

EMPLOYMENT AND UNEMPLOYMENT

UNEMPLOYMENT IN VICTORIA, 1978 TO 1982

The statistics of employment and unemployment referred to in this article relate to estimates derived from the labour force survey conducted by the Australian Bureau of Statistics. Unemployed persons, as defined by the Australian Bureau of Statistics, are those aged 15 years and over who were not employed during the survey week, and:

(1) Had actively looked for full-time or part-time work at any time in the four weeks up to the end of the survey week and:

(i) were available for work in the survey week, or would have been available except for temporary illness (i.e., lasting for less than four weeks to the end of the survey week); or

(ii) were waiting to start a new job within four weeks from the end of the survey week and would have started in the survey week if the job had been available then; or

(2) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the survey week (including the whole of the survey week) for reasons other than bad weather or plant breakdown.

The statistics of job vacancies referred to in this article relate to estimates derived from sample surveys of employers conducted by the Australian Bureau of Statistics. The surveys cover vacancies in private employment and in Commonwealth, State, and local government employment. A job vacancy is defined as a job immediately available for filling on the survey date and for which active steps were being taken by the employer to find or recruit an employee from outside the enterprise or authority in the particular State or Territory.

The number of unemployed persons in Victoria increased significantly between 1978 and 1982, from 100,000 persons in August 1978 to 110,000 persons in August 1982. Male unemployment increased by approximately 17 per cent during this period. Unemployment in Victoria has accounted for approximately 25 per cent of total Australian unemployment over the last five years. The unemployment rates for Victoria have consistently been somewhat lower than the rates for Australia as a whole during this period.

The number of job vacancies in Victoria, as measured by an annual mail survey (now discontinued) declined markedly between 1977 and 1978, from 18,000 in March 1977 to 11,500 in March 1978. Job vacancies for males declined by 49 per cent during this period, while those for females fell by 54 per cent. A quarterly telephone survey, which collects similar kinds of data to that collected by the discontinued mail survey, has been conducted regularly since May 1979. The number of job vacancies as measured by this survey has declined steadily from 10,600 in May 1979 to 9,500 in August 1979, 8,100 in August 1981, and 6,900 in August 1982. The number of job vacancies in Victoria accounted for about one-third of total vacancies in Australia between 1977 and 1978, but represented 31 per cent of total vacancies in May 1979, 29 per cent in August 1979, 23 per cent in August 1981, and 33 per cent in August 1982. Victorian job vacancy rates tended to be slightly higher than the rates for Australia as a whole between 1977 and 1978, but have not differed significantly from the overall national rates since then.

From data collected regularly in the labour force survey it is possible to identify some of the major characteristics of unemployed persons, for example, their sex, marital status,

age distribution, regional distribution, birthplace, occupation, and duration of unemployment.

Unemployment rates have consistently been significantly higher among women than among men during the 1978 to 1982 period, in terms of most of the characteristics of the unemployed available for analysis. For example, in August 1982, the overall unemployment rate among males in Victoria was 5.5 per cent, compared with 6.8 per cent for females.

Young persons are relatively over-represented among unemployed persons in Victoria. About 48 per cent of unemployed persons in August 1982 were under 25 years of age. The 15-19 year age group has accounted for approximately one-third of total unemployed persons during the years from 1978 to 1982. The unemployment rate for this group has fallen slightly from 16.3 per cent in August 1978 to 16.1 per cent in August 1982. The 20-24 year age group has accounted for about another 20 per cent of total unemployed persons during this period. The unemployment rate for this group has increased from 8.1 per cent in August 1978 to 8.9 per cent in August 1982. Unemployment rates for persons over 25 years of age have generally been well below the overall Victorian unemployment rate during the period under review.

The labour force survey cannot provide reliable estimates for small areas of geographical aggregation within Victoria, but it can be said that overall unemployment rates for metropolitan Victoria (i.e., the Melbourne Statistical Division) are not significantly different from those for non-metropolitan Victoria (i.e., the rest of the State). For example, in August 1982, the overall unemployment rates were both 6 per cent.

Migrants who have arrived in Australia since 1971 have experienced significantly higher unemployment rates than either persons born in Australia or migrants who arrived in Australia before 1971. For example, in August 1982, migrants who had arrived since 1971 had an unemployment rate of 7.7 per cent, considerably higher than the unemployment rate for migrants of longer standing (5.3 per cent) and significantly higher than the unemployment rate for persons born in Australia (6.0 per cent).

Unemployment has tended to affect more adversely the lesser skilled, lesser qualified members of the labour force. For example, among those unemployed in Victoria in August 1981 who had worked full-time for two weeks or more at any time in the two years to August 1981, about 45 per cent were tradesmen, production process workers, or labourers. The unemployment rate for this "blue-collar" occupation group (5.2 per cent) was significantly higher than the unemployment rates for such "white-collar" occupation groups as clerical workers (2.4 per cent) and sales workers (4.2 per cent).

Higher levels of unemployment and inadequate numbers of job vacancies have contributed to a significant lengthening in the average duration of unemployment experienced by persons who have been unemployed during the years from 1978 to 1982. In August 1978, the average duration of unemployment was about 22 weeks, and this had risen progressively to about 32 weeks by August 1982.

Looking at the employment side of the labour force, the number of employed persons in Victoria increased from 1,623,800 persons in August 1978 to 1,713,800 persons in August 1982. Most of this increase occurred in the year August 1979 to August 1980, when the number of employed persons grew by 61,500, compared with a growth of only 5,000 persons over the two preceding years.

Tables which include data on employment and unemployment in Victoria are presented on pages 230-3.

Further references: *Victorian Year Book* 1981, pp. 237-8; 1982, pp. 221-2

MARRIED WOMEN* IN THE LABOUR FORCE

The increase in the number of women in the Australian labour force since the end of the Second World War has resulted largely from the increased numbers of married women entering the labour force. In Victoria, the total female labour force, as enumerated at Censuses of Population and Housing, grew from 217,444 persons at the 1947 Census to 684,064 persons at the 1981 Census. Over the same period, the number of married women

* Married women comprised those who are now married or permanently separated, but excludes those who have never married, or are widowed or divorced.

in the labour force increased from 45,076 persons at the 1947 Census to 420,216 persons at the 1981 Census. Thus, married women represented only 20.7 per cent of women in the labour force at 30 June 1947, but by 30 June 1981 they represented 61.4 per cent. The Australian Bureau of Statistics also undertakes a monthly survey of the labour force. From the August 1982 survey, the total female labour force in Victoria was estimated to comprise 692,100 persons, of which 413,000, or 59.7 per cent, were married women.

The growing involvement of married women in the labour force in Victoria has meant that, while only 9.4 per cent of all married women aged 15 years and over were in the labour force at 30 June 1947, the participation rate* had reached 46.7 per cent by 30 June 1981. The labour force survey conducted in August 1982 estimated the participation rate at 44.3 per cent. Married women have made an important contribution to the Victorian labour force, since in August 1982 it was estimated that married women constituted 22.6 per cent of the total Victorian civilian labour force, compared with 5.1 per cent at 30 June 1947 and 23.7 per cent at 30 June 1981.

Although married women now form a significant part of the labour force in Victoria, they are still concentrated in particular occupational groups, especially clerical, professional and technical, service, sport and recreation (which includes cleaners, hairdressers, and domestic workers), production process work, and sales. The profile of occupations of married women has changed considerably in the past few years. The percentage of married women in the occupation groups of professional and technical, administrative, executive and managerial, and clerical have all risen considerably since 1978, whereas the percentages of those employed in most other occupation groups including production process workers have declined.

Most married women in the labour force are employed in particular industry divisions. In August 1982, it was estimated that 68.1 per cent of the 392,300 employed married women in Victoria were concentrated in the manufacturing, community services (where they are largely employed as nurses, welfare workers, and school teachers), and wholesale and retail trade (mainly retail) industry divisions.

The tendency for married women to re-enter the labour force after a period of withdrawal for child bearing and rearing is reflected in the variation in their participation rates at different ages. For example, in August 1982, it was estimated that, while well over half (60.8 per cent) of all married women in Victoria aged 20-24 years were in the labour force, the participation rate for married women aged 25-34 years was significantly lower at 54.5 per cent; however, the participation rate for the 35-44 age group was higher, at 57.8 per cent. The participation rate for the 45-54 age group was 51.3 per cent.

There is also a significant variation between the labour force participation rates of married women born overseas and those born within Australia. For example, in August 1982, it was estimated that 46.7 per cent of all overseas-born married women aged 15 years and over living in Victoria were active in the labour force, compared with 43.5 per cent of Australian-born married women.

Successive surveys of the labour force have shown the employment position of married women to be more secure than that of other women, but generally less secure than that of men. In August 1971, 5,600 married women, or 1.7 per cent of all married women in the Victorian labour force, were unemployed. In August 1982, it was estimated that 20,700 married women, or 5.0 per cent of married women in the labour force, were unemployed. The unemployment rate was significantly higher in the 25-34 years age group, where it was 6.3 per cent.

As a result of the increase in the number of married women in the labour force, employers (mainly governments) have introduced provisions for maternity leave. In the Victorian Public Service, paid maternity leave for twelve weeks is available to women who have worked for at least twelve months. Leave without pay can extend the leave up to fifty-two weeks. Teachers employed by the Victorian Government who have taught full-time for at least thirteen weeks before taking confinement leave are entitled to twelve weeks paid maternity leave and leave without pay up to a total of eighteen months leave. Women employed in the Commonwealth Public Service, and in certain Commonwealth

* The participation rate represents the number of married women aged 15 years and over who are in the labour force expressed as a percentage of the total number of married women aged 15 years and over.

Government authorities prescribed under the *Maternity Leave (Australian Government Employees) Act 1978*, are entitled to twelve weeks maternity leave on full pay, after a twelve months qualifying period. Leave without pay may be used in the first year of service. Other leave credits and leave without pay may also be applicable. Maternity leave without pay has been granted under a few awards to women in the non-government sector.

Many married women who are in paid employment also have domestic responsibilities. Child care is frequently a major responsibility, together with the associated tasks of after-school and holiday care and care for sick children. Other duties may include the care of older and sick relatives.

An indication of the extent of persons (mostly women) in the labour force with child care responsibilities can be gained from examining the results of a special child care survey undertaken by the Australian Bureau of Statistics in June 1980. At that date, it was estimated that 194,300 persons* in the labour force in Victoria were responsible for the care of children aged 0-11 years. Of this total, 89,400 persons were estimated to be responsible for children aged 0-5 years. Various child care arrangements had been made for the children aged 0-11 years not attending school who were the responsibility of 52,700 employed persons in Victoria. An estimated 12,100 of these persons had their children cared for at home by their spouse, while an estimated 23,400 had their children minded by relatives or others, but not at the child's home. Only 11,300 had children in a kindergarten, pre-school, or child care centre. The 89,400 persons in the labour force in Victoria who were responsible for children aged 0-5 years represented 36.3 per cent of all persons responsible for children aged 0-5 years.

A significant proportion of married women in the labour force are engaged in part-time, rather than full-time, employment. In August 1982, it was estimated that 52.7 per cent of the 392,300 employed married women in Victoria worked less than 35 hours per week, and that the hours worked by all employed married women in Victoria averaged 28.2 hours per week. On the other hand, it was estimated that only 19.9 per cent of employed males and 33.6 per cent of employed women who were never married, widowed, or divorced, worked less than 35 hours per week in Victoria in August 1982. The hours worked by all employed males and all employed women who were never married, widowed, or divorced, in Victoria were estimated to average 39.5 hours per week and 32.0 hours per week, respectively. The preference shown by married women for part-time work may indicate in part their need for more flexible working hours to carry out their dual role of domestic work at home and paid work in the labour force.

GOVERNMENT ACTIVITIES

Commonwealth Government

Administration

Commonwealth Department of Employment and Industrial Relations

The functions of the Commonwealth Department of Employment and Industrial Relations, which was re-established on 7 May 1982, include the formulation and implementation of national manpower policy; the development and operation of the labour market services of the Commonwealth Employment Service, including the administration of the Department's training programmes, the Commonwealth Rebate for Apprentice Full-time Training Scheme (CRAFT), and other youth training schemes; the analysis and interpretation of labour market data and provision of intelligence on the employment situation; the formulation of national industrial relations policy and the administration of sections of the *Conciliation and Arbitration Act 1904* concerning the settlement of interstate industrial disputes through conciliation and arbitration, particularly in respect of the airline, coal, maritime, and stevedoring industries; policy development in relation to the physical working environment and employee participation issues; secretarial services to the National Training Council, and on its behalf, advice and assistance to industry and commerce on systematic industrial training arrangements in the

* In classifying the persons surveyed as being responsible for children, responsibility was assigned, wherever possible, to a woman (mother, step-mother, foster-mother, or female guardian). A male was classified as being responsible for a child only if there was no such woman. For Australia as a whole, males comprised less than 1 per cent of those responsible for child care.

interests of effective deployment of manpower resources; co-ordination at all levels of government of Commonwealth Government programmes and proposals concerning young persons; research into youth needs and development of communication channels for youth and councils on the design of youth programmes and services; secretarial services to National and State Committees on Discrimination in Employment and Occupation; formulation of government policy on issues affecting the employment of women, research into these issues, and dissemination of information to the Commonwealth Government and the general public; and liaison and exchange of information with outside organisations on community attitudes and the needs of women in employment.

The Women's Bureau of the Department is responsible for contributing to the formulation of government policy on issues affecting women and employment. These include questions of equality of opportunity, entry and re-entry into the labour force, welfare, and conditions of work. The Bureau conducts research into these issues and disseminates information to the Commonwealth Government and to the general public. Liaison is maintained and information exchanged with outside organisations on the employment needs of women, and on community attitudes.

A Bureau of Labour Market Research was established within the Department in 1980 to provide a focal point for the conduct and co-ordination of research into the Australian labour market. The Bureau has the functions of undertaking research into labour market problems and trends in the supply of and demand for labour, analysing training requirements, skill shortages and problems of the unemployed, evaluating manpower programmes and services, and sponsoring high quality research by other organisations.

Commonwealth Employment Service

Statutory warrant for the Commonwealth Employment Service (CES) can be found in the *Commonwealth Employment Service Act 1978*. The principal functions of the CES are to help persons seeking employment by facilitating their placements in positions best suited to their training, experience, abilities, and qualifications, and to help employers seeking labour to obtain those employees best suited to their needs. The CES functions on a decentralised basis with offices in metropolitan and major provincial centres. There were 62 CES offices in Victoria in September 1982.

The CES offers a range of manpower programmes and services which are designed to help align the employment training and other needs of individuals to those of the labour market. These include: (1) Trade Training Programme, comprising Commonwealth Rebate for Apprenticeship Full-time Training and Special Apprentice Training; (2) Skills Training Programme, comprising Skills Training (Skills in Demand, General Training Assistance, and Special Needs Clients) and Industry Training Services; (3) Youth Training Programme, comprising School to Work Transition Allowance, Pre-Apprenticeship Training Allowance, and Assistance for Work Experience, i.e., the Special Youth Employment Training Programme; (4) Special Training Programme, comprising Training for Aborigines and Training for the Disabled; (5) Employment Services, comprising Relocation Assistance Scheme, Fares Assistance Scheme, and Occupational Information; and (6) Youth Affairs Assistance, comprising community based Youth Programmes, Assistance for Youth Organisations, International Youth Exchanges, and Youth Studies.

The CES assists in the administration of the unemployment and sickness benefit provisions of the *Commonwealth Social Services Act 1947*. All applicants for the unemployment benefit under the Act must register for employment at an office or an agency of the CES, which is responsible for the issue of claim forms and provision of aspects of the Work Test.

Special Services Branch

Special employment related services are provided to CES clients who are experiencing employment difficulties or have special needs. These services are developed, implemented, monitored, and promoted through CES offices by special Sections in the Department's Regional Office.

Youth Section provides support to the CES through the provision of programme materials, policy guidelines, advice and information, and training and development of CES staff. It co-ordinates CES youth related activities throughout Victoria, being

particularly concerned with the development of relationships between the CES and secondary schools through the Local Schools Liaison Programme.

The Special Employment Categories Section's programmes are aimed at CES clients who are physically or mentally disabled, older workers, former inmates of prisons or Youth Training Centres, Wards of State, or who are long-term unemployed. While the CES has the major role in implementing programmes, the Section provides some resources, namely, Employment Counsellors, who interview the more complex cases and assist in the training and development of CES staff who in turn deal with these clients.

The Aboriginal Employment and Training Section through specialist Vocational Officers provides an outreach employment and placement service for the Aboriginal community through the CES. It also provides administration and promotion of Aboriginal employment training programmes as well as career counselling for Aboriginal students and school leavers.

The role of the Migrant Services Section is to ensure that CES employment and related services are provided in such a way that migrant job seekers are not disadvantaged in gaining access to suitable job vacancies and other employment services, because of their linguistic and cultural backgrounds; and that the local labour market is protected against employer nominated entry of overseas labour on a permanent or temporary basis in work categories which are catered for locally.

The Community Youth Support Scheme (CYSS) Section is responsible for administering, developing, and evaluating CYSS projects. The Scheme is designed to encourage communities to assist local unemployed young persons to develop their capacity for obtaining and retaining employment. In Victoria, there are over 80 CYSS projects located in most country centres and throughout the Melbourne metropolitan area. Project activities include job-search assistance, skill development, and personal and social support.

The Job Information Section operates an extensive occupational information production and delivery service. Books, pamphlets, posters, etc. provide information about a wide range of occupations, which is augmented by video, film, and audio material. Specialist occupational information libraries operate at twenty locations around Victoria and offer access for the public to occupational information products of the Department and to other relevant material collected for this purpose. Most are in CES premises and are known as Work Information Centres. Two are specialist libraries called Career Reference Centres. They occupy their own premises in Melbourne and Geelong and are staffed with experienced Information Officers. Schools are supplied with the Department's written materials, including a twenty-four volume library which is annually updated, and over 300 titles are available from the Audiovisual Lending Library located in the Regional Office.

Employment training and assistance schemes

In the 1981-82 Commonwealth Budget, the format of the Commonwealth Government's manpower and training programmes was restructured. The programmes administered by the Commonwealth Department of Employment and Industrial Relations are now defined by purpose and function in the labour market. There are six functional programmes, each comprising a number of sub-programmes designed to meet specific policies, which are briefly described in the following notes. The National Employment and Training System (NEAT), which encompassed many programmes of diverse purpose, is no longer identified (see pages 240-1 of the 1981 edition of the *Victorian Year Book* for details of its operations).

The Trade Training Programme provides assistance in a number of ways to assist in meeting the demands of industry for skilled tradesmen. Within this programme, the major scheme in operation is the Commonwealth Rebate for Apprentice Full-time Training (CRAFT). CRAFT compensates employers through tax-exempt rebates for the costs of releasing apprentices to attend basic trade courses provided by technical education institutions in any year of apprenticeship, or to attend full-time, off-the-job training courses in their first year of apprenticeship. Several other programmes operate under the trade training umbrella. These provide assistance to firms and individuals so that trade training is made more flexible, the number of out-of-trade apprentices is minimised, and use of existing Commonwealth and State Government capacity for trade training maximised.

Assistance for skills training is given special emphasis by the Commonwealth Government through its Skills Training Programme. In 1980-81, a new Skills in Demand scheme was introduced to provide assistance to industry, and to individuals to overcome identified skill shortages in particular occupations. General training assistance is also provided through training allowances and on-the-job subsidies to permit the training of unemployed and retrenched workers. A training allowance is available to individuals to provide income support while undertaking formal training away from employment. On-the-job subsidies are available when a Commonwealth Employment Service Office is unable to locate and refer an experienced or qualified job-seeker to a vacancy. The employer may be paid a subsidy to provide training for an eligible person referred by the Office. Through its Industry Training Services scheme the Commonwealth Government funds the operation of the National Training Council and tripartite Industry Training Committees in all sectors of industry. The aim is to aid the systematic development of training programmes through all sectors of industry and commerce, including small business.

Assistance particularly designed for young persons is available under the Youth Training Programme through School-to-Work Transition, pre-apprenticeship, and work experience programmes. School-to-Work Transition Courses are conducted in Technical and Further Education institutions and are designed to facilitate the transition from school to work.

Pre-apprenticeship allowances are designed to encourage students to undertake training leading to an apprenticeship in occupations for which there is an established labour market demand. In February 1981, the Commonwealth Government increased the range of subsidies available under its work experience programme, the Special Youth Employment Training Programme (SYETP). Participating employers receive a subsidy for each young person they train. The young person must be assessed by the CES as being in need of work experience and training. Trainees may also be placed in Commonwealth Government departments and instrumentalities under SYETP.

Some groups in the community, because of background and circumstances beyond their control, face additional disadvantages in gaining and maintaining employment. Under Special Training programmes, allowances and subsidies are available to enable these disadvantages to be overcome. These are mainly directed at helping Aboriginal and handicapped persons.

A number of Employment Services are provided to support the Commonwealth Government's manpower and training policies. These include the Relocation Assistance Scheme which assists the relocation of unemployed persons to an area of continuing employment. In a similar vein, the Fares Assistance Scheme provides assistance to unemployed persons to attend job interviews with prospective employers.

Under the Youth Affairs head a number of programmes are maintained to assist youth. These include community based programmes such as the Community Youth Support Scheme (CYSS). New and improved guidelines of this Scheme are to be introduced after consultations with community interests. The Programme of Assistance to Youth Organisations (PAYO) provides grants to national youth organisations to allow them to extend their services to more young persons. International Youth Exchanges are supported to develop a greater awareness and mutual understanding among young persons in the Australia/Asia/Pacific region.

Further reference: Retraining schemes in Victoria, *Victorian Year Book 1979*, pp. 247-8

Victorian Government

Victorian Ministry of Employment and Training

The charter of the Ministry of Employment and Training is established under the *Employment and Training Act 1981*. In broad terms, the Act requires the Ministry to formulate and evaluate policies relating to employment and training in Victoria and to implement and co-ordinate programmes compatible with labour market requirements.

Through the Ministry, the Victorian Government aims to stimulate and support the existing capacity of Victoria to facilitate: increased employment opportunities; increased training and retraining opportunities; the introduction of technological innovation with regard to social requirements; forecasts on the manpower requirements and identification

of trends within the labour market; and alleviation of the social consequences of long-term unemployment.

The Ministry is assisted in its work by three statutory bodies, The Victorian Employment Committee, the Victorian Technology Advisory Committee, and the Industrial Training Commission. The Victorian Employment Committee and Victorian Technology Advisory Committee were re-constituted in 1982 and both Committees play an important advisory role in the development of policies for improving labour market performance.

The basic pre-condition of all Ministry programmes is a co-operative approach between industry, trade unions, government, and community interests. The Victorian Employment Committee and the Victorian Technology Advisory Committee provide employers, trade unions, and other interested parties with the opportunity to express their views direct to the Victorian Government.

Victorian Employment Committee

The membership and role of the new Victorian Employment Committee (VEC) are set out in the Employment and Training Act. Membership comprises: a chairman; the president of the Industrial Training Commission; a person nominated by the Minister of Education with expertise in technical and further education; the chairman of the Public Service Board; three persons nominated from a panel of not less than six names submitted by the Victorian Trades Hall Council; three persons nominated from a panel of not less than six names submitted by the Victorian Congress of Employer Associations; one person nominated by the Minister for Economic Development; one person nominated by the Minister of Labour and Industry; and three persons who may be appointed by the Minister for Employment and Training to represent the community at large.

The functions of the Committee are:

- (1) To advise on the likely medium and long-term effects of major employment and training proposals or objectives as Victorian Government policy;
- (2) to consider and report on the priorities that should be established in relation to the achievement of objectives related to a particular employment and training policy and the priorities between competing policies;
- (3) to consider and advise on specific plans and projects both in the public and private sectors, having particular regard to the possible effect of the proposed plans and projects on employment and training;
- (4) to consider and advise on proposed Statements of Planning Policy and on matters that should be taken into consideration in the interest of Victoria in the preparation of regional employment plans;
- (5) to ensure effective co-ordination of the activities of all agencies participating in the employment and training policies of the Victorian Government;
- (6) to review and report to the Minister on the effect of changing circumstances on the attainment of the employment and training objectives of the Victorian Government and to advise if in its opinion priorities established by the Victorian Government should be revised;
- (7) at the request of the Minister to review the progress and performance in the achievement of objectives or projects which are material to the achievement of the employment and training policies of the Victorian Government;
- (8) to advise the Minister, when in the opinion of the Committee particular policies and Programmes are required for the purpose of achieving the employment and training objectives of the Victorian Government; and
- (9) to advise on any matter referred to it by the Minister.

Victorian Technology Advisory Committee (VTAC)

The role of the Victorian Technology Advisory Committee is to develop policy options and provide advice to the Victorian Government in respect of various aspects concerning the introduction of technological change.

The Committee comprises 17 members with special knowledge and experience relating to the use of technology. The membership is drawn from government and non-government bodies including Victorian Employers Congress, Trades Hall Council, academic institutions, Municipal Officers Association, and State Government Departments.

The functions of the Victorian Technology Advisory Committee are to:

- (1) Advise on the likely medium and long-term effects of the adoption of major technological proposals or objectives as Victorian Government policy;
- (2) consider and report on the priorities that should be established in relation to the achievement of objectives related to a particular technology policy and the priorities between competing policies;
- (3) consider and advise on specific plans and projects both in the public and private sectors which involve the development or use of resources, having particular regard to the possible effect of the proposed plans and projects involving technological implications;
- (4) consider and advise on statements of policy and on matters that should be taken into consideration in the interest of Victoria in the preparation of regional technology change plans;
- (5) ensure effective co-ordination of the activities of all agencies participating in the achievement of the technological change policies of the Victorian Government;
- (6) review and report to the Minister on the effect of changing circumstances on the attainment of the technological change objectives of the Victorian Government and to advise if in its opinion priorities established by the Government for the achievement of these policies should be revised;
- (7) review the progress and performance in the achievement of objectives or projects which are material to the achievement of the policies of the Victorian Government;
- (8) advise that Minister when in the opinion of the Committee particular policies and programmes are required for the purpose of achieving the technological change objectives of the Victorian Government; and
- (9) advise on any matter referred to it by the Minister for consideration and report.

Employment and Training Programmes

The 1982-83 Victorian budget contains two initiatives aimed specifically at relieving unemployment: a large expansion of public sector investment in building and construction and a planned employment initiative aimed at creating employment for disadvantaged groups such as the long-term unemployed.

The Employment Initiatives Programme is planned for persons who have been unemployed for six months or more and on localities experiencing well above the average level of unemployment in the State. Support will be given to projects offering employment opportunities to those groups disadvantaged most in terms of their duration of unemployment. These projects provide means of improving the skills and employability of those persons.

A total of \$30m has been allocated to this Programme and will be expended on three distinct but related schemes. These include:

- (1) Funding of projects in the public and private non-profit-making sectors which are demonstrated to be of value to the community and to be employment intensive;
- (2) bringing forward of labour intensive public works and maintenance for which a need has been clearly demonstrated; and
- (3) a wage subsidy scheme with local authorities and local community groups for long-term unemployed.

The Programme is one of several employment and training initiatives of the Ministry. It complements Regional Labour Market Surveys which are designed to achieve an integrated and co-ordinated approach to planning of labour requirements in Victoria.

The Victorian Government has long recognised the potential for small business to generate new employment opportunities and the Ministry, in conjunction with the Small Business Development Corporation, provides special funds for small business training for owner/managers and for the development of courses to meet the special needs of small business.

Under the Co-operative Development Programme, grants are available to assist the establishment of new small scale co-operative business enterprises or employment generating modifications to existing businesses that demonstrate good prospects of becoming self-sufficient. Nineteen co-operatives are currently funded. Funds are used to meet overheads, capital and wages, the employment of a co-operative business adviser,

and in some cases, feasibility studies to analyse the selection, production, and marketing of goods and services.

Industry Training Grants enable specific Industrial Training Committees to undertake a review of the opportunities for innovation and new technology in the industry and to develop strategies to meet training needs arising from innovation and the use of new technology.

Industry Training Committees are voluntary tripartite Committees established on the initiative of industries themselves with the objective of developing systematic training for a specific industry.

In 1981-82, grants totalling \$213,754 were made to the following Industry Training Committees (ITC) and organisations: Australia Institute of Training and Development; Victorian Dairy Processing, I.T.C.; Victorian Fishing, I.T.C.; Clay and Ceramics, I.T.C.; Australian Computer Society Incorporated; Victorian Timber, I.T.C.; Victorian Tourism and Hospitality, I.T.C.; and Victorian Wool Producing, I.T.C.

Access to training opportunities for special needs groups is a high priority. Policy and programme development is under way for increasing the number of female apprentices. Investigations have also commenced into the training needs of migrants, Aborigines, disabled, institutionalised and socially disadvantaged persons; the barriers to training opportunities these groups face; and how these barriers may be overcome.

In addition to employment and training programmes, the Ministry has responsibility for implementing the Victorian Government's policy on occupational health and safety. Currently, responsibility for the administration of occupational health and safety legislation is spread across a number of departments. In some instances this results in overlapping responsibilities, inefficient use of resources, and a confusing array of controlling bodies. Consequently, the Victorian Government has decided to amalgamate elements involved in occupational health and safety within the Ministry of Employment and Training.

A Health and Safety Commission is to be established and will have the power to make provision for monitoring the health and safety of persons at work, to make recommendations to the Minister in relation to health and safety standards to be met by employers, and to formulate and monitor a licensing scheme for workplaces and their contents.

Further references: *Work for Tomorrow! Conference, Victorian Year Book 1980*, p. 252; 1981, pp. 241-3; Grants for Innovation and New Technology (GIANT) scheme, 1982, pp. 226-8

EMPLOYMENT AND UNEMPLOYMENT STATISTICS

Introduction

The labour force comprises two categories of persons: those persons who are either employed or unemployed. The first category comprises employers, self-employed persons, wage and salary earners, and unpaid helpers.

Comprehensive information on the major characteristics of the Australian labour force is derived primarily from three regular collections conducted by the Australian Bureau of Statistics: (1) the five-yearly Census of Population and Housing, which provides the most detailed data available; (2) the monthly population survey, which provides regular broad estimates of the labour force between population censuses; and (3) the monthly collections from government bodies. As well, the population survey and other frameworks are regularly used to provide more detailed information on specific significant aspects of the labour force, for example, job vacancies, overtime worked, school leavers, labour force experience, and the characteristics of persons looking for work and persons not in the labour force (for example, discouraged job-seekers).

Apart from data from the government bodies collection, the statistics described in this section are based on sample surveys. Statistics from sample surveys may differ from the figures that would have been produced if the information had been obtained from all dwellings/employers within the scope of the survey. One measure of the likely difference is given by the standard error, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings/employers was included in the survey. There are about two chances in three that a sample estimate will differ by less than

one standard error from the figure that would have been obtained if all dwellings/employers had been included and about nineteen chances in twenty that the difference will be less than two standard errors. Standard errors are shown, where appropriate, throughout the remainder of this section. Further information on standard errors and their interpretation for particular topics can be found in the specialised Australian Bureau of Statistics publications on those topics.

Population Census labour force data

At the 1976 Population Census, the following questions were asked to determine a person's labour force status:

- (1) Did the person do any work at all last week?
- (2) Did the person have a full-time or part-time job, business, profession, or farm of any kind last week?
- (3) Was the person temporarily laid off by employer without pay for the whole of last week?
- (4) Did the person look for work last week?

This approach conforms closely to the recommendations of the Eighth International Conference of Labour Statisticians held in Geneva in 1954 and to the approach used at each Census since 1966.

According to the definition, any labour force activity during the previous week, however little, results in the person being counted in the labour force.

Thus, many persons whose main activity is not a labour force one (e.g., housewives, full-time students) are drawn into the labour force by virtue of part-time or occasional labour force activity in the previous week. On the other hand, the definition excludes persons who may frequently or usually participate in the labour force but who in the previous week happened to have withdrawn from the labour force.

A similar definition of the labour force is used in the monthly population sample survey conducted by the Australian Bureau of Statistics by the method of household interview. This survey is used to measure changes in the labour force from month to month in intercensal periods.

Evidence from post-enumeration surveys and pilot tests indicates that the household interview approach tends to identify a larger number of persons as in the labour force than does the filling in of the census questions on the schedule by the householder. Accordingly, comparisons between labour force results obtained from population censuses and population surveys should be treated with caution.

The main value of Census information on the labour force is, however, to provide data for small geographic areas and for very detailed industry and occupation groups. Information on the labour force at this level of detail cannot be obtained from any other source because data from the monthly population survey, which is the most appropriate source of up to date, broad data on the labour force, would be subject to such high sampling variability as to make it unreliable for most reasonable uses. Space considerations prevent the publication of this detailed Census data in the *Victorian Year Book*, but it is available on request from the Australian Bureau of Statistics.

Population survey labour force data

Introduction

The population survey is the general title given to the household sample survey conducted throughout Australia in each month of the year by the Australian Bureau of Statistics. The survey is based on a sample of dwellings selected by area sampling methods, and information is obtained monthly by means of personal interviews from the occupants of selected dwellings.

The survey provides particulars of the demographic composition of the labour force, and broad estimates of occupational status, occupation, industry, and hours of work. The principal survey component is referred to as the labour force survey. Supplementary collections are also carried out from time to time in conjunction with the labour force survey (see pages 234-40).

As mentioned on pages 227-8, estimates from both the labour force survey and the supplementary collections are subject to sampling error. Space considerations do not allow

the inclusion of standard errors for all estimates from the population survey shown in this section. However, the following tables give the approximate standard errors for estimates of various sizes:

VICTORIA—POPULATION SURVEY: STANDARD ERRORS OF ESTIMATES
(’000)

Size of estimate	4.5	5.0	6.0	10.0	20.0	50.0	100.0	200.0	300.0	500.0	1,000.0	2,000.0
Standard error	1.0	1.1	1.2	1.4	1.9	2.7	3.5	4.4	5.0	5.8	7.0	8.4

VICTORIA—POPULATION SURVEY: STANDARD ERRORS OF
ESTIMATES OF MONTH TO MONTH MOVEMENTS
(’000)

Size of larger estimate	4.5	5.0	6.0	10.0	20.0	50.0	100.0	200.0	300.0	500.0	1,000.0	2,000.0
Standard error	1.0	1.1	1.2	1.4	1.7	2.3	2.8	3.3	3.7	4.2	4.9	5.6

Labour force survey

Labour force surveys commenced in the State capital cities on a quarterly basis in November 1960. From February 1964 onwards, survey coverage was extended to the whole of Australia. From February 1978 onwards, results have been published every month.

Each survey includes all persons 15 years of age and over (including full-blood Aboriginals) except: members of the permanent defence forces; certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations; non-Australians on tour or holidaying in Australia; and members of non-Australian defence forces (and their dependants) stationed in Australia.

The classification used in the survey conforms closely to that recommended by the Eighth International Conference of Labour Statisticians held in Geneva in 1954. In this classification, the labour force category to which an individual is assigned depends on his actual activity (i.e., whether working, looking for work, etc.) during a specified week, known as “survey week”, which is the week immediately preceding that in which the interview takes place.

The interviews are generally conducted during the two weeks beginning on the Monday between the 6th and the 12th of each month. Before February 1978, the interviews were spread over four weeks, chosen so that the survey weeks generally fell within the limits of the calendar month.

A person’s activity during survey week is determined from answers given to a set of questions especially designed for this purpose. The principal categories appearing in published tables are the employed and unemployed, who together constitute the labour force, and the remainder, who are classified as not in the labour force.

Information available includes: (1) for *employed persons* the age, birthplace, year of arrival in Australia, participation rates, hours worked, the number by reasons for persons who worked less than 35 hours, and details of occupational status, occupation, industry, and hours worked by married women; (2) for *unemployed persons* the age, birthplace, unemployment rates, the number who were looking for full-time or part-time work, and details of occupation, industry, and duration of unemployment; and (3) for *persons not in the labour force* details of their major activity, their intentions regarding entering or re-entering the labour force, whether they had ever held a regular job and, if so, how long ago, and for what reasons they had left it, and their educational qualifications.

Summary information from recent labour force surveys is provided in the following tables, showing the employment status of the civilian population, the age distribution of the civilian labour force, the industries and occupations of employed persons, and aspects of unemployment. More detailed current and historical data is available on request from the Australian Bureau of Statistics.

VICTORIA—CIVILIAN POPULATION AGED 15 YEARS AND OVER BY LABOUR FORCE STATUS

August—	Employed	Unemployed	Labour force	Not in labour force	Civilian population aged 15 years and over	Unemployment rate (a)	Participation rate (b)
	'000	'000	'000	'000	'000	per cent	per cent
MALES							
1978	1,035.8	51.6	1,087.4	290.7	1,378.1	4.7	78.9
1979	1,044.0	49.5	1,093.4	307.2	1,400.6	4.5	78.1
1980	1,061.8	53.6	1,115.4	306.6	1,422.0	4.8	78.4
1981	1,076.3	50.4	1,126.6	315.2	1,441.8	4.5	78.1
1982	1,069.0	62.6	1,131.7	337.6	1,469.2	5.5	77.0
MARRIED FEMALES							
1978	381.3	23.0	404.3	516.3	920.5	5.7	43.9
1979	380.0	20.7	400.7	517.6	918.3	5.2	43.6
1980	405.5	20.7	426.1	504.5	930.7	4.8	45.8
1981	401.4	21.2	422.7	509.6	932.3	5.0	45.3
1982	392.3	20.7	413.0	518.8	931.8	5.0	44.3
OTHER FEMALES (c)							
1978	206.7	25.4	232.1	274.1	506.2	11.0	45.9
1979	215.0	25.1	240.2	290.7	530.9	10.5	45.2
1980	233.2	30.1	263.3	277.6	540.9	11.4	48.7
1981	238.4	28.6	267.0	293.0	560.0	10.7	47.7
1982	252.4	26.7	279.1	308.3	587.3	9.6	47.5
ALL FEMALES							
1978	588.0	48.4	636.4	790.4	1,426.8	7.6	44.6
1979	595.0	45.9	640.9	808.2	1,449.2	7.2	44.2
1980	638.7	50.7	689.4	782.2	1,471.6	7.4	46.8
1981	639.9	49.8	689.7	802.6	1,492.3	7.2	46.2
1982	644.7	47.4	692.1	827.0	1,519.1	6.8	45.6
PERSONS							
1978	1,623.8	100.0	1,723.8	1,081.1	2,804.9	5.8	61.5
1979	1,639.0	95.3	1,734.4	1,115.4	2,849.8	5.5	60.9
1980	1,700.5	104.3	1,804.8	1,088.7	2,893.6	5.8	62.4
1981	1,716.1	100.2	1,816.3	1,117.8	2,934.1	5.5	61.9
1982	1,713.8	110.0	1,823.8	1,164.6	2,988.3	6.0	61.0

(a) The number of unemployed in each group as a percentage of the labour force in the same group.

(b) The labour force in each group as a percentage of the civilian population aged 15 years and over in the same group.

(c) Never married, widowed, and divorced.

VICTORIA—CIVILIAN LABOUR FORCE (a) BY AGE, AUGUST 1982

Age group (years)	Number ('000)					Participation rate (b) (per cent)				
	Males	Married females	Other females (c)	All females	Persons	Males	Married females	Other females (c)	All females	Persons
15-19	103.8	(d)	89.2	91.3	195.1	60.1	(d)	55.5	55.0	57.6
20-24	157.0	40.7	84.1	124.8	281.8	88.2	59.5	82.5	73.3	80.9
25-34	300.1	138.3	50.2	188.4	488.5	95.5	53.3	81.9	58.8	77.0
35-44	244.5	123.2	20.7	143.9	388.4	95.5	57.0	63.3	57.9	76.9
45-54	188.1	83.5	20.4	103.9	292.0	90.1	49.6	62.3	51.7	71.2
55-59	78.4	19.1	7.0	26.1	104.6	77.6	25.5	28.1	26.1	52.0
60-64	42.9	(d)	(d)	6.5	49.4	53.5	(d)	(d)	7.7	29.9
65 and over	16.9	(d)	4.5	7.0	23.9	10.7	(d)	3.1	3.1	6.2
Total	1,131.7	413.0	279.1	692.1	1,823.8	77.0	44.3	47.5	45.6	61.0

(a) Civilians aged 15 years and over.

(b) The labour force in each group as a percentage of the civilian population in the same group.

(c) Never married, widowed, and divorced.

(d) Subject to sampling variability too high for most practical purposes.

VICTORIA—EMPLOYED PERSONS (a) BY INDUSTRY (b), AUGUST 1982

Industry division or sub-division	Males				Females				Persons	
	Married	Other (c)	Total	Proportion of male total	Married	Other (c)	Total	Proportion of female total	Total	Proportion of total
	'000	'000	'000	per cent	'000	'000	'000	per cent	'000	per cent
Agriculture	47.3	19.3	66.6	6.3	22.0	(f)	25.7	4.0	92.3	5.4
Forestry, fishing, and hunting	(f)	(f)	4.8	0.5	(f)	(f)	(f)	(f)	5.5	0.3

VICTORIA—EMPLOYED PERSONS (a) BY INDUSTRY (b), AUGUST 1982—continued

Industry division or sub-division	Males				Females				Persons	
	Married	Other (c)	Total	Proportion of male total	Married	Other (c)	Total	Proportion of female total	Total	Proportion of total
	'000	'000	'000	per cent	'000	'000	'000	per cent	'000	per cent
Mining	(f)	(f)	(f)	(f)	(f)	(f)	(f)	(f)	4.6	0.3
Manufacturing—	194.9	87.7	282.6	26.4	77.4	34.5	111.9	17.4	394.5	23.0
Food, beverages, and tobacco	25.1	10.6	35.8	3.3	9.1	4.8	13.9	2.2	49.7	2.9
Metal products, machinery, and equipment	29.0	13.9	42.9	4.0	5.6	(f)	7.1	1.1	50.0	2.9
Other manufacturing	140.7	63.2	203.9	19.1	62.7	28.2	90.9	14.1	294.8	17.2
Construction	66.1	24.1	90.2	8.5	7.2	(f)	8.3	1.3	98.5	5.7
Wholesale and retail trade	125.3	64.9	190.2	17.8	74.7	64.7	139.4	21.7	329.7	19.2
Transport and storage	66.6	16.6	83.2	7.8	8.0	5.5	13.5	2.1	96.8	5.7
Finance, insurance, real estate, and business services	59.9	26.4	86.3	8.1	34.9	37.7	72.6	11.3	158.9	9.3
Community services (d)	73.4	29.3	102.7	9.7	115.1	68.1	183.2	28.4	285.9	16.7
Entertainment, recreation, restaurants, hotels, and personal services	23.3	18.2	41.5	3.9	29.7	21.9	51.7	8.0	93.1	5.4
Other industries (e)	82.8	33.9	116.7	11.0	22.6	14.9	37.4	5.8	154.1	9.0
Total	746.0	323.0	1,069.1	100.0	392.3	252.4	644.7	100.0	1,713.8	100.0

(a) Civilians aged 15 years and over.

(b) Industry is classified according to the Australian Standard Industrial Classification 1978.

(c) Never married, widowed, and divorced.

(d) Comprises health; education, libraries, etc.; welfare and religious institutions; and other community services.

(e) Comprises electricity, gas, and water; communication; and public administration and defence industries.

(f) Subject to sampling variability too high for most practical purposes.

VICTORIA—EMPLOYED PERSONS (a) BY OCCUPATION (b), AUGUST 1982

Occupation group	Males				Females				Persons	
	Married	Other (c)	Total	Proportion of male total	Married	Other (c)	Total	Proportion of female total	Total	Proportion of total
	'000	'000	'000	per cent	'000	'000	'000	per cent	'000	per cent
Professional and technical	114.6	39.6	154.3	14.5	76.0	53.5	129.5	20.1	283.7	16.6
Administrative, executive, and managerial	86.9	11.2	98.1	9.2	11.3	5.9	17.2	2.7	115.2	6.7
Clerical	60.0	38.7	98.7	9.3	119.6	93.9	213.5	33.1	312.2	18.2
Sales	46.6	26.0	72.6	6.8	35.2	34.3	69.4	10.8	142.1	8.3
Farmers, fishermen, timber-getters, etc.	57.1	25.3	82.4	7.7	21.8	(d)	25.5	4.0	108.0	6.3
Miners, quarrymen, and related workers	(d)	(d)	(d)	(d)	(d)	(d)	(d)	(d)	(d)	(d)
Transport and communication	61.1	15.4	76.5	7.2	7.1	(d)	10.3	1.6	86.8	5.1
Tradesmen, production process workers, and labourers, n.e.c.	280.8	146.1	426.9	39.9	59.7	23.7	83.4	12.9	510.3	29.8
Service, sport, and recreation	38.0	19.8	57.8	5.4	61.6	34.0	95.7	14.8	153.5	9.0
Total	746.0	323.0	1,069.1	100.0	392.3	252.4	644.7	100.0	1,713.8	100.0

(a) Civilians aged 15 years and over.

(b) Occupation is classified according to the Classification and Classified List of Occupations, Revised June 1976.

(c) Never married, widowed, and divorced.

(d) Subject to sampling variability too high for most practical purposes.

VICTORIA AND AUSTRALIA—UNEMPLOYED PERSONS

August—	Victoria				Australia			
	Males	Females	Persons		Males	Females	Persons	
			Number	Unemployment rate (a)			Number	Unemployment rate (a)
	'000	'000	'000	per cent	'000	'000	'000	per cent
1978	51.6	48.4	100.0	5.8	221.5	174.2	395.7	6.2
1979	49.5	45.9	95.3	5.5	196.1	177.7	373.8	5.8
1980	53.6	50.7	104.3	5.8	209.1	183.2	392.3	5.9
1981	50.4	49.8	100.2	5.5	199.7	177.4	377.1	5.6
1982	62.6	47.4	110.0	6.0	271.0	187.5	458.5	6.7

(a) The number of unemployed in each group as a percentage of the labour force in the same group.

VICTORIA—ASPECTS OF UNEMPLOYMENT, AUGUST 1982

Particulars	Number of unemployed			Unemployment rate (a)		
	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	per cent	per cent	per cent
Total unemployed	62.6	47.4	110.0	5.5	6.8	6.0
Regional distribution—						
Melbourne Statistical Division	43.6	35.6	79.2	5.4	6.9	6.0
Rest of Victoria	19.0	11.8	30.8	5.9	6.7	6.2
Looking for—						
Full-time work	55.5	33.6	89.1	5.2	7.4	5.9
Part-time work	7.1	13.8	20.9	9.7	5.8	6.7
Marital status—						
Married	20.5	20.7	41.2	2.7	5.0	3.5
Not married (b)—	42.1	26.7	68.8	11.5	9.6	10.7
Aged 15-19 years	18.2	12.9	31.1	17.6	14.4	16.1
Aged 20-24 years	12.9	7.1	20.0	10.4	8.4	9.6
Aged 25 years and over	10.9	6.7	17.7	7.9	6.3	7.3
Age distribution (years)—						
15-19—	18.2	13.2	31.4	17.5	14.5	16.1
Looking for first job	7.7	7.3	14.9	..	..	..
20-24	15.7	9.5	25.2	10.0	7.6	8.9
25 and over—	28.7	24.7	53.4	3.3	5.2	4.0
25-34	10.5	13.0	23.5	3.5	6.9	4.8
35-44	8.0	6.8	14.7	3.3	4.7	3.8
45 and over	10.2	4.9	15.2	3.1	3.4	3.2
Birthplace—						
Born in Australia	45.3	33.0	78.3	5.8	6.5	6.0
Born outside Australia—	17.3	14.4	31.7	5.0	7.8	6.0
Main English-speaking countries (c)	5.6	5.7	11.4	4.8	8.8	6.2
Other than main English-speaking countries	11.7	8.7	20.4	5.2	7.3	5.9
Arrived before 1971	10.9	9.1	20.0	4.3	7.2	5.3
Arrived from 1971 to August 1982	6.4	5.3	11.7	6.9	9.0	7.7
Duration of unemployment (weeks)—						
Under 2	5.2	4.9	10.2	..	..	..
2 and under 4	5.5	5.4	10.9	..	..	..
4 and under 8	11.0	6.2	17.3	..	..	..
8 and under 13	7.6	(e)	12.1	..	..	..
13 and under 26	7.2	7.8	15.0	..	..	..
26 and under 52	13.3	9.4	22.7	..	..	..
52 and over	12.7	9.2	21.9	..	..	..
DURATION OF UNEMPLOYMENT (weeks)						
Average (mean) duration	33.1	30.5	31.9	..	..	..
Median duration (d)	16.4	17.6	17.0	..	..	..

(a) The number of unemployed in each group as a percentage of the labour force in the same group.

(b) Never married, widowed, and divorced.

(c) Comprises United Kingdom, Ireland, Canada, New Zealand, U.S.A., and South Africa.

(d) The duration which divides unemployed persons into two equal groups, one comprising persons whose duration of unemployment is above the median and the other persons whose duration is below it.

(e) Subject to sampling variability too high for most practical purposes.

VICTORIA—UNEMPLOYMENT RATES (a), BY AGE AND SEX
(per cent)

August—	Age group (years)											
	15-19			20-24			25 and over			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1978	15.1	17.7	16.3	7.6	8.6	8.1	2.9	5.2	3.7	4.7	7.6	5.8
1979	13.2	19.0	15.9	7.1	6.7	7.0	3.0	4.9	3.7	4.5	7.2	5.5
1980	15.3	17.5	16.3	8.2	9.2	8.7	2.9	4.7	3.6	4.8	7.4	5.8
1981	13.3	19.0	15.9	7.5	8.1	7.8	2.8	4.8	3.6	4.5	7.2	5.5
1982	17.6	14.5	16.1	10.0	7.6	8.9	3.3	5.2	4.0	5.5	6.8	6.0

(a) The number of unemployed in each group as a percentage of the labour force in the same group.

VICTORIA—UNEMPLOYED PERSONS (a), BY AGE AND SEX
(percentage distribution)

August—	Age group (years)									Total		
	15-19			20-24			25 and over					
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1978	15.9	16.2	32.1	10.9	9.9	20.8	24.7	22.3	47.1	51.6	48.4	100.0
1979	14.3	17.5	31.8	10.8	8.3	19.2	26.9	22.4	49.1	51.9	48.1	100.0
1980	15.5	16.7	32.3	11.8	10.7	22.5	24.1	21.2	45.3	51.4	48.6	100.0
1981	13.8	16.4	30.2	12.0	10.4	22.4	24.5	23.0	47.4	50.3	49.7	100.0
1982	16.6	12.0	28.6	14.3	8.6	22.9	26.1	22.4	48.5	56.9	43.1	100.0

(a) The number of unemployed in each group as a percentage of the total number of unemployed persons in a particular year.

**VICTORIA—UNEMPLOYED PERSONS BY OCCUPATION
AND INDUSTRY OF LAST FULL-TIME JOB, AUGUST 1982**

Occupation and industry groups	Number	Unemployment rate (a)
	'000	per cent
Had worked for two weeks or more in a full-time job in the last two years	63.8	3.6
Occupation group—		
Clerical	7.5	2.4
Sales	6.3	4.2
Tradesmen, production process workers, and labourers, n.e.c.	27.9	5.2
Service, sport, and recreation	6.2	3.9
Other occupations	15.9	2.6
Industry division—		
Manufacturing	15.9	3.9
Wholesale and retail trade	14.6	4.3
Community services	7.8	2.6
Entertainment, recreation, restaurants, hotels, and personal services	(c)	(c)
Other industries	21.2	3.4
Other (b)	41.9	..
Total	110.0	6.0

(a) The number of unemployed in each group as a percentage of the labour force in the same group.

(b) Had never worked for two weeks or more in a full-time job or had not done so in the last two years. Industry and occupation were not obtained for these persons.

(c) Subject to sampling variability too high for most practical purposes.

NOTE. Unemployment rates for particular occupation and industry groups should not be directly compared with the overall unemployment rate in the community because a significant number of unemployed persons (i.e., those who have never worked for two weeks or more in a full-time job or had not done so in the last two years) are not allocated to a particular occupation or industry group.

VICTORIA—AVERAGE DURATION OF UNEMPLOYMENT (a)
(weeks)

August—	Males	Females	Persons
1978	20.9	24.0	22.4
1979	24.6	26.5	25.5
1980	31.3	30.4	30.9
1981	37.9	28.6	33.3
1982	33.1	30.5	31.9

(a) Period from the time the person began looking for work, or was laid off, to the end of the survey week. Periods of unemployment are recorded in complete weeks, and this results in a slight understatement of duration of unemployment.

VICTORIA—DURATION OF UNEMPLOYMENT (a)
(percentage distribution)

August—	Under 4 weeks	4 and under 8 weeks	8 and under 13 weeks	13 and under 26 weeks	26 and under 52 weeks	52 weeks and over
1978	24.6	15.1	12.1	18.6	17.6	11.9
1979	22.4	14.4	10.2	18.5	19.8	14.8
1980	18.9	15.5	11.2	15.4	21.8	17.2
1981	19.0	13.6	12.9	13.3	19.0	22.2
1982	19.2	15.7	11.0	13.6	20.6	19.9

(a) See footnote to previous table.

Supplementary surveys

Although emphasis in the population survey is placed on the regular collection of data on demographic and labour force characteristics, supplementary surveys of particular aspects of the labour force are carried out from time to time. The results of these surveys are published separately. A brief description of the subjects for which final results had been published up to the end of 1982, supported by some of the major data findings, follows.

Annual and long service leave

For details of surveys on this topic, see page 200.

Child care arrangements

Surveys conducted in May 1969, May 1973, May 1977, and June 1980 obtained for persons who were in the labour force and who also had the responsibility of the care of children under 12 years of age, information about the arrangements they made to have their children cared for while they themselves were at work (including arrangements for after-school and school holiday care). The inquiries were directed mainly to working mothers, but males with the sole responsibility for children were also included. For further information on this survey see Australian Bureau of Statistics publication *Child Care*, June 1980 (4402.0).

Educational attainment of the labour force

Surveys conducted in February 1979, February 1980, and February 1982 obtained information about the highest educational qualifications attained by persons in the labour force. For persons with post-school qualifications, the information included the field of study and for those who did not complete their schooling, it included the age at which they had left school.

**VICTORIA—PERSONS IN THE LABOUR FORCE: EDUCATIONAL
ATTAINMENT AND EMPLOYMENT STATUS, FEBRUARY 1982
(’000)**

Particulars	Males	Females	Persons		
			Employed	Unemployed	Labour force
With post-school qualifications—					
Degree or equivalent	97.8	42.8	135.5	5.1	140.6
Trade, technical level	343.4	175.5	500.7	18.2	518.8
Other	8.0	5.8	13.1	(a)	13.7
Total	449.1	224.0	649.3	23.8	673.1
Without post-school qualifications—					
Attended highest secondary level	130.6	80.8	197.4	14.0	211.4
Did not attend highest level of secondary school and left at age (years)—					
16–17	180.0	142.5	296.1	26.4	322.5
14–15	277.5	174.0	418.1	33.4	451.4
Under 14	71.5	36.5	102.2	5.8	108.0
Total (b)	544.4	361.9	838.5	67.8	906.3
Total (c)	677.3	444.7	1,040.2	81.8	1,122.0
Still at school (d)	12.0	14.7	19.2	7.5	26.7
Grand total	1,138.5	683.5	1,708.8	113.1	1,821.9

(a) Subject to sampling variability too high for most practical purposes.

(b) Includes persons who left school at 18 years of age or over.

(c) Includes persons with no formal education.

(d) Persons who, although still at school, had a job or were actively seeking work.

NOTE. For further information, see Australian Bureau of Statistics publication *The labour force: educational attainment*, February 1982 (6235.0).

Employment benefits

For details of a survey on this topic, see page 205.

Employment status of teenagers

For the August 1978 survey period, detailed estimates of the labour force characteristics of persons aged 15 to 19 years were provided. Information on the employment status, industry, occupation, weekly hours worked, and duration of unemployment of teenagers was obtained.

Evening and night work

In November 1976, a survey, based on the then quarterly population survey, was conducted in order to obtain information about the number of wage earners who, in their main job, had worked between 7.00 p.m. and 5.30 a.m. at any time during a specified four-week period. Data collected on such persons included their family status, marital status, birthplace, industry, and occupation.

Family status and employment status of the population (labour force status and other characteristics of families)

Surveys in November 1974, November 1975, July 1979, and July 1980 obtained information by family status, and labour force characteristics, about the population aged 15 years and over.

Frequency of pay

For details of surveys on this topic, see pages 202-3.

Job tenure

Surveys conducted in February 1974, February 1975, and August 1976 obtained details of the length of time employed wage and salary earners had been in the job. For further information on the survey refer to the *Victorian Year Book* 1982, page 238.

Labour force experience

Surveys in respect of the years 1968, 1972, 1974, 1975, 1976, 1978, 1979, and 1980 were conducted to obtain information about the labour force experience of civilians of 15 years of age and over. Details obtained included the length of time during which persons were employed, unemployed, or not in the labour force, the number of times they were unemployed, and other aspects of labour force experience.

VICTORIA—PERSONS IN THE LABOUR FORCE AT
SOME TIME DURING 1980: LENGTH OF TIME IN THE
LABOUR FORCE DURING THE YEAR
(’000)

Length of time in the labour force during 1980 (weeks)	Males	Married women	All females	Persons
1 and under 4	11.4	19.8	29.5	40.9
4 and under 13	37.2	32.5	60.8	98.0
13 and under 26	19.3	34.6	49.3	68.5
26 and under 39	25.2	44.6	57.6	82.8
39 and under 49	54.9	44.0	63.4	118.3
49 and under 52	50.2	27.6	42.3	92.5
52 and over	978.8	311.3	508.9	1,487.7
Total	1,177.1	514.5	811.7	1,988.7

VICTORIA—PERSONS EMPLOYED AT SOME TIME
DURING 1980: NUMBER OF JOBS HELD DURING THE YEAR
(’000)

Number of jobs held during 1980	Males	Females	Persons
One	967.1	648.9	1,616.0
Two	131.7	84.0	215.7
Three	27.4	15.3	42.7
Four	11.6		17.1
Five	{ 9.5	{ 10.4	5.8
Six or more			8.5
Total	1,147.3	758.5	1,905.9

**VICTORIA—PERSONS WHO LOOKED FOR WORK AT SOME
TIME DURING 1980: NUMBER OF PERIODS OF LOOKING FOR WORK
(^{'000})**

Number of periods of looking for work	Males	Females	Persons
One	119.9	139.2	259.1
Two	18.9	16.0	34.9
Three	(a)	9.7	9.0
Four or more	6.0		11.0
Total	149.1	164.9	314.0

(a) Subject to sampling variability too high for most practical purposes.

**VICTORIA—PERSONS WHO LOOKED FOR WORK AT SOME TIME
DURING 1980: TIME SPENT LOOKING FOR WORK IN THE YEAR
(^{'000})**

Time spent looking for work (weeks)	Persons	Time spent looking for work (weeks)	Persons
1 and under 2	24.2	8 and under 13	53.9
2 and under 3	22.3	13 and under 26	55.0
3 and under 4	15.6	26 and under 52	53.7
4 and under 5	28.0	52 and over	28.7
5 and under 6	10.5	Total	314.0
6 and under 8	22.1		

NOTE. For further information, see Australian Bureau of Statistics publication *Labour force experience during 1980* (6206.0).

Labour mobility

Surveys conducted in November 1972, February 1975, February 1976, February 1979, February 1980, and February 1982 obtained information about some aspects of the mobility of the labour force, e.g., for how long employed persons had held their current jobs and employees had worked at their current locations.

**VICTORIA—PERSONS EMPLOYED AT THE END OF THE PERIOD
(FEBRUARY 1980-FEBRUARY 1981):
DURATION OF JOB (a)
(^{'000})**

Duration of job held at the end of February 1981	Males	Married women	All females	Persons
Under 3 months	92.9	31.6	69.8	162.7
3 months and under 6 months	53.2	19.0	40.9	94.0
6 months and under 1 year	86.0	36.2	66.7	152.8
Total under 1 year	232.1	86.8	177.4	409.5
1 year and under 2 years	127.9	57.3	97.5	225.4
2 years and under 3 years	93.8	37.6	64.1	157.9
3 years and under 4 years	87.9	38.0	59.1	147.0
4 years and under 5 years	68.3	31.1	45.5	113.8
5 years and under 10 years	199.0	89.1	114.6	313.7
10 years and under 20 years	168.0	50.4	60.7	228.7
20 years and over	110.0	19.6	23.9	133.8
Total	1,087.0	409.8	642.7	1,729.8

(a) For the purpose of this survey a job was defined as: (1) employment as a wage or salary earner by a particular employer, or (2) self-employment (with or without employees).

NOTE. For further information, see Australian Bureau of Statistics publication *Labour mobility*, February 1981 (6209.0).

Leavers from schools, universities, or other educational institutions

Surveys were carried out in February of each year from 1964 to 1974 to obtain information about persons between the ages of 15 and 24 years who had attended full-time at a school, university, or other educational institution at some time in the previous year,

and who were intending either to return to full-time education, or not to return to full-time education (described as leavers). In 1975 and 1976, the surveys were conducted in May and this enabled details to be obtained of those who either had, or had not, returned to full-time education in those years. Additional information obtained from the May 1975 survey concerned the employment status, the industry, and occupation of those in the labour force at that time, and some details about the tertiary education experience of persons who had left school during the years 1970 to 1974. Additional information obtained from the May 1976 survey concerned the current employment status of persons aged 15 to 64 years, their age on leaving school, and the year in which they had left. In 1977, the survey was conducted in August and information was obtained about persons aged 15 to 25 years who had attended an educational institution in 1976 or 1977. Leavers were classified according to employment status, birthplace, weekly earnings, industry, and occupation. In 1978, the survey was again conducted in August, while in 1979, 1980, and 1981 the survey was conducted in May.

VICTORIA—LEAVERS (a) : EMPLOYMENT STATUS, MAY 1981

Particulars	Employment status				Total leavers			
	Employed	Unemployed	Labour force	Not in labour force	Aged 15-19 years	Aged 20-25 years	Total	
							Number	Participation rate (b)
	'000	'000	'000	'000	'000	'000	'000	per cent
Males	33.7	6.5	40.2	(c)	31.7	9.6	41.3	97.3
Females	24.7	8.0	32.7	(c)	27.8	8.4	36.2	90.3
Persons	58.4	14.5	72.9	4.6	59.5	18.0	77.5	94.0

(a) Leavers from schools, universities, or other educational institutions are defined as persons aged 15 to 25 years who, at the time of the survey, were not attending an educational institution full-time and who had completed or withdrawn from a course they were attending full-time at an educational institution in 1980.

(b) Leavers in the labour force as a percentage of total leavers.

(c) Subject to sampling variability too high for most practical purposes.

NOTE. For further information, see Australian Bureau of Statistics publication *Leavers from schools, universities, or other educational institutions*, May 1981 (6227.0).

Migrants in the labour force

From various surveys conducted between 1972 and 1976, information concerning overseas born persons in the civilian labour force was collated and published in a special consolidated Australian Bureau of Statistics publication entitled *Migrants in the labour force, 1972 to 1976* (6230.0).

Multiple jobholding

In November 1965, August 1966 and 1967, May 1971, and August 1973, 1975, 1977, 1979, and 1981 surveys were conducted in order to obtain information about the nature and extent of multiple jobholding. Data collected about this topic included details of marital status, age, occupational status, birthplace, hours worked, industry, and occupation of multiple jobholders.

VICTORIA—MULTIPLE JOBHOLDERS (a), AUGUST 1981

Particulars	Males			Females			Persons		
	Married	Not married (b)	Total	Married	Not married (b)	Total	Married	Not married (b)	Total
Number ('000)	24.7	7.5	32.3	11.2	(d)	14.1	35.9	10.4	46.3
Per cent of labour force (c)	3.3	2.0	2.9	2.6	(d)	2.0	3.0	1.6	2.5

(a) Persons who, during the survey week: (1) worked in a second job or held a second job from which they were absent because of holidays, sickness, or any other reason, and (2) were employed in at least one of their jobs as a wage or salary earner. Work as an unpaid family helper or service in the reserve defence forces was not regarded as a second job. Persons who by the nature of their employment worked for more than one employer, e.g., domestics, odd-job men, baby-sitters, etc., were not counted as multiple jobholders unless they also held another job of a different kind; nor were those who worked for more than one employer solely by reason of changing jobs during the survey week.

(b) Never married, widowed, and divorced.

(c) Multiple jobholders in each group as a percentage of the civilian labour force in the same group.

(d) Subject to sampling variability too high for most practical purposes.

NOTE. For further information, see Australian Bureau of Statistics publication *Multiple jobholding*, August 1981 (6216.0).

Persons aged 50-69 years ceasing full-time work

In May 1980 a survey, based on the monthly population survey, was conducted throughout Australia in order to obtain information about persons aged 50 to 69 years who had permanently ceased full-time work and about the retirement intentions of other persons in this age group. Data collected included the age, or expected age, at retirement; superannuation or life insurance coverage and payments derived from these sources; housing arrangements; and main source of income after retirement.

Information from this survey was collated and published in the Australian Bureau of Statistics publication *Persons aged 50-69 years ceasing full-time work*, May 1980 (6238.0).

Persons looking for work

Surveys conducted in May 1976, November 1976, May 1977, July 1978, July 1979, July 1980, and June 1981 obtained information about persons who had recently been looking for work, including particulars of their last job, difficulties experienced in finding a job, family status, and duration of last job.

VICTORIA—PERSONS LOOKING FOR WORK: ALL DIFFICULTIES REPORTED IN FINDING WORK, JUNE 1981 ('000)

Difficulty in finding work	All difficulties reported in finding work (a)			Main difficulty in finding work
	Males	Females	Persons	
Own ill health or handicap	5.1	(b)	6.5	(b)
Considered by employers to be too young or too old	14.0	15.4	29.3	11.2
Unsuitable hours	(b)	7.0	9.2	4.4
Too far to travel/transport problems	9.4	8.7	18.1	4.9
Lacked necessary education, training, or skills	11.6	11.8	23.5	7.5
Insufficient work experience	12.1	15.9	28.0	11.3
No vacancies in line of work	21.6	16.0	37.6	15.8
No vacancies at all	17.1	17.8	34.8	20.8
Other difficulties (c)	8.6	7.5	16.1	8.8
No difficulties reported	(b)	(b)	5.9	5.9
Total	104.6	104.5	209.0	93.4

(a) Includes all responses for those persons who reported more than one difficulty in finding work.

(b) Subject to sampling variability too high for most practical purposes.

(c) Includes persons who reported language difficulties.

NOTE: For further information, see Australian Bureau of Statistics publication *Persons looking for work*, June 1981 (6222.0).

Persons not in the labour force (including discouraged jobseekers)

Surveys conducted in November 1975, May 1977, March 1979, September 1979, March 1980, September 1980, March 1981, September 1981, and March 1982 obtained information about persons aged 15 to 64 years who were not in the labour force. In particular, details were obtained concerning their intentions regarding entering or re-entering the labour force, whether they had ever held a regular job and, if so, how long and for what reason they had left it, and their educational qualifications. Information was sought on the number and characteristics of discouraged jobseekers.

VICTORIA—PERSONS AGED 15 TO 64 YEARS WHO WERE NOT IN THE LABOUR FORCE AND WHO WANTED A JOB (a) : REASON (b) FOR NOT ACTIVELY LOOKING FOR WORK, MARCH 1982 ('000)

Reason (b) for not actively looking for work	Males	Females	Persons
Had a job to go to	(f)	(f)	4.9
Personal considerations (c)	28.3	45.5	73.8
Family considerations (d)	(f)	59.2	59.6
Discouraged—	(f)	17.7	19.7
Considered too young or too old	(f)	5.1	5.3
No jobs in locality or line of work	(f)	11.3	12.9

VICTORIA—PERSONS AGED 15 TO 64 YEARS WHO WERE NOT IN THE
LABOUR FORCE AND WHO WANTED A JOB (a) : REASON (b) FOR NOT
ACTIVELY LOOKING FOR WORK, MARCH 1982 *continued*
(^{'000})

Reason (b) for not actively looking for work	Males	Females	Persons
No jobs in suitable hours	(f)	(f)	3.2
Other reasons (e)	(f)	10.4	13.1
Total	35.9	138.4	174.3

(a) Persons who wanted a job were those who were neither employed at the time of the survey nor had looked for work in the four weeks before the interview week, who answered "yes" or "maybe" to the question: "Even though you have not been looking for work would you like a full-time or part-time job now?"

(b) Highest ranked reason only.

(c) Includes own ill health, physical disability, or pregnancy; studying or returning to studies; and no necessity to work.

(d) Includes such matters as ill health of another person; inability to find child care; children thought to be too young; a preference for looking after children; and disapproval by the person's spouse.

(e) Includes persons who gave no reason.

(f) Subject to sampling variability too high for most practical purposes.

VICTORIA—REASONS FOR NOT ACTIVELY LOOKING FOR WORK: ALL
RESPONSES (a) OF PERSONS AGED 15 TO 64 YEARS WHO WERE NOT IN THE
LABOUR FORCE AND WHO WANTED A JOB (b), MARCH 1982
(^{'000} responses)

Reason (a) for not actively looking for work	Males	Females	Persons
Had a job to go to	(f)	(f)	4.9
Personal considerations (c)	28.3	45.5	73.8
Family considerations (d)	(f)	63.4	64.3
Considered too young or too old	(f)	6.9	7.1
Language or racial difficulties; lack necessary skills, training, or experience	(f)	(f)	(f)
No jobs in locality or line of work	(f)	17.8	20.1
No jobs in suitable hours	(f)	12.1	12.6
Other reasons (e)	(f)	13.5	17.1
Total	38.5	164.1	202.6

(a) Includes all responses for those who gave more than one reason for not looking for work.

(b) See footnote (a) to previous table.

(c) See footnote (c) to previous table.

(d) See footnote (d) to previous table.

(e) Includes persons who gave no reason.

(f) Subject to sampling variability too high for most practical purposes.

VICTORIA—PERSONS AGED 15 TO 64 YEARS WHO WERE
NOT IN THE LABOUR FORCE AND WHO WANTED A
JOB (a) : WHETHER HAD LOOKED FOR WORK AND
WHETHER HAD A JOB IN THE LAST TWELVE MONTHS,
MARCH 1982
(^{'000})

Particulars	Persons
Had a job in the last twelve months (a)	44.9
Had looked for work since that job	10.4
Had not looked for work since that job	31.7
Did not have a job in the last twelve months (b)	100.5
Had looked for work in the last twelve months	22.8
Had not looked for work in the last twelve months	76.2
Had looked for work	42.3
Had not looked for work	127.1
Total	174.3

(a) Persons who had left a job in the last twelve months were only asked whether they had looked for work since that job.

(b) Includes persons who were not asked whether they were looking for work as they have a job to go to.

NOTE. For further information, see Australian Bureau of Statistics publication *Persons not in the labour force*, March 1982 (6220.0).

Trade union members

For details of a survey on this topic, see pages 213-4.

Unemployed persons: income distribution

Estimates of the income in 1978-79 of persons who were unemployed at some time during that year were derived from a survey of annual income which was conducted in the period from September 1979 to December 1979.

Information from this survey was collated and published in the Australian Bureau of Statistics publication *Unemployed persons: Income distribution, 1978-79* (6521.0).

Work patterns of employees

For details of a survey on this topic, see page 204.

Working conditions

For details of a survey on this topic, see page 207.

Civilian employees series*Cessation of collection*

The civilian employees series (see pages 257-9 of the 1981 edition of the *Victorian Year Book*) was abandoned during 1981. The following notes provide the reasons for the cessation of the collection and the proposed arrangements for the alternative production of similar data. The government sector collection is, however, continuing and a table showing civilian employees in the government sector in Victoria can be found on page 241.

The two principal series of employment statistics produced by the Australian Bureau of Statistics have been the employment series derived from the labour force survey (based on a sample of households) and the civilian employees series derived from data obtained from employers' payroll records (mainly payroll tax returns, in the case of the private sector). The former series has provided estimates of total employment and information on the characteristics of employed persons (including employers and self-employed). The latter has provided estimates for wage and salary earners only, but with a dissection of employment by industry more detailed than that provided by the labour force survey. Because the civilian employees series has now been abandoned, users interested in data on employment by industry will have to make do with the estimates available from the labour force survey until the replacement survey for the civilian employees series is operational.

The series have differed in coverage, definition, sources of information, methods of collection, and estimation procedures. The survey estimates are subject to sampling variability and both series are subject to non-sampling errors. The payroll based civilian employees series has suffered from the particular problem that, because of limits below which payroll tax is not levied, no information has been available to the Australian Bureau of Statistics about changes in the employment levels of the large number of smaller businesses which are not liable for payroll tax. Without current information, employment for these small businesses has generally been assumed to vary in proportion to the variation in the employment of larger employers. This assumption has long been regarded by the Australian Bureau of Statistics as unsatisfactory.

The civilian employees series and the labour force survey series have frequently displayed different movements, but from late in 1979 the survey based series grew much more rapidly than the payroll based series. This growing divergence led to the decision by the Australian Statistician in July 1980 that publication of the civilian employees series should be suspended and that the Australian Bureau of Statistics should undertake a review of the series and also of some aspects of the employment series derived from the labour force survey.

Following the review and discussions held with a number of Commonwealth and State Government departments which are users of the statistics, the Statistician concluded that payroll tax returns could no longer provide an adequate basis for estimates of numbers of civilian employees and wages and salaries paid. Instead it would be necessary to conduct a quarterly sample survey of about 20,000 business units in the private sector, to collect information about the number and earnings of their employees. The survey results will be supplemented by the information collected from government bodies.

The lead time for the development of the survey will be between one and two years. The survey is expected to commence in respect of the September quarter 1983. The survey questionnaire and methodology will require field testing, mainly to ensure that response burden and non-sampling errors are kept to a minimum. In addition, the coverage of small businesses in the Australian Bureau of Statistics register of businesses will need to be improved, in order to provide a satisfactory sample frame for the survey.

Statistics

The following table shows, for Victoria, the estimated number of civilian employees in the government sector at June for each of the years 1971 and 1979 to 1982. Government employees comprise not only administrative employees but also all other employees of government bodies (Commonwealth, State, local, and semi-government) on services such as railways, tramways, road transport, banks, postal and telecommunications, air transport, education (including universities, colleges of advanced education, etc.), radio, television, police, public works, factories and munitions establishments, marketing authorities, public hospitals (other than those run by charitable or religious organisations), and departmental hospitals and institutions.

VICTORIA—CIVILIAN EMPLOYEES: GOVERNMENT SECTOR (’000)

At 30 June—	Commonwealth			State (a)			Local (a)			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1971	68.0	22.5	90.5	126.9	67.6	194.5	16.6	5.3	21.9	211.6	95.4	307.0
1979	69.1	27.8	96.9	153.6	106.7	260.4	20.3	11.3	31.6	243.1	145.9	388.9
1980	68.9	28.3	97.2	154.2	108.1	262.3	20.7	11.9	32.6	243.8	148.2	392.0
1981	69.3	28.8	98.1	154.4	110.9	265.3	21.0	12.5	33.5	244.7	152.2	396.9
1982	67.9	28.7	96.5	154.6	114.6	269.1	20.8	12.9	33.7	243.2	156.2	399.4

(a) Excludes State and local government employees engaged in agriculture or in private homes as employees of government emergency housekeeper services.

NOTE: The estimates contained in this table are based on revised benchmarks and other data and are not compatible with estimates published in editions of the *Victorian Year Book* prior to the 1980 edition.

Job vacancies surveys

In 1973, the Report of the Advisory Committee on Commonwealth Employment Service Statistics suggested that the Australian Bureau of Statistics should assist the Department of Labour (as it was then known) by participating in an appraisal of the Department's statistics on unemployment and job vacancies. Because of the importance of comprehensive and reliable vacancy statistics for framing general economic policy, the Committee recommended that the Bureau carry out quarterly job vacancy surveys. Subsequently, the Bureau conducted mail sample surveys in March 1974, March 1975, March 1976, March 1977, and March 1978 to investigate the practicability of such surveys and to find the most suitable methodology. From this experience the first of the quarterly surveys was introduced in May 1977 and further surveys were conducted in August 1977, November 1977, February 1978, and May 1978. Details were obtained by telephone and employer respondents appreciated the fact that the reporting burden was thereby reduced. Information was obtained quickly and results were usually published within six weeks of the survey date. The May 1978 survey was the last in the series. As part of the measures necessary to bring the activities of the Australian Bureau of Statistics within the resources available to it, the surveys of job vacancies were terminated. Following a subsequent re-appraisal of the situation, quarterly telephone surveys of job vacancies were re-introduced in May 1979 on a similar basis to their previous conduct.

Results from recent surveys are shown in the following table:

VICTORIA—ASPECTS OF JOB VACANCIES (’000)

Particulars	1981		1982		
	August	November	February	May	November
Total vacancies	8.1	8.2	8.4	7.6	6.9
Vacancies by industry groups—					
Manufacturing (b)	3.3	3.0	3.1	1.9	(e)
Other industries (c)	4.8	5.2	5.3	5.6	5.4

VICTORIA—ASPECTS OF JOB VACANCIES—continued
('000)

Particulars	1981		1982		
	August	November	February	May	November
Vacancies by employer groups—					
Government sector	2.6	3.5	3.6	4.2	4.0
Private sector	5.6	4.7	4.8	3.4	(a)2.9
Job vacancy rate (per cent) (d)	0.7	0.7	0.8	0.7	0.6

(a) Standard error greater than 20 per cent but less than 30 per cent. Standard errors of the other estimates in this table are generally not greater than 20 per cent.

(b) Australian Standard Industrial Classification (ASIC), Division C.

(c) ASIC Divisions A to L, excluding Division C (Manufacturing), sub-divisions 01, 02 (agriculture, etc.), 94 (private households employing staff), and defence forces.

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

(e) Subject to sampling variability too high for most practical purposes.

NOTE. For further information, see Australian Bureau of Statistics quarterly publication *Job vacancies* (6231.0).

Overtime surveys

Australian Bureau of Statistics overtime surveys commenced in July 1979 and provided statistics of overtime derived from a sample of employers each month. The overtime series in the two year period following its introduction did not show sufficient month to month variation to warrant the continuation of the survey as a monthly collection. It was therefore decided that June 1981 would be the last survey in the monthly series. The surveys are now conducted quarterly, in the months of August, November, February, and May. The survey is carried out by telephone in order to make it easier for respondents to provide the information, and to reduce delays in the collection and publication of results.

The surveys are designed to provide estimates of overtime hours actually worked, the average hours of overtime per employee working overtime, and the average hours of overtime per employee in the survey.

Results from recent surveys, for which details are available for each month from July 1979 to June 1981 and at quarterly intervals from August 1981 onwards, are shown in the following table:

VICTORIA—ASPECTS OF OVERTIME WORKED

Period	Average weekly overtime hours						Proportion of employees in the survey working overtime	
	Per employee in the survey (a)				Per employee working overtime (c)			
	Manufacturing (b)		Total					
	Hours	Standard error (d)	Hours	Standard error (d)	Hours	Standard error (d)	Per cent	Standard error (d)
1981—								
August	2.14	0.13	1.39	0.08	6.97	0.19	19.91	0.83
November	2.56	0.11	1.59	0.08	7.40	0.18	21.42	0.83
1982—								
February	2.36	0.08	1.46	0.07	7.23	0.16	20.25	0.80
May	2.20	0.10	1.44	0.07	7.22	0.17	19.92	0.77
August	1.75	0.10	1.18	0.07	6.75	0.18	17.48	0.77

(a) Calculated by dividing total overtime hours worked in a particular group by the total number of employees in the same group (including those who did not work overtime).

(b) Australian Standard Industrial Classification (ASIC), Division C.

(c) Calculated by dividing total overtime hours worked in a particular group by the number of employees who worked overtime in the same group.

(d) See pages 227-8 for information on the interpretation of standard error.

NOTE. For further information, see Australian Bureau of Statistics quarterly publication *Overtime* (6330.0).

Labour turnover surveys

Labour turnover surveys undertaken by the Australian Bureau of Statistics were designed to provide estimates of engagement rates and separation rates in certain specified industry groups. Surveys were conducted in the month of March of each year from 1949 (except for 1951 and 1954) up to 1976 and in the month of September for the years 1954 to 1966. This series has since been suspended. Results from these surveys are available in Australian Bureau of Statistics publications *Labour turnover* (6210.0).

Further references: *International Womens Year*, *Victorian Year Book* 1976, p. 296; *Married women in the labour force*, 1979, pp. 248-9

BIBLIOGRAPHY

ABS publications

- Monthly summary of statistics—Victoria (1303.2)
 Monthly summary of statistics—Australia (1304.0)
 Seasonally adjusted indicators—Victoria (annual) (1306.2)
 Seasonally adjusted indicators—Australia (annual) (1308.0)
 Social indicators (irregular) (4101.0)
 Labour statistics (annual) (6101.0)
 Labour force—Victorian (monthly) (6201.2)
 Labour force (preliminary) (monthly) (6202.0)
 Labour force—Australia (monthly) (6203.0)
 Labour force (annual) (6204.0)
 Labour force experience (irregular) (6206.0)
 Civilian employees, June 1966 to June 1979 (irregular) (6214.0)
 Persons not in the labour force (irregular) (6220.0)
 Persons looking for work (irregular) (6222.0)
 Job vacancies (quarterly) (6231.0)
 Information paper: questionnaires used in the labour force survey (irregular) (6232.0)
 Unemployment, underemployment, and related statistics, Australia, February 1978 to February 1980 (irregular) (6236.0)
 Information paper: review of ABS employment statistics (irregular) (6239.0)
 Overtime (quarterly) (6330.0)
 Technological change in private non-farm enterprises in Australia (irregular) (8106.0)

Other publications

- AUSTRALIAN INDUSTRIES DEVELOPMENT ASSOCIATION. *Understanding Unemployment*. December 1978.
 BROTHERHOOD OF ST LAURENCE. *Uses and Abuses of Unemployment Statistics*. Occasional Paper, October 1981.
 BUREAU OF INDUSTRY ECONOMICS. *Employment of Demographic Groups in Australian Industry*. Research Report 3. 1979, and subsequent reports in their Research Reports series.
 COMMONWEALTH DEPARTMENT OF EMPLOYMENT AND YOUTH AFFAIRS. *Employment Prospects by Industry and Occupation: A Labour Market Analysis* (twice-yearly); *Facts on Women at Work in Australia, 1980*; *Structural Change in the Labour Market* (May 1978); *Review of the Commonwealth Employment Service* (Norgard Report) (June 1977); *Manpower Policy in Australia* (1975); *Report of the Advisory Committee on Commonwealth Employment Service Statistics* (Hancock Report) (November 1973).
 COMMONWEALTH DEPARTMENT OF SCIENCE AND TECHNOLOGY. *Work and People* (thrice-yearly journal).
 COMMONWEALTH TREASURY. *Job Markets: Economic and Statistical Aspects of the Australian Market for Labour*. Treasury Economic Paper Number 4. June 1979.
 CONFEDERATION OF AUSTRALIAN INDUSTRY. *Youth Unemployment: A Discussion Paper*. August 1978.
 FORD, G. W. *Work in Australia*, A. F. AND ENCEL, S. *Australian Society: A Sociological Introduction*. Melbourne, Cheshire, 1978.
 GILMOUR, P. AND LANSBURY, R. *Ticket to Nowhere: Education, Training and Work in Australia*. Melbourne, Penguin, 1978.
 HORN, R. V. *Australian Labour Market Economics*. Melbourne, Cheshire, 1975.
 INDUSTRIES ASSISTANCE COMMISSION. *Employment in Australia by Industry and Occupation: 1961, 1966, and 1971*. February 1974.
 INSTITUTE OF APPLIED ECONOMIC AND SOCIAL RESEARCH, UNIVERSITY OF MELBOURNE. *Australian Economic Review* (quarterly journal). *Hidden Unemployment: The Australian Experience* (November 1981).
 INSTITUTE OF LABOUR STUDIES, FLINDERS UNIVERSITY. *A Critical Guide to Australian Labour Statistics* (June 1978); *Australian Bulletin of Labour* (quarterly journal).
 ISAAC, J. E. AND NILAND, J. R. (editors). *Australian Labour Economics: Readings*. Melbourne, Sun Books, 1975.
 ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Measuring Employment and Unemployment*. Paris, 1979.
 VICTORIAN EMPLOYMENT COMMITTEE. *Annual Report*; *Network* (newsletter); Discussion Paper Series.
 VICTORIAN JOB FORECASTING BUREAU. *Labour Market Reports* (bi-monthly).
 WINDSCHUTTLE, K. *Unemployment: a Social and Political Analysis of the Economic Crisis in Australia*. Melbourne, Penguin, 1980. 2nd Edition.
 WORK FOR TOMORROW. Proceedings of the Victorian Government Conference on Structural Change and Employment, 12–14 December 1978. Melbourne, Premier's Department, 1979.
 YOUTH COUNCIL OF VICTORIA. *Employment and Unemployment ... the Players* (April 1978); *Employment and Unemployment ... the Issues* (July 1978); *Youth 2008 ... Focus on Employment* (December 1978).