

## CHAPTER 10

# LABOUR, WAGES AND PRICES

For particulars of the Farm Production Price Index, see the chapter Miscellaneous. For current information on the subjects dealt with in this chapter, see the *Monthly Review of Business Statistics*, the *Digest of Current Economic Statistics* (monthly), and the *Quarterly Summary of Australian Statistics*, also the mimeographed statements *Wage Rates and Earnings*, *Consumer Price Index*, *Wholesale Price (Basic Materials and Foodstuffs) Index*, *Wholesale Price Indexes—Price Index of Electrical Installation Materials*, and *Export Price Index*. For further information on these subjects, except the Export Price Index, see the *Labour Report* issued by this Bureau.

### RETAIL PRICES AND PRICE INDEXES

Retail prices of food and groceries and average rentals of houses for years extending back to 1901 have been collected by the Commonwealth Statistician, and in some cases were recorded by the Statisticians of various States for earlier years.

Retail prices of a more extensive range of commodities (including clothing) and certain services in common demand have been ascertained at frequent and regular intervals since 1923, and comparable information was ascertained for the month of November in each year from 1914 to 1922. The range of items for which retail prices data are obtained was considerably expanded in 1948 and in later years. Average retail prices of certain food and grocery items in current periods are published in the annual *Labour Report*.

An explanation of the nature and purposes of retail price indexes is given in the various editions of the annual *Labour Report*, together with further particulars of indexes then current. Previous retail price indexes for Australia are briefly described below. The current retail price index, entitled the Consumer Price Index, was published for the first time in August 1960. It was compiled retrospectively to 1948–49. A description of the Consumer Price Index is given on pages 246–7.

#### Previous retail price indexes

Five series of retail price indexes had been compiled at various times for Australia by the Commonwealth Statistician prior to 1960. Each of these was continued until changed conditions required the compilation of indexes more directly relevant to current conditions. The respective indexes were as follows.

- (i) *The 'A' Series Index* (covering food, groceries and house rents) was first compiled in 1912 with the year 1911 as base = 1,000. It was discontinued in June 1938.
- (ii) *The 'B' Series Index* (covering food, groceries and rent of 4 and 5 roomed houses) was first compiled in 1925 and continued until December quarter 1953. It was the food and rent constituent of the 'C' Series Index and was designed to replace the 'A' Series Index for general statistical purposes.
- (iii) *The 'C' Series Index* (covering food and groceries, rent of 4 and 5 roomed houses, clothing, household drapery, household utensils, fuel, lighting, fares, smoking, and some other miscellaneous items) was first compiled in 1921. It was last issued on its original basis for December quarter 1960. For certain transitional purposes a 'C' Series Index was issued for some quarters after that. This was calculated by varying the index numbers of December quarter 1960 in proportion to movements shown by the Consumer Price Index.
- (iv) *The 'D' Series Index*, derived by combining the 'A' and 'C' Series Indexes, was used by the Commonwealth Court of Conciliation and Arbitration from May 1933 to May 1934 and then discontinued.
- (v) *The Interim Index* (covering food and groceries, rent of 4 and 5 roomed houses, clothing, household drapery, household utensils, fuel, lighting, fares, smoking, certain services and some miscellaneous items) was first compiled in 1954 with the year 1952–53 as base = 100. As its title indicated, it was constructed as a transitional index. Its compilation was discontinued following its replacement by the Consumer Price Index in June quarter 1960.

An index of retail price movements from 1901 to 1968 is shown on page 251 of this Year Book. It is derived by linking together successive indexes (the 'A' Series, the 'C' Series and the Consumer Price Index) available for that period.

In 1937 the Commonwealth Court of Conciliation and Arbitration introduced a 'Court' Index for the purpose of its system of making automatic quarterly adjustments to the basic wage within its jurisdiction. By decision of the Court the 'Court' Index ceased to be issued by the Industrial Registrar as at December quarter 1953. These 'Court' Index numbers were an arithmetical conversion of the 'C' Series Retail Price Index.

### Consumer Price Index

This retail price index was first compiled in 1960, retrospectively to September quarter 1948. A full description of the index up to December quarter 1968 is given in *Labour Report* No. 52, 1965 and 1966. The Consumer Price Index, a chain of 'fixed weight aggregative' indexes linked at short intervals to form a continuous series, was further linked at December quarter 1968. The reference base year has also been changed from 1952-53 = 100.0 to 1966-67 = 100.0. Details of these changes were published in the bulletin *Consumer Price Index*, March quarter 1969, (ref. No. 9. 1) and will be published also in *Labour Report* No. 53, 1967.

#### Origin

The list of component items and the weighting pattern of the 'C' Series Retail Price Index, first adopted in 1921, were slightly revised by a Conference of Statisticians in 1936, but otherwise continued almost unchanged until the index was discontinued in 1960. The reasons for this and the circumstances which led to the present Consumer Price Index appear from ensuing paragraphs.

From the outbreak of war in 1939 to late in 1948, periodic policy changes in regard to various war-time controls (including rationing) caused recurrent changes in consumption and in the pattern of expenditure. This rendered changes desirable, but made it impracticable either to produce a new index, or to revise the old one, on any basis that would render the index more representative than it already was of the changing pattern of household expenditure in those years.

When commodity rationing had virtually ceased in the latter part of 1948, action was taken by the Statistician to collect price data of about 100 additional items and to gather information about current consumption and expenditure patterns. This was done to facilitate review of the component items and weighting system of the 'C' Series Retail Price Index in the light of the new pattern of wage-earner expenditure and consumption that appeared to be emerging. But there supervened, in the next few years, conditions which caused wide price dispersion coupled with a very rapid rise in prices and a new sequence of changes in consumption and in the pattern of wage-earner expenditure. Under these conditions it was not possible to devise any new weighting pattern likely to be more continuously representative of conditions then current than was the existing 'C' Series Retail Price Index on the 1936 revision.

A Conference of Statisticians considered the matter in June 1953, and resolved (in part) as follows:

- (a) that, in view of the persistence of recurrent changes in the pattern of consumer expenditure in the post-war period it is undesirable to make a general revision of the list of items and weighting system of the 'C' Series Retail Price Index at present, unless industrial tribunals expressly desire some revision for special purposes;
- (b) that an Interim Retail Price Index be compiled with putative weights and components representative, as nearly as may be, of the post-war pattern of consumer usage and expenditure.'

The 'C' Series Index continued to be compiled on its pre-war basis without significant change in procedures. The Interim Retail Price Index was introduced in 1954 and continued until March quarter 1960.

The Interim Index was a transitional index designed to measure retail price variations on the 'C' Series model in terms of post-war consumption weights as emerging in the early 1950's. It embraced a wider range of commodities and services than did the 'C' Series Retail Price Index, but it did not take into account successive major changes in the pattern of expenditure and modes of living that began to occur early in 1950 and through to 1960. These changes could not in fact be detected and measured promptly and incorporated into an index concurrently with their happening. Nor was it envisaged as desirable to adopt fundamentally new procedures in price index construction until it was fully evident that far-reaching procedural changes were necessary to meet the situation that had developed between about 1950 and 1960.

In this period home-owning largely replaced house-renting, the use of the motor car greatly increased and partly replaced use of public transport, and various items of electrical household equipment and television came into widespread use. The impact of these (and other) changes in usage

upon the pattern of household expenditure was heightened by disparate movements in prices. Together, they rendered nugatory the attempt to meet the situation by devising a single Interim Retail Price Index. As studies progressed and new data became available it was clear that no single list of items and no single set of fixed weights would be adequately representative as a basis for measuring retail price changes at all times throughout the post-war period. In consequence, the situation was met by compiling the Consumer Price Index constructed as a chain of linked indexes with significant changes in composition and weighting effected at short intervals.

#### **Purpose, scope and composition**

The Consumer Price Index is a quarterly measure of variations in retail prices for goods and services representing a high proportion of the expenditure of wage-earner households. The weighting pattern relates to estimated aggregates of wage-earner household expenditures and not to estimated expenditures of an 'average' or individual household of specified size, type, or mode of living. In this way it is possible to give appropriate representation to owner-occupied houses as well as rented houses and to include motor cars, television sets, and other major expenditures which relate to some households and not to others.

Consumer (retail) price indexes are sometimes loosely called 'cost of living indexes' and are thought to measure changes in the 'cost of living'. Neither the Consumer Price Index nor any other retail price index measures those changes in the cost of living that result directly from changes in the mode or level of living. Changes of that kind are matters for consideration apart from price indexes, but the change in prices of goods and services is a very important part of the change in the cost of living and this part is measured by consumer (retail) price indexes.

The Consumer Price Index covers a wide range of commodities and services arranged in the following five major groups:

- Food;
- Clothing and drapery;
- Housing;
- Household supplies and equipment;
- Miscellaneous.

These groups do not include every item of household spending. It is both impracticable and unnecessary for them to do so. Prices are collected regularly for specified quantities and qualities of a large and representative selection of commodities and services. Movements in the prices of these items, when combined in suitable proportions, provide a representative measure of price change as affecting a high proportion of the expenditure of wage-earner households.

#### **Structure—a chain of linked indexes**

Substantial changes have occurred in consumer usage and patterns of expenditure since the 1939-45 War. In order to keep the weighting pattern representative of current expenditures it has been necessary to construct indexes with additional items and changes in the weighting pattern at intervals, rather than on the basis of a list of items and set of weights that remained unchanged throughout the whole period covered. For the six State capital cities six series for short periods (namely, from the September quarter of 1948 to the June quarter of 1952, from the June quarter of 1952 to the June quarter of 1956, from the June quarter of 1956 to the March quarter of 1960, from the March quarter of 1960 to the December quarter of 1963, from the December quarter of 1963 to the December quarter of 1968, and from the December quarter of 1968 onwards) have therefore been constructed and linked to form a continuous retail price index series known as the Consumer Price Index. (For information regarding these links for Canberra see *Labour Report* No. 52, 1965 and 1966.)

During each period between links the items and weighting remained unchanged. At times of linking the weighting pattern was altered, and new items (mainly ones that had become significant in household expenditure) were introduced. Under this method, in effect, average percentage price movements are assessed on one pattern up to the time of the link and on another pattern thereafter. The process of linking ensures that the series reflects only price variations and not differences in cost of the old and new lists of items. The introduction of new items and weights by linking does not, of itself, raise or lower the level of the index.

## **Tabular statements of retail price index numbers**

### **Consumer Price Index**

The index has been compiled for each quarter from September quarter 1948 and for each year from 1948-49. 'All Groups' index numbers and 'Group' index numbers for each of the five major groups are compiled and published regularly for the six State capital cities separately and combined

and for Canberra. The reference base for each of these indexes is: year 1952-53 = 100.0. Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number.

Index numbers for each quarter are first issued in mimeographed statistical bulletins available from the Commonwealth Statistician about three weeks after the end of the quarter. These bulletins contain comment on the index and on significant price movements in that quarter. Tables showing index numbers for preceding quarters and years are presented.

The following table shows Consumer Price Index Numbers (Total all groups) for the six State capital cities separately and combined and for Canberra, for periods from the year 1951-52.

**CONSUMER PRICE INDEX: ALL GROUPS INDEX NUMBERS  
SIX STATE CAPITAL CITIES AND CANBERRA, YEARS 1951-52 TO 1967-68 AND QUARTERS  
MARCH 1966 TO DECEMBER 1968**

(Base of each index: year 1952-53 = 100.0)(a)

The separate city indexes measure price movements within each city individually. They do not compare price levels as between cities.

Period	State Capital Cities—separately and combined								
	Six State Capital Cities(b)	Sydney	Mel- bourne	Bris- bane	Adel- aide	Perth	Hobart	Can- berra	
<b>Year—</b>									
1951-52 . . . . .	91.4	91.9	91.0	91.8	91.4	90.4	90.4	91.1	
1952-53 . . . . .	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1953-54 . . . . .	102.0	101.6	102.0	102.0	102.3	103.0	105.0	102.9	
1954-55 . . . . .	102.6	102.3	102.0	102.9	103.5	105.2	104.9	104.2	
1955-56 . . . . .	106.9	105.7	108.1	106.3	106.9	107.9	110.2	107.8	
1956-57 . . . . .	113.1	112.9	114.0	112.0	111.1	112.9	116.9	113.3	
1957-58 . . . . .	114.2	114.5	114.4	114.4	111.9	113.6	117.0	114.0	
1958-59 . . . . .	116.0	115.3	116.6	118.2	114.5	114.7	118.7	115.4	
1959-60 . . . . .	118.9	117.8	120.0	121.2	118.0	116.9	120.8	117.8	
1960-61 . . . . .	123.8	122.1	125.9	125.4	122.9	121.2	127.5	121.4	
1961-62 . . . . .	124.3	122.6	126.3	127.3	122.5	121.6	128.1	123.1	
1962-63 . . . . .	124.5	123.2	126.2	127.7	122.1	122.2	128.0	123.4	
1963-64 . . . . .	125.7	124.5	127.1	129.0	123.5	123.8	129.4	124.3	
1964-65 . . . . .	130.4	128.8	132.2	133.9	128.6	127.6	133.6	128.1	
1965-66 . . . . .	135.2	133.1	137.1	140.4	132.7	132.5	138.3	131.9	
1966-67 . . . . .	138.8	136.3	140.7	144.0	136.9	137.9	141.2	134.5	
1967-68 . . . . .	143.4	140.6	145.9	148.8	140.8	141.9	147.7	138.0	
<b>Quarter—</b>									
1966—March . . . . .	135.4	133.3	137.2	141.4	133.1	132.8	138.1	132.0	
June . . . . .	136.5	134.0	138.5	141.7	134.4	135.3	139.3	132.4	
September . . . . .	137.1	134.7	139.1	142.5	135.0	136.3	139.2	133.0	
December . . . . .	138.4	136.2	140.1	143.6	136.5	136.9	140.1	134.0	
1967—March . . . . .	138.9	136.4	140.7	144.4	137.2	138.3	142.0	134.6	
June . . . . .	140.6	137.8	142.9	145.5	138.9	140.1	143.3	136.2	
September . . . . .	142.5	139.7	144.8	148.0	140.5	140.7	147.2	137.4	
December . . . . .	142.9	140.3	145.3	148.3	139.7	141.3	148.2	137.7	
1968—March . . . . .	143.5	140.7	146.0	149.4	140.5	142.2	147.6	138.0	
June . . . . .	144.6	141.7	147.4	149.4	142.6	143.4	147.7	138.7	
September . . . . .	145.2	142.3	147.9	150.7	142.6	143.8	148.3	139.2	
December . . . . .	146.7	144.3	149.2	151.6	144.0	144.7	149.4	139.7	

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number. (b) Weighted average.

The following table shows Consumer Price Index Group Index Numbers for the six State capital cities combined for periods from the year 1951-52.

**CONSUMER PRICE INDEX: GROUP INDEX NUMBERS  
WEIGHTED AVERAGE OF SIX STATE CAPITAL CITIES, YEARS 1951-52 TO 1967-68  
AND QUARTERS MARCH 1964 TO DECEMBER 1968**

(Base of each index: year 1952-53 = 100.0) (a)

Period	Food	Clothing and drapery	Housing	Household supplies and equipment	Miscellaneous	All groups
<b>Year—</b>						
1951-52 . . . .	89.9	93.5	89.1	92.9	92.3	91.4
1952-53 . . . .	100.0	100.0	100.0	100.0	100.0	100.0
1953-54 . . . .	103.5	100.7	104.8	101.6	99.9	102.0
1954-55 . . . .	104.3	101.0	108.4	101.4	99.9	102.6
1955-56 . . . .	110.2	102.0	115.1	101.6	105.9	106.9
1956-57 . . . .	115.3	103.9	122.1	105.8	118.0	113.1
1957-58 . . . .	113.3	107.0	127.3	107.5	119.7	114.2
1958-59 . . . .	115.4	108.2	130.6	108.7	121.2	116.0
1959-60 . . . .	119.8	109.4	135.2	109.8	123.9	118.9
1960-61 . . . .	127.7	111.6	144.8	111.2	127.3	123.8
1961-62 . . . .	125.5	112.8	150.7	112.7	128.1	124.3
1962-63 . . . .	124.3	113.2	155.0	112.4	128.8	124.5
1963-64 . . . .	126.0	114.0	159.6	111.0	129.9	125.7
1964-65 . . . .	133.0	115.6	165.0	111.9	136.1	130.4
1965-66 . . . .	139.3	117.0	171.9	113.8	142.5	135.2
1966-67 . . . .	141.6	119.5	179.3	115.1	148.9	138.8
1967-68 . . . .	148.2	122.1	187.2	116.5	153.1	143.4
<b>Quarter—</b>						
1964—March . . .	126.0	113.8	159.9	111.1	130.1	125.8
June . . . .	128.5	114.6	161.7	111.4	130.3	127.0
September . . .	130.7	115.0	163.0	110.7	133.1	128.5
December . . .	132.1	115.4	164.4	111.3	136.5	130.0
1965—March . . .	133.1	115.8	165.3	112.5	137.3	130.9
June . . . .	135.9	116.3	167.2	112.9	137.3	132.1
September . . .	139.3	116.3	168.6	113.4	137.8	133.5
December . . .	139.5	116.6	171.4	113.7	142.7	135.2
1966—March . . .	138.4	116.9	172.4	113.7	144.7	135.4
June . . . .	139.8	118.0	175.3	114.5	144.8	136.5
September . . .	139.7	118.2	176.6	114.7	146.9	137.1
December . . .	140.7	119.3	178.4	115.1	148.9	138.4
1967—March . . .	141.6	119.7	179.5	115.0	149.3	138.9
June . . . .	144.2	120.8	182.5	115.6	150.4	140.6
September . . .	148.3	121.2	184.4	115.8	151.5	142.5
December . . .	147.0	122.0	186.7	116.3	153.1	142.9
1968—March . . .	148.0	122.3	187.6	116.4	153.5	143.5
June . . . .	149.4	122.9	190.0	117.3	154.3	144.6
September . . .	149.0	123.5	191.3	117.5	156.4	145.2
December . . .	149.3	124.4	194.9	118.2	159.7	146.7

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number.

The following table shows Consumer Price Index Group Index numbers for each State capital city and for Canberra for recent years and quarters.

**CONSUMER PRICE INDEX: GROUP INDEX NUMBERS  
SIX STATE CAPITAL CITIES AND CANBERRA, YEARS 1948-49 TO 1967-68  
AND QUARTERS MARCH TO DECEMBER 1968**

*(Base of each index: year 1952-53 = 100.0) (a)*

The index numbers hereunder are designed to measure movements in retail prices of specified groups of items for specified cities individually. They measure variations from time to time and not differences in price level as between cities.

City	Year						1968			
	1948-49	1952-53	1964-65	1965-66	1966-67	1967-68	March qtr	June qtr	Sept. qtr	Dec. qtr
<b>FOOD GROUP</b>										
Six State Capitals(b)	54.1	100.0	133.0	139.3	141.6	148.2	148.0	149.4	149.0	149.3
Sydney	52.2	100.0	129.6	136.2	137.8	143.1	143.0	143.4	143.4	143.9
Melbourne	54.9	100.0	133.9	139.5	140.9	149.8	149.5	151.6	150.7	151.3
Brisbane	56.4	100.0	141.5	150.9	153.5	159.1	160.5	159.2	159.4	159.7
Adelaide	56.1	100.0	136.6	141.2	145.5	152.3	150.9	156.7	155.3	154.7
Perth	55.0	100.0	130.5	136.6	143.5	147.6	147.6	149.5	148.8	148.2
Hobart	56.0	100.0	134.5	141.4	143.1	152.8	151.5	150.4	150.3	150.6
Canberra	51.9	100.0	129.4	135.4	138.1	144.0	143.4	144.8	145.4	145.1
<b>CLOTHING AND DRAPERY GROUP</b>										
Six State Capitals(b)	58.4	100.0	115.6	117.0	119.5	122.1	122.3	122.9	123.5	124.4
Sydney	58.0	100.0	114.2	115.6	118.2	120.8	121.1	121.6	122.1	123.0
Melbourne	58.6	100.0	116.8	118.1	120.5	123.1	123.2	123.9	124.5	125.5
Brisbane	59.2	100.0	119.5	121.0	123.7	126.7	126.9	127.5	128.1	128.7
Adelaide	58.3	100.0	114.4	115.5	118.1	120.7	120.8	121.5	122.1	123.2
Perth	59.6	100.0	114.1	115.4	117.9	120.5	120.6	121.3	122.0	123.1
Hobart	58.0	100.0	116.7	117.9	120.3	123.1	123.3	124.0	124.5	125.7
Canberra	57.8	100.0	113.1	114.4	116.9	119.6	119.8	120.2	120.8	121.5
<b>HOUSING GROUP</b>										
Six State Capitals(b)	72.5	100.0	165.0	171.9	179.3	187.2	187.6	190.0	191.3	194.9
Sydney	74.2	100.0	166.6	172.3	180.9	189.8	190.0	193.6	194.4	198.9
Melbourne	76.0	100.0	169.2	177.2	184.0	191.1	191.6	193.9	194.6	198.1
Brisbane	67.1	100.0	149.0	158.3	162.8	172.2	172.4	173.4	176.7	177.8
Adelaide	68.7	100.0	164.6	171.1	178.8	182.5	182.8	183.2	184.0	186.3
Perth	62.7	100.0	160.0	165.6	173.7	183.8	184.9	187.3	190.6	195.1
Hobart	70.3	100.0	180.8	185.9	191.4	198.2	199.1	200.4	201.9	207.4
Canberra	70.9	100.0	164.4	166.9	169.4	170.0	170.3	171.3	171.7	171.8
<b>HOUSEHOLD SUPPLIES AND EQUIPMENT GROUP</b>										
Six State Capitals(b)	67.0	100.0	111.9	113.8	115.1	116.5	116.4	117.3	117.5	118.2
Sydney	67.0	100.0	110.7	111.4	112.2	113.5	113.2	114.6	114.4	114.8
Melbourne	66.1	100.0	115.2	118.7	120.3	122.0	122.1	123.0	123.0	124.0
Brisbane	68.6	100.0	112.7	115.0	116.5	117.9	117.8	118.5	120.6	121.4
Adelaide	69.5	100.0	104.9	106.2	107.1	107.4	107.3	107.6	107.7	108.1
Perth	66.5	100.0	106.4	108.1	110.0	110.7	110.7	111.4	111.6	112.1
Hobart	68.1	100.0	124.5	125.7	127.5	131.2	131.7	132.3	132.7	132.8
Canberra	69.8	100.0	113.2	113.4	113.7	114.1	114.2	114.0	114.0	114.3
<b>MISCELLANEOUS GROUP</b>										
Six State Capitals(b)	66.6	100.0	136.1	142.5	148.9	153.1	153.5	154.3	156.4	159.7
Sydney	67.7	100.0	135.1	140.4	145.6	149.9	150.3	151.1	153.2	158.3
Melbourne	64.4	100.0	138.3	145.2	152.7	156.5	156.9	157.9	160.7	162.7
Brisbane	69.2	100.0	140.9	148.7	155.8	160.8	161.1	161.5	163.5	165.3
Adelaide	67.2	100.0	129.6	136.4	142.6	146.3	146.6	146.9	148.0	152.6
Perth	67.7	100.0	134.2	142.1	149.1	153.9	154.7	155.8	155.8	157.1
Hobart	63.1	100.0	133.5	140.3	145.1	151.6	152.1	152.8	154.3	155.7
Canberra	69.7	100.0	129.3	134.8	138.9	143.1	143.6	144.2	145.1	146.7

(a) Figures appearing after the decimal point possess little significance for general statistical purposes. They are inserted to avoid distortions that would occur in rounding off the figures to the nearest whole number. (b) Weighted average.

## Retail Price Index Numbers, 1901 to 1968

The index numbers shown below are presented as a continuous series, but they give only a broad indication of long-term trends in retail price levels. They are derived by linking a number of indexes that differ greatly in scope. The successive indexes used are: from 1901 to 1914, the 'A' Series Retail Price Index; from 1914 to 1946-47, the 'C' Series Retail Price Index; from 1946-47 to 1948-49, a composite of Consumer Price Index Housing Group (partly estimated) and 'C' Series Index excluding Rent; and from 1948-49 onwards, the Consumer Price Index.

RETAIL PRICE INDEX NUMBERS: SIX STATE CAPITAL CITIES  
COMBINED, 1901 TO 1968

(Base: year 1911 = 100)

Year	Index number	Year	Index number	Year	Index number
1901	88	1923	166	1946	190
1902	93	1924	164	1947	198
1903	91	1925	165	1948	218
1904	86	1926	168	1949	240
1905	90	1927	166	1950	262
1906	90	1928	167	1951	313
1907	90	1929	171	1952	367
1908	95	1930	162	1953	383
1909	95	1931	145	1954	386
1910	97	1932	138	1955	394
1911	100	1933	133	1956	419
1912	110	1934	136	1957	429
1913	110	1935	138	1958	435
1914(a)	114	1936	141	1959	443
1915(a)	130	1937	145	1960	459
1916(a)	132	1938	149	1961	471
1917(a)	141	1939	153	1962	469
1918(a)	150	1940	159	1963	472
1919(a)	170	1941	167	1964	483
1920(a)	193	1942	181	1965	502
1921(a)	168	1943	188	1966	517
1922(a)	162	1944	187	1967	534
		1945	187	1968	548

(a) November.

## International comparisons

The following table shows index numbers of consumer (retail) prices for various countries. Except where otherwise noted, the year 1963 is taken as base (= 100). The index numbers show fluctuations in prices in each country, and do not measure relative price levels as between countries.

INDEX NUMBERS OF CONSUMER (RETAIL) PRICES IN VARIOUS COUNTRIES  
ALL GROUPS INDEXES, 1960 TO 1968

(Source: Monthly Bulletin of Statistics of the Statistical Office of the United Nations)

(Base of each index: year 1963 = 100)

Period	Argentina (Buenos Aires)	Australia (a)	Belgium	Brazil (Sao Paulo)	Canada	France (b)	Germany, Federal Republic	India	Indonesia (Djaka- karta)	Ireland	Italy
1960	55	97	96	27	96	92	92	92	13	91	87
1961	63	100	97	38	97	95	94	94	17	94	89
1962	81	100	98	58	98	95	97	97	46	98	93
1963	-100	-100	100	100	100	100	100	100	100	100	100
1964	122	102	104	187	102	103	102	113	205	107	106
1965	157	106	108	303	104	106	106	124	830	112	111
1966	207	110	-113	444	108	109	110	137	9,502	115	-113
1967	268	113	116	576	112	112	111	156	25,612	119	118
1968	311	116	119	715	117	117	113	160	57,712	125	119
1968—											
Qtr—											
March	306	115	118	656	115	115	112	162	52,770	123	119
June	305	116	119	700	116	116	113	159	54,659	125	119
Sept.	307	116	120	733	117	117	112	161	60,572	125	119
Dec.	326	118	121	773	118	120	113	161	62,846	127	119

For footnotes see next page.

INDEX NUMBERS OF CONSUMER (RETAIL) PRICES IN VARIOUS COUNTRIES  
ALL GROUPS INDEXES, 1960 TO 1968—*continued*

Period	Japan (c)	Nether- lands	New Zealand	Norway	Pakistan (Kara- chi)	Phillip- pines (Manila)	Republic of South Africa (d)	Sweden	Switzer- land	United King- dom	United States of America (e)
1960 .	83	94	94	90	97	88	96	91	91	91	97
1961 .	87	94	96	93	-98-	90	97	93	93	94	98
1962 .	93	96	98	98	99	95	99	97	97	-98-	99
1963 .	100	100	100	100	100	100	100	100	100	100	100
1964 .	104	-106-	104	106	104	108	103	103	103	103	-101-
1965 .	111	110	-107-	110	110	111	106	109	107	108	103
1966 .	116	116	110	114	118	118	110	116	-112-	113	106
1967 .	121	120	117	119	126	125	114	121	116	115	109
1968 .	128	125	122	123	126	125	116	123	119	121	114
1968—											
Qtr—											
March	126	123	119	121	125	124	115	122	119	118	112
June .	126	124	121	122	126	123	115	123	118	121	113
Sept. .	127	125	122	123	126	126	116	123	119	121	114
Dec. .	130	126	124	125	127	127	117	123	120	123	116

(a) Consumer Price Index converted to base 1963 = 100 by Commonwealth Statistician. (b) Prior to 1962, index for Paris—base: 1962 = 100. (c) Prior to 1964, 28 cities only. (d) Index for Europeans only. (e) Prior to 1964, excluding Alaska and Hawaii.

NOTE. Symbol - on each side of an index number (e.g. -95-) indicates that two series have been linked during that period. Symbol — between two index numbers indicates that it is not possible to link two series (because of change in scope, etc.) and therefore the index numbers are not comparable with each other even though they are shown on the same base period.

### WHOLESALE PRICES AND PRICE INDEXES

Two indexes of wholesale prices of basic materials have been compiled by the Commonwealth Bureau of Census and Statistics. These are:

- (i) the Melbourne Wholesale Price Index;
- (ii) the Wholesale Price (Basic Materials and Foodstuffs) Index.

Work continues on the preparation of new series of wholesale price index numbers relating to materials used and articles produced by sectors of industry. The first of these new series will relate to materials used in the building industry and in manufacturing industry. (For details of new indexes published during 1969, see Appendix to this volume.) To a considerable extent, these first series will constitute a currently representative replacement for the present Basic Materials and Foodstuffs Wholesale Price Index. In the interim the existing index will continue to be compiled and published mainly to meet the needs of those who require it for special purposes. The groups of the existing index relate primarily to a commodity type classification and have never purported to represent the materials used or articles produced by defined sectors of industry.

A special purpose index 'Wholesale Price Index of Electrical Installation Materials' is also published by the Bureau (see page 254).

A brief note on the Melbourne Wholesale Price Index, which is now obsolete, is given on page 254. The Wholesale Price (Basic Materials and Foodstuffs) Index is compiled monthly and extends back to 1928.

#### Wholesale Price (Basic Materials and Foodstuffs) Index

##### Price quotations

The prices used in the index have, in the main, been obtained directly from manufacturers and merchants, and, with a few important exceptions, from Melbourne sources. Apart from locally-produced building materials and one or two minor commodities, however, the price movements may be taken as representative of variations in wholesale prices of the selected items in most Australian markets.

Commodities in the index are priced in their primary or basic form wherever possible and in respect of imported materials as nearly as may be at the point where they first make effective impact on the local price structure. Thus the prices of imported goods are not taken at the time of import but rather on an ex-bond (or into factory) basis. Broadly, where home-consumption prices exist for local products, they have been used in this index. During the year 1950-51 wool for local manufacture was subsidised, and the home-consumption price for wool was used to calculate the index numbers shown in the table on pages 253-4.

**Commodities and grouping**

For purposes of this index, 'basic' materials (as opposed to certain of the foodstuffs) are commodities in the primary or basic forms in which they first enter into productive processes carried out in Australia. The list of items is divided into seven main groups, each of which is sub-divided into goods which are mainly imported and goods which are mainly home-produced. The percentage of the total aggregate in 1967-68 contributed by each group was as follows: metals and coal, 15.62; oils, fats and waxes, 7.59; textiles, 2.64; chemicals, 4.15; rubber and hides, 1.15; building materials, 11.28; foodstuffs and tobacco, 57.57. Goods principally imported comprised 21.82 per cent of the total aggregate in 1967-68, and goods principally home-produced 78.18. A full list of the commodities and the quantity-multipliers (weights) is published in *Labour Report* No. 52, 1965 and 1966, page 39.

**Method of construction**

The index is calculated on the simple aggregative fixed-weights formula. The weights (quantity-multipliers) are based on estimates of the average annual consumption of the commodities in Australia during the period 1928-29 to 1934-35 inclusive. The validity of the weighting and the representativeness of the index have become increasingly affected by changes in usage and in industrial structure.

**Index numbers**

Index numbers for each group of commodities, and for all groups combined, for the index of wholesale prices of basic materials and foodstuffs are given in the following table. Current index numbers on the base: average of three years ended June 1939 = 100 are published monthly in the mimeographed statement *Wholesale Price (Basic Materials and Foodstuffs) Index* and in the *Monthly Review of Business Statistics*. A table showing index numbers computed to the base: 1928 = 100 is published in the *Labour Report*.

**WHOLESAL PRICE (BASIC MATERIALS AND FOODSTUFFS) INDEX NUMBERS  
YEARS 1928-29 TO 1967-68 AND MONTHS 1968-69**

(Base of each index: average of 3 years ended June 1939 = 100)

Period	Basic materials							Basic materials and foodstuffs			Total, all groups (a)
	Metals and coal	Oils, fats and waxes	Textiles	Chemicals	Rubber and hides	Building materials	Total	Food-stuffs and tobacco (a)	Goods principally imported (b)	Goods principally home produced (a)	
1928-29 . . . . .	127	106	129	121	115	95	114	107	91	118	110
1929-30 . . . . .	126	111	99	116	87	94	107	110	94	118	111
1930-31 . . . . .	116	117	80	117	73	96	105	91	100	99	99
1931-32 . . . . .	108	113	77	119	74	95	101	86	100	92	95
1932-33 . . . . .	104	109	75	119	69	95	98	80	97	87	90
1933-34 . . . . .	103	84	102	111	80	94	92	84	89	89	90
1934-35 . . . . .	97	90	78	102	77	93	89	87	92	89	90
1935-36 . . . . .	92	95	100	99	88	93	90	92	95	92	93
1936-37 . . . . .	96	99	118	99	111	99	99	98	99	98	99
1937-38 . . . . .	101	101	100	100	97	104	102	102	102	101	101
1938-39 . . . . .	103	100	82	101	92	97	99	101	99	100	100
1939-40 . . . . .	105	115	104	107	116	108	109	99	111	101	104
1940-41 . . . . .	107	137	111	124	126	128	122	107	133	106	114
1941-42 . . . . .	117	151	118	137	135	135	133	116	153	112	124
1942-43 . . . . .	129	167	147	142	138	163	149	126	176	120	136
1943-44 . . . . .	131	170	150	143	140	174	153	130	182	122	140
1944-45 . . . . .	131	168	152	143	140	175	152	132	182	124	141
1945-46 . . . . .	130	156	152	142	140	177	149	136	178	127	142
1946-47 . . . . .	132	145	191	140	131	180	149	139	177	130	144
1947-48 . . . . .	146	161	283	148	126	190	166	154	192	145	159
1948-49 . . . . .	185	173	342	159	130	198	188	174	201	172	180
1949-50 . . . . .	214	184	434	187	143	225	214	196	223	196	204
1950-51 . . . . .	256	196	641	242	292	268	264	229	256	240	244
1951-52 . . . . .	343	220	577	314	298	370	321	276	288	300	297
1952-53 . . . . .	392	234	607	350	224	404	350	293	292	331	319

For footnotes see next page.

**WHOLESALE PRICE (BASIC MATERIALS AND FOODSTUFFS) INDEX NUMBERS  
YEARS 1928-29 TO 1967-68 AND MONTHS 1968-69—continued**

*(Base of each index: average of 3 years ended June 1939 = 100)*

Period	Basic materials							Basic materials and foodstuffs				Total, all groups (a)
	Metals and coal	Oils, fats and waxes	Textiles	Chemicals	Rubber and hides	Building materials	Total	Food-stuffs and tobacco (a)	Goods principally imported (b)	Goods principally home produced (a)		
1953-54 . . . . .	388	222	566	323	191	363	332	308	271	339	319	
1954-55 . . . . .	391	214	510	314	246	372	330	315	277	340	322	
1955-56 . . . . .	404	220	456	317	328	415	345	325	292	352	334	
1956-57 . . . . .	409	241	520	344	302	463	367	324	311	357	344	
1957-58 . . . . .	398	238	437	349	280	453	355	325	301	355	339	
1958-59 . . . . .	392	231	362	327	293	423	340	332	283	358	336	
1959-60 . . . . .	395	225	403	331	379	431	347	348	281	375	348	
1960-61 . . . . .	399	222	387	331	341	439	346	372	278	394	360	
1961-62 . . . . .	392	212	400	333	302	439	340	332	270	363	336	
1962-63 . . . . .	388	209	432	317	262	439	336	342	272	368	340	
1963-64 . . . . .	383	207	484	286	221	473	339	352	275	376	346	
1964-65 . . . . .	391	207	427	286	242	503	345	364	277	388	355	
1965-66 . . . . .	390	218	432	325	306	507	355	385	280	409	371	
1966-67 . . . . .	396	220	419	381	281	511	362	401	283	425	383	
1967-68 . . . . .	397	225	392	397	222	514	361	411	287	431	388	
1968-69—												
July . . . . .	394	225	395	402	236	524	364	425	289	442	397	
August . . . . .	395	225	396	390	234	525	363	412	289	432	390	
September . . . . .	397	222	402	390	238	528	364	407	291	428	387	
October . . . . .	400	222	415	390	244	532	367	401	291	424	385	
November . . . . .	p403	220	421	390	253	533	p368	396	292	p422	p383	
December . . . . .	p402	221	409	390	253	533	p367	396	292	p421	p383	
January . . . . .	p408	220	p409	390	262	534	p369	p397	291	p423	p384	

(a) Excludes potatoes and onions from 1936-37. (b) Represents only such imported commodities as are included in the Wholesale Price Index and does not measure changes in the prices of all imports.

### Melbourne Wholesale Price Index

An index of Melbourne wholesale prices was first compiled in 1912. It related chiefly to basic materials and foods weighted in accordance with consumption in the years immediately preceding that year. Neither the list of items nor the weighting was varied, except for some changes in the building materials group in 1949. The series has some historical significance as a measure of changes, since the year 1861, in the prices of its component items combined in the proportions in which they were in common use about the year 1910. A description of the index and a list of the commodities included in it were published in *Labour Report* No. 38, 1949, pages 43-5. Index numbers up to the year 1961, the last period for which the index was compiled, were published in Year Book No. 48, 1962.

### Wholesale Price Index of Electrical Installation Materials

This special purpose index was introduced in 1964, and index numbers were published at quarterly intervals from August 1959 to February 1969, when monthly publication commenced. In addition to its use in connection with the Bureau's constant price estimates in the national accounting field, the index has a direct value as a measure of changes in aggregate cost of materials used in an important part of the building industry (other than house-building).

#### Commodities and grouping

The items in this index have been selected as representative of materials used in electrical installation in structures such as hospitals, schools, factories and multi-storeyed commercial buildings and flats. These items are divided into three main groups for which separate indexes are compiled in addition to the All Groups index. The combination of materials selected is fixed as to quantity and quality. A list of the components of the index is set out opposite with the percentage contribution of each to the All Groups index in the reference base year 1959-60.

**Price quotations**

The items are priced as at the middle of the month for which index numbers are published. The basis of pricing is the price to electrical contractors, delivered on site or into store, metropolitan area, Sydney and Melbourne. The price series used relate to specific standards for each item and in some cases are combinations of prices for different makes, types, etc. The units of quantity specified as the basis for collecting prices are representative lots normally purchased by electrical contractors, inclusive of quantity discounts and packing and quantity extras, etc.

**Method of construction**

The index is a fixed-weights index with the reference base: year 1959-60 = 100. In general, the weights were derived from information relating to the values of materials used in selected representative projects in Sydney and Melbourne during the three years 1960-61 to 1962-63. The projects selected for this purpose had a minimum electrical materials and labour content of \$10,000. Selected representative items carry the weights of similar items not directly priced. The index is calculated by the method known as 'the weighted arithmetic mean of price relatives'. Each quarter, base period percentage value weights are applied to indexes of price movement relative to 1959-60.

**WHOLESALE PRICE INDEX OF ELECTRICAL INSTALLATION MATERIALS  
COMPOSITION AND WEIGHTING PATTERN AS AT REFERENCE BASE  
YEAR 1959-1960**

<i>Component</i>	<i>Percentage contribution to All groups index</i>
<b>1. CONDUCTORS GROUP</b>	<b>40.00</b>
Mains—	
Insulated cables . . . . .	14.79
Glands . . . . .	0.70
Bare copper strand . . . . .	0.50
Copper bus-bar . . . . .	3.50
	19.49
Circuits—	
Insulated cables and wire . . . . .	19.08
Bare copper strand . . . . .	1.43
	20.51
<b>2. CONDUIT AND ACCESSORIES GROUP</b>	<b>25.00</b>
Conduit and ducting—	
Metal conduit . . . . .	10.79
Metal and plastic ducting . . . . .	9.46
	20.25
Accessories—	
Metal and plastic junction boxes . . . . .	2.59
Metal and plastic accessories—other . . . . .	2.16
	4.75
<b>3. SWITCH-BOARD AND SWITCH- GEAR MATERIAL GROUP</b>	<b>35.00</b>
Bakelite accessories—	
Mounting blocks . . . . .	0.65
Switches . . . . .	1.40
Terminal boxes . . . . .	0.10
	2.15
Fluorescent components and lamps—	
Fluorescent tubes and starters . . . . .	1.37
Incandescent lamps . . . . .	0.58
	1.95
Iron clad accessories—	
Switch plug . . . . .	1.67
Plug top . . . . .	0.64
Other accessories . . . . .	1.30
	3.61
Switch-board accessories' components—	
Mild steel . . . . .	3.07
Aluminium bar . . . . .	0.86
Contactors . . . . .	4.90
Circuit breakers . . . . .	11.00
Other accessories . . . . .	7.46
	27.29
<b>Total</b>	<b>100.00</b>

## Index numbers

Index numbers for each group of items and for all groups combined for the index of wholesale prices of electrical installation materials are given in the following table. Current index numbers are published quarterly in the mimeographed statement *Wholesale Price Indexes—Price Index of Electrical Installation Materials*.

**WHOLESALE PRICE INDEX OF ELECTRICAL INSTALLATION MATERIALS**  
**GROUP INDEX NUMBERS, YEARS 1959-60 TO 1967-68 AND**  
**MAY 1963 TO FEBRUARY 1969**

(Base of each index : year 1959-60 = 100.0) (a)

Period	Conductors	Conduit and accessories	Switch-board and switch-gear material	All groups
<b>Year—</b>				
1959-60 . . . . .	100.0	100.0	100.0	100.0
1960-61 . . . . .	99.5	102.3	100.9	100.7
1961-62 . . . . .	98.7	102.8	99.8	100.1
1962-63 . . . . .	96.8	103.6	100.5	99.8
1963-64 . . . . .	93.2	103.7	100.8	98.5
1964-65 . . . . .	110.6	104.6	105.2	107.2
1965-66 . . . . .	105.8	104.2	106.6	105.7
1966-67 . . . . .	120.2	105.8	109.2	112.8
1967-68 . . . . .	119.9	106.0	112.5	113.8
1962-63—May . . . . .	93.4	103.6	100.7	98.5
1963-64—August . . . . .	93.3	103.4	100.8	98.5
November . . . . .	93.3	103.8	100.8	98.6
February . . . . .	93.5	103.8	100.8	98.7
May . . . . .	92.6	103.8	100.9	98.3
1964-65—August . . . . .	96.4	104.4	103.8	101.0
November . . . . .	103.3	104.4	104.7	104.0
February . . . . .	121.3	104.4	106.0	111.7
May . . . . .	121.3	105.1	106.3	112.0
1965-66—August . . . . .	104.2	105.3	106.3	105.2
November . . . . .	104.3	104.1	106.3	105.0
February . . . . .	108.3	103.7	106.9	106.6
May . . . . .	106.5	103.8	106.9	106.0
1966-67—August . . . . .	124.1	104.5	106.9	113.2
November . . . . .	122.6	106.2	109.8	114.0
February . . . . .	122.6	106.3	110.1	114.2
May . . . . .	111.3	106.3	110.0	109.6
1967-68—August . . . . .	111.5	106.3	110.3	109.8
November . . . . .	123.1	105.3	112.4	114.9
February . . . . .	127.7	105.7	113.0	117.0
May . . . . .	117.1	106.7	114.2	113.5
1968-69—August . . . . .	112.2	106.5	113.8	111.3
November . . . . .	113.9	106.8	115.6	112.7
February . . . . .	124.8	106.8	115.7	117.1

(a) Figures are shown to one decimal place to avoid distortions that would occur in rounding off the index numbers to the nearest whole number.

## EXPORT PRICES AND PRICE INDEXES

### Previous export price indexes

#### 1901 to 1917

An annual index of export prices has been published by the Bureau since its inception. The first index was compiled annually for the years 1901 to 1916-17. The method of computation was to select all articles of export which were recorded by units of quantity, and to apply to the quantities of these export commodities actually exported during any year the average price per unit ruling in the year 1901 (adopted as the base year). The 'total value' so obtained was divided into the total recorded value of these exports for the year concerned and the result (multiplied by 1,000) was the export price index number for that year.

**1918 to 1930**

The method was changed in 1918. Weights for all principal exports were calculated, based on the average quantities of exports for the nineteen and a half years from 1 January 1897 to 30 June 1916. To these weights were applied the 'average unit export values' of each export in successive years, and a weighted aggregative index of 'price' variations was derived. This index was published for the years 1897 to 1929-30. Particulars of this index were last published in Year Book No. 24, page 147.

**1928 to 1962**

After the 1914-18 War the relative importance of different exports changed considerably, and the pattern of exports varied considerably from year to year. For these reasons two new series of monthly export price indexes—one using fixed weights and the other using changing weights—were published in 1937, compiled back to 1928. The data on which both series were based differed from those used in the previous series of annual index numbers. The most important change was the use of actual (or calculated) export prices in place of the 'unit values' declared at the Customs. Brief notes on these two indexes are given below. A full description of both indexes was last published in Year Book No. 48, 1962, pages 500-4.

*The Fixed Weights Index.* This was a weighted aggregative index of price variations. It was compiled back to 1928, with that year taken as base. In later years it was published on the base: average of three years ended June 1939 = 100. The original weights (used for the period 1928 to 1936) were the average annual exports (production in the case of gold) during the five years 1928-29 to 1932-33. From July 1936 the weights were revised and were based on average annual exports (production in the case of gold) during the three years 1933-34 to 1935-36. This index was published from 1937 until July 1962, after which it was replaced by the current Export Price Index described below.

*The Changing Weights Index.* This index was designed for shorter period comparisons—from one or more months of the current year to the corresponding months of the previous year. In computing these index numbers the 'quantity multipliers' were the quantities actually exported (sold, in some cases) in the months (or periods) to which the index numbers related. This index was discontinued in 1962.

### The current Export Price Index

The current Export Price Index was first published in October 1962, but index numbers were compiled back to July 1959. The reference base of this index is: year 1959-60 = 100. This index is a fixed-weights index, and its purpose (as was that of the previous fixed-weights index) is to provide comparisons monthly, over a limited number of years, of the level of export prices of the selected items, making no allowance for variations in quantities exported. The index numbers are thus measures of price change only. The price series used in the index relate to specified standards for each commodity and in most cases are combinations of prices for a number of representative grades, types, etc. For some commodities price movements in the predominant market, or markets, are used, while for other commodities average realisations in all export markets are used. As nearly as possible, prices used are on the basis f.o.b. at the main Australian ports of export. The index is calculated by the method known as 'the weighted arithmetic mean of price relatives'.

**Composition and weighting**

There are twenty-nine items in the current index compared with twenty items in the previous index. The weights for the current index are based on average annual values of exports during the five years 1956-57 to 1960-61. During that period the twenty-nine items in the index constituted 83 per cent of the total value of Australian exports. In recent years this proportion has decreased and in 1966-67 and 1967-68 was less than 75 per cent of the total value. A review of the content and weighting pattern of the index is proceeding.

The following table sets out a list of the items, and groups of items, in the index, together with the percentage contribution of each item and group to the All Groups index in the reference base year 1959-60. The weights used for some of the items are adjusted to cover some related commodities which are not priced directly. The most important instances of this are wool, which includes wool exported on sheepskins, and copper, zinc, lead and silver, which include the estimated metallic content of ores and concentrates exported. In the previous index the weight for gold was derived from production instead of export figures. For the period 1956-57 to 1960-61 production and exports of gold were similar, and therefore in the current index the weight for gold (as for the other items) is based on average annual exports during the period.

**EXPORT PRICE INDEX**  
**LIST OF ITEMS AND PERCENTAGE CONTRIBUTION OF ITEMS AND GROUPS TO ALL GROUPS INDEX IN 1959-60**

<i>Group and item</i>	<i>Percentage contribution to All groups index in 1959-60</i>	<i>Group and item</i>	<i>Percentage contribution to All groups index in 1959-60</i>
<i>Wool</i> . . . . .	50.73	<i>Canned—Pineapples</i> . . . . .	0.20
<i>Meats—</i>		<i>Apricots</i> . . . . .	0.11
<i>Beef</i> . . . . .	6.71	<i>Peaches</i> . . . . .	0.37
<i>Lamb</i> . . . . .	0.76	<i>Pears</i> . . . . .	0.68
<i>Mutton</i> . . . . .	0.59	<i>Total, dried and canned fruits.</i> . . . .	2.54
<i>Canned—Beef</i> . . . . .	1.65	<i>Sugar</i> . . . . .	3.99
<i>Mutton</i> . . . . .	0.21	<i>Hides and tallow—</i>	
<i>Total, meats</i> . . . . .	9.92	<i>Cattle hides</i> . . . . .	0.72
<i>Dairy produce—</i>		<i>Tallow</i> . . . . .	0.54
<i>Processed milk</i> . . . . .	1.36	<i>Total, hides and tallow</i> . . . . .	1.26
<i>Butter</i> . . . . .	4.02	<i>Metals and coal—</i>	
<i>Cheese</i> . . . . .	0.64	<i>Coal</i> . . . . .	0.63
<i>Eggs</i> . . . . .	0.47	<i>Iron and steel</i> . . . . .	3.46
<i>Total, dairy produce</i> . . . . .	6.49	<i>Copper</i> . . . . .	1.57
<i>Cereals—</i>		<i>Zinc</i> . . . . .	1.23
<i>Wheat and flour</i> . . . . .	10.11	<i>Lead</i> . . . . .	2.97
<i>Barley</i> . . . . .	1.77	<i>Silver</i> . . . . .	0.66
<i>Oats</i> . . . . .	0.66	<i>Total, metals and coal</i> . . . . .	10.54
<i>Total, cereals</i> . . . . .	12.54	<i>Gold</i> . . . . .	1.99
<i>Dried and canned fruits—</i>		<i>Total</i> . . . . .	100.00
<i>Dried—Sultanas</i> . . . . .	1.06		
<i>Currants</i> . . . . .	0.12		

**Index numbers**

Index numbers for each of the groups and 'All groups' are shown in the table on page 259. The yearly index numbers are simple averages of the twelve monthly index numbers in each year.

**Link between current and previous indexes**

In order to show approximate movements in export prices over a long period, the 'All groups' indexes of the previous and current series have been linked together at the year 1959-60, the earliest year for which the new index has been compiled. The table on page 260 shows this linked series and a long-term price index for wool, which is the most important single component in the movement of the 'All groups' index.

EXPORT PRICE INDEX NUMBERS  
YEARS 1959-60 TO 1967-68 AND MONTHS JULY 1965 TO FEBRUARY 1969  
(Base of each index: year 1959-60 = 100)

Period	Wool	Meats	Dairy produce	Cereals	Dried and canned fruits	Sugar	Hides and tallow	Metals and coal	Gold	All groups
1959-60 . . . . .	100	100	100	100	100	100	100	100	100	100
1960-61 . . . . .	92	104	82	99	99	101	92	97	100	95
1961-62 . . . . .	97	100	81	106	95	91	84	91	100	96
1962-63 . . . . .	104	101	88	107	90	107	72	89	100	101
1963-64 . . . . .	120	105	93	107	98	175	73	101	100	114
1964-65 . . . . .	102	110	94	107	100	100	91	123	101	105
1965-66 . . . . .	107	120	86	107	102	84	107	122	101	107
1966-67 . . . . .	103	124	84	114	101	67	89	117	101	105
1967-68 . . . . .	95	125	79	109	95	67	67	120	104	100
1965-66—										
July . . . . .	98	114	90	104	102	101	100	117	101	102
August . . . . .	98	115	89	104	102	107	102	117	101	102
September . . . . .	99	116	89	105	101	100	101	118	101	103
October . . . . .	105	114	88	106	102	93	99	120	100	106
November . . . . .	108	116	88	106	101	85	100	120	100	107
December . . . . .	108	117	87	107	102	82	100	125	100	108
January . . . . .	108	118	85	109	102	75	109	125	100	108
February . . . . .	108	121	84	109	102	81	121	129	100	109
March . . . . .	111	126	84	107	101	73	122	126	100	110
April . . . . .	113	130	84	110	101	72	119	129	101	112
May . . . . .	113	130	84	110	101	70	111	119	101	111
June . . . . .	113	127	84	111	101	69	105	124	101	111
1966-67—										
July . . . . .	113	121	84	113	102	69	105	122	101	110
August . . . . .	111	117	84	113	102	100	105	122	101	110
September . . . . .	107	120	84	115	102	86	96	117	101	107
October . . . . .	102	120	84	113	102	73	88	116	101	104
November . . . . .	102	119	84	112	102	63	88	116	101	104
December . . . . .	102	121	84	114	102	64	92	116	101	104
January . . . . .	100	127	84	114	100	55	92	114	101	103
February . . . . .	102	129	84	114	100	62	86	115	101	105
March . . . . .	100	128	84	113	100	60	85	116	101	103
April . . . . .	100	128	85	113	100	56	80	115	101	103
May . . . . .	102	128	85	115	100	57	77	113	101	104
June . . . . .	100	126	85	115	100	59	76	116	101	103
1967-68—										
July . . . . .	98	127	85	113	99	59	72	116	101	102
August . . . . .	92	127	85	112	99	61	70	117	101	99
September . . . . .	92	126	85	111	99	73	69	117	101	99
October . . . . .	92	128	85	112	98	122	68	117	101	101
November . . . . .	92	127	82	108	99	72	65	116	101	98
December . . . . .	94	121	75	106	98	63	65	123	101	99
January . . . . .	94	126	75	105	97	58	65	119	101	98
February . . . . .	98	124	75	106	90	60	66	122	101	101
March . . . . .	98	121	75	109	90	62	66	125	100	101
April . . . . .	98	121	74	107	91	61	65	125	105	101
May . . . . .	98	122	73	108	91	56	64	119	111	100
June . . . . .	98	126	73	109	92	62	65	120	119	101
1968-69—										
July . . . . .	96	127	73	107	p95	81	64	120	119	p101
August . . . . .	96	128	73	107	p95	86	65	118	107	p101
September . . . . .	98	128	73	107	p95	95	66	120	111	p102
October . . . . .	102	134	73	106	p95	66	66	120	114	p104
November . . . . .	104	130	72	107	p95	53	68	119	112	p104
December . . . . .	100	p127	72	105	p95	54	70	121	112	p102
January . . . . .	p100	p127	72	103	p97	p69	71	121	116	p102
February . . . . .	p100	p129	72	103	p97	p65	74	123	121	p102

## EXPORT PRICE INDEX NUMBERS—LINKED SERIES 1936-37 TO 1967-68

(Base of each index: year 1959-60 = 100)

<i>Period</i>	<i>Wool</i>	<i>All groups</i>	<i>Period</i>	<i>Wool</i>	<i>All groups</i>
1936-37 . . . . .	29	30	1953-54 . . . . .	145	125
1937-38 . . . . .	23	27	1954-55 . . . . .	127	114
1938-39 . . . . .	19	22	1955-56 . . . . .	109	105
1939-40 . . . . .	23	26	1956-57 . . . . .	136	117
1940-41 . . . . .	24	28	1957-58 . . . . .	111	102
1941-42 . . . . .	24	28	1958-59 . . . . .	85	90
1942-43 . . . . .	28	30			
1943-44 . . . . .	28	31	1959-60 . . . . .	100	100
1944-45 . . . . .	28	34			
1945-46 . . . . .	28	39	1960-61 . . . . .	92	95
1946-47 . . . . .	41	54	1961-62 . . . . .	97	96
1947-48 . . . . .	68	75	1962-63 . . . . .	104	101
1948-49 . . . . .	86	88	1963-64 . . . . .	120	114
1949-50 . . . . .	111	101	1964-65 . . . . .	102	105
1950-51 . . . . .	235	173	1965-66 . . . . .	107	107
1951-52 . . . . .	133	125	1966-67 . . . . .	103	105
1952-53 . . . . .	145	128	1967-68 . . . . .	95	100

## WAGES, EARNINGS AND HOURS

## Arbitration and Wages Boards Acts and associated legislation

Particulars regarding the operation of Commonwealth and State Laws for the regulation of wages, hours and other conditions of employment were first compiled for the year 1913, and revised particulars have appeared annually in the *Labour Report*. A summary of the Commonwealth legislation and brief particulars of Commonwealth and State industrial tribunals are given in the following paragraphs.

## Commonwealth industrial legislation and tribunals

Under placitum (xxxv) of section 51 of the Commonwealth of Australia Constitution, the Commonwealth Parliament is empowered to make laws with respect to 'conciliation and arbitration for the prevention and settlement of industrial disputes extending beyond the limits of any one State'. The Parliament has made such a law, namely the *Conciliation and Arbitration Act 1904-1968*.

This Act defines an 'industrial dispute' as:

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

The Conciliation and Arbitration Act was extensively amended by an Act (No. 44 of 1956) assented to on 30 June 1956. This amendment altered the structure of the arbitration machinery by separating the judicial functions from the conciliation and arbitration functions. The Commonwealth Industrial Court was established to deal with judicial matters under the Act, and the Commonwealth Conciliation and Arbitration Commission to handle the functions of conciliation and arbitration. A summary of the provisions of the *Conciliation and Arbitration Act 1904-1968* is given in the following paragraphs.

The Commonwealth Industrial Court is at present composed of a Chief Judge and four other Judges. The jurisdiction of the Court shall be exercised by not less than two Judges, except in the following circumstances. A single Judge may exercise the jurisdiction of the Court with respect to the dismissal or injury of an employee on account of industrial action, interpretation of awards, questions concerning eligibility of membership of an organisation, disputes between an organisation and its members, and a prescribed matter of practice or procedure. A single Judge may refer a question of law for the opinion of the Court constituted by not less than two Judges. The Court is a Superior Court of Record with the same power to punish contempts of its power and authority as is possessed by the High Court. In general, decisions of the Industrial Court are final; however, an appeal lies to the High Court, but only when the latter grants leave to appeal. The Act provides for the registration of associations of employees and employers, and for inquiries to be held concerning disputed elections in organisations; and certain powers in connection therewith are, by the Act, given to the Industrial Court. Provision is also made for the Commission to exercise the powers of the Court with regard to an application for cancellation of registration of an organisation. Any such change of jurisdiction must be notified by proclamation. This provision could be used if the powers of the Court in this regard were declared, in whole or in part, to be invalid.

Special provision is made concerning the right of audience before the Commonwealth Industrial Court. Briefly, except in proceedings which, in general, involve questions of law or offences against the Act, parties are able to elect whether to appear personally or to be represented by lawyers or officials. Even in proceedings involving questions of law, except appeals from decisions by other Courts to the Industrial Court, on matters arising under this Act or the *Public Service Arbitration Act 1920-1968*, the parties may, if they wish and the Court grants leave, be represented by officials.

The Commonwealth Conciliation and Arbitration Commission at the end of 1968 was composed of a President, seven Deputy Presidents, a Senior Commissioner, thirteen Commissioners and three Conciliators. The Commission is empowered to prevent or settle industrial disputes by conciliation or arbitration, and to make suggestions and to do such things as appear right and proper for (a) effecting a reconciliation between parties to industrial disputes; (b) preventing and settling industrial disputes by amicable agreement; and (c) preventing and settling, by conciliation or arbitration, industrial disputes not prevented or settled by amicable agreement. The Commission may exercise its powers of its own motion or on the application of a party.

The President may assign a Commissioner to deal with industrial disputes relating to particular industries, or members of the Commission to deal with a particular industrial dispute. However, subject to the approval of the President, it is the duty of the Senior Commissioner to organise and allocate the work of the Commissioners and Conciliators. When an industrial dispute occurs or is likely to occur, a Commissioner shall take steps for the prompt prevention or settlement of that dispute by conciliation or, if in his opinion conciliation is unlikely to succeed or has failed, by arbitration. A Commissioner may arrange with the Senior Commissioner for a Conciliator to assist the parties to reach an amicable agreement and shall do so if the parties so request. If an agreement is reached, a memorandum of its terms shall be made in writing, and may be certified by the Commission. A certified memorandum shall have the same effect as an award.

Only the Commission in Presidential Session, that is, the Commission constituted by at least three presidential members nominated by the President, has the power to make awards, or to certify agreements, concerning standard hours, basic wages and long-service leave. Upon application by a party to an industrial dispute, a Commissioner shall consult with the President as to whether in the public interest any matter in dispute should be dealt with by a Commission constituted by not less than three members nominated by the President, at least one of whom shall be a presidential member and one, where practicable, the Commissioner concerned. The President may direct the Commission to hear the matter in dispute; however, after consideration, the Commission may refer the matter in dispute back for determination to the Commissioner originally dealing with the dispute.

An appeal against the decision of a Commissioner shall be heard by not less than three members nominated by the President, of whom at least two shall be presidential members of the Commission. However, an appeal will not be heard unless the Commission considers it is necessary as a matter of public interest. The President, after taking account of the views of the parties to a dispute, may appoint a member of the Commission to take evidence on behalf of a presidential bench of the Commission, so that it may have this evidence before it when it commences its hearing.

Full benches of the Commission not constituted by the same persons may sit in joint session at the direction of the President when he considers it desirable and has the opinion that a question is common to the matters before those benches. A joint session may be held whether the benches concerned are constituted pursuant to the Conciliation and Arbitration Act or the Public Service Arbitration Act, and whether they are constituted to hear references or appeals. However, it is left to each appropriate full bench to determine any of the matters before it.

Provision is also made in the Act for a presidential member of the Commission to handle industrial matters in connection with the maritime industries, the Snowy Mountains Area and the stevedoring industry, except in those matters for which the Act requires that the Commission shall be constituted by more than one member. The Commonwealth Conciliation and Arbitration Commission also deals with disputes and industrial matters, interstate or intra-state, associated with undertakings or projects of the Commonwealth Government which have been declared by the Minister to be Commonwealth projects for the purposes of this Act. In effect, this places employees of Commonwealth projects, so declared, under the jurisdiction of the Commission. The Minister has the power to exempt certain persons or classes of persons working on these projects from the jurisdiction of the Commission.

The Commission may make an award in relation to an industrial dispute concerning employees of a Commonwealth project or when the Public Service Arbitrator refrains from dealing with claims made by a Public Service employee organisation or consents to the claims being presented to the Commission, though such an award may be inconsistent with a law of the Commonwealth relating to salaries, wages, rates of pay or terms or conditions of service of employees in the Public Service as defined by section three of the *Public Service Arbitration Act 1920-1968*, not being the *Commonwealth Employees' Compensation Act 1930-1968*, the *Commonwealth Employees' Furlough Act 1943-1968*, the *Superannuation Act 1922-1968* or any other prescribed Act.

An amendment of the Conciliation and Arbitration Act operative from November 1967 provided for the appointment of a person to be the Flight Crew Officers Industrial Tribunal empowered to prevent or settle industrial disputes relating to pilots, navigators, or flight engineers of aircraft.

The Conciliation and Arbitration Act provides that where a State law, or an order, award, decision or determination of a State industrial authority is inconsistent with or deals with a matter dealt with in an award of the Commission, the latter shall prevail, and the former, to the extent of the inconsistency or in relation to the matter dealt with, shall be invalid.

For further particulars regarding Commonwealth arbitration legislation, see the annual *Labour Report*. For information concerning the Australian Stevedoring Industry Authority and the Coal Industry Tribunal see the Transport and Communication chapter and the Mineral Industry chapter respectively of this Year Book, and for further information on the Commonwealth Public Service Arbitrator see the *Labour Report*.

### State industrial tribunals

#### New South Wales

The controlling authority is the Industrial Commission of New South Wales, consisting of a President and seven other Judges. Subsidiary tribunals are the Conciliation Commissioners, the Apprenticeship Commissioner, Conciliation Committees, and Apprenticeship Councils constituted for particular industries. Each Conciliation Committee consists of a Conciliation Commissioner as Chairman and equal numbers of representatives of employers and employees. The Apprenticeship Commissioner and the members of the Conciliation Committee for an industry constitute the Apprenticeship Council for the industry. These subsidiary tribunals may make awards binding on industries, but an appeal to the Industrial Commission may be made against any award. Special Commissioners with conciliatory powers and limited arbitration powers may be appointed. Compulsory control commenced in 1901, after the earlier Acts of 1892 and 1899 providing for voluntary submission of matters in dispute had proved abortive.

#### Victoria

The authorities are separate Wages Boards for the occupations and industries covered, each consisting of a chairman and equal numbers of representatives of employers and employees, and a Court of Industrial Appeals, the latter presided over by a Judge of the County Court. The system was instituted in the State in 1896, and represented the first example in Australia of legal regulation of wage rates.

#### Queensland

Legal control was first instituted in 1908 with the passing of the Wages Boards Act. 'The Industrial Conciliation and Arbitration Act of 1961' established the Industrial Conciliation and Arbitration Commission and preserved and continued in existence the Industrial Court. The Industrial Court is constituted by the President (a Judge of the Supreme Court of Queensland) sitting alone, and the Full Industrial Court by the President and two Commissioners. The Conciliation and Arbitration Commission is constituted by a Commissioner sitting alone; and the Full Bench of the Commission by at least three Commissioners. Not more than five Commissioners shall be appointed. A Commissioner shall not be capable of being a member of the Executive Council or of the Legislative Assembly, and shall not take part in the management of any business.

### South Australia

In South Australia from July 1966 the system of control consists of an Industrial Commission, an Industrial Court and Conciliation Committees. The Industrial Commission is composed of a President and two Commissioners and has power to make awards. The President of the Commission is also Judge of the Industrial Court which deals with legal matters. The two Commissioners are chairmen of each of the Conciliation Committees consisting of an equal number of representatives of employers and employees. These committees issue awards. Where complete agreement cannot be reached in these committees the chairman sits as a Commissioner to determine the unresolved matters. Provision is made for references and appeals to the full Commission.

### Western Australia

Legal control dates back to 1900. The present system of control comprises a four-man Western Australian Industrial Commission and an Industrial Appeal Court consisting of three Supreme Court Judges who are nominated by the Chief Justice of Western Australia. A Commissioner may, in relation to any dispute or other matter, refer such matters to the Commission in Court Session. Similarly, appeals from decisions of a single Commissioner are heard by the other three Commissioners acting as the Commission in Court Session, but such hearings are restricted to the evidence and matters raised in the proceedings before the single Commissioner. Up to December 1966 the Commission in Court Session fixed and adjusted the basic wage. In December 1966 legislation provided that the Western Australian basic wage rates should be the same as the Commonwealth Six Capitals rates as soon as these exceeded the State rates. However Commonwealth basic wages were eliminated from Commonwealth awards in July 1967. Western Australian Legislation operative from 22 November 1968 fixed the State basic wages for adult males and adult females and provided for the Commission to review the basic wage at least every twelve months (for further details *see* page 288). Appeals from the Commission to the Industrial Appeal Court are limited to matters which are erroneous in law or in excess of jurisdiction. The Court has the power to impose penalties for disobedience of orders made by the Commission.

The Western Australian Coal Industry Tribunal, established under the *Mining Act, 1904-1968*, has power to determine any industrial matter in the coal mining industry. It consists of a chairman and four other members (two representatives each of employers and employees). Boards of reference may be appointed by the Tribunal, and decisions of the Tribunal may be reviewed by the Court of Arbitration on the application of a party subject to the decision.

### Tasmania

The authority consists of Wages Boards for separate industries, comprising a Chairman (who is common to all Wages Boards) appointed by the Governor, and equal numbers of representatives of employers and employees appointed by the Minister administering the Act. The system was instituted in 1910.

## Incidence of industrial awards, determinations and collective agreements

In May 1968 a survey ascertained the approximate proportions of employees whose wages, salaries and conditions of work were normally varied in accordance with variations in awards, determinations and registered collective agreements of Commonwealth and State industrial authorities. The scope, results, etc. of this survey were published in a statistical bulletin *Survey of the Incidence of Industrial Awards, Determinations and Collective Agreements*, May 1968, dated 19 June 1969.

## Rates of wage and hours of work

This section contains indexes (with base: year 1954 = 100) of minimum weekly and hourly rates of wage and standard hours of work for adult males and adult females for Australia and each State. In the indexes there are fifteen industry groups for adult males and eight industry groups for adult females. For relevant periods these indexes replace cognate indexes (base: year 1911 = 1,000 for males and April 1914 = 1,000 for females) published in Year Books before No. 46, 1960. The current indexes are based on the occupation structure existing in 1954. Weights for each industry and each occupation were derived from two sample surveys made in that year. The first was the Survey of Awards in April 1954 which showed the number of employees covered by individual awards, determinations and agreements. This provided employee weights for each industry as well as a basis for the Survey of Award Occupations made in November 1954. This second survey showed the number of employees in each occupation within selected awards, etc. thereby providing occupation weights.

The industrial classification used in the current indexes, shown in the table on page 265, does not differ basically from the previous classification, the alterations being largely in the arrangement of classes. The former Pastoral, agricultural, etc. group and the domestic part of the Amusement, hotels, personal service, etc. group are excluded from the current indexes because of coverage difficulties.

The minimum wage rates and standard hours of work used in the current indexes are for representative occupations within each industry. They have been derived entirely from representative awards, determinations and agreements in force at the end of each month or quarter, commencing with March 1939 for adult males and March 1951 for adult females. Particulars have been available as at the end of each month for adult males from January 1957 and for adult females from July 1967. The index for adult males includes rates and hours for 3,415 award designations. However, as some of these designations are operative within more than one industry, or in more than one State, the total number of individual award occupations is 2,313. For adult females the corresponding numbers are 1,100 and 515. Using the industry and occupation weights derived from the surveys described above, these rates and hours were combined to give weighted averages for each industry group for each State and Australia.

Because the indexes are designed to measure movements in prescribed minimum rates of 'wages' as distinct from 'salaries', those awards, etc. which relate solely or mainly to salary earners are excluded.

A more detailed description of the current indexes of minimum rates of wage and standard hours of work is given in the *Labour Report*, which also contains an extensive tabular presentation of the minimum rates of wage for adult males and females in the principal occupations in the capital city of each State. Further particulars of wage rates and index numbers will be found in a mimeographed statement *Minimum Wage Rates, March 1939 to June 1965*. Current figures are published in the monthly bulletin *Wage Rates and Earnings*.

#### Weekly wage rates—adult males

The following table shows, for each State and Australia, the weighted average minimum weekly rates of wage payable to adult male workers for a full week's work and index numbers at the dates specified.

WEEKLY WAGE RATES: ADULT MALES, ALL GROUPS <sup>(a)</sup> , STATES DECEMBER 1950 TO 1968								
WEIGHTED AVERAGE MINIMUM WEEKLY RATES <sup>(b)</sup> PAYABLE FOR A FULL WEEK'S WORK (EXCLUDING OVERTIME) AND INDEX NUMBERS OF WAGE RATES								
End of December—	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.	
RATES OF WAGES <sup>(c)</sup> (\$)								
1950 . . . . .	20.62	20.18	19.52	19.79	20.06	19.80	20.20	
1960 . . . . .	36.28	34.99	35.07	34.22	35.81	35.15	35.50	
1966 . . . . .	43.27	42.78	43.56	41.75	43.38	43.27	43.05	
1967 . . . . .	45.24	44.59	45.55	43.78	45.08	45.31	44.96	
1968 . . . . .	49.19	48.71	48.86	47.94	47.59	48.91	48.78	
INDEX NUMBERS (Base: Weighted Average Weekly Wage Rate for Australia, 1954 = 100)								
1950 . . . . .	73.0	71.4	69.1	70.1	71.0	70.1	71.5	
1960 . . . . .	128.5	123.9	124.2	121.2	126.8	124.5	125.7	
1966 . . . . .	153.2	151.5	154.2	147.8	153.6	153.2	152.4	
1967 . . . . .	160.2	157.9	161.3	155.0	159.6	160.4	159.2	
1968 . . . . .	174.2	172.5	173.0	169.8	168.5	173.2	172.7	

<sup>(a)</sup> Excludes rural. <sup>(b)</sup> As prescribed in awards, determinations and agreements. <sup>(c)</sup> The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends.

The following table shows for Australia the weighted average minimum weekly rates of wage and index numbers in each industry group and for all groups (excluding rural) at the dates specified.

WEEKLY WAGE RATES: ADULT MALES, INDUSTRY GROUPS, AUSTRALIA  
DECEMBER 1950 TO 1968WEIGHTED AVERAGE MINIMUM WEEKLY RATES(a) PAYABLE FOR A FULL WEEK'S WORK  
(EXCLUDING OVERTIME) AND INDEX NUMBERS OF WAGE RATES

Industry group	End of December—				
	1950	1960	1966	1967	1968
RATES OF WAGE(b) (\$)					
Mining and quarrying . . . . .	25.96	41.47	50.34	52.26	56.79
Manufacturing—					
Engineering, metals, vehicles, etc. . . . .	20.17	35.02	41.89	43.72	48.58
Textiles, clothing and footwear . . . . .	19.74	34.04	40.66	42.40	45.14
Food, drink and tobacco . . . . .	20.14	35.22	42.56	44.39	47.17
Sawmilling, furniture, etc. . . . .	19.60	34.62	41.64	43.35	46.60
Paper, printing, etc. . . . .	21.42	37.92	45.76	47.84	52.76
Other manufacturing . . . . .	19.76	34.72	41.98	43.90	47.58
<i>All manufacturing groups</i> . . . . .	20.08	35.05	42.11	43.95	48.02
Building and construction . . . . .	19.86	35.75	44.44	46.16	50.39
Railway services . . . . .	19.58	34.65	41.84	43.50	46.42
Road and air transport . . . . .	19.79	35.25	42.97	45.16	47.90
Shipping and stevedoring(c) . . . . .	19.66	34.46	41.90	43.87	46.95
Communication . . . . .	21.33	38.49	49.69	52.69	58.77
Wholesale and retail trade . . . . .	20.08	35.71	42.86	44.79	47.96
Public authority (n.e.i.) and community and business services . . . . .	19.21	34.81	42.68	45.53	47.86
Amusement, hotels, personal service, etc. . . . .	19.23	33.73	40.54	42.32	44.62
<i>All industry groups(d)</i> . . . . .	20.20	35.50	43.05	44.96	48.78

## INDEX NUMBERS

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

Mining and quarrying . . . . .	91.9	146.8	178.2	185.0	201.1
Manufacturing—					
Engineering, metals, vehicles, etc. . . . .	71.4	124.0	148.3	154.8	172.0
Textiles, clothing and footwear . . . . .	69.9	120.5	144.0	150.1	159.8
Food, drink and tobacco . . . . .	71.3	124.7	150.7	157.2	167.0
Sawmilling, furniture, etc. . . . .	69.4	122.6	147.4	153.5	165.0
Paper, printing, etc. . . . .	75.9	134.3	162.0	169.4	186.8
Other manufacturing . . . . .	70.0	122.9	148.6	155.4	168.5
<i>All manufacturing groups</i> . . . . .	71.1	124.1	149.1	155.6	170.0
Building and construction . . . . .	70.3	126.6	157.3	163.4	178.4
Railway services . . . . .	69.3	122.7	148.2	154.0	164.4
Road and air transport . . . . .	70.1	124.8	152.2	159.9	169.6
Shipping and stevedoring(c) . . . . .	69.6	122.0	148.4	153.3	166.2
Communication . . . . .	75.5	136.3	176.0	186.6	208.1
Wholesale and retail trade . . . . .	71.1	126.4	151.8	158.6	169.8
Public authority (n.e.i.) and community and business services . . . . .	68.0	123.2	151.1	161.2	169.5
Amusement, hotels, personal service, etc. . . . .	68.1	119.4	143.5	149.8	158.0
<i>All industry groups(d)</i> . . . . .	71.5	125.7	152.4	159.2	172.7

(a) As prescribed in awards, determinations and agreements. (b) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends. (c) Includes the value of keep, where supplied. (d) Excludes rural.

*Adult males—components of total wage rate.* A dissection of weighted average minimum weekly wage rates for adult males into three components of the total wage, i.e. basic wage, margin, and loading, with separate particulars for employees covered by awards etc. within Commonwealth and State jurisdictions, has been calculated for months to June 1967. Compilation of averages of components for months subsequent to June 1967 was not possible because of the decision of the Commonwealth Conciliation and Arbitration Commission to eliminate basic wages and margins from its awards (see page 284). For figures of components to December 1966 see previous issues of this Year Book. A detailed description of this dissection of weekly wage rates into components, and tables for each State and Australia according to jurisdiction, extending back to 1939, have been published in the mimeographed statement *Minimum Wage Rates, March 1939 to June 1965* and in the June 1968 issue of the *Wage Rates and Earnings* bulletin.

*Adult males—jurisdiction.* Weighted average minimum weekly wage rates for adult males covered by *Commonwealth awards etc.* and for those covered by *State awards etc.* (as defined below) are shown separately in the following table. The averages shown in these tables were previously published in the relevant parts of the tables of components of wage rates which have been discontinued (see above). For the purposes of the index, *Commonwealth awards etc.* include awards of, or agreements registered with, the Commonwealth Conciliation and Arbitration Commission, and determinations of the Commonwealth Public Service Arbitrator. *State awards etc.* include awards or determinations of, or agreements registered with, State industrial tribunals, together with certain unregistered agreements when these are dominant in the particular industries to which they refer.

### WEEKLY WAGE RATES(a): ALL GROUPS—ADULT MALES

(\$)

WEIGHTED AVERAGE MINIMUM WEEKLY RATES PAYABLE FOR A FULL WEEK'S WORK (EXCLUDING OVERTIME)  
AS PRESCRIBED IN AWARDS, DETERMINATIONS AND AGREEMENTS

	Jurisdiction		
	Commonwealth awards etc.	State awards etc.	All awards etc.
AUSTRALIA, DECEMBER 1950 TO 1968			
December—			
1950 . . . . .	20.18	20.23	20.20
1960 . . . . .	35.14	35.88	35.50
1966 . . . . .	42.77	43.35	43.05
1967 . . . . .	44.69	45.24	44.96
1968 . . . . .	49.14	48.39	48.78

### STATES, DECEMBER 1968

New South Wales . . . . .	49.69	48.62	49.19
Victoria . . . . .	48.47	49.25	48.71
Queensland . . . . .	50.02	48.55	48.86
South Australia . . . . .	48.84	45.91	47.94
Western Australia . . . . .	51.97	47.01	47.59
Tasmania . . . . .	48.37	49.73	48.91

(a) Excludes rural. The amounts should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends. For definitions see text above.

### Weekly wage rates—adult females

The following table shows, for each State and Australia, the weighted average minimum weekly rates of wage payable to adult female workers for a full week's work and index numbers at the dates specified. This series has not been compiled for years prior to 1951.

## WEEKLY WAGE RATES: ADULT FEMALES, STATES, DECEMBER 1951 TO 1968

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

<i>End of December—</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust.</i>
RATES OF WAGE <sup>(b)</sup> (\$)							
1951 . . .	17.23	17.22	16.12	17.02	16.25	16.56	17.03
1960 . . .	26.12	24.66	23.93	24.29	25.12	23.88	25.17
1966 . . .	31.52	30.06	30.53	29.42	30.72	29.80	30.70
1967 . . .	33.29	32.04	32.71	31.30	32.01	31.62	32.57
1968 . . .	35.52	34.51	34.70	33.57	34.12	33.41	34.84

## INDEX NUMBERS

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

1951 . . .	86.6	86.5	81.0	85.5	81.6	83.2	85.6
1960 . . .	131.2	123.9	120.2	122.0	126.2	120.0	126.4
1966 . . .	158.3	151.0	153.4	147.8	154.3	149.7	154.2
1967 . . .	167.2	160.9	164.3	157.2	160.8	158.8	163.6
1968 . . .	178.4	173.3	174.3	168.6	171.4	167.8	175.0

*(a)* As prescribed in awards, determinations and agreements. *(b)* The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends.

The following table shows for Australia weighted average minimum weekly rates of wage and index numbers in each of the industry groups in which the number of females employed is important, and the weighted average for all groups combined, at the dates specified.

WEEKLY WAGE RATES: ADULT FEMALES, INDUSTRY GROUPS, AUSTRALIA  
DECEMBER 1951 TO 1968WEIGHTED AVERAGE MINIMUM WEEKLY RATES<sup>(a)</sup> PAYABLE FOR A FULL WEEK'S WORK  
(EXCLUDING OVERTIME) AND INDEX NUMBERS OF WAGE RATES

<i>Industry group</i>	<i>End of December—</i>				
	<i>1951</i>	<i>1960</i>	<i>1966</i>	<i>1967</i>	<i>1968</i>
RATES OF WAGE <sup>(b)</sup> (\$)					
<b>Manufacturing—</b>					
Engineering, metals, vehicles, etc. . .	17.09	24.98	30.09	31.82	34.14
Textiles, clothing and footwear . . .	17.12	24.07	28.75	30.60	32.38
Food, drink and tobacco . . .	16.58	24.63	29.87	31.47	33.62
Other manufacturing . . .	16.88	24.80	30.03	31.69	33.80
<i>All manufacturing groups</i> . . .	<i>16.99</i>	<i>24.46</i>	<i>29.41</i>	<i>31.17</i>	<i>33.16</i>
Transport and communication . . .	17.75	26.02	33.07	35.31	37.92
Wholesale and retail trade . . .	17.11	26.36	32.26	34.21	36.89
Public authority (n.e.i.) and community and business services . . .	17.01	25.78	32.40	34.64	36.54
Amusement, hotels, personal service, etc. . .	16.68	24.50	29.74	31.38	34.04
<b>All industry groups</b> . . .	<b>17.03</b>	<b>25.17</b>	<b>30.70</b>	<b>32.57</b>	<b>34.84</b>

For footnotes see next page.

WEEKLY WAGE RATES: ADULT FEMALES, INDUSTRY GROUPS, AUSTRALIA  
DECEMBER 1951 TO 1968—*continued*

Industry group	End of December—				
	1951	1960	1966	1967	1968
<b>INDEX NUMBERS</b>					
(Base: Weighted Average Weekly Wage Rate for Australia, 1954 = 100)					
<b>Manufacturing—</b>					
Engineering, metals, vehicles, etc. . . . .	85.9	125.5	151.2	159.8	171.5
Textiles, clothing and footwear . . . . .	86.0	120.9	144.4	153.7	162.6
Food, drink and tobacco . . . . .	83.3	123.7	150.0	158.1	168.9
Other manufacturing . . . . .	84.8	124.6	150.9	159.2	169.8
<i>All manufacturing groups</i> . . . . .	<i>85.4</i>	<i>122.9</i>	<i>147.7</i>	<i>156.6</i>	<i>166.6</i>
<b>Transport and communication . . . . .</b>	<b>89.2</b>	<b>130.7</b>	<b>166.1</b>	<b>177.4</b>	<b>190.5</b>
Wholesale and retail trade . . . . .	85.9	132.4	162.1	171.8	185.3
Public authority (n.e.i.) and community and business services . . . . .	85.4	129.5	162.8	174.0	183.5
Amusement, hotels, personal service, etc. . . . .	83.8	123.1	149.4	157.6	171.0
<i>All industry groups</i> . . . . .	<i>85.6</i>	<i>126.4</i>	<i>154.2</i>	<i>163.6</i>	<i>175.0</i>

(a) As prescribed in awards, determinations and agreements. (b) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends.

#### Standard hours of work

In the fixation of weekly wage rates most industrial tribunals prescribe the number of hours constituting a full week's work for the wage rates specified. The hours of work so prescribed form the basis of the compilation of the weighted averages and index numbers on page 270. The main features of the reduction of hours to forty-four and later to forty per week are summarised on pages 268-6. In considering such changes, it must be remembered that even within individual States the authority to alter conditions of work is divided between Commonwealth and State industrial tribunals and the various legislatures, and that the State legislation usually does not apply to employees covered by awards of the Commonwealth Conciliation and Arbitration Commission. However, it may do so in respect of matters not treated in Commonwealth awards.

#### The 44-hour week

No permanent reduction to a 44-hour week was effected until 1925, although temporary reductions had been achieved earlier. In 1920 the New South Wales legislature granted a 44-hour week to most industries, but in the following year this provision was withdrawn. Also in 1920 the President of the Commonwealth Court of Conciliation and Arbitration (Higgins J.), after inquiry, granted a 44-hour week to the Timber Workers' Union, and in the following year he extended the same privilege to the Amalgamated Society of Engineers. In 1921, however, a reconstituted Commonwealth Court of Conciliation and Arbitration unanimously rejected applications by five trade unions for the shorter standard week and re-introduced the 48-hour week in the case of the above-mentioned two unions then working forty-four hours. During 1924 the Queensland Parliament passed legislation to operate from 1 July 1925 granting the 44-hour standard week to employees whose conditions of work were regulated by awards and agreements of the Queensland State industrial authority. Similar legislative action in New South Wales led to the re-introduction of the 44-hour week in that State as from 4 January 1926.

In 1927, after an exhaustive inquiry, the Commonwealth Court of Conciliation and Arbitration granted a 44-hour week to the Amalgamated Engineering Union and intimated that this reduction in standard hours of work would be extended to industries operating under conditions similar to those in the engineering industry. Applications for the shorter hours by other unions were, however, treated

individually, the nature of the industry, the problem of production, the financial status, and the amount of foreign competition being fully investigated. The economic depression delayed the extension of the standard 44-hour week until the subsequent improvement in economic conditions made possible its general extension to employees under Commonwealth awards.

In States other than New South Wales and Queensland no legislation was passed to reduce the standard hours of work, so that, for employees not covered by Commonwealth awards, the change had to be effected by decisions of the appropriate industrial tribunals. In these cases the date on which the reduction to forty-four hours was implemented depended on the decision of the tribunals in particular industries, employees in some industries receiving the benefit of the reduced hours years ahead of those in others. In these States the change to the shorter week extended over the years from 1926 to 1941.

#### The 40-hour week

*Standard Hours Inquiry, 1947.* Soon after the end of the 1939-45 War applications were made to the Commonwealth Court of Conciliation and Arbitration for the introduction of a 40-hour week, and the hearing by the Court commenced in October 1945. Before the Court gave its decision the New South Wales Parliament passed legislation granting a 40-hour week, operative from 1 July 1947, to industries and trades regulated by State awards and agreements, and in Queensland similar legislation was introduced in Parliament providing for the 40-hour week to operate from 1 January 1948.

The Commonwealth Court of Conciliation and Arbitration, in its judgment of 8 September 1947, granted the reduction to the 40-hour week from the beginning of the first pay-period commencing in January 1948. The Queensland Act was passed, and was proclaimed on 10 October 1947. On 27 October 1947 the South Australian Industrial Court, after hearing applications by unions, approved the incorporation of the 40-hour standard week in awards of that State. The Court of Arbitration of Western Australia, on 6 November 1947, approved that, on application, provision for a 40-hour week could be incorporated in awards of the Court, commencing from 1 January 1948.

In Victoria and Tasmania the Wages Boards met and also incorporated the shorter working week in their determinations, so that from the beginning of 1948 practically all employees in Australia whose conditions of labour were regulated by industrial authorities had the advantages of a standard working week of forty hours or, in certain cases, less.

*Basic Wage and Standard Hours Inquiry, 1952-53.* In the 1952-53 Basic Wage and Standard Hours Inquiry the employers sought an increase in the standard hours of work per week, claiming that one of the chief causes of the high costs and inflation had been the loss of production due to the introduction of the 40-hour week. This claim was rejected by the Court, as it considered that the employers had not proved that the existing economic situation called for a reduction of general standards in the matter of the ordinary working week.

*Basic Wage and Standard Hours Inquiry, 1961.* The Commonwealth Conciliation and Arbitration Commission rejected an employers' claim for an increase in the number of ordinary working hours from 40 to 42 per week, with a concomitant increase in weekly wages by an amount equal to two hours' pay at ordinary rates. This was to be a temporary measure to have effect for four years, after which time hours would revert to 40 and the increased wage would remain.

#### Hourly wage rates

The average rates of wage in the preceding tables are based on the minimum rates prescribed for selected occupations in awards, etc. for a full week's work, excluding overtime. However, the number of hours constituting a full week's work differs in some instances between various occupations in each State, and between the same occupations in the several States. For some purposes a better comparison may be obtained by reducing the results in the preceding paragraphs to a common basis, namely the rate of wage per hour. The particulars of weighted average minimum hourly rates of wage given in the following tables relate to all industry groups except Rural, and Shipping and stevedoring. The Rural industry is not included in the index, and Shipping and stevedoring has been excluded because, for some of the occupations in this group, definite particulars for the computation of average working hours and hourly rates of wage are not available.

The following table shows the weighted average minimum hourly rates of wage payable to adult male workers and index numbers of hourly rates in each State.

**HOURLY WAGE RATES(a): ADULT MALES  
STATES, DECEMBER 1950 TO 1968**

WEIGHTED AVERAGE MINIMUM HOURLY RATES PAYABLE AND INDEX NUMBERS OF HOURLY RATES

<i>End of December—</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust.</i>
<b>RATES OF WAGE(b)</b>							
(cents)							
1950 . . .	51.63	50.48	48.83	49.53	50.29	49.52	50.58
1960 . . .	90.91	87.57	87.79	85.61	89.89	88.08	88.92
1966 . . .	108.40	107.08	109.09	104.47	108.84	108.53	107.81
1967 . . .	113.31	111.58	114.08	109.56	113.10	113.65	112.59
1968 . . .	123.83	122.36	122.51	120.29	119.96	122.87	122.62

**INDEX NUMBERS**

*(Base: Weighted Average Hourly Wage Rates for Australia, 1954 = 100)*

1950 . . .	73.0	71.4	69.0	70.0	71.1	70.0	71.5
1960 . . .	128.5	123.8	124.1	121.0	127.1	124.5	125.7
1966 . . .	153.2	151.3	154.2	147.7	153.8	153.4	152.4
1967 . . .	160.2	157.7	161.2	154.9	159.9	160.6	159.1
1968 . . .	175.0	172.9	173.2	170.0	169.6	173.7	173.3

(a) Weighted average hourly rates of wage for all industry groups except rural, and shipping and stevedoring. See page 269. (b) The amounts shown should not be regarded as actual current averages, but as an index expressed in money terms, indicative of trends.

The following table shows the weighted average minimum hourly rates of wage payable to adult female workers and index numbers of hourly rates in each State.

**HOURLY WAGE RATES: ADULT FEMALES  
STATES, DECEMBER 1951 TO 1968**

WEIGHTED AVERAGE MINIMUM HOURLY RATES PAYABLE AND INDEX NUMBERS OF HOURLY RATES

<i>End of December—</i>	<i>N.S.W.</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust.</i>
<b>RATES OF WAGE(a)</b>							
(cents)							
1951 . . .	43.58	43.25	40.60	42.81	40.85	41.86	42.92
1960 . . .	66.09	61.94	60.28	61.08	63.14	60.37	63.44
1966 . . .	79.74	75.50	76.91	73.98	77.21	75.20	77.39
1967 . . .	84.24	80.48	82.40	78.71	80.46	79.79	82.10
1968 . . .	89.86	86.68	87.40	84.42	85.76	84.32	87.81

**INDEX NUMBERS**

*(Base: Weighted Average Hourly Wage Rate for Australia, 1954 = 100)*

1951 . . .	86.9	86.2	80.9	85.3	81.4	83.4	85.6
1960 . . .	131.7	123.5	120.1	121.7	125.8	120.3	126.4
1966 . . .	158.9	150.5	153.3	147.5	153.9	149.9	154.2
1967 . . .	167.9	160.4	164.3	156.9	160.4	159.0	163.6
1968 . . .	179.1	172.8	174.2	168.3	170.9	168.1	175.0

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

**Weighted average standard weekly hours of work**

The 40-hour week has operated in Australia generally from 1 January 1948, and in New South Wales from 1 July 1947 (see page 269.) However, as stated on page 269, the number of hours constituting a full week's work (excluding overtime) differs between occupations and or between States. The weighted average standard hours of work (excluding overtime) prescribed in awards, determinations and agreements for a full working week, in respect of adult male workers in all industry groups except Rural, and Shipping and stevedoring, at 31 December 1968, were: New South Wales, 39.95; Victoria, 39.97; Queensland, 39.98; South Australia, 39.96; Western Australia, 39.89; Tasmania, 39.97; Australia, 39.96. Corresponding figures for adult female workers at 31 December 1968 were: New South Wales, 39.53; Victoria, 39.81; Queensland, 39.70; South Australia, 39.77; Western Australia, 39.78; Tasmania, 39.63; Australia, 39.67.

**Average weekly earnings**

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

Particulars of wages and salaries paid are not available for males and females separately from these sources; average weekly earnings have therefore been calculated in terms of male units, i.e. total male employees plus fifty-five per cent of female employees. This proportion is derived from the estimated ratio of female to male earnings in Australia. As it was not possible to estimate the ratio of female to male earnings in the several States the same ratio has been used in each State. Because the actual ratio may vary between States precise comparisons between average earnings in different States cannot be made on the basis of the figures shown in the following table. Quarterly figures corresponding to those shown in the table are published in the monthly bulletin *Wage Rates and Earnings* and in the *Monthly Review of Business Statistics*.

Particulars of average weekly earnings per employed male unit are shown in the following table for each of the years 1958-59 to 1967-68.

**AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT<sup>(a)</sup>**  
**STATES, 1958-59 TO 1967-68**  
 (\$)

Year	N.S.W.(b)	Vic.	Qld	S.A.(c)	W.A.	Tas.	Aust.
1958-59	42.30	42.00	37.20	38.60	36.60	39.20	40.70
1959-60	45.70	45.50	39.40	41.80	39.20	41.90	43.90
1960-61	48.10	47.20	41.60	43.40	41.60	43.30	46.00
1961-62	49.10	48.50	43.20	44.70	43.00	45.30	47.20
1962-63	50.20	50.10	44.40	45.80	44.20	45.90	48.40
1963-64	52.60	52.50	46.90	48.20	47.20	48.40	50.90
1964-65	56.50	56.40	50.40	52.00	49.50	51.00	54.60
1965-66	58.60	59.20	52.50	53.80	54.10	53.80	57.00
1966-67	62.40	63.00	55.60	56.90	58.30	57.40	60.70
1967-68	66.00	66.80	58.80	60.40	62.50	61.00	64.30

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

The following table shows, for 'All industries' and for 'Manufacturing', the movement in average weekly earnings from 1958-59 to December quarter 1968. The 'All industries' index is based on pay-roll tax returns and other data. It relates to average weekly earnings per employed male unit. The index for manufacturing industries for the years to 1966-67 is based on the average earnings of male wage and salary earners employed in factories as disclosed by annual factory censuses (see the chapter Manufacturing Industry); figures for quarters subsequent to June quarter 1967 are preliminary estimates based on pay-roll tax returns.

The index numbers for 'All industries' and 'Manufacturing' show the movement in average earnings for each group over a period of time. However, they do not give, at any point of time, a comparison of actual earnings in the two groups. The base of each series is: year 1953-54 = 100, and both series have been seasonally adjusted.

**INDEXES OF AVERAGE WEEKLY EARNINGS<sup>(a)(b)</sup>: AUSTRALIA**  
**YEARS 1958-59 TO 1967-68 AND QUARTERS SEPTEMBER 1966 TO DECEMBER 1968**

SEASONALLY ADJUSTED

(Base of each index: year 1953-54 = 100)

Year	All industries	Manu- facturing	Quarter	All industries	Manu- facturing
1953-54 . . . . .	100.0	100.0	1966-67—September . . . . .	182.0	181.1
1958-59 . . . . .	124.5	125.6	December . . . . .	183.8	182.5
1959-60 . . . . .	134.3	135.4	March . . . . .	187.0	185.3
1960-61 . . . . .	140.6	141.1	June . . . . .	190.4	188.1
1961-62 . . . . .	144.7	143.4	1967-68—September . . . . .	194.1	192.2
1962-63 . . . . .	148.3	147.7	December . . . . .	195.9	193.7
1963-64 . . . . .	155.9	154.8	March . . . . .	197.6	197.6
1964-65 . . . . .	167.3	167.1	June . . . . .	201.2	200.4
1965-66 . . . . .	174.6	173.1	1968-69—September . . . . .	203.3	202.3
1966-67 . . . . .	186.0	184.3	December . . . . .	209.7	208.7
1967-68 . . . . .	197.0	195.6			

(a) See footnote (a) to table on page 271.

(b) Average earnings per employed male unit.

### Surveys of wage rates, earnings and hours, 1960 to 1968

Since 1960 a number of statistical surveys of wages and hours of work in Australia have been undertaken by this Bureau. The object of these surveys has been to obtain information on wage rates, actual weekly earnings and hours of work on a more comprehensive scale than previously available in Australia. A summary of the scope and coverage of each of these surveys is shown on the following pages.

#### Survey of wage rates and earnings, September 1960

This survey, relating to the last pay-period in September 1960, obtained information about marginal rates of wage and the dissection and distribution of actual weekly earnings of adult male employees (excluding part-time and casual employees). In addition to the exclusion of government and semi-government employees, and private employees in rural industry and in private domestic service, the survey did not cover the following—shipping and stevedoring industries; the motion picture industry; certain businesses such as those of accountants, consultant engineers, etc.; and trade associations, etc. The survey was based on a stratified random sample of private employers in other industries who were subject to pay-roll tax (that is, employers paying more than \$400 a week in wages and salaries). For information on the results of the survey see Year Book No. 51, pages 439 to 442.

#### Survey of weekly earnings, October 1961

This survey was conducted for the last pay-period in October 1961 and provided information about the distribution of actual weekly earnings for adult male employees (excluding part-time and casual employees). The survey did not cover government or semi-government employees, private employees in rural industry and in private domestic service, or employees not covered by pay-roll tax returns. The survey was based on a stratified random sample of private employers in other industries who were subject to pay-roll tax (that is, employers paying more than \$400 a week in wages and salaries). The results of the survey were published in Year Book No. 51, pages 442-4.

#### Surveys of weekly earnings and hours, October 1962, 1963, 1964, 1966 and 1967

For details of these surveys see pages 273 to 281.

### Survey of weekly earnings, October 1965

A survey of weekly earnings of male employees was conducted for the last pay-period in October 1965. The survey was conducted by means of: (i) a sample of private employers subject to pay-roll tax (that is those paying more than \$400 a week in wages and salaries); (ii) a complete coverage of

Commonwealth and State government departments and semi-government authorities; and (iii) a sample of local government authorities. It related to certain specified industry groups only.

The industry groups excluded from this survey were: primary production; finance and property; public authority activities, n.e.i. (e.g. Commonwealth, State and local government administration); community and business services; amusement, hotels, cafés, personal service, etc. The survey also excluded waterside workers employed on a casual basis, and all employees in the Northern Territory and the Australian Capital Territory. The industry classification adopted was that used for the 1961 population census.

The object of the survey was to obtain estimates of the numbers and proportions of full-time adult male employees in various weekly earnings groups and a dissection of total weekly earnings paid to full-time adult males into: (i) overtime earnings; (ii) ordinary time earnings at 'award, etc. rates'; and (iii) ordinary time earnings in excess of those at 'award, etc. rates' (divided into (a) payment by measured result and (b) other) as defined. The survey also provided figures of average weekly earnings for full-time adult male and junior male employees. Separate details were obtained for (i) managerial, executive, professional and higher supervisory staff, and (ii) other full-time male employees. The results of the survey were published in previous issues of the Year Book. For further details see *Labour Report* No. 52, 1965 and 1966.

Information of a similar type was obtained in respect of September 1960 from a sample survey of private employers only. However, the 1965 survey, as well as adopting the standard industry classification used for the 1961 population census, differs from the 1960 survey also in the range of industries included. In addition, the 1965 survey was on a more comprehensive basis than that in 1960.

### Surveys of weekly earnings and hours, October 1962 to October 1967

Sample surveys in respect of most private employers subject to pay-roll tax (i.e. those paying more than \$400 per week in wages and salaries) have been conducted as at the last pay-period in October during recent years. Some results of the 1967 survey and comparisons with earlier such surveys are contained in the following tables. Further particulars including averages for each State were published in statistical bulletin, *Survey of Weekly Earnings and Hours*, October 1967.

In addition to obtaining data for the calculation of average weekly earnings, average weekly hours paid for, and average hourly earnings, the October 1966 and 1967 surveys obtained information on overtime and ordinary time earnings and hours for full-time employees (other than managerial, etc. staff). The figures of average overtime earnings and average overtime hours are the averages for *all* employees (in the specified category) represented in the survey whether or not they worked overtime. The survey figures do not show the average overtime earnings or hours of only those employees who worked overtime.

Figures for average weekly earnings, average weekly hours paid for, and average hourly earnings as at the selected pay-periods are presented for males and females (adult and junior) separately by industry groups and by States. They reflect the effects of differences (and of changes between points of time) in amounts paid for the various occupations; in amounts paid for the same occupations; in occupational structures within industries; in industry structure; in degrees of business activity (incidence of overtime, etc.); and in the incidence of incentive schemes, piece-work and profit-sharing scheme payments, etc.

The figures of average weekly earnings and hours shown in the following tables have been rounded to the first decimal place.

In general, where an establishment was closed down for part or whole of the last pay-period in October, or operations were seriously curtailed by an industrial dispute, breakdown, fire, etc., the employer was asked to supply particulars of wages and hours for the nearest normal pay-period.

#### Coverage

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

Approximately 4,080 employers were included in the October 1967 survey and the sample represented 1,567,000 male and 684,000 female wage and salary earners.

As the survey was based on a sample, the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only a sample of employers was surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability.

### Comparability of results

In addition to affecting the results of each sample survey, sampling variability also affects comparison between each year's results.

The industry classification adopted for the 1967 and previous earnings and hours surveys from 1963 onwards (including the 1965 survey) is that used for the 1961 and 1966 population censuses. Because the October 1962 survey was based on a different industry classification only broad comparison with more recent surveys is possible (*see* tables in previous Year Book). Some comparison of the results of the surveys of 1963, 1964, 1966 and 1967 are shown in the tables on pages 276 to 281.

The October 1965 Survey of Weekly Earnings was a special purpose survey on a different basis from the surveys compared in this section and, therefore, its results are not shown herein. Results of the 1965 survey were published in detail in *Labour Report* No. 52, 1965 and 1966.

In the surveys of October 1962, 1963 and 1964 employees 'whose hours of work were not known' were reported with managerial, etc. staff. Beginning with the October 1966 survey employers were asked to report these employees in their correct classification, and if necessary estimate their hours of work. It is considered that any reporting differences will have had only a slight effect on comparability of the surveys.

The allocation of employees between 'Managerial, executive, professional and higher supervisory staff' and 'All other full-time employees' (as defined) depends upon the employers' interpretation of the definitions (*see* below).

### Definitions

The following definitions refer to terms used in the surveys and in the tables in this section.

*Employees* refers to male and female employees on the pay-roll and who received pay for the last pay-period in October.

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

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

*Full-time employees* refers to those employees who ordinarily work 30 hours or more a week and who received pay for the last pay-period in October. Included are 'full-time' employees on short-time; 'full-time' employees who began or ceased work during the pay-period; and 'full-time' employees on paid annual leave, paid sick leave, long service leave and paid holidays taken during the pay-period.

*Part-time employees* refers to employees who ordinarily work less than 30 hours a week. Employees on short-time who normally work 30 hours or more a week are classified as full-time employees.

*Other than managerial, etc. staff* includes minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees. It excludes *managerial, executive, professional and higher supervisory staff* who were not further defined.

*Weekly earnings* refers to gross earnings for the last pay-period in October before taxation and other deductions have been made. It includes ordinary time earnings, overtime earnings, shift allowances, penalty rates, commission and similar payments; and that part of paid annual leave, paid sick leave, long service leave and paid holidays taken during the pay-period. It includes one week's proportion of payments made other than on a weekly basis, e.g. salary paid fortnightly or monthly; paid annual or other leave taken during the pay-period; periodical payments under incentive, piecework, profit sharing schemes, etc.; commissions; annual or periodical bonuses, etc. Retrospective payments are excluded.

*Overtime earnings* refers to that part of gross earnings for hours paid for in excess of award, standard or agreed hours of work. Overtime earnings were not reported for managerial, etc. staff.

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

*Weekly man-hours paid for* refers to the sum of man-hours for which payment was made. It includes ordinary time hours, overtime hours, paid stand-by or reporting time; and paid annual leave, paid sick leave, long service leave and paid holidays taken during the specified pay-period. For employees paid other than weekly, hours are converted to a weekly basis. For employees who began or ceased work, or were absent without pay for any reason during the specified week, only the man-hours actually paid for are included. Where agreed hours of work are less than award hours, man-hours are based on agreed hours. Hours of work were not reported for managerial, etc. staff.

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

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

5 **AVERAGE WEEKLY EARNINGS AND HOURS (OVERTIME AND ORDINARY TIME)(a), FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(b); INDUSTRY GROUPS AUSTRALIA(c), OCTOBER 1967(d)**

Industry group	Average weekly earnings (\$)			Average weekly hours paid for			Average weekly earnings (\$)			Average weekly hours paid for		
	Over-time earnings	Ordinary time earnings	Total	Over-time hours	Ordinary time hours	Total	Over-time earnings	Ordinary time earnings	Total	Over-time hours	Ordinary time hours	Total
	ADULT MALES						JUNIOR MALES					
Manufacturing—												
Extracting, refining and founding of metals	10.80	56.40	67.30	5.5	39.0	44.5	3.40	30.80	34.20	2.5	38.9	41.5
Engineering and metal-working	11.40	53.80	65.30	5.6	38.6	44.2	3.20	28.80	32.00	2.8	38.0	40.9
Ships, vehicles, parts and accessories	9.60	55.50	65.10	4.4	38.7	43.1	2.50	29.00	31.60	2.2	38.8	41.0
Founding, engineering, vehicles, etc.	10.90	54.70	65.60	5.3	38.7	44.0	3.10	29.10	32.20	2.7	38.3	41.0
Textiles, clothing and footwear	7.60	52.50	60.00	4.0	38.8	42.8	2.80	26.90	29.70	2.5	38.6	41.1
Food, drink and tobacco	10.50	51.60	62.10	5.4	38.7	44.1	4.30	29.10	33.40	3.3	38.5	41.8
Paper, printing, book-binding and photography	7.50	63.00	70.50	3.2	39.0	42.3	2.50	29.70	32.20	2.1	39.3	41.3
Chemicals, dyes, explosives, paints, non-mineral oils	8.10	57.30	65.30	3.6	38.9	42.5	3.30	33.20	36.50	2.4	39.0	41.3
Other	10.30	52.30	62.60	5.1	38.9	44.0	3.00	27.70	30.70	2.8	38.9	41.7
Manufacturing groups	10.10	54.40	64.50	5.0	38.8	43.7	3.20	28.90	32.00	2.7	38.6	41.3
Non-manufacturing—												
Mining and quarrying	12.50	69.00	81.50	5.8	38.0	43.8	3.90	37.10	41.00	3.1	38.1	41.1
Building and construction	11.90	57.50	69.40	5.2	38.4	43.6	2.50	30.50	33.00	2.0	39.3	41.3
Transport and storage	15.80	54.90	70.70	7.3	39.3	46.6	3.70	30.10	33.80	3.0	39.3	42.3
Finance and property	1.00	67.70	68.80	0.4	38.2	38.7	0.40	33.00	33.40	0.3	38.2	38.5
Wholesale trade, primary produce dealing, etc.	4.70	55.30	60.00	2.3	39.0	41.3	1.70	28.60	30.40	1.5	39.1	40.6
Retail trade	3.40	53.00	56.44	1.7	39.7	41.5	1.80	26.40	28.30	1.6	39.6	41.2
Other industries(e)	6.00	55.90	61.90	3.0	39.0	42.0	1.60	31.00	32.60	1.4	38.5	39.8
Non-manufacturing groups	7.40	57.30	64.70	3.4	38.9	42.4	1.70	29.30	31.10	1.5	39.1	40.5
All industry groups(f)	9.00	55.70	64.60	4.3	38.8	43.1	2.40	29.10	31.50	2.1	38.8	40.9
	ADULT FEMALES						JUNIOR FEMALES					
Manufacturing groups	2.00	34.30	36.30	1.5	37.8	39.3	0.80	22.80	23.70	0.9	38.3	39.2
Non-manufacturing groups	0.90	38.20	39.20	0.7	38.3	39.0	0.40	25.00	25.40	0.4	38.5	38.9
All industry groups(f)	1.50	36.10	37.60	1.1	38.0	39.2	0.5	24.30	24.80	0.6	38.4	39.0

(a) Average weekly overtime and ordinary time earnings and hours are averages for all employees represented in the survey (see page 274). (b) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (c) Excludes Northern Territory and Australian Capital Territory. (d) Last pay-period in October. For definitions and particulars of coverage of the survey, etc. see pages 273-4. (e) Includes community and business services; amusement, hotels, cafés, personal service, etc.; electricity, gas, water supply and sanitary services; and forestry, fishing and trapping. (f) Excludes rural industry, and private domestic service.

**AVERAGE WEEKLY EARNINGS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a): INDUSTRY GROUPS, AUSTRALIA(b), OCTOBER 1964, 1966, AND 1967(c)**

(\$)

Industry group	Adult males			Junior males			Adult females			Junior females		
	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1964	Oct. 1966	Oct. 1967
<b>Manufacturing—</b>												
Extracting, refining and founding of metals . . . . .	58.70	62.80	67.30	31.10	35.80	34.20	32.20	36.40	39.60	25.00	27.70	28.00
Engineering and metal-working . . . . .	55.50	61.60	65.30	26.50	29.60	32.00	31.50	34.00	35.90	21.40	23.80	25.70
Ships, vehicles, parts and accessories . . . . .	55.70	60.50	65.10	25.50	28.40	31.60	31.80	35.90	37.20	23.60	25.20	26.70
Founding, engineering, vehicles, etc. . . . .	56.10	61.50	65.60	27.00	30.20	32.20	31.60	34.40	36.30	22.10	24.40	26.10
Textiles, clothing and footwear . . . . .	51.60	57.50	60.00	25.70	29.30	29.70	31.30	33.70	35.70	19.30	21.10	21.10
Food, drink and tobacco . . . . .	52.00	58.00	62.10	26.10	30.10	33.40	32.30	33.90	36.60	20.50	22.70	25.00
Paper, printing, book-binding and photography . . . . .	60.70	66.60	70.50	26.90	29.30	32.20	33.50	36.50	37.60	20.00	24.10	24.50
Chemicals, dyes, explosives, paints, non-mineral oils . . . . .	55.60	63.00	65.30	28.70	33.30	36.50	33.40	36.30	38.00	23.00	25.70	27.90
Other . . . . .	53.20	58.50	62.60	24.60	27.80	30.70	30.80	34.10	36.10	19.60	23.60	24.80
<i>Manufacturing groups</i> . . . . .	55.00	60.70	64.50	26.40	29.70	32.00	31.70	34.30	36.30	20.30	22.80	23.70
<b>Non-manufacturing—</b>												
Mining and quarrying . . . . .	65.50	76.10	81.50	31.90	35.50	41.00	35.90	42.60	45.30	25.50	28.30	29.70
Building and construction . . . . .	59.90	67.90	69.40	26.80	29.90	33.00	34.50	39.70	41.50	22.10	25.30	28.60
Transport and storage . . . . .	59.60	67.60	70.70	26.70	31.40	33.80	35.20	38.30	42.20	23.10	26.40	27.80
Finance and property . . . . .	57.40	64.30	68.80	27.40	31.90	33.40	35.70	38.90	42.00	23.60	26.30	27.70
Wholesale trade, primary produce dealing, etc. . . . .	52.50	57.30	60.00	24.40	28.30	30.40	34.00	37.30	39.40	21.70	24.10	25.50
Retail trade . . . . .	49.70	54.30	56.40	24.00	26.50	28.30	33.00	35.20	37.70	19.50	22.00	23.50
Other industries(d) . . . . .	53.30	58.50	61.90	27.20	30.50	32.60	33.40	36.70	38.50	22.10	24.40	25.60
<i>Non-manufacturing groups</i> . . . . .	55.40	61.90	64.70	25.40	29.10	31.10	33.70	36.80	39.20	21.30	23.90	25.40
All industry groups(e) . . . . .	55.20	61.20	64.60	25.90	29.40	31.50	32.60	35.40	37.60	20.90	23.60	24.80

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October. For definitions and particulars of coverage of the surveys, etc. see pages 273-4. (d) Includes community and business services; amusement, hotels, cafés, personal service, etc.; electricity, gas, water and sanitary services; and forestry, fishing and trapping. (e) Excludes rural industry, and private domestic service. (f) Affected by industrial disputes.

**AVERAGE WEEKLY HOURS PAID FOR, FULL-TIME EMPLOYEES (OTHER THAN  
MANAGERIAL, ETC. STAFF)(a): INDUSTRY GROUPS, AUSTRALIA(b)  
OCTOBER 1964, 1966, AND 1967(c)**

Industry group	Adult males			Junior males			Adult females			Junior females		
	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1964	Oct. 1966	Oct. 1967
<b>Manufacturing—</b>												
Extracting, refining and founding of metals . . . . .	44.2	44.3	44.5	41.2	41.5	41.5	40.0	39.8	39.9	39.7	39.8	39.7
Engineering and metal- working . . . . .	44.3	44.2	44.2	42.3	41.5	40.9	39.7	39.7	39.0	39.6	39.7	39.0
Ships, vehicles, parts and accessories . . . . .	42.9	42.6	43.1	40.8	41.1	41.0	39.4	39.2	39.5	39.3	38.7	38.8
Founding, engin- eering, vehicles, etc. . . . .	43.9	43.8	44.0	41.8	41.4	41.0	39.7	39.6	39.1	39.6	39.6	39.0
Textiles, clothing and footwear . . . . .	42.7	42.9	42.8	41.1	41.5	41.1	39.7	39.3	39.1	39.6	39.3	39.0
Food, drink and to- bacco . . . . .	43.1	43.5	44.1	41.1	41.4	41.8	39.4	39.5	39.9	39.5	39.2	39.5
Paper, printing, book- binding and photo- graphy . . . . .	42.2	42.3	42.3	41.1	41.0	41.3	39.9	39.7	39.8	39.9	39.7	39.7
Chemicals, dyes, ex- plosives, paints, non- mineral oils . . . . .	42.9	42.3	42.5	41.2	39.9	41.3	39.5	39.0	39.2	38.8	39.0	39.0
Other . . . . .	43.2	43.5	44.0	41.4	40.8	41.7	39.9	39.4	39.8	39.3	38.9	39.1
<i>Manufacturing     groups . . . . .</i>	<i>43.4</i>	<i>43.5</i>	<i>43.7</i>	<i>41.5</i>	<i>41.2</i>	<i>41.3</i>	<i>39.7</i>	<i>39.4</i>	<i>39.3</i>	<i>39.5</i>	<i>39.3</i>	<i>39.2</i>
<b>Non-manufacturing—</b>												
Mining and quarrying	42.7	42.9	43.8	41.2	41.0	41.1	38.9	38.1	38.1	39.2	39.5	38.7
Building and construc- tion . . . . .	43.7	44.5	43.6	40.8	41.5	41.3	38.5	38.6	38.6	38.0	38.4	39.1
Transport and storage	45.2	46.4	46.6	40.7	42.0	42.3	39.5	39.2	39.4	39.3	39.0	39.1
Finance and property	38.9	38.7	38.7	38.6	38.2	38.5	37.5	37.8	37.9	38.0	38.1	38.1
Wholesale trade, prim- ary produce dealing, etc. . . . .	41.2	41.3	41.3	40.1	40.2	40.6	38.8	38.7	39.0	39.2	38.9	38.8
Retail trade . . . . .	41.2	41.3	41.5	40.7	40.7	41.2	39.8	39.4	39.5	40.0	39.9	39.7
Other industries(d) . . . . .	41.2	41.6	42.0	39.3	39.2	39.8	39.0	39.1	39.0	38.5	38.2	37.8
<i>Non-manufacturing     groups . . . . .</i>	<i>42.0</i>	<i>42.4</i>	<i>42.4</i>	<i>40.1</i>	<i>40.1</i>	<i>40.5</i>	<i>39.0</i>	<i>39.0</i>	<i>39.0</i>	<i>39.2</i>	<i>39.0</i>	<i>38.9</i>
All industry groups(e) . . . . .	42.8	43.0	43.1	40.8	40.7	40.9	39.4	39.2	39.2	39.3	39.1	39.0

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October. For definitions and particulars of coverage of the surveys, etc. see pages 273-4. (d) Includes community and business services; amusement, hotels, cafés, personal service, etc.; electricity, gas, water and sanitary services; and forestry, fishing and trapping. (e) Excludes rural industry, and private domestic service.

**AVERAGE HOURLY EARNINGS, FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL,  
ETC. STAFF)(a): INDUSTRY GROUPS, AUSTRALIA(b), OCTOBER 1964, 1966, AND 1967(c)**  
(**\$**)

Industry group	Adult males			Junior males			Adult females			Junior females		
	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1964	Oct. 1966	Oct. 1967
Manufacturing—												
Extracting, refining and founding of metals . . . . .	1.33	1.42	1.51	0.76	0.86	0.83	0.80	0.92	0.99	0.63	0.70	0.71
Engineering and metal- working . . . . .	1.25	1.39	1.48	0.63	0.71	0.78	0.79	0.86	0.92	0.54	0.60	0.66
Ships, vehicles, parts and accessories . . . . .	1.30	1.42	1.51	0.63	0.69	0.77	0.81	0.92	0.94	0.60	0.65	0.69
Founding, engineer- ing, vehicles, etc. . . . .	1.28	1.41	1.49	0.65	0.73	0.79	0.80	0.87	0.93	0.56	0.62	0.67
Textiles, clothing and footwear . . . . .	1.21	1.34	1.40	0.62	0.71	0.72	0.79	0.86	0.91	0.49	0.54	0.54
Food, drink and to- bacco . . . . .	1.21	1.34	1.41	0.64	0.73	0.80	0.82	0.86	0.92	0.52	0.58	0.63
Paper, printing, book- binding and photo- graphy . . . . .	1.44	1.57	1.67	0.65	0.71	0.78	0.84	0.92	0.95	0.50	0.61	0.62
Chemicals, dyes, ex- plosives, paints, non- mineral oils . . . . .	1.30	1.49	1.54	0.70	0.84	0.88	0.84	0.93	0.97	0.59	0.66	0.72
Other . . . . .	1.23	1.34	1.42	0.59	0.68	0.74	0.77	0.87	0.91	0.50	0.61	0.64
<i>Manufacturing   groups</i> . . . . .	<i>1.27</i>	<i>1.40</i>	<i>1.48</i>	<i>0.64</i>	<i>0.72</i>	<i>0.78</i>	<i>0.80</i>	<i>0.87</i>	<i>0.92</i>	<i>0.51</i>	<i>0.58</i>	<i>0.60</i>
Non-manufacturing—												
Mining and quarrying	1.53	1.77	1.86	0.77	0.87	1.00	0.92	1.12	1.19	0.65	0.71	0.77
Building and construc- tion . . . . .	1.37	1.52	1.59	0.66	0.72	0.80	0.90	1.03	1.07	0.58	0.66	0.73
Transport and storage	1.32	1.46	1.52	0.65	0.75	0.80	0.89	0.98	1.07	0.59	0.68	0.71
Finance and property	1.48	1.66	1.78	0.71	0.83	0.87	0.95	1.03	1.11	0.62	0.69	0.73
Wholesale trade, prim- ary produce dealing, etc. . . . .	1.27	1.39	1.45	0.61	0.70	0.75	0.88	0.96	1.01	0.55	0.62	0.66
Retail trade . . . . .	1.21	1.31	1.36	0.59	0.65	0.69	0.83	0.89	0.96	0.49	0.55	0.59
Other industries(d) . . . . .	1.29	1.40	1.47	0.69	0.78	0.82	0.86	0.94	0.99	0.57	0.64	0.68
<i>Non-manufacturing   groups</i> . . . . .	<i>1.32</i>	<i>1.46</i>	<i>1.53</i>	<i>0.63</i>	<i>0.72</i>	<i>0.77</i>	<i>0.86</i>	<i>0.94</i>	<i>1.00</i>	<i>0.54</i>	<i>0.61</i>	<i>0.65</i>
All industry groups(e) . . . . .	1.29	1.42	1.50	0.64	0.72	0.77	0.83	0.90	0.96	0.53	0.60	0.64

(a) Private employees only. Excludes managerial, executive, professional and higher supervisory staff. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October. For definitions and particulars of coverage of the surveys, etc. see pages 273-4. (d) Includes community and business services; amusement, hotels, cafés, personal service, etc.; electricity, gas, water and sanitary services; and forestry, fishing and trapping. (e) Excludes rural industry, and private domestic service.

In the following table the average weekly earnings, average weekly hours paid for, and average hourly earnings at the last pay-period in October for the years 1963, 1964, 1966 and 1967 are shown for full-time males and females (adult and junior), by State.

**AVERAGE EARNINGS AND HOURS FOR FULL TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(a): ALL INDUSTRY GROUPS, STATES OCTOBER 1963, 1964, 1966, AND 1967(b)**

State	Average weekly earnings (\$)				Average weekly hours paid for				Average hourly earnings (\$)			
	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967	Oct. 1963	Oct. 1964	Oct. 1966	Oct. 1967
<b>ADULT MALES</b>												
New South Wales . . . . .	52.70	56.70	61.90	65.70	42.1	42.8	42.7	43.0	1.25	1.32	1.45	1.53
Victoria . . . . .	51.70	55.80	62.10	65.20	42.8	42.9	43.3	43.3	1.21	1.30	1.43	1.51
Queensland . . . . .	48.50	52.30	59.50	62.10	42.2	43.1	42.8	42.9	1.15	1.21	1.39	1.45
South Australia . . . . .	49.30	53.60	58.00	60.90	42.7	43.2	42.9	43.1	1.15	1.24	1.35	1.41
Western Australia . . . . .	47.20	49.90	60.40	65.10	41.4	42.2	43.5	44.2	1.14	1.18	1.39	1.47
Tasmania . . . . .	48.90	52.40	60.10	62.20	41.4	41.7	42.6	42.0	1.18	1.26	1.41	1.48
Australia(c) . . . . .	51.20	55.20	61.20	64.60	42.3	42.8	43.0	43.1	1.21	1.29	1.42	1.50
<b>JUNIOR MALES</b>												
New South Wales . . . . .	24.60	27.20	30.30	32.20	40.4	40.8	40.4	40.7	0.61	0.67	0.75	0.79
Victoria . . . . .	23.70	26.80	29.70	32.00	40.6	40.8	40.7	41.0	0.58	0.66	0.73	0.78
Queensland . . . . .	22.50	24.40	28.70	31.50	40.7	40.9	41.1	41.2	0.55	0.60	0.70	0.76
South Australia . . . . .	22.50	24.80	27.70	30.30	41.2	40.9	40.8	40.8	0.55	0.61	0.68	0.74
Western Australia . . . . .	20.70	21.40	27.10	28.80	40.4	40.8	41.0	41.1	0.51	0.53	0.66	0.70
Tasmania . . . . .	22.70	24.40	27.80	30.90	40.2	40.1	40.7	40.4	0.56	0.61	0.68	0.77
Australia(c) . . . . .	23.50	25.90	29.40	31.50	40.5	40.8	40.7	40.9	0.58	0.64	0.72	0.77
<b>ADULT FEMALES</b>												
New South Wales . . . . .	31.50	33.40	36.20	38.40	39.0	39.2	39.0	38.9	0.81	0.85	0.93	0.99
Victoria . . . . .	30.20	32.60	35.10	37.60	39.4	39.4	39.3	39.3	0.77	0.83	0.89	0.96
Queensland . . . . .	29.30	30.90	33.90	36.10	39.5	39.7	39.6	39.3	0.74	0.78	0.86	0.92
South Australia . . . . .	28.50	31.10	33.70	35.80	40.0	40.0	39.7	39.8	0.71	0.78	0.85	0.90
Western Australia . . . . .	29.50	30.50	35.10	36.20	39.6	39.7	39.3	39.6	0.75	0.77	0.89	0.91
Tasmania . . . . .	29.10	30.60	33.70	35.70	39.2	39.0	39.1	38.8	0.74	0.78	0.86	0.92
Australia(c) . . . . .	30.50	32.60	35.40	37.60	39.3	39.4	39.2	39.2	0.78	0.83	0.90	0.96
<b>JUNIOR FEMALES</b>												
New South Wales . . . . .	20.60	22.00	24.20	25.50	38.9	39.2	39.0	38.9	0.53	0.56	0.62	0.66
Victoria . . . . .	19.50	21.70	24.90	25.70	38.8	39.1	38.9	38.7	0.50	0.55	0.64	0.67
Queensland . . . . .	17.90	19.10	21.70	23.20	39.2	39.8	39.3	39.4	0.46	0.48	0.55	0.59
South Australia . . . . .	18.20	20.10	22.30	23.70	39.3	39.4	39.5	39.2	0.46	0.51	0.57	0.61
Western Australia . . . . .	17.20	17.40	21.10	22.70	39.9	39.5	39.3	39.3	0.43	0.44	0.54	0.58
Tasmania . . . . .	18.40	19.40	22.00	23.80	39.1	39.7	39.5	38.9	0.47	0.49	0.56	0.61
Australia(c) . . . . .	19.40	20.90	23.60	24.80	39.0	39.3	39.1	39.0	0.50	0.53	0.60	0.64

(a) Private employees only. Excludes managerial, executive, professional, and higher supervisory staff. (b) Last pay-period in October. For definitions and particulars of the coverage of the surveys, etc. see pages 273-4. (c) Excludes Northern Territory and Australian Capital Territory.

AVERAGE WEEKLY EARNINGS, FULL-TIME MALE  
MANAGERIAL, EXECUTIVE, ETC. STAFF(a) †  
INDUSTRY GROUPS, AUSTRALIA(b), OCTOBER 1967(c)

Industry group	Average weekly earnings
<b>Manufacturing—</b>	<b>\$</b>
Extracting, refining and founding of metals . . . . .	120.20
Engineering and metalworking . . . . .	104.60
Ships, vehicles, parts and accessories . . . . .	107.20
Founding, engineering, vehicles, etc. . . . .	106.60
Textiles, clothing and footwear . . . . .	100.60
Food, drink and tobacco . . . . .	98.00
Paper, printing, bookbinding and photography . . . . .	109.90
Chemicals, dyes, explosives, paints, non-mineral oils . . . . .	112.90
Other . . . . .	101.40
<i>Manufacturing groups</i> . . . . .	104.60
<b>Non-manufacturing—</b>	
Mining and quarrying . . . . .	134.90
Building and construction . . . . .	103.00
Transport and storage . . . . .	103.60
Finance and property . . . . .	110.80
Wholesale trade, primary produce dealing, etc. . . . .	105.30
Retail trade . . . . .	84.50
Other industries(d) . . . . .	102.10
<i>Non-manufacturing groups</i> . . . . .	101.60
<b>All industry groups(e)</b> . . . . .	<b>102.90</b>

(a) Private employees only. Includes managerial, executive, professional and higher supervisory staff. For definitions and particulars of coverage of the surveys, etc. see pages 273-4. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October. (d) Includes community and business services; amusement, hotels, cafés, personal service, etc.; electricity, gas, water and sanitary services; and forestry, fishing and trapping. (e) Excludes rural industry, and private domestic service.

AVERAGE WEEKLY EARNINGS, FULL-TIME MALE MANAGERIAL, EXECUTIVE, ETC.  
STAFF(a): INDUSTRY GROUPS, STATES, OCTOBER 1963, 1964, 1966 AND 1967

(\$)

Survey	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(b)
<b>MANUFACTURING GROUPS</b>							
<b>October(c)—</b>							
1963 . . . . .	83.00	82.90	74.50	77.90	68.00	76.00	81.20
1964 . . . . .	88.80	87.30	79.50	82.90	74.40	84.80	86.50
1966 . . . . .	101.00	101.40	86.50	98.40	88.90	99.40	99.40
1967 . . . . .	106.50	107.50	90.50	101.00	95.80	97.20	104.60
<b>NON-MANUFACTURING GROUPS</b>							
<b>October(c)—</b>							
1963 . . . . .	82.50	83.00	76.50	70.80	69.70	67.90	79.30
1964 . . . . .	88.00	85.30	79.90	77.20	74.30	71.10	83.70
1966 . . . . .	98.90	99.10	88.30	84.50	93.40	87.90	96.00
1967 . . . . .	105.10	105.50	94.80	87.70	96.80	90.30	101.60
<b>ALL INDUSTRY GROUPS(e)</b>							
<b>October(c)—</b>							
1963 . . . . .	82.90	82.90	75.90	73.60	69.20	71.30	80.20
1964 . . . . .	88.40	86.40	79.70	79.10	74.30	76.80	85.00
1966 . . . . .	99.80	100.20	87.70	89.90	92.10	92.90	97.40
1967 . . . . .	105.70	106.50	93.20	92.70	96.50	93.40	102.90

For footnotes see table above.

**AVERAGE WEEKLY EARNINGS, FULL-TIME FEMALE  
MANAGERIAL, EXECUTIVE, ETC. STAFF(a): INDUSTRY  
GROUPS, AUSTRALIA(b), OCTOBER 1963, 1964, 1966 AND 1967  
(\$)**

<i>Survey</i>	<i>Manu- facturing groups</i>	<i>Non- manu- facturing groups</i>	<i>All industry groups(e)</i>
<b>October(c)—</b>			
1963 . . . . .	35.80	40.20	37.80
1964 . . . . .	38.70	44.20	41.40
1966 . . . . .	54.10	55.20	54.80
1967 . . . . .	60.50	58.90	59.40

For footnotes see table on page 280.

**AVERAGE EARNINGS AND HOURS, PART-TIME EMPLOYEES(a): INDUSTRY GROUPS  
AUSTRALIA(b), OCTOBER 1963, 1964, 1966 AND 1967(c)**

<i>Survey</i>	<i>Adult males</i>	<i>Junior males</i>	<i>Adult females</i>			<i>Junior females</i>
	<i>All industry groups(d)</i>	<i>All industry groups(d)</i>	<i>Manu- facturing groups</i>	<i>Non- manu- facturing groups</i>	<i>All industry groups(d)</i>	<i>All industry groups(d)</i>
<b>AVERAGE WEEKLY EARNINGS (\$)</b>						
<b>October(c)—</b>						
1963 . . . . .	16.20	4.90	15.10	14.90	14.90	6.10
1964 . . . . .	16.60	4.70	16.90	15.20	15.50	4.40
1966 . . . . .	19.70	4.50	18.70	17.40	17.70	4.50
1967 . . . . .	20.10	4.40	20.10	18.30	18.70	4.60
<b>AVERAGE WEEKLY HOURS PAID FOR</b>						
<b>October(c)—</b>						
1963 . . . . .	13.6	7.7	16.9	17.2	17.2	9.7
1964 . . . . .	13.4	6.7	19.8	16.8	17.3	6.4
1966 . . . . .	14.1	6.1	19.4	16.6	17.1	7.0
1967 . . . . .	14.1	5.8	19.3	16.8	17.3	6.3
<b>AVERAGE HOURLY EARNINGS (\$)</b>						
<b>October(c)—</b>						
1963 . . . . .	1.18	0.64	0.89	0.86	0.87	0.62
1964 . . . . .	1.24	0.70	0.85	0.91	0.90	0.69
1966 . . . . .	1.40	0.73	0.97	1.05	1.03	0.65
1967 . . . . .	1.43	0.76	1.04	1.09	1.08	0.73

(a) Private employees only. Part-time employees are those who normally work less than 30 hours a week. For definitions and particulars of coverage of the surveys, etc. see pages 273-4. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October. (d) Excludes rural industry, and private domestic service.

## Survey of weekly earnings and hours, October 1968

The results of this survey were first published in a mimeographed statement *Survey of Weekly Earnings and Hours, October 1968* (dated 9 July 1969) which also contains comparisons with the surveys of October 1962, 1963, 1964, 1966 and 1967.

### Determination of wage rates in Australia

Before June 1967, when the Commonwealth Conciliation and Arbitration Commission decided to eliminate basic wages and margins from Commonwealth awards and to introduce total wages (see below), the concept of a basic or living wage was common to wage rates determined by industrial authorities in Australia. Initially, the concept of a basic wage (for adult males) was interpreted as the wage necessary to maintain an average employee and his family in a reasonable state of comfort. However, it was later generally accepted that the basic wage should be fixed at the highest amount which the economy could sustain and that the dominant factor was the capacity of the community to carry the resultant wage levels. Basic wages were determined for adult females as well as for adult males.

In addition to the basic wage, secondary wage payments, including margins for skill, etc. and various kinds of loadings peculiar to the occupation or industry, were determined by industrial authorities. The basic wage and the secondary wage made up the minimum wage rate for a particular occupation.

In the following paragraphs is set out a brief history of the determination of wage rates in Australia by Commonwealth and State industrial authorities. For more detailed information including the history of basic wage determination in Australia see previous issues of the Year Book and the annual *Labour Report*.

#### Commonwealth Basic Wage

Basic wages were a feature of awards of the Commonwealth Conciliation and Arbitration Commission (and the Commonwealth Court of Conciliation and Arbitration) over the period 1907 to 1967.

In 1907 the first declaration of a basic wage (\$4.20 a week for Melbourne) was made by Mr Justice Higgins, President of the Commonwealth Court of Conciliation and Arbitration. The wage was known as the 'Harvester' wage and the amount was considered reasonable 'for a family of about five'. From this date onwards basic wages became incorporated into Commonwealth awards.

In 1913 the Commonwealth Court of Conciliation and Arbitration took cognisance of the 'A' Series retail price index numbers for the thirty more important towns of Australia published by the Commonwealth Statistician, and as awards came up for review the Court usually revised the basic wage rate of the award in proportion to variations in the retail price index. In 1921 the system of making automatic quarterly adjustments to the basic wage in direct ratio to variations in 'A' Series retail price index numbers was first introduced. The practice of making automatic quarterly adjustments to the basic wage in proportion to variations in retail price index numbers continued until September 1953.

In addition to the automatic adjustments to the basic wage described in the previous paragraph, basic wage rates in Commonwealth awards were varied as a result of basic wage or national wage inquiries. The last time basic wages were varied in this way was in July 1966, when, as a result of the Basic Wage, Margins and Total Wage Cases of 1966, rates were increased by \$2 a week for adult males and \$1.50 a week for adult females. At that time Commonwealth basic wage rates for capital cities ranged from \$31 to \$33.50 a week for adult males and from \$23.25 to \$25.10 a week for adult females. These rates continued to operate until the decision of the Commonwealth Conciliation and Arbitration Commission in the National Wage Cases of 1967 to eliminate basic wages and margins from Commonwealth awards and introduce total wages to operate from the beginning of the first pay-period to commence on or after 1 July 1967 (see page 284).

For tables showing Commonwealth basic wage rates for adult males and adult females see previous issues of the Year Book and the Appendix to *Labour Report* No. 52, 1965 and 1966.

#### Basic wage rates for females

As a result of the 1949-50 Basic Wage Inquiry the Commonwealth Court of Conciliation and Arbitration fixed the basic weekly wage for adult females at 75 per cent of the corresponding male rate from the beginning of the first pay-period commencing in December 1950. This percentage continued to be prescribed in subsequent inquiries and operated until the basic wage was eliminated from Commonwealth Awards in July 1967 (see above). Prior to December 1950 the relationship of female basic wages to male basic wages varied from award to award, but was generally between 54 and 56 per cent.

For further particulars regarding female basic wage rates see *Labour Report* No. 46, pages 75-81. Tables of rates are published in the Appendix to *Labour Report* No. 52, 1965 and 1966.

#### Basic wage rates, Australian Territories

The determination of basic wage rates in the Northern Territory and the Australian Capital Territory came within the jurisdiction of the Commonwealth Conciliation and Arbitration Commission. Basic wage rates were eliminated from awards operating in these Territories in July 1967 (see page 282), and total wages were introduced. For tables of basic wages in the Northern Territory and the Australian Capital Territory see Appendix to *Labour Report* No. 52, 1965 and 1966. For further information on the determination of basic wages in the Territories see previous issues of the Year Book and the annual *Labour Report*.

#### Commonwealth wage margins

In addition to basic wage rates, awards of Commonwealth and State industrial tribunals specified secondary wage payments consisting of margins and loadings. Margins have been defined as 'minimum amounts awarded above the basic wage to particular classifications of employees for the features attaching to their work which justify payments above the basic wage, whether those features are skill or experience required for the performance of that work, its particularly laborious nature, or the disabilities attached to its performance.'

In the Commonwealth jurisdiction prior to 1954 the Commonwealth Court of Conciliation and Arbitration had not made any general determination in respect of wage margins, but general principles of marginal rate fixation had been enunciated by the Court in the Engineers Case of 1924, the Merchant Service Guild Case in 1942, and the Printing Trades Case of 1947. Major decisions of the Commonwealth Court of Conciliation and Arbitration, and later the Commonwealth Conciliation and Arbitration Commission, affecting margins in Commonwealth awards were made in 1954, 1959, 1963, 1965, and 1966. Details of these decisions can be found in earlier issues of the Year Book and the annual *Labour Report*.

As a result of a decision of the Commonwealth Conciliation and Arbitration Commission in the National Wage Cases of 1967, basic wages and margins were eliminated from Commonwealth awards and total wages were introduced with effect from the beginning of the first pay-period to commence on or after 1 July 1967.

#### Commonwealth work value inquiries

In addition to variations of wage margins in Commonwealth awards as a result of the general inquiries in 1954 to 1966 (see above), variations of margins for various occupations were made by the Commission as individual awards came up for review or upon application by trade unions. Similar procedures existed in regard to awards of State industrial tribunals.

As a result of its decision in the Basic Wage, Margins and Total Wage Cases of 1966, the Commonwealth Conciliation and Arbitration Commission undertook a work value inquiry concerning classifications appearing in the Metal Trades award. The inquiry proceeded by way of detailed inspections of the work in factories performed by various classifications specified in the award, visits to training schools, and a formal hearing at which there were taken the sworn evidence and submissions called or made on behalf of the respective parties and interveners. The inspections and visits to training schools took place over the period September 1966 to September 1967. Formal hearing commenced on 21 September 1967 and concluded on 17 November 1967. On 11 December 1967 the Commission issued a majority decision (Gallagher *J.* and Commissioner Winter, with Moore *J.* dissenting).

On behalf of the majority Gallagher *J.* made an announcement which included the following:

' In this Inquiry the Commissioner and I would determine that:—

- (1) ' Wage increases where granted for adult male employees working under clause 4 of the Metal Trades Award 1952 (as varied) should be awarded on a work value basis, not otherwise, and should be those as set out in the schedule marked A which is now handed down.
- (2) 'Wage increases where granted for adult female employees should be 75 per cent of the appropriate increase for adult males with a flat rate for employees at the third class machinist level or below.
- (3) 'The claim for retrospectivity should be refused.
- (4) 'The appropriate variation should come into operation from the beginning of the first pay period to commence on or after 22 January 1968 and should remain in force for three years thereafter with liberty to apply to the Commissioner in the metal trades industry reserved to the parties.

'Upon reference to the schedule marked A, it will be seen that it has been found practicable to determine rates for classifications generally, that is to say for 320 classifications. Of these it will be seen that for 18 classifications there would be no increase in wage rates, that for 178 classifications there would be an increase of \$1.00 per week, that for 9 classifications there would be an increase of \$1.30 per week, that for 27 classifications there would be an increase of \$2.75 per week, that for 16 classifications there would be an increase of \$3.75 per week, that for 47 tradesmen classifications there would be an increase of \$7.40 per week and that for the remaining 25 classifications there would be increases of varying amounts ranging between 10 cents and \$10.05 per week.' . . .

'We explain that the rates shown in schedule A are those appropriate for Victoria-elsewhere. The equivalent award rates for the principal localities named below are to be ascertained by adjusting the Victoria-elsewhere rates as follows: Sydney add \$0.80, Brisbane deduct \$1.70, Adelaide deduct \$0.40, Hobart add \$0.70.

'With regard to over award payments we direct particular attention to the reasons of Mr Commissioner Winter commencing at page 63 and to [the reasons of Gallagher *J.*] commencing at page 151. We emphasise that the increases which we would grant would apply to existing award wages and it should not be assumed by employees that over award payments cannot or will not be offset against them. We also emphasise that this is not a case in which increases in wage rates for the metal trades set a pattern for wages in other industries. The increases which we would grant reached as they have been on a work value basis relate solely to employees working under clause 4 of the Metal Trades Award and do not constitute a reason for awarding wage increases to employees covered by other awards or working in other industries.'

Following applications by employers concerning the question of absorption in over-award payments of the increases granted to the metal trades in December 1967, the Commonwealth Conciliation and Arbitration Commission, consisting of Kirby *C.J.*, Gallagher and Moore *JJ.*, Senior Commissioner Taylor and Commissioner Winter, heard submissions by employers and trade unions on 14 to 16 February 1968.

The pronouncement of the majority of the Commission (Gallagher *J.* dissenting) was made on 21 February 1968. The Commission said it appeared that substantial absorption of over-award payments had not been practicable in the existing circumstances and that had this been known at the time of the decision, the burden of the increased rates should not have been imposed without deferment of some portion of the increases. The Commission agreed that this was a changed circumstance since December 1967 and that it required positive action by the bench.

The Commission, in its pronouncement, made the following decisions. The work value decisions of the Commission in December 1967 (*see above*) in regard to its amounts should stand. However it was decided that 70 per cent of the prescribed increases should be payable in accordance with the decision of 11 December and that 30 per cent should be deferred. But where the increase was \$1.60 or less per week, the full amount should be paid without deferment, and where the increase was more than \$1.60 the increase payable without deferment should be at least \$1.60. The decision applied to increases granted to adult males and adult females. Adjustments to rates would be in multiples of 5 cents.

The bench of the Commission, which would deal with the economic wage case expected to commence on 6 August 1968, should decide when the deferred portion of the increases should be payable. The Commission again stated that the increases in wage rates in the Metal Trades Award did not set a pattern for wages in other awards. Benches dealing with work value cases in other awards were not bound in any way to follow what had happened in the Metal Trades Award. The Commission appealed to all in industry to co-operate with each other and with the Commission to make these decisions work and to end the industrial disputes and stoppages.

On 6 August 1968 the Commonwealth Conciliation and Arbitration Commission decided that the metal trades increases deferred by the February decision (*see above*) would become payable from the beginning of the first pay period commencing on or after 21 August 1968.

#### Commonwealth total wages

In the national wage cases of 1964 and 1965 applications by employers that basic wages and margins should be deleted from Commonwealth awards and total wages introduced were rejected by the Commonwealth Conciliation and Arbitration Commission. However, in its decisions in the Basic Wage, Margins and Total Wage Cases of 1966 the Commission decided to defer the conversion of the wage structure to the basis of a single wage pending further consideration of the present structure of marginal rates (*see page 282*) and further argument. As a result of the National Wage Cases of 1967, in which the employers again applied for a total wage, the Commonwealth Conciliation and Arbitration Commission announced the elimination of basic wages and margins from Commonwealth awards and the introduction of total wages. The total wages were arrived at by adding an amount of \$1 a week to the weekly award wages for each adult male and adult female classification to operate from the beginning of the first pay-period to commence on or after 1 July 1967.

Trade unions unsuccessfully challenged in the High Court the abolition of basic wages and the adoption of total wages by the Commonwealth Commission.

On 4 October 1968 in its decision in the National Wage Case 1968 the Commonwealth Conciliation and Arbitration Commission increased all wage rates for adults (male and female) in Commonwealth awards by \$1.35 a week. The minimum wage for adult males was increased by the same amount. Male and female juniors including apprentices received proportionate increases. The variations came into operation from the beginning of the first pay-period commencing on or after 25 October 1968.

#### Commonwealth minimum wage

In July 1966 the Commonwealth Conciliation and Arbitration Commission, in its decisions in the Basic Wage, Margins and Total Wage Cases of 1966, inserted in Commonwealth awards provisions for a minimum wage for adult males. The Commission said that it had given detailed consideration to lower paid classifications in the Metal Trades Award and had decided to grant some immediate relief to low wage earners. The Commission in its judgment said that it intended to insert a new provision in awards by which it would be prescribed that no adult male employee should be paid as a weekly wage for working the standard hours of work an amount less than the minimum wage, i.e. his appropriate basic wage rate plus \$3.75 a week. The minimum wage was prescribed for adult male employees only and was applied for all purposes of the award, for example, in calculation of overtime and other penalty rates, piece-work, casual employment, sick leave and annual leave. The Commission stated that the provision for a minimum wage for adult male employees was designed to meet the circumstances of employees in the lowest classifications who were in receipt of award rates and no more. It was not intended to affect the wage of any employee who was already receiving the prescribed minimum through over-award payment. The provision for a minimum wage for adult males operated from the beginning of the first pay-period to commence on or after 11 July 1966. The rates of minimum wage for adult males inserted in Commonwealth awards ranged from \$34.75 to \$37.25 a week for capital cities. These rates were increased by \$1 a week as a result of the decision of the Commonwealth Conciliation and Arbitration Commission in the National Wage Cases of 1967, the increases to operate from the beginning of the first pay-period commencing on or after 1 July 1967. Further increases of \$1.35 a week operated from the beginning of the first pay-period commencing on or after 25 October 1968 as a result of the National Wage Case 1968.

### Determination of wage rates in State awards, etc.

#### New South Wales

The first determination of a standard living wage for adult male employees under New South Wales State awards operated from 16 February 1914, when the Court of Arbitration fixed the rate at \$4.80 a week for the metropolitan area. The first living wage for adult females (\$3.00 a week) was declared by the Board of Trade to operate from 17 December 1918.

From 1926 to 1937 basic wage rates were determined by the Industrial Commission of New South Wales. From July 1927 a State scheme of child endowment became operative in New South Wales, and this continued until superseded by the Commonwealth Government scheme in July 1941.

From October 1937 to October 1955 the State adult male basic wage for Sydney was the same as the Commonwealth basic wage for Sydney. From the beginning of the first pay-period in November 1955 the State basic wage was automatically adjusted each quarter in accordance with movements in retail price index numbers. (Automatic adjustment of Commonwealth basic wages was discontinued in September 1953.) These automatic adjustments continued until October 1964, when legislation provided that the Commonwealth basic wage for Sydney should apply in State awards and industrial agreements to operate from the beginning of the first pay-period which commenced on or after 19 June 1964.

Between October 1937 and November 1950 the State adult female basic wage for Sydney was 54 per cent of the adult male rate. In December 1950 the adult female rate became 75 per cent of the adult male rate. From January 1963 for male and female employees performing work of the same or like nature and of equal value, the Industrial Commission may prescribe in State awards the same basic wage and secondary wage. In March 1967 the Industrial Commission in Court Session, when considering the adoption of Commonwealth marginal increases for State awards, stated that the general principle in future would be to inject Commonwealth wage increases on economic grounds into the State award structure.

Following the increase of \$1 a week in total wages in Commonwealth awards in July 1967, the Industrial Commission increased award rates of wages and salaries for adult males and adult females by the addition of a fixed loading of \$1 per week, described as 'July 1967 economic loading', to

take effect from the beginning of the first pay period to commence on or after 1 July 1967. Subsequently legislation increased the basic wage for adult males from \$33.50 to \$34.50 per week and for adult females from \$25.10 to \$26.10 per week to operate from 1 January 1968. The increase of \$1 per week in each basic wage absorbed the 'July 1967 economic loading', which was deleted from State awards and agreements. The legislation also provided for the adjustment of wage rates in State awards by the Industrial Commission subsequent to a decision of the Commonwealth Conciliation and Arbitration Commission to vary Commonwealth wage rates wholly or partly on economic grounds. Changes in the State basic wage for adult males shall not be more than the amount of increase in Commonwealth minimum wages for adult males, and the increase in the adult female basic wage not less than 75 per cent of the increase in the male basic wage. The Industrial Commission and Conciliation Committees were given power to include provisions for minimum wages for adult males or adult females in State awards.

The Industrial Commission of New South Wales increased the basic wages for adult males and adult females by \$1.35 a week from the beginning of the first pay-period commencing on or after 25 October 1968. The weekly basic wage rates then became \$35.85 for adult males and \$27.45 for adult females.

Further information on New South Wales basic wages is published in previous issues of the Year Book and the annual *Labour Report*. State basic wage rates for Sydney are published in the Appendix to *Labour Report* No. 52, 1965 and 1966.

### Victoria

In Victoria, Wages Boards constituted for each industry group or calling from representatives of employers and employees with an independent chairman determine rates of wage and conditions of work.

Except for the period November 1953 to August 1956, when automatic quarterly adjustments to the basic wage in Wages Board determinations operated, Wages Boards in determining wage rates had adopted Commonwealth basic wage rates. The basic wage rates of August 1956 continued to operate until June or July 1959 when the Commonwealth rates for Melbourne, determined as a result of the 1959 Basic Wage Inquiry, were incorporated into Wages Board determinations.

Subsequent to the decisions of the Commonwealth Conciliation and Arbitration Commission in the National Wage Cases of 1967 (*see* page 284), the Industrial Appeals Court decided that basic wages and margins for adult males and adult females should be deleted from Wages Board determinations and that wage rates expressed as total wages should operate from the beginning of the first pay-period in July 1967. At the same time total wages for both adult males and females were increased by \$1 a week.

Total wages for both adult males and adult females in Wages Board determinations were further increased by \$1.35 a week operative from the beginning of the first pay-period commencing on or after 25 October 1968.

For further information on basic wages in Victorian Wages Board determinations *see* previous issues of the Year Book and the annual *Labour Report*. Rates for adult males and adult females from November 1953 are published in the Appendix to *Labour Report* No. 52, 1965 and 1966.

### Queensland

The first formal declaration of a basic wage in Queensland determined a basic wage of \$8.50 for adult males and \$4.30 for adult females to operate from 1 March 1921. Prior to this declaration the rate of \$7.70 a week for adult males had been generally recognised in awards as the 'basic' or 'living' wage.

Since 1961 the full bench of the Industrial Conciliation and Arbitration Commission, consisting of not less than three Commissioners, has power to make declarations concerning the basic wage for males and females and the standard hours of work. The basic wage for adult males must be sufficient to maintain an employee, his wife, and family of three children in a fair and average standard of comfort. The basic wage for adult females should be not less than is sufficient to enable an employee to support herself in a fair and average standard of comfort. All persons interested must be given an opportunity to be heard before any general declaration regarding the basic wage is made, and the Commission must take into consideration any probable economic effect of such declaration. From 1 May 1961 the basic wage for adult females has been 75 per cent of the male rate.

In March 1965 the Commission stated that it had been decided as a matter of policy, that in the future, it did not propose to deal with an application to vary the basic wage solely because of a change in the Consumer Price Index, unless such a change warranted an alteration of 40 cents or more in the basic wage for adult males.

Following the decision of the Commonwealth Conciliation and Arbitration Commission to increase total wages by \$1 a week in July 1967, the Industrial Commission increased all award rates of pay for both adult males and adult females by \$1 per week to operate from 3 July 1967.

The Industrial Conciliation and Arbitration Commission decided on 25 October 1968 that the increase of \$1.35 per week for adult males and adult females granted by the Commonwealth Conciliation and Arbitration Commission (see page 285) should flow to Queensland State awards, and that the increases should be added to basic wages and operate from 28 October 1968. The Commission also decided that the basic wage concept should be maintained and that the \$1 increase granted to adult males and females in July 1967 should be absorbed in the basic wages.

The basic wage rates payable in the Southern Division (Eastern District) including Brisbane were \$35.55 for adult males and \$27.25 for adult females operative from 28 October 1968. For basic wages in other areas of the State district allowances are added to these rates (see previous issues of the Year Book and the annual *Labour Report*).

For further particulars of basic wage determination in Queensland see previous issues of the Year Book and the annual *Labour Report*. Tables of basic wages are published in the Appendix to *Labour Report* No. 52, 1965 and 1966.

### South Australia

The first declaration of a living wage for adult male employees in the metropolitan area was \$7.95 a week operative from 4 August 1921. The first adult female living wage of \$3.50 a week operated from 1 September 1921.

Before July 1966 the Board of Industry had power to declare after public inquiry living wages to be paid to adult males and adult females. Since that date the power has been vested in the Industrial Commission constituted by the President and two Commissioners. However, the South Australian Industrial Code also provides for the declaration of living wages by proclamation to prevent unjustifiable differences between State and Commonwealth rates of wages. This latter method has been used in recent years to declare living wages.

The State living wage for adult males was the same as the Commonwealth basic wage for Adelaide from February 1950 to July 1967, when basic wages were deleted from Commonwealth awards and total wages introduced. The State living wage for adult females was the same as the Commonwealth basic wage for Adelaide from December 1950 to July 1967 and was 75 per cent of the adult male rate.

Following the increase of \$1 a week in total wages in Commonwealth awards in July 1967 (see page 284), by proclamation the State living wages for both adult males and adult females were increased by \$1 a week to operate from 3 July 1967. Further increases of \$1.35 a week were proclaimed to operate from 28 October 1968. The rates then became \$34.65 for adult males and \$26.55 for adult females.

A minimum wage for adult males similar in concept to the Commonwealth award provisions of a minimum wage (see page 285) operates in South Australian State awards. From 28 October 1968 the rate prescribed was \$38.40 a week.

For further information on South Australian living wages see previous issues of the Year Book and the annual *Labour Report*. Tables of living wages are published in the Appendix to *Labour Report* No. 52, 1965 and 1966.

### Western Australia

The first declaration of the basic wage by the Court of Arbitration operated from 1 July 1926, when rates of \$8.50 for adult males and \$4.59 for adult females were fixed.

Before December 1966 the Western Australian Industrial Commission in Court Session consisting of three Commissioners (previously the Court of Arbitration) could declare a basic wage at any time on its own motion and must do so when requested by a majority of industrial unions or by the Western Australian Employers' Federation, with the limitation that no new determination should be made within twelve months of the preceding inquiry. Legislation also provided that the Commission (or the Court) might make adjustments to the basic wage each quarter after considering retail price index numbers.

From August 1931 to September 1964 separate basic wages were declared for three areas of the State, namely (a) the metropolitan area, (b) south-west land division, and (c) goldfields areas and other parts of the State. In September 1964, when the Commission increased the basic wage after an inquiry, one rate was declared for the whole of the State.

In December 1951 the basic wages for adult females became 65 per cent of the corresponding male rate, and in January 1960 this proportion was increased to 75 per cent. In each case marginal rates of pay for females were reduced or deleted to offset the increase in the female basic wage.

In December 1966 legislation provided that the Western Australian basic wage rates should be the same as the Commonwealth Six Capitals rates as soon as these exceeded the State rates (\$33.50 a week for adult males and \$25.13 a week for adult females) operative from 24 October 1966.

Following the decision of the Commonwealth Conciliation and Arbitration Commission to increase total wages by \$1 a week from July 1967 (see page 284), the Industrial Commission made the following decisions. Wage rates for adult males not in receipt of the minimum weekly wage and for adult females were increased by 60 cents a week by way of a special loading. The minimum weekly wage for adult males (see page 285) payable under certain awards was increased from \$36.55 to \$37.55 a week. These increases operated from the beginning of the first pay-period commencing on or after 1 July 1967.

In October 1968 the Western Australian Industrial Commission decided upon application by trade unions, to increase by \$1.35 a week the special loading of 60c (see above) payable to adult males and adult females, to operate from the beginning of the first pay-period commencing on or after 25 October 1968. At the same time the Commission increased the minimum wage for adult males from \$37.55 to \$38.90 a week.

Legislation operative from 22 November 1968 fixed the basic wage for adult males at \$35.45 and for adult females at \$27.08 a week. These new rates absorbed the special loading of \$1.95 a week which was deleted from awards. The legislation also provided for the Commission to review the basic wage at least every twelve months, the variations in the basic wage to take effect only after the expiration of twelve months from the last variation unless there were special reasons. The Commission was also required, upon application, to insert in awards provision for equal pay for male and female workers performing work of the same or like nature and of equal value. If application for equal pay was made before 30 June 1970 the difference in male and female basic wages would be removed not later than 1 January 1972. The equal pay provisions do not apply to persons engaged in work essentially or usually performed by female workers but upon which males may be employed.

More detailed information on State basic wages in Western Australia appear in earlier issues of the Year Book and the annual *Labour Report*. Basic wage rates for the metropolitan area are published in the Appendix to *Labour Report* No. 52, 1965 and 1966.

#### Tasmania

Wages Boards are constituted for a number of industries from representatives of employers and employees with an independent chairman (common to all Wages Boards) with power to determine rates of wage in each industry.

Except for the period February 1956 to August 1956, when Wages Boards adjusted basic wages in accordance with movements in retail price index numbers, Wages Boards generally adopted Commonwealth basic wage rates. From August 1956 the basic wages in determinations remained unchanged until July 1959, when the rates were made the same as the Commonwealth basic wages.

In January 1961 Wages Boards adopted the basic wage for Hobart as the uniform rate applicable throughout the State. During 1962 a number of Wages Boards provided in their determinations for the automatic adoption of Commonwealth basic wages as and when they varied.

In July and August 1967, subsequent to the increase of \$1 in total wages in Commonwealth awards, Wages Boards varied their determinations by increasing basic wages for adult males and adult females by \$1 a week.

In November 1968 the Chairman of Wages Boards recommended a \$1.35 increase in the basic wage for adult males and adult females in Wages Board determinations. The new basic wages operative from the beginning of the first pay-period commencing on or after 15 October 1968 became \$35.75 a week for adult males and \$27.40 for adult females. The increase also applied to the minimum wage for adult males (see page 285) which rose from \$38.15 to \$40.45 a week.

Further details of basic wages in Tasmanian Wages Board determinations are published in earlier issues of the Year Book and the annual *Labour Report*. Hobart basic wage rates adopted by Wages Boards from February 1956 are published in the Appendix to *Labour Report* No. 52, 1965 and 1966.

### Annual leave

At present the majority of employees in Australia receive at least three weeks' paid annual leave. The following paragraphs outline the position under Commonwealth and State awards and industrial legislation.

#### Commonwealth

The first statement in the Commonwealth jurisdiction of the principles involved in deciding whether or not annual leave should be awarded was the judgment of the Commonwealth Conciliation and Arbitration Commission in the Commercial Printing Case of 1936, when one week's paid annual

leave was granted. Over a period of time annual leave was introduced industry by industry when and if the Judge responsible for the industry considered it proper. In 1945 the Commission set out principles to be applied for the extension of paid annual leave to fourteen calendar days. Alteration of particular awards was left to the discretion of single Judges.

Since 1960 three inquiries have been held following union claims to increased paid annual leave from two to three weeks in Commonwealth awards. These were the Three Weeks' Annual Leave Inquiries of 1960, 1962, and 1963, reports of which appear in earlier issues of the Year Book and the annual *Labour Reports*.

In its judgment in the 1963 inquiry (*see above*), the Commonwealth Conciliation and Arbitration Commission said that it would implement its intention of granting three weeks' annual leave generally in secondary industry, subject to special cases. A period of twenty-one consecutive days' leave would be allowed to employees who had completed twelve months' continuous service by or after 20 November 1963.

#### **New South Wales**

Employees in New South Wales in private industry, other than those covered by Federal awards, were granted three weeks' annual leave by an amendment to the Annual Holidays Act passed in 1958. In 1964 the State Government granted its employees four weeks' annual leave effective from 1 January 1964. From 29 September 1964 annual holiday pay for employees covered by provisions of the Annual Holidays Act has been calculated on the basis of the employee's current weekly earnings instead of current award rates.

#### **Victoria**

Following the decision of the Commonwealth Conciliation and Arbitration Commission in 1963 (*see above*) individual Wages Boards commenced to alter provisions of their determinations to grant employees an extra week of leave. By September 1963 the majority of Boards had included three weeks' annual leave in their determinations.

#### **Queensland**

In June 1963 the Full Bench of the Industrial Conciliation and Arbitration Commission granted an extra week of annual leave to employees with twelve months' continuous service on or after 30 November 1963. This move implemented a previous decision of the Commission in which it was decided, as a matter of policy, to grant increased leave to persons already enjoying two weeks' leave.

The decision applied to day workers and non-continuous shift workers receiving two weeks' leave; continuous shift workers receiving three weeks' leave; and day workers and shift workers receiving additional leave in lieu of extra payment for working on statutory holidays. The order became effective as from 1 June 1963.

The terms of the decision of the Commonwealth Conciliation and Arbitration Commission, as handed down in 1963 (*see above*) were to apply to awards of the Industrial Conciliation and Arbitration Commission of Queensland with the exception that, in the State awards, *pro rata* payment for leave not taken at the termination of employment was to be expressed as hours per month. The decision did not apply to employees in primary industry—apart from the sugar industry—or those in western areas. Extra leave for these employees was granted as a result of separate applications.

#### **South Australia**

The Full Bench of the South Australian Industrial Court in May 1963 announced an increased standard of annual leave in the State, adopting three weeks as the standard as fixed by the Commonwealth Conciliation and Arbitration Commission (*see above*).

The Court, as a general indication as to its attitude, expressed the view that annual leave should be taken at a time fixed either by agreement or, if this is not possible, at a time fixed by the employer. The leave should be allowed in two parts and one part must be of at least two weeks' duration. These, however, were factors which could vary from award to award, and their determination would depend on the needs of the particular industry.

#### **Western Australia**

Following a general inquiry concerning Annual Leave and Public Holidays the Court of Arbitration in June 1963 adopted three weeks as the new standard for the normal period of annual leave in State awards, with four weeks for seven-day shift workers. The date of operation was the same as that decided by the Commonwealth Conciliation and Arbitration Commission (*see above*). Existing awards and agreements which already provided annual leave in excess of the Court's standard were to be examined separately to ascertain whether special circumstances existed to justify leave greater than the normal standard. The standard number of public holidays was retained at ten a year.

In November 1963 the Court refused an application by employers for the right to split the annual leave into two parts, since it decided to follow the decision of most other State tribunals and allow the additional leave in conformity with conditions similar to those prescribed by the Commonwealth Conciliation and Arbitration Commission. The right to split the leave would be allowed by the Court only in exceptional circumstances, unless all the parties concerned agreed to the inclusion of such a provision.

#### Tasmania

Following an amendment to the Wages Board Act in 1961, Wages Boards were permitted to grant employees up to three weeks' paid recreational leave. Between June 1962 and early 1963 determinations of Wages Boards were amended to provide for three weeks annual leave for employees, to operate from 1 January 1963.

Generally, most Wages Boards adopted provisions to enable leave to be taken in one consecutive period within six months from the end of the preceding year of employment or, if the employer and employee agree, in two separate periods, the lesser of which shall be of not less than seven consecutive days.

### Long service leave

Paid long service leave, i.e. leave granted to workers who remain with the one employer over an extended period of time, has been included in the provisions of Commonwealth and State industrial legislation and industrial awards, and a brief summary is given in the following paragraphs. After fifteen years' continuous employment with the one employer, most employees in Australia are now entitled to at least thirteen weeks' paid long service leave. In all cases the transfer of ownership of a business does not constitute a break in continuity of service with the same employer.

#### Commonwealth

Until May 1964 the Commonwealth Conciliation and Arbitration Commission had not included provision for long service leave in its awards, and had refrained from determining disputes relating to this subject except in the case of the Northern Territory and the Australian Capital Territory (*see* below). Consequently, until then, the provisions of the various State Acts relating to long service leave applied to workers covered by awards of the Commonwealth. The applicability of long service leave provisions under State law to workers under Commonwealth awards had been tested before the High Court and the Privy Council, and such provisions had been held to be valid.

The Commission's position was set out in its decision, issued on 16 September 1959, regarding disputes on the inclusion, in the Graphic Arts (Interim) Award 1957, of provisions for long service leave. It stated that it should refrain until further order from determining the disputes so far as they concerned long service leave and that if in future the Commission decided that long service leave on a national basis was desirable, it was open to proceed to the making of an award on the matter.

Following the hearing of claims for long service leave provisions by employers in the graphic arts and metal trades industries in August 1963, the Full Bench of the Commonwealth Conciliation and Arbitration Commission on 11 May 1964 announced its decision that long service leave entitlement would be calculated on the basis of thirteen weeks for twenty years of unbroken employment, in respect of employment before 11 May 1964 (or, in New South Wales, 1 April 1963), and at the rate of thirteen weeks for fifteen years in respect of service after 11 May 1964 (or, in New South Wales, 1 April 1963). After further periods of ten years, employees would be entitled to an additional *pro rata* period of leave calculated on the same basis. Those employees who completed an unbroken contract of employment of ten years but less than fifteen years, and whose employment was terminated by death or by the employer for any cause other than serious and wilful misconduct, or by the employee on account of illness, incapacity or domestic or other pressing necessity, would be entitled to *pro rata* payment. The rate of payment while on leave would be current award rates which would be subject to basic wage changes and marginal adjustments which occurred during the leave period.

Following applications by employers in the metal trades and printing industries, the Full Bench of the Commission in a judgment delivered on 23 December 1964 extended the provisions of the awards to cover non-unionist employees. The decision rejected the unions' argument that the Commission had no jurisdiction to make long service leave awards binding in respect of non-unionists. The Commission, in a separate decision, varied the provisions of the award so that an employer would not be required to grant an employee long service leave until the entitlement equalled thirteen weeks for the first period of entitlement and eight and two-thirds weeks in respect of any subsequent period of entitlement. These variations would be effective on and from 1 December 1964.

*Australian Territories.* Long service leave codes for employees covered by Northern Territory and Australian Capital Territory awards were originally prescribed on 4 December 1961 by the Commonwealth Conciliation and Arbitration Commission in Presidential Session. The Commission decided

that employees should be granted three months' long service leave after twenty years' service with one employer, even if part of this service was outside the Territory. In addition, the Australian Capital Territory code prescribed that employees presently employed might 'go back for a period of 25 years in regard to the calculation of their present or future entitlement of long service leave'. In December 1964 the Commission amended the majority of awards covering employees in the Northern Territory and the Australian Capital Territory by granting long service leave on the basis of thirteen weeks after fifteen years' service.

*Stevedoring Industry.* The *Stevedoring Industry Act 1962*, which came into force on 19 November 1962, amended the *Stevedoring Industry Act 1956-1961* by extending the eligibility and qualifying periods of the long service leave provisions of the Act. No changes were made to the entitlement for long service leave, which remained at thirteen weeks after twenty years' qualifying service and six and a half weeks for each subsequent ten years' qualifying service. The *Stevedoring Industry Act 1966*, which operated from 29 October 1966, reduced the qualifying period for thirteen weeks leave from twenty years to fifteen years.

#### New South Wales

Long service leave was first introduced for the majority of workers by the Industrial Arbitration Act, 1951, which provided such leave for workers under State awards. This Act was replaced by the Long Service Leave Act, 1955, which extended the benefits to any worker within the State. An amendment to the Act in April 1963 provided for three months' long service leave for fifteen years' continuous service with the same employer and proportionate amounts on the same basis after a minimum of five years' service. The Long Service Leave (Metalliferous Mining Industry) Act, 1963 conferred on certain workers in the metalliferous mining industry the right to three months' long service leave after ten years' service. This Act operated from 1 January 1964.

#### Victoria

The *Factories and Shops (Long Service Leave) Act 1953* first provided for long service leave for workers in Victoria, the provisions of this Act being subsequently incorporated in the Labour and Industry Act. Leave provided for was thirteen weeks for twenty years' continuous service with the same employer. Contributions by employers to retirement schemes were to be taken into consideration in dealing with exemptions from the Act.

An amendment to the Labour and Industry Act in December 1964 granted employees, from 1 January 1965, thirteen weeks' leave after fifteen years' continuous service. Workers who terminated their employment after ten years but less than the qualifying fifteen years would be able to obtain a *pro rata* entitlement subject to the existing special conditions of the Act. Following amendment to the Public Service Act in 1964, public servants became entitled to four and a half months' leave after fifteen years' service instead of six months after twenty years.

#### Queensland

In 1952 the Industrial Conciliation and Arbitration Acts were amended to include long service leave provision for employees within the jurisdiction of the Industrial Court, and the Acts were amended again in 1955 to extend these provisions to any employee in respect of whose employment there was not in force an award or industrial agreement under the Act and to seasonal workers in sugar mills and meat works. Leave provided for was thirteen weeks for twenty years' continuous service with the same employer.

An amendment to The Industrial Conciliation and Arbitration Acts was passed and assented to in December 1964, granting employees long service leave of thirteen weeks after fifteen years' continuous service. The amendment retained *pro rata* leave entitlement after ten years' service and operated on and from 11 May 1964.

#### South Australia

The Long Service Leave Act, 1967 provides for thirteen calendar weeks' leave after fifteen years' service with the same employer and for eight and two-thirds weeks' leave for each subsequent complete period of ten years' service. After seven and before fifteen completed years of service the worker is entitled on termination of employment to proportionate payment in lieu of leave for the period worked, except in certain specified circumstances. Entitlement for qualifying service prior to January 1966 is to be calculated at the rate of thirteen weeks' leave for twenty years' service, and an employer shall not be required to grant leave until the worker's total entitlement is thirteen weeks.

An employer may be exempted by the Industrial Commission from the leave entitlement provisions of the Act provided that the employees are entitled under some other scheme to long service leave benefits no less favourable than those provided by the Act.

### Western Australia

The Long Service Leave Act was passed in 1958, but it did not apply to employees whose conditions of work were regulated under the Western Australian Industrial Arbitration Act. The Court of Arbitration of Western Australia in an order dated 1 April 1958 incorporated in most of the awards and agreements within its jurisdiction provisions similar to those in the Long Service Leave Act. Leave provided for was thirteen weeks for twenty years' continuous service with the same employer. Contributions by employers to retirement schemes can be taken into consideration in dealing with exemptions from the Act.

In September 1964 the Industrial Commission began to amend the long service leave provisions of its awards and industrial agreements to provide for thirteen weeks' leave after fifteen years' service on or from 1 October 1964. *Pro rata* entitlement would accrue after ten years' service. The *Long Service Leave Amendment Act (No. 2) 1964*, introduced in October 1964, was in the same terms as the amendments made by the Commission to the various awards and agreements.

### Tasmania

The Long Service Leave Act, which was passed in 1956, provided for thirteen weeks' leave for twenty years' continuous service with the same employer. Contributions by employers to retirement schemes could be taken into consideration in dealing with exemptions from the Act. An amendment to the Long Service Leave Act, assented to on 17 December 1964, granted thirteen weeks' leave after fifteen years' continuous service. The amendment operated on and from 11 May 1964.

## INDUSTRIAL DISPUTES

Detailed information regarding industrial disputes involving stoppage of work is given in the *Labour Report*. A table showing statistics of industrial disputes for each year from 1913 is contained in the Appendix to *Labour Report* No. 52, 1965 and 1966.

Particulars of all disputes in progress during the year are included in the annual figures, whether the dispute commenced in that year or was in progress at the beginning of the year. Consequently, details of 'the number of disputes' and 'workers involved' in disputes which commenced in any year, and were still in progress during the following year, are included in the figures for both years.

The following table gives, for Australia as a whole, particulars of industrial disputes which were in progress during 1968, classified according to industry groups.

INDUSTRIAL DISPUTES(a): INDUSTRY GROUPS, AUSTRALIA, 1968

Industry group	Number	Workers involved			Working days lost	Estimated loss in wages (\$'000)
		Directly	Indirectly (b)	Total		
Agriculture, grazing, etc.	..	..	..	..	..	..
Coal mining	205	46,226	..	46,226	61,080	701.6
Other mining and quarrying	32	9,214	2,211	11,425	67,678	1,140.5
Engineering, metals, vehicles, etc.	455	263,242	8,506	271,748	423,520	4,558.9
Textiles, clothing and footwear	3	369	99	468	887	8.7
Food, drink and tobacco	128	24,050	5,474	29,524	43,823	436.0
Sawmilling, furniture, etc.	3	180	..	180	215	1.9
Paper, printing, etc.	30	13,979	160	14,139	18,123	216.2
Other manufacturing	149	34,794	1,115	35,909	67,245	779.5
Building and construction	235	80,714	407	81,121	119,538	1,478.9
Railway and tramway services	33	44,564	1,155	45,719	67,719	623.3
Road and air transport	52	4,236	254	4,490	7,641	120.0
Shipping	16	1,207	24	1,231	1,663	17.2
Stevedoring	298	105,632	..	105,632	77,303	797.5
Amusement, hotels, personal service, etc.	26	2,534	89	2,623	4,539	31.0
Other industries(c)	48	69,883	3	69,886	118,490	1,204.2
<b>Total</b>	<b>1,713</b>	<b>700,824</b>	<b>19,497</b>	<b>720,321</b>	<b>1,079,464</b>	<b>12,115.2</b>

(a) Refers only to disputes involving a stoppage of work of ten man-days or more. (b) Persons thrown out of work at the establishments where the stoppages occurred but not themselves parties to the dispute. (c) Includes communication; finance and property; wholesale and retail trade; public authority (n.e.i.); and community and business services.

A graph on plate 26, page 293 shows, for the years 1955 to 1968, the working days lost as a result of industrial disputes in the main industry groups.

The following table gives particulars of the number of industrial disputes in each State and Territory, together with the number of workers involved and the losses in working days and wages caused by disputes which were current during each of the years 1964 to 1968.

# INDUSTRIAL DISPUTES: AUSTRALIA

## 1955 TO 1968

### WORKING DAYS LOST—INDUSTRY GROUPS

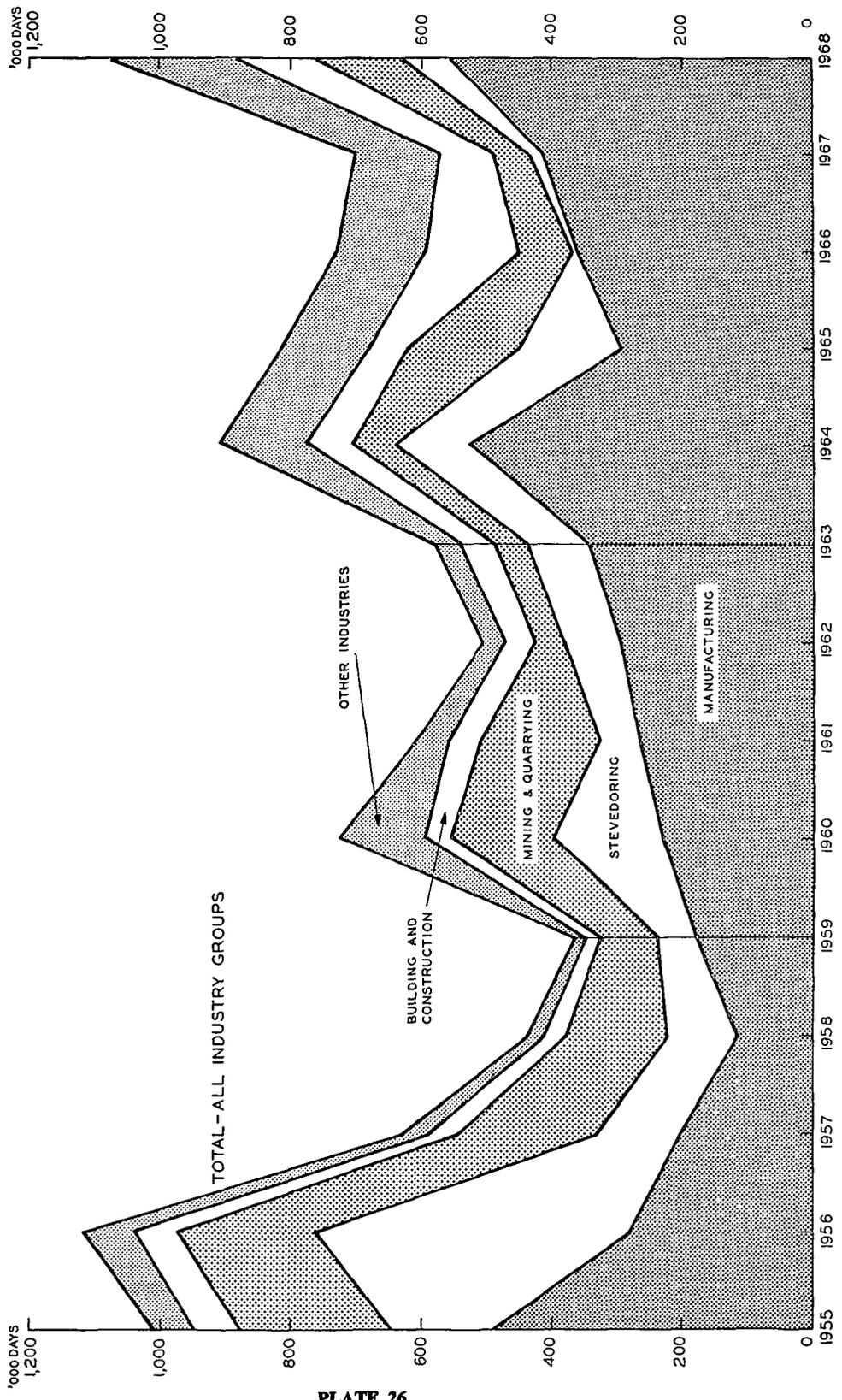


PLATE 26

## INDUSTRIAL DISPUTES(a): STATES AND TERRITORIES, 1964 TO 1968

State or Territory	Year	Number	Workers involved			Working days lost	Estimated loss in wages (\$'000)
			Directly	Indirectly (b)	Total		
New South Wales	1964	828	221,510	7,566	229,076	320,568	2,996.2
	1965	832	244,900	6,156	251,056	367,942	3,479.1
	1966	835	203,701	6,315	210,016	400,111	4,026.0
	1967	836	311,209	9,032	320,241	468,034	4,804.6
	1968	965	345,015	10,464	355,479	583,406	6,653.5
Victoria	1964	206	188,836	1,239	190,075	359,567	3,428.2
	1965	208	118,534	3,264	121,798	214,300	2,061.6
	1966	179	99,625	1,865	101,490	219,605	2,097.2
	1967	212	83,225	1,296	84,521	107,312	1,106.6
	1968	327	169,272	3,531	172,803	243,924	2,731.3
Queensland	1964	198	84,951	7,745	92,696	157,571	1,453.3
	1965	186	48,328	5,241	53,569	189,941	2,221.2
	1966	171	67,109	1,622	68,731	80,692	860.8
	1967	159	45,616	635	46,251	88,186	886.7
	1968	193	116,706	3,474	120,180	158,615	1,701.2
South Australia	1964	55	22,851	189	23,040	62,785	585.2
	1965	48	28,323	143	28,466	26,379	253.3
	1966	42	8,697	63	8,760	20,903	199.7
	1967	55	17,351	96	17,447	18,691	199.0
	1968	83	38,011	1,407	39,418	51,082	514.6
Western Australia	1964	26	6,093	72	6,165	7,148	62.6
	1965	33	12,611	..	12,611	10,020	100.8
	1966	25	2,860	16	2,876	6,239	64.5
	1967	26	5,032	39	5,071	5,994	62.6
	1968	70	18,323	361	18,684	21,762	281.8
Tasmania	1964	8	1,898	..	1,898	1,939	18.0
	1965	17	5,131	..	5,131	3,894	41.4
	1966	14	2,541	..	2,541	3,119	34.8
	1967	29	6,200	7	6,207	7,290	82.3
	1968	28	7,507	260	7,767	13,037	149.0
Northern Territory	1964	6	602	..	602	437	4.3
	1965	17	1,742	6	1,748	2,784	35.0
	1966	4	259	..	259	1,211	17.3
	1967	16	2,679	..	2,679	9,055	113.7
	1968	37	3,710	..	3,710	4,623	50.2
Australian Capital Territory	1964	7	2,076	..	2,076	1,343	13.1
	1965	5	665	..	665	609	6.2
	1966	3	178	..	178	204	2.2
	1967	7	857	..	857	753	7.5
	1968	10	2,280	..	2,280	3,015	33.7
Australia	1964	1,334	528,817	16,811	545,628	911,358	8,560.9
	1965	1,346	460,234	14,810	475,044	815,869	8,198.5
	1966	1,273	384,970	9,881	394,851	732,084	7,302.5
	1967	1,340	472,169	11,105	483,274	705,315	7,263.1
	1968	1,713	700,824	19,497	720,321	1,079,464	12,115.2

(a) Refers only to disputes involving a stoppage of work of ten man-days or more. (b) Persons thrown out of work at the establishments where the stoppage occurred but not themselves parties to the dispute.

## Duration of disputes

The duration of each industrial dispute involving a loss of work, i.e. the time between the cessation and resumption of work, has been calculated in working days, exclusive of Saturdays, Sundays and holidays, except where the establishment involved carries on a continuous process (e.g. metal smelting and cement manufacture).

The following table shows, for the year 1968, industrial disputes in coal mining, stevedoring and other industries classified according to duration.

## INDUSTRIAL DISPUTES(a): DURATION, BY INDUSTRY GROUP, AUSTRALIA, 1968

Duration (working days)	Workers involved(b)			Working days lost		
	Number	Number	Proportion of total (per cent)	Number	Proportion of total (per cent)	Estimated loss in wages (\$'000)
<b>COAL MINING</b>						
1 day and less . . . . .	130	22,581	48.8	18,634	30.5	204.5
2 days and more than 1 day . . . . .	40	18,849	40.8	27,707	45.4	313.5
3 days and more than 2 days . . . . .	20	2,865	6.2	7,424	12.2	82.4
Over 3 days and less than 5 days . . . . .	13	1,554	3.4	5,355	8.8	57.7
5 days and less than 10 days . . . . .	2	377	0.8	1,960	3.2	43.5
10 days and less than 20 days . . . . .	..	..	..	..	..	..
20 days and less than 40 days . . . . .	..	..	..	..	..	..
40 days and over . . . . .	..	..	..	..	..	..
<i>Total</i> . . . . .	<i>205</i>	<i>46,226</i>	<i>100.0</i>	<i>61,080</i>	<i>100.0</i>	<i>701.6</i>
<b>STEVEDORING</b>						
1 day and less . . . . .	266	88,018	83.3	43,231	55.9	449.1
2 days and more than 1 day . . . . .	19	14,213	13.5	24,160	31.3	246.1
3 days and more than 2 days . . . . .	9	2,996	2.8	8,060	10.4	83.7
Over 3 days and less than 5 days . . . . .	3	307	0.3	1,102	1.4	11.0
5 days and less than 10 days . . . . .	1	98	0.1	750	1.0	7.6
10 days and less than 20 days . . . . .	..	..	..	..	..	..
20 days and less than 40 days . . . . .	..	..	..	..	..	..
40 days and over . . . . .	..	..	..	..	..	..
<i>Total</i> . . . . .	<i>298</i>	<i>105,632</i>	<i>100.0</i>	<i>77,303</i>	<i>100.0</i>	<i>797.5</i>
<b>OTHER INDUSTRIES</b>						
1 day and less . . . . .	522	270,764	47.6	182,998	19.4	2,010.2
2 days and more than 1 day . . . . .	257	214,794	37.8	314,893	33.5	3,444.9
3 days and more than 2 days . . . . .	147	25,625	4.5	66,462	7.1	718.5
Over 3 days and less than 5 days . . . . .	131	23,441	4.1	84,557	9.0	901.9
5 days and less than 10 days . . . . .	112	14,764	2.6	89,514	9.5	1,052.8
10 days and less than 20 days . . . . .	33	16,507	2.9	157,276	16.7	1,968.3
20 days and less than 40 days . . . . .	8	2,568	0.5	45,381	4.8	519.6
40 days and over . . . . .	..	..	..	..	..	..
<i>Total</i> . . . . .	<i>1,210</i>	<i>568,463</i>	<i>100.0</i>	<i>941,081</i>	<i>100.0</i>	<i>10,616.2</i>
<b>ALL INDUSTRIES</b>						
1 day and less . . . . .	918	381,363	52.9	244,863	22.7	2,663.8
2 days and more than 1 day . . . . .	316	247,856	34.4	366,760	34.0	4,004.5
3 days and more than 2 days . . . . .	176	31,486	4.4	81,946	7.6	884.6
Over 3 days and less than 5 days . . . . .	147	25,302	3.5	91,014	8.4	970.6
5 days and less than 10 days . . . . .	115	15,239	2.1	92,224	8.5	1,103.9
10 days and less than 20 days . . . . .	33	16,507	2.3	157,276	14.6	1,968.3
20 days and less than 40 days . . . . .	8	2,568	0.4	45,381	4.2	519.6
40 days and over . . . . .	..	..	..	..	..	..
<i>Grand total</i> . . . . .	<i>1,713</i>	<i>720,321</i>	<i>100.0</i>	<i>1,079,464</i>	<i>100.0</i>	<i>12,115.2</i>

(a) Refers only to disputes involving a stoppage of work of ten man-days or more. (b) Includes workers indirectly involved. See footnote (b) to table on page 294.

**Causes of disputes**

Stoppages are analysed in three separate groups, 'Coal mining', 'Stevedoring', and 'Other industries'. Causes have been grouped under four main headings: (1) Wages, hours and leave; (2) Physical working conditions and managerial policy; (3) Trade unionism; (4) Other causes. The first group is restricted to disputes involving general principles relating to wages, hours and leave; minor questions regarding the claims to pay or leave by individual employees are included under managerial policy. The second group comprises disputes regarding physical working conditions and general questions of managerial policy, including disciplinary action, the promotion of employees, the employment of particular individuals, personal disagreements between employees and supervisory staff, and disputes arising from the computation of wages, leave, etc., in individual cases. The third group includes stoppages over employment of non-unionists, inter-union and intra-union disputes, disputes over recognition of union activities, and sympathy stoppages in support of employees in another industry. The last group comprises disputes by way of protest against situations not arising from the usual relationship of employer and employee, e.g. political matters, and cases (occurring mainly in the coal mining industry) where the cause of the stoppage is not officially made known to the management.

The following tables show particulars of industrial disputes classified according to cause, in three industry groups for 1968, and according to cause for the years 1964 to 1968.

**INDUSTRIAL DISPUTES(a): CAUSES, INDUSTRY GROUPS, AUSTRALIA, 1968**

<i>Cause of dispute</i>	<i>Coal mining</i>	<i>Stevedoring</i>	<i>Other industries</i>	<i>All industries</i>
<b>Number of disputes—</b>				
Wages, hours and leave . . . . .	15	34	495	544
Physical working conditions and managerial policy . . . . .	121	236	581	938
Trade unionism . . . . .	17	12	89	118
Other . . . . .	52	16	45	113
<i>Total disputes</i> . . . . .	<i>205</i>	<i>298</i>	<i>1,210</i>	<i>1,713</i>
<b>Workers involved(b)—</b>				
Wages, hours and leave . . . . .	3,544	34,644	422,615	460,803
Physical working conditions and managerial policy . . . . .	28,805	55,199	115,193	199,197
Trade unionism . . . . .	1,967	3,130	13,906	19,003
Other . . . . .	11,910	12,659	16,749	41,318
<i>Total workers involved</i> . . . . .	<i>46,226</i>	<i>105,632</i>	<i>568,463</i>	<i>720,321</i>
<b>Working days lost—</b>				
Wages, hours and leave . . . . .	4,769	32,053	670,141	706,963
Physical working conditions and managerial policy . . . . .	40,663	37,236	236,977	314,876
Trade unionism . . . . .	3,035	3,759	20,048	26,842
Other . . . . .	12,613	4,255	13,915	30,783
<i>Total working days lost</i> . . . . .	<i>61,080</i>	<i>77,303</i>	<i>941,081</i>	<i>1,079,464</i>

(a) Refers only to disputes involving a stoppage of work of ten man-days or more. (b) Includes workers indirectly involved. See footnote (b) to table on page 294.

## INDUSTRIAL DISPUTES(a): CAUSES, AUSTRALIA, 1964 TO 1968

<i>Cause of dispute</i>	1964	1965	1966	1967	1968
<b>Number of disputes—</b>					
Wages, hours and leave . . . . .	320	426	325	336	544
Physical working conditions and managerial policy . . . . .	758	735	714	772	938
Trade unionism . . . . .	136	101	143	129	118
Other . . . . .	120	84	91	103	113
<i>Total disputes</i> . . . . .	1,334	1,346	1,273	1,340	1,713
<b>Workers involved(b)—</b>					
Wages, hours and leave . . . . .	235,846	268,105	205,613	175,911	460,803
Physical working conditions and managerial policy . . . . .	191,354	143,111	125,286	130,105	199,197
Trade unionism . . . . .	31,670	17,722	22,393	17,840	19,003
Other . . . . .	86,758	46,106	41,559	159,418	41,318
<i>Total workers involved</i> . . . . .	545,628	475,044	394,851	483,274	720,321
<b>Working days lost—</b>					
Wages, hours and leave . . . . .	556,948	528,722	392,458	255,855	706,963
Physical working conditions and managerial policy . . . . .	257,062	235,542	269,875	299,589	314,876
Trade unionism . . . . .	33,392	18,873	32,885	26,710	26,842
Other . . . . .	63,956	32,732	36,866	123,161	30,783
<i>Total working days lost</i> . . . . .	911,358	815,869	732,084	705,315	1,079,464

(a) Refers only to disputes involving a stoppage of work of ten man-days or more. (b) Includes workers indirectly involved. See footnote (b) to table on page 294.

## Methods of settlement of disputes

The following table shows particulars of industrial disputes for 1968, classified according to method of settlement, in three industry groups.

## INDUSTRIAL DISPUTES(a): METHODS OF SETTLEMENT, INDUSTRY GROUPS AUSTRALIA, 1968

<i>Method of settlement</i>	<i>Coal mining</i>	<i>Stevedoring</i>	<i>Other industries</i>	<i>All industries</i>
<b>NUMBER OF DISPUTES</b>				
By private negotiation . . . . .	47	16	368	431
By mediation not based on legislation . . . . .	..	..	6	6
<b>State legislation—</b>				
Under State Conciliation, etc. legislation . . . . .	..	2	165	167
By reference to State Government officials . . . . .	1	..	..	1
<b>Commonwealth and Commonwealth-State legislation—</b>				
<b>Industrial Tribunals under—</b>				
Conciliation and Arbitration Act . . . . .	..	..	184	184
Coal Industry Acts . . . . .	12	..	..	12
Stevedoring Industry Act . . . . .	..	14	..	14
Other Acts . . . . .	..	..	..	..
By reference to Commonwealth Government officials . . . . .	..	69	1	70
By filling places of workers on strike or locked out . . . . .	..	..	..	..
By closing down establishment permanently . . . . .	..	..	..	..
By resumption without negotiation . . . . .	145	197	486	828
By other methods . . . . .	..	..	..	..
<b>Total</b> . . . . .	<b>205</b>	<b>298</b>	<b>1,210</b>	<b>1,713</b>

For footnotes see next page.

**INDUSTRIAL DISPUTES(a): METHODS OF SETTLEMENT, INDUSTRY GROUPS  
AUSTRALIA, 1968—continued**

<i>Method of settlement</i>	<i>Coal mining</i>	<i>Steve- doring</i>	<i>Other industries</i>	<i>All industries</i>
<b>WORKERS INVOLVED(b)</b>				
By private negotiation . . . . .	5,600	1,534	80,502	87,636
By mediation not based on legislation . . . . .	..	..	1,182	1,182
State legislation—				
Under State Conciliation, etc. legislation . . . . .	..	106	26,636	26,742
By reference to State Government officials . . . . .	109	..	..	109
Commonwealth and Commonwealth-State legislation—				
Industrial Tribunals under—				
Conciliation and Arbitration Act . . . . .	..	..	29,369	29,369
Coal Industry Acts . . . . .	1,525	..	..	1,525
Stevedoring Industry Act . . . . .	..	1,435	..	1,435
Other Acts . . . . .	..	..	..	..
By reference to Commonwealth Government officials . . . . .	..	5,940	6,086	12,026
By filling places of workers on strike or locked out . . . . .	..	..	..	..
By closing down establishment permanently . . . . .	..	..	..	..
By resumption without negotiation . . . . .	38,992	96,617	424,688	560,297
By other methods . . . . .	..	..	..	..
<b>Total . . . . .</b>	<b>46,226</b>	<b>105,632</b>	<b>568,463</b>	<b>720,321</b>
<b>WORKING DAYS LOST</b>				
By private negotiation . . . . .	8,813	671	181,368	190,852
By mediation not based on legislation . . . . .	..	..	2,865	2,865
State legislation—				
Under State Conciliation, etc. legislation . . . . .	..	197	59,717	59,914
By reference to State Government officials . . . . .	279	..	..	279
Commonwealth and Commonwealth-State legislation—				
Industrial Tribunals under—				
Conciliation and Arbitration Act . . . . .	..	..	127,920	127,920
Coal Industry Acts . . . . .	4,065	..	..	4,065
Stevedoring Industry Act . . . . .	..	2,571	..	2,571
Other Acts . . . . .	..	..	..	..
By reference to Commonwealth Government officials . . . . .	..	5,031	17,320	22,351
By filling places of workers on strike or locked out . . . . .	..	..	..	..
By closing down establishment permanently . . . . .	..	..	..	..
By resumption without negotiation . . . . .	47,923	68,833	551,891	668,647
By other methods . . . . .	..	..	..	..
<b>Total . . . . .</b>	<b>61,080</b>	<b>77,303</b>	<b>941,081</b>	<b>1,079,464</b>

(a) Refers only to disputes involving a stoppage of work of ten man-days or more. See footnote (b) to table on page 294.

(b) Includes workers indirectly involved.

### WORKERS' COMPENSATION LEGISLATION

A conspectus of the principal provisions of Workers' Compensation Acts and Ordinances in force in Australia at 31 December 1966 is included in *Labour Report* No. 52, pages 231-43.

### LABOUR ORGANISATIONS

#### Labour organisations in Australia

The figures shown in this section are prepared from a special collection of membership of labour organisations at 31 December each year. The affairs of single unions are not disclosed in the published results and this has assisted in securing complete information. The Bureau is indebted to the secretaries of trade unions for their co-operation in supplying information. More detailed statistics appear in the annual *Labour Report*.

## Trade unions

The trade unions in Australia are very diverse in character, and range from the small independent association to the large interstate organisation, which, in its turn, may be a branch of an international body. Broadly speaking, there are four distinct classes of labour organisations: (a) the local independent, (b) the State, (c) the interstate, and (d) the Australasian or international; but a number of variations occur from each of these classes. The schemes of organisation of interstate or federated unions vary greatly in character. In some unions the State organisations are bound together under a system of unification with centralised control, while in others the State units are practically independent and self-governing, the federal bond being loose and existing only for one or two specified purposes. Statistics relating to interstate or federated trade unions are shown in a table on page 301.

Returns showing membership by States and Territories at 31 December each year are obtained for all trade unions and employee organisations. The following table shows the position at the end of each of the years 1966 to 1968.

TRADE UNIONS: NUMBER AND MEMBERSHIP, STATES AND TERRITORIES  
1966 TO 1968

State or Territory	Number of separate unions			Number of members ('000)			Percentage increase in membership(a)		
	1966	1967	1968	1966	1967	1968	1966	1967	1968
New South Wales . . . . .	220	213	210	817.3	832.8	861.5	-1.0	1.9	3.4
Victoria . . . . .	154	152	153	539.4	545.5	550.7	0.3	1.1	1.0
Queensland . . . . .	140	138	135	351.6	344.0	334.1	-0.5	-2.2	-2.9
South Australia . . . . .	136	133	133	178.5	182.2	185.6	2.6	2.1	1.9
Western Australia . . . . .	157	155	157	146.6	152.3	160.9	5.3	3.9	5.6
Tasmania . . . . .	110	107	111	65.5	68.1	68.2	3.3	4.0	0.1
Northern Territory(b) . . . . .	38	40	39	4.1	4.5	5.6	(b)	(b)	(b)
Australian Capital Territory(b)	66	65	70	20.7	22.0	24.1	(b)	(b)	(b)
<b>Australia . . . . . (c)</b>	<b>330</b>	<b>(c) 324</b>	<b>(c) 319</b>	<b>2,123.5</b>	<b>2,151.3</b>	<b>2,190.7</b>	<b>0.3</b>	<b>1.3</b>	<b>1.8</b>

(a) On preceding year. (b) In some cases union members in the Territories associated with State organisations are reported under the heading of that State. The annual figures reflect, in part, more accurate reporting, and the comparability of totals for the Territories is affected by this aspect. (c) Without interstate duplication. See below.

Minus sign (-) denotes decrease.

In the preceding table, under the heading 'Number of separate unions', a union reporting members in a State or Territory is counted as one union within that State or Territory. The figures do not add to the Australian total (shown in the last line) because a union represented in more than one State or Territory is included in the figure for each State or Territory in which it is represented, but is counted only once in the Australian total.

A table showing the number and membership of trade unions in Australia for the years 1912 to 1966 is included in Appendix XII to *Labour Report* No. 52.

The following table shows the number of unions and members thereof in Australia at the end of each of the years 1966 to 1968 classified according to industry group. The table does not supply a precise classification of trade union members by industry, because where the members of a union are employed in a number of industries they have been classified to the predominant industry for the union concerned.

## TRADE UNIONS: INDUSTRY GROUPS, AUSTRALIA, 1966 TO 1968

Industry group	1966		1967		1968	
	No. of unions (a)	No. of members '000	No. of unions (a)	No. of members '000	No. of unions (a)	No. of members '000
Agriculture, grazing, etc. . . . .	3	61.3	3	60.4	3	58.5
Mining and quarrying . . . . .	12	35.7	12	34.5	12	34.5
Manufacturing—						
Engineering, metals, vehicles, etc. . . . .	10	331.8	9	343.1	9	352.4
Textiles, clothing and footwear . . . . .	6	107.8	6	109.6	5	107.3
Food, drink and tobacco . . . . .	32	134.5	32	133.4	31	125.9
Sawmilling, furniture, etc. . . . .	6	38.9	6	34.9	6	34.7
Paper, printing, etc. . . . .	5	54.8	5	57.5	5	59.2
Other manufacturing . . . . .	27	94.7	25	85.3	22	87.6
<i>All manufacturing groups</i> . . . . .	86	762.4	83	763.7	78	767.1
Building and construction . . . . .	24	143.5	24	142.6	23	145.5
Railway and tramway services . . . . .	24	129.3	24	126.0	22	124.3
Road and air transport . . . . .	11	72.9	11	75.0	11	77.5
Shipping and stevedoring . . . . .	13	33.9	13	32.9	13	32.0
Banking, insurance and clerical . . . . .	15	142.8	15	146.8	15	147.0
Wholesale and retail trade . . . . .	12	86.5	11	84.7	11	89.7
Public administration(b) . . . . .	71	413.5	70	423.0	71	436.6
Amusement, hotels, personal service, etc. . . . .	22	55.8	21	56.5	21	58.6
Other industries(c) . . . . .	37	186.0	37	205.3	39	219.3
<b>Total</b> . . . . .	<b>330</b>	<b>2,123.5</b>	<b>324</b>	<b>2,151.3</b>	<b>319</b>	<b>2,190.7</b>

(a) Without interstate duplication. See page 299. (b) Includes communication, municipal, etc. (c) Includes community and business services.

*Number of trade union members and proportion of wage and salary earners.* The following table shows the estimated percentages of wage and salary earners in employment who are members of trade unions. As estimates of wage and salary earners in employment do not include employees engaged in rural industry or in private domestic service, the percentages have been calculated on figures obtained by adding to the end of year estimates the number of employees in rural industry and in private domestic service recorded at the nearest available population census. For this reason, and also because the membership of trade unions includes some persons not in employment, the percentages shown in the table must be regarded as approximations.

## TRADE UNIONS: NUMBER OF MEMBERS AND PROPORTION OF TOTAL WAGE AND SALARY EARNERS, AUSTRALIA, 1954 TO 1968

Year	Number of members ('000)			Proportion of total wage and salary earners(a) (Per cent)		
	Males	Females	Persons	Males	Females	Persons
1954 . . . . .	1,448.2	339.3	1,787.5	66	45	61
1961 . . . . .	1,521.9	372.7	1,894.6	63	41	57
1966 . . . . .	1,657.5	466.0	2,123.5	60	40	54
1967 . . . . .	1,663.7	487.6	2,151.3	59	40	54
1968 . . . . .	1,691.1	499.5	2,190.7	59	40	53

(a) See text above.

*Interstate or federated trade unions.* The following table gives particulars of the number and membership of interstate or federated trade unions in 1968.

## INTERSTATE OR FEDERATED TRADE UNIONS(a): AUSTRALIA, 1968

	Unions operating in—					Total
	2 States	3 States	4 States	5 States	6 States	
Number of unions . . . . .	11	5	18	26	81	141
„ „ members ('000) . . . . .	21.9	21.8	152.5	326.1	1,474.4	1,996.7

(a) Certain unions in this group have, in addition to branches in the States, branches in the Northern Territory or the Australian Capital Territory or both.

**Organisations registered under the (Commonwealth) Conciliation and Arbitration Act**

Under Part VIII. of the *Conciliation and Arbitration Act* 1904–1968 any association of employers in an industry who have, or any employer who has, employed, on an average taken per month, not less than 100 employees during the six months preceding application for registration, and any association of not less than 100 employees in any industry, may be registered. However, the Public Service Arbitration Act provides that an association of less than 100 employees may be registered as an organisation under the Conciliation and Arbitration Act if its members comprise at least three-fifths of all persons engaged in that industry in the Public Service. Such organisations are included in the following figures. Registered unions include both interstate associations and associations operating within one State only. Registration under Commonwealth legislation began in 1906. At the end of 1968 the number of employers' organisations registered under the provisions of the Act was 74. The number of unions registered at the end of 1968 was 147, with membership of 1,836,000, representing 84 per cent of the total membership of all trade unions in Australia. Lists of organisations of employees and of employers registered under this Act are contained in the *Industrial Information Bulletin*, Vol. 24, No. 1, January 1969 published by the Department of Labour and National Service.

**Central labour organisations**

*Trades and Labour Councils.* Delegate organisations, usually known as Trades Hall Councils or Labour Councils and consisting of representatives of a number of trade unions, have been established in the capital cities and in a number of other centres in each State. In the centres where these councils exist most unions or local branches operating in the district are affiliated. The district councils obtain their finance by means of a *per capita* tax on members of affiliated unions. In States other than Western Australia the district councils are generally independent bodies, although provision usually exists in the rules of the central council in the capital city for the organisation of district councils, or for their representation on the central council. In Western Australia there was until 1962 a unified system or organisation with a central council and district councils within the framework of the Australian Labor Party. In 1962 this organisation was abolished and a separate Trades and Labour Council, with provincial councils, was to be established outside the political organisation. At the end of 1963 only the central council (the Trades and Labour Council of Western Australia) was operating, but a number of provincial councils were established from 1946.

The following table shows, for each State and Territory, the number of trades and labour councils and the number of affiliated unions or branches of unions at the end of 1968. The figures for the number of unions do not necessarily represent separate unions, since the branches of a large union may be affiliated with the local trades councils in the several towns in which they are represented.

**CENTRAL LABOUR ORGANISATIONS: NUMBER, AND UNIONS AND BRANCH UNIONS AFFILIATED, STATES AND TERRITORIES, 1968**

	N.S.W.	Vic.	Qld	S.A.	W.A. (a)	Tas.	N.T.	A.C.T.	Total
Number of councils . . . . .	11	9	13	5	4	5	..	1	28
Number of unions and branch unions affiliated	336	277	185	153	151	134	..	28	1,264

(a) See explanation in text above.

As well as trades and labour councils there are councils organised on trade lines and composed of delegates from separate unions whose members' interests are closely connected by reason of their occupations. Delegate councils of bakers, bread carters and mill employees, or of unions connected directly or indirectly with the metal trades, or with the building trades, are examples of such organisations.

*Australian Council of Trade Unions.* A central labour organisation, now called the Australian Council of Trade Unions, came into being during 1927. The Council was created to function on behalf of the trade unions of Australia, and was founded at an All-Australian Trade Union Congress held in Melbourne in May 1927. The A.C.T.U. consists of affiliated unions and affiliated Metropolitan and or State Labour Councils and Provincial Councils. The Metropolitan or State Labour Council in each State is the State Branch of the A.C.T.U. and has the right to appoint one representative to act on the executive of the Council. In addition to the representatives of the State Branches of the A.C.T.U., six delegates are elected by and from Congress, one from each of the following industry groups: Building, Food and distributive services, Manufacturing, Metal, Services, and Transport. To this executive are added the four officers, namely, President, two Vice-Presidents, and Secretary, who are elected by and from the Australian Congress of Trade Unions.

The ordinary meetings of Congress are held in alternate years. The 1967 Biennial Congress was held in August 1967, and was attended by 656 delegates from affiliated organisations, State branches of the A.C.T.U., and provincial councils. Special meetings of Congress are held whenever deemed advisable by decision of the executive, as approved by the majority of its branches, or by resolution of unions representing one-third of the total membership of the A.C.T.U.

The objectives of the A.C.T.U. are the socialisation of industry, i.e. production, distribution and exchange, and the utilisation of the resources of Australia for the benefit of the people—ensuring full employment, with rising standards of living, real security, and full cultural opportunities for all. The methods to be adopted are: the closer organisation of the workers by the transformation of the Australian trade union movement from the craft to an industrial basis, by grouping of unions in their respective industries and by the establishment of one union in each industry; the consolidation of the Australian labour movement with the object of unified control, administration, and action; the centralised control of industrial disputes, educational propaganda among unions; and political action to secure satisfactory working-class legislation.

The A.C.T.U. was the first interstate body in Australia with authority to deal with industrial matters of an interstate character affecting the trade union movement generally. It is also the body responsible for submitting to the Commonwealth Government the names of persons suitable for selection as the Australian workers' delegate to the annual International Labour Conference.

### International Labour Organisation

The International Labour Organisation (I.L.O.) was established on 11 April 1919 as an autonomous institution associated with the League of Nations. Its original constitution was adopted as Part XIII of the Treaty of Versailles and formed part of other treaties of peace. During the years between its establishment and the outbreak of the 1939-45 War the I.L.O., with headquarters at Geneva, played a leading role in promoting the improvement of labour conditions throughout the world.

In 1940, in order to ensure that the I.L.O. should be able to continue to function freely, a working centre was established at Montreal, Canada. In 1946 the Organisation became the first of the specialised agencies of the United Nations. Under the terms of agreement the United Nations recognises the I.L.O. as a specialised agency having responsibility in the field defined by its constitution, which embraces labour conditions, industrial relations, employment organisations, social security and other aspects of social policy. The Organisation has three basic parts. These are the International Labour Conference, its highest authority, which as a rule meets annually; the Governing Body, its executive council, which usually meets three times each year; and the International Labour Office, which provides the secretariat of the Organisation. The Conference is composed of delegations from the Member States of the Organisation. At the end of 1968 there were 118 Member States, each of which is entitled to be represented by four delegates—two government, one representing employers and one representing workers together with their advisers. Each delegate speaks and votes independently, so that all points of view in each country are fully expressed. The Governing Body consists of the representatives of twenty-four governments and twelve employers' and twelve workers' representatives. Of the twenty-four government representatives, ten are from the ten countries of major industrial importance and fourteen are elected by the remaining governments. These latter fourteen government representatives and the twelve employers' and twelve workers' titular delegates and the deputy members of the three groups are elected by their groups at the Conference every three years. Particulars are given in *Labour Report* No. 52 of the proceedings of International Labour Conferences up to the 50th Session, held in Geneva in June 1966. For details of I.L.O. conventions ratified by Australia, see *Labour Report* No. 52, pages 254-5.