

Overview

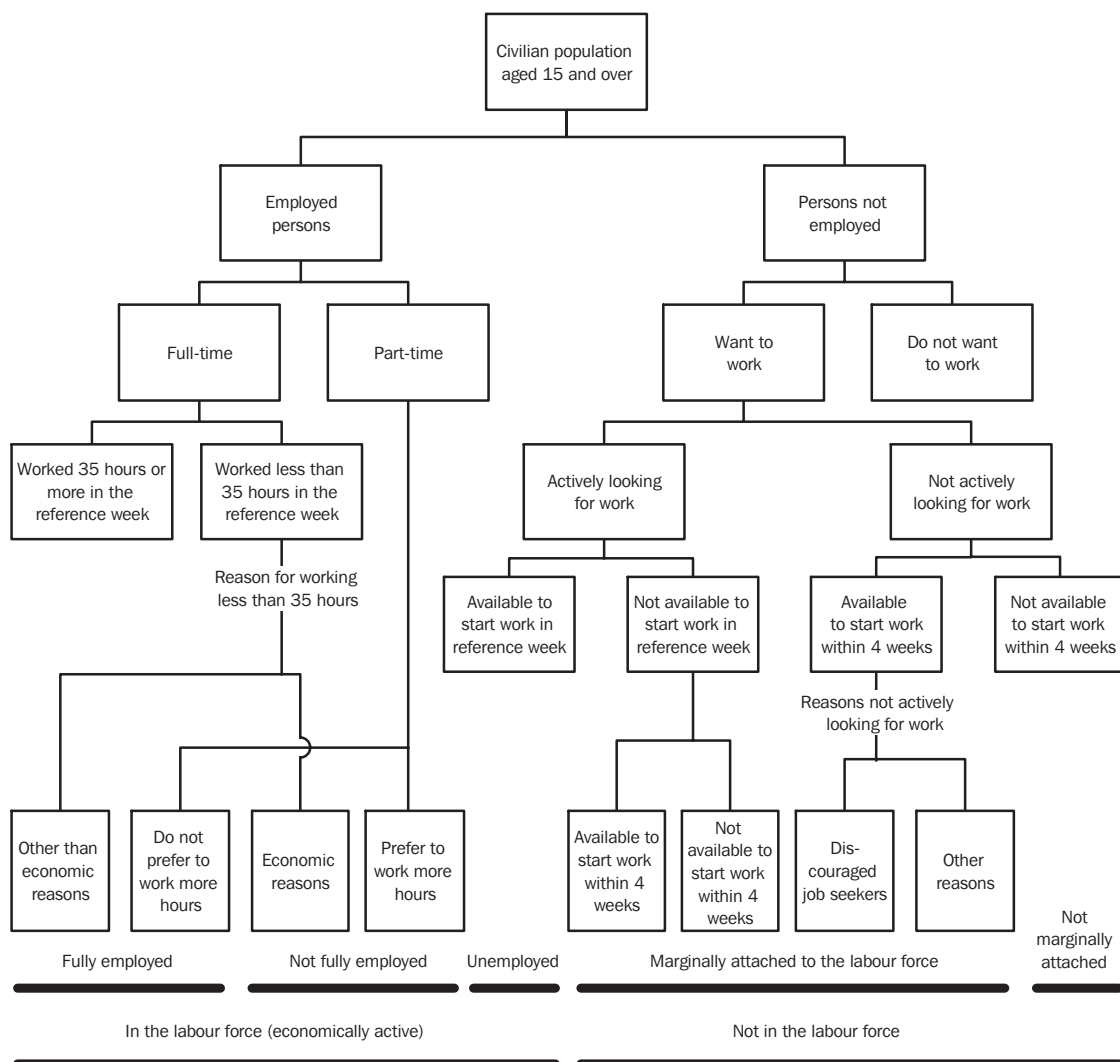
Labour-related statistics are important economic and social indicators. The performance of the economy and effects of economic policy can be understood by reference to changes in measures of employment, unemployment, earnings, overtime, job vacancies, and industrial disputes. However labour statistics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

The data in this chapter include statistics on employment, unemployment, and persons not in the labour force. The data is from the original series, unless otherwise indicated. Data sources include the monthly Labour Force Survey; average weekly earnings and the wage costs index, which are derived from employer-based surveys; and industrial disputes data collected mainly from employers.

The labour force

The labour force concept is the basis for measuring employment and unemployment, and measures the total official supply of labour available to the market (diagram 6.1). 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, which is determined by the number of hours worked per week. Part-time workers are those who usually work less than 35 hours per week. In August 1999, there were 2,344,800 persons in the Victorian labour force (table 6.2).

6.1 THE AUSTRALIAN LABOUR FORCE FRAMEWORK



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 participating in economic activity.

In August 1999, the Victorian participation rate was 62.3%, down slightly from the August 1998 figure of 63.2%. There remains a significant difference between the participation rates of females and males (53.1% and 71.9% respectively).

6.2 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 YEARS AND OVER

August	Employed			Unemployed		Labour force	Not in labour force	Unem- ployment rate	Partici- pation rate
	Full-time	Part-time	Total	Full-time	Total				
	'000	'000	'000	'000	'000	'000	'000	%	%
MALES									
1994	995.0	127.7	1 122.6	119.5	134.0	1 256.7	469.6	10.7	72.8
1995	1 031.3	132.4	1 163.6	99.7	111.9	1 275.6	469.7	8.8	73.1
1996	1 046.4	137.2	1 183.7	98.1	111.5	1 295.1	470.5	8.6	73.4
1997	1 025.3	146.6	1 171.9	100.0	115.2	1 287.1	501.7	9.0	72.0
1998	1 050.0	156.9	1 206.8	87.4	103.9	1 310.8	504.0	7.9	72.2
1999	1 072.4	153.3	1 225.7	80.3	98.4	1 324.2	518.2	7.4	71.9
FEMALES									
1994	466.2	371.7	838.0	65.6	94.7	932.6	868.6	10.1	51.8
1995	507.2	384.1	891.3	49.5	72.9	964.2	860.4	7.6	52.8
1996	509.2	386.7	895.9	60.7	86.1	981.9	866.2	8.8	53.1
1997	499.9	395.2	895.1	57.5	86.4	981.5	889.8	8.8	52.5
1998	537.9	416.4	954.2	50.4	81.4	1 035.7	860.6	7.9	54.6
1999	527.8	425.5	953.3	38.4	67.4	1 020.6	902.3	6.6	53.1
PERSONS									
1994	1 461.2	499.4	1 960.6	185.1	228.7	2 189.3	1 338.2	10.4	62.1
1995	1 538.5	516.5	2 055.0	149.2	184.8	2 239.8	1 330.1	8.3	62.7
1996	1 555.6	523.9	2 079.5	158.8	197.5	2 277.1	1 336.7	8.7	63.0
1997	1 525.2	541.7	2 066.9	157.4	201.6	2 268.6	1 391.4	8.9	62.0
1998	1 587.9	573.2	2 161.1	137.8	185.4	2 346.4	1 364.6	7.9	63.2
1999	1 600.2	578.8	2 179.0	118.7	165.8	2 344.8	1 420.5	7.1	62.3

Source: Labour Force, Victoria (Cat. no. 6202.2).

Employment

At August 1999, there were 2,179,000 employed Victorians, a 0.8% increase over August 1998 and a 11.1% increase over August 1994. The proportion of employed persons working full-time has decreased from 74.5% in August 1994 to 73.4% in August 1999.

Unemployment

Unemployment can be defined as persons who are looking for full-time or part-time work and are available to start work. The unemployment rate is the number of unemployed persons expressed as a percentage of persons in the labour force.

There were an estimated 165,800 unemployed persons in Victoria at August 1999, resulting in an unemployment rate of 7.1%. This compares with 228,700 unemployed persons in August 1994, when the unemployment rate was 10.1%.

In August 1999, 51,500 persons were unemployed for 52 weeks or longer (long-term unemployed), of which 22% were aged 15–24 years and 32% were aged 45 years and over (table 6.3). Generally, as a person's age increases so too does the likelihood that he/she will remain unemployed for longer periods of time. Of the unemployed aged 15–24 years, 11.4% were out of work for 52 weeks or longer, this figure rose to 36.5% of 35–44 year olds and 51.3% of those aged 55 years and over.

6.3 UNEMPLOYED PERSONS, By Age and Duration of Time—August 1999

Duration of unemployment (weeks)	Age group (years)						Total
	15–19	20–24	25–34	35–44	45–54	55 and over	
	'000	'000	'000	'000	'000	'000	'000
Under 13	17.0	13.2	14.5	11.0	5.6	*3.3	64.6
13 and under 52	8.9	9.8	13.5	10.7	4.7	*2.2	49.8
52 and over	*2.9	8.5	11.2	12.5	10.6	5.8	51.5
Total	28.8	31.5	39.2	34.2	20.9	11.3	165.8

Source: Labour Force, Victoria (Cat. No. 6202.2).

Age

Employment and unemployment characteristics vary markedly according to age (table 6.4). Participation rates peak in the age range 20–54 years, reaching a peak of 81.4% for persons aged 25–34 years. The participation rates of persons in the age groups associated with entering or leaving the labour force are significantly lower: 51.9% for persons aged 15–19, 57.5% for 55–59 year olds and 32% for persons aged 60–64 years.

The unemployment rate for persons aged 15–19 years (17.1%) was more than twice the unemployment rate for all persons (7.1%). The lowest unemployment rates occurred for persons in the 45–54 year age range (4.3%), followed by 55–59 (5.5%) and 35–44 (5.8%) year age groups.

6.4 LABOUR FORCE STATUS OF THE CIVILIAN POPULATION AGED 15 YEARS AND OVER—August 1999

Age group (years)	Employed			Unemployed	Labour force	Not in labour force	Unemployment rate	Participation rate
	Full-time	Part-time	Total					
	'000	'000	'000	'000	'000	'000	%	%
15–19	44.2	94.9	139.0	28.8	167.8	155.4	17.1	51.9
20–24	168.9	77.4	246.2	31.5	277.7	65.0	11.3	81.0
25–34	456.6	100.7	557.2	39.1	596.4	136.2	6.6	81.4
35–44	422.9	128.0	551.0	34.2	585.2	137.2	5.8	81.0
45–54	359.1	111.3	470.3	20.9	491.2	133.3	4.3	78.7
55–59	89.6	35.0	124.6	7.3	131.9	97.3	5.5	57.5
60–64	39.5	18.3	57.9	*3.7	61.6	130.8	*6.0	32.0
65 and over	19.5	13.2	32.8	*0.3	33.1	565.2	*0.9	5.5
Total	1 600.2	578.8	2 179.0	165.8	2 344.8	1 420.5	7.1	62.3

Source: Labour Force, Victoria (Cat. no. 6202.2).

Birthplace

In August 1999, 24.3% of employed Victorians were born overseas (table 6.5). Of these, 34.0% were from main English-speaking countries and 65.9% from other than main English-speaking countries. Of persons born overseas and in the labour force, 52.6% were from Europe and 12.4% were from Southeast Asia.

Overall, persons who came from a main English-speaking country had a lower unemployment rate (6.2%) than persons from other than main English-speaking countries (10.2%). However, on a regional basis, there were large differences in the unemployment rate.

6.5 LABOUR FORCE STATUS, By Birthplace—August 1999

Country of birth	Employed full-time '000	Total employed '000	Total unem- ployed '000	Labour force '000	Not in labour force '000	Unem- ployment rate %	Parti- cipation rate %
Australia	1 199.9	1 648.8	114.0	1 762.9	890.0	6.5	66.5
Oceania (excluding Australia)	34.2	45.8	*3.5	49.4	11.4	*7.2	81.3
Europe	216.8	285.3	20.7	306.0	309.7	6.8	49.7
Middle East and North Africa	19.5	25.2	5.1	30.3	24.2	16.8	55.6
Southeast Asia	47.3	62.3	9.8	72.0	53.1	13.5	57.5
Northeast Asia	16.0	23.6	*1.4	25.0	24.3	*5.8	50.7
Southern Asia	30.2	39.2	*3.4	42.5	17.3	*7.9	71.1
America	21.4	29.9	*2.9	32.8	11.7	*8.8	73.7
Africa (excluding North Africa)	14.8	18.9	5.0	23.9	17.3	20.9	58.0
Main English-speaking countries	134.1	180.6	11.9	192.5	106.9	6.2	64.3
Other than main English-speaking countries	266.3	349.5	39.9	389.4	362.1	10.2	51.8
Total born outside Australia	400.4	530.2	51.8	581.9	469.0	8.9	55.4

Source: Labour Force, Victoria (Cat No. 6202.2).

Industry

The major employing industries in Victoria at August 1999 were retail trade (336,700 persons, 15.5%), manufacturing (331,200 persons, 15.2%) and property and business services (285,800 persons, 13.1%) (table 6.6). This was a change from August 1998, when manufacturing was the dominant employing industry. Employment in retail trade increased by 9.0% between August 1998 and August 1999, while the manufacturing sector contracted by 3.3%.

There were marked differences by sex with regard to the industry of employment. Males dominated employment in construction (89% of employed persons); mining (83%); and electricity, gas and water supply (82%). Females comprised 78% of employment in health and community services, and 69% of employment in education.

Between August 1998 and August 1999, the education sector recorded an 11.2% increase in employment, from 136,200 persons to 151,500 persons, and the property and business services sector increased by 10.7% to 285,800 persons. In contrast, the finance and insurance sector recorded a 22.5% decline in employment, from 98,700 persons, to 76,500 persons.

6.6 EMPLOYED PERSONS, By Industry

Industry	August 1999						August 1998 Change from previous year
	Number			Proportion		Persons	
	Males '000	Females '000	Persons '000	Persons %	Persons '000		%
Agriculture, forestry and fishing	56.3	26.4	82.7	3.8	78.5	5.4	
Mining	*2.9	*0.6	*3.5	*0.2	*3.1	12.9	
Manufacturing	236.6	94.5	331.2	15.2	342.4	-3.3	
Electricity, gas and water supply	13.9	*3.0	16.9	0.8	17.6	-4.0	
Construction	133.8	17.3	151.1	6.9	144.8	4.4	
Wholesale trade	88.6	46.1	134.7	6.2	145.9	-7.7	
Retail trade	161.7	174.9	336.7	15.5	308.9	9.0	
Accommodation, cafes and restaurants	40.0	47.0	87.1	4.0	90.4	-3.7	
Transport and storage	75.5	20.8	96.4	4.4	88.9	8.4	
Communication services	27.9	14.1	42.0	1.9	39.0	7.7	
Finance and insurance	36.8	39.7	76.5	3.5	98.7	-22.5	
Property and business services	162.2	123.6	285.8	13.1	258.1	10.7	
Government administration and defence	27.7	38.6	66.3	3.0	76.1	-12.9	
Education	46.4	105.1	151.5	7.0	136.2	11.2	
Health and community services	39.5	137.6	177.1	8.1	196.4	-9.8	
Cultural and recreational services	32.3	26.2	58.5	2.7	54.0	8.3	
Personal and other services	43.4	37.6	80.9	3.7	82.1	-1.5	
Total all industries	1 225.7	953.3	2 179.0	100.0	2 161.1	0.8	

Source: Labour Force, Victoria (Cat. no. 6202.2).

Occupation

In August 1999, professionals comprised 19.1% of employed persons in Victoria, followed by intermediate clerical, sales and service workers (16.2%); and tradespersons and related workers (13.4%) (table 6.7). The largest occupation group for males was tradespersons and related workers (21.3%) and for females it was intermediate clerical, sales and service workers (27.0%).

6.7 EMPLOYED PERSONS, By Occupation—August 1999

Occupation	August 1999					
	Number			Proportion		
	Males '000	Females '000	Persons '000	Males %	Females %	Persons %
Managers and administrators	122.2	35.2	157.4	10.0	3.7	7.2
Professionals	214.6	201.6	416.2	17.5	21.2	19.1
Associate professionals	155.1	89.6	244.6	12.6	9.4	11.2
Tradespersons and related workers	261.3	30.3	291.6	21.3	3.2	13.4
Advanced clerical and service workers	10.8	84.2	95.0	0.9	8.8	4.4
Intermediate clerical, sales and service workers	94.4	257.6	352.1	7.7	27.0	16.2
Intermediate production and transport workers	170.3	32.3	202.6	13.9	3.4	9.3
Elementary clerical, sales and service workers	76.9	143.9	220.8	6.3	15.1	10.1
Labourers and related workers	120.1	78.6	198.7	9.8	8.2	9.1
Total all occupations	1 225.7	953.3	2 179.0	100.0	100.0	100.0

Source: Labour Force, Victoria (Cat. no. 6202.2).

Sector

In May 1999, there were 1.8 million wage and salary earners in Victoria, the majority of whom (83%) were employed in the private sector (table 6.8). The proportion of persons employed in the private sector has increased since 1995, when 79% of Victorian wage and salary earners were employed in this sector. This has been caused by a decline in the numbers of persons employed in the public sector, particularly the Commonwealth Government.

6.8 WAGE AND SALARY EARNERS, Sector—Trend

May	Private '000	Public			Total '000
		Commonwealth Government '000	State Government '000	Local Government '000	
1995	1 373.3	85.8	230.3	40.4	1 729.9
1996	1 379.9	84.2	230.4	40.8	1 735.2
1997	1 412.4	65.9	219.0	40.0	1 737.4
1998	1 428.8	59.1	222.9	31.3	1 742.2
1999	1 499.1	53.5	220.7	31.2	1 804.4

Source: *Wage and Salary Earners, Australia* (Cat. no. 6248.0).

Persons not in the labour force

In August 1999 there were 1,420,500 persons aged 15 years and over classified as not in the labour force. These persons (63.5% of whom were female) were neither employed nor unemployed, and comprised 37.7% of the civilian population of Victoria aged 15 years and over.

Regions

Table 6.9 presents labour force data by Labour Force Regions in Victoria at August 1999. A distinctive feature of the labour market in Victoria is the composition of the female part-time labour force. In the Balance of Victoria, all Labour Force Regions were characterised by a higher number of females in part-time rather than full-time employment, whereas the reverse was true for the Labour Force Regions within Melbourne.

The lowest unemployment rate (5.0%) was recorded in Inner Eastern Melbourne, and the highest (10.3%) was recorded in Outer Western Melbourne. Labour force participation rates tended to be higher in Melbourne, with the highest (69%) recorded in Inner Melbourne, and the lowest (55.1%) occurring in All Gippsland.

6.9 LABOUR FORCE STATUS, By Labour Force Region(a)—August 1999

Labour force region	Employed full-time		Employed part-time		Total employed '000	Unem- ployed '000	Labour force '000	Unem- ployment rate %	Parti- cipation rate %
	Males '000	Females '000	Males '000	Females '000					
Melbourne									
North Western Melbourne	56.9	29.6	7.8	18.8	113.1	10.9	124.0	8.8	60.5
Outer Western Melbourne	125.2	59.6	16.5	46.2	247.5	28.5	276.0	10.3	65.2
Inner Melbourne	57.2	42.5	11.9	18.7	130.2	8.0	138.2	5.8	69.0
North Eastern Melbourne	94.2	52.6	13.7	27.6	188.1	13.6	201.7	6.8	60.8
Inner Eastern Melbourne	138.2	74.5	28.2	61.8	302.7	16.0	318.7	5.0	62.8
Southern Melbourne	85.7	51.0	13.1	32.3	182.1	10.4	192.4	5.4	59.3
Outer Eastern Melbourne	100.5	42.9	9.6	35.7	188.7	10.9	199.6	5.5	66.6
South Eastern Melbourne	80.6	40.6	8.2	27.0	156.4	11.3	167.7	6.7	63.4
Mornington Peninsula	54.4	29.3	7.5	25.1	116.2	9.7	125.9	7.7	65.3
Balance of Victoria									
Barwon–Western District	67.1	26.9	10.8	33.1	137.8	13.6	151.4	9.0	57.6
Central Highlands– Wimmera	52.8	16.6	7.5	20.8	97.6	7.3	105.0	7.0	63.9
Loddon–Mallee	48.7	21.2	6.5	23.6	100.0	9.1	109.1	8.3	57.7
Goulburn–Ovens–Murray	69.6	26.6	6.5	32.4	135.1	7.5	142.6	5.3	61.8
All Gippsland	41.4	13.9	5.5	22.6	83.3	8.9	92.3	9.7	55.1

(a) Refer to Appendix for map displaying Labour Force Dissemination Regions.

Source: Labour Force, Victoria (Cat. no. 6202.2).

Earnings

Wage Cost Index

The Wage Cost Index is an integrated set of indexes measuring quarterly changes in wage and salary costs for employee jobs. Compilation of the indexes is based on hourly costs collected for a fixed 'basket' of jobs. The indexes measure changes over time in the cost of a representative sample of employee jobs, not changes in earnings of a representative sample of employees. In Victoria, the index of total hourly rates of pay excluding bonuses for all employee jobs increased by 0.6% from March quarter 1999 to June quarter 1999, and by 2.9% from the 1998 June quarter to the 1999 June quarter (table 6.10).

6.10 TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES

Sector	Index numbers(a)			Percentage change		
	Dec qtr 1998	Mar qtr 1999	Jun qtr 1999	Dec qtr 1998 to Mar qtr 1999	Mar qtr 1999 to June qtr 1999	June qtr 1998 to June qtr 1999
Private	103.8	104.4	105.1	0.6	0.7	2.9
Public	103.8	104.9	105.1	1.1	0.2	3.1
All sectors	103.8	104.5	105.1	0.7	0.6	2.9

(a) Base of each index: September quarter 1997 = 100.0.

Source: Wage Cost Index, Australia (Cat. no. 6345.0).

Table 6.11 provides details on the change in the index by industry. The largest increase between the June 1998 and June 1999 quarters were recorded by transport and storage (3.7%); manufacturing; and health and community services (both 3.5%). The lowest increase was recorded in the accommodation, cafes and restaurants sector (1.3%).

6.11 TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES(a), By Industry

Industry	Index numbers(a)			Percentage change		
	Dec qtr 1998	Mar qtr 1999	Jun qtr 1999	Dec qtr 1998 to Mar qtr 1999	Mar qtr 1999 to Jun qtr 1999	Jun qtr 1998 to Jun qtr 1999
	Mining	104.7	n.a.	n.a.	n.a.	n.a.
Manufacturing	104.9	105.5	106.6	0.6	1.0	3.5
Electricity, gas and water supply	103.1	103.9	104.2	0.8	0.3	2.4
Construction	104.3	104.9	105.3	0.6	0.4	3.2
Wholesale trade	103.6	103.9	104.3	0.3	0.4	2.8
Retail trade	102.9	103.3	103.4	0.4	0.1	1.9
Accommodation, cafes and restaurants	101.8	101.9	102.1	0.1	0.2	1.3
Transport and storage	105.1	106.0	106.4	0.9	0.4	3.7
Communication services	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Finance and insurance	104.0	104.8	106.1	0.8	1.2	3.2
Property and business services	103.0	104.0	104.5	1.0	0.5	2.6
Government administration and defence	102.6	103.4	103.7	0.8	0.3	2.8
Education	103.2	104.3	104.6	1.1	0.3	2.6
Health and community services	105.4	105.7	105.8	0.3	0.1	3.5
Cultural and recreational services	102.5	103.5	103.8	1.0	0.3	2.5
Personal and other services	102.3	103.3	103.8	1.0	0.5	3.1
All industries	103.8	104.5	105.1	0.7	0.6	2.9

(a) Base of each index: September quarter 1997 = 100.0.

Source: Unpublished data, Wage Cost Index Survey.

Increases in the indexes at the occupation level from the March quarter 1999 to the June quarter 1999 ranged from 0.3% for elementary clerical, sales and services workers and associate professionals to 1.0% for intermediate production and transport workers. (table 6.12).

Increases in the indexes at the occupation level from June quarter 1998 to the June quarter 1999 ranged from 2.1% for elementary clerical, sales and service workers to 4.0% for managers and administrators.

6.12 TOTAL HOURLY RATES OF PAY EXCLUDING BONUSES, By Occupation

Occupation	Index numbers(a)			Percentage change		
	Dec qtr 1998	Mar qtr 1999	Jun qtr 1999	Dec qtr 1998 to Mar qtr 1999	Mar qtr 1999 to Jun qtr 1999	Jun qtr 1998 to Jun qtr 1999
Managers and administrators	105.6	106.0	106.7	0.4	0.7	4.0
Professionals	104.2	105.1	105.7	0.9	0.6	2.7
Associate professionals	103.2	103.8	104.1	0.6	0.3	2.4
Tradespersons and related workers	104.1	104.6	105.2	0.5	0.6	2.8
Advanced clerical and service workers	103.7	104.3	104.7	0.6	0.4	3.6
Intermediate clerical, sales and service workers	102.9	103.5	104.1	0.6	0.6	2.6
Intermediate production and transport workers	104.2	105.0	106.0	0.8	1.0	3.9
Elementary clerical, sales and service workers	102.8	103.4	103.7	0.6	0.3	2.1
Labourers and related workers	104.2	105.2	105.6	1.0	0.4	3.2
All occupations	103.8	104.5	105.1	0.7	0.6	2.9

(a) Base of each index: September quarter 1997 = 100.0.

Source: Unpublished data, Wage Cost Index Survey.

Average weekly earnings

Average weekly earnings data estimates the level of quarterly change in average weekly earnings. The survey is conducted by mail from a sample of approximately 5,000 employers across Australia, and is designed to ensure adequate State and industry representation.

Table 6.13 presents trend estimate data, as they provide a more reliable guide to the underlying direction of the data. For most business decisions and policy advice, trend estimate is deemed more suitable than seasonally adjusted or original estimates because it removes irregular components of the seasonally adjusted data.

As at May 1999, the trend estimate for average weekly ordinary time earnings (adults working full-time) in Victoria was \$776.30 for males, \$662.70 for females, and \$734.90 for all persons. The annual change to May 1999 was 1.6% for full-time adult ordinary time earnings, and -0.1% for all employees total earnings. Earnings are affected by factors such as the changes in the composition of the labour force, such as an increase in the number of part-time employees.

6.13 AVERAGE WEEKLY EARNINGS OF EMPLOYEES, Trend

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
VALUE (\$)									
1998									
February	758.50	819.30	712.20	637.30	653.70	469.80	716.20	760.90	601.90
May	768.00	826.30	711.30	644.20	658.80	474.20	723.60	766.70	603.40
August	774.10	831.40	709.40	651.40	665.20	475.60	730.20	771.70	602.30
November	775.50	831.60	709.30	656.20	670.50	475.10	732.30	773.50	600.50
1999									
February	775.90	831.60	711.70	659.60	674.30	476.00	733.50	774.60	600.70
May	776.30	831.80	715.40	662.70	677.30	479.00	734.90	775.80	602.90
PROPORTION (%)									
Quarterly change to									
1998									
November	0.2	0.0	0.0	0.7	0.8	-0.1	0.3	0.2	-0.3
1999									
February	0.0	0.0	0.3	0.5	0.6	0.2	0.2	0.1	0.0
May	0.1	0.0	0.5	0.5	0.4	0.6	0.2	0.2	0.4
Annual change to May									
1997	5.1	4.5	2.2	4.9	5.5	4.7	5.2	4.5	2.8
1998	4.5	3.8	3.5	4.0	3.4	3.5	3.8	3.7	3.4
1999	1.1	0.7	0.6	2.9	2.8	1.0	1.6	1.2	-0.1

Source: Average Weekly Earnings, States and Australia (Cat. no. 6302.0).

Employee earnings and hours

Employee earnings and hours statistics relate to the distribution and composition of average weekly earnings and hours obtained from a survey of employers conducted biennially in May.

In Victoria during May 1998, mean weekly total earnings were \$599.50. The highest mean weekly total earnings were recorded for managers and administrators (\$1,167.00) and professional occupations (\$753.30), while the lowest earnings were recorded by elementary clerical, sales and service workers (\$326.00) and labourers and related workers (\$414.40). Part of the variation in these earnings is explained by the different proportions of part-time and junior employees in these occupation groups.

6.14 WEEKLY TOTAL EARNINGS, By Percentiles—May 1998

Occupation	10th percentile	25th percentile	50th percentile	75th percentile	90th percentile	Mean earnings
	\$	\$	\$	\$	\$	\$
Managers and administrators	401.70	729.30	1 063.80	1 440.70	1 921.50	1 167.00
Professionals	256.90	507.40	773.90	943.90	1 167.20	753.30
Associate professionals	300.40	479.40	689.50	925.50	1 163.30	725.40
Tradespersons and related workers	282.90	451.30	612.80	796.80	1 067.40	643.60
Advanced clerical and service workers	238.30	387.80	585.40	696.50	836.80	563.30
Intermediate clerical, sales and service workers	138.70	302.30	482.50	627.20	753.20	475.00
Intermediate production and transport workers	196.50	428.70	556.20	764.10	1 016.50	605.80
Elementary clerical, sales and service workers	72.40	150.60	307.00	470.40	602.00	326.00
Labourers and related workers	74.30	171.90	404.20	577.50	747.90	414.40
All occupations	150.30	345.40	549.90	787.60	1 042.70	599.50

Source: Unpublished data, Survey of Employee Earnings and Hours.

Wage and salary earners

Gross earnings of wage and salary earners were \$15.4 billion in the June quarter 1999, a 7.6% increase on the June quarter 1998 figure (table 6.15). The industries with the highest gross earnings in the June quarter 1999 were manufacturing (\$3,019.8 million); property and business services (\$2,381.5 million); and health and community services (\$1,419 million). Growth in gross earnings in the property and business services sector was particularly pronounced, increasing 40% between the June 1998 and June 1999 quarters.

6.15 WAGE AND SALARY EARNERS, Gross Earnings

Industry	June quarter 1998	June quarter 1999
	\$m	\$m
Agriculture, forestry and fishing	*3.9	*3.7
Mining	125.8	121.7
Manufacturing	3 015.8	3 019.8
Electricity, gas and water supply	133.1	145.0
Construction	974.8	955.9
Wholesale trade	931.6	1 216.7
Retail trade	1 162.5	1 281.8
Accommodation, cafes and restaurants	332.9	354.2
Transport and storage	701.7	693.6
Communication services	481.0	407.9
Finance and insurance	900.6	968.8
Property and business services	1 707.0	2 381.5
Government administration and defence	604.0	514.0
Education	1 123.6	1 212.8
Health and community services	1 439.0	1 419.0
Cultural and recreation services	302.9	281.3
Personal and other services	410.8	469.4
Total all industries	14 350.9	15 447.0

Source: Wage and Salary Earners, Australia (Cat. no. 6248.0).

Industrial disputes

The Industrial Disputes Survey collects information on industrial disputes where a stoppage of work has occurred, providing that at least ten working days have been lost.

There were 137 industrial disputes reported in Victoria during 1998, an increase of 25 on 1997 (table 6.16). The number of Victorian employees involved in industrial disputes decreased by 4.8%, from 129,100 in 1997 to 122,900 in 1998. This compares with a national increase of 10.4% for the same period. The number of working days lost in Victoria decreased by 5.7%, from 212,100 in 1997 to 200,000 in 1998.

6.16 INDUSTRIAL DISPUTES

Year	Total disputes	Total employees involved	Working days lost
	no.	'000	'000
1993	114	200.9	257.2
1994	109	52.2	87.0
1995	110	79.0	126.1
1996	98	121.1	218.1
1997	112	129.1	212.1
1998	137	122.9	200.0

Source: *Industrial Disputes, Australia* (Cat. no. 6322.0).

The highest levels of disputation occurred in the manufacturing, construction, and education, health and community services industries. These industries combined accounted for 89% of all Victorian employees involved in disputation, and also 89% of working days lost (table 6.17). Disputation in the Victorian manufacturing industry resulted in the loss of 57,900 working days (28.9%), compared with 72,600 in construction (36.3%) and 47,500 in education, health and community services (23.8%).

6.17 INDUSTRIAL DISPUTES BY INDUSTRY—Year ended December 1998

Industry	Employees involved		Working days lost	
	'000	%	'000	%
Agriculture	—	—	—	—
Mining	0.3	0.2	0.8	0.4
Manufacturing	27.8	22.7	57.9	28.9
Electricity, gas and water supply	0.5	0.4	2.7	1.3
Construction	42.9	34.9	72.6	36.3
Wholesale and retail trade	0.1	0.1	0.2	0.1
Transport and storage	1.9	1.6	5.2	2.6
Communication services	7.1	5.8	8.3	4.1
Finance insurance, property and business services	0.5	0.4	1.2	0.6
Government administration and defence	2.8	2.3	2.5	1.3
Education, health and community services	38.2	31.1	47.5	23.8
Cultural, recreational, personal and other services	0.6	0.5	1.1	0.5
Total(a)	122.9	100.0	200.0	100.0

(a) Sum of components may not equal totals due to rounding.

Source: *Industrial Disputes, Australia* (Cat. no. 6322.0).

References

Data sources

Currently the 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 national, state and regional levels. 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 business and organisations. Over recent years new or upgraded quarterly surveys on employment and earnings, average weekly earnings, job vacancies, and a two-yearly survey of employee earnings and hours have been introduced.

The ABS is currently developing a new quarterly Labour Cost Index (LCI). The initial development work focused on the wage component of the LCI—the Wage Cost Index (WCI)—which was first released in March 1998 and presented data for the December quarter 1997. The full LCI will build on the WCI, incorporating changes in the underlying hourly cost to employers of paid leave, employer-funded superannuation, workers' compensation and payroll tax. The first results of the full Labour Cost Index are due for release in 2003.

ABS sources

Labour Force, Victoria (Cat. no. 6202.2)

Labour Force, Australia (Cat. no. 6203.0)

Wage and Salary Earners, Australia (Cat. no. 6248.0)

Average Weekly Earnings, States and Australia (Cat. no. 6302.0)

Employee Earnings and Hours, Australia (Cat. no. 6306.0)

Industrial Disputes, Australia (Cat. no. 6322.0)

Wage Cost Index, Australia (Cat. no. 6345.0)