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## 6 Labour

**OVERVIEW**

Labour related statistics are important economic and social indicators. The performance of the economy and the effects of economic policy can be better understood by reference to changes in measures of employment, unemployment, earnings, overtime, job vacancies, and industrial disputes. However labour statistics are also about people. The economic well-being of an individual is largely determined by their employment, as is the social status and privilege they enjoy within the community.

The data in this chapter includes statistics relating to employment, unemployment, underemployment and people not in the labour force from the monthly labour force survey; average weekly earnings, job vacancies and overtime and award rates of pay indexes, which are derived from employer-based surveys; and trade union and industrial disputes data collected from employers and unions.

**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 the total official supply of labour which is available to the labour market in a given reference week. It is broadly defined as persons aged 15 years and over who are either employed or unemployed in a given reference week. The employed can also be looked at in terms of full-time and part-time status.

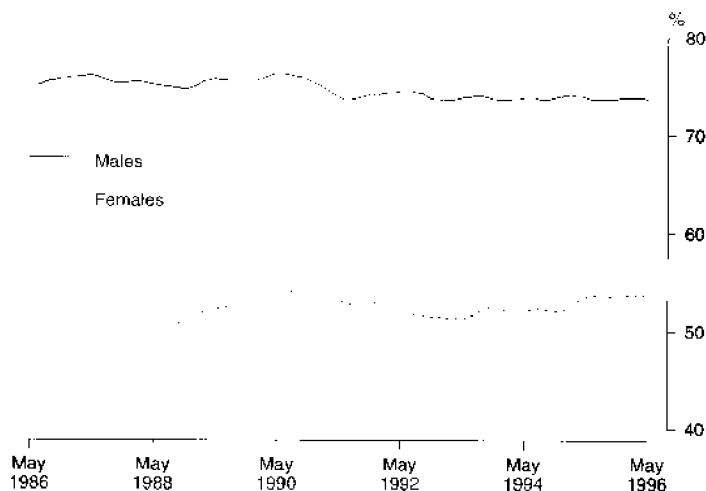
In May 1996 there were 2,283,800 persons in the Victorian labour force of whom 2,092,300 were employed.

**Participation rates**

The labour force participation rate is the number of persons in the labour force as a percentage of the civilian population of working age, and serves as a measure of those who are participating in economic activity.

In May 1996 the Victorian participation rate was 63.7%. Although the female participation rate has risen over the last 10 years and the participation rate for males has dropped slightly, there remains a significant difference between the participation rates of males and females (73.9% and 53.9% respectively).

PARTICIPATION RATES BY SEX: TREND SERIES, VICTORIA



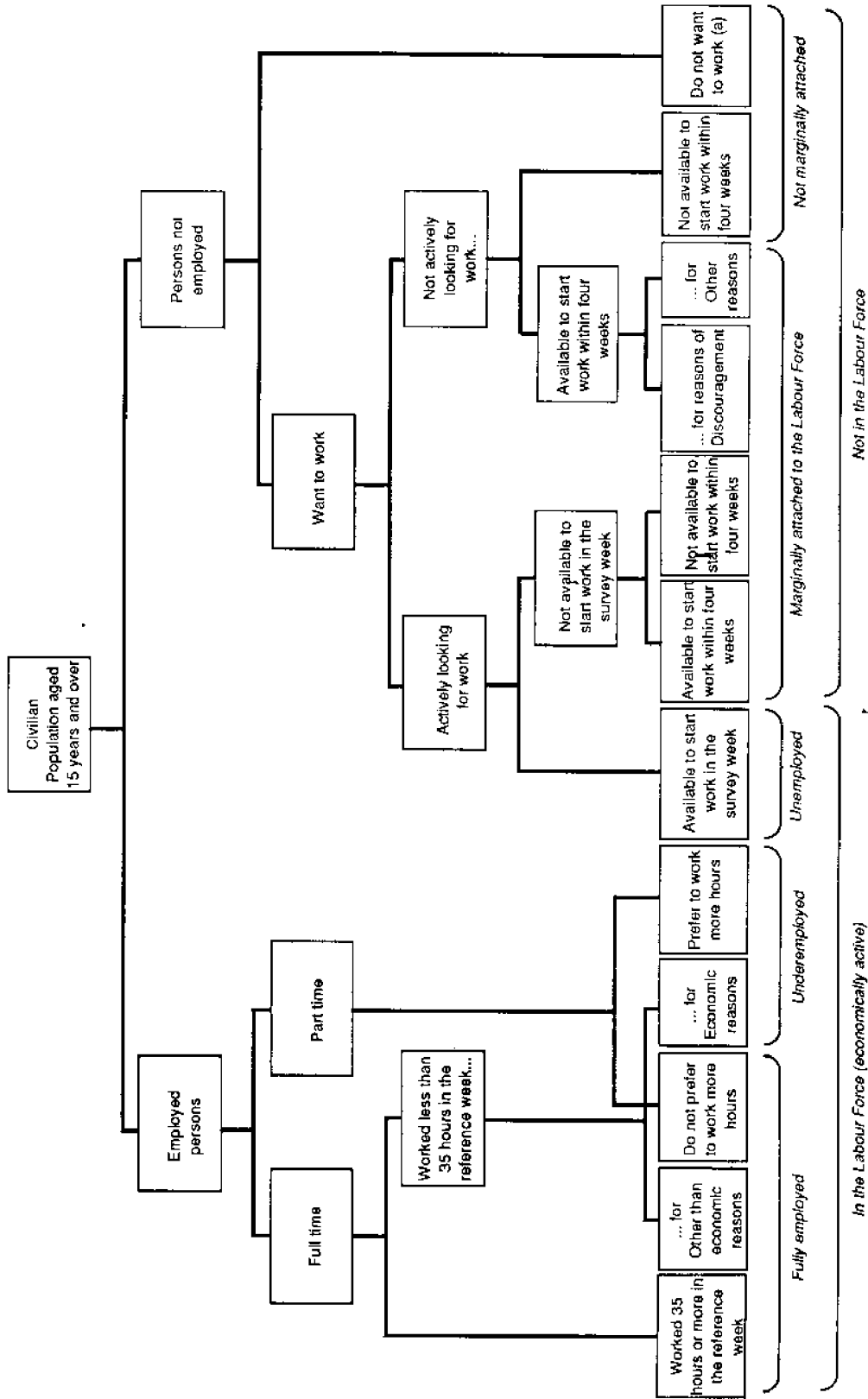
Source: Labour Force, Victoria (6202.2)

6.1 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 YEARS AND OVER, VICTORIA

Period	Employed		Unemployed		Labour force '000	Not in labour force '000	Civilian population '000	Unemployment rate %	Participation rate %	
	Full-time '000	Part-time '000	Total '000	Total '000						
<b>Males</b>										
May -										
1981	1 028.7	54.3	1 083.0	46.6	52.3	1 135.3	308.8	1 444.1	4.6	78.6
1982	1 009.7	67.6	1 077.4	51.4	57.7	1 135.1	334.2	1 469.3	5.1	77.3
1983	967.4	63.3	1 030.6	95.9	102.6	1 133.2	359.4	1 492.6	9.1	75.9
1984	1 009.7	68.9	1 078.6	72.8	80.2	1 158.8	358.8	1 517.6	6.9	76.4
1985	1 008.7	70.5	1 079.2	62.3	71.6	1 150.9	393.1	1 544.0	6.2	74.5
1986	1 040.3	72.9	1 113.2	54.6	61.0	1 174.2	397.1	1 571.2	5.2	74.7
1987	1 063.4	81.3	1 144.7	63.6	71.6	1 216.3	383.8	1 600.1	5.9	76.0
1988	1 077.2	81.8	1 159.0	57.6	67.1	1 226.0	402.3	1 628.4	5.5	75.3
1989	1 118.7	87.7	1 206.4	43.7	50.9	1 257.3	396.4	1 653.7	4.0	76.0
1990	1 108.8	109.3	1 218.1	52.9	63.2	1 281.3	397.5	1 678.8	4.9	76.3
1991	1 028.3	99.5	1 127.8	109.9	125.8	1 253.6	443.1	1 696.8	10.0	73.9
1992	990.7	122.7	1 113.4	144.3	154.9	1 268.3	440.6	1 708.9	12.2	74.2
1993	990.2	111.1	1 101.3	148.1	166.3	1 267.6	449.4	1 717.0	13.1	73.8
1994	1 006.4	119.2	1 125.7	131.4	144.3	1 269.9	454.4	1 724.3	11.4	73.6
1995	1 035.7	130.7	1 166.4	103.6	116.5	1 282.9	454.3	1 737.1	9.1	73.9
1996	1 057.5	130.4	1 187.9	96.9	109.2	1 297.2	458.6	1 755.8	8.4	73.9
<b>Females</b>										
May -										
1981	427.9	216.3	644.2	35.8	52.5	696.8	809.9	1 506.7	7.5	46.2
1982	419.6	218.1	637.7	43.8	59.9	697.5	834.8	1 532.3	8.6	45.5
1983	405.1	222.9	628.0	55.2	74.9	703.0	853.6	1 556.6	10.7	45.2
1984	416.8	232.8	649.6	46.5	64.4	714.0	867.3	1 581.4	9.0	45.2
1985	433.3	253.3	686.6	35.9	59.0	745.6	861.7	1 607.2	7.9	46.4
1986	460.7	278.0	738.7	36.9	62.2	800.8	833.2	1 634.0	7.8	49.0
1987	478.4	298.8	777.3	39.5	56.4	833.6	828.6	1 662.2	6.8	50.2
1988	469.2	307.2	776.4	41.1	66.1	842.5	845.7	1 688.2	7.8	49.9
1989	511.3	336.9	848.2	33.3	57.5	905.8	812.4	1 718.1	6.4	52.7
1990	538.9	347.9	886.8	31.8	54.8	941.5	803.2	1 744.7	5.8	54.0
1991	495.5	349.5	845.0	69.2	93.9	938.9	826.7	1 765.5	10.0	53.2
1992	469.8	345.9	815.6	81.4	104.4	920.1	860.2	1 780.3	11.4	51.7
1993	478.2	337.8	816.0	77.6	105.4	921.3	868.4	1 789.7	11.4	51.5
1994	468.2	369.7	838.0	69.9	96.7	934.6	864.1	1 798.7	10.3	52.0
1995	498.8	393.2	892.0	58.9	80.4	972.4	839.8	1 812.1	8.3	53.7
1996	516.1	388.2	904.3	56.3	82.3	986.6	845.0	1 831.6	8.3	53.9
<b>Persons</b>										
May -										
1981	1 456.6	270.6	1 727.3	82.4	104.8	1 832.1	1 118.8	2 950.9	5.7	62.1
1982	1 429.3	285.7	1 715.0	95.2	117.6	1 832.6	1 169.0	3 001.6	6.4	61.1
1983	1 372.5	286.2	1 658.7	151.2	177.5	1 836.2	1 213.0	3 049.2	9.7	60.2
1984	1 426.5	301.8	1 728.2	119.3	144.6	1 872.8	1 226.2	3 099.0	7.7	60.4
1985	1 442.1	323.8	1 765.8	98.3	130.6	1 896.4	1 254.8	3 151.2	6.9	60.2
1986	1 501.0	350.9	1 851.9	91.5	123.1	1 975.0	1 230.3	3 205.3	6.2	61.6
1987	1 541.8	380.1	1 922.0	103.1	128.0	2 049.9	1 212.4	3 262.3	6.2	62.8
1988	1 546.4	389.0	1 935.4	98.7	133.1	2 068.5	1 248.1	3 316.6	6.4	62.4
1989	1 630.0	424.6	2 054.6	77.0	108.4	2 163.0	1 208.8	3 371.8	5.0	64.1
1990	1 647.6	457.2	2 104.8	84.7	118.0	2 222.8	1 200.7	3 423.5	5.3	64.9
1991	1 523.9	449.0	1 972.8	179.2	219.6	2 192.5	1 269.8	3 462.3	10.0	63.3
1992	1 460.5	468.6	1 929.1	225.8	259.4	2 188.4	1 300.7	3 489.2	11.9	62.7
1993	1 468.4	448.9	1 917.2	225.7	271.7	2 188.9	1 317.8	3 506.8	12.4	62.4
1994	1 474.7	489.0	1 963.6	201.3	240.9	2 204.6	1 318.5	3 523.0	10.9	62.6
1995	1 534.4	523.9	2 058.3	162.5	196.9	2 255.2	1 294.0	3 549.3	8.7	63.5
1996	1 573.6	518.7	2 092.3	153.2	191.5	2 283.8	1 303.6	3 587.4	8.4	63.7

Source: Labour Force, Victoria (6202.2)

THE AUSTRALIAN LABOUR FORCE FRAMEWORK



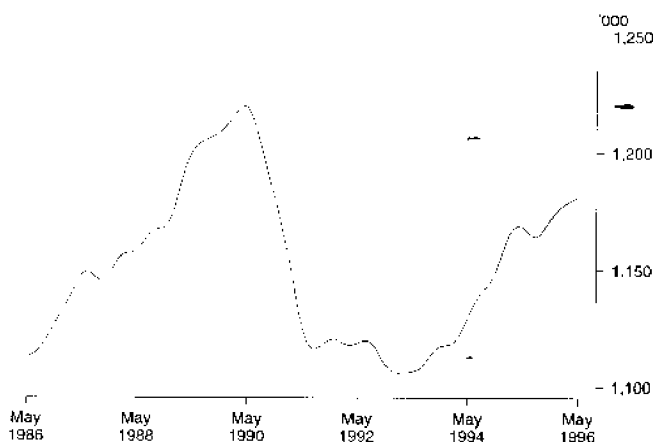
(a) Includes institutionalised persons, boarding school pupils and persons permanently unable to work.

Employment

At May 1996, the number of employed Victorians was estimated to be 2,092,300, an increase of almost 2% over May 1995 and 13% over May 1986, but still below the May 1990 peak of 2,104,800.

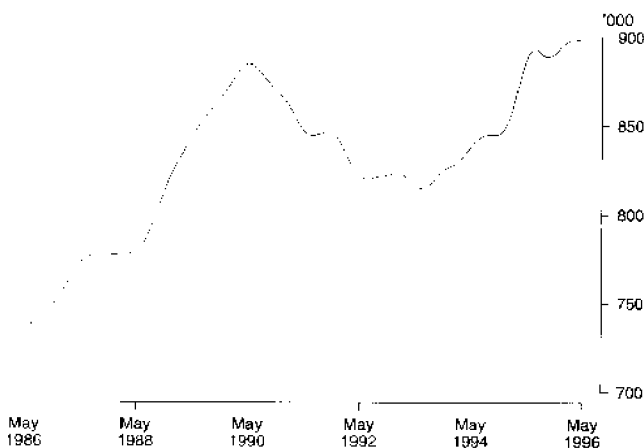
The last decade has seen changes to both the male/female composition of the labour force as well as the proportion of jobs which are full or part-time. While 60% of the employed workforce were male in May 1986, this had decreased to 57% by May 1996. Conversely, female representation increased from 40% to 43% over the same period. A major change has been in the growth of part-time employment, which rose from 19% to 25% of total persons employed over the 10 years to May 1996. Whereas 57% of employed persons in May 1986 were males in full-time work, by May 1996 the corresponding figure stood at 50%. During this period the proportion of the employed workforce who were females working full-time remained relatively stable at 25%, while the number of females in part-time work increased from 15% to 19% of the paid workforce.

EMPLOYED MALES: TREND SERIES, VICTORIA



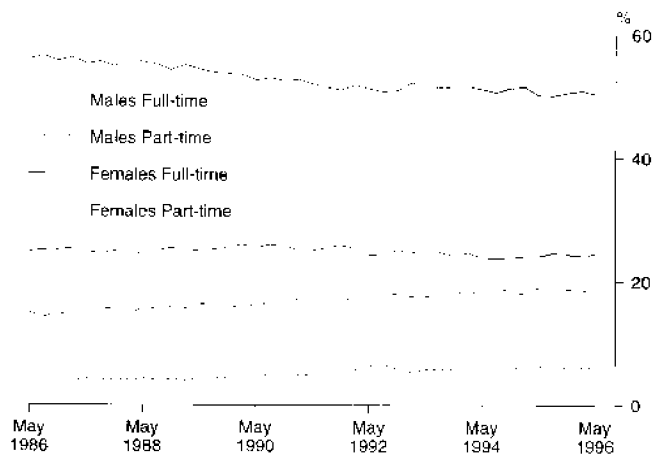
Source: Labour Force, Victoria (6202.2)

EMPLOYED FEMALES: TREND SERIES, VICTORIA



Source: Labour Force, Victoria (6202.2)

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



Source: *Labour Force, Victoria* (6202.2)

**Underemployment**

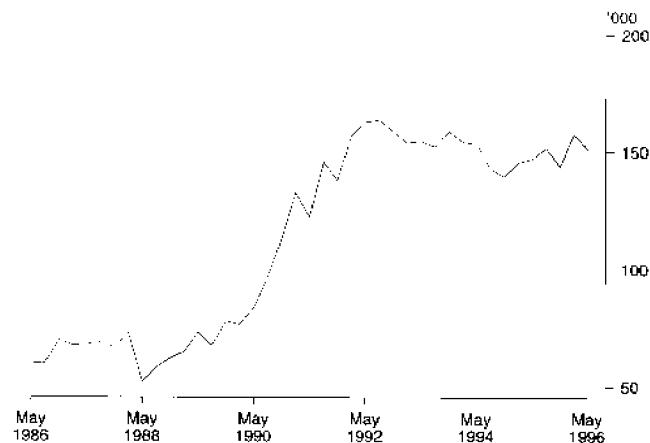
The concept of underemployment embraces two principal forms:

- visible underemployment, involving an insufficient volume of work; and
- invisible underemployment characterised by low income, underutilisation of skills, low productivity and other factors.

The ABS collects information on visible underemployment, with underemployment being defined as full-time workers not working full-time hours for economic reasons (stood down, short time, and insufficient work) and part-time workers wanting to work more hours.

The onset of the recession in 1990 saw a substantial increase in the number of persons who were underemployed. Although this number has decreased since its peak in late 1992, the May 1996 figure of 151,100 continues the trend of high underemployment of the last 4 years.

## UNDEREMPLOYED PERSONS, VICTORIA

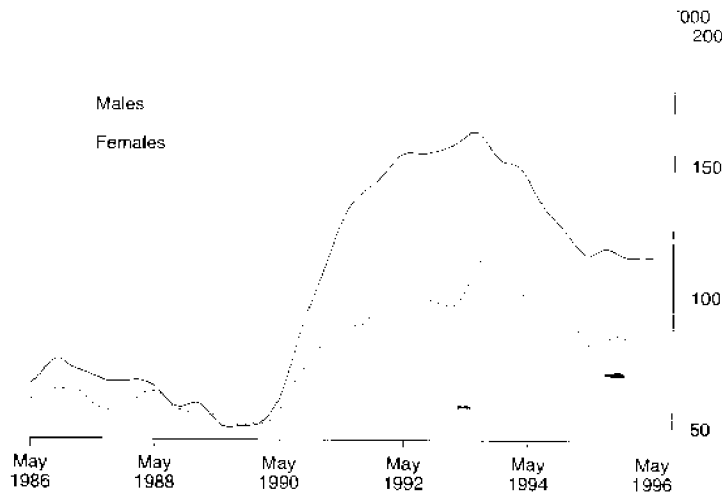


Source: *Labour Force, Victoria* (6202.2)

**Unemployment**

While the previous section on underemployment looked at one part of what is termed 'labour force underutilisation', the other major component of this underutilisation is unemployment. There were an estimated 191,500 unemployed persons in Victoria in May 1996, a decrease of 5,400 over May 1995. Of those unemployed in May 1996, 57% were male and 36% of the total were aged 15-24 years.

UNEMPLOYED PERSONS BY SEX: TREND SERIES, VICTORIA



Source: Labour Force, Victoria (6202.2)

In May 1996, 57,800 persons were unemployed for 52 weeks or longer, of whom 25% were aged 15-24 years and 36% were aged 45 years and over. Although the trend is not consistent, overall as a person's age increases so too does the likelihood that he/she will remain unemployed for longer. Of the unemployed aged 15-19 years, 15% were out of work for 52 weeks or longer while 40% of 35-44 year olds and 57% of unemployed persons aged 55 years and over remained out of work for 52 weeks or longer.

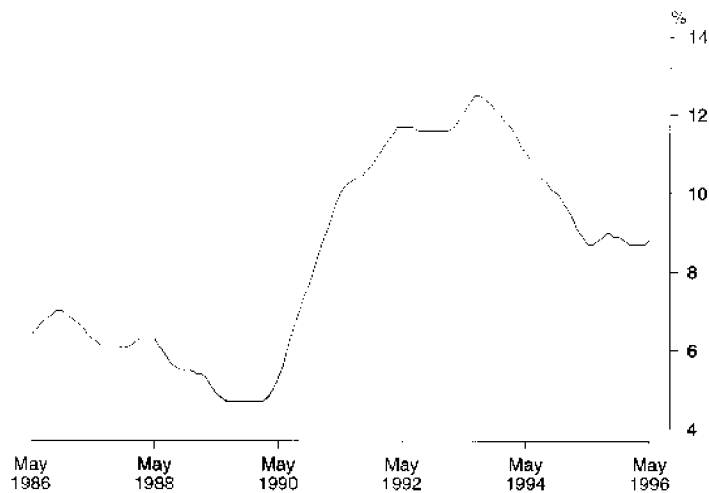
**6.2 UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT BY AGE, VICTORIA, MAY 1996**

Duration of unemployment (weeks)	Age (years)						Total
	15-19	20-24	25-34	35-44	45-54	55 and over	
Under 13	11 900	12 500	18 700	10 400	8 900	*3 000	65 400
13 and under 52	16 600	13 400	15 300	10 100	10 500	*2 400	68 300
52 and over	4 900	9 600	8 700	14 000	13 500	7 100	57 800
<b>Total</b>	<b>33 400</b>	<b>35 500</b>	<b>42 700</b>	<b>34 800</b>	<b>32 900</b>	<b>12 500</b>	<b>191 500</b>

Source: Labour Force, Victoria (6202.2)

The unemployment rate is the total number of unemployed persons expressed as a percentage of all those in the labour force. The unemployment rate in Victoria has shown a steady decline since 1993 and decreased from 8.7% in May 1995 to 8.4% in May 1996. The unemployment rate for males fell from 9.1% in May 1995 to 8.4% in May 1996, but remained higher than that for females, which was 8.3% at both May 1995 and May 1996.

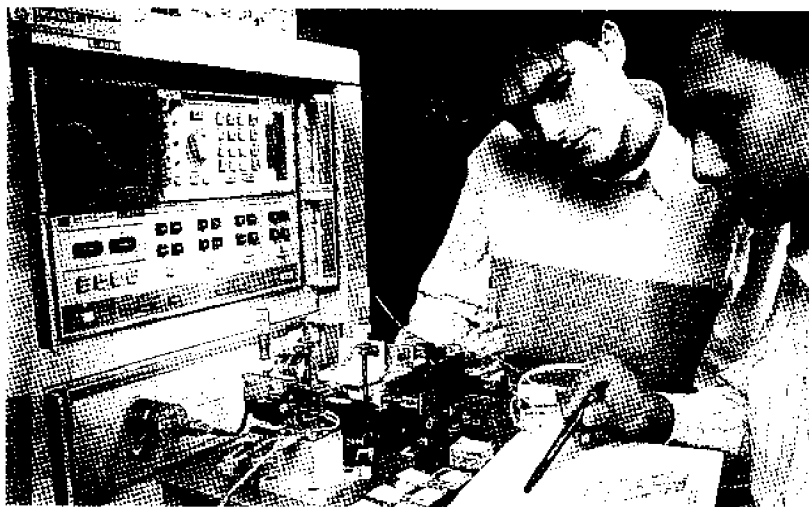
## UNEMPLOYMENT RATE: TREND SERIES, VICTORIA



Source: *Labour Force, Victoria* (6202.2)

Employment and unemployment characteristics vary markedly according to age. Participation rates peak in the age range 20–44 years, reaching 96% for males aged 25–34 years and 82% for females aged 20–24 years. The participation rates of people in the age groups associated with entering or leaving the work force are significantly lower; 54% for people aged 15–19, 60% for 55–59 year olds and 32 % for people aged 60–64 years.

The unemployment rate of 19.9% for persons aged 15–19 years was more than twice the average rate of 8.4%. The lowest unemployment rates were recorded for people in the 60–64 year age group (5.7%) and 35–44 year age group (6.1%).





**6.3 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 YEARS AND OVER BY AGE BY SEX, VICTORIA, MAY 1996**

Age (years)	Employed		Unemployed			Labour force '000	Not in labour force '000	Unemployment rate %	Participation rate %
	Full-time '000	Part-time '000	Total '000	Full-time '000	Total '000				
<b>Males</b>									
15-19	28.0	38.0	66.0	13.2	19.6	85.6	75.4	22.9	53.2
20-24	117.3	22.1	139.4	13.6	16.6	156.0	22.2	10.7	87.6
25-34	294.5	19.3	313.8	23.1	24.2	338.1	15.6	7.2	95.6
35-44	282.9	16.6	299.4	18.5	19.3	318.7	21.5	6.1	93.7
45-54	223.1	11.3	234.3	20.7	20.9	255.2	30.4	8.2	89.3
55-59	68.5	6.1	74.6	5.2	5.8	80.3	25.0	7.2	76.3
60-64	30.8	6.7	37.4	*2.5	*2.8	40.2	49.0	*6.9	45.0
65 and over	12.5	10.5	23.0	*0.0	*0.0	23.0	219.5	*0.0	9.5
<b>Total</b>	<b>1 057.5</b>	<b>130.5</b>	<b>1 187.9</b>	<b>96.9</b>	<b>109.2</b>	<b>1 297.2</b>	<b>458.6</b>	<b>8.4</b>	<b>73.9</b>
<b>Females</b>									
15-19	18.4	50.3	68.6	6.7	13.7	82.4	70.1	16.7	54.0
20-24	83.0	39.9	122.9	14.1	18.9	141.8	32.1	13.3	81.5
25-34	152.9	77.9	230.7	14.3	18.4	249.2	111.6	7.4	69.1
35-44	123.5	109.9	233.4	10.2	15.2	248.6	98.5	6.1	71.6
45-54	105.1	76.3	181.5	8.7	12.0	193.5	90.1	6.2	68.2
55-59	21.7	19.3	41.0	*2.1	*2.9	44.0	59.5	*6.7	42.5
60-64	7.8	8.9	16.7	*0.3	*0.5	17.2	72.9	*3.1	19.1
65 and over	*3.7	5.8	*9.5	*0.0	*0.5	10.0	310.2	*17.1	*3.1
<b>Total</b>	<b>516.1</b>	<b>388.3</b>	<b>904.3</b>	<b>56.3</b>	<b>82.3</b>	<b>986.6</b>	<b>845.0</b>	<b>8.3</b>	<b>53.8</b>
<b>Persons</b>									
15-19	46.4	88.2	134.6	19.9	33.4	168.0	145.5	19.9	53.6
20-24	200.2	62.0	262.3	27.7	35.5	297.8	54.3	11.9	84.6
25-34	447.4	97.2	544.6	37.4	42.7	587.3	127.2	7.3	82.2
35-44	406.4	126.5	532.8	28.7	34.5	567.4	120.0	6.1	82.5
45-54	328.2	87.6	415.8	29.4	32.9	448.7	120.5	7.3	78.8
55-59	90.2	25.4	115.6	7.3	8.7	124.3	84.5	7.0	59.5
60-64	38.6	15.5	54.1	*2.8	*3.3	57.4	122.0	5.7	32.0
65 and over	16.2	16.2	32.5	*0.0	*0.5	33.0	529.7	*3.9	*5.9
<b>Total</b>	<b>1 573.6</b>	<b>518.7</b>	<b>2 092.3</b>	<b>153.2</b>	<b>191.5</b>	<b>2 283.8</b>	<b>1 303.6</b>	<b>8.4</b>	<b>63.7</b>

Source: Labour Force, Victoria (6202.2)

**Birthplace**

In May 1996, 26% of employed Victorians were born outside Australia. Of the total Victorian labour force, people born overseas comprised 26.4%. Of people born overseas and in the labour force, almost 70% were from Europe (56.7%) and Southeast Asia (12.5%). As a group, persons born outside Australia had a higher unemployment rate (10.6%) than the Victorian average (8.4%). The major country group which recorded the lowest rate of unemployment of 8.4% was Europe. People born in the UK and Ireland had the lowest unemployment rate considered to be statistically reliable (6.1%) and were a significant contributor to the European figures. The highest unemployment rate was recorded for persons from the major country group, Middle East and North Africa (17.7%), while the country with the highest statistically reliable unemployment rate was Viet Nam (18.4%). Persons who came from a Main English Speaking Country had a much lower unemployment rate (6.9%) and a higher participation rate (62.4%) than people from Other than Main English Speaking Countries (12.2% and 56.5% respectively).

**6.4 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION (a) AGED 15 YEARS AND OVER BORN OUTSIDE AUSTRALIA BY COUNTRY OF BIRTH, VICTORIA, MAY 1996**

Country of birth	Employed		Unem- ployed '000	Not in labour force '000	Labour force '000	Civilian population '000	Unem- ployment rate %	Partici- pation rate %
	Full-time '000	Total '000						
Oceania	27.1	36.2	5.3	41.4	16.7	58.1	12.7	71.3
New Zealand	21.3	28.9	*2.1	31.0	12.3	43.3	*6.7	71.5
Other Oceania	5.7	7.3	*3.2	10.5	*4.4	14.9	*30.4	70.4
Europe and the former USSR	244.4	313.5	28.6	342.1	293.2	635.3	8.4	53.9
Germany	11.3	13.9	*0.3	14.1	14.6	28.7	*1.9	49.3
Greece	19.0	23.6	*2.5	26.1	26.4	52.5	*9.7	49.7
Italy	34.0	40.5	*3.1	43.6	60.2	103.8	*7.1	42.0
Netherlands	9.1	12.4	*0.3	12.7	8.0	20.7	*2.1	61.2
UK and Ireland	93.1	126.1	8.2	134.3	91.6	225.9	6.1	59.4
Former Yugoslav Republics	35.9	43.2	6.9	50.1	31.2	81.3	13.8	61.6
Other Europe	37.8	47.9	6.2	54.1	51.3	105.4	11.5	51.3
Former USSR	*4.2	6.0	*1.0	7.0	10.0	17.0	*14.5	41.4
Middle East and North Africa	19.4	27.3	5.9	33.2	25.2	58.3	17.7	56.9
Lebanon	*4.4	5.9	*1.8	7.7	7.0	14.7	*23.8	52.6
Other Middle East and North Africa	15.0	21.4	*4.0	25.4	18.2	43.6	*15.8	58.3
Southeast Asia	52.5	64.2	11.0	75.2	40.0	115.2	14.7	65.3
Malaysia	10.9	13.3	*1.3	14.6	5.4	20.0	*8.6	73.0
Philippines	10.0	11.9	*1.8	13.7	6.2	19.9	*13.1	68.9
Viet Nam	19.5	22.9	5.2	28.0	13.7	41.8	18.4	67.1
Other Southeast Asia	12.0	16.1	*2.8	18.9	14.7	33.6	*14.9	56.2
Northeast Asia	19.8	26.9	*2.1	29.0	22.5	51.5	*7.2	56.4
China	12.0	15.6	*1.3	17.0	10.4	27.4	*7.9	61.9
Other Northeast Asia	7.8	11.3	*0.8	12.1	12.1	24.1	*6.3	50.0
Southern Asia	25.3	30.9	5.2	36.0	13.8	49.8	14.3	72.3
India	12.4	14.2	*2.4	16.6	5.2	21.8	*14.2	76.1
Other Southern Asia	12.9	16.7	*2.8	19.5	8.6	28.1	*14.4	69.3
Northern America	5.2	6.1	*1.2	7.3	4.6	12.0	*16.7	61.3
Southern and Central America and Caribbean	7.8	11.1	*2.1	13.2	7.2	20.4	*15.9	64.9
Africa (excluding North Africa)	18.5	23.4	*2.5	25.9	9.9	35.8	*9.7	72.4
Main English Speaking Countries (b)	128.0	172.9	12.9	185.8	111.9	297.7	6.9	62.4
Other than Main English Speaking Countries	292.0	366.7	51.0	417.6	321.1	738.8	12.2	56.5
<b>Total born outside Australia</b>	<b>419.9</b>	<b>539.6</b>	<b>63.8</b>	<b>603.4</b>	<b>433.0</b>	<b>1 036.5</b>	<b>10.6</b>	<b>58.2</b>

(a) Excludes boarding school pupils and institutionalised persons.

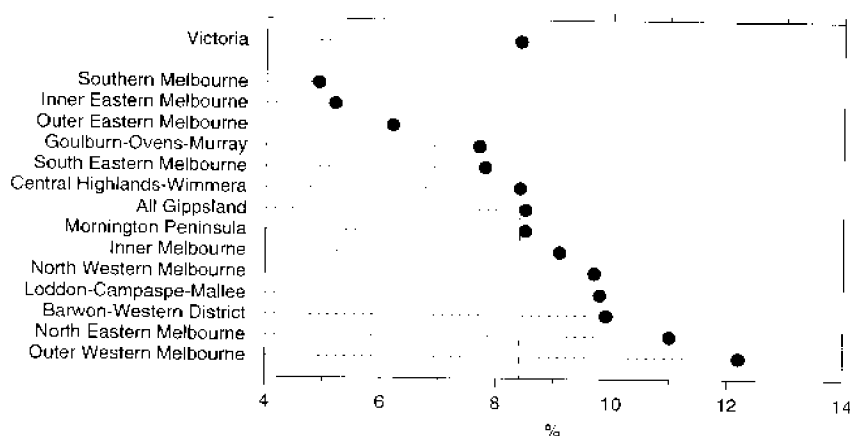
(b) Comprises Canada, New Zealand, South Africa, United Kingdom and Ireland, United States of America.

Source: Labour Force, Victoria (6202.2)

**Labour force regions**

During May 1996, the highest unemployment rates in the Melbourne Major Statistical Region (MSR) were in the Outer Western Melbourne (12.2%) and North Eastern Melbourne (11.0%) regions. Barwon-Western District (9.9%) had the highest unemployment rate outside Melbourne MSR. By comparison, Inner Eastern Melbourne (5.2%) and Southern Melbourne (4.9%) had the lowest unemployment rates.

UNEMPLOYMENT RATES: LABOUR FORCE REGIONS, VICTORIA, MAY 1996



Source: Labour Force, Victoria (6202.2)

6.5 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 YEARS AND OVER BY LABOUR FORCE REGION, VICTORIA, MAY 1996

Region	Employed		Unem- ployed '000	Labour force '000	Not in labour force '000	Civilian popu- lation '000	Unem- ployment rate %	Partici- pation rate %
	Full-time '000	Total '000						
Melbourne MSR	1 174.0	1 526.4	135.8	1 662.2	927.4	2 589.6	8.2	64.2
Outer Western Melbourne	161.6	204.3	28.3	232.6	150.5	383.1	12.2	60.7
North Western Melbourne	105.1	132.1	14.2	146.2	68.8	215.0	9.7	68.0
Inner Melbourne	84.4	104.3	10.4	114.7	62.3	177.0	9.1	64.8
North Eastern Melbourne	149.4	187.2	23.2	210.4	122.4	332.8	11.0	63.2
Inner Eastern Melbourne	158.0	219.1	12.0	231.1	136.3	367.4	5.2	62.9
Southern Melbourne	135.6	183.1	9.5	192.6	103.3	295.9	4.9	65.1
Outer Eastern Melbourne	183.5	244.0	16.2	260.2	118.1	378.3	6.2	68.8
South Eastern Melbourne	137.3	172.6	14.6	187.2	84.5	271.7	7.8	68.9
Mornington Peninsula	59.2	79.9	7.4	87.2	81.3	168.5	8.5	51.8
Balance of Victoria MSR -	399.6	565.9	55.7	621.6	376.2	997.8	9.0	62.3
Barwon-Western District	119.7	166.7	18.4	185.1	92.2	277.3	9.9	66.8
Central Highlands-Wimmera	58.2	84.9	7.7	92.7	58.9	151.6	8.4	61.2
Loddon-Campaspe-Mallee	68.7	99.8	10.9	110.7	84.8	195.5	9.8	56.6
Goulburn-Ovens-Murray	83.5	119.1	9.9	128.9	68.3	197.2	7.7	65.4
All Gippsland	69.5	95.3	8.8	104.2	72.0	176.2	8.5	59.1
<b>Total Victoria</b>	<b>1 573.6</b>	<b>2 092.3</b>	<b>191.5</b>	<b>2 283.8</b>	<b>1 303.6</b>	<b>3 587.4</b>	<b>8.4</b>	<b>63.7</b>

Source: Labour Force, Victoria (6202.2)

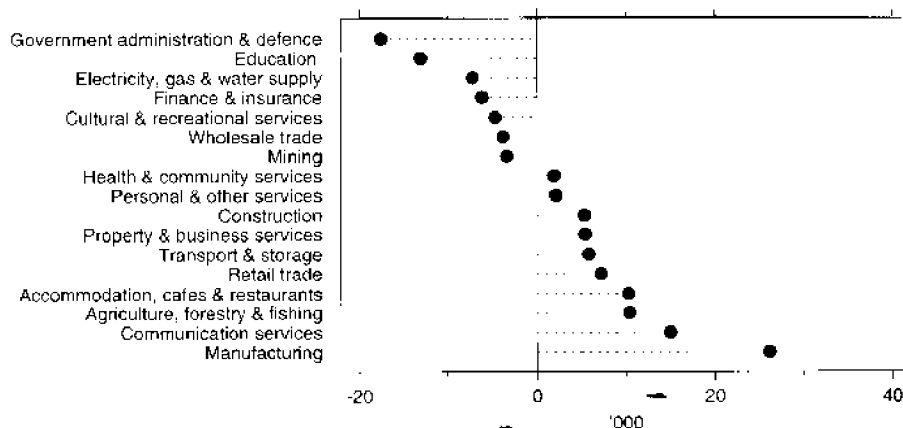
Industry

The major employing industries in Melbourne MSR were Manufacturing (18.8%); Retail trade (14.4%); and Property and business services (11.3%). In the Balance of Victoria MSR the major employing industries were Retail trade (15.5%); Agriculture, forestry and fishing (14.1%); and Manufacturing (12.9%).

The industries to show the greatest decline in total employment in Victoria between May 1995 and May 1996 were Government administration and defence, and Education, with decreases of 17,500 and 13,100 people respectively.

In contrast, the industries to show the greatest increase in employment were Manufacturing, Communication services, and Accommodation, cafes and restaurants which employed 26,200, 15,000 and 10,300 more people respectively.

CHANGE IN EMPLOYMENT BY INDUSTRY, VICTORIA,  
MAY 1995 TO MAY 1996



Source: Labour Force, Victoria (6202.2)

6.6 EMPLOYED PERSONS: INDUSTRY BY MAJOR STATISTICAL REGION (MSR) BY SEX, VICTORIA,  
MAY 1996

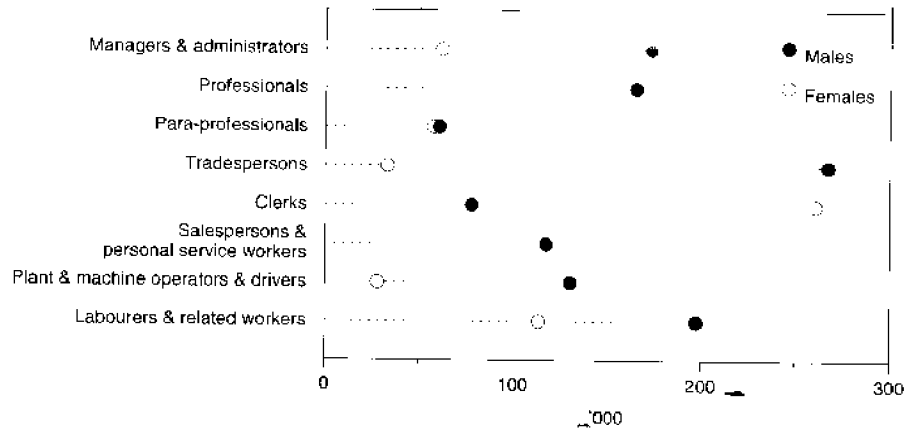
Industry	Melbourne MSR		Balance of Victoria MSR		Total Victoria		
	Males '000	Females '000	Males '000	Females '000	Males '000	Females '000	Persons '000
Agriculture, forestry and fishing	11.2	7.1	57.8	21.9	69.0	29.0	98.0
Mining	*1.0	*0.5	*2.3	*0.5	*3.2	*1.0	*4.3
Manufacturing	194.8	92.6	54.9	18.0	249.7	110.6	360.2
Electricity, gas and water supply	6.5	*2.0	6.8	*0.6	13.3	*2.5	15.8
Construction	86.2	11.0	36.9	*4.2	123.1	15.2	138.2
Wholesale trade	71.5	33.0	22.7	6.0	94.1	39.0	133.1
Retail trade	110.8	108.8	40.9	46.8	151.7	155.5	307.2
Accommodation, cafes and restaurants	31.0	30.1	12.2	18.2	43.2	48.3	91.5
Transport and storage	61.6	17.6	14.9	3.8	76.6	21.3	97.9
Communication services	28.5	13.0	4.6	6.0	33.0	18.9	52.0
Finance and insurance	29.2	36.6	5.7	8.9	34.9	45.5	80.4
Property and business services	97.5	74.4	21.9	14.3	119.4	88.7	208.1
Government administration and defence	22.4	27.8	9.3	11.9	31.7	39.7	71.4
Education	34.4	63.4	12.2	24.7	46.6	88.2	134.8
Health and community services	28.7	101.5	13.3	40.0	42.0	141.6	183.6
Cultural and recreational services	15.9	17.4	5.9	3.6	21.8	21.0	42.7
Personal and other services	27.9	30.6	6.7	7.7	34.6	38.4	73.0
<b>Total all industries</b>	<b>859.0</b>	<b>667.4</b>	<b>328.9</b>	<b>237.0</b>	<b>1 187.9</b>	<b>904.3</b>	<b>2 092.3</b>

Source: Labour Force, Victoria (6202.2)

**Occupation**

In Melbourne MSR, the largest occupation groups were Clerks (17.8%); Salespersons and personal service workers (16.0%); and Professionals (15.4%). Outside Melbourne MSR, the largest occupation groups were Salespersons and personal service workers (17.3%); Managers and administrators (16.7%); and Labourers and related workers (15.3%).

EMPLOYED PERSONS: OCCUPATION BY SEX, VICTORIA, MAY 1995



Source: Labour Force, Victoria (6202.2)

**6.7 EMPLOYED PERSONS: OCCUPATION BY MAJOR STATISTICAL REGION (MSR) BY SEX, VICTORIA, MAY 1996**

Occupation	Melbourne MSR		Balance of Victoria MSR		Total Victoria		
	Males '000	Females '000	Males '000	Females '000	Males '000	Females '000	Persons '000
Managers and administrators	105.3	35.1	67.6	26.7	173.0	61.8	234.8
Professionals	134.7	99.7	30.1	26.2	164.9	125.9	290.7
Para-professionals	46.6	42.8	13.9	14.7	60.5	57.6	118.1
Tradespersons	190.2	23.7	76.9	9.3	267.1	33.0	300.1
Clerks	65.8	205.9	12.0	54.7	77.8	260.6	338.4
Salespersons and personal service workers	86.1	157.7	31.3	66.4	117.4	224.1	341.5
Plant and machine operators and drivers	87.4	21.1	42.6	6.7	130.0	27.8	157.8
Labourers and related workers	142.9	81.4	54.4	32.2	197.4	113.6	310.9
<b>Total all occupations</b>	<b>859.0</b>	<b>667.4</b>	<b>328.9</b>	<b>237.0</b>	<b>1 187.9</b>	<b>904.3</b>	<b>2 092.3</b>

Source: Labour Force, Victoria (6202.2)

**Persons not in the labour force**

In May 1996, 1,303,600, persons aged 15 years and over were classified as not in the Labour Force. These persons who were neither employed nor unemployed, comprised 36% of the civilian population of Victoria aged 15 years and over. Some 65% of those not in the labour force were female. By comparison, females accounted for 43% of persons in the labour force.

A detailed survey of persons who were not in the labour force was conducted by the ABS in September 1995. The scope of the survey was persons aged 15 to 69 years who were neither employed nor unemployed. Boarding school pupils and persons living in institutions were excluded – they are assumed to be not in the labour force, and to have no current attachment to the labour force.

For Victoria, in September 1995, persons not in the labour force (excluding institutionalised persons and boarding school pupils) numbered 907,600 persons, of whom 604,500 (67%) were female and 303,100 were male.

The most commonly reported main activities whilst not in the labour force for males were 'retired or voluntarily inactive' (36%), 'attending an educational institution' (33%) and 'own illness, injury, disability or handicap' (17%). By comparison, the most commonly reported main activities for females were 'home duties or childcare' (63%), 'attending an educational institution' (16%) and 'retired or voluntarily inactive' (10%).

#### 6.8 PERSONS NOT IN THE LABOUR FORCE (a): MAIN ACTIVITY BY SEX, VICTORIA, SEPTEMBER 1995

Main activity	Males '000	Females '000	Persons '000
Home duties/child care	16.0	379.1	395.1
Attending an educational institution	99.2	99.0	198.3
Retired/voluntarily inactive	109.4	60.6	170.0
Own illness/injury; own disability/handicap	52.9	27.9	80.8
Looking after ill/disabled person	6.4	13.7	20.2
Travel/moving house	7.1	*4.8	11.8
Working in unpaid voluntary job	*5.1	13.8	18.9
Other	7.0	*5.6	12.6
<b>Total</b>	<b>303.1</b>	<b>604.5</b>	<b>907.6</b>

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

Source: *Persons Not in the Labour Force, September 1995 (Supplementary Survey)*

#### Average weekly earnings

The average weekly earnings (AWE) survey is conducted in February, May, August and November each year and is designed to provide estimates of the level of, and quarter-to-quarter change in, average weekly earnings. The survey is conducted by mail from a sample of approximately 5,000 employers selected from the ABS register of businesses.

Trend estimates have been incorporated as they provide a more reliable guide to the underlying direction of the data. For most business decisions and policy advice, they are deemed more suitable than either the seasonally adjusted or original estimates.

As at May 1996 the trend estimate for average weekly ordinary time earnings were \$702.30 for males and \$593.00 for females (adults working full time). Average weekly ordinary time earnings for all adult full-time ordinary time employees was \$666.00.

The annual change to May 1996 was 2.4% for all employees and 3.9% for all adult full-time ordinary time employees.

6.9 AVERAGE WEEKLY EARNINGS OF EMPLOYEES, VICTORIA

Reference period: pay period ending on or before	Males		Females			Persons			
	Full-time adults		All males	Full-time adults		All females	Full-time adults		All employees
	Ordinary time earnings \$	Total earnings \$	Total earnings \$	Ordinary time earnings \$	Total earnings \$	Total earnings \$	Ordinary time earnings \$	Total earnings \$	Total earnings \$
Trend									
1995 -									
17 February	672.00	730.50	657.30	565.50	579.10	436.10	633.80	676.30	555.80
19 May	679.10	735.90	662.20	572.50	586.80	436.70	640.90	682.20	557.20
18 August	684.30	741.00	666.20	576.70	591.20	434.40	646.40	688.10	558.50
17 November	689.80	747.20	668.50	581.20	595.00	434.40	652.30	694.90	561.30
1996 -									
16 February	695.80	755.90	671.30	586.40	599.50	436.20	658.90	703.30	565.70
17 May	702.30	765.70	671.50	593.00	605.40	439.50	666.00	712.50	570.70
Quarterly change to - 1996					%				
February	0.9	1.2	0.4	0.9	0.8	0.4	1.0	1.2	0.8
May	0.9	1.3	0.5	1.1	1.0	0.8	1.1	1.3	0.9
Annual change to - 1996 -									
February	3.5	3.5	2.1	3.7	3.5	0.0	4.0	4.0	1.8
May	3.4	4.0	1.9	3.6	3.2	0.6	3.9	4.4	2.4

Source: Average Weekly Earnings, States and Australia (6302.0)



**Award rates of pay indexes**

The Award Rates of Pay index (ARPI) is based on a sample of awards and classifications and wage rates which are updated from data supplied by various wage fixing authorities.

The ARPI are compiled from data obtained from wage fixing authorities, both Federal and State, relating to variations in prescribed award wages and hours. Wage variations from enterprise bargaining awards and agreements are generally excluded from the award rates of pay indexes.

The ARPI are scheduled to cease with the release of the June 1997 publication and will be replaced, in part, by the Labour Cost Index.

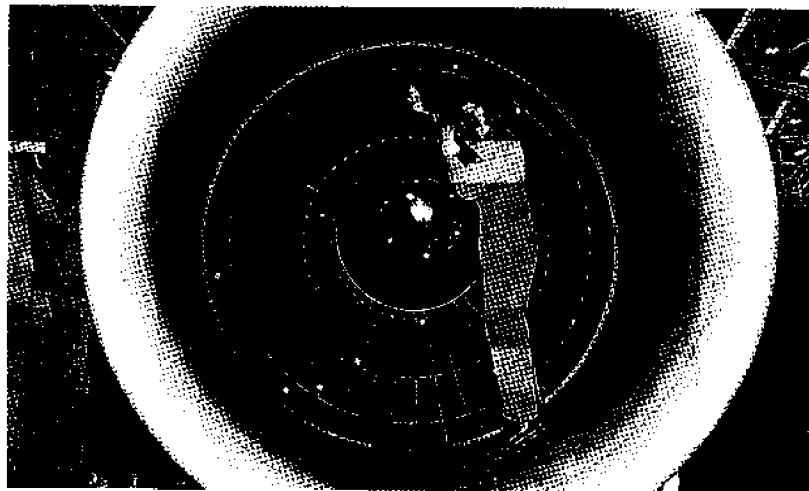
Over the 12 months to June 1996, the weekly award rates of pay index for full-time adult employees increased by 0.9%. The index for full-time adult males rose by 0.9%, whilst the increase for full-time adult females was 0.8%. The largest movements over the period for full-time adult females and males occurred in the Public administration and defence industry (2.8% and 2.4% respectively).

#### 6.10 AWARD RATES OF PAY INDEXES: FULL-TIME ADULT EMPLOYEES, VICTORIA

Month	Weekly Series		
	Males	Females	Persons
1995 -			
June	145.3	148.7	146.4
July	145.5	148.8	146.6
August	145.5	148.9	146.6
September	145.6	148.9	146.7
October	145.6	149.0	146.7
November	145.7	149.3	146.9
December	145.8	149.3	146.9
1996			
January	146.0	149.4	147.1
February	146.0	149.4	147.1
March	146.3	149.5	147.4
April	146.4	149.6	147.5
May	146.7	149.8	147.7
June	146.7	149.8	147.9

Base: June 1985=100.0

Source: Award Rates of Pay Indexes, Australia (6312.0)



#### Job vacancies and overtime

The Survey of Job Vacancies and Overtime is conducted in February, May, August and November and is designed to collect data from a sample of employers on the number of job vacancies and average overtime hours worked by employees.

Results from the August 1996 survey indicate a higher growth in job vacancies in Victoria relative to the Australian average. Victorians are working similar hours of overtime on average as Australians as a whole.



The estimate of job vacancies in August 1996 was 13,600. This was a rise of 17% from May 1996 but was 18.6% lower than the most recent peak of 16,700 job vacancies in February 1996. The number of job vacancies in Victoria over the past 8 years has been quite volatile. The current estimate is 43.6% lower than the peak of 24,100 vacancies in May 1989.

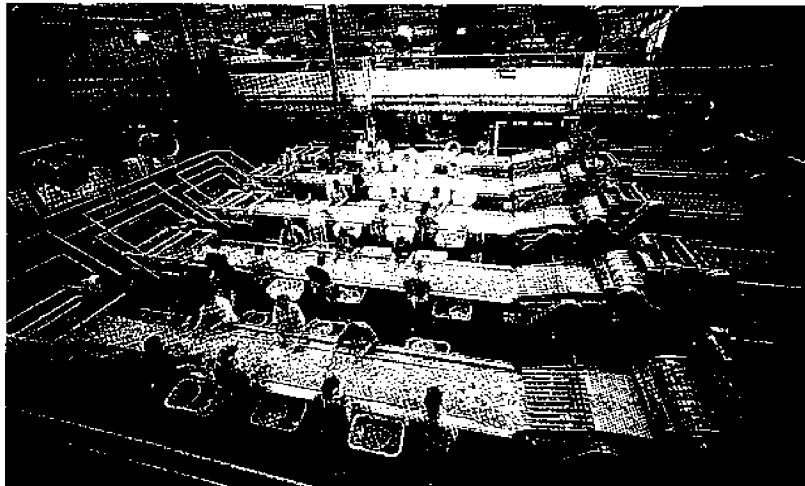
**6.11 JOB VACANCIES AND OVERTIME, ORIGINAL SERIES, VICTORIA**

Original	Reference Date			Percentage change	
	18 Aug 1995 '000	17 May 1996 '000	16 Aug 1996 '000	Quarterly %	Annual %
Job vacancies					
Private Sector	8.8	9.1	11.9	31.2	35.3
Public Sector	1.8	2.5	1.7	-33.0	-6.8
Total (a)	10.6	11.6	13.6	17.2	28.1
Job vacancy rates % (b)	0.64	0.68	0.83	22.4	28.4
Average weekly overtime hours					
per employee	1.09	1.16	0.97	15.9	10.7
per employee working overtime	6.93	7.13	6.71	-5.9	3.2
Percentage of employees working overtime	15.72	16.22	14.50	10.6	7.8

(a) Due to rounding total may not equal sum of components.

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

Source: *Job Vacancies and Overtime, Australia (6354.0)*



**Trade union membership**

The Trade Unions Census is conducted each year. Information is sought from operating trade unions and employee associations regarding States of operation and membership as at 30 June of the collection year.

The number of trade unions, and trade union membership, declined in all States and Territories during the period 1990 to 1995. The decline in the number of trade unions was largely as a result of amalgamations.

In Victoria, at 30 June 1995, there were 61 trade unions with 588,400 financial members, and a total membership of 669,700. The number of trade unions decreased by 10, or 14%, in the 12 months to June 1995.

Trade union membership in Victoria decreased by 54,800 or 8% in the year to 30 June 1995. This decline continued the recent trend, with membership numbers falling in each year since 1990.

The proportion of trade union members per total employees at 30 June 1995 was the lowest for several years, with trends for Victoria being similar to those for Australia as a whole.

### 6.12 NUMBER OF SEPARATE TRADE UNIONS

30 June	1990	1991	1992	1993	1994	1995
Victoria	157	146	114	89	71	61
Australia	295	275	227	188	157	142

Source: Trade Union Statistics, Australia (6323.0.40.001)

### 6.13 TRADE UNIONS: NUMBER OF MEMBERS AND PROPORTION OF TOTAL EMPLOYEES

Period	Victoria			Australia					
	Number ('000)			Percentage of total employees			Percentage of total employees (a)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
30 June 1990 -									
Financial	532.6	307.4	840.0	54	40	48	51	40	46
Total	598.5	316.7	915.2	60	41	52	59	43	52
1991 -									
Financial	502.1	325.7	827.8	55	43	50	51	42	47
Total	573.5	338.5	912.0	62	45	55	59	45	53
1992 -									
Financial	464.1	291.0	755.0	52	41	47	47	41	44
Total	522.0	305.0	827.0	58	42	51	55	43	49
1993 -									
Financial	429.4	265.8	695.2	48	37	43	46	40	43
Total	482.4	288.2	770.6	54	40	48	51	42	47
1994 -									
Financial	375.6	253.2	628.8	41	34	38	40	37	38
Total	455.7	268.9	724.5	50	36	44	48	39	44
1995 -									
Financial	353.8	234.6	588.4	37	30	34	37	34	35
Total	420.8	248.8	669.7	44	31	38	44	35	40

(a) Estimates of total employees used to calculate the proportion of trade union members to total employees have been derived from the ABS Labour Force Survey.

Source: Trade Union Statistics, Australia (6323.0.40.001)

### Industrial disputes

The Industrial Disputes Survey collects information on industrial disputes where a stoppage of work has occurred, providing that at least 10 working days have been lost. Information is generally obtained from returns obtained from employers and trade unions. Particulars of some stoppages, for example State or Australia wide general strikes, may have to be partly estimated.

There were 110 industrial disputes reported in Victoria during 1995, a marginal increase from the 109 disputes in the previous year. The downward trend in the number of industrial disputes reported in each year since 1990 has now stabilised.

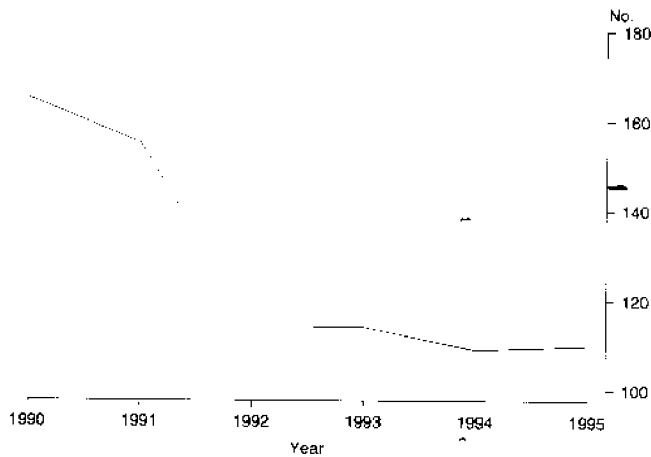
The number of Victorian employees involved in industrial disputes increased by 51%, from 52,200 in 1994 to 79,000 in 1995. This compares with a national increase of 30% for the same period. The number of working days lost in Victoria increased by 45%, from 87,000 in 1994 to 126,100 in 1995.

6.14 INDUSTRIAL DISPUTES

Period	Victoria			Australia		
	Total number of disputes	Total employees involved '000	Working days lost '000	Total number of disputes	Total employees involved '000	Working days lost '000
1990	165	169.1	391.2	1 193	729.9	1 376.5
1991	155	135.5	209.2	1 036	1 181.6	1 610.6
1992	114	598.8	586.4	728	871.5	941.2
1993	114	200.9	257.2	610	489.6	635.8
1994	109	52.2	87.0	560	265.1	501.6
1995	110	79.0	126.1	643	344.3	547.6

Source: Industrial Disputes, Australia (6322.0)

INDUSTRIAL DISPUTES IN PROGRESS, VICTORIA



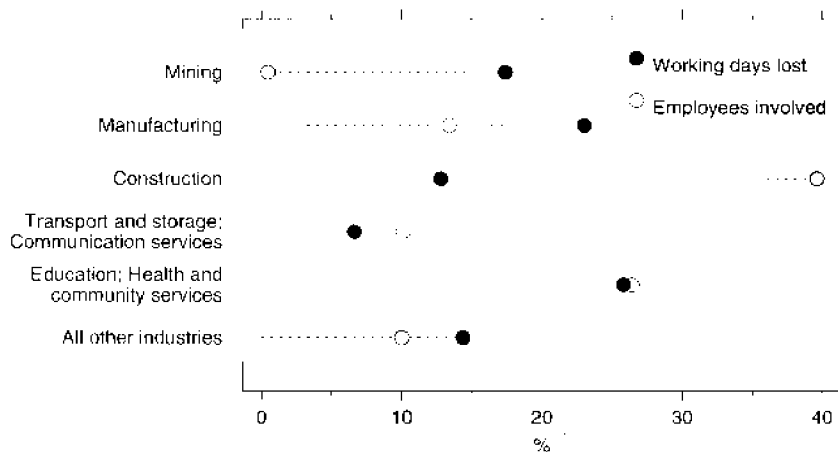
Source: Industrial Disputes, Australia (6322.0)

Although the total number of disputes rose slightly, the number of disputes in the Manufacturing, and Education, Health and community services sectors decreased, from 47 to 35 and 19 to 14 respectively. However, the Education; Health and community services industry group was the major contributor to working days lost, reporting 32,600 working days lost. This figure accounted for 26% of total working days lost in 1995, compared with the corresponding proportion of 6.3% in 1994.

The Construction industry saw the number of working days lost increase from 2,100 in 1994 to 16,100 in 1995 and the Mining industry saw an increase from nil in 1994 to 21,900. Other industries, such as Manufacturing, Transport, storage and communication services and 'All other industries' saw a decline in working days lost.

The Construction industry with 31,200 employees involved was the largest contributor to the total number of Victorian employees involved in industrial disputes during 1995. The Education; Health and community services sector also showed a large increase in the number of employees involved in industrial disputes, increasing from 9,400 in 1994 to 20,900 in 1995.

INDUSTRIAL DISPUTES: PROPORTION OF ALL EMPLOYEES INVOLVED AND WORKING DAYS LOST BY INDUSTRY

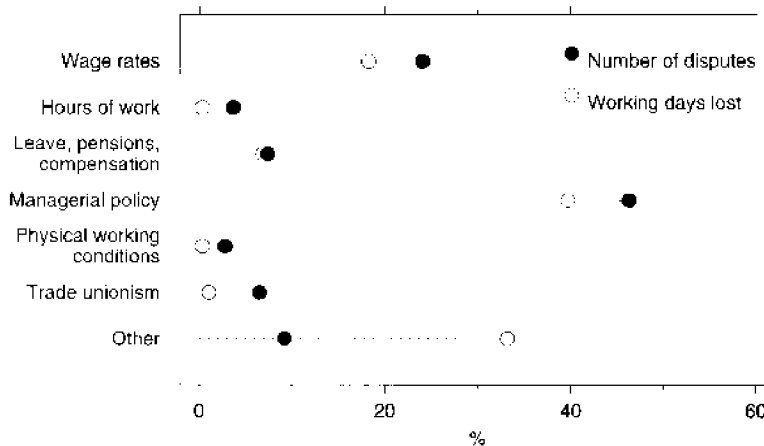


Source: Industrial Disputes, Australia (6322.0)

The major cause of industrial disputes during 1995 was managerial policy (including policy relating to work practices, new awards and agreements and general terms and conditions of employment) which accounted for both the largest number of disputes (46.3%) and of working days lost (39.7%). Wage rates were also a significant cause of disputes, causing 24.1% of disputes and 18.3% of working days lost.

The 'Other' category, which includes political protests, recorded only 2.2% of all disputes but accounted for 33.2% of working days lost. This category of dispute also accounted for 52.9% of all workers involved in industrial disputes in 1995 (42,000 out of a total of 79,000).

INDUSTRIAL DISPUTES: PROPORTION OF ALL DISPUTES AND WORKING DAYS LOST BY CAUSE OF DISPUTE, VICTORIA



Source: ABS unpublished data

## REFERENCES

### Data sources

Currently, the ABS' 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, marital status and country of birth 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.

The ABS also conducts sample surveys of employers, based on the ABS register of businesses and organisations. Over recent years new or upgraded quarterly surveys of employment and earnings, average weekly earnings, overtime, job vacancies, and an annual survey of employee earnings and hours have been introduced.

Following a recent review of the range of earnings statistics produced, the ABS has begun the development of a new quarterly Labour Cost Index (LCI). This index will measure changes in the hourly cost to employers of employing labour.

The LCI will be developed in three stages:

- (i) An index of ordinary time wage and salary costs, to be implemented in the December quarter 1996;
- (ii) The Wage Cost Index, adding overtime rates to the index of ordinary time wage and salary costs, to be implemented in the September quarter 1997; and
- (iii) The full Labour Cost Index to be implemented in the September quarter 1998.

Index numbers will be released for the first time in *Wage Cost Index, Australia* (Catalogue No. 6345.0). The first issue, June quarter 1997, is scheduled for release on 27 August 1997.

### ABS sources

*Victoria's Statistical Geography* (1103.2)

*Labour Statistics, Australia* (6101.0)

*A Guide to Labour Statistics* (6102.0)

*Labour Force, Australia, Preliminary* (6202.0)

*Labour Force, Victoria* (6202.2)

*Labour Force, Australia* (6203.0)

*Labour Force, Australia, Historical Summary 1978 to 1995* (6204.0)

*Labour Force Experience, Australia* (6206.0.40.001)

*Labour Mobility, Australia* (6209.0)

*Persons Not in the Labour Force, Australia* (6220.0.40.001)

*Job Search Experience of Unemployed Persons, Australia* (6222.0)

*Labour Force Status and Other Characteristics of Families, Australia* (6224.0)

- Transition From Education to Work, Australia* (6227.0.40.001)  
*Information Paper: Questionnaires Used in the Labour Force Survey, Australia* (6232.0)  
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#### **Photographs**

- Maintenance worker*  
*Systems technicians*  
*Office administrators*  
*Aircraft maintenance worker*  
*Cannery production line employees: Courtesy of Tourism Victoria*
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