 4.1        | 5.6        | 4.5        | (c)         | (c)        | 4.3        |
| Government (b)  | 1.6        | 1.4        | 2.8        | 1.3        | 2.6        | 1.5        | (c)         | (c)        | 1.9        |
| <b>Females -</b>  |            |            |            |            |            |            |             |            |            |
| Administrative, clerical, managerial, etc. (a)  | 3.0        | 2.8        | 3.8        | 2.4        | 2.9        | 3.4        | 6.2         | 2.8        | 4.2        |
| Other   | 5.7        | 4.6        | 7.5        | 6.6        | 7.1        | 5.6        | 9.1         | *          | 8.0        |
| <b>Total</b>  | <b>4.2</b> | <b>3.7</b> | <b>5.5</b> | <b>4.6</b> | <b>4.9</b> | <b>4.4</b> | <b>7.2</b>  | <b>3.5</b> | <b>6.2</b> |
| Private (b)   | 5.0        | 4.2        | 6.6        | 6.1        | 5.5        | 5.5        | (c)         | (c)        | 5.1        |
| Government (b)  | 1.8        | 1.8        | 3.6        | 1.4        | 3.5        | 3.0        | (c)         | (c)        | 2.3        |
| <b>Persons -</b>  |            |            |            |            |            |            |             |            |            |
| Administrative, clerical, managerial, etc. (a)  | 2.2        | 2.0        | 2.6        | 1.9        | 2.4        | 2.6        | 4.8         | 2.3        | 2.9        |
| Other   | 4.7        | 4.1        | 5.7        | 4.6        | 6.1        | 4.4        | 14.8        | *          | 7.1        |
| <b>Total</b>  | <b>3.7</b> | <b>3.2</b> | <b>4.5</b> | <b>3.6</b> | <b>4.7</b> | <b>3.7</b> | <b>10.3</b> | <b>3.8</b> | <b>5.5</b> |
| Private (b)   | 4.5        | 3.9        | 5.4        | 4.7        | 5.6        | 4.7        | (c)         | (c)        | 4.6        |
| Government (b)  | 1.6        | 1.5        | 3.1        | 1.4        | 2.8        | 2.0        | (c)         | (c)        | 2.0        |
| (a) Administrative, office, clerical, managerial, executive and professional, etc. employees. (b) For definitions see page 111. (c) Separate figures for the Northern Territory and the Australian Capital Territory are not available. |            |            |            |            |            |            |             |            |            |
| * Information not available because the figures are subject to sampling variability too high for most practical uses.   |            |            |            |            |            |            |             |            |            |
| <b>METHOD OF SEPARATION (Persons)</b>   |            |            |            |            |            |            |             |            |            |
| Dismissed   | 0.3        | 0.3        | 0.4        | 0.3        | 0.4        | 0.3        | 0.7         | 0.3        | 0.4        |
| Retrenched  | 0.7        | 0.6        | 1.0        | 1.0        | 0.6        | 0.7        | 1.3         | 0.7        | 0.5        |
| Left  | 2.3        | 2.0        | 2.9        | 2.0        | 3.4        | 2.4        | 8.0         | 2.6        | 4.3        |
| Other   | 0.3        | 0.2        | 0.2        | 0.3        | 0.2        | 0.3        | 0.3         | 0.2        | 0.3        |
| <b>Total</b>  | <b>3.7</b> | <b>3.2</b> | <b>4.5</b> | <b>3.6</b> | <b>4.7</b> | <b>3.7</b> | <b>10.3</b> | <b>3.8</b> | <b>5.5</b> |



**LABOUR TURNOVER RATES : INDUSTRIES, AUSTRALIA, MARCH 1975**  
(Per cent)

|                  |  | March 1975  |       |       |   |       |       |  |       |       |                                |  |
|------------------|--|---|-------|-------|---|-------|-------|--|-------|-------|--------------------------------|--|
|                  |  | Males   |       |       | Females   |       |       | Persons  |       |       |                                |  |
|                  |  | Adminis-<br>trative,<br>clerical,<br>manag-<br>erial, etc.<br>(b) | Other | Total | Adminis-<br>trative,<br>clerical,<br>manag-<br>erial, etc.<br>(b) | Other | Total | Adminis-<br>trative,<br>clerical,<br>manag-<br>erial etc.<br>(b) | Other | Total | March 1974<br>Persons<br>Total |  |
| ASIC<br>division | ASIC<br>industry (a)                           | (b)   | Other | Total | (b)   | Other | Total | (b)  | Other | Total |                                |  |
| ENGAGEMENT RATES |  |   |       |       |   |       |       |  |       |       |                                |  |
| C                | Manufacturing –                                |   |       |       |   |       |       |  |       |       |                                |  |
|                  | Food, beverages and tobacco                    | 1.1   | 6.8   | 5.7   | 3.4   | 13.1  | 10.6  | 1.9  | 8.5   | 7.1   | 9.6                            |  |
|                  | Textiles; clothing and footwear                | 1.2   | 5.3   | 4.2   | 1.8   | 6.4   | 5.7   | 1.5  | 6.1   | 5.2   | 8.0                            |  |
|                  | Paper, printing, etc.                          | 1.5   | 1.2   | 1.3   | 3.9   | 2.4   | 3.1   | 2.4  | 1.5   | 1.8   | 5.4                            |  |
|                  | Chemical, petroleum and coal<br>products       | 1.2   | 2.8   | 2.2   | 2.7   | 4.0   | 3.4   | 1.6  | 3.1   | 2.5   | 5.0                            |  |
|                  | Metal products, machinery and<br>equipment –   |   |       |       |   |       |       |  |       |       |                                |  |
|                  | Basic metal products                           | 0.6   | 3.0   | 2.4   | 1.1   | 2.5   | 1.7   | 0.7  | 2.9   | 2.3   | 5.2                            |  |
|                  | Fabricated metal products and<br>machinery (c) | 2.2   | 5.0   | 4.4   | 3.5   | 5.7   | 4.9   | 2.6  | 5.2   | 4.5   | 7.6                            |  |
|                  | Transport equipment                            | 0.9   | 3.8   | 3.3   | 2.9   | 4.1   | 3.6   | 1.3  | 3.8   | 3.3   | 6.8                            |  |
|                  | Total  | 1.5   | 4.2   | 3.6   | 3.1   | 5.2   | 4.3   | 1.9  | 4.4   | 3.7   | 7.0                            |  |
|                  | Other (d)                                      | 1.6   | 5.9   | 5.0   | 3.0   | 6.3   | 5.0   | 3.7  | 5.9   | 5.0   | 9.8                            |  |
|                  | Total manufacturing                            | 1.4   | 4.7   | 4.0   | 3.0   | 7.1   | 5.8   | 1.9  | 5.3   | 4.5   | 7.7                            |  |
|                  | Non-manufacturing –                            |   |       |       |   |       |       |  |       |       |                                |  |
| B                | Mining   | 2.1   | 3.9   | 3.5   | 4.7   | 7.9   | 5.1   | 2.7  | 3.9   | 3.6   | 5.1                            |  |
| D                | Electricity, gas and water                     | 0.7   | 2.2   | 1.6   | 1.6   | 2.3   | 1.7   | 0.9  | 2.2   | 1.6   | 1.7                            |  |
| E                | Construction                                   | 2.8   | 8.0   | 7.3   | *   | *     | *     | 2.9  | 8.0   | 7.1   | 7.4                            |  |
| F                | Wholesale trade                                | 1.8   | 5.2   | 3.8   | 4.1   | *     | 4.9   | 2.7  | 5.4   | 4.1   | 6.8                            |  |
| F                | Retail trade                                   | 2.4   | 6.5   | 5.5   | 4.0   | 6.7   | 6.0   | 3.2  | 6.6   | 5.8   | 6.9                            |  |
| G,H              | Transport and storage;<br>communication        | 1.0   | 2.4   | 2.0   | 3.0   | 2.7   | 2.9   | 1.6  | 2.4   | 2.2   | 4.2                            |  |
| I                | Finance, business services                     | 1.9   | *     | 3.0   | 3.7   | *     | 3.9   | 2.8  | *     | 3.4   | 5.4                            |  |
| J,K              | Public administration, etc. (e)                | 2.2   | 4.7   | 3.0   | 3.8   | 5.3   | 4.2   | 3.1  | 5.0   | 3.7   | 4.2                            |  |
| A,L              | Other (f)                                      | *   | 7.0   | 6.2   | *   | 9.5   | 8.1   | *  | 8.2   | 7.1   | 10.1                           |  |
|                  | Total non-manufacturing                        | 2.0   | 5.4   | 4.0   | 3.7   | 6.5   | 4.9   | 2.8  | 5.7   | 4.3   | 5.8                            |  |
|                  | Total, all industries                          | 1.8   | 5.1   | 4.0   | 3.6   | 6.7   | 5.1   | 2.6  | 5.5   | 4.4   | 6.4                            |  |
| SEPARATION RATES |  |   |       |       |   |       |       |  |       |       |                                |  |
| C                | Manufacturing –                                |   |       |       |   |       |       |  |       |       |                                |  |
|                  | Food, beverages and tobacco                    | 1.8   | 7.4   | 6.4   | 3.1   | 14.5  | 11.7  | 2.2  | 9.3   | 7.9   | 9.2                            |  |
|                  | Textiles; clothing and footwear                | 1.0   | 2.9   | 2.3   | 1.9   | 4.5   | 4.2   | 1.5  | 4.0   | 3.5   | 7.2                            |  |
|                  | Paper, printing, etc.                          | 1.8   | 3.0   | 2.7   | 4.5   | 4.4   | 4.4   | 2.8  | 3.3   | 3.2   | 4.7                            |  |
|                  | Chemical, petroleum and coal<br>products       | 1.7   | 3.2   | 2.6   | 2.2   | 4.1   | 3.2   | 1.9  | 3.4   | 2.8   | 4.2                            |  |
|                  | Metal products, machinery and<br>equipment –   |   |       |       |   |       |       |  |       |       |                                |  |
|                  | Basic metal products                           | 1.1   | 3.8   | 3.2   | 2.6   | 6.3   | 4.0   | 1.4  | 3.9   | 3.2   | 5.1                            |  |
|                  | Fabricated metal products and<br>machinery (c) | 1.5   | 4.2   | 3.6   | 2.5   | 4.5   | 3.7   | 1.8  | 4.3   | 3.6   | 7.0                            |  |
|                  | Transport equipment                            | 2.4   | 4.0   | 3.7   | 4.8   | 4.3   | 4.5   | 2.9  | 4.0   | 3.8   | 6.3                            |  |
|                  | Total  | 1.6   | 4.1   | 3.5   | 2.9   | 4.6   | 3.9   | 1.9  | 4.2   | 3.6   | 6.5                            |  |
|                  | Other (d)                                      | 2.5   | 5.4   | 4.8   | 2.4   | 4.9   | 4.0   | 2.5  | 5.4   | 4.7   | 8.5                            |  |
|                  | Total manufacturing                            | 1.7   | 4.7   | 4.1   | 2.9   | 5.4   | 5.5   | 2.1  | 5.2   | 4.4   | 7.1                            |  |
|                  | Non-manufacturing –                            |   |       |       |   |       |       |  |       |       |                                |  |
| B                | Mining   | 1.6   | 4.6   | 3.8   | 3.7   | 13.4  | 4.8   | 2.1  | 4.7   | 3.9   | 4.4                            |  |
| D                | Electricity, gas and water                     | 1.0   | 1.5   | 1.3   | 2.0   | 2.3   | 2.1   | 1.2  | 1.5   | 1.4   | 1.6                            |  |
| E                | Construction                                   | 2.4   | 6.3   | 5.8   | *   | *     | *     | 2.6  | 6.3   | 5.6   | 6.7                            |  |
| F                | Wholesale trade                                | 2.2   | 4.6   | 3.6   | 3.5   | 5.2   | 4.1   | 2.7  | 4.7   | 3.8   | 5.9                            |  |
| F                | Retail trade                                   | 2.5   | 5.2   | 4.6   | 4.6   | 5.6   | 5.3   | 3.5  | 5.4   | 4.9   | 6.1                            |  |
| G,H              | Transport and storage;<br>communication        | 1.2   | 2.6   | 2.2   | 2.7   | 2.9   | 2.8   | 1.6  | 2.6   | 2.3   | 3.7                            |  |
| I                | Finance, business services                     | 1.5   | *     | 2.3   | 3.2   | *     | 3.4   | 2.3  | *     | 2.8   | 4.6                            |  |
| J,K              | Public administration (e)                      | 1.2   | 2.6   | 1.7   | 2.5   | 3.9   | 3.0   | 1.9  | 3.3   | 2.4   | 2.9                            |  |
| A,L              | Other (f)                                      | *   | 5.8   | 5.1   | *   | 4.1   | 7.0   | *  | 6.7   | 6.0   | 8.7                            |  |
|                  | Total non-manufacturing                        | 1.6   | 4.4   | 3.3   | 3.0   | 7.8   | 4.0   | 2.2  | 4.7   | 3.5   | 4.8                            |  |
|                  | Total, all industries                          | 1.6   | 4.5   | 3.5   | 3.0   | 5.8   | 4.3   | 2.2  | 4.9   | 3.8   | 5.5                            |  |

(a) Australian Standard Industry Classification (ASIC) described in *Australian Standard Industrial Classification (Preliminary Edition) 1969, Vol. 1*. (b) Administrative, office, clerical managerial, executive and professional, etc. employees. (c) Includes ASIC sub-divisions 31 and 33. (d) Includes wood, wood products and furniture (ASIC sub-division 25); non-metallic mineral products (ASIC sub-division 28); and miscellaneous manufacturing (ASIC sub-division 34). (e) Excludes defence forces. (f) Other industries – forestry and logging (ASIC sub-division 03); fishing and hunting (ASIC sub-division 04); and entertainment, recreation, restaurants, hotels and personal service (ASIC division L – excluding private households employing staff).

\* Information not available because the figures are subject to sampling variability too high for most practical uses.

## TRADE UNIONS

## Explanatory notes

The figures contained in this section have been compiled from data obtained from questionnaires sent to individual trade unions in the annual collection of membership of trade unions as at 31 December 1974 and 1975. More detailed statistics appear in the annual publication *Trade Union Statistics* (Reference No. 6.24).

For the purpose of these statistics a trade union is defined as an organisation, consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and conditions of employment for its members.

Current lists of reporting trade unions are maintained by reference to lists of reporting trade unions used in previous years; by reference to trade unions registered under the provisions of the various Federal and State industrial arbitration Acts, trade union Acts, etc.; from names of unions reported to be engaged in conciliation and arbitration proceedings, etc.; and from reports of trade unions in trade journals, trade union and employer periodicals, newspapers, and other publications. It should be noted that not all reporting trade unions are registered under the relevant Federal or State industrial arbitration legislation or State trade union Acts.

The published number of reporting trade unions varies from year to year as a result of amalgamations and mergers of unions; unions ceasing to operate; new unions being formed; existing organisations changing their status such that it brings them within the scope of the definition of a trade union (see second paragraph above); and existing unions reporting for the first time. These variations generally have little or no effect on total membership figures. Between 1974 and 1975 the number of reporting trade unions decreased from 285 to 280. This change was the result of a number of amalgamations or mergers, the effect of which was that 15 unions were reduced to 8 unions, and of two unions reporting for the first time.

The total membership of the reporting trade unions represents the aggregate of the membership of individual unions; persons who are members of more than one union are therefore counted more than once in the totals. The extent of this duplication is not known and it may vary over time. Total reported membership figures are affected by differences in the concept of membership adopted by various unions or by the same union at different times. Union rules on membership may follow different concepts and practices and this may be reflected in the level and fluctuations of the figures reported. Some unions confine their reported membership to "financial" members whilst others may also include "unfinancial" members. Individual unions may or may not include in their reported membership

unemployed members, members who have retired from the labour force, disabled members, members with dues in arrears (who may be kept on union books for varying lengths of time), etc. Members of unions working overseas (e.g. in Papua New Guinea) are excluded from the reported membership data.

Membership of trade unions is shown separately for males and females for each State and Territory. The sub-division of total membership into males and females is not precise because some trade unions are unable to state the exact number of males and females among their members. The sub-division of total membership by States and Territories is also not precise because some unions in the Territories are affiliated with State organisations and their membership is reported under the heading of that State. More accurate reporting of membership by location over the years is reflected in the annual figures for the Territories and this affects their comparability over time.

Interstate or federated trade unions are those unions which have members in more than one State. The larger interstate unions are usually administered by both Federal and State executives, the degree of control of the respective executives varying from union to union. The State branches, or in some cases intra-State branches, of such unions may be separately registered under provisions of relevant State industrial arbitration legislation, etc., perhaps under several different names. When obtaining statistics from trade unions operating wholly within one State or district, trade union secretaries are asked to report whether or not the union is a branch of an interstate, or a larger State or district organisation. This reporting reduces the possibility of duplication in the figures of the number of unions and of membership. An interstate or federated trade union is treated as a separate union in each State or Territory in which it has members, but is counted only once in the Australian total. (See table on page 115).

## Proportion of total employed wage and salary earners

The table on page 115 shows the approximate percentages of wage and salary earners in employment who were members of trade unions. The estimates of total wage and salary earners 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 comparisons over time. The employment estimates have recently been revised to incorporate new benchmarks

derived from the 1971 population census and other sources and are now classified according to the Australian Standard Industrial Classification.

#### Organisations registered under the Federal Conciliation and Arbitration Act.

Details of employer and employee organisations registered under this Act as at the end of 1975 are set out below with comparable figures for 1974 shown in brackets. There were 78 (82) employer organisations registered at the end of 1975. The number of employee unions registered was 147 (149), with membership of 2,482,200 (2,469,000) representing 88 (89) per cent of total membership of all reporting trade unions in Australia.

#### Organisations registered under State Industrial Arbitration legislation, etc.

New South Wales organisations registered under provisions of the Trade Union Act and the Industrial Arbitration Act are listed periodically in the *New South Wales Industrial Gazette*.

The annual report of the President of the Industrial Court in Queensland contains a list of employer and employee unions registered under provisions of the *Industrial Conciliation and Arbitration Act*.

The *Western Australian Industrial Gazette* contains lists of unions of employers and workers registered under the provisions of the *Industrial Arbitration Act*.

NOTE. Any discrepancies between totals and sums of components in tables are due to rounding.

#### TRADE UNIONS : NUMBER AND MEMBERSHIP

| End of<br>December –   | N.S.W.  | Vic.  | Qld   | S.A.  | W.A.  | Tas. | N.T.(a) | A.C.T.(a) | Aust.   |
|--|---------|-------|-------|-------|-------|------|---------|-----------|---------|
| NUMBER OF SEPARATE UNIONS (b)  |         |       |       |       |       |      |         |           |         |
| 1974   | 190     | 158   | 137   | 135   | 151   | 121  | 65      | 88        | (c)285  |
| 1975   | 187     | 159   | 134   | 135   | 147   | 117  | 62      | 87        | (c)280  |
| NUMBER OF MEMBERS ('000)   |         |       |       |       |       |      |         |           |         |
| 1974 –   |         |       |       |       |       |      |         |           |         |
| Males  | 741.6   | 501.1 | 264.5 | 189.4 | 153.0 | 67.1 | 12.1    | 35.5      | 1,964.4 |
| Females  | 306.3   | 210.5 | 110.6 | 63.4  | 63.4  | 22.0 | 4.3     | 17.0      | 797.3   |
| Persons  | 1,047.9 | 711.6 | 375.1 | 252.8 | 216.4 | 89.1 | 16.4    | 52.5      | 2,761.7 |
| 1975 –   |         |       |       |       |       |      |         |           |         |
| Males  | 733.5   | 506.2 | 275.2 | 187.3 | 155.0 | 64.2 | 11.2    | 33.3      | 1,966.0 |
| Females  | 341.5   | 216.1 | 117.9 | 68.2  | 59.3  | 23.2 | 4.0     | 17.6      | 847.9   |
| Persons  | 1,075.0 | 722.3 | 393.1 | 255.6 | 214.3 | 87.4 | 15.2    | 50.9      | 2,813.8 |
| MEMBERSHIP AS A PROPORTION OF TOTAL EMPLOYED WAGE AND SALARY EARNERS<br>(per cent) |         |       |       |       |       |      |         |           |         |
| 1974   | (d)59   | 52    | 58    | 56    | 55    | 64   | 37      | ..        | 56      |
| 1975   | (d)61   | 54    | 60    | 57    | 54    | 62   | 38      | ..        | 58      |

(a) See the sixth paragraph page 114. (b) See the fourth paragraph, page 114. (c) Without interstate duplication. See the seventh paragraph, page 114. (d) Includes A.C.T.

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

| Number of members | Number of separate unions (a) |           | Number of members ('000) |           | Percent of total members Dec. 1975 |
|-------------------|-------------------------------|-----------|--------------------------|-----------|------------------------------------|
|                   | Dec. 1974                     | Dec. 1975 | Dec. 1974                | Dec. 1975 |                                    |
| Under 100         | 33                            | 30        | 1.9                      | 1.4       | 0.1                                |
| 100 and under 250 | 26                            | 33        | 4.3                      | 5.3       | 0.2                                |
| 250 " " 500       | 39                            | 31        | 14.1                     | 11.5      | 0.4                                |
| 500 " " 1,000     | 38                            | 38        | 26.9                     | 26.3      | 0.9                                |
| 1,000 " " 2,000   | 39                            | 38        | 55.5                     | 54.5      | 1.9                                |
| 2,000 " " 5,000   | 39                            | 40        | 123.2                    | 130.4     | 4.6                                |
| 5,000 " " 10,000  | 21                            | 19        | 167.1                    | 129.2     | 4.6                                |
| 10,000 " " 20,000 | 14                            | 14        | 190.2                    | 207.6     | 7.4                                |
| 20,000 " " 30,000 | 9                             | 8         | 226.2                    | 200.5     | 7.1                                |
| 30,000 " " 40,000 | 4                             | 7         | 139.2                    | 239.1     | 8.5                                |
| 40,000 " " 50,000 | 7                             | 5         | 315.3                    | 225.3     | 8.0                                |
| 50,000 " " 80,000 | 6                             | 8         | 377.1                    | 485.8     | 17.3                               |
| 80,000 and over   | 10                            | 9         | 1,120.8                  | 1,097.2   | 39.0                               |
| Total             | 285                           | 280       | 2,761.7                  | 2,813.8   | 100.0                              |

(a) See the fourth paragraph, page 114.

## TRADE UNIONS : AREA OF OPERATION, AUSTRALIA

| End of<br>December –          | Unions operating in (a) – |          |          |          |          |          |                      | Total<br>all<br>unions |
|-------------------------------|---------------------------|----------|----------|----------|----------|----------|----------------------|------------------------|
|                               | 1 State                   | 2 States | 3 States | 4 States | 5 States | 6 States | 2 to 6<br>States (b) |                        |
| NUMBER OF SEPARATE UNIONS (c) |                           |          |          |          |          |          |                      |                        |
| 1974                          | 143                       | 8        | 7        | 14       | 21       | 92       | 142                  | 285                    |
| 1975                          | 139                       | 8        | 7        | 14       | 25       | 87       | 141                  | 280                    |
| NUMBER OF MEMBERS ('000)      |                           |          |          |          |          |          |                      |                        |
| 1974                          | 155.7                     | 17.2     | 98.9     | 103.9    | 202.8    | 2,183.2  | 2,606.0              | 2,761.7                |
| 1975                          | 168.5                     | 18.0     | 57.3     | 147.6    | 202.1    | 2,220.3  | 2,645.3              | 2,813.8                |

(a) Certain unions have, in addition to branches in the States, branches in the Northern Territory and in the Australian Capital Territory. See the seventh paragraph, page 114. (b) Total of previous five columns. Figures refer to interstate or federated unions. (c) See the fourth paragraph, page 114.

## INCIDENCE OF INDUSTRIAL AWARDS, DETERMINATIONS AND COLLECTIVE AGREEMENTS

### Explanatory Notes

This section contains results of a sample survey of private and government employees conducted in respect of the pay-period which included 31 May 1974. The statistics show the number and proportion of employees who were affected by Federal and State awards, determinations and collective agreements, etc. More detailed statistics were published in *Incidence of Industrial Awards, Determinations and Collective Agreements, May 1974* (Reference No. 6.5).

### Scope and coverage of the survey

All wage and salary earners were covered, except members of the defence forces, employees in agriculture, employees in private households employing staff, waterside workers employed on a casual basis, and employees of private employers (other than hospitals) not subject to payroll tax. At the survey date payroll tax was payable by employers paying more than \$400 a week in wages and salaries (other than certain Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organisations specifically exempted under the Australian and State Payroll Tax Acts 1971-1974).

Australian and State government bodies were completely enumerated; for other employers separate stratified random samples of private employers, non-government hospitals not subject to payroll tax, and local government authorities were used. The majority of employers were required to supply returns for only a sample of their employees.

The survey was not designed to provide precise details of the number of employees represented, but it has been estimated that the survey was representative of 2,773,000 male and 1,407,000 female wage and salary earners.

### Interpretation of survey results

Respondent employers were asked to specify whether each employee selected in the survey had his or her rate of pay varied by reference to a Federal or State award, determination or registered collective agreement, or an unregistered collective agreement.

Because only those private employers who were subject to payroll tax (see "Scope and coverage of the survey" above) were included in the survey, the resulting estimates do not give the total number of employees affected by Federal and State awards, etc. The actual proportion of total employees so affected may also

differ from that obtained from a survey covering all employees. The degree of error in the estimates due to this factor is not likely to be uniform over all industries and awards because the payroll tax coverage is lower for certain industries (e.g. retail trade) and awards (e.g. those affecting shop assistants) than for others.

### Definitions

*Federal awards, etc.* are awards or determinations made by, and collective agreements registered with, the Australian Conciliation and Arbitration Commission, the Public Service Arbitrator, the Coal Industry Tribunal, and the Flight Crew Officers Industrial Tribunal.

*State awards, etc.* are awards or determinations made by and collective agreements registered with, State industrial arbitration authorities as set out in the paragraphs below. The estimates shown for employees affected by State awards, etc. include a small proportion of employees affected by awards, etc. of State tribunals in other States. Similarly in each Territory there is a small proportion of employees affected by awards etc. of State tribunals in adjacent States.

*New South Wales State awards, etc.* are awards made by, and collective agreements registered with, the Industrial Commission of New South Wales and the subsidiary tribunals; and determinations made by, and industrial agreements registered with, the Public Service Board of New South Wales.

*Victorian State awards, etc.* are determinations made by Wages Boards, the Industrial Appeals Court, and the Police Service Board; and regulations made by the Public Service Board and the Teachers Tribunal.

*Queensland State awards, etc.* are awards made by, and collective agreements registered with, the Industrial Conciliation and Arbitration Commission of Queensland.

*South Australian State awards, etc.* are awards made by the Industrial Commission, Conciliation Committees and the Teachers Salaries Board, collective agreements registered with the Industrial Commission and determinations made by the Public Service Arbitrator.

*Western Australian State awards, etc.* are awards made by, and collective agreement registered with, the Western Australian Industrial Commission, the Western Australian Coal Industry Tribunal, the Public Service Arbitrator and the Railways Classification Board; and determinations made under the Education Act, including determinations of the Government School Teachers Tribunal.

*Tasmanian State awards, etc.* are determinations made by Wages Boards, and awards of the Public Service Board and Public Service Arbitrator.

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

*Male and female employees* are employees who were on the payroll of employers in the pay-period which included 31 May 1974 and who received pay in that pay-period. They include managerial, executive, professional and higher supervisory staff, wages and other employees, part-time and casual workers, employees who began or ceased work during the pay-period, employees on short-time, and employees on

paid leave or holidays during the pay-period. Excluded are employees who received no pay during the pay-period.

*Employees affected by awards, etc.* are employees whose rates of pay and conditions of work are normally varied in accordance with variations in a specific Federal or State award, determination or registered collective agreement or a specific unregistered collective agreement. However unregistered collective agreements dealing only with over-award pay were ignored.

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

## EMPLOYEES AFFECTED BY AWARDS, ETC. - MAY 1974

| Employees affected by awards, etc. |   |  |           |          |                                    |       |  |       |
|------------------------------------|---|--|-----------|----------|------------------------------------|-------|--|-------|
| State                              | Number of employees represented in survey | Awards, determinations, registered collective agreements |           |          | Unregistered collective agreements | Total | Employees not affected by awards, etc. | Total |
|                                    |   | Federal  | State (a) | Total    |                                    |       |  |       |
| MALES                              |   |  |           |          |                                    |       |  |       |
|                                    | '000                                      |  |           | per cent |                                    |       |  |       |
| New South Wales                    | 1,044                                     | 38.2   | 46.2      | 84.4     | 0.5                                | 84.9  | 15.0                                   | 100.0 |
| Victoria                           | 778                                       | 57.5   | 25.8      | 83.3     | 3.0                                | 86.3  | 13.8                                   | 100.0 |
| Queensland                         | 344                                       | 28.8   | 57.3      | 86.1     | 0.1                                | 86.2  | 13.8                                   | 100.0 |
| South Australia                    | 262                                       | 52.8   | 32.3      | 85.1     | 0.1                                | 85.2  | 14.7                                   | 100.0 |
| Western Australia                  | 209                                       | 18.8   | 64.1      | 82.9     | (b)                                | 82.9  | 17.1                                   | 100.0 |
| Tasmania                           | 78  | 52.0   | 32.7      | 84.7     | 1.6                                | 86.3  | 13.7                                   | 100.0 |
| Northern Territory                 | 17  | 77.8   | 0.6       | 78.4     | (b)                                | 78.4  | 21.6                                   | 100.0 |
| Australian Capital Territory       | 41  | 85.4   | 1.3       | 86.7     | (b)                                | 86.7  | 13.3                                   | 100.0 |
| Australia                          | 2,773                                     | 43.7   | 40.6      | 84.3     | 1.1                                | 85.4  | 14.6                                   | 100.0 |
| FEMALES                            |   |  |           |          |                                    |       |  |       |
| New South Wales                    | 543                                       | 27.0   | 64.6      | 91.6     | (b)                                | 91.6  | 8.4                                    | 100.0 |
| Victoria                           | 416                                       | 38.2   | 53.9      | 92.1     | 1.5                                | 93.6  | 6.5                                    | 100.0 |
| Queensland                         | 147                                       | 20.9   | 73.6      | 94.5     | (b)                                | 94.5  | 5.5                                    | 100.0 |
| South Australia                    | 133                                       | 27.9   | 65.6      | 93.5     | (b)                                | 93.5  | 6.5                                    | 100.0 |
| Western Australia                  | 102                                       | 14.5   | 76.0      | 90.5     | (b)                                | 90.5  | 9.6                                    | 100.0 |
| Tasmania                           | 35  | 29.5   | 65.8      | 95.3     | 0.1                                | 95.4  | 4.7                                    | 100.0 |
| Northern Territory                 | 6   | 83.0   | 3.1       | 86.1     | (b)                                | 86.1  | 13.9                                   | 100.0 |
| Australian Capital Territory       | 24  | 90.6   | 1.0       | 91.6     | 0.7                                | 92.3  | 7.7                                    | 100.0 |
| Australia                          | 1,407                                     | 30.2   | 62.0      | 92.2     | 0.5                                | 92.7  | 7.3                                    | 100.0 |
| PERSONS                            |   |  |           |          |                                    |       |  |       |
| New South Wales                    | 1,587                                     | 34.4   | 52.5      | 86.9     | 0.4                                | 87.3  | 12.8                                   | 100.0 |
| Victoria                           | 1,194                                     | 50.8   | 35.6      | 86.4     | 2.5                                | 88.9  | 11.2                                   | 100.0 |
| Queensland                         | 491                                       | 26.4   | 62.2      | 88.6     | 0.1                                | 88.7  | 11.3                                   | 100.0 |
| South Australia                    | 395                                       | 44.4   | 43.5      | 87.9     | 0.1                                | 88.0  | 11.9                                   | 100.0 |
| Western Australia                  | 311                                       | 17.4   | 68.0      | 85.4     | (b)                                | 85.4  | 14.7                                   | 100.0 |
| Tasmania                           | 113                                       | 45.0   | 43.0      | 88.0     | 1.1                                | 89.1  | 10.9                                   | 100.0 |
| Northern Territory                 | 24  | 79.2   | 1.3       | 80.5     | (b)                                | 80.5  | 19.5                                   | 100.0 |
| Australian Capital Territory       | 65  | 87.3   | 1.2       | 88.5     | 0.3                                | 88.8  | 11.3                                   | 100.0 |
| Australia                          | 4,179                                     | 39.2   | 47.8      | 87.0     | 0.9                                | 87.9  | 12.2                                   | 100.0 |

(a) See definitions on pages 117 and 118. (b) Less than 0.05 per cent.

## EMPLOYEES AFFECTED BY MAJOR AWARDS, ETC. (a) - AUSTRALIA, MAY 1974

| <i>Jurisdiction</i> | <i>Name of award, determination or collective agreement</i>        | <i>Males</i>   | <i>Females</i> | <i>Persons</i>   |
|---------------------|--|----------------|----------------|------------------|
| Aust.               | Metal Industry Award (b)   | 258,000        | 67,000         | 325,000          |
| N.S.W.              | Clerks (State) Award   | 25,000         | 77,000         | 102,000          |
| Vic.                | Commercial Clerks Determination                                    | 24,000         | 65,000         | 89,000           |
| N.S.W.              | Shop Employees (State) Award                                       | 21,000         | 57,000         | 78,000           |
| Aust.               | Bank Officials (Federal) Award                                     | 37,000         | 26,000         | 62,000           |
| Aust.               | Textile Industry Award   | 19,000         | 33,000         | 52,000           |
| Aust.               | Vehicle Industry - Repair, Services and Retail Award               | 48,000         | 4,000          | 51,000           |
| Aust.               | Clothing Trades Award  | 5,000          | 40,000         | 45,000           |
| Aust.               | Insurance Officers (Clerical Indoor Staffs) Award                  | 23,000         | 21,000         | 44,000           |
| Qld.                | Clerks and Switchboard Attendants Award                            | 11,000         | 28,000         | 38,000           |
| N.S.W.              | Club Employees (State) Award                                       | 22,000         | 15,000         | 37,000           |
| Aust.               | Graphic Arts Award   | 27,000         | 10,000         | 36,000           |
| Aust.               | Hotels and Retail Liquor Industry Award                            | 16,000         | 19,000         | 35,000           |
| Aust.               | Vehicle Industry Award   | 26,000         | 6,000          | 32,000           |
| N.S.W.              | Public Hospitals Nurses (State) Award                              | (c)            | 26,000         | 27,000           |
| Vic.                | Hospitals and Benevolent Homes Determination                       | 4,000          | 21,000         | 25,000           |
| N.S.W.              | Transport Industry Award   | 23,000         | (c)            | 24,000           |
| Aust.               | Rubber, Plastic and Cable Making Industry Award                    | 17,000         | 6,000          | 23,000           |
| Vic.                | Food Shops Determination   | 11,000         | 12,000         | 23,000           |
| Aust.               | Railways Traffic, Permanent Way and Signalling (Wages Staff) Award | 21,000         | (c)            | 22,000           |
| N.S.W.              | Hospital Employees (State) Award                                   | 7,000          | 15,000         | 22,000           |
| S.A.                | Clerks Award   | 5,000          | 17,000         | 22,000           |
| Vic.                | Registered Nurses Determination                                    | (c)            | 21,000         | 21,000           |
| Aust.               | Transport Workers Award  | 20,000         | (c)            | 20,000           |
| N.S.W.              | Municipal and Shire Councils (Wages Staff) Award                   | 19,000         | (c)            | 19,000           |
| Aust.               | Timber Industry Consolidated Award                                 | 18,000         | (c)            | 19,000           |
| Vic.                | General Shops Determination  | 5,000          | 14,000         | 18,000           |
| Vic.                | Hotel, Restaurant and Boarding Houses Determination                | (c)            | 12,000         | 16,000           |
| Qld.                | Shop Assistants (General) Award                                    | 5,000          | 11,000         | 16,000           |
| Vic.                | Clothing and Footwear Shops Determination                          | (c)            | 11,000         | 15,000           |
| S.A.                | Shop Conciliation Committee Award                                  | 5,000          | 10,000         | 15,000           |
| Qld.                | Building Trades Award  | 15,000         | (c)            | 15,000           |
| Aust.               | Footwear Manufacturing Industry Award                              | 4,000          | 10,000         | 15,000           |
| W.A.                | Metal Trades (General) Award                                       | 14,000         | (c)            | 15,000           |
| W.A.                | Shop Assistants (Wholesale and Retail Establishments) Award        | 6,000          | 8,000          | 14,000           |
| Aust.               | Railways Miscellaneous Grades Award                                | 12,000         | (c)            | 14,000           |
| N.S.W.              | Clerks in Retail Shops (State) Award                               | (c)            | 13,000         | 14,000           |
| W.A.                | Clerks (Wholesale and Retail Establishments) Award                 | 4,000          | 10,000         | 14,000           |
| Qld.                | Mechanical Engineering Award                                       | 14,000         | (c)            | 14,000           |
| N.S.W.              | Commercial Travellers (State) Award                                | 13,000         | (c)            | 13,000           |
| Aust.               | Meat Processing Interim Award                                      | 11,000         | (c)            | 13,000           |
| Aust.               | Clerical and Salaried Staff (Wool Industry) Award                  | 8,000          | 5,000          | 13,000           |
| Aust.               | Furnishing Trades Award  | 9,000          | (c)            | 13,000           |
| Aust.               | Railways Metal Trades Award  | 13,000         | (c)            | 13,000           |
| Vic.                | Cleaners Determination   | 7,000          | 5,000          | 12,000           |
| Vic.                | Storemen, Packers and Sorters Determination                        | 10,000         | (c)            | 12,000           |
| Aust.               | Municipal Officers Award   | 11,000         | (c)            | 11,000           |
| Aust.               | Railways Salaried Officers Award                                   | 10,000         | (c)            | 11,000           |
| Aust.               | Motels Award   | (c)            | 7,000          | 10,000           |
| Vic.                | Commercial Travellers Determination                                | 9,000          | (c)            | 10,000           |
| N.S.W.              | Watchmen, Caretakers, Cleaners and Lift Attendants Award           | 6,000          | 4,000          | 10,000           |
| <b>Total</b>        |  | <b>908,000</b> | <b>720,000</b> | <b>1,628,000</b> |

(a) Major awards, etc. are those which affected the pay and conditions of work of 10,000 or more employees in the survey pay-period. Because of sampling variability the estimates shown should be regarded as broad approximations only. The figures shown have been rounded to the nearest thousand. (b) Includes the Metal Trades Award. (c) Not available. Subject to sampling variability too high for most practical uses.

NOTE. In addition to the major awards, etc. listed in this Table there are 20 major awards, etc. each of which relate to one employer. These major awards, etc. affected 440,000 employees.