

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* (1.4), the *Digest of Current Economic Statistics* (1.5) (monthly), and the *Quarterly Summary of Australian Statistics* (1.3), also the mimeographed statements *Wage Rates and Earnings* (6.16), *Consumer Price Index* (9.1), *Consumer Price Index Monthly Food Group Index Numbers* (9.11), *Wholesale Price Index of Materials used in Building other than House Building* (9.6), *Wholesale Price Index of Materials used in House Building* (9.9), *Wholesale Price Indexes—Price Index of Electrical Installation Materials* (9.5), *Wholesale Price Indexes—Price Indexes of Metallic Materials* (9.10), and *Export Price Index* (9.2). For further information on these subjects, except the Export Price Index, see the *Labour Report* (6.7) 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 228–30.

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 1972 is shown on page 234 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 is given in *Labour Report* No. 56, 1971.

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 expenditure 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.

Index numbers for sub-groups and special groupings have been compiled and published for the six State capital cities combined for each quarter from December quarter 1963. From December quarter 1968 onwards, information of contributions by index sub-groups to the total index in terms of All Groups Index Points has also been published. These details are shown in the tables on pages 31 to 33 of *Labour Report* No. 56, 1971.

Users of these figures should bear in mind that the Consumer Price Index is designed to measure the proportionate change in retail prices as combined in the five major groups and more particularly the total of the groups. For sub-groups or particular items, the index does not necessarily provide comprehensive and valid measures of price changes in those particular fields. Nor does it necessarily measure the relative influences of those classes of items in aggregate variations in prices. The Consumer Price Index is essentially a combination of selected items under various headings and not a dissection of total household expenditure into its component parts. Details of index numbers for sub-groups and special groupings are published to assist interpretation of movements shown by the Consumer Price Index and also to provide additional data of changes in retail prices.

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. 56, 1971.)

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 combined and separately and for Canberra. Index numbers for sub-groups and special groupings of the Consumer Price Index for the six State capital cities combined have been compiled and published for each quarter from December quarter 1963 and for each year from 1966-67. The reference base for these indexes is: Year 1966-67 = 100.0.

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 tables on the following pages show Consumer Price Index Numbers (Total All Groups) for the six State capital cities combined and separately and for Canberra for periods from the year 1955-56 (see page 231), Consumer Price Index Group Index Numbers for the six State capital cities combined for periods from the year 1955-56 (see page 232), and Consumer Price Index Group Index Numbers for each State capital city and for Canberra for recent years and quarters (see page 233).

CONSUMER PRICE INDEX: ALL GROUPS INDEX NUMBERS
SIX STATE CAPITAL CITIES AND CANBERRA, YEARS 1955-56 TO 1971-72
AND QUARTERS MARCH 1968 TO DECEMBER 1972

(Base of each index: Year 1966-67 = 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—combined and separately								
	Six State capital cities(b)	Sydney	Mel-bourne	Brisbane	Adelaide	Perth	Hobart	Canberra	
Year—									
1955-56	77.0	77.5	76.8	73.8	78.1	78.3	78.1	80.2	
1956-57	81.5	82.8	81.0	77.8	81.2	81.8	82.8	84.3	
1957-58	82.3	84.0	81.3	79.4	81.8	82.4	82.9	84.8	
1958-59	83.6	84.6	82.9	82.1	83.6	83.2	84.1	85.8	
1959-60	85.7	86.5	85.3	84.2	86.2	84.8	85.6	87.6	
1960-61	89.2	89.6	89.5	87.1	89.8	87.9	90.3	90.3	
1961-62	89.6	89.9	89.8	88.4	89.5	88.2	90.7	91.6	
1962-63	89.8	90.4	89.7	88.7	89.1	88.7	90.7	91.8	
1963-64	90.6	91.4	90.4	89.6	90.2	89.8	91.7	92.5	
1964-65	94.0	94.5	94.0	93.0	93.9	92.6	94.6	95.3	
1965-66	97.4	97.7	97.5	97.5	97.0	96.1	98.0	98.1	
1966-67	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1967-68	103.3	103.2	103.7	103.3	102.9	102.9	104.6	102.6	
1968-69	106.0	106.2	106.2	105.5	105.3	105.5	106.1	104.4	
1969-70	109.4	110.6	108.7	108.4	108.2	109.4	108.5	107.4	
1970-71	114.6	116.8	113.1	114.2	112.5	114.1	112.6	113.0	
1971-72	122.4	126.3	119.7	121.6	119.2	120.7	119.9	119.4	
Quarter—									
1968—March	103.4	103.2	103.8	103.7	102.6	103.1	104.6	102.6	
June	104.2	104.0	104.8	103.7	104.2	104.0	104.6	103.2	
September	104.6	104.4	105.1	104.7	104.2	104.3	105.0	103.5	
December	105.7	105.9	106.0	105.3	105.2	104.9	105.8	103.9	
1969—March	106.4	106.7	106.6	105.8	105.5	105.6	106.5	104.8	
June	107.2	107.6	107.2	106.3	106.4	107.0	107.0	105.2	
September	107.8	108.4	107.6	107.2	106.9	107.7	107.4	106.0	
December	108.7	109.6	108.3	107.9	107.3	108.7	108.1	106.7	
1970—March	109.8	111.3	108.9	108.9	108.4	109.9	108.9	108.0	
June	111.2	112.9	110.1	109.7	110.0	111.4	109.6	109.0	
September	111.9	113.9	110.7	111.1	109.9	111.6	110.2	109.7	
December	114.0	116.2	112.6	113.3	111.8	113.5	112.4	113.2	
1971—March	115.2	117.4	113.7	115.1	112.9	114.8	113.2	113.6	
June	117.2	119.8	115.2	117.2	115.4	116.4	114.6	115.6	
September	119.4	123.3	116.5	119.0	116.5	117.2	116.5	117.2	
December	122.2	126.0	119.7	121.3	119.1	120.5	120.3	119.4	
1972—March	123.4	127.3	120.7	122.6	120.2	121.8	120.9	119.9	
June	124.5	128.5	121.9	123.6	121.1	123.1	122.0	120.9	
September	126.2	130.3	123.6	124.6	123.0	124.8	123.4	122.6	
December	127.7	132.0	125.0	126.6	124.3	125.3	125.1	124.5	

(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.

CONSUMER PRICE INDEX: GROUP INDEX NUMBERS
WEIGHTED AVERAGE OF SIX STATE CAPITAL CITIES, YEARS 1955-56 TO 1971-72
AND QUARTERS MARCH 1968 TO DECEMBER 1972

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

Period	Food	Clothing and drapery	Housing	Household supplies and equipment	Miscel- laneous	All groups
Year—						
1955-56	77.8	85.4	64.2	88.3	71.1	77.0
1956-57	81.5	86.9	68.1	92.0	79.3	81.5
1957-58	80.1	89.5	71.0	93.4	80.4	82.3
1958-59	81.6	90.5	72.9	94.4	81.4	83.6
1959-60	84.7	91.5	75.4	95.4	83.2	85.7
1960-61	90.2	93.4	80.8	96.6	85.5	89.2
1961-62	88.6	94.4	84.0	97.9	86.1	89.6
1962-63	87.8	94.7	86.5	97.7	86.6	89.8
1963-64	89.0	95.3	89.1	96.4	87.3	90.6
1964-65	93.9	96.8	92.0	97.2	91.4	94.0
1965-66	98.4	97.9	95.9	98.9	95.8	97.4
1966-67	100.0	100.0	100.0	100.0	100.0	100.0
1967-68	104.7	102.2	104.5	101.2	102.8	103.3
1968-69	105.8	104.3	109.1	102.9	107.5	106.0
1969-70	108.1	107.5	115.5	104.1	111.6	109.4
1970-71	112.4	111.9	123.5	107.4	117.8	114.6
1971-72	116.8	118.5	133.0	111.7	131.0	122.4
Quarter—						
1968—March	104.6	102.3	104.7	101.1	103.1	103.4
June	105.6	102.8	106.0	101.9	103.6	104.2
September	105.3	103.3	106.7	102.1	105.1	104.6
December	105.5	104.1	108.7	102.7	107.3	105.7
1969—March	105.7	104.4	109.7	103.0	108.5	106.4
June	106.6	105.2	111.2	103.7	108.9	107.2
September	106.6	106.0	112.8	103.7	110.0	107.8
December	107.1	107.2	114.7	103.9	110.9	108.7
1970—March	108.7	107.9	116.2	104.0	112.0	109.8
June	110.1	108.9	118.3	104.7	113.5	111.2
September	110.9	109.2	120.2	105.4	113.7	111.9
December	112.0	110.9	122.7	106.6	117.5	114.0
1971—March	112.3	112.2	124.4	107.8	119.4	115.2
June	114.3	115.1	126.8	109.8	120.7	117.2
September	115.6	115.7	128.8	110.0	125.7	119.4
December	116.7	118.0	132.4	111.3	131.2	122.2
1972—March	117.5	118.8	134.1	112.5	132.8	123.1
June	117.5	121.3	136.6	113.0	134.1	124.5
September	120.1	122.2	138.5	113.7	135.6	126.2
December	121.6	124.3	141.3	114.5	136.5	127.7

(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.

CONSUMER PRICE INDEX: GROUP INDEX NUMBERS
SIX STATE CAPITAL CITIES AND CANBERRA, YEARS 1948-49 TO 1971-72
AND QUARTERS MARCH TO DECEMBER 1972

(Base of each index: Year 1966-67 = 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					1972				
	1948-49	1967-68	1968-69	1969-70	1970-71	1971-72	March quarter	June quarter	Sept. quarter	Dec. quarter
FOOD GROUP										
Six State Capitals(b)	38.2	104.7	105.8	108.1	112.4	116.8	117.5	117.5	120.1	121.6
Sydney . . .	37.9	103.9	104.9	107.8	112.8	117.5	118.0	117.7	120.8	122.5
Melbourne . .	38.9	106.3	107.3	109.1	112.7	116.8	117.5	117.7	119.8	121.1
Brisbane . . .	36.8	103.7	104.7	107.7	113.5	119.0	119.7	119.7	120.6	123.8
Adelaide . . .	38.6	104.7	106.4	107.1	109.5	113.6	114.5	114.1	117.5	118.7
Perth	38.4	102.9	104.5	108.1	112.5	116.4	117.0	118.5	121.2	120.6
Hobart	39.1	106.8	105.3	106.4	109.6	112.9	113.5	113.9	115.9	117.9
Canberra . . .	37.6	104.3	105.1	107.0	110.7	114.9	115.0	115.2	118.1	119.9
CLOTHING AND DRAPERY GROUP										
Six State Capitals(b)	48.9	102.2	104.3	107.5	111.9	118.5	118.8	121.3	122.2	124.3
Sydney	49.0	102.2	104.2	107.5	112.0	118.7	119.1	121.5	122.4	124.4
Melbourne . .	48.6	102.1	104.2	107.4	111.5	117.9	118.3	120.9	121.9	123.7
Brisbane . . .	47.8	102.4	104.3	107.3	111.7	118.0	118.5	120.6	121.6	124.0
Adelaide . . .	49.4	102.2	104.5	108.1	112.6	119.5	119.8	122.5	123.3	125.6
Perth	50.6	102.1	104.5	107.8	112.3	118.9	119.2	121.6	122.4	124.6
Hobart	48.2	102.4	104.5	107.9	111.9	118.5	118.7	121.1	121.8	124.6
Canberra . . .	49.5	102.3	104.2	107.5	111.7	118.2	118.7	121.2	122.0	124.1
HOUSING GROUP										
Six State Capitals(b)	40.5	104.5	109.1	115.5	123.5	133.0	134.1	136.6	138.5	141.3
Sydney	41.1	105.0	110.5	119.9	131.6	143.2	144.6	147.8	150.0	153.4
Melbourne . .	41.3	103.8	107.9	112.2	117.8	124.9	125.6	127.9	129.5	132.0
Brisbane . . .	41.3	105.8	109.6	113.4	118.3	128.8	129.6	131.7	133.6	135.6
Adelaide . . .	38.4	102.1	104.7	109.3	115.9	124.4	125.8	127.8	129.7	132.5
Perth	36.1	105.8	112.7	120.1	125.7	133.7	135.4	136.7	137.4	139.4
Hobart	36.8	103.6	108.4	112.6	117.4	124.2	125.3	126.8	128.3	131.6
Canberra . . .	41.8	100.4	101.9	104.6	116.3	121.9	122.7	124.0	124.7	128.5
HOUSEHOLD SUPPLIES AND EQUIPMENT GROUP										
Six State Capitals(b)	58.3	101.2	102.9	104.1	107.4	111.7	112.5	113.0	113.7	114.5
Sydney	59.7	101.2	103.0	104.8	109.3	114.6	115.5	116.1	116.6	117.5
Melbourne . .	55.0	101.4	102.9	103.5	105.8	108.9	109.3	110.0	110.6	111.2
Brisbane . . .	58.9	101.2	104.3	105.5	108.5	112.7	113.2	114.1	114.8	116.4
Adelaide . . .	64.9	100.3	101.1	102.0	105.4	109.2	109.6	110.0	110.9	111.6
Perth	60.4	100.7	102.1	103.7	107.7	112.7	114.9	114.7	115.5	116.2
Hobart	53.4	102.9	104.5	106.1	109.2	116.4	117.7	118.1	118.9	119.6
Canberra . . .	61.4	100.4	100.6	101.9	104.7	107.5	107.7	108.3	109.5	110.6
MISCELLANEOUS GROUP										
Six State Capitals(b)	44.7	102.8	107.5	111.6	117.8	131.0	132.8	134.1	135.6	136.5
Sydney	46.5	103.0	108.5	113.7	120.3	137.4	139.3	140.7	141.8	142.8
Melbourne . .	42.2	102.5	107.3	110.2	115.8	127.1	129.2	130.3	132.5	133.6
Brisbane . . .	44.4	103.2	106.0	109.2	117.3	127.7	129.4	130.6	131.3	131.9
Adelaide . . .	47.1	102.6	107.0	112.0	118.1	128.3	129.7	131.2	132.4	132.8
Perth	45.4	103.2	105.6	109.8	114.8	124.5	126.3	127.1	129.0	129.4
Hobart	43.5	104.5	108.0	111.0	116.6	129.3	130.8	132.1	133.5	134.0
Canberra . . .	50.2	103.0	107.0	112.4	119.3	130.4	131.6	132.7	134.0	135.4

(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 1972

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 1972

(Base: Year 1911 = 100)

Year	Index number	Year	Index number	Year	Index number
1901	88	1925	165	1949	240
1902	93	1926	168	1950	262
1903	91	1927	166	1951	313
1904	86	1928	167	1952	367
1905	90	1929	171	1953	383
1906	90	1930	162	1954	386
1907	90	1931	145	1955	394
1908	95	1932	138	1956	419
1909	95	1933	133	1957	429
1910	97	1934	136	1958	435
1911	100	1935	138	1959	443
1912	110	1936	141	1960	459
1913	110	1937	145	1961	471
1914(a)	114	1938	149	1962	469
1915(a)	130	1939	153	1963	472
1916(a)	132	1940	159	1964	483
1917(a)	141	1941	167	1965	502
1918(a)	150	1942	181	1966	517
1919(a)	170	1943	188	1967	534
1920(a)	193	1944	187	1968	548
1921(a)	168	1945	187	1969	564
1922(a)	162	1946	190	1970	586
1923	166	1947	198	1971	621
1924	164	1948	218	1972	658

(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, 1965 TO 1972**

*(Source: Monthly Bulletin of Statistics of the Statistical Office of the United Nations)
(Base of each index: year 1963 = 100)*

Period	Australia	Belgium	Brazil (Sao Paulo)	Canada	France	Federal Republic of Germany	India	Indonesia (Djarkarta)	Italy	Japan	Netherlands
	(a)	(b)	(c)				(d)				(e)
1965	106	108	302	104	106	106	124	830	111	111	111
1966	110	-113-	443	108	109	110	137	9,502	-113-	116	117
1967	113	116	574	112	112	111	156	25,612	118	121	-121-
1968	-116-	119	714	117	117	113	160	57,712	119	128	126
1969	120	124	879	122	124	116	175	61,250	122	134	135
1970	124	129	1,047	126	-131-	121	184	68,807	128	-144-	141
1971	132	134	1,268	130	138	127	190	71,797	-134-	153	-152-
1972	139	142	111	136	147	134	202	76,463	142	160	164
Quarter— 1972—											
March	137	139	104	133	143	131	194	74,457	139	157	159
June	138	140	107	134	145	133	197	74,055	140	160	163
Sept.	140	143	112	137	147	135	207	76,460	143	161	164
Dec.	142	145	117	138	150	137	210	84,221	145	163	167

Period	New Zealand	Norway	Pakistan (Karachi)	Philippines (Manila)	Singapore(g)	Republic of South Africa(h)	Sweden	Switzerland	United Kingdom	United States of America	West Malaysia(g)
			(f)								
1965	-107-	110	110	109	102	106	109	107	108	103	100
1966	110	114	118	114	104	110	116	-112-	113	106	101
1967	117	119	126	122	107	114	121	116	115	109	105
1968	122	123	126	122	108	116	123	119	121	114	105
1969	128	127	130	126	108	119	126	122	127	120	104
1970	136	140	137	133	108	-125-	135	126	135	127	106
1971	150	149	144	156	110	133	145	135	148	132	107
1972	161	160	156	187	113	142	154	144	159	137	
Quarter— 1972—											
March	158	155	148	176	112	138	151	141	154	135	110
June	160	158	153	182	111	140	153	142	157	136	110
Sept.	161	162	160	197	113	143	155	144	160	137	110
Dec.	163	164	164	191	115	146	157	148	164	138	

(a) Consumer Price Index converted to base: 1963 = 100. (b) Rent is not included. (c) Beginning March 1972, new index, base: December 1971 = 100. (d) Beginning March quarter 1969, new index, base: 1960 = 100. (e) Excluding compulsory social insurance and wage tax. (f) Industrial workers. (g) All races. (h) White population.

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 may be 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.

New series of wholesale price index numbers relating to materials used and articles produced by defined areas of the economy are being developed. Three such indexes have already been published. They are the Price Index of Materials used in Building other than House Building (issued April 1969), the Price Index of Materials used in House Building (issued November 1970) and the Price Index of Metallic Materials Used in the Manufacture of Fabricated Metal Products (issued December 1972). Work continues on the preparation of further measures.

Two special purpose measures, the Price Index of Electrical Installation Materials and Price Indexes of Copper Materials Used in the Manufacture of Electrical Equipment, are also published by the Bureau.

Melbourne Wholesale Price Index

An index of Melbourne wholesale prices was first compiled in 1912. It related chiefly to basic material 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 (Basic Materials and Foodstuffs) Index

General publication of this index was discontinued with the issue of index numbers for the month of December 1970. Index numbers up to that period may be found in the mimeographed bulletin *Wholesale Price (Basic Materials and Foodstuffs) Index (9.4)* or in the printed publications *Monthly Review of Business Statistics* and *Quarterly Summary of Australian Statistics*.

The index related to commodities priced in their primary or basic form wherever possible and as nearly as might have been at the point where they first made effective impact on the local price structure. With a few exceptions, prices were from Melbourne sources. The weights were based on estimates of the average annual consumption of the commodities in Australia during the period 1928–29 to 1934–35 inclusive.

A list of the commodities and other information concerning the Wholesale Price (Basic Materials and Foodstuffs) Index is given in *Labour Report No. 53, 1967*, pages 38–41.

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).

A description of this index is given in Year Book No. 58, 1972, pages 239–40. Index numbers are published monthly in *Wholesale Price Indexes—Price Index of Electrical Installation Materials (9.5)*.

Wholesale Price Index of Materials used in Building other than House Building

General

This index was introduced in April 1969 and relates to the construction of buildings other than houses. Further information concerning the method of compiling the index, as well as more detailed group index numbers for each capital city, will be found in the publication *Price Index of Materials used in Building other than House Building (9.6)* of 23 April 1969 and subsequent issues, as well as in the *Labour Report No. 56, 1971*.

Scope and composition

The index measures changes in prices of selected materials used in the construction of buildings other than houses and 'low-rise' flats (in general, those up to three storeys). Its composition is in accordance with the materials usage in actual building projects which were selected as representative for the purpose.

The index includes 72 items, combined in eleven groups, in addition to an 'All groups' index. Some items carry the weights of similar items not directly priced. Items are described in terms of fixed specifications with the aim of recording price changes for representative materials of constant quality.

Although the selected materials (or many of them) are also used in house (and low-rise flat) building, in building repair, maintenance and alteration work, and in 'engineering construction' work (e.g. projects such as roads, dams, bridges and the like), the weighting pattern of the index, being designed for the specific purpose mentioned in the first paragraph of this section, is not applicable to these other activities of the Construction industry. In addition, since the weights are based on an average materials usage over a range of building 'use-types' (e.g. office building, factory, etc.), the index is not necessarily applicable to any specific building or any particular type of building.

Base period and method of calculation

The reference base of the index is the year 1966–67 = 100.0. The weighting base corresponds broadly with the reference base, but does not exactly coincide because of the nature of the data from which the weights were derived.

The index is a fixed-weights index and is calculated by the method known as 'the weighted arithmetic mean of price relatives'.

Derivation of items and weights

The items and weights used in the index were derived from reported values of each material used in selected representative buildings constructed in or about 1966–67. The selection took account of building use-type and construction characteristics (e.g. type of frame, wall, floor, etc.) within use-types. Information of the former was obtained from building statistics, and of the latter from an *ad hoc* survey of approximately 800 buildings.

WHOLESALE PRICE INDEX OF MATERIALS USED IN BUILDING
OTHER THAN HOUSE BUILDING

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The weights

The weighting pattern used in the index given in Year Book No. 55, 1969, pages 1259-60, as well as in the publications referred to in the paragraph under General above. This single weighting pattern, relating to the whole of Australia, is applied (with minor exceptions) to local price measures in calculating indexes for each State capital city.

The index for the six State capital cities combined is a weighted average of individual city indexes. The relative weighting of the capitals is in proportion to the estimated value on completion of building other than house building in the separate States during the three years ended June 1967.

Prices

Prices are collected as at the mid-point of the month to which the index refers, or as near thereto as practicable. They relate to specified standards of each commodity and are obtained in all State capital cities from representative suppliers of materials used in building. In general the point of pricing is 'delivered on site' but in some cases it has been necessary to use the nearest realistic price available, e.g. that for 'supplied and fixed'. Local prices are used in the indexes for each capital city with the main exception that, for the whole of the group Electrical installation materials and the majority of the items in the group Mechanical services components, Sydney and Melbourne price series are used.

Index numbers

The index has been compiled for each month from July 1966, and for the financial years from 1966-67. Index numbers for the individual groups and all groups for the weighted average of the six State capital cities, and for all groups combined for each State capital city, are given in the following tables. Figures are published to one decimal place to avoid distortions that would occur in rounding off the index numbers to the nearest whole number.

The separate city indexes measure price movements in each State capital city individually. They enable comparisons to be drawn between capitals as to differences in degree of price movement from period to period, but not as to differences in price level.

In interpreting movements in the index, particularly those from month to month, it should be noted that changes frequently occur in an uneven fashion both over time and also for separate capital cities, as between the same points of time. Changes in index numbers for individual months should not be interpreted in isolation and without reference to changes over longer periods.

WHOLESALE PRICE INDEX OF MATERIALS USED IN BUILDING OTHER THAN
HOUSE BUILDING
GROUP INDEX NUMBERS—WEIGHTED AVERAGE OF SIX STATE CAPITAL CITIES
YEARS 1967-68 TO 1971-72 AND MONTHS JULY TO DECEMBER 1972

(Base of each Index: Year 1966-67 = 100.0)(a)

Period	Concrete mix, cement, sand, etc.	Cement products	Bricks, stone, etc.	Timber, board and joinery	Steel and iron products	Aluminium products
1967-68 . . .	101.5	102.2	103.7	103.0	102.3	101.4
1968-69 . . .	103.5	106.8	108.2	107.2	106.1	103.9
1969-70 . . .	106.9	111.7	112.6	111.2	110.1	107.4
1970-71 . . .	113.0	118.0	118.6	117.0	115.8	113.0
1971-72 . . .	120.6	126.1	124.2	123.4	125.4	119.3
1972-73—						
July . . .	120.7	131.9	126.3	127.1	127.9	121.4
August . . .	120.2	132.3	127.0	127.5	128.0	122.3
September . . .	120.8	132.4	127.8	127.8	128.1	122.9
October . . .	119.9	133.9	128.1	128.9	128.5	123.6
November . . .	118.8	134.0	128.4	130.0	128.9	123.9
December . . .	125.4	134.1	129.3	130.9	129.0	124.1

**WHOLESALE PRICE INDEX OF MATERIALS USED IN BUILDING OTHER THAN
HOUSE BUILDING**
GROUP INDEX NUMBERS—WEIGHTED AVERAGE OF SIX STATE CAPITAL CITIES
YEARS 1967-68 TO 1971-72 AND MONTHS JULY TO DECEMBER 1972—*continued*

<i>Period</i>	<i>Other metal products</i>	<i>Plumbing fixtures</i>	<i>Miscellaneous materials</i>	<i>Electrical installation materials</i>	<i>Mechanical services components</i>	<i>All groups</i>
1967-68 . . .	105.9	102.8	102.3	100.9	101.4	102.2
1968-69 . . .	106.8	103.3	103.2	102.1	107.7	105.6
1969-70 . . .	126.3	113.7	105.8	112.2	111.8	110.5
1970-71 . . .	121.4	121.3	110.3	110.9	119.0	115.5
1971-72 . . .	120.6	134.3	116.9	114.7	127.7	123.0
1972-73—						
July . . .	122.0	141.9	120.8	117.6	130.7	125.7
August . . .	122.0	141.8	120.7	117.8	130.9	125.9
September . . .	122.1	141.5	121.6	117.8	130.9	126.1
October . . .	122.1	141.6	122.4	118.1	132.4	126.7
November . . .	122.1	141.7	122.9	119.0	132.9	127.0
December . . .	122.1	141.7	124.0	119.2	132.6	128.0

(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.

**WHOLESALE PRICE INDEX OF MATERIALS USED IN BUILDING OTHER THAN
HOUSE BUILDING**
ALL GROUPS INDEX NUMBERS—SIX STATE CAPITAL CITIES
YEARS 1967-68 TO 1971-72 AND MONTHS JULY TO DECEMBER 1972

(Base of each Index: Year 1966-67 = 100.0) (a)

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

<i>Period</i>	<i>State capital cities</i>						<i>Weighted average of six State capital cities</i>
	<i>Sydney</i>	<i>Melbourne</i>	<i>Brisbane</i>	<i>Adelaide</i>	<i>Perth</i>	<i>Hobart</i>	
1967-68 . . .	102.6	101.7	102.2	101.8	102.0	102.3	102.2
1968-69 . . .	106.5	105.0	105.1	105.0	104.7	105.1	105.6
1969-70 . . .	111.7	109.8	110.3	109.4	108.9	109.7	110.5
1970-71 . . .	116.4	115.1	116.4	113.9	113.3	115.0	115.5
1971-72 . . .	122.4	123.9	124.4	122.7	121.3	122.6	123.0
1972-73—							
July . . .	123.6	128.0	127.6	126.5	123.9	127.2	125.7
August . . .	123.6	128.3	127.7	126.7	124.2	127.4	125.9
September . . .	124.1	128.6	127.9	126.9	124.1	127.4	126.1
October . . .	124.6	129.2	128.0	127.8	124.4	127.7	126.7
November . . .	124.9	129.7	128.6	128.1	124.8	127.9	127.0
December . . .	126.8	130.0	128.7	128.7	124.9	128.2	128.0

(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.

Wholesale Price Index of Materials used in House Building

General

This index, referring to materials used in house building, was introduced in November 1970 and is complementary to the Price Index of Materials used in Building other than House Building. Further information concerning the method of compiling the Index, as well as more detailed group index numbers and the separate weighting patterns for the six State capital cities, will be found in the publication *Price Index of Materials used in House Building* (9.9) of 27 November 1970. This and subsequent issues are available on request. A full description of the index is also given in *Labour Report* No. 56, 1971.

Scope and composition

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

The numbers of items included in the lists for the respective State capital cities vary between 49 and 51. In all cases the selection of materials was based on local usage. Items are combined in eleven groups in addition to the 'All groups' index. Some items carry the weight of similar items not directly priced. They are described in terms of fixed specifications with the aim of recording price changes for representative materials of constant quality.

Base period and method of calculation

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

The index is a fixed weights index and is calculated by the method known as 'the weighted arithmetic mean of price relatives'.

Derivation of items and weights

The items and weights used in the index were derived from reported values of each material used in selected representative houses constructed in or about 1968-69 in each State capital city. The selection took account, within the four major construction types, of a range of characteristics of these houses—e.g. internal partitions, windows, roofing, etc., as well as whether such things as paths and fences were included in the job. Information of this nature was obtained from an *ad hoc* survey of some 250 house builders from whom data regarding approximately 900 houses representative of their operations were obtained. The survey was conducted in all State capital cities.

The weights

The group and item weights used in the index for each State capital city are given in the publications referred to in the paragraph under **General** above. The pattern resulting from their aggregation over the six State capitals is given in *Year Book* No. 57, 1971, pages 236-7 as well as in those publications referred to above.

Each State capital city has a unique weighting pattern which reflects the difference in the estimated relative importance of given items as between cities. The weighting pattern for each capital city is applied to local price measures in calculating indexes for that city.

Prices

Price series used relate to specified standards of each commodity with the aim of incorporating in the index price changes for representative materials of constant quality. In general the point of pricing is 'delivered on site', but in some cases it has been necessary to use the nearest realistic price available, e.g. that for 'supplied and fixed'. The price series are obtained in all State capital cities from representative suppliers of materials used in house building. In the main they are collected as at the mid-point of the month to which the index refers, or as near thereto as practicable.

Index numbers

The index has been compiled for each month from July 1966, and for the financial years from 1966-67. Index numbers for the individual groups and all groups for the six State capital cities combined and for all groups combined for each State capital city, are given in the following tables. Figures are published to one decimal place to avoid distortions that would occur in rounding off the index numbers to the nearest whole number.

The separate city indexes measure price movements in each State capital city individually. They enable comparisons to be drawn between capitals as to differences in degree of price movement from period to period, but not as to differences in price level.

In interpreting movements in the index, particularly those from month to month, it should be noted that changes frequently occur in an uneven fashion both over time and also for separate capital cities, as between the same points of time. Changes in index numbers for individual months should not be interpreted in isolation and without reference to changes over longer periods.

WHOLESALE PRICE INDEX OF MATERIALS USED IN HOUSE BUILDING
GROUP INDEX NUMBERS—WEIGHTED AVERAGE OF SIX STATE CAPITAL CITIES
YEARS 1967-68 TO 1971-72 AND MONTHS JULY TO DECEMBER 1972

(Base of each Index: Year 1966-67 = 100.0) (a)

<i>Period</i>	<i>Concrete mix, cement and sand</i>	<i>Cement products</i>	<i>Clay bricks, tiles, etc.</i>	<i>Timber, board and joinery</i>	<i>Steel products</i>	<i>Other metal products</i>
1967-68 . . .	101.6	102.8	103.6	103.0	101.9	103.9
1968-69 . . .	103.8	107.0	107.8	108.6	104.8	106.3
1969-70 . . .	107.1	112.6	112.4	113.5	110.0	111.8
1970-71 . . .	113.4	121.8	118.0	118.5	115.0	112.4
1971-72 . . .	121.2	132.0	124.5	124.8	127.9	118.5
1972-73—						
July . . .	122.2	137.2	126.6	129.5	133.9	121.3
August . . .	121.2	137.3	127.4	129.8	133.9	121.5
September . . .	121.5	137.6	128.3	130.2	134.3	122.0
October . . .	126.8	138.4	128.4	132.4	134.5	122.5
November . . .	126.5	138.5	128.5	133.2	134.6	122.9
December . . .	127.3	138.5	129.6	134.8	135.1	123.4

<i>Period</i>	<i>Plumbing fixtures</i>	<i>Electrical instal- lation materials</i>	<i>Installed appli- ances</i>	<i>Plaster and plaster products</i>	<i>Miscel- laneous materials</i>	<i>All groups</i>
1967-68 . . .	101.7	103.3	100.0	101.7	102.9	102.7
1968-69 . . .	102.0	105.2	99.7	103.0	104.5	106.3
1969-70 . . .	108.7	115.8	102.2	105.1	107.4	110.9
1970-71 . . .	113.6	115.0	103.8	109.4	111.0	115.7
1971-72 . . .	122.6	120.2	107.4	116.9	116.4	122.7
1972-73—						
July . . .	128.4	123.8	108.1	118.3	121.0	126.5
August . . .	128.3	123.8	108.1	118.4	121.0	126.6
September . . .	127.9	123.9	108.1	118.4	122.6	127.1
October . . .	128.1	123.9	108.1	118.6	123.2	128.4
November . . .	128.2	123.9	108.0	118.6	123.3	128.7
December . . .	128.5	123.9	108.2	118.7	123.9	129.6

(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.

**WHOLESALE PRICE INDEX OF MATERIALS USED IN HOUSE BUILDING
ALL GROUPS INDEX NUMBERS—SIX STATE CAPITAL CITIES, YEARS 1967-68 TO 1971-72
AND MONTHS JULY TO DECEMBER 1972**

(Base of each Index: Year 1966-67 = 100.0) (a)

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

Period	State capital cities						Weighted average of six State capital cities
	Sydney	Melbourne	Brisbane	Adelaide	Perth	Hobart	
1967-68 . . .	103.4	101.3	103.4	102.1	104.0	101.8	102.7
1968-69 . . .	109.3	103.6	105.6	107.0	105.9	104.1	106.3
1969-70 . . .	115.2	107.2	109.4	112.4	110.3	107.7	110.9
1970-71 . . .	119.8	112.3	115.2	116.7	113.9	114.3	115.7
1971-72 . . .	126.1	118.9	124.8	124.8	121.1	120.7	122.7
1972-73—							
July . . .	128.7	122.6	130.8	129.9	124.3	127.1	126.5
August . . .	128.9	122.7	131.2	130.1	124.3	127.2	126.6
September . . .	129.6	123.0	131.8	130.8	124.5	127.2	127.1
October . . .	133.3	123.2	131.8	131.3	124.7	127.2	128.4
November . . .	133.4	124.0	131.7	131.5	124.8	127.3	128.7
December . . .	134.9	124.9	131.9	133.6	124.8	127.5	129.6

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

Wholesale Price Index of Metallic Materials used in the Manufacture of Fabricated Metal Products

General

This index, relating to important metallic materials used in the manufacture of fabricated metal products, was introduced in December 1972. In addition to constituting a further step in the publication of an expanded range of wholesale price indexes, this index and the Wholesale Price Index of Copper Materials Used in the Manufacture of Electrical Equipment (see page 244) have been designed as a modern replacement for the metals components of the Wholesale Price (Basic Materials and Foodstuffs) Index.

Scope and Composition

The index includes important metallic materials selected and combined in accordance with a weighting pattern reflecting value of usage as reported at the 1968-69 Census of Manufacturing Establishments for establishments classified to the Fabricated Metal Products Sub-division of Manufacturing Industry (Australian Standard Industrial Classification Sub-division 31).

Index numbers are compiled and published for four groupings of items and for the 'All groups' combination. The materials have been grouped under the headings Iron and steel, Aluminium, Copper and brass, and Other metallic materials.

The composition and weighting pattern of the index is given on page 243.

Base period and method of calculation

The reference base of the index is the year 1968-69 = 100.0. The index is a fixed weights index and is calculated by the method known as 'the weighted arithmetic mean of price relatives'.

Prices

Prices for each of the items relate to representative goods of fixed specification collected from a selection of representative sources. In each case, these specifications are sufficiently detailed to ensure that the price changes incorporated in the indexes are measured, as far as possible, on the basis of constant quality.

The price series used are obtained monthly, by mail collection, from major Australian manufacturers of the relevant materials. In the main prices are collected as at the mid-point of each month.

The prices collected are, as far as possible, those normally charged to representative manufacturers for goods delivered into their stores.

Index numbers

The index has been compiled for each month from July 1968, and for financial years from 1968-69. Index numbers for financial years are simple averages of the relevant monthly index numbers. Index numbers for each group and all groups are given below. In interpreting movements in the index, particularly those from month to month, it should be noted that changes frequently occur in an uneven fashion over time. Changes in index numbers for individual months should not be interpreted in isolation and without reference to changes over longer periods. Figures are published to one decimal place to avoid distortions that would occur in rounding off the index numbers to the nearest whole number.

Current index numbers are published monthly in *Wholesale Price Indexes of Metallic Materials* (9.10).

WHOLESALE PRICE INDEX OF METALLIC MATERIALS USED IN THE MANUFACTURE OF
FABRICATED METAL PRODUCTS—GROUP INDEX NUMBERS—YEARS 1968-69 TO
1971-72 AND MONTHS JULY 1968 TO DECEMBER 1972

(Base of each index: Year 1968-69 = 100.0)(a)

Period	Iron and steel	Aluminium	Copper and brass	Other metallic materials	All groups
1968-69	100.0	100.0	100.0	100.0	100.0
1969-70	104.2	102.2	122.5	93.8	104.8
1970-71	106.7	104.5	106.5	90.9	106.2
1971-72	116.2	106.8	106.2	83.6	114.1
1968-69—July	98.7	99.5	92.4	114.3	98.7
August	98.7	99.7	92.4	109.1	98.6
September	98.7	99.7	92.8	109.6	98.7
October	98.9	100.0	93.8	99.9	98.7
November	98.9	100.0	93.8	101.3	98.7
December	98.9	100.0	97.6	100.2	98.9
January	100.9	100.0	101.7	100.8	100.9
February	101.2	100.0	103.3	94.0	101.1
March	101.3	100.0	103.3	95.1	101.1
April	101.3	100.1	106.1	93.1	101.3
May	101.3	100.1	109.3	93.2	101.5
June	101.4	101.2	113.5	88.2	101.8
1969-70—July	101.4	101.2	112.2	87.2	101.7
August	101.4	101.2	117.7	88.4	102.1
September	102.1	101.2	121.6	93.4	103.0
October	102.5	101.2	117.6	96.3	103.1
November	103.0	101.2	120.2	99.2	103.7
December	103.0	101.6	125.1	94.2	103.9
January	105.6	101.6	126.4	96.9	106.2
February	106.1	103.5	124.6	98.2	106.8
March	106.1	103.5	128.4	97.7	107.0
April	106.2	103.5	130.9	95.9	107.2
May	106.4	103.5	126.4	89.5	106.9
June	106.4	103.6	118.5	88.6	106.4
1970-71—July	106.4	103.6	113.6	90.4	106.2
August	106.4	103.6	112.4	94.6	106.3
September	105.9	103.5	109.0	95.3	105.6
October	105.9	104.2	107.2	93.1	105.6
November	105.9	104.4	104.9	93.0	105.5
December	105.9	104.4	102.3	88.8	105.2
January	105.9	105.1	102.7	88.7	105.3
February	106.1	105.1	102.1	87.1	105.3
March	106.2	105.1	103.2	91.6	105.6
April	106.3	105.1	108.2	91.8	106.0
May	107.2	105.2	107.5	89.6	106.6
June	112.8	105.2	104.8	87.5	111.1

For footnotes see next page.

WHOLESALE PRICE INDEX OF METALLIC MATERIALS USED IN THE MANUFACTURE OF
FABRICATED METAL PRODUCTS—GROUP INDEX NUMBERS—YEARS 1968-69 TO 1971-72
AND MONTHS JULY 1968 TO DECEMBER 1972—continued

(Base of each index: Year 1968-69 = 100.0)(a)

Period	Iron and steel	Aluminium	Copper and brass	Other metallic materials	All groups
1971-72—July	113.4	105.3	106.1	89.5	111.7
August	113.6	106.0	109.0	88.7	112.1
September	113.8	106.7	108.5	82.8	112.1
October	113.8	107.7	106.8	78.8	112.1
November	113.8	107.7	106.7	78.0	112.1
December	113.8	107.7	105.1	80.2	112.0
January	113.8	106.8	105.0	82.5	112.0
February	117.4	106.8	105.3	83.0	115.0
March	118.9	106.6	105.6	83.1	116.2
April	120.0	106.6	105.5	84.9	117.4
May	121.1	107.0	105.4	85.8	118.1
June	121.1	107.0	105.2	86.5	118.2
1972-73—July	121.1	107.1	105.1	97.6	118.5
August	121.2	107.1	105.2	99.1	118.5
September	121.2	107.1	104.8	98.4	118.5
October	121.5	108.2	102.5	98.7	118.7
November	121.5	108.2	102.5	101.5	118.8
December	121.6	108.3	102.5	108.1	119.0

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

WHOLESALE PRICE INDEX OF METALLIC MATERIALS USED IN THE MANUFACTURE
OF FABRICATED METAL PRODUCTS—COMPOSITION AND WEIGHTING
PATTERN AS AT REFERENCE BASE YEAR: 1968-69

Group and item	Percentage contribution of—	
	Item to group index	Group to All groups index
1. <i>Iron and steel</i> —		83.2
Pig iron	0.5	..
Steel bar, flats, rounds, squares and plate (excluding stainless steel)	29.8	..
Stainless steel	5.4	..
Steel sheet and strip (other than stainless steel and tinplate)	23.1	..
Tinplate	9.7	..
Wire rod	1.7	..
Steel angles, channels, joists, beams and other structural sections	11.6	..
Uncoated coiled steel wire (round, strip and sections)	8.8	..
Coated (galvanised) coiled steel wire (round, strip and sections)	4.5	..
Ferrous pipes and tubes	2.7	..
Forgings and castings of iron and steel.	1.8	..
Electrodes	0.4	..
2. <i>Aluminium</i> —		8.9
Aluminium and alloy refinery shapes	14.0	..
Aluminium and alloy sections (excluding wire)	66.3	..
Aluminium and alloy sheet, plate, strip, circles, slugs, foilstock, etc.	0.8	..
Aluminium and alloy castings	18.9	..
3. <i>Copper and brass</i> —		5.7
Copper and alloy refinery shapes	5.3	..
Copper and alloy sections (excluding wire)	27.9	..
Copper and alloy sheet, plate, strip, circles, slugs, foilstock, etc.	1.2	..
Copper and alloy single wire and wire drawn from rod	1.6	..
Brass sections (excluding wire)	36.8	..
Brass sheet, plate, strip, circles, slugs, foilstock, etc.	3.6	..
Brass refinery shapes	23.6	..
4. <i>Other metallic materials</i>		2.2
Zinc and alloy refinery shapes	9.8	..
Zinc and alloy castings	13.4	..
Silver	76.8	..

Wholesale Price Indexes of Copper Materials used in the Manufacture of Electrical Equipment

This special purpose measure was introduced in December 1972. In addition to constituting a further step in the publication of an expanded range of wholesale price indexes, it has been designed to supplement the Price Index of Materials Used in the Manufacture of Fabricated Metal Products in providing a replacement for the metals components of the Wholesale Price (Basic Materials and Foodstuffs) Index.

A description of this index is given in *Labour Report* No. 57, 1972. Index numbers are shown in the monthly publication *Price Indexes of Metallic Materials* (9.10).

EXPORT PRICE INDEXES

An annual index of export prices has been published by the Bureau since its inception. Brief descriptions of indexes issued between 1901 and 1962 (that is, prior to the introduction of the current Export Price Index) are shown in Year Book No. 55, 1969, pages 256-7.

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. Index numbers from July 1969 have been compiled on an interim basis which incorporates a re-weighting of the items contained in the original index, and the inclusion of some additional items. This interim basis was introduced pending completion of a comprehensive review and re-basing of the index as a whole.

The Export Price 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

Over the period of ten years between July 1959 and June 1969, there were twenty-nine items in the export price index, and the weights used to combine these were based on average annual values of exports during the years 1956-57 to 1960-61. The twenty-nine items constituted in excess of 80 per cent of the total value of Australian exports in the earlier part of the ten years mentioned: this percentage, however, decreased markedly in more recent years. A review of the content and weighting pattern of the index was consequently undertaken, and an interim series incorporating some of the results of this review was introduced with effect from July 1969.

Interim basis

The interim series is a fixed-weights export price index, compiled monthly as from June 1969, which has been linked at June 1969 to the current index in its original form. The weights of the items in the interim series are derived from the values of exports for the year 1969-70, and the group weights have been adjusted to reflect the proportion that the value of wool bore to the value of all exports in that year. In addition to the twenty-nine items of the current index as first introduced, the interim series includes the four items: iron ore, bauxite, alumina and mineral sands. These items are not attached to any of the original single groups of the index but are incorporated in the 'All groups' index number from June 1969. The thirty-three items contained in the interim series constituted 74 per cent of the total value of Australian exports (merchandise and non-merchandise) in 1969-70.

Index numbers

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

EXPORT PRICE INDEX NUMBERS, YEARS 1967-68 TO 1971-72 AND MONTHS
JULY TO DECEMBER 1972

(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 (a)	Gold	All groups
1967-68.	95	125	79	109	95	67	67	120	104	100
1968-69.	99	131	72	104	97	72	73	123	117	102
1969-70(b)	87	148	73	96	99	93	94	143	109	(c)103
1970-71.	67	152	88	100	102	113	94	139	109	(c)101
1971-72.	72	147	135	99	103	127	96	138	126	(c)104
1972-73—	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)(c)
July . . .	(d)100	157	132	98	p104	140	114	141	(d)141	p114
August . . .	102	157	125	95	p101	142	125	140	(d)141	p113
September . . .	120	161	126	98	p100	135	132	139	184	p118
October . . .	167	162	126	106	p102	141	146	139	178	p131
November . . .	153	163	126	105	p100	136	150	137	168	p127
December . . .	166	168	118	105	p100	144	152	138	172	p131

(a) Comprises coal, iron and steel, copper, zinc, lead and silver. Does not include iron ore, bauxite, alumina and mineral sands, which, however, have been included in the 'All groups' index from July 1969. (b) Interim series linked as at June 1969. (c) Interim series includes, in addition to the specified groups the 4 items: iron ore, bauxite, alumina and mineral sands. (d) Nominal.

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 successive series have been linked together at the earliest year for which each of the indexes was compiled. The table below 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—LINKED SERIES 1936-37 TO 1971-72

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

Period	Wool	All groups	Period	Wool	All groups
1936-37	29	30	1954-55	127	114
1937-38	23	27	1955-56	109	105
1938-39	19	22	1956-57	136	117
1939-40	23	26	1957-58	111	102
1940-41	24	28	1958-59	85	90
1941-42	24	28	1959-60	100	100
1942-43	28	30	1960-61	92	95
1943-44	28	31	1961-62	97	96
1944-45	28	34	1962-63	104	101
1945-46	28	39	1963-64	120	114
1946-47	41	54	1964-65	102	105
1947-48	68	75	1965-66	107	107
1948-49	86	88	1966-67	103	105
1949-50	111	101	1967-68	95	100
1950-51	235	173	1968-69	99	102
1951-52	133	125	1969-70(a)	87	103
1952-53	145	128	1970-71	67	101
1953-54	145	125	1971-72	72	104

(a) Interim series linked as at June 1969.

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 1904-1972*.

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 1920-1972* or an application or matter which the Public Service Arbitrator has refrained from hearing, or from further hearing, or from determining under section fourteen A of that Act, whether or not there exists in relation to the claim, application or matter a dispute as to industrial matters which extends beyond the limits of any one State.'

The 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 1904-1972* is given in the following paragraphs.

The Commonwealth Industrial Court is at present composed of a Chief Judge and seven other Judges. The jurisdiction of the Court shall be exercised by not less than three 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 (except disputes regarding the requirements and performance of the rules of an organisation), 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 three 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 1920-1972*, 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 1972 was composed of a President, six Deputy Presidents, a Senior Commissioner, fourteen 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 *Conciliation and Arbitration Act 1972* provided for the separation of the Commission's functions of conciliation and arbitration and for the appointment of Conciliation Commissioners and Arbitration Commissioners. The role of Presidential Members has been expanded beyond the hearing of reserved matters, appeals and references, to include involvement in settling individual disputes. The Act provided for the establishment of panels or 'task forces' within the Commission. Under this system the President assigns an industry or a group of industries to a panel of the Commission consisting of a Presidential Member, at least one Arbitration Commissioner and at least one Conciliation Commissioner. As far as practicable, the functions of the Commission in relation to that industry or group of industries are exercised by members of that panel.

When an industrial dispute occurs or is likely to occur, the Act provides that the Conciliation Commissioner shall take steps for the prompt prevention or settlement of that dispute. If agreement is reached, the parties may make a memorandum of their agreement and request the Conciliation Commissioner to certify that memorandum as an award, or they may request him to make an award or order giving effect to that agreement. The Conciliation Commissioner must satisfy himself that the agreement reached by the parties is in the public interest.

If the parties do not reach agreement the Conciliation Commissioner reports to the Presidential Member responsible for the panel. An Arbitration Commissioner or the Presidential Member then proceeds by arbitration to deal with the dispute or matters still in dispute. If the parties decide to resolve their differences at this stage, an award can be made by the Commission as if it were made pursuant to the conciliation process (*see above*).

Only a Full Bench of 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, national wage cases, the minimum wage, equal pay principles, annual leave and long-service leave. When the Full Bench is constituted to deal with appeals and references and the reserved matters listed above, it must consider the public interest in its decisions, having regard in particular to the state of the national economy and the likely effects on that economy of any award it might make.

An industrial dispute being heard by a Conciliation or Arbitration Commissioner or a Presidential Member may be referred to the Commission on the ground of public interest. If a party to a dispute makes an application for such a reference, the Commissioner or Presidential Member shall consult with the President, who may direct that the Full Bench constituted by at least three members nominated by the President, each of whom is either a Presidential Member or an Arbitration Commissioner, and at least two of whom are Presidential Members, shall hear and determine the dispute, or that part referred to it. In this hearing the Commission may have regard to evidence given and arguments adduced in arbitration proceedings prior to the hearing, and it may refer a part of the dispute to a Presidential Member or an Arbitration Commissioner for determination.

An appeal against the decision of an Arbitration Commissioner or a Presidential Member shall be heard by at least three members nominated by the President, each of whom is either a Presidential Member or an Arbitration Commissioner, and at least two of whom are Presidential Members. 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 the Full Bench, so that it can 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 1920-1972*, not being the *Compensation (Commonwealth Employees) Act 1971-1972*, the *Commonwealth Employees' Furlough Act 1943-1968*, the *Superannuation Act 1922-1969* 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 within 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.

Amendments to the Seat of Government (Administration) Act and the Northern Territory (Administration) Act, assented to on 2 June 1972, extended the Commission's jurisdiction in the Australian Capital Territory and the Northern Territory to disputes involving persons in employment whether or not they are in an industry in the constitutional sense of that word.

For further particulars regarding Commonwealth arbitration legislation, see the annual *Labour Report*. For information concerning the Australian Stevedoring Industry Authority see the chapter Transport and Communication of this Year Book, and for information on the Coal Industry Tribunal and 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 eight other Judges. Subsidiary tribunals are the Conciliation Commissioners and Conciliation Committees constituted for particular industries. Each Conciliation Committee consists of a Conciliation Commissioner as Chairman and equal numbers of representatives of employers and employees. Special Commissioners with conciliatory powers and limited arbitration powers also may be appointed. The Apprentices Act, 1969 conferred specific powers on the Industrial Commission in relation to certain apprenticeship matters. 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, two Deputy Presidents, and four Commissioners and has power to make awards. The President of the Commission is also Judge of the Industrial Court which deals with legal matters and workmen's compensation. The four 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 five-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 three other 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 269). 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, 1904-1971*, 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 Western Australian Industrial Commission 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 are published in a statistical bulletin *Survey of the Incidence of Industrial Awards, Determinations and Collective Agreements, May 1968* (6.5) and in statistical bulletin *Survey of the Incidence of Industrial Awards, Determinations and Collective Agreements, May 1968* (Bulletin No. 2) (6.25).

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 collective 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 251, 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 collective 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 pay 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 mimeographed bulletins *Minimum Wage Rates*, March 1939 to June 1965 and *Wage Rates Indexes*, June 1965 to June 1968. 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^(a), STATES, DECEMBER 1950 TO 1972 WEIGHTED AVERAGE MINIMUM WEEKLY RATES^(b) 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 WAGE ^(c)							
(\$)							
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
1970	54.40	53.68	55.07	52.12	55.99	54.49	54.20
1971	61.50	61.35	62.94	59.42	61.97	60.82	61.48
1972p.	67.06	67.30	68.12	65.26	65.60	65.81	66.96
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
1970	192.6	190.1	195.0	184.6	198.2	192.9	191.9
1971	217.8	217.2	222.9	210.4	219.4	215.3	217.7
1972p.	237.4	238.3	241.2	231.1	232.3	233.0	237.1

(a) Excludes rural industry. (b) As prescribed in awards, determinations and collective agreements. (c) 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 industry) at the dates specified.

**WEEKLY WAGE RATES: ADULT MALES, INDUSTRY GROUPS, AUSTRALIA
DECEMBER 1950 TO 1972**

**WEIGHTED 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	1970	1971	1972p
RATES OF WAGE(b)					
(\$)					
Mining and quarrying(c)	25.96	41.47	60.83	68.98	73.20
Manufacturing—					
Engineering, metals, vehicles, etc.	20.17	35.02	51.88	59.60	64.46
Textiles, clothing and footwear	19.74	34.04	50.92	57.31	62.90
Food, drink and tobacco	20.14	35.22	52.98	58.80	64.51
Sawmilling, furniture, etc.	19.60	34.62	51.84	58.30	62.03
Paper, printing, etc.	21.42	37.92	57.47	65.35	70.91
Other manufacturing	19.76	34.72	52.34	59.96	65.56
<i>All manufacturing groups</i>	20.08	35.05	52.36	59.61	64.73
Building and construction	19.86	35.75	56.67	63.71	69.50
Railway services	19.58	34.65	51.32	58.34	64.03
Road and air transport	19.79	35.25	54.65	61.48	66.83
Shipping and stevedoring(d)	19.66	34.46	60.54	64.69	72.41
Communication	21.33	38.49	68.95	77.29	86.72
Wholesale and retail trade	20.08	35.71	53.82	61.54	67.19
Public authority (n.e.i.) and community and business services	19.21	34.81	54.11	62.52	67.80
Amusement, hotels, personal service, etc.	19.23	33.73	49.16	56.73	60.59
<i>All industry groups(e)</i>	20.20	35.50	54.20	61.48	66.96
INDEX NUMBERS					
(Base: Weighted Average Weekly Wage Rate for Australia, 1954 = 100)					
Mining and quarrying(c)	91.9	146.8	215.4	244.2	259.2
Manufacturing—					
Engineering, metals, vehicles, etc.	71.4	124.0	183.7	211.0	228.2
Textiles, clothing and footwear	69.9	120.5	180.3	202.9	222.7
Food, drink and tobacco	71.3	124.7	187.6	208.2	228.4
Sawmilling, furniture, etc.	69.4	122.6	183.6	206.4	219.6
Paper, printing, etc.	75.9	134.3	203.5	231.4	251.1
Other manufacturing	70.0	122.9	185.3	212.3	232.1
<i>All manufacturing groups</i>	71.1	124.1	185.4	211.1	229.2
Building and construction	70.3	126.6	200.7	225.6	246.1
Railway services	69.3	122.7	181.7	206.6	226.7
Road and air transport	70.1	124.8	193.5	217.7	236.6
Shipping and stevedoring(d)	69.6	122.0	214.3	229.0	256.4
Communication	75.5	136.3	244.1	273.7	307.0
Wholesale and retail trade	71.1	126.4	190.6	217.9	237.9
Public authority (n.e.i.) and community and business services	68.0	123.2	191.6	221.4	240.1
Amusement, hotels, personal service, etc.	68.1	119.4	174.1	200.9	214.5
<i>All industry groups(e)</i>	71.5	125.7	191.9	217.7	237.0

(a) As prescribed in awards, determinations and collective 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) For mining, rates of wage used are those prescribed for the principal mining centres and include lead bonuses, etc. (d) Includes rates of wage (and value of keep) for occupations in the coastal shipping service, other than masters, officers and engineers. (e) Excludes rural industry.

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. For the purposes of the index, *Commonwealth awards, etc.* include awards of, or collective 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 collective agreements registered with, State industrial tribunals, together with certain unregistered collective agreements when these are dominant in the particular industries to which they refer.

WEEKLY WAGE RATES: ADULT MALES, ALL GROUPS(a), DECEMBER 1950 TO 1972
(\$)

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

Jurisdiction	End of December—				
	1950	1960	1970	1971	1972p
Commonwealth awards, etc.	20.18	35.14	53.77	61.35	67.07
State awards, etc.	20.23	35.88	54.65	61.62	66.85
All awards, etc.	20.20	35.50	54.20	61.48	66.96

(a) Excludes rural industry. (b) 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 FEMALE, ALL GROUPS(a), STATES, DECEMBER 1951 TO 1972

WEIGHTED AVERAGE MINIMUM WEEKLY RATES(b) 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 WAGE(c) (\$)							
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
1970	40.68	38.65	40.60	37.51	40.02	38.17	39.68
1971	49.06	45.65	46.53	44.12	44.97	44.35	46.99
1972p	52.84	51.02	52.19	50.46	51.48	48.94	51.84

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
1970	204.3	194.2	203.9	188.4	201.0	191.7	199.3
1971	246.4	229.3	233.7	221.6	225.9	222.8	236.0
1972p	265.4	256.3	262.2	253.5	258.6	245.9	260.4

(a) Excludes rural industry; mining and quarrying; and building and construction. (b) As prescribed in awards, determinations and collective agreements. (c) 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 1972**

WEIGHTED 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—				
	1951	1960	1970	1971	1972p
RATES OF WAGE(b) (\$)					
Manufacturing—					
Engineering, metals, vehicles, etc.	17.09	24.98	40.24	48.82	55.04
Textiles, clothing and footwear	17.12	24.07	36.59	43.20	46.67
Food, drink and tobacco	16.58	24.63	38.22	43.45	48.38
Other manufacturing	16.88	24.80	37.79	44.79	50.44
<i>All manufacturing groups</i>	<i>16.99</i>	<i>24.46</i>	<i>37.72</i>	<i>44.58</i>	<i>49.20</i>
Transport and communication	17.75	26.02	44.19	51.97	57.99
Wholesale and retail trade	17.11	26.36	42.12	49.68	54.65
Public authority (n.e.i.) and community and business services	17.01	25.78	41.92	49.65	55.49
Amusement, hotels, personal service, etc.	16.68	24.50	37.97	46.03	50.03
<i>All industry groups(c)</i>	<i>17.03</i>	<i>25.17</i>	<i>39.68</i>	<i>46.99</i>	<i>51.84</i>

INDEX NUMBERS

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

Manufacturing—					
Engineering, metals, vehicles, etc.	85.9	125.5	202.1	245.2	276.5
Textiles, clothing and footwear	86.0	120.9	183.8	217.0	234.4
Food, drink and tobacco	83.3	123.7	192.0	218.2	243.0
Other manufacturing	84.8	124.6	189.8	225.0	253.4
<i>All manufacturing groups</i>	<i>85.4</i>	<i>122.9</i>	<i>189.5</i>	<i>223.9</i>	<i>247.1</i>
Transport and communication	89.2	130.7	222.0	261.0	291.3
Wholesale and retail trade	85.9	132.4	211.6	249.5	274.5
Public authority (n.e.i.) and community and business services	85.4	129.5	210.6	249.4	278.7
Amusement, hotels, personal service, etc.	83.8	123.1	190.7	231.2	251.3
<i>All industry groups(c)</i>	<i>85.6</i>	<i>126.4</i>	<i>199.3</i>	<i>236.0</i>	<i>260.4</i>

(a) As prescribed in awards, determinations and collective 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) Excludes rural industry; mining and quarrying; and building and construction.

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 (excluding overtime) 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 254. The main features of the reduction of hours to forty-four and later to forty per week are summarised in previous issues of the Year Book. Since January 1948 practically all employees in Australia have had a standard working week of forty hours or less.

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 industry, 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: ADULT MALES, ALL GROUPS^(a)
STATES, DECEMBER 1950 TO 1972**

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>
RATES OF WAGE^(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
1970 . . .	136.08	133.91	137.49	129.74	140.09	135.50	135.35
1971 . . .	154.43	153.31	157.66	148.25	155.23	151.81	153.97
1972p. . .	168.25	168.09	170.41	162.71	164.03	163.95	167.49

INDEX NUMBERS

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

1950 . . .	73.0	71.4	69.0	70.0	71.7	70.0	71.5
1960 . . .	128.5	123.8	124.1	121.0	127.1	124.5	125.7
1970 . . .	192.3	189.3	194.3	183.4	198.0	191.5	191.3
1971 . . .	218.3	216.7	222.8	209.5	219.4	214.6	217.6
1972p. . .	237.8	237.6	240.9	230.0	231.9	231.7	236.7

(a) Excludes rural industry, and shipping and stevedoring. See page 253. (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, ALL GROUPS^(a)
STATES, DECEMBER 1951 TO 1972**

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>
RATES OF WAGE^(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
1970 . . .	102.92	97.10	102.26	94.32	100.59	96.32	100.03
1971 . . .	124.13	114.67	117.21	110.96	113.04	111.91	118.45
1972p. . .	133.68	128.16	131.47	126.89	129.40	123.52	130.67

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
1970 . . .	205.1	193.5	203.8	188.0	200.5	192.0	199.4
1971 . . .	247.4	228.6	233.6	221.2	225.3	223.1	236.1
1972p. . .	266.4	255.5	262.0	252.9	257.9	246.2	260.5

(a) Excludes rural industry; mining and quarrying; and building and construction. (b) 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. However, as stated on page 248, 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 collective agreements for a full working week, in respect of adult male workers in all industry groups except rural industry, and shipping and stevedoring, at 31 December 1972, were: New South Wales, 39.78; Victoria, 39.97; Queensland, 39.89; South Australia, 39.96; Western Australia, 39.85; Tasmania, 39.93; Australia, 39.87. Corresponding figures for adult female workers at 31 December 1972 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 wages and salaries recorded on payroll tax returns, from other direct collections and from estimates of the unrecorded balance. The figures relate to civilians only. In addition to salary and wage payments at award rates, the total earnings figures used in the calculation of average weekly earnings include the earnings of employees not covered by awards, overtime earnings, over-award and bonus payments, payments made in advance or retrospectively during the period, etc.

Particulars of wages and salaries paid are not available for males and females separately from the sources used for this series; average weekly earnings have therefore been calculated in terms of *male units*, i.e. total male employees plus a proportion of female employees, the proportion being derived from the estimated ratios of female to male average earnings. Different ratios of female to male average earnings, based on information from the annual surveys of weekly earnings and hours, from a sample survey carried out in November 1969 and from other sources, are used for individual States. Ratios used for the June 1973 quarter are as follows: New South Wales (including the Australian Capital Territory) 58 per cent, Victoria 57, Queensland 54, South Australia (including the Northern Territory) 53, Western Australia 51 and Tasmania 54. As the number of male units used in calculating Australian average weekly earnings is the sum of the estimates for the States, a separate ratio for Australia is not used, but the weighted average of the State ratios is approximately 56.0 per cent. Further changes in these ratios are expected to become necessary from time to time to reflect, for example, the extension of equal pay provisions, or appreciable and sustained changes in the levels of male overtime earnings. However, small differences in these ratios have relatively little effect on the earnings figures; a one per cent rise in the ratio reduces average weekly earnings of \$100 by about 35 cents.

Annual averages for each State and Australia for the years 1966-67 to 1972-73 are shown in the table below.

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

AVERAGE WEEKLY EARNINGS PER EMPLOYED MALE UNIT(a), 1966-67 TO 1972-73
(**\$**)

<i>Period</i>	<i>N.S.W.(b)</i>	<i>Vic.</i>	<i>Qld</i>	<i>S.A.(c)</i>	<i>W.A.</i>	<i>Tas.</i>	<i>Aust.</i>
1966-67 . . .	63.50	63.90	57.10	57.60	59.20	58.40	61.70
1967-68 . . .	67.00	67.60	60.20	61.10	63.90	61.90	65.30
1968-69 . . .	72.70	72.10	64.30	65.20	68.80	65.60	70.20
1969-70 . . .	78.80	78.10	69.20	70.90	75.50	70.70	76.10
1970-71 . . .	87.70	86.10	77.70	78.20	84.80	78.40	84.50
1971-72 . . .	96.50	93.60	86.90	86.70	93.60	86.90	93.00
1972-73 . . .	105.10	102.60	96.90	94.30	99.00	94.50	101.50

(a) See explanatory notes above.

(b) Includes the Australian Capital Territory.

(c) Includes the Northern Territory.

Because of the adoption of a new definition of the labour force at the June 1966 population census, there is a break in comparability between June and September quarters of 1966 in the employment series used in the calculation of average weekly earnings. For this and other reasons (in particular, the

lack of precise information about the ratios of female to male earnings in the several States for 1965-66 and earlier years), it is not possible to make a comparable series of State estimates for periods prior to September quarter 1966. However, in order to provide a broad indication of trends over a longer period, estimates for Australia as a whole have been calculated for the period back to September quarter 1961 by methods and on a basis that are as nearly as possible comparable with those used for the current series. Annual averages for this period are: 1961-62, \$47.60; 1962-63, \$48.90; 1963-64, \$51.50; 1964-65, \$55.30; 1965-66, \$57.90.

For current statistics in this series reference should be made to the quarterly publication *Average Weekly Earnings* (6.18).

Surveys of wage rates, earnings and hours, 1960 to 1972

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

For information on the results of this survey see Year Book No. 51, pages 439-42.

Survey of weekly earnings, October 1961

The results of this survey were published in Year Book No. 51, pages 442-4.

Surveys of weekly earnings and hours, October 1962 to 1972 (excluding October 1965)

For details of these surveys see pages 259-65.

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 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. Results of this survey were published in detail in *Labour Report* No. 52, 1965 and 1966.

Survey of weekly earnings (size distribution), May 1971

General

A survey of weekly earnings of adult male employees was conducted for the pay-period which included 12 May 1971. Some results of this survey are given in the following pages. Detailed results were published in the bulletin, *Survey of Weekly Earnings (Size Distribution)*, May 1971 (6.30) and in the *Labour Report*, No. 56, 1971 (pages 117-70).

The object of the survey was to obtain estimates of the numbers and proportions of full-time adult male employees (paid for a full week) in various total weekly earnings groups, average weekly total earnings for these employees, and a dissection of average weekly total earnings into average weekly overtime earnings and average weekly ordinary time earnings. Separate details were obtained for (a) male managerial, executive, professional and higher supervisory staff, and (b) other full-time adult male employees. Similar statistics were last obtained from a survey of weekly earnings in October 1965 (see above) but that survey did not have as wide an industry scope as this current survey. The 1971 survey excluded employees of private employers not subject to pay-roll tax; employees in rural industry and private domestic service; employees of religious, benevolent and other similar organisations exempt from pay-roll tax (other than public hospitals and government institutions); and waterside workers employed on a casual basis.

Because this survey was confined to full-time adult male employees *paid for a full working week*, and for other reasons, the average weekly earnings for private employees shown in the following tables are not directly comparable with the average earnings for full-time adult males obtained from the annual October surveys of weekly earnings and hours (see pages 259-65).

Scope of survey

The survey was conducted by means of stratified random samples of (i) private employers subject to pay-roll tax (that is those, other than exempt employers, paying more than \$400 a week in wages and salaries), (ii) public hospitals, and (iii) local government authorities; and in addition a complete coverage of (iv) Commonwealth and State government departments, government authorities and semi-government bodies. In the published results 'private employees' refer to those covered by categories (i) and (ii) and 'government employees' refer to those covered by categories (iii) and (iv). There were 4,995 private employers surveyed. The survey results are representative of 2,212,600 full-time adult male employees made up of 1,500,600 full-time adult males in private employment and 712,000 in government employment.

The estimates of private and government employees do not correspond to the estimates of total male civilian employment in the specified industry groups published by this Bureau. This is mainly because the sample of private employers was restricted to those subject to pay-roll tax and these employers were generally classified to the industry group of their major activity, and because the information obtained in the survey related to full-time adult male employees (as defined).

As the private sector of the survey and the local government collections were based on samples, the resultant estimates are subject to sampling variability, that is, variations which might occur by chance because only a sample of employers was surveyed. The extent of the detail published has been determined after considering estimated measures of sampling variability. For further information on sampling variability see the bulletin *Survey of Weekly Earnings (Size Distribution)*, May 1971 (6.30) mentioned above.

Definitions

The following definitions refer to terms used in the survey and in the following tables.

Adult males include all male employees 21 years of age and over and those male employees who, although under 21 years of age, are paid at the adult male rate for their occupation. All other male employees under 21 years of age are excluded.

Number of adult male employees refers to all adult male employees (as defined above) who received pay for the pay-period which included 12 May 1971.

Full-time adult male employees are those adult male employees whose normal hours of work are 30 or more a week and who were paid for their full normal hours of work for the pay-period which included 12 May 1971. Included are full-time adult male employees on paid annual leave, paid sick leave, long service leave and paid holidays taken during the specified pay-period if they received pay for their full normal hours of work. Excluded are 'full-time' adult male employees on short-time; 'full-time' adult male employees who began or ceased work during the pay-period; and all adult male employees absent without pay (for any reason) during the pay-period.

Full-time adult males were classified according to whether they were *managerial, executive, professional and higher supervisory staff* (who were not further defined) or *all other full-time adult male employees* (i.e. other than managerial, etc. staff). The non-managerial employees include full-time adult male minor supervisory employees, leading hands, clerical and office staff as well as ordinary wages employees.

Private employees are employees of private employers subject to pay-roll tax and of all public hospitals. *Government employees* are employees of Commonwealth and State government departments, government authorities and semi-government bodies, and of local government authorities.

Total gross weekly earnings refers to gross earnings of adult male employees before taxation and other deductions have been made, for the pay-period which included 12 May 1971. Included are overtime earnings, ordinary time 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 specified pay-period. Included are one week's proportion of payments made other than on a weekly basis, e.g. salary paid fortnightly or monthly; paid annual and other leave taken during the specified pay-period; periodical payments under incentive, piecework, profit sharing schemes, etc.; commissions; annual or periodical bonuses, etc. Excluded are any retrospective payments.

Total gross weekly earnings for *All other full-time adult male employees* (i.e. other than managerial, executive, etc. staff) are dissected into overtime earnings and ordinary time earnings.

Overtime earnings refers to that part of total gross weekly earnings (as defined above) for man-hours paid for in excess of award, standard or agreed hours of work. (The figures of average overtime earnings shown in tables on pages 258-9 are not average overtime earnings of only those employees who worked overtime, but are averages for all employees in the specified category whether or not they worked overtime.)

Ordinary time earnings refers to that part of total gross weekly earnings (as defined above) for award, standard or agreed hours of work. Included in relation to these hours are shift allowances, penalty rates, commissions, bonuses and incentive payments, and payments for annual and other leave taken during the specified week.

Details of numbers of full-time adult male employees in various earnings groups were obtained only in relation to total weekly earnings (i.e. including overtime earnings).

**NUMBER OF MANAGERIAL, ETC. STAFF AND ALL OTHER FULL-TIME ADULT MALES
TOTAL WEEKLY EARNINGS GROUPS, MAY 1971(a)
ALL INDUSTRY GROUPS (b), STATES
TOTAL (PRIVATE AND GOVERNMENT) EMPLOYEES
(*000)**

Total weekly earnings group (\$)	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Aust.
Up to 43.99	1.4	0.3	0.7	*	0.1	*	*	*	1.1
44.00-44.99									0.7
45.00-45.99				0.6					1.3
46.00-46.99	1.0	1.1	2.2	0.3					4.8
47.00-47.99	1.8	1.0	1.7	0.9				0.1	5.7
48.00-48.99	1.8	1.4	1.9	1.0		1.1			6.6
49.00-49.99	2.3	1.7	1.7	1.0	1.5		0.1	0.1	8.8
50.00-51.99	7.8	6.0	4.5	3.3	2.1	1.0	0.1	0.1	24.8
52.00-53.99	10.0	7.5	4.7	3.9	2.0	1.4	0.1	0.1	29.8
54.00-55.99	11.7	10.6	7.9	4.2	3.6	1.7	0.2	0.1	40.1
56.00-57.99	14.5	12.6	10.8	4.6	3.3	1.7	0.1	0.2	47.9
58.00-59.99	18.0	14.1	8.8	6.6	3.7	1.9	0.2	0.3	53.6
60.00-64.99	52.9	40.3	21.9	17.2	9.9	5.4	0.4	1.2	149.1
65.00-69.99	53.5	44.0	23.6	19.5	12.9	6.0	0.5	1.2	161.2
70.00-74.99	62.1	47.6	24.1	17.6	13.4	5.9	0.6	1.2	172.6
75.00-79.99(c)	69.7	52.8	22.8	17.5	12.6	5.9	0.7	1.4	183.4
80.00-99.99	224.2	159.6	55.5	54.5	41.5	15.8	2.7	5.7	559.6
100.00-119.99	139.7	97.6	31.6	26.3	25.8	7.9	2.5	4.8	336.3
120.00 and over	171.6	121.5	39.9	27.5	38.2	10.3	4.7	11.5	425.3
Total	844.0	619.9	264.3	206.7	170.8	66.1	12.8	28.0	2,212.6

(a) Pay-period which included 12 May 1971. For definitions and explanatory notes, see pages 256-7. (b) Excludes rural industry, and private domestic service. (c) Includes managerial, etc. staff earning 'up to \$79.99'.

* Less than 50 employees.

**AVERAGE WEEKLY EARNINGS, FULL-TIME ADULT MALE EMPLOYEES
MAY 1971(a) ALL INDUSTRY GROUPS(b), STATES
TOTAL (PRIVATE AND GOVERNMENT) EMPLOYEES
(\$)**

State	All other full-time adult males			Total (private and govt)
	Managerial, etc. staff	Overtime	Ordinary time	
New South Wales	146.90	11.80	79.00	98.80
Victoria	144.90	10.60	78.30	97.90
Queensland	129.60	9.60	73.90	89.10
South Australia	133.70	8.70	74.70	89.20
Western Australia	139.70	15.80	76.70	98.90
Tasmania	131.30	8.30	76.20	90.30
Northern Territory	153.00	18.20	91.30	114.30
Australian Capital Territory	186.90	9.70	98.50	122.70
Australia	143.20	11.10	77.80	96.60

For footnotes see next page.

AVERAGE WEEKLY EARNINGS, FULL-TIME ADULT MALE EMPLOYEES
MAY 1971(a), INDUSTRY GROUPS, AUSTRALIA
TOTAL (PRIVATE AND GOVERNMENT) EMPLOYEES
(\$)

Industry group	Managerial etc. staff	All other full-time adult males			Total (private and govt)
		Overtime	Ordinary time	Total	
Manufacturing—					
Extracting, refining and founding of metals	149.10	19.20	76.60	95.90	99.40
Engineering and metalworking	131.10	16.20	72.20	88.40	94.20
Ships, vehicles, parts and accessories	132.90	13.50	73.00	86.50	89.60
<i>Founding, engineering, vehicles, etc.</i>	<i>133.20</i>	<i>15.90</i>	<i>73.10</i>	<i>89.00</i>	<i>93.60</i>
Textiles, clothing and footwear	128.60	11.60	67.60	79.20	88.30
Food, drink and tobacco	125.80	12.40	67.40	79.90	85.30
Paper, printing, bookbinding and photography	139.20	11.00	81.40	92.40	98.20
Chemicals, dyes, explosives, paints, non-mineral oils	144.00	10.90	76.20	87.10	98.00
Other	126.80	13.60	69.70	83.30	88.90
<i>Manufacturing groups</i>	<i>132.10</i>	<i>14.10</i>	<i>72.30</i>	<i>86.40</i>	<i>91.90</i>
Non-manufacturing—					
Mining and quarrying	162.80	23.40	92.10	115.50	120.80
Electricity, gas, water and sanitary services	182.00	7.10	81.60	88.70	95.00
Building and construction	137.40	13.60	74.60	88.20	92.40
Transport, storage and communica- tion	155.20	14.40	81.20	95.50	100.20
Finance and property	161.70	2.70	88.80	91.50	112.50
Wholesale trade, primary produce dealing, etc.	134.30	7.40	73.70	81.10	91.50
Retail trade	114.70	5.20	69.10	74.30	83.60
Public authority activities (n.e.i.) and community and business services	167.50	3.40	93.90	97.40	111.10
Other industries(b)	120.60	7.90	70.50	78.50	85.90
<i>Non-manufacturing groups</i>	<i>148.60</i>	<i>9.20</i>	<i>81.30</i>	<i>90.50</i>	<i>99.50</i>
All industry groups(c)	143.20	11.10	77.80	88.90	96.60

(a) Pay-period which included 12 May 1971. For definitions and explanatory notes, see pages 256-7. (b) Includes amusement, hotels, cafes, personal service etc. and forestry, fishing and trapping. (c) Excludes rural in dustry, and private domestic service.

Surveys of weekly earnings and hours, October 1962 to October 1972

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 1972 survey for private employees and comparisons with earlier such surveys are contained in the following tables. Further particulars including averages for each State are published in the annual bulletin, *Survey of Weekly Earnings and Hours* (6.1) and in the appendix to the annual Labour Report (see No. 56, 1971 pages 394-414). Preliminary results of these surveys are published in the bulletin *Survey of Weekly Earnings and Hours* (Preliminary Results) (6.28) as soon as returns from a large percentage of respondents have been processed.

In addition to surveying private employees subject to pay-roll tax in each State, the 1972 survey also surveyed (a) non-government hospitals not subject to pay-roll tax; (b) Commonwealth and State government departments, government authorities and semi-government bodies; (c) local government authorities; and (d) employees in the Northern Territory and Australian Capital Territory. However, the results in the following tables do not include those relating to employees in the above categories.

In addition to obtaining data for the calculation of average weekly earnings, average weekly hours paid for, and average hourly earnings, information on overtime and ordinary time earnings and hours for full-time employees (other than managerial, etc. staff) was obtained from surveys beginning with the October 1966 survey. 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 of 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, piecework and profit-sharing scheme payments, etc.

Scope of survey

The results shown in the following tables 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 these survey results 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. Waterside workers on weekly hire employed under the new permanent employment scheme are included in the surveys.

Approximately 5,100 private employers were included in the October 1972 survey and the sample represented 1,810,000 males and 860,000 female wage and salary earners.

As the results shown in the following tables are 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. A technical note on sampling variability is included in the annual bulletin, *Survey of Weekly Earnings and Hours* (6.1).

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 these earnings and hours surveys from 1963 onwards (including the 1965 survey) is that used for the 1961 and 1966 population censuses.

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 (*see* page 256).

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* page 261).

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 and who received pay for the last pay-period in October. 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, for private employees, 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 weekly earnings (as defined above) 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 weekly earnings (as defined above) 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 that part of 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.

AVERAGE WEEKLY EARNINGS AND HOURS (OVERTIME AND ORDINARY TIME)(a), FULL-TIME EMPLOYEES (OTHER THAN MANAGERIAL, ETC. STAFF)(b): INDUSTRY GROUPS AUSTRALIA(c), OCTOBER 1972(d)

Industry group	Average weekly earnings (\$)			Average weekly hours paid for			Average weekly earnings (\$)			Average weekly hours paid for		
	Over-time earnings	Ordinary earnings	Total	Over-time hours	Ordinary hours	Total	Over-time earnings	Ordinary earnings	Total	Over-time hours	Ordinary hours	Total
ADULT MALES												
JUNIOR MALES												
Manufacturing—												
Extracting, refining and founding of metals . . .	16.60	87.30	103.90	5.3	38.6	44.0	4.20	49.10	53.20	1.9	38.4	40.4
Engineering and metal-working . . .	15.40	80.70	96.20	4.9	38.4	43.3	3.80	42.10	45.80	2.1	38.3	40.4
Ships, vehicles, parts and accessories . . .	12.20	81.20	93.40	3.8	38.4	42.2	2.50	42.40	44.90	1.4	38.4	39.8
<i>Founding, engineering, vehicles, etc.</i> . . .	14.80	82.00	96.70	4.7	38.4	43.1	3.50	43.30	46.80	1.9	38.4	40.3
Textiles, clothing and footwear . . .	13.00	76.00	89.00	4.8	38.7	43.4	3.20	41.10	44.30	1.9	37.9	39.8
Food, drink and tobacco . . .	14.90	76.00	91.00	4.9	38.2	43.2	5.80	41.40	47.20	3.0	37.3	40.4
Paper, printing, book-binding and photography . . .	11.60	90.00	101.60	3.5	39.1	42.5	3.80	47.10	50.90	2.0	39.0	41.0
Chemicals, dyes, explosives, paints, non-mineral oils . . .	14.40	87.30	101.70	4.3	38.6	42.9	4.30	49.30	53.60	2.1	38.5	40.7
Other . . .	15.70	77.90	93.70	5.4	38.5	43.9	4.50	38.40	42.90	2.8	38.0	40.8
<i>Manufacturing groups.</i>	14.60	80.80	95.40	4.8	38.5	43.2	4.00	42.60	46.50	2.2	38.2	40.4
Non-manufacturing—												
Mining and quarrying . . .	24.00	101.20	125.30	6.9	36.6	43.5	8.30	59.70	68.00	3.9	37.7	41.6
Building and construction . . .	20.20	87.00	107.10	5.7	38.6	44.2	3.40	47.20	50.60	1.7	39.2	40.8
Transport and storage . . .	20.20	84.10	104.30	6.2	37.9	44.1	6.70	45.80	52.50	3.4	38.4	41.9
Finance and property . . .	2.50	97.40	99.80	0.7	38.5	39.3	0.90	52.10	53.00	0.4	38.6	39.0
Wholesale trade, primary produce dealing, etc. . .	7.80	80.40	88.20	2.6	38.9	41.5	2.90	41.80	44.80	1.7	38.9	40.6
Retail trade . . .	5.50	75.30	80.80	2.0	39.5	41.5	2.70	40.00	42.60	1.7	39.4	40.9
Other industries(e) . . .	9.60	81.60	91.20	3.4	38.7	42.1	2.90	44.70	47.60	1.5	38.2	39.7
<i>Non-manufacturing groups</i>	12.30	84.40	96.70	3.8	38.6	42.4	2.80	44.60	47.40	1.6	39.0	40.5
All industry groups(f) . . .	13.60	82.40	96.00	4.3	38.5	42.9	3.40	43.60	47.00	1.9	38.6	40.5
ADULT FEMALES												
JUNIOR FEMALES												
Manufacturing groups . . .	3.70	55.00	58.80	1.8	37.8	39.6	1.40	36.20	37.60	1.0	38.0	39.0
Non-manufacturing groups . . .	1.80	60.80	62.70	0.8	38.1	38.9	0.70	39.10	39.80	0.5	38.5	38.9
All industry groups(f) . . .	2.80	57.90	60.70	1.3	38.0	39.3	0.90	38.30	39.20	0.6	38.4	38.9

(a) Average weekly overtime and ordinary time earnings and hours are averages for all employees represented in the survey see page 261. (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 scope of the survey, etc., see pages 260-1. (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 1970, 1971 AND 1972(c)

(\$)

Industry group	Adult males			Junior males			Adult females			Junior females		
	Oct. 1970	Oct. 1971	Oct. 1972	Oct. 1970	Oct. 1971	Oct. 1972	Oct. 1970	Oct. 1971	Oct. 1972	Oct. 1970	Oct. 1971	Oct. 1972
Manufacturing—												
Extracting, refining and founding of metals	84.90	92.50	103.90	45.90	47.80	53.20	50.40	59.20	65.60	35.60	40.20	44.40
Engineering and metalworking	79.50	91.30	96.20	38.40	43.00	45.80	48.30	57.40	64.10	32.20	38.30	42.20
Ships, vehicles, parts and accessories	78.10	89.30	93.40	36.40	41.80	44.90	48.60	58.10	65.90	32.10	38.60	44.40
<i>Founding, engineering, vehicles, etc.</i>	<i>80.10</i>	<i>91.00</i>	<i>96.70</i>	<i>39.10</i>	<i>43.50</i>	<i>46.80</i>	<i>48.40</i>	<i>57.60</i>	<i>64.40</i>	<i>32.50</i>	<i>38.60</i>	<i>42.80</i>
Textiles, clothing and footwear	73.40	82.10	89.00	36.30	41.70	44.30	42.60	49.40	53.90	26.20	30.80	33.20
Food, drink and tobacco	73.80	83.70	91.00	37.30	42.40	47.20	43.90	51.20	57.90	29.10	34.10	38.40
Paper, printing, book-binding and photography	86.00	94.20	101.60	41.30	47.00	50.90	46.40	52.90	59.10	29.80	33.70	36.20
Chemicals, dyes, explosives, paints, non-mineral oils	79.90	92.10	101.70	40.60	47.20	53.60	47.20	55.60	61.90	31.70	38.80	43.50
Other	77.00	86.40	93.70	35.80	39.40	42.90	44.90	52.10	58.70	29.30	33.40	39.90
<i>Manufacturing groups</i>	<i>78.70</i>	<i>88.90</i>	<i>95.40</i>	<i>38.50</i>	<i>43.00</i>	<i>46.50</i>	<i>45.20</i>	<i>53.00</i>	<i>58.80</i>	<i>29.20</i>	<i>34.10</i>	<i>37.60</i>
Non-manufacturing—												
Mining and quarrying	104.00	118.10	125.30	53.00	61.60	68.00	58.90	65.90	70.30	37.80	43.60	46.10
Building and construction	90.40	102.90	107.10	41.60	48.30	50.60	52.50	59.30	64.30	32.70	37.10	37.90
Transport and storage	90.00	96.10	104.30	43.30	49.20	52.50	55.10	61.60	67.80	33.70	37.90	42.10
Finance and property	83.60	89.40	99.80	43.10	47.10	53.00	54.30	60.10	67.20	37.20	39.80	44.10
Wholesale trade, primary produce dealing, etc.	74.20	81.60	88.20	37.00	39.90	44.80	49.90	55.80	61.50	31.60	36.10	40.50
Retail trade	66.80	76.20	80.80	34.70	37.70	42.60	45.80	51.90	59.20	28.50	32.10	36.10
Other industries(d)	77.00	85.30	91.20	40.30	45.30	47.60	50.30	57.40	63.70	32.90	37.20	40.10
<i>Non-manufacturing groups</i>	<i>81.60</i>	<i>90.50</i>	<i>96.70</i>	<i>38.90</i>	<i>43.20</i>	<i>47.40</i>	<i>49.70</i>	<i>56.10</i>	<i>62.70</i>	<i>32.20</i>	<i>35.90</i>	<i>39.80</i>
All industry groups(e)	80.00	89.60	96.00	38.70	43.10	47.00	47.30	54.40	60.70	31.30	35.40	39.20

(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, particulars of scope of the surveys, etc., see pages 260-1. (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 HOURS PAID FOR, FULL-TIME EMPLOYEES (OTHER THAN
MANAGERIAL, ETC. STAFF)(a): INDUSTRY GROUPS, AUSTRALIA(b)
OCTOBER 1970, 1971 AND 1972(c)**

Industry group	Adult males			Junior males			Adult females			Junior females		
	Oct. 1970	Oct. 1971	Oct. 1972	Oct. 1970	Oct. 1971	Oct. 1972	Oct. 1970	Oct. 1971	Oct. 1972	Oct. 1970	Oct. 1971	Oct. 1972
Manufacturing—												
Extracting, refining and founding of metals	45.0	43.8	44.0	42.2	40.3	40.4	40.5	39.7	40.0	40.3	39.7	39.3
Engineering and metal-working	44.8	44.1	43.3	41.3	41.4	40.4	40.5	40.2	39.9	39.3	39.5	39.4
Ships, vehicles, parts and accessories	43.0	42.6	42.2	41.4	40.8	39.8	39.5	39.9	40.0	39.4	39.7	39.7
<i>Founding, engineering, vehicles, etc.</i>	44.4	43.7	43.1	41.5	41.1	40.3	40.3	40.1	39.9	39.4	39.6	39.4
Textiles, clothing and footwear	43.6	43.7	43.4	40.4	40.8	39.8	39.5	39.2	39.3	39.5	38.8	38.6
Food, drink and tobacco	43.6	43.6	43.2	40.7	40.7	40.4	39.1	39.3	39.8	38.9	38.8	38.9
Paper, printing, book-binding and photography	42.7	42.3	42.5	41.2	41.1	41.0	39.5	39.6	39.7	39.5	39.3	38.8
Chemicals, dyes, explosives, paints, non-mineral oils	42.9	42.5	42.9	40.6	40.5	40.7	39.6	39.2	38.6	38.6	39.0	38.5
Other	44.2	43.8	43.9	40.4	40.1	40.8	39.8	39.8	39.7	38.8	38.8	39.8
<i>Manufacturing groups</i>	44.0	43.5	43.2	41.1	40.8	40.4	39.7	39.6	39.6	39.3	39.0	39.0
Non-manufacturing—												
Mining and quarrying	44.8	44.0	43.5	42.2	41.6	41.6	38.9	39.0	38.9	38.5	38.6	38.8
Building and construction	44.8	45.6	44.2	41.8	41.6	40.8	39.4	39.3	39.1	39.6	39.4	39.6
Transport and storage	46.1	44.9	44.1	42.1	41.4	41.9	39.3	39.4	39.5	39.4	39.3	39.4
Finance and property	38.5	38.9	39.3	39.0	39.0	39.0	37.9	37.8	37.7	38.4	38.5	38.1
Wholesale trade, primary produce dealing, etc.	41.9	41.7	41.5	40.4	40.2	40.6	38.7	38.7	38.7	38.8	38.8	39.1
Retail trade	41.8	41.4	41.5	41.1	40.8	41.0	39.3	39.5	39.6	39.7	39.8	39.8
Other industries(d)	42.2	42.0	42.1	39.6	39.7	39.7	39.1	38.9	38.9	37.8	38.0	37.7
<i>Non-manufacturing groups</i>	43.0	42.8	42.4	40.6	40.4	40.5	38.9	38.9	38.9	38.9	39.0	38.9
All industry groups(e)	43.5	43.2	42.9	40.8	40.6	40.5	39.4	39.3	39.3	39.0	39.0	38.9

(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, particulars of scope of the surveys, etc., see pages 260-1. (d) Includes community and business services; amusement, hotels, cafes, 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 1969 to 1972 are shown for full-time males and females (adult and junior).

**AVERAGE EARNINGS AND HOURS, FULL TIME EMPLOYEES (OTHER THAN
MANAGERIAL, ETC. STAFF)(a): ALL INDUSTRY GROUPS, AUSTRALIA(b)
OCTOBER 1969 TO 1972(c)**

	Average weekly earnings (\$)				Average weekly hours paid for				Average hourly earnings (\$)			
	Oct. 1969	Oct. 1970	Oct. 1971	Oct. 1972	Oct. 1969	Oct. 1970	Oct. 1971	Oct. 1972	Oct. 1969	Oct. 1970	Oct. 1971	Oct. 1972
Adult males	74.00	80.00	89.60	96.00	43.6	43.5	43.2	42.9	1.70	1.84	2.08	2.24
Junior males	35.80	38.70	43.10	47.00	40.9	40.8	40.6	40.5	0.88	0.95	1.06	1.16
Adult females	43.20	47.30	54.40	60.70	39.4	39.4	39.3	39.3	1.10	1.20	1.39	1.55
Junior females	28.60	31.30	35.40	39.20	39.0	39.0	39.0	38.9	0.73	0.80	0.91	1.01

(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, particulars of scope of the surveys, etc., see pages 260-1.

**AVERAGE WEEKLY EARNINGS, FULL-TIME MALE MANAGERIAL, EXECUTIVE, ETC.
STAFF(a): INDUSTRY GROUPS, AUSTRALIA(b), OCTOBER 1969 TO 1972(c)**

(\$)

<i>Industry group</i>	<i>October 1969</i>	<i>October 1970</i>	<i>October 1971</i>	<i>October 1972</i>
Manufacturing—				
Extracting, refining and founding of metals	135.10	148.50	157.50	171.40
Engineering and metalworking	118.30	127.70	141.30	150.00
Ships, vehicles, parts and accessories	117.00	124.30	137.70	142.40
<i>Founding, engineering, vehicles, etc.</i>	119.40	129.00	142.10	150.30
Textiles, clothing and footwear	114.80	120.80	136.50	142.70
Food, drink and tobacco	112.40	123.90	138.70	146.70
Paper, printing, bookbinding and photography	117.90	127.80	142.70	151.60
Chemicals, dyes, explosives, paints, non-mineral oils	126.80	133.40	153.00	167.30
Other	112.70	128.00	136.50	145.30
<i>Manufacturing groups</i>	117.20	127.60	141.00	149.50
Non-manufacturing—				
Mining and quarrying	147.40	161.90	177.00	190.00
Building and construction	117.10	130.50	140.40	150.60
Transport and storage	116.20	124.50	137.00	143.10
Finance and property	130.30	156.80	154.30	173.40
Wholesale trade, primary produce dealing, etc.	118.40	125.60	136.70	146.40
Retail trade	97.00	105.70	114.10	124.70
Other industries(d)	114.80	124.80	134.20	138.70
<i>Non-manufacturing groups</i>	116.60	129.40	136.90	147.40
All industry groups(e)	116.90	128.70	138.50	148.30

(a) Private employees only. Includes managerial, executive, professional and higher supervisory staff. For definitions, particulars of scope of the surveys, etc., see pages 260-1. (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 FEMALE MANAGERIAL
EXECUTIVE, ETC. STAFF(a): INDUSTRY GROUPS, AUSTRALIA(b)
OCTOBER 1969 TO 1972(c)**

(\$)

<i>Survey</i>	<i>Manufacturing groups</i>	<i>Non- manufacturing groups</i>	<i>All industry groups(e)</i>
October(c)—			
1969	64.90	68.00	67.10
1970	72.70	71.30	71.70
1971	80.60	81.20	81.10
1972	87.30	88.00	87.80

For footnotes see table above.

**AVERAGE EARNINGS AND HOURS, PART-TIME EMPLOYEES(a)
AUSTRALIA(b), OCTOBER 1969 TO 1972(c)**

<i>Survey</i>	<i>Average weekly earnings (\$)</i>				<i>Average weekly hours paid for</i>				<i>Average hourly earnings (\$)</i>			
	<i>Adult males</i>	<i>Junior males</i>	<i>Adult females</i>	<i>Junior females</i>	<i>Adult males</i>	<i>Junior males</i>	<i>Adult females</i>	<i>Junior females</i>	<i>Adult males</i>	<i>Junior males</i>	<i>Adult females</i>	<i>Junior females</i>
October(c)—												
1969	23.40	5.70	21.70	7.00	14.1	7.1	17.6	9.4	1.66	0.81	1.23	0.74
1970	26.60	6.10	22.90	6.00	14.8	7.1	17.4	6.9	1.80	0.85	1.32	0.86
1971	28.60	6.50	26.40	7.00	14.8	6.9	17.5	7.4	1.94	0.94	1.51	0.94
1972	29.60	8.00	30.10	6.80	14.3	7.9	17.6	6.8	2.06	1.02	1.71	1.00

(a) Private employees only. Part-time employees are those who normally work less than 30 hours a week. For definitions, particulars of scope of the surveys, etc., see pages 260-1. (b) Excludes Northern Territory and Australian Capital Territory. (c) Last pay-period in October.

Determination of wage rates in Australia

Before June 1967, 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 Wages and Margins

For a brief history of Commonwealth basic wages and margins, see earlier issues of the Year Book and the *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 to operate from the beginning of the first pay-period to commence on or after 1 July 1967.

For tables showing Commonwealth basic wage rates for adult males and adult females see the Appendix to *Labour Report* No. 56, 1971.

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 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.

As a result of its decision in the Basic Wage, Margins and Total Wage Cases of 1966, the Commonwealth Conciliation and Arbitration Commission, over the period September 1966 and November 1967, undertook a work value inquiry concerning classifications appearing in the Metal Trades Award. On 11 December 1967 the Commission issued a majority decision (Gallagher *J.* and Commissioner Winter, with Moore *J.* dissenting), granting increases to adult male classifications. Subsequently the Commission decided that these increases would operate in two stages, namely, from January 1968 and August 1968.

In its decisions in National Wage Cases, the Commonwealth Conciliation and Arbitration Commission increased total award rates of pay for adult male and female employees by \$1.35 a week in October 1968, by 3 per cent in December 1969, by 6 per cent in January 1971, and by \$2.00 a week in May 1972. Increases were also made to the minimum wage for adult males (see next page).

On 15 December 1972 the Commission issued its decision in the National Wage and Equal Pay Cases 1972. It decided that all matters in which national wage and minimum wage increases were sought be adjourned until 13 March 1973. The claim that the minimum wage for adult males be applied to adult females was rejected. The Commission decided to apply to all of its awards the principle of 'equal pay for work of equal value' for females (see page 267).

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 State capital cities. As a result of the decisions of the Commission in the National Wage Cases, the minimum wages for adult males were increased by \$1 a week in July 1967, by \$1.35 a week in October 1968, by \$3.50 a week in December 1969, by \$4.00 a week in January 1971, and by \$4.70 a week in May 1972.

Equal pay

Two benches of the Commonwealth Conciliation and Arbitration Commission sat jointly from 25 February 1969 to 22 May 1969 to take evidence and hear argument on trade union claims for equal pay between the sexes in the Equal Pay Cases 1969. Both benches of the Commission reached a common conclusion and on 19 June 1969 published their decision and reasons for their decision. The Commission said it was prepared to implement the principle of equal pay for equal work by introducing into Commonwealth awards and determinations the principles contained in State acts on equal pay. The Commission stated that no increases should be granted to adult females without an examination of the work done. It also suggested a number of principles to be applied in deciding applications for equal pay. The Commission decided that implementation of equal pay should be spread over a period so that female rates of pay affected by this decision should become equal to the male rate from the beginning of the first pay-period to commence on or after 1 January 1972. For further details of the Commission's decision see *Labour Report* No. 56, 1971, pages 199-202.

On 15 December 1972 the Commonwealth Conciliation and Arbitration Commission, in its decision in the National Wage and Equal Pay Cases 1972, outlined the principle of 'equal pay for work of equal value' for adult and junior females, which is to be applied to all Commonwealth awards and determinations. The Commission stated that the principle meant the fixation of award rates of pay by a consideration of the work performed irrespective of the sex of the worker. The eventual outcome would be a single award rate for an occupational group or classification payable to both male and female employees. Female rates are to be determined by work value comparisons, where value of the work refers to worth in terms of award wage or salary fixation and not worth to the employer. The principle has no application to the minimum wage for adult males.

The Commission decided that implementation of the above principle be by agreement or arbitration, and generally take place by three equal instalments so that one-third of any increase is payable no later than 31 December 1973, half of the remainder by 30 September 1974, and the balance by 30 June 1975.

The Commission decided that the 1969 equal pay principles (see above) will continue to apply in appropriate cases.

For details of equal pay provisions under State awards, etc., see *Labour Report* No. 56, 1971, pages 210-11.

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.

Legislation operative from 1 January 1968 determined the basic wage for adult males at \$34.50 a week and the basic wage for adult females at \$26.10 a week. 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.

Subsequent to decisions of the Commonwealth Conciliation and Arbitration Commission in National Wage Cases, the Industrial Commission of New South Wales increased the basic wages for adult males and adult females by \$1.35 a week in October 1968; the adult male basic wage by \$1.05 a week and the adult female basic wage by 85 cents a week in December 1969; the basic wage for adult males by \$2.20 a week and the basic wage for adult females by \$1.70 a week from 1 January 1971; and the basic wages for adult males and adult females by \$2.00 a week on and from 19 May 1972. Marginal rates of pay in State awards were increased by 3 per cent in December 1969 and by 6 per cent in January 1971.

Further information on New South Wales basic wages is published in the annual *Labour Report*. State basic wage rates for Sydney are published in the Appendix to *Labour Report* No. 56, 1971.

Victoria

In Victoria, Wages Boards are constituted for industry groups or occupations from representatives of employers and employees with an independent chairman to determine rates of wages and conditions of work.

Subsequent to the decisions of the Commonwealth Conciliation and Arbitration Commission in the National Wage Cases of 1967 (*see* page 266), 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 adult females were increased by \$1 a week.

Following decisions of the Commonwealth Conciliation and Arbitration Commission in National Wage Cases, total wages prescribed for both adult males and adult females in Wages Board determinations were increased by \$1.35 in October 1968, by 3 per cent in December 1969, by 6 per cent in January 1971, and by \$2.00 a week in May 1972. In December 1969 the Industrial Appeals Court ordered that a minimum wage for adult males of \$42.30 a week should operate in all determinations. In January 1971 the minimum wage for adult males was increased by \$4 a week and in May 1972 by \$4.70 a week.

For further information on the operation of Victorian Wages Board determinations *see* the annual *Labour Report*. Basic wage rates, general increases in total rates of pay, and rates of minimum wage for adult males are published in the Appendix to *Labour Report* No. 56, 1971.

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.

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. Subsequently the Commission decided that this \$1 increase would be absorbed in basic wage rates.

The Industrial Conciliation and Arbitration Commission increased the basic wages for adult males and adult females by \$1.35 a week in October 1968; the basic wage for adult males by \$1.10 a week, the basic wage for adult females by 80 cents a week and the marginal content of award rates of pay by 3 per cent in December 1969; and the basic wage for adult males by \$2.20 a week, the basic wage for adult females by \$1.70 a week, and the marginal content of award wages by 6 per cent in January 1971. The Commission further increased the basic wage for adult males by 95 cents a week and the basic wage for adult females by 75 cents a week in December 1971; the basic wage for adult males by 80 cents a week and the basic wage for adult females by 60 cents a week in March 1972; and the basic wage for adult males by 40 cents a week and the basic wage for adult females by 75 cents a week in May 1972. In February 1973, the Commission increased the basic wage for adult males by \$1.30 to \$42.30 a week for the Eastern District of the Southern Division (including Brisbane) and the basic wage for adult females by \$1.00 to \$32.85 a week for the same area.

A guaranteed minimum wage for adult males of \$42.80 a week for the Eastern District of the Southern Division (including Brisbane) was awarded in May 1970, increased to \$46.80 a week in January 1971, to \$51.50 a week in May 1972 and to \$52.80 a week in February 1973.

For other areas of the State, district allowances are added to these rates (see *Labour Report* No. 56, 1971, page 206).

For further particulars of basic wage determination in Queensland see the annual *Labour Report*. Tables of basic wages and rates of minimum wage for adult males are published in the Appendix to *Labour Report* No. 56, 1971.

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.

Following increases in rates of pay in Commonwealth awards, since 1967 rates prescribed in South Australian State awards have been increased as set out below. The State living wages for both adult males and adult females were increased by \$1 a week in July 1967 and by \$1.35 a week in October 1968. In December 1969 an 'economic loading' of 3 per cent of the sum of the living wage and margins was included in all awards. In January 1971, this 'economic loading' was absorbed in the living wage and margins, and these were further increased by 6 per cent. In May 1972 the State living wages for adult males and adult females were increased by \$2.00 a week.

A minimum wage for adult males of \$36.05 a week was introduced in September 1966. This wage was increased by \$1 a week in July 1967, by \$1.35 a week in October 1968, by \$3.50 a week in December 1969, by \$4 a week in January 1971, and by \$4.70 a week in May 1972.

For further information on South Australian living wages see the annual *Labour Report*. Tables of living wages and rates of minimum wage for adult males are published in the Appendix to *Labour Report* No. 56, 1971.

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.

Legislation operative from 22 November 1968 fixed the State basic wage for adult males at \$35.45 and for adult females at \$27.08 a week. 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.

The Western Australian Industrial Commission increased the basic wage for adult males by \$1.00 a week in November 1968, by \$2.00 a week in October 1970, by \$1.00 a week in October 1971, and by \$1.00 a week in June 1972; and the basic wage for adult females by 80 cents a week in November 1968, by \$1.52 a week in October 1970, by \$1.50 a week in October 1971, and by \$1.50 a week in June 1972.

The minimum wage for adult males of \$36.55 a week awarded in April 1967 was increased by \$1.00 a week in July 1967, by \$1.35 a week in October 1968, by \$3.50 a week in December 1969, by \$7.50 a week in October 1970, by \$2.50 a week in October 1971, and by \$2.00 a week in June 1972.

On 26 October 1970 the Commission decided that awards would provide for additions to award rates for adult males to raise their wage rates for ordinary hours of work to 110 per cent of the sum of the basic wage and margin. This provision would not apply to those adult males who were already in receipt of this amount by virtue of award provisions or otherwise. This provision would operate from the date of amendment of each award, the first such amendment being inserted into awards in October 1970.

More detailed information on State basic wages in Western Australia appears in the annual *Labour Report*. Basic wage rates and rates of minimum wage for adult males are published in the Appendix to *Labour Report* No. 56, 1971.

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.

Subsequent to decisions of the Commonwealth Conciliation and Arbitration Commission in National Wage Cases, Tasmanian Wages Boards varied their determinations as follows. The basic wages for adult males and adult females were increased by \$1.00 a week in either July or August 1967, and by \$1.35 a week in October 1968; the adult male basic wage was increased by \$1.05 a week, the adult female basic wage by 80 cents a week and the marginal content of award rates of pay by 3 per cent in December 1969; the basic wage for adult males was further increased by \$2.20 a week, the basic wage for adult females by \$1.70 a week and the marginal content of award rates of pay by 6 per cent in January 1971. The basic wages for adult males and adult females were increased by \$2.00 a week in May 1972.

A minimum wage for adult males of \$38.15 a week was introduced into Wages Board determinations in July 1967. This was increased by \$2.30 a week in October 1968, by \$2.55 a week in December 1969, by \$4 a week in January 1971, and by \$4.70 a week in May 1972.

Further details of basic wages in Tasmanian Wages Board determinations are published in the annual *Labour Report*. Basic wage rates and rates of minimum wage for adult males are published in the Appendix to *Labour Report* No. 56, 1971.

Annual leave

The majority of employees in Australia at present receive at least three weeks' paid annual leave. In 1964 State government employees in New South Wales were granted four weeks' paid annual leave and in 1971 South Australian government employees also obtained this benefit. As from 1 January 1973 employees of the Commonwealth government were granted four weeks' annual leave.

In December 1971, the Commonwealth Conciliation and Arbitration Commission rejected claims by the unions for four weeks' leave, and for an extra week's pay while on leave. The decision on the claim for an increase in the award amount of weekly payment when on leave was deferred until after the hearing of the National Wage Cases 1971-72. On 7 June 1972 the Commission handed down its decision on this claim. It decided that, in general, payments for annual leave should include in addition to normal award rates of pay, over-award payments for ordinary hours of work, shift-work premiums, service grants, and certain allowances (industry, climatic, regional, etc., leading hand, first-aid, tool and qualification allowances). Generally speaking, employers paying an annual leave bonus would not be required to pay both the bonus and the above payments. Overtime payments, disability rates such as confined spaces and dirty work, and certain allowances (camping, travelling, car and meal allowances) should generally be excluded from annual leave payments. The provisions in each award are to be considered separately, together with the appropriate date of operation. For those awards under which the application was made in this case, the date of operation was set as 1 November 1972.

More detailed information on Commonwealth and State annual leave provisions appears in the annual *Labour Report*.

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. 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. Some employees of Commonwealth and State governments and employees in certain industries are entitled to long service leave of a higher standard. In all cases the transfer of ownership of a business does not constitute a break in continuity of service with the same employer. Further information is contained in the annual *Labour Report*.

INDUSTRIAL DISPUTES

Detailed information regarding industrial disputes involving stoppages 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. 56, 1971. Current statistics are published in the quarterly bulletin *Industrial Disputes* (6.6). Preliminary monthly figures are published in the bulletin *Industrial Disputes* (6.27).

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 1972, classified according to industry groups.

INDUSTRIAL DISPUTES(a): INDUSTRY GROUPS, AUSTRALIA, 1972

Industry group	Number	Workers involved ('000)			Working days lost ('000)	Estimated loss in wages (\$'000)
		Directly	Indirectly (b)	Total		
Agriculture, grazing, etc.	1	*	..	*	*	0.4
Coal mining	151	33.0	0.5	33.6	60.8	1,026.5
Other mining and quarrying	61	13.4	3.6	16.9	62.0	1,156.7
Engineering, metals, vehicles, etc.	787	495.9	9.5	505.4	620.2	9,775.8
Textiles, clothing and footwear	10	1.2	0.2	1.4	3.2	37.3
Food, drink and tobacco	229	76.6	13.0	89.6	179.1	2,372.9
Sawmilling, furniture, etc.	4	0.2	*	0.2	1.9	25.7
Paper, printing, etc.	23	6.6	0.2	6.8	45.7	776.9
Other manufacturing	160	53.9	2.3	56.2	224.7	3,489.1
<i>Total Manufacturing</i>	<i>1,213</i>	<i>634.4</i>	<i>25.3</i>	<i>659.7</i>	<i>1,074.8</i>	<i>16,477.6</i>
Building and construction	261	130.7	1.9	132.6	411.7	7,522.6
Railway and tramway services	53	50.3	39.5	89.8	125.8	1,816.0
Road and air transport	87	14.7	1.6	16.2	46.8	777.3
Shipping	50	3.5	0.1	3.6	13.5	208.5
Stevedoring	235	52.9	..	52.9	39.2	561.1
Amusement, hotels, personal service, etc.	22	26.5	*	26.5	44.3	693.3
Other industries(c)	164	81.8	0.1	82.0	131.3	1,834.6
Total	2,298	1,041.2	72.6	1,113.8	2,010.3	32,074.4

(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.

* Less than 50.

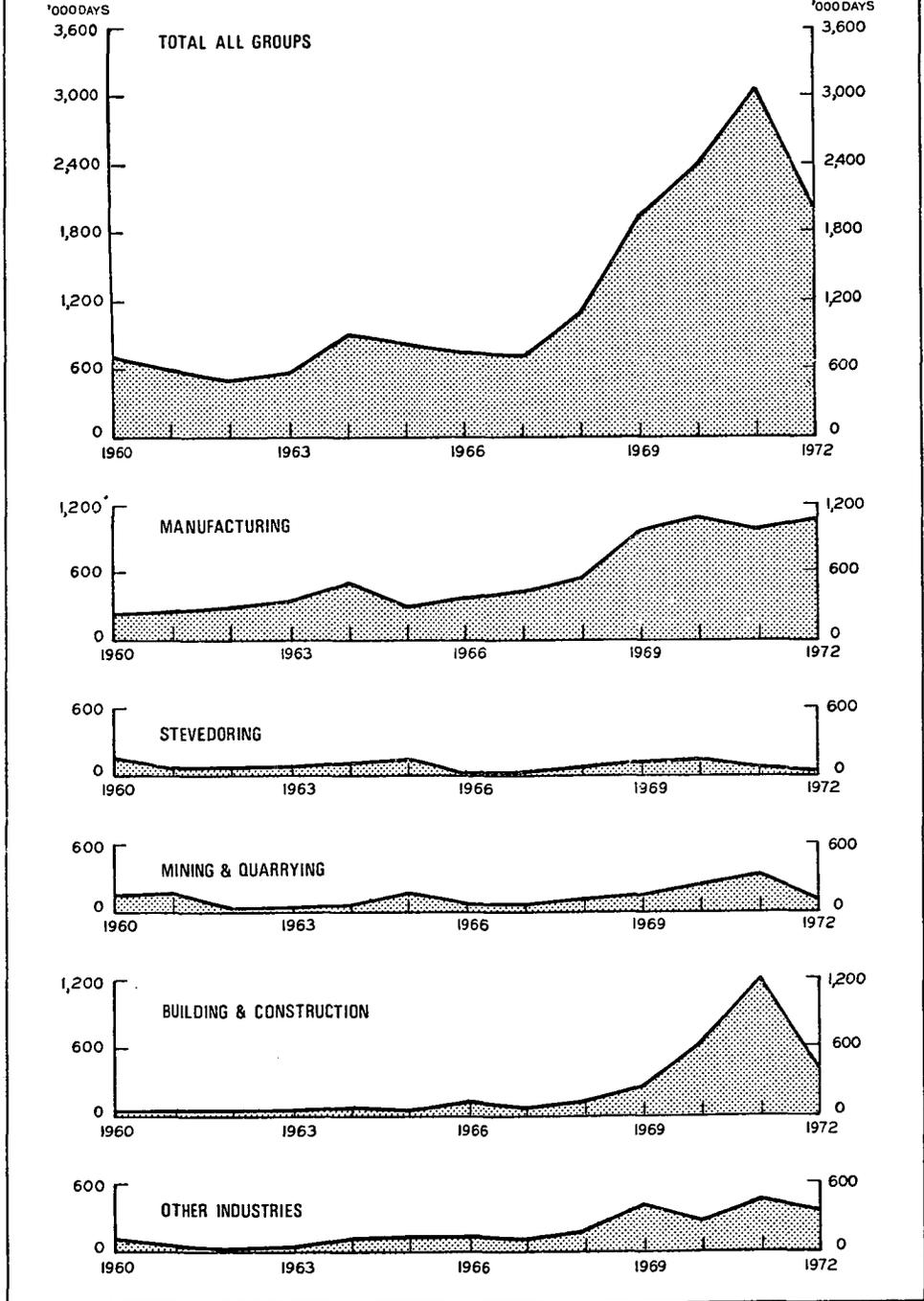
A graph on plate 25, page 272 shows, for the years 1960 to 1972, the working days lost as a result of industrial disputes in the main industry groups.

The next table, page 273, 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 1968 to 1972.

INDUSTRIAL DISPUTES: AUSTRALIA

1960 TO 1972

WORKING DAYS LOST—INDUSTRY GROUPS



INDUSTRIAL DISPUTES(a): STATES AND TERRITORIES, 1968 TO 1972

State or Territory	Year	Number	Workers involved ('000)			Working days lost ('000)	Estimated loss in wages (\$'000)
			Directly	Indirectly (b)	Total		
New South Wales	1968	965	345.0	10.5	355.5	583.4	6,653.5
	1969	1,133	507.9	13.8	521.7	743.8	8,666.3
	1970	1,484	703.7	36.9	740.6	1,393.6	17,516.5
	1971	1,236	613.1	30.6	643.7	1,887.5	28,218.2
	1972	1,174	509.2	6.9	516.1	866.8	13,957.2
Victoria	1968	327	169.3	3.5	172.8	243.9	2,731.3
	1969	367	336.7	19.8	356.4	717.2	8,619.6
	1970	447	323.9	9.1	333.0	510.8	6,793.7
	1971	362	366.5	13.5	380.1	689.6	9,726.5
	1972	377	292.0	46.2	338.2	638.4	9,656.0
Queensland	1968	193	116.7	3.5	120.2	158.6	1,701.2
	1969	253	215.0	3.5	218.5	238.6	2,523.6
	1970	378	153.7	5.2	158.9	179.2	2,413.1
	1971	441	167.9	4.3	172.2	271.4	4,009.1
	1972	442	146.3	10.2	156.5	292.2	4,973.4
South Australia	1968	83	38.0	1.4	39.4	51.1	514.6
	1969	72	101.1	1.7	102.8	129.0	1,551.4
	1970	156	48.9	8.1	57.0	93.1	1,123.1
	1971	135	59.3	4.8	64.1	111.2	1,484.9
	1972	111	48.2	1.7	49.8	60.9	858.0
Western Australia	1968	70	18.3	0.4	18.7	21.8	281.8
	1969	104	57.0	2.1	59.1	101.4	1,284.2
	1970	125	44.4	2.1	46.5	141.1	1,963.3
	1971	132	30.8	5.0	35.8	69.4	1,166.4
	1972	105	24.2	4.1	28.3	94.6	1,677.2
Tasmania	1968	28	7.5	0.3	7.8	13.0	149.0
	1969	44	8.6	0.1	8.7	9.9	115.3
	1970	66	12.8	2.0	14.8	32.2	451.1
	1971	46	14.1	0.5	14.7	20.6	317.3
	1972	48	11.7	3.5	15.2	19.2	305.1
Northern Territory	1968	37	3.7	..	3.7	4.6	50.2
	1969	33	8.0	0.2	8.2	8.7	124.8
	1970	62	11.6	*	11.6	27.0	424.4
	1971	41	9.5	0.1	9.6	15.7	271.4
	1972	32	3.4	*	3.5	15.1	267.1
Australian Capital Territory	1968	10	2.3	..	2.3	3.0	33.7
	1969	8	9.8	*	9.8	9.4	100.6
	1970	20	5.1	*	5.1	16.8	198.2
	1971	11	6.3	..	6.3	3.3	47.4
	1972	9	6.2	*	6.2	23.1	380.4
Australia	1968	1,713	700.8	19.5	720.3	1,079.5	12,115.2
	1969	2,014	1,244.0	41.2	1,285.2	1,958.0	22,985.7
	1970	2,738	1,304.2	63.3	1,367.4	2,393.7	30,883.3
	1971	2,404	1,267.7	58.8	1,326.5	3,068.6	45,241.3
	1972	2,298	1,041.2	72.6	1,113.8	2,010.3	32,074.4

(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.

* Less than 50.

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 1972, industrial disputes in coal mining, engineering, etc., stevedoring and other industries classified according to duration.

INDUSTRIAL DISPUTES(a): DURATION, BY INDUSTRY GROUP, AUSTRALIA, 1972

Duration (working days)	Workers involved(b)			Working days lost		Estimated loss in wages (\$'000)
	Number	Number (^{'000})	Proportion of total (per cent)	Number (^{'000})	Proportion of total (per cent)	
COAL MINING						
Up to 1 day	75	11.9	35.5	13.3	21.8	218.2
Over 1 to 2 days	42	15.4	45.8	24.3	39.9	380.1
Over 2 to 3 days	13	3.8	11.3	9.4	15.5	175.2
Over 3 to less than 5 days	15	1.4	4.2	5.2	8.6	98.4
5 to less than 10 days	4	1.0	3.1	6.0	9.8	119.3
10 to less than 20 days . . . . .	..	..	..	..	..	..
20 to less than 40 days . . . . .	..	..	..	..	..	..
40 days and over	2	0.1	0.2	2.3	4.4	35.2
<i>Total</i>	151	33.6	100.0	60.8	100.0	1,026.5
ENGINEERING, METALS, VEHICLES, ETC.						
Up to 1 day	381	340.1	67.3	205.1	33.1	3,274.4
Over 1 to 2 days	124	121.0	23.9	150.0	24.2	2,374.4
Over 2 to 3 days	74	11.2	2.2	27.3	4.4	422.6
Over 3 to less than 5 days	64	11.1	2.2	43.5	7.0	680.5
5 to less than 10 days	92	10.3	2.0	73.2	11.8	1,122.9
10 to less than 20 days	41	7.6	1.5	98.4	15.9	1,589.3
20 to less than 40 days	11	4.0	0.8	22.7	3.7	311.6
40 days and over . . . . .	..	..	..	..	..	..
<i>Total</i>	787	505.4	100.0	620.2	100.0	9,775.8
STEVEDORING						
Up to 1 day	176	44.2	83.6	22.9	58.5	330.5
Over 1 to 2 days	37	3.8	7.2	5.0	12.7	72.4
Over 2 to 3 days	11	2.1	4.0	4.4	11.2	62.2
Over 3 to less than 5 days	8	2.5	4.7	5.5	14.0	76.5
5 to less than 10 days	3	0.2	0.2	1.4	3.5	19.5
10 to less than 20 days . . . . .	..	..	..	..	..	..
20 to less than 40 days . . . . .	..	..	..	..	..	..
40 days and over . . . . .	..	..	..	..	..	..
<i>Total</i>	235	52.9	100.0	39.2	100.0	561.1
OTHER INDUSTRIES						
Up to 1 day	420	267.6	51.2	196.6	15.2	2,995.5
Over 1 to 2 days	185	108.6	20.8	154.9	12.0	2,377.8
Over 2 to 3 days	148	43.7	8.4	117.7	9.1	1,757.5
Over 3 to less than 5 days	147	37.0	7.1	146.9	11.4	2,433.0
5 to less than 10 days	135	31.6	6.1	219.8	17.0	3,544.0
10 to less than 20 days	64	24.8	4.8	230.5	17.9	3,352.9
20 to less than 40 days	23	8.5	1.6	219.4	17.0	4,177.4
40 days and over	3	0.1	..	4.3	0.3	73.0
<i>Total</i>	1,125	521.9	100.0	1,290.0	100.0	20,711.0
ALL INDUSTRIES						
Up to 1 day	1,052	663.9	59.6	437.9	21.8	6,818.6
Over 1 to 2 days	388	248.8	22.3	334.1	16.6	5,204.8
Over 2 to 3 days	246	60.9	5.5	158.9	7.9	2,417.5
Over 3 to less than 5 days	234	51.9	4.7	201.1	10.0	3,288.3
5 to less than 10 days	234	43.2	3.9	300.3	14.9	4,805.8
10 to less than 20 days	105	32.4	2.9	328.9	16.3	4,942.2
20 to less than 40 days	34	12.6	1.1	242.1	12.0	4,489.0
40 days and over	5	0.2	..	6.9	0.3	108.2
<i>Grand Total</i>	2,298	1,113.8	100.0	2,010.3	100.0	32,074.4

(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 273.

Causes of disputes

In the following table causes of industrial disputes (that is, the direct *causes of stoppages of work*) are analysed in four industry groups and grouped under the following headings.

Wages—claims involving general principles relating to wages, including combined claims relating to wages, hours or conditions of work. *Hours of work*—claims involving general principles relating to hours of work. *Leave, pensions, compensation provisions, etc.*—claims involving general principles relating to these provisions. *Managerial policy*—disputes concerning managerial policy of employers including computation of wages, hours, leave, etc. in individual cases; docking pay, etc.; dismissals, etc.; principles of promotion, etc.; employment of particular persons and personal disagreements; production limitations, etc. *Physical working conditions*—disputes concerning physical working conditions including safety issues; protective clothing and equipment, etc.; amenities; shortage of, or condition of, equipment or material; new production methods, etc.; arduous physical tasks, etc. *Trade unionism*—disputes concerning employment of non-unionists; inter-union and intra-union disputes; sympathy stoppages; recognition of union activities, etc. *Other*—disputes concerning protests directed against persons or situations other than those dealing with employer-employee relationship; non-award public holidays; accidents and funerals; no reason given for stoppage, etc.

For more information concerning these classifications of causes see the quarterly bulletin *Industrial Disputes* (6.6.).

INDUSTRIAL DISPUTES(a): CAUSES, INDUSTRY GROUPS, AUSTRALIA, 1972

Cause of dispute	Engineer- ing, metals, vehicles, etc.				All industries
	Coal mining	Steve- doring	Other industries		
Number of disputes—					
Wages	21	303	9	548	881
Hours of work	1	3	2	10	16
Leave, pensions and compensation provisions, etc.	2	11	..	11	24
Managerial policy	49	257	84	346	736
Physical working conditions	30	74	67	104	275
Trade unionism	23	102	24	72	221
Other	25	37	49	34	145
Total disputes	151	787	235	1,125	2,298
Workers involved(b) ('000)—					
Wages	3.1	295.5	0.6	347.4	646.5
Hours of work	*	0.1	0.1	2.4	2.6
Leave, pensions and compensation provisions, etc.	0.1	4.3	..	17.3	21.8
Managerial policy	5.9	51.3	12.2	78.0	147.4
Physical working conditions	7.3	9.1	8.3	25.3	50.0
Trade unionism	10.2	17.0	1.5	12.9	41.7
Other	6.9	128.1	30.2	38.7	203.9
Total workers involved	33.6	505.4	52.9	521.9	1,113.8
Working days lost ('000)—					
Wages	9.7	380.9	0.5	967.5	1,358.5
Hours of work	*	0.1	0.3	2.1	2.5
Leave, pensions and compensation provisions, etc.	0.1	2.6	..	42.9	45.6
Managerial policy	10.7	102.3	11.0	177.8	301.8
Physical working conditions	9.8	17.8	8.1	41.0	76.7
Trade unionism	19.9	25.6	1.7	30.2	77.4
Other	10.6	90.9	17.8	28.5	147.7
Total working days lost	60.8	620.2	39.2	1,290.0	2,010.3

(a) Refers only to disputes involving a stoppage of work of ten man-days or more. Involved. See footnote (b) to table on page 273.

(b) Includes workers indirectly

* Less than 50.

Methods of settlement of disputes

The following table shows particulars of industrial disputes for 1972, classified according to method of settlement, in four industry groups. These statistics relate to the method directly responsible for ending the stoppage of work. For more information concerning this classification of methods of settlement see the quarterly bulletin, *Industrial Disputes* (6.6).

**INDUSTRIAL DISPUTES(a): METHODS OF SETTLEMENT, INDUSTRY GROUPS
AUSTRALIA, 1972**

<i>Method of settlement</i>	<i>Coal mining</i>	<i>Engin- eering, metals, vehicles, etc.</i>	<i>Steve- doring</i>	<i>Other industries</i>	<i>All industries</i>
NUMBER OF DISPUTES					
Private negotiation	33	181	29	278	521
Mediation not based on legislation	1	6	..	20	27
State legislation—					
Under State conciliation, etc. legislation	13	48	..	166	227
Reference to State Government officials . . . . .	..	..	..	..	..
Commonwealth and Commonwealth-State legislation—					
Industrial Tribunals under—					
Conciliation and Arbitration Act	9	63	..	103	175
Coal Industry Acts . . . . .	..	..	..	..	..
Stevedoring Industry Act . . . . .	..	..	1	..	1
Other Acts . . . . .	..	..	..	..	..
Reference to Commonwealth Government officials . . . . .	..	..	..	..	..
Filling places of workers on strike or locked out . . . . .	..	..	..	..	..
Closing down establishment permanently . . . . .	..	..	..	..	..
Resumption without negotiation	95	489	205	558	1,347
Other methods . . . . .	..	..	..	..	..
Total	151	787	235	1,125	2,298
WORKERS INVOLVED(b) ('000)					
Private negotiation	5.1	26.7	3.9	76.1	111.9
Mediation not based on legislation	0.4	0.3	..	3.5	4.3
State legislation—					
Under State conciliation, etc. legislation	1.6	7.9	..	57.2	66.7
Reference to State Government officials . . . . .	..	..	..	..	..
Commonwealth and Commonwealth-State legislation—					
Industrial Tribunals under—					
Conciliation and Arbitration Act	1.0	12.3	..	26.3	39.6
Coal Industry Acts . . . . .	..	..	..	..	..
Stevedoring Industry Act . . . . .	..	..	0.1	..	0.1
Other Acts . . . . .	..	..	..	..	..
Reference to Commonwealth Government officials . . . . .	..	..	..	..	..
Filling places of workers on strike or locked out . . . . .	..	..	..	..	..
Closing down establishment permanently . . . . .	..	..	..	..	..
Resumption without negotiation	24.5	458.2	48.9	358.8	891.3
Other methods . . . . .	..	..	..	..	..
Total	33.6	505.4	52.9	521.9	1,113.8

For footnotes see next page.

**INDUSTRIAL DISPUTES^(a): METHODS OF SETTLEMENT, INDUSTRY GROUPS
AUSTRALIA, 1972—continued**

<i>Method of settlement</i>	<i>Coal mining</i>	<i>Engineer- ing, metals, vehicles, etc.</i>	<i>Steve- doring</i>	<i>Other industries</i>	<i>All industries</i>
WORKING DAYS LOST ('000)					
Private negotiation	11.7	86.6	6.6	325.9	430.7
Mediation not based on legislation	0.4	2.8	..	12.1	15.3
State legislation—					
Under State conciliation, etc. legislation	5.4	43.4	..	190.3	239.0
Reference to State Government officials . . . . .	..	..	..	..	..
Commonwealth and Commonwealth-State legislation—					
Industrial Tribunals under—					
Conciliation and Arbitration Act	2.5	79.5	..	147.9	229.8
Coal Industry Acts . . . . .	..	..	..	..	..
Stevedoring Industry Act . . . . .	..	..	0.1	..	0.1
Other Acts . . . . .	..	..	..	..	..
Reference to Commonwealth Government officials . . . . .	..	..	..	..	..
Filling places of workers on strike or locked out . . . . .	..	..	..	..	..
Closing down establishment permanently . . . . .	..	..	..	..	..
Resumption without negotiation	40.9	408.0	32.6	613.9	1,095.3
Other methods . . . . .	..	..	..	..	..
Total	60.8	620.2	39.2	1,290.0	2,010.3

(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 273.

WORKERS' COMPENSATION LEGISLATION

A conspectus of the principal provisions of Workers' Compensation Acts and Ordinances in force in Australia at 31 December 1971 is included in *Labour Report* No. 56, 1971, pages 295-307.

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*. Current figures are published in an annual bulletin, *Trade Union Statistics: Australia* (6.24).

Trade unions

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

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 279.

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 1970 to 1972.

**TRADE UNIONS: NUMBER AND MEMBERSHIP, STATES AND TERRITORIES
DECEMBER 1970 TO 1972**

State or Territory	Number of separate unions			Number of members ('000)			Percentage increase in membership(a)		
	1970	1971	1972	1970	1971	1972	1970	1971	1972
New South Wales	208	204	198	912.3	971.6	988.4	3.1	6.5	1.7
Victoria	156	158	158	591.5	617.7	652.1	5.7	4.4	5.6
Queensland	139	140	138	330.2	337.6	343.5	-1.8	2.2	1.7
South Australia	137	139	132	202.7	215.9	223.7	4.4	6.5	3.6
Western Australia	155	154	151	168.6	178.3	184.8	4.0	5.7	3.6
Tasmania	114	111	112	73.9	75.2	80.5	5.8	1.8	7.1
Northern Territory(b)	45	51	55	6.6	8.1	11.1	(b)	(b)	(b)
Australian Capital Territory(b)	82	82	84	28.8	32.2	39.7	(b)	(b)	(b)
Australia	(c)305	(c)303	(c)305	2,314.6	2,436.6	2,523.7	3.4	5.3	3.6

(a) On preceding year. (b) Some unions in the Territories are affiliated with State organisations and their membership is reported under the heading of that State. More accurate reporting of membership by location by trade unions over the years is reflected in the annual figures for the Territories and this affects their comparability over time. (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 each year since 1912 is included in the Appendix to *Labour Report* No. 56, 1971.

Information about the industry distribution of trade unions and their membership has been published in the Year Book in past years in the form of a table classifying trade unions and their members by industry groups. In cases where the members of a union were employed in a number of industries the union has been classified to the predominant industry for the union concerned. In recent years a number of trade unions have ceased to function individually by reason of amalgamation or merger. This has created problems of coding where the amalgamating unions have been classified to different industry groups. These amalgamations, etc., together with the imprecision of coding unions to their predominant industry group, result in an inaccurate analysis of the number and membership of trade unions by industry groups. Therefore the publication of the table showing industry groups has been discontinued.

Number of trade union members and proportion of wage and salary earners. The following table shows the approximate percentages of wage and salary earners in employment who are members of trade unions. The estimates of total wage and salary earners have been obtained by adding the number of employees in agriculture and in private domestic service recorded at the June 1966 population census to the estimates of employees in all other industries at the end of each year. For this reason, and also because the membership of trade unions includes some persons not in employment, the percentages shown in the table are approximations. The percentages shown in this table are not directly comparable with those shown in Year Book No. 55, 1969 and earlier issues because the present estimates are based on a new series of employment estimates as from June 1966 see Chapter 20, Employment and Unemployment. The difference is of most significance for female employees as the current employment estimates include a considerable number of part-time employees who had previously been excluded.

TRADE UNIONS: NUMBER OF MEMBERS AND PROPORTION OF TOTAL WAGE AND SALARY EARNERS, AUSTRALIA(a), 1968 TO 1972

End of December—	Number of members ('000)			Proportion of total wage and salary earners(a) (Per cent)		
	Males	Females	Persons	Males	Females	Persons
1968	1,691.1	499.5	2,190.7	59	36	51
1969	1,717.5	521.6	2,239.1	58	36	50
1970	1,750.6	564.1	2,314.6	57	36	50
1971	1,818.2	618.3	2,436.6	59	39	52
1972	1,827.4	696.2	2,523.7	58	43	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 1972.

INTERSTATE OR FEDERATED TRADE UNIONS(a): AUSTRALIA, DECEMBER 1972

	Unions operating in—					Total
	2 States	3 States	4 States	5 States	6 States	
Number of unions	10	5	17	29	79	140
Number of members ('000)	22.0	62.4	96.7	339.0	1,803.0	2,323.1

(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.

Employer and employee organisations registered under Industrial Arbitration Acts, etc.

The Commonwealth *Conciliation and Arbitration Act* 1904–1972 and a number of State industrial arbitration acts provide for the registration of employer and employee organisations as outlined below. For further details see the annual *Labour Report*. In general, registration is necessary before an organisation may appear before the relevant industrial arbitration tribunal.

In Victoria and Tasmania where wages and conditions of work in the State sphere are determined by Wages Boards there is no provision in industrial arbitration legislation for registration of trade unions or employer organisations.

Commonwealth. At the end of 1972 the number of employers' organisations registered under the provisions of the *Conciliation and Arbitration Act* 1904–1972 was 77. The number of unions registered at the end of 1972 was 152, with membership of 2,129,097, representing 84 per cent of the total membership of all trade unions in Australia. Lists of organisations of employees and employers registered under this Act are contained in the *Industrial Information Bulletin*, Vol. 28 No. 1, January 1973 published by the Department of Labour.

New South Wales. At 30 June 1972 there were 130 employee unions and 286 employer unions registered under provisions of the Industrial Arbitration Act, 1940–1969, and 146 employee unions, 17 employer unions, and 1 other union registered under the Trade Union Act, 1881–1965. Lists of unions registered under these Acts are included in the *New South Wales Industrial Gazette* (see Vol. 186 Part 1 for details as at 30 June 1972).

Queensland. At 31 December 1972 there were 79 employee unions registered under the *Industrial Conciliation and Arbitration Acts*, 1961 to 1964, with a reported membership of 299,223. At the same date 40 employer unions with a reported membership of 39,761 employers were registered. Lists of registered employee and employer unions are published in the annual report of the President of the Industrial Court.

South Australia. At the end of December 1972 there were 2 employer associations and 52 employee associations registered under the provisions of the Industrial Conciliation and Arbitration Act 1972. Membership of these employee associations totalled 140,408.

Western Australia. At 30 June 1972 there were 94 unions of workers, with an aggregate membership of 152,812, registered under the provisions of the *Industrial Arbitration Act, 1912–1971*. At the same date there were 13 registered unions of employers with a reported aggregate membership of 1,908 employers. Lists of registered unions of workers and of employers together with membership figures are published in the *Western Australian Industrial Gazette* (see Vol. 52, pages 160–62, Appendix XIX).

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.

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 1972. 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, DECEMBER 1972**

	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Total
Number of councils	11	8	13	7	3	2	..	1	45
Number of unions and branch unions affiliated	360	270	205	176	121	100	..	27	1,259

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 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 approved State Trades and Labour Councils and Provincial Councils. The State Trades and Labour Council in each State is the State Branch of the A.C.T.U. and it has the right to appoint one representative to act on the executive of the Council. In addition to the four A.C.T.U. officers and representatives of the State Branches of the A.C.T.U., seven delegates are elected by and from Congress, one from each, of the following industry groups: Building, Food and distributing services, Manufacturing, Metal Services, Transport, and the A.W.U. group. The President and Secretary are full-time officials and, with the two Vice-Presidents, are elected by and from the Australian Congress of Trade Unions. The ordinary meetings of Congress are held in alternate years. The 1971 Biennial Congress was held in August-September 1971. 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 supported by unions representing one-third of the total membership of the A.C.T.U.

For further particulars see the annual *Labour Report*.

Other. In addition to the A.C.T.U., other central labour organisations exist. These include the *Australian Council of Salaried and Professional Associations*, the *Council of Commonwealth Public Service Organisations*, and the *Council of Professional Associations*. Details of these councils will be found in *Labour Report* No. 56, 1971, pages 316-17.

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. With certain amendments this constitution remains the charter of I.L.O. to this day, bringing governments, employers and trade unions together to discuss international labour and social problems. A new definition of the aims and purposes of the I.L.O., known as the Declaration of Philadelphia, was added to the constitution at the 1944 Session of the International Labour Conference and this asserted the responsibility of I.L.O. in combating poverty and insecurity. 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 organisation, social security and other aspects of social policy.

The Organisation has three basic parts. These are the International Labour Conference, its highest authority, which usually 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 1972 there were 121 member States, each of which is entitled to be represented by four delegates—two representing the 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. Particulars are given in *Labour Report* No. 56, 1971 of the proceedings of International Labour Conferences up to the 56th Session, held in Geneva in June 1971. For details of I.L.O. conventions ratified by Australia, see *Labour Report* No. 56, 1971, pages 320-1.