IMPACT PROJECT

A Commonwealth Government inter-agency project in co-operation with the University of Melbourne, to facilitate the analysis of the impact of economic demographic and social changes on the structure of the Australian economy

A PRELIMINARY ANALYSIS OF FACTORS AFFECTING THE HOURLY AND WEEKLY EARNINGS OF EMPLOYEES

by

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1. INTRODUCTION

In an earlier IMPACT paper,[1] it was postulated that a homogeneous group of workers face the same earnings and hours schedule in which, because the overtime rates of pay exceed the basic hourly wage, the hourly wage rate is an upward sloping function of hours worked per week. Workers in a homogeneous group earn the same basic hourly wage rate and within the group those who work the same amount of overtime receive the same marginal hourly rate.

The main purpose of this paper is to determine which factors provide a satisfactory basis for classifying wage and salary earners into groups which are homogeneous with respect to their earnings opportunities. Once the important factors are isolated, it will be possible to group the employees into homogeneous groups. The form of the earnings and hours schedules and the empirical estimation of the schedules is not discussed here.

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* I am grateful to Alexandra Strzelecki for assistance with the computer programming and to Judi Herkes for providing statistical assistance. Alan Powell and Tony Lawson made valuable comments on earlier drafts of this paper.

1. Alan A. Powell, Ashok Tulpulé and Richard J. Filmer, "Commodity-Specific Subsidies, Demand Patterns, and the Incentive to Work," IMPACT Preliminary Working Paper No. BP-10, Industries Assistance Commission, Melbourne, November 1977.

The idea of an earnings and hours schedule G(H) , which gives the weekly earnings of a representative worker of given occupational skills in terms of hours worked per week, H , is explained by Powell, Tulpulé and Filmer[1] as follows :

> "We assume that different rates of pay apply to overtime and to standard hours of work. Whilst for an individual agent the schedule of rates offered will be a staircase function containing one or more steps for time and a half, double time, etc., in applied work we model a representative agent who is a composite of many such individuals. To a good approximation, therefore, the schedule of after-tax earnings, G(H) , may be treated as a continuous function of hours per week H actually worked. This is because the location and size of steps in the staircase will vary as a result of minor differences in awards, in practices of employers concerning over-award payments, etc.. The function G(H) cannot be influenced either by the individual nor by the representative agent. .... Whilst the representative agent has no control over the form of G , he does, of course, determine its value G(H) by choosing the number of hours per week, H , that are worked."

If the workers are classified into homogeneous groups, it would be possible to estimate empirically an earnings and hours schedule for each group using data from the Earnings and Hours surveys. Elasticities of supply of labour hours with respect to the parameters of the G(H) schedule can then be estimated using the model described by Powell, Tulpulé and Filmer.[2]

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1. Op. cit., pp. 7-8.

2. Op. cit., p. 34.

Since May 1974, the Australian Bureau of Statistics has annually conducted surveys to estimate the distribution and composition of earnings and hours of employees in Australia. Detailed results for May 1975, 1976 and 1977 were published; however, only brief and preliminary results of the 1974 survey have been published.[1] These reports contain detailed information on the average earnings and hours worked by industry group but not by occupation. These figures are also classified by age, sex, employer type, whether employed full time or part time, etc.. Data on the distribution of weekly earnings classified by some variables other than industry are also published.

The ABS has provided unpublished data from the 1974, 1975 and 1976 surveys to the IMPACT Project.[2] In these special tabulations, in addition to the classifications mentioned above, the employees are also classified by their occupation, hours worked and earnings. Data from the special tabulations are analysed in this paper. The plan of the paper is as follows :

In **Section 2 the design of the survey, coverage, definitions of** terms, and the specification of the special tabulations provided by the ABS are discussed. Sections 3 and 4 include an analysis of some broad aggregates and highlight the differences between different groups of employees. Any analysis of data from the special tabulations should be preceded by carefully checking the figures for comparability with other published information. In general aggregates obtained from data from the special tabulations are similar to the published figures; the differences are mostly minor. Estimates of number of persons presented here are slightly lower and those of average earnings slightly higher than the published data. Section 5 contains a regression analysis which is used to develop a classification scheme for employees such that the disparity of earnings opportunities is minimized within groups (and maximized between groups)

1 Australian Bureau of Statistics, Earnings and Hours of Employees : Distribution and Composition, May 1975 (ABS Ref. No. 6.52), Canberra, 1976; ABS (Catalogue No. 6306.0) for 1976 and 1977 and (ABS Ref. No. 6.47) for 1974.

2 These data were supplied by the ABS, as a participating member of the IMPACT Project, for use in mathematical modelling and/or parameter estimation only, and cannot be released outside the Project. Since the analysis in this paper was completed, the ABS has supplied further tabulations from the 1977 survey. These data will be analysed later.

2. DESIGN, SCOPE AND COVERAGE OF EARNINGS AND HOURS SURVEY

According to the Australian Bureau of Statistics[1] all wage and salary earners were represented in the survey except

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

Employees on workers' compensation were also excluded from the survey. The survey covered persons employed by private employers subject to the payroll tax. At the time of the selection of the surveys

> "Payroll tax was payable by employers paying more than $400 a week in wages and salaries. (In general, Australian Government bodies, religious and benevolent institutions, public hospitals and other similar organizations are specifically exempted under the Australian and State Payroll Tax Acts, 1971-75.)"

> "The survey also covered all Australian and State Government departments and authorities, and stratified random samples of local government authorities, non-government hospitals (not subject to payroll tax)."

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1. ABS, Ref. No. 6.52, op. cit., pp. 2-4.

> "The majority of employers selected were requested to supply relevant details, on separate questionnaires for only a sample of their employees. Individual employees were randomly selected by the employers in accordance with instructions supplied by the Bureau. Employers with fewer than 10 employees were required to complete a questionnaire for every employee." [Emphasis added.]

Thus the questionnaires were filled in by the employers. The questions mostly sought information that was likely to be readily available to the employer; e.g., an adult employee's actual age was not asked. Also, questions on variables such as marital status, number of children, whether the employee works for payment outside his job, etc., were not asked. Although the lack of information on some of the demographic variables reduces the potential use of the survey data, the wage rate information contained in the survey is likely to be more accurate than data collected from household surveys or directly from employees, and therefore will be valuable for fitting the earnings and hours schedules for different groups of employees. It is expected that employers are less likely to make mistakes about definitions of gross and net income, number of hours worked,[1] the occupation and industry code and so on. Therefore the information about the composition and distribution of earnings and hours is also likely to be reasonably accurate. The survey questionnaires were completed for about two per cent of employees in Australia.

While the data on average hours and earnings by industry group are likely to be accurate for the population covered, they may be biased as

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1 Throughout this paper the term 'hours worked' means 'hours paid for'. For most employees the 'hours paid for' is the sum of ordinary work hours and overtime hours. For some employees such as those on paid leave the data are not on actual hours worked but for hours paid for. With this definition of hours worked, the therm 'earnings and hours schedule' means a schedule of 'earnings and hours paid for'.

a source of annual estimates for an industry as a whole, depending on factors such as the average size of firms, industry specific seasonal factors and the proportion of Government employment in the industry or occupation under consideration. For example, in an industry like retail trade it is possible that a large proportion of employees is outside the scope of the survey and their earnings and hours are not similar to those covered by the survey. In the building and construction industry there are many self-employed workers who are not covered by the survey, while those who are covered by the survey may work additional hours for money outside their main job. Therefore, the survey results may not be representative of all workers in such occupations and industries.

The published reports do not include tables on the number of workers by industry. Therefore it is not possible to estimate the proportions of Australian workers by industry or occupation that are covered by the survey. Our special tabulations contain such information. These figures are presented in Sections 3 and 4.

In spite of these limitations, the survey provides sample information on earnings and hours worked by a population which represents a very large proportion of the Australian workforce. The data on persons covered by the survey are expected to be suitable for estimating labour supply elasticities of employees.

While it is possible to obtain data to construct the earnings and hours schedules for non-managerial employees it is not possible to do so for managerial employees because, for many of them, information on ordinary and overtime hours paid for is not collected. Instead, only the number of standard or rostered hours (excluding overtime) is recorded. In the government sector many managerial staff and persons employed in some occupations such as teaching[1] are ineligible to

1. In 1975 and 1976 over three quarters of teachers and lecturers were classified as non-managerial employees. In 1974 only 14% were classified as non-managerial. However, in all three years their basic hourly wage was almost exactly the same as their average hourly wage indicating the non-availability of overtime payment.

receive overtime payments. Obviously it will not be possible to subject the data on managerial employees to the type of analysis proposed by Powell, Tulpulé and Filmer. In this paper the data on non-managerial employees are analysed in detail and only brief comments on managerial employees are included.

The earnings refer to gross earnings before taxation and other deductions have been made. Payment made for overtime work is shown separately from award or base rate pay, payment by measured results and other pay which includes over award payments.

Special Tabulations : The Bureau has provided special tabulations of data from the 1974, 1975 and 1976 surveys. Separate data tapes are provided for managerial and non-managerial employees. Data for non-managerial employees are in the form of 11 tables.[1] The first ten tables (5 for males and 5 for females) each give the number of persons classified by

Set 1
- Ordinary hours,
- Overtime hours,
- Award or standard earnings,
- Overtime earnings, and
- Total earnings of all types.

In addition to the above classifications, the persons are also classified by one or more of the following variables :

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1. See "Classification of ABS Data Used by the IMPACT Project During the Development Phase", Australian Bureau of Statistics (April 1979).

Set 2
- Employee's age,
- Occupation,
- Industry,
- Size of firm, and
- Employer type.

Thus, the first table gives the number of males classified by all the variables in Set 1 and the age and occupation variables from Set 2, whereas the third table gives the number of males classified by all variables in Set 1, and the industry and occupation variables in Set 2. Data from any one of the five tables for males can be used to fit an earnings and hours schedule. However, in view of the limited number of cross classifications included in any one table it is important to decide which variables in addition to the sex variable would be most appropriate for classifying the employees into homogeneous groups. In obtaining separate tables for males and females it was assumed that the sex of an employee would be an important factor in determining the earnings and hours schedule. In order to identify the importance of one or more of the other variables we need in a single table information on hours and earnings classified by all the relevant variables. Therefore, in addition to the above ten tables on numbers of persons, the special tabulations include one more table which gives the totals of :

(a) number of non-managerial employees,
(b) ordinary hours,
(c) overtime hours,
(d) award rate earnings,
(e) overtime earnings, and
(f) total earnings of all types,

for non-managerial employees classified by

age,
sex,
occupation,
industry,
size of firm,
employer type,
and
hours worked group.

This table includes most of the factors that are considered to affect the earnings and hours worked of employees and for which data are available. It will be used to estimate the relative importance of the various factors affecting the basic earnings per hour and earnings per week and also for calculating various averages as accurately as the data will allow. Of course, it is possible to calculate the averages from grouped data in Tables 1 to 10, but it is difficult to obtain precise values due to the use of open-ended class intervals in the earnings and hours classification.

Tables for managerial employees are similar to the tables on non-managerial employees. However, they do not contain the age, overtime hours, award earnings and overtime earnings classifications. The tables use the same earnings and hours ranges for males and females.

Coverage of the Survey : As the surveys are restricted to employees only they exclude self-employed persons, employers, and some of the private employees who are out of the scope of the payroll tax. An estimate of the proportion of the working population excluded from the survey can be obtained by comparing the figures given in the Earnings and Hours Survey with estimates from Labour Force Surveys.[1]

1. Australian Bureau of Statistics, The Labour Force (ABS Ref. No. 6.22), Canberra, 1975 and 1976.

Table 2.1

Coverage of the Earnings and Hours Survey, 1975 and 1976

Number of Employees ('000's)

Survey	May 1975			May 1976		
	Males	Females	Total Persons	Males	Females	Total Persons
Labour Force Survey (a)	3176.1	1747.4	4923.5	3195.1	1804.6	4999.7
Earnings and Hours Survey	2736.4	1358.4	4094.8	2718.8	1420.2	4139.1
% of Employees Covered by E & H Survey	86.2	77.7	83.2	85.1	78.7	82.8

(a) The Labour Force Survey gives 100 per cent coverage of employees in the workforce and provides the benchmark for calculating row 3.

Table 2.1 shows that over 80 per cent of employees (i.e., wage and salary earners) are covered by the Earnings and Hours Survey. This is equivalent to 72 and 71 per cent of employed persons (i.e., employees plus self employed persons) in May 1975 and 1976, respectively. It is not possible to compare the coverage by industry or occupation because the published Earnings and Hours Survey reports do not include estimates of the number of employees classified by industry or occupation.

Nor is it possible to compare the published data on earnings and hours by industry with the data from the special tabulations because of the

difference in definition of full time and part time employees. The definition of part-time employee in the special tabulations of non-managerial employees is anyone who worked less than 35 hours per week (the same as in Labour Force Surveys), but in the Earnings and Hours Survey reports it is anyone who ordinarily works less than 30 hours per week.

It appears that the data are satisfactory for the purpose of analysing average earnings by industry, occupation, age, sex, etc., and also for deriving relationships between the earnings of and the hours worked by employees, but not necessarily for estimating the distribution of employees by occupation and industry.

3. EARNINGS AND HOURS OF NON-MANAGERIAL EMPLOYEES

The main purpose of this section is to present some broad aggregate figures on the earnings and hours worked of non managerial employees (hereafter called n-m employees), and to highlight some of the major differences between different groups of n-m employees. The tables referred to in this Section and in Section 4 are presented in Appendix 1 of this paper.

Table 3.1 shows the number of n-m employees by occupation[1] and sex. In view of the variability of the numbers over the three year period the estimates of the numbers of persons by occupation appear to be rather unreliable. However, the survey was not designed to measure the number of employees by occupation; description of occupation was used primarily as an aid to the editing of other items and was not edited itself. No occupation earnings information has been published by the ABS in respect of surveys prior to 1976. It appears that the numbers in the first three occupation categories are grossly understated in 1974. The numbers in the two unskilled occupations (groups 4 and 8) appear to be reasonable. The percentage changes between 1974 and 1976 for the first three groups are very large. This may not represent a real change in numbers but simply a change in the coverage of some occupations, a reclassification of employees from the 'other' occupation group, or the reclassification of managerial employees in some occupations. One should be cautious in using the figures on the number of n-m employees classified by occupation.

In Table 3.3 the average total hourly earnings of employees, classified by occupation and sex, are shown. The figures show that the ranking within the first 8 occupations is remarkably stable. Teachers earned the highest hourly rate followed by professionals and skilled white

1. In the 11th special tabulation, 27 occupation groups were specified. For the tables discussed in this Section they were aggregated into 9 major groups. Information on the last group is most unreliable. It includes some rural workers and persons that could not be classified to any other group. Most rural workers are excluded because the Agricultural industries are out of the scope of the survey. The IMPACT occupation 'Armed Services' is also out of the scope of the survey. The numbers in the 'other, n.e.c.' occupation category have fallen greatly over the 1974-76 period. See Appendix 1 for details.

collar workers. The unskilled white collar workers earned the lowest hourly wage. In 1974 the average hourly rate for females was about 74 per cent of the male rate. However, between 1974 and 1976 the female wage rate increased faster than the male wage rate and their average hourly rate in 1976 was 84 per cent of the male rate. While the overall hourly wage rate of females increased by 60 per cent as compared with 40 per cent for males, women in the two unskilled categories that account for almost 90 per cent of female n-m employees received somewhat below average increases in their hourly rate.

Haig[1] has analysed the 1973 data on earnings obtained by the Henderson Inquiry into Poverty in order to estimate the effect of sex discrimination.[2] In the analysis, which did not include the occupational distribution as an explanator of the distribution of income, the main conclusion was that "In 1973 women earned 46 per cent less than men. About 13 per cent was due to inferior endowments, leaving a difference of 33 per cent due to discrimination."[3] The number of hours worked is considered to be one of the endowments. When the effect of hours worked is taken into account the difference is reduced from 46 per cent to 40 per cent. However, for finely disaggregated occupations, when the effects of all other variables are controlled the difference between male and female earnings is reduced considerably, but in all occupations other than nursing, women still earn less than men.[4] Although these figures are not strictly comparable with the data presented here, they show the existence

1. B. D. Haig, "Discrimination in the Australian Labour Market," Australian National University, Working Paper No. 0002, February 1979 (mimeo).
2. In addition the paper also analyses the differences between the earnings of migrants, aborigines and white Australians.
3. ibid., p. 9.
4. ibid., pp. 21a-21b.

of rather wide differentials in the earnings of males and females in 1973. The earnings and hours data show a definite trend towards the narrowing of the differentials between 1974 and 1976.

It is also interesting to note that the average hourly wage for the four white collar categories increased at a faster rate than for the four blue collar categories.

In Table 3.5 the average hourly earnings for adults and juniors are compared. The junior males on average received about 62 per cent of the adult male rate, and the junior females received about 68 per cent of the adult female rate in 1974. These differences have persisted through to 1976.

Tables 3.7 and 3.9 show, by sex and occupation, the average weekly hours and earnings per n-m employee. The tables show that in 1976, on average females worked about six hours per week less and earned only about 71 per cent of the male weekly pay. Such differences are common to all occupations but are less marked for the white collar occupations, in particular for teachers. Between 1974 and 1976 average weekly hours worked decreased by nearly two hours for males and one hour for females. The ranking of average weekly earnings for different occupations has not changed greatly between 1974 and 1976.

Tables 3.11 to 3.18 show the number of employees, the average hours worked and earnings for 17 industry groups.[1] Again the figures on number of employees should be used with care. There are large differences between these figures and other published figures[2] for all employees.

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1. The industries are defined in Appendix 1. They are the same as in the ABS publications (Ref. No. 6.52). The differences between the published figures and those presented here are due to differences in coverage.

2. E.g., ABS, Employment and Unemployment (Ref. No. 6.4).

Table 3.11 shows that the number of n-m employees in retail trades, transport and communications, finance and public administration and community services increased between 1974 and 1976 and the numbers fell in all the other industries.

While the above analysis of the broad aggregates shows the differences between the earnings of n-m employees classified by sex, age, industry and occupation, further analysis is necessary to establish whether the differences are significant and whether the changes between 1974 and 1976 are significant. In the absence of data on the standard errors, it is not possible to perform statistical significance tests.

On the basis of the tables discussed above, the following tentative conclusions may be drawn :

(1) The differences between male and female hourly earnings, even within the same occupation group, appear to be large and significant.

(2) The differences between both the average hourly and the weekly earnings of males and females have narrowed between 1974 and 1976.

(3) The percentage difference between the weekly earnings of females and males is much greater than that between the hourly earnings, because of the tendency for women to work fewer hours per week.

(4) Juniors in a given occupation usually earn less per hour than adults and the difference between adult and junior hourly earnings is greater in the case of white collar occupations as compared with the blue collar

occupations. This applies to both male and female employees.

(5) Hourly earnings in community services (Health, Education, etc.) increased much faster than in other industries.

In addition to the above tables, details are available of the number of employees and their average earnings classified by occupation and industry. These are shown in Appendix 2. Before reading too much into the differences it should be noted that most of the cell estimates are based on a small sample. An idea of the numbers involved can be obtained from the tables on the number of employees by industry and occupation. In general for a given occupation the differences between hourly earnings across industries are small and such differences are usually attributable to the age and sex composition of employees. Thus, in general, only a small part of the differential within a given occupation can be attributed to industry differences. Similar tables (i.e., occupation × industry) for juniors, adults, males, females, etc., can be used to demonstrate that the variation across industries for a given occupation, age and sex group are small. These disaggregated figures are used in the regression analysis reported in Section 5 but are not presented in Appendix 2.

The analysis of broad aggregates highlights the differences between the average earnings of adults and juniors and males and females within the same occupation group. However, it does not bring out the differences within an otherwise homogeneous group of workers who work different numbers of hours per week. The effect of hours worked on weekly earnings will be discussed in Section 5 with the help of regression analysis.

4. EARNINGS AND HOURS OF MANAGERIAL AND NON-MANAGERIAL EMPLOYEES

The trends in the number of managerial employees (hereafter called m-employees), their average weekly earnings and their average rostered hours are discussed in this section. Figures for managerial and non-managerial employees are compared and tables for all employees are presented. For the m-employees data on actual hours worked, overtime hours and overtime pay were not collected as most of the m-employees are not eligible for overtime pay. The figures for rostered hours may not reflect the actual hours worked and therefore earnings per rostered hour would not be meaningful.

Table 4.1 shows the number of m-employees by occupation and sex.[1] As in the case of n-m employees, the figures on the number of employees have to be treated with caution because the survey was not designed to estimate the number of employees by occupation.[2] Most of the m-employees are classified to the four white collar occupations, although in 1976 there were over 7,000 unskilled blue collar employees who were classified as managerials. The number of managerial employees in 1974 appears to be overestimated. For that year over half a million workers, that is 13 per cent of all employees, were classified as managerial. The proportion of m-employees in 1975 and 1976 is 9.6 per cent and 8.8 per cent, respectively.

Both in 1975 and 1976 the proportion of females within the managerial group was small; 13 per cent and 8 per cent as compared with 35 per cent and 37 per cent of n-m employees in 1975 and 1976, respectively.

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1. The numbers in the three skilled blue collar occupations are small. They are grouped into one category. See Appendix 1.
2. Comments on the reliability of data on numbers of n-m employees on p.12 apply to m-employees as well.

The average rostered hours per m-employee per week in 1974 and 1975 were smaller by about 4 hours than the standard hours per n-m employee.[1] In 1975 the managerial employees were rostered to work 34 hours per week which is almost an hour greater than in 1974.

Data on average weekly earnings are shown in Table 4.3. Throughout the period m-employees earned considerably more than adult n-m employees in the same occupation.[2] The relativity between managerial and adult non-managerial employees has increased from 1974 to 1976. Thus in 1974 on average managerial employees earned 50 per cent more than non-managerial employees. For 1975 and 1976 the difference had increased to 61 and 67 per cent, respectively. The relatively low earnings of m-employees in 1974 as compared with 1975 and 1976 are likely to be due to the inclusion of many n-m employees in the managerial category in 1974, thereby lowering the average for the m-employees. Throughout the period, the average earnings for female managerial workers are lower than the earnings of their male counterparts although the differential is not as large as in the case of non-managerial workers. Thus in 1976 the average female managerial employee received 81 per cent of the male weekly rate as compared with 73 per cent for the adult n-m employees. As in the case of n-m employees the relativity between males and females has narrowed between 1974 and 1976 from 69 per cent to 81 per cent of the male weekly earnings.

Data on m-employees classified by industry are shown in Tables 4.5 to 4.8 of Appendix 1. As in the case of n-m employees, the data on the number of employees is to be treated with caution. Changes in average weekly earnings in public administration and defence are consider-

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1. Information on standard or rostered hours was used by the ABS to determine the full time or part time status of an employee, and therefore was not edited as rigorously as some other data items. Variations from 1974 to 1975 therefore, may not be a true reflection of actual changes. In the special tabulations, the figures for 1976 contain errors.
2. As most of the m-employees are adults, their earnings are compared with those of adult n-m employees.

ably greater than the average. For most of the other industries the changes are similar to the overall changes.

Tables for the managerial and non-managerial employees combined together (4.9 and 4.13) show that the numbers of employees in any occupation or industry are relatively stable between 1975 and 1976. This suggests that many of the large percentage changes in the separate tables for the two groups may be due to changes in the manner in which employers classified their employees. Tables 4.12 and 4.16 show that the change over time in average earnings for either occupations or industries also is less variable for all employees compared with the separate figures for the n-m and m-employees.

5. ANALYSIS OF FACTORS AFFECTING THE HOURLY AND WEEKLY EARNINGS

The analysis of the previous sections shows quite clearly that the average hourly earnings depend on the characteristics of the employees. The basic hourly rate, i.e., award earnings per ordinary time hour, also varies depending on the age, sex, occupation, etc., of the employee. For a narrowly defined occupation, there is no reason why the basic hourly rate for males and females in the same age group should differ greatly.[1] However, within a broad occupation group there will be many occupations that will have different basic hourly wage rates. If the female employees within a broad occupation group are concentrated in relatively low paid occupations, the basic hourly rate for females would be lower than that for males in the same occupation group.

The purpose of the regression analysis is to find out the relative importance of the various factors in explaining the variations in

(a) basic hourly wage rate (i.e., Award or Standard Earnings ÷ ordinary time or Standard Hours)

and

(b) average weekly earnings of all types (i.e., the sum of standard, overtime and other earnings).

A comparison of regression coefficients over time would indicate the trends in relativities between different groups of employees.

The analysis presented here is not based on a structural model of the demand and supply of labour which jointly determine the hourly and weekly wage. Instead simple regression analysis, which incorporates

1. The hourly rate can vary due to factors such as, level of responsibility, seniority, location and working conditions (dirt allowance) of the employee.

both the demand and supply factors as regressors, is used. A proper structural model is not developed because the main purpose of this analysis is to establish which factors best serve as a simple basis for classifying employees into groups which are relatively homogeneous with respect to basic hourly wage rates and average weekly earnings.

In explaining the variations in the basic hourly wage rate y_b and average weekly earnings y_w of the non-managerial employees, the following regressions have been used :

$$y_b = \alpha_0 + \alpha_1 X_1 + \alpha_2 X_2 + \alpha_3 X_3 + \alpha_4 X_4 + \alpha_5 X_5 + \alpha_6 X_6 + \alpha_7 X_7 + \varepsilon \,, \tag{1}$$

and

$$y_w = \beta_0 + \beta_1 X_2 + \beta_2 X_3 + \beta_3 X_4 + \beta_4 X_5 + \beta_5 X_8 + \beta_6 X_9 + \beta_7 X_{10} + \varepsilon \,. \tag{2}$$

The fully disaggregated data on y_b and y_w are not given in this paper; however, the data classified by industry and major occupation are shown in Appendix 2, Tables A.2, A.4, A.8, A.10, A.14 and A.16. The explanatory variables are defined below. The sign in parenthesis is the expected sign of the regression coefficient. The reasons for expecting a positive or negative sign are discussed later.

Regressors :

X_1 = dummy variable for part time or full time (-ve)

X_2 = dummy variable for sex (-ve)

X_3 = dummy variable for age (+ve)

X_4 = dummy variable for size of firm (?)

X_5 = dummy variable for employer type (?)

X_6 = occupation average of basic hourly rate (+ve)

X_7 = industry average of basic hourly rate (+ve)

X_8 = occupation average of weekly earnings (+ve)

X_9 = industry average of weekly earnings (+ve)

X_{10} = hours per week (+ve) .

The variable X_1 takes the values 1 and 2 for part time and full time employees, respectively. It is expected that other things being equal, a part time employee would receive a higher basic hourly rate than a full time employee, because part time employees often are not entitled to benefits such as leave, superannuation, tenure, etc., which are available to full time employees. In order to compensate for the lack of benefits the part time employees may receive a higher basic hourly rate, and hence the sign of the coefficient of X_1 is expected to be negative.

The variable X_2 takes the values 1 and 2 for males and females, respectively. Until recently women have received lower basic rates even when the work done was similar. Therefore it is expected that the sign of the coefficient of X_2 will be negative. Since the 1973 equal pay legislation the differences between male and female rates of pay for similar work have diminished, as was noted in Section 3. It is expected that the coefficients for 1975 and 1976 will be numerically smaller than the 1974 values reflecting the gradual effects of the equal pay legislation.

The variable X_3 takes the values 1, 2, 3 or 4 for ages 15, 16-17, 18-20 and 21+. As the junior rates are lower than the adult rates, a positive regression coefficient is expected. It might be preferable to substitute an appropriate number depending on the average age of adults in the (occupation/industry/sex, etc.) group for the integer 4. This is not possible because the survey did not record the actual age of the adult employees.

The variable X_4 takes the values 1, 2, 3 and 4 representing the size of firm; < 20, 20-99, 100-499 and 500+ employees. It may be argued that larger firms are in a position to pay a higher basic wage rate. On the other hand, it is possible that small firms which cannot provide many of the fringe benefits given by large firms may offer a higher basic hourly wage rate to attract labour. It is not clear what would be the sign of the coefficient of X_4.

The variable X_5, employer type, takes values 1 and 2 for private and government employees respectively. It is difficult to postulate a sign for X_5.

The variables X_6 and X_7 are the occupation and industry average of basic hourly wage rates respectively.[1] Coefficients of both variables are expected to be positive.[2]

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1. 27 different occupation groups and 17 industry groups are identified.

2. By including the group averages in the regression, we are simply performing an analysis of variance as in Ryland and Parham, "ABS Labour Force Survey and Income Distribution Survey Data : Preliminary Analysis," IMPACT Preliminary Working Paper No. IP-05, Industries Assistance Commission, Melbourne, September 1978. Our analysis, however, also takes into account many of the other factors that affect hourly earnings.

Regressions of average weekly earnings on seven variables, viz., X_2 to X_5, X_8, X_9 and X_{10}, are also estimated. Signs for all the regression coefficients of X_2 to X_5 are expected to be the same as in equation (1), and the signs of the coefficients of X_8 and X_9 are expected to be positive. The sign for X_{10} is expected to be positive because weekly earnings of employees who work longer hours are expected to be greater than the weekly earnings of employees who work fewer hours per week.

The regression (1) will be used to determine which of the first five variables should be considered as a basis for classifying the n-m employees into groups which display relative homogeneity with respect to the basic hourly wage, y_b. In particular, (1) will be used to ascertain whether occupation or industry provides the more suitable basis for classification. Equation (2), on the other hand, is expected to demonstrate the importance of hours worked as a determinant of the weekly earnings of a homogeneous group of employees.

In a regression such as (1), the regressand ideally should have constant variance. The variance of y_b, either in the population or in the sample, is not known. However, we know that the percentage standard error falls as the size of the sample increases.[1] The approximate standard errors of average weekly earnings for private and government employees in different States indicate that the percentage error is large for States that have a small number of employees.[2] In view of this rather scant evidence, it would be desirable to make an allowance for the heteroskedasticity in the error term. This is done by fitting weighted regression equations using the SPSS[3] computer package with weights approximately proportional to the square root of the sample size from which the values of y and X are calculated.

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1. ABS (Ref. No. 6.52), op. cit..
2. ibid..
3. N. Nie, C. Hull, J. Jenkins, K. Steinbremner and D. Bent, Statistical Package for the Social Sciences, McGraw-Hill Book Company, New York, 1975.

The special tabulations provide the estimate of the population in each cell.[1] It is also known that the estimates are based on an approximately 2 per cent sample. Thus on an average, if the population estimate is N_i it is likely to have been estimated on a sample of size $n_i \simeq N_i \div 50$. Therefore, a weighting factor of $\sqrt{n_i}$ has been used in estimating the model. The actual expansion factor is not the same for each observation in the sample, which means that the weights used in the regression are not the correct sample weights. In spite of this limitation it is expected that if the weights are proportional to the square root of the estimated cell size, then it will reduce heteroskedasticity.

In theory it is possible to have over 56,000 cells but most of these are zero. In 1974 there were only 6065 non-zero cells. Many of these are based on only one or two persons in the sample. By using a weighting factor we ensure that such observations do not get the same weight as observations based on a larger sample.

The results of the regressions of basic hourly wage and total weekly wage are shown in Tables 5.1 and 5.2, respectively. The results need little comment. The main points to emerge from the regressions are as follows :

1. As in much cross sectional work based on only limited averaging of unit records, R^2's are low by comparison with typical time series values; the values obtained, however, are all significant.
2. All regression coefficients have the expected signs, as postulated above.

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1. Industry by occupation estimates of number of employees (N) are shown in Appendix 2. Although the figures are not fully disaggregated they give an indication of the reliability of the average earnings figures. Caution is required in using figures based on small samples.

Table 5.1

Regressions of Basic Hourly Wage Rates on Industry and Occupation Means and on Five Qualitative Variables

Year	Regression Coefficient* for								R^2
	Constant	Part-time/ Full-time	Sex	Age	Size of Firm	Employer Type	Occupation	Industry	
1974	-0.1187	-0.1568	-0.3756	0.4613	0.0538	0.1331	0.3890	0.1282	0.4357
	(-2.15)	(-15.11)	(-39.87)	(74.85)	(12.29)	(12.13)	(32.39)	(7.30)	
1975	-0.9204	-0.2022	-0.2756	0.5725	0.0676	0.2222	0.4016	0.2850	0.4848
	(-14.16)	(-17.07)	(-25.58)	(80.18)	(13.43)	(17.42)	(37.12)	(15.83)	
1976	0.3314	-0.2785	-0.2484	0.6466	0.0847	0.4212	0.2326	0.0097	0.3847
	(0.71)	(-18.54)	(-18.17)	(69.89)	(13.12)	(26.98)	(22.22)	(1.00)	

* t values are shown in parenthesis; for a description of variables see pp. 21-23.

Table 5.2

Regressions of Average Weekly Earnings on Hours Worked, Industry and Occupation Means and on Four Qualitative Variables

Year	Regression Coefficient* for								R^2
	Constant	Hours Worked	Sex	Age	Size of Firm	Employer Type	Occupation	Industry	
1974	-89.52	2.4535	-17.9274	20.0871	3.6289	-0.2167	0.2144	0.1283	0.7219
	(-49.57)	(116.02)	(46.00)	(81.94)	(20.89)	(-0.52)	(22.04)	(14.39)	
1975	-113.3685	2.8827	-16.7173	24.4634	3.7323	6.3888	0.1780	0.1539	0.7052
	(-55.11)	(111.21)	(-37.91)	(85.48)	(18.40)	(13.34)	(20.70)	(15.98)	
1976	-118.4356	3.3775	-15.9865	27.2044	4.3769	8.5985	0.1356	0.0936	0.6549
	(-46.14)	(103.93)	(-28.65)	(73.73)	(17.37)	(13.95)	(16.50)	(10.19)	

* t values are shown in parenthesis; for a description of variables see pp. 21-23.

3. The coefficient of the size of firm variable is positive and significant which suggests that, other things being equal the bigger firms pay a somewhat higher basic wage rate and the weekly earnings of their employees are higher than in smaller firms.

4. The coefficient of employer type is positive and significant which suggests that, other things being equal, a Government employee received higher weekly wages and a basic rate higher than that for a private employee. The only exception is the 1974 weekly wage equation where the coefficient is not significant.

5. As the units used for different variables are different, it is not possible to compare the coefficients in the same equation except for the occupation and industry variables which are measured in the same units ($ per hour or $ per week). In both regression equations the coefficient of the occupation mean is greater than the coefficient of the industry mean. The coefficient of the industry mean in the 1976 basic rate equation is not significant. The coefficient of the occupation mean has declined over the 1974 to 1976 period. The coefficient of the industry mean, however, increased between 1974 and 1975 and decreased in 1976.

In order to study the trends in the coefficients of the other variables, it is necessary to scale their values by taking into consideration the overall increases in basic hourly rates and weekly earnings that have occurred between 1974 and 1976. If the data on the basic hourly rates y_b, and the corresponding industry and occupation averages X_6 and X_7 in 1975 were divided by the ratio of overall basic hourly rates for all persons in 1975 and the corresponding 1974 value, say k, and the regressions were re-estimated, then the coefficients of X_1 to X_5 would be obtained by dividing the values of coefficients in Table 5.1 by k. Similar scaled values of coefficients in the weekly earnings equations can be obtained by using the appropriate scaling factors. The overall averages and scaling factors are shown in Table 5.3.

Table 5.3

Overall Averages of Basic Hourly Rate and of Weekly Earnings and Scaling Factors,* 1974-76

	Basic Hourly Rate $	Weekly Earnings $
1974	2.47 (1.00)	109.63 (1.00)
1975	3.00 (1.2146)	119.07 (1.0943)
1976	3.31 (1.3401)	127.47 (1.1733)

* Scaling factors shown in parentheses.

The scaled regression coefficients for variables other than occupation and industry are shown in Tables 5.4. and 5.5.

Table 5.4

Estimated Values of Regression Coefficients in the Regressions of Basic Hourly Rates After Scaling to Allow for a General Increase in Basic Hourly Rates Between 1974 and 1976

Year	Scaled Regression Coefficients for Variables*				
	Part-time/ Full-time	Sex	Age	Size of Firm	Employer Type
1974	- 0.1568	- 0.3756	0.4613	0.0528	0.1331
1975	- 0.1665	- 0.2269	0.4713	0.0557	0.1829
1976	- 0.2078	- 0.1854	0.4825	0.0632	0.3143

* For a description of variables see pp.21-23.

Table 5.5

Estimated Values of Regression Coefficients in the Regressions of Average Weekly Earnings After Scaling to Allow for a General Increase in Average Weekly Earnings Between 1974 and 1976

Year	Scaled Regression Coefficients for Variables*				
	Hours Worked	Sex	Age	Size of Firm	Employer Type
1974	2.4535	- 17.9274	20.0871	3.6289	- 0.2167†
1975	2.6343	- 15.2767	22.3554	3.4107	5.8383
1976	2.8786	- 13.6252	23.1862	3.7304	7.3285

† not significant at 0.05 level

* For a description of variables see pp.21-23.

Table 5.4 shows that the part-time employees received a slightly higher basic hourly wage rate than the full time employees. The numerical value of the coefficient of the part time/full time variable has increased slightly between 1974 and 1976. The coefficient of the sex variable in 1976 is only half its 1974 value, indicating a considerable decrease in the differential between male and female basic wage rates for similar types of employees. The coefficient of the age variable has remained relatively stable over the period. This is expected in view of the full wage indexation decisions handed down in April 1975, September 1975 and February 1976. The partial indexation decisions handed down since 28 May 1976 could alter this situation. Data for fitting regressions to the 1977 data are not yet available. The coefficient of the size of firm variable has increased slightly from 1974 to 1976 indicating that the larger firms paid a slightly higher basic hourly rate in 1976 as compared with 1974. The coefficient of the 'employer type' variable has more than doubled from 1974 to 1976. The basic hourly rate of government employees in 1974 was higher than the rate received by similar types of private employees. A comparison of the coefficients over time suggests that by 1976 the difference has increased further.

In the regression equations of average weekly earnings the coefficient of hours worked has increased only slightly from 1974 to 1976. The coefficient of the sex variable has decreased slightly showing a small decrease in the differential between the average weekly earnings of males and females. However, the fall in the size of the coefficient is much smaller compared with that in the basic hourly rate equation. The coefficient of the age variable increased slightly and that of the size of the firm variable remained fairly stable. The coefficient of the employer

type variable has increased slightly from 1975 to 1976 but the increase is much smaller as compared with the corresponding increase in the basic wage rate equation.

Selection of the best basis of classification : The contribution of different variables in explaining the total variation can be obtained as an increment in the value of R^2 after a given variable, say X_i, is added to the regression equation containing all the other variables. The increment due to i is the semi-partial R^2 due to the addition of i. In a 3 variable case this increment can be explained as follows :

$R^2_{y.123}$ represents the total variation in y explained by X_1, X_2 and X_3. Therefore $(1 - R^2_{y.123})$ is the unexplained variation. Similarly if only X_1 and X_2 are included then $(1 - R^2_{y.12})$ is the unexplained variation. The difference between the two unexplained variations is the increment due to X_3 [i.e., $(1 - R^2_{y.12}) - (1 - R^2_{y.123})$].

The above interpretation of 'variation explained' is not strictly speaking the variation explained by a variable on its own firstly because if X_3 is correlated with X_1 or X_2, $R^2_{y.12}$ will include some effect of X_3, and secondly because the increase in R^2 due to the inclusion of a variable depends on the order in which it is introduced in the regression. The number of variables by which the data on earnings and hours are cross-classified is limited to the five sets of variables included in the special tabulations provided by the ABS. Thus there are only five alternative sets of regressors which have to be considered for their relative explanatory

power in explaining the variation in basic hourly rates and average weekly earnings. When one of these sets, usually the one that has the highest explanatory power, is chosen, it will be possible to consider whether all the variables in that set should be used in dividing the n-m employees into homogeneous groups.

The R^2 values obtained by using the five sets of variables in the regressions of basic hourly rate and average weekly earnings are shown in Table 5.6 and 5.7 respectively. The five sets of regressors are as follows :

Set 1	Sex, Part Time/Full Time or Hours Worked,	Occupation and Age
Set 2	" " " " " " " "	Occupation and Industry
Set 3	" " " " " " " "	Occupation, Age and Size of Firm
Set 4	" " " " " " " "	Industry and Size of Firm
Set 5	" " " " " " " "	Occupation and Employer Type.

The part time/full time variable is used in the regression of basic hourly rate and the hours worked variable in the regression of average weekly earnings.

The results of these regressions show clearly that in both the weighted and unweighted regressions the independent variables in Set 3 produce the highest R^2 ; in other words the Set 3 variables have the highest explanatory power in respect of the variations in both the basic hourly rate and average weekly earnings in all three years. The explanatory power of the Set 1 variables, which include all the Set 3 variables except size of firm, is almost as high as Set 3. Whether Set 1 should be considered instead of Set 3 is discussed below.

Table 5.6

Variation in Basic Hourly Wage Explained by Different Sets of Explanatory Variables *

Explanatory Variable Set No.	R^2 in Weighted Regressions			R^2 in Unweighted Regressions		
	1974	1975	1976	1974	1975	1976
1.	0.4129	0.4369	0.3249	0.2917	0.2982	0.2693
2.	0.1788	0.2047	0.0741	0.1135	0.1126	0.0861
3.	0.4249	0.4539	0.3503	0.2956	0.3026	0.2760
4.	0.1467	0.1543	0.0764	0.0825	0.0725	0.0432
5.	0.1890	0.2078	0.1478	0.1228	0.1252	0.1262

* Sets are defined on p. 32.

Table 5.7

Variations in Average Weekly Earnings Explained by Different Sets of Explanatory Variables *

Explanatory Variable Set No.	R^2 in Weighted Regressions			R^2 in Unweighted Regressions		
	1974	1975	1976	1974	1975	1976
1.	0.7071	0.6816	0.6337	0.6208	0.5904	0.5948
2.	0.5721	0.5218	0.4861	0.5063	0.4563	0.4828
3.	0.7177	0.6959	0.6482	0.6258	0.5957	0.5999
4.	0.5754	0.5227	0.4964	0.5044	0.4494	0.4762
5.	0.5670	0.5237	0.5000	0.5053	0.4630	0.4915

* Sets are defined on p. 32.

On the basis of the above analysis the Set 3 variables would be the appropriate variables for the purpose of subdividing the n-m employees into homogeneous groups. If all the Set 3 independent variables are used for this purpose there will be a large number of homogeneous groups, and within any one group there will be a rather small number of observations to fit an earnings and hours curve. Therefore it is desirable to consider whether the inclusion of all the variables in Set 3 is necessary and whether the exclusion of some of the variables affects the explanatory power greatly. The effects of excluding the size of firm and part time/full time (hours worked) variables from the regression of basic hourly rate (average weekly earnings) are shown in Table 5.8 (Table 5.9).

It is clear from Table 5.8 that exclusion of size of firm and part time/full time variables produces only a small reduction in the variation explained in the regression of basic hourly rate. Table 5.9 shows that the size of firm is not an important variable in determining weekly earnings but hours worked is very important. On the basis of the figures in Tables 5.8 and 5.9 it would be reasonable to define the homogeneous groups of non-managerial employees in terms of their age, sex and occupation.

Table 5.8

Variation in Basic Hourly Rate Explained by Subsets of Variables in Set 3 *

Variables Excluded from Set 3	Variation explained as a percentage of total explained by Set 3 variables					
	Weighted Regressions			Unweighted Regressions		
	1974	1975	1976	1974	1975	1976
None	100	100	100	100	100	100
Size of firm	97.18	96.25	92.75	98.70	98.52	97.55
Part time/full time, and size of firm	94.49	94.23	89.04	97.51	97.44	95.53

* Set 3 is defined on p. 32.

Table 5.9

Variation in Average Weekly Earnings Explained by Subsets of Variables in Set 3 *

Variables Excluded from Set 3	Variation explained as a percentage of total explained by Set 3 variables					
	Weighted Regressions			Unweighted Regressions		
	1974	1975	1976	1974	1975	1976
None	100	100	100	100	100	100
Size of firm	98.52	97.95	97.76	99.19	99.11	99.16
Hours worked, and size of firm	57.94	56.32	55.38	44.67	45.48	40.78

* Set 3 is defined on p.32.

Major and Minor Occupation Groups : The regression analysis so far has been based on employees classified by the 27 minor occupations. The tables that contain data suitable for fitting the earnings and hours schedule, viz., the first two special tabulations, however, classify the n-m employees by major occupations only. In view of this limitation it is important to ensure that, for those major occupations that are based on several minor occupations, a large proportion of the variation in basic hourly rates and average weekly earnings within a major occupation group is not attributable to different minor occupations within the major group. In order to estimate the effect of the exclusion of minor occupation group variables within a major occupation, further regression analysis was performed within the major occupation nos. 3, 4, 5 and 8 (i.e., the groups composed of more than one minor occupation). Regressions of the basic hourly rate on age, sex and minor occupation and of the average weekly earnings on age, sex, hours worked and minor occupation within each of the four major occupations were fitted and they were re-estimated by excluding the minor occupations variable. The results are shown in Tables 5.10 and 5.11 respectively.

Table 5.11 shows that the age, sex, hours worked and minor occupation variables explain more than half of the variation in average weekly earnings for the four major occupations. When the minor occupation variable is removed from the regressions there is only a small reduction in the value of R^2, mostly less than 1½ per cent. For major occupation 8, the unskilled blue collar occupation, the reduction is slightly higher. The percentage reduction in R^2 caused by the removal of the minor occupation variable from the regression of basic hourly rate in Table 5.10 is greater than the corresponding figures in Table 5.11. In particular, in 1976 the removal of the minor occupation variable within major occupations 4 and 8, unskilled white collar and unskilled blue collar, causes a rather large

Table 5.10

Effect of Excluding the Minor Occupation Variable from Within-group Regressions of Basic Hourly Rate for Four Major Occupations

Major Occupation†		Variation Explained and Percentage Reduction in Variation Explained					
		Weighted Regressions			Unweighted Regressions		
		1974	1975	1976	1974	1975	1976
3.	R^2	0.1849	0.2743	0.3173	0.1683	0.1934	0.2437
	% red$^{n.}$ in R^{2*}	0.72	2.65	11.16	0.55	1.00	17.93
4.	R^2	0.6228	0.6045	0.5976	0.4674	0.4524	0.4532
	% red$^{n.}$ in R^{2*}	3.46	4.26	0.97	1.22	2.06	0.15
5.	R^2	0.5699	0.5897	0.4957	0.3482	0.4234	0.3857
	% red$^{n.}$ in R^{2*}	2.92	3.88	5.39	2.62	2.96	2.17
8.	R^2	0.3272	0.3277	0.2436	0.2422	0.2487	0.1950
	% red$^{n.}$ in R^{2*}	1.09	2.80	17.77	0.22	0.76	6.24

† Key to major occupation groups is as follows :

3. Skilled White Collar - includes Technicians, Para-medical and Creative, Government and Employers
4. Semi and Unskilled White Collar - includes Clerical, Sales and Semi-skilled Medical and Audio Visual
5. Skilled Blue Collar, Metal & Electrical - includes Metal Trades, Electrical Trades and Instrument Trades
8. Semi and Unskilled Blue Collar - includes Semi-skilled Metal and Electrical, Building, Miners, Drivers, Protective Services, Production and Process, Services and Labourers

* Percentage reduction in $R^2 = 100 \times \frac{R^2 - R_1^2}{R^2}$, where R^2 is obtained from regressions containing age, sex and minor occupation as explanatory variables, and R_1^2 from regressions containing age and sex only.

Table 5.11

Effect of Excluding the Minor Occupation Variable from Within-group Regressions of Average Weekly Earnings for Four Major Occupations

Major Occupation †		Variation Explained and Percentage Reduction in Variation Explained					
		Weighted Regressions			Unweighted Regressions		
		1974	1975	1976	1974	1975	1976
3.	R^2	0.5402	0.5768	0.6137	0.5608	0.5150	0.6007
	% $red^{n.}_{R^2}$ *	0.21	0.15	0.15	0.23	0.06	0.84
4.	R^2	0.7450	0.7653	0.7578	0.6168	0.6357	0.6316
	% $red^{n.}_{R^2}$ *	1.01	0.70	0.02	0.42	0.20	0.05
5.	R^2	0.7901	0.7292	0.7044	0.6749	0.6128	0.6309
	% $red^{n.}_{R^2}$ *	0.55	1.30	1.49	1.27	1.11	1.02
8.	R^2	0.7563	0.7372	0.6691	0.6817	0.6566	0.6427
	% $red^{n.}_{R^2}$ *	2.09	1.81	2.85	1.32	1.08	1.20

† See Table 5.10 for key to major occupations.

* Percentage reduction in $R^2 = 100 \times \frac{R^2 - R_1^2}{R^2}$, where R^2 is obtained from regressions containing age, sex, hours worked and minor occupation as explanatory variables and R_1^2 from regressions containing age, sex and hours worked only.

reduction in the R^2 . In view of the nature of the available special tabulations it is not possible to do anything about it. However, this is not likely to create a major problem in fitting the earnings and hours schedules.

The regression analysis demonstrates the importance of the age, sex and occupation variables in determining the basic hourly wage of employees. The analysis also shows the importance of hours worked in determining the average weekly earnings. Parham and Ryland[1] have shown that if the demographic factors are ignored, the occupation variable has much greater explanatory power than the industry variable in explaining the variations in weekly hours, weekly earnings and average hourly earnings of the Australian working population. The earnings and hours survey data was used to conduct a similar analysis in order to investigate whether the conclusions arrived at by Parham and Ryland using 1968-69 and 1973-74 data are validated by more up-to-date data.

There are a number of differences between the data used by Parham and Ryland and the data used here. The main differences are listed below :

		Ryland and Parham	This Study
1.	Period	Annual earnings	Weekly earnings
2.	Years	1968-69 and 1973-74	May 1974, 1975 and 1976
3.	Classification	5 occupations and 23 industries	27 occupations and 17 industries
4.	Source	Earnings and hours from separate surveys; namely, Income Distribution (ABS Refs. 17.17 and 17.7), The Labour Force (ABS Ref. 6.22)	Earnings and hours from the same survey; namely, Earnings and Hours of Employees : Distribution and Composition (ABS Refs. 6.52 and 6306.0)
5.	Coverage	All employed persons including self employed	Non-managerial employees only. Agricultural employees not adequately covered
6.	Respondent	Households or employees	Employer

1. Dean Parham and G. J. Ryland, op. cit..

In spite of the above differences our analysis confirms that in 1974, 1975 and 1976 the occupation variable had a greater explanatory power than the industry variable in the regressions of average weekly earnings and basic hourly wage rates. However, the total variation explained by the two variables was much smaller than that explained by Parham and Ryland. This is likely to be the result of the much higher level of aggregation of unit records at which the latter authors worked.

6. CONCLUSIONS

The above analysis shows that the data from the special Earnings and Hours Survey tabulations may not be suitable for estimating the numbers of persons by occupation, but as the estimates of hours and earnings are expected to be accurate, the data would provide reasonable estimates for deriving the age, sex and occupation specific earnings and hours curves. In estimating the average hours and earnings for the Australian workforce in different age, sex and occupation groups the weights, i.e., number of persons, should be obtained from alternative sources.

Between 1974 and 1976 the differentials between the basic hourly wage rates of males and females have narrowed considerably. The differentials between their weekly earnings, however, have narrowed less because of the tendency for women to work fewer hours per week. During this period the relativities between adults and juniors have remained mostly unchanged. The relativities between occupations have also remained substantially unchanged.

The main purpose of this preliminary study, however, is to identify the variables that should be used to determine homogeneous groups of employees for whom separate earnings and hours curves may be estimated. The analysis shows that the groups should be based on employees' age, sex and occupation. In addition, results confirm the importance of hours worked in estimating average weekly earnings within homogeneous groups. The data consequently can now be organized on a basis suitable for estimating earnings and hours curves as a prelude to the estimation of labour supply along the lines suggested by Powell, Tulpulé and Filmer.[1]

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1. Op. cit..

APPENDIX I

AGGREGATE DATA ON EARNINGS, HOURS AND NUMBERS OF EMPLOYEES

The tables presented in this Appendix give estimates of numbers of employees, average hourly and weekly earnings and average hours worked for non-managerial employees classified by age, sex, occupation and industry. Data on managerial employees are also included. The data contained in these tables have been discussed in Sections 3 and 4. Notes on definitions, coverage and the reliability of estimates are included and the occupation and industry classifications are described. All the tables in this Appendix and in Appendix II are derived from unpublished special tabulations of data collected in the ABS Surveys of Earnings and Hours of Employees for May 1974, 1975 and 1976. A list of the Tables in Appendix I is included on page 46.

NOTES

1. All estimates of the numbers of persons which are less than 4,000 and the corresponding earnings and hours estimates have been derived by the author and have no official status with the ABS. They are subject to very high sampling variability and should not be considered as statistics in their own right.

2. When the number of persons in a cell is less than 250, the number and the corresponding earnings and hours estimates are replaced by an * . In some cases it is possible to derive the implied value from the marginal totals; however such numbers will have extremely high sampling variability and they should not be used.

3. When the number of persons in a cell is zero, it is not printed. In such cases, the corresponding estimates of earnings and hours are not available from the surveys. The relevant percentage change estimates are also not available.

4. The Earnings and Hours Surveys were not designed to estimate the number of employees by industry or occupation. The estimates of the number of employees in each industry or occupation cell should be treated with caution. The numbers, however, give an indication of the reliability of the estimates of earnings and hours figures in the various tables.

5. Adults are defined as those aged 21 years and over and Juniors are those aged 20 or less.

6. The industry classification used in the following tables is the Australian Standard Industrial Classification, ASIC. Details of the industries are shown in Figure 1.

Figure 1 Industry Classification

Industry No.	Description[a]	ASIC Code Division	ASIC Code Sub-division
	Manufacturing -	C	
1.	Food, beverages and tobacco		21-22
2.	Textiles; clothing and footwear		23,24
3.	Paper and paper products, printing & publishing		26
4.	Chemical, petroleum and coal products		27
5.	Basic metal products		29
6.	Fabricated metal products; other industrial machinery and equipment and household appliances		31,33
7.	Transport equipment		32
8.	Other [b]		25,28,34
	Non-manufacturing industries -		
9.	Mining	B	
10.	Electricity, gas and water	D	
11.	Construction	E	
12.	Wholesale trade	F	46,47
13.	Retail trade	F	48
14.	Transport and storage, communication	G,H	
15.	Finance, insurance, real estate and business services	I	
16.	Public administration and defence (c); community services	J,K[c]	
17.	Other industries[d] (forestry and logging, fishing and hunting, entertainment, recreation, restaurants, hotels and personal services)	A,L[d]	

(a) The names of industries and codes are reproduced from ABS (Catalogue No. 6306.3), op. cit., p. 3.

(b) Includes wood, wood products and furniture (sub-division 25); glass, clay and other non-metallic mineral products (sub-division 29); and leather, rubber and plastic products and manufacturing not elsewhere classified (sub-division 34).

(c) Excludes defence forces.

(d) Excludes agriculture and services to agriculture (sub-divisions 01 and 02) and private households employing staff (sub-division 94).

7. The occupation groups are based on the IMPACT occupational classification which is described in detail by Craigie.[1] In the IMPACT classification 39 minor groups were distinguished. These minor groups classify the workers into homogeneous groups in terms of occupational skill requirements. An aggregation of the 39 groups into the 27 groups listed below was necessary because the sample size was not sufficiently large to produce reasonably reliable estimates for the 39 minor groups. In the IMPACT occupational classification teachers and lecturers were split between two major groups. Here they are grouped together because it is not possible to separate them due to coding problems. In the following tables, the non-managerial and managerial employees are grouped into 9 and 7 categories respectively. The grouping of 27 occupations into the 9 or 7 categories is shown in Figure 2.

1. R. Craigie, "Some Comments on the ABS Occupational Classification System and the IMPACT Occupational Grouping," IMPACT Preliminary Working Paper No. IP-08, Industries Assistance Commission, Melbourne, July 1979.

Figure 2 Occupation Groups

Major Group No.			IMPACT	Minor Groups
Managerial Employees	Non-managerial Employees	Abbreviation	No.	Description
1	1	Professional White Collar	1-4	Scientists, Engineers, Medical (including Pharmacists) and Societal
2	2	Teachers and Lecturers	5-8	Teachers (Tertiary, Secondary, Primary and Technical)
3	3	Skilled White Collar	10	Technicians
			9,11	Para-medical and Creative
			12	Government
			13	Employers
4	4	Semi and Unskilled White Collar	14	Clerical
			15	Sales
			16,17	Semi-skilled Medical and Audio Visual
5-7	5	Skilled Blue Collar - Metal & Electrical	18	Metal Trades
			19	Electrical Trades
			20	Instrument Trades
	6	Skilled Blue Collar - Building	21-23	Wood Trades; Brick, Stone and Glass Trades and Painters
	7	Skilled Blue Collar - Other	24-26	Food Trades; Textile Trades and Printing Trades
8	8	Semi and Unskilled Blue Collar	27	Semi-skilled Metal & Electrical
			28	Building
			29	Miners
			30	Drivers
			31	Protective Services
			32	Production and Process
			33	Services
			34	Labourers
9	9	Other	35	Farmers*
			36	Farm Workers*
			37	Officers*
			38	Other Ranks*
			39	Other, not classified

* Out of the scope of the Earnings and Hours Surveys, see text.

List of Tables in Appendix I

TABLE 3.1 NUMBER OF NON-MANAGERIAL EMPLOYEES BY OCCUPATION

	OCCUPATION	MAY 1974			MAY 1975			MAY 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Prof. White Collar	19069	9030	28099	21007	9054	30061	35092	12003	47095
2	Teachers & Lecturers	8729	12737	21466	46297	61875	108172	62584	89053	151637
3	Skilled White Collar	102485	51787	154272	104724	77496	182220	104007	95897	199904
4	Semi & Unskilled W.C.	489688	711018	1200706	504267	722549	1226816	492607	746223	1238830
5	Sk. B.C. Metal & Elec.	428944	4740	433684	437388	4634	442022	431997	5315	437312
6	Sk. B.C. Building	129997	1285	131282	124977	633	125610	123981	1548	125529
7	Sk. B.C. Other	47535	22235	69770	53533	21778	75311	70444	30230	100674
8	Semi & Unskilled B.C.	1064364	441351	1505715	1034382	389987	1424369	1011251	393886	1405137
9	Other	43206	4963	48169	40310	3843	44153	33859	2456	36315
	Total	2334017	1259146	3593163	2366885	1291849	3658734	2365822	1376611	3742433

TABLE 3.2 PERCENTAGE CHANGE IN NUMBER OF NON-MANAGERIAL EMPLOYEES

	OCCUPATION	1974 TO 1975			1975 TO 1976			1974 TO 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Prof. White Collar	10.16	.27	6.98	67.05	32.57	56.66	84.03	32.92	67.60
2	Teachers & Lecturers	430.38	385.79	403.92	35.18	43.92	40.18	616.97	599.17	606.41
3	Skilled White Collar	2.18	49.64	18.12	-.68	23.74	9.70	1.49	85.18	29.58
4	Semi & Unskilled W.C.	2.98	1.62	2.17	-2.31	3.28	.98	.60	4.95	3.18
5	Sk. B.C. Metal & Elec.	1.97	-2.24	1.92	-1.23	14.70	-1.07	.71	12.13	.84
6	Sk. B.C. Building	-3.86	-50.74	-4.32	-.80	144.55	-.06	-4.63	20.47	-4.38
7	Sk. B.C. Other	12.62	-2.06	7.94	31.59	38.81	33.68	48.19	35.96	44.29
8	Semi & Unskilled B.C.	-2.82	-11.64	-5.40	-2.24	1.00	-1.35	-4.99	-10.75	-6.68
9	Other	-6.70	-22.57	-8.34	-16.00	-36.09	-17.75	-21.63	-50.51	-24.61
	Total	1.41	2.60	1.82	-.04	6.56	2.29	1.36	9.33	4.15

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE 3.3 AVERAGE HOURLY EARNINGS ($) BY OCCUPATION, NON-MANAGERIAL EMPLOYEES

	OCCUPATION	MAY 1974			MAY 1975			MAY 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Prof. White Collar	3.52	2.99	3.36	4.44	3.93	4.29	5.54	4.86	5.38
2	Teachers & Lecturers	3.92	3.20	3.50	5.13	4.48	4.76	6.40	5.24	5.72
3	Skilled White Collar	3.48	2.70	3.24	4.38	3.59	4.06	5.11	4.44	4.81
4	Semi & Unskilled W.C.	3.02	2.16	2.53	3.68	2.85	3.21	4.26	3.39	3.75
5	Sk. B.C. Metal & Elec.	3.13	2.54	3.13	3.60	2.73	3.60	4.16	3.27	4.15
6	Sk. B.C. Building	3.13	2.16	3.12	3.73	2.65	3.72	4.18	3.22	4.17
7	Sk. B.C. Other	2.79	2.30	2.65	3.44	2.90	3.30	4.03	3.31	3.83
8	Semi & Unskilled B.C.	2.90	2.19	2.72	3.48	2.76	3.30	3.99	3.22	3.80
9	Other	2.53	2.20	2.51	3.17	2.71	3.14	3.49	3.36	3.48
	Total	3.00	2.21	2.76	3.62	2.96	3.41	4.20	3.54	3.98

TABLE 3.4 PERCENTAGE CHANGE IN AVERAGE HOURLY EARNINGS, NON-MANAGERIAL EMPLOYEES

	OCCUPATION	1974 TO 1975			1975 TO 1976			1974 TO 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Prof. White Collar	26.23	31.53	27.83	24.74	23.71	25.29	57.46	62.72	60.17
2	Teachers & Lecturers	30.86	40.02	35.81	24.61	17.09	20.31	63.06	63.95	63.39
3	Skilled White Collar	25.88	32.60	25.41	16.63	23.79	18.44	46.81	64.14	48.53
4	Semi & Unskilled W.C.	21.77	31.97	26.76	15.67	18.87	16.93	40.85	56.88	48.22
5	Sk. B.C. Metal & Elec.	15.00	7.40	14.96	15.49	19.57	15.47	32.82	28.42	32.74
6	Sk. B.C. Building	19.27	22.66	19.45	12.16	21.56	11.99	33.78	49.11	33.77
7	Sk. B.C. Other	23.30	26.05	24.52	17.29	14.12	16.29	44.62	43.84	44.81
8	Semi & Unskilled B.C.	19.91	25.62	21.44	14.71	16.71	15.06	37.55	46.61	39.73
9	Other	25.27	23.28	25.37	10.01	23.78	10.93	37.81	52.60	39.07
	Total	20.64	33.50	23.67	15.92	19.78	16.78	39.85	59.91	44.43

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

Table 3.5 Average Hourly Earnings ($) by Age, Sex and Occupation, Non-Managerial Employees

Occupation	Males						Females					
	1974		1975		1976		1974		1975		1976	
	Adults	Juniors	Adults	Juniors	Adults	Juniors	Adults	Juniors	Adults	Juniors	Adults	Juniors
1. Prof. White Collar	3.74	1.87	4.61	2.54	5.61	2.95	3.05	2.16	4.02	3.08	4.94	3.08
2. Teachers & Lecturers	3.94	*	5.14	*	6.40	3.27	3.30	2.21	4.51	3.62	5.25	2.70
3. Skilled White Collar	3.60	2.10	4.53	2.51	5.21	3.04	2.85	1.88	3.79	2.50	4.62	3.03
4. Semi & Unskilled W.C.	3.22	1.85	3.92	2.24	4.49	2.69	2.42	1.59	3.15	2.10	3.74	2.52
5. Sk. B.C. Metal & Elec.	3.33	1.90	3.85	2.16	4.43	2.53	2.57	2.24	2.80	1.99	3.27	3.27
6. Sk. B.C. Building	3.28	1.94	3.93	2.21	4.37	2.76	2.16	-	2.62	*	3.22	*
7. Sk. B.C. Other	2.93	1.99	3.61	2.39	4.21	2.76	2.34	1.82	2.94	2.32	3.41	2.53
8. Semi & Unskilled B.C.	2.96	2.09	3.55	2.44	4.08	2.81	2.24	1.69	2.81	2.10	3.27	2.58
9. Other	2.57	2.05	3.24	2.47	3.55	2.83	2.20	2.24	2.72	2.71	3.37	3.27
Total	3.13	1.96	3.77	2.29	4.36	2.70	2.38	1.62	3.15	2.14	3.78	2.55

Table 3.6 Percentage Change in Average Hourly Earnings by Age, Sex and Occupation, Non-Managerial Employees

Occupation	Males						Females					
	1974-75		1975-76		1974-76		1974-75		1975-76		1974-76	
	Adults	Juniors	Adults	Juniors	Adults	Juniors	Adults	Juniors	Adults	Juniors	Adults	Juniors
1. Prof. White Collar	23.26	35.83	21.69	16.14	50.00	57.75	31.80	42.59	22.89	0	61.97	42.59
2. Teachers & Lecturers	30.46	*	24.51	*	62.44	*	36.67	63.80	16.41	-25.41	59.09	22.17
3. Skilled White Collar	25.83	19.52	15.01	21.12	44.72	44.76	32.98	32.98	21.90	21.20	62.11	61.17
4. Semi & Unskilled W.C.	21.74	21.08	14.54	20.09	39.44	45.41	30.17	32.08	18.73	20.00	54.55	58.49
5. Sk. B.C. Metal & Elec.	15.62	13.68	15.06	17.13	33.03	33.16	8.95	-11.16	16.79	64.32	27.24	45.98
6. Sk. B.C. Building	19.82	13.91	11.20	24.89	33.23	42.27	21.30	*	22.90	*	49.07	*
7. Sk. B.C. Other	23.21	20.10	16.62	15.48	43.69	38.69	25.64	27.47	15.99	9.05	45.73	39.01
8. Semi & Unskilled B.C.	19.93	16.75	14.93	15.16	37.84	34.45	25.45	24.26	16.37	22.86	45.98	52.66
9. Other	26.07	20.49	9.57	14.57	38.13	38.05	23.64	20.28	23.90	20.66	53.18	45.98
Total	20.45	16.84	15.65	17.90	39.30	37.76	32.35	32.10	20.00	19.16	58.82	57.41

* See introduction to Appendix I for footnotes and for remarks on the reliability of estimates.

TABLE 3.7 AVERAGE WEEKLY HOURS WORKED BY OCCUPATION, NON-MANAGERIAL EMPLOYEES

	OCCUPATION	MAY 1974			MAY 1975			MAY 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Prof. White Collar	39.29	35.45	38.05	38.81	36.21	38.03	38.84	34.79	37.81
2	Teachers & Lecturers	33.67	31.78	32.55	35.79	36.01	35.92	33.51	32.98	33.20
3	Skilled White Collar	39.25	35.48	37.98	38.82	35.54	37.42	38.62	34.05	36.43
4	Semi & Unskilled W.C.	39.11	35.66	37.07	38.25	35.19	36.45	37.73	34.66	35.88
5	Sk. B.C. Metal & Elec.	44.10	39.17	44.05	42.03	37.08	41.98	41.99	38.91	41.95
6	Sk. B.C. Building	42.32	37.75	42.27	41.31	33.77	41.27	41.42	39.87	41.40
7	Sk. B.C. Other	41.18	35.18	39.27	41.40	35.57	39.71	40.76	35.37	39.14
8	Semi & Unskilled B.C.	42.62	34.64	40.28	41.16	34.15	39.24	40.85	33.15	38.69
9	Other	40.61	36.80	40.22	40.05	33.59	39.49	39.43	35.70	39.17
	Total	41.87	35.26	39.55	40.47	34.95	38.52	40.09	34.12	37.90

TABLE 3.8 PERCENTAGE CHANGE IN AVERAGE WEEKLY HOURS WORKED, NON-MANAGERIAL EMPLOYEES

	OCCUPATION	1974 TO 1975			1975 TO 1976			1974 TO 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Prof. White Collar	-1.22	2.15	-.08	.07	-3.91	-.58	-1.15	-1.85	-.65
2	Teachers & Lecturers	6.31	13.33	10.36	-6.38	-8.42	-7.57	-.47	3.79	2.01
3	Skilled White Collar	-1.10	.16	-1.48	-.50	-4.19	-2.66	-1.60	-4.04	-4.10
4	Semi & Unskilled W.C.	-2.20	-1.29	-1.66	-1.36	-1.50	-1.56	-3.53	-2.78	-3.19
5	Sk. B.C. Metal & Elec.	-4.69	-5.33	-4.69	-.09	4.93	-.06	-4.78	-.66	-4.75
6	Sk. B.C. Building	-2.38	-10.55	-2.36	.27	18.06	.31	-2.11	5.60	-2.06
7	Sk. B.C. Other	.52	1.10	1.12	-1.53	-.55	-1.43	-1.02	.54	-.32
8	Semi & Unskilled B.C.	-3.43	-1.41	-2.58	-.77	-2.92	-1.41	-4.17	-4.30	-3.96
9	Other	-1.39	-8.72	-1.82	-1.55	6.27	-.79	-2.92	-3.00	-2.60
	Total	-3.34	-.88	-2.61	-.93	-2.38	-1.62	-4.23	-3.24	-4.19

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE 3.9 AVERAGE WEEKLY EARNINGS ($) BY OCCUPATION, NON-MANAGERIAL EMPLOYEES

	OCCUPATION	MAY 1974			MAY 1975			MAY 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Prof. White Collar	138.22	105.92	127.84	172.34	142.31	163.30	215.13	169.17	203.41
2	Teachers & Lecturers	132.08	101.63	114.01	183.74	161.26	170.88	214.35	172.93	190.03
3	Skilled White Collar	136.70	95.94	123.02	170.18	127.41	151.99	197.49	151.11	175.24
4	Semi & Unskilled W.C.	118.17	77.02	93.80	140.72	100.33	116.93	160.56	117.47	134.60
5	Sk. B.C. Metal & Elec.	138.20	99.61	137.77	151.48	101.28	150.95	174.78	127.08	174.20
6	Sk. B.C. Building	132.27	81.47	131.78	154.01	89.38	153.69	173.21	128.28	172.66
7	Sk. B.C. Other	114.77	80.94	103.98	142.24	103.14	130.94	164.28	117.05	150.10
8	Semi & Unskilled B.C.	123.58	75.99	109.63	143.12	94.11	129.70	162.91	106.62	147.13
9	Other	103.28	81.09	101.00	127.21	91.27	124.08	137.70	119.95	136.50
	Total	125.79	78.07	109.07	146.69	103.31	131.37	168.46	120.79	150.93

TABLE 3.10 PERCENTAGE CHANGE IN AVERAGE WEEKLY EARNINGS, NON-MANAGERIAL EMPLOYEES

	OCCUPATION	1974 TO 1975			1975 TO 1976			1974 TO 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Prof. White Collar	24.69	34.35	27.74	24.83	18.88	24.57	55.65	59.71	59.12
2	Teachers & Lecturers	39.12	58.68	49.89	16.66	7.24	11.20	62.29	70.16	66.68
3	Skilled White Collar	24.49	32.80	23.55	16.05	18.60	15.30	44.47	57.51	42.45
4	Semi & Unskilled W.C.	19.08	30.26	24.66	14.10	17.08	15.11	35.88	52.51	43.50
5	Sk. B.C. Metal & Elec.	9.61	1.68	9.56	15.38	25.47	15.40	26.47	27.58	26.44
6	Sk. B.C. Building	16.43	9.71	16.63	12.47	43.52	12.34	30.95	57.46	31.02
7	Sk. B.C. Other	23.94	27.43	25.92	15.49	13.49	14.63	43.14	44.62	44.35
8	Semi & Unskilled B.C.	15.80	23.84	18.30	13.83	13.30	13.44	31.82	40.31	34.20
9	Other	23.17	12.55	22.86	8.25	31.43	10.01	33.33	47.92	35.16
	Total	16.61	32.33	20.45	14.84	16.93	14.89	33.92	54.72	38.38

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE 3.11 NUMBER OF NON-MANAGERIAL EMPLOYEES BY INDUSTRY

	INDUSTRY	MAY 1974			MAY 1975			MAY 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Food,Drink & Tobacco	133007	54218	187225	126728	52452	179180	133203	51444	184647
2	Txtl,Clothg & Ftwear	44923	100462	145385	36476	77246	113722	37991	84968	122959
3	Paper,Printing etc.	66193	24908	91101	60311	24040	84351	61716	24079	85795
4	Chem,Petr & Coal Prd.	43421	18393	61814	41391	18229	59620	43022	16159	59181
5	Basic Metal Products	87019	8274	95293	81396	8343	89739	81072	7436	88508
6	Fabri Metal Products	205809	81309	287118	181421	62117	243538	180264	64824	245088
7	Transport Equipment	133344	24217	157561	119485	15689	135174	117717	17036	134753
8	Other Manufacturing	136095	42765	178860	134545	35858	170403	125916	38390	164306
9	Mining	64205	5146	69351	63675	4987	68662	62057	5166	67223
10	Elec Gas & Water	86039	8675	94714	94971	8187	103158	84143	9321	93464
11	Construction	258556	15479	274035	269857	15588	285445	233715	14991	248706
12	Wholesale Trade	182197	86843	269040	183128	88845	271973	178020	82195	260215
13	Retail Trade	166746	212842	379588	182954	194552	377506	184792	201190	385982
14	Trpt & Storage,Commn	274049	55130	329179	266959	58469	325428	275347	61441	336788
15	Finance,Bus.Services	125464	133713	259177	116841	134647	251488	121171	142834	264005
16	Pub adm,Def,Com.Servs	228063	283112	511175	307816	379304	687120	340595	440126	780721
17	Other Non-Mfg.	98887	103660	202547	98931	113296	212227	105081	115011	220092
	Total	2334017	1259146	3593163	2366885	1291849	3658734	2365822	1376611	3742433

TABLE 3.12 PERCENTAGE CHANGE IN NUMBER OF NON-MANAGERIAL EMPLOYEES

	INDUSTRY	1974 TO 1975			1975 TO 1976			1974 TO 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Food,Drink & Tobacco	-4.72	-3.26	-4.30	5.11	-1.92	3.05	.15	-5.12	-1.38
2	Txtl,Clothg & Ftwear	-18.80	-23.11	-21.78	4.15	10.00	8.12	-15.43	-15.42	-15.43
3	Paper,Printing etc.	-8.89	-3.48	-7.41	2.33	.16	1.71	-6.76	-3.33	-5.82
4	Chem,Petr & Coal Prd.	-4.68	-.89	-3.55	3.94	-11.36	-.74	-.92	-12.15	-4.26
5	Basic Metal Products	-6.46	.83	-5.83	-.40	-10.87	-1.37	-6.83	-10.13	-7.12
6	Fabri Metal Products	-11.85	-23.60	-15.18	-.64	4.36	.64	-12.41	-20.27	-14.64
7	Transport Equipment	-10.39	-35.21	-14.21	-1.48	8.59	-.31	-11.72	-29.65	-14.48
8	Other Manufacturing	-1.14	-16.15	-4.73	-6.41	7.06	-3.58	-7.48	-10.23	-8.14
9	Mining	-.83	-3.09	-.99	-2.54	3.59	-2.10	-3.35	.39	-3.07
10	Elec Gas & Water	10.38	-5.63	8.92	-11.40	13.85	-9.40	-2.20	7.45	-1.32
11	Construction	4.37	.70	4.16	-13.39	-3.83	-12.87	-9.61	-3.15	-9.24
12	Wholesale Trade	.51	2.31	1.09	-2.79	-7.48	-4.32	-2.29	-5.35	-3.28
13	Retail Trade	9.72	-8.59	-.55	1.00	3.41	2.25	10.82	-5.47	1.68
14	Trpt & Storage,Commn	-2.59	6.06	-1.14	3.14	5.08	3.49	.47	11.45	2.31
15	Finance,Bus.Services	-6.87	.70	-2.97	3.71	6.08	4.98	-3.42	6.82	1.86
16	Pub adm,Def,Com.Servs	34.97	33.98	34.42	10.65	16.04	13.62	49.34	55.46	52.73
17	Other Non-Mfg.	.04	9.30	4.78	6.22	1.51	3.71	6.26	10.95	8.66
	Total	1.41	2.60	1.82	-.04	6.56	2.29	1.36	9.33	4.15

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE 3.13 AVERAGE HOURLY EARNINGS ($) BY INDUSTRY, NON-MANAGERIAL EMPLOYEES

	INDUSTRY	MAY 1974			MAY 1975			MAY 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Food,Drink & Tobacco	2.77	2.07	2.58	3.38	2.77	3.22	3.90	3.28	3.74
2	Txtl,Clothg & Ftwear	2.81	2.01	2.28	3.24	2.59	2.81	3.73	3.03	3.26
3	Paper,Printing etc.	3.09	2.14	2.85	3.66	2.80	3.43	4.19	3.34	3.97
4	Chem,Petr & Coal Prd.	3.11	2.25	2.88	3.77	2.98	3.54	4.44	3.53	4.20
5	Basic Metal Products	3.21	2.34	3.14	3.70	2.96	3.64	4.21	3.63	4.17
6	Fabri Metal Products	2.94	2.33	2.78	3.31	2.78	3.19	3.81	3.17	3.65
7	Transport Equipment	3.16	2.60	3.08	3.39	2.82	3.33	3.96	3.39	3.89
8	Other Manufacturing	2.85	2.17	2.70	3.30	2.71	3.19	3.77	3.08	3.62
9	Mining	3.91	2.40	3.81	4.59	3.08	4.50	5.58	3.73	5.46
10	Elec Gas & Water	3.16	2.37	3.10	3.99	3.17	3.93	4.53	3.69	4.46
11	Construction	3.01	2.23	2.98	3.69	2.86	3.66	4.18	3.39	4.14
12	Wholesale Trade	2.74	2.11	2.55	3.40	2.81	3.22	3.88	3.33	3.71
13	Retail Trade	2.52	1.90	2.20	2.96	2.47	2.73	3.40	2.94	3.18
14	Trpt & Storage,Commn	3.19	2.55	3.09	3.90	3.33	3.81	4.48	3.75	4.36
15	Finance,Bus.Services	3.00	2.20	2.60	3.50	2.74	3.10	4.18	3.31	3.72
16	Pub adm,Def,Com.Servs	3.18	2.39	2.76	4.14	3.41	3.76	4.95	4.13	4.51
17	Other Non-Mfg.	2.80	2.37	2.60	3.41	2.95	3.18	3.88	3.57	3.73
	Total	3.00	2.21	2.76	3.62	2.96	3.41	4.20	3.54	3.98

TABLE 3.14 PERCENTAGE CHANGE IN AVERAGE HOURLY EARNINGS, NON-MANAGERIAL EMPLOYEES

	INDUSTRY	1974 TO 1975			1975 TO 1976			1974 TO 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Food,Drink & Tobacco	22.27	34.22	24.58	15.28	18.23	16.31	40.96	58.69	44.90
2	Txtl,Clothg & Ftwear	15.39	29.26	23.59	15.07	16.77	15.92	32.78	50.94	43.27
3	Paper,Printing etc.	18.53	31.05	20.38	14.62	19.27	15.76	35.87	56.30	39.35
4	Chem,Petr & Coal Prd.	21.30	32.37	23.04	17.87	18.31	18.78	42.97	56.60	46.14
5	Basic Metal Products	15.26	26.61	15.73	13.76	22.69	14.46	31.11	55.34	32.47
6	Fabri Metal Products	12.75	19.30	14.55	14.90	13.93	14.58	29.55	35.92	31.26
7	Transport Equipment	7.17	8.80	8.01	16.76	19.92	16.85	25.12	30.46	26.20
8	Other Manufacturing	15.87	24.69	17.82	14.18	13.93	13.73	32.29	42.06	34.00
9	Mining	17.53	28.18	18.01	21.57	21.34	21.44	42.87	55.53	43.31
10	Elec Gas & Water	26.29	34.16	26.94	13.58	16.25	13.36	43.44	55.96	43.91
11	Construction	22.54	27.92	22.73	13.11	18.56	13.16	38.60	51.66	38.89
12	Wholesale Trade	24.18	33.35	26.26	14.04	18.24	15.40	41.61	57.67	45.70
13	Retail Trade	17.59	30.20	24.08	14.69	19.26	16.63	34.87	55.28	44.72
14	Trpt & Storage,Commn	22.48	30.18	23.11	14.94	12.85	14.64	40.79	46.90	41.13
15	Finance,Bus.Services	16.52	24.30	19.40	19.44	20.80	20.01	39.17	50.16	43.29
16	Pub adm,Def,Com.Servs	30.28	42.96	36.03	19.54	20.97	20.01	55.74	72.94	63.25
17	Other Non-Mfg.	21.65	24.20	22.34	13.57	21.36	17.30	38.16	50.72	43.51
	Total	20.64	33.50	23.67	15.92	19.78	16.78	39.85	59.91	44.43

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE 3.15 AVERAGE WEEKLY HOURS WORKED BY INDUSTRY, NON-MANAGERIAL EMPLOYEES

	INDUSTRY	MAY 1974			MAY 1975			MAY 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Food,Drink & Tobacco	43.14	37.57	41.53	42.20	37.77	40.90	41.84	36.61	40.38
2	Txtl,Clothg & Ftwear	43.87	38.55	40.19	42.40	38.76	39.92	42.06	37.58	38.97
3	Paper,Printing etc.	42.60	37.26	41.14	40.73	36.54	39.53	40.98	36.50	39.72
4	Chem,Petr & Coal Prd.	43.48	37.89	41.82	41.10	38.36	40.26	41.15	38.53	40.44
5	Basic Metal Products	45.74	39.67	45.22	42.76	37.90	42.31	42.58	38.75	42.25
6	Fabri Metal Products	44.25	39.30	42.85	41.91	38.65	41.08	42.27	38.29	41.22
7	Transport Equipment	43.66	40.50	43.18	41.01	38.14	40.67	40.80	38.70	40.53
8	Other Manufacturing	44.77	38.57	43.29	42.75	38.31	41.81	42.92	37.83	41.73
9	Mining	44.46	37.69	43.96	44.21	37.51	43.72	43.70	36.53	43.15
10	Elec Gas & Water	42.88	36.03	42.25	40.70	36.11	40.34	40.69	35.57	40.18
11	Construction	42.94	33.18	42.39	42.10	33.27	41.61	41.93	34.15	41.46
12	Wholesale Trade	41.50	37.15	40.10	40.45	37.01	39.33	40.32	36.30	39.05
13	Retail Trade	38.63	31.98	34.90	37.53	31.76	34.56	37.13	30.86	33.86
14	Trpt & Storage,Commn	43.07	36.91	42.03	41.58	37.16	40.79	41.08	36.07	40.17
15	Finance,Bus.Services	37.07	35.76	36.39	37.44	35.61	36.46	37.66	35.32	36.39
16	Pub adm,Def,Com.Servs	39.53	35.33	37.20	38.91	35.12	36.82	38.24	34.27	36.00
17	Other Non-Mfg.	32.13	27.40	29.71	32.63	27.86	30.08	30.74	25.59	28.05
	Total	41.87	35.26	39.55	40.47	34.95	38.52	40.09	34.12	37.90

TABLE 3.16 PERCENTAGE CHANGE IN AVERAGE WEEKLY HOURS WORKED, NON-MANAGERIAL EMPLOYEES

	INDUSTRY	1974 TO 1975			1975 TO 1976			1974 TO 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Food,Drink & Tobacco	-2.17	.51	-1.50	-.86	-3.06	-1.28	-3.02	-2.57	-2.76
2	Txtl,Clothg & Ftwear	-3.36	.54	-.67	-.81	-3.03	-2.40	-4.13	-2.50	-3.05
3	Paper,Printing etc.	-4.40	-1.94	-3.91	.62	-.12	.48	-3.80	-2.05	-3.45
4	Chem,Petr & Coal Prd.	-5.47	1.25	-3.71	.12	.44	.43	-5.36	1.70	-3.30
5	Basic Metal Products	-6.53	-4.46	-6.44	-.42	2.23	-.12	-6.92	-2.33	-6.55
6	Fabri Metal Products	-5.30	-1.65	-4.13	.86	-.95	.33	-4.48	-2.58	-3.81
7	Transport Equipment	-6.08	-5.84	-5.80	-.51	1.46	-.35	-6.56	-4.46	-6.13
8	Other Manufacturing	-4.51	-.68	-3.40	.41	-1.24	-.19	-4.12	-1.91	-3.59
9	Mining	-.57	-.46	-.54	-1.16	-2.63	-1.32	-1.73	-3.08	-1.86
10	Elec Gas & Water	-5.07	.24	-4.53	-.03	-1.50	-.40	-5.11	-1.27	-4.91
11	Construction	-1.97	.27	-1.83	-.40	2.66	-.37	-2.37	2.94	-2.20
12	Wholesale Trade	-2.53	-.37	-1.92	-.34	-1.93	-.72	-2.86	-2.29	-2.62
13	Retail Trade	-2.84	-.70	-.99	-1.07	-2.85	-2.02	-3.88	-3.53	-2.99
14	Trpt & Storage,Commn	-3.44	.68	-2.96	-1.20	-2.94	-1.52	-4.60	-2.29	-4.44
15	Finance,Bus.Services	1.00	-.42	.19	.57	-.80	-.18	1.58	-1.22	.00
16	Pub adm,Def,Com.Servs	-1.56	-.61	-1.04	-1.72	-2.42	-2.21	-3.25	-3.01	-3.23
17	Other Non-Mfg.	1.55	1.69	1.26	-5.79	-8.13	-6.76	-4.33	-6.58	-5.58
	Total	-3.34	-.88	-2.61	-.93	-2.38	-1.62	-4.23	-3.24	-4.19

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE 3.17 AVERAGE WEEKLY EARNINGS ($) BY INDUSTRY, NON-MANAGERIAL EMPLOYEES

	INDUSTRY	MAY 1974			MAY 1975			MAY 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Food,Drink & Tobacco	119.35	77.68	107.28	142.76	104.79	131.65	163.16	120.10	151.16
2	Txtl,Clothg & Ftwear	123.24	77.35	91.53	137.44	100.53	112.37	156.87	113.83	127.13
3	Paper,Printing etc.	131.52	79.59	117.32	149.03	102.28	135.71	171.89	121.84	157.84
4	Chem,Petr & Coal Prd.	135.05	85.31	120.25	154.85	114.34	142.47	182.74	135.87	169.94
5	Basic Metal Products	146.88	92.79	142.18	158.24	112.24	153.96	179.24	140.78	176.01
6	Fabri Metal Products	130.06	91.67	119.19	138.88	107.57	130.89	160.94	121.39	150.48
7	Transport Equipment	138.01	105.17	132.97	138.91	107.74	135.29	161.35	131.09	157.53
8	Other Manufacturing	127.47	83.74	117.01	141.03	103.70	133.17	161.69	116.68	151.17
9	Mining	173.77	90.50	167.59	203.06	115.47	196.70	243.98	136.43	235.71
10	Elec Gas & Water	135.47	85.25	130.87	162.41	114.64	158.62	184.40	131.28	179.10
11	Construction	129.43	74.14	126.30	155.47	95.09	152.18	175.14	115.74	171.56
12	Wholesale Trade	113.58	78.37	102.21	137.46	104.12	126.57	156.23	120.73	145.02
13	Retail Trade	97.28	60.62	76.72	111.14	78.38	94.26	126.11	90.81	107.71
14	Trpt & Storage,Commn	137.18	94.29	130.00	162.24	123.58	155.29	184.24	135.35	175.32
15	Finance,Bus.Services	111.32	78.77	94.53	131.01	97.51	113.08	157.37	116.85	135.45
16	Pub adm,Def,Com.Servs	125.62	84.38	102.78	161.10	119.89	138.35	189.27	141.52	162.35
17	Other Non-Mfg.	90.12	64.98	77.25	111.33	82.07	95:71	119.12	91.49	104.68
	Total	125.79	78.07	109.07	146.69	103.31	131.37	168.46	120.79	150.93

TABLE 3.18 PERCENTAGE CHANGE IN AVERAGE WEEKLY EARNINGS, NON-MANAGERIAL EMPLOYEES

	INDUSTRY	1974 TO 1975			1975 TO 1976			1974 TO 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Food,Drink & Tobacco	19.62	34.91	22.71	14.28	14.61	14.82	36.71	54.62	40.90
2	Txtl,Clothg & Ftwear	11.52	29.96	22.76	14.14	13.23	13.14	27.29	47.16	38.89
3	Paper,Printing etc.	13.32	28.51	15.68	15.34	19.13	16.31	30.70	53.09	34.54
4	Chem,Petr & Coal Prd.	14.66	34.02	18.47	18.01	18.83	19.29	35.31	59.26	41.32
5	Basic Metal Products	7.73	20.96	8.28	13.28	25.43	14.32	22.04	51.72	23.79
6	Fabri Metal Products	6.78	17.34	9.82	15.88	12.85	14.96	23.74	32.42	26.25
7	Transport Equipment	.65	2.44	1.75	16.16	21.67	16.44	16.91	24.64	18.47
8	Other Manufacturing	10.64	23.84	13.81	14.65	12.52	13.52	26.84	39.34	29.19
9	Mining	16.85	27.59	17.37	20.15	18.15	19.84	40.40	50.74	40.65
10	Elec Gas & Water	19.88	34.48	21.20	13.54	14.51	12.91	36.11	53.99	36.85
11	Construction	20.13	28.27	20.48	12.65	21.71	12.74	35.32	56.12	35.83
12	Wholesale Trade	21.03	32.86	23.83	13.65	15.96	14.58	37.56	54.07	41.88
13	Retail Trade	14.25	29.29	22.85	13.47	15.86	14.27	29.64	49.80	40.39
14	Trpt & Storage,Commn	18.27	31.06	19.46	13.56	9.53	12.90	34.31	43.54	34.87
15	Finance,Bus.Services	17.69	23.79	19.62	20.12	19.83	19.79	41.37	48.34	43.29
16	Pub adm,Def,Com.Servs	28.25	42.09	34.61	17.49	18.04	17.35	50.68	67.73	57.97
17	Other Non-Mfg.	23.53	26.29	23.88	7.00	11.49	9.38	32.18	40.80	35.50
	Total	16.61	32.33	20.45	14.84	16.93	14.89	33.92	54.72	38.38

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE 4.1 NUMBER OF MANAGERIAL EMPLOYEES BY OCCUPATION

	OCCUPATION	MAY 1974			MAY 1975			MAY 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Prof. White Collar	95208	8462	103670	90692	9400	100092	80229	6304	86533
2	Teachers & Lecturers	70774	65347	136121	23753	10166	33919	19195	3631	22826
3	Skilled White Collar	199363	48606	247969	200153	28282	228435	188514	15560	204074
4	Semi & Unskilled W.C.	30028	7623	37651	15989	3121	19110	27081	4092	31173
5-7	Skilled Blue Collar	4454	390	4844	3701		3701	8701	*	8754
8	Semi & Unskilled B.C.	6222	1014	7236	3870	341	4211	7376	371	7747
9	Other	2351	*	2409	987	*	1059	950		950
	Total	408400	131500	539900	339145	51382	390527	332046	30011	362057

TABLE 4.2 PERCENTAGE CHANGE IN NUMBER OF MANAGERIAL EMPLOYEES

	OCCUPATION	1974 TO 1975			1975 TO 1976			1974 TO 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Prof. White Collar	-4.74	11.08	-3.45	-11.54	-32.94	-13.55	-15.73	-25.50	-16.53
2	Teachers & Lecturers	-66.44	-84.44	-75.08	-19.19	-64.28	-32.70	-72.88	-94.44	-83.23
3	Skilled White Collar	.40	-41.81	-7.88	-5.82	-44.98	-10.66	-5.44	-67.99	-17.70
4	Semi & Unskilled W.C.	-46.75	-59.06	-49.24	69.37	31.11	63.12	-9.81	-46.32	-17.21
5-7	Skilled Blue Collar	-16.91	*	-23.60	135.10		136.53	95.35	*	80.72
8	Semi & Unskilled B.C.	-37.80	-66.37	-41.80	90.59	8.80	83.97	18.55	-63.41	7.06
9	Other	-58.02	*	-56.04	-3.75	*	-10.29	-59.59	*	-60.56
	Total	-16.96	-60.93	-27.67	-2.09	-41.59	-7.29	-18.70	-77.18	-32.94

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE 4.3 AVERAGE WEEKLY EARNINGS ($) BY OCCUPATION, MANAGERIAL EMPLOYEES

	OCCUPATION	MAY 1974			MAY 1975			MAY 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Prof. White Collar	198.60	165.49	195.90	242.21	203.44	238.57	285.49	257.87	283.48
2	Teachers & Lecturers	178.38	136.70	158.37	274.32	214.39	256.36	358.39	290.84	347.64
3	Skilled White Collar	190.23	118.67	176.21	223.17	151.55	214.31	260.50	192.34	255.31
4	Semi & Unskilled W.C.	170.14	115.17	159.01	211.06	156.15	202.09	262.11	205.82	254.72
5-7	Skilled Blue Collar	155.63	123.91	153.08	187.02		187.02	236.10	*	236.09
8	Semi & Unskilled B.C.	198.13	121.50	187.39	245.40	178.16	239.95	252.26	196.77	249.60
9	Other	208.89	*	207.48	222.67	*	219.87	259.45		259.45
	Total	188.50	130.49	174.37	231.13	173.98	223.61	271.50	219.99	267.23

TABLE 4.4 PERCENTAGE CHANGE IN AVERAGE WEEKLY EARNINGS, MANAGERIAL EMPLOYEES

	OCCUPATION	1974 TO 1975			1975 TO 1976			1974 TO 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Prof. White Collar	21.96	22.93	21.79	17.87	26.75	18.82	43.75	55.82	44.71
2	Teachers & Lecturers	53.79	56.83	61.87	30.64	35.66	35.61	100.91	112.75	119.51
3	Skilled White Collar	17.32	27.70	21.62	16.73	26.91	19.13	36.94	62.07	44.89
4	Semi & Unskilled W.C.	24.05	35.58	27.09	24.19	31.81	26.04	54.06	78.70	60.19
5-7	Skilled Blue Collar	20.17	*	22.17	26.24		26.23	51.70	*	54.23
8	Semi & Unskilled B.C.	23.86	46.63	28.05	2.80	10.45	4.02	27.32	61.95	33.20
9	Other	6.60	*	5.97	16.52	*	18.00	24.20	*	25.05
	Total	22.62	33.32	28.24	17.47	26.45	19.51	44.03	68.58	53.25

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE 4.5 NUMBER OF MANAGERIAL EMPLOYEES BY INDUSTRY

	INDUSTRY	MAY 1974			MAY 1975			MAY 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Food,Drink & Tobacco	11030	586	11616	11798	812	12610	11306	491	11797
2	Txtl,Clothg & Ftwear	5032	1098	6130	3841	520	4361	5200	826	6026
3	Paper,Printing etc.	9001	1627	10628	8110	1162	9272	7738	477	8215
4	Chem,Petr & Coal Prd.	8169	467	8636	7679	277	7956	7886	*	8098
5	Basic Metal Products	5523	337	5860	4932	312	5244	5166	*	5369
6	Fabri Metal Products	21737	1350	23087	20191	942	21133	21050	633	21683
7	Transport Equipment	8506	*	8586	8521	*	8745	5757	*	5969
8	Other Manufacturing	11811	1305	13116	11810	590	12400	11747	877	12624
9	Mining	6696	404	7100	5625	*	5807	5834	*	6023
10	Elec Gas & Water	11944	362	12306	8502	*	8538	6773	*	6826
11	Construction	21411	1751	23162	18617	832	19449	18437	622	19059
12	Wholesale Trade	34491	2850	37341	43006	1801	44807	37447	1422	38869
13	Retail Trade	27867	3987	31854	24707	4498	29205	27143	3598	30741
14	Trpt & Storage,Commn	19081	771	19852	16638	550	17188	23085	503	23588
15	Finance,Bus.Services	57891	3602	61493	53303	2208	55511	49359	2733	52092
16	Pub adm,Def,Com.Servs	135087	108026	243113	81341	34046	115387	75948	14825	90773
17	Other Non-Mfg.	13123	2897	16020	10524	2390	12914	12170	2135	14305
	Total	408400	131500	539900	339145	51382	390527	332046	30011	362057

TABLE 4.6 PERCENTAGE CHANGE IN NUMBER OF MANAGERIAL EMPLOYEES

	INDUSTRY	1974 TO 1975			1975 TO 1976			1974 TO 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Food,Drink & Tobacco	6.96	38.57	8.56	-4.17	-39.53	-6.45	2.50	-16.21	1.56
2	Txtl,Clothg & Ftwear	-23.67	-52.64	-28.86	35.38	58.85	38.18	3.34	-24.77	-1.70
3	Paper,Printing etc.	-9.90	-28.58	-12.76	-4.59	-58.95	-11.40	-14.03	-70.68	-22.70
4	Chem,Petr & Coal Prd.	-6.00	-40.69	-7.87	2.70	*	1.78	-3.46	*	-6.23
5	Basic Metal Products	-10.70	-7.42	-10.51	4.74	*	2.38	-6.46	*	-8.38
6	Fabri Metal Products	-7.11	-30.22	-8.46	4.25	-32.80	2.60	-3.16	-53.11	-6.08
7	Transport Equipment	.18	*	1.85	-32.44	*	-31.74	-32.32	*	-30.48
8	Other Manufacturing	-.01	-54.79	-5.46	-.53	48.64	1.81	-.54	-32.80	-3.75
9	Mining	-15.99	*	-18.21	3.72	*	3.72	-12.87	*	-15.17
10	Elec Gas & Water	-28.82	*	-30.62	-20.34	*	-20.05	-43.29	*	-44.53
11	Construction	-13.05	-52.48	-16.03	-.97	-25.24	-2.01	-13.89	-64.48	-17.71
12	Wholesale Trade	24.69	-36.81	19.99	-12.93	-21.04	-13.25	8.57	-50.11	4.09
13	Retail Trade	-11.34	12.82	-8.32	9.86	-20.01	5.26	-2.60	-9.76	-3.49
14	Trpt & Storage,Commn	-12.80	-28.66	-13.42	38.75	-8.55	37.24	20.98	-34.76	18.82
15	Finance,Bus.Services	-7.93	-38.70	-9.73	-7.40	23.78	-6.16	-14.74	-24.13	-15.29
16	Pub adm,Def,Com.Servs	-39.79	-68.48	-52.54	-6.63	-56.46	-21.33	-43.78	-86.28	-62.66
17	Other Non-Mfg.	-19.80	-17.50	-19.39	15.64	-10.67	10.77	-7.26	-26.30	-10.71
	Total	-16.96	-60.93	-27.67	-2.09	-41.59	-7.29	-18.70	-77.18	-32.94

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE 4.7 AVERAGE WEEKLY EARNINGS ($) BY INDUSTRY, MANAGERIAL EMPLOYEES

	INDUSTRY	MAY 1974			MAY 1975			MAY 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Food,Drink & Tobacco	178.24	151.47	176.89	225.85	166.19	222.01	250.60	189.22	248.04
2	Txtl,Clothg & Ftwear	166.35	141.64	161.92	196.44	150.58	190.98	227.22	173.03	219.79
3	Paper,Printing etc.	184.70	145.81	178.74	215.18	159.89	208.25	252.27	233.96	251.21
4	Chem,Petr & Coal Prd.	193.29	143.43	190.59	226.32	169.64	224.35	273.72	*	272.68
5	Basic Metal Products	193.10	149.05	190.57	232.12	162.66	227.98	270.27	*	267.41
6	Fabri Metal Products	173.75	116.95	170.43	210.38	124.89	206.57	237.73	191.50	236.38
7	Transport Equipment	200.13	*	199.68	228.43	*	227.18	272.93	*	271.55
8	Other Manufacturing	170.10	120.28	165.15	206.11	147.09	203.30	235.48	166.75	230.70
9	Mining	205.07	152.94	202.10	258.48	*	255.82	308.12	*	305.70
10	Elec Gas & Water	214.23	146.42	212.23	288.88	*	288.43	321.21	*	320.54
11	Construction	194.84	115.11	188.81	227.67	125.32	223.29	262.71	181.17	260.05
12	Wholesale Trade	177.92	115.49	173.16	198.88	146.72	196.79	243.00	181.81	240.76
13	Retail Trade	158.36	106.71	151.90	186.88	151.43	181.42	225.00	170.68	218.64
14	Trpt & Storage,Commn	201.40	135.56	198.85	253.48	149.05	250.14	286.41	215.09	284.89
15	Finance,Bus.Services	190.74	148.64	188.27	219.68	148.21	216.84	258.85	186.03	255.03
16	Pub adm,Def,Com.Servs	198.66	131.36	168.76	275.30	186.10	248.98	330.50	256.94	318.49
17	Other Non-Mfg.	153.19	114.94	146.28	197.06	152.58	188.82	228.08	178.64	220.70
	Total	188.50	130.49	174.37	231.13	173.98	223.61	271.50	219.99	267.23

TABLE 4.8 PERCENTAGE CHANGE IN AVERAGE WEEKLY EARNINGS, MANAGERIAL EMPLOYEES

	INDUSTRY	1974 TO 1975			1975 TO 1976			1974 TO 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Food,Drink & Tobacco	26.71	9.72	25.51	10.96	13.86	11.72	40.59	24.92	40.22
2	Txtl,Clothg & Ftwear	18.09	6.31	17.94	15.67	14.91	15.09	36.59	22.16	35.74
3	Paper,Printing etc.	16.50	9.66	16.51	17.24	46.33	20.63	36.59	60.46	40.54
4	Chem,Petr & Coal Prd.	17.09	18.27	17.71	20.94	*	21.54	41.61	*	43.07
5	Basic Metal Products	20.20	9.13	19.63	16.44	*	17.29	39.96	*	40.32
6	Fabri Metal Products	21.08	6.80	21.20	13.00	53.33	14.43	36.82	63.75	38.70
7	Transport Equipment	14.14	*	13.77	19.48	*	19.53	36.38	*	35.99
8	Other Manufacturing	21.17	22.29	23.10	14.25	13.36	13.48	38.43	38.64	39.70
9	Mining	26.04	*	26.58	19.21	*	19.50	50.25	*	51.26
10	Elec Gas & Water	34.85	*	35.90	11.19	*	11.13	49.94	*	51.03
11	Construction	16.85	8.87	18.26	15.39	44.57	16.46	34.83	57.39	37.73
12	Wholesale Trade	11.78	27.04	13.65	22.18	23.91	22.35	36.58	57.42	39.04
13	Retail Trade	18.01	41.91	19.44	20.40	12.71	20.52	42.08	59.95	43.94
14	Trpt & Storage,Commn	25.86	9.95	25.80	12.99	44.31	13.89	42.20	58.66	43.27
15	Finance,Bus.Services	15.18	-.29	15.17	17.83	25.52	17.61	35.71	25.15	35.46
16	Pub adm,Def,Com.Servs	38.58	41.67	47.54	20.05	38.06	27.92	66.37	95.60	88.73
17	Other Non-Mfg.	28.63	32.74	29.09	15.74	17.08	16.88	48.88	55.41	50.88
	Total	22.62	33.32	28.24	17.47	26.45	19.51	44.03	68.58	53.25

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE 4.9 NUMBER OF MANAGERIAL AND NON-MANAGERIAL EMPLOYEES BY OCCUPATION

	OCCUPATION	MAY 1974			MAY 1975			MAY 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Prof. White Collar	114277	17492	131769	111699	18454	130153	115321	18307	133628
2	Teachers & Lecturers	79503	78084	157587	70050	72041	142091	81779	92684	174463
3	Skilled White Collar	301848	100393	402241	304877	105778	410655	292521	111457	403978
4	Semi & Unskilled W.C.	519716	718641	1238357	520256	725670	1245926	519688	750315	1270003
5	Sk. B.C. Metal & E	431806	5010	436816	439894	4634	444528	438669	5315	443984
6	Sk. B.C. Building	130609	1325	131934	125647	633	126280	125480	1548	127028
7	Sk. B.C. Other	48515	22315	70830	54058	21778	75836	70974	30283	101257
8	Semi & Unskilled B.C.	1070586	442365	1512951	1038252	390328	1428580	1018627	394257	1412884
9	Other	45557	5021	50578	41297	3915	45212	34809	2456	37265
	Total	2742417	1390646	4133063	2706030	1343231	4049261	2697868	1406622	4104490

TABLE 4.10 PERCENTAGE CHANGE IN NUMBER OF MANAGERIAL AND NON-MANAGERIAL EMPLOYEES

	OCCUPATION	1974 TO 1975			1975 TO 1976			1974 TO 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Prof. White Collar	-2.26	5.50	-1.23	3.24	-.80	2.67	.91	4.66	1.41
2	Teachers & Lecturers	-11.89	-7.74	-9.83	16.74	28.65	22.78	2.86	18.70	10.71
3	Skilled White Collar	1.00	5.36	2.09	-4.05	5.37	-1.63	-3.09	11.02	.43
4	Semi & Unskilled W.C.	.10	.98	.61	-.11	3.40	1.93	-.01	4.41	2.56
5	Sk. B.C. Metal & E	1.87	-7.50	1.77	-.28	14.70	-.12	1.59	6.09	1.64
6	Sk. B.C. Building	-3.80	-52.23	-4.29	-.13	144.55	.59	-3.93	16.83	-3.72
7	Sk. B.C. Other	11.43	-2.41	7.07	31.29	39.05	33.52	46.29	35.71	42.96
8	Semi & Unskilled B.C.	-3.02	-11.76	-5.58	-1.89	1.01	-1.10	-4.85	-10.88	-6.61
9	Other	-9.35	-22.03	-10.61	-15.71	-37.27	-17.58	-23.59	-51.09	-26.32
	Total	-1.33	-3.41	-2.03	-.30	4.72	1.36	-1.62	1.15	-.69

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE 4.11 AVERAGE WEEKLY EARNINGS ($) BY OCCUPATION, ALL EMPLOYEES

	OCCUPATION	MAY 1974			MAY 1975			MAY 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Prof. White Collar	188.52	134.74	181.38	229.07	173.45	221.19	264.08	199.72	255.26
2	Teachers & Lecturers	173.29	130.98	152.33	214.46	168.76	191.29	248.16	177.55	210.65
3	Skilled White Collar	172.06	106.95	155.81	204.97	133.86	186.66	238.10	156.87	215.69
4	Semi & Unskilled W.C.	121.17	77.43	95.78	142.88	100.57	118.24	165.85	117.95	137.55
5	Sk. B.C. Metal & E	138.32	100.24	137.89	151.72	101.28	151.20	175.70	127.08	175.12
6	Sk. B.C. Building	132.38	83.60	131.89	154.11	89.38	153.78	173.99	128.28	173.44
7	Sk. B.C. Other	115.48	81.19	104.68	142.51	103.14	131.21	164.80	117.26	150.58
8	Semi & Unskilled B.C.	124.02	76.09	110.01	143.50	94.18	130.02	163.55	106.70	147.69
9	Other	108.73	81.89	106.07	129.49	92.92	126.33	141.03	119.95	139.64
	Total	135.13	83.03	117.60	157.27	106.01	140.27	181.14	122.91	161.19

TABLE 4.12 PERCENTAGE CHANGE IN AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES

	OCCUPATION	1974 TO 1975			1975 TO 1976			1974 TO 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Prof. White Collar	21.51	28.73	21.94	15.28	15.14	15.41	40.08	48.22	40.73
2	Teachers & Lecturers	23.75	28.84	25.58	15.72	5.21	10.12	43.20	35.55	38.29
3	Skilled White Collar	19.13	25.17	19.80	16.16	17.18	15.55	38.38	46.68	38.43
4	Semi & Unskilled W.C.	17.92	29.89	23.44	16.08	17.28	16.34	36.88	52.34	43.61
5	Sk. B.C. Metal & E	9.69	1.03	9.65	15.81	25.47	15.82	27.02	26.77	27.00
6	Sk. B.C. Building	16.41	6.91	16.60	12.90	43.52	12.78	31.43	53.44	31.50
7	Sk. B.C. Other	23.41	27.03	25.35	15.64	13.69	14.77	42.71	44.42	43.85
8	Semi & Unskilled B.C.	15.71	23.77	18.20	13.98	13.30	13.59	31.88	40.23	34.26
9	Other	19.09	13.48	19.10	8.91	29.08	10.54	29.70	46.48	31.65
	Total	16.39	27.68	19.28	15.18	15.94	14.91	34.05	48.03	37.07

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE 4.13 NUMBER OF MANAGERIAL AND NON-MANAGERIAL EMPLOYEES BY INDUSTRY

	INDUSTRY	MAY 1974			MAY 1975			MAY 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Food,Drink & Tobacco	144037	54804	198841	138526	53264	191790	144509	51935	196444
2	Txtl,Clothg & Ftwear	49955	101560	151515	40317	77766	118083	43191	85794	128985
3	Paper,Printing etc.	75194	26535	101729	68421	25202	93623	69454	24556	94010
4	Chem,Petr & Coal Prd.	51590	18860	70450	49070	18506	67576	50908	16371	67279
5	Basic Metal Products	92542	8611	101153	86328	8655	94983	86238	7639	93877
6	Fabri Metal Products	227546	82659	310205	201612	63059	264671	201314	65457	266771
7	Transport Equipment	141850	24297	166147	128006	15913	143919	123474	17248	140722
8	Other Manufacturing	147906	44070	191976	146355	36448	182803	137663	39267	176930
9	Mining	70901	5550	76451	69300	5169	74469	67891	5355	73246
10	Elec Gas & Water	97983	9037	107020	103473	8223	111696	90916	9374	100290
11	Construction	279967	17230	297197	288474	16420	304894	252152	15613	267765
12	Wholesale Trade	216688	89693	306381	226134	90646	316780	215467	83617	299084
13	Retail Trade	194613	216829	411442	207661	199050	406711	211935	204788	416723
14	Trpt & Storage,Commn	293130	55901	349031	283597	59019	342616	298432	61944	360376
15	Finance,Bus.Services	183355	137315	320670	170144	136855	306999	170530	145567	316097
16	Pub adm,Def,Com.Servs	363150	391138	754288	389157	413350	802507	416543	454951	871494
17	Other Non-Mfg.	112010	106557	218567	109455	115686	225141	117251	117146	234397
	Total	2742417	1390646	4133063	2706030	1343231	4049261	2697868	1406622	4104490

TABLE 4.14 PERCENTAGE CHANGE IN NUMBER OF MANAGERIAL AND NON-MANAGERIAL EMPLOYEES

	INDUSTRY	1974 TO 1975			1975 TO 1976			1974 TO 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Food,Drink & Tobacco	-3.83	-2.81	-3.55	4.32	-2.50	2.43	.33	-5.24	-1.21
2	Txtl,Clothg & Ftwear	-19.29	-23.43	-22.07	7.13	10.32	9.23	-13.54	-15.52	-14.87
3	Paper,Printing etc.	-9.01	-5.02	-7.97	1.51	-2.56	.41	-7.63	-7.46	-7.59
4	Chem,Petr & Coal Prd.	-4.88	-1.88	-4.08	3.75	-11.54	-.44	-1.32	-13.20	-4.50
5	Basic Metal Products	-6.71	.51	-6.10	-.10	-11.74	-1.16	-6.81	-11.29	-7.19
6	Fabri Metal Products	-11.40	-23.71	-14.68	-.15	3.80	.79	-11.53	-20.81	-14.00
7	Transport Equipment	-9.76	-34.51	-13.38	-3.54	8.39	-2.22	-12.95	-29.01	-15.30
8	Other Manufacturing	-1.05	-17.30	-4.78	-5.94	7.73	-3.21	-6.93	-10.90	-7.84
9	Mining	-2.26	-6.86	-2.59	-2.03	3.60	-1.64	-4.25	-3.51	-4.19
10	Elec Gas & Water	5.60	-9.01	4.37	-12.14	14.00	-10.21	-7.21	3.73	-6.29
11	Construction	3.04	-4.70	2.59	-12.59	-4.91	-12.18	-9.94	-9.38	-9.90
12	Wholesale Trade	4.36	1.06	3.39	-4.72	-7.75	-5.59	-.56	-6.77	-2.38
13	Retail Trade	6.70	-8.20	-1.15	2.06	2.88	2.46	8.90	-5.55	1.28
14	Trpt & Storage,Commn	-3.25	5.58	-1.84	5.23	4.96	5.18	1.81	10.81	3.25
15	Finance,Bus.Services	-7.21	-.33	-4.26	.23	6.37	2.96	-6.99	6.01	-1.43
16	Pub adm,Def,Com.Servs	7.16	5.68	6.39	7.04	10.06	8.60	14.70	16.31	15.54
17	Other Non-Mfg.	-2.28	8.57	3.01	7.12	1.26	4.11	4.68	9.94	7.24
	Total	-1.33	-3.41	-2.03	-.30	4.72	1.36	-1.62	1.15	-.69

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE 4.15 AVERAGE WEEKLY EARNINGS ($) BY INDUSTRY, ALL EMPLOYEES

	INDUSTRY	MAY 1974			MAY 1975			MAY 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Food,Drink & Tobacco	123.86	78.47	111.35	149.84	105.73	137.59	170.00	120.76	156.98
2	Txtl,Clothg & Ftwear	127.58	78.05	94.38	143.06	100.86	115.27	165.34	114.40	131.46
3	Paper,Printing etc.	137.88	83.65	123.73	156.87	104.94	142.89	180.85	124.02	166.00
4	Chem,Petr & Coal Prd.	144.27	86.75	128.88	166.04	115.16	152.11	196.83	137.14	182.31
5	Basic Metal Products	149.64	94.99	144.99	162.46	114.06	158.05	184.70	142.21	181.24
6	Fabri Metal Products	134.24	92.08	123.01	146.04	107.82	136.93	168.97	122.07	157.46
7	Transport Equipment	141.74	105.32	136.41	144.87	108.75	140.88	166.56	132.35	162.36
8	Other Manufacturing	130.88	84.82	120.30	146.28	104.40	137.93	167.99	117.80	156.85
9	Mining	176.73	95.05	170.80	207.56	117.52	201.31	249.49	139.77	241.47
10	Elec Gas & Water	145.07	87.70	140.23	172.80	114.93	168.54	194.59	131.86	188.72
11	Construction	134.43	78.30	131.17	160.13	96.63	156.71	181.55	118.35	177.86
12	Wholesale Trade	123.82	79.55	110.86	149.15	104.96	136.50	171.31	121.77	157.46
13	Retail Trade	106.02	61.47	82.54	120.15	80.03	100.52	138.78	92.22	115.90
14	Trpt & Storage,Commn	141.36	94.86	133.91	167.59	123.82	160.05	192.14	136.00	182.49
15	Finance,Bus.Services	136.39	80.61	112.50	158.79	98.33	131.84	186.75	118.15	155.16
16	Pub adm,Def,Com.Servs	152.79	97.35	124.04	184.97	125.34	154.26	215.02	145.28	178.62
17	Other Non-Mfg.	97.51	66.34	82.31	119.57	83.52	101.05	130.43	93.08	111.76
	Total	135.13	83.03	117.60	157.27	106.01	140.27	181.14	122.91	161.19

TABLE 4.16 PERCENTAGE CHANGE IN AVERAGE WEEKLY EARNINGS, ALL EMPLOYEES

	INDUSTRY	1974 TO 1975			1975 TO 1976			1974 TO 1976		
		MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS	MALES	FEMALES	PERSONS
1	Food,Drink & Tobacco	20.98	34.74	23.57	13.45	14.22	14.09	37.25	53.90	40.98
2	Txtl,Clothg & Ftwear	12.13	29.23	22.13	15.58	13.42	14.04	29.60	46.58	39.29
3	Paper,Printing etc.	13.77	25.45	15.48	15.28	18.19	16.17	31.16	48.27	34.16
4	Chem,Petr & Coal Prd.	15.09	32.75	18.03	18.55	19.08	19.86	36.43	58.08	41.46
5	Basic Metal Products	8.57	20.07	9.01	13.69	24.68	14.68	23.43	49.71	25.01
6	Fabri Metal Products	8.79	17.09	11.32	15.70	13.21	14.99	25.87	32.56	28.01
7	Transport Equipment	2.21	3.25	3.27	14.97	21.70	15.25	17.51	25.66	19.02
8	Other Manufacturing	11.77	23.09	14.65	14.84	12.83	13.72	28.36	38.88	30.38
9	Mining	17.44	23.64	17.86	20.20	18.93	19.95	41.17	47.05	41.38
10	Elec Gas & Water	19.11	31.05	20.19	12.61	14.72	11.98	34.13	50.35	34.58
11	Construction	19.12	23.40	19.47	13.37	22.48	13.50	35.05	51.14	35.59
12	Wholesale Trade	20.45	31.96	23.13	14.86	16.01	15.35	38.36	53.09	42.04
13	Retail Trade	13.33	30.20	21.77	15.50	15.22	15.30	30.89	50.02	40.40
14	Trpt & Storage,Commn	18.56	30.52	19.52	14.65	9.84	14.02	35.92	43.36	36.28
15	Finance,Bus.Services	16.42	21.99	17.19	17.60	20.16	17.69	36.92	46.58	37.91
16	Pub adm,Def,Com.Servs	21.06	28.75	24.36	16.25	15.91	15.79	40.73	49.23	44.00
17	Other Non-Mfg.	22.62	25.90	22.76	9.08	11.44	10.60	33.76	40.31	35.78
	Total	16.39	27.68	19.28	15.18	15.94	14.91	34.05	48.03	37.07

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

APPENDIX II

INDUSTRY BY OCCUPATION TABULATIONS

The data included in the following tables give aggregated industry by occupation estimates which are used in the regression analysis in Section 5. The regressions used data further disaggregated by age, sex, etc.. The estimates of the number of non-managerial employees presented in Tables A.1, A.7 and A.13 give an idea of the weights used in the regressions. Thus when the number of persons in a cell in a similar fully disaggregated table is N, a weight of $\sqrt{N \div 50}$ was used to reduce the heteroskedacity. Industry by occupation estimates of the regressands y_w, the average weekly earnings, and y_b, the basic hourly rate, are shown in Tables A.2 and A.4 respectively for 1974.

The notes in the introduction to Appendix I apply to the following tables. Figures derived from small cells have very high sampling variability and should not be considered as statistics in their own right. The figures have no official status with the ABS. A list of Tables in Appendix II is given on page 65.

List of Tables in Appendix II

TABLE A.1 NUMBER OF NON-MANAGERIAL EMPLOYEES BY INDUSTRY AND OCCUPATION, MAY 1974

		OCCUPATION									
	INDUSTRY	1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	590		2926	36051	12033	1594	25141	104119	4771	187225
2	Txtl,Clothg & Ftwear	*		1121	13183	3496	461	6357	119284	1305	145385
3	Paper,Printing etc.	276		3392	22196	5204	1395	5344	51815	1479	91101
4	Chem,Petr & Coal Prd.	292		3944	17665	6535	935	*	30842	1481	61814
5	Basic Metal Products	1025		2759	11513	20868	1984	*	55914	1190	95293
6	Fabri Metal Products	802	*	7975	45077	100964	5249	333	125906	772	287118
7	Transport Equipment	703		5521	13948	63986	6535	*	65231	1597	157561
8	Other Manufacturing	445		2818	23578	12097	18242	282	117614	3784	178860
9	Mining	560	*	2594	7817	11202	1653	319	44774	392	69351
10	Elec Gas & Water	387		10216	20728	25646	4737		32203	797	94714
11	Construction	1286	*	6788	21846	45148	70481	512	123238	4572	274035
12	Wholesale Trade	823		5894	140200	20879	3274	1952	93708	2310	269040
13	Retail Trade	260	*	5535	258046	40347	2949	7813	63417	1181	379588
14	Trpt & Storage,Commn	903		10144	91074	52025	2407	781	171100	745	329179
15	Finance,Bus.Services	4916		7364	204324	1406	1714	*	38784	509	259177
16	Pub adm,Def,Com.Servs.	14148	21142	68220	241449	7696	6712	8307	132436	11065	511175
17	Other Non-Mfg.	505	*	7061	32011	4152	960	12269	135330	10219	202547
	Total	28099	21466	154272	1200706	433684	131282	69770	1505715	48169	3593163

TABLE A.2 AVERAGE WEEKLY EARNINGS ($) BY INDUSTRY AND OCCUPATION, NON-MANAGERIAL EMPLOYEES, MAY 1974

		OCCUPATION									
	INDUSTRY	1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	128.49		112.70	95.20	151.57	124.15	110.91	105.75	89.59	107.28
2	Txtl,Clothg & Ftwear	*		85.45	94.60	133.51	124.85	102.95	89.12	97.89	91.53
3	Paper,Printing etc.	156.97		103.37	101.52	150.70	160.91	91.92	122.57	128.20	117.32
4	Chem,Petr & Coal Prd.	98.79		137.07	103.79	153.92	136.53	*	119.13	144.60	120.25
5	Basic Metal Products	175.63		140.26	116.18	156.48	129.78	*	141.37	180.02	142.18
6	Fabri Metal Products	137.25	*	133.96	101.08	134.96	137.76	113.33	111.35	101.36	119.19
7	Transport Equipment	134.50		146.11	116.92	138.22	131.33	*	131.05	103.11	132.97
8	Other Manufacturing	131.93		117.17	95.85	156.63	117.69	107.09	116.77	125.54	117.01
9	Mining	152.66	*	140.24	120.03	177.11	173.66	177.72	175.52	116.41	167.59
10	Elec Gas & Water	106.84		141.19	119.63	145.02	159.51		120.73	87.32	130.87
11	Construction	141.02	*	131.71	98.52	139.36	134.34	117.74	122.76	92.89	126.30
12	Wholesale Trade	173.10		120.32	98.05	131.49	118.32	105.70	99.52	102.37	102.21
13	Retail Trade	77.95	*	112.02	68.96	110.76	110.30	101.31	78.71	91.78	76.72
14	Trpt & Storage,Commn	154.95		150.55	118.58	135.97	114.95	166.29	133.17	81.24	130.00
15	Finance,Bus.Services	124.68		110.25	98.74	139.55	147.81	*	61.74	88.32	94.53
16	Pub adm,Def,Com.Servs.	121.14	114.72	115.53	97.65	128.56	128.13	94.00	100.66	88.28	102.78
17	Other Non-Mfg.	71.06	*	116.10	75.43	137.40	96.91	97.93	70.22	98.52	77.25
	Total	127.84	114.01	123.02	93.80	137.77	131.78	103.98	109.63	101.00	109.07

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE A.3 AVERAGE HOURLY EARNINGS ($) BY INDUSTRY AND OCCUPATION, NON-MANAGERIAL EMPLOYEES, MAY 1974

		OCCUPATION									
	INDUSTRY	1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	3.20		2.76	2.51	3.27	2.92	2.69	2.49	2.30	2.58
2	Txtl,Clothg & Ftwear	*		2.43	2.43	3.13	3.10	2.54	2.21	2.50	2.28
3	Paper,Printing etc.	4.03		3.00	2.61	3.45	3.68	2.46	2.88	2.90	2.85
4	Chem,Petr & Coal Prd.	2.71		3.45	2.66	3.38	3.20	*	2.78	3.32	2.88
5	Basic Metal Products	3.80		3.25	2.75	3.46	3.09	*	3.07	3.73	3.14
6	Fabri Metal Products	3.60	*	3.40	2.59	3.02	3.08	2.81	2.60	2.51	2.78
7	Transport Equipment	3.48		3.81	2.91	3.17	3.18	*	2.97	2.57	3.08
8	Other Manufacturing	3.07		2.94	2.46	3.33	2.74	2.77	2.66	2.85	2.70
9	Mining	3.76	*	3.42	3.03	3.83	4.03	3.51	3.95	2.90	3.81
10	Elec Gas & Water	3.02		3.52	3.09	3.28	3.71		2.76	2.27	3.10
11	Construction	3.43	*	3.39	2.66	3.16	3.19	2.67	2.85	2.31	2.98
12	Wholesale Trade	3.87		3.04	2.53	2.99	2.84	2.57	2.42	2.48	2.55
13	Retail Trade	2.19	*	2.71	2.05	2.64	2.67	2.49	2.30	2.46	2.20
14	Trpt & Storage,Commn	3.96		3.94	3.06	3.16	2.70	4.05	3.04	2.82	3.09
15	Finance,Bus.Services	3.37		2.88	2.56	3.12	3.64	*	2.53	2.40	2.60
16	Pub adm,Def,Com.Servs.	3.28	3.52	3.12	2.63	3.13	3.11	2.54	2.67	2.28	2.76
17	Other Non-Mfg.	2.07	*	3.54	2.49	3.18	2.46	2.76	2.55	2.44	2.60
	Total	3.36	3.50	3.24	2.53	3.13	3.12	2.65	2.72	2.51	2.76

TABLE A.4 BASIC HOURLY RATE ($) BY INDUSTRY AND OCCUPATION, NON-MANAGERIAL EMPLOYEES, MAY 1974

		OCCUPATION									
	INDUSTRY	1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	3.00		2.56	2.34	2.70	2.68	2.33	2.18	2.12	2.28
2	Txtl,Clothg & Ftwear	*		2.25	2.28	2.71	2.92	2.25	1.85	2.09	1.94
3	Paper,Printing etc.	3.99		2.79	2.38	3.03	3.40	2.13	2.45	2.59	2.48
4	Chem,Petr & Coal Prd.	2.27		3.35	2.44	2.79	2.87	*	2.42	3.09	2.55
5	Basic Metal Products	2.99		2.89	2.40	2.73	2.62	*	2.39	3.19	2.50
6	Fabri Metal Products	3.56	*	3.18	2.32	2.50	2.50	2.38	2.13	2.19	2.33
7	Transport Equipment	3.38		3.68	2.67	2.72	2.69	*	2.53	2.14	2.66
8	Other Manufacturing	2.88		2.77	2.27	2.68	2.44	2.27	2.21	2.31	2.29
9	Mining	3.09	*	3.24	2.58	3.05	3.29	2.21	2.78	2.33	2.83
10	Elec Gas & Water	2.92		3.42	3.00	3.03	3.52		2.50	2.18	2.90
11	Construction	3.15	*	3.27	2.50	2.78	2.95	2.51	2.53	2.22	2.69
12	Wholesale Trade	3.43		2.80	2.32	2.52	2.61	2.17	2.18	2.05	2.30
13	Retail Trade	2.06	*	2.50	1.88	2.34	2.37	2.33	2.14	2.34	2.00
14	Trpt & Storage,Commn	3.86		3.89	2.91	2.93	2.45	3.94	2.72	2.32	2.84
15	Finance,Bus.Services	3.19		2.80	2.39	2.66	3.52	*	2.40	2.30	2.43
16	Pub adm,Def,Com.Servs.	3.24	3.47	3.06	2.58	2.87	2.99	2.47	2.55	2.21	2.69
17	Other Non-Mfg.	1.97	*	3.41	2.36	2.85	2.40	2.59	2.38	2.22	2.44
	Total	3.21	3.45	3.13	2.37	2.69	2.84	2.38	2.36	2.27	2.47

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE A.5 NUMBER OF MANAGERIAL AND NON-MANAGERIAL EMPLOYEES BY INDUSTRY AND OCCUPATION, MAY 1974

	INDUSTRY	OCCUPATION 1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	3697		9541	37206	12236	1594	25357	104359	4851	198841
2	Txtl,Clothg & Ftwear	1151		5394	13711	3496	461	6397	119600	1305	151515
3	Paper,Printing etc.	1227	*	12002	23023	5204	1395	5344	51975	1519	101729
4	Chem,Petr & Coal Prd.	3367		8370	18674	6575	935	*	30928	1481	70450
5	Basic Metal Products	3873		5359	11765	20948	1984	*	55954	1230	101153
6	Fabri Metal Products	6306	*	23540	46757	101142	5249	333	126066	772	310205
7	Transport Equipment	2961		11079	14363	64091	6535	*	65481	1597	166147
8	Other Manufacturing	2236		12073	24933	12367	18287	322	117734	4024	191976
9	Mining	3740	*	5561	8355	11242	1692	319	45070	432	76451
10	Elec Gas & Water	7115		13485	22364	25905	4777		32537	837	107020
11	Construction	8247	284	19037	23684	45792	70815	512	123768	5058	297197
12	Wholesale Trade	5694	*	34356	143683	20999	3274	1992	93913	2430	306381
13	Retail Trade	3681	*	30311	261423	40507	2949	7893	63457	1181	411442
14	Trpt & Storage,Commn	5512		20873	93606	52318	2407	781	172273	1261	349031
15	Finance,Bus.Services	22874		43640	211343	1446	1754	*	38944	509	320670
16	Pub adm,Def,Com.Servs.	48673	157023	128151	250437	8356	6866	8387	134617	11778	754288
17	Other Non-Mfg.	1415	*	19469	33030	4192	960	12833	136275	10313	218567
	Total	131769	157587	402241	1238357	436816	131934	70830	1512951	50578	4133063

TABLE A.6 AVERAGE WEEKLY EARNINGS ($) BY INDUSTRY AND OCCUPATION, ALL EMPLOYEES, MAY 1974

	INDUSTRY	OCCUPATION 1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	166.82		165.00	96.67	151.47	124.15	111.02	105.86	90.62	111.35
2	Txtl,Clothg & Ftwear	147.00		151.92	96.30	133.51	124.85	103.26	89.28	97.89	94.38
3	Paper,Printing etc.	180.18	*	159.05	103.40	150.70	160.91	91.92	122.66	128.83	123.73
4	Chem,Petr & Coal Prd.	176.90		169.96	107.59	153.91	136.53	*	119.30	144.60	128.88
5	Basic Metal Products	186.22		167.89	116.96	156.47	129.78	*	141.37	179.11	144.99
6	Fabri Metal Products	172.82	*	158.54	102.57	134.99	137.76	113.33	111.40	101.36	123.01
7	Transport Equipment	176.75		176.42	117.70	138.24	131.33	*	131.50	103.11	136.41
8	Other Manufacturing	158.20		157.68	98.06	156.96	117.82	112.68	116.80	126.56	120.30
9	Mining	199.14	*	176.78	122.22	177.02	172.91	177.72	175.61	119.71	170.80
10	Elec Gas & Water	216.86		155.33	126.16	145.13	159.45		121.44	90.42	140.23
11	Construction	199.21	100.65	164.82	102.32	139.73	134.42	117.74	123.12	105.89	131.17
12	Wholesale Trade	172.93	*	167.72	99.08	131.61	118.32	106.63	99.64	104.82	110.86
13	Retail Trade	119.86	*	149.86	69.80	110.92	110.30	101.82	78.75	91.78	82.54
14	Trpt & Storage,Commn	201.08		172.20	120.04	136.10	114.95	166.29	133.91	162.71	133.91
15	Finance,Bus.Services	164.06		184.16	101.02	139.90	147.91	*	62.12	88.32	112.50
16	Pub adm,Def,Com.Servs.	188.72	152.50	137.93	100.28	129.15	128.83	94.56	102.27	94.82	124.04
17	Other Non-Mfg.	146.21	*	135.09	77.19	137.54	96.91	100.64	70.54	99.09	82.31
	Total	181.38	152.33	155.81	95.78	137.89	131.89	104.68	110.01	106.07	117.60

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE A.7 NUMBER OF NON-MANAGERIAL EMPLOYEES BY INDUSTRY AND OCCUPATION, MAY 1975

	INDUSTRY	OCCUPATION 1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	312		1951	33283	10886	1191	29625	97242	4690	179180
2	Txtl,Clothg & Ftwear	*		699	11451	2429	281	4050	94173	525	113722
3	Paper,Printing etc.	*	*	2334	21809	3495	*	5651	48798	1712	84351
4	Chem,Petr & Coal Prd.	351		3493	18256	6289	708	*	28260	2187	59620
5	Basic Metal Products	897		3848	12427	22183	3027	*	46835	484	89739
6	Fabri Metal Products	481	*	5707	38787	95879	2673	*	99089	657	243538
7	Transport Equipment	420	*	4102	10354	52840	5587	*	61605	*	135174
8	Other Manufacturing	*	*	2506	23241	14570	15259	278	111963	2388	170403
9	Mining	534		2375	7912	13151	1204	352	42645	489	68662
10	Elec Gas & Water	631	*	12137	22893	28102	4577		34033	671	103158
11	Construction	942	*	4821	19739	48399	74641	*	134220	2191	285445
12	Wholesale Trade	974	*	6062	146165	24539	2844	4740	84520	2091	271973
13	Retail Trade	295		2156	262568	45267	4163	9750	52579	728	377506
14	Trpt & Storage,Commn	1616	*	8598	96617	57546	1605	963	157626	819	325428
15	Finance,Bus.Services	7052		6338	197493	2259	570	475	36715	586	251488
16	Pub adm,Def,Com.Servs.	14345	107349	107234	266882	10909	6370	7382	153659	12990	687120
17	Other Non-Mfg.	700	*	7859	36939	3279	671	11383	140407	10793	212227
	Total	30061	108172	182220	1226816	442022	125610	75311	1424369	44153	3658734

TABLE A.8 AVERAGE WEEKLY EARNINGS ($) BY INDUSTRY AND OCCUPATION, NON-MANAGERIAL EMPLOYEES, MAY 1975

	INDUSTRY	OCCUPATION 1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	150.89		137.18	124.83	168.78	151.01	134.36	129.57	111.37	131.65
2	Txtl,Clothg & Ftwear	*		120.82	121.31	149.84	149.33	118.85	109.90	109.48	112.37
3	Paper,Printing etc.	*	*	140.19	121.86	162.40	*	127.37	139.43	167.81	135.71
4	Chem,Petr & Coal Prd.	140.48		157.79	134.27	161.01	161.26	*	140.68	152.14	142.47
5	Basic Metal Products	140.12		165.57	132.07	165.23	151.33	*	154.21	130.37	153.96
6	Fabri Metal Products	157.89	*	155.21	124.25	140.16	148.03	*	122.55	137.30	130.89
7	Transport Equipment	221.95	*	187.87	134.18	142.24	141.44	*	125.06	*	135.29
8	Other Manufacturing	*	*	145.43	124.47	158.29	131.02	106.27	131.63	141.08	133.17
9	Mining	200.55		169.92	148.15	222.06	167.79	156.53	201.42	114.35	196.70
10	Elec Gas & Water	131.32	*	181.00	151.79	167.45	163.26		148.69	125.54	158.62
11	Construction	143.29	*	164.33	119.30	160.32	161.56	*	149.17	122.11	152.18
12	Wholesale Trade	156.20	*	150.39	124.15	145.07	142.93	143.35	122.29	109.42	126.57
13	Retail Trade	120.34		121.22	86.94	119.93	122.00	130.07	98.36	110.16	94.26
14	Trpt & Storage,Commn	209.67	*	199.33	143.63	157.95	146.64	197.54	158.42	143.32	155.29
15	Finance,Bus.Services	154.72		144.01	116.04	147.23	142.69	103.41	81.25	119.48	113.08
16	Pub adm,Def,Com.Servs.	166.52	171.56	143.88	126.36	160.07	151.24	119.88	130.00	118.29	138.35
17	Other Non-Mfg.	166.16	*	151.03	96.42	144.34	123.28	127.67	86.11	123.61	95.71
	Total	163.30	170.88	151.99	116.93	150.95	153.69	130.94	129.70	124.08	131.37

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE A.9 AVERAGE HOURLY EARNINGS ($) BY INDUSTRY AND OCCUPATION, NON-MANAGERIAL EMPLOYEES, MAY 1975

		OCCUPATION									
	INDUSTRY	1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	4.03		3.64	3.24	3.77	3.59	3.31	3.12	2.92	3.22
2	Txtl,Clothg & Ftwear	*		3.26	3.21	3.47	3.43	2.98	2.74	2.91	2.81
3	Paper,Printing etc.	*	*	3.85	3.27	3.94	*	3.28	3.43	4.02	3.43
4	Chem,Petr & Coal Prd.	3.71		4.09	3.51	3.88	3.99	*	3.38	3.96	3.54
5	Basic Metal Products	3.63		4.06	3.30	3.83	3.62	*	3.60	3.35	3.64
6	Fabri Metal Products	3.94	*	3.86	3.22	3.35	3.47	*	2.97	3.45	3.19
7	Transport Equipment	5.06	*	4.82	3.38	3.47	3.41	*	3.08	*	3.33
8	Other Manufacturing	*	*	3.62	3.21	3.65	3.16	2.98	3.11	3.50	3.19
9	Mining	5.20		4.12	3.68	4.83	4.03	3.54	4.58	2.92	4.50
10	Elec Gas & Water	3.64	*	4.71	4.04	3.99	3.92		3.58	3.18	3.93
11	Construction	3.74	*	4.29	3.23	3.79	3.92	*	3.51	3.09	3.66
12	Wholesale Trade	3.85	*	3.88	3.25	3.44	3.48	3.69	3.03	2.88	3.22
13	Retail Trade	3.17		3.17	2.66	2.90	2.99	3.11	2.73	2.39	2.73
14	Trpt & Storage,Commn	5.14	*	5.12	3.76	3.83	3.63	4.18	3.75	3.56	3.81
15	Finance,Bus.Services	4.00		3.72	3.03	3.65	3.71	2.65	3.16	3.04	3.10
16	Pub adm,Def,Com.Servs.	4.48	4.77	3.92	3.46	3.88	3.72	3.35	3.48	3.03	3.76
17	Other Non-Mfg.	4.58	*	4.33	3.21	3.57	3.08	3.32	3.07	3.06	3.18
	Total	4.29	4.76	4.06	3.21	3.60	3.72	3.30	3.30	3.14	3.41

TABLE A.10 BASIC HOURLY RATE ($) BY INDUSTRY AND OCCUPATION, NON-MANAGERIAL EMPLOYEES, MAY 1975

		OCCUPATION									
	INDUSTRY	1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	3.91		3.51	3.06	3.25	3.17	2.77	2.79	2.69	2.88
2	Txtl,Clothg & Ftwear	*		3.04	3.07	3.03	3.06	2.68	2.37	2.66	2.47
3	Paper,Printing etc.	*	*	3.70	3.08	3.56	*	2.94	3.05	3.35	3.10
4	Chem,Petr & Coal Prd.	3.56		3.98	3.31	3.40	3.58	*	3.06	3.84	3.26
5	Basic Metal Products	3.53		3.78	3.02	3.07	3.00	*	2.89	2.98	3.00
6	Fabri Metal Products	3.65	*	3.69	3.00	2.82	2.84	*	2.49	3.04	2.74
7	Transport Equipment	4.66	*	4.77	3.19	3.16	3.03	*	2.84	*	3.06
8	Other Manufacturing	*	*	3.50	3.00	3.11	2.89	2.61	2.73	2.77	2.82
9	Mining	4.84		3.90	3.39	3.88	3.46	2.90	3.44	2.45	3.54
10	Elec Gas & Water	3.59	*	4.70	3.97	3.71	3.81		3.35	2.73	3.75
11	Construction	3.55	*	4.20	3.12	3.39	3.70	*	3.22	2.94	3.39
12	Wholesale Trade	3.52	*	3.58	3.04	3.00	3.25	2.17	2.74	2.53	2.94
13	Retail Trade	3.09		3.03	2.44	2.63	2.75	2.78	2.56	2.15	2.50
14	Trpt & Storage,Commn	5.10	*	5.07	3.64	3.70	3.44	4.05	3.48	3.43	3.62
15	Finance,Bus.Services	3.92		3.59	2.87	3.33	3.45	2.63	2.98	2.98	2.94
16	Pub adm,Def,Com.Servs.	4.42	4.77	3.87	3.41	3.62	3.62	3.29	3.37	2.92	3.70
17	Other Non-Mfg.	4.47	*	4.26	3.10	3.37	2.97	3.02	2.94	2.79	3.03
	Total	4.20	4.75	3.98	3.05	3.19	3.48	2.84	2.98	2.89	3.16

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE A.11 NUMBER OF MANAGERIAL AND NON-MANAGERIAL EMPLOYEES BY INDUSTRY AND OCCUPATION, MAY 1975

		OCCUPATION									
	INDUSTRY	1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	3492		10420	33791	11030	1191	29826	97314	4726	191790
2	Txtl,Clothg & Ftwear	591		4269	11765	2429	281	4050	94173	525	118083
3	Paper,Printing etc.	1064	*	10006	22396	3531	*	5651	48870	1712	93623
4	Chem,Petr & Coal Prd.	3397		7977	18610	6325	708	*	28260	2223	67576
5	Basic Metal Products	2867		6896	12581	22183	3027	*	46907	484	94983
6	Fabri Metal Products	5861	*	20521	39534	95963	2745	*	99125	657	264671
7	Transport Equipment	3448	*	9257	10606	53012	5587	*	61743	*	143919
8	Other Manufacturing	2860	*	10941	24182	14678	15295	278	112143	2388	182803
9	Mining	3557		4586	8020	13295	1204	352	42966	489	74469
10	Elec Gas & Water	6864	*	13780	23171	28436	4591		34033	707	111696
11	Construction	7283	295	15694	20748	48686	75117	*	134474	2352	304894
12	Wholesale Trade	6212	*	43293	148157	24701	2844	4740	84592	2203	316780
13	Retail Trade	2722		26650	264710	45373	4163	9750	52579	764	406711
14	Trpt & Storage,Commn	5148	*	19248	97407	58175	1641	963	159087	873	342616
15	Finance,Bus.Services	23812	*	42387	200015	2295	570	475	36787	622	306999
16	Pub adm,Def,Com.Servs.	49311	141070	145805	273080	11089	6406	7382	154868	13496	802507
17	Other Non-Mfg.	1664	*	18925	37153	3327	671	11707	140659	10839	225141
	Total	130153	142091	410655	1245926	444528	126280	75836	1428580	45212	4049261

TABLE A.12 AVERAGE WEEKLY EARNINGS ($) BY INDUSTRY AND OCCUPATION, ALL EMPLOYEES, MAY 1975

		OCCUPATION									
	INDUSTRY	1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	212.44		210.91	125.82	168.95	151.01	134.54	129.61	111.90	137.59
2	Txtl,Clothg & Ftwear	149.29		185.96	121.95	149.84	149.33	118.85	109.90	109.48	115.27
3	Paper,Printing etc.	196.43	*	194.64	123.11	162.59	*	127.37	139.50	167.81	142.89
4	Chem,Petr & Coal Prd.	211.70		198.32	135.55	161.12	161.26	*	140.68	152.61	152.11
5	Basic Metal Products	207.30		191.90	132.65	165.23	151.33	*	154.25	130.37	158.05
6	Fabri Metal Products	209.67	*	190.01	126.04	140.21	148.90	*	122.57	137.30	136.93
7	Transport Equipment	219.16	*	213.38	135.30	142.40	141.44	*	125.44	*	140.88
8	Other Manufacturing	210.11	*	191.55	125.95	158.46	131.14	106.27	131.71	141.08	137.93
9	Mining	247.66		219.99	148.60	221.62	167.79	156.53	201.32	114.35	201.31
10	Elec Gas & Water	292.66	*	186.76	152.75	168.50	163.45		148.69	128.38	168.54
11	Construction	233.19	82.35	201.70	122.85	160.44	161.59	*	149.24	126.81	156.71
12	Wholesale Trade	202.24	*	189.87	124.78	145.31	142.93	143.35	122.34	113.16	136.50
13	Retail Trade	177.01		177.75	87.58	120.00	122.00	130.07	98.36	113.52	100.52
14	Trpt & Storage,Commn	234.90	*	230.96	144.13	158.36	147.40	197.54	159.40	147.45	160.05
15	Finance,Bus.Services	184.03	*	216.00	116.93	147.77	142.69	103.41	81.45	123.06	131.84
16	Pub adm,Def,Com.Servs.	235.05	191.94	166.61	129.03	160.42	151.41	119.88	131.08	123.42	154.26
17	Other Non-Mfg.	205.44	*	171.11	96.97	144.98	123.28	129.02	86.28	123.88	101.05
	Total	221.19	191.29	186.66	118.24	151.20	153.78	131.21	130.02	126.33	140.27

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE A.13 NUMBER OF NON-MANAGERIAL EMPLOYEES BY INDUSTRY AND OCCUPATION, MAY 1976

		OCCUPATION									
	INDUSTRY	1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	474		2848	30521	11448	1273	31327	101877	4879	184647
2	Txtl,Clothg & Ftwear	262		1564	9652	2028	*	15600	93514	*	122959
3	Paper,Printing etc.	343		5326	22619	3266	466	14582	38915	278	85795
4	Chem,Petr & Coal Prd.	1081		4660	16394	6731	822	*	29181	*	59181
5	Basic Metal Products	455	*	3728	9525	26518	2290		45526	415	88508
6	Fabri Metal Products	816		7902	38556	91439	5366	651	100256	*	245088
7	Transport Equipment	1307	*	5108	12611	53981	7321	*	54154	*	134753
8	Other Manufacturing	302		2746	23146	12709	19016	419	105253	715	164306
9	Mining	544		2692	7153	16159	1167	*	38772	523	67223
10	Elec Gas & Water	1981		8506	20680	28270	3969	*	29657	*	93464
11	Construction	1435		5906	18331	43639	63614	504	113227	2050	248706
12	Wholesale Trade	1726		3763	132785	22812	5765	5595	85826	1943	260215
13	Retail Trade	902		2436	258008	45015	3784	11377	63749	711	385982
14	Trpt & Storage,Commn	2911	*	5058	94411	56433	1842	835	174463	733	336788
15	Finance,Bus.Services	9333		6437	213461	2545	1132	*	30692	303	264005
16	Pub adm,Def,Com.Servs.	21709	151433	125187	291747	11886	6300	7891	152040	12528	780721
17	Other Non-Mfg.	1514		6037	39230	2433	1267	11154	148035	10422	220092
	Total	47095	151637	199904	1238830	437312	125529	100674	1405137	36315	3742433

TABLE A.14 AVERAGE WEEKLY EARNINGS ($) BY INDUSTRY AND OCCUPATION, NON-MANAGERIAL EMPLOYEES, MAY 1976

		OCCUPATION									
	INDUSTRY	1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	215.87		155.95	143.10	183.61	154.73	159.54	147.53	137.54	151.16
2	Txtl,Clothg & Ftwear	134.66		144.81	137.27	165.57	*	144.36	122.09	*	127.13
3	Paper,Printing etc.	213.23		169.81	137.80	199.47	164.05	165.05	161.39	116.77	157.84
4	Chem,Petr & Coal Prd.	212.70		178.48	155.27	191.77	160.13	*	171.15	*	169.94
5	Basic Metal Products	193.26	*	182.52	165.22	183.26	183.91		172.91	189.06	176.01
6	Fabri Metal Products	180.40		178.46	143.28	163.39	167.44	116.68	138.38	*	150.48
7	Transport Equipment	188.08	*	211.63	160.08	165.90	150.30	*	143.83	*	157.53
8	Other Manufacturing	140.12		158.69	141.59	190.52	145.61	94.50	149.79	123.31	151.17
9	Mining	217.79		188.32	167.15	267.62	219.02	*	240.85	155.85	235.71
10	Elec Gas & Water	233.15		205.40	162.15	190.60	193.90	*	167.58	*	179.10
11	Construction	171.58		184.55	137.31	174.38	184.27	216.80	168.50	144.47	171.56
12	Wholesale Trade	183.44		148.46	143.63	166.50	167.37	168.86	137.68	135.99	145.02
13	Retail Trade	150.87		149.63	100.24	133.79	149.16	139.51	108.63	160.10	107.71
14	Trpt & Storage,Commn	271.97	*	229.59	159.58	185.36	143.73	175.10	178.04	112.94	175.32
15	Finance,Bus.Services	188.61		160.12	136.17	179.88	168.40	*	104.33	131.71	135.45
16	Pub adm,Def,Com.Servs.	206.78	190.14	171.56	146.57	179.23	180.64	141.69	152.29	134.97	162.35
17	Other Non-Mfg.	195.29		179.13	104.66	176.70	150.43	120.62	95.70	136.63	104.68
	Total	203.41	190.03	175.24	134.60	174.20	172.66	150.10	147.13	136.50	150.93

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE A.15 AVERAGE HOURLY EARNINGS ($) BY INDUSTRY AND OCCUPATION, NON-MANAGERIAL EMPLOYEES, MAY 1976

		OCCUPATION								
	INDUSTRY	1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	4.95		3.94	3.78	4.18	3.92	4.01	3.60	3.45	3.74
2	Txtl,Clothg & Ftwear	3.58		3.79	3.62	3.99	*	3.50	3.16	*	3.26
3	Paper,Printing etc.	5.52		4.69	3.76	4.51	3.90	4.11	3.89	3.25	3.97
4	Chem,Petr & Coal Prd.	5.57		4.66	4.06	4.59	3.95	*	4.09	*	4.20
5	Basic Metal Products	5.01	*	4.50	4.14	4.27	4.39		4.06	4.05	4.17
6	Fabri Metal Products	4.58		4.47	3.73	3.84	3.94	3.32	3.36	*	3.65
7	Transport Equipment	4.83	*	5.27	4.08	4.03	3.85	*	3.55	*	3.89
8	Other Manufacturing	3.94		4.04	3.67	4.27	3.51	2.58	3.55	3.24	3.62
9	Mining	4.98		4.76	4.34	5.88	5.20	*	5.55	4.01	5.46
10	Elec Gas & Water	6.17		5.40	4.31	4.59	4.67	*	4.06	*	4.46
11	Construction	5.04		4.82	3.70	4.19	4.40	4.22	4.00	3.60	4.14
12	Wholesale Trade	4.93		4.02	3.78	3.93	4.11	4.22	3.46	3.59	3.71
13	Retail Trade	3.98		3.97	3.12	3.29	3.73	3.43	3.17	3.70	3.18
14	Trpt & Storage,Commn	6.25	*	5.93	4.30	4.55	3.60	4.41	4.28	3.21	4.36
15	Finance,Bus.Services	4.94		4.20	3.63	4.28	4.32	*	3.81	3.35	3.72
16	Pub adm,Def,Com.Servs.	5.65	5.73	4.83	4.03	4.41	4.42	3.85	4.05	3.45	4.51
17	Other Non-Mfg.	4.83		5.79	3.89	4.40	3.73	3.69	3.59	3.48	3.73
	Total	5.38	5.72	4.81	3.75	4.15	4.17	3.83	3.80	3.48	3.98

TABLE A.16 BASIC HOURLY RATE ($) BY INDUSTRY AND OCCUPATION, NON-MANAGERIAL EMPLOYEES, MAY 1976

		OCCUPATION								
	INDUSTRY	1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	4.00		3.82	3.56	3.61	3.63	3.01	3.26	3.04	3.30
2	Txtl,Clothg & Ftwear	3.47		3.72	3.39	3.31	*	3.02	2.75	*	2.86
3	Paper,Printing etc.	5.35		4.45	3.54	3.86	3.53	3.68	3.39	3.09	3.57
4	Chem,Petr & Coal Prd.	5.53		4.58	3.81	3.99	3.74	*	3.66	*	3.84
5	Basic Metal Products	4.65	*	4.27	3.82	3.54	3.71		3.36	3.72	3.52
6	Fabri Metal Products	4.27		4.22	3.46	3.15	3.35	3.16	2.85	*	3.12
7	Transport Equipment	4.69	*	5.10	3.91	3.60	3.56	*	3.23	*	3.55
8	Other Manufacturing	3.44		3.77	3.42	3.45	3.17	2.49	3.08	3.09	3.18
9	Mining	4.65		4.55	4.06	4.74	4.63	*	4.26	3.37	4.36
10	Elec Gas & Water	6.13		5.34	4.26	4.34	4.44	*	3.80	*	4.28
11	Construction	4.97		4.74	3.57	3.85	4.18	3.47	3.66	3.48	3.85
12	Wholesale Trade	4.88		3.78	3.52	3.39	3.79	2.89	3.13	3.13	3.38
13	Retail Trade	3.69		3.66	2.91	2.98	3.47	3.19	2.97	3.64	2.96
14	Trpt & Storage,Commn	5.94	*	5.86	4.18	4.38	3.51	4.35	4.02	3.07	4.16
15	Finance,Bus.Services	4.72		4.13	3.48	3.61	4.17	*	3.60	3.23	3.56
16	Pub adm,Def,Com.Servs.	5.60	5.71	4.77	3.99	4.14	4.27	3.77	3.94	3.31	4.45
17	Other Non-Mfg.	4.72		5.58	3.76	4.09	3.44	3.54	3.47	3.27	3.60
	Total	5.24	5.70	4.71	3.59	3.66	3.90	3.25	3.45	3.27	3.70

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

TABLE A.17 NUMBER OF MANAGERIAL AND NON-MANAGERIAL EMPLOYEES BY INDUSTRY AND OCCUPATION, MAY 1976

		OCCUPATION									
	INDUSTRY	1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	2649		11075	31239	11680	1273	31433	102163	4932	196444
2	Txtl,Clothg & Ftwear	682		6649	9961	2081	*	15706	93567	*	128985
3	Paper,Printing etc.	1229		11375	23387	3425	466	14688	39109	331	94010
4	Chem,Petr & Coal Prd.	4197		8595	16957	7056	822	*	29287	263	67279
5	Basic Metal Products	2096	*	6133	10397	26677	2290		45818	415	93877
6	Fabri Metal Products	4543		22782	40388	92360	5419	651	100526	*	266771
7	Transport Equipment	2751	*	8985	12929	54205	7321	*	54207	*	140722
8	Other Manufacturing	2133		12000	23940	13060	19251	419	105412	715	176930
9	Mining	3018		5257	7342	16540	1167	*	39186	523	73246
10	Elec Gas & Water	5917		10303	21552	28438	3969	*	29710	*	100290
11	Construction	6764		16404	19361	44723	64507	504	113452	2050	267765
12	Wholesale Trade	6011		34990	135130	23130	5818	5595	86467	1943	299084
13	Retail Trade	2995		27758	260662	45581	3784	11430	63802	711	416723
14	Trpt & Storage,Commn	8274	*	17333	96646	56981	1842	835	177276	1034	360376
15	Finance,Bus.Services	23713		37479	219345	3013	1185	*	30957	303	316097
16	Pub adm,Def,Com.Servs.	54678	174153	149166	300282	12601	6512	7997	153299	12806	871494
17	Other Non-Mfg.	1978	*	17694	40485	2433	1267	11207	148646	10634	234397
	Total	133628	174463	403978	1270003	443984	127028	101257	1412884	37265	4104490

TABLE A.18 AVERAGE WEEKLY EARNINGS ($) BY INDUSTRY AND OCCUPATION, ALL EMPLOYEES, MAY 1976

		OCCUPATION									
	INDUSTRY	1 PROF-WC	2 TCHER	3 SKWC	4 UNSKWC	5 SKBCME	6 SKBCBLG	7 SKBCOTH	8 UNSKBC	9 OTHERS	TOTAL
1	Food,Drink & Tobacco	254.38		223.04	145.03	185.03	154.73	159.79	147.79	138.57	156.98
2	Txtl,Clothg & Ftwear	193.70		203.84	137.95	167.31	*	144.96	122.15	*	131.46
3	Paper,Printing etc.	256.65		212.93	141.26	201.07	164.05	165.55	161.68	135.53	166.00
4	Chem,Petr & Coal Prd.	255.95		222.30	159.31	195.95	160.13	*	171.38	133.30	182.31
5	Basic Metal Products	250.37	*	221.41	171.47	183.56	183.91		173.45	189.06	181.24
6	Fabri Metal Products	226.44		218.12	146.99	163.91	168.09	116.68	138.62	*	157.46
7	Transport Equipment	239.01	*	238.32	161.90	166.14	150.30	*	143.92	*	162.36
8	Other Manufacturing	225.13		214.28	143.95	191.85	146.36	94.50	149.91	123.31	156.85
9	Mining	289.28		252.96	168.79	267.52	219.02	*	241.37	155.85	241.47
10	Elec Gas & Water	300.84		219.83	168.75	191.44	193.90	*	167.70	*	188.72
11	Construction	267.29		227.15	141.76	175.61	185.17	216.80	168.73	144.47	177.86
12	Wholesale Trade	227.16		232.12	145.05	167.43	167.97	168.86	138.18	135.99	157.46
13	Retail Trade	203.16		213.40	101.32	134.70	149.16	139.94	108.74	160.10	115.90
14	Trpt & Storage,Commn	288.89	*	274.43	162.19	186.10	143.73	175.10	179.01	165.53	182.49
15	Finance,Bus.Services	216.76		248.88	139.04	186.06	171.33	*	105.44	131.71	155.16
16	Pub adm,Def,Com.Servs.	271.44	210.76	193.42	150.95	181.98	182.37	142.91	153.65	137.61	178.62
17	Other Non-Mfg.	210.44	*	205.26	108.50	176.70	150.43	121.15	96.15	138.57	111.76
	Total	255.26	210.65	215.69	137.55	175.12	173.44	150.58	147.69	139.64	161.19

See Introduction to Appendix 1 for Footnotes and for remarks on the reliability of estimates

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