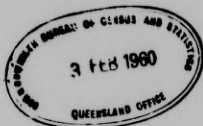




COMMONWEALTH BUREAU OF CENSUS AND STATISTICS.



LABOUR TURNOVER, SEPTEMBER, 1959

This report gives the results of a survey of labour turnover in Australian industry in the month of September, 1959, and shows these results together with those obtained in similar surveys covering the months of September, 1954 to 1958. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry and, to a lesser degree, in other industries. In each year since 1949 (except 1951 and 1954) labour turnover surveys have been made also for the month of March and results of these surveys were published in the report entitled "Labour Turnover, March, 1959", issued on 19th August, 1959.

Labour turnover is generally measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.

Table 1 below shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the separation rates for manual workers for more detailed industry groups, and Table 3 shows the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment on their own initiative, and other causes.

The period covered in individual returns is not uniform, depending as it does on the dates on which pay-roll tax returns of individual businesses are made up for August and September in each year. The figures should be interpreted as applying to an average of about four and a half weeks.

Industrial Coverage

The surveys are based on a sample within certain industries of businesses subject to Pay-roll Tax. They exclude businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organizations which are exempt from Pay-roll Tax. In addition, the surveys exclude rural industry, private domestic service, the professions (e.g. accountancy firms, trade associations, consultant engineers, etc.) the shipping and stevedoring industry, the motion picture industry and all government employment and semi-government undertakings other than banks and airlines.

Businesses in the construction industry were represented in the sample for the first time in the September, 1956, survey, and since then figures for this industry have been combined with those for the building industry. The rates for these two industries have been of a similar magnitude.

Engagements and Separations

Table 1 summarises, for the past 6 years, the engagement and separation rates of the manufacturing and non-manufacturing sectors of industry, for both male and female manual and other workers. In two of these categories, "female manual workers in non-manufacturing industry" and "female other (non-manual) workers in manufacturing industry", the number of employees is relatively small. Less significance should be attached to small changes in their labour turnover rates than to similar changes in the larger employment categories.

In 1956 the September rates for most of the labour turnover categories were significantly lower than they had been in the two preceding years. Overall, there was little change of significance in 1957 and 1958. While in most cases the 1959 rates also were lower than those of 1954 and 1955, there was a general rise over the 1958 rates, the largest being the engagements rate of female manual workers in manufacturing industries. The separation rate of this same category of workers was lower than in 1958.

The engagement and separation rates of male non-manual workers in non-manufacturing industries have both been stable throughout.

TABLE 1 : ENGAGEMENTS AND SEPARATIONS : 1954 TO 1959

(Percentage of average number of employees in each group)

Period	Manufacturing		Non-Manufacturing (a)		All Industries (a)	
	Manual Workers	Other Workers	Manual Workers	Other Workers	Manual Workers	Other Workers
MALES						
Engagements:	%	%	%	%	%	%
September, 1954	6.6	2.2	7.5	2.2	6.9	2.2
September, 1955	6.4	2.2	7.8	2.5	6.9	2.4
September, 1956	4.3	1.8	6.5	2.3	5.1	2.2
September, 1957	4.4	1.6	6.0	2.5	5.0	2.2
September, 1958	4.4	1.5	6.0	2.4	4.9	2.1
September, 1959	5.3	1.9	6.8	2.5	5.8	2.3
Separations:						
September, 1954	6.0	1.7	6.5	2.1	6.2	2.0
September, 1955	6.4	2.1	7.5	2.5	6.8	2.4
September, 1956	4.3	1.7	5.4	2.1	4.7	2.0
September, 1957	3.9	1.5	5.3	2.0	4.4	1.8
September, 1958	4.2	1.3	5.4	2.2	4.6	1.9
September, 1959	4.7	1.7	6.1	2.0	5.2	1.9
FEMALES						
Engagements:	%	%	%	%	%	%
September, 1954	7.0	4.1	7.0	5.3	7.0	5.0
September, 1955	6.5	4.7	7.5	6.7	6.7	6.2
September, 1956	5.5	3.8	7.1	4.1	5.9	4.0
September, 1957	5.3	3.2	6.0	4.6	5.5	4.3
September, 1958	5.2	3.3	5.2	3.9	5.2	3.8
September, 1959	7.5	3.9	6.0	4.2	7.2	4.1
Separations:						
September, 1954	6.6	3.7	5.8	4.2	6.4	4.1
September, 1955	6.3	3.8	6.9	4.9	6.4	4.6
September, 1956	5.7	3.3	5.6	4.2	5.7	4.0
September, 1957	4.7	3.2	4.8	4.0	4.7	3.8
September, 1958	6.0	3.1	5.6	3.9	5.9	3.7
September, 1959	5.5	3.6	5.8	4.2	5.5	4.0

(a) See introductory text for note on industrial coverage.

Table 2 gives a dissection by industry group of the separation rates of manual workers which were shown in Table 1.

As was shown in Table 1, the separation rates of male manual workers were higher in September, 1959, than in September, 1958. Table 2 shows that this higher rate was fairly general throughout industry. The exceptions are "furniture, sawmilling and woodworking", "paper and printing", "other manufacturing", "mining" and "retail trade" where the rates remained approximately the same.

The table also shows that higher rates in 1959 than in 1958 for the separation of female manual workers in four industry groups ("textiles", "clothing", "paper and printing" and "other non-manufacturing") were offset by the change in the rates in the other industry groups, especially "food, drink and tobacco", where the separation rate was considerably lower in September, 1959, than in September, 1958.

In the interpretation of figures for the "food, drink and tobacco" industry group, it should be remembered that this group contains certain seasonal industries (e.g. fruit canning) which engage and retrench a large number of workers each season. Considerable fluctuation may occur in the turnover rates because a season may be later one year than another.

TABLE 2 : SEPARATION RATES FOR MANUAL WORKERS BY INDUSTRY, SEPTEMBER, 1954-1959
(Percentage of average number of employees)

Industry Group	1954	1955	1956	1957	1958	1959
MALES						
	%	%	%	%	%	%
Manufacturing -						
Engineering and vehicles (a)	6.2	6.8	4.2	3.6	4.4	5.0
Textiles ..	5.9	5.3	3.2	3.4	3.2	4.3
Clothing ..	5.1	5.4	3.5	2.6	3.1	4.2
Food, drink and tobacco	5.8	6.5	5.8	5.6	4.6	5.6
Furniture, sawmilling and woodworking ..	6.1	5.6	3.8	3.7	5.3	5.3
Paper and printing ..	3.0	3.5	2.7	2.2	2.4	2.4
Other manufacturing ..	7.0	7.3	4.4	4.1	4.0	4.1
All manufacturing	6.0	6.4	4.3	3.9	4.2	4.7
Non-manufacturing -						
Mining ..	2.5	3.3	3.2	3.0	3.5	3.4
Building and construction (b)	10.4	14.0	10.0	10.1	11.0	11.4
Road transport ..	4.1	8.1	4.7	4.2	4.3	5.7
Wholesale trade ..	7.1	6.2	4.4	3.8	3.9	4.4
Retail trade ..	5.4	4.6	3.0	3.2	3.1	3.1
Other non-manufacturing	6.5	5.8	4.2	4.8	3.0	5.1
All non-manufacturing	6.5	7.5	5.4	5.3	5.4	6.1
ALL INDUSTRIES (c)	6.2	6.8	4.7	4.4	4.6	5.2
FEMALES						
	%	%	%	%	%	%
Manufacturing -						
Engineering and vehicles (a)	7.5	7.2	5.8	5.2	6.2	5.2
Textiles ..	5.5	4.6	3.9	4.7	2.6	4.0
Clothing ..	6.8	5.9	5.8	3.8	4.6	5.7
Food, drink and tobacco	7.8	8.9	9.1	7.5	12.3	7.7
Paper and printing ..	6.3	4.0	3.8	5.2	3.5	4.7
Other manufacturing ..	4.8	6.8	4.7	3.7	8.5	5.1
All manufacturing	6.6	6.3	5.7	4.7	6.0	5.5
Non-manufacturing -						
Wholesale trade ..	7.0	4.6	4.7	4.5	6.3	4.1
Retail trade ..	4.8	3.8	3.0	2.6	4.0	3.6
Other non-manufacturing	6.0	9.2	6.8	5.8	5.7	6.9
All non-manufacturing	5.8	6.9	5.6	4.8	5.6	5.8
ALL INDUSTRIES (c)	6.4	6.4	5.7	4.7	5.9	5.5

- (a) Founding, engineering, metalworking, ship and vehicle manufacture and repair.
 (b) Construction other than building, not included prior to September, 1956.
 (c) See introductory text for note on industrial coverage.

Analysis of Separations for Manual Workers

In Table 3, separations of manual workers are classified by type of separation (dismissed, retrenched, left and other). The industry groups shown are as in Table 2. Businesses submitting returns were asked to class employees as dismissed where employment was terminated on the employer's initiative for disciplinary or similar reasons; as retrenched where the employment was terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.; as left where employment was terminated on the employee's initiative (employees on strike are not included as separations); and as "other" where the separation was due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, or similar reasons.

The table gives this dissection of separation rates for September, 1958, and September, 1959. Preceding issues in the series have contained corresponding information for earlier years. Usually, the majority of separations among manual workers (except in the "food, drink, and tobacco" industry) are due to persons leaving on their own initiative.

The lower retrenchment rate in September, 1959, compared with September, 1958, was general throughout industry, the main exceptions being the "food, drink and tobacco" industry (males only) and "other non-manufacturing" where the rates were higher than the previous September. While retrenchments in the "food, drink and tobacco" industry rose for males, they fell very considerably for females. This is probably due largely to the seasonal factors mentioned in the commentary to Table 2.

The fact that separation rates of males were higher in September, 1959, than in September, 1958, is due almost entirely to higher left rates. These higher rates were fairly general throughout industry and are quite marked except in "paper and printing" where the rise was only small and in "food, drink and tobacco" where there was no change. As was shown in Table 2, the separation rates of females were lower in September, 1959, than in September, 1958. Table 3 shows that in 1959 a higher left rate was offset by a considerably lower retrenched rate.

Dismissed rates are generally smaller than the retrenchment and left rates and show little change overall. The rates for "other" are also relatively small, and no significant changes occurred.

TABLE 3 : ANALYSIS OF SEPARATIONS FOR MANUAL WORKERS,

SEPTEMBER, 1958 AND SEPTEMBER, 1959

(Percentage of average employment in each group)

Industry Group	September, 1958					September, 1959				
	D.	R.	L.	O.	Total	D.	R.	L.	O.	Total
MALES										
	%	%	%	%	%	%	%	%	%	%
Manufacturing -										
Engineering and vehicles (a)	0.7	1.1	2.4	0.2	4.4	0.8	0.7	3.4	0.1	5.0
Textiles ..	0.6	0.3	2.1	0.2	3.2	0.5	0.1	3.6	0.1	4.3
Clothing ..	0.6	0.7	1.7	0.1	3.1	0.4	0.4	3.3	0.1	4.2
Food, drink and tobacco ..	0.5	1.6	2.3	0.2	4.6	0.6	2.4	2.3	0.3	5.6
Furniture, woodworking, etc.	0.7	1.8	2.6	0.2	5.3	0.9	0.4	3.9	0.1	5.3
Paper and printing ..	0.3	0.4	1.6	0.1	2.4	0.3	0.2	1.8	0.1	2.4
Other manufacturing ..	0.8	0.8	2.3	0.1	4.0	0.6	0.6	2.8	0.1	4.1
All manufacturing	0.6	1.1	2.3	0.2	4.2	0.7	0.9	3.0	0.1	4.7
Non-manufacturing -										
Mining ..	0.2	1.7	1.5	0.1	3.5	0.3	0.2	2.7	0.2	3.4
Building and construction ..	1.3	4.6	5.0	0.1	11.0	1.8	4.0	5.5	0.1	11.4
Road transport ..	0.7	1.3	2.3	-	4.3	0.8	1.0	3.7	0.2	5.7
Wholesale and retail trade ..	0.5	1.1	2.0	0.1	3.7	0.6	0.6	2.7	0.1	4.0
Other non-manufacturing ..	1.1	0.4	1.3	0.2	3.0	1.2	0.8	3.0	0.1	5.1
All non-manufacturing	0.7	2.0	2.6	0.1	5.4	0.9	1.5	3.6	0.1	6.1
<u>ALL INDUSTRIES</u>	0.7	1.4	2.4	0.1	4.6	0.8	1.1	3.2	0.1	5.2
FEMALES										
	%	%	%	%	%	%	%	%	%	%
Manufacturing -										
Engineering and vehicles (a)	0.6	2.7	2.8	0.1	6.2	0.5	0.5	4.0	0.2	5.2
Textiles ..	0.2	0.2	2.0	0.2	2.6	0.4	0.2	3.3	0.1	4.0
Clothing ..	0.7	1.1	2.5	0.3	4.6	0.7	0.8	4.0	0.2	5.7
Food, drink and tobacco ..	0.8	8.4	2.9	0.2	12.3	0.9	2.8	3.9	0.1	7.7
Paper and printing ..	0.6	0.7	2.2	-	3.5	0.8	0.8	2.9	0.2	4.7
Other manufacturing ..	0.6	4.2	3.6	0.1	8.5	0.3	0.7	3.8	0.3	5.1
All manufacturing	0.6	2.6	2.6	0.2	6.0	0.6	0.9	3.8	0.2	5.5
Non-manufacturing -										
Wholesale and retail trade ..	0.5	1.6	2.9	0.2	5.2	0.2	0.5	3.1	0.1	3.9
Other non-manufacturing ..	0.7	0.5	4.3	0.2	5.7	1.1	1.4	4.3	0.1	6.9
All non-manufacturing	0.6	1.0	3.8	0.2	5.6	0.8	1.1	3.8	0.1	5.8
<u>ALL INDUSTRIES</u>	0.6	2.2	2.9	0.2	5.9	0.7	0.9	3.8	0.1	5.5

D. Dismissed : Employment terminated on the employer's initiative for disciplinary or similar reasons.

R. Retrenched : Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job, etc.

L. Left : Employment terminated on the employee's initiative. Employees on strike not included.

O. Other : Includes separations due to death, injury, permanent retirement (including women leaving to be married), enlistment in the forces, and similar reasons.

(a) Founding, engineering, metalworking, ship and vehicle manufacture and repair.