

3 Labour

INTRODUCTION

The data provided in this chapter has been derived from the Monthly Labour Force Survey and associated Supplementary surveys and employer based labour collections. The conceptual framework adopted by the ABS for collecting labour force statistics (see figure 4) is compatible with standards recommended by the International Labour Organisation (ILO).

The Australian Labour Force framework

The Australian Labour Force framework provides the basis for the collection of Labour Force statistics. Broadly speaking, the framework is split into two parts - those *In the Labour Force* and those *Not in the Labour Force*.

The Labour Force

The concept of the Labour Force is the basis for the measurement of employment and unemployment. The Labour Force is a measure of all those who are economically active in a given reference week, and of the supply of labour to the labour market.

At 31 August 1992, there were 2,192,200 persons in the Victorian Labour Force.

The Labour Force is split into two groups -

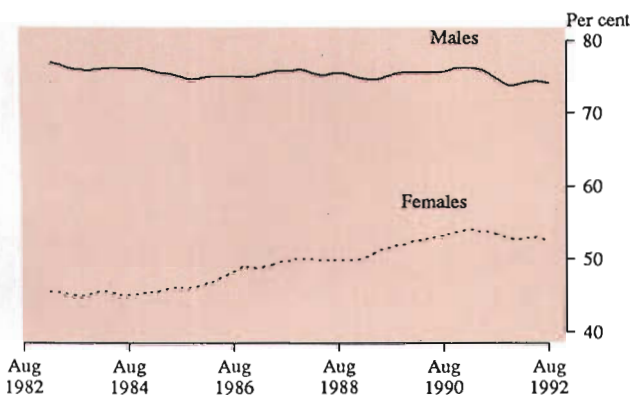
- . those who are employed, and
- . those who are unemployed.

Participation rates

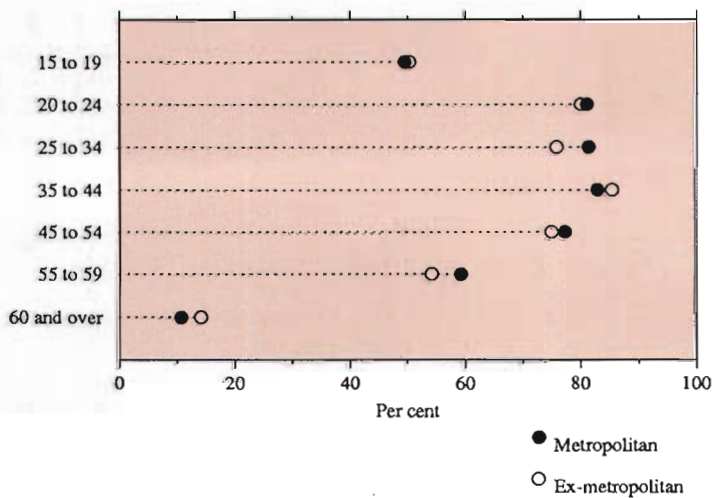
The Labour Force Participation Rate is a measure of those who are participating in economic activity; it is the number of persons in the Labour Force expressed as a percentage of the civilian population of working age. In August 1992 the Victorian participation rate was 62.4

per cent. The trend estimate of the female participation rate has risen over the last ten years from 45.6 per cent in August 1982 to 52.1 per cent in August 1992. The trend estimate participation rate for males has remained relatively steady, standing at 75.0 per cent in August 1992.

TREND SERIES: PARTICIPATION RATES BY SEX, VICTORIA



PARTICIPATION RATES BY AGE BY METROPOLITAN/EX METROPOLITAN AREA OF USUAL RESIDENCE, VICTORIA, AUGUST 1992



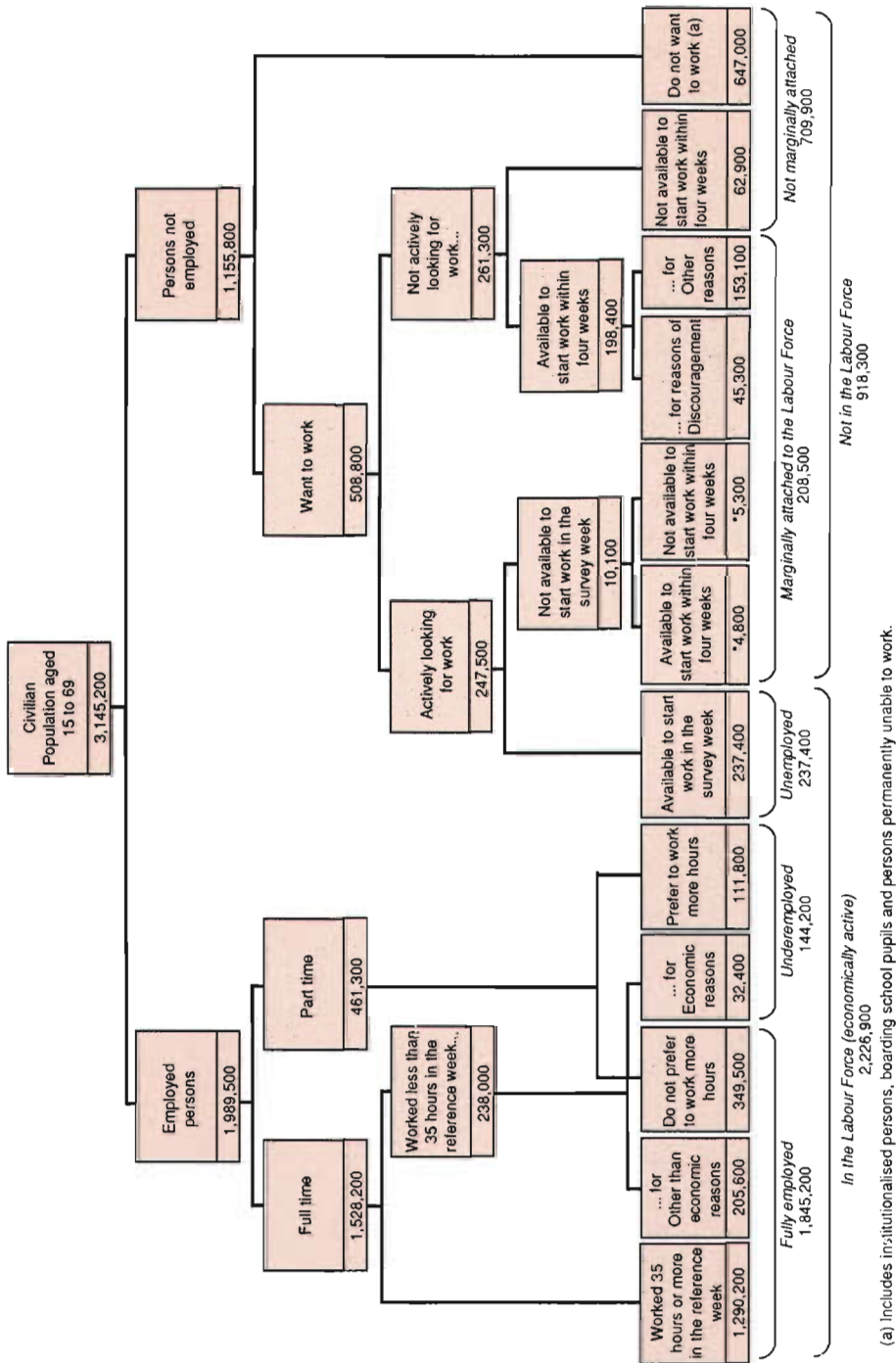
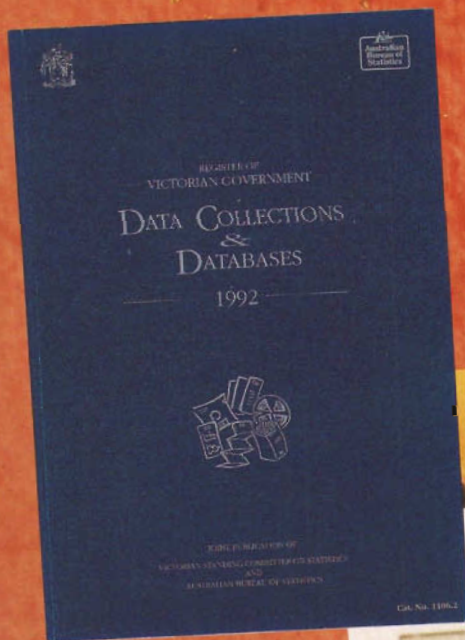
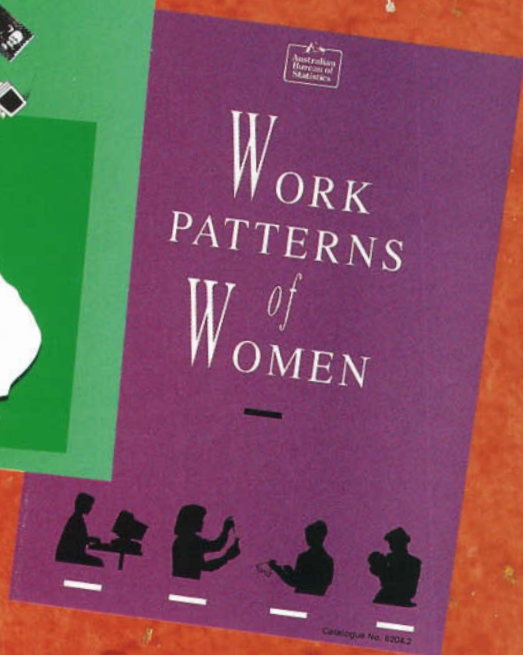
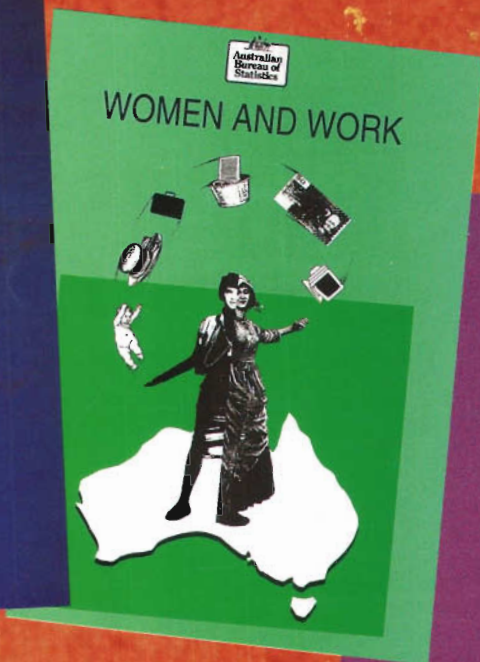
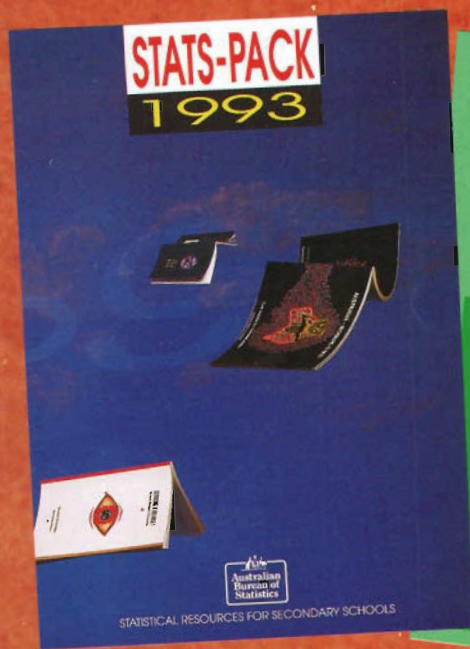


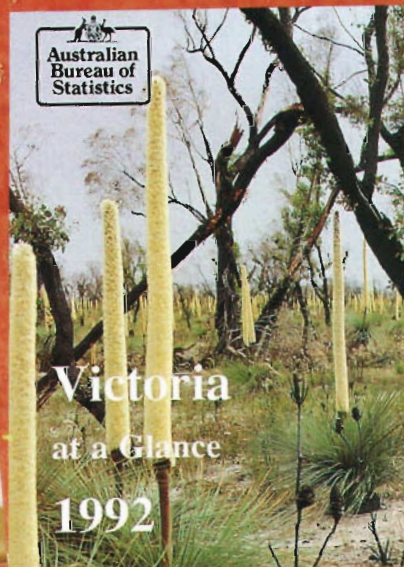
Figure 4. The Labour Force framework, Victoria, September 1991

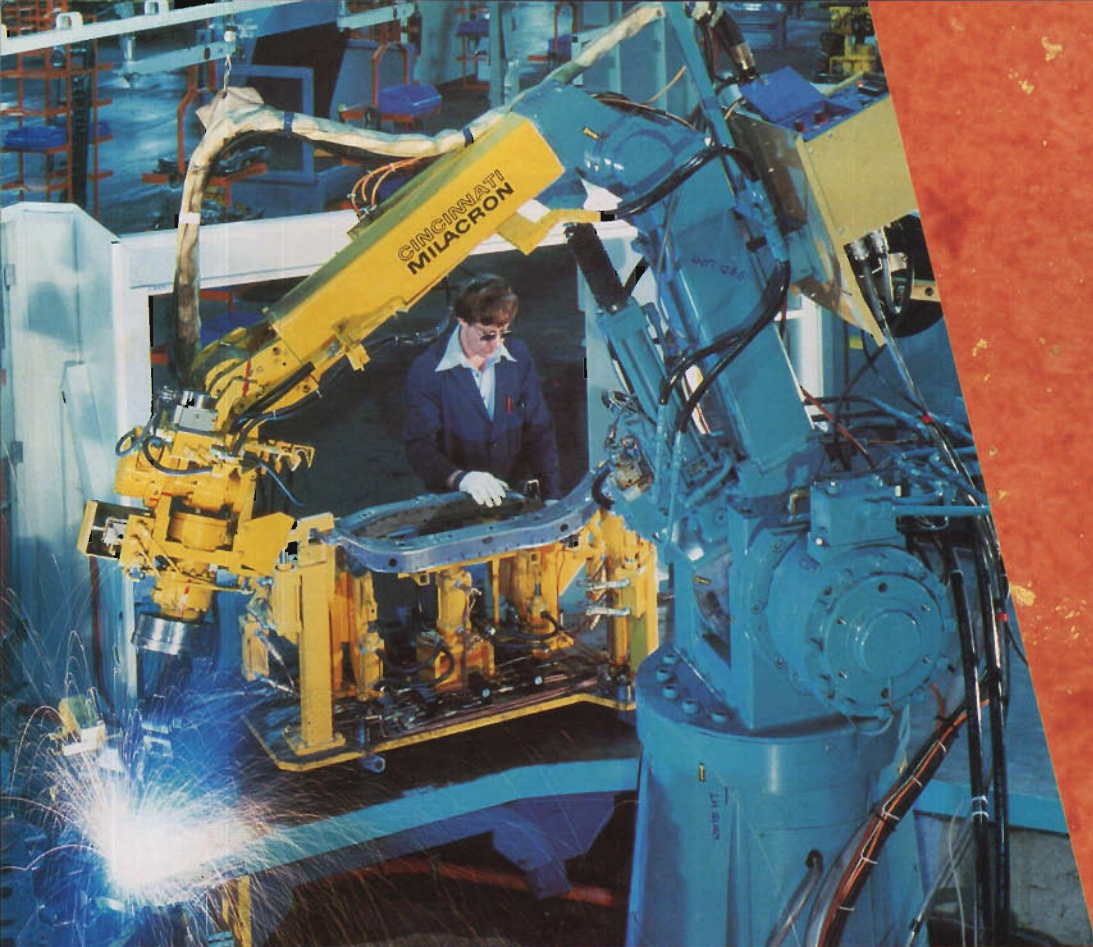
**TABLE 3.1 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION
AGED 15 AND OVER: VICTORIA, ORIGINAL SERIES**

Month	Employed			Unemployed		Labour force (<i>'000</i>)	Not in Labour force (<i>'000</i>)	Civilian population (<i>'000</i>)	Unemp- loyment rate (per cent)	Partici- pation rate (per cent)
	Full-time (<i>'000</i>)	Part-time (<i>'000</i>)	Total (<i>'000</i>)	Full-time (<i>'000</i>)	Total (<i>'000</i>)					
MALES										
1991-										
June	1,023.5	102.4	1,126.0	119.0	129.0	1,254.9	451.8	1,706.7	10.3	73.5
July	1,020.3	101.7	1,122.0	115.4	127.8	1,249.8	458.4	1,708.1	10.2	73.2
August	1,020.9	99.8	1,120.8	125.3	136.5	1,257.2	452.3	1,709.5	10.9	73.5
September	1,024.3	106.9	1,131.2	133.1	145.9	1,277.1	433.9	1,710.9	11.4	74.6
October	1,031.7	106.3	1,137.9	122.1	130.9	1,268.8	443.6	1,712.5	10.3	74.1
November	1,009.8	110.2	1,120.0	127.6	138.1	1,258.1	455.9	1,714.0	11.0	73.4
December	1,042.1	99.5	1,141.6	138.4	154.3	1,295.9	419.6	1,715.5	11.9	75.5
1992-										
January	1,026.0	101.4	1,127.4	142.1	154.9	1,282.2	434.6	1,716.8	12.1	74.7
February	1,016.0	110.8	1,126.8	148.2	161.0	1,287.8	430.3	1,718.0	12.5	75.0
March	1,005.8	119.0	1,124.8	146.4	159.6	1,284.4	434.9	1,719.3	12.4	74.7
April	1,004.1	121.4	1,125.6	138.2	151.9	1,277.5	442.9	1,720.4	11.9	74.3
May	1,001.7	123.0	1,124.6	145.9	156.5	1,281.1	440.4	1,721.4	12.2	74.4
June	1,009.4	127.7	1,137.1	138.9	148.9	1,286.0	436.5	1,722.6	11.6	74.7
July	1,014.8	120.4	1,135.2	143.7	155.6	1,290.8	433.0	1,723.9	12.1	74.9
August	997.5	127.8	1,125.3	137.8	150.4	1,275.6	449.5	1,725.2	11.8	73.9
FEMALES										
1991-										
June	491.2	353.0	844.2	60.4	85.0	929.2	838.6	1,767.8	9.1	52.6
July	494.8	337.7	832.6	62.8	83.7	916.3	853.1	1,769.4	9.1	51.8
August	501.3	350.0	851.3	56.9	75.7	927.1	843.9	1,771.0	8.2	52.3
September	508.6	360.2	868.8	64.5	92.3	961.1	811.5	1,772.6	9.6	54.2
October	512.7	334.7	847.4	60.6	83.6	931.0	843.4	1,774.4	9.0	52.5
November	507.0	337.6	844.6	62.8	84.3	928.9	847.3	1,776.2	9.1	52.3
December	519.1	339.6	858.8	72.4	101.0	959.8	818.2	1,778.0	10.5	54.0
1992-										
January	503.2	320.8	824.0	78.6	103.2	927.2	852.2	1,779.4	11.1	52.1
February	493.2	332.6	825.8	89.9	113.0	938.8	842.0	1,780.8	12.0	52.7
March	484.0	344.2	828.2	79.0	108.8	937.0	845.2	1,782.2	11.6	52.6
April	468.4	349.8	818.2	82.4	105.4	923.7	859.9	1,783.6	11.4	51.8
May	471.1	346.4	817.5	81.6	104.5	922.0	862.9	1,784.9	11.3	51.7
June	468.7	355.7	824.4	79.4	103.6	928.0	858.2	1,786.2	11.2	52.0
July	476.9	359.7	836.5	75.5	96.7	933.2	854.9	1,788.1	10.4	52.2
August	474.9	352.0	826.9	66.3	89.7	916.6	873.4	1,789.9	9.8	51.2
PERSONS										
1991-										
June	1,514.8	455.4	1,970.2	179.4	213.9	2,184.1	1,290.4	3,474.5	9.8	62.9
July	1,515.1	439.4	1,954.5	178.2	211.5	2,166.0	1,311.5	3,477.5	9.8	62.3
August	1,522.2	449.9	1,972.1	182.2	212.2	2,184.3	1,296.2	3,480.5	9.7	62.8
September	1,532.8	467.1	2,000.0	197.6	238.2	2,238.1	1,245.4	3,483.5	10.6	64.2
October	1,544.3	441.0	1,985.3	182.8	214.5	2,199.8	1,287.0	3,486.9	9.8	63.1
November	1,516.8	447.8	1,964.6	190.4	222.4	2,187.0	1,303.2	3,490.2	10.2	62.7
December	1,561.2	439.1	2,000.3	210.8	255.4	2,255.7	1,237.8	3,493.5	11.3	64.6
1992-										
January	1,529.2	422.2	1,951.4	220.7	258.0	2,209.4	1,286.8	3,496.2	11.7	63.2
February	1,509.2	443.4	1,952.6	238.1	274.0	2,226.6	1,272.2	3,498.8	12.3	63.6
March	1,489.8	463.2	1,953.0	225.3	268.4	2,221.4	1,280.1	3,501.5	12.1	63.4
April	1,472.5	471.2	1,943.8	220.6	257.4	2,201.2	1,302.7	3,503.9	11.7	62.8
May	1,472.8	469.3	1,942.1	227.5	261.0	2,203.1	1,303.2	3,506.3	11.8	62.8
June	1,478.1	483.4	1,961.5	218.3	252.5	2,214.0	1,294.8	3,508.8	11.4	63.1
July	1,491.6	480.1	1,971.7	219.2	252.3	2,224.0	1,287.9	3,511.9	11.3	63.3
August	1,472.4	479.8	1,952.2	204.1	240.0	2,192.2	1,322.9	3,515.1	10.9	62.4



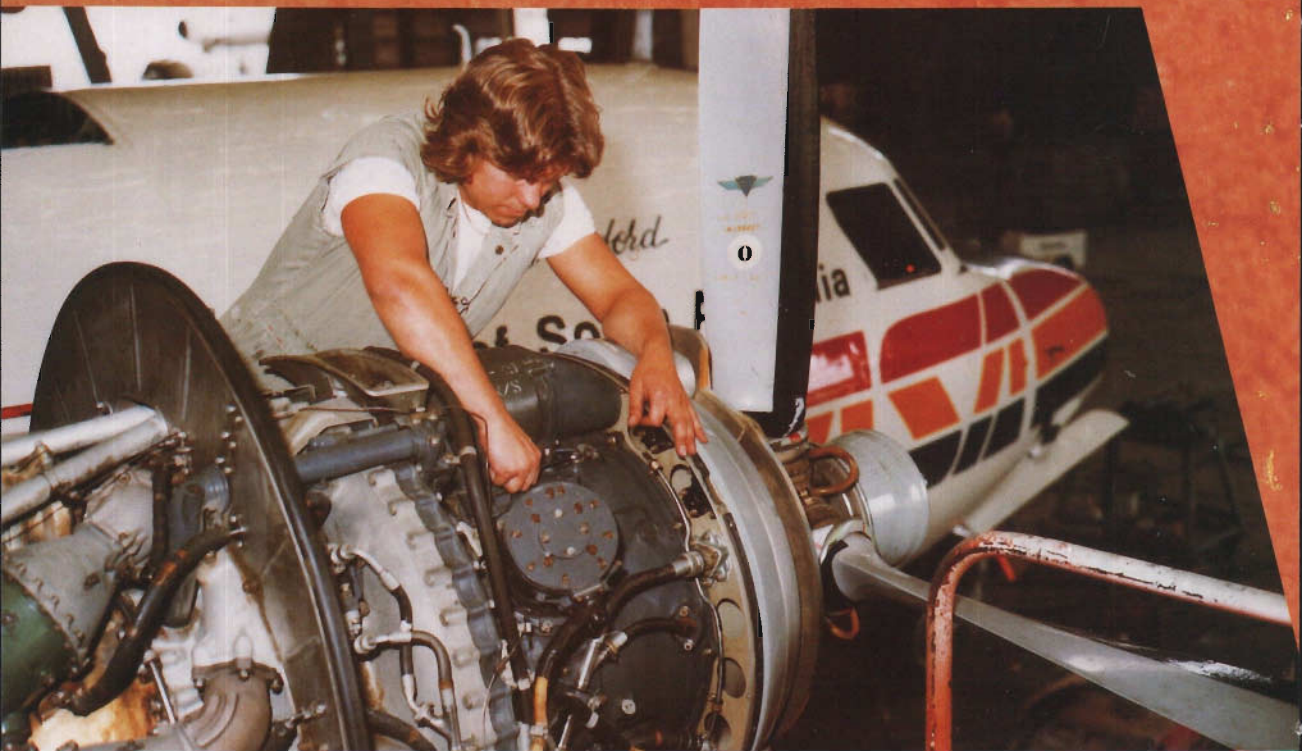
A range of publications released
by ABS Victoria in 1992.





Car assembly plant at Geelong - *Department of Business and Employment*

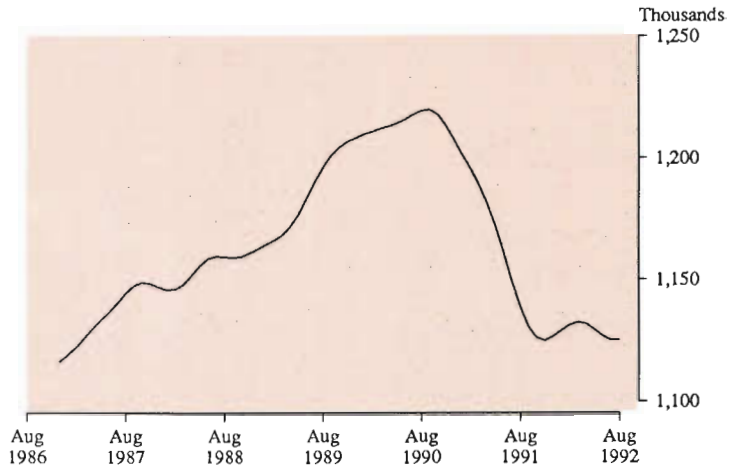
Apprentice trainee in the Aircraft Mechanic (Electrical) industry - *State Training Board*



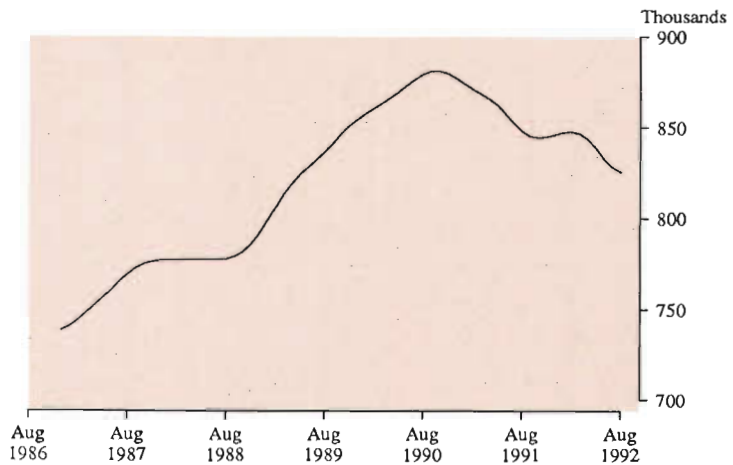
Employment

Employment in Victoria was 1,952,200 in August 1992, falling from a high of 2,112,900 in April 1990. This fall occurred predominantly in 1990-91. Employment averaged 1,964,900 in the twelve months to August 1992, ranging between 1,942,100 and 2,000,300 during this period. The following graphs show that the fall in the number of employed was most noticeable among males in the early stages of the period of decline, although there was a drop in the number females employed in mid to late 1992.

EMPLOYED MALES: TREND SERIES, VICTORIA



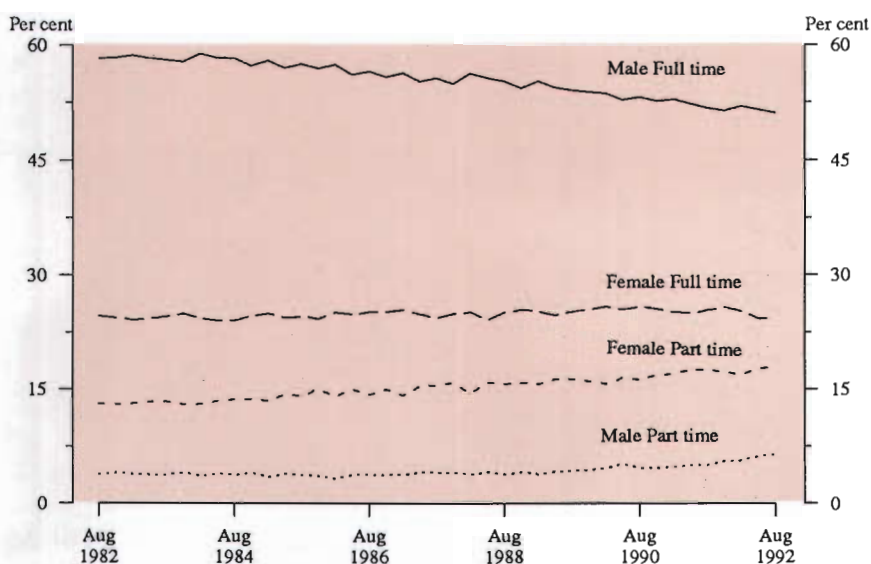
EMPLOYED FEMALES: TREND SERIES, VICTORIA



Composition of employed persons

The composition of the labour force in terms of full-time and part-time employed persons has undergone a change over the past ten years. The percentage of employed persons who are male full time workers has dropped, while the percentage of part-time workers, particularly females, has risen.

COMPOSITION OF EMPLOYED PERSONS: FULL-TIME/PART-TIME STATUS BY SEX

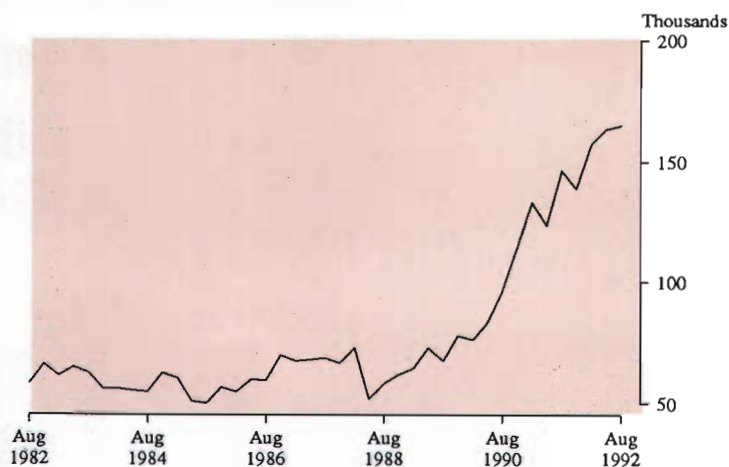


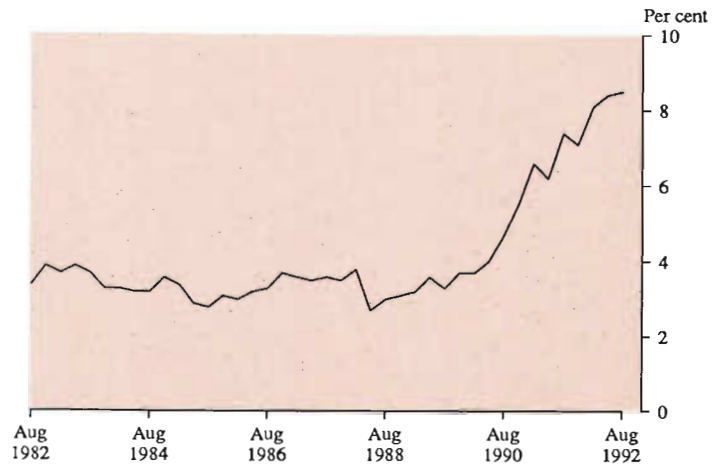
Underemployment

The extent to which the workforce is being utilised effectively is measured by underemployment and the underemployment rate. There are two definitions for underemployment. For full-time workers underemployment is defined as employees not working full-time hours for economic reasons such as having been stood down, working shortened hours or having insufficient work. For part-time workers underemployment occurs when workers indicate that they would prefer to work more hours.

There has been a substantial rise in recent years in underemployment. In August 1988 underemployment stood at 58,100. By August 1990 the figure had risen to 96,300 and in August 1992 there were 165,100 underemployed persons in Victoria. This is an increase of 184 per cent in four years. Over the same period the underemployment rate, which is the number of underemployed persons expressed as a percentage of all employed persons, rose from 3.0 per cent to 8.5 per cent.

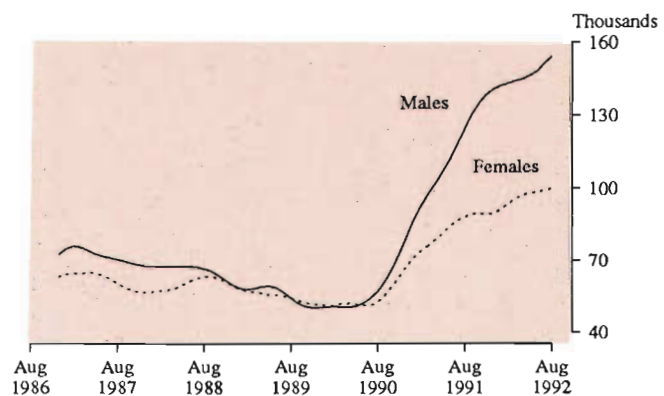
UNDEREMPLOYED PERSONS, VICTORIA



UNDEREMPLOYMENT RATES, VICTORIA**Unemployment**

In the past two years the total number of unemployed in Victoria has risen by approximately 100,000 persons to total 240,000 in August 1992. However, the rate of increase has dropped over the past year. Between August 1990 and August 1992 the number of men in the labour force remained steady, whilst the number of women fell by 21,500.

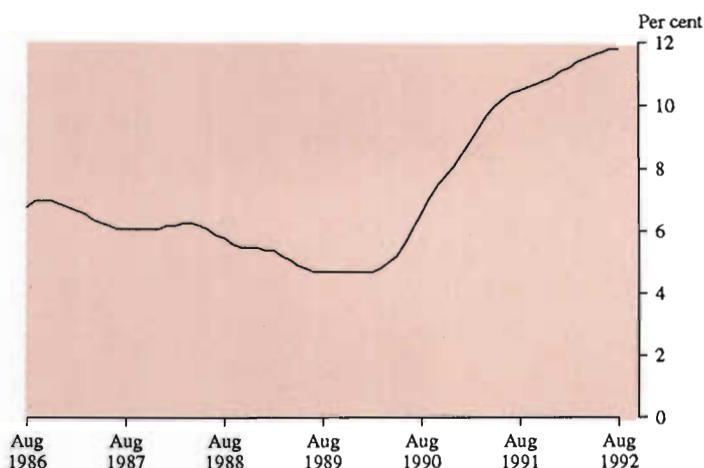
Of those unemployed, 204,100 indicated that they were looking for full time work. Nearly two thirds (150,400) of the unemployed were males. Male unemployment increased by 104.3 per cent (from 73,600 to 150,400) between August 1990 and August 1992. Female unemployment increased by 37.6 per cent (from 65,200 to 89,700) over the same two year period.

UNEMPLOYED PERSONS BY SEX: TREND SERIES, VICTORIA**Unemployment rates**

The unemployment rate is the total number of unemployed persons expressed as a percentage of all those in the Labour Force.

The trend series unemployment rate increased from 6.3 per cent in August 1990 to 11.8 per cent in August 1992, a rise of 5.5 percentage points.

UNEMPLOYMENT RATE: TREND SERIES, VICTORIA

**Duration of unemployment**

Average duration of unemployment has also increased, rising from 34.5 weeks in August 1990 to 49.2 weeks in August 1992.

Of those people unemployed for 4-12 weeks, 55.8 per cent were in the age group 15-24 years. Overall, this age group comprised 42.8 per cent of all unemployed.

Twenty-two per cent (8,900) of unemployed persons aged 45 years or over had been unemployed for 104 weeks or more. This was significantly higher than the rate for all age groups unemployed for this length of time (12.5 per cent).

TABLE 3.2 UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT BY AGE, VICTORIA, AUGUST 1992
(^{'000})

Duration of unemployment (weeks)	Age						Total
	15-19	20-24	25-34	35-44	45-54	55 and over	
Under 4	7.5	*3.7	*4.0	*4.0	*2.9	*1.3	23.4
4 and under 13	10.9	10.8	6.8	5.2	*3.5	*1.8	38.9
13 and under 26	5.2	7.0	8.2	6.6	*3.2	*0.3	30.5
26 and under 39	9.2	11.9	9.1	7.5	*4.3	*2.4	44.3
39 and under 52	4.6	5.1	7.4	*2.3	*1.4	*1.1	21.8
52 and under 78	5.0	6.0	7.9	5.4	*3.1	*1.9	29.4
78 and under 104	*3.0	*4.3	6.0	4.5	*2.4	*1.6	21.7
104 and over	*2.1	6.5	7.2	5.4	4.9	*4.0	30.0
Total	47.4	55.2	56.5	40.8	25.7	14.4	240.0

Youth unemployment

The number of unemployed 15-19 year olds attending school and looking for work increased by 80 per cent, from 7,900 in August 1991 to 14,200 in August 1992. This was reflected in the 31 per cent increase of unemployed persons aged 15-19 years (from 36,200 to 47,400) for the same period.

Unemployed 15-19 year olds experienced an increase in the average duration of unemployment of 6.6 weeks, rising from 24.4 weeks in August 1991 to 31.0 weeks in August 1992.

TABLE 3.3 UNEMPLOYED PERSONS AGED 15-19 YEARS: SCHOOL ATTENDANCE AND DURATION OF UNEMPLOYMENT BY SEX, VICTORIA, AUGUST 1991 AND 1992

Particulars	1991			1992		
	Males	Females	Persons	Males	Females	Persons
	Number ('000)					
School Attendance						
Attending school	4.6	*3.3	7.9	6.5	7.6	14.2
Not attending school-						
Left two years or more before survey date	7.7	7.5	15.2	8.5	6.6	15.0
Left less than two years to survey date	7.5	5.7	13.1	10.4	7.8	18.2
Total	19.7	16.5	36.2	25.4	22.0	47.4
Duration of unemployment-						
Under 13 weeks	7.4	6.5	13.9	9.7	8.6	18.3
13 weeks and under 52 weeks	9.0	8.4	17.3	9.0	10.0	19.0
52 weeks and over	*3.3	*1.6	5.0	6.6	3.4	10.0
Total	19.7	16.5	36.2	25.4	22.0	47.4
	Duration of unemployment (weeks)					
Average (mean) duration	25.4	23.3	24.4	31.5	30.4	31.0
Median duration	23	18	19	26	22	26

Overseas born

In August 1992, employed Victorians numbered 1,952,200. Of these, 535,500 people (27 per cent) were born outside Australia. Almost a quarter of these people (125,900) were from the UK and Ireland.

A significant difference exists in the unemployment rate of persons from main English speaking countries (7.8 per cent) compared to that of persons from other countries (14.4 per cent). Of this group, those from Southeast Asia experienced the highest unemployment rate of 27.1 per cent.

TABLE 3.4 PERSONS BORN OUTSIDE AUSTRALIA (a): LABOUR FORCE STATUS BY COUNTRY OF BIRTH, VICTORIA, AUGUST 1992

Country of Birth	Employed		Unem- ployed (^{'000})	Labour force (^{'000})	Not in Labour force (^{'000})	Civilian popu- lation (^{'000})	Unemp- loyment rate (per cent)	Partici- pation rate (per cent)
	Full time (^{'000})	Total (^{'000})						
Oceania	26.3	33.3	*4.3	37.6	15.4	53.0	*11.5	70.9
New Zealand	23.0	29.5	*3.0	32.4	11.5	43.9	*9.1	73.7
Other Oceania	*3.3	*3.8	*1.4	5.2	*3.9	9.1	*26.3	57.2
Europe and former USSR	281.4	359.3	42.0	401.3	293.2	694.5	10.5	57.8
Germany	13.5	17.6	*1.0	18.6	13.8	32.4	*5.5	57.4
Greece	30.4	40.5	*3.9	44.3	29.3	73.6	*8.7	60.2
Italy	41.5	51.0	8.1	59.2	59.9	119.1	13.8	49.7
Netherlands	15.4	20.0	*0.8	20.8	12.6	33.4	*3.8	62.4
UK and Ireland	94.9	125.9	10.3	136.2	89.7	225.9	7.6	60.3
Yugoslavia (b)	32.8	38.0	10.2	48.2	24.4	72.6	21.2	66.4
Other Europe	49.8	60.6	7.4	68.0	51.7	119.7	10.9	56.8
Former USSR	*3.1	5.7	*0.3	5.9	11.8	17.8	*4.4	33.4
Middle East and North Africa	17.8	20.6	*4.1	24.7	22.8	47.5	*16.6	52.0
Lebanon	*3.6	4.6	*1.5	6.1	6.3	12.4	*24.6	49.3
Other Middle East and North Africa	14.2	15.9	*2.6	18.5	16.5	35.1	*14.0	52.9
Southeast Asia	34.9	41.0	15.2	56.2	41.0	97.2	27.1	57.8
Malaysia	8.3	10.3	*2.1	12.4	6.4	18.8	*16.8	65.8
Phillipines	6.9	7.6	*2.0	9.7	6.9	16.6	*21.1	58.2
Viet Nam	12.0	12.6	8.0	20.6	14.4	35.0	39.0	58.8
Other Southeast Asia	7.7	10.5	*3.1	13.6	13.2	26.7	*22.7	50.8
Northeast Asia	18.7	24.4	*3.6	27.9	17.0	45.0	*12.8	62.1
China	10.5	13.9	*2.6	16.5	6.7	23.2	*15.8	71.0
Other Northeast Asia	8.2	10.5	*1.0	11.5	10.3	21.8	*8.4	52.7
Southern Asia	21.0	25.5	*2.0	27.5	10.7	38.3	*7.4	71.9
India	11.7	13.8	*1.0	14.8	5.9	20.7	*7.0	71.6
Other Southern Asia	9.3	11.7	*1.0	12.7	4.9	17.6	*7.9	72.3
Northern America	4.8	7.3	*0.5	7.8	*2.0	9.9	*6.7	79.6
South and Central America and Caribbean	8.5	10.3	*2.0	12.3	*3.5	15.8	*16.4	77.9
Africa	11.1	13.9	*2.3	16.2	8.8	25.0	*14.2	64.7
Main English speaking countries (c)	128.0	168.9	14.3	183.3	106.7	290.0	7.8	63.1
Other than main English speaking countries	296.6	366.6	61.8	428.4	307.7	736.1	14.4	58.2
Total born outside Australia	424.6	535.5	76.2	611.6	414.5	1,026.1	12.5	59.6

(a) Excludes boarding school pupils and institutionalised persons.

(b) Includes Yugoslavia and former Yugoslav republics.

(c) Comprises: Canada, New Zealand, South Africa, United Kingdom and Ireland, United States of America.

* As this estimate has a relative standard error greater than 25 per cent, care should be exercised in using it.

Status of worker

The status of workers, that is, whether they are employed wage and salary earners, self employed persons, employers or unpaid family helpers, has undergone some minor changes over the past two years. The percentage of workers who are employed wage and salary earners has dropped slightly (by about 2 per cent) and been taken up mainly by a rise in the proportion of self employed workers. From August 1991 to August 1992 the number of employed wage and salary earners fell by 44,100 to 1,630,900. This was offset to some extent by rises for self employed persons and employers of 19,100 and 6,400 respectively. The numbers of unpaid family helpers remained about the same.

TABLE 3.5 EMPLOYED PERSONS: STATUS OF WORKER, NUMBERS AND PERCENTAGE DISTRIBUTION, VICTORIA

	Number ('000)				Total	Distribution (Per cent)			
	Employed wage and salary earners	Self employed	Emp-loyers	Unpaid family helpers		Employed wage and salary earners	Self employed	Emp-loyers	Unpaid family helpers
1989-									
February	1,700.0	198.6	87.9	17.3	2,003.8	84.8	9.9	4.4	0.9
May	1,758.5	187.8	89.3	19.2	2,054.7	85.6	9.1	4.3	0.9
August	1,739.4	206.9	87.0	16.5	2,049.8	84.9	10.1	4.2	0.8
November	1,786.8	181.1	89.7	19.9	2,077.6	86.0	8.7	4.3	1.0
1990-									
February	1,791.6	183.5	87.3	18.6	2,081.1	86.1	8.8	4.2	0.9
May	1,815.1	181.9	89.6	16.6	2,103.3	86.3	8.6	4.3	0.8
August	1,767.8	203.7	84.8	16.9	2,073.1	85.3	9.8	4.1	0.8
November	1,766.3	191.8	78.4	19.9	2,056.4	85.9	9.3	3.8	1.0
1991-									
February	1,734.5	192.9	78.3	17.5	2,023.2	85.7	9.5	3.9	0.9
May	1,704.9	186.6	72.3	15.9	1,979.8	86.1	9.4	3.7	0.8
August	1,675.0	204.2	74.4	18.5	1,972.1	84.9	10.4	3.8	0.9
November	1,649.0	211.7	83.5	20.4	1,964.6	83.9	10.8	4.3	1.0
1992-									
February	1,627.4	212.2	86.9	26.1	1,952.6	83.3	10.9	4.5	1.3
May	1,642.3	200.9	75.5	23.5	1,942.1	84.6	10.3	3.9	1.2
August	1,630.9	223.3	80.8	17.3	1,952.2	83.5	11.4	4.1	0.9

CHANGE IN STATUS OF WORKERS, VICTORIA, AUGUST 1991 TO 1992



LABOUR FORCE REGIONS, MELBOURNE STATISTICAL DIVISION
(Data as at August, 1992)

Outer Western Melbourne

Employed	211,200
Unemployed	29,100
Unemployment rate	12.1 per cent
Industry employing the most people	Manufacturing (24.4 per cent)

North Western Melbourne

Employed	81,200
Unemployed	17,500
Unemployment rate	17.8 per cent
Industry employing the most people	Manufacturing (26.8 per cent)

Inner Melbourne

Employed	100,700
Unemployed	15,700
Unemployment rate	13.5 per cent
Industry employing the most people	Community services (20.7 per cent)

North Eastern Melbourne

Employed	189,900
Unemployed	27,100
Unemployment rate	12.5 per cent
Industry employing the most people	Community services (23.0 per cent)

Inner Eastern Melbourne

Employed	197,000
Unemployed	15,400
Unemployment rate	7.3 per cent
Industry employing the most people	Wholesale and retail trade (25.7 per cent)

Southern Melbourne

Employed	174,900
Unemployed	14,200
Unemployment rate	7.5 per cent
Industry employing the most people	Community services (21.2 per cent)

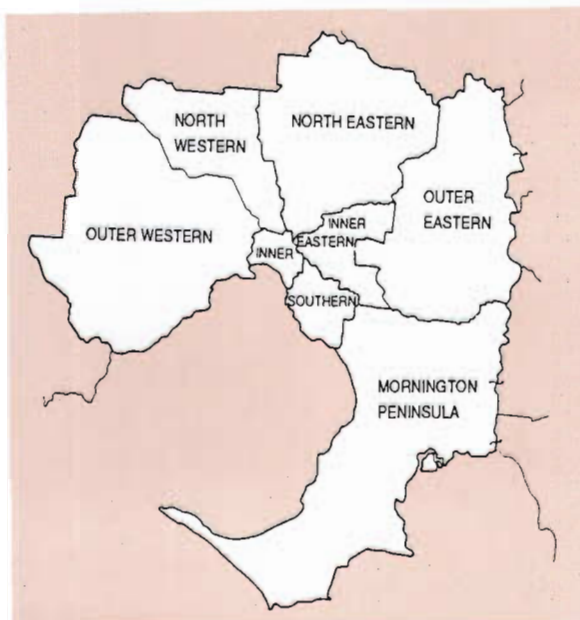


Figure 5. Labour Force Regions, Melbourne Statistical Division

Outer Eastern Melbourne

Employed	214,900
Unemployed	22,500
Unemployment rate	9.5 per cent
Industry employing the most people	Wholesale and retail trade (22.5 per cent)

Mornington Peninsula

Employed	231,700
Unemployed	30,300
Unemployment rate	11.6 per cent
Industry employing the most people	Manufacturing (23.0 per cent)

MELBOURNE STATISTICAL DIVISION

Employed	1,401,500
Unemployed	172,000
Unemployment rate	10.9 per cent
Industry employing the most people	Wholesale and retail trade (21.0 per cent)

LABOUR FORCE REGIONS, VICTORIA
(Data as at August, 1992)



Figure 6. Labour Force Regions, Victoria

Western Victoria

Employed	110.6
Unemployed	14.3
Unemployment rate	11.5 per cent
Industry employing most residents	Wholesale and retail trade (21.1 per cent)

South Western Victoria

Employed	130,800
Unemployed	15,000
Unemployment rate	10.3 per cent
Industry employing the most people	Community services (20.0 per cent)

Northern Victoria

Employed	192.1
Unemployed	26.6
Unemployment rate	per cent
Industry employing most residents	Wholesale and retail trade (18.8 per cent)

BALANCE OF VICTORIA

Employed	550.7
Unemployed	68.0
Unemployment rate	11.0 per cent
Industry employing most residents	Wholesale and retail trade (19.0 per cent)

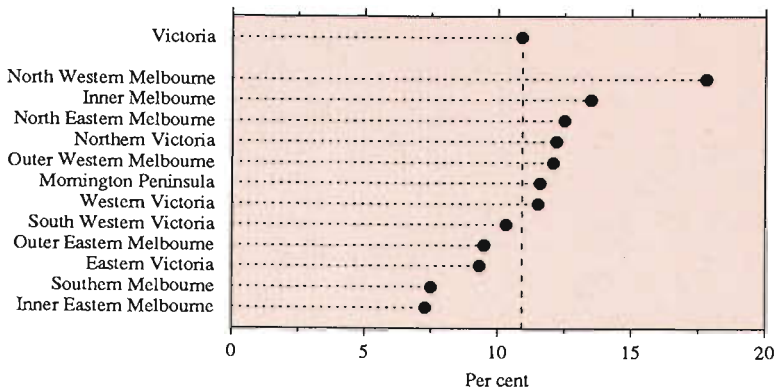
Eastern Victoria

Employed	117.3
Unemployed	12.1
Unemployment rate	9.3 per cent
Industry employing most residents	Community services (19.4 per cent)

VICTORIA

Employed	1,952.2
Unemployed	240.0
Unemployment rate	10.9 per cent
Industry employing most residents	Wholesale and retail trade (20.4 per cent)

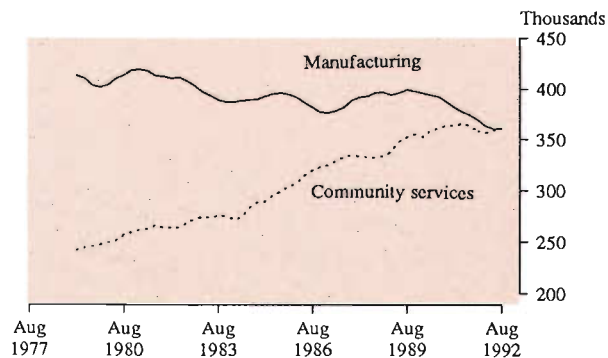
UNEMPLOYMENT RATES: VICTORIAN LABOUR FORCE REGIONS, AUGUST 1992



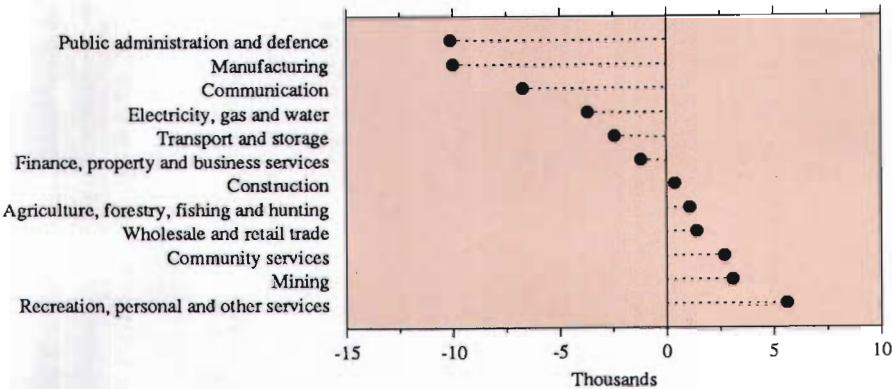
Industry

The major employing industries in Victoria in August 1992 were Wholesale and retail trade (398,600), Community services (368,800), Manufacturing (356,600) and Finance, property and business services (225,800). Between them, these four industries account for 69 per cent of Victoria's employed persons.

In August 1992, 18.9 per cent of employed persons worked in the Community services industry, an increase of 2.2 percentage points over the 16.7 per cent employed in August 1982. Over the same decade, notable increases in employment occurred in Finance, property and business services (9.3 per cent to 11.6 per cent), Recreation, personal and other services (5.4 per cent to 7.2 per cent), and Wholesale and retail trade (19.2 per cent to 20.4 per cent). The Wholesale and retail trade industry has thus become the State's leading employer. Manufacturing, formerly the State's major employer, slipped to third place behind Wholesale and retail trade and Community Services. In August 1992, 18.3 per cent of Victorian workers were employed in the Manufacturing industry.

EMPLOYED PERSONS: MANUFACTURING AND COMMUNITY SERVICES INDUSTRIES, VICTORIA
(Smoothed series)

CHANGE IN EMPLOYMENT BY INDUSTRY, VICTORIA, AUGUST 1991 TO 1992



Occupation

In August 1992, almost 75 per cent of employed persons were evenly distributed across five major occupation groups; Professionals comprised 14.8 per cent of employed persons, Tradespersons 15.3 per cent, Clerks 15.3 per cent, Sales workers 15.0 per cent and Labourers 14.6 per cent. However, the employment patterns for men and women differed substantially; 28.2 per cent of women were employed as Clerks, 23.2 per cent as Salespersons, 15.2 per cent as Professionals and 12.6 per cent as Labourers. Among employed men 23.9 per cent were in Trade occupations, 16.0 per cent were employed as Managers and administrators, 16.0 per cent as Labourers and 14.4 per cent as Professionals.

EMPLOYED PERSONS: OCCUPATION BY SEX, VICTORIA, AUGUST 1992

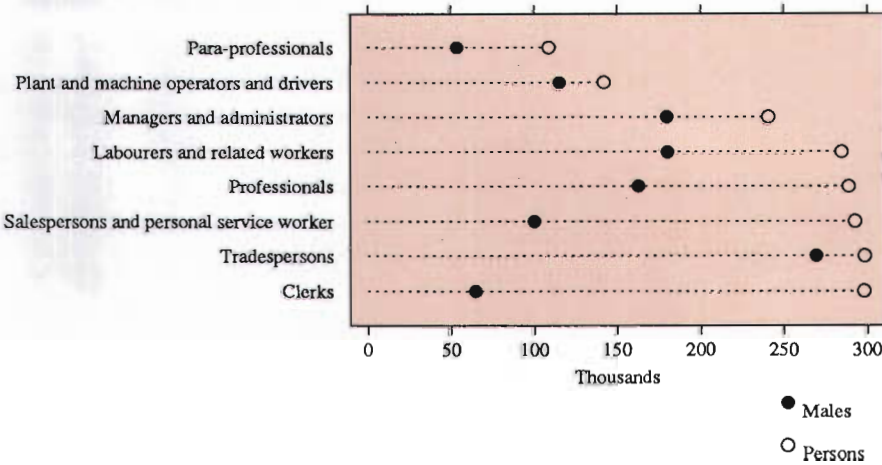


TABLE 3.9 EMPLOYED PERSONS: INDUSTRY AND OCCUPATION BY METROPOLITAN/ EX-METROPOLITAN AREA BY SEX, VICTORIA, AUGUST 1992
(^{'000})

	Metropolitan			Ex-metropolitan			Total Victoria		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
INDUSTRY									
Agriculture, forestry, fishing and hunting	8.3	*4.4	12.8	58.9	28.2	87.1	67.2	32.6	99.9
Mining	*2.4	*0.8	*3.2	*3.7	*0.3	*3.9	6.1	*1.0	7.1
Manufacturing	190.9	82.3	273.2	63.0	20.4	83.5	253.9	102.7	356.6
Food beverages and tobacco	19.8	12.0	31.8	17.2	5.4	22.6	36.9	17.5	54.4
Textiles clothing and footwear	14.3	18.4	32.7	4.6	6.2	10.8	18.9	24.6	43.5
Metal products	29.9	5.8	35.7	10.5	*1.5	12.0	40.4	7.3	47.7
Other manufacturing	126.9	46.1	173.0	30.7	7.3	38.0	157.7	53.4	211.0
Electricity, gas and water	11.4	*2.6	14.0	8.0	*0.8	8.8	19.4	*3.4	22.8
Construction	70.2	8.5	78.7	34.8	5.2	40.0	105.0	13.8	118.8
Wholesale and retail trade	166.8	127.5	294.2	55.1	49.3	104.4	221.8	176.8	398.6
Wholesale trade	68.9	35.0	103.9	16.7	6.9	23.5	85.6	41.9	127.5
Retail trade	97.8	92.5	190.3	38.4	42.5	80.9	136.2	134.9	271.1
Transport and storage	55.4	11.4	66.7	19.4	*3.2	22.7	74.8	14.6	89.4
Communication	16.4	8.8	25.2	5.7	*2.5	8.1	22.0	11.3	33.3
Finance, property and business services	99.0	94.3	193.2	17.7	14.9	32.6	116.7	109.2	225.8
Public administration and defence	37.8	25.6	63.5	15.7	10.9	26.6	53.5	36.5	90.1
Community services	87.6	177.8	265.4	33.0	70.4	103.4	120.7	248.1	368.8
Health	24.6	77.0	101.6	9.1	32.5	41.6	33.7	109.5	143.2
Education, museum and library services	37.2	67.2	104.4	17.6	28.5	46.1	54.8	95.7	150.5
Welfare and religious institutions	6.0	18.2	24.2	*1.4	5.8	7.3	7.5	24.0	31.5
Other community services	19.9	15.4	35.2	4.8	*3.5	8.4	24.7	18.9	43.6
Recreation, personal and other services	53.5	58.0	111.4	10.7	18.9	29.6	64.2	76.9	141.0
Entertainment and recreational services	16.5	14.3	30.8	*2.4	*2.4	4.8	18.8	16.7	35.5
Restaurants hotels and clubs	24.7	24.1	48.8	6.7	12.3	19.0	31.4	36.4	67.8
Personal services (a)	12.3	19.6	31.9	*1.6	*4.1	5.8	13.9	23.7	37.7
Total	799.6	601.9	1,401.5	325.7	225.0	550.7	1,125.3	826.9	1,952.2
OCCUPATION									
Managers and administrators	109.7	27.8	137.5	69.9	33.4	103.2	179.6	61.2	240.8
Professionals	127.8	98.6	226.4	34.6	27.3	61.9	162.4	125.9	288.3
Para-professionals	41.7	40.0	81.8	12.2	14.9	27.2	54.0	55.0	108.9
Tradespersons	192.4	19.9	212.3	77.0	8.5	85.5	269.4	28.4	297.8
Clerks	53.7	187.3	241.0	10.9	45.8	56.8	64.6	233.1	297.8
Salespersons and personal service workers	75.8	134.6	210.4	24.5	57.2	81.7	100.3	191.8	292.1
Plant and machine operators, and drivers	76.7	20.8	97.5	38.4	6.2	44.6	115.1	27.0	142.1
Labourers and related workers	121.7	72.9	194.6	58.2	31.6	89.8	179.9	104.6	284.4
Total	799.6	601.9	1,401.5	325.7	225.0	550.7	1,125.3	826.9	1,952.2

(a) Includes private households employing staff.

Persons not in the Labour Force

In September 1991, 918,300 persons aged between 15 and 69 were not in the labour force. These persons, who were neither employed nor unemployed, comprised 29 per cent of the civilian population of Victoria in this age group. Some 66 per cent of those not in the labour force were women. By comparison, women accounted for 43 per cent of persons in the labour force.

For persons not in the labour force whose last job was less than 20 years ago, those who were formerly 'Labourers and related workers' formed the largest occupation group (36 per cent).

Persons not in the labour force can be classified as either *having marginal attachment* or *not having marginal attachment* to the labour force. Broadly speaking, marginal attachment is a measure of persons who could possibly join the labour force at some future time. At September 1991 the proportion of marginally attached persons not in the labour force was 23 per cent or 208,500 persons.

Of those who were marginally attached, the most common main reasons given for not actively looking for work were 'attending an educational institution' (43,800) and 'childcare' (40,200).

TABLE 3.10 PERSONS NOT IN THE LABOUR FORCE (a): MAIN ACTIVITY BY SEX, VICTORIA, SEPTEMBER 1991
(⁰⁰⁰)

Main activity	Males	Females	Persons
Home duties/childcare	16.0	415.1	431.1
Attending an educational institution	106.6	95.0	201.6
Retired/voluntarily inactive	106.5	53.0	159.5
Own illness/injury; own disability/handicap	52.0	19.1	71.1
Looking after ill/disabled person	*2.5	8.6	11.0
Travel/moving house	*0.5	*1.8	*2.3
Worked in unpaid voluntary job	*2.5	7.1	9.6
Unpaid leave	*0.0	*0.8	*0.8
Other	*5.2	*2.6	7.8
Total	291.7	603.0	894.7

(a) Excludes students boarding at school, patients in hospitals and sanatoriums and inmates of reformatories, goals etc.

Discouraged jobseekers

Discouraged jobseekers are those people who are classified as not being in the labour force and whose main reason for not actively looking for work is indicative of discouragement. The number of discouraged jobseekers in Victoria at September 1991 was 45,300, an increase of 79 per cent compared with September 1990. The proportion of discouraged jobseekers as a component of all persons not in the labour force increased from 3 per cent to 5 per cent over the same period.

The reasons given by discouraged jobseekers for not actively seeking work reflect the general downturn in the labour market. The most common reason, given by 19,200 discouraged jobseekers, was that there were no jobs in their locality or line of work. The number of persons who believed that there were 'no jobs at all' increased almost sevenfold from the September 1990 estimate of 2,100 persons to 14,400 persons at September 1991, of whom 80 per cent were female.

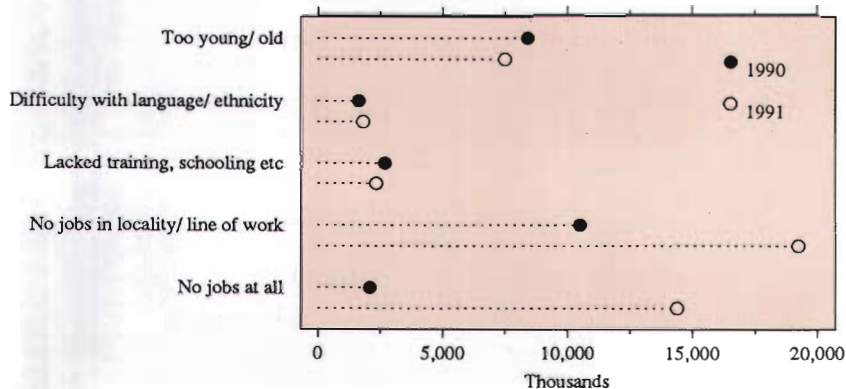
About forty-four per cent of discouraged jobseekers were in the 35 to 54 year age group. This age group comprised 27 per cent of unemployed persons.

TABLE 3.11 PERSONS marginally attached to the labour force: MAIN REASON FOR NOT ACTIVELY LOOKING FOR WORK, VICTORIA, SEPTEMBER 1991
(^{'000})

<i>Main reason for not actively looking for work</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
Wanted to work and were actively looking for work	*4.6	*5.6	10.1
Were available to start work within four weeks	*1.9	*2.9	*4.8
Were not available to start work within four weeks	*2.7	*2.6	*5.3
Wanted to work but were not actively looking for work and were available to start work within four weeks	56.2	142.2	198.4
Had a job to go to	*0.2	*1.3	*1.6
Personal reasons	35.2	41.0	76.2
Own ill health/physical disability/pregnancy	7.3	9.1	16.3
Attending an educational institution	22.9	21.0	43.8
Had no need to work	*3.8	6.5	10.4
Give others a chance	*0.2	*1.1	*1.3
Welfare payments/pension may be affected	*0.5	*1.6	*2.1
Moved house/holidays	*0.5	*1.7	*2.2
Family reasons	*2.8	54.5	57.3
Ill health of other than self	*0.6	*2.6	*3.1
Childcare	*1.2	39.0	40.2
No childcare in locality	*0.0	*4.2	*4.2
No childcare available at all	*0.0	*0.6	*0.6
Cost/too expensive	*0.0	9.6	9.6
Booked out/no places available	*0.0	*0.3	*0.3
Children too young/too old	*0.3	7.4	7.7
Prefers to look after children	*0.3	14.5	14.8
Quality of childcare unsuitable	*0.6	*0.9	*1.4
Other	*0.0	*1.6	*1.6
Other family considerations	*1.0	13.0	14.0
Discouraged jobseekers	12.6	32.6	45.3
Considered too young or too old by employers	*4.0	*3.5	7.5
Difficulties with language or ethnic background	*0.5	*1.3	*1.8
Lacked necessary schooling, training, skills or experience	*0.3	*2.1	*2.3
No jobs in locality or line of work	*4.9	14.3	19.2
No jobs at all	*2.9	11.5	14.4
No jobs in suitable hours	*1.4	*3.7	*5.1
Other reasons	*2.3	*4.2	6.5
Did not know	*0.3	*1.5	*1.8
Not asked (a)	*1.3	*3.3	*4.6
Total	60.7	147.7	208.5

(a) Includes persons who had a job but up to the end of the reference week had been away from work without pay for four weeks or longer and had not been actively looking for work.

DISCOURAGED JOBSEEKERS, MAIN REASON FOR NOT ACTIVELY LOOKING FOR WORK, VICTORIA, SEPTEMBER 1990 AND 1991



Labour mobility

An estimated 2,184,000 Victorians aged 15 to 69 years had worked at some time during the year ending February 1992. Ninety per cent of these persons were working in February 1992, with the remainder either looking for work (5 per cent) or not in the labour force (5 per cent).

Of the 1,955,500 persons who were working in February 1992, 83 per cent had been in their current job for the whole year. Of the remaining 337,000 who had been in their current job for less than one year, 139,100 were not working in February 1991.

The proportion of females who had been in their current job for less than one year was higher (18 per cent) than for males (16 per cent). A far higher proportion of males than females had been in their current job for ten years or more (30 per cent and 16 per cent respectively).

The proportion of all Victorians who had been in their current job for less than one year was 17 per cent, which was 3 per cent lower than the national average. The proportion of Victorians who had worked in their current job for less than one year has been decreasing each year since 1989, when it was 26 per cent.

Job mobility

The proportion of workers who changed their job over a one year period dropped from 20 per cent in the year ending February 1991 to 17 per cent in the year ending February 1992.

The majority (84 per cent) of those who were job mobile during 1992 changed employer or business; the remainder changed only their locality.

Job mobility was greatest for persons aged 20 to 24, with 24 per cent of persons within that age group having changed their job at some time during the year. Those aged 55 to 69 were the least job mobile with an 8 per cent mobility rate within the age group.

Victorian job mobility rates for males and females were 17 and 18 per cent respectively, which are lower than the national averages of 19 per cent and 20 per cent. Married persons were less job mobile than those who were not married with mobility rates of 16 per cent and 20 per cent respectively.

TABLE 3.12 PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY 1992: SUMMARY OF JOB CHANGE, VICTORIA, FEBRUARY 1991 TO 1992 ('000)

	Males			Females			Persons		
	Not-married	Married	Total	Not-married	Married	Total	Not-married	Married	Total
Working at Feb 1992	740.6	381.3	1,122.0	506.9	326.6	833.5	1,247.5	708.0	1,955.5
For one year or more in current job	647.4	291.4	938.9	434.3	245.3	679.6	1,081.8	536.7	1,618.5
For less than one year in current job	93.2	89.9	183.1	72.5	81.4	153.9	165.7	171.3	337.0
Not working Feb 1991	21.8	43.5	65.3	30.2	43.6	73.8	52.0	87.1	139.1
Working Feb 1991	71.3	46.4	117.8	42.3	37.8	80.1	113.7	84.2	197.9
Not working Feb 1992	58.5	61.8	120.4	63.2	44.9	108.1	121.8	106.8	228.5
Began last job more than a year ago	45.5	36.2	81.7	50.1	23.5	73.6	95.6	59.6	155.2
Looking for work	28.0	23.9	51.9	9.8	12.0	21.7	37.8	35.8	73.6
Not in the labour force	17.5	12.3	29.8	40.3	11.5	51.8	57.8	23.8	81.6
Began and ceased a job during the year	13.0	25.7	38.7	13.2	21.4	34.6	26.2	47.1	73.3
Looking for work	9.1	14.3	23.4	*3.6	8.5	12.1	12.7	22.8	35.5
Not in the labour force	*3.9	11.4	15.3	9.6	12.9	22.5	13.5	24.3	37.8
Total	799.1	443.2	1,242.3	570.1	371.5	941.7	1,369.3	814.7	2,184.0

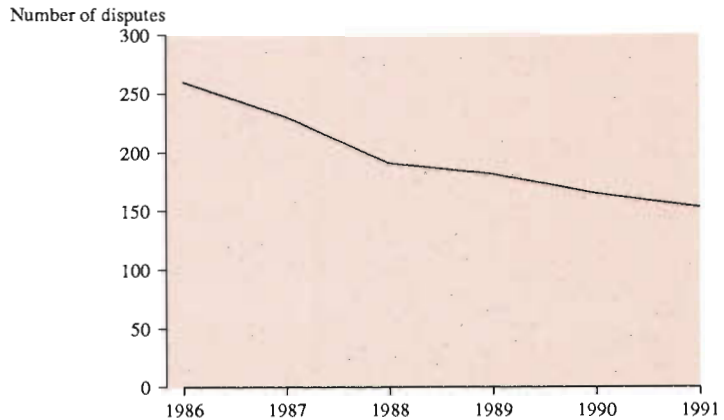
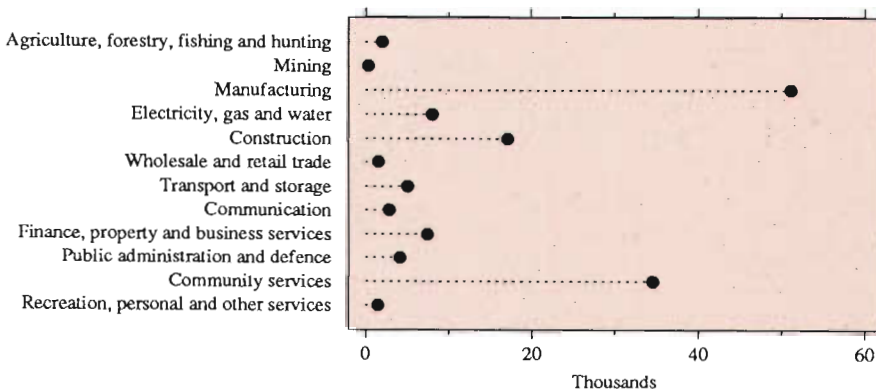
TABLE 3.13 PERSONS WHO WERE WORKING AT FEBRUARY 1992: DURATION OF CURRENT JOB BY INDUSTRY BY SEX, VICTORIA ('000)

Industry	1 and Under 1 year	2 and under 2 years	3 and under 3 years	5 and under 5 years	10 and under 10 years	under 20 years	20 years and over	Total
MALES								
Agriculture, forestry, fishing and hunting	11.5	*4.4	*3.7	9.8	11.0	15.4	20.7	76.6
Mining	*1.1	*0.3	*0.6	*1.2	*0.7	*0.5	*0.5	4.8
Manufacturing	29.0	17.3	28.6	43.5	50.1	42.5	27.4	238.4
Electricity gas and water	*1.4	*0.3	*1.1	*2.2	*3.5	9.0	*3.1	20.6
Construction	17.7	7.8	10.5	16.2	18.8	20.1	13.1	104.2
Wholesale and retail trade	44.8	23.9	28.3	35.6	40.2	26.9	17.6	217.3
Transport and storage	11.9	5.9	8.4	9.9	12.5	16.6	9.9	75.0
Communication	*4.0	*1.3	*1.6	*2.2	5.3	8.0	6.6	28.9
Finance property and business services	22.2	13.0	15.5	16.5	21.8	15.1	11.4	115.6
Public administration and defence	6.1	5.8	*4.5	9.5	8.3	12.9	5.9	53.0
Community services	17.5	9.6	8.8	19.3	25.8	26.0	15.4	122.5
Recreation personal and other services	16.0	8.2	8.7	9.8	12.5	5.6	*4.4	65.1
Total	183.1	97.8	120.1	175.7	210.6	198.6	136.1	1,122.0
FEMALES								
Agriculture, forestry, fishing and hunting	*3.3	*1.8	*2.8	4.7	*4.2	7.1	10.2	34.1
Mining	*0.5	*0.0	*0.0	*0.0	*0.0	*0.0	*0.0	*0.5
Manufacturing	15.3	12.4	16.4	20.6	24.4	15.3	*4.3	108.7
Electricity, gas and water	*0.6	*0.2	*0.8	*0.6	*1.0	*1.0	*0.0	*4.1
Construction	*1.8	*0.5	*2.0	*1.8	5.1	*2.0	*1.6	14.8
Wholesale and retail trade	40.7	25.0	31.6	34.3	27.4	15.0	*2.8	176.7
Transport and storage	*3.2	*2.3	*3.8	*3.5	*2.6	*3.3	*0.5	19.2
Communication	*2.0	*1.3	*1.5	*2.2	*3.3	*1.2	*0.3	11.9
Finance, property and business services	21.8	17.4	16.3	24.5	22.0	10.3	*1.8	114.0
Public administration and defence	8.4	*3.9	*4.5	6.4	12.7	4.6	*1.8	42.4
Community services	36.2	23.1	28.1	45.4	58.5	36.2	9.6	237.1
Recreation, personal and other services	20.1	9.8	11.7	12.3	8.5	4.8	*2.8	70.0
Total	153.9	97.8	119.4	156.2	169.6	100.9	35.6	833.5
PERSONS								
Agriculture, forestry, fishing and hunting	14.8	6.2	6.6	14.5	15.2	22.5	30.9	110.7
Mining	*1.6	*0.3	*0.6	*1.2	*0.7	*0.5	*0.5	5.3
Manufacturing	44.3	29.7	45.0	64.1	74.5	57.8	31.7	347.2
Electricity, gas and water	*1.9	*0.5	*1.9	*2.8	*4.5	10.0	*3.1	24.7
Construction	19.4	8.4	12.5	17.9	23.9	22.2	14.7	119.0
Wholesale and retail trade	85.4	48.9	59.9	69.9	67.6	41.9	20.4	394.0
Transport and storage	15.1	8.2	12.1	13.4	15.0	19.8	10.4	94.1
Communication	6.0	*2.6	*3.1	*4.5	8.5	9.3	6.8	40.8
Finance, property and business services	44.1	30.4	31.7	40.9	43.8	25.4	13.2	229.5
Public administration and defence	14.5	9.7	9.0	15.9	21.0	17.5	7.7	95.4
Community services	53.7	32.7	36.9	64.7	84.4	62.3	25.0	359.6
Recreation, personal and other services	36.1	18.0	20.3	22.1	21.0	10.4	7.2	135.2
Total	337.0	195.6	239.5	331.9	380.1	299.6	171.7	1,955.5

Industrial disputes

In 1991 there were 153 industrial disputes reported in progress in Victoria, continuing the downward trend in the number of industrial disputes. For the year there were 135,300 employees involved in disputes, either directly or indirectly. Of these, 51,100 were employed in the manufacturing industry, 34,500 were employed in community services, and 17,100 were employed in the construction industry. The remainder were spread fairly evenly across other industries.

In total there were 209,100 working days lost. Fifty six per cent of these were lost in the manufacturing industry, although this industry employed only 38 per cent of the workers involved in disputes.

INDUSTRIAL DISPUTES IN PROGRESS, VICTORIA**INDUSTRIAL DISPUTES IN PROGRESS DURING 1991: NUMBER OF EMPLOYEES INVOLVED BY INDUSTRY, VICTORIA**

REFERENCES

Data sources

Currently, the ABS's principal sources of labour statistics are *household surveys* and *employer based surveys*. The ABS conducts a monthly household based labour force survey which provides estimates at a National, State and regional level. The major statistical indicators produced from the labour force survey are persons employed and unemployed, classified by age, sex, and marital status, expressed as a proportion of the civilian population aged 15 years and over; however additional questions to investigate particular aspects of the labour force are frequently included.

At present the ABS conducts sample surveys of employers, based on the ABS register of businesses and organisations. Since May 1983 the ABS has introduced new or upgraded quarterly surveys of employment and earnings; average weekly earnings; overtime; job vacancies; and an annual Survey of employee earnings and hours. During 1987 the ABS developed a range of labour costs surveys which were designed to identify the composition and rate of growth of labour costs.

ABS publications

Labour Statistics, Australia (6101.0) (annual)
A Guide to Labour Statistics (6102.0) (irregular)
The Labour Force, Australia, Preliminary (6202.0) (monthly)
The Labour Force, Victoria (6202.2) (quarterly)
The Labour Force, Australia (6203.0) (monthly)
The Labour Force, Australia, Historical Summary 1966 to 1989 (6204.0) (irregular)
Labour Force Experience, Australia (6206.0) (annual)
Labour Mobility, Australia (6209.0) (annual)
Multiple Jobholding, Australia (6216.0) (irregular)
Persons Not in the Labour Force, Australia (6220.0) (annual)
Job Search Experience of Unemployed Persons, Australia (6222.0) (two yearly)
Labour Force Status and Other Characteristics of Families, Australia (6224.0) (annual)
Transition From Education to Work, Australia (6227.0) (annual)
Information Paper: Questionnaires Used in the Labour Force Survey, Australia (6232.0)
Labour Force Status and Educational Attainment, Australia (6235.0) (annual)
Career Paths of Tradespersons, Australia (6243.0) (irregular)
Successful and Unsuccessful Job Search Experience, Australia (6245.0) (two yearly)
Employment, Underemployment and Unemployment, Australia (6246.0) (irregular)
Employed Wage and Salary Earners, Australia (6248.0) (quarterly)
Labour Force Projections, Australia (6260.0) (irregular)
Information Paper: Release of Regional Labour Force Statistics, Australia (6262.0) (irregular)
Underemployed Workers, Australia (6265.0) (irregular)
Persons Who Have Left the Labour Force, Australia (6267.0) (irregular)
Information Paper: Labour Force Survey - Measuring Teenage Unemployment (6270.0)
Participation in Education, Australia (6272.0) (annual)

Career Paths of Qualified Nurses, Australia (6277.0) (irregular)
How Workers Get Their Training, Australia (6278.0) (irregular)
Information Paper: Measuring Employment and Unemployment, Australia (6279.0) (irregular)
Average Weekly Earnings, States and Australia (6302.0) (quarterly)
Average Weekly Earnings of Employees, Australia (6304.0) (annual)
Weekly Earnings of Employees (Distribution), Australia (6310.0) (annual)
Award Rates of Pay Indexes, Australia (6312.0) (monthly)
Superannuation, Australia (6319.0) (irregular)
Industrial Disputes, Australia (6321.0) (monthly)
Industrial Disputes, Australia (6322.0) (annual)
Trade Union Statistics, Australia (6323.0) (annual)
Trade Union Members, Australia (6325.0) (irregular)
Labour Costs, Australia (6348.0) (annual)
Employer Training Expenditure, Australia (6353.0) (irregular)
Job Vacancies and Overtime, Australia (6354.0) (annual)
Information Paper: Development of the Employer Training Expenditure Survey (6355.0) (irregular)