

4

INDUSTRIAL CONDITIONS, EMPLOYMENT, AND PRICES

INDUSTRIAL CONDITIONS

Industrial arbitration

In Victoria there are two systems of industrial arbitration for the adjustment of relations between employers and employees : the State system which operates under the law of the State within its territorial limits, and the Commonwealth system which applies to industrial disputes extending beyond the limits of the State and includes the stevedoring industry and maritime industries.

In addition, under Commonwealth law there is a special tribunal to determine the industrial conditions of employment in the Public Service of the Commonwealth ; there is also a flight crew officers industrial tribunal.

Commonwealth-State relations

The relation between the State and Commonwealth systems of industrial arbitration depends on the distribution of legislative powers between the Commonwealth and the States.

Under the Commonwealth of Australia Constitution Act, the Commonwealth jurisdiction is limited to "conciliation and arbitration for the prevention and settlement of industrial disputes extending beyond the limits of any one State". The High Court of Australia has also ruled that the Commonwealth Parliament cannot empower an industrial tribunal to declare an award a "common rule", or industry wide award, to be observed by all persons engaged in the industry concerned.

The Act also provides that if a State law is inconsistent with a valid Commonwealth law, the latter prevails, with the inconsistent portions of the State law becoming inoperative. An award by the Commonwealth Conciliation and Arbitration Commission has been held to be a Commonwealth law, and, in certain circumstances awards of Commonwealth industrial tribunals override those made by State tribunals.

Despite the limitations of its jurisdiction the Commonwealth system has gradually become predominant in the sphere of industrial arbitration throughout Australia. Its influence extended, in the first place, with the gradual adoption of the principle of federation in trade unionism and in political organisation, a tendency which gathered force during the First World War period. As industry expanded over interstate borders, uniformity of industrial

conditions was sought by employers, while employees were attracted to the Commonwealth jurisdiction in the expectation of better terms as to wages, etc., than those awarded under State legislation. In many cases, also, the organisations concerned in a Commonwealth award have taken action to have its terms embodied in State awards so that they become binding as a common rule in the industry. Again, for the sake of uniformity, legislatures of some States, notably Victoria and New South Wales, adopted the Commonwealth wage standards as the basis of State awards and agreements.

Commonwealth Industrial Court and Commonwealth Conciliation and Arbitration Commission

The Conciliation and Arbitration Act of 1904 established the Commonwealth Court of Conciliation and Arbitration. The Act was extensively amended in 1956 and this amendment altered the structure of the arbitration machinery by separating the judicial functions from the conciliation and arbitration functions. The Commonwealth Industrial Court was established to deal with judicial matters, and the Commonwealth Conciliation and Arbitration Commission to handle the functions of conciliation and arbitration. Further amendments have since been incorporated.

The *Conciliation and Arbitration Act 1904-1968* defines an industrial dispute as “(a) A dispute (including a threatened, impending or probable dispute) as to industrial matters which extends beyond the limits of any one State; and (b) a situation which is likely to give rise to a dispute as to industrial matters which so extends; and includes—(c) such a dispute in relation to employment in an industry carried on by, or under the control of, a State or an authority of a State; (d) a dispute in relation to employment in an industry carried on by, or under the control of, the Commonwealth or an authority of the Commonwealth, whether or not the dispute extends beyond the limits of any one State; and (e) a claim which an organisation is entitled to submit to the Commission under section eleven A of the *Public Service Arbitration Act 1920-1964* or an application or matter which the Public Service Arbitrator has refrained from hearing, or from further hearing, or from determining under section fourteen A of that Act, whether or not there exists in relation to the claim, application or matter, a dispute as to industrial matters which extends beyond the limits of any one State”.

The Commonwealth Industrial Court is at present composed of a Chief Judge and seven other Judges. The Commonwealth Conciliation and Arbitration Commission comprises a President, five Deputy Presidents, a Senior Commissioner, thirteen Commissioners, and four Conciliators. Judges of the Commonwealth Court of Conciliation and Arbitration were made either members of the Commonwealth Industrial Court or presidential members of the Commonwealth Conciliation and Arbitration Commission. Conciliation Commissioners became non-presidential members of the Commission.

A fuller treatment of the Commonwealth and State arbitration systems is given on pages 462-6 of the *Victorian Year Book 1964*.

Wages Boards

In Victoria the regulation and arbitration of industrial matters is carried out by Wages Boards, which are statutory bodies under the State Department of Labour and Industry for purposes of administration.

The Wages Board method of fixing wages and settling conditions of employment was instituted in Victoria by an Act of Parliament in 1896, and represented the first example in Australia of legal regulation of wage rates.

Wages Boards are established for specific industries or occupations, and a General Board deals with certain trades not covered by Determinations of other Wages Boards. A Board may be appointed for any trade or branch of it, and each Board consists of an even number of members and a chairman. Originally each Board was composed of equal numbers of employers and employees, with a qualification that each representative should be actively engaged in the trade concerned. This qualification was later extended to include, as representatives of employers, officers of appropriate organisations or associations, or persons nominated to represent corporations or public bodies, and, as representatives of employees, officers of appropriate organisations or associations.

The *Labour and Industry Act 1958* (in general a consolidation of the previous Acts) requires that every Wages Board shall, in determining wage rates or piece work prices, take into consideration relevant awards of, or agreements certified by, the Commonwealth Conciliation and Arbitration Commission. The Act gives Wages Boards similar powers relating to wages and conditions of labour to those incorporated in the Commonwealth Conciliation and Arbitration Act. These powers enable Wages Boards to make determinations concerning any industrial matter whatsoever in relation to any trade or branch of trade for which such a board has been appointed and, in particular, to determine all matters relating to :

1. pay, wages, and reward ;
2. work days and hours of work ;
3. privileges, rights, and duties of employers and employees ;
4. the mode, terms, and conditions of employment or non-employment ;
5. the relations of employers and employees ;
6. the employment or non-employment of persons of either sex or any particular age ;
7. the demarcation of functions of any employees or class of employees ; and
8. questions of what is fair and right in relation to any industrial matter, having regard to the interests of the persons immediately concerned and of society as a whole.

Wages Boards are not empowered to determine any matter relating to the preferential employment or dismissal of persons as being or as not being members of any organisation, association, or body.

Industrial Appeals Court

An Industrial Appeals Court was first set up in 1903 by the Victorian Parliament. Appeals against the determination of a Wages Board may be made to the Industrial Appeals Court. Such appeals must be made by the employer's or employee's organisation or by a majority of the employer or employee representatives on the Board concerned or by any person with the leave of the Industrial Appeals Court. In addition, any person may apply to the Supreme Court to have a determination quashed on grounds of illegality.

Intervention by Minister

The *Labour and Industry (Amendment) Act 1960* empowers the Minister of Labour and Industry to intervene in the public interest in any appeal to the Industrial Appeals Court against a determination of a Wages Board. Further, as consumers are not represented on Wages Boards, the Act also authorises the Minister to refer, under appropriate circumstances, the determination of a Wages Board to the Court.

The *Labour and Industry (Amendment) Act 1965* further provides that where a matter requires to be determined by ten or more Wages Boards the Minister may refer the matter to the Industrial Appeals Court. This provision was added to by the *Labour and Industry (Amendment) Act 1966* which empowers the Minister to refer any residue of less than ten applications to the Court. The aim of the amendments is to remove the necessity to convene individual meetings of the Boards in such cases.

Action to prevent or minimise industrial disputes

Section 41 (2) of the Labour and Industry Act provides that "Any interested organisation of employers or employees shall inform the chairman of the appropriate Wages Board of any threatened probable impending or actual strike or industrial dispute in any trade subject to such Wages Board, and thereupon the Chairman shall immediately call a meeting of the Board to consider the matter." During 1969 there were 83 meetings of Wages Boards called under Section 41 (2) to deal with 43 disputes. Of these, 26 were settled by the Boards at the first meeting, 15 at subsequent meetings, and 2 were not resolved by the end of the year.

Incidence of industrial awards, determinations, and agreements

In April 1954, May 1963, and May 1968, surveys were conducted to determine the approximate proportions of employees covered by awards, determinations, and registered industrial agreements under the jurisdiction of Commonwealth and State industrial authorities. The proportions of employees not so covered (including those working under unregistered industrial agreements) were also obtained.

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

VICTORIA—INCIDENCE OF INDUSTRIAL AWARDS, ETC.

Date	Males				Females			
	Employees represented in estimates	Employees affected by awards, etc.		Other employees	Employees represented in estimates	Employees affected by awards, etc.		Other employees
		Commonwealth	State			Commonwealth	State	
	'000	per cent	per cent	per cent	'000	per cent	per cent	per cent
April 1954	509	59·4	27·4	13·2	194	47·7	45·2	7·1
May 1963	588	57·3	27·9	14·8	244	44·3	47·0	8·7
May 1968	667	57·7	24·6	17·7	312	39·9	50·8	9·3

VICTORIA—PERCENTAGE OF PRIVATE AND GOVERNMENT
EMPLOYEES AFFECTED BY AWARDS, ETC., MAY 1968
(Per cent)

Particulars	Males			Females		
	Employees affected by awards, etc.		Other employees	Employees affected by awards, etc.		Other employees
	Commonwealth	State		Commonwealth	State	
Private employees	51·9	25·0	23·1	40·4	50·3	9·3
Government employees	70·6	23·8	5·6	37·5	52·9	9·6
Total private and Government	57·7	24·6	17·7	39·9	50·8	9·3

VICTORIA—PERCENTAGE OF EMPLOYEES AFFECTED BY
AWARDS, ETC., BY INDUSTRY GROUPS, MAY 1968
(Per cent)

Industry group	Males			Females		
	Employees affected by awards, etc.		Other employees	Employees affected by awards, etc.		Other employees
	Commonwealth	State		Commonwealth	State	
Manufacturing groups	65·9	17·5	16·6	65·6	26·1	8·4
Non-manufacturing groups	51·4	30·1	18·5	20·9	69·1	10·1
All industry groups	57·7	24·6	17·7	39·9	50·8	9·3

Rates of wage

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

Early in 1960 the Bureau introduced new indexes of minimum weekly wage rates for adult males and females (base 1954 = 100) to replace the old series of nominal weekly wage rate index numbers for adult males and females with 1911 and 1914, respectively, as base years. In general, this revision was necessary to match changes in the industrial structure. The particulars are obtained primarily from awards, determinations, and agreements under Commonwealth and State Industrial Acts and are, therefore, the minimum rates prescribed. They refer generally to the capital city in each State, but in industries which are not carried on in the capital cities, e.g., mining, agriculture, etc., the rates in the more important centres are taken.

The new index numbers are based on the occupation structure of 1954 and cover fifteen industrial groups for adult males and eight industrial groups for adult females. Weights for each occupation and each industry were

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

The minimum wage rates used are for representative occupations within each industry. They have been derived from representative awards, determinations, and agreements in force at the end of each quarter, as from March 1939, for adult males and March 1951, for adult females. Using the industry and occupation weights determined by the surveys, the various rates were combined to give weighted averages for each industry group for Australia, and weighted averages for industry groups for each State. These weighted averages are shown in the following table, in dollars, and as index numbers. The indexes are designed to measure movements in prescribed minimum rates of "wages" as distinct from "salaries". Consequently, awards, etc., relating solely or mainly to salary earners are excluded.

MINIMUM WEEKLY WAGE RATES (a)

At end of—	Rates of wage (b) (\$)		Index numbers (Australia 1954=100) (c)	
	Victoria	Australia	Victoria	Australia
ADULT MALES				
December 1962	36.37	36.66	128.8	129.8
December 1963	37.20	37.55	131.7	133.0
December 1964	39.47	39.65	139.8	140.4
December 1965	40.34	40.76	142.8	144.3
December 1966	42.78	43.05	151.5	154.2
December 1967	44.59	45.00	157.9	159.3
December 1968	48.86	48.98	173.0	173.4
December 1969	51.70	51.83	183.1	183.5
March 1970	51.73	51.92	183.2	183.8
June 1970	52.17	52.28	184.7	185.1
ADULT FEMALES				
December 1962	25.67	26.15	128.9	131.4
December 1963	26.08	26.69	131.0	134.1
December 1964	27.67	28.34	139.0	142.3
December 1965	28.46	29.10	143.0	146.2
December 1966	30.06	30.70	151.0	154.2
December 1967	32.04	32.57	160.9	163.6
December 1968	34.52	34.85	173.4	175.0
December 1969	37.07	37.68	186.2	189.3
March 1970	37.44	38.09	188.1	191.3
June 1970	37.73	38.23	189.5	192.0

(a) Weighted average minimum weekly rates, all groups, shown as rates of wage and in index numbers; excludes rural industry.

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

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

MINIMUM WEEKLY WAGE RATES (a): INDUSTRY GROUPS,
30 JUNE 1970

Industry group	Rates of wage (b) (\$)		Index numbers (Australia 1954=100) (c)	
	Victoria	Australia	Victoria	Australia
ADULT MALES				
Mining and quarrying (d)	51.40	59.41	182.0	210.4
Manufacturing—				
Engineering, metals, vehicles, etc.	51.14	50.90	181.1	180.2
Textiles, clothing, and footwear	48.12	48.28	170.4	171.0
Food, drink, and tobacco	52.14	50.42	184.6	178.5
Sawmilling, furniture, etc.	49.08	49.96	173.8	176.9
Paper, printing, etc.	56.88	55.89	201.4	197.9
Other manufacturing	50.50	50.40	178.8	178.5
All manufacturing groups	50.98	50.75	180.5	179.7
Building and construction	55.71	53.31	197.3	188.8
Railway services	46.96	49.65	166.3	175.8
Road and air transport	50.92	51.39	180.3	182.0
Shipping and stevedoring (e)	60.25	59.61	213.3	211.1
Communication	66.01	65.58	233.7	232.2
Wholesale and retail trade	52.25	51.67	185.0	183.0
Public authority (n.e.i.) and community and business services	52.94	52.81	187.5	187.0
Amusement, hotels, personal service, etc.	46.65	47.30	165.2	167.5
All industry groups	52.15	52.19	184.6	184.8
ADULT FEMALES				
Manufacturing—				
Engineering, metals, vehicles, etc.	40.11	39.86	201.5	200.2
Textiles, clothing, and footwear	34.36	34.77	172.6	174.6
Food, drink, and tobacco	35.98	36.50	180.7	183.3
Other manufacturing	37.41	37.10	187.9	186.4
All manufacturing groups	35.94	36.40	180.5	182.9
Transport and communication	40.46	41.10	203.2	206.4
Wholesale and retail trade	40.92	40.39	205.5	202.9
Public authority (n.e.i.) and community and business services	41.90	41.02	210.4	206.0
Amusement, hotels, personal service, etc.	35.54	36.84	178.5	185.0
All industry groups	37.72	38.22	189.5	192.0

(a) Weighted average minimum weekly rates shown as rates of wage and in index numbers ; excludes rural industry.
(b) The amounts shown should not be regarded as actual current averages, but as indexes expressed in money terms, indicative of trends.

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

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

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

Standard hours of work

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

In 1927 the Commonwealth Court of Conciliation and Arbitration granted a 44 hour week to the Amalgamated Engineering Union and intimated that this reduction in standard hours of work would be extended to industries

operating under conditions similar to those in the engineering industry. However, the economic depression delayed the extension of the standard 44 hour week until improvement in economic conditions made possible a general extension to employees under Commonwealth awards.

40 hour week

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

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

Weekly hours of work

The number of hours constituting a full week's work (excluding overtime) differs in some instances between various trades and occupations and between the same trades and occupations in the several States. The particulars of weekly hours of work given in the tables on page 174 relate to all industry groups except rural, shipping, and stevedoring. These groups are excluded because for earlier years the hours of work for some of the occupations included were not regulated either by awards or determinations of industrial tribunals or by legislation. As a result, the necessary particulars for the computation of average working hours for these groups are not available.

Average weekly earnings

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

Particulars of wages and salaries paid are not available for males and females separately from these sources; average weekly earnings have, therefore, been calculated in terms of male units, i.e., total male employees plus 55 per cent of female employees. This proportion is derived from the estimated ratio of female to male earnings in Australia. As it was not possible to estimate the ratio of female to male earnings in the several States the same ratio has been used in each State. Because the actual ratio may vary between States, precise comparisons between average earnings in different States cannot be made.

Corresponding figures for each quarter are published in the *Monthly Review of Business Statistics* and the monthly bulletin *Wage Rates and Earnings*. Quarterly figures of average weekly earnings are also published in the *Victorian Monthly Statistical Review*.

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

Industry group	Hours of work (b)			Index numbers (c)		
	31 March 1939	31 March 1948	31 December 1969	31 March 1939	31 March 1948	31 December 1969
Mining and quarrying (d)	44·34	40·52	40·00	111·0	101·4	100·1
Manufacturing—						
Engineering, metals, vehicles, etc.	44·05	40·00	40·00	110·2	100·1	100·1
Textiles, clothing and footwear	44·40	40·03	40·00	111·1	100·2	100·1
Food, drink, and tobacco	44·82	40·12	40·00	112·2	100·4	100·1
Sawmilling, furniture, etc.	44·37	40·00	40·00	110·0	100·1	100·1
Paper, printing, etc.	43·68	39·94	39·94	109·3	99·9	100·0
Other manufacturing	44·02	39·97	39·96	110·2	100·0	100·0
All manufacturing groups	44·19	40·05	39·99	110·6	100·2	100·1
Building and construction	44·18	40·00	40·00	110·6	100·7	100·1
Railway services	43·96	39·97	39·96	110·0	100·0	100·0
Road and air transport	46·70	40·10	40·00	116·9	100·4	100·1
Communication	44·00	40·00	40·00	110·1	100·1	100·1
Wholesale and retail trade	45·47	40·11	40·00	113·8	100·4	100·1
Public authority (n.e.i.) and community and business services	42·75	38·93	38·93	107·0	97·4	97·4
Amusement, hotels, personal service, etc.	45·86	40·03	40·00	114·8	100·2	100·1
All industry groups (a)	44·46	40·03	39·97	111·3	100·2	100·0

For footnotes, see end of following table.

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

Industry group	Hours of work (b)			Index numbers (c)		
	31 March 1951	30 June 1953	31 December 1969	31 March 1951	30 June 1953	31 December 1969
Manufacturing—						
Engineering, metals, vehicles, etc.	39·87	39·87	39·87	100·5	100·5	100·5
Textiles, clothing, and footwear	40·00	40·00	40·00	100·8	100·8	100·8
Food, drink, and tobacco	40·00	40·00	40·00	100·8	100·8	100·8
Other manufacturing	39·94	39·94	39·94	100·7	100·7	100·7
All manufacturing groups	39·97	39·97	39·97	100·8	100·8	100·8
Transport and communication	37·94	37·94	37·94	95·6	95·6	95·6
Wholesale and retail trade	40·00	40·00	40·00	100·8	100·8	100·8
Public authority (n.e.i.) and community and business services	39·25	39·25	39·25	98·9	98·9	98·9
Amusement, hotels, personal service, etc.	39·94	39·94	39·94	100·7	100·7	100·7
All industry groups (a)	39·81	39·81	39·81	100·3	100·3	100·3

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

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

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

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

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

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

Period	Victoria	Australia
1960-61	47.20	46.00
1961-62	48.50	47.20
1962-63	50.10	48.40
1963-64	52.50	50.90
1964-65	56.40	54.60
1965-66	59.20	57.00
1966-67	63.00	60.70
1967-68	66.80	64.30
1968-69	71.20	68.90
1969-70	77.00	75.00

NOTE. For a number of reasons, average weekly earnings per employed male unit cannot be compared with the weekly wage rates shown on page 179.

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

AUSTRALIA : INDEXES OF AVERAGE
WEEKLY EARNINGS (a)
(Base of each index : year 1953-54 = 100)
(Seasonally adjusted)

Period	All industries (b)	Manufacturing (c)
1960-61	140.6	141.1
1961-62	144.7	143.4
1962-63	148.3	147.7
1963-64	155.9	154.8
1964-65	167.3	167.1
1965-66	174.6	173.1
1966-67	186.0	184.3
1967-68	197.0	194.9
1968-69	211.7	208.7
1969-70	229.5	224.7

NOTE. The index numbers for "All industries" and "Manufacturing" show the movement in average earnings for each group over a period of time. However, they do not give, at any point of time, a comparison of actual earnings in the two groups.

- (a) See explanatory notes above.
 (b) Average earnings per employed male unit. Based on pay-roll tax returns and other data.
 (c) The index for manufacturing industries for the years 1960-61 to 1967-68 is based on the average earnings of male wage and salary earners employed in factories as disclosed by annual Factory Censuses. The figures for periods subsequent to June 1968 are interim estimates based on pay-roll tax returns and are subject to revision when the Factory Census for 1968-69 is tabulated.

Survey of weekly earnings and hours

General

Sample surveys in respect of most private employers subject to pay-roll tax (i.e., those paying more than \$400 per week in wages and salaries) have

been conducted as at the last pay period in October during recent years. Details of earlier surveys are contained in *Victorian Year Books* from 1966 onwards.

In addition to obtaining data for the calculation of average weekly earnings, average weekly hours paid for, and average hourly earnings, the surveys carried out in recent years obtained information on overtime and ordinary time earnings and hours for full-time employees (other than managerial, etc., staff).

Coverage

The results of the surveys are based on returns from stratified random samples of private employers subject to pay-roll tax. Employees in rural industry and in private domestic service are excluded because most employers in these two industries are not subject to pay-roll tax. Also excluded from the surveys are employees of government and semi-government authorities, and employees of religious, benevolent, and other similar organisations exempt from pay-roll tax. The earnings and hours of waterside workers employed on a casual basis are excluded because they are subject to wide fluctuations for short periods such as those covered by these surveys.

Since the surveys are based on samples the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only a sample of employers is surveyed. The extent of detail published is determined after considering estimated measures of sampling variability. In addition to affecting the results of each sample survey, sampling variability also affects comparison between each year's results.

The industry classification adopted for earnings and hours surveys from 1963 onwards is that used for the 1961 and 1966 Population Censuses.

Definitions of the terms used in the following tables may be found in the bulletin, *Survey of Weekly Earnings and Hours*, October 1969, available from the Commonwealth Bureau of Census and Statistics. This publication also contains further information on the construction of the sample, and more detailed tables.

VICTORIA—AVERAGE EARNINGS AND HOURS OF FULL-TIME
EMPLOYEES (OTHER THAN MANAGERIAL, ETC., STAFF) (a)
CLASSIFIED BY INDUSTRY GROUPS, OCTOBER 1969 (b)

Industry group	Average weekly earnings (\$)				Average weekly hours paid for				Average hourly earnings (\$)			
	Adult males	Junior males	Adult females	Junior females	Adult males	Junior males	Adult females	Junior females	Adult males	Junior males	Adult females	Junior females
Manufacturing— Founding, engineering, vehicles, etc.	73.80	37.30	(d)	(d)	44.4	41.2	(d)	(d)	(d)	(d)	(d)	(d)
Other	73.10	37.40	(d)	(d)	44.2	41.8	(d)	(d)	(d)	(d)	(d)	(d)
Total manufacturing	73.40	37.30	40.80	28.40	44.3	41.5	39.7	39.3	1.66	0.90	1.03	0.72
Non-manu- facturing	74.00	36.60	45.50	30.70	42.4	40.1	39.0	38.5	1.74	0.91	1.17	0.80
All industry groups (c)	73.60	37.00	42.50	29.90	43.6	40.8	39.4	38.7	1.69	0.91	1.08	0.77

For footnotes, see end of following table.

VICTORIA—AVERAGE WEEKLY EARNINGS OF FULL-TIME EMPLOYEES
(OTHER THAN MANAGERIAL, ETC., STAFF) (a) CLASSIFIED BY
INDUSTRY GROUPS, OCTOBER 1967, 1968, AND 1969 (b)
(\$)

Industry group	Average weekly earnings											
	Adult males			Junior males			Adult females			Junior females		
	October 1967	October 1968	October 1969	October 1967	October 1968	October 1969	October 1967	October 1968	October 1969	October 1967	October 1968	October 1969
Manufacturing— Founding, engineering, vehicles, etc.	65.10	70.60	73.80	33.01	35.80	37.30	(d)	(d)	(d)	(d)	(d)	(d)
Other	65.80	67.60	73.10	32.40	34.20	37.40	(d)	(d)	(d)	(d)	(d)	(d)
Total manufacturing	65.50	68.90	73.40	32.70	34.90	37.30	36.50	37.80	40.80	24.40	26.20	28.40
Non-manu- facturing	64.70	69.00	74.00	31.20	34.20	36.60	39.50	41.90	45.50	26.60	27.40	30.70
All industry groups (c)	65.20	69.00	73.60	32.00	34.60	37.00	37.60	39.20	42.50	25.70	26.90	29.90

(a) Private employees only.

(b) Last pay period in October.

(c) Excludes rural industry and private domestic service.

(d) Information not available because the figures are subject to sampling variability too high for most practical uses.

VICTORIA—AVERAGE WEEKLY EARNINGS OF FULL-TIME
MANAGERIAL, EXECUTIVE, ETC., STAFF (a) CLASSIFIED BY
INDUSTRY GROUPS, OCTOBER 1967, 1968, AND 1969 (b)
(\$)

Industry group	Average weekly earnings					
	Males			Females (d)		
	October 1967	October 1968	October 1969	October 1967	October 1968	October 1969
Manufacturing	107.50	110.60	117.90	60.50	60.60	64.90
Non-manufacturing	105.50	112.00	119.50	58.90	63.50	68.00
All industry groups (c)	106.50	111.30	118.70	59.40	62.50	67.10

(a) Private employees only. Includes managerial, executive, professional, and higher supervisory staff.

(b) Last pay period in October.

(c) Excludes rural industry and private domestic service.

(d) Australian figures only are available for females because of the small number involved by States.

Basic wage

Until June 1967 the concept of a "basic" or "living" wage was common to rates of wage determined by industrial authorities in Australia.

Initially the concept was interpreted as the "minimum" or "basic" wage necessary to maintain an average employee and his family in a reasonable state of comfort. However, it came to be generally accepted "that the wage should be fixed at the highest amount which the economy can sustain and that the 'dominant factor' is the capacity of the community to carry the resultant wage levels". (See Commonwealth Arbitration Reports, Vol. 77, p. 494.)

In addition to the basic wage, "secondary" wage payments, including margins for skill, loadings, and other special considerations peculiar to the occupations or industry, were determined by Commonwealth and State industrial authorities. The basic wage, plus the "secondary wage", where prescribed, made up the "minimum" wage for a particular occupation. The term "minimum wage" (as distinct from basic wage) is currently used to express the lowest rate payable for a particular occupation or industry.

Wage determinations

In all States, including Victoria, wages are determined in two ways. First, for industries which extend beyond the boundaries of any one State, the total wage is determined by the Commonwealth Conciliation and Arbitration Commission. Second, industrial tribunals, which in Victoria are Wages Boards, are set up for industries which do not extend beyond the State boundary. (For further information on industrial arbitration, see "Industrial Conditions", page 166.) The Boards constituted from representatives of employers and employees and an independent chairman for each industry group or calling, determine the minimum rate of wage to be paid in each industry or calling.

Commonwealth wage determinations

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

2. *Wage inquiries and judgments from 1907 to 1969.* The total wage decision of the Conciliation and Arbitration Commission in June 1967 eliminated basic wages and margins from Commonwealth Awards and Victorian Wages Boards' Determinations, and introduced the total wage concept. Detailed particulars of all wage inquiries and judgments from 1907 to 1969 may be obtained in previous *Victorian Year Books* and *Labour Reports*.

3. *National Wage Case, 1970.* See Supplement at end of this *Year Book*.

Further references, 1970

A table of selected basic weekly rates of wage is shown below. A complete table of basic wage rates in shillings and pence is given in the *Victorian Year Book 1964*.

MELBOURNE—BASIC WEEKLY WAGE RATES FIXED BY COMMONWEALTH
CONCILIATION AND ARBITRATION COMMISSION
(Adult males)
(\$)

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

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

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

MELBOURNE—MINIMUM WEEKLY WAGE
RATES FIXED BY COMMONWEALTH
CONCILIATION AND ARBITRATION
COMMISSION
(Adult males)
(\$)

Date operative (a)	Amount
1966 11 July	36.45
1967 1 July	37.45
1968 25 October	38.80
1969 19 December	42.30
1971 1 January	46.30

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

Commonwealth wage rates for females

Over the years judgments of the Court proportioned the minimum or basic weekly wage for adult females at varying percentages of the corresponding male rate.

In the *Equal Pay Cases*, 1969, two branches of the Commonwealth Conciliation and Arbitration Commission jointly decided in June 1969 that there was no real bar either "conceptual or economic" to a consideration of "equal pay for equal work". However, the view of the Commission was that the equality of the work must be first determined and principles were set out in the judgment to be applied in deciding applications. Where an arbitrator or commissioner was satisfied that equal pay should be awarded the implementation was to be spread over a period according to defined scales.

Details of judgments affecting wage rates for adult females may be obtained in the *Victorian Year Book* 1970 and *Labour Reports*.

Wages Board determinations in Victoria

1. *General.* By an amendment to the *Factories and Shops Act* 1934, Wages Boards were given discretionary power to include in their determinations appropriate provisions of relevant Commonwealth awards. A further amendment to this Act in 1937 made it compulsory for Wages Boards to adopt such provisions of the Commonwealth awards. This amending Act also gave Wages Boards power to adjust wage rates "with the variation from time to time of the cost of living as indicated by such retail price index numbers published by the Commonwealth Statistician as the Wages Board considers appropriate". The Wages Boards thus adopted the basic wages declared by the Commonwealth Court of Conciliation and Arbitration (now Commonwealth Conciliation and Arbitration Commission) and followed that Court's system of adjusting the basic wage in accordance with variations in retail price index numbers.

2. *Quarterly adjustments 1953 to 1956.* After the system of automatic adjustment of the Commonwealth basic wage was discontinued, a number of Wages Boards met in September 1953, and deleted references to these adjustments. However, an amendment to the *Factories and Shops Act* in November 1953 required Wages Boards to provide for automatic adjustment of wage rates in accordance with variations in retail price index numbers.

In general, this requirement was repealed by the *Labour and Industry Act* 1953 which replaced the *Factories and Shops Act* 1928. An amendment to this new Act, proclaimed on 17 October 1956, deleted the automatic adjustment provision and directed Wages Boards in determining wage rates to take into consideration relevant awards of, or agreements certified by, the Commonwealth Conciliation and Arbitration Commission. The last automatic quarterly adjustment of the basic wage, based on the variation in retail price index numbers for the June Quarter 1956, became payable from the beginning of the first pay period in August 1956.

3. *Minimum wage—adult males.* Subsequent to the Commonwealth Conciliation and Arbitration Commission's decision of 8 July 1966 to insert minimum wage prescriptions in Federal Awards in an attempt to grant some economic relief to adult male low wage earners, the prescribed minimum wage payable in Victoria (other than Yallourn and the Hazelwood Power Station) since 1 January 1971 has been \$46.30. A substantial number of Wages Boards have incorporated similar wage clauses in their Determinations. The minimum wage provisions do not apply to females nor to any male employee who during any week receives "over-award" payments which are in excess of the prescribed minimum wage for work performed for ordinary hours.

VICTORIA—WAGES BOARDS' DETERMINATIONS

Date operative (a)	Adult males	Adult females
1967 1 July	\$1.00	\$1.00
1968 25 October	\$1.35	\$1.35
1969 19 December	3 per cent	3 per cent
1971 1 January	6 per cent	6 per cent

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

4. *Total wage.* Since the implementation in Victoria from 7 August 1967 of the total wage concept and the consequent elimination of basic wage and margins from Wages Boards' Determinations, both adult male and adult female weekly rates have been increased as shown on page 180. Details for periods prior to this are available in *Wage Rates and Earnings Bulletins* and *Labour Reports*.

Wage margins

Until June 1967 wage margins were defined as "minimum amounts awarded above the basic wage to particular classifications of employees for the features attaching to their work which justify payments above the basic wage, whether those features are the skill or experience required for the performance of that work, its particularly laborious nature, or the disabilities attached to its performance". (See Commonwealth Arbitration Reports, Vol. 80, p. 24.)

The total wage decision of the Conciliation and Arbitration Commission in June 1967 eliminated basic wages and margins from Commonwealth Awards and Victorian Wages Boards' Determinations, and introduced the total wage concept.

Detailed particulars of judgments affecting wage margins may be obtained in previous *Victorian Year Books* and *Labour Reports*.

Annual leave

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

A number of inquiries into annual leave have been conducted and a summary of the most recent follows.

The Commonwealth Conciliation and Arbitration Commission declared its judgment on annual leave on 18 April 1963 and varied the Metal Trades Award by granting three weeks annual leave. This provided a new standard for secondary industry in other Federal Awards. As a result, Victorian Wages Boards altered provisions of their determinations to grant employees an extra week's leave. A fuller treatment of this judgment is given on pages 436-7 of the *Victorian Year Book* 1965.

The Labour and Industry (Annual Holidays) Order, made under authority of the *Labour and Industry Act* 1958, became operative from 1 April 1967 and granted three weeks annual holidays on ordinary pay to those employees not provided for by any determination of a Wages Board or Industrial Appeals Court.

Long service leave

1. *Victoria.* The *Factories and Shops (Long Service Leave) Act* 1953 first provided for long service leave for workers in Victoria. The provisions of this Act were subsequently incorporated in the Labour and Industry Act which provided for thirteen weeks leave after twenty years continuous service with the same employer. In 1965 the qualifying period was reduced to fifteen years.

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

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

Industrial disputes

The collection of information relating to industrial disputes involving stoppage of work was initiated by the Commonwealth Statistician in 1913 and figures have been published regularly ever since.

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

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

The following tables give statistics of the numbers of industrial disputes and workers involved, numbers of working days lost, and the estimated loss in wages:

VICTORIA—INDUSTRIAL DISPUTES (a)

Year	Number of disputes	Number of workers involved			Number of working days lost
		Directly	Indirectly (b)	Total	
		'000	'000	'000	'000
1965	208	118.5	3.3	121.8	214.3
1966	179	99.6	1.9	101.5	219.6
1967	212	83.2	1.3	84.5	107.3
1968	327	169.3	3.5	172.8	243.9
1969	367	336.7	19.7	356.4	717.2

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

(b) Persons placed out of work at the establishments where the stoppages occurred but not themselves parties to the disputes.

VICTORIA—INDUSTRIAL DISPUTES (a): INDUSTRY GROUPS

Year	Mining and quarrying	Manufacturing	Building and construction	Transport		Other groups	All groups
				Stevedoring	Other		
NUMBER OF DISPUTES							
1965	..	109	22	60	8	9	208
1966	1	114	30	17	11	6	179
1967	2	119	39	29	6	17	212
1968	1	122	76	101	12	15	327
1969	1	159	81	90	19	17	367
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) ('000)							
1965	..	38.3	3.5	60.7	10.7	8.5	121.8
1966	1.1	55.1	19.3	1.2	15.9	8.9	101.5
1967	0.1	55.1	6.1	14.3	2.7	6.3	84.5
1968	(b)	71.6	31.8	41.0	17.7	10.6	172.8
1969	..	127.6	41.2	68.3	85.1	34.0	356.4
WORKING DAYS LOST ('000)							
1965	..	111.0	10.2	48.9	22.6	21.6	214.3
1966	2.3	123.2	41.2	0.6	41.8	10.5	219.6
1967	0.6	75.7	12.8	8.6	1.6	8.0	107.3
1968	0.2	128.9	40.9	35.0	18.0	20.8	243.9
1969	4.9	344.6	101.6	84.0	127.9	54.2	717.2
ESTIMATED LOSS IN WAGES (\$'000)							
1965	..	1,039.2	121.1	499.7	206.5	194.7	2,061.2
1966	23.4	1,163.1	394.8	6.4	414.9	94.6	2,097.2
1967	8.1	774.7	147.9	92.4	19.2	64.4	1,106.6
1968	2.5	1,395.0	553.8	359.1	215.9	205.1	2,731.3
1969	116.7	4,170.1	1,563.8	926.5	1,249.7	593.0	8,619.6

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

(b) Less than 50.

Industrial safety

Industrial injuries, like other injuries, cause human suffering and personal loss, and the original approach to industrial safety was based on humanitarian motives. More recently it has been realised that industrial accidents also cause economic loss to the community. Efforts for the prevention of accidents must be directed along three lines: (1) to make the working environment safer; (2) to educate people to work more safely; and (3) to have recourse to law where appropriate. Several departments and authorities now have particular statutory responsibilities for particular aspects of industrial safety, but the general responsibility lies with the Department of Labour and Industry through the *Labour and Industry Act 1958* and associated legislation.

The most important Acts and Regulations concerning industrial safety regulations and inspections, with reference to the administrative authority responsible in each case, have been dealt with in previous *Victorian Year Books*.

Workers compensation

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

The first Workers Compensation legislation in Victoria was passed in 1914 to give certain industrial workers and their dependants the right to claim limited compensation from their employer, without proof of negligence

or breach of statutory duty by the employer, in respect of accidental injuries sustained by them arising out of and in course of their employment.

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

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

As the law now stands any worker is covered who is not an outworker or whose remuneration does not exceed \$6,000 a year (excluding overtime).

It is compulsory for every employer (with the exception of certain schemes approved by the Board) to obtain from the State Accident Insurance Office, or from an insurance company approved by the Governor in Council, a policy of accident insurance for the full amount of his liability under the Act.

Judicial administration is carried out by a County Court Judge, sitting with workers' and employers' representatives as the Workers Compensation Board.

The extent of the principal benefits obtained under the *Workers Compensation Act 1958* are :

1. *Where death results from the injury—*

(a) If the worker leaves full dependants, compensation payable is \$9,000 plus \$200 for each child under 16 years.

(b) If the worker leaves partial dependants, the amount of compensation shall be a sum reasonable and proportionate to the injury, but not exceeding the sum of \$9,000, as is awarded by the Workers Compensation Board.

(c) If the worker has no dependants, reasonable medical and burial expenses are payable.

(d) If the worker was a minor leaving no dependants but had contributed towards the maintenance of the home or of members of his family, such members are deemed to be partial dependants.

2. *Where total incapacity for work results from the injury—*

The weekly payment during the total incapacity is \$20 for an adult worker (\$18 for a minor) or his average weekly earnings, whichever is the least, plus \$6 for his wife or relative standing in *loco parentis* to the children, if the wife or relative is fully or mainly dependent on the earnings of the worker, plus \$2.50 for each dependent child under sixteen years of age.

The combined total weekly payment is limited to the worker's average weekly earnings or \$31 for an adult (\$26 for a minor), whichever is the least, and the whole maximum amount payable is limited to \$10,000 unless the Workers Compensation Board otherwise determines.

3. *Where partial incapacity results from the injury—*

(a) The worker is paid an amount which is calculated according to the variation between his average weekly earnings before injury and the average weekly amount he is earning or is able to earn after injury.

(b) Where the worker is unable to obtain employment for which he is fit, the Board may order that he be treated as totally incapacitated.

4. Other miscellaneous benefits—

(a) In addition to compensation, legislation provides for the payment of the reasonable cost of hospital, medical, nursing and ambulance services, payable whether or not the worker is incapacitated. Reasonable funeral expenses are also payable.

(b) Coverage is provided where a worker contracts an industrial disease and the definition of "injury" specifically includes a disease contracted during the course of work which contributed to the disease.

(c) Lump sum payments in redemption of weekly payments in respect of total or partial incapacity may be made at any time upon application by either party but at the absolute discretion of the Board which fixes the amount.

More detailed particulars of Workers Compensation legislation may be obtained in the *Conspectus of Workers Compensation Legislation in Australia and Papua New Guinea* published by the Department of Labour and National Service and the *Labour Report*.

The following table shows details of workers compensation business transacted during each of the years 1964-65 to 1968-69 :

VICTORIA—WORKERS COMPENSATION BUSINESS

Year	Wages on which premiums were charged	Gross premiums received less adjustments	New claims arising during year		Claims paid during year	Claims outstanding at end of year
			Fatal	Non-fatal		
	\$'000	\$'000			\$'000	\$'000
1964-65	2,382,194	34,539	613	221,474	22,815	34,823
1965-66	2,404,459	48,816	525	205,735	24,925	42,277
1966-67	2,730,791	52,521	490	203,537	25,787	48,864
1967-68	2,979,540	54,797	(a) 718	204,057	29,828	56,224
1968-69	3,286,808	57,160	663	203,111	32,528	63,487

(a) The rise in the number of fatal accidents arising during 1967-68 was due partly to a change in recording methods.

The amount paid in claims during 1968-69 was allocated as follows :

A. Under Workers Compensation Act—

(a) Compensation	\$'000	\$'000
1. Weekly compensation	8,920	
2. Lump sum—death	4,756	
3. Lump sum—maim	3,600	
		17,276
(b) Medical, etc., services		
1. Doctor	4,086	
2. Hospital	2,890	
3. Chemist or registered nurse	216	
4. Ambulance	139	
5. Other curative, etc., services	429	
		7,760

(c) Legal costs, etc.

B. Under other Acts and at common law, damages, etc.

7,760
3,397
4,095

Total

32,528

Figures for premiums and claims in this table differ somewhat from those shown on pages 669-671 of the Finance section of this *Year Book*. In that section most schemes of compensation are not included and the figures shown do not always relate strictly to the financial year, as some insurance companies close their books at other times. With regard to claims paid,

the Finance section refers to claims paid during the period, plus claims outstanding at the end of the period, less outstanding claims at the beginning.

Industrial accidents

Official collection of data on industrial accidents in Victoria was first undertaken when Regulations under the Workers Compensation Act were amended in 1957. Benefits to be obtained under the *Workers Compensation Act* 1958 are set out on pages 183 to 185.

Source

The *Workers Compensation Act* 1958 requires all insurance companies which insure against workers compensation and organisations with approved workers compensation schemes to submit to the Government Statist a report on each claim for workers compensation, when the claim is closed, or at the expiry of three years if the claim is unclosed at the end of that time.

Scope

1. Each original claim is considered to be a separate "industrial accident" and although reports are received of re-opened claims details are not included in published statistics.
2. At present the collection is restricted to fatal cases, and those where the worker is incapacitated for work for a period of one week or more.
3. Although some employers do insure against liability for employees whose income exceeds \$6,000 (the amount specified in the Act), it is not mandatory to do so and consequently some employees in this category may not be included in the tabulations.
4. Commonwealth Government employees are exempt from the State Act and are covered exclusively by the *Commonwealth Employees' Compensation Act* 1968. Consequently some industry classifications are not covered at all while coverage is reduced in some instances (e.g., defence services and communications).
5. Self employed persons, with the exception of certain contractors as defined in the Act, are also not covered and therefore industrial accidents occurring to them will not appear in published statistics. This is likely to have considerable effect when considering, for instance, rural industries.

Definitions

1. *Industrial accident.* A compensated work injury causing death, permanent disability, or absence of the injured person from work for one week or more, excluding journey cases, cases occurring during a recess period, and all disease cases except where the disease is considered to be precipitated or aggravated by an accidental event.
2. *Industry group.* In Victoria, employers are rated for the purpose of workers compensation premiums according to the type of business conducted, a premium being fixed for each "trade", and all employees, regardless of occupation, take the "trade" classification of their employer with the exception of clerical workers and domestics. When the list of "trades" was compiled by insurers, it was allied closely with the industry classification used for the 1947 Census. This has been brought up to date from time to time and accordingly, the industry groups shown here approximate to those used for Census purposes. However, as "communication" employees are almost

exclusively employed by the Commonwealth, and are consequently exempt from the provisions of the State Act, the remaining small numbers are included with "transport". Also "finance" employees, whose work is normally of a clerical nature are included with "other" industry together with clerical workers generally, who are subject to a special premium rate distinct from that charged for the industry in which they are employed. It should be noted that accidents to employees of the Gas and Fuel Corporation, the State Electricity Commission, the Victorian Railways, and the Melbourne and Metropolitan Tramways Board are included under the "government, semi-government, finance, and other" industry group, as are employees of certain other State bodies.

3. *Accident factor.* This should not be interpreted as "cause of accident". In general it is defined as "that underlying agency, other than human failing, which appears to contribute most materially to an accident, and which would be most likely to receive attention in efforts to prevent occurrence of similar accidents".

4. *Injury site.* In most cases the injury has been allocated to that part of the body affected by the injury. However, since effects of poisons, electrocutions, weather, etc., cannot be assigned in most cases to any particular site, they are included in the heading "General and unspecified".

The following table shows the number of fatal and non-fatal industrial accidents to males in each industry group for each of the years 1966-67 to 1968-69 :

VICTORIA—NUMBER OF INDUSTRIAL ACCIDENTS TO MALES
BY INDUSTRY GROUP

Industry group	Number of accidents					
	1966-67		1967-68		1968-69	
	Fatal	Non-fatal	Fatal	Non-fatal	Fatal	Non-fatal
Primary	6	1,746	4	1,569	5	1,451
Mining and quarrying	..	173	1	127	..	128
Manufacturing	10	12,952	16	11,798	12	10,998
Electricity, gas, water, sanitary	..	296	1	275	..	288
Building and construction	6	4,013	3	3,560	8	3,444
Transport, storage, and communication	2	1,928	1	1,596	7	1,710
Commerce	3	3,726	2	3,477	3	3,358
Community services, etc.	2	1,535	1	1,483	4	1,392
Amusement, personal service, etc.	..	764	..	690	..	715
Government, semi-government, finance, and other	14	5,020	11	3,621	11	3,145
Total	43	32,153	40	28,196	50	26,629

The following table shows the number of non-fatal industrial accidents to females in each industry group for each of the years 1966-67 to 1968-69 :

VICTORIA—NUMBER OF INDUSTRIAL ACCIDENTS
TO FEMALES, BY INDUSTRY GROUP

Industry group	Number of non-fatal accidents		
	1966-67	1967-68	1968-69
Primary	95	85	92
Mining and quarrying	..	..	..
Manufacturing	2,373	2,304	2,120
Electricity, gas, water, sanitary	..	..	..
Building and construction	..	..	..
Transport, storage, and communication	11	11	5
Commerce	660	607	551
Community services, etc.	743	812	792
Amusement, personal service, etc.	520	490	408
Government, semi-government, finance, and other	650	445	435
Total	5,052	4,754	4,403

NOTE. In addition to the above non-fatal accidents, the following fatal accidents to females were reported:

- 1 in the primary industry group in 1966-67.
- 1 in the manufacturing industry group in 1966-67.
- 1 in the commerce industry group in 1967-68.
- 1 in the amusement, personal service, etc., industry group in 1968-69.

Further information in respect of industrial accidents to females has not been included in this *Year Book*, but details may be obtained in the *Industrial Accidents and Workers Compensation* bulletin issued annually by this Office.

The following table shows the period of incapacity and the cost of claims incurred through non-fatal industrial accidents to males in each industry group for each of the years 1966-67 to 1968-69 :

VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES: PERIOD OF
INCAPACITY AND COST OF CLAIMS, BY INDUSTRY GROUP

Industry group	Period of incapacity (weeks)			Cost of claims (\$'000)		
	1966-67	1967-68	1968-69	1966-67	1967-68	1968-69
Primary	7,569	7,467	6,736	465	418	470
Mining and quarrying	672	767	789	78	63	86
Manufacturing	49,339	45,859	42,116	3,925	3,852	4,064
Electricity, gas, water, sanitary	1,161	1,012	980	100	74	59
Building and construction	17,969	14,696	14,942	1,466	1,291	1,365
Transport, storage, and communication	7,514	6,045	6,663	379	382	412
Commerce	13,135	11,519	11,845	840	762	832
Community services, etc.	6,203	6,624	5,866	349	419	357
Amusement, personal service, etc.	3,228	2,809	3,179	139	169	179
Government, semi-government, finance, and other	20,928	15,313	13,884	1,362	1,142	931
Total	127,718	112,111	107,001	9,103	8,572	8,755

The following table shows the number of non-fatal industrial accidents to males, by accident factor and industry group, for the year 1968-69 :

VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES :
INDUSTRY GROUP BY ACCIDENT FACTOR, 1968-69

Industry group	Accident factor									
	Machinery	Vehicles	Electricity, etc. (a)	Harmful substances	Falling, slipping	Stepping on objects (b)	Handling objects (c)	Hand tools (d)	Other and unspecified	Total
Primary	109	84	24	8	284	68	535	156	183	1,451
Mining and quarrying	11	9	4	..	38	6	47	7	6	128
Manufacturing	1,517	191	352	96	1,828	542	5,377	782	313	10,998
Electricity, gas, water, sanitary	4	16	6	1	79	32	130	12	8	288
Building and construction	171	84	62	22	879	180	1,712	260	74	3,444
Transport, storage, and communication	30	137	11	8	507	78	878	31	30	1,710
Commerce	169	145	78	22	652	163	1,576	453	100	3,358
Community services, etc.	33	78	29	7	356	82	693	60	54	1,392
Amusement, personal service, etc.	25	19	26	7	168	20	230	36	184	715
Government, semi-government, finance, and other	74	210	58	13	940	144	1,394	145	167	3,145
Total	2,143	973	650	184	5,731	1,315	12,572	1,942	1,119	26,629

(a) Includes explosions, flames and hot substances.

(b) Includes striking against objects.

(c) Includes strain in handling, struck by objects.

(d) Includes power-operated.

The following table shows the number of non-fatal industrial accidents to males, by industry group and site of injury, for the year 1968-69 :

VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES :
INDUSTRY GROUP BY SITE OF INJURY, 1968-69

Industry group	Site of injury									
	Head	Eye	Neck (a)	Trunk	Arm	Hand	Leg	Foot	Un-specified	Total
Primary	61	36	38	327	210	324	328	112	15	1,451
Mining and quarrying	8	6	3	29	13	22	29	15	3	128
Manufacturing	240	299	254	3,119	1,289	3,197	1,458	1,105	37	10,998
Electricity, gas, water, sanitary	12	2	6	94	38	42	63	27	4	288
Building and construction	101	107	107	1,014	387	716	626	358	28	3,444
Transport, storage, and communication	65	14	61	542	228	196	406	181	17	1,710
Commerce	102	64	79	920	401	965	533	283	11	3,358
Community services, etc.	44	31	36	515	162	226	277	95	6	1,392
Amusement, personal service, etc.	46	11	24	171	108	150	141	61	3	715
Government, semi-government, finance, and other	116	64	84	1,032	342	476	738	259	34	3,145
Total	795	634	692	7,763	3,178	6,314	4,599	2,496	158	26,629

(a) Includes vertebral column.

The following table shows the number of non-fatal accidents to males, by industry group and type of injury, for the year 1968-69 :

VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES :
INDUSTRY GROUP BY TYPE OF INJURY, 1968-69

Industry group	Type of injury										Total	
	Contusions, lacerations, etc.	Burns and scalds	Bone fractures	Dislocations	Sprains and strains	Amputations	Concussion	Internal injury	Effects of poisons	Effects of electricity		Other and unspecified
Primary	625	33	210	49	442	20	14	4	6	1	47	1,451
Mining and quarrying	38	9	22	2	47	..	2	..	..	..	8	128
Manufacturing	4,244	506	1,381	284	4,051	193	42	22	14	10	251	10,998
Electricity, gas, water, sanitary	105	8	30	6	130	..	1	..	..	2	6	288
Building and construction	1,213	77	522	110	1,330	34	21	6	3	10	118	3,444
Transport, storage and communication	544	19	221	51	789	11	12	1	1	3	58	1,710
Commerce	1,355	121	360	76	1,289	21	18	5	2	2	109	3,358
Community services, etc.	447	36	146	38	662	2	7	2	1	..	51	1,392
Amusement, personal service, etc.	226	39	147	32	225	5	14	..	..	2	25	715
Government, semi-government, finance, and other	986	56	402	105	1,369	23	28	10	2	11	153	3,145
Total	9,783	904	3,441	753	10,334	309	159	50	29	41	826	26,629

The table which follows shows the number of non-fatal industrial accidents to males, by accident factor and site of injury, for the year 1968-69 :

VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES :
ACCIDENT FACTOR (a) BY SITE OF INJURY, 1968-69

Accident factor	Site of injury									Total
	Head	Eye	Neck (b)	Trunk	Arm	Hand	Leg	Foot	General and unspecified	
Machinery	34	112	7	55	181	1,599	81	73	1	2,143
Vehicles	136	10	28	166	133	134	229	111	26	973
Electricity, etc. (a)	71	28	1	26	101	142	89	147	45	650
Harmful substances	12	55	3	5	15	29	21	15	29	184
Falling, slipping	159	9	144	1,480	856	345	2,326	396	16	5,731
Stepping on objects (a)	65	10	13	122	242	301	378	183	1	1,315
Handling objects (a)	209	180	434	5,552	1,375	2,351	1,052	1,399	20	12,572
Hand tools (a)	33	107	10	61	158	1,291	159	122	1	1,942
Other and unspecified	76	123	52	296	117	122	264	50	19	1,119
Total	795	634	692	7,763	3,178	6,314	4,599	2,496	158	26,629

(a) For footnotes see page 189.

(b) Includes vertebral column.

The table which follows shows the age groups of males involved in non-fatal industrial accidents, by accident factor, for the year 1968-69 :

VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES:
ACCIDENT FACTOR (a) BY AGE GROUP, 1968-69

Accident factor	Age group (years)						Total
	Under 20	20-29	30-39	40-49	50-59	60 and over	
Machinery	275	658	450	421	267	72	2,143
Vehicles	85	284	225	188	130	61	973
Electricity, etc. (a)	86	195	150	123	72	24	650
Harmful substances	14	44	45	57	15	9	184
Falling, slipping	384	1,234	1,338	1,382	945	448	5,731
Stepping on objects (a)	103	309	311	280	217	95	1,315
Handling objects (a)	804	2,817	2,971	2,967	2,183	830	12,572
Hand tools (a)	310	645	368	329	225	65	1,942
Other and unspecified	107	314	251	222	157	68	1,119
Total	2,168	6,500	6,109	5,969	4,211	1,672	26,629

(a) For footnotes see page 189.

Labour organisations

Registration

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

2. *Under the (Commonwealth) Conciliation and Arbitration Act.* Under Part VIII. of the *Conciliation and Arbitration Act 1904-1967*, any association of employers in any industry who have, or any employer who has employed, on an average taken per month, not less than 100 employees during the six months preceding application for registration, or any association of not less than 100 employees in any industry, may be registered. However, the Public Service Arbitration Act provides that an association of less than 100 employees may be registered as an organisation under the Conciliation and Arbitration Act if its members comprise at least three fifths of all persons engaged in that industry in the Service. Such Public Service organisations are included in the figures shown below. Registered unions include both interstate associations and associations operating within one State only. Registration under Commonwealth legislation began in 1906. At the end of 1969 the number of employers' organisations registered under the provisions of the Conciliation and Arbitration Act was 75. The number of unions of employees registered at the end of 1969 was 149, with a membership of 1,901,100 representing 85 per cent of the total membership of all trade unions in Australia.

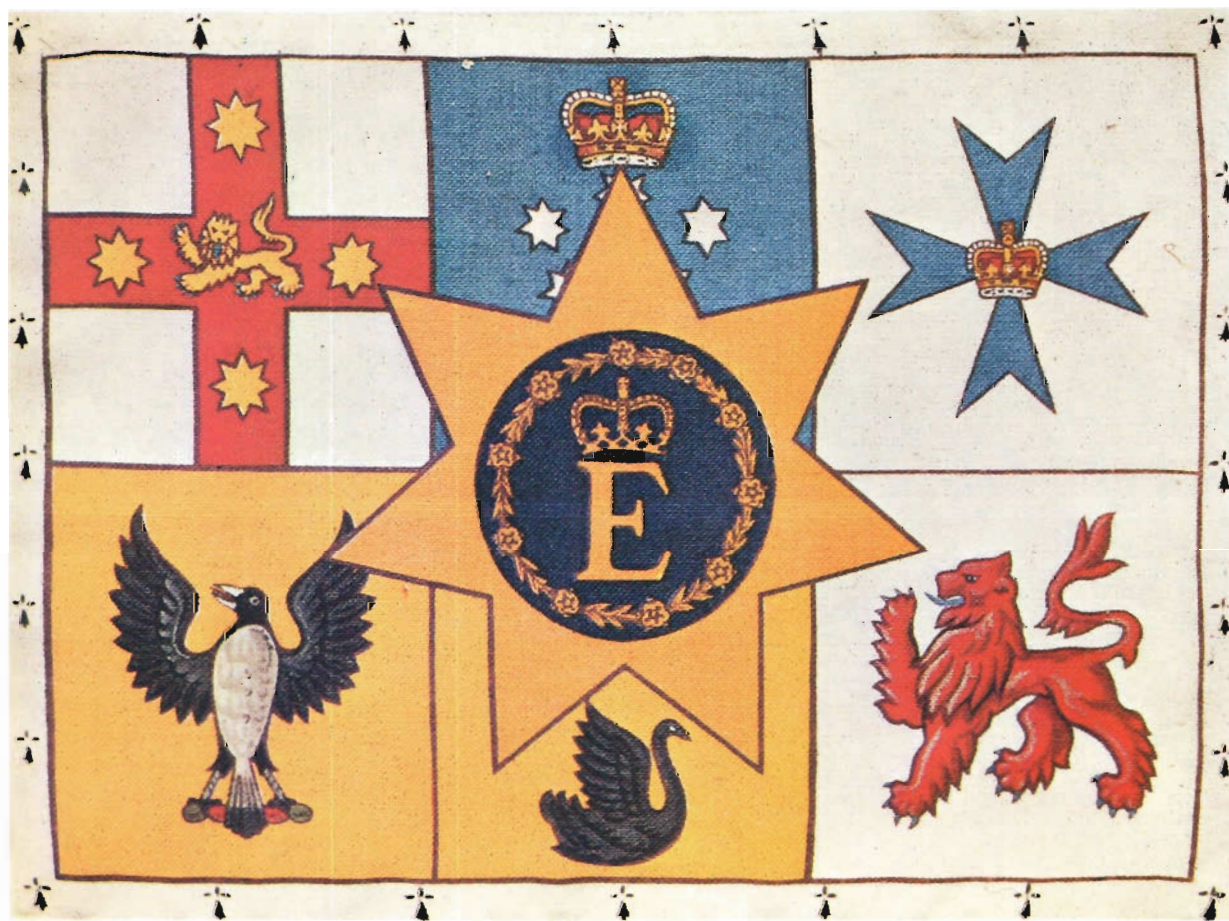
*Trade unions**Historical*

Trade unions are continuous associations of wage earners whose ultimate objective is the improvement of industrial conditions of employment. Over the last 100 years the framework of trade union organisation in Victoria has been radically affected by economic, industrial, political and technological change. As Australia's union members in the workforce constitute one of the highest percentages in the world, the importance of trade unions as socio-economic institutions is obvious.

Before 1850 mutual benefit societies had been set up by groups of workers to provide funeral and sick benefits and unemployment allowances. Typical of this trend was the first society established in Melbourne in 1844 by printing trade workers. In many instances these societies were the forerunners of present day trade unions. There were also isolated instances of workers forming temporary combinations to present a united front to employers. During the period 1850 to 1870, following the influx of people to the goldfields and the resultant development of industry and agriculture, widespread social and economic changes in Victorian society encouraged the formation of trade unions based on the English pattern. The first such union was the Operative Stonemasons Society established in Melbourne in 1850 and in the following year the Typographical Association of Victoria was formed. In some cases the early trade unions collapsed during the peak period of the gold rushes and were re-formed in the late 1850s. The main objective of these early unions was to gain recognition of the principle of an 8 hour day and on 21 April 1856 the Stonemasons Society in Melbourne was the first Australian union to achieve employer acceptance of this aim. Coach builders and some building workers also gained a similar concession during 1856 and in the latter part of that year the first 8 hour celebration was held in Melbourne.

The original trade unions were almost entirely associations of skilled craftsmen who were concerned with maintaining their position and privileges against the less skilled workers as well as against employers. However, during the 1870s and 1880s this attitude was modified by the influence of ex-Chartist unionists who were concerned with the emancipation of all workmen and by the general level of prosperity. During this period Victoria saw the establishment of unions in such diverse areas as mining (1872), agricultural implement making (1873), seamen (1874), tanners and leather dressers (1875), operative bootmakers (1879), tailoresses (1882), and ironworkers and japanners (1883). Before the industrial depression and strikes of the 1890s trade unionism had been firmly established in Victoria and although during this difficult period the union movement temporarily lost many of the advantages which it had previously gained, one important result was recognition of the need for direct Parliamentary representation. Although Charles Jardine Don had been a Labor member of the Victorian Parliament during the 1850s the majority of trade unionists held the traditional view that the only legitimate area of concern of a union was with the particular affairs of its own trade. Consequently there was little support for views advanced by some of the more radical union members that the attainment of organised Labor's industrial aims could only be fully achieved by representation in the colonial Parliaments. With the Melbourne

Royal Visit, April 1970



The Queen's Personal Flag for Australia.
Prime Minister's Department



Her Majesty Queen Elizabeth II and His Royal Highness The Duke of Edinburgh with Their Royal Highnesses The Prince of Wales and The Princess Anne on arrival at the Town Hall, Melbourne.

Australian News and Information Bureau



Her Majesty The Queen, accompanied by Councillor E. W. Best, The Lord Mayor of Melbourne, meeting citizens in Collins Street, Melbourne.

Australian News and Information Bureau

Their Royal Highnesses The Duke of Edinburgh and The Princess Anne in Collins Street.

Australian News and Information Bureau





Her Majesty The Queen declares open the Captain Cook Bi-centenary Exhibition at the National Gallery of Victoria.

National Gallery of Victoria

Mounted police escort the Royal Visitors after their walk along Collins Street.

Victoria Police



Trades Hall Council acting as the co-ordinating body, a Labor political organisation was developed in Victoria and, whereas at the 1889 election only three members who could be considered Labor candidates were returned, in 1894 sixteen Labor members were elected. The decision of trade unions to directly enter the political arena met with a large degree of success and at a comparatively early stage they were able to secure majorities and form governments in some States and the Commonwealth Parliament. Because of the existence of a powerful political wing the Australian trade union movement has, over the years, tended to use political avenues as well as industrial action to seek broad changes.

Present position

By comparison with some other countries, the typical trade union in Australia is quite small, 70 per cent of unions representing approximately 7 per cent of the nation's 2·24 million members. On the other hand, forty to fifty of the larger unions, such as the Australian Workers Union, the metal trades group of unions, the Australian Railways Union, and the Postal Workers Union account for 75 per cent of the total membership. The same pattern applies to Victoria. It is felt that the continued existence of a large number of small craft-type unions is justified on the grounds that greater attention can be given to the particular problems of members and that management is often prepared to make concessions to a small group which they would not offer to a larger group. On the other hand, the larger industry-based unions are usually able to offer a wider range of facilities to their members at a proportionately lower cost. Generally, they are also in a stronger bargaining position in the pursuit of their industrial objectives. With the growth of industry, there has been some amalgamation and federalisation of unions as exemplified by the recent amalgamation of the brushmakers and the storemen and packers. Contemporary conditions are such that trade unions are becoming hybrid and moving more towards an occupational rather than a single or even multi-craft organisational basis. One alternative to amalgamation that has been adopted by a number of unions is to band together in a loose federation to deal with employers on an industry basis. The metal trades, paper, and building industry unions are typical of those who have followed this course.

Victorian trade unions usually have three clearly identifiable operational levels. The union is represented at the plant or factory level by a shop steward who enrolls members, collects dues, and acts as the intermediary between ordinary members and union management. The centre of individual trade union activity and control is at the State or branch level. Normally the State Secretary is an elected full-time officer who is, subject to the policy decisions and ultimate control of an honorary president and executive, in charge of the day-to-day activities of the union. The Secretary has the assistance of organisers who visit the individual plants and confer with shop stewards and members. The branches receive members dues (usually \$16 per annum per member), maintain membership records, and provide personal services such as giving advice on workers compensation and interpreting members entitlements under the various determinations and awards. Where necessary, the union will either act, or provide legal assistance, for members in industrial matters. Many of the claims which are ultimately heard before industrial

tribunals are also prepared at the State branch level.

Most Victorian trade unions are affiliated with the Victorian Trades Hall Council and, because individual union activity is so important at State level, the role of the Trades Hall Council as co-ordinator and spokesman in industrial and political matters is of major significance. The Council Executive consists of the president, vice-president and eleven members elected by delegates to an annual meeting. No union, irrespective of size, can nominate more than five delegates to attend the meeting. The Secretary and the Assistant Secretary, who are elected full-time officers, are also members of the Executive. In addition to its overall responsibilities, the Council through its Disputes Committee controls strikes which involve more than one union. At the national level the highest policy making and co-ordinating body is a Federal Council in the case of the larger trade unions and since its establishment in 1927, the Australian Council of Trade Unions which acts for the trade union movement as a whole.

Returns showing membership by States as at 31 December each year are obtained for all trade unions and employee organisations. The affairs of single organisations are not disclosed in the published results and this has assisted in securing complete information. In addition to the number of unions and of members, the following table shows the estimated percentages of wage and salary earners in employment who are members of trade unions. As estimates of wage and salary earners in employment do not include employees engaged in rural industry or in private domestic service, the percentages have been calculated on figures obtained by adding, to the end of the year estimates, the estimated number of employees in rural industry and in private domestic service recorded at the nearest available population census. For this reason, and also because the membership of trade unions includes some persons not in employment, the percentages shown in the table must be regarded as approximations.

VICTORIA—TRADE UNIONS

Year	Number of separate unions	Number of members			Proportion of total wage and salary earners		
		Males	Females	Total	Males	Females	Total
		'000	'000	'000	per cent	per cent	per cent
1965	156	418·0	119·8	537·8	56	36	50
1966	154	415·9	123·4	539·4	54	32	47
1967	151	413·9	131·6	545·5	53	33	46
1968	153	417·6	133·0	550·7	53	32	46
1969	152	421·7	138·0	559·8	52	32	45

The following table shows the number of unions and membership classified by industry groups at the end of each of the years 1968 and 1969. The table does not supply a precise classification of trade union members by industry because in cases where the members of a union are employed in a number of industries they have been classified under the predominant industry of the union concerned.

VICTORIA—TRADE UNIONS : INDUSTRY GROUPS

Industry group	1968		1969	
	No. of unions	No. of members	No. of unions	No. of members
		'000		'000
Agriculture, grazing, etc.	2	11.4	2	11.1
Manufacturing—				
Engineering, metals, vehicles, etc.	8	82.0	8	84.8
Textiles, clothing, and footwear	4	52.7	4	45.6
Food, drink, and tobacco	14	23.9	13	26.8
Sawmilling, furniture, etc.	3	7.7	3	7.3
Paper, printing, etc.	5	19.2	5	19.6
Other manufacturing	12	31.3	12	31.6
Total manufacturing	46	216.9	45	215.8
Building and construction	9	34.7	9	35.2
Railway and tramway services	5	24.6	5	23.9
Road and air transport	7	19.2	8	19.7
Shipping and stevedoring	7	7.3	7	7.1
Banking, insurance, and clerical	9	34.0	8	35.1
Wholesale and retail trade	3	20.6	3	18.1
Public authority (n.e.i.), etc. (a)	38	105.0	38	109.4
Amusement, hotels, personal service, etc.	9	14.5	9	16.7
Other industries (b)	18	62.5	18	67.8
Total	153	550.7	152	559.8

(a) Includes communication and municipal, etc.

(b) Includes mining and quarrying and community and business services.

Central labour organisations

Delegate organisations, usually known as Trades Hall Councils or Labour Councils and consisting of representatives from a number of trade unions, have been established in each of the capital cities and in a number of other centres in each State. Their revenue is raised by means of a *per capita* tax on the members of each affiliated union. In most of the towns where such councils exist, the majority of the local unions are affiliated. At the end of 1969 there were in Victoria nine trades and labour councils and 279 unions and branches of unions affiliated. These figures do not necessarily represent separate unions since the branches of a large union may be affiliated with the local trades councils in the several towns in which they are represented.

Control of labour conditions

Department of Labour and Industry

The State Department of Labour and Industry deals generally with the registration and inspection of factories and shops, boilers and pressure vessels, and lifts and cranes. Wages Boards and the Apprenticeship Commission are statutory bodies placed within the Department for purposes of administration. The *Labour and Industry Act 1953* revised and consolidated the earlier Factories and Shops Acts and was consolidated in 1958. Included in the present functions of the Department are the following :

1. Inspection and enforcement of conditions of labour generally, including wages, hours of work, rest periods, holidays, annual leave, and long service leave.
2. Employment of women, children and young persons including the training,

oversight of schooling and supervision of apprentices.

3. Industrial relations, including the prevention and settlement of industrial disputes and advice on industrial matters.

4. Industrial safety, health and welfare, including the training of workers in safe practices, control of dangerous methods and materials, guarding of machinery, prevention of accidents, the control and regulation of industrial aspects of noxious trades.

5. Initiation and direction of research and the collection, preparation, and dissemination of information and statistics on matters within Departmental jurisdiction.

6. Consumer protection, including measures to achieve truthful description of goods (generally), correct labelling, branding or stamping of textiles, leather goods, footwear and furniture, and measures to prevent false or misleading advertising, deceitful sales practices, and other methods of selling or providing services which place the consumer at a disadvantage.

Labour legislation

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

The industrial legislation which was formerly included in the Factories and Shops Acts has now been consolidated in the *Labour and Industry Act* 1958.

Closing hours of shops

Trading hours for shops are fixed by the Labour and Industry Act, and by Regulations made under that Act.

The general hours are from 8 a.m. to 6 p.m. on Mondays to Fridays and from 8 a.m. to 1 p.m. on Saturdays. However, because some Wages Boards have fixed penalty rates for work done, for example, before 9.05 a.m. and after 5.30 p.m., these times are the effective trading hours for many shops.

The following review broadly summarises the current position of trading hours for shops.

The hours generally followed are modified to some extent for butchers, hairdressers, and motor car shops, e.g., motor car shops may remain open until 10 p.m. on Friday nights. The *Labour and Industry (Petrol Shops) Act* 1966 removed restrictions on the trading hours of petrol shops except Good Friday, when they are required to be kept closed all day, and Christmas Day and Anzac Day, when they are required to be kept closed until 2 p.m.

Extensions made to trading hours now permit shops selling caravans, trailers and boats, to remain open until 10 p.m. on Friday nights and 6 p.m. on Saturdays. Dry cleaners' shops may now open at 7 a.m. instead of 8 a.m.

The council of a municipality whose area is outside a radius of 20 miles from the G.P.O. Melbourne may apply to the Minister of Labour and Industry for exemption from shop trading hours for shops in an area which is for the time being wholly or partly a holiday resort. The Minister is to refer such application to the Tourist Development Authority for a report as to— (a) whether the area is a holiday resort for the period of the application and (b) whether the holiday population is large by comparison with the resident population. The Minister may, after having considered the report, subject to such terms as he thinks fit, exempt any shopkeeper in the area from the observance of shop trading hours for a period not exceeding fifteen weeks.

The Minister may also exempt any shopkeeper from the specified closing hours in a municipal district where a large work force is temporarily employed and where the hours of work do not permit shopping within the ordinary trading hours. On application by a municipal council, and after consultation with the Tourist Development Authority, the Minister may exempt shopkeepers in tourist resorts selling goods which are attractive to tourists from observance of the normal shop trading hours.

Owners of shops listed in the Fifth Schedule to the Act, the trading hours of which are not restricted, including bread, pastry and confectionery, cooked meat, fish and oyster, flower, fruit and vegetable, aquarium fish, aviary and cage birds, and booksellers' and newsagents' shops, may sell certain goods detailed in the Sixth Schedule to the Act, in addition to those normally stocked.

Under the *Labour and Industry (Bread) Act* 1967 which commenced from December 1967 and permitted the introduction of weekend baking and delivery of bread, a baker may elect to bake on Saturday or Sunday, but not on both days.

Apprenticeship Commission

Victoria's official system of apprenticeship training began with the passing of the Apprenticeship Act in 1927. This Act established the Apprenticeship Commission of Victoria, which, since it first met in 1928 has been the guiding influence in promoting and supervising apprenticeship in skilled trades in Victoria.

The original legislation of 1927 has been amended and replaced from time to time. The principal Act now in force (No. 6199) is that resulting from a consolidation of Statutes in 1958. This legislation forms the basis of Victoria's apprenticeship system today and is designed to utilise the knowledge, ability, and experience of representatives of employers and employees, together with the State Government, in supervising the training of indentured apprentices, and co-ordinating technical schools and industry for the purpose of supplementing the training received in employers' workshops.

Under an amending Act passed in 1969, membership of the Apprenticeship Commission was increased to ten members comprising a full-time president, appointed on the recommendation of the Minister of Labour and Industry, a deputy president, who is an officer of the Education Department nominated by the Minister of Education, four representatives of employers, and four representatives of employees.

The Commission is assisted in its functions by trade committees which are appointed under the Act for a trade or group of trades. Trade committees

provide specialist advice and make recommendations to the Commission on matters pertaining to the trades for which they are appointed. At 30 June 1970 there were forty-one trade committees functioning in respect of 143 apprenticeship trades in which nearly 30,000 apprentices were employed.

The Apprenticeship Act also provides for the appointment of advisory committees to assist the Commission in its work in country areas. Nineteen such committees are operating at present.

The authority of the Apprenticeship Commission is restricted, by the Apprenticeship Act, to trades which have been proclaimed apprenticeship trades by the Governor in Council. Since 1927 all major trades have been so proclaimed. The Commission maintains a very close liaison with the Education Department in order that the latter may provide appropriate technical school facilities for indentured apprentices who are directed to attend classes or undertake correspondence courses by the Commission.

Until recently "day release" training was the only form of schooling available to an apprentice. However, since 1964 the Commission has examined, and in some cases, implemented a system of "block release" training whereby an apprentice obtains his schooling in fortnightly periods instead of attending on specified days or evenings in each week. This system has particular advantages for apprentices in outlying country areas who find it difficult or impossible to attend classes under the "day release" system. These apprentices are brought to "block release" classes in Melbourne or Geelong and the Government subsidises their accommodation and provides free rail travel. The cost of these payments in 1969-70 was \$41,694.

The welfare and training of apprentices in employers' workshops is also supervised by the Commission, which, through its field officers, investigates complaints and carries out routine inspections of the training methods and facilities provided for apprentices by their employers.

The period of apprenticeship for each trade is determined by the Governor in Council on the recommendation of the Commission. It varies from trade to trade depending upon the scope of learning required by the skills of the various trades. The prescribed term is generally either four or five years but in most cases an apprentice, because of his school qualifications or experience, is entitled to a credit of six or twelve months so that the actual terms being served average from four to four and a half years. The first three months of employment are called the probationary period. This period enables the apprentice and employer to assess whether each will be satisfied in the coming years of employment. At or towards the end of the probationary period the Commission prepares indentures free of cost.

The proclaimed apprenticeship trades and the number of probationers and apprentices employed under the Act on 30 June in each of the years 1966 to 1970 are shown in the following table. These figures are extracted from the Annual Reports of the Apprenticeship Commission.

VICTORIA—NUMBER OF PROBATIONERS AND APPRENTICES EMPLOYED

Trade	1966	1967	1968	1969	1970
Building trades—					
Plumbing and gasfitting	1,962	2,151	2,368	2,400	2,413
Carpentry and joinery	2,620	2,923	3,009	3,085	3,059
Painting, decorating, and signwriting	422	459	445	474	396
Plastering	44	56	56	73	43
Fibrous plastering	190	217	225	204	208
Bricklaying	151	196	208	238	199
Tile laying	..	3	12	19	28
Stonemasonry	..	..	..	1	1
Total building, etc.	5,389	6,005	6,323	6,494	6,347
Metal trades—					
Engineering	4,484	4,659	4,454	4,606	4,378
Electrical	2,818	2,983	3,184	3,468	3,371
Motor mechanic	3,458	3,655	3,825	3,857	3,699
Moulding	116	122	109	115	113
Boilermaking and/or steel construction	741	801	834	954	1,104
Sheet metal	420	437	456	482	513
Electroplating	33	28	37	38	38
Aircraft mechanic	186	201	205	193	162
Radio tradesman	322	313	331	339	332
Instrument making and repairing	178	181	197	200	183
Silverware and silverplating	13	14	14	13	15
Vehicle industry	1,406	1,525	1,567	1,643	1,671
Refrigeration mechanic	121	135	145	179	184
Optical tradesmen	..	..	29	63	80
Total metal trades	14,296	15,054	15,387	16,150	15,843
Food trades—					
Breadmaking and baking	63	114	156	144	152
Pastrycooking	82	137	143	179	158
Butchering and/or small goods making	729	691	732	693	829
Cooking	131	172	207	263	275
Waiting	..	..	..	7	11
Total food trades	1,005	1,114	1,238	1,286	1,425
Miscellaneous—					
Bootmaking	301	263	221	173	172
Printing	1,707	1,765	1,774	1,792	1,719
Hairdressing	1,937	2,204	2,447	2,570	2,275
Dental mechanic	50	59	59	69	63
Watchmaking	36	44	48	53	51
Furniture	747	798	886	956	933
Glass	44	47	54	63	72
Gardening	..	2	28	77	91
Textile mechanic	..	..	..	..	11
Shipwrighting and boatbuilding	..	..	..	..	5
Total miscellaneous	4,822	5,182	5,517	5,753	5,392
Total	25,512	27,355	28,465	29,683	29,007

EMPLOYMENT AND UNEMPLOYMENT

Control of employment*Commonwealth Department of Labour and National Service*

At the Commonwealth level some of the more important of the functions of the Department of Labour and National Service are the operation of the Commonwealth Employment Service; the administration of the *National Service Act* 1951–1968 and the reinstatement of National Servicemen in civil employment under the provisions of the *Defence (Re-establishment) Act* 1965–1968; the formulation of industrial relations policy; conciliation and arbitration in relation to industrial disputes, with special responsibilities for the coal, stevedoring, and maritime industries; analysis, interpretation, and provision of information on the labour market and changes in employment; and the provision of assistance and advice to industry with regard to training, safety, physical working conditions, personnel practices, and food services.

Commonwealth Employment Service

The Commonwealth Employment Service (C.E.S.) was established under section 47 of the *Re-establishment and Employment Act* 1945–1966. The principal functions of the service are to assist people seeking employment to obtain positions best suited to their training, experience, abilities and qualifications; and to assist employers seeking labour to obtain employees best suited to their needs.

The C.E.S. functions within the Employment and Industrial Services Division of the Department on a decentralised basis. At the State level the C.E.S. and the other elements of the Department are under the control of a Regional Director responsible to the Permanent Head of the Department. In Victoria the Regional Office Headquarters are located in Melbourne and there are twenty-two District Employment Offices in the metropolitan area and sixteen in country centres. In addition there are a number of agencies in smaller country centres which work in conjunction with the District Employment Office responsible for the area in which they are located.

Specialist facilities are provided by the C.E.S. for young people, persons with physical and mental handicaps, older workers, ex-members of the defence forces, migrants, rural workers, and persons with professional and technical qualifications. Vocational guidance is provided free of charge by a staff of qualified psychologists. It is available to any person, but is provided particularly for young people, ex-servicemen, and handicapped persons.

The C.E.S. assists in the administration of the unemployment and sickness benefits provisions of the *Social Services Act* 1947–1969. All applicants for unemployment benefit must register at a District Employment Office or agency, which is responsible for certifying whether or not suitable employment can be offered to them.

The C.E.S. is responsible for placing in initial employment all Commonwealth nominated migrant workers coming to Australia under the assisted passage schemes from Great Britain and other countries, and, as required, it provides assistance to other migrants wishing to obtain employment. When migrants coming under Commonwealth nomination arrive in Australia, the C.E.S. arranges for them to move to their initial employment and for their admission, if necessary, to Commonwealth controlled hostels.

Since 1951 the C.E.S. has been responsible for recruiting Australian experts for overseas assignments under the Colombo Plan, the United Nations Development Programme, and other technical assistance schemes. The principal spheres in which experts have been supplied are agriculture, education, engineering, geology, health, and economic and scientific research and development. The C.E.S. also arranges training in industry for students who come to Australia for training under the various technical assistance schemes with which the Commonwealth is associated.

In association with its placement activities, the C.E.S. carries out regular surveys of the labour market in all areas and industries and supplies detailed information to interested Commonwealth and State Government departments and instrumentalities and to the public. It also advises employers, employees, and others on labour availability and employment opportunities in various occupations and areas and on other matters concerning employment.

No charge is made for any of the services rendered by the C.E.S.

Particulars of the major activities of the C.E.S. during the five years ended 30 June 1970 are given in the following table :

VICTORIA—COMMONWEALTH EMPLOYMENT SERVICE

Particulars	1965-66	1966-67	1967-68	1968-69	1969-70
Applications for employment (a)	237,026	251,065	271,994	261,537	264,476
Number placed in employment	96,974	101,611	108,748	116,477	121,803
Number of vacancies notified	151,345	156,488	154,682	165,493	179,517
Vacancies at 30 June	13,751	11,459	9,411	11,777	12,326

(a) Includes unemployed persons and persons already in employment who are seeking improved positions.

Work force

Introduction

At the 1961 and previous Censuses the work force was determined as : "Those who are engaged in an industry, business, profession, trade or service at the time of the Census (including those on long service leave, etc.)" ; and " those out of a job at time of the Census but who are usually engaged in an industry, business, profession, trade or service"

At the 1966 Census additional questions were asked in order to obtain information on the basis of which the work force could be determined more precisely.

The work force now includes all persons who did any paid work for an employer or who had a job as an employee from which they were temporarily absent or who were looking for work. Persons helping but not receiving wages or a salary who usually worked less than 15 hours a week were excluded from the work force.

The net effect of the new definition was to include approximately 33,000 additional persons in the Victorian work force, i.e., a proportionate increase in the Victorian work force of approximately 2.5 per cent. The major factor in this change was females working part-time (sometimes for only a few hours a week) some of whom, in 1961, did not consider themselves as " engaged in an industry, business, profession, trade or service ".

Occupational status

The occupational status of persons classified as in the work force at population census date covers two broad groups : those employed and those unemployed. The first group includes employers, self-employed persons, employees, and helpers working more than 15 hours a week.

Industry

Persons in the work force were asked to state industry in accordance with the following instructions :

State the exact branch of industry, business or service in which mainly engaged last week, using two or more words where possible. For example, ' Dairy Farming ', ' Coal Mining ', ' Woollen Mills ', ' Retail Grocery ', ' Road Construction ', etc. Employees should state the industry of their employer. For example, a carpenter employed by a coal mining company should state ' Coal Mining '. If employed by a Government Department or other public body, state also its name. For paid housekeepers and domestic servants in private households, write ' P.H. '

VICTORIA—MALES AND FEMALES IN THE WORK FORCE CLASSIFIED ACCORDING TO OCCUPATIONAL STATUS IN CONJUNCTION WITH AGE :
CENSUS, 30 JUNE 1966

Age last birthday (years)	Employed					Unem- ployed	Total in work force
	Employer	Self- employed	Employee (on wage or salary)	Helper (not on wage or salary)	Total		
MALES							
15-19	295	1,339	83,896	1,440	86,970	1,931	88,901
20-24	1,813	5,116	103,211	521	110,661	1,470	112,131
25-29	4,950	8,500	90,236	213	103,899	996	104,895
30-34	7,084	9,860	80,423	115	97,482	835	98,317
35-39	9,433	12,023	87,630	105	109,191	847	110,038
40-44	10,285	11,911	85,092	99	107,387	825	108,212
45-49	9,445	10,511	70,165	88	90,209	778	90,987
50-54	8,656	9,952	65,344	100	84,052	716	84,768
55-59	6,716	8,807	54,085	127	69,735	732	70,467
60-64	4,337	6,728	38,397	155	49,617	640	50,257
65 and over	4,222	7,555	18,738	370	30,885	369	31,254
Total in work force	67,236	92,302	777,217	3,333	940,088	10,139	950,227
FEMALES							
15-19	122	300	81,802	626	82,850	2,223	85,073
20-24	699	1,020	69,849	585	72,153	1,336	73,489
25-29	1,205	1,686	34,010	693	37,594	707	38,301
30-34	1,716	2,108	27,801	769	32,394	609	33,003
35-39	2,428	2,571	34,186	936	40,121	613	40,734
40-44	2,807	2,622	37,483	1,079	43,991	543	44,534
45-49	2,495	2,577	30,969	994	37,035	416	37,451
50-54	2,078	2,397	25,880	877	31,232	343	31,575
55-59	1,454	1,835	17,844	623	21,756	255	22,011
60-64	784	1,265	9,029	448	11,526	116	11,642
65 and over	959	1,627	5,772	561	8,919	89	9,008
Total in work force	16,747	20,008	374,625	8,191	419,571	7,250	426,821

VICTORIA—MALES AND FEMALES IN THE WORK FORCE CLASSIFIED
ACCORDING TO INDUSTRY IN CONJUNCTION WITH OCCUPATIONAL
STATUS: CENSUS, 30 JUNE 1966

Industry	Employed					Un- employed	Total in the work force
	Em- ployer	Self- employed	Em- ployee (on wage or salary)	Helper (not on wage or salary)	Total		
MALES							
Primary production	17,115	45,758	27,174	2,267	92,314	477	92,791
Mining and quarrying	94	92	4,574	2	4,762	37	4,799
Manufacturing	7,974	6,066	295,682	179	309,901	1,779	311,680
Electricity, gas, water and sanitary services (pro- duction, supply and maintenance)	95	87	31,142	20	31,344	72	31,416
Building and construction	9,923	12,038	81,583	96	103,640	1,143	104,783
Transport and storage	2,907	7,853	51,612	42	62,414	428	62,842
Communication	..	2	23,180	12	23,194	68	23,262
Finance and property	1,221	1,627	27,285	22	30,155	64	30,219
Commerce	16,244	10,845	106,991	253	134,333	806	135,139
Public authority (n.e.i.) and defence services	..	..	41,890	..	41,890	74	41,964
Community and business services (including pro- fessional)	6,011	2,462	56,256	191	64,920	167	65,087
Amusement, hotels and other accommodation, cafes, personal service, etc.	5,483	5,156	23,284	157	34,080	364	34,444
Other industries	4	7	16	..	27	1	28
Industry inadequately described or not stated	165	309	6,548	92	7,114	4,659	11,773
Total in the work force	67,236	92,302	777,217	3,333	940,088	10,139	950,227
FEMALES							
Primary production	2,826	6,341	5,678	4,261	19,106	73	19,179
Mining and quarrying	9	8	380	2	399	1	400
Manufacturing	1,800	1,640	122,079	361	125,880	930	126,810
Electricity, gas, water and sanitary services (pro- duction, supply and maintenance)	12	3	2,361	4	2,380	3	2,383
Building and construction	635	277	2,980	183	4,075	18	4,093
Transport and storage	321	288	5,745	111	6,465	36	6,501
Communication	..	2	6,523	12	6,537	39	6,576
Finance and property	126	250	20,022	47	20,445	75	20,520
Commerce	6,062	5,376	68,248	1,170	80,856	496	81,352
Public authority (n.e.i.) and defence services	..	..	11,214	2	11,216	38	11,254
Community and business services (including pro- fessional)	841	1,640	84,917	427	87,825	497	88,322
Amusement, hotels, and other accommodation, cafes, personal service, etc.	3,993	3,871	36,953	819	45,636	441	46,077
Other industries	..	1	6	..	7	1	8
Industry inadequately described or not stated	122	311	7,519	792	8,744	4,602	13,346
Total in the work force	16,747	20,008	374,625	8,191	419,571	7,250	426,821

From the answers to this question persons were classified according to the Bureau's "Classification of Industries" which provides for each person to be classified according to the nature of the business in which the person is mainly engaged, regardless of whether operated by a government authority, corporation, or individual.

The precise classification of persons in the work force according to industry is extremely difficult but is subject to continuing efforts to improve

the quality of the data from census to census. Consequently the comparison of data compiled at the 1966 census with that obtained at previous censuses is not only influenced by changes in the definition and content of the work force, but by the different responses which may have been evoked by efforts to improve the questions on the census schedule, and by some changes in coding rules designed to rectify known deficiencies in the data. Classification is difficult mainly because of the problem of conveying through a printed form the exact nature of the information required (e.g., the conceptual difference between "occupation" and "industry") and the consequential inadequacy of many replies.

Further information on the 1966 census is given in Part 3 of this *Year Book*. Information on the 1961 census will be found on pages 208-9 of the *Victorian Year Book 1967*.

Wage and salary earners in civilian employment

General

Previous *Year Books* contained estimates of wage and salary earners in civilian employment based on comprehensive data derived for the purpose from the population censuses of June 1954 and June 1961. For the intercensal period 1954-1961 and from July 1961 to February 1969 the figures shown were estimates designed to measure month to month changes. The series were revised in the light of the 1966 population census results, and the new series of estimates of wage and salary earners in civilian employment are based on comprehensive data derived for the purpose from the population census of June 1966. The statistics shown for June 1966 are referred to as "benchmarks". For the period from July 1966 to June 1970 the figures are estimates designed to measure changes in the sector of employment to which the benchmarks relate.

Between population censuses the employment data are obtained from three main sources, namely, (a) current pay-roll tax returns; (b) current returns from government bodies; and (c) some other current returns of employment (e.g., for hospitals); the balance, i.e., unrecorded private employment, is estimated. At June 1966 recorded employment obtained from the foregoing sources accounted for about 85 per cent of the total number of employees in the industries covered, as determined by the census.

The figures in the following tables relate only to civilian wage and salary earners, not the total labour force. They therefore exclude employers, self-employed persons, unpaid helpers, and defence forces. Also excluded, because of the inadequacy of current data, are employees in agriculture (formerly referred to as rural industry) and in private domestic service.

The new series are generally at higher levels than the old series, owing to the adoption of a new definition of the labour force in the 1966 population census, which resulted in the inclusion of a considerable number of part-time employees (mostly females) who had previously been excluded. The concepts and definitions adopted at the 1966 census from which the benchmarks for the new series were derived conformed closely to the recommendations of the Eighth International Conference of Labour Statisticians.

Current data supplied by reporting enterprises or establishments generally refer to persons of the pay-roll for the last pay period in each month. Persons

who are on paid leave or who work during part of the pay period and are unemployed or on strike during the rest of the period are generally counted as employed. Those not shown on employers' pay-rolls because they are on leave without pay, on strike, or stood down for the entire period are excluded.

Pay-roll tax returns are lodged at present by all employers paying more than \$400 a week in wages (other than certain Commonwealth Government bodies, religious and benevolent institutions, public hospitals, and other similar organisations specifically exempted under the *Pay-roll Tax Assessment Act 1941-1969*).

Particulars of employment obtained from other collections, such as the annual manufacturing census and censuses and sample surveys of retail establishments, are used to check and, where desirable, to revise estimates. Some figures are subject to further revision as the results of later censuses and surveys become available.

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

The following table shows, for Victoria, the estimated number of wage and salary earners in civilian employment (excluding employees in agriculture and private domestic service) in the principal industry groups at June of each of the years 1966 to 1970. The number of employees of government bodies and private employers is also shown.

VICTORIA—WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT :
INDUSTRY GROUPS (a)
(‘000)

Industry group	June 1966	June 1967	June 1968	June 1969	June 1970
MALES					
Mining and quarrying	4.7	4.4	4.3	4.1	4.5
Manufacturing (b)	300.9	306.3	307.2	316.0	324.4
Electricity, gas, water, and sanitary services	31.4	31.5	31.9	31.6	31.3
Building and construction	81.7	81.3	83.9	84.5	83.3
Road transport and storage	21.0	21.2	22.0	22.7	23.6
Shipping and stevedoring	8.9	8.6	9.3	9.4	9.7
Rail and air transport	19.1	18.9	19.2	19.3	19.7
Communication	23.3	24.0	24.7	24.8	25.4
Finance and property	27.8	29.1	30.5	32.3	34.0
Retail trade	53.9	54.3	56.0	56.8	58.0
Wholesale and other commerce	53.9	54.1	54.6	55.8	57.2
Public authority activities (n.e.i.)	27.7	29.2	30.3	31.0	32.2
Health, hospitals, etc.	10.4	10.7	11.0	11.5	12.3
Education	23.9	24.7	26.6	28.3	29.6
Amusement, hotels, personal service, etc. (c)	21.7	23.0	24.1	25.8	27.4
Other (d)	25.4	26.1	27.9	28.2	29.5
Total	735.7	747.7	763.5	782.2	802.2
Private	541.0	549.9	560.1	579.2	596.4
Government (e)	194.7	197.8	203.4	203.0	205.8
Total	735.7	747.7	763.5	782.2	802.2

For footnotes see next page

VICTORIA—WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT:
INDUSTRY GROUPS (a)—*continued*
(‘000)

Industry group	June 1966	June 1967	June 1968	June 1969	June 1970
FEMALES					
Mining and quarrying	0·4	0·5	0·5	0·5	0·6
Manufacturing (b)	123·1	126·5	129·1	134·2	138·6
Electricity, gas, water, and sanitary services	2·4	2·4	2·4	2·6	2·7
Building and construction	3·1	3·2	3·5	3·7	3·9
Road transport and storage	2·8	2·8	2·8	2·9	3·1
Shipping and stevedoring	0·6	0·6	0·6	0·6	0·7
Rail and air transport	2·6	2·7	2·7	2·7	2·8
Communication	6·6	6·8	7·0	7·2	7·4
Finance and property	20·4	21·5	22·3	23·7	25·5
Retail trade	51·0	54·5	55·6	57·5	59·6
Wholesale and other commerce	20·9	20·9	21·4	22·0	23·1
Public authority activities (n.e.i.)	11·1	11·8	12·4	13·1	14·0
Health, hospitals, etc.	37·9	39·1	40·1	41·7	44·0
Education	30·6	32·7	35·0	38·3	40·3
Amusement, hotels, personal service, etc. (c)	29·1	30·8	32·8	33·8	36·2
Other (d)	18·6	19·8	20·2	21·4	23·0
Total	361·2	376·5	388·2	405·8	425·7
Private	304·6	317·5	327·5	341·1	357·4
Government (e)	56·6	59·0	60·7	64·7	68·3
Total	361·2	376·5	388·2	405·8	425·7
PERSONS					
Mining and quarrying	5·1	4·9	4·8	4·6	5·1
Manufacturing (b)	424·0	432·8	436·3	450·2	463·0
Electricity, gas, water, and sanitary services	33·8	33·9	34·3	34·2	34·0
Building and construction	84·8	84·5	87·4	88·2	87·2
Road transport and storage	23·8	24·0	24·8	25·6	26·7
Shipping and stevedoring	9·5	9·2	9·9	10·0	10·4
Rail and air transport	21·7	21·6	21·9	22·0	22·6
Communication	29·9	30·8	31·7	32·0	32·8
Finance and property	48·2	50·6	52·8	56·0	59·6
Retail trade	104·9	108·8	111·6	114·3	117·6
Wholesale and other commerce	74·8	75·0	76·0	77·8	80·2
Public authority activities (n.e.i.)	38·8	41·0	42·7	44·1	46·2
Health, hospitals, etc.	48·3	49·8	51·1	53·2	56·3
Education	54·5	57·4	61·6	66·6	70·1
Amusement, hotels, personal service, etc. (c)	50·8	53·8	56·9	59·6	63·7
Other (d)	44·0	45·9	48·1	49·6	52·5
Total	1,096·9	1,124·2	1,151·7	1,188·0	1,227·9
Private	845·6	867·4	887·6	920·3	953·8
Government (e)	251·3	256·8	264·1	267·7	274·1
Total	1,096·9	1,124·2	1,151·7	1,188·0	1,227·9

(a) Excludes employees in agriculture and private domestic service, and defence forces.

(b) Includes employees engaged in selling and distribution, who are outside the scope of the factory employment figures as defined and published in Part 7 of the *Year Book*.

(c) Includes restaurants and hairdressing.

(d) Includes forestry, fishing and trapping; law, order, and public safety; religion and social welfare; and other community and business services.

(e) Includes employees of Commonwealth, State, semi-government, and local government bodies.

Government bodies

The following table includes employees, within Victoria, of government bodies on services such as railways, tramways, banks, post office, air transport, education (including universities), broadcasting, television, police, public works, factories and munitions establishments, departmental hospitals and institutions, migrant hostels, etc., as well as administrative employees :

VICTORIA—WAGE AND SALARY EARNERS IN CIVILIAN EMPLOYMENT:
GOVERNMENT BODIES
(‘000)

At end of June—	Commonwealth government			State and semi-government			Local government			Total government		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1966	61.0	18.7	79.6	117.6	35.3	152.9	16.1	2.7	18.8	194.7	56.6	251.3
1967	63.1	19.5	82.7	118.4	36.7	155.1	16.2	2.8	19.0	197.8	59.0	256.8
1968	64.4	19.9	84.3	121.2	37.8	159.0	17.8	3.0	20.8	203.4	60.7	264.1
1969	65.5	20.8	86.3	121.1	40.7	161.8	16.5	3.2	19.6	203.0	64.7	267.7
1970	67.4	21.9	89.4	121.5	43.0	164.6	16.8	3.4	20.2	205.8	68.3	274.1

Further references

Further details on subjects dealt with in this part are contained in other publications of the Commonwealth Bureau of Census and Statistics. Detailed information on employment and unemployment is contained in the monthly mimeographed bulletin *Employment and Unemployment*. Current information is also available in the *Monthly Review of Business Statistics* and the *Victorian Monthly Statistical Review*, and preliminary estimates of civilian employment are issued in a monthly statement *Wage and Salary Earners in Civilian Employment*. In addition, wages information is published monthly in the bulletin *Wage Rates and Earnings*. Seasonally adjusted series of employment and unemployment statistics are also available.

PRICES

Retail price indexes

A retail price index is designed to measure the change over time in the level of retail prices in a selected field. The basic principle of an index is to select a list of commodities and services which are representative of the field to be covered, and to combine the prices of these commodities and services at regular intervals by the use of "weights" which represent the relative importance of the items in that field.

Five series of retail price indexes have been compiled for Australia by the Commonwealth Statistician at various times before the current Consumer Price Index was introduced in 1960.

Information about retail price indexes in general and retail price indexes compiled by the Commonwealth Statistician before 1960 is set out on pages 510 to 513 of the *Victorian Year Book 1964*.

Consumer Price Index

The Consumer Price Index is a quarterly measure of variations in retail

prices of goods and services representing a high proportion of the expenditure of wage earners' households.

The Consumer Price Index covers a wide range of commodities and services arranged in the following five major groups: Food, Clothing and Drapery, Housing, Household Supplies and Equipment, Miscellaneous. These groups do not include every item of household spending. It is both impracticable and unnecessary for them to do so. However, substantial changes in the pattern of expenditure of wage earner households have occurred since the Index was first introduced and this has made it necessary to construct indexes with additional items and changes in the weighting patterns at intervals. These indexes are "linked" to form a "chain" of fixed weight aggregative indexes which is called the "Consumer Price Index". Under this method average percentage price movements are assessed on one pattern up to the time of the link and on another pattern thereafter.

Linking ensures that the series reflects only price variations and not differences in cost of old and new combinations and lists of items. The introduction of new items and weights by linking does not of itself affect the level of the index.

Significant changes in composition and weighting have been effected at the links of June Quarter 1952, June Quarter 1956, March Quarter 1960, December Quarter 1963, and December Quarter 1968. Details of the principal changes made at these points of time are shown in the *Victorian Year Books* 1964, 1968, and 1970.

The sets of weights used for the different periods covered by the Index have been derived from analysis of statistics of production and consumption, censuses of population and retail establishments, the continuing Survey of Retail Establishments, from information supplied by manufacturing, commercial and other relevant sources, and from special surveys.

Until the December Quarter 1968, the Index had been compiled for each quarter from the September Quarter 1948 and each financial year from 1948-49, the reference base year being 1952-53 = 100·0. As from the March Quarter 1969, the reference base year has been changed to that of 1966-67 = 100·0, index numbers for past periods having been re-calculated on the new base year. Apart from slight rounding differences, index numbers for past periods have exactly the same percentage movement on either reference base.

"All Groups" index numbers, and group index numbers for each of the five major groups are compiled and published regularly for the six State capital cities separately and combined and for Canberra. The separate city indexes measure price movements within each city individually. They enable comparisons to be drawn between cities about differences in degree of price movement, but not about differences in price level. Similarly, the separate group indexes measure price movement of each group individually. They enable comparisons to be drawn about differences in the degree of price change in the different groups, but do not show the comparative cost of the different groups.

Consumer Price Index numbers for Melbourne are shown in the following table :

MELBOURNE—CONSUMER PRICE INDEX
(Base of each index : Year 1966-67 = 100.0)

Year	Food	Clothing and drapery	Housing	Household supplies and equipment	Miscellaneous	All groups
1960-61	92.4	93.6	82.2	93.6	84.6	89.5
1961-62	90.7	94.6	85.6	94.9	84.7	89.8
1962-63	89.4	94.9	87.6	94.8	84.9	89.7
1963-64	90.3	95.5	89.4	93.6	85.7	90.4
1964-65	95.1	96.9	92.0	95.8	90.6	94.0
1965-66	99.0	98.0	96.3	98.7	95.1	97.5
1966-67	100.0	100.0	100.0	100.0	100.0	100.0
1967-68	106.3	102.1	103.8	101.4	102.5	103.7
1968-69	107.3	104.2	107.9	102.9	107.3	106.2
1969-70	109.1	107.4	112.2	103.5	110.2	108.7

Retail prices of food

The average retail prices of various food and grocery items in Melbourne are shown in the following table for each of the years 1947, 1957, and 1967 to 1969. Some minor changes of basis are incorporated in the figures for 1969.

MELBOURNE—AVERAGE RETAIL PRICES OF SELECTED COMMODITIES (a)
(cents)

Item	Unit	1947	1957	1967	1968	1969
Groceries, etc.—						
Bread (delivered)	2 lb	4.8	12.9	17.8	19.0	20.0
Flour—Self raising	2 lb pkt	6.3	16.7	17.2	18.3	19.7
Tea(b)	lb	26.7	66.9	31.6	31.7	30.7
Sugar(c)	lb	3.4	8.3	39.5	42.4	42.2
Jam, plum	1½ lb	11.0	25.5	29.6	32.0	33.9
Peaches, canned(d)	29 oz	12.6	35.8	28.4	28.9	29.9
Pears, canned(d)	29 oz	13.7	33.0	28.7	29.5	30.3
Potatoes	7 lb	7.9	32.5	46.2	57.8	35.4
Onions	lb	2.5	7.3	10.7	14.0	10.2
Dairy produce, etc.—						
Butter	lb	17.3	45.5	49.8	50.2	52.5
Eggs(e)	doz	23.2	57.7	65.2	65.0	68.9
Bacon rashers(f)	lb	19.9	70.9	52.2	51.5	51.3
Milk, fresh bottled(g)	quart	6.4	15.2	18.2	19.0	19.0
Meat—						
Beef, rib(h)	lb	9.7	35.2	59.5	61.9	63.0
„ steak, rump	lb	18.0	51.2	98.4	107.6	112.8
„ „ chuck	lb	8.6	28.6	50.7	51.9	52.4
„ sausages	lb	7.0	20.2	31.4	31.8	30.8
„ corned silverside	lb	11.0	34.4	59.9	63.1	64.0
„ „ brisket	lb	7.6	24.9	42.8	45.0	44.0
Mutton, leg	lb	10.1	23.2	29.9	28.8	28.3
„ chops, loin	lb	9.7	22.6	28.4	27.5	29.1
„ „ leg	lb	10.3	25.3	32.0	31.8	31.6
Pork, leg	lb	13.9	50.7	64.4	65.2	62.5
„ loin	lb	14.8	51.8	65.8	67.7	65.7
„ chops	lb	15.7	51.9	65.6	67.5	65.9

(a) In some cases the averages are price relatives.

(b) From 1962 ¼ lb.

(c) From 1966 ¼ lb.

(d) Prior to 1956 30 oz tins.

(e) Extra large grade as from April 1961; 24 oz from August 1965.

(f) From 1965 ¼ lb. "pre-pack".

(g) Delivered. Milk prices prior to 1950 are for loose milk.

(h) Prior to 1955 prices are for "Bone-in".

Wholesale price indexes

Since 1928, the Commonwealth Statistician has compiled a wholesale price index known as the Wholesale Price (Basic Materials and Foodstuffs) Index. Through the years the validity of the weighting and the representativeness of the Index have become increasingly affected by changes in usage and in industrial structures. For this and other reasons, new indexes of wholesale price movements are being prepared which will ultimately replace the Wholesale Price (Basic Materials and Foodstuffs) Index. The first of these, which refers to materials used in building other than house building, has been issued (see below). Others to follow in due course will cover, respectively, materials used in house building and in manufacturing industry.

Meanwhile, the Commonwealth Statistician is continuing the monthly publication in abbreviated form, of the Wholesale Price (Basic Materials and Foodstuffs) Index. Index figures for each group of commodities contained in the Index may be found for years up to 1967-68 in the 1969 *Victorian Year Book* and previous issues.

Wholesale prices of principal products

The following table shows the monthly average of Melbourne wholesale prices of the principal agricultural, dairying, and pastoral food products for the years 1947, 1957, and 1967 to 1969 :

MELBOURNE—WHOLESALE PRICES

Item	Unit	1947	1957	1967	1968	1969
cents						
Agriculture—						
Wheat	bushel	39.4	138.4	157.3	165.9	170.7
Barley, English	"	60.8	138.5	150.8	154.4	146.3
Oats, milling	"	46.5	92.8	87.3	102.0	58.3
Maize	"	85.0	190.6	190.0	264.6	240.8
\$						
Bran	ton	13.07	44.17	43.35	46.02	43.52
Pollard	"	13.07	44.17	46.35	49.02	46.43
Flour (first quality)	"	26.85	68.19	85.36	88.31	92.11
Chaff	"	14.83	39.71	47.33	64.50	48.83
Potatoes	"	16.42	52.19	71.42	90.82	31.57
Onions	"	32.06	74.25	95.03	132.80	79.08
cents						
Dairy and farmyard produce—						
Butter	lb	15.1	42.6	48.0	48.0	49.9
Bacon	"	13.2	46.4	55.4	58.6	58.5
Ham	"	15.9	54.0	72.8	70.2	66.0
Cheese (matured)	"	13.4	32.4	37.0	37.0	37.0
Honey	"	6.2	14.6	14.8	14.4	14.5
Eggs(a)	doz.	20.0	51.2	56.8	57.3	60.5
\$						
Butchers' meat—						
Beef, prime	100 lb	5.25	14.42	26.96	27.04	26.30
cents						
Mutton	lb	5.0	8.8	12.0	10.3	10.1
Veal	"	5.1	17.0	31.5	32.1	33.9
Pork	"	8.1	28.6	37.4	36.3	32.7
Lamb	"	8.6	21.8	23.2	20.0	19.1

(a) Extra large grade from April 1961 ; 24 oz from August 1965.

Wholesale Price Index of Materials Used in Building Other than House Building

This Index was introduced in April 1969 and to a considerable extent provides an up-to-date replacement for the Building Materials Group of the Wholesale Price (Basic Materials and Foodstuffs) Index. It is issued monthly.

The Index measures changes in prices of selected materials used in the construction of buildings other than houses and "low-rise" flats (in general those up to three storeys). It includes seventy-two items, combined in eleven groups, in addition to an "All Groups" Index. Although the selected materials (or many of them) are also used in house (and low-rise flat) building, in building repair, maintenance and alteration work, and in "engineering construction" work (e.g., projects such as roads, dams, bridges, and the like), the weighting pattern of the Index, being designed for the specific purpose mentioned above, is not applicable to these other activities of the construction industry. In addition, since the weights are based on an average materials usage over a range of types of building within the defined area (building other than house building), the Index is not necessarily applicable to any specific building or type of building included in that area.

The Index is a fixed-weights index and is calculated by the method known as "the weighted arithmetic mean of price relatives". The items and weights were derived from reported values of materials used in selected representative buildings constructed in or about 1966-67. The single weighting pattern relates to the whole of Australia, and is applied (with minor exceptions) in calculating indexes for each State capital city.

Prices are collected as at the mid-point of the month to which the Index refers, or as near thereto as practicable. They relate to specified standards of each commodity and are obtained in all State capital cities from the representative suppliers of materials used in building. There are, however, some exceptions to the use of local prices in the indexes for each capital city. The main exception is that, for each city, the whole of the group "Electrical installation materials" and the majority of the items in the group "Mechanical services components" are based on Sydney and Melbourne price series.

MELBOURNE—WHOLESALE PRICE INDEX OF MATERIALS USED IN
BUILDING OTHER THAN HOUSE BUILDING
(Base of each index : Year 1966-67 = 100·0)

Group	1967-68	1968-69	1969-70
Concrete mix, cement, sand, etc.	99·9	101·1	104·4
Cement products	101·0	103·1	108·5
Bricks, stone, etc.	102·4	107·3	110·5
Timber, board and joinery	100·8	104·0	107·8
Steel and iron products	102·4	106·2	110·4
Aluminium products	100·9	104·0	108·7
Other metal products	105·8	106·7	124·1
Plumbing fixtures	102·4	103·4	111·8
Miscellaneous materials	102·8	104·3	106·4
Electrical installation materials	100·9	102·1	112·2
Mechanical services components	101·4	108·0	112·1
All groups	101·7	105·0	109·8

Index numbers for each of the eleven groups and for "All groups" have been compiled for the six State capital cities separately and combined for each month from July 1966 and for the financial years from 1966-67. The reference base year for each index is 1966-67 = 100·0.

Export Price Index

For the period from July 1959 to June 1969 changes in the level of export prices of selected major groups of items were indicated by a fixed weights index which made no allowance for variations in quantities exported (see *Victorian Year Book* 1970). Since June 1969 the index has been compiled on an interim basis which incorporates a re-weighting of the items contained in the previous series and the inclusion of some additional items. This interim basis will apply until completion of the review of content and weighting pattern referred to in the *Victorian Year Book* 1970.

In the interim series weights have been derived from values of exports for the year 1969-70 and the group weights have been adjusted to reflect the proportion that the value of wool bore to the value of all exports in that year. In addition to the 29 items of the previous index the interim index includes a further four items, namely, iron ore, bauxite, alumina, and mineral sands. Pending re-grouping in the final index these items are not attached to any of the previous single groups whose item content is therefore unchanged. The four new items are incorporated in the "all groups" index number but only from the link date June 1969. The 33 items contained in the interim series constituted 74 per cent of the total value of Australian exports (merchandise and non-merchandise) in 1969-70.

The price series used in these indexes relate generally to specified standards for each commodity and in most cases are combinations of prices for a number of representative grades, types, etc. For some commodities price movements in the predominant market, or markets, are used, while for other commodities average realisations in all export markets are used. As nearly as possible, prices used are on the basis f.o.b. at the main Australian ports of export.

Index numbers for each of the groups of the previous index and for "all groups" are shown in the table below (linked as at June 1969). The index is published monthly and the index figures in the table are simple averages of the twelve monthly index numbers in each respective year.

EXPORT PRICE INDEX NUMBERS
(Base of each index : Year 1959-60 = 100)

Period	Wool	Meats	Dairy produce	Cereals	Dried and canned fruits	Sugar	Hides and tallow	Metals and coal	Gold	All groups
1960-61	92	104	82	99	99	101	92	97	100	95
1961-62	97	100	81	106	95	91	84	91	100	96
1962-63	104	101	88	107	90	107	72	89	100	101
1963-64	120	105	93	107	98	175	73	101	100	114
1964-65	102	110	94	107	100	100	91	123	101	105
1965-66	107	120	86	107	102	84	107	122	101	107
1966-67	103	124	84	114	101	67	89	117	101	105
1967-68	95	125	79	109	95	67	67	120	104	100
1968-69	99	131	72	104	97	72	73	123	117	102
1969-70 (a)	87	148	73	96	100	94	94	143	109	103

(a) Interim series, subject to revision.

Further reference. COMMONWEALTH BUREAU OF CENSUS AND STATISTICS. *Labour Reports*. Canberra, Government Printer, issued annually.