

EMPLOYMENT AND UNEMPLOYMENT

UNEMPLOYMENT IN VICTORIA, 1980 TO 1984

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

- (1) had actively looked for full-time or part-time work at any time in the four weeks up to the end of the survey week and
 - (a) were available for work in the survey week, or would have been available except for temporary illness (i.e. lasting for less than four weeks to the end of the survey week); or
 - (b) were waiting to start a new job within four weeks from the end of the survey week and would have started in the survey week if the job had been available then; or
- (2) were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the survey week (including the whole of the survey week) for reasons other than bad weather or plant breakdown.

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

The number of unemployed persons in Victoria increased significantly between 1980 and 1984, from 104,000 persons in August 1980 to 129,900 persons in August 1984. Male unemployment increased by approximately forty-two per cent during this period. Unemployment in Victoria has accounted for approximately twenty-five per cent of total Australian unemployment over the last five years. The unemployment rates for Victoria have consistently been somewhat lower than the rates for Australia as a whole during this period.

A quarterly telephone survey, which collects data on the number of job vacancies in Victoria has been conducted regularly since May 1979. The number of job vacancies as measured by this survey has declined steadily from 7,800 in August 1980 to 5,800 in August 1983 and rose to 7,800 in August 1984. The number of job vacancies in Victoria accounted for about one-third of total vacancies in Australia between 1980 and 1984. Victorian job vacancy rates have not differed significantly from the overall national rates between 1980 and 1984.

From data collected regularly in the labour force survey it is possible to identify some of the major characteristics of unemployed persons, for example: their sex, marital status, age distribution, regional distribution, birthplace, occupation, and duration of unemployment.

Unemployment rates have consistently been significantly higher among women than among men during the 1980 to 1983 period, in terms of most of the characteristics of the unemployed available for analysis. For example, in August 1984, the overall unemployment rate among males in Victoria was 6.8 per cent, compared with 8.3 per cent for females.

Young persons are relatively over-represented among unemployed persons in Victoria. About 50 per cent of unemployed persons in August 1984 were under 25 years of age. The 15 to 19 year age

group has accounted for approximately one-third of total unemployed persons during the years from 1980 to 1984. The unemployment rate for this group has risen from 16.3 per cent in August 1980 to 20.1 per cent in August 1984. The 20 to 24 year age group has accounted for about another 20 per cent of total unemployed persons during this period. The unemployment rate for this group has increased from 8.6 per cent in August 1980 to 9.8 per cent in August 1984. Unemployment rates for persons over 25 years of age have generally been well below the overall Victorian unemployment rate during the period under review.

The Labour Force Survey provides reliable estimates for suitably large geographical aggregations within Victoria. For example, in August 1984 the overall unemployment rates for metropolitan Victoria (i.e. the Melbourne Statistical Division) were 6.7 per cent and 7.8 per cent for non-metropolitan Victoria (i.e. the rest of the State). From November 1984 estimates are available for seven metropolitan regions and four non-metropolitan regions. Detailed information regarding these regions can be found in the *Information Paper: Victorian Labour Force Statistics* (6262.2).

Migrants who have arrived in Australia since 1971 have experienced significantly higher unemployment rates than either persons born in Australia or migrants who arrived in Australia before 1971. For example, in August 1984, migrants who had arrived since 1971 had an unemployment rate of 11.7 per cent, considerably higher than the unemployment rate for migrants of longer standing (6.4 per cent) and significantly higher than the unemployment rate for persons born in Australia (6.7 per cent).

Unemployment has tended to affect more adversely the less skilled, less qualified members of the labour force. For example, among those unemployed in Victoria in August 1984 who had worked full-time for two weeks or more at any time in the two years to August 1984, about 43 per cent were tradesmen, production process workers, or labourers. The unemployment rate for this 'blue-collar' occupation group (5.1 per cent) was significantly higher than the unemployment rates for such 'white-collar' occupation groups as clerical workers (2.4 per cent) and sales workers (4.8 per cent).

Higher levels of unemployment and inadequate numbers of job vacancies have contributed to a significant lengthening in the average duration of unemployment experienced by persons who have been unemployed during the years from 1980 to 1984. In August 1980, the average duration of unemployment was about 31 weeks, and this had risen progressively to about 41 weeks by August 1984.

Looking at the employment side of the labour force, the number of employed persons in Victoria increased from 1,703,100 persons in August 1980 to 1,723,000 persons in August 1984. Although an overall increase occurred during this period, the number of employed persons decreased from 1,721,000 in August 1981 to 1,675,000 in August 1983, with an increase to 1,723,000 in August 1984.

Tables which include data on employment and unemployment in Victoria are presented on pages 262-6.

Further references: *Victorian Year Book* 1981, pp. 237-8; 1982, pp. 221-2; 1984, pp. 208-27

YOUTH UNEMPLOYMENT

In each of the years 1980 to 1984, young people aged 15-19 years, including new school leavers, represented a higher proportion of the total estimated unemployed ranging from about 40 per cent in January, the main school leaver period, to approximately 30 per cent in the middle of the year. Due to higher unemployment in older age groups, unemployed persons aged 15 to 19 years as a proportion of all unemployed dropped, in 1983, to 32 per cent in January and 25 per cent in June. Teenagers in country areas were generally subject to higher unemployment rates than their metropolitan counterparts.

Major labour force trends relating specifically to young people in the labour force are presented in the following table:

CIVILIAN POPULATION AGED 15 TO 19 YEARS BY EMPLOYMENT STATUS, VICTORIA

August—	Employed	Unemployed	In labour force	Not in labour force	Civilian Population 15 to 19 years	Unemployment rate (a)	Participation rate (b)
	'000	'000	'000	'000	'000	per cent	per cent
MALES							
1979	89.2	13.6	102.7	72.5	175.3	13.2	58.6
1980	90.0	16.2	106.3	68.4	174.7	15.3	60.8
1981	90.2	13.8	104.0	69.1	173.2	13.3	60.1
1982	85.6	18.2	103.8	69.0	172.8	17.6	60.1
1983	75.5	20.5	96.0	78.1	174.1	21.3	55.1
1984	82.0	18.8	100.7	75.8	176.5	18.6	57.1
FEMALES							
1979	71.2	16.7	87.8	80.0	167.8	19.0	52.3
1980	82.4	17.4	99.8	67.8	167.6	17.5	59.6
1981	70.0	16.4	86.4	80.3	166.7	19.0	51.9
1982	78.1	13.2	91.3	74.8	166.1	14.5	55.0
1983	67.9	23.7	91.6	75.3	166.9	25.8	54.9
1984	66.8	18.7	85.5	85.1	170.5	21.9	50.1
PERSONS							
1979	160.3	30.3	190.6	152.5	343.1	15.9	55.6
1980	172.4	33.7	206.1	136.2	342.3	16.3	60.2
1981	160.2	30.3	190.5	149.4	339.9	15.9	56.0
1982	163.6	31.4	195.0	143.7	338.8	16.1	57.6
1983	143.4	44.1	187.5	153.5	341.0	23.5	55.0
1984	148.7	37.4	186.2	160.9	347.1	20.1	53.6

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

(b) The labour force in each group as a percentage of the civilian population aged 15 to 19 years in the same group.

Source: Population surveys conducted by the Australian Bureau of Statistics.

GOVERNMENT ACTIVITIES

Commonwealth Government

Administration

Commonwealth Department of Employment and Industrial Relations

The functions of the Commonwealth Department of Employment and Industrial Relations, which was re-established on 7 May 1982, include:

- (1) the formulation and implementation of national manpower policy;
- (2) the development and operation of the labour market services of the Commonwealth Employment Service, including the administration of the Department's training programmes, the Commonwealth Rebate for Apprentice Full-time Training Scheme (CRAFT), and other youth training schemes;
- (3) the analysis and interpretation of labour market data and provision of intelligence on the employment situation;
- (4) the formulation of national industrial relations policy and the administration of sections of the *Conciliation and Arbitration Act 1904* concerning the settlement of interstate industrial disputes through conciliation and arbitration, particularly in respect of the airline, coal, maritime, and stevedoring industries;
- (5) policy development in relation to the physical working environment and employee participation issues;
- (6) secretarial services to the National Training Council, and on its behalf, advice and assistance to industry and commerce on systematic industrial training arrangements in the interests of effective deployment of manpower resources;
- (7) co-ordination at all levels of government of Commonwealth Government programmes and proposals concerning young persons; and
- (8) research into youth needs and development of communication channels for youth and councils on the design of youth programmes and services.

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

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

Commonwealth Employment Service

Statutory warrant for the Commonwealth Employment Service (CES) can be found in the *Commonwealth Employment Service Act 1978*. The principal functions of the CES are to help persons seeking employment by facilitating their placement in positions best suited to their training, experience, abilities, and qualifications, and to help employers seeking labour to obtain those employees best suited to their needs. The CES functions on a decentralised basis with offices in metropolitan and major provincial centres. There were sixty-four CES offices in Victoria in September 1984.

The CES offers a range of labour force programmes and services which are designed to help align the employment training and other needs of individuals to those of the labour market. These include:

- (1) Trade Training Programs, comprising Commonwealth Rebate for Apprenticeship Full-Time Training and Special Apprentice Training Schemes;
- (2) Skills Training Programs, comprising Skills Training (Skills in Demand, Labour Adjustment Training Arrangements, General Training Assistance) and Industry Training Services;
- (3) Youth Training Programs, comprising Transition Allowance for attendance at Participation and Equity Programs or Experimental Training Projects, and Assistance for Work Experience, i.e. the Special Youth Employment Training Program;
- (4) Special Training Programs, comprising Training for the Disabled, Training for Aborigines, and Training for Special Needs Job Seekers;
- (5) Adult Wage Subsidy Scheme; and
- (6) Employment Services, comprising the Relocation Assistance Scheme, the Fares Assistance Scheme, and Occupational Information Section.

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

Special Services Branch

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

The Youth Section provides support to the CES through the provision of programme materials, policy guidelines, advice and information, and training and development of CES staff. It co-ordinates CES youth related activities throughout Victoria, being particularly concerned with the development of relationships between the CES and secondary schools through the Local Schools Liaison Program.

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

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

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

The Community Youth Support Scheme (CYSS) Section is responsible for administering, developing, and evaluating CYSS projects. The scheme is designed to encourage communities to

assist local unemployed young persons to develop their capacity for obtaining and retaining employment. In Victoria, there are over eighty CYSS projects located in most country centres and throughout the Melbourne metropolitan area. Project activities include job-search assistance, skills development, and personal and social support.

The Occupational Information Section operates an extensive occupational information production and delivery service. Books, such as the *Job Guide for Victoria*, pamphlets, posters, etc. provide information about a wide range of occupations, which is augmented by video, film, and audio material. Nearly 400 video titles are available from the Section's Audio Visual Lending Library located in the regional office.

Occupational information libraries have been established at many locations around Victoria and offer access for the public to occupational information products of the Department and to other relevant material collected from outside sources. Most of these libraries are located in CES offices and are known as Work Information Centres. Two are specialist libraries called Career Reference Centres. These occupy their own premises in Melbourne and Geelong and are staffed with experienced Information Officers. Secondary Schools are supplied with a twenty-four volume library of annually updated written career and occupational information.

Employment training and assistance schemes

The programmes administered by the Commonwealth Department of Employment and Industrial Relations are now defined by purpose and function in the labour market. There are six functional programmes, each comprising a number of sub-programmes designed to meet specific policies.

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

As part of the Skills Training Program, the Skills in Demand Scheme provides assistance to industry and individuals to overcome identified skill shortages in particular occupations, Labour Adjustment Training Arrangements recognise the special employment problems faced by workers in designated instances of large-scale retrenchments concentrated in particular industries or areas. Retrenched workers are provided with income support to undertake vocational training. General training assistance is also provided through training allowances and on-the-job subsidies to permit the training of unemployed and retrenched workers. A training allowance is available to individuals to provide income support while undertaking formal training away from employment. On-the-job subsidies are available when a Commonwealth Employment Service office is unable to locate and refer an experienced or qualified job-seeker to a vacancy. The employer may be paid a subsidy to provide training for an eligible person referred by the Office. Through its Industry Training Services scheme the Commonwealth Government funds the operation of the National Training Council and tripartite Industry Training Committees in all sectors of industry. The aim is to aid the systematic development of training programmes through all sectors of industry and commerce, including small business.

Assistance particularly designed for young persons is available under the Youth Training Program through the Transition Allowance, pre-apprenticeship, and work experience programmes. The Transition Allowance is available to eligible young persons attending either Participation and Equity Program courses conducted at TAFE institutions, or participating in an Experimental Training Project. Pre-apprenticeship allowances are designed to encourage students to undertake training leading to an apprenticeship in occupations for which there is an established labour market demand. In mid-1984, the Commonwealth Government increased the range of subsidies available under its work experience programme — the Special Youth Employment Training Program (SYETP). Participating employers receive a subsidy for each young person they train. The young person must be assessed by the CES as being in need of work experience and training. Trainees may also be placed in Commonwealth Government departments and instrumentalities under SYETP.

Some groups in the community, because of background and circumstances beyond their control, face additional disadvantages in gaining and maintaining employment. Under special training

programmes, allowances and subsidies are available to enable these disadvantages to be overcome. These are mainly directed at helping Aboriginal and handicapped persons.

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

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

Under the auspices of the *Community Employment Act* 1983 and in conjunction with the Victorian Government's Ministry of Employment and Training, the Department administers the Community Employment Program (CEP). This programme is a direct job creation scheme aimed at providing employment and training for those most disadvantaged job seekers, i.e. the long-term unemployed, Aboriginals, the disabled, and migrants with language difficulties. In addition, fifty per cent of jobs are allocated for women. Funds are provided to Commonwealth and State Government departments, local government, and community organisations which establish projects providing employment for those disadvantaged target groups, and which provide community services and facilities. Applications for CEP grants are jointly developed by State and Commonwealth field staff, administered by a Joint Secretariat of officers from the Department of Employment and Industrial Relations and the Ministry of Employment and Training, and forwarded for assessment and approval to a Consultative Committee consisting of representatives from Commonwealth and State Governments, trade unions, women's groups, State Councils of Social Service, the Youth Affairs Council, Aboriginal representatives, and other community groups.

All recruitment under CEP is conducted by the Commonwealth Employment Service.

Further references: Retraining schemes in Victoria, *Victorian Year Book* 1979, pp. 247-8; Establishment of the Commonwealth Employment Service, 1984, p. 215

Victorian Government

Victorian Ministry of Employment and Training

The Ministry of Employment and Training was established by Order in Council on 5 May 1981. The Employment and Training Act (No. 9678) received final assent on 22 December 1981.

Under the Act, the objects of the Ministry are to ensure, facilitate, encourage, promote, develop, manage, and carry out either separately or in conjunction with other government departments, statutory authorities, persons, community groups, organisations, and municipal authorities, activities which:

- (1) assist in the social and economic development of Victoria;
- (2) facilitate the introduction of new technology in such a way as to minimise adverse social consequences;
- (3) keep under review the statistics of employment and unemployment throughout Victoria as a whole and in the various regions and industries of the State and identify the causes and extent of unemployment within the State as a whole and in the various regions and industries;
- (4) facilitate the employment of disadvantaged persons; and
- (5) assist and encourage the spread of permanent part-time employment and job-sharing schemes with particular regard to the opportunity for such employment and schemes by reason of technological and economic changes in industry.

The Ministry is structured into five programmes: Employment, Training, Labour Market Information and Research, Occupational Health and Safety, and Planning and Review. The Victorian Employment Committee is a statutory body established to advise the Minister on a broad range of employment and training issues. The Victorian Technology Advisory Committee provides advice on matters relating to technological change.

The Industrial Training Commission advises the Minister for Employment and Training on industrial training and performs statutory functions as defined in the Industrial Training Act. Ministry

staff provide administrative support to the Commission. The Minister is also responsible for the administration of the Hairdressers Registration Act, which establishes the Hairdressers Registration Board, a statutory body responsible for registration and licensing in the hairdressing industry.

Employment programmes

Objectives

The objectives of the employment programme are:

- (1) to stimulate special job generation activities in the public and private sectors which create long-term opportunities;
- (2) to provide work and the necessary supervision and counselling for those groups and individuals who in addition to being long-term unemployed have other special needs or disadvantages in gaining employment;
- (3) to provide short-term work experience and training for those who have been unemployed for at least three months;
- (4) to examine different work modes and their possible application to Victoria; and
- (5) to improve the conditions and quality of the working environment.

Major activities

In August 1983, the Victorian Government announced the Victorian Employment Strategy. The strategy was developed in response to the findings of the evaluation of the Victorian Government's Employment Initiatives Program. These included expressions of community concern about the short-term nature of the jobs offered, lack of resources to assist the community to develop quality viable projects, and insufficient targeting towards the most disadvantaged in the labour market.

Following the introduction of the State-funded Employment Initiatives Program (EIP) in 1982-83, the Commonwealth Government adopted the EIP scheme as the basis of its Australia wide Wage Pause Program (WPP) and subsequently its Community Employment Program (CEP).

Community Employment Program

This programme was targeted to the long-term unemployed and the aim was to increase participants' probabilities of gaining entry or re-entry into the workforce through jobs lasting an average duration of six months.

In May 1983, the Commonwealth Government increased the commitment to job creation through its Community Employment Program. This programme provides \$1,200m over three years ending in June 1986. Victoria's share for 1983-84 was \$64m.

The objective of this programme is to create additional employment opportunities for unemployed persons through the funding of labour intensive projects of benefit to the community.

A major distinction between the earlier programmes of EIP and WPP is the joint administration by the States and the Commonwealth in CEP. In its first year, some \$130m was committed on 1,150 projects resulting in nearly 9,000 jobs. Participants under CEP are eligible for subsidised employment for up to twelve months and projects emphasise the importance of training, supervision, and on the job support for the long-term unemployed and other disadvantaged groups.

Affirmative Employment Program

This special programme, designed specifically to create employment opportunities for the more disadvantaged or long-term unemployed, was recommended in the interim report by the Institute of Applied Economic and Social Research evaluating EIP. With a budget of \$1.5m, the Affirmative Employment Pilot Program was targeted to groups or individuals identified as over-represented within the long-term unemployed and who faced substantially unequal labour market opportunities within their regional or industrial employment setting as a result of economic and social factors. Through a strategy which emphasises training and support to participants, affirmative employment units are proposed for Victorian Government departments, local government authorities, and representative bodies from the private, trade union, community, and education sectors.

Employment Development Program

The Employment Development Program aims to increase the level and range of jobs in Victoria through innovative employment initiatives. A key component of the Employment Development Program is the Industrial Supplies Office (ISO). This is an initiative aimed at increasing long-term employment by providing opportunities for greater production and sales of technically advanced machinery, equipment, and services by Victorian and Australian firms. The ISO will monitor voluntary agreements — 'Codes of Practice' — between the Victorian Government and major purchasers of such equipment. This will ensure that Victorian and Australian suppliers have full and fair opportunity to compete with overseas suppliers. Companies entering into these agreements will

make available to the ISO information concerning tendering procedures and specifications for major purchases. The ISO will play a key role in enhancing the information flow between purchasers and suppliers by alerting suppliers to the needs of purchasers and consequent opportunities for sales, while expanding the supplier information base available to companies which sign a Code of Practice. By increasing the volume of business going to local suppliers instead of overseas, the ISO will enlarge economic, employment, and skill growth in Victoria — all principal aims of the State's Economic Strategy.

The ISO is managed by the Metal Trades Industry Association (MTIA) in close co-operation with the Ministry and the Metals and Engineering Industrial Development Committee, a tripartite consultative body. Five professionals with extensive experience in engineering and manufacturing procurement, backed by suitable support personnel, have been appointed to staff the ISO. It is located on a three-year pilot basis in Geelong, with an annual operating budget of \$400,000.

Ford Australia has already entered into a Code of Practice with the Victorian Government which will include purchases made as part of its \$48m expansion programme at Geelong. Negotiations on Codes of Practice with a number of other large companies are nearing completion, and it is expected that a significant proportion of major companies operating in Victoria will enter into agreements covered by the ISO.

Further, the Ministry has supported the New Enterprises Program at Preston College of TAFE. This aims to develop the entrepreneurial skills and ideas of individuals within the community to enhance job creation in the private sector.

Co-operative Development Program

This activity addresses the issue of long-term job creation and maintenance and industrial/economic democracy in the workplace through the provision of technical and financial assistance for co-operative business enterprises.

The objectives are to provide technical and/or financial assistance for proposed, new, or established co-operative business enterprises which:

- (1) demonstrate actual and/or potential economic viability within a reasonable time period;
- (2) apply co-operative principles in practice;
- (3) demonstrate a commitment to the democratisation of workplaces; and
- (4) create and/or maintain jobs in supported co-operatives.

Innovation Grants Program

A number of innovative employment projects have been funded. These projects embody some or all of the following principles:

- (1) demonstration of ways of improving training and employment through local initiatives and use of local resources;
- (2) decentralisation of decision-making;
- (3) stimulation and integration of existing resources in innovative ways to provide new jobs and training opportunities;
- (4) improvement of access to the labour market by disadvantaged workers; and
- (5) promotion of alternative work modes.

Training Program

This programme maintains and develops training systems and promotes innovation in the provision of industrial and commercial training within public and private sectors. It involves a range of activities which influence the structure and conduct of trade, technician, and commercial training. It includes all administrative and promotional aspects of the apprenticeship system as specified by the Industrial Training Commission of Victoria, a tripartite statutory authority.

Encouragement and assistance is given to industry to identify its demand for skilled labour and training requirements. Industry is further encouraged to explore and use innovative training methods and facilities.

The programme also addresses the demand for skills training by industry or occupational grouping through project funding. Of special concern are the training needs of groups such as females, immigrants, and youth whose skill levels make them vulnerable to structural changes in the economy or who are marginal to the labour market. Specific schemes have been developed which assist their access to skills training and retraining.

Objectives

The training programme is an integral part of Victoria's economic strategy. The programme's objective is to maintain and develop training systems to ensure that skills are appropriate for current and future labour market requirements so as to facilitate economic growth. The programme provides:

- (1) incentives to industry and commerce to use innovative training methods and facilities;
- (2) support to training programmes for disadvantaged individuals; and
- (3) advice on training to government.

Trade Training Sub-program

The Trade Training Sub-program provides for the administration of the apprenticeship system as specified by the Industrial Training Commission, as well as the development of policies and special initiatives for the expansion of apprenticeship among employers, and maintenance of an administrative and monitoring system. The Commission consists of representatives of employers, employees, and government, charged with reviewing the training of skilled tradesmen and technicians. The Commission also regulates the observance of the apprenticeship indenture provisions to ensure that standards of technician and trade training are maintained.

Special trade training schemes also operate within this sub-programme to increase the supply and quality of skilled labour to the private sector. This is achieved in a variety of ways and is often linked to an equity principle of providing access to trade training for disadvantaged groups. Examples of such programmes are the State Additional Apprenticeship Scheme, the Group Apprenticeship Scheme, the Apprenticeship Completion Program, and the Front-End Training Scheme.

The objectives of the sub-programme are:

- (1) to identify skills required on either occupational or industry criteria and to ensure the provision of specialist training programmes and facilities through funded projects to meet those needs.
- (2) to fund projects which will overcome the labour market disadvantages of identified groups; and
- (3) to improve the effectiveness of training by encouraging greater industry involvement in the identification of training needs and in training delivery.

Industrial and commercial training

This sub-programme addresses training needs generated by technological change and structural adjustment. It is aimed at developing a more flexible and adaptable workplace in Victoria through programmes which stimulate the greater provision of retraining opportunities for both employed and unemployed workers and through projects which improve training arrangements or training facilities in particular industries.

The sub-programme provides support for projects intended to help disadvantaged persons and persons with marginal skills acquire new skills to enable them to re-enter the labour market or which will improve their chances of remaining in employment.

Industry and Occupational Retraining activities aim to encourage firms and organisations to develop retraining programmes or to expand existing ones in order to ensure that the skills of their employees are relevant to the requirements generated by new products, processes, and work arrangements.

Skills Centres are central to the Victorian Government's strategy to improve the flexibility and responsiveness of Victoria's industrial training system. The primary objective of the centres is to address key industrial and commercial training needs through improvements in training facilities or in training arrangements for that industry. Together with the Industry Training Development Grants Program, and the two retraining initiatives developed during 1983-84, the programme was developed as a means to meet industry training needs arising out of structural and technological change in industry and commerce.

Over the past twelve months the Ministry has been able to provide assistance under this programme for a range of projects, including:

- (1) the establishment of specialist training facilities or centres in conjunction with industry, unions, and other relevant agencies;
- (2) the development and priority of innovative co-operative training arrangements between government, industry, unions, and educational agencies; and
- (3) the conduct of studies of the feasibility of proposals for specialist training centres as co-operative training arrangements.

Small Business Training Program

During 1983-84, the Ministry continued to deliver small business training services through the auspices of the Small Business Development Corporation.

Under this co-operative arrangement, the Ministry provides all funds and shares administrative control of the Small Business Training Program through the mechanism of a joint Steering Committee.

Labour Market Information Program

This programme covers the activities of the Labour Market Information and Research Division and generates labour market research and statistics in the form of reports, surveys, forecasts, scenarios, briefings, and policy options.

Accurate labour market information is essential to the development of appropriate labour market programmes which provide the labour force with the level and quality of skills necessary to maximise economic growth, lessen the personal and social costs of structural change, and provide special assistance to alleviate labour market disadvantage.

Material produced is used to assist operating divisions and other agencies to develop, target, and evaluate specific employment and training initiatives. Labour market information assists the Minister, Cabinet, other agencies, and operating Divisions to keep informed of developments in the labour market. The programme identifies options to address specific issues such as; the cost to employers of training apprentices, the impacts of technological change on skill demand, and the demand for alternative working arrangements. Policy options are also developed with regard to broader employment and training issues, such as the Victorian Government's submission to the Commonwealth Inquiry into Labour Market Programs and the employment and training components of the State Economic Strategy.

Work and technology

The Ministry is involved in identifying and developing policy responses to the implications of technological change as it affects employment opportunities, the training needs of the labour market, and the work environment.

The Work and Technology Section is the focus for the design and conduct of action-orientated studies into the implications of advancing technology. It is a centre for the development of policy and programmes to assist in managing labour market implications of technological change in industry so as to minimise adverse employment consequences. These initiatives include options for training, retraining, the consideration of occupational health and safety issues, and other work environment matters; and the design and monitoring of guidelines for the introduction of technological change.

The objectives of the Work and Technology Section are to develop options, briefings, discussion papers, etc., to assist operating Divisions and other agencies to identify and evaluate the labour market implications of technological change, and to raise community awareness of the issues associated with technological change.

The sub-programme during 1983-84 continued to develop its research and analyses of issues concerned with employment and technological change. In addition to these activities, briefing papers and research notes are prepared as required.

Labour Market Forecasting Sub-program

The Labour Market Forecasting Section comprises three major streams of activity. The first involves the development and maintenance of a comprehensive labour market data base. The second stream involves the provision of labour market information including forecasts. The third encompasses a range of research projects which focus on the labour market and involve forecasting.

The objectives of this section are to develop policy options, briefings, discussion papers, etc.; to assist operating Divisions and other agencies through forecasting; to provide a wide range of labour market information to support research and policy and programme development; and to provide advice on statistical techniques to research and policy officers.

The first stream of activity involves the maintenance and extension of a comprehensive data base of labour market information obtained from the Australian Bureau of Statistics, other government agencies and departments, private agencies, and surveys undertaken by the Ministry. Other activities in this stream include the development of computer programmes to manipulate and extract data, and the formation of consultative networks to share data and to compare the results of data analysis.

Through 1983-84 the sub-programme has continued to expand its sources of data and information, and to extend the range of computer programmes used to produce quantitative medium-term forecasts of the demand for labour.

In addition to major research activities noted above, research notes, briefing papers, and short-term labour market forecasts are prepared in response to short-term needs.

Labour market analysis

The Labour Market Analysis section deals with four major areas of activity. The first involves the monitoring of developments in the labour market covering the labour force, employment and unemployment, overtime, hours, earnings, national income, etc. The second area involves economic analysis related to employment and training issues. This covers areas such as research and policy

development related to job creation and to training arrangements. The third area relates to analysis of the impact of government programmes on the labour market while the fourth area covers the evaluation of Ministry employment and training programmes.

The objectives of this section are to keep the Minister, Ministry, and other agencies informed of labour market developments as a basis for policy development. To develop policy options, briefings, discussion papers, etc.; to assist policy development in relation to employment and training programmes; to provide information to the Minister/Ministry on the employment implications of government actions; and, to evaluate and monitor the labour market impacts of the Ministry's employment and training programmes.

Through 1983-84 the sub-programme achieved a number of major projects but increasingly was committed to the Ministry's programme evaluation. In light of this greatly increased emphasis on evaluation within the Ministry it is proposed to establish a separate unit within this programme area, to be concerned with the evaluation of Ministry programmes. This move will allow the Labour Market Analysis Section to revert to its major focus and activities.

Occupational Health and Safety Program

During 1982-83 the Ministry of Employment and Training was assigned responsibility for the implementation of Victorian Government policy on occupational health and safety. As part of the consultative approach a Public Discussion Paper outlining the Victorian Government's new proposals was released in March 1983. Almost 12,000 copies were distributed and the Ministry then undertook an extensive consultation. Over 200 submissions were received and additional views were obtained from numerous discussions, conferences, seminars, and Ministerial delegations.

The Victorian Employment Committee analysed the responses and in a report to the Minister identified the major issues arising from them. Following consideration of this report, the Minister released a response to the consultation in September 1983. The response identified the major changes made to the proposals as a result of the advice received during the consultation which strongly affirmed the need for a new approach to improving occupational health and safety involving new legislation and rationalisation of fragmented public administration.

As part of the preparation of legislation a draft Bill was circulated to the major Victorian employer organisations and the Victorian Trades Hall Council. Following further consultations changes were made to the Bill prior to its introduction into the Victorian Parliament in November 1983.

Parliamentary debate on the Bill was adjourned until March 1984 to allow further discussion of any outstanding areas of concern. Following consultations with employers and the Trades Hall Council, the Victorian Government has introduced amendments to the Bill in the Legislative Assembly.

The Occupational Health and Safety Bill

This Bill will cover all workplaces and sets out the general duties, obligations, and functions of all employers, employees, and the Victorian Government. The objects of the Bill are to:

- (1) secure the health, safety, and welfare of persons at work;
- (2) protect persons at work against risks to health or safety;
- (3) assist in securing safe and healthy work environments;
- (4) eliminate at the source risks to the health, safety, and welfare of persons at work; and
- (5) provide for the involvement of employees, employers, and their associations in the formulation and implementation of improved health and safety standards.

The features of the preventive framework outlined in the Bill are:

- (1) the establishment of a tripartite Occupational Health and Safety Commission responsible for the provision of policy advice to government;
- (2) the provision of general duties of all employers and employees;
- (3) the provision for involving employees through their trade unions in health and safety matters in their particular workplace — provision will be made for non-unionised employees through regulation;
- (4) provision of a new framework for government inspection; and
- (5) the provision of a right for all employees to cease work in circumstances where their own or another person's health and safety is jeopardised.

Reform of government administration

An important aspect of the Ministry's activities has been its role in the implementation of government policy concerned with the administration of occupational health and safety legislation. Reform of the administration has involved the consolidation of government agencies concerned with occupational health and safety into one administration within the Ministry of Employment and Training. On 1 July 1984 relevant agencies located within the Department of Labour and Industry, the Department of Minerals and Energy, and the Health Commission were consolidated within the

Ministry into four Divisions: Working Environment Policy; Advisory and Inspection Services; Hazardous Materials; and the Occupational Health Service.

A great deal of planning and development activity took place during 1984 to ensure the smooth transition of these units to the Ministry.

The tasks involved in developing the Ministry's activities during 1985 include the development of a government service which is attuned to the needs of preventing occupational injuries and illnesses. It is intended that cyclic inspections of workplaces be conducted to eliminate hazards before accidents and fatalities occur and to provide advice to employers on preventive measures.

As a result of the consolidation, two obvious needs are evident which have not been met in the past. These are the provision of comprehensive advisory services and a research capacity to assess standards.

In the coming years the Ministry will be expected to adopt a preventive approach by:

- (1) encouraging improvements in industry by providing technical advice;
- (2) encouraging co-operation at the workplace between employers and employees; and
- (3) participating in the development of standards, related research, and promoting sound occupational health and safety practices.

In developing its occupational health and safety function the Ministry will be relying on substantial input from union, employer, and health and safety practitioner groups.

Funding Program

Government policy proposed a new framework for the prevention of work-related injuries and illnesses. The central concern in achieving an effective framework is the establishment of a coherent basis for the involvement of government, unions, individual employers and their organisations, and the labour force in improving occupational health and safety in accordance with their skills.

Provision of a clear legislative framework through the Occupational Health and Safety Bill and the consolidation of relevant agencies into one administration within this Ministry mark a significant start. However, it is equally clear that policy goals will not be realised until employers and the labour force are active, committed, and well informed.

Training of employers and employees is therefore a matter of fundamental importance. To assist in this area, the Ministry has developed an occupational health and safety grants programme. Two major projects initially funded during 1982-83 have continued during 1983-84.

Planning and Review Program

The Ministry's Planning and Review Division is responsible for the Corporate Services Program, which comprises the Administration and Planning and Review Sub-Programs.

The objectives of the Administration Sub-Program is to provide services to the Ministry in the areas of finance, personnel, Electronic Data Processing (EDP), general office services, information, legal advice, property, transport, and communications. Improved co-ordination and economies of scale are achieved by providing such services centrally.

The objectives of the Planning and Review Sub-Program are to provide services in the areas of corporate and strategic planning, development of short and long-term policy, and planning guidelines and processes within operational divisions in undertaking internal system reviews, including management reviews. This involves the drafting of broad parameters within which the Ministry's financial and manpower plans are based. Within this sub-programme the Ministry's overall plans and budgets are integrated and the efficient and effective use of resources assessed. It also includes responsibility for intergovernmental relations and administrative reviews.

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

EMPLOYMENT AND UNEMPLOYMENT STATISTICS

Introduction

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

Comprehensive information on the major characteristics of the Australian labour force is derived primarily from three regular collections conducted by the Australian Bureau of Statistics: (1) the five-yearly Census of Population and Housing, which provides the most detailed data available; (2) the monthly population survey, which provides regular broad estimates of the labour force between

population censuses; and (3) employer based surveys. As well, the population survey and other frameworks are regularly used to provide more detailed information on specific significant aspects of the labour force, for example, job vacancies, overtime work, school leavers, labour force experience, and the characteristics of persons looking for work and persons not in the labour force (for example, discouraged job-seekers).

The statistics described in this section are based on sample surveys. Statistics from sample surveys may differ from the figures that would have been produced if the information had been obtained from all dwellings/employers within the scope of the survey. One measure of the likely difference is given by the standard error, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings/employers was included in the survey. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all dwellings/employers had been included and about nineteen chances in twenty that the difference will be less than two standard errors. Standard errors are shown, where appropriate, throughout the remainder of this section. Further information on standard errors and their interpretation for particular topics can be found in the specialised Australian Bureau of Statistics publications on those topics.

Population census labour force data

At the 1981 population census, the following questions were asked to determine a person's labour force status:

- (1) Did the person do any work at all last week?
- (2) Last week, did the person have a full-time or part-time job, business, profession, or farm of any kind?
- (3) Did the person look for work last week?

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

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

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

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

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

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

Population survey labour force data

Introduction

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

The survey provides particulars of the demographic composition of the labour force, and broad estimates of occupational status, occupation, industry, and hours of work. The principal survey component is referred to as the labour force survey. Supplementary collections are also carried out from time to time in conjunction with the labour force survey (see pages 261-6).

As mentioned on page 260, estimates from both the labour force survey and the supplementary collections are subject to sampling error. Standard errors for all estimates from the population survey are not shown in this section. However, the following tables give the approximate standard errors for estimates of various sizes:

POPULATION SURVEY, STANDARD ERRORS OF ESTIMATES, VICTORIA
(‘000)

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

POPULATION SURVEY, STANDARD ERRORS OF ESTIMATES OF MONTH TO MONTH
MOVEMENTS, VICTORIA
(‘000)

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

Labour force survey

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

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

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

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

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

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

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

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

August	Employed	Unemployed	Labour force	Not in labour force	Civilian population aged 15 years and over	Unemployment rate (a)	Participation rate (b)
	'000	'000	'000	'000	'000	per cent	per cent
MALES							
1979	r1,048.3	r49.4	r1,097.7	r314.8	r1,412.4	4.5	r77.7
1980	r1,061.2	r53.1	r1,114.3	r313.7	r1,428.0	4.8	r78.0
1981	r1,076.5	r50.3	r1,126.8	r322.3	r1,449.1	4.5	r77.8
1982	r1,067.8	r62.3	r1,130.0	r345.4	r1,475.5	5.5	r76.6
1983	1,039.2	92.5	1,131.7	367.1	1,498.8	8.2	75.5
1984	1,069.9	75.2	1,145.0	377.3	1,522.4	6.6	75.2
MARRIED FEMALES							
1979	r372.6	r18.7	r391.3	r509.9	r901.2	r4.8	r43.4
1980	r390.7	r19.1	r409.8	r494.8	r904.6	r4.7	r45.3
1981	r390.0	r19.9	r409.9	r500.2	r910.0	r4.8	r45.0
1982	r378.0	r17.8	r395.8	r506.2	r902.0	r4.5	r43.9
1983	378.6	27.2	405.8	531.7	937.5	6.7	43.3
1984	386.4	17.8	404.2	534.2	938.4	4.4	43.1
OTHER FEMALES							
1979	r227.3	r27.6	r254.9	r312.9	r567.8	r10.8	r44.9
1980	r251.2	r31.8	r283.0	r300.8	r583.8	r11.2	r48.5
1981	r254.6	r30.5	r285.1	r317.2	r602.3	10.7	r47.3
1982	r271.2	r30.0	r301.2	r335.4	r636.6	r10.0	r47.3
1983	257.4	43.5	300.9	324.8	625.7	14.5	48.1
1984	266.7	36.9	303.7	345.4	649.0	12.2	46.8
ALL FEMALES							
1979	r599.9	r46.3	r646.2	r822.8	r1,469.0	7.2	r44.0
1980	r641.9	r50.8	r692.8	r795.7	r1,488.4	r7.3	r46.5
1981	r644.6	r50.4	r695.0	r817.3	r1,512.3	r7.3	r46.0
1982	r649.2	r47.8	r697.0	r841.5	r1,538.5	r6.9	r45.3
1983	636.0	70.7	706.7	856.6	1,563.2	10.0	45.2
1984	653.1	54.8	707.9	879.5	1,587.4	7.7	44.6
PERSONS							
1979	r1,648.2	r95.7	r1,743.9	r1,137.5	r2,881.4	5.5	r60.5
1980	r1,703.1	r104.0	r1,807.0	r1,109.3	r2,916.4	5.8	r62.0
1981	r1,721.1	r100.7	r1,821.8	r1,139.6	r2,961.4	5.5	r61.5
1982	r1,717.0	r110.1	r1,827.1	r1,186.9	r3,014.0	6.0	r60.6
1983	1,675.1	163.3	1,838.4	1,223.7	3,062.1	8.9	60.0
1984	1,723.0	129.9	1,852.9	1,256.9	3,109.8	7.0	59.6

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

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

CIVILIAN LABOUR FORCE BY AGE, VICTORIA, AUGUST 1984

Age group (years)	Number ('000)					Participation rate (per cent) (a)				
	Males	Married females	Other females	All females	Persons	Males	Married females	Other females	All females	Persons
15 to 64	1,127.2	402.8	298.9	701.7	1,828.9	83.6	47.8	60.1	52.3	68.0
15 to 19	100.7	(b)	83.2	85.5	186.2	57.1	(b)	50.8	50.1	53.6
20 to 24	151.2	41.7	87.6	129.3	280.6	85.9	62.4	81.3	74.1	80.0
25 to 34	311.1	122.3	64.6	186.9	498.0	95.6	50.0	76.3	56.8	76.1
35 to 44	261.5	134.6	27.1	161.6	423.1	94.8	58.9	62.7	59.5	77.3
45 to 54	184.7	77.6	21.1	98.7	283.4	89.7	47.9	56.3	49.4	69.9
55 to 59	76.8	17.7	10.3	27.9	104.8	75.6	24.7	35.5	27.8	51.8
60 to 64	41.1	6.6	5.1	11.7	52.8	47.0	10.6	15.9	12.4	29.0
65 and over	17.8	(b)	(b)	6.2	24.0	10.3	(b)	(b)	2.5	5.7
Total	1,145.0	404.2	303.7	707.9	1,852.9	75.2	43.1	46.8	44.6	59.6

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

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

EMPLOYED PERSONS BY INDUSTRY (a), VICTORIA, AUGUST 1984

Industry division or sub-division	Males ('000)				Females ('000)				Persons ('000)	
	Married	Other	Total	Per cent	Married	Other	Total	Per cent	Total	Per cent
Agriculture and services to agriculture	46.0	19.9	65.9	6.2	20.7	3.8	24.5	3.8	90.5	5.3
Forestry, fishing, and hunting	(b)	(b)	6.1	0.6	(b)	(b)	(b)	(b)	7.0	0.4
Mining	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	5.1	0.3
Manufacturing –	193.9	87.7	281.6	26.3	76.4	34.1	110.6	16.9	392.1	22.8
Food, beverages, and tobacco	24.9	12.4	37.3	3.5	11.0	(b)	15.0	2.3	52.3	3.0
Metal products	29.4	12.3	41.6	3.9	(b)	(b)	6.1	0.9	47.7	2.8
Other manufacturing	139.7	63.0	202.6	18.9	61.3	28.2	89.5	13.7	292.1	17.0
Construction	62.4	23.6	85.9	8.0	8.0	(b)	9.1	1.4	95.0	5.5
Wholesale and retail trade	113.3	74.1	187.4	17.5	76.6	67.2	143.8	22.0	331.2	19.2
Transport and storage	54.9	18.7	73.6	6.9	6.7	6.1	12.7	1.9	86.3	5.0
Finance, property, and business services	65.9	26.4	92.4	8.6	33.9	35.2	69.1	10.6	161.5	9.4
Community services (c)	72.0	35.6	107.6	10.1	112.2	77.7	189.9	29.1	297.6	17.3
Recreation, personal and other services	23.3	23.2	46.5	4.3	27.5	22.5	50.0	7.7	96.5	5.6
Other industries (d)	78.9	40.0	118.9	11.1	23.3	18.1	41.4	6.3	160.3	9.3
Total	717.7	352.2	1,069.9	100.0	386.4	266.7	653.1	100.0	1,723.0	100.0

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

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

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

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

EMPLOYED PERSONS BY OCCUPATION (a), VICTORIA, AUGUST 1984

Occupation group	Males ('000)				Females ('000)				Persons ('000)	
	Married	Other	Total	Per cent	Married	Other	Total	Per cent	Total	Per cent
Professional and technical	113.5	47.5	160.9	15.0	68.3	54.9	123.2	18.9	284.2	16.5
Administrative, executive, and managerial	77.0	14.7	91.8	8.6	7.3	6.8	14.1	2.2	105.8	6.1
Clerical	46.8	35.4	82.2	7.7	117.9	98.9	216.8	33.2	299.0	17.4
Sales	46.9	25.2	72.1	6.7	45.0	36.1	81.0	12.4	153.1	8.9
Farmers, fishermen, timber-getters, etc.	59.9	26.7	86.6	8.1	20.9	(b)	24.5	3.8	111.0	6.4
Miners, quarrymen, and related workers	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)	(b)
Transport and communication	53.2	15.6	68.8	6.4	5.5	5.7	11.1	1.7	79.9	4.6
Tradesmen, production – process workers and labourers, n.e.c.	275.0	160.5	435.5	40.7	58.5	22.4	80.9	12.4	516.4	30.0
Service, sport, and recreation	44.2	26.4	70.6	6.6	63.0	38.5	101.4	15.5	172.0	10.0
Total	717.7	352.2	1,069.9	100.0	386.4	266.7	653.1	100.0	1,723.0	100.0

(a) Occupation is classified according to the Classification and Classified List of Occupations, Revised June 1981.

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

NUMBER OF UNEMPLOYED PERSONS

August–	Victoria				Australia			
	Males	Females	Persons		Males	Females	Persons	
			Number	Unemployment rate (a)			Number	Unemployment rate (a)
	'000	'000	'000	per cent	'000	'000	'000	per cent
1979	r49.4	r46.3	r95.7	5.5	r197.6	r180.0	r377.5	r5.9
1980	r53.1	r50.8	r103.9	5.8	r209.6	r184.9	r394.5	5.9
1981	r50.3	r50.4	r100.7	5.5	r200.5	r180.1	r380.6	5.6
1982	r62.3	r47.8	r110.1	6.0	r271.7	r189.7	r461.4	6.7
1983	92.5	70.7	163.3	8.9	429.7	257.1	686.8	9.9
1984	75.2	54.8	129.9	7.0	381.5	223.1	604.6	8.6

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

ASPECTS OF UNEMPLOYMENT, VICTORIA, AUGUST 1984

Particulars	Number of unemployed			Unemployment rate (a)		
	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	per cent	per cent	per cent
Total unemployed	75.2	54.8	129.9	6.6	7.7	7.0
Regional distribution –						
Melbourne Statistical Division	53.7	37.3	91.0	6.5	7.0	6.7
Rest of Victoria	21.4	17.5	38.9	6.6	10.0	7.8
Looking for –						
Full-time work	68.8	39.5	108.4	6.4	8.7	7.1
Part-time work	6.3	15.2	21.6	8.8	6.0	6.7
Marital status –						
Married	29.7	17.8	47.5	4.0	4.4	4.1
Not married –	45.5	36.9	82.4	11.4	12.2	11.8
Aged 15 to 19 years	18.5	18.1	36.6	18.5	21.7	20.0
Aged 20 to 24 years	12.9	9.6	22.5	10.5	10.9	10.7
Aged 25 years and over	14.0	9.3	23.4	8.0	7.0	7.6
Age distribution (years) –						
15 to 19 –	18.8	18.7	37.4	18.6	21.9	20.1
Looking for first job	11.4	11.4	22.8			
20 to 24	15.6	12.0	27.6	10.3	9.3	9.8
25 and over –	40.8	24.1	64.9	4.6	4.9	4.7
25 to 34	17.3	12.2	29.5	5.6	6.5	5.9
35 to 44	8.9	7.0	16.0	3.4	4.4	3.8
45 and over	14.6	4.8	19.4	4.5	3.3	4.2
Birthplace –						
Born in Australia	47.8	39.2	87.0	6.0	7.7	6.7
Born outside Australia –	27.3	15.6	42.9	7.9	8.0	7.9
Main English-speaking countries (b)	6.5	6.7	13.2	5.4	9.4	6.9
Other than main English-speaking countries	20.8	8.9	29.7	9.1	7.1	8.4
Arrived before 1971	14.2	9.3	23.5	5.8	7.5	6.4
Arrived from 1971 to August 1984	13.1	6.3	19.4	12.7	8.7	11.1
Duration of unemployment (weeks) –						
Under 2	5.0	(c)	7.2	..	..	..
2 and under 4	7.5	8.6	16.1	..	..	..
4 and under 8	7.3	6.8	14.0	..	..	..
8 and under 13	6.9	6.0	12.9	..	..	..
13 and under 26	10.4	6.9	17.3	..	..	..
26 and under 52	14.3	9.9	24.2	..	..	..
52 and over	23.9	14.5	38.4	..	..	..
Average (mean) duration	43.5	38.3	41.3	..	..	..
Median duration (d)	26.6	20.4	24.2	..	..	..

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

(b) Comprises United Kingdom, Ireland, Canada, New Zealand, USA, and South Africa.

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

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

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

August –	Age group (years)											
	15 to 19			20 to 24			25 and over			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1979	13.2	19.0	15.9	7.1	6.7	7.0	3.0	4.9	3.7	4.5	7.2	5.5
1980	r14.7	r18.8	r16.6	r8.5	r9.1	8.7	2.9	4.7	r3.5	r5.0	7.4	r5.9
1981	r11.2	r17.0	r14.0	r8.3	r8.7	r8.5	2.8	r4.9	3.6	r4.7	7.2	r5.6
1982	r16.3	r17.0	r16.6	r11.2	r8.8	r10.1	3.3	5.2	4.0	r6.3	r7.5	r6.7
1983	23.0	22.2	22.6	17.3	11.5	14.7	5.9	6.8	6.2	9.9	9.9	9.9
1984	18.6	21.9	20.1	10.3	9.3	9.8	4.6	4.9	4.7	6.6	7.7	7.0

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

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

August –	Age group (years)											
	15 to 19			20 to 24			25 and over			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1979	r14.1	r17.7	31.8	r10.6	r8.4	r19.0	26.9	r22.3	r49.2	r51.6	r48.4	100.0
1980	r15.6	r16.8	r32.5	r11.4	r10.8	r22.2	24.1	21.2	r45.4	r51.1	r48.9	100.0
1981	13.8	r16.6	r30.3	r11.7	r10.5	r22.1	24.5	23.0	r47.5	r50.0	r50.0	100.0
1982	r16.7	r12.2	r28.9	r13.8	r8.7	r22.5	26.1	r22.5	r48.7	r56.6	r43.4	100.0
1983	12.5	14.7	27.2	12.4	8.4	20.9	31.8	20.2	52.0	56.7	43.3	100.0
1984	14.4	14.4	28.8	12.0	9.2	21.2	31.4	18.5	49.9	57.8	42.2	100.0

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

**UNEMPLOYED PERSONS BY OCCUPATION AND
INDUSTRY OF LAST FULL-TIME JOB, VICTORIA, AUGUST 1984**

Occupational and industry groups	Number	Unemployment rate (a)
	'000	per cent
Had worked for two weeks or more in a full-time job in the last two years	65.5	3.7
Occupation group –		
Clerical	7.4	2.4
Sales	7.7	4.8
Tradesmen, production process workers, and labourers, n.e.c.	28.0	5.1
Service, sport, and recreation	7.9	4.4
Other occupations	14.5	2.4
Industry division –		
Manufacturing	19.0	6.7
Wholesale and retail trade	15.1	5.6
Community services	5.6	2.2
Entertainment, recreation, restaurants, hotels, and personal services	6.1	7.4
Other industries	19.5	4.4
Other (b)	36.3	..
Total	129.9	7.0

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

(b) Had never worked for two weeks or more in a full-time job or had not done so in the last two years.

Industry and occupation were not obtained for these persons.

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

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

August –	Males	Females	Persons
1979	24.6	r26.6	r25.6
1980	r33.4	r30.3	30.9
1981	r38.0	r28.7	33.3
1982	33.1	r30.4	31.9
1983	44.0	40.7	43.1
1984	43.5	38.3	41.3

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

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

August –	Under 4 weeks	4 and under 8 weeks	8 and under 13 weeks	13 and under 26 weeks	26 and under 52 weeks	52 weeks and over
1979	r22.3	14.4	10.2	18.5	19.8	14.8
1980	18.9	r15.6	r11.1	r15.3	21.8	17.2
1981	19.0	r13.5	12.9	13.3	19.0	22.2
1982	19.2	15.7	r10.9	13.6	r20.7	19.9
1983	11.8	10.0	9.2	16.8	24.2	28.0
1984	17.9	10.8	9.9	13.3	18.6	29.6

(a) See footnote to previous table.

Supplementary surveys

Although emphasis in the population survey is placed on the regular collection of data on demographic and labour force characteristics, supplementary surveys of particular aspects of the labour force are carried out frequently. The results of these surveys are published separately. A brief description of the subjects for which final results had been published up to the end of 1984, supported by some of the major data findings, follows.

Annual and long service leave

For details of surveys on this topic, see pages 230–1.

Child care arrangements

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

Educational attainment of the labour force

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

**PERSONS IN THE LABOUR FORCE, EDUCATIONAL ATTAINMENT AND
EMPLOYMENT STATUS, VICTORIA, FEBRUARY 1984**
(’000)

Educational attainment	Males	Females	Persons		
			Employed	Unemployed	Labour force
With post-school qualifications—					
Degree or equivalent	123.3	62.6	175.6	10.2	185.8
Trade, technical level	378.2	189.0	531.3	35.8	567.2
Other	7.0	9.5	15.0	(a)	16.5
Total	508.5	261.1	722.0	47.5	769.5
Without post-school qualifications—					
Attended highest secondary level	128.4	102.2	204.0	26.6	230.5
Did not attend highest level of secondary school and left at age (years)—					
16 to 17	191.6	140.2	293.4	38.5	331.9
14 to 15	243.4	150.6	352.2	41.8	394.0
Under 14	57.6	30.7	77.1	11.3	88.4
Total (b)	504.8	329.7	740.1	94.4	834.5
Total (c)	636.2	432.6	947.5	121.3	1,068.8
Still at school (d)	17.5	19.9	25.5	11.9	37.4
Grand total	1,162.2	713.6	1,695.0	180.8	1,875.8

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

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

(c) Includes persons with no formal education.

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

NOTE: For further information, see Australian Bureau of Statistics publication *Labour Force Status and Educational Attainment, Australia 1984* (6235.0).

Employment benefits

For details of a survey on this topic, see pages 234–5.

Employment status of teenagers

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

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

Surveys in November 1974, November 1975, July 1979, and July 1980 obtained information by family status, and labour force characteristics about the population aged 15 years and over. Since June 1981 this information has been included in the Australian Bureau of Statistics annual publication *Labour Force Status and Other Characteristics of Families, Australia* (6224.0).

Frequency of pay

For details of surveys on this topic, see page 232.

Labour force experience

Surveys in respect of the years 1968, 1972, 1974, 1975, 1976, 1978 and 1979, and the years ending February 1981 to 1984 were conducted to obtain information about the labour force experience of civilians aged fifteen years and over. Details obtained included the length of time persons worked, looked for work or were out of the labour force, the number of spells during which they looked for work and other aspects of labour force experience.

PERSONS IN THE LABOUR FORCE AT SOME TIME DURING THE YEAR ENDING
FEBRUARY 1984, WEEKS IN THE LABOUR FORCE DURING THE YEAR, VICTORIA
(‘000)

Weeks in the labour force during the year	Males	Married females	All females	Persons
1 and under 4	13.1	18.4	33.0	46.1
4 and under 13	41.1	32.7	66.9	108.0
13 and under 26	22.1	25.6	41.8	63.9
26 and under 39	26.8	41.7	63.3	90.1
39 and under 49	49.5	54.9	77.5	127.0
49 and under 52	44.0	22.8	33.4	77.3
52	1,020.4	292.5	524.6	1,545.0
Total	1,217.1	488.6	840.4	2,057.5

PERSONS WHO WORKED AT SOME TIME DURING THE YEAR ENDING FEBRUARY
1984, NUMBER OF JOBS HELD DURING THE YEAR, VICTORIA
(‘000)

Number of jobs held during the year	Males	Females	Persons
One	1,008.9	667.2	1,676.2
Two	103.6	66.7	170.3
Three	20.0	13.8	33.8
Four or more	13.7	7.8	21.5
Total	1,146.3	755.5	1,901.8

PERSONS WHO LOOKED FOR WORK AT SOME TIME DURING THE YEAR ENDING
FEBRUARY 1984, NUMBER OF SPELLS OF LOOKING FOR WORK, VICTORIA
(^{'000})

Number of spells of looking for work	Males	Females	Persons
One	161.5	149.1	310.7
Two	23.7	19.4	43.2
Three or more	13.4	15.3	28.7
Total	198.6	183.9	382.5

PERSONS WHO LOOKED FOR WORK AT SOME TIME DURING THE YEAR ENDING
FEBRUARY 1984, WEEKS SPENT LOOKING FOR WORK IN THE YEAR, VICTORIA
(^{'000})

Weeks spent looking for work	Males	Females	Persons
1 and under 2	10.1	23.4	33.4
2 and under 4	15.6	17.2	32.8
4 and under 8	22.2	29.7	51.8
8 and under 13	32.1	24.5	56.6
13 and under 26	33.0	26.0	59.0
26 and under 52	47.0	37.8	84.8
52	38.7	25.4	64.1
Total	198.6	183.9	382.5

NOTE: For further information, see Australian Bureau of Statistics publication *Labour Force Experience, Australia* (6206.0).

Labour mobility

Surveys conducted in November 1972, February 1975, 1976, 1977 and February 1979 to February 1984 obtained information about some aspects of the mobility of the labour force, e.g. duration of current job, whether respondents had changed jobs or not, and the number of jobs held within the period.

PERSONS WHO HAD A JOB AT THE TIME OF THE SURVEY, DURATION
OF CURRENT JOB (a), VICTORIA
(^{'000})

Duration of current job	Males	Married females	All females	Persons
Under 3 months	82.0	25.4	64.7	146.7
3 months and under 6 months	38.4	19.2	37.8	76.2
6 months and under 12 months	60.7	25.3	49.9	110.6
Total under 1 year	181.2	69.9	152.3	333.5
1 year and under 2 years	110.3	50.1	91.2	201.6
2 years and under 3 years	121.6	44.1	81.7	203.4
3 years and under 4 years	89.2	35.3	67.7	156.9
4 years and under 5 years	75.6	27.1	43.1	118.7
5 years and under 10 years	215.0	93.8	131.7	346.7
10 years and under 20 years	165.3	53.6	69.0	234.3
20 years and over	108.5	14.5	20.4	128.9
Total	1,066.8	388.4	657.1	1,723.9

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

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



(Above) Victoria's first Government House — La Trobe's Cottage. The house was erected in 1840 in Jolimont and was reconstructed in 1964 on a site in the Domain, near the Royal Botanic Gardens, Melbourne.

(Below) The house contains many original furnishings, including a portrait of Charles Joseph La Trobe.

National Trust of Australia (Victoria)





(Above) 'Illawarra' in Toorak is an example of the land boom mansions built in Melbourne during the 1880s. It is notable for its tower and for its elegant and lavish cast iron decoration.

(Below) The ballroom has been restored and features furnishings of the period.

National Trust of Australia (Victoria)



Leavers from schools, universities, or other educational institutions

Surveys were carried out in February of each year from 1964 to 1974 to obtain information about persons between the ages of fifteen and twenty-four years who had attended full-time at a school, university, or other educational institution at some time in the previous year, and who were intending either to return to full-time education, or not to return to full-time education (described as leavers). In 1975 and 1976, the surveys were conducted in May and this enabled details to be obtained of those who either had, or had not, returned to full-time education in those years. Additional information obtained from the May 1975 survey concerned the employment status, the industry, and occupation of those in the labour force at that time, and some details about the tertiary education experience of persons who had left school during the years 1970 to 1974. Additional information obtained from the May 1976 survey concerned the current employment status of persons aged fifteen to sixty-four years, their age on leaving school, and the year in which they had left. In 1977, the survey was conducted in August and information was obtained about persons aged fifteen to twenty-five years who had attended an educational institution in 1976 or 1977. Leavers were classified according to employment status, birthplace, weekly earnings, industry, and occupation. In 1978, the survey was again conducted in August, while in the years 1979 to 1984 the survey was conducted in May.

LEAVERS (a), EMPLOYMENT STATUS, VICTORIA, MAY 1984

Particulars	Employment status				Total leavers			
	Employed	Unemployed	In labour force	Not in labour force	Aged 15 to 19 years	Aged 20 to 24 years	Number	Participation rate(b)
	'000	'000	'000	'000	'000	'000	'000	per cent
Males	30.0	9.0	39.0	(c)	31.2	9.7	40.8	95.4
Females	28.1	9.3	37.4	(c)	27.9	11.2	39.1	95.4
Persons	58.0	18.3	76.3	(c)	59.1	20.9	80.0	95.4

(a) Leavers from schools, universities, or other educational institutions are defined as persons aged fifteen to twenty-five years who, at the time of the survey, were not attending an educational institution full-time and who had completed or withdrawn from a course they were attending full-time at an educational institution in 1983.

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

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

NOTE. For further information, see Australian Bureau of Statistics publication *Transition from Education to Work, Australia, May 1984* (6227.0).

Migrants in the labour force

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

Multiple jobholding

In November 1965, August 1966 and 1967, May 1971, and August 1973, 1975, 1977, 1979, 1981, and 1983 surveys were conducted in order to obtain information about the nature and extent of multiple jobholding. Data collected about this topic included details of marital status, age, occupational status, birthplace, hours worked, industry, and occupation of multiple jobholders.

MULTIPLE JOB HOLDERS (a), VICTORIA, AUGUST 1983

Particulars	Males			Females			Persons		
	Married	Not married	Total	Married	Not married	Total	Married	Not married	Total
Number ('000)	24.4	6.3	30.7	10.9	5.4	16.4	35.4	11.7	47.1
Per cent of labour force (b)	3.2	1.7	2.7	2.6	1.9	2.3	3.0	1.8	2.6

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

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

NOTE. For further information, see Australian Bureau of Statistics publication *Multiple jobholding, August 1983* (6216.0).

Persons retired from full-time work

In September 1983 a survey, based on the monthly population survey, was conducted throughout Australia to obtain information about persons aged forty-five years and over who had retired from full-time work. Data collected included the age at retirement; retirement scheme coverage and type of payment derived from these sources; housing arrangements; and main source of income after retirement.

Information from this survey was collected and published in the Australian Bureau of Statistics publication *Persons retired from Full-Time work*, September 1983 (6238.0).

Persons looking for work

In May 1976, November 1976, May 1977, July 1978, July 1979, July 1980, June 1981, July 1982, July 1983, and July 1984 surveys were conducted in order to obtain information about persons who had recently been looking for work, including particulars of their last job, difficulties experienced in finding a job, family status, and duration of last job.

ALL DIFFICULTIES REPORTED IN FINDING WORK, VICTORIA, JULY 1984
(^{'000})

Difficulty in finding work	All difficulties reported in finding work (a)			Main difficulty in finding work
	Males	Females	Persons	
Own ill health or handicap	9.2	(b)	12.6	4.7
Considered by employers to be too young or too old	23.3	20.1	43.6	19.5
Unsuitable hours	(b)	12.6	13.9	6.7
Too far to travel/transport problems	13.4	12.9	26.3	6.0
Lacked necessary education, training, or skills	26.7	23.0	49.7	14.4
Insufficient work experience	19.1	21.3	40.4	17.2
No vacancies in line of work	29.0	23.4	52.3	20.0
No vacancies at all	31.6	21.0	52.6	26.9
Other difficulties (c)	12.0	10.3	22.2	8.8
No difficulties reported	(b)	4.9	6.9	6.9
Total	167.6	152.9	320.5	131.1

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

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

(c) Includes persons who reported language difficulties.

NOTE: For further information, see Australian Bureau of Statistics publication *Job Search Experience of Unemployed Persons (Excluding Persons Who were Stood Down)*, Australia (6222.0).

Persons not in the labour force (including discouraged jobseekers)

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

The September 1983 survey, and subsequent surveys, introduced new or amended concepts and definitions which caused a break in the series. Information regarding these revisions is included in the Australian Bureau of Statistics publication *Persons Not in the Labour Force*, March 1984 (6220.0).

**PERSONS AGED 15 YEARS AND OVER NOT IN THE LABOUR FORCE WITH
MARGINAL ATTACHMENT (a) TO THE LABOUR FORCE, MAIN REASON
FOR NOT ACTIVELY LOOKING FOR WORK, VICTORIA, MARCH 1984
(^{'000})**

Main reason for not actively looking for work	Males	Females	Persons
Wanted to work and available to start work within four weeks –	44.3	150.2	194.5
Had a job to go to	(b)	(b)	(b)
Personal reasons (c)	29.2	45.3	74.5
Family reasons (d)	(b)	63.6	64.3
Discouraged jobseekers	6.6	23.5	30.1
Considered too young or too old by employers	(b)	7.4	10.1
Difficulties with language or ethnic background	(b)	(b)	(b)
Lacked schooling, training, skills, or experience	(b)	(b)	(b)
No jobs in locality or line of work	(b)	7.8	10.0
No jobs at all	(b)	5.1	6.6
No jobs in suitable hours	(b)	5.5	6.6
Other reasons	(b)	4.6	6.4
Did not know	(b)	(b)	(b)
Were actively looking for work	(b)	(b)	4.4
Not asked (e)	(b)	(b)	(b)
Were actively looking but not available to start work within four weeks	(b)	(b)	(b)
Total	45.3	151.2	196.6

(a) Persons with marginal attachment to the labour force are those who were not in the labour force in survey week and: wanted to work and were available to start work within four weeks; or were actively looking for work but were not available to start work within four weeks.

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

(c) Comprises own ill health; disability; pregnancy; attending an educational institution; had no need to work; give others a chance; welfare payments/pension may be affected; moved house/holidays.

(d) Comprises ill health of other than self; unable to find suitable childcare/preferred to look after children; other family considerations.

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

**REASONS FOR NOT ACTIVELY LOOKING FOR WORK, ALL RESPONSES
(a) OF PERSONS AGED 15 YEARS AND OVER WHO WERE NOT IN THE
LABOUR FORCE AND WHO WANTED TO START WORK WITHIN
FOUR WEEKS (b), VICTORIA, MARCH 1984
(^{'000} responses)**

Reason (a) for not actively looking for work	Males	Females	Persons
Had a job to go to	(c)	(c)	(c)
Personal considerations (d)	32.6	60.0	92.6
Family considerations (e)	(c)	63.1	64.0
Considered too young or too old	(c)	12.1	16.1
Language or racial difficulties; lack necessary skills, training, or experience	(c)	(c)	(c)
No jobs in locality or line of work	(c)	13.3	16.9
No jobs in suitable hours	(c)	10.5	12.4
No jobs at all	(c)	7.4	8.9
Other reasons (f)	(c)	10.8	13.1

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

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

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

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

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

(f) Includes persons who gave no reason.

PERSONS AGED 15 YEARS AND OVER WHO WERE NOT IN
THE LABOUR FORCE AND WHO WANTED A JOB, WHETHER
HAD LOOKED FOR WORK AND WHETHER HAD A JOB IN THE
LAST TWELVE MONTHS, VICTORIA, MARCH 1984
(^{'000})

Particulars	Persons
Had a job in the last twelve months –	
Had looked for work since that job	13.4
Had not looked for work since that job	30.0
Total	43.4
Did not have a job in the last twelve months –	
Had looked for work in the last twelve months	38.6
Had not looked for work in the last twelve months	114.6
Total	153.2
Had looked for work	52.0
Had not looked for work	144.6
Total	196.6

Trade union members

For details of a survey on this topic, see pages 242–3.

Unemployed persons: income distribution

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

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

Work patterns of employees

For details of a survey on this topic, see page 234.

Working conditions

For details of a survey on this topic, see page 236.

Employer based surveys

A quarterly Survey of Employment and Earnings was introduced in the September quarter 1983. The survey is designed to obtain from employers information on numbers of wage and salary earners employed each month and their quarterly earnings. It replaces the civilian employees series, based principally on information obtained from payroll tax returns which was discontinued after April 1980 (see pages 240–1 of the 1983 edition of the *Victorian Year Book*). The current survey collects data on private sector employees from a sample of 20,000 private employers selected from the ABS register of businesses to ensure adequate State and industry representation. Data on government sector employment is collected from all government departments and authorities.

Results from these surveys are available in the Australian Bureau of Statistics publication *Employed Wage and Salary Earners, Australia* (6248.0). For further information on changes associated with the replacement of the Civilian Employees Series with the quarterly surveys see the Australian Bureau of Statistics publication *Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0).

Job vacancies surveys

Surveys of job vacancies were conducted in March each year from 1974 to 1978 and quarterly by telephone from May 1977 to May 1978, after which they were suspended. The quarterly telephone surveys were reintroduced in May 1979.

Results from recent surveys are shown in the following table:

ASPECTS OF JOB VACANCIES, VICTORIA ('000)

Particulars	1983	1984			
	November	February	May	August	November
Total vacancies	6.5	10.1	8.9	7.8	11.2
Vacancies by industry groups –					
Manufacturing (a)	2.0	3.1	2.9	2.5	3.0
Other industries (b)	4.5	7.1	6.0	5.3	8.2
Vacancies by employer groups –					
Government sector	2.5	2.5	2.2	1.8	2.6
Private sector	3.9	7.6	6.8	6.0	8.7
Job vacancy rate (per cent) (c)	(d)0.5	(d)0.8	(d)0.7	0.6	0.8

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

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

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

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

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

Overtime surveys

Results from recent telephone surveys are available for each month from July 1979 to June 1981 and at quarterly intervals from August 1981 onwards. Quarterly figures from November 1983 to November 1984 are shown in the following table:

ASPECTS OF OVERTIME WORKED, VICTORIA

Period	Average weekly overtime hours						Proportion of employees in the survey working overtime	
	Per employee in the survey (a)				Per employee working overtime (c)			
	Manufacturing (b)		Total					
	Hours	Standard error (d)	Hours	Standard error (d)	Hours	Standard error (d)	Per cent	Standard error (d)
1983								
November	2.96	0.20	1.54	0.11	7.78	0.30	19.78	0.90
1984								
February	2.81	0.49	1.24	0.15	7.47	0.52	16.72	1.28
May	2.62	0.17	1.80	0.09	7.14	0.23	18.21	1.00
August	2.50	0.17	1.18	0.07	6.76	0.22	17.50	0.79
November	3.21	0.24	1.50	0.09	7.76	0.29	19.40	0.80

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

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

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

(d) See pages 259–60 for information on the interpretation of standard error.

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

Further reference: *Victorian Year Book* 1983, p. 242

Labour turnover surveys

Results from labour turnover surveys are available in the Australian Bureau of Statistics publication *Labour turnover* (6210.0).

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- Social Indicators, Australia (4101.0)
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- Labour Statistics, Australia (6101.0)
- The Labour Force, Victoria (6201.2)
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