

## INDUSTRIAL DISPUTES

### Explanatory notes

This section contains statistics of industrial disputes for 1976. Some figures for 1975 have also been included.

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

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

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

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

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

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

For statistics of industrial disputes for earlier periods see *Labour Statistics 1975* (Reference No. 6.61) and the monthly (Reference No. 6.27) and quarterly (Reference No. 6.6) releases on *Industrial Disputes*. Current figures are published in the monthly and quarterly releases already mentioned.

### Definitions

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

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

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

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

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

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

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

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

### Causes

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

Causes of industrial disputes are grouped as follows:

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

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

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

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

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

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

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

### Methods of settlement

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

The classification of methods of settlement is as follows:

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

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

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

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

*Federal and joint Federal-State legislation.*

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

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

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

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

*Closing down the establishment permanently.*

*Resumption without negotiation.*

*Other methods.*

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

**INDUSTRIAL DISPUTES : STATES AND TERRITORIES**

| <i>Period</i>  | <i>N.S.W.</i> | <i>Vic.</i> | <i>Qld</i> | <i>S.A.</i> | <i>W.A.</i> | <i>Tas.</i> | <i>N.T.</i> | <i>A.C.T.</i> | <i>Australia</i> |
|--|---------------|-------------|------------|-------------|-------------|-------------|-------------|---------------|------------------|
| <b>NUMBER OF DISPUTES</b>                                |               |             |            |             |             |             |             |               |                  |
| 1976 -   | 955           | 322         | 319        | 118         | 250         | 43          | 29          | 19            | 2,055            |
| March quarter  | 292           | 92          | 95         | 33          | 53          | 11          | 12          | 4             | 592              |
| June quarter   | 215           | 75          | 87         | 33          | 62          | 14          | 4           | 7             | 497              |
| September quarter  | 222           | 85          | 79         | 28          | 67          | 13          | 9           | 6             | 509              |
| December quarter   | 226           | 70          | 58         | 24          | 68          | 5           | 4           | 2             | 457              |
| <b>WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) ('000)</b> |               |             |            |             |             |             |             |               |                  |
| 1976 -   | 941.9         | 647.3       | 317.7      | 130.4       | 100.7       | 30.9        | 7.8         | 13.1          | 2,189.9          |
| March quarter  | 71.4          | 36.7        | 17.7       | 4.5         | 10.3        | 1.9         | 1.6         | 0.6           | 144.7            |
| June quarter   | 128.9         | 328.5       | 35.9       | 12.8        | 21.6        | 2.8         | 1.1         | 2.9           | 534.4            |
| September quarter  | 701.8         | 256.5       | 248.0      | 104.0       | 58.0        | 25.7        | 4.4         | 9.4           | 1,407.8          |
| December quarter   | 39.7          | 25.7        | 16.2       | 9.1         | 10.9        | 0.6         | 0.6         | 0.2           | 102.9            |
| <b>WORKING DAYS LOST ('000)</b>                          |               |             |            |             |             |             |             |               |                  |
| 1976 -   | 1,456.5       | 1,420.0     | 426.0      | 151.8       | 252.1       | 62.2        | 15.3        | 15.4          | 3,799.2          |
| March quarter  | 215.9         | 162.2       | 36.0       | 16.4        | 55.1        | 17.1        | 3.3         | 0.5           | 506.5            |
| June quarter   | 190.2         | 521.4       | 57.9       | 18.8        | 66.2        | 6.4         | 1.6         | 4.9           | 867.3            |
| September quarter  | 857.4         | 637.4       | 282.0      | 106.3       | 84.9        | 37.4        | 5.7         | 9.8           | 2,020.8          |
| December quarter   | 193.0         | 98.9        | 50.1       | 10.3        | 45.9        | 1.3         | 4.8         | 0.2           | 404.6            |
| <b>ESTIMATED LOSS IN WAGES (\$'000)</b>                  |               |             |            |             |             |             |             |               |                  |
| 1976 -   | 43,426.2      | 42,117.8    | 13,450.9   | 4,285.2     | 8,461.9     | 1,792.7     | 520.6       | 496.4         | 114,551.6        |
| March quarter  | 6,123.1       | 4,559.1     | 1,079.5    | 444.5       | 1,833.6     | 431.0       | 100.4       | 16.4          | 14,587.6         |
| June quarter   | 5,581.4       | 15,312.2    | 1,769.8    | 522.6       | 2,335.8     | 213.5       | 52.3        | 177.3         | 25,965.0         |
| September quarter  | 25,505.1      | 18,581.1    | 8,847.2    | 3,007.5     | 2,526.9     | 1,104.1     | 187.7       | 295.2         | 60,054.7         |
| December quarter   | 6,216.5       | 3,665.4     | 1,754.5    | 310.6       | 1,765.5     | 44.0        | 180.3       | 7.5           | 13,944.4         |

## INDUSTRIAL DISPUTES : INDUSTRIES, 1976

| ASIC<br>division (a) | ASIC industry (a)   | Number<br>of<br>disputes | Workers<br>involved<br>(directly and<br>indirectly)<br>('000) | Working days lost |  | Estimated<br>loss in<br>wages<br>(\$'000) |
|----------------------|---|--------------------------|---|-------------------|--|---|
|                      |   |                          |   | Number<br>('000)  | Average days<br>per worker<br>involved |   |
| A                    | Agriculture, forestry, fishing and hunting                              | ..                       | 1.3   | 1.7               | 1.3                                    | 45.3                                      |
| B                    | Mining  | 375                      | 139.1   | 374.2             | 2.7                                    | 13,944.7                                  |
|                      | Coal mining   | 172                      | 65.7  | 159.1             | 2.4                                    | 6,165.0                                   |
|                      | Other mining  | 203                      | 73.4  | 215.0             | 2.9                                    | 7,779.7                                   |
| C                    | Manufacturing   | 851                      | 910.6   | 1,631.6           | 1.8                                    | 46,101.1                                  |
|                      | Food, beverages and tobacco   | 176                      | 196.1   | 397.1             | 2.0                                    | 10,366.8                                  |
|                      | Textiles; clothing and footwear   | 8                        | 38.3  | 61.8              | 1.6                                    | 1,543.8                                   |
|                      | Textiles  | 5                        | 18.3  | 40.6              | 2.2                                    | 1,026.0                                   |
|                      | Clothing and footwear   | 3                        | 20.0  | 21.2              | 1.1                                    | 517.7                                     |
|                      | Wood, wood products and furniture                                       | 10                       | 39.6  | 59.3              | 1.5                                    | 1,578.2                                   |
|                      | Paper and paper products, printing<br>and publishing                    | 26                       | 52.9  | 153.5             | 2.9                                    | 4,883.5                                   |
|                      | Chemical, petroleum and coal products                                   | 47                       | 39.1  | 64.0              | 1.6                                    | 2,098.8                                   |
|                      | Metal products, machinery and equipment                                 | 510                      | 484.4   | 775.0             | 1.6                                    | 22,234.7                                  |
|                      | Basic metal products  | 247                      | 132.9   | 189.9             | 1.4                                    | 5,426.6                                   |
|                      | Fabricated metal products   | 76                       | 68.2  | 107.8             | 1.6                                    | 2,971.1                                   |
|                      | Transport equipment   | 136                      | 163.6   | 289.5             | 1.8                                    | 8,239.3                                   |
|                      | Other machinery and equipment   | 51                       | 119.6   | 187.8             | 1.6                                    | 5,597.7                                   |
|                      | Other manufacturing   | 74                       | 60.2  | 120.8             | 2.0                                    | 3,395.4                                   |
|                      | Non-metallic mineral products   | 46                       | 30.0  | 50.4              | 1.7                                    | 1,434.9                                   |
|                      | Miscellaneous manufacturing (b)   | 28                       | 30.3  | 70.4              | 2.3                                    | 1,960.4                                   |
| D                    | Electricity, gas and water  | 29                       | 73.0  | 112.4             | 1.5                                    | 3,510.8                                   |
|                      | Electricity and gas   | 24                       | 51.0  | 88.2              | 1.7                                    | 2,860.5                                   |
|                      | Water, sewerage and drainage  | 5                        | 22.0  | 24.2              | 1.1                                    | 650.3                                     |
| E                    | Construction  | 302                      | 264.8   | 535.8             | 2.0                                    | 18,659.1                                  |
| F                    | Wholesale and retail trade  | 60                       | 185.1   | 272.3             | 1.5                                    | 7,285.4                                   |
|                      | Wholesale trade   | 29                       | 100.7   | 146.9             | 1.5                                    | 4,036.5                                   |
|                      | Retail trade  | 31                       | 84.4  | 125.3             | 1.5                                    | 3,248.9                                   |
| G,H                  | Transport and storage; communication                                    | 318                      | 330.1   | 425.1             | 1.3                                    | 12,575.8                                  |
|                      | Road transport; other transport and storage;<br>communication           | 70                       | 138.1   | 202.4             | 1.5                                    | 6,024.9                                   |
|                      | Road transport  | 29                       | 66.7  | 93.4              | 1.4                                    | 2,844.5                                   |
|                      | Other transport and storage; communication                              | 41                       | 71.4  | 109.0             | 1.5                                    | 3,180.4                                   |
|                      | Railway transport; air transport  | 67                       | 131.7   | 147.1             | 1.1                                    | 4,255.2                                   |
|                      | Railway transport   | 39                       | 113.7   | 119.4             | 1.1                                    | 3,330.5                                   |
|                      | Air transport   | 28                       | 18.0  | 27.7              | 1.5                                    | 924.7                                     |
|                      | Water transport   | 181                      | 60.3  | 75.5              | 1.3                                    | 2,295.6                                   |
|                      | Stevedoring services  | 139                      | 35.4  | 37.1              | 1.1                                    | 1,002.9                                   |
|                      | Water transport (except stevedoring services)                           | 42                       | 24.8  | 38.4              | 1.6                                    | 1,292.7                                   |
| L                    | Entertainment, recreation, restaurants, hotels and<br>personal services | 27                       | 115.0   | 179.5             | 1.6                                    | 4,802.1                                   |
|                      | Other industries  | 93                       | 171.1   | 266.8             | 1.6                                    | 7,627.4                                   |
| I                    | Finance, insurance, real estate and business<br>services                | 6                        | 29.3  | 43.5              | 1.5                                    | 1,118.0                                   |
| J,K                  | Public administration and defence; community<br>services                | 87                       | 141.8   | 223.3             | 1.6                                    | 6,509.4                                   |
|                      | Health  | 14                       | 7.4   | 6.0               | 0.8                                    | 177.9                                     |
|                      | Education, libraries, museums and<br>art galleries                      | 19                       | 78.0  | 119.4             | 1.5                                    | 3,540.3                                   |
|                      | Other (c)   | 54                       | 56.4  | 97.9              | 1.7                                    | 2,791.2                                   |
| Total                |   | 2,055                    | 2,189.9   | 3,799.2           | 1.7                                    | 114,551.6                                 |

(a) Australian Standard Industrial Classification — see second paragraph on page 104. Statistics in this industry detail are available only annually. (b) ASIC sub-division 34. (c) ASIC divisions J and K less Health and Education, etc. shown separately above.

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

| Period    | Mining |       | Manufacturing  |       | Construc-<br>tion | Transport<br>and storage;<br>communication |       | Other<br>industries | All<br>industries |
|-----------|--------|-------|--|-------|-------------------|--|-------|---------------------|-------------------|
|           | Coal   | Other | Metal<br>products,<br>machinery<br>and<br>equipment<br>(c) | Other |                   | Steve-<br>doring<br>services               | Other |                     |                   |
|           |        |       |  |       |                   |  |       |                     |                   |
| 1975      | 343.3  | 90.0  | 1,279.2  | 464.1 | 497.0             | 46.2                                       | 146.7 | 643.5               | 3,509.9           |
| 1976      | 159.1  | 215.0 | 775.0  | 856.5 | 535.8             | 37.1                                       | 388.0 | 832.6               | 3,799.2           |
| 1976 -    |        |       |  |       |                   |  |       |                     |                   |
| January   | 0.9    | 20.3  | 5.6  | 29.9  | 10.3              | 0.1  | 1.4   | 2.5                 | 71.2              |
| February  | 13.1   | 19.8  | 45.8   | 55.7  | 28.3              | 4.2  | 3.3   | 22.6                | 192.7             |
| March     | 10.7   | 6.8   | 36.5   | 54.8  | 32.2              | 0.5  | 18.5  | 82.7                | 242.6             |
| April     | 6.0    | 37.1  | 32.5   | 11.4  | 25.6              | 1.2  | 8.2   | 43.8                | 165.7             |
| May       | 3.6    | 13.7  | 13.6   | 13.7  | 17.5              | 3.1  | 50.7  | 12.7                | 128.6             |
| June      | 10.1   | 17.3  | 128.6  | 88.5  | 87.7              | 5.5  | 102.2 | 133.1               | 573.0             |
| July      | 30.6   | 30.4  | 366.5  | 355.3 | 223.9             | 14.0                                       | 183.2 | 469.6               | 1,673.4           |
| August    | 54.6   | 4.0   | 64.3   | 33.3  | 19.6              | 2.6  | 6.3   | 19.5                | 203.9             |
| September | 10.6   | 26.6  | 27.2   | 36.6  | 28.6              | 2.1  | 4.6   | 7.2                 | 143.4             |
| October   | 7.0    | 16.6  | 23.5   | 88.8  | 29.8              | 0.7  | 2.6   | 13.5                | 182.5             |
| November  | 8.0    | 9.5   | 20.9   | 70.0  | 21.7              | 1.5  | 7.0   | 21.1                | 159.8             |
| December  | 4.0    | 13.0  | 10.0   | 18.7  | 10.6              | 1.6  | 0.2   | 4.2                 | 62.3              |

(a) Australian Standard Industrial Classification - see second paragraph on page 104. (b) Refers to all disputes operative in the period. (c) Includes ASIC sub-divisions 29, 31, 32, 33.

## INDUSTRIAL DISPUTES : INDUSTRIES AND CAUSES, 1976

## ASIC Industry (a)

| Cause of dispute (b)                           | Cause of dispute (a) |       |  |       |                   |  |       |                     |                   |                         |
|--|----------------------|-------|--|-------|-------------------|--|-------|---------------------|-------------------|-------------------------|
|  | Mining               |       | Manufacturing  |       | Construc-<br>tion | Transport<br>and storage;<br>communication |       | Other<br>industries | All<br>industries | Per cent<br>of<br>total |
|  | Coal                 | Other | Metal<br>products,<br>machinery<br>and<br>equip-<br>ment (c) | Other |                   | Steve-<br>doring<br>services               | Other |                     |                   |                         |
|  |                      |       |  |       |                   |  |       |                     |                   |                         |
| NUMBER OF DISPUTES                             |                      |       |  |       |                   |  |       |                     |                   |                         |
| Wages  | 6                    | 27    | 124  | 138   | 64                | 11   | 46    | 60                  | 476               | 23.2                    |
| Hours of work                                  | 1                    | 3     | 2  | 7     | 5                 | ..   | 13    | 8                   | 39                | 1.9                     |
| Leave, pensions, compensation provisions, etc. | 4                    | 3     | 5  | 3     | 1                 | 1  | 5     | 3                   | 25                | 1.2                     |
| Managerial policy                              | 63                   | 95    | 218  | 131   | 129               | 34   | 83    | 94                  | 847               | 41.2                    |
| Physical working conditions                    | 72                   | 35    | 87   | 33    | 42                | 59   | 24    | 27                  | 379               | 18.4                    |
| Trade unionism                                 | 21                   | 25    | 51   | 25    | 45                | 15   | 4     | 11                  | 197               | 9.6                     |
| Other  | 5                    | 15    | 23   | 4     | 16                | 19   | 4     | 6                   | 92                | 4.5                     |
| Total  | 172                  | 203   | 510  | 341   | 302               | 139  | 179   | 209                 | 2,055             | 100.0                   |

## WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)

| Cause of dispute (b)                           | Mining |       | Manufacturing                               |       | Construction | Transport and storage; communication |       | Other industries | All industries | %     |
|--|--------|-------|---|-------|--------------|--------------------------------------|-------|------------------|----------------|-------|
|  | Coal   | Other | Metal products, machinery and equipment (c) | Other |              | Stevedoring services                 | Other |                  |                |       |
| Wages  | 0.8    | 8.7   | 78.9  | 64.0  | 24.2         | 3.5                                  | 30.2  | 24.7             | 235.1          | 10.7  |
| Hours of work                                  | *      | 3.9   | 0.7   | 1.1   | 0.5          | ..                                   | 2.3   | 8.0              | 16.4           | 0.7   |
| Leave, pensions, compensation provisions, etc. | 15.3   | 5.0   | 6.5   | 2.1   | 0.1          | 0.1                                  | 0.3   | 1.7              | 31.1           | 1.4   |
| Managerial policy                              | 12.7   | 14.5  | 52.8  | 42.0  | 23.7         | 7.5                                  | 61.4  | 48.5             | 263.0          | 12.0  |
| Physical working conditions                    | 16.5   | 5.7   | 25.3  | 8.9   | 13.7         | 6.2                                  | 4.0   | 3.5              | 83.9           | 3.8   |
| Trade unionism                                 | 8.5    | 7.6   | 6.6   | 5.5   | 3.6          | 4.8                                  | 0.7   | 18.0             | 55.2           | 2.5   |
| Other  | 11.8   | 28.1  | 313.7                                       | 302.6 | 198.9        | 13.3                                 | 195.8 | 440.9            | 1,505.2        | 68.7  |
| Total  | 65.7   | 73.4  | 484.4                                       | 426.2 | 264.8        | 35.4                                 | 294.7 | 545.4            | 2,189.9        | 100.0 |

## WORKING DAYS LOST

| Cause of dispute (b)                           | Mining |       | Manufacturing                               |       | Construction | Transport and storage; communication |       | Other industries | All industries | %     |
|--|--------|-------|---|-------|--------------|--------------------------------------|-------|------------------|----------------|-------|
|  | Coal   | Other | Metal products, machinery and equipment (c) | Other |              | Stevedoring services                 | Other |                  |                |       |
| Wages  | 2.2    | 50.3  | 169.5                                       | 207.6 | 132.9        | 3.1                                  | 42.1  | 90.9             | 698.7          | 18.4  |
| Hours of work                                  | *      | 27.6  | 1.7   | 2.8   | 1.2          | ..                                   | 3.2   | 21.5             | 58.0           | 1.5   |
| Leave, pensions, compensation provisions, etc. | 61.2   | 27.3  | 11.5  | 7.9   | 0.5          | 0.1                                  | 1.6   | 1.4              | 111.4          | 2.9   |
| Managerial policy                              | 19.3   | 30.7  | 93.6  | 188.9 | 68.6         | 5.7                                  | 62.4  | 105.1            | 574.2          | 15.1  |
| Physical working conditions                    | 27.9   | 17.2  | 15.0  | 23.4  | 27.3         | 6.2                                  | 4.8   | 8.2              | 130.0          | 3.4   |
| Trade unionism                                 | 27.5   | 26.1  | 12.1  | 13.6  | 13.2         | 5.9                                  | 1.2   | 19.3             | 119.0          | 3.1   |
| Other  | 20.9   | 35.8  | 471.6                                       | 412.4 | 292.1        | 16.2                                 | 272.6 | 586.2            | 2,107.8        | 55.5  |
| Total  | 159.1  | 215.0 | 775.0                                       | 856.5 | 535.8        | 37.1                                 | 388.0 | 832.6            | 3,799.2        | 100.0 |

(a) Australian Standard Industrial Classification - see second paragraph on page 104. (b) For nature of classification see page 105. (c) ASIC sub-divisions 29, 31, 32, 33.

## INDUSTRIAL DISPUTES : INDUSTRIES AND DURATION, 1976

## ASIC industry (a)

| Duration (working days)                    | Manufacturing |         |   |          |              |                                      |          |                  | Per cent of total |       |
|--|---------------|---------|---|----------|--------------|--------------------------------------|----------|------------------|-------------------|-------|
|  | Mining        |         | Metal products, machinery and equipment (b) | Other    | Construction | Transport and storage; communication |          | Other industries |                   |       |
|  | Coal          | Other   |   |          |              | Stevedoring services                 | Other    |                  |                   |       |
| NUMBER OF DISPUTES                         |               |         |   |          |              |                                      |          |                  |                   |       |
| Up to 1 day                                | 87            | 89      | 252   | 83       | 100          | 116                                  | 79       | 67               | 873               | 42.5  |
| Over 1 to 2 days                           | 32            | 47      | 85  | 68       | 51           | 17                                   | 39       | 31               | 370               | 18.0  |
| Over 2 to 3 days                           | 18            | 20      | 40  | 28       | 29           | 2                                    | 15       | 30               | 182               | 8.9   |
| Over 3 to less than 5 days                 | 17            | 18      | 43  | 45       | 36           | 2                                    | 22       | 24               | 207               | 10.1  |
| 5 to less than 10 days                     | 16            | 22      | 49  | 78       | 39           | 2                                    | 18       | 29               | 253               | 12.3  |
| 10 to less than 20 days                    | 2             | 6       | 33  | 29       | 29           | ..                                   | 3        | 18               | 120               | 5.8   |
| 20 to less than 40 days                    | ..            | 1       | 7   | 8        | 11           | ..                                   | 2        | 10               | 39                | 1.9   |
| 40 days and over                           | ..            | ..      | 1   | 2        | 7            | ..                                   | 1        | ..               | 11                | 0.5   |
| Total                                      | 172           | 203     | 510   | 341      | 302          | 139                                  | 179      | 209              | 2,055             | 100.0 |
| WORKERS INVOLVED (DIRECTLY AND INDIRECTLY) |               |         |   |          |              |                                      |          |                  |                   |       |
| Up to 1 day                                | 26.0          | 37.1    | 192.4                                       | 154.4    | 136.9        | 23.6                                 | 177.0    | 239.6            | 986.9             | 45.1  |
| Over 1 to 2 days                           | 9.6           | 6.1     | 189.8                                       | 191.1    | 75.3         | 10.4                                 | 111.3    | 224.4            | 817.9             | 37.3  |
| Over 2 to 3 days                           | 9.9           | 11.0    | 79.8  | 39.1     | 37.7         | 1.0                                  | 1.8      | 63.2             | 243.4             | 11.1  |
| Over 3 to less than 5 days                 | 6.7           | 2.9     | 8.8   | 8.7      | 3.8          | 0.4                                  | 1.5      | 8.9              | 41.6              | 1.9   |
| 5 to less than 10 days                     | 13.2          | 13.2    | 5.2   | 21.9     | 4.4          | 0.1                                  | 2.2      | 2.4              | 62.6              | 2.9   |
| 10 to less than 20 days                    | 0.3           | 3.2     | 7.8   | 8.2      | 3.3          | ..                                   | 0.6      | 3.9              | 27.3              | 1.2   |
| 20 to less than 40 days                    | ..            | 0.1     | 0.5   | 1.5      | 1.9          | ..                                   | 0.2      | 2.9              | 7.1               | 0.3   |
| 40 days and over                           | ..            | ..      | *   | 1.3      | 1.6          | ..                                   | 0.1      | ..               | 3.0               | 0.1   |
| Total                                      | 65.7          | 73.4    | 484.4                                       | 426.2    | 264.8        | 35.4                                 | 294.7    | 545.4            | 2,189.9           | 100.0 |
| WORKING DAYS LOST                          |               |         |   |          |              |                                      |          |                  |                   |       |
| Up to 1 day                                | 19.9          | 30.8    | 117.1                                       | 118.4    | 97.3         | 15.7                                 | 156.9    | 185.5            | 741.5             | 19.5  |
| Over 1 to 2 days                           | 12.7          | 8.8     | 241.5                                       | 246.4    | 113.3        | 16.5                                 | 191.1    | 303.4            | 1,133.8           | 29.8  |
| Over 2 to 3 days                           | 27.1          | 27.6    | 228.6                                       | 120.0    | 106.7        | 3.0                                  | 4.8      | 173.3            | 691.2             | 18.2  |
| Over 3 to less than 5 days                 | 23.1          | 11.5    | 31.4  | 33.9     | 15.2         | 1.4                                  | 5.5      | 31.8             | 153.7             | 4.0   |
| 5 to less than 10 days                     | 72.8          | 80.4    | 32.7  | 130.4    | 29.1         | 0.5                                  | 13.8     | 15.4             | 375.1             | 9.9   |
| 10 to less than 20 days                    | 3.5           | 54.8    | 109.1                                       | 99.3     | 42.9         | ..                                   | 8.3      | 46.2             | 364.0             | 9.6   |
| 20 to less than 40 days                    | ..            | 1.3     | 13.1  | 42.5     | 49.1         | ..                                   | 4.4      | 77.1             | 187.4             | 4.9   |
| 40 days and over                           | ..            | ..      | 1.6   | 65.6     | 82.3         | ..                                   | 3.1      | ..               | 152.6             | 4.0   |
| Total                                      | 159.1         | 215.0   | 775.0                                       | 856.5    | 535.8        | 37.1                                 | 388.0    | 832.6            | 3,799.2           | 100.0 |
| ESTIMATED LOSS IN WAGES                    |               |         |   |          |              |                                      |          |                  |                   |       |
| Up to 1 day                                | 761.3         | 1,014.1 | 3,347.4                                     | 3,331.4  | 3,148.3      | 483.4                                | 4,540.2  | 5,191.3          | 21,817.3          | 19.0  |
| Over 1 to 2 days                           | 540.1         | 319.0   | 6,949.2                                     | 6,585.0  | 3,439.7      | 376.9                                | 5,757.6  | 8,831.8          | 32,799.4          | 28.6  |
| Over 2 to 3 days                           | 998.3         | 919.0   | 6,360.4                                     | 3,144.1  | 3,733.3      | 82.6                                 | 139.4    | 4,370.4          | 19,747.6          | 17.2  |
| Over 3 to less than 5 days                 | 850.8         | 424.9   | 916.1                                       | 936.7    | 570.4        | 43.5                                 | 163.4    | 1,021.9          | 4,927.7           | 4.3   |
| 5 to less than 10 days                     | 2,856.5       | 2,973.5 | 992.6                                       | 3,759.8  | 1,164.2      | 16.5                                 | 421.1    | 449.1            | 12,633.4          | 11.0  |
| 10 to less than 20 days                    | 158.0         | 2,069.1 | 3,215.0                                     | 2,699.7  | 1,592.0      | ..                                   | 269.6    | 1,290.4          | 11,293.7          | 9.9   |
| 20 to less than 40 days                    | ..            | 60.0    | 399.9                                       | 1,116.8  | 1,659.2      | ..                                   | 163.5    | 2,116.1          | 5,515.6           | 4.8   |
| 40 days and over                           | ..            | ..      | 54.0  | 2,293.0  | 3,352.0      | ..                                   | 118.0    | ..               | 5,817.0           | 5.1   |
| Total                                      | 6,165.0       | 7,779.7 | 22,234.7                                    | 23,866.4 | 18,659.1     | 1,002.9                              | 11,572.8 | 23,271.0         | 114,551.6         | 100.0 |

(a) Australian Standard Industrial Classification - see second paragraph on page 104. (b) ASIC sub-division 29,31,32,33.

## INDUSTRIAL DISPUTES : INDUSTRIES AND METHODS OF SETTLEMENT, 1976 (a)

| ASIC industry (b)                                      |               |       |   |       |              |                                      |       |                  |                |                   |
|--|---------------|-------|---|-------|--------------|--------------------------------------|-------|------------------|----------------|-------------------|
| Method of settlement (c)                               | Manufacturing |       |   |       |              |                                      |       |                  | All industries | Per cent of total |
|  | Mining        |       | Metal products, machinery and equipment (d) | Other | Construction | Transport and storage; communication |       | Other industries |                |                   |
|  | Coal          | Other |   |       |              | Stevedoring services                 | Other |                  |                |                   |
|  |               |       |   |       |              |                                      |       |                  |                |                   |
| NUMBER OF DISPUTES                                     |               |       |   |       |              |                                      |       |                  |                |                   |
| Negotiation  | 44            | 71    | 108   | 109   | 92           | 31                                   | 47    | 67               | 569            | 27.7              |
| Mediation  | ..            | 1     | 3   | 3     | 2            | ..                                   | 1     | 2                | 12             | 0.6               |
| State legislation -                                    |               |       |   |       |              |                                      |       |                  |                |                   |
| (a) Under State conciliation, etc. legislation         | 2             | 44    | 20  | 76    | 32           | 3                                    | 13    | 49               | 239            | 11.6              |
| (b) Intervention, etc. of State government officials   | ..            | ..    | ..  | ..    | ..           | ..                                   | 1     | 3                | 4              | 0.2               |
| Federal and joint Federal-State legislation -          |               |       |   |       |              |                                      |       |                  |                |                   |
| (a) Industrial Tribunals under -                       |               |       |   |       |              |                                      |       |                  |                |                   |
| (i) Conciliation and Arbitration Act                   | ..            | 6     | 51  | 45    | 51           | 3                                    | 19    | 24               | 199            | 9.7               |
| (ii) Coal industry Acts                                | 20            | ..    | ..  | ..    | ..           | ..                                   | ..    | ..               | 20             | 1.0               |
| (iii) Stevedoring Industry Act                         | ..            | ..    | ..  | ..    | ..           | 3                                    | ..    | ..               | 3              | 0.1               |
| (iv) Other Acts  | ..            | ..    | ..  | ..    | ..           | ..                                   | ..    | ..               | ..             | ..                |
| (b) Intervention, etc. of Federal government officials | ..            | ..    | ..  | ..    | ..           | 2                                    | ..    | ..               | 2              | 0.1               |
| Filling the places of workers on strike or locked out  | ..            | ..    | ..  | ..    | ..           | ..                                   | ..    | ..               | ..             | ..                |
| Closing down the establishment permanently             | ..            | ..    | 1   | ..    | 2            | ..                                   | ..    | ..               | 3              | 0.1               |
| Resumption without negotiation                         | 106           | 81    | 325   | 108   | 123          | 97                                   | 98    | 64               | 1,002          | 48.8              |
| Other methods  | ..            | ..    | 2   | ..    | ..           | ..                                   | ..    | ..               | 2              | 0.1               |
| Total  | 172           | 203   | 510   | 341   | 302          | 139                                  | 179   | 209              | 2,055          | 100.0             |
| WORKERS INVOLVED (DIRECTLY AND INDIRECTLY)             |               |       |   |       |              |                                      |       |                  |                |                   |
|  |               |       |   |       | - '000 -     |                                      |       |                  |                | %                 |
| Negotiation  | 10.4          | 10.4  | 44.6  | 58.6  | 23.0         | 2.9                                  | 12.3  | 39.4             | 201.6          | 9.2               |
| Mediation  | ..            | 0.2   | 0.4   | 0.2   | *            | ..                                   | *     | 0.2              | 1.1            | 0.1               |
| State legislation -                                    |               |       |   |       |              |                                      |       |                  |                |                   |
| (a) Under State conciliation, etc. legislation         | 0.3           | 20.3  | 3.9   | 22.2  | 2.3          | 0.6                                  | 0.7   | 9.5              | 59.8           | 2.7               |
| (b) Intervention, etc. of State government officials   | ..            | ..    | ..  | ..    | ..           | ..                                   | 0.6   | 0.3              | 0.9            | †                 |
| Federal and joint Federal-State legislation -          |               |       |   |       |              |                                      |       |                  |                |                   |
| (a) Industrial Tribunals under -                       |               |       |   |       |              |                                      |       |                  |                |                   |
| (i) Conciliation and Arbitration Act                   | ..            | 1.9   | 15.5  | 9.9   | 6.9          | 3.0                                  | 3.9   | 7.9              | 49.1           | 2.2               |
| (ii) Coal Industry Acts                                | 17.2          | ..    | ..  | ..    | ..           | ..                                   | ..    | ..               | 17.2           | 0.8               |
| (iii) Stevedoring Industry Act                         | ..            | ..    | ..  | ..    | ..           | 1.1                                  | ..    | ..               | 1.1            | 0.1               |
| (iv) Other Acts  | ..            | ..    | ..  | ..    | ..           | ..                                   | ..    | ..               | ..             | ..                |
| (b) Intervention, etc. of Federal government officials | ..            | ..    | ..  | ..    | ..           | 0.1                                  | ..    | ..               | 0.1            | †                 |
| Filling the places of workers on strike or locked out  | ..            | ..    | ..  | ..    | ..           | ..                                   | ..    | ..               | ..             | ..                |
| Closing down the establishment permanently             | ..            | ..    | *   | ..    | 0.2          | ..                                   | ..    | ..               | 0.2            | †                 |
| Resumption without negotiation                         | 37.7          | 40.5  | 420.0                                       | 335.4 | 232.3        | 27.7                                 | 277.1 | 488.0            | 1,858.7        | 84.9              |
| Other methods  | ..            | ..    | *   | ..    | ..           | ..                                   | ..    | ..               | *              | †                 |
| Total  | 65.7          | 73.4  | 484.4                                       | 426.2 | 264.8        | 35.4                                 | 294.7 | 545.4            | 2,189.9        | 100.0             |
| WORKING DAYS LOST                                      |               |       |   |       |              |                                      |       |                  |                |                   |
|  |               |       |   |       | - '000 -     |                                      |       |                  |                | %                 |
| Negotiation  | 17.9          | 19.5  | 132.9                                       | 218.2 | 58.8         | 3.2                                  | 19.6  | 85.0             | 554.8          | 14.6              |
| Mediation  | ..            | 0.9   | 5.6   | 1.2   | 0.1          | ..                                   | 1.1   | 1.0              | 9.9            | 0.3               |
| State legislation -                                    |               |       |   |       |              |                                      |       |                  |                |                   |
| (a) Under State conciliation, etc. legislation         | 3.5           | 142.3 | 10.0  | 120.9 | 25.2         | 1.0                                  | 7.2   | 50.7             | 360.6          | 9.5               |
| (b) Intervention, etc. of State government officials   | ..            | ..    | ..  | ..    | ..           | ..                                   | 0.6   | 0.9              | 1.5            | †                 |
| Federal and joint Federal-State legislation -          |               |       |   |       |              |                                      |       |                  |                |                   |
| (a) Industrial Tribunals under -                       |               |       |   |       |              |                                      |       |                  |                |                   |
| (i) Conciliation and Arbitration Act                   | ..            | 7.6   | 57.3  | 50.9  | 115.9        | 5.0                                  | 11.6  | 53.5             | 301.8          | 7.9               |
| (ii) Coal Industry Acts                                | 80.8          | ..    | ..  | ..    | ..           | ..                                   | ..    | ..               | 80.8           | 2.1               |
| (iii) Stevedoring Industry Act                         | ..            | ..    | ..  | ..    | ..           | 1.4                                  | ..    | ..               | 1.4            | †                 |
| (iv) Other Acts  | ..            | ..    | ..  | ..    | ..           | ..                                   | ..    | ..               | ..             | ..                |
| (b) Intervention, etc. of Federal government officials | ..            | ..    | ..  | ..    | ..           | *                                    | ..    | ..               | *              | †                 |
| Filling the places of workers on strike or locked out  | ..            | ..    | ..  | ..    | ..           | ..                                   | ..    | ..               | ..             | ..                |
| Closing down the establishment permanently             | ..            | ..    | 0.1   | ..    | 1.5          | ..                                   | ..    | ..               | 1.6            | †                 |
| Resumption without negotiation                         | 57.0          | 44.9  | 568.9                                       | 465.3 | 334.4        | 26.6                                 | 348.0 | 641.5            | 2,486.6        | 65.5              |
| Other methods  | ..            | ..    | 0.2   | ..    | ..           | ..                                   | ..    | ..               | 0.2            | †                 |
| Total  | 159.1         | 215.0 | 775.0                                       | 856.5 | 535.8        | 37.1                                 | 388.0 | 832.6            | 3,799.2        | 100.0             |

(a) Figures in this table relate to disputes that ended in the year and may not agree with figures shown in tables on pages 106 to 108. (b) Australian Standard Industrial Classification - see second paragraph on page 104. (c) For nature of classification see page 105. (d) ASIC sub-divisions 29,31,32,33.

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

**ANALYSIS OF INDUSTRIAL DISPUTES BY NUMBER OF WORKERS INVOLVED  
AND WORKING DAYS LOST, 1976**

|   | Number<br>of<br>disputes | Workers involved<br>(directly and<br>indirectly) |                      | Working days<br>lost |                      | Estimated<br>loss in<br>wages<br>(\$'000) |
|---|--------------------------|--|----------------------|----------------------|----------------------|---|
|   |                          | Number<br>('000)                                 | Per cent<br>of total | Number<br>('000)     | Per cent<br>of total |   |
| <i>Number of workers involved<br/>(directly and indirectly)</i> |                          |  |                      |                      |                      |   |
| Under 50  | 691                      | 18.7   | 0.9                  | 71.7                 | 1.9                  | 2,355.0                                   |
| 50 and under 100  | 427                      | 31.0   | 1.4                  | 95.0                 | 2.5                  | 3,030.2                                   |
| 100 " " 200   | 372                      | 53.6   | 2.5                  | 192.5                | 5.1                  | 6,450.8                                   |
| 200 " " 400   | 275                      | 79.2   | 3.6                  | 284.6                | 7.5                  | 8,625.7                                   |
| 400 " " 1,000   | 189                      | 136.0  | 6.2                  | 445.3                | 11.7                 | 14,025.4                                  |
| 1,000 " " 2,000   | 57                       | 104.4  | 4.8                  | 351.3                | 9.2                  | 11,190.1                                  |
| 2,000 " " 3,000   | 12                       | 79.3   | 3.6                  | 111.6                | 2.9                  | 3,408.3                                   |
| 3,000 and over  | 32                       | 1,687.6  | 77.1                 | 2,247.3              | 59.2                 | 65,466.0                                  |
| <i>Working days lost</i>  |                          |  |                      |                      |                      |   |
| 10 and under 100  | 867                      | 60.1   | 2.8                  | 37.6                 | 1.0                  | 1,197.7                                   |
| 100 " " 500   | 669                      | 119.5  | 5.5                  | 163.5                | 4.3                  | 5,185.3                                   |
| 500 " " 1,000   | 222                      | 87.4   | 4.0                  | 169.4                | 4.5                  | 5,323.7                                   |
| 1,000 " " 2,000   | 126                      | 96.6   | 4.4                  | 204.1                | 5.4                  | 6,226.0                                   |
| 2,000 " " 5,000   | 97                       | 193.2  | 8.8                  | 396.7                | 10.4                 | 12,108.8                                  |
| 5,000 " " 10,000  | 33                       | 217.4  | 9.9                  | 411.1                | 10.8                 | 12,583.1                                  |
| 10,000 and over   | 41                       | 1,415.5  | 64.6                 | 2,416.9              | 63.6                 | 71,927.0                                  |
| Total   | 2,055                    | 2,189.9  | 100.0                | 3,799.2              | 100.0                | 114,551.6                                 |

**Working days lost per thousand employees**

The figures of working days lost used in these compilations relate to those lost by workers directly and indirectly involved in disputes involving stoppages of work of ten man-days or more in the establishments where the stoppages occurred. For Australia the figures have been calculated on two bases : (a) for all disputes,

(b) for disputes not involving the employer/employee relationship.

The figures of employment used in these compilations are averages of monthly estimates of wage and salary earners in civilian employment excluding those in agriculture and in private households employing staff. For details of the employment series, see *Employment and Unemployment* (Reference No. 6.4).

**INDUSTRIAL DISPUTES : WORKING DAYS LOST PER THOUSAND EMPLOYEES, 1976**

|   | <i>N.S.W.</i> | <i>Vic.</i>  | <i>Qld</i>                     | <i>S.A.</i>  | <i>W.A.</i>                                 | <i>Tas.</i>                     | <i>Aust. (a)</i>            |              |
|---|---------------|--------------|--------------------------------|--------------|---|---------------------------------|-----------------------------|--------------|
| All causes  | 858           | 1,073        | 683                            | 342          | 653   | 458                             | 803                         |              |
|   |               |              |                                |              |   |                                 |                             |              |
|   | <i>Mining</i> |              | <i>Manufacturing</i>           |              | <i>Transport and storage; communication</i> |                                 |                             |              |
|   | <i>Coal</i>   | <i>Other</i> | <i>Metal products etc. (b)</i> | <i>Other</i> | <i>Constr-<br/>uction</i>                   | <i>Stevedoring<br/>services</i> | <i>Other<br/>industries</i> | <i>Total</i> |
| All causes  | 6,602         | 3,952        | 1,492                          | 1,267        | 1,456                                       | 2,473                           | 1,149                       | 803          |
| All causes not involving<br>the employer/employee<br>relationship | 5,734         | 3,294        | 584                            | 657          | 662   | 1,393                           | 342                         | 357          |

(a) Includes the Northern Territory and the Australian Capital Territory. (b) Metal products, machinery and equipment.



## JOB VACANCIES

### Introduction

This section contains the results of a sample survey designed to obtain information on the levels and composition of job vacancies in March 1976. More detailed statistics appear in *Job Vacancies* (Reference No. 6.49) and the preliminary statement (Reference No. 6.58). A comparison with Commonwealth Employment Service job vacancy figures is given on the next page.

### Scope and coverage

All wage and salary earners were covered except

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

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

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

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

### Sample design

Employers included in the survey were selected from lists of employers stratified by State, sector, industry and number of employees. All Australian and

State government departments and authorities, private employers with 500 or more employees and local government authorities with 250 or more employees were included in the survey. Samples of private payroll taxpayers, non-government hospitals and local government authorities were selected from the remainder. The total number of employers in the survey was about 8,500.

### Definitions

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

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

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

*Vacancies for males or females* are those jobs open to male or female applicants without preference.

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

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

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

### Reliability of the estimates

As the private sector and the local government sector were surveyed by means of samples (see "Scope and coverage" above) the estimates in this section may differ from the figures which would have been produced if the information had been obtained from all employers. Such differences are called sampling errors.

One measure of the sampling error is given by the *standard error*. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained from a comparable full enumeration, and about nineteen chances in twenty that the difference will be less than two standard errors.

Standard errors for estimates shown in this section will generally be less than 20 per cent except where indicated. Figures for which standard errors are estimated to be 30 per cent or over are not shown. Approximate percentage standard errors of estimates of total vacancies for each State and Territory and for Australia are: N.S.W. 6.8, Victoria 5.0, Queensland 7.0, S.A. 8.4, W.A. 9.6, Tasmania 16.8, N.T. 23.5, A.C.T. 8.4, Australia 3.1.

Thus there are, for example, about two chances in three that the true figure for the number of job vacancies shown for Australia in the table on page 114 as 50,800 is within the range 49,200 to 52,400.

#### Comparability with Commonwealth Employment Service statistics

For a number of reasons the estimates obtained from the survey differ from the number of vacancies registered with the Commonwealth Employment Service (CES). The table below shows the number of job vacancies in March of each year 1974 to 1976 as measured by the two sets of statistics. For purposes of comparison, job vacancies in primary production have been excluded from the CES figures.

#### JOB VACANCIES, AUSTRALIA

##### Comparison of CES and survey figures

|   | March<br>1974 | March<br>1975 | March<br>1976 |
|---|---------------|---------------|---------------|
| Registered with the CES (a)                   | 85,348        | 32,915        | 22,190        |
| ABS survey                                    | 165,200       | 55,200        | 50,800        |
| Ratio of CES to survey figures (per cent) (b) | 52            | 60            | 44            |

(a) Excludes primary production. (b) Because the coverage of the surveys was somewhat restricted (see page 112) the percentages may be affected by the exclusion of some vacancies.

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

- (a) the survey estimates relate to vacancies *immediately* available for filling on the survey date, whereas the CES statistics relate to vacancies which were unfilled at the Friday nearest the end of the month and which employers claimed could be filled if labour were supplied *immediately or within the following month*.
- (b) the coverage of the surveys is somewhat restricted (see "Scope and coverage" on page

112) and the results are subject to sampling variability (see "Reliability of the estimates" on page 112.

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

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

## JOB VACANCIES, STATES AND TERRITORIES

|                          |        |      |     |      |      |        |        |        | Australia      |                 |       |                   |
|--------------------------|--------|------|-----|------|------|--------|--------|--------|----------------|-----------------|-------|-------------------|
|                          | N.S.W. | Vic. | Qld | S.A. | W.A. | Tas.   | N.T.   | A.C.T. | For adults (a) | For juniors (a) | Total |                   |
| JOB VACANCIES            |        |      |     |      |      |        |        |        |                |                 |       |                   |
|                          |        |      |     |      |      |        |        |        |                |                 |       | Per cent          |
|                          |        |      |     |      |      |        |        |        |                |                 |       | - Number ('000) - |
| March 1975 -             |        |      |     |      |      |        |        |        |                |                 |       |                   |
| For males                | 11.6   | 8.5  | 3.4 | 2.4  | 3.3  | 0.9    | 0.9    | 0.7    | 28.3           | 3.3             | 31.7  | 57.3              |
| For females              | 4.7    | 2.9  | 1.9 | 0.7  | 0.5  | 0.2    | 0.2    | 0.2    | 8.4            | 3.0             | 11.3  | 20.5              |
| For males or females (a) | 2.9    | 3.5  | 1.8 | 0.9  | 0.6  | 0.1    | 0.4    | 1.9    | 11.6           | 0.6             | 12.2  | 22.1              |
| Total                    | 19.3   | 14.9 | 7.1 | 4.1  | 4.4  | 1.2    | 1.5    | 2.8    | 48.3           | 7.0             | 55.2  | 100.0             |
| Private sector (a)       | 13.7   | 10.9 | 4.0 | 2.8  | 3.3  | 0.8    | (b)    | (b)    | 32.6           | 4.7             | 37.3  | 67.5              |
| Government sector (a)    | 5.6    | 3.9  | 3.1 | 1.3  | 1.1  | 0.4    | (b)    | (b)    | 15.7           | 2.3             | 17.9  | 32.5              |
| March 1976 -             |        |      |     |      |      |        |        |        |                |                 |       |                   |
| For males                | 8.2    | 10.0 | 3.1 | 2.3  | 2.5  | (c)1.0 | *      | (c)0.3 | 25.0           | 2.8             | 27.8  | 54.8              |
| For females              | (c)4.0 | 3.8  | 1.8 | 0.7  | 0.4  | 0.2    | *      | 0.2    | 8.7            | 2.4             | 11.1  | 21.9              |
| For males or females (a) | 3.2    | 4.3  | 1.0 | 1.7  | 0.6  | 0.3    | 0.1    | 0.7    | 11.0           | 0.8             | 11.8  | 23.3              |
| Total                    | 15.3   | 18.2 | 5.9 | 4.7  | 3.4  | 1.5    | (c)0.8 | 1.1    | 44.7           | 6.1             | 50.8  | 100.0             |
| Private sector (a)       | 11.6   | 14.2 | 3.6 | 3.2  | 2.5  | (c)0.9 | (b)    | (b)    | 32.7           | 4.2             | 36.9  | 72.7              |
| Government sector (a)    | 3.7    | 4.0  | 2.3 | 1.5  | 0.9  | 0.5    | (b)    | (b)    | 12.0           | 1.9             | 13.9  | 27.3              |
| JOB VACANCY RATES (a)    |        |      |     |      |      |        |        |        |                |                 |       |                   |
| March 1975               | 1.3    | 1.2  | 1.4 | 1.1  | 1.4  | 1.1    | 5.2    | 3.8    | (b)            | (b)             | 1.3   |                   |
| March 1976               | 1.0    | 1.5  | 1.1 | 1.1  | 1.0  | 1.3    | (c)3.1 | 1.4    | (b)            | (b)             | 1.2   |                   |

(a) For definition see page 112. (b) Not available. (c) Standard error greater than 20 per cent, but less than 30 per cent - see "Reliability of the estimates" on page 112.

\* Subject to sampling variability too high for most practical uses.

## JOB VACANCIES : INDUSTRIES (a), MARCH 1976

| A.S.I.C. Code |              | Industry (a)                                    | Number ('000) | Job vacancy rate (per cent) | A.S.I.C. Code |              | Industry (a)  | Number ('000) | Job vacancy rate (per cent) |
|---------------|--------------|---|---------------|-----------------------------|---------------|--------------|---|---------------|-----------------------------|
| Division      | Sub-division |   |               |                             | Division      | Sub-division |   |               |                             |
| B             |              | Mining  | 0.9           | 1.2                         | F             |              | Wholesale and retail trade                                | 9.5           | 1.2                         |
| C             |              | Manufacturing                                   | 15.7          | 1.3                         | 46-47         |              | Wholesale trade   | 3.9           | 1.2                         |
|               | 21-22        | Food, beverages and tobacco                     | 2.0           | 1.0                         | 48            |              | Retail trade  | 5.6           | 1.3                         |
|               | 23,24        | Textiles; clothing and footwear                 | 2.6           | (d)2.0                      | G,H           |              | Transport and storage; communication                      | 2.3           | 0.6                         |
|               | 26           | Paper, printing, etc.                           | (d)0.8        | (d)0.8                      | I             |              | Finance, insurance, real estate and business services     | 3.7           | 1.1                         |
|               | 27           | Chemical, petroleum and coal products           | 0.7           | 1.0                         | J,K           |              | Public administration and defence; community services (b) | 12.9          | 1.5                         |
|               |              | Metal products, machinery and equipment         | 7.1           | 1.4                         | A,L           |              | Other (c)   | 2.3           | 0.9                         |
|               | 29           | Basic metal products                            | 1.2           | 1.3                         |               |              | Total   | 50.8          | 1.2                         |
|               | 31,33        | Fabricated metal products; other machinery etc. | 3.9           | 1.4                         |               |              |   |               |                             |
|               | 32           | Transport equipment                             | 2.0           | 1.4                         |               |              |   |               |                             |
|               | 25,28,34     | Other   | 2.5           | 1.3                         |               |              |   |               |                             |
| D             |              | Electricity, gas and water                      | 0.4           | 0.5                         |               |              |   |               |                             |
| E             |              | Construction                                    | 3.0           | 0.9                         |               |              |   |               |                             |

(a) Classified according to Australian Standard Industrial Classification (ASIC). (b) Excludes defence forces. (c) Excludes agriculture (ASIC sub-division 01), services to agriculture (02) and private households employing staff (94). (d) Standard error greater than 20 per cent but less than 30 per cent — see "Reliability of the estimates" on page 112.

JOB VACANCIES : PRINCIPAL OCCUPATIONS, MARCH 1976  
(000)

| Code number (a)  | Occupation (a)                                   | March 1976 | Code number (a)   | Occupation (a)                               | March 1976 |
|------------------|--|------------|-------------------|--|------------|
| 025              | Medical practitioners                            | 0.3        | 660               | Electricians, including electrical mechanics | 0.6        |
| 030-034          | Nurses, including probationers and trainees      | 2.4        | 673,697           | Tradesmen assistants                         | 0.5        |
| 042,045          | Lecturers, teachers                              | 0.8        | 720-728, 736      | Production — process workers —               |            |
| 070              | Draftsmen and tracers                            | 0.4        | 670-672, 735, 737 | Food and drink                               | 1.3        |
| 071-081          | Technicians and technical assistants, n.e.c.     | 1.3        | 743-745, 748, 750 | Other  | 3.3        |
| 083              | Social workers                                   | 0.3        | 767               | Storemen and packers                         | 0.4        |
| 100-119          | Administrative, executive and managerial workers | 1.0        | 782               | Labourers —                                  |            |
| 150,160          | Book-keepers, cashiers, office machine operators | 0.6        | 772-781, 783-785  | Building and construction                    | (b)0.4     |
| 155              | Stenographers and typists                        | 1.5        | 801               | Other  | 2.7        |
| 161-163          | Other clerical workers                           | 6.5        | 802               | Policemen                                    | 1.1        |
| 200-201, 211-217 | Sales workers, excluding commercial travellers   | 4.5        | 807-809           | Other protective service workers             | 0.4        |
| 400-425          | Miners, quarrymen and related workers            | 0.2        |                   | Cooks, maids catering and kitchen-workers    | (b)1.0     |
| 520-522, 524     | Drivers, road transport                          | 1.0        | 821               | Cleaners, offices, buildings                 | (b)0.7     |
| 642              | Fitters, turners — metal trade                   | 1.0        | 851               | Nursing aides and assistant nurses           | 0.5        |
| 646              | Motor vehicle mechanics                          | 1.2        | ..                | Other occupations                            | 14.3       |
| 653              | Welders and flame cutters                        | 0.6        |                   |  |            |
|                  |  |            |                   | Total  | 50.8       |

(a) Based on the Classification and Classified List of Occupations June 1971. (b) Standard error greater than 20 per cent but less than 30 per cent — see "Reliability of the estimates" on page 112.

## LABOUR TURNOVER

### General

This section contains results of a sample survey of labour turnover in Australia for the month of March 1976. Some comparative figures are also shown for March 1975. More detailed statistics appear in the bulletin *Labour Turnover* (Reference No. 6.8).

Explanatory notes on the scope of the survey, definitions of terms used, etc. are given below. The basic form used in the March 1976 survey was similar to that published in the bulletin (Reference No. 6.8) containing the March 1974 survey results.

### Scope and coverage

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

All wage and salary earners were covered except

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

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

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

Although the sample was not designed to provide precise figures on the numbers of employees represented, it has been calculated that the survey was representative of approximately 2,855,000 male and 1,446,000 female wage and salary earners, comprising 1,895,000 males and 1,022,000 females in private employment and 959,000 males and 424,000 females in government employment.

### Period covered by the survey

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

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

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

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

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

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

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

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

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

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

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

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

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

**Reliability of the estimates**

As parts of the survey were conducted from samples of employers (see "Scope and coverage" above) the estimates are subject to sampling variability, that is, variations which might occur by chance because only samples of employers were surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability. Standard errors of estimates shown in this section will generally be less than 20 per cent except where indicated. Figures

for which standard errors are estimated to be 30 per cent or over are not shown. For more details on the reliability of the estimates see the Technical Note on page 8 of the bulletin *Labour Turnover, March 1976* (Reference No. 6.8).

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

**LABOUR TURNOVER RATES**  
(Per cent)

|  | March 1976 |      |         |      |      |        |         |        | March 1975 |       |
|--|------------|------|---------|------|------|--------|---------|--------|------------|-------|
|  | N.S.W.     | Vic. | Qld     | S.A. | W.A. | Tas.   | N.T.    | A.C.T. | Aust.      | Aust. |
| <b>ENGAGEMENT RATES</b>                        |            |      |         |      |      |        |         |        |            |       |
| <b>Males -</b>                                 |            |      |         |      |      |        |         |        |            |       |
| Administrative, clerical, managerial, etc. (a) | 1.8        | 2.0  | 1.6     | 1.3  | 1.8  | 1.4    | 2.4     | 1.2    | 1.8        | 1.8   |
| Other  | 5.4        | 5.9  | 6.6     | 5.3  | 7.0  | (d)5.4 | (d)14.7 | 4.8    | 5.9        | 5.1   |
| Total  | 4.1        | 4.5  | 5.0     | 4.0  | 5.3  | 4.1    | 9.7     | 2.6    | 4.4        | 4.0   |
| Private (b)                                    | 5.5        | 5.8  | 6.1     | 5.3  | 6.9  | 5.4    | (c)     | (c)    | 5.8        | 4.6   |
| Government (b)                                 | 1.4        | 1.4  | 2.9     | 1.7  | 2.3  | 1.8    | (c)     | (c)    | 1.7        | 2.8   |
| <b>Females -</b>                               |            |      |         |      |      |        |         |        |            |       |
| Administrative, clerical, managerial, etc. (a) | 3.4        | 3.8  | 3.2     | 2.8  | 5.2  | 3.9    | 4.7     | 2.6    | 3.6        | 3.6   |
| Other  | 7.1        | 7.6  | (d)11.2 | 7.4  | 8.6  | 7.3    | 11.5    | 6.1    | 7.8        | 6.7   |
| Total  | 5.0        | 5.7  | 6.6     | 5.2  | 6.8  | 5.5    | 7.0     | 3.4    | 5.5        | 5.1   |
| Private (b)                                    | 6.2        | 6.5  | 8.6     | 6.2  | 7.6  | 7.4    | (c)     | (c)    | 6.7        | 5.7   |
| Government (b)                                 | 2.1        | 2.7  | 2.9     | 3.1  | 4.7  | 3.0    | (c)     | (c)    | 2.7        | 3.4   |
| <b>Persons -</b>                               |            |      |         |      |      |        |         |        |            |       |
| Administrative, clerical, managerial, etc. (a) | 2.5        | 2.8  | 2.3     | 2.0  | 3.4  | 2.4    | 3.4     | 1.8    | 2.6        | 2.6   |
| Other  | 5.8        | 6.4  | 7.5     | 5.9  | 7.4  | 5.8    | 14.1    | 5.2    | 6.4        | 5.5   |
| Total  | 4.4        | 4.9  | 5.4     | 4.4  | 5.7  | 4.5    | 8.8     | 2.9    | 4.8        | 4.4   |
| Private (b)                                    | 5.8        | 6.0  | 6.8     | 5.6  | 7.1  | 5.9    | (c)     | (c)    | 6.1        | 5.0   |
| Government (b)                                 | 1.6        | 1.8  | 2.9     | 2.1  | 3.0  | 2.2    | (c)     | (c)    | 2.0        | 3.0   |
| <b>SEPARATION RATES</b>                        |            |      |         |      |      |        |         |        |            |       |
| <b>Males -</b>                                 |            |      |         |      |      |        |         |        |            |       |
| Administrative, clerical, managerial, etc. (a) | 1.6        | 1.8  | 1.4     | 1.3  | 1.7  | 1.1    | 3.0     | 1.6    | 1.6        | 1.6   |
| Other  | 4.8        | 5.5  | 5.7     | 4.8  | 6.2  | 4.3    | (d)14.4 | 4.8    | 5.3        | 4.5   |
| Total  | 3.7        | 4.1  | 4.3     | 3.7  | 4.7  | 3.3    | 9.7     | 2.8    | 4.0        | 3.5   |
| Private (b)                                    | 4.8        | 5.1  | 5.4     | 4.8  | 6.0  | 4.0    | (c)     | (c)    | 5.1        | 4.3   |
| Government (b)                                 | 1.5        | 1.6  | 2.4     | 1.6  | 2.3  | 2.0    | (c)     | (c)    | 1.8        | 1.9   |
| <b>Females -</b>                               |            |      |         |      |      |        |         |        |            |       |
| Administrative clerical, managerial, etc. (a)  | 2.9        | 3.2  | 3.2     | 2.4  | 3.9  | 3.4    | 5.1     | 3.2    | 3.1        | 3.0   |
| Other  | 6.1        | 7.0  | 9.7     | 6.2  | 6.7  | 4.9    | 12.2    | 6.5    | 6.8        | 5.8   |
| Total  | 4.3        | 5.0  | 5.9     | 4.4  | 5.2  | 4.1    | 7.4     | 3.9    | 4.8        | 4.3   |
| Private (b)                                    | 5.3        | 5.8  | 7.7     | 5.4  | 6.0  | 5.1    | (c)     | (c)    | 5.8        | 5.1   |
| Government (b)                                 | 1.8        | 2.3  | 2.7     | 2.2  | 3.1  | 2.8    | (c)     | (c)    | 2.3        | 2.3   |
| <b>Persons -</b>                               |            |      |         |      |      |        |         |        |            |       |
| Administrative, clerical, managerial, etc. (a) | 2.2        | 2.4  | 2.2     | 1.8  | 2.7  | 2.1    | 3.9     | 2.3    | 2.3        | 2.2   |
| Other  | 5.1        | 5.9  | 6.5     | 5.2  | 6.3  | 4.4    | 13.9    | 5.3    | 5.7        | 4.9   |
| Total  | 3.9        | 4.4  | 4.8     | 3.9  | 4.9  | 3.5    | 9.0     | 3.2    | 4.2        | 3.8   |
| Private (b)                                    | 5.0        | 5.4  | 6.0     | 5.0  | 6.0  | 4.3    | (c)     | (c)    | 5.3        | 4.6   |
| Government (b)                                 | 1.6        | 1.8  | 2.5     | 1.8  | 2.5  | 2.3    | (c)     | (c)    | 1.9        | 2.0   |
| <b>METHOD OF SEPARATION (PERSONS)</b>          |            |      |         |      |      |        |         |        |            |       |
| Dismissed                                      | 0.3        | 0.4  | 0.4     | 0.4  | 0.5  | 0.3    | (d)0.7  | 0.1    | 0.4        | 0.4   |
| Retrenched                                     | 0.8        | 0.6  | 1.3     | 0.7  | 0.7  | 0.5    | *       | 0.3    | 0.8        | 0.8   |
| Left   | 2.5        | 3.1  | 2.8     | 2.6  | 3.4  | 2.4    | 5.6     | 2.4    | 2.8        | 2.4   |
| Other  | 0.3        | 0.3  | 0.3     | 0.2  | 0.2  | 0.2    | 0.2     | *      | 0.3        | 0.3   |
| Total  | 3.9        | 4.4  | 4.8     | 3.9  | 4.9  | 3.5    | 9.0     | 3.2    | 4.2        | 3.8   |

(a) Administrative, office, clerical, managerial, executive and professional, etc. employees. (b) For definition see page 116. (c) Separate figures for the Northern Territory and the Australian Capital Territory are not available. (d) Standard error generally greater than 20 per cent, but less than 30 per cent - see "Reliability of the estimates" on page 117.

\* Subject to sampling variability too high for most practical uses.

**LABOUR TURNOVER RATES : INDUSTRIES**  
(Per cent)

|                  |  | March 1976  |       |       |   |         |       |   |       |       | March 1975 |
|------------------|--|---|-------|-------|---|---------|-------|---|-------|-------|------------|
| ASIC<br>division | ASIC<br>industry (a)                           | Males   |       |       | Females   |         |       | Persons   |       |       | Persons    |
|                  |  | Adminis-<br>trative,<br>clerical,<br>manag-<br>erial, etc.<br>(b) | Other | Total | Adminis-<br>trative,<br>clerical,<br>manag-<br>erial, etc.<br>(b) | Other   | Total | Adminis-<br>trative,<br>clerical,<br>manag-<br>erial, etc.<br>(b) | Other | Total | Total      |
|                  |  |   |       |       |   |         |       |   |       |       |            |
| ENGAGEMENT RATES |  |   |       |       |   |         |       |   |       |       |            |
| C                | Manufacturing –                                |   |       |       |   |         |       |   |       |       |            |
|                  | Food, beverages and tobacco                    | 1.2   | 7.8   | 6.7   | 3.5   | 13.0    | 10.6  | 1.9   | 9.1   | 7.7   | 7.1        |
|                  | Textiles; clothing and footwear                | 1.2   | 6.9   | 5.5   | 4.3   | 8.4     | 7.9   | 2.7   | 7.9   | 7.0   | 5.2        |
|                  | Paper, printing, etc.                          | 1.5   | 4.3   | 3.5   | 3.3   | (g)5.2  | 4.3   | 2.2   | 4.5   | 3.7   | 1.8        |
|                  | Chemical, petroleum and coal<br>products       | 1.5   | 5.3   | 4.0   | 3.6   | 5.3     | 4.5   | 2.1   | 5.3   | 4.0   | 2.5        |
|                  | Metal products, machinery<br>and equipment –   |   |       |       |   |         |       |   |       |       |            |
|                  | Basic metal products                           | 1.3   | 5.3   | 4.3   | 3.0   | 4.1     | 3.5   | 1.6   | 5.3   | 4.3   | 2.3        |
|                  | Fabricated metal products<br>and machinery (c) | 1.8   | 7.9   | 6.5   | (g)5.6  | 8.0     | 7.1   | 3.0   | 7.9   | 6.6   | 4.5        |
|                  | Transport equipment                            | 1.3   | 6.0   | 5.1   | 4.3   | 8.3     | 6.9   | 1.9   | 6.2   | 5.3   | 3.3        |
|                  | Total  | 1.6   | 6.8   | 5.7   | 5.0   | 7.8     | 6.8   | 2.5   | 7.0   | 5.8   | 3.7        |
|                  | Other (d)                                      | 2.2   | 8.0   | 6.8   | 3.7   | 8.5     | 6.8   | 2.7   | 8.1   | 6.8   | 5.0        |
|                  | Total manufacturing                            | 1.6   | 7.0   | 5.8   | 4.2   | 8.8     | 7.4   | 2.4   | 7.4   | 6.2   | 4.5        |
|                  | Non-manufacturing –                            |   |       |       |   |         |       |   |       |       |            |
| B                | Mining   | 2.0   | 4.1   | 3.6   | 4.4   | (g)7.8  | 4.9   | 2.7   | 4.1   | 3.7   | 3.6        |
| D                | Electricity, gas and water                     | 0.8   | 1.8   | 1.4   | 1.6   | 2.0     | 1.6   | 0.9   | 1.8   | 1.4   | 1.6        |
| E                | Construction                                   | 1.7   | 6.1   | 5.5   | 4.6   | (g)5.3  | 4.7   | 2.5   | 6.1   | 5.5   | 7.1        |
| F                | Wholesale trade                                | 2.2   | 7.2   | 5.1   | 4.4   | *       | 8.1   | 3.0   | 8.8   | 6.0   | 4.1        |
| F                | Retail trade                                   | 2.1   | 6.4   | 5.4   | 4.4   | 6.5     | 6.0   | 3.2   | 6.5   | 5.7   | 5.8        |
| G,H              | Transport and storage;<br>communication        | 0.9   | 3.1   | 2.6   | 2.5   | 2.9     | 2.7   | 1.4   | 3.1   | 2.6   | 2.2        |
| I                | Finance, business services                     | 2.5   | 9.8   | 4.2   | 3.9   | *       | 5.0   | 3.1   | 10.6  | 4.6   | 3.4        |
| J,K              | Public administration, etc. (e)                | 1.6   | 2.6   | 2.0   | 3.1   | 5.3     | 3.7   | 2.4   | 3.9   | 2.8   | 3.7        |
| A,L              | Other (f)                                      | *   | 7.3   | 6.4   | (g)3.6  | 9.1     | 7.8   | 3.4   | 8.1   | 7.1   | 7.1        |
|                  | Total non-manufacturing                        | 1.8   | 5.2   | 3.8   | 3.5   | 7.4     | 5.0   | 2.6   | 5.8   | 4.3   | 4.3        |
|                  | All industries                                 | 1.8   | 5.9   | 4.4   | 3.6   | 7.8     | 5.5   | 2.6   | 6.4   | 4.8   | 4.4        |
| SEPARATION RATES |  |   |       |       |   |         |       |   |       |       |            |
| C                | Manufacturing –                                |   |       |       |   |         |       |   |       |       |            |
|                  | Food, beverages and tobacco                    | 1.5   | 7.2   | 6.2   | 3.3   | 12.9    | 10.4  | 2.1   | 8.6   | 7.3   | 7.9        |
|                  | Textiles; clothing and footwear                | 1.9   | 6.7   | 5.5   | 2.7   | 8.2     | 7.5   | 2.3   | 7.7   | 6.8   | 3.5        |
|                  | Paper, printing, etc.                          | 1.8   | 2.9   | 2.6   | 2.4   | 5.4     | 4.0   | 2.0   | 3.5   | 3.0   | 3.2        |
|                  | Chemical, petroleum and coal<br>products       | 1.4   | 3.6   | 2.8   | 2.8   | (g)4.9  | 3.9   | 1.8   | 3.9   | 3.1   | 2.8        |
|                  | Metal products, machinery<br>and equipment –   |   |       |       |   |         |       |   |       |       |            |
|                  | Basic metal products                           | 1.5   | 4.6   | 3.9   | 3.1   | 4.2     | 3.6   | 1.8   | 4.6   | 3.9   | 3.2        |
|                  | Fabricated metal products<br>and machinery (c) | 2.1   | 6.9   | 5.8   | 3.6   | 8.8     | 6.9   | 2.6   | 7.3   | 6.0   | 3.6        |
|                  | Transport equipment                            | 1.4   | 5.3   | 4.6   | 3.1   | 5.1     | 4.4   | 1.7   | 5.3   | 4.6   | 3.8        |
|                  | Total  | 1.8   | 6.0   | 5.1   | 3.5   | 7.8     | 6.2   | 2.2   | 6.2   | 5.2   | 3.6        |
|                  | Other (d)                                      | 1.8   | 6.9   | 5.9   | 3.0   | 7.4     | 5.8   | 2.2   | 7.0   | 5.9   | 4.7        |
|                  | Total manufacturing                            | 1.7   | 6.1   | 5.1   | 3.1   | 8.6     | 6.9   | 2.1   | 6.6   | 5.5   | 4.4        |
|                  | Non-manufacturing –                            |   |       |       |   |         |       |   |       |       |            |
| B                | Mining   | 2.0   | 4.0   | 3.6   | 4.0   | 3.9     | 4.0   | 2.5   | 4.0   | 3.6   | 3.9        |
| D                | Electricity, gas and water                     | 0.6   | 2.0   | 1.4   | 2.1   | 1.8     | 2.1   | 0.8   | 2.0   | 1.5   | 1.4        |
| E                | Construction                                   | 1.8   | 5.6   | 5.1   | 3.0   | (g)3.9  | 3.1   | 2.1   | 5.6   | 5.0   | 5.6        |
| F                | Wholesale trade                                | 2.0   | 6.5   | 4.6   | 5.2   | 11.8    | 7.2   | 3.2   | 7.3   | 5.3   | 3.8        |
| F                | Retail trade                                   | 2.0   | 5.5   | 4.7   | 3.7   | 5.3     | 4.9   | 2.9   | 5.4   | 4.8   | 4.9        |
| G,H              | Transport and storage;<br>communication        | 1.4   | 3.0   | 2.6   | 2.9   | 4.1     | 3.4   | 1.8   | 3.1   | 2.7   | 2.3        |
| I                | Finance, business services                     | 2.0   | 8.2   | 3.5   | 3.3   | (g)10.1 | 4.2   | 2.6   | 8.8   | 3.8   | 2.8        |
| J,K              | Public administration, etc. (e)                | 1.2   | 2.7   | 1.7   | 2.6   | 4.0     | 2.9   | 2.0   | 3.3   | 2.3   | 2.4        |
| A,L              | Other (f)                                      | 2.3   | 6.7   | 5.7   | 3.8   | 7.8     | 6.8   | 3.0   | 7.2   | 6.3   | 6.0        |
|                  | Total non-manufacturing                        | 1.6   | 4.8   | 3.5   | 3.1   | 6.0     | 4.2   | 2.2   | 5.1   | 3.7   | 3.5        |
|                  | All industries                                 | 1.6   | 5.3   | 4.0   | 3.1   | 6.8     | 4.8   | 2.3   | 5.7   | 4.2   | 3.8        |

(a) Australian Standard Industry Classification (ASIC) described in *Australian Standard Industrial Classification (Preliminary Edition) 1969, Vol. 1*.  
 (b) Administrative, office, clerical, managerial, executive and professional, etc. employees. (c) Includes ASIC sub-divisions 31 and 33. (d) Includes wood, wood products and furniture (ASIC sub-division 25); non-metallic mineral products (ASIC sub-division 28); and miscellaneous manufacturing (ASIC sub-division 34). (e) Excludes defence forces. (f) Other industries – forestry and logging (ASIC sub-division 03); fishing and hunting (ASIC sub-division 04); and entertainment, recreation, restaurants, hotels and personal service (ASIC division 1 – excluding private households employing staff). (g) Standard error generally greater than 20 per cent, but less than 30 per cent – see “Reliability of the estimates” on page 117.

\* Subject to sampling variability too high for most practical uses.



## TRADE UNIONS

### Trade union censuses

Statistics about trade unions were obtained from two sources in 1976: from the long-established census of trade unions conducted annually at 31 December; and from supplementary questions asked of a sample of persons in households in November in conjunction with the quarterly labour force survey. Both sets of statistics are given in this section. Notes on the differences in results of the two collections are set out on page 122.

The figures contained in this section have been compiled from data obtained from questionnaires sent to individual trade unions in the annual collection. More detailed statistics appear in *Trade Union Statistics* (Reference No. 6.24).

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

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

The published number of reporting unions varies from year to year as a result of amalgamations and mergers of unions; unions ceasing to operate; new unions being formed; existing organisations changing their status such that it brings them within the scope of the definition of a trade union (see third paragraph above); and existing unions reporting for the first time. These variations generally have little or no effect on total membership figures. Between 1975 and 1976 the number of reporting unions increased from 280 to 282. There were a number of amalgamations or mergers, the effect was that six unions were reduced to three unions; seven unions reported for the first time and two unions ceased to operate.

The total membership of the reporting unions represents the aggregate of the membership of individual unions; persons who are members of more than one union are therefore counted more than once in the totals. The extent of this duplication is not known and it may vary over time. Total reported membership figures are affected by differences in the concept of membership adopted by various unions or by the same union at different times. Union rules on membership may follow different concepts and practices and this

may be reflected in the level and fluctuations of the figures reported. Some unions confine their reported membership to "financial" members whilst others may also include "unfinancial" members. Individual unions may or may not include in their reported membership unemployed members, members who have retired from the labour force, disabled members, members with dues in arrears (who may be kept on union books for varying lengths of time), etc. Members of unions working overseas (e.g. in Papua New Guinea) are excluded from the reported membership data.

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

The membership figures in this section differ from those obtained from a survey of employees in November 1976. Some results of that survey are shown on pages 123 and 124.

Interstate or federated trade unions are those unions which have members in more than one State. The larger interstate unions are usually administered by both Federal and State executives, the degree of control of the respective executives varying from union to union. The State branches, or in some cases intra-State branches, of such unions may be separately registered under provisions of relevant State industrial arbitration legislation, etc., perhaps under several different names. When obtaining statistics from trade unions operating wholly within one State or district, trade union secretaries are asked to report whether or not the union is a branch of an interstate, or a larger State or district organisation. This reporting reduces the possibility of duplication in the figures of the number of unions and of membership. An interstate or federated trade union is treated as a separate union in each State or Territory in which it has members, but is counted only once in the Australian total. (See table on page 121).

### Proportion of total employed wage and salary earners

The first table on page 121 shows the approximate percentages of wage and salary earners in employment who were members of trade unions. The estimates of total wage and salary earners have been derived by adding figures for employees in agriculture and in private households employing staff to the estimates of employees in all other industries as at the end of each year. The percentages shown should be regarded as giving only a broad indication of the extent of union membership among wage and salary earners because they

are based on estimates of employed wage and salary earners that are subject to revision. The degree of unemployment of reported union members would affect the percentages for a particular year and comparisons over time.

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

Details of employer and employee organisations registered under this Act as at the end of 1976 are set out below with comparable (revised) figures for 1975 shown in brackets. There were 78 (78) employer organisations registered at the end of 1976. The number of employee unions registered was 147 (147), with membership of 2,348,700 (2,364,500) representing 84 (84) per cent of total membership of all reporting trade unions in Australia.

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

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

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

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

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

#### TRADE UNIONS : NUMBER AND MEMBERSHIP, 31 DECEMBER 1976

|           |                        | Membership    |         |         |   |
|-----------|------------------------|---------------|---------|---------|---|
|           |                        | Number ('000) |         |         |   |
|           | Separate<br>unions (a) | Males         | Females | Persons | Per cent of total employed<br>wage and salary earners |
| N.S.W.    | 185                    | 720.0         | 331.5   | 1,051.5 | (b)60   |
| Vic.      | 164                    | 504.1         | 213.8   | 717.9   | 53  |
| Qld       | 133                    | 270.8         | 117.2   | 388.0   | 59  |
| S.A.      | 137                    | 186.4         | 69.3    | 255.7   | 55  |
| W.A.      | 147                    | 158.7         | 64.4    | 223.1   | 55  |
| Tas.      | 119                    | 63.8          | 23.0    | 86.9    | 61  |
| N.T.(c)   | 64                     | 11.9          | 4.1     | 16.0    | (e)   |
| A.C.T.(c) | 89                     | 34.9          | 18.0    | 52.9    | (e)   |
| Australia | (d)282                 | 1,950.6       | 841.3   | 2,791.9 | 57  |

(a) See fifth paragraph of Explanatory Notes. (b) Includes the Australian Capital Territory. (c) See ninth paragraph of Explanatory Notes. (d) Without interstate duplication. See ninth paragraph of Explanatory Notes. (e) See seventh paragraph of Explanatory Notes.

#### TRADE UNIONS : CLASSIFICATION ACCORDING TO NUMBER OF MEMBERS, 31 DECEMBER 1976

| Number of members | Separate unions (a) | Membership    |                   | Number of members | Separate unions (a) | Membership     |                   |
|-------------------|---------------------|---------------|-------------------|-------------------|---------------------|----------------|-------------------|
|                   |                     | Number ('000) | per cent of total |                   |                     | Number ('000)  | per cent of total |
| Under 100         | 29                  | 1.3           | 0.1               | 10,000 and under  | 13                  | 185.6          | 6.6               |
| 100 and under 250 | 32                  | 5.0           | 0.2               | 20,000 " " 30,000 | 9                   | 217.2          | 7.8               |
| 250 " " 500       | 32                  | 11.2          | 0.4               | 30,000 " " 40,000 | 8                   | 279.6          | 10.0              |
| 500 " " 1,000     | 42                  | 29.6          | 1.1               | 40,000 " " 50,000 | 5                   | 225.1          | 8.1               |
| 1,000 " " 2,000   | 37                  | 52.7          | 1.9               | 50,000 " " 80,000 | 7                   | 430.7          | 15.4              |
| 2,000 " " 5,000   | 38                  | 119.6         | 4.3               | 80,000 and over   | 9                   | 1,086.6        | 38.9              |
| 5,000 " " 10,000  | 21                  | 147.8         | 5.3               | <b>Total</b>      | <b>282</b>          | <b>2,791.9</b> | <b>100.0</b>      |

(a) See fifth paragraph of Explanatory Notes.

#### TRADE UNIONS : AREA OF OPERATION, 31 DECEMBER 1976

|                               | Unions operating in (a) - |          |          |          |          |          |                   | Total all Unions |
|-------------------------------|---------------------------|----------|----------|----------|----------|----------|-------------------|------------------|
|                               | 1 State                   | 2 States | 3 States | 4 States | 5 States | 6 States | 2 to 6 States (b) |                  |
| Number of separate unions (c) | 140                       | 8        | 8        | 13       | 23       | 90       | 142               | 282              |
| Number of members ('000)      | 181.4                     | 17.9     | 71.8     | 98.2     | 229.9    | 2,192.8  | 2,610.6           | 2,791.9          |

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

## SURVEY OF TRADE UNION MEMBERS, NOVEMBER 1976

## Introduction

In November 1976, questions were asked at a proportion of the dwellings included in the quarterly population survey (see page 13) in order to obtain information about the number of wage and salary earners who were members of trade unions, their industry and occupation and some of their demographic characteristics. This section contains some of the results of the survey. Further results are shown in *Trade Union Members, November 1976* (Reference No. 6.65).

For the sake of brevity, wage and salary earners are referred to in this section as *employees*.

The survey was based on a multi-stage area sample of private dwellings (about 7,500 houses, flats, etc.) and covered slightly less than one-sixth of one per cent of the population of Australia. The survey was not carried out in non-private dwellings (hotels, motels, etc.).

## Scope

The survey covered all persons aged fifteen years and over (except those specified in the next paragraph) who were:

- (i) wage or salary earners in their main job, or
- (ii) unemployed persons who had been wage or salary earners in their most recent job and had lost that job in the period January to November 1976.

Persons in institutions and non-private dwellings, members of the permanent defence forces, and certain diplomatic personnel customarily excluded from census and estimated populations were excluded from the survey. Employees in non-private dwellings comprised less than one half of one per cent of all employees.

## Comparison with other trade union statistics

Membership statistics obtained from censuses of trade unions are published annually in *Trade Union Statistics* (Reference No. 6.24). A summary of the 1976 results is given in the tables on page 121. The figures in those tables are higher than the estimates obtained from this survey for a number of reasons, including the following:

- (i) the survey estimates relate only to persons residing in private dwellings,
- (ii) they relate only to trade union membership in the respondent's main job (see below); a person who was a member of a trade union only by virtue of holding a second job was excluded,

- (iii) they relate only to union membership in one job, whereas a person who had recently changed jobs could be registered as a member of more than one union in the trade union collection,
- (iv) the estimates relate only to persons who were employees in their main job in the survey week. Other persons (e.g. those not in the labour force) are excluded even though they may have retained union membership in respect of some earlier employment,
- (v) some persons might elect to belong to more than one union,
- (vi) some unions may encounter difficulties in keeping an up-to-date register of members.

## Definitions

A *trade union* was defined as for the annual census of trade unions i.e. as an organisation, consisting predominantly of employees, the principal activities of which include the negotiation of rates of pay and other conditions of employment for its members.

Where a person had more than one job the *main job* was defined as the one in which most hours were worked during the survey week.

*Per cent of all employees* refers to the proportion of employees in any particular group who were union members.

## Reliability of the estimates

Since the estimates in this section are based on information obtained from occupants of a sample of private dwellings, they may differ from the figures that would have been produced if the information had been obtained from occupants of all private dwellings. An indication of the likely differences is given in the Technical Note in the bulletin *Trade Union Members, November 1976* (Reference No. 6.65). In the tables in this section the estimates have a standard error of less than 20 per cent unless footnoted.

## Symbols and other usages

- \* Subject to sampling variability too high for most practical uses.
- † Less than 0.5 per cent.
- .. Not applicable.

Any discrepancies between totals and sums of components in tables are due to rounding. Percentages have been rounded to the nearest whole number.

## TRADE UNION MEMBERS : INDUSTRY, NOVEMBER 1976 (a)

| Industry division  | Number ('000) |         |         | Per cent of total |         |         | Per cent of all employees |         |         |
|--|---------------|---------|---------|-------------------|---------|---------|---------------------------|---------|---------|
|  | Males         | Females | Persons | Males             | Females | Persons | Males                     | Females | Persons |
| Agriculture, forestry, fishing and hunting                           | 20.3          | *       | 21.5    | 1                 | *       | 1       | 23                        | *       | 20      |
| Mining   | 39.2          | ..      | 39.2    | 2                 | ..      | 2       | 67                        | ..      | 63      |
| Manufacturing  | 529.8         | 150.0   | 679.8   | 30                | 19      | 27      | 59                        | 52      | 57      |
| Electricity, gas and water   | 84.0          | *       | 88.1    | 5                 | *       | 4       | 89                        | *       | 83      |
| Construction   | 187.0         | *       | 188.3   | 11                | *       | 8       | 60                        | *       | 57      |
| Wholesale and retail trade   | 125.4         | 132.9   | 258.3   | 7                 | 17      | 10      | 23                        | 31      | 27      |
| Transport and storage  | 177.5         | (b)17.1 | 194.5   | 10                | (b)2    | 8       | 78                        | (b)45   | 73      |
| Communication  | 95.1          | 26.7    | 121.8   | 6                 | 4       | 5       | 93                        | 75      | 88      |
| Finance, insurance, real estate and business services                | 97.6          | 70.0    | 167.6   | 6                 | 9       | 7       | 45                        | 38      | 42      |
| Public administration and defence (c)                                | 136.5         | 42.7    | 179.1   | 8                 | 6       | 7       | 78                        | 59      | 72      |
| Community services   | 195.3         | 256.8   | 452.1   | 11                | 33      | 18      | 66                        | 50      | 56      |
| Entertainment, recreation, restaurants, hotels and personal services | 53.4          | 68.9    | 122.3   | 3                 | 9       | 5       | 48                        | 36      | 41      |
| Total  | 1,741.2       | 771.5   | 2,512.7 | 100               | 100     | 100     | 56                        | 43      | 51      |

(a) Civilian employees 15 years and over who resided in private dwellings. For definition of a trade union see page 122. (b) Based on an estimate with a standard error greater than 20 per cent but not greater than 30 per cent. See page 122. (c) Excludes permanent defence forces.

## TRADE UNION MEMBERS : OCCUPATION, NOVEMBER 1976 (a)

| Occupation group  | Number ('000) |         |         | Per cent of total |         |         | Per cent of all employees |         |         |
|---|---------------|---------|---------|-------------------|---------|---------|---------------------------|---------|---------|
|   | Males         | Females | Persons | Males             | Females | Persons | Males                     | Females | Persons |
| Professional and technical                                      | 196.0         | 164.2   | 360.3   | 11                | 21      | 14      | 51                        | 54      | 52      |
| Administrative, executive and managerial                        | 45.7          | *       | 50.2    | 3                 | *       | 2       | 19                        | *       | 19      |
| Clerical  | 212.2         | 231.5   | 443.8   | 12                | 30      | 18      | 64                        | 37      | 46      |
| Sales   | 37.1          | 69.7    | 106.7   | 2                 | 9       | 4       | 19                        | 30      | 25      |
| Farmers, fishermen, timber-getters, etc.                        | 40.9          | *       | 41.8    | 4                 | *       | 3       | 42                        | *       | 38      |
| Transport and communication                                     | 171.5         | 19.1    | 190.6   | 10                | 3       | 8       | 78                        | 45      | 72      |
| Tradesmen, production-process workers and labourers, n.e.c. (b) | 918.5         | 142.0   | 1,060.4 | 52                | 18      | 41      | 64                        | 67      | 64      |
| Service, sport and recreation                                   | 119.3         | 139.6   | 258.9   | 7                 | 18      | 10      | 63                        | 43      | 51      |
| Total   | 1,741.2       | 771.5   | 2,512.7 | 100               | 100     | 100     | 56                        | 43      | 51      |

(a) See note (a) to table above. (b) Includes miners, quarrymen and related workers.

## TRADE UNION MEMBERS : AGE, NOVEMBER 1976 (a)

| Age group<br>(years) | Number ('000) |         |         | Per cent of total |         |         | Per cent of all employees |         |         |
|----------------------|---------------|---------|---------|-------------------|---------|---------|---------------------------|---------|---------|
|                      | Males         | Females | Persons | Males             | Females | Persons | Males                     | Females | Persons |
| 15 - 20              | 132.3         | 144.2   | 276.5   | 8                 | 19      | 11      | 34                        | 41      | 37      |
| 21 - 24              | 192.6         | 114.7   | 307.3   | 11                | 15      | 12      | 56                        | 44      | 51      |
| 25 - 34              | 473.4         | 176.1   | 649.6   | 27                | 23      | 26      | 57                        | 43      | 52      |
| 35 - 44              | 344.2         | 133.0   | 477.1   | 20                | 17      | 19      | 60                        | 39      | 52      |
| 45 - 54              | 356.2         | 148.6   | 504.8   | 21                | 19      | 20      | 62                        | 50      | 58      |
| 55 - 59              | 150.9         | 41.3    | 192.2   | 9                 | 5       | 8       | 65                        | 52      | 62      |
| 60 - 64              | 85.6          | *       | 94.4    | 5                 | *       | 4       | 66                        | *       | 60      |
| 65 and over          | *             | *       | (b)10.8 | *                 | *       | †       | *                         | *       | (b)24   |
| Total                | 1,741.2       | 771.5   | 2,512.7 | 100               | 100     | 100     | 56                        | 43      | 51      |

For footnotes see first table on page 123.

## TRADE UNION MEMBERS : MARITAL STATUS, NOVEMBER 1976 (a)

| Marital status  | Number ('000) |         |         | Per cent of total |         |         | Per cent of all employees |         |         |
|-----------------|---------------|---------|---------|-------------------|---------|---------|---------------------------|---------|---------|
|                 | Males         | Females | Persons | Males             | Females | Persons | Males                     | Females | Persons |
| Married         | 1,291.4       | 471.9   | 1,763.3 | 74                | 61      | 70      | 59                        | 43      | 54      |
| Not married (b) | 449.7         | 299.7   | 749.4   | 26                | 39      | 30      | 48                        | 44      | 46      |
| Total           | 1,741.2       | 771.5   | 2,512.7 | 100               | 100     | 100     | 56                        | 43      | 51      |

(a) See note (a) to table on page 123. (b) Never married, widowed and divorced.

## TRADE UNION MEMBERS : BIRTHPLACE, NOVEMBER 1976 (a)

| Birthplace                   | Number ('000) |         |         | Per cent of total |         |         | Per cent of all employees |         |         |
|------------------------------|---------------|---------|---------|-------------------|---------|---------|---------------------------|---------|---------|
|                              | Males         | Females | Persons | Males             | Females | Persons | Males                     | Females | Persons |
| Australia                    | 1,255.3       | 578.5   | 1,833.7 | 72                | 75      | 73      | 55                        | 42      | 50      |
| Overseas countries -         | 485.9         | 193.1   | 678.9   | 28                | 25      | 27      | 59                        | 45      | 54      |
| United Kingdom and Ireland   | 174.0         | 74.1    | 248.1   | 10                | 10      | 10      | 53                        | 41      | 49      |
| Canada, U.S.A., New Zealand, |               |         |         |                   |         |         |                           |         |         |
| South Africa                 | (b)15.1       | (b)11.3 | 26.5    | (b)1              | (b)2    | 1       | (b)37                     | (b)34   | 36      |
| Italy                        | 47.6          | (b)15.1 | 62.7    | 3                 | (b)2    | 3       | 66                        | (b)54   | 62      |
| Greece                       | 41.0          | (b)14.2 | 55.1    | 2                 | (b)2    | 2       | 80                        | (b)44   | 66      |
| Germany                      | (b)15.8       | *       | 24.3    | (b)1              | *       | 1       | (b)47                     | *       | 48      |
| Yugoslavia                   | 37.7          | 15.9    | 53.6    | 2                 | 2       | 2       | 77                        | 55      | 69      |
| Other countries              | 154.7         | 54.0    | 208.7   | 9                 | 7       | 8       | 61                        | 49      | 58      |
| Total                        | 1,741.2       | 771.5   | 2,512.7 | 100               | 100     | 100     | 56                        | 43      | 51      |

For footnotes see first table on page 123.

## TRADE UNION MEMBERS : STATE CAPITAL CITIES AND OTHER AREAS, NOVEMBER 1976 (a)

|                          | Number ('000) |         |         | Per cent of total |         |         | Per cent of all employees |         |         |
|--------------------------|---------------|---------|---------|-------------------|---------|---------|---------------------------|---------|---------|
|                          | Males         | Females | Persons | Males             | Females | Persons | Males                     | Females | Persons |
| State capital cities (b) | 1,123.9       | 532.1   | 1,656.0 | 65                | 69      | 66      | 55                        | 42      | 50      |
| Other areas              | 617.3         | 239.4   | 856.7   | 36                | 31      | 34      | 58                        | 46      | 54      |
| Total                    | 1,741.2       | 771.5   | 2,512.7 | 100               | 100     | 100     | 56                        | 43      | 51      |

(a) See note (a) to table on page 123. (b) State Metropolitan Statistical Divisions adopted for the 1971 Census of Population and Housing.

