



7

LABOUR



Introduction

The data contained in this chapter relates to the labour force and details characteristics of the labour force, average weekly earnings, labour costs, job vacancies and overtime, trade union membership, and industrial disputes.

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.

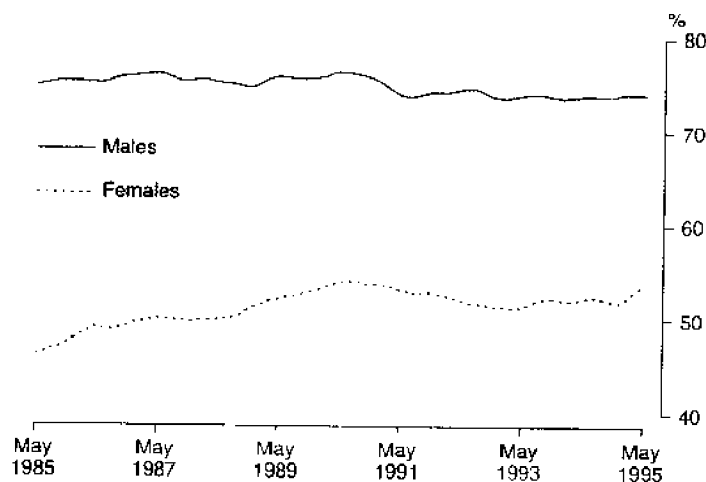
In May 1995 there were 2,255,200 persons in the Victorian labour force.

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.

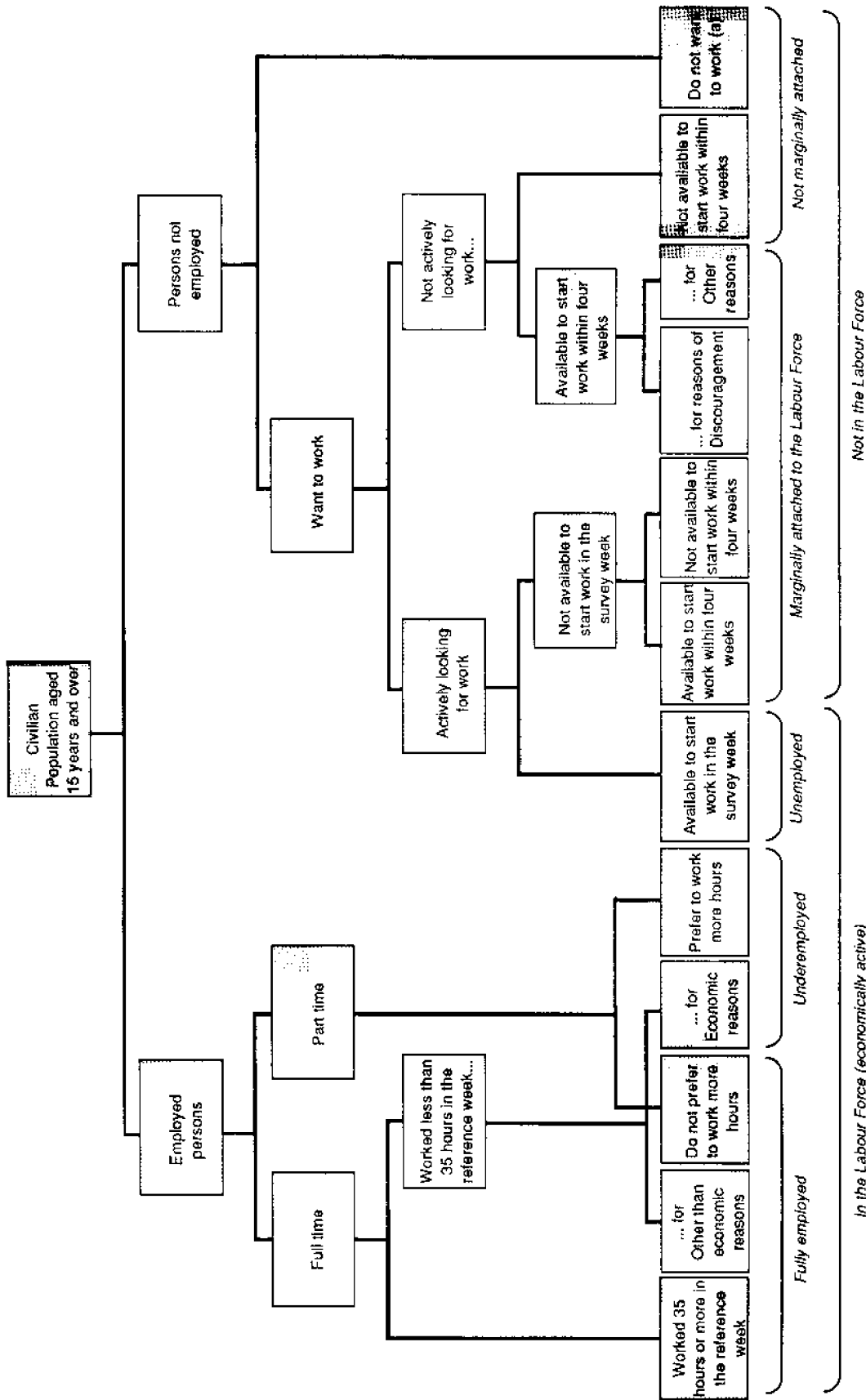
In May 1995 the Victorian participation rate was 63.5%. Although the female participation rate has risen over the last ten years and the participation rate for males has dropped slightly, there remains a significant difference between the participation rates of males and females (73.9% and 53.7% respectively).

PARTICIPATION RATES BY SEX: TREND SERIES, VICTORIA



Source: *Labour Force, Victoria* (6202.2)

THE AUSTRALIAN LABOUR FORCE FRAMEWORK



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

TABLE 7.1 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 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						
MALES										
May 1980	1 014.3	51.3	1 065.5	45.5	52.1	1 117.6	306.6	1 424.2	4.7	78.5
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
May 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
May 1983	967.4	63.3	1 030.6	95.9	102.6	1 133.2	359.4	1 492.6	9.1	75.9
May 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
May 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
May 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
May 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
May 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
May 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
May 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
May 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
May 1992	990.7	122.7	1 113.4	144.3	154.9	1 268.3	440.6	1 708.9	12.2	74.2
May 1993	990.2	111.1	1 101.3	148.1	166.3	1 267.6	449.4	1 717.0	13.1	73.8
May 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
May 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
FEMALES										
May 1980	427.9	198.1	626.0	35.0	52.0	678.0	805.3	1 483.3	7.7	45.7
May 1981	427.9	216.3	644.2	35.8	52.5	696.8	809.9	1 506.7	7.5	46.2
May 1982	419.6	218.1	637.7	43.8	59.9	697.5	834.8	1 532.3	8.6	45.5
May 1983	405.1	222.9	628.0	55.2	74.9	703.0	853.6	1 556.6	10.7	45.2
May 1984	416.8	232.8	649.6	46.5	64.4	714.0	867.3	1 581.4	9.0	45.2
May 1985	433.3	253.3	686.6	35.9	59.0	745.6	861.7	1 607.2	7.9	46.4
May 1986	460.7	278.0	738.7	36.9	62.2	800.8	833.2	1 634.0	7.8	49.0
May 1987	478.4	298.8	777.3	39.5	56.4	833.6	828.6	1 662.2	6.8	50.2
May 1988	469.2	307.2	776.4	41.1	66.1	842.5	845.7	1 688.2	7.8	49.9
May 1989	511.3	336.9	848.2	33.3	57.5	905.8	812.4	1 718.1	6.4	52.7
May 1990	538.9	347.9	886.8	31.8	54.8	941.5	803.2	1 744.7	5.8	54.0
May 1991	495.5	349.5	845.0	69.2	93.9	938.9	826.7	1 765.5	10.0	53.2
May 1992	469.8	345.9	815.6	81.4	104.4	920.1	860.2	1 780.3	11.4	51.7
May 1993	478.2	337.8	816.0	77.6	105.4	921.3	868.4	1 789.7	11.4	51.5
May 1994	468.2	369.7	838.0	69.9	96.7	934.6	864.1	1 798.7	10.3	52.0
May 1995	498.8	393.2	892.0	58.9	80.4	972.4	839.8	1 812.1	8.3	53.7
PERSONS										
May 1980	1 442.1	249.4	1 691.5	80.4	104.1	1 795.6	1 111.9	2 907.5	5.8	61.8
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
May 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
May 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
May 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
May 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
May 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
May 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
May 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
May 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
May 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
May 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
May 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
May 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
May 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
May 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

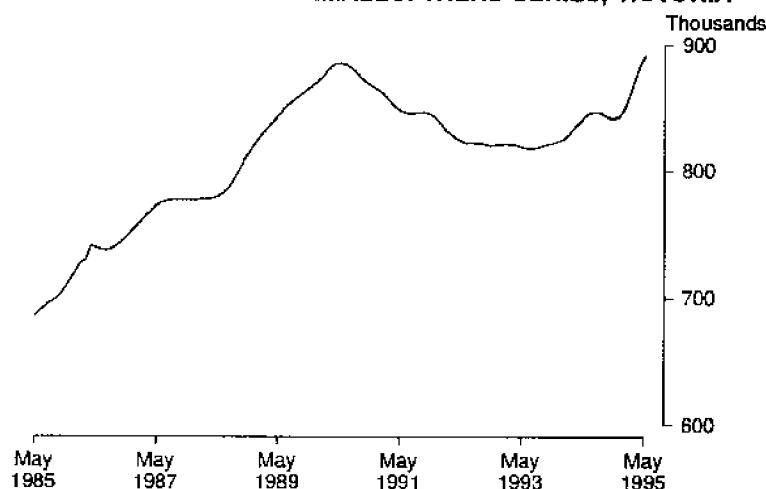
Source: *Labour Force, Victoria* (6202.2)

Employment

In May 1995, the number of employed Victorians was estimated to be 2,058,300, an increase of almost 5% over May 1994 and 17% since May 1985, but still below the May 1990 figure of 2,104,800.

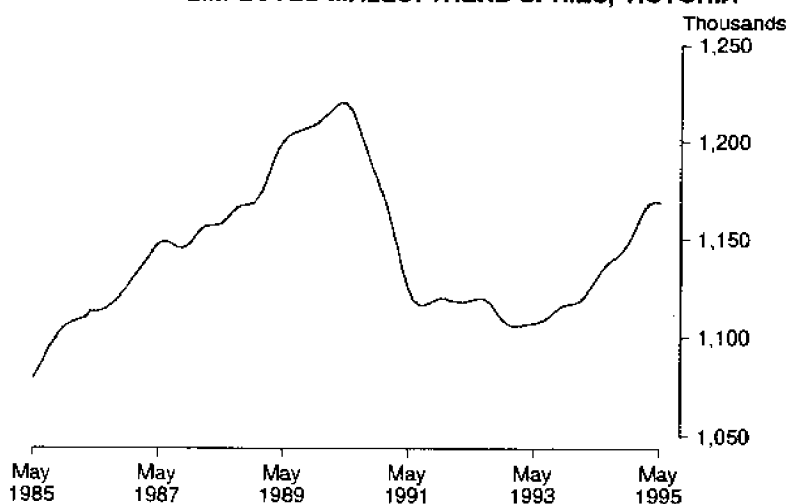
The last decade has seen changes to both the male/female composition of the labour force as well as the proportion of jobs which are full or part-time. While 61% of the employed workforce was male in May 1985, this had decreased to 57% by May 1995. Conversely, female representation increased from 39% to 43% over the same period. A major change has been in the growth of part-time employment, which has risen from 18% to 25% over the 10 years to May 1995. Whereas 57% of employed persons in May 1985 were males in full-time work, by May 1995 this figure stood at 50%. During this period the proportion of the employed workforce who were females working full-time remained relatively stable at 24%, with females in part-time work increasing from 14% to 19% of the paid workforce.

EMPLOYED FEMALES: TREND SERIES, VICTORIA



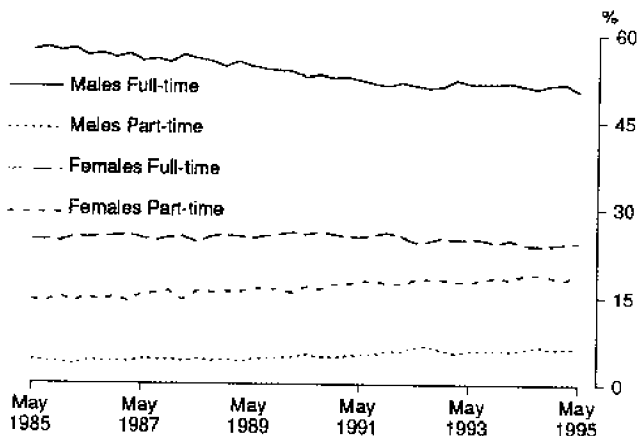
Source: *Labour Force, Victoria* (6202.2)

EMPLOYED MALES: 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

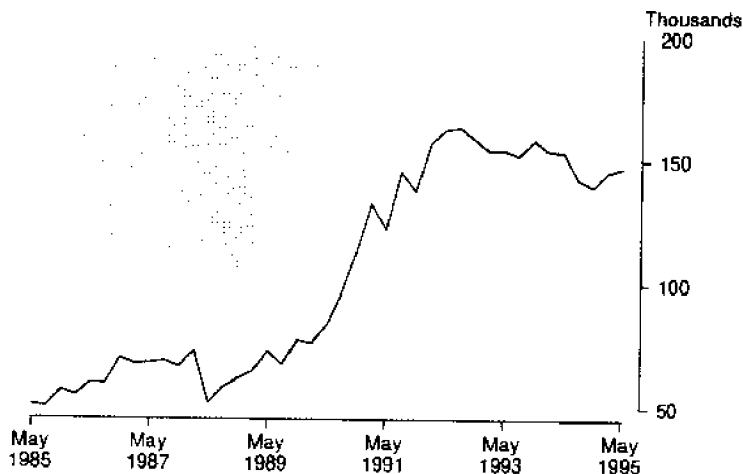
The concept of underemployment embraces two forms:

- 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, and though this number has decreased since its peak in late 1992, the May 1995 figure of 147,200 was nearly three times the level of 10 years earlier.

UNDEREMPLOYED PERSONS, VICTORIA

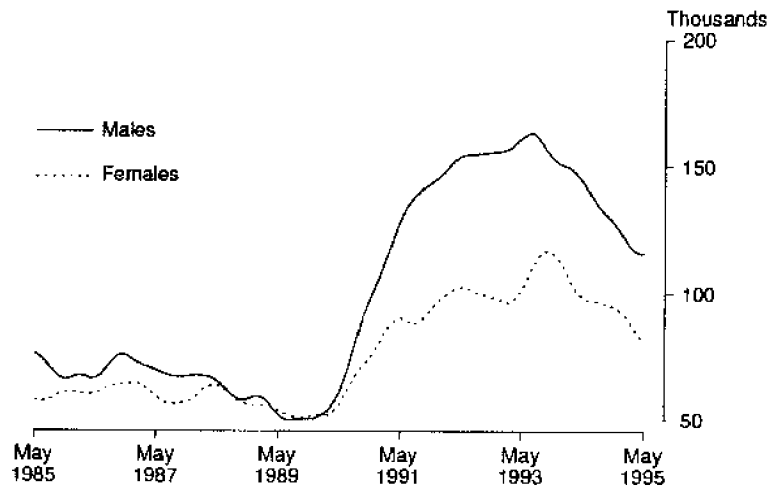


Source: ABS unpublished data

Unemployment

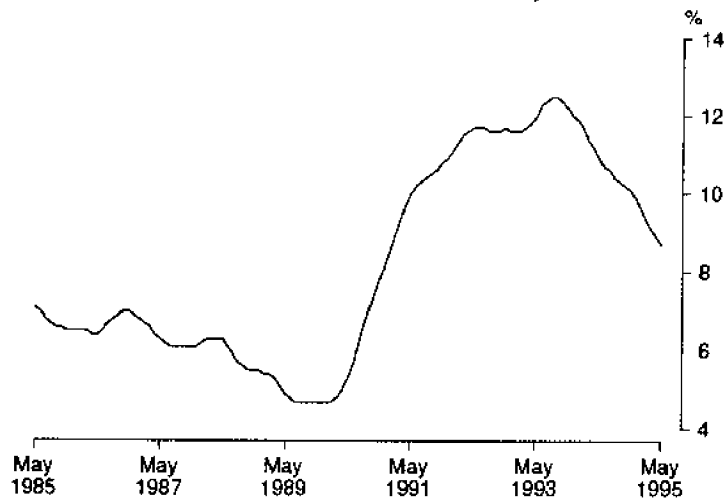
While the previous section on underemployment looked at one part of what is termed 'labour force underutilisation', the other major component of this underutilisation is unemployment. There were an estimated 196,900 unemployed persons in Victoria in May 1995, a decrease of 74,800 since May 1993. Of those unemployed in May 1995, 59% were male.

UNEMPLOYED PERSONS BY SEX: TREND SERIES, VICTORIA



Source: *Labour Force, Victoria* (6202.2)

UNEMPLOYMENT RATE: TREND SERIES, VICTORIA



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 in the past year has decreased from 10.9% in May 1994 to 8.7% in May 1995. The unemployment rate for males (9.1%) was higher than that for females (8.3%) at May 1995.

In May 1995, 75,300 persons were unemployed for 52 weeks or longer, of whom 22% were aged 15-24 years and 33% were aged 45 years and over.

TABLE 7.2 UNEMPLOYED PERSONS: DURATION OF UNEMPLOYMENT BY AGE, VICTORIA, MAY 1995

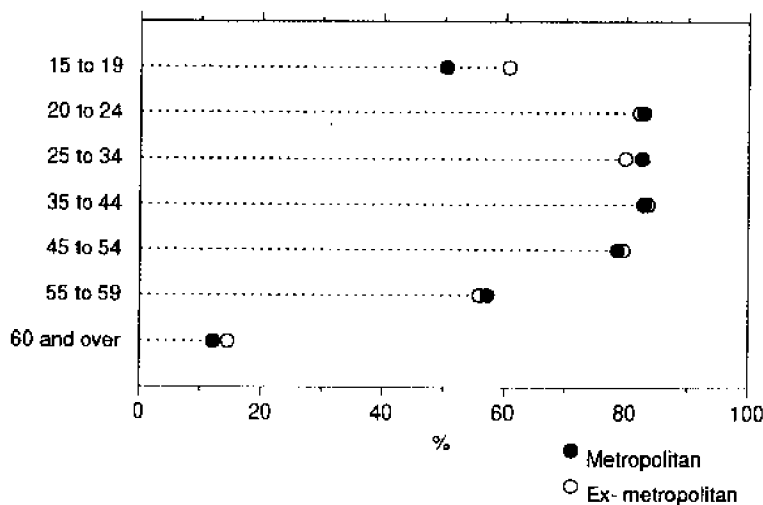
Duration of unemployment (weeks)	Age (years)						Total
	15-19	20-24	25-34	35-44	45-54	55 and over	
Under 13	16 400	11 900	14 100	10 700	5 700	1 600	60 500
13 and under 52	15 100	13 600	14 100	8 200	9 000	1 100	61 100
52 and over	6 000	10 300	15 200	19 200	16 500	8 100	75 300
Total	37 600	35 800	43 400	38 100	31 200	10 800	196 900

Source: *Labour Force, Victoria* (6202.2)

Age

Participation rates in May 1995 were greatest for males aged 25-34 years (94.5%) and for females aged 20-24 years (78.6%). The unemployment rate of 22.5% for persons aged 15-19 years was more than twice the average rate of 8.7%.

PARTICIPATION RATES BY AGE BY METROPOLITAN/EX-METROPOLITAN AREA OF USUAL RESIDENCE, VICTORIA, MAY 1995



Source: *Labour Force, Victoria* (6202.2)

TABLE 7.3 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 AND OVER BY AGE BY SEX, VICTORIA, MAY 1995

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				
MALES									
15 - 19	32.2	31.5	63.6	10.9	19.0	82.6	78.1	23.0	51.4
20 - 24	117.9	22.9	140.9	15.5	17.5	158.4	24.1	11.1	86.8
25 - 34	287.7	17.1	304.8	26.9	28.0	332.8	19.2	8.4	94.5
35 - 44	272.3	16.3	288.5	22.7	23.0	311.5	24.0	7.4	92.8
45 - 54	220.0	11.8	231.8	18.8	19.1	250.9	26.5	7.6	90.4
55 - 59	59.8	11.9	71.7	6.3	6.6	78.3	24.2	8.4	76.4
60 - 64	32.9	7.1	39.9	*1.8	*2.6	42.5	46.7	*6.1	47.7
65 and over	12.9	12.2	25.1	*0.6	*0.8	25.9	211.5	*3.2	10.9
Total	1 035.7	130.7	1 166.4	103.6	116.5	1 282.9	454.3	9.1	73.9
FEMALES									
15 - 19	12.0	54.1	66.1	10.9	18.7	84.7	67.4	22.0	55.7
20 - 24	88.4	33.8	122.2	15.4	18.3	140.5	38.3	13.0	78.6
25 - 34	153.2	81.0	234.3	11.5	15.4	249.7	109.3	6.2	69.5
35 - 44	122.5	114.3	236.8	11.7	15.1	251.9	90.7	6.0	73.5
45 - 54	94.9	75.8	170.8	9.1	12.1	182.8	90.4	6.6	66.9
55 - 59	16.7	19.7	36.5	*0.3	*0.8	37.3	63.6	*2.2	37.0
60 - 64	6.8	8.5	15.3	*0.0	*0.0	15.3	75.3	*0.0	16.9
65 and over	*4.2	5.9	10.1	*0.0	*0.0	10.1	304.9	*0.0	3.2
Total	498.8	393.2	892.0	58.9	80.4	972.4	839.8	8.3	53.7
PERSONS									
15 - 19	44.1	85.6	129.7	21.8	37.6	167.3	145.5	22.5	53.5
20 - 24	206.4	56.7	263.1	30.9	35.8	298.9	62.3	12.0	82.7
25 - 34	440.9	98.2	539.1	38.5	43.4	582.5	128.5	7.5	81.9
35 - 44	394.7	130.5	525.3	34.4	38.1	563.4	114.7	6.8	83.1
45 - 54	314.9	87.7	402.6	28.0	31.2	433.7	116.9	7.2	78.8
55 - 59	76.6	31.6	108.2	6.6	7.4	115.6	87.8	6.4	58.8
60 - 64	39.7	15.5	55.2	*1.8	*2.6	57.8	121.9	*4.5	32.2
65 and over	17.1	18.1	35.2	*0.6	*0.8	36.0	516.4	*2.3	6.5
Total	1 534.4	523.9	2 058.3	162.5	196.9	2 255.2	1 294.0	8.7	63.5

Source: *Labour Force, Victoria* (6202.2)**Birthplace**

In May 1995, of the 990,300 persons aged 15 and over and born overseas, the countries of birth which recorded the lowest unemployment rates were India (1.7%) the Netherlands (1.8%) and Malaysia (2.7%). The unemployment rate for all persons born overseas was 11.9% and the participation rate was 58.1%. The Victorian unemployment rate was 8.7% and the participation rate was 63.5%. People born overseas and who came from Main English Speaking Countries had a lower unemployment rate (8.5%) and higher participation rate (66.4%) than those people born overseas who came from other than Main English Speaking Countries (13.6% and 54.7% respectively).

TABLE 7.4 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 AND OVER BORN OUTSIDE AUSTRALIA^(a) BY COUNTRY OF BIRTH, VICTORIA, MAY 1995

Country of Birth	Employed		Unem- ployed '000	Labour force '000	Not in labour force '000	Civilian population '000	Unem- ployment rate %	Partici- pation rate %
	Full-time '000	Total '000						
Oceania	27.2	34.2	5.6	39.8	11.6	51.4	14.0	77.4
New Zealand	23.3	29.0	*2.9	31.9	7.6	39.6	*9.2	80.7
Other Oceania	*3.9	5.2	*2.7	7.9	*4.0	11.9	*33.8	66.4
Europe and the former USSR	238.4	305.3	33.0	338.3	290.1	628.4	9.8	53.8
Germany	12.2	14.5	*1.3	15.8	15.5	31.3	*8.1	50.5
Greece	16.9	21.7	*1.3	22.9	30.3	53.2	*5.5	43.1
Italy	30.7	38.3	5.7	44.0	58.9	102.9	12.9	42.8
Netherlands	10.2	13.8	*0.2	14.1	10.8	24.9	*1.8	56.5
UK and Ireland	100.2	129.5	11.7	141.1	85.2	226.3	8.3	62.3
Former Yugoslav Republics	28.0	34.9	*3.6	38.5	31.2	69.7	*9.3	55.2
Other Europe	37.0	47.9	7.5	55.4	46.2	101.6	13.6	54.5
Former USSR	*3.1	4.7	*1.8	6.4	12.0	18.4	*27.3	34.9
Middle East and North Africa	20.5	25.1	6.5	31.6	26.9	58.5	20.6	54.0
Lebanon	*2.7	*3.9	*2.7	6.6	7.5	14.1	*40.5	46.8
Turkey	9.0	9.8	*1.3	11.1	6.8	17.9	*11.6	62.0
Other Middle East, North Africa	8.8	11.3	*2.5	13.9	12.6	26.5	*18.3	52.5
Southeast Asia	42.9	52.4	9.9	62.3	35.6	97.9	16.0	63.7
Malaysia	13.5	16.0	*0.5	16.5	*4.2	20.6	*2.7	79.9
Philippines	7.0	10.1	*1.6	11.7	4.7	16.3	*13.4	71.3
Viet Nam	11.3	13.7	6.4	20.0	15.9	36.0	31.9	55.8
Other Southeast Asia	11.1	12.6	*1.5	14.1	10.8	25.0	*10.8	56.6
Northeast Asia	16.5	20.7	*3.0	23.7	20.6	44.3	*12.6	53.6
China	11.5	14.3	*1.9	16.2	9.6	25.8	*11.6	62.8
Other Northeast Asia	5.0	6.4	*1.1	7.5	11.0	18.5	*14.7	40.7
Southern Asia	26.2	30.3	*4.4	34.7	11.0	45.7	*12.6	75.9
India	13.7	15.4	*0.3	15.7	4.8	20.6	*1.7	76.5
Other Southern Asia	26.2	30.3	*4.4	34.7	11.0	45.7	*12.6	75.9
Northern America	6.9	8.7	*1.1	9.8	*1.3	11.2	*11.1	88.0
Southern and Central America and Caribbean	7.5	10.7	*1.5	12.2	5.3	17.5	*12.4	69.8
Africa (excluding North Africa)	14.7	19.8	*3.3	23.0	12.3	35.4	*14.2	65.1
Main English Speaking Countries ^(b)	137.2	176.6	16.4	193.1	97.6	290.6	8.5	66.4
Other than Main English Speaking Countries	263.7	330.6	51.8	382.5	317.2	699.6	13.6	54.7
Total Born Outside Australia	400.8	507.3	68.3	575.6	414.7	990.3	11.9	58.1

(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 1995, the highest unemployment rates in the Melbourne Major Statistical Region (MSR) were in the North Western Melbourne (14.6%) and Outer Western Melbourne (13.9%) regions. Barwon-Western District (10.8%) had the highest unemployment rate outside Melbourne MSR. In comparison, Inner Eastern Melbourne (4.5%) and Outer Eastern Melbourne (5.3%) had the lowest unemployment rates.

**UNEMPLOYMENT RATES: LABOUR FORCE REGIONS, VICTORIA,
MAY 1995**



Source: *The Labour Force, Victoria* (6202.2)

**TABLE 7.5 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 AND
OVER BY LABOUR FORCE REGION, VICTORIA, MAY 1995**

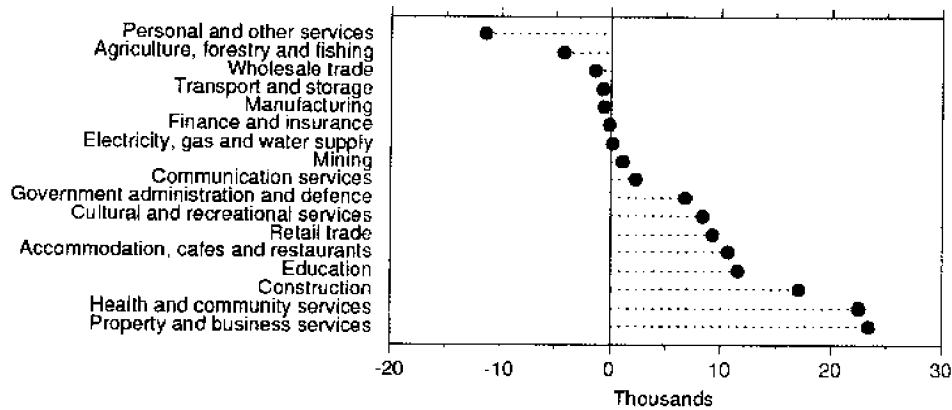
Region	Employed		Unem- ployed '000	Labour force '000	Not in labour force '000	Civilian population '000	Unem- ployment rate %	Partici- pation rate %
	Full-time '000	Total '000						
Melbourne MSR -	1 137.7	1 497.8	138.4	1 636.3	919.7	2 556.0	8.5	64.0
Outer Western Melbourne	155.5	195.2	31.6	226.7	149.9	376.6	13.9	60.2
North Western Melbourne	79.6	99.4	17.0	116.4	76.4	192.8	14.6	60.4
Inner Melbourne	84.4	108.9	11.1	120.0	67.5	187.5	9.3	64.0
North Eastern Melbourne	142.2	187.8	20.3	208.1	105.0	313.1	9.8	66.5
Inner Eastern Melbourne	158.7	218.9	10.4	229.3	118.6	347.9	4.5	65.9
Southern Melbourne	131.8	167.7	12.1	179.8	117.6	297.4	6.7	60.5
Outer Eastern Melbourne	178.0	240.5	13.5	254.0	124.7	378.7	5.3	67.1
South Eastern Melbourne	144.6	190.7	13.9	204.6	92.4	297.0	6.8	68.9
Mornington Peninsula	63.0	88.8	8.5	97.4	67.7	165.1	8.8	59.0
Balance of Victoria MSR-	396.8	560.5	58.5	619.0	374.3	993.3	9.4	62.3
Barwon-Western District	107.9	158.1	19.1	177.2	106.4	283.6	10.8	62.5
Central Highlands-Wimmera	59.2	84.2	9.2	93.4	59.3	152.7	9.8	61.2
Loddon-Campaspe-Mallee	74.7	106.3	12.0	118.3	77.5	195.8	10.1	60.4
Goulburn-Ovens-Murray	86.6	118.3	8.5	126.7	58.5	185.2	6.7	68.4
All Gippsland	68.4	93.6	9.7	103.3	72.7	176.0	9.4	58.7
Total Victoria	1 534.4	2 058.3	196.9	2 255.2	1 294.0	3 549.3	8.7	63.5

Source: *Labour Force, Victoria* (6202.2)

Industry

The major employing industries in Melbourne MSR were Manufacturing (17.2%); Retail trade (14.2%); and Property and business services (11.4%). In the Balance of Victoria MSR the major employing industries were Retail Trade (15.7%); Agriculture, forestry and fishing (14.1%); and Manufacturing (13.6%). The industries to show the greatest decline in total employment between May 1994 and May 1995 were Personal and other services; and Agriculture, forestry and fishing. In contrast, the industries to show the greatest increase in employment were Property and business services; Health and community services; and Construction.

CHANGE IN EMPLOYMENT BY INDUSTRY, VICTORIA, MAY 1994 TO MAY 1995



Source: *Labour Force, Victoria* (6202.2)

Occupation

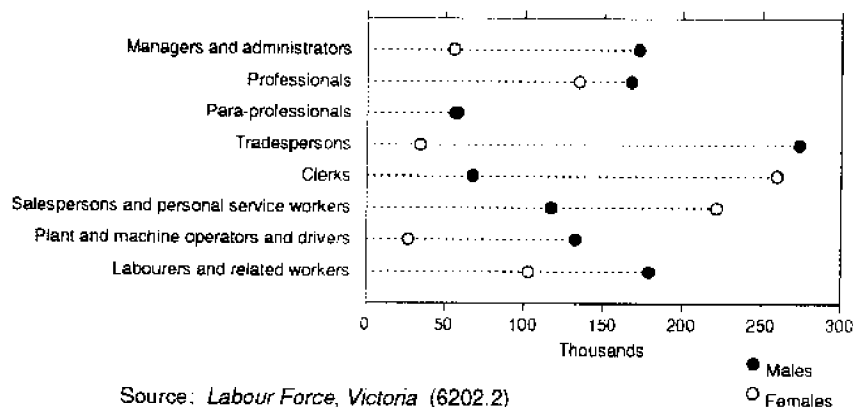
In Melbourne MSR, the largest occupation groups were Clerks (17.6%); Salespersons and personal service workers (16.4%); and Professionals (16.1%). Outside Melbourne MSR, the largest occupation groups were Managers and administrators (17.3%); Salespersons and personal service workers (16.5%); and Tradespersons (16.1%).

TABLE 7.6 EMPLOYED PERSONS: INDUSTRY AND OCCUPATION BY MAJOR STATISTICAL REGION (MSR) BY SEX, VICTORIA, MAY 1995

Classification	Melbourne MSR			Balance of Victoria MSR			Total Victoria		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
INDUSTRY									
'000									
Agriculture, forestry and fishing	5.2	*3.2	8.4	52.3	26.9	79.2	57.5	30.1	87.6
Mining	*1.3	*1.3	*2.6	4.6	*0.5	5.1	5.9	*1.8	7.7
Manufacturing	181.7	75.9	257.6	62.1	14.2	76.3	243.8	90.2	334.0
Electricity, gas and water supply	10.3	*1.9	12.2	9.7	*1.1	10.8	20.0	*3.0	23.0
Construction	83.5	13.5	97.0	30.5	5.3	35.8	114.1	18.8	132.9
Wholesale trade	79.3	36.0	115.3	15.7	5.9	21.6	95.0	41.9	136.9
Retail trade	109.9	102.1	212.0	40.0	48.0	88.0	149.9	150.1	300.0
Accommodation, cafes and restaurants	26.5	27.0	53.5	10.8	16.8	27.7	37.3	43.9	81.2
Transport and storage	54.0	16.8	70.7	18.8	*2.5	21.3	72.8	19.2	92.1
Communication services	20.6	11.2	31.7	*4.3	*1.0	5.2	24.9	12.1	37.0
Finance and insurance									
Property and business services	34.3	40.7	75.0	*3.5	8.1	11.6	37.7	48.8	86.6
Government administration and defence	93.9	76.6	170.5	16.0	16.2	32.2	110.0	92.8	202.7
Education	33.9	30.3	64.2	13.5	11.2	24.7	47.4	41.5	88.9
Health and community services	33.3	68.8	102.2	15.4	30.3	45.7	48.7	99.2	147.9
Cultural and recreational services	34.1	103.3	137.5	8.2	36.0	44.2	42.3	139.4	181.7
Personal and other services	18.5	15.4	34.0	5.5	7.9	13.4	24.0	23.4	47.4
	25.8	27.5	53.3	9.1	8.4	17.6	34.9	36.0	70.9
Total all industries	846.3	651.5	1 497.8	320.1	240.5	560.5	1 166.4	892.0	2 058.3
OCCUPATION									
Managers and administrators	104.4	26.0	130.5	67.9	29.0	96.9	172.3	55.1	227.4
Professionals	137.6	103.4	241.0	30.0	31.1	61.1	167.6	134.5	302.1
Para-professionals	42.0	41.5	83.6	14.2	15.9	30.1	56.2	57.4	113.7
Tradespersons	195.7	21.5	217.2	77.7	12.6	90.3	273.5	34.1	307.5
Clerks	58.2	205.5	263.7	9.3	54.0	63.3	67.5	259.6	327.0
Salespersons and personal service workers	92.7	153.5	246.2	24.5	68.2	92.6	117.2	221.6	338.8
Plant and machine operators and drivers	88.7	22.2	110.8	44.1	4.8	48.9	132.8	26.9	159.7
Labourers and related workers	126.9	78.0	204.9	52.3	24.9	77.2	179.3	102.8	282.1
Total all occupations	846.3	651.5	1 497.8	320.1	240.5	560.5	1 166.4	892.0	2 058.3

Source: *Labour Force, Victoria* (6202.2)

EMPLOYED PERSONS: OCCUPATION BY SEX, VICTORIA, MAY 1995



Persons not in the labour force

In May 1995, 1,294,000 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 all persons that were in the labour force.

A survey of persons who were not in the labour force was conducted in September 1994 as a supplement to the monthly Labour Force Survey. The survey focused on the degree of attachment of these persons to the labour force (see the Labour Force framework shown earlier in this chapter). This may range from persons who have retired from work, and who have no further interest in obtaining work, to others who are actively looking for work, but are not yet available to start work.

The scope of the supplementary 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 1994, persons not in the labour force (excluding institutionalised persons and boarding school pupils) numbered 906,200 persons of whom 610,700 (67%) were female and 295,500 were male.

The most commonly reported main activities whilst not in the labour force for males were 'retired or voluntarily inactive' (37%), 'attending an educational institution' (36%) and 'own illness, injury, disability or handicap' (17%). By comparison, the most commonly reported main activities for females were 'home duties or childcare' (66%), 'attending an educational institution' (14%) and 'retired or voluntarily inactive' (11%).

TABLE 7.7 PERSONS NOT IN THE LABOUR FORCE (a): MAIN ACTIVITY BY SEX, VICTORIA, SEPTEMBER 1994

		'000	
Home duties/child care	13.4	405.4	418.8
Attending an educational institution	110.1	90.6	200.7
Retired/voluntarily inactive	105.8	67.2	173.0
Own illness/injury; own disability/handicap	51.0	23.7	74.7
Looking after ill/disabled person	*3.2	12.4	15.7
Travel/moving house	*4.1	*2.1	*6.2
Working in unpaid voluntary job	*3.8	7.0	10.8
Unpaid leave	*0.6	*0.3	*0.9
Other	*3.5	*1.9	*5.3
Total	295.5	610.7	906.2

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

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

Summary statistics are published in selected issues of *Labour Force, Australia* (6203.0)

Average weekly earnings

As at May 1995, average weekly ordinary time earnings were \$680.10 for males and \$576.10 for females (adults working full-time). Average weekly ordinary time earnings for all adult full-time employees was \$643.20. The trend estimate for average weekly ordinary time earnings of full-time adults was \$644.20, which was a continuation of the long term upward trend.

TABLE 7.8 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									
\$									
1994 -									
18 February	642.20	689.60	623.30	542.40	556.90	424.10	606.20	641.70	530.30
20 May	648.50	700.60	631.10	548.20	562.80	426.40	612.70	651.60	536.90
19 August	656.00	712.70	640.60	552.40	566.80	429.40	619.20	661.10	544.60
18 November	663.60	722.10	649.20	557.40	571.50	432.70	625.80	668.70	550.90
1995 -									
17 February	672.30	730.30	657.40	565.10	579.00	435.90	634.00	676.20	556.10
19 May	682.40	739.00	665.90	575.80	589.40	438.80	644.20	685.10	560.60
Quarterly change to -									
1995 -									
February	1.3	1.1	1.3	1.4	1.3	0.8	1.3	1.1	0.9
May	1.5	1.2	1.3	1.9	1.8	0.7	1.6	1.3	0.8
Annual change to -									
1995 -									
February	4.7	5.9	5.5	4.2	4.0	2.8	4.6	5.4	4.9
May	5.2	5.5	5.5	5.0	4.7	2.9	5.1	5.1	4.4
SEASONALLY ADJUSTED									
\$									
1994 -									
18 February	638.60	683.90	620.70	538.90	553.50	424.90	602.60	636.60	529.50
20 May	654.70	702.00	629.60	555.90	570.80	430.30	619.00	654.40	536.30
19 August	652.00	717.90	646.20	545.60	560.70	421.90	615.40	664.00	546.40
18 November	664.60	718.70	646.00	561.50	573.80	437.80	627.00	666.20	550.20
1995 -									
17 February	671.80	729.80	656.70	560.20	575.70	436.00	632.20	674.90	556.60
19 May	682.70	741.10	668.30	579.00	591.90	436.20	645.80	687.80	560.40
Quarterly change to -									
1995 -									
February	1.1	1.5	1.7	-0.2	0.3	-0.4	0.8	1.3	1.2
May	1.6	1.5	1.8	3.4	2.8	0.1	2.1	1.9	0.7
Annual change to -									
1995 -									
February	5.2	6.7	5.8	3.9	4.0	2.6	4.9	6.0	5.1
May	4.3	5.6	6.2	4.2	3.7	1.4	4.3	5.1	4.5
ORIGINAL									
\$									
1994 -									
18 February	641.00	685.90	625.10	542.00	555.80	430.90	604.70	638.20	533.90
20 May	652.30	698.50	626.10	553.20	569.00	429.50	616.70	651.90	534.50
19 August	651.70	716.60	641.70	545.20	559.10	417.20	615.20	662.70	542.20
18 November	664.70	721.40	649.40	561.60	574.80	437.30	627.30	668.30	551.70
1995 -									
17 February	674.40	732.00	661.40	563.40	578.20	442.30	634.50	676.60	561.30
19 May	680.10	737.30	664.60	576.10	590.00	435.40	643.20	685.10	558.50

TABLE 7.8 AVERAGE WEEKLY EARNINGS OF EMPLOYEES, VICTORIA - continued

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
Quarterly change to -	%								
1995 -									
February	1.5	1.5	1.9	0.3	0.6	1.1	1.1	1.3	1.7
May	0.8	0.7	0.5	2.2	2.0	-1.6	1.4	1.2	-0.5
Annual change to -									
1995 -									
February	5.2	6.7	5.8	4.0	4.0	2.6	4.9	6.0	5.1
May	4.3	5.6	6.1	4.1	3.7	1.4	4.3	5.1	4.5

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

Labour costs

Apart from actual payment for time worked, the major labour costs come from superannuation and payroll tax.

Labour costs in Victoria are higher overall than for Australia as a whole, and higher for the public sector than for the private sector. Public sector costs are greater for all types of cost, apart from fringe benefits tax.

TABLE 7.9 LABOUR COSTS PER EMPLOYEE

Sector	Private Sector		Public Sector		Public and Private S	
	Victoria	Australia	Victoria	Australia	Victoria	Australia
1990-91	\$					
Earnings	25 439	24 957	29 458	29 753	26 586	26 373
Other labour costs	3 341	2 923	4 092	3 879	3 556	3 205
Superannuation	1 239	1 101	1 697	1 966	1 370	1 357
Payroll Tax	1 071	987	1 224	1 132	1 115	1 029
Workers' compensation	774	599	1 067	665	857	618
Fringe Benefits Tax	257	236	105	117	214	201
Total labour costs	28 780	27 879	33 551	33 632	30 142	29 578
1991-92						
Earnings	26 544	25 672	32 033	31 630	28 102	27 404
Other labour costs	3 427	3 032	4 755	4 304	3 804	3 401
Superannuation	1 274	1 203	2 286	2 298	1 561	1 521
Payroll Tax	1 159	1 016	1 327	1 233	1 207	1 079
Workers' compensation	740	558	1 029	642	822	582
Fringe Benefits Tax	254	255	113	131	214	219
Total labour costs	29 971	28 703	36 788	35 933	31 905	30 805
1993-94						
Earnings	27 303	26 654	35 716	35 008	29 314	28 958
Other labour costs	3 528	3 368	5 911	4 925	4 098	3 797
Superannuation	1 428	1 480	3 360	2 746	1 889	1 829
Payroll Tax	1 189	1 056	1 469	1 326	1 256	1 131
Workers' compensation	621	566	908	681	690	598
Fringe Benefits Tax	290	266	174	172	263	240
Total labour costs	30 831	30 022	41 627	39 933	33 412	32 755

Source: *Labour Costs, Australia* (6348.0)

Job vacancies and overtime

Results from the August 1995 survey indicate a lower growth in job vacancies in Victoria relative to the Australian average. Victorians are working similar hours of overtime on average to Australians as a whole.

TABLE 7.10 JOB VACANCIES AND OVERTIME, ORIGINAL SERIES

Original	Reference date			Percentage change	
	18 Aug 1995	19 May 1995	19 Aug 1994	Quarterly	Annual
VICTORIA					
		'000		%	
Job vacancies					
Private Sector	8.8	8.2	10.5	6.8	-16.6
Public Sector	1.8	2.0	2.0	-8.1	-8.2
Total (a)	10.6	10.2	12.5	3.9	-15.2
Job vacancy rates - % (b)	0.64	0.60	0.72	7.5	-10.9
Average weekly overtime hours -					
per employee	1.09	1.32	1.43	-17.2	-23.6
per employee working overtime	6.93	7.49	7.53	-7.6	-8.0
Percentage of employees working overtime	15.72	17.56	18.93	-10.5	-17.0
AUSTRALIA					
		'000		%	
Job vacancies					
Private Sector	52.5	43.9	57.0	19.6	-7.8
Public Sector	9.5	9.8	11.8	-3.7	-19.7
Total (a)	62.0	53.7	68.7	15.3	-9.8
Job vacancy rates - % (b)	0.98	0.85	1.08	-15.8	-8.9
Average weekly overtime hours -					
per employee	1.09	1.19	1.28	-8.3	-14.6
per employee working overtime	6.83	7.16	7.11	-4.7	-3.9
Percentage of employees working overtime	15.98	16.61	17.96	-3.8	-11.0

(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 number of trade unions, and trade union membership, declined in all States and Territories during the period 1989 to 1994. The decline in the number of trade unions was largely as a result of amalgamations.

In Victoria, at 30 June 1994, there were 71 trade unions with 628,800 financial members, and a total membership of 724,500.

The number of trade unions decreased by 18 (20%) in the twelve months to June 1994.

Trade union membership in Victoria decreased by 46,100 (6%) in the year to 30 June 1994. This decline continued the recent trend, with membership numbers falling in each year since 1989.

The proportion of trade union members per total employees at 30 June 1994 was the lowest for several years, with trends for Victoria being similar to those for Australia as a whole.

TABLE 7.11 NUMBER OF SEPARATE TRADE UNIONS

	At 30 June					
	1989	1990	1991	1992	1993	1994
Victoria	160	157	146	114	89	71
Australia	299	295	275	227	188	157

Source: *Trade Union Statistics, Australia* (6323.0.40.001)

TABLE 7.12 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									
1989 -									
Financial	523.3	310.2	833.5	53	41	48	49	41	46
Total	598.9	332.3	931.2	61	44	54	59	44	52
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	285.8	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

(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

There were 107 industrial disputes reported in Victoria during 1994, down from 114 in the previous two years. This continued the downward trend in the number of industrial disputes reported in each year since 1989.

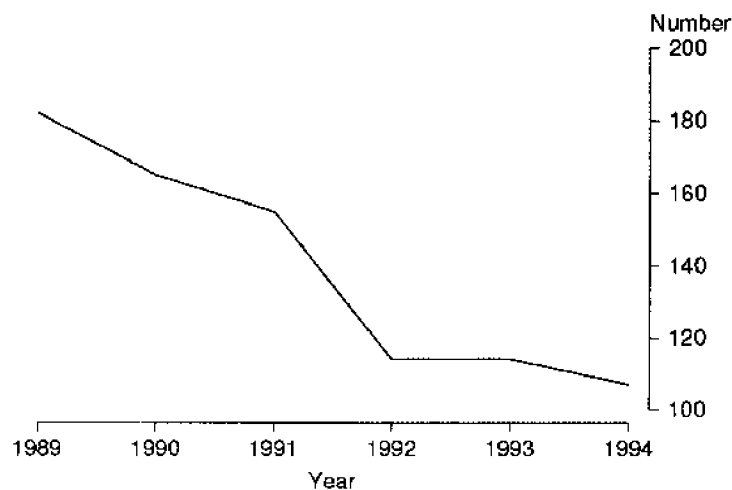
The number of Victorian employees involved in industrial disputes decreased by 74%, from 200,900 in 1993 to 51,700 in 1994. The decrease between 1992 and 1994 was a very significant 91%, compared with a national decrease of 47% for the same period. In 1994 the Transport and storage; Communication services industry group was the largest contributor to the number of Victorian employees involved in industrial disputes (15,900).

TABLE 7.13 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
1989	182	174.3	348.4	1 402	709.8	1 202.4
1990	165	169.1	391.2	1 193	729.9	1 376.4
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	107	51.7	87.0	558	264.5	501.0

Source: *Industrial Disputes, Australia* (6322.0.40.001)

INDUSTRIAL DISPUTES, VICTORIA



Source: *Industrial Disputes, Australia* (6322.0.40.001)

Working days lost

The number of working days lost in Victoria fell by 66%, from 257,200 in 1993 to 87,000 in 1994. The Manufacturing industry reported 32,200 working days lost, accounting for 37% of total working days lost in 1994. The major contributors to working days lost in the manufacturing industry were Food, beverage and tobacco (5,400), Textile, clothing, footwear and leather (7,000), Printing, publishing and recorded media (5,300) and Metal product; Machinery and equipment (11,100)

The Transport and storage; Communication services industry group was the sole industry group to report an increase in working days lost during 1994. This group reported 20,300 working days lost, compared with 5,900 in 1993. The major contributors were Road transport (9,700), Rail transport (3,700) and Stevedoring (4,600).

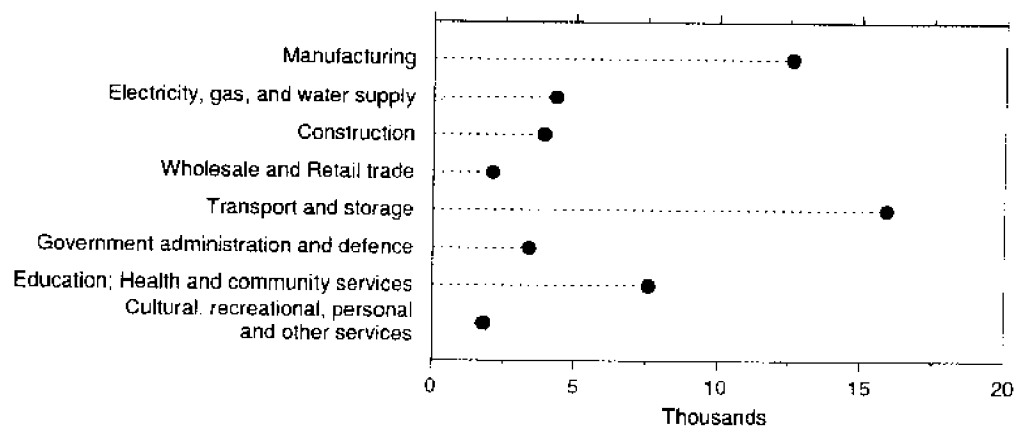
TABLE 7.14 WORKING DAYS LOST, VICTORIA

Period	Transport and storage; Communication services	Education; Health and community services	Mining industries	Manufacturing industries	Construction industries	All other industries	All industries
				'000			
1989	29.7	53.9	6.2	160.5	17.1	81.0	348.4
1990	86.0	98.3	56.0	83.3	21.4	46.2	391.2
1991	6.9	38.4	0.3	116.2	23.4	24.0	209.2
1992	57.3	183.7	2.0	155.9	24.3	163.2	586.4
1993	5.9	102.2	0.0	90.8	5.1	53.2	257.2
1994 (a)	20.3	5.4	0.0	32.2	2.1	27.0	87.0

(a) Prior to January 1994, industry information was classified according to ASIC. From 1 January 1994, industry data has been classified according to ANZSIC.

Source: *Industrial Disputes* (6322.0.10.001)

INDUSTRIAL DISPUTES IN PROGRESS DURING 1994: NUMBER OF EMPLOYEES INVOLVED BY INDUSTRY, VICTORIA



Source: ABS unpublished data

REFERENCES

Data sources

The data provided in this chapter have 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 is compatible with standards recommended by the International Labour Organisation (ILO). All tables, text and charts are based on original series data, unless otherwise stated.

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 as part of the Supplementary Survey program.

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 Force, Victoria (6202.2)

Labour Force, Australia (6203.0)

Persons Not in the Labour Force, Australia (6220.0.40.001)

Average Weekly Earnings, States and Australia (6302.0)

Industrial Disputes, Australia (6322.0.40.001)

Trade Union Statistics, Australia (6323.0.40.001)

Labour Costs, Australia (6348.0)

Job Vacancies and Overtime, Australia (6354.0)