

## INDUSTRIAL CONDITIONS, EMPLOYMENT, AND PRICES

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### 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 Australian 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 Australian Public Service, and there is also a flight crew officers industrial tribunal.

#### *Australian-State relations*

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

Under the Commonwealth of Australia Constitution Act, the Australian Government's 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 Australian 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 Australian 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 an Australian law, and in certain circumstances awards of Australian industrial tribunals override those made by State tribunals.

Despite the limitations of its jurisdiction the Australian 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

Australian 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 an Australian 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 Australian wage standards as the basis of State awards and agreements.

*Commonwealth Industrial Court and Commonwealth Conciliation and Arbitration Commission*

The *Conciliation and Arbitration Act* 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* 1904–1972 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* 1920–1972 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 six other Judges. At the end of 1972 the Commission was composed of a President, eight Deputy Presidents, and twenty Commissioners, of whom eight have been designated as Arbitration Commissioners and twelve as Conciliation Commissioners.

A fuller treatment of the Australian and State arbitration systems is given on pages 461–6 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.

The *Labour and Industry (Amendment) Act 1970* empowers the Minister to refer any matter concerning the appointment, variation of powers, or abolition of a Wages Board (including differences which arise between industrial organisations as to representation on particular Boards) to the Industrial Appeals Court for advice. The Court was also given power to

interpret any provision of a determination of a Wages Board or of the Court, on the application of the Minister or any other interested person.

#### *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 1972 there were 42 meetings of Wages Boards called under section 41 (2) to deal with 35 disputes. Of these, 25 were settled by the Boards at the first meeting, 7 at subsequent meetings, and 3 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 Australian and State industrial authorities. The proportions of employees not so covered (including those working under unregistered industrial agreements) were also obtained.

#### VICTORIA—INCIDENCE OF AWARDS, DETERMINATIONS, AND REGISTERED INDUSTRIAL AGREEMENTS

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
		Australian	State			Australian	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

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 Australian 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—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
	Australian	State		Australian	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 govern- ment	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
	Australian	State		Australian	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 Australian Bureau of 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 Australian 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 December—	Rates of wage (b) (\$)		Index numbers (Australia 1954 = 100) (c)	
	Victoria	Australia	Victoria	Australia
ADULT MALES				
1964	39.47	39.65	139.8	140.4
1965	40.34	40.76	142.8	144.3
1966	42.78	43.05	151.5	152.4
1967	44.59	45.00	157.9	159.3
1968	48.86	48.98	173.0	173.4
1969	51.74	51.86	183.2	183.6
1970 (d)	r 53.68	r 54.20	r 190.1	r 191.9
1971	r 61.40	r 61.56	r 217.4	r 218.0
1972	67.43	67.25	238.7	238.1
ADULT FEMALES				
1964	27.67	28.34	139.0	142.3
1965	28.46	29.10	143.0	146.2
1966	30.06	30.70	151.0	154.2
1967	32.04	32.57	160.9	163.6
1968	34.52	34.85	173.4	175.0
1969	37.08	37.70	186.2	189.4
1970	r 38.65	r 39.68	r 194.2	r 199.3
1971	r 45.68	r 47.06	r 229.5	r 236.4
1972	51.10	51.96	256.7	261.0

(a) Weighted average minimum weekly rates (all groups) payable for a full week's work (excluding overtime) and index numbers of wage rates, as prescribed in awards, determinations, and agreements. Rural industries are excluded.

(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) Australian figures include the 10 per cent additions to minimum wage rates for adult males in some Western Australian State awards payable from December 1970.

MINIMUM WEEKLY WAGE RATES (a) : INDUSTRY GROUPS,  
30 JUNE 1973

Industry group	Rates of wage (b) (\$)		Index numbers (Australia 1954=100) (c)	
	Victoria	Australia	Victoria	Australia
	ADULT MALES			
Mining and quarrying (d)	73.10	80.07	258.8	283.5
Manufacturing—				
Engineering, metals, vehicles, etc.	71.89	70.88	254.5	251.0
Textiles, clothing, and footwear	70.34	70.07	249.1	248.1
Food, drink, and tobacco	72.46	70.79	256.6	250.7
Sawmilling, furniture, etc.	68.74	70.41	243.4	249.3
Paper, printing, etc.	77.38	76.59	274.0	271.2
Other manufacturing	72.67	72.05	257.3	255.1
All manufacturing groups	72.05	71.31	255.1	252.5
Building and construction	79.27	75.92	280.7	268.8
Railway services	66.19	70.57	234.4	249.9
Road and air transport	73.60	74.28	260.6	263.0
Shipping and stevedoring (e)	77.34	77.18	273.9	273.3
Communication	94.33	93.77	334.0	332.0
Wholesale and retail trade	75.60	74.58	267.7	264.1
Public authority (n.e.i.) and community and business services	75.21	72.99	266.3	258.4
Amusement, hotels, personal service, etc.	67.51	68.59	239.0	242.9
All industry groups	73.99	73.65	262.0	260.8
	ADULT FEMALES			
Manufacturing—				
Engineering, metals, vehicles, etc.	62.53	61.49	314.1	308.9
Textiles, clothing, and footwear	52.86	53.20	265.5	267.2
Food, drink, and tobacco	55.85	55.18	280.5	277.2
Other manufacturing	57.25	56.11	287.6	281.8
All manufacturing groups	55.41	55.57	278.3	279.1
Transport and communication	63.71	63.71	320.0	320.0
Wholesale and retail trade	62.03	61.73	311.6	310.1
Public authority (n.e.i.) and community and business services	68.02	61.77	341.7	310.3
Amusement, hotels, personal service, etc.	57.61	58.32	289.4	292.9
All industry groups	58.53	58.55	294.0	294.1

(a) Weighted average minimum weekly rates payable for a full week's work (excluding overtime) and index numbers of wage rates, as prescribed in awards, determinations, and agreements. Rural industries are excluded.

(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 Australian 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

#### 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 1972	31 March 1939	31 March 1948	31 December 1972
Mining and quarrying (d)	44.34	40.52	37.07	111.0	101.4	92.8
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	39.98	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	39.95	109.3	99.9	100.0
Other manufacturing	44.02	39.97	39.98	110.2	100.0	100.1
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	39.99	110.0	100.0	100.1
Road and air transport	46.70	40.10	40.00	116.9	100.4	100.1
Communication	44.00	40.00	39.95	110.1	100.1	100.0
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	39.25	107.0	97.4	98.2
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	39.87	111.3	100.2	99.8

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 1972	31 March 1951	30 June 1953	31 December 1972
Manufacturing—						
Engineering, metals, vehicles, etc.	39.87	39.87	39.94	100.5	100.5	100.7
Textiles, clothing, and footwear	40.00	40.00	39.98	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	39.87	100.7	100.7	100.5
All manufacturing groups	39.97	39.97	39.95	100.8	100.8	100.7
Transport and communication	37.94	37.94	37.91	95.6	95.6	95.6
Wholesale and retail trade	40.00	40.00	39.82	100.8	100.8	100.4
Public authority (n.e.i.) and community and business services	39.25	39.25	38.92	98.9	98.9	98.1
Amusement, hotels, personal service, etc.	39.94	39.94	39.68	100.7	100.7	100.0
All industry groups (a)	39.81	39.81	39.67	100.3	100.3	100.0

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.

the same trades and occupations in the several States. The particulars of weekly hours of work given in the tables on pages 173-4 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., in Victoria total male employees plus a percentage of female employees. This proportion is derived from the estimated ratio of female to male earnings. As the number of male units used in calculating Australian average weekly earnings is the sum of the estimates for the States, a separate ratio for Australia as a whole is not used.

Corresponding figures for each quarter are published in the *Monthly review of business statistics* and the monthly publication *Wage rates and earnings*. Quarterly figures of average weekly earnings are also published in the *Victorian monthly statistical review*.

AUSTRALIA AND VICTORIA—AVERAGE WEEKLY EARNINGS PER  
EMPLOYED MALE UNIT (a)

(\$)					
Period	Victoria	Australia	Period	Victoria	Australia
1963-64	n.a.	51.50	1968-69	72.10	70.20
1964-65	n.a.	55.30	1969-70	78.10	76.10
1965-66	n.a.	57.90	1970-71	r86.10	r84.50
1966-67	63.90	61.70	1971-72	r93.60	r93.00
1967-68	67.60	65.30	1972-73	102.60	101.50

NOTE. For a number of reasons, average weekly earnings per employed male unit cannot be compared with the weekly wage rates shown on page 178.

At the 1971 Population Census all trainee teachers were for the first time classified as not in the labour force. Previously those enrolled at government teachers colleges (and in some cases at other institutions also) had been included. Trainees affected by the reclassification have now been excluded, together with their allowances, from the calculation of average weekly earnings from September quarter 1971. The effect of their exclusion has been to increase average earnings figures by approximately 30 cents.

(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.

### Survey of weekly earnings and hours

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 survey results 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 publication *Survey of weekly earnings and hours*, October 1972, available from the Australian Bureau of Statistics. This publication also contains further information on the construction of the sample as well as more detailed tables.

VICTORIA—AVERAGE EARNINGS AND HOURS OF FULL-TIME  
EMPLOYEES (OTHER THAN MANAGERIAL, ETC., STAFF) (a)  
CLASSIFIED BY INDUSTRY GROUPS, OCTOBER 1972 (b)

Industry group	Average weekly earnings (\$)				Average weekly hours paid for			
	Males		Females		Males		Females	
	Adult	Junior	Adult	Junior	Adult	Junior	Adult	Junior
Manufacturing— Founding, engineering, vehicles, etc.	97.10	47.00	64.00	(c)	43.4	40.4	39.8	(c)
Other	94.30	48.30	55.60	(c)	43.6	41.4	39.3	(c)
Total manufacturing	95.60	47.60	57.60	38.20	43.5	40.9	39.4	39.0
Non-manufac- turing	93.60	47.90	62.80	41.80	42.0	40.7	38.7	38.6
All industry groups (d)	94.90	47.80	59.50	40.70	43.0	40.8	39.2	38.7

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 DURING OCTOBER (b)  
(\$)

Industry group	Adult males			Junior males			Adult females			Junior females		
	1970	1971	1972	1970	1971	1972	1970	1971	1972	1970	1971	1972
Manufacturing— Founding, engineering, vehicles, etc.	79.20	90.60	97.10	37.70	44.80	47.00	(c)	56.90	64.00	(c)	(c)	(c)
Other	78.20	86.80	94.30	39.50	43.50	48.30	(c)	49.50	55.60	(c)	(c)	(c)
Total manufacturing	78.60	88.50	95.60	38.60	44.10	47.60	44.30	51.20	57.60	30.50	34.20	38.20
Non-manu- facturing	80.00	86.00	93.60	40.70	44.50	47.90	50.30	56.30	62.80	34.40	38.00	41.80
All industry groups (d)	79.10	87.60	94.90	39.60	44.30	47.80	46.40	53.00	59.50	33.10	36.80	40.70

(a) Private employees only.

(b) Last pay period in October.

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

(d) Excludes rural industry and private domestic service.

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

Industry group	Males			Females (b)		
	1970	1971	1972	1970	1971	1972
Manufacturing	128.10	141.30	149.50	72.70	80.60	87.30
Non-manufacturing	132.30	136.90	150.40	71.30	81.20	88.00
All industry groups	130.40	138.90	150.00	71.70	81.10	87.80

(a) For footnotes, see preceding table.

(b) 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, page 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 Australian and State industrial authorities. The basic wage, plus the "secondary wage", were 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 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 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.

### *Australian 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 1970.* 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 1970 may be found in previous *Victorian Year Books* and *Labour Reports*.

3. *National Wage Case 1972-1973.* The total wage rates prescribed for adult males and adult females was increased by 2 per cent plus a flat amount of \$2.50. The adult minimum wage for Victoria (other than Yallourn)

was increased to \$60 per week. The increases operated from the beginning of the first pay period which commenced on or after 29 May 1973.

**Further references, 1972**

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 on pages 493-4 of 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	1936	6.90	1949	13.00
1924	8.45	1937	7.70	1950	16.20
1925	8.75	1938	7.90	1951	19.90
1926	8.90	1939	8.00	1952	22.80
1927	9.00	1940	8.40	1953—August	23.50
1928	8.60	1941	8.80	1956—June	24.50
1929	9.00	1942	9.70	1957—May	25.50
1930	8.30	1943	9.80	1958—May	26.00
1931	6.34	1944	9.80	1959—June	27.50
1932	6.17	1945	9.80	1961—July	28.70
1933	6.28	1946	10.60	1964—June	30.70
1934	6.40	1947	10.90	1966—July	32.70
1935	6.60	1948	12.00	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
1972 19 May	51.00
1973 29 May	60.00

(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.

In the *Equal Pay Case* 1972 the Commonwealth Conciliation and Arbitration Commission determined that the principle of "equal pay for work of equal value" will be applied to all awards of the Commission. By "equal pay for work of equal value" is meant the fixation of award wage rates by a consideration of the work performed irrespective of the sex of the worker. The principle will apply to both adults and juniors. Because the male minimum wage takes account of family considerations it will not apply to females.

Although no specific equal pay legislation has been enacted in Victoria certain wage tribunals have introduced the equal pay concept. At the end of 1972, 98 Wages Boards had prescribed adult wage rates only; the effect of this being that adult females (if any) employed under the determinations of these Boards are entitled to receive the adult rate of pay. The determinations of 20 other Wages Boards contain equal pay rates for one or more classifications. Thirty-six Wages Boards have implemented the Australian equal pay decision of 1969. Equal pay has been phased into the pay structure of the Victorian teaching service and equality was accomplished on 1 January 1971. Appropriate positions in the Victorian Public Service also carry an equal salary for males and females.

Details of judgments affecting wage rates for adult females may be obtained on pages 190-1 of 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 Australian awards. A further amendment to this Act in 1937 made it compulsory for Wages Boards to adopt such provisions of the Australian 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 repeated 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 Australian 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 29 May 1973 has been \$60. 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
1972 19 May	\$2.00	\$2.00
1973 29 May	2 per cent plus \$2.50	2 per cent plus \$2.50

(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 in the above table.

#### 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, page 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 Australian 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.

A claim for four weeks annual leave was dismissed on 7 December 1971.

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. *Australia*. The applicability of long service leave provisions under State law to workers under Australian 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.

For these statistics an industrial dispute is defined as a withdrawal from work by a group of employees or a refusal by an employer or a number of employers to permit some or all of their employees to work; each withdrawal or refusal being made in order to enforce a demand, to resist a demand, or to express a grievance. Stoppages of work not directly connected with terms and



conditions of employment (e.g., political matters, and fining and gaoling of persons) are excluded from the statistics.

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

The 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 Australian 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.

VICTORIA—INDUSTRIAL DISPUTES (a): INDUSTRY GROUPS

Year	Mining	Manufacturing	Construction	Transport (b)		Other industries	All groups
				Stevedoring	Other		
NUMBER OF DISPUTES							
1968	1	112	76	101	14	23	327
1969	1	149	80	90	19	28	367
1970	1	204	64	130	21	27	447
1971	3	169	41	82	25	42	362
1972	..	223	29	47	38	40	377
WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) ('000)							
1968	(c)	64.2	31.8	41.0	22.4	13.3	172.8
1969	0.2	116.1	41.1	68.3	85.1	45.6	356.4
1970	0.1	105.8	46.7	92.5	39.6	48.2	333.0
1971	0.5	163.3	53.6	63.9	38.7	60.1	380.1
1972	..	179.0	11.8	16.3	71.6	59.5	338.2
WORKING DAYS LOST ('000)							
1968	0.2	119.6	40.9	35.0	33.2	15.0	243.9
1969	4.9	297.3	101.4	84.0	127.9	101.7	717.2
1970	0.5	200.0	183.2	47.8	31.0	48.4	510.8
1971	1.6	257.8	189.7	37.8	67.6	135.0	689.6
1972	..	328.0	52.1	11.5	122.9	124.0	638.4
ESTIMATED LOSS IN WAGES (\$'000)							
1968	2.5	1,266.7	445.4	359.1	367.4	181.8	2,731.3
1969	116.7	3,565.5	1,561.8	926.5	1,249.6	1,199.6	8,619.6
1970	10.5	2,538.3	2,689.1	561.6	387.5	606.7	6,793.7
1971	25.6	3,412.5	3,246.6	500.8	954.0	1,587.2	9,726.5
1972	..	4,951.5	921.2	161.1	1,817.2	1,805.0	9,656.0

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

(b) Transport and storage; communications.

(c) Less than 50.

NOTE. These statistics are now compiled according to the Australian Standard Industrial Classification (A.S.I.C.). The above figures are not comparable with those published in earlier *Victorian Year Books*.

## 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
1968	327	169.3	3.5	172.8	243.9
1969	367	336.7	19.7	356.4	717.2
1970	447	324.0	9.1	333.0	510.8
1971	362	366.5	13.5	380.1	689.6
1972	377	292.1	46.1	338.2	638.4

(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.

### 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: to make the working environment safer; to educate people to work more safely; and 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 States and Australian Territories for compensation to be paid to injured workers, including Australian Government employees. 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, during travel to and from work, during recess periods, and from injury by the recurrence, aggravation, or acceleration of pre-existing injury where employment is a contributing factor.

Previously any worker was covered who was not an outworker or whose remuneration did not exceed \$6,000 a year (excluding overtime).

The *Workers Compensation Act 1972*, which came into force on 9 May 1972, no longer excluded persons whose remuneration exceeded \$6,000 per annum. The figures published in the following tables may exclude some employees in this category.

It is compulsory for every employer (with the exception of certain schemes approved by the Workers Compensation 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* as amended are :

1. *Where death results from the injury—*

(a) If the worker leaves full dependants, compensation payable is \$13,690 plus \$400 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 to the said dependants, but not exceeding the sum of \$13,690, 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 \$43 for an adult worker (\$32 for a minor) or his average weekly earnings, whichever is the least, plus \$12 for his wife, or relative acting as a parent to the children, if the wife or relative is fully or mainly dependent on the earnings of the worker, plus \$4 for each dependent child under sixteen years of age.

The combined total weekly payment is limited to the worker's average weekly earnings or \$63 for an adult (\$55 for a minor), whichever is the least, and the whole maximum amount payable is limited to \$15,260 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 fitted, 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 the *Labour Report*.

VICTORIA—CLAIMS FOR WORKERS COMPENSATION :  
SUMMARY OF AMOUNTS PAID  
(\$'000)

Claims	1967-68	1968-69	1969-70	1970-71	1971-72
Under Workers Compensation Act—					
Compensation—					
Weekly	8,898	8,920	9,562	11,444	12,980
Lump sum—					
Death	4,176	4,756	4,767	4,679	6,168
Maim	3,197	3,600	3,448	4,204	4,522
Medical, etc., services—					
Doctor	3,839	4,086	4,522	4,709	5,049
Hospital	2,381	2,890	2,953	3,158	3,727
Chemist or registered nurse	193	216	263	212	247
Ambulance	127	139	134	161	196
Other curative, etc., services	392	429	480	500	559
Legal costs, etc.	2,871	3,397	3,837	4,022	4,609
Under other Acts and common law damages, etc.	3,754	4,095	4,344	4,367	4,808
Total	29,828	32,528	34,310	37,456	42,865

The following table shows details of workers compensation business transacted during each of the years 1967-68 to 1971-72 :

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
1967-68	2,979,540	54,797	718	204,057	29,828	56,224
1968-69	3,286,808	57,160	663	203,111	32,528	63,487
1969-70	3,455,975	60,396	683	205,034	34,310	69,544
1970-71	3,932,840	71,409	r 759	r 200,052	37,456	77,464
1971-72	4,611,767	79,853	776	191,834	42,865	83,817

Figures for premiums and claims in this table differ somewhat from those shown in Part 9 in 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

The 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 183-5.

#### 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. Prior to the *Workers Compensation Act* 1972 it was not mandatory for employers to insure against liability for employees whose income exceeded \$6,000. Consequently some employees in this category may not be included in the tables.
4. Australian Government employees are exempt from the State Act and are covered exclusively by the *Compensation (Commonwealth Employees) Act* 1971. 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 Australian Government, 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, as are clerical workers generally, who are usually subject to a special premium rate distinct from that charged for the industry in which they are employed. It should be noted that from 1969-70 accidents to employees of the Gas and Fuel Corporation and the State Electricity Commission have been included under the industry group "electricity, gas, water, and sanitary services" and accidents to employees of the Victorian Railways and the Melbourne and Metropolitan Tramways Board have been included under the industry group "transport, storage, and communication". Figures for employees of other authorities have also been included in their correct industry group where possible, i.e., "primary", "mining", "manufacturing", and "building and construction". However, it has not been possible to allocate all government authorities and the balance are still shown under "government, semi-government, finance, and other". Except for "commerce" and "amusement, etc.", figures for individual industry groups are not comparable between 1969-70 and earlier years.

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 tables show the number of fatal and non-fatal industrial accidents to males and females in each industry group for the years 1970-71 and 1971-72 :

VICTORIA—NUMBER OF INDUSTRIAL ACCIDENTS TO  
MALES BY INDUSTRY GROUP

Industry group	1970-71		1971-72	
	Fatal	Non-fatal	Fatal	Non-fatal
Primary	5	1,605	8	1,424
Mining and quarrying	1	106	..	95
Manufacturing	8	11,139	12	12,014
Electricity, gas, water, and sanitary services	3	1,063	2	1,133
Building and construction	3	3,128	12	3,008
Transport, storage, and communication	7	2,409	12	2,590
Commerce	2	3,484	2	3,528
Community services, etc.	1	833	..	979
Amusement, personal service, etc.	1	728	1	636
Public authority (n.e.i.), finance, and other (n.e.i.)	2	1,996	1	2,368
<b>Total</b>	<b>33</b>	<b>26,491</b>	<b>50</b>	<b>27,775</b>

VICTORIA—NUMBER OF NON-FATAL INDUSTRIAL ACCIDENTS TO FEMALES BY INDUSTRY GROUP

Industry group	Number of non-fatal accidents	
	1970-71	1971-72
Primary	72	79
Manufacturing	2,048	1,981
Electricity, gas, water, and sanitary services	10	10
Building and construction	1	1
Transport, storage, and communication	89	79
Commerce	609	571
Community services, etc.	626	702
Amusement, personal service, etc.	457	402
Public authority (n.e.i.), finance, and other (n.e.i.)	565	543
<b>Total</b>	<b>4,477</b>	<b>4,368</b>

NOTE. No fatal accidents to females were reported.

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 the years 1970-71 and 1971-72 :

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

Industry group	Period of incapacity		Cost of claims	
	1970-71	1971-72	1970-71	1971-72
	weeks	weeks	\$'000	\$'000
Primary	7,934	6,541	459	462
Mining and quarrying	481	546	49	72
Manufacturing	44,115	45,045	4,536	4,917
Electricity, gas, water, and sanitary services	4,890	5,091	369	415
Building and construction	12,131	12,879	1,175	1,318
Transport, storage, and communication	10,829	10,809	866	916
Commerce	12,539	12,912	945	1,002
Community services, etc.	3,209	4,837	230	351
Amusement, personal service, etc.	3,098	2,644	207	208
Public authority (n.e.i.), finance, and other (n.e.i.)	8,122	11,633	499	840
<b>Total</b>	<b>107,349</b>	<b>112,937</b>	<b>9,334</b>	<b>10,501</b>

The following table shows the number of non-fatal industrial accidents to males, by accident factor and industry group, for the year 1971-72 :

VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES :  
INDUSTRY GROUP BY ACCIDENT FACTOR, 1971-72

Industry group	Accident factor									Total
	Machinery	Vehicles	Electricity, etc. (a)	Harmful substances	Falling, slipping	Stepping on objects (b)	Handling objects (c)	Hand tools (d)	Other and unspecified	
Primary	93	90	15	4	317	51	523	158	173	1,424
Mining and quarrying	12	5	1	..	29	2	37	6	3	95
Manufacturing	1,448	315	435	88	1,940	633	5,674	1,217	264	12,014
Electricity, gas, water, and sanitary services	38	28	16	4	321	57	563	61	45	1,133
Building and construction	148	70	45	22	795	160	1,502	179	87	3,008
Transport, storage, and communication	46	201	36	10	795	131	1,218	70	83	2,590
Commerce	205	142	88	19	717	160	1,476	620	101	3,528
Community services, etc.	27	53	29	10	328	49	373	22	88	979
Amusement, personal service, etc.	26	10	35	7	133	27	184	46	168	636
Public authority (n.e.i.), finance, and other	64	148	26	11	681	105	1,113	107	113	2,368
Total	2,107	1,062	726	175	6,056	1,375	12,663	2,486	1,125	27,775

(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 tables show the number of non-fatal industrial accidents to males, by industry group, site of injury, type of injury, accident factor, and age group for the year 1971-72 :

VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES :  
INDUSTRY GROUP BY SITE OF INJURY, 1971-72

Industry group	Site of injury									Total
	Head	Eye	Neck (a)	Trunk	Arm	Hand	Leg	Foot	General and unspecified	
Primary	44	29	49	327	211	336	310	115	3	1,424
Mining and quarrying	4	4	6	23	12	16	18	12	..	95
Manufacturing	272	306	309	3,157	1,499	3,800	1,491	1,160	20	12,014
Electricity, gas, water, and sanitary services	26	21	58	396	138	181	225	84	4	1,133
Building and construction	92	88	96	874	391	592	567	303	5	3,008
Transport, storage, and communication	108	49	85	755	330	355	619	276	13	2,590
Commerce	91	61	107	906	429	1,140	521	266	7	3,528
Community services, etc.	53	10	56	322	117	120	232	69	..	979
Amusement, personal service, etc.	38	10	21	157	111	147	97	54	1	636
Public authority (n.e.i.), finance, and other	71	34	108	848	284	344	487	186	6	2,368
Total	799	612	895	7,765	3,522	7,031	4,567	2,525	59	27,775

(a) Includes vertebral column.



VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES:  
INDUSTRY GROUP BY TYPE OF INJURY, 1971-72

Industry group	Type of injury											Total
	Contusions, lacerations, etc.	Burns and scalds	Bone fractures	Dislocations	Sprains, strains, and hernias	Amputations and enucleations	Concussion	Internal injury	Effects of poisons	Effects of electricity	Other and unspecified	
Primary	605	19	228	48	475	15	10	2	1	1	20	1,424
Mining and quarrying	32	1	17	6	36	1	..	..	..	..	2	95
Manufacturing	4,951	569	1,442	302	4,378	171	44	17	3	10	127	12,014
Electricity, gas, water, and sanitary services	347	20	128	64	539	9	3	5	..	1	17	1,133
Building and construction	1,082	64	514	86	1,188	23	16	9	1	2	23	3,008
Transport, storage, and communication	904	49	380	64	1,125	12	18	5	1	4	28	2,590
Commerce	1,530	107	406	109	1,293	21	17	3	1	1	40	3,528
Community services	265	41	120	56	468	5	7	1	..	..	16	979
Amusement, personal service, etc.	204	47	152	24	179	5	11	8	1	2	31	636
Public authority (n.e.i.), finance, and other (n.e.i.)	677	40	304	119	1,163	15	13	3	1	2	31	2,368
Total	10,597	957	3,691	878	10,844	277	139	53	9	21	309	27,775

VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES:  
ACCIDENT FACTOR (a) BY SITE OF INJURY, 1971-72

Accident factor	Site of injury								General and unspecified	Total
	Head	Eye	Neck (b)	Trunk	Arm	Hand	Leg	Foot		
Machinery	29	100	6	67	164	1,584	81	74	2	2,107
Vehicles	86	6	45	167	144	153	235	213	13	1,062
Electricity, etc. (a)	66	39	9	35	92	153	95	216	21	726
Harmful substances	11	46	..	10	19	39	18	23	9	175
Falling, slipping	189	8	197	1,517	994	405	2,382	362	2	6,056
Stepping on objects (a)	68	12	10	93	265	407	353	167	..	1,375
Handling objects (a)	229	182	567	5,568	1,535	2,296	964	1,320	2	12,663
Hand tools (a)	33	91	7	38	187	1,875	146	109	..	2,486
Other and unspecified	88	128	54	270	122	119	293	41	10	1,125
Total	799	612	895	7,765	3,522	7,031	4,567	2,525	59	27,775

(a) For footnotes see page 189.

(b) Includes vertebral column.

VICTORIA—NON-FATAL INDUSTRIAL ACCIDENTS TO MALES:  
ACCIDENT FACTOR (a) BY AGE GROUP, 1971-72

Accident factor	Age group (years)						Total
	Under 20	20-29	30-39	40-49	50-59	60 and over	
Machinery	269	648	431	387	257	115	2,107
Vehicles	96	281	229	225	157	74	1,062
Electricity, etc. (a)	90	236	137	150	88	25	726
Harmful substances	15	50	34	48	20	8	175
Falling, slipping	429	1,283	1,356	1,414	1,094	480	6,056
Stepping on objects (a)	128	352	274	327	220	74	1,375
Handling objects (a)	786	2,899	2,906	3,096	2,139	837	12,663
Hand tools (a)	439	966	445	362	197	77	2,486
Other and unspecified	86	299	287	244	151	58	1,125
Total	2,338	7,014	6,099	6,253	4,323	1,748	27,775

(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 1904-1972*, 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 Australian legislation began in 1906. At the end of 1972 the number of employers' organisations registered under the provisions of the Conciliation and Arbitration Act was 77. The number of unions of employees registered at the end of 1972 was 152, with a membership of 2,129,097 representing 84 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 one hundred 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 work force 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 labour's industrial aims could only be fully achieved by representation in the colonial Parliaments. With the Melbourne 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 Australian Parliament. Because of the existence of a powerful political wing the Australian trade union movement has, over the years, been able 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. 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 a high percentage of the total membership. The same pattern applies to Victoria. 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. On the other hand, 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. With the growth of industry, there has been some amalgamation and federalisation of unions as exemplified by the recent amalgamation of the brushmakers with the storemen and packers, and the Amalgamated Engineering Union with the sheetmetal workers and the boilermakers. 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 which 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 that 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.

The estimates of total wage and salary earners have been derived by adding figures for employees in rural industry and private domestic service recorded at the 1966 Population Census to the estimates of employees in all other industries at the end of each year. 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

At 31 December-	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
1968	153	417.6	133.0	550.7	52	32	46
1969	152	421.7	138.0	559.8	52	32	45
1970	156	437.9	153.6	591.5	52	34	46
1971	158	450.9	166.8	617.7	54	37	48
1972	158	461.2	190.9	652.1	54	41	49

*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 1972 there were eight trades and labour councils and 270 unions and branches of unions affiliated in Victoria. 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.

**Employers' associations**

Employers' associations arise when groups of employers agree among themselves to adopt a common labour policy, to negotiate common terms of employment, and to be represented jointly on or before industrial tribunals. These functions are, in fact, often performed by bodies which are concerned also with other objectives, such as the elimination of "unfair" trading practices, the enforcement of standards of professional conduct, or the grant of tariff protection and other political concessions. Such objectives are by no means unrelated to industrial matters, since there is an obvious connection between the terms on which goods can be sold and the wages that can be paid to those who have helped to produce them. In some organisations, however, these wider objectives overshadow or supplant the purely industrial. A broad distinction may, therefore, be drawn between (a) employers' associations in the narrower sense of bodies largely, if not primarily, concerned with industrial matters, and (b) other associations with predominantly different objectives, such as chambers of commerce, professional institutes, primary producers' unions, and many trade associations.

Employers' associations, as defined in the former category, first appeared in Victoria in the 1850s, notably in the building trade and the coachbuilding industry. The associations formed at that time, however, seem to have been temporary, their main purpose being to resist pressure for an eight hour day by the early trade unions. "Continuous" or permanent associations of employers did not appear until the 1870s. The Master Builders' Association dates from 1875 and the Victorian Chamber of Manufactures from 1877, the latter body being formed with the objective of influencing tariff policy and factory legislation, as well as resisting the eight hour day agitation. These two bodies were followed within a few years by the Victorian Employers' Union, which later changed its name to become the Victorian Employers' Federation.

A great stimulus to the growth of employers' associations in Victoria followed the establishment of the Wages Board system (see pages 167-8), particularly during the first two decades of the present century. Associations of Master Wheelwrights and Blacksmiths, Master Drapers, Master Hairdressers, and Master Grocers all followed closely upon the establishment of Wages Boards in their respective trades. Employers had to unite in order to nominate their representatives on the Boards. Since it became permissible in 1934 for paid officials to represent employers, many associations have nominated officers of the Chamber of Manufactures or of the Victorian Employers' Federation to represent them on the State Wages Boards.

Employers' associations in Victoria at the present time may be divided into three groups. One group is constituted by The Victorian Chamber of Manufactures, together with a large number of affiliated associations. The Chamber has 6,500 company members and about 200 industry associations and sections meet within the Chamber. The Chamber is incorporated as a company limited by guarantee and is administered by a council of 26 members. The Chamber's secretariat acts for the members before both State and Australian industrial authorities. In addition to industrial matters, the Chamber has always taken an active part in proceedings before the Tariff Board. It also operates an insurance company and a wide variety of advisory commercial services for its members.

A second group is constituted by about 80 associations that are affiliated directly or indirectly to form the Victorian Employers' Federation. In addition, about 2,000 firms are individual members of the Federation. Most of the member associations operate in the building, distributive, or service industries, as distinct from but not excluding manufacturing industries. Several primary producers' unions are also affiliated with the Federation. Some of the affiliated associations are themselves federations of smaller and more specialised bodies. The Employers' Federation is an incorporated body registered with the Commonwealth Arbitration Commission, with a council of 120 members, an executive committee, six elected office bearers (who constitute its Board of Governors) and a salaried secretary. The Federation provides secretarial services for about 25 of its member associations or institutes and undertakes industrial services for many others. Unlike the Chamber of Manufactures, it is not involved in tariff matters, but it has been active in organising training courses particularly in business administration at supervisor level, in providing advisory services on financial matters to small businesses, in providing

assistance in recruitment, selection, and placement, language courses, surveys, wages, salaries, and fringe benefits, and in addition sponsoring various community services. It also operates a subsidiary insurance company for the benefit of the members of its affiliated associations.

Third, there is an indeterminate number of miscellaneous employers' associations that are not affiliated with either the Chamber or the Federation. Examples are the Victorian Showmen's Guild and the Electrical Contractors' Federation. In the case of some associations at least, the absence of affiliation with either the Victorian Employers' Federation or the Chamber of Manufactures is explained by the fact that they have ties with corresponding associations in other States. A few are actually branches of Australia-wide associations. It is probable that those associations which have interstate affiliations are mainly concerned with the Commonwealth industrial jurisdiction, rather than with the Victorian Wages Boards. Moreover, most of them must rely on their Federal secretariats to represent them before the Commonwealth tribunals, since very few specifically Victorian associations are registered for this purpose. Apart from the Chamber of Manufactures, the Victorian Employers' Federation, and the Automobile Chamber of Commerce, only some five or six Victorian employers' associations are registered with the Commonwealth Arbitration Commission.

Finally, it may be noted that unlike the trade union movement, employers' associations lack any central representative organisation. This is so in the Federal as well as in the State sphere. The Victorian Employers' Federation, the Chamber of Manufactures, and many individual associations are affiliated with corresponding bodies in other States, but their Federal organisations remain formally independent of one another, although they may in practice co-operate on particular issues.

### **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, and 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 1958* and by regulations made under that Act. The Act was amended by the *Labour and Industry (Shop Trading Hours) Act 1971*, which came into operation on 23 November 1971, and the general hours for trading are now not restricted except on public holidays and between 1 p.m. on Saturday and midnight Sunday when most classes of shops must be closed. The Act also contains specific restrictions on the trading hours of butchers' shops, petrol shops on Christmas Day and Anzac Day, and on certain chemists' shops.

Shops listed in the Fifth Schedule to the Act, the trading hours of which are not restricted, include bread, pastry and confectionery, cooked meat, fish, flower, fruit and vegetable, aviary and cage birds, and booksellers' and newsagents' shops, and may sell certain goods detailed in the Sixth Schedule at any time.

Following the passing of the *Labour and Industry (Shop Trading Hours) Act 1971*, the Food Shops Wages Board, the General Shops Wages Board, the Electrical, Furniture, and Hardware Shops Wages Board, and the Clothing and Footwear Shops Wages Board included new provisions in their Determinations to prohibit the employment of persons (other than casuals) after 6 p.m. Monday to Thursday and after 9 p.m. on Friday. An appeal against the Determination of the Food Shops Board was subsequently upheld by the Industrial Appeals Court on the grounds that the Board did not have the power to include such a provision and it was removed from that Determination.

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 Minister of Tourism 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 Minister of Tourism, the Minister may exempt shopkeepers in tourist resorts selling goods which are attractive to tourists from observance of the normal shop trading hours.

The *Labour and Industry (Amendment) Act 1972*, which came into operation on 1 February 1973, amended the principal Act by extending trading hours of chemists shops, petrol shops, and pet shops, and baking hours of bakers.

### Consumer protection

The *Consumer Protection Act 1970*, which came into operation on 16 November 1970, provides for the establishment of a Consumer Affairs Council and a Consumer Protection Bureau, the functions of which may be summarised as follows :

1. The Consumer Affairs Council investigates any matter affecting the interests of consumers referred to it by the Minister ; makes recommendations with respect to any matter calculated to protect the interests of consumers ; consults with manufacturers, retailers, and advertisers in relation to any matter affecting the interests of consumers ; and in respect of matters affecting the interests of consumers, disseminates information and encourages and undertakes educational work.

2. The Consumer Protection Bureau advises members of the public on the provisions of the consumer protection legislation administered in the Department of Labour and Industry (and takes action to remedy infringements of those provisions) ; advises people on other matters which affect their interests as consumers ; receives complaints of illegal or unfair practices in relation to goods or services and, where appropriate, refers these complaints to the government department or other statutory body best able to act or advise on them ; and conducts research and gathers information on matters affecting the interests of consumers.

Consumers' complaints investigated by officers of the Department have been concerned with the servicing of electrical appliances, door to door sales practices, motor car sales and repairs, "inertia" selling, false advertising, and other alleged improper practices by sellers of goods or services. During 1972 nearly 3,000 complaints were received and, in many cases, redress was obtained for the complainant.

The *Consumer Protection Act 1972* was brought into operation during July 1972. This Act, which incorporated the *Consumer Protection Act 1970*, with minor amendments, also included, with or without amendment, some previously existing Acts or enactments.

Some of the main provisions of the *Consumer Protection (Amendment) Act 1972* are :

1. Every door-to-door salesman is required to carry an identification card showing his name in full, his business address, and the name of the firm or company, if any, which he is representing, and to produce it on his first approach to a potential purchaser and at any time thereafter when requested.
2. When a door-to-door salesman has failed to give to the purchaser a copy of the credit purchase agreement and a statement setting out the rights of the purchaser to terminate the agreement within ten days, as required by the *Consumer Protection Act 1972*, any person asserting a right to payment is liable to a fine.
3. The full cash price of goods offered for sale must be shown if the deposit required on a credit sale, or the periodic rates of payment, or both, are indicated on the goods.
4. When a price marking on goods indicates that the goods are being offered at a price less than the price at which they have previously been offered, the present price of the goods must be shown.
5. It is an offence to promote or conduct or assist in the promotion or conduct of a "mock auction" where prescribed articles are offered for sale.

### **Apprenticeship Commission**

The Apprenticeship Commission of Victoria has been the guiding influence in promoting and supervising training in the skilled trades since it was first established following the passing of the *Apprenticeship Act 1927*. The Act now in force results from a consolidation of statutes in 1958, amended by thirteen subsequent Acts ; it governs Victoria's apprenticeship system 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 apprentices and co-ordinating technical schools and industry for the purpose of supplementing the training received in employers' workshops.

The Apprenticeship Commission consists of 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 appointed under the Act for a trade or groups of trades, providing specialist advice and making recommendations to the Commission on matters pertaining to the trades for which they are appointed. At 30 June 1973 there were 45 trade committees functioning in respect of 129 apprenticeship trades in which over 31,000 apprentices were employed. The Act also provides for advisory committees to assist the Commission in its work in country areas ; nineteen such committees are operating at present.

The authority of the Commission is restricted by the 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 close liaison with the Education Department so that the latter may provide appropriate technical school facilities for apprentices who are directed to attend classes. In recent years some

important changes have been made in the method of technical school training for apprentices. Until 1964 "day release" training was the only form of schooling available to an apprentice, but since that year the Commission has examined and in some cases implemented a system of "block

VICTORIA—NUMBER OF PROBATIONERS AND APPRENTICES EMPLOYED

Trade	1969	1970	1971	1972	1973
<b>Building trades—</b>					
Plumbing and gasfitting	2,400	2,413	2,447	2,363	2,436
Carpentry and joinery	3,085	3,059	3,078	3,038	3,499
Painting, decorating, and signwriting	474	396	450	491	530
Plastering	73	43	32	31	31
Fibrous plastering	204	208	153	145	160
Bricklaying	238	199	195	215	409
Tile laying	19	28	29	29	35
Stonemasonry	1	1	6	8	9
<b>Total building trades</b>	<b>6,494</b>	<b>6,347</b>	<b>6,390</b>	<b>6,320</b>	<b>7,109</b>
<b>Metal trades—</b>					
Engineering	4,606	4,378	4,439	4,423	4,399
Electrical	3,468	3,371	3,561	3,598	3,678
Motor mechanic	3,857	3,699	3,765	3,972	4,134
Moulding	115	113	134	140	135
Boilermaking and/or steel construction	954	1,104	1,126	1,158	1,145
Sheet metal	482	513	558	567	593
Electroplating	38	38	47	46	55
Aircraft mechanic	193	162	147	119	115
Radio tradesman	339	332	343	325	344
Instrument making and repairing	200	183	191	174	159
Silverware and silverplating	13	15	12	9	11
Vehicle industry	1,643	1,671	1,779	1,941	1,986
Refrigeration mechanic	179	184	203	215	219
Optical tradesman	63	80	92	101	106
<b>Total metal trades</b>	<b>16,150</b>	<b>15,843</b>	<b>16,397</b>	<b>16,788</b>	<b>17,079</b>
<b>Food trades—</b>					
Breadmaking and baking	144	152	160	180	207
Pastrycooking	179	158	165	182	162
Butchering and/or small goods making	693	829	757	835	898
Cooking	263	275	307	392	455
Waiting	7	11	13	14	13
<b>Total food trades</b>	<b>1,286</b>	<b>1,425</b>	<b>1,402</b>	<b>1,603</b>	<b>1,735</b>
<b>Miscellaneous—</b>					
Bootmaking	173	172	162	149	108
Printing	1,792	1,719	1,691	1,598	1,361
Hairdressing	2,570	2,275	2,160	2,150	2,139
Dental mechanic	69	63	70	79	96
Watchmaking	53	51	51	44	43
Furniture	956	933	894	864	994
Glass	63	72	77	80	107
Gardening	77	91	116	168	200
Textile mechanic	..	11	20	61	105
Shipwrighting and boatbuilding	..	5	31	43	43
Dry cleaning	..	..	2	18	24
Garment cutting	..	..	..	14	37
Jewellery making and repairing	..	..	..	..	48
<b>Total miscellaneous</b>	<b>5,753</b>	<b>5,392</b>	<b>5,274</b>	<b>5,268</b>	<b>5,305</b>
<b>Grand total</b>	<b>29,683</b>	<b>29,007</b>	<b>29,463</b>	<b>29,979</b>	<b>31,228</b>

release" training whereby an apprentice obtains his schooling in fortnightly periods instead of attending on specified days in each week. The Commission consults with industry in deciding whether "day" or "block" release is more suitable for a particular trade. The "block release" system has particular advantages for apprentices in country areas who find it difficult or impossible to attend classes under the "day release" system. These apprentices attend "block release" classes in Melbourne or Geelong and the Government subsidises their accommodation and provides free rail travel. The cost of these payments in 1972-73 was \$96,131. Correspondence schooling for country apprentices has been discontinued.

The modular system of technical school training which commenced in several trades in 1971 has been extended and is gradually replacing the traditional subject based course in an increasing number of trades. The modular system provides the flexibility which is necessary to cater for the varying needs of both apprentices and employers; it appears to be one of the most important developments in apprenticeship training in recent years. In 1971, by arrangement with the Education Department, a senior technical school teacher was appointed to provide a free advisory service to industry, in order to improve on-the-job practice in training apprentices and facilitate its co-ordination with school training. Seven additional appointees commenced this work in 1972 and the appointment of a further five is contemplated in 1973. The welfare and training of apprentices in employers' workshops is supervised by the Commission, which, through its apprenticeship supervisors, 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. At present it varies from 2½ years to 4 years depending upon the scope of learning required by the skills of the various trades. The first three months of employment (the probationary period) enable 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 1969 to 1973 are shown in the table on the previous page. These figures are extracted from the annual reports of the Apprenticeship Commission.

#### EMPLOYMENT AND UNEMPLOYMENT

##### **Australian Department of Labour**

Some of the more important of the functions of the Department of Labour are the operation of the Commonwealth Employment Service; 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; the 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 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 Service functions within the Employment and Training Division of the Department on a decentralised basis. In Victoria the Regional Office Headquarters are located in Melbourne, and there are 25 District Employment Offices in the metropolitan area and 16 in country centres. There are also 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 Service 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 Service assists in the administration of the unemployment and sickness benefits provisions of the *Social Services Act 1947-1973*. 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 Service is responsible for placing in initial employment all Australian Government nominated migrant workers coming to Australia under the assisted passage scheme ; it also provides assistance to other migrants wishing to obtain employment. When migrants coming under Australian Government nomination arrive in Australia, the Service arranges for them to travel to their initial employment and for their admission, if necessary, to Australian Government controlled hostels. Since 1951 the Service has been responsible for recruiting Australian specialists 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 Service also arranges training in industry for students who come to Australia for training under the various technical assistance schemes with which the Australian Government is associated.

In association with its placement activities, the Service carries out regular surveys of the labour market in all areas and industries, and supplies detailed information to interested Australian 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 these services.

Particulars of the major activities of the Service during the five years 1968-69 to 1972-73 are given in the following table :

## VICTORIA—COMMONWEALTH EMPLOYMENT SERVICE

Particulars	1968-69	1969-70	1970-71	1971-72	1972-73
Applications for employment (a)	261,537	264,476	291,064	374,904	330,853
Number placed in employment	116,477	121,803	121,982	128,967	145,739
Number of vacancies notified	165,493	179,517	175,677	184,298	225,767
Vacancies at 30 June	11,777	12,326	9,228	8,411	16,522

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

### Labour force

At the 1971 Census the following questions were asked to determine a person's labour force status :

- (a) Did this person have a full or part-time job, or business or farm of any kind last week?
- (b) Did this person do any work at all last week for payment or profit?
- (c) Was this person temporarily laid off by his employer without pay for the whole of last week?
- (d) Did this person look for work last week?

This approach conforms closely to the recommendations of the Eighth International Conference of Labour Statisticians held in Geneva in 1954 and to the approach used at the 1966 Census.

According to the definition any labour force activity during the previous week, however little, results in the person being counted in the labour force.

Thus many persons whose main activity is not a labour force one (e.g., housewife, full-time student) are drawn into the labour force by virtue of part-time or occasional labour force activity in the previous week. Answers to the question on usual major activity indicate that there were substantially more of such persons at the 1971 Census than at the 1966 Census and that they were predominantly females.

On the other hand, the definition excludes persons who may frequently or usually participate in the labour force but who in the previous week happened to have withdrawn from the labour force. Answers to the question on usual major activity indicate that there were substantially more of such persons at the 1971 Census than at the 1966 Census, especially among males.

A similar definition of the labour force is used in the quarterly population sample survey conducted by the Bureau by the method of personal interview. This survey is used to measure changes in the labour force from quarter to quarter in the intercensal period.

Evidence from post-enumeration surveys and pilot tests indicates that the personal interview approach tends to identify a larger number of persons as in the labour force than does the filling in of the census questions on the schedule by the householder and that this tendency has increased between the 1966 and 1971 Censuses.

The above considerations should be borne in mind if comparisons of the total labour force or labour force participation rates are made between the 1966 and 1971 Censuses, or between the 1971 Census and the 1971 labour force quarterly estimates.

**VICTORIA—OCCUPATIONS (a) OF THE POPULATION  
IN MAJOR GROUPS, CENSUS 1971**

Occupation group	Number			Percentage of employed		
	Males	Females	Persons	Males	Females	Persons
Professional, technical, and related workers	89,600	63,034	152,634	9.19	13.29	10.53
Administrative, executive and managerial workers	86,480	11,639	98,119	8.87	2.46	6.77
Clerical workers	83,380	144,739	228,119	8.55	30.53	15.74
Sales workers	63,257	53,519	116,776	6.49	11.29	8.06
Farmers, fishermen, hunters, timber getters, and related workers	83,905	17,409	101,314	8.61	3.67	6.99
Miners, quarrymen, and related workers	1,802	2	1,804	0.18	..	0.13
Workers in transport and communication operations	63,339	10,165	73,504	6.50	2.14	5.07
Craftsmen, production process workers and labourers (not elsewhere classified)	400,871	87,955	488,826	41.11	18.55	33.73
Service, sport, and recreation workers	38,576	57,815	96,391	3.96	12.19	6.65
Members of armed forces, enlisted personnel	15,390	675	16,065	1.58	0.14	1.11
Occupation inadequately described or not stated	48,389	27,233	75,622	4.96	5.74	5.22
Total employed	974,989	474,185	1,449,174	100.00	100.00	100.00
Unemployed	14,078	9,739	23,817			
Total labour force	989,067	483,924	1,472,991			
Persons not in labour force	760,994	1,268,366	2,029,360			
Grand total	1,750,061	1,752,290	3,502,351			

(a) Occupation is defined as the type of work performed by an employed person and should not be confused with the type of productive activity, business, or service carried out by the establishment in which a person works.

**VICTORIA—OCCUPATIONAL STATUS OF THE POPULATION, CENSUS 1971**

Occupational status	Number			Percentage of population		
	Males	Females	Persons	Males	Females	Persons
<b>IN LABOUR FORCE—</b>						
Employed—						
Employer	57,778	16,338	74,116	3.30	0.93	2.12
Self-employed	86,545	22,584	109,129	4.95	1.29	3.12
Employee	828,082	429,310	1,257,392	47.32	24.50	35.90
Helper (not on wage or salary)	2,584	5,953	8,537	0.15	0.34	0.24
Total employed	974,989	474,185	1,449,174	55.72	27.06	41.38
Unemployed (a)	14,078	9,739	23,817	0.80	0.56	0.68
Total in labour force	989,067	483,924	1,472,991	56.52	27.62	42.06
<b>NOT IN LABOUR FORCE—</b>						
Child not attending school	178,447	170,780	349,227	10.20	9.75	9.97
Child at primary or secondary school	392,873	370,000	762,873	22.45	21.11	21.78
Student full-time (b)	29,460	21,233	50,693	1.68	1.21	1.45
Home duties	..	646,801	646,801	..	36.91	18.47
Other	160,214	59,552	219,766	9.15	3.40	6.27
Total not in labour force	760,994	1,268,366	2,029,360	43.48	72.38	57.94
Grand total	1,750,061	1,752,290	3,502,351	100.00	100.00	100.00

(a) Unemployed persons are those who are not employed and who were either laid off without pay for the whole week or were actively looking for work.

(b) Other than at primary or secondary school.

### Civilian employees

Estimates of civilian employees are based on comprehensive data (referred to here as "benchmarks") derived for the purpose from the Population Census of June 1966. For the period from July 1966 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 30 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 employees, 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 and in private domestic service.

The concepts and definitions adopted at the 1966 Census from which the benchmarks for this 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 on 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. In September 1971 the collection of pay-roll tax was transferred from the Australian Government to the individual States. Conditions and payments are governed by the relevant State Acts.

Particulars of employment obtained from other collections, such as the Integrated Economic Censuses of manufacturing, mining, and retail and wholesale trade, 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 the short-term trends in employment in the defined field reasonably well, 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 civilian employees (excluding employees in agriculture and private domestic service) in the principal industry groups at June of each of the years 1966 and 1970 to 1973. The number of employees of government bodies and private employers is also shown. At the 1971 Population Census all trainee teachers were for the first time classified as not in the labour force and were excluded from this series from July 1971.



VICTORIA—CIVILIAN EMPLOYEES: INDUSTRY GROUPS (a):  
AT LAST PAY PERIOD IN JUNE

('000)

Industry group	1966	1970	1971	1972	1973
MALES					
Mining and quarrying	4.7	4.5	4.6	4.6	4.2
Manufacturing	300.9	323.9	325.6	327.0	325.6
Electricity, gas, water, and sanitary services	31.4	31.3	31.2	31.6	32.4
Building and construction	81.7	82.9	81.0	82.6	82.9
Road transport and storage	21.0	23.6	24.7	25.2	25.9
Shipping and stevedoring	8.9	9.7	9.7	8.9	9.0
Rail and air transport	19.1	19.7	20.4	21.0	21.0
Communication	23.3	25.4	26.2	26.7	27.4
Finance and property	27.8	34.0	36.0	36.2	37.4
Retail trade	53.9	58.0	58.8	61.6	64.8
Wholesale and other commerce	53.9	57.2	58.3	58.3	58.4
Public authority activities (n.e.i.)	27.7	32.2	33.0	33.9	35.1
Health, hospitals, etc.	10.4	11.9	12.4	13.1	13.5
Education	23.9	29.7	31.6	29.9	31.2
Amusement, hotels, personal service, etc. (b)	21.7	27.4	29.1	30.5	31.6
Other (c)	25.4	29.5	30.2	30.5	31.7
<b>Total</b>	<b>735.7</b>	<b>801.0</b>	<b>812.7</b>	<b>821.7</b>	<b>832.0</b>
Private	541.0	595.1	604.4	610.6	617.5
Government (d)	194.7	205.9	208.3	211.1	214.5
<b>Total</b>	<b>735.7</b>	<b>801.0</b>	<b>812.7</b>	<b>821.7</b>	<b>832.0</b>
FEMALES					
Mining and quarrying	0.4	0.6	0.7	0.7	0.6
Manufacturing	123.1	138.6	138.8	137.7	142.6
Electricity, gas, water, and sanitary services	2.4	2.7	2.7	2.6	2.7
Building and construction	3.1	3.9	4.0	4.4	4.7
Road transport and storage	2.8	3.1	3.2	3.5	3.6
Shipping and stevedoring	0.6	0.7	0.7	0.7	0.6
Rail and air transport	2.6	2.8	2.9	3.0	3.1
Communication	6.6	7.4	7.7	7.8	8.0
Finance and property	20.4	25.5	26.5	25.7	26.1
Retail trade	51.0	59.6	60.3	63.7	68.2
Wholesale and other commerce	20.9	23.1	24.1	24.3	25.0
Public authority activities (n.e.i.)	11.1	14.0	14.1	14.7	15.7
Health, hospitals, etc.	37.9	44.2	47.4	51.5	54.6
Education	30.6	40.7	43.5	40.1	42.5
Amusement, hotels, personal service, etc. (b)	29.1	36.2	39.2	39.6	42.1
Other (c)	18.6	23.0	24.1	25.0	27.0
<b>Total</b>	<b>361.2</b>	<b>426.1</b>	<b>440.0</b>	<b>445.0</b>	<b>467.1</b>
Private	304.6	357.6	368.9	377.2	395.6
Government (d)	56.6	68.5	71.1	67.8	71.5
<b>Total</b>	<b>361.2</b>	<b>426.1</b>	<b>440.0</b>	<b>445.0</b>	<b>467.1</b>

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

(b) Includes restaurants and hairdressing.

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

(d) Includes employees of Australian, State, semi-government, and local government bodies.

VICTORIA—CIVILIAN EMPLOYEES : INDUSTRY GROUPS (a) :  
AT LAST PAY PERIOD IN JUNE—*continued*  
(‘000)

Industry group	1966	1970	1971	1972	1973
PERSONS					
Mining and quarrying	5.1	5.1	5.3	5.3	4.8
Manufacturing	424.0	462.5	464.4	464.7	468.3
Electricity, gas, water, and sanitary services	33.8	34.0	33.9	34.2	35.0
Building and construction	84.8	86.9	85.0	87.0	87.6
Road transport and storage	23.8	26.7	27.9	28.7	29.5
Shipping and stevedoring	9.5	10.4	10.4	9.6	9.6
Rail and air transport	21.7	22.5	23.3	24.0	24.1
Communication	29.9	32.8	33.9	34.5	35.4
Finance and property	48.2	59.5	62.5	61.9	63.4
Retail trade	104.9	117.6	119.1	125.3	133.0
Wholesale and other commerce	74.8	80.3	82.4	82.6	83.4
Public authority activities (n.e.i.)	38.8	46.2	47.1	48.6	50.8
Health, hospitals, etc.	48.3	56.1	59.8	64.7	68.1
Education	54.5	70.4	75.1	70.0	73.8
Amusement, hotels, personal service, etc. (b)	50.8	63.6	68.3	70.1	73.7
Other (c)	44.0	52.5	54.3	55.6	58.8
<b>Total</b>	<b>1,096.9</b>	<b>1,227.1</b>	<b>1,252.7</b>	<b>1,266.7</b>	<b>1,299.1</b>
Private	845.6	952.7	973.3	987.7	1,013.0
Government (d)	251.3	274.4	279.4	279.0	286.1
<b>Total</b>	<b>1,096.9</b>	<b>1,227.1</b>	<b>1,252.7</b>	<b>1,266.7</b>	<b>1,299.1</b>

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

(b) Includes restaurants and hairdressing.

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

(d) Includes employees of Australian, 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. At the 1971 Census all trainee teachers were for the first time classified as not in the labour force and from July 1971 were excluded from the series.

VICTORIA—CIVILIAN EMPLOYEES: GOVERNMENT BODIES  
(‘000)

At 30 June—	Australian 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
1970	67.4	21.9	89.4	121.6	43.2	164.9	16.8	3.4	20.2	205.9	68.5	274.4
1971	69.0	22.3	91.3	122.8	45.3	168.1	16.6	3.5	20.1	208.3	71.1	279.4
1972	69.6	22.5	92.2	122.7	41.6	164.3	18.8	3.7	22.5	211.1	67.8	279.0
1973	71.2	23.3	94.5	124.4	44.3	168.7	18.8	4.0	22.8	214.5	71.5	286.1

**Further references.** Further details on subjects dealt with in this part are contained in other publications of the Australian Bureau of Statistics. Detailed information on employment and unemployment is contained in the monthly mimeographed publication *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 publication *Employed wage and salary earners*. Details relating to the Australian labour force are available in the quarterly bulletin *The labour force*. In addition, wages information is published monthly in the publication *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 510-3 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, and 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 the 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.

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

Year	Food	Clothing and drapery	Housing	Household supplies and equipment	Miscell- aneous	All groups
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
1970-71	112.7	111.5	117.8	105.8	115.8	113.1
1971-72	116.8	117.9	124.9	108.9	127.1	119.7
1972-73	125.9	125.4	133.1	112.1	134.5	127.2

“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.

#### *Retail prices of food items*

The average retail prices of various food and grocery items in Melbourne are shown in the following table for each of the five years 1968 to 1972. The year 1972 saw the first changes of units to metric weights.

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

Item	Unit	1968	1969	1970	1971	1972
Groceries, etc.—						
Bread (delivered)	2 lb	19.0	20.0	21.0	21.5	25.0
Flour—Self raising	2 lb pkt	18.3	19.7	21.6	22.1	23.1
Tea	$\frac{1}{2}$ lb	31.7	30.7	29.9	31.6	32.8
Sugar	4 lb (b)	42.4	42.2	42.3	40.9	41.8
"	4 kg (c)	..	..	..	..	45.9
Peaches, canned	29 oz	28.9	29.9	31.5	32.0	32.4
Pears, canned	29 oz	29.5	30.3	31.7	32.0	32.3
Potatoes	7 lb	57.8	35.4	45.4	47.8	45.2
Onions	lb	14.0	10.2	11.3	13.4	11.7
Dairy produce, etc.—						
Butter	lb	50.2	52.5	53.1	54.2	55.8
Eggs	doz (d)	65.0	68.9	61.8	58.1	56.0
"	doz (e)	..	..	..	..	61.1
Bacon rashers	$\frac{1}{2}$ lb	51.5	51.3	52.7	54.0	55.6
Milk, fresh, bottled (f)	quart	19.0	19.0	19.0	20.3	21.0
Meat—						
Beef, rib (without bone)	lb	61.9	63.0	65.3	67.8	70.0
" steak, rump	lb	107.6	112.8	116.6	120.0	122.1
" " chuck	lb	51.9	52.4	52.7	53.7	56.0
" sausages	lb	31.8	30.8	30.9	31.1	32.9
" corned silverside	lb	63.1	64.0	65.0	69.6	72.8
" " brisket	lb	45.0	44.0	45.1	44.8	46.4
Mutton, leg	lb	28.8	28.3	27.8	27.6	29.6
" " chops, loin	lb	27.5	29.1	29.3	31.1	30.0
" " " leg	lb	31.8	31.6	31.4	30.4	30.5
Pork, leg	lb	65.2	62.5	62.3	64.1	67.7
" loin	lb	67.7	65.7	64.2	66.6	69.6
" chops	lb	67.5	65.9	64.0	66.4	69.1

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

(b) 4 lb packet to August 1972.

(c) 4 kg packet from September 1972.

(d) Dozen of 24 oz to June 1972.

(e) Dozen of 60 g eggs from July 1972.

(f) Delivered.

## 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 reason, and because of work on new indexes of wholesale price movements, this index was last published for December 1970 although it is still available, in an abbreviated form, upon request to the Commonwealth Statistician. Two indexes have been published to cover the building sector. These are :

1. Materials Used in Building other than House Building ; and
2. Materials Used in House Building (see below).

Two further indexes designed as a modern replacement for the metals components of the old Wholesale Price (Basic Materials and Foodstuffs) Index were published by the Commonwealth Statistician in December 1972.

These are :

1. Metallic Materials Used in the Manufacture of Fabricated Metal Products ; and
2. Copper Materials Used in the Manufacture of Electrical Equipment.

Work is proceeding on the provision of broad measures of price change of both materials used and articles produced by manufacturing industry.

*Price indexes of materials used in building*

The first of the two indexes in this series, "Materials Used in Building other than House Building", was introduced in April 1969, and the second, "Materials Used in House Building", in September 1970. Together they provide an up-to-date replacement for the Building Materials Group of the Wholesale Price (Basic Materials and Foodstuffs) Index. They are issued monthly.

Prices for use in both these indexes are collected as at the mid-point of the month to which the Index refers, or as near to it 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 some exceptions to the use of local prices in the indexes for each capital city.

*Price Index of Materials Used in Building other than House Building*

This 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, the Index is not necessarily applicable to any specific building or type of building included in that area.

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	1970-71	1971-72	1972-73
Concrete mix, cement, sand, etc.	99.9	101.1	104.4	111.9	124.9	129.6
Cement products	101.0	103.1	108.5	115.1	122.6	133.4
Bricks, stone, etc.	102.4	107.3	110.5	115.8	123.0	130.8
Timber, board, and joinery	100.8	104.0	107.8	113.4	118.7	127.7
Steel and iron products	102.4	106.2	110.4	116.0	128.4	136.4
Aluminium products	100.9	104.0	108.7	117.1	125.0	134.5
Other metal products	105.8	106.7	124.1	120.8	118.6	123.1
Plumbing fixtures	102.4	103.4	111.8	121.6	136.4	149.8
Miscellaneous materials	102.8	104.3	106.4	110.2	115.5	123.6
Electrical installation materials	100.9	102.1	112.2	110.9	114.7	120.5
Mechanical services components	101.4	108.0	112.1	119.4	128.0	132.8
<b>All groups</b>	<b>101.7</b>	<b>105.0</b>	<b>109.8</b>	<b>115.1</b>	<b>123.9</b>	<b>131.2</b>

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.

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.

*Price Index of Materials Used in House Building*

This index measures changes in prices of selected materials used in the construction of houses. Its composition is in accordance with the usage of materials in actual houses which were selected as representative for the purpose. The Index does not purport to represent buildings of any kind other than houses. The house building construction types included are those which have brick, brick veneer, timber, or asbestos cement sheeting as the principal material for the outer walls.

In the interests of uniformity and ease of use, the reference base of the index is the year 1966-67 = 100.0, the same as that used for the Wholesale Price Index of Materials Used in Building other than House Building. However, because of the later time at which the weighting source data were collected, the weighting base approximates more closely to the year 1968-69.

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 used in the Index were derived from reported values of each material used in selected representative houses constructed in or about 1968-69 in each State capital city. The selection took account, within the four major construction types, of a range of characteristics of these houses—e.g., internal partitions, windows, roofing, etc., as well as whether such things as paths and fences were included in the job. As opposed to the Wholesale Price Index of Materials Used in Building other than House Building, each State capital city has a unique weighting pattern which reflects the difference in the estimated relative importance of given items as between cities.

MELBOURNE—WHOLESALE PRICE INDEX OF MATERIALS  
USED IN HOUSE BUILDING

(Base of each index: year 1966-67 = 100.0)

Group	1967-68	1968-69	1969-70	1970-71	1971-72	1972-73
Concrete mix, cement, and sand	100.0	101.1	103.3	110.4	122.0	127.2
Cement products	104.0	108.2	118.8	129.9	138.2	141.5
Clay bricks, tiles, etc.	102.4	107.7	110.9	115.7	123.5	132.0
Timber, board, and joinery	99.6	101.5	103.8	109.2	114.5	125.3
Steel products	101.5	104.8	110.3	113.9	126.4	135.3
Other metal products	104.1	107.1	112.0	114.0	119.4	124.8
Plumbing fixtures, etc.	100.9	101.6	103.1	110.9	120.5	131.2
Electrical installation materials	103.4	105.3	116.6	114.7	119.6	125.3
Installed appliances	100.0	99.9	101.8	102.7	104.3	106.8
Plaster and plaster products	102.0	103.8	106.0	111.6	119.2	120.4
Miscellaneous materials	103.2	104.7	107.5	111.4	116.5	124.7
All groups	101.3	103.6	107.2	112.3	118.9	126.5

Items are combined in eleven groups in addition to the "all groups" index. Some items carry the weight of similar items not directly priced. They are described in terms of fixed specifications with the aim of recording price changes for representative materials of constant quality.

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 financial years from 1966-67. The reference base year for each index is 1966-67=100.0.

*Price indexes of metallic materials*

Each of the two indexes in this monthly series is a fixed weights index compiled on the reference base 1968-69 = 100.0 using the method of the weighted arithmetic mean of price relatives. Separate indexes have not been calculated for each capital city.

Prices for each of the items relate to representative goods of fixed specifications and are sufficiently detailed to ensure that price changes incorporated in the index are measured, as far as possible, on the basis of constant quality.

The price series used are obtained monthly, by mail, from major Australian manufacturers of the relevant materials. In the main, prices are collected at the mid-point of each month. Prices collected are, as far as possible, those normally charged to representative manufacturers for goods delivered into their stores.

*Price Index of Metallic Materials Used in Manufacture of Fabricated Metal Products*

This Index is comprised of important metallic materials selected and combined in accordance with a weighting pattern reflecting value of usage as reported at the 1968-69 Census of Manufacturing Establishments for establishments classified to the Fabricated Metal Products Sub-division of Manufacturing Industry (Australian Standard Industrial Classification Sub-division 31). Index numbers are compiled on an Australia-wide basis for four groupings and an "all groups" combination as set out in the following table :

AUSTRALIA—WHOLESALE PRICE INDEX OF METALLIC MATERIALS USED  
IN THE MANUFACTURE OF FABRICATED METAL PRODUCTS  
(Base of each index: year 1968-69 = 100.0)

Group	Value weight	1969-70	1970-71	1971-72	1972-73
	per cent				
Iron and steel	83.2	104.2	106.7	116.2	122.6
Aluminium	8.9	102.2	104.5	106.8	109.2
Copper and brass	5.7	122.5	106.5	106.2	106.6
Other metallic materials	2.2	93.8	90.0	83.6	98.7
All groups	100.0	104.8	106.2	114.1	120.0

*Price Indexes of Copper Materials Used in the Manufacture of Electrical Equipment*

The construction of these indexes is based on information supplied by the Electricity Supply Association of Australia and the Australian Electrical



Manufacturers Association whose members use measures of this type for price adjustment of contracts.

Four copper materials—busbar, paper covered strip, polyvinyl chloride cable, and enamelled winding wire—have been combined into five separate indexes in accordance with weighting patterns reflecting value of usage in each of five selected activities of the Electrical Machinery Equipment and Supplies Class of Manufacturing Industry (Australian Standard Industrial Classification Class 3326). The indexes, each of which has separate weighting patterns for the four copper materials, have been compiled on an Australia-wide basis for the five selected manufacturing activities and are set out in the following table :

AUSTRALIA—WHOLESALE PRICE INDEXES OF COPPER MATERIALS USED  
IN THE MANUFACTURE OF ELECTRICAL EQUIPMENT :  
INDEX NUMBERS FOR SELECTED ACTIVITIES  
(Base of each index : year 1968-69 = 100.0)

Copper materials used in manufacture of—	1969-70	1970-71	1971-72	1972-73
Electric motors and motor control equipment	114.9	104.0	104.8	110.4
High voltage and low voltage switch gear	124.3	105.7	104.9	111.2
Distribution transformers	115.0	101.3	101.3	105.7
Power transformers	123.0	100.3	95.2	98.3
General transformers	116.4	103.0	104.0	109.4

#### 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 pages 223-4 of the *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
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	99	93	94	143	109	103
1970-71 (a)	67	152	88	100	102	113	94	139	109	101
1971-72 (a)	72	147	135	99	103	127	96	138	126	104
1972-73 (a)	179	178	119	102	106	136	139	142	180	134

(a) Interim series, subject to revision.

Further reference. AUSTRALIAN BUREAU OF STATISTICS. *Labour reports*.