

3

LABOUR

The conceptual framework adopted by the ABS for collecting labour force statistics (as shown in figure 4 on page 49) is compatible with the standards for labour force classification recommended by the International Labour Organisation (ILO).

Employment and unemployment

In August 1989 there were 2,049,800 employed persons in Victoria. This represented 61.0 per cent of the civilian population aged 15 years of age and over and 27.0 per cent of employed persons across Australia. A total of 93,600 Victorians were unemployed in August 1989, a decrease of 19.0 per cent over the year. The Victorian unemployment rate of 4.4 per cent of the labour force compared with an Australian average unemployment rate of 5.7 per cent. The Victorian unemployment rate varied markedly within the state. In the Melbourne Statistical Division (MSD) it averaged 3.7 per cent compared with an average of 6.0 per cent in country Victoria. Within the MSD, the highest unemployment rate of 6.2 per cent occurred in the North Western Melbourne region and the lowest of 2.6 per cent occurred in the Inner Eastern and Southern Melbourne regions. In country Victoria, the highest unemployment rate of 6.9 per cent occurred in the Western region of Victoria, while the lowest of 5.2 per cent occurred in the Northern region of Victoria.

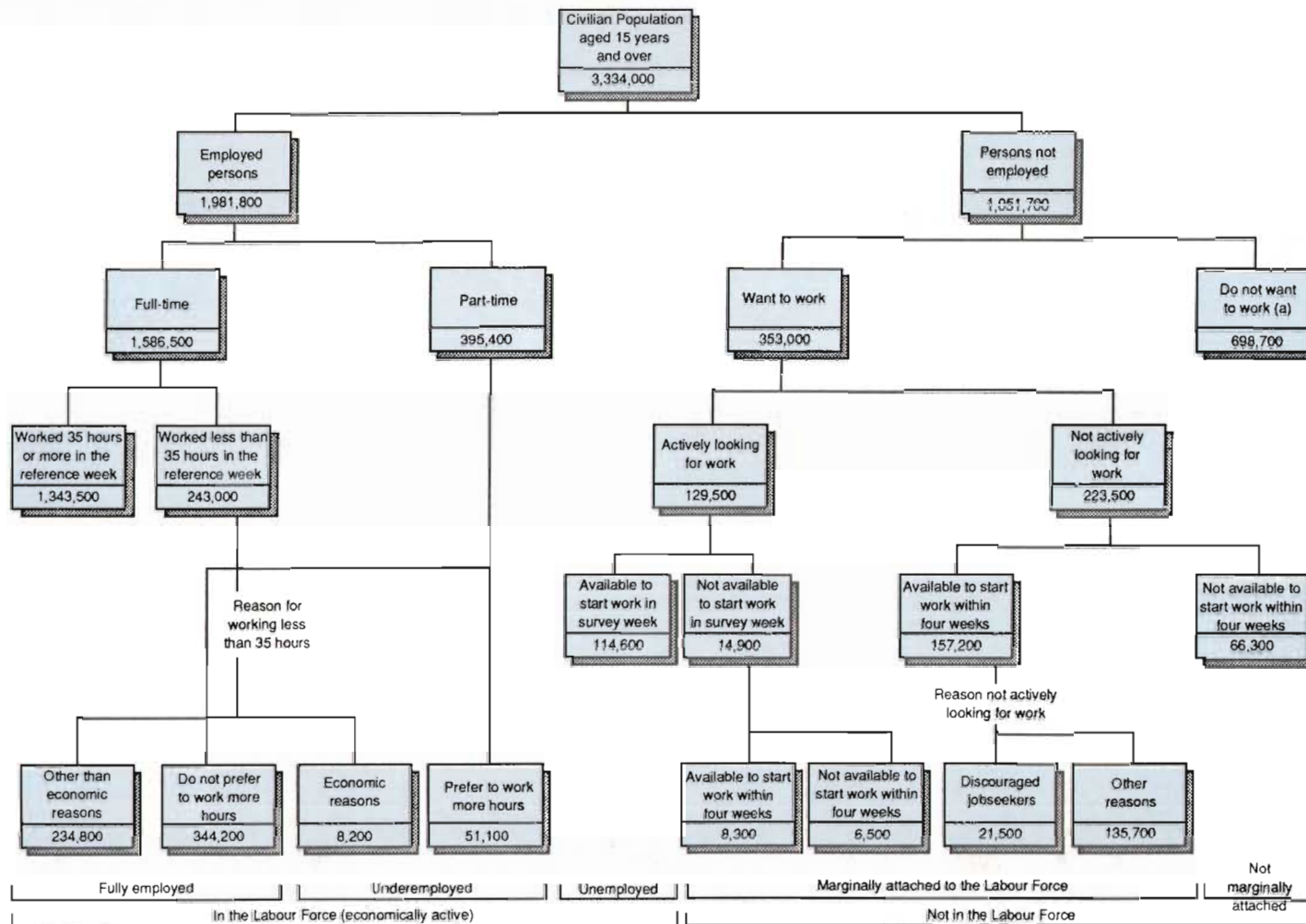
Since the mid 1960's the Victorian unemployment rate has generally been lower than that for Australia. During the early 1980's the seasonally adjusted unemployment rate increased from just below 6.0 per cent to a peak of over 9.0 per cent in 1983. Since 1983 there has been a sustained decline in the unemployment rate.

Youth unemployment

For a number of years, the labour force characteristics of teenagers, particularly the unemployment rate, have attracted considerable interest. In particular there have been some mistaken inferences that the teenage unemployment rate reflects the teenage unemployed as a percentage of all teenagers. It has also been suggested that the teenage unemployment rate is misleading because it takes no account of whether teenagers who are classified as unemployed attend educational institutions.

All the unemployment rates published by the ABS are calculated using ILO recommendations. These recommendations are used by the majority of Western countries, thus allowing reasonable international comparisons of labour force data. Further, as the rates are strictly defined in terms of the components of the labour force, rates for various population groups (which may differ on a range of social and demographic characteristics) can be compared on a constant basis.

Table 3.4 on page 52 shows the various characteristics of the unemployed persons aged 15 to 19 years in August 1989.



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

Figure 4. The Labour Force framework, Victoria, September 1988

TABLE 3.1 EMPLOYED PERSONS, BY AGE, VICTORIA
(000)

		Age group (years)							65 and over	Total
Month		15-19	20-24	25-34	35-44	45-54	55-59	60-64		
MALES										
1988 -	June r	94.8	141.1	313.7	282.4	191.3	72.8	46.6	19.7	1,162.4
	July r	95.5	142.6	311.1	286.7	190.2	70.0	46.8	19.0	1,162.0
	August r	89.1	139.7	308.5	286.3	187.3	69.1	45.4	17.4	1,142.8
	September r	94.6	139.7	315.6	290.2	190.5	69.8	47.9	19.7	1,167.8
	October r	88.7	139.3	316.5	290.1	192.2	69.6	45.3	19.7	1,161.4
	November r	87.4	137.4	315.7	290.2	193.8	70.6	48.4	20.3	1,163.8
	December r	103.2	145.6	319.1	288.9	193.6	70.9	44.9	19.3	1,185.5
1989 -	January r	96.5	141.2	314.5	284.6	188.6	69.8	45.4	17.2	1,157.8
	February	97.7	147.0	317.4	291.4	194.6	69.9	48.9	18.5	1,185.4
	March	98.0	145.4	318.8	293.3	196.6	70.9	50.1	18.2	1,191.3
	April	99.4	151.2	321.6	293.3	198.8	71.2	49.6	18.5	1,203.6
	May	101.4	146.4	324.3	295.6	199.9	71.6	50.0	19.1	1,208.3
	June	103.5	148.4	322.4	294.6	199.8	70.8	48.1	19.1	1,206.8
	July	101.8	151.7	325.0	293.9	197.0	71.4	46.7	19.4	1,206.9
	August	98.9	142.3	323.0	293.0	203.2	71.3	48.5	17.7	1,197.8
FEMALES										
1988 -	June r	88.0	120.3	210.4	202.5	112.4	28.3	13.4	6.0	781.3
	July r	85.1	123.0	217.5	196.8	112.2	27.1	12.6	7.4	781.7
	August r	82.2	123.3	211.9	207.4	114.8	28.2	13.1	6.7	787.6
	September r	83.2	127.0	221.3	212.5	119.3	30.5	13.8	6.3	814.0
	October r	78.3	124.9	222.5	208.5	119.0	28.0	13.2	6.1	800.4
	November r	83.5	125.9	228.4	211.7	122.8	29.3	14.2	6.2	822.0
	December r	97.0	129.0	225.4	212.6	127.7	30.4	14.4	6.8	843.2
1989 -	January r	89.0	129.8	212.5	199.5	116.9	28.6	12.8	5.1	794.3
	February	87.8	133.4	218.3	203.4	124.1	31.2	14.1	6.1	818.4
	March	86.8	133.2	225.1	212.1	127.2	29.5	16.0	4.6	834.5
	April	86.2	135.9	227.6	207.5	128.9	29.7	15.2	4.0	835.0
	May	86.2	134.3	229.7	216.7	127.2	30.1	16.7	5.4	846.5
	June	87.3	128.6	228.0	217.8	130.0	28.7	18.1	5.6	844.1
	July	92.3	132.0	229.5	213.2	130.8	29.1	14.8	6.5	848.1
	August	85.1	130.3	233.1	222.4	129.3	29.4	15.1	7.2	852.0
PERSONS										
1988 -	June r	182.9	261.5	524.1	484.9	303.7	101.1	60.0	25.6	1,943.7
	July r	180.6	265.6	528.6	483.5	302.4	97.1	59.4	26.5	1,943.7
	August r	171.4	262.9	520.4	493.7	302.1	97.3	58.6	24.1	1,930.5
	September r	177.7	266.7	536.9	502.7	309.9	100.2	61.7	25.9	1,981.8
	October r	167.0	264.2	539.0	498.6	311.2	97.6	58.5	25.8	1,961.8
	November r	170.9	263.3	544.0	501.9	316.6	99.9	62.5	26.6	1,985.8
	December r	200.1	274.6	544.5	501.6	321.3	101.3	59.3	26.1	2,028.8
1989 -	January r	185.5	270.9	527.1	484.2	305.5	98.5	58.2	22.2	1,952.1
	February	185.5	280.4	535.7	494.8	318.7	101.1	63.0	24.6	2,003.8
	March	184.7	278.6	543.9	505.4	323.8	100.4	66.2	22.7	2,025.7
	April	185.5	287.1	549.2	500.8	327.8	100.9	64.8	22.5	2,038.5
	May	187.7	280.7	554.0	512.3	327.1	101.7	66.7	24.5	2,054.7
	June	190.9	277.0	550.4	512.4	329.7	99.6	66.3	24.7	2,051.0
	July	194.1	283.7	554.5	507.1	327.8	100.5	61.4	26.0	2,055.0
	August	184.0	272.6	556.2	515.4	332.6	100.7	63.5	24.8	2,049.8

TABLE 3.2 UNEMPLOYED PERSONS: WHETHER LOOKING FOR FULL-TIME OR PART-TIME WORK, VICTORIA
(^{'000})

August	Males			Females			Persons			Unemployment rate per cent
	Looking for full-time work	Looking for part-time work	Total	Looking for full-time work	Looking for part-time work	Total	Looking for full-time work	Looking for part-time work	Total	
1969	7.6	*0.3	7.8	6.2	*3.4	9.6	13.8	*3.7	17.4	1.2
1970	7.9	*0.6	8.4	4.2	*3.4	7.5	12.0	*3.9	16.0	1.1
1971	10.2	*1.8	11.9	6.1	*3.4	9.5	16.3	5.2	21.4	1.4
1972	17.5	*2.4	20.0	10.8	6.6	17.5	28.4	9.1	37.4	2.3
1973	7.8	7.2	15.0	8.8	5.3	14.1	16.6	12.4	29.0	1.8
1974	15.9	*2.1	18.0	17.3	6.0	23.3	33.2	8.1	41.3	2.5
1975	29.9	7.1	37.0	27.3	14.8	40.9	57.2	20.8	77.9	4.7
1976	27.9	7.3	35.2	23.3	12.1	35.4	51.2	19.4	70.6	4.2
1977	34.4	7.5	41.9	30.4	17.7	48.1	64.8	25.2	90.0	5.2
1978	47.6	4.1	51.7	34.1	15.0	49.1	81.7	19.0	100.8	5.8
1979	46.1	*3.4	49.4	31.5	14.8	46.3	77.6	18.1	95.7	5.5
1980	49.1	4.1	53.1	38.0	12.8	50.8	87.0	16.9	103.9	5.8
1981	46.1	4.2	50.3	36.7	13.6	50.4	82.8	17.9	100.7	5.5
1982	55.1	7.1	62.3	33.9	13.9	47.8	89.0	21.1	110.1	6.0
1983	86.5	6.0	92.5	52.9	17.8	70.7	139.4	23.8	163.2	8.9
1984r	68.7	6.3	75.1	39.4	15.2	54.6	108.1	21.5	129.6	7.0
1985r	60.1	5.9	65.9	34.9	16.3	51.2	95.0	22.1	117.1	6.2
1986r	65.9	8.2	74.1	38.7	19.5	58.2	104.6	27.7	132.3	6.7
1987r	56.3	8.1	64.4	35.7	21.5	57.1	91.9	29.6	121.5	5.9
1988r	50.8	6.3	57.1	38.8	19.0	57.8	89.7	25.2	114.9	5.6
1989	42.5	7.2	49.7	24.8	19.1	43.9	67.2	26.3	93.6	4.4

UNEMPLOYMENT RATES, VICTORIA AND AUSTRALIA
(August)

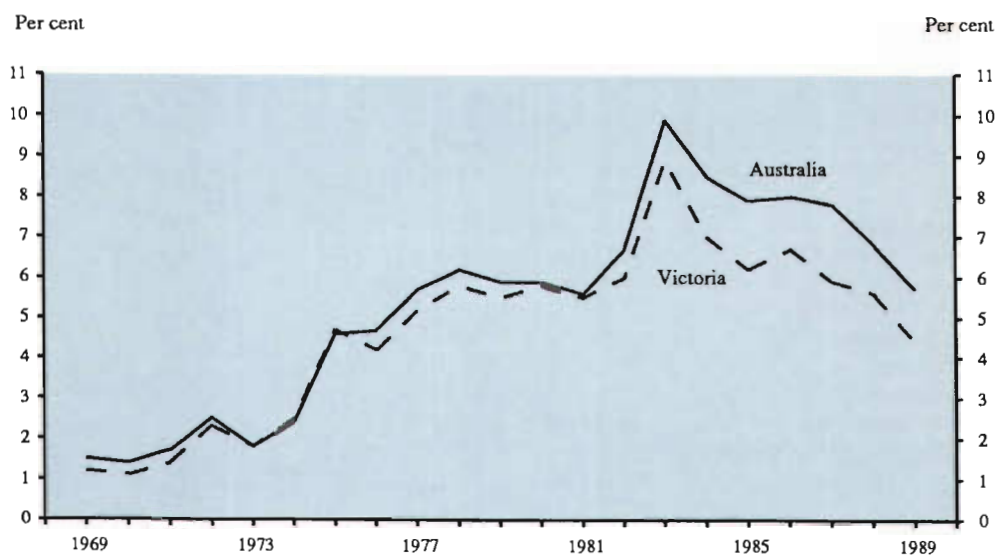


TABLE 3.3 UNEMPLOYED PERSONS, BY AGE AND SEX, VICTORIA
(^{'000})

August	Age group (years)											
	15 to 19			20-24			25 and over			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
1969	*2.0	*3.1	5.0	*1.0	*2.1	*3.1	4.9	4.5	9.4	7.8	9.6	17.5
1970	*2.0	*2.2	4.2	*1.6	*0.9	*2.5	4.7	4.4	9.2	8.4	7.5	16.0
1971	*1.6	*2.6	4.2	*3.0	*1.7	4.7	7.3	5.1	12.5	11.9	9.5	21.4
1972	6.4	*3.9	10.2	*3.3	*3.3	6.6	10.3	10.4	20.6	20.0	17.5	37.5
1973	5.5	4.0	9.5	4.0	*2.0	6.1	5.4	8.0	13.5	15.0	14.1	29.0
1974	4.2	5.8	9.9	*2.8	*3.9	6.8	10.9	13.6	24.5	18.0	23.3	41.3
1975	9.4	15.7	25.1	6.7	6.2	12.9	21.0	19.1	40.0	37.0	40.9	77.9
1976	11.8	12.2	24.0	7.5	6.0	13.6	15.9	17.1	33.0	35.2	35.4	70.6
1977	13.5	19.2	32.7	6.4	9.5	15.9	22.0	19.4	41.4	41.9	48.1	90.0
1978	15.8	16.4	32.3	10.8	10.1	20.9	25.1	22.6	47.6	51.7	49.1	100.8
1979	13.5	16.9	30.4	10.2	8.0	18.2	25.7	21.4	47.1	49.4	46.3	95.7
1980	15.4	16.0	31.3	14.3	10.6	24.9	23.0	24.1	47.1	52.7	50.6	103.3
1981	13.6	16.7	30.5	11.8	10.5	22.3	24.7	23.2	47.8	50.3	50.4	100.7
1982	18.3	13.4	31.8	15.2	9.6	24.8	28.7	24.8	53.5	62.3	47.8	110.1
1983	20.4	24.0	44.3	20.3	13.8	34.0	51.9	33.0	84.9	92.5	70.7	163.2
1984r	18.6	18.5	37.1	15.5	11.9	27.4	41.0	24.1	65.1	75.1	54.6	129.6
1985r	17.5	14.5	32.0	12.7	11.1	23.8	35.7	25.6	61.3	65.9	51.2	117.1
1986r	21.0	16.9	38.0	14.5	11.0	25.4	38.6	30.3	68.9	74.1	58.2	132.3
1987r	16.2	16.7	32.9	10.7	12.5	23.2	37.5	28.0	65.5	64.4	57.1	121.5
1988r	13.7	15.1	28.8	12.0	11.8	23.7	31.5	30.9	62.3	57.1	57.8	114.9
1989	13.5	14.0	27.5	10.6	7.8	18.4	25.6	22.0	47.7	49.7	43.9	93.6

TABLE 3.4 YOUTH UNEMPLOYMENT: UNEMPLOYED PERSONS AGED 15-19 YEARS BY DURATION OF UNEMPLOYMENT AND SCHOOL ATTENDANCE, VICTORIA
AUGUST 1989

Particulars	Males	Females	Persons
Number (^{'000})			
Duration of unemployment -			
Under 13 weeks	7.4	6.9	14.3
13 weeks and under 52	*4.1	5.3	9.3
52 weeks and over	*2.1	*1.8	*3.9
Total	13.5	14.0	27.5
Duration of unemployment (weeks)			
Average mean duration	22.1	20.8	21.4
Median duration	*8.0	*13.0	12.0
Number (^{'000})			
School attendance			
Attending -	5.1	5.7	10.8
Not attending -			
Left before 1988	*4.3	*3.8	8.2
Left from 1988 to survey date	*4.0	4.5	8.5
Total	13.5	14.0	27.5



Figure 5(a). Labour force regions, Victoria

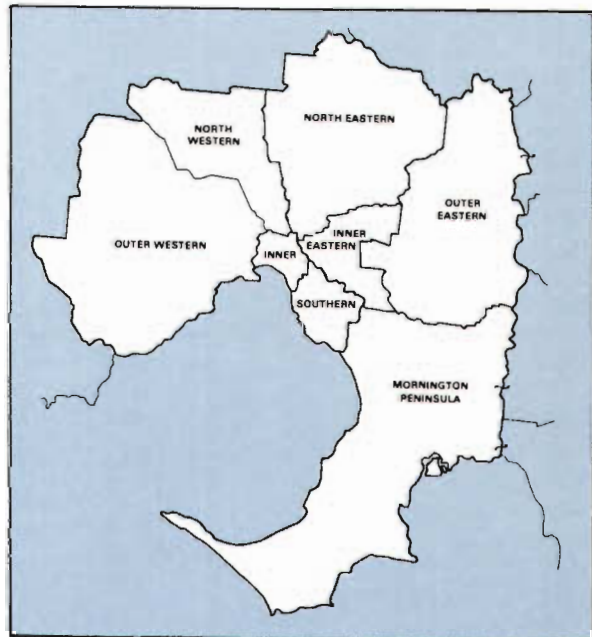


Figure 5(b). Labour force regions, Melbourne Statistical Division

TABLE 3.5 CIVILIAN POPULATION AGED 15 YEARS AND OVER BY LABOUR FORCE STATUS, VICTORIAN REGIONS, AUGUST 1989

Region	Employed			Unemp- loyed (^{'000})	Labour force (^{'000})	Not in labour force (^{'000})	Unemp- loyment rate (Per cent)	Partici- pation rate
	Full- time (^{'000})	Part- time (^{'000})	Total (^{'000})					
MALES								
Melbourne Statistical Division -	803.9	63.7	867.7	32.8	900.4	281.0	3.6	76.2
Outer Western Melbourne	125.4	5.0	130.4	7.4	137.8	40.5	5.4	77.3
North Western Melbourne	57.4	*2.6	59.9	3.9	63.8	21.1	6.1	75.1
Inner Melbourne	53.8	6.8	60.7	*3.1	63.8	24.5	*4.9	72.3
North Eastern Melbourne	107.2	7.7	115.0	5.0	120.0	38.9	4.1	75.5
Inner Eastern Melbourne	109.1	13.7	122.8	*3.1	125.9	43.6	*2.5	74.3
Southern Melbourne	94.5	13.5	108.0	*2.9	110.9	41.9	*2.6	72.6
Outer Eastern Melbourne	116.0	9.0	125.0	*2.9	128.0	28.7	*2.3	81.7
Mornington Peninsula	140.5	5.3	145.8	4.5	150.3	41.7	3.0	78.3
Balance of Victoria -	304.3	25.9	330.2	16.9	347.1	133.8	4.9	72.2
South Western Victoria	76.6	4.7	81.3	4.8	86.1	38.1	5.6	69.3
Western Victoria	58.7	6.6	65.2	*4.3	69.5	25.5	*6.2	73.2
Northern Victoria	103.1	8.7	111.8	4.4	116.3	41.0	3.8	73.9
Eastern Victoria	66.0	5.9	71.8	*3.4	75.2	29.2	*4.5	72.0
Total	1,108.2	89.6	1,197.8	49.7	1,247.5	414.8	4.0	75.0
MARRIED FEMALES								
Melbourne Statistical Division -	206.7	161.0	367.7	9.5	377.3	316.6	2.5	54.4
Outer Western Melbourne	32.1	20.9	53.0	*2.2	55.2	54.3	*4.0	50.4
North Western Melbourne	14.4	10.0	24.4	*0.5	24.9	25.6	*2.1	49.3
Inner Melbourne	11.9	4.0	15.9	*0.5	16.4	12.9	*2.9	55.9
North Eastern Melbourne	26.8	20.9	47.7	*0.2	47.9	46.3	*0.5	50.9
Inner Eastern Melbourne	28.8	25.4	54.2	*1.3	55.4	42.4	*2.3	56.6
Southern Melbourne	22.6	19.6	42.1	*0.5	42.6	43.0	*1.2	49.8
Outer Eastern Melbourne	30.2	32.4	62.6	*2.3	64.9	35.8	*3.5	64.5
Mornington Peninsula	39.9	27.9	67.8	*2.0	69.8	56.3	*2.9	55.4
Balance of Victoria -	68.9	77.8	146.7	7.4	154.1	153.7	4.8	50.1
South Western Victoria	15.9	19.1	35.0	*1.9	36.9	40.5	*5.3	47.7
Western Victoria	11.8	17.8	29.6	*1.8	31.4	27.7	*5.7	53.2
Northern Victoria	27.7	24.6	52.4	*1.7	54.0	51.1	*3.1	51.4
Eastern Victoria	13.6	16.2	29.8	*2.0	31.8	34.5	*6.3	48.0
Total	275.6	238.8	514.5	16.9	531.4	470.3	3.2	53.0
ALL FEMALES								
Melbourne Statistical Division -	401.6	230.4	631.9	25.6	657.5	575.0	3.9	53.3
Outer Western Melbourne	57.8	26.7	84.5	4.6	89.1	92.8	5.2	49.0
North Western Melbourne	28.1	13.3	41.4	*2.8	44.1	47.6	*6.3	48.1
Inner Melbourne	36.9	13.5	50.4	*2.2	52.6	38.5	*4.2	57.8
North Eastern Melbourne	51.4	27.4	78.7	*3.0	81.8	79.8	*3.7	50.6
Inner Eastern Melbourne	59.9	37.8	97.6	*2.8	100.4	80.7	*2.8	55.5
Southern Melbourne	49.3	28.9	78.2	*2.2	80.4	73.8	*2.7	52.2
Outer Eastern Melbourne	55.9	42.8	98.7	*3.9	102.5	67.8	*3.8	60.2
Mornington Peninsula	62.4	40.0	102.4	4.1	106.5	94.0	3.8	53.1
Balance of Victoria -	115.3	104.8	220.1	18.3	238.4	251.9	7.7	48.6
South Western Victoria	30.1	26.6	56.7	5.3	62.0	65.0	8.5	48.8
Western Victoria	20.1	22.8	42.9	*3.7	46.5	51.0	*7.9	47.7
Northern Victoria	40.6	31.9	72.5	5.8	78.3	81.5	7.4	49.0
Eastern Victoria	24.5	23.4	48.0	*3.6	51.6	54.5	*7.0	48.6
Total	516.8	335.1	852.0	43.9	895.9	826.8	4.9	52.0

TABLE 3.5 CIVILIAN POPULATION AGED 15 YEARS AND OVER BY LABOUR FORCE STATUS, VICTORIAN REGIONS, AUGUST 1989 - continued

Region	Employed			Unemp- loyed ('000)	Labour force ('000)	Not in labour force ('000)	Unemp- loyment rate (Per cent)	Partici- pation rate
	Full- time ('000)	Part- time ('000)	Total ('000)					
	PERSONS							
Melbourne Statistical Division -	1,205.5	294.1	1,499.6	58.4	1,558.0	855.9	3.7	64.5
Outer Western Melbourne	183.1	31.7	214.9	12.1	226.9	133.3	5.3	63.0
North Western Melbourne	85.4	15.9	101.3	6.7	108.0	68.8	6.2	61.1
Inner Melbourne	90.7	20.4	111.1	5.4	116.5	63.0	4.6	64.9
North Eastern Melbourne	158.6	35.1	193.7	8.0	201.7	118.6	4.0	63.0
Inner Eastern Melbourne	169.0	51.5	220.5	5.9	226.3	124.3	2.6	64.6
Southern Melbourne	143.8	42.4	186.3	5.0	191.3	115.7	2.6	62.3
Outer Eastern Melbourne	171.9	51.8	223.7	6.8	230.5	96.5	2.9	70.5
Mornington Peninsula	202.8	45.3	248.2	8.6	256.7	135.7	3.3	65.4
Balance of Victoria -	419.6	130.6	550.2	35.2	585.4	385.7	6.0	60.3
South Western Victoria	106.7	31.3	138.0	10.1	148.1	103.1	6.8	58.9
Western Victoria	78.7	29.4	108.1	8.0	116.1	76.5	6.9	60.3
Northern Victoria	143.7	40.6	184.4	10.2	194.5	122.4	5.2	61.4
Eastern Victoria	90.5	29.3	119.8	7.0	126.7	83.7	5.5	60.2
Total	1,625.1	424.7	2,049.8	93.6	2,143.4	1,241.6	4.4	63.3

Participation rate

In the last twenty years the movement in participation rates varied according to age. The participation rates of the older age groups (55 years and over) have declined with the most marked changes occurring in the 60 to 64 age group, where participation rates declined from 46.3 per cent in August 1969 to 28.2 per cent in August 1985. Since then, participation rates for this age group have risen to the August 1989 level of 34.4 per cent. In the 15 to 19 year age group participation rates fluctuated between 53.3 per cent and 60.1 per cent, while the 20-54 age group showed a slight but generally consistent increase.

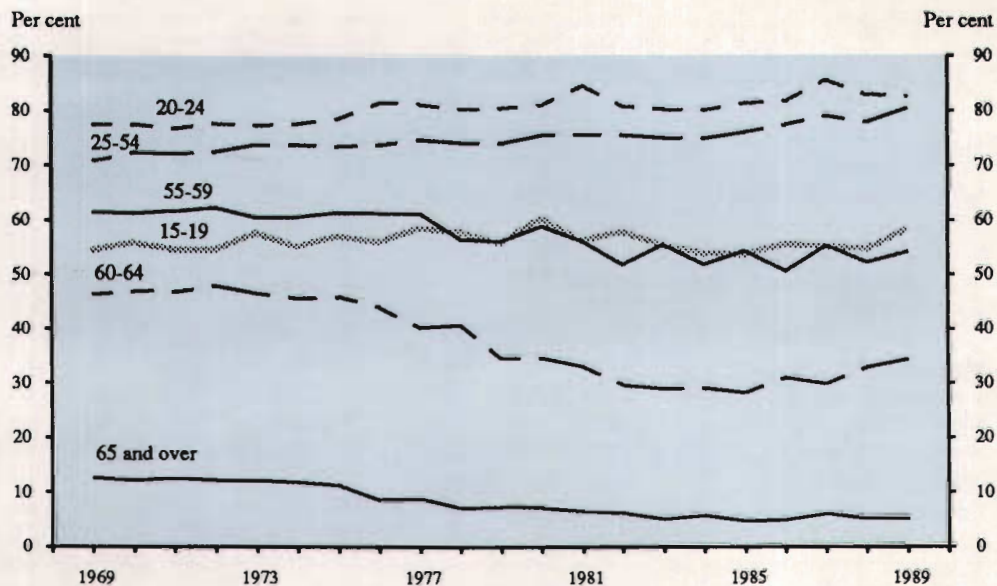
During the last twenty years women have played an increasingly significant role in the labour force. The participation rate for all females has risen from 39.6 per cent in August 1969 to 52.0 per cent in August 1989, while the rate for married females has risen from 35.1 per cent to 53.0 per cent over the same period. The rate for males has dropped from 82.2 per cent in August 1969 to 75.0 per cent in August 1989.

Industry and occupation

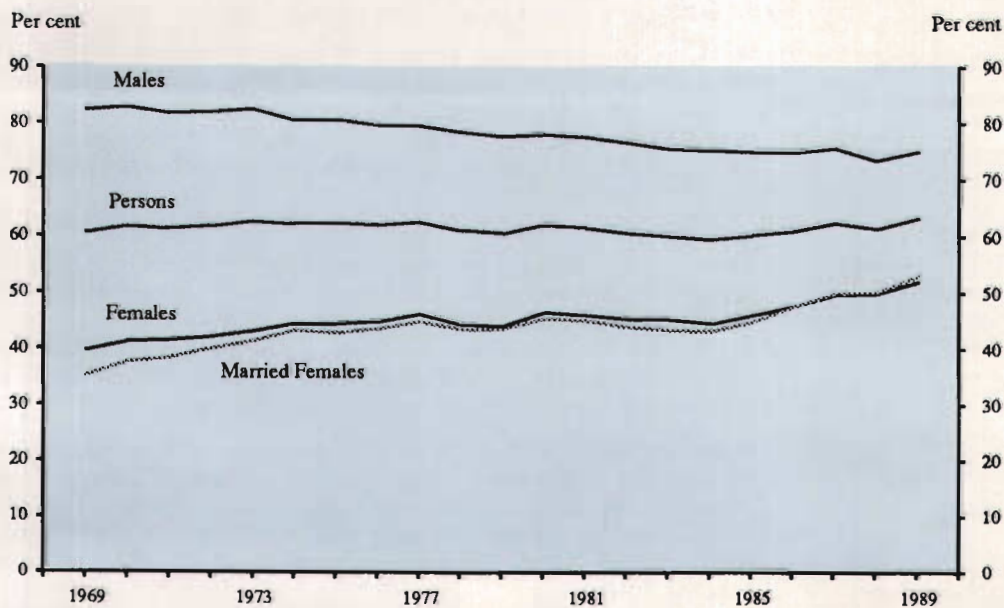
Since 1984 the number of employed wage and salary earners in Victoria has increased by 19.0 per cent. Most industries showed an increase with two notable examples being Construction, rising by 66.5 per cent, and Finance, property and business services increasing by 51.5 per cent. The largest decrease was recorded for the Electricity, gas and water division, down 29.0 per cent.

In August 1989, 38.6 per cent of people employed in the Community services division were professionals, while only 3.1 per cent of persons in the Wholesale and retail division were classified as professional. In the Manufacturing division 44.4 per cent of employed persons were plant operators or labourers while in the Construction division the corresponding figure was just over 21.0 per cent.

PARTICIPATION RATES BY AGE, VICTORIA (August)



PARTICIPATION RATES BY SEX, VICTORIA (August)





LABOUR

Clockwise from top:

Checking a colour proof in preparation for printing.

(Photo: Collie Cooke Consolidated)

CES servicing employment enquires.

(Photo: Commonwealth Employment Service)

Shopping centre supermarket.

(Photo: Coles Myer Ltd.)

Apprentice, electrical industry trade.

(Photo: State Training Board of Victoria)





Figure 6. Melbourne Statistical Division

TABLE 3.6 EMPLOYED PERSONS: INDUSTRY BY OCCUPATION, VICTORIA, AUGUST 1989
(^{'000})

Industry division or sub-division	Occupation group								Total
	Managers and administrators	Professionals	Para- professionals	Trades persons	Clerks	Salespersons and personal service workers	Plant and machine operators and drivers	Labourers and related workers	
Agriculture, forestry, fishing, and hunting -	72.4	*0.0	*1.4	*3.4	*4.0	*0.2	*2.8	14.4	98.7
Agriculture and services to agriculture	72.4	*0.0	*0.2	*3.2	*3.3	*0.2	*2.0	12.8	94.2
Mining	*0.0	*0.7	*0.5	*0.5	*1.6	*0.0	*2.2	*1.2	6.8
Manufacturing -	27.4	24.9	9.2	98.8	46.3	17.7	87.6	91.1	402.9
Food, beverages, and tobacco	*2.2	*2.1	*0.2	8.5	*3.7	5.5	11.1	11.3	44.5
Metal products	*2.6	*3.7	*0.5	17.2	7.2	*1.5	9.7	10.3	52.8
Other manufacturing	22.5	19.1	8.4	73.1	35.4	10.7	66.8	69.5	305.5
Electricity, gas, and water	*0.5	*3.9	*2.8	8.7	5.7	*1.1	6.2	*3.0	31.9
Construction	11.0	*4.3	*4.4	84.5	18.3	*1.9	9.6	24.1	158.1
Wholesale and retail trade -	68.3	12.5	4.8	61.0	55.2	146.7	13.1	44.5	406.1
Wholesale trade	21.6	8.4	*2.7	11.9	28.9	20.5	8.7	16.0	118.7
Retail trade	46.7	*4.2	*2.1	49.0	26.3	126.2	*4.4	28.5	287.4
Transport and storage	6.2	*2.6	*4.0	5.9	20.8	5.6	41.9	15.1	102.1
Communication	*0.8	5.1	4.7	9.2	17.5	*0.9	*1.9	*1.6	41.6
Finance, property, and business services	18.6	47.1	7.3	4.6	93.7	43.0	*2.8	16.2	233.3
Public administration and defence	*2.0	12.4	9.6	5.1	29.1	*4.3	6.5	15.2	84.1
Community services	11.5	134.7	68.9	13.7	50.6	25.3	*3.4	41.0	349.2
Recreation, personal, and other services	14.7	11.5	5.4	33.8	8.5	35.6	*0.5	25.0	135.1
Total employed	233.3	259.9	122.9	329.3	351.3	282.3	178.5	292.4	2,049.8

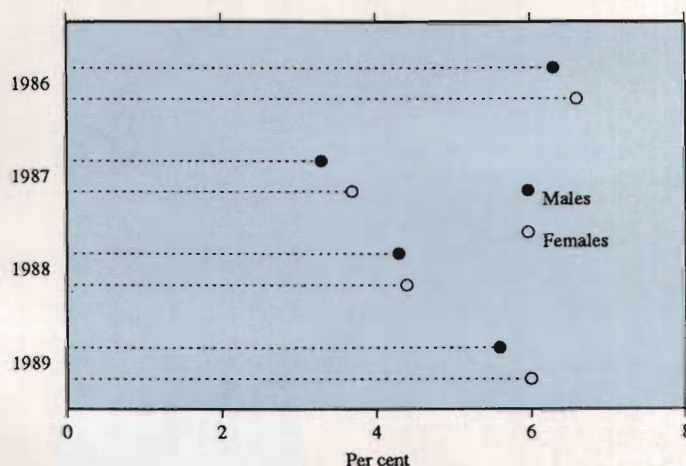
Earnings and hours

In Victoria, in August 1989 the average weekly hours worked by employed wage and salary earners was 35.3 hours. This has changed marginally in the five years since 1984. However the average weekly hours worked varied markedly by industry. The highest average of 45.7 hours was worked by employees in the mining industry. Employees in this industry currently work an average 10.9 hours more per week than in 1984. At the other end of the scale, average hours per week in the Retail trade subdivision were just under 30, which reflects the greater usage of casual and part-time employees.

TABLE 3.7 AVERAGE WEEKLY HOURS WORKED BY EMPLOYED WAGE AND SALARY EARNERS BY INDUSTRY, VICTORIA
(hours)

Industry division or subdivision	August					
	1984r	1985r	1986r	1987r	1988r	1989
Agriculture and services to agriculture	40.4	39.4	39.5	37.6	38.6	37.6
Mining	34.8	41.7	41.1	42.7	37.6	45.7
Manufacturing -	38.1	37.6	38.1	37.7	38.5	39.0
Food, beverage, and tobacco	37.3	36.8	38.1	35.2	37.6	36.9
Metal products	40.0	38.0	39.2	39.4	39.8	39.7
Other manufacturing	38.0	37.6	37.9	37.9	38.4	39.1
Electricity, gas, and water	36.1	35.2	36.6	36.7	33.0	37.5
Construction	37.2	36.3	38.2	38.0	36.6	38.9
Wholesale and retail trade -	33.4	33.4	34.0	32.7	32.9	32.4
Wholesale trade	38.6	38.5	38.7	39.2	38.7	38.4
Retail trade	31.2	30.5	31.7	29.5	29.8	29.6
Transport and storage	36.7	38.0	38.3	38.4	38.9	38.5
Communication	31.6	34.8	34.1	33.1	34.1	35.0
Finance, property, and business services	36.5	36.6	37.4	35.4	35.9	37.2
Public administration and defence	33.2	31.6	32.9	31.9	33.8	32.3
Community services	32.7	31.9	32.3	32.4	32.6	33.0
Recreation, personal, and other services	29.2	29.8	31.1	29.6	31.1	30.0
Total	35.0	34.7	35.4	34.6	35.0	35.3

AWARD RATES OF PAY: ANNUAL CHANGE BY GENDER, VICTORIA, YEAR TO AUGUST



The highest average weekly earnings of \$779.50 were recorded by full-time employees in the Mining division. The lowest average was recorded for employees in the Recreation, personal and other services division, where average weekly earnings decreased to \$414.20 in February 1989 from \$455.10 in February 1988. All other industry divisions recorded an increase in average weekly earnings between February 1988 and February 1989. Within the Manufacturing division, average weekly earnings varied markedly from \$419.90 in the Textile, clothing and footwear subdivision, to \$675.20 in the Chemical, petroleum and coal products subdivision. Average weekly earnings for females were consistently lower than the average for males, with wide variations occurring between industry divisions. The largest difference was in the Mining division, where the average weekly earnings for females was only 63.8 per cent of the male average. The smallest differences were recorded in the Transport and storage and Communication divisions, where the average for females represented 87.2 per cent of the male average.

In August 1988, 5.6 per cent of wage and salary earners aged 15 to 19 years earned \$360 or more per week, compared with 77.4 per cent of this age group who earned between \$120 and \$280 per week. Of wage and salary earners aged 20 to 24, 45.5 per cent earned in excess of \$360 per week. Overall, 157,200 wage and salary earners earned \$640 or more per week, of whom 68.7 per cent were aged 25 to 44 years.

TABLE 3.8 EMPLOYED WAGE AND SALARY EARNERS BY INDUSTRY, VICTORIA
('000)

Industry division or subdivision	August					
	1984r	1985r	1986r	1987r	1988r	1989
Agriculture, forestry, fishing, and hunting - Agriculture, and services to agriculture	29.4	28.3	22.8	24.3	20.3	23.4
Mining	5.1	5.8	5.1	7.5	5.4	6.5
Manufacturing - Food, beverages, and tobacco	373.1	380.7	353.2	371.0	386.8	386.0
Metal products	50.2	54.1	41.3	52.3	48.1	42.4
Other manufacturing	44.4	43.0	41.9	47.3	47.9	50.2
Electricity, gas, and water	278.4	283.6	270.1	271.4	290.7	293.4
Construction	44.9	40.2	40.5	33.4	33.9	31.9
Wholesale and retail trade - Wholesale trade	56.4	68.3	77.3	76.6	79.6	93.9
Retail trade	267.0	277.8	276.1	294.9	316.9	344.3
Transport and storage	81.0	99.7	90.2	98.1	109.0	107.7
Communication	186.1	178.1	185.8	196.8	207.9	236.7
Finance, property, and business services	72.0	69.8	79.8	77.7	73.2	82.7
Public administration and defence	34.8	36.5	38.3	39.7	34.6	41.3
Community services	135.6	145.6	167.7	173.7	186.4	205.4
Recreation, personal, and other services	80.5	89.0	87.9	96.1	85.6	84.1
Total employed	286.8	298.0	311.3	341.1	322.6	333.4
	76.5	74.5	71.1	89.2	79.9	106.6
	1,462.0	1,514.4	1,531.1	1,625.3	1,625.2	1,739.4

TABLE 3.9 AVERAGE WEEKLY EARNINGS: FULL TIME ADULT EMPLOYEES BY INDUSTRY, VICTORIA
(\$)

Industry	February 1987			February 1988			February 1989		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
Mining	670.70	439.20	651.80	770.00	574.70	754.90	832.60	530.90	799.50
Manufacturing -									
Food, beverage, and tobacco	475.90	331.10	431.10	516.60	386.50	478.90	530.30	417.50	504.10
Textile, clothing, and footwear	444.00	314.50	373.40	504.30	309.00	390.10	508.60	363.10	419.90
Paper, paper products, printing and publishing	491.50	350.20	458.50	583.10	389.70	531.20	584.10	411.00	535.70
Chemical, petroleum, and coal products	557.30	379.80	510.00	602.30	427.60	558.10	731.30	488.90	675.20
Metal products, machinery, and equipment -									
Basic metal products	544.00	400.70	528.40	607.30	427.70	586.70	636.00	459.40	614.00
Fabricated metal products, other machinery, etc.	458.30	320.60	425.70	500.20	364.00	462.50	554.10	388.90	510.70
Transport equipment	464.10	336.30	444.50	525.30	354.30	495.70	531.90	398.30	503.90
Total metal products etc.	468.40	328.60	440.90	521.00	364.30	485.70	555.60	395.70	518.70
Other manufacturing	427.20	332.40	408.40	468.00	367.20	446.90	554.50	393.50	503.80
Total manufacturing	469.50	330.20	431.60	520.40	356.80	472.90	555.00	394.30	510.00
Electricity, gas, and water	522.60	386.30	510.30	553.60	415.50	540.50	573.70	436.30	560.60
Construction	502.70	298.40	482.00	536.80	395.90	523.00	576.10	473.10	568.90
Wholesale trade	483.40	390.10	458.80	489.90	388.30	461.60	555.90	407.20	519.70
Retail trade	408.90	318.70	384.50	434.70	343.40	404.10	495.40	370.40	444.80
Transport and storage, communication	478.70	432.30	471.10	493.50	445.20	485.70	534.40	466.10	523.20
Finance, property and business services	560.30	401.40	500.70	628.20	433.50	550.50	679.40	460.80	586.80
Public administration, community services, etc.	523.70	445.50	485.60	574.00	478.40	525.40	597.80	496.80	546.40
Recreation, personal and other services	463.30	380.20	435.10	495.50	387.00	455.10	449.10	371.90	414.20
Total all industries	490.20	393.70	459.90	531.30	420.10	494.10	571.20	444.60	527.70

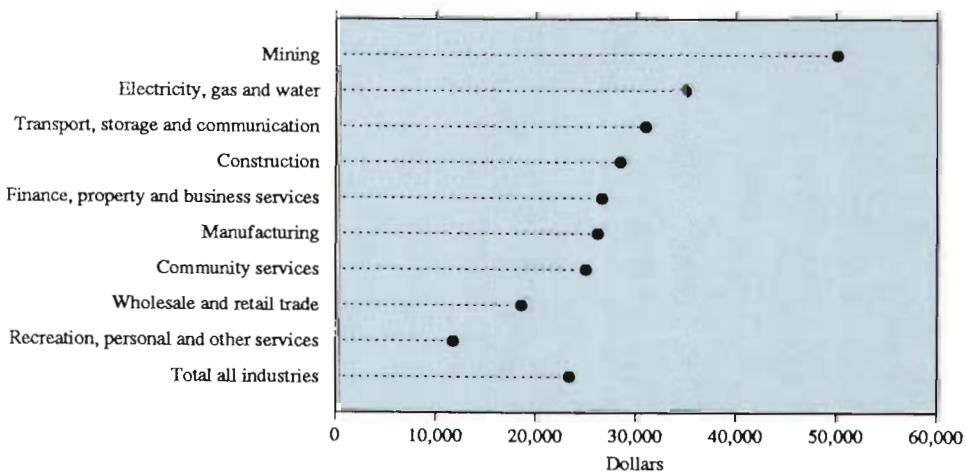
TABLE 3.10 EMPLOYED WAGE AND SALARY EARNERS BY SECTOR: VICTORIA
(^{'000})

	<i>Commonwealth Government</i>	<i>State Government</i>	<i>Local Government</i>	<i>Total Public sector</i>	<i>Private sector</i>	<i>Total</i>
1986 -						
February	101.6	301.2	41.7	444.5	1,103.7	1,548.1
May	103.3	305.0	41.9	450.3	1,119.6	1,569.9
August	102.1	313.8	42.8	458.7	1,111.0	1,569.7
November	100.4	310.5	42.8	453.7	1,119.6	1,573.3
1987 -						
February	101.1	303.3	42.7	447.1	1,120.5	1,567.7
May	99.9	312.7	43.2	455.8	1,148.2	1,604.0
August	99.8	313.5	44.0	457.2	1,162.2	1,619.4
November	98.5	310.9	43.9	453.2	1,186.4	1,639.7
1988 -						
February	99.4	304.7	43.8	448.0	1,194.6	1,642.5
May	97.8	314.0	43.9	455.7	1,196.7	1,652.4
August	97.3	318.0	44.2	459.6	1,225.4	1,685.0
November	97.4	316.9	44.5	458.8	1,254.6	1,713.4
1989 -						
February	97.1	304.5	44.5	446.1	1,269.3	1,715.3

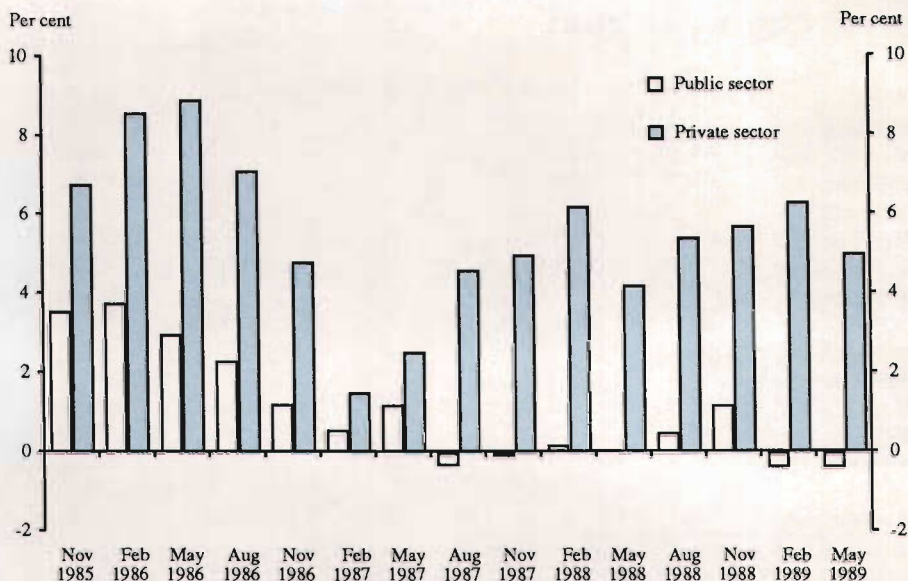
Labour costs

In Victoria, the total major labour costs per employee for 1987-88 averaged \$23,375. Of this, \$20,637 (88.3 per cent) was paid as earnings. The remaining labour costs comprised payroll tax of \$818 per employee (3.5 per cent), workers compensation of \$585 per employee (2.5 per cent), superannuation of \$1,189 per employee (5.1 per cent) and fringe benefits tax of \$93 per employee (0.6 per cent).

TOTAL LABOUR COSTS PER EMPLOYEE (PUBLIC AND PRIVATE SECTOR), BY INDUSTRY, VICTORIA, 1987-88



**GROWTH IN THE NUMBER OF EMPLOYEES BY SECTOR: VICTORIA,
YEARS ENDING NOVEMBER 1985 TO MAY 1989**



**GROWTH IN THE NUMBER OF EMPLOYEES IN THE PUBLIC SECTOR,
VICTORIA, YEARS ENDING NOVEMBER 1985 TO MAY 1989**

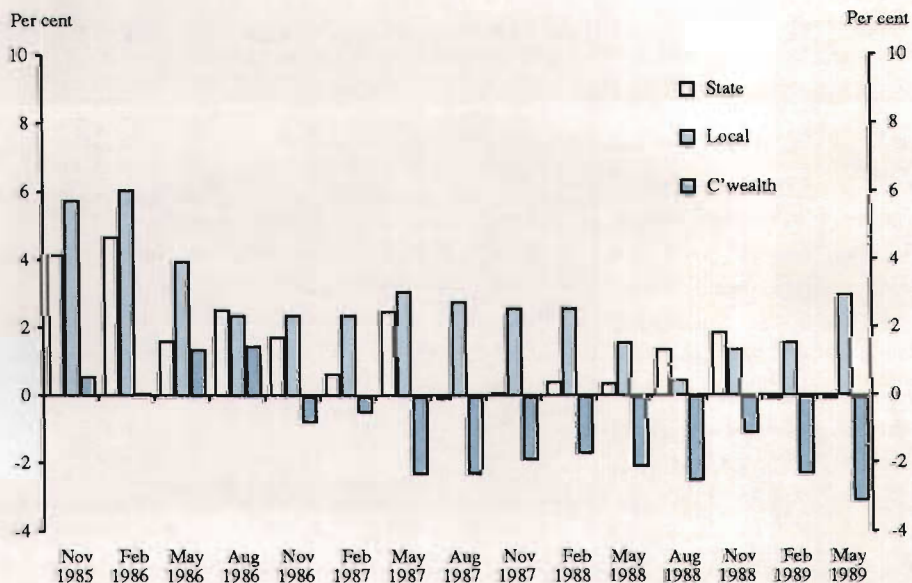


TABLE 3.11 WEEKLY EARNINGS OF ALL WAGE AND SALARY EARNERS WHO WORKED FULL TIME, IN THEIR MAIN JOB BY AGE, VICTORIA, AUGUST 1988 ('000)

Weekly earnings (\$)	Age group (years)						20 and over	Total
	15-19	20-24	25-34	35-44	45-54	55 and over		
Under 120	*2.1	*0.8	*2.1	*2.8	*1.1	*0.5	7.2	9.4
120 and under 160	14.7	*2.6	*1.8	*1.8	*0.8	*0.8	7.9	22.7
160 and under 200	25.2	5.7	*3.0	*2.9	*1.6	*0.8	14.1	39.3
200 and under 240	18.7	8.8	8.1	9.9	4.7	*3.0	34.3	53.0
240 and under 280	17.6	22.9	15.3	12.0	12.1	6.7	69.1	86.7
280 and under 320	8.8	39.3	33.5	21.8	17.0	8.0	119.7	128.5
320 and under 360	5.7	40.0	48.2	35.8	21.6	13.2	158.7	164.4
360 and under 400	*2.4	31.5	41.7	31.5	19.9	14.0	138.5	141.0
400 and under 440	*1.9	28.2	43.1	27.6	20.3	8.8	128.1	130.0
440 and under 480	*0.6	14.7	33.1	21.2	15.0	7.4	91.4	91.9
480 and under 520	*0.0	7.7	40.8	28.4	16.1	4.7	97.7	97.7
520 and under 560	*0.0	*4.2	28.3	25.0	11.6	4.7	73.8	73.8
560 and under 600	*0.0	*3.9	19.7	21.3	7.9	*3.3	56.0	56.0
600 and under 640	*0.3	*3.7	13.9	17.3	9.2	*3.9	48.0	48.2
640 and under 680	*0.0	*1.0	8.8	10.8	5.7	*2.3	28.6	28.6
680 and under 720	*0.0	*1.1	12.1	8.7	6.8	*1.6	30.3	30.3
720 and under 760	*0.0	*0.6	6.2	10.2	*2.7	*1.9	21.6	21.6
760 and under 800	*0.0	*1.1	8.0	9.1	7.1	*1.1	26.5	26.5
800 and over	*0.3	*2.2	12.0	22.1	10.7	*3.0	49.9	50.2
Total	98.4	219.8	379.7	320.2	192.0	89.7	1,201.4	1,299.8
Mean weekly earnings (\$)	228	368	467	498	478	434	456	439

Labour force experience

During the twelve months ending February 1989 in Victoria, there were 2,294,100 persons who had been in the labour force at some time. Of these, 67.4 per cent had worked for the whole period and 27.6 per cent had worked for part of that period. Of the 359,400 persons who looked for work at some time during the year, 9.1 per cent had looked for work for the whole twelve months. The proportion of persons who had looked for work during the year decreased with age, while the average duration of looking for work increased. Of those who had looked for work, 15 to 19 year olds comprised 28.7 per cent with an average duration of 13.1 weeks, while persons aged 55 years and over comprised 5.0 per cent with an average duration of 31.2 weeks.

Persons employed at home

During April 1989 there were 68,900 persons employed at home, of whom 46,700 were women and 22,200 were men. Of the people working at home, 58.9 per cent of women and 36.7 per cent of men had children aged 0 to 14 years old.

Of employees working at home, 58.5 per cent were paid by the hour and 60.7 per cent worked 29 hours or less per week. A high percentage (96.9) of employees working at home did not belong to a trade union. Less than 50 per cent of those working at home were covered by superannuation (34.5 per cent of employees) and workers compensation (47.7 per cent of employees).

Superannuation

In Victoria, at November 1988 an estimated 1,936,200 persons aged 15 to 74 were employed. Of these, 1,050,200 persons (54.2 per cent) were covered by a superannuation scheme. Among full-time workers, 67.3 per cent of males had superannuation coverage compared with 48.8 per cent of females. An estimated 834,400 persons contributed personally to their superannuation scheme and their average weekly contribution was \$27.60. Employers paid all contributions for an estimated 149,300 persons.

Labour mobility

In Victoria, 2,019,600 persons were employed in February 1989. Of those employed persons, 25.5 per cent had been in their current job less than twelve months, while 23.0 per cent had held their current job for 10 years or more. Only 14.7 per cent of females had held their current job for 10 years or more, compared with 28.9 per cent of males. Of the 333,500 people who were working in February 1988, but had held their current job for less than one year, 61.6 per cent had changed jobs within the same industry division, while 38.4 per cent had changed industry divisions.

Labour force status and educational attendance

In September 1988 there were an estimated 714,900 persons aged 15 to 24, of whom 45.9 per cent (328,000 persons) were attending an educational institution. Of those attending, 60.3 per cent were at school, 16.0 per cent at a TAFE or technical college, 11.4 per cent at a CAE and 9.2 per cent at a university. Employed students were 41.4 per cent (135,700 persons) of the total attending, while unemployed students numbered 18,000. Full-time students experienced an unemployment rate of 16.0 per cent compared to the unemployment rate of 11.7 per cent for all students.

Transition from education to work

In Victoria, an estimated 552,000 persons aged 15 to 64 attended an educational institution during May 1987. Of these, 33.4 per cent were not attending an educational institution in May 1988. Of the 367,700 continuing their education, 50.6 per cent were attending school, 11.5 per cent were attending university and 33.3 per cent were attending a college of advanced education, TAFE or technical college. Of employed school leavers, 44.0 per cent were employed in the wholesale and retail trade and 15.0 per cent in the manufacturing industries. This contrasts with tertiary institution leavers; 23.4 per cent of whom were employed in Community services, 18.9 per cent in Finance, property and business services and 16.6 per cent in the Wholesale and retail trade industries.

Education and work are combined in apprenticeships. In May 1988 there were 43,100 apprentices in Victoria. Of these, 74.2 per cent were aged 15 to 19 and 25.8 per cent were aged 20 to 34. Almost half the apprentices (48.2 per cent) were employed in the building, vehicle and electrical trades.

Labour force status and educational attainment

In Victoria, at February 1989, 1,181,000 persons had post-school qualifications and 1,942,400 did not have post-school qualifications. Of the persons who had post-school qualifications, 22.3 per cent held a degree, 34.4 per cent possessed trade or apprenticeship qualifications and 43.0 per cent held a certificate or diploma. The participation rate of persons with post-school qualifications was 78.2 per cent, substantially higher than the participation rate of 59.2 per cent for persons without post-school qualifications. Similarly, persons with post-school qualifications experienced an unemployment rate of 3.4 per cent compared with 7.9 per cent for those without post-school qualifications.

TABLE 3.12 EMPLOYED LEAVERS AGED 15 TO 64 YEARS: INDUSTRY AND OCCUPATION OF CURRENT JOB AND FULL-TIME OR PART-TIME STATUS BY TYPE OF EDUCATIONAL INSTITUTION ATTENDED FULL-TIME IN 1987, VICTORIA, MAY 1988
('000)

	Attended school in 1987	Attended any educational institution (a) in 1987		
		Males	Females	Persons
Industry of current job -				
Manufacturing	6.3	5.6	*3.5	*9.1
Wholesale and retail trade	18.4	10.3	12.7	23.0
Finance, property and business services	5.3	4.9	5.7	10.6
Community services	*2.2	*1.9	6.7	8.6
Recreation, personal and other services	*2.5	*2.1	*3.9	6.1
Other (b)	7.2	9.5	*2.6	12.1
Occupation of current job -				
Professionals	*0.6	5.0	5.8	10.8
Tradespersons	11.7	12.5	*1.9	14.3
Clerks	10.7	*2.9	11.9	14.8
Salespersons and personal service workers	8.9	*3.8	10.2	14.0
Labourers and related workers	7.8	7.4	*3.3	10.6
Type of employment -				
Full-time	36.7	32.2	26.4	58.6
Part-time	5.2	*2.1	8.8	10.9
Males	22.8	34.3	..	34.3
Females	19.0	..	35.2	35.2
Total(c)	41.8	34.3	35.2	69.5

(a) Includes persons who attended a tertiary institution.

(b) Includes persons employed in Agriculture, forestry, fishing and hunting; Mining; Construction; Transport and storage; Electricity, gas and water; Communication and Public administration and defence.

(c) Also includes persons employed as Managers and administrators; Para-professionals; and Plant and machine operators and drivers.

TABLE 3.13 LEAVERS AGED 15 TO 64 YEARS: LABOUR FORCE STATUS, AGE AND SEX, VICTORIA, MAY 1988
('000)

	Aged 15 to 19 years			Aged 20 to 24 years			Total aged 15 to 64 years		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
In the labour force -	28.7	25.9	54.7	7.3	8.9	16.2	40.2	41.0	81.1
Employed -	23.4	22.1	45.4	7.3	8.0	15.3	34.3	35.2	69.5
Full-time	21.7	18.0	39.7	7.1	5.4	12.5	32.2	26.4	58.6
Part-time	*1.6	*4.1	5.8	*0.2	*2.6	*2.9	*2.1	8.8	10.9
Unemployed	5.4	*3.8	9.2	*0.0	*0.9	*0.9	5.9	5.8	11.7
Total	30.3	27.8	58.1	7.9	9.1	17.0	42.7	44.1	86.8
Unemployment rate (a)	18.7	*14.8	16.9	*0.0	*10.4	*5.7	14.6	14.2	14.4
Participation rate (b)	94.9	93.3	94.1	93.5	97.4	95.6	94.0	92.9	93.5

(a) Unemployed leavers as a percentage of leavers in the labour force.

(b) The percentage of leavers in the labour force.

**Training
expenditure
statistics**

The ABS has been conducting a new survey which will show how much employers are spending on training their employees. Results are expected to be released early in 1990. The information will be used to assist in the analysis and evaluation of Australia's training effort.

TABLE 3.14 ALL PERSONS: EDUCATIONAL ATTAINMENT AND LABOUR FORCE STATUS, VICTORIA, FEBRUARY 1989

Region	Employed		Unemp- loyed (^{'000})	Labour force (^{'000})	Not in labour force (^{'000})	Unemp- loyment rate (Per cent)	Average duration of unemp- loyment (weeks)	Partici- pation rate (Per cent)
	Full- time (^{'000})	Total (^{'000})						
MALES								
With post-school qualifications	552.2	571.1	15.2	586.3	104.6	2.6	32.8	84.9
Degree	139.1	145.6	*4.4	150.1	16.4	*3.0	*26.9	90.2
Trade qualification or apprenticeship	278.8	285.0	7.1	292.1	62.9	2.4	36.3	82.3
Certificate or diploma	133.6	139.8	*3.7	143.4	25.3	*2.6	*33.0	85.0
Other	*0.7	*0.7	*0.0	*0.7	*0.0	*0.0	*0.0	*100.0
Without post-school qualifications (a)	549.8	588.9	45.8	634.7	211.3	7.2	58.3	75.0
Attended highest level of secondary school available	116.5	134.7	11.2	145.9	39.1	7.6	13.4	78.9
Did not attend highest level of secondary school available	428.7	449.2	34.4	483.7	167.8	7.1	71.7	74.2
Never attended school	*1.8	*2.0	*0.3	*2.3	*3.5	*11.6	*208.0	*39.9
Still at school	*0.2	20.9	5.4	26.2	57.2	20.5	6.0	31.5
Total	1,102.2	1,180.8	66.4	1,247.3	373.0	5.3	48.2	77.0
FEMALES								
With post-school qualifications	208.1	320.9	16.4	337.3	152.9	4.9	13.2	68.8
Degree	54.6	73.1	*2.3	75.4	21.0	*3.0	*20.5	78.2
Trade qualification or apprenticeship	14.6	24.6	*0.8	25.4	26.0	*3.1	*7.0	49.4
Certificate or diploma	137.8	221.8	13.3	235.1	103.8	5.7	12.3	69.4
Other	*1.0	*1.3	*0.0	*1.3	*2.0	*0.0	*0.0	*39.6
Without post-school qualifications (a)	292.3	469.9	45.5	515.4	581.0	8.8	33.2	47.0
Attended highest level of secondary school available	83.0	125.2	13.6	138.8	68.7	9.8	15.1	66.9
Did not attend highest level of secondary school available	206.5	340.2	31.1	371.3	499.9	8.4	37.1	42.6
Never attended school	*1.5	*2.0	*0.2	*2.2	10.4	*10.7	*52.0	*17.4
Still at school	*0.2	24.7	6.2	30.9	52.6	20.2	11.1	37.0
Total	500.6	815.5	68.1	883.7	786.5	7.7	26.4	52.9

TABLE 3.14 ALL PERSONS: EDUCATIONAL ATTAINMENT AND LABOUR FORCE STATUS, VICTORIA, FEBRUARY 1989 - continued

Region	Employed		Unemp- loyed (^{'000})	Labour force (^{'000})	Not in labour force (^{'000})	Unemp- loyment rate (Per cent)	Average duration of unemp- loyment (weeks)	Partici- pation rate (Per cent)
	Full- time (^{'000})	Total (^{'000})						
PERSONS								
With post-school qualifications	760.2	892.0	31.6	923.6	257.4	3.4	22.6	78.2
Degree	193.7	218.8	6.7	225.5	37.4	3.0	24.7	85.8
Trade qualification or apprenticeship	293.4	309.6	7.9	317.5	88.9	2.5	33.3	78.1
Certificate or diploma	271.5	361.6	17.0	378.6	129.1	4.5	16.8	74.6
Other	*1.7	*2.0	*0.0	*2.0	*2.0	*0.0	*0.0	*50.2
Without post-school qualifications (a)	842.1	1,058.8	91.3	1,150.1	792.3	7.9	45.8	59.2
Attended highest level of secondary school available	199.5	260.0	24.8	284.7	107.7	8.7	14.4	72.5
Did not attend highest level of secondary school available	635.2	789.5	65.5	855.0	667.7	7.7	55.3	56.1
Never attended school	*3.2	*4.0	*0.5	4.5	13.8	*11.1	*134.9	*24.5
Still at school	*0.5	45.6	11.6	57.2	109.8	20.3	8.8	34.2
Total	1,602.9	1,996.3	134.6	2,130.9	1,159.5	6.3	37.2	64.8

(a) Includes persons for whom secondary school qualifications could not be determined.

Underemployed workers

Underemployed workers comprise either part-time workers who would prefer to work more hours or full-time workers who did not work 35 hours or more (in the reference week) for economic reasons. At May 1988, 52,100 persons were underemployed. Of these, 91.6 per cent were part-time workers. Almost 70 per cent of part-time workers wanted to work up to 19 hours more per week.

The underutilisation rate is, for any group, the sum of the number unemployed and the number underemployed expressed as a percentage of the labour force in the same group. At May 1988 the unemployment rate for Victorian persons was 6.4 per cent and the underutilisation rate was 8.9 per cent.

Job search experience of unemployed persons

At July 1988, 26.8 per cent of unemployed persons possessed post-school qualifications. Persons with post-school qualifications were unemployed an average of 30 weeks compared to the average of 49 weeks for persons without post-school qualifications. Of unemployed persons aged 45 years and over, 51.7 per cent cited their main difficulty in finding work was being considered too young or too old by employers. Persons under 45 years felt their main difficulty in finding work was caused by the lack of necessary skills or education (13.9 per cent), insufficient work experience (11.6 per cent), no vacancies in line of work (14.4 per cent) and no vacancies at all (13.2 per cent). The lack of necessary skills or education was the main difficulty in finding work for 16.5 per cent of females, compared with 9.5 per cent of males. However, 16.3 per cent of males felt their main difficulty in finding work was caused by being considered too young or too old by employers.

Persons who left the labour force

During the 12 months ending April 1988, 129,500 persons left the labour force. Of these, 88,000 persons (68.0 per cent) had been working prior to leaving the labour force. The three most common reasons given for ceasing employment were (i) that the job was temporary or seasonal (16.5 per cent), (ii) job leaver retired (13.2 per cent) and (iii) left work to have children (19.2 per cent). The two main activities since leaving the labour force were home duties and childcare (53.8 per cent of persons) and attending an educational institution (20.8 per cent of persons).

Persons not in the labour force (including discouraged jobseekers)

In September 1988 there were an estimated 937,100 persons aged 15 years and over who were not in the labour force in Victoria. These people constituted 28.1 per cent of the civilian population. The number of persons who were discouraged jobseekers was 21,500. Of these, 82.8 per cent had had previous work experience. The two most common reasons given by discouraged jobseekers for not actively looking for work were, "considered too young or too old by employer" (37.7 per cent) and "no jobs in locality or line of work" (25.6 per cent). Only 36.7 per cent of discouraged jobseekers had looked for work within the previous twelve months.

Industrial disputes

In Victoria in 1988 a total of 362,600 working days were lost. The months of June and July accounted for 246,500 of the total working days lost. This was predominantly due to the high number of industrial disputes over National Wage Case increases. The highest number of working days lost occurred amongst employees involved in the production of metal products, machinery and equipment.

TABLE 3.15 INDUSTRIAL DISPUTES: INDUSTRIES, WORKING DAYS LOST, VICTORIA ('000)

Period	Manufacturing			Construction	Transport, storage and communication	Other industries	All industries
	Mining	Metal products, machinery, and equipment	Other				
1981	22.2	474.7	280.9	106.2	163.3	188.2	1,235.5
1982	4.5	65.2	187.5	60.6	8.0	42.2	368.0
1983	8.8	31.0	43.4	47.2	53.5	73.8	257.7
1984	2.9	40.9	78.9	17.0	13.3	33.3	186.4
1985	5.7	36.1	56.7	47.3	67.5	142.7	355.9
1986	-	58.4	85.2	34.9	11.3	192.0	381.8
1987	0.2	71.6	89.8	12.8	55.3	59.8	289.3
1988	-	133.7	46.1	34.8	41.2	106.8	362.6
1989 -							
January	-	0.4	1.3	-	0.2	0.2	2.0
February	-	2.8	1.9	0.1	0.7	0.3	5.8
March	-	5.5	0.7	3.7	10.1	0.5	20.4
April	-	8.7	1.0	1.0	0.5	7.8	19.0
May	0.1	7.4	11.0	1.1	2.4	14.1	36.1
June	6.1	5.1	18.7	0.8	0.7	3.5	34.9

TABLE 3.16 EMPLOYED WAGE AND SALARY EARNERS: INDUSTRY, FULL-TIME OR PART-TIME STATUS IN MAIN JOB, SECTOR, AND WHETHER A MEMBER OF A TRADE UNION, VICTORIA, AUGUST 1988
(^{'000})

Industry	Males			Females			Persons		
	Full-time	Part-time	Total (a)	Full-time	Part-time	Total (a)	Total (a)	Public	Private (b)
MEMBER OF A TRADE UNION									
Agriculture, forestry, fishing and hunting	*2.6	*0.0	*2.9	*0.5	*0.3	*0.8	*3.7	*0.3	*3.3
Mining	*2.5	*0.0	*2.8	*0.0	*0.0	*0.0	*2.8	*1.1	*1.7
Manufacturing	140.7	*0.5	141.5	43.7	*3.7	47.6	189.1	10.4	178.6
Electricity, gas, and water	23.8	*0.3	24.1	*2.7	*0.0	*2.7	26.7	25.6	*1.2
Construction	35.7	*0.0	36.0	*1.0	*0.3	*1.3	37.3	7.3	30.0
Wholesale and retail trade	34.1	8.4	43.0	18.5	18.9	38.5	81.5	*0.8	80.7
Transport and storage	42.2	*0.0	42.5	*2.9	*0.3	*3.2	45.7	23.9	21.7
Communication	21.4	*0.0	21.4	*4.1	*0.8	4.9	26.3	25.5	*0.8
Finance, property, and business services	24.4	*0.8	25.5	22.1	5.5	27.6	53.1	15.3	37.9
Public administration and defence	32.7	*0.3	33.0	13.9	*2.6	16.8	49.8	49.5	*0.3
Community services	57.2	*1.3	59.3	63.9	22.1	87.0	146.4	114.4	32.0
Recreation, personal and other services	6.7	*1.3	8.0	6.0	6.1	12.1	20.1	*2.6	17.5
Total	424.0	12.9	439.9	179.3	60.4	242.5	682.4	276.8	405.6
NOT A MEMBER OF A TRADE UNION									
Agriculture, forestry, fishing and hunting	9.5	*0.8	11.1	*1.2	*0.9	*3.4	14.5	*0.0	14.5
Mining	*1.4	*0.0	*1.4	*0.8	*0.0	*0.8	*2.3	*0.0	*2.3
Manufacturing	119.8	*3.5	123.8	47.8	15.8	64.7	188.4	*2.1	186.3
Electricity, gas, and water	4.7	*0.3	5.0	*1.0	*0.2	*1.3	6.3	6.3	*0.0
Construction	30.0	*1.3	31.6	*4.2	*3.9	9.3	41.0	*0.8	40.2
Wholesale and retail trade	114.4	15.2	130.7	49.6	48.5	101.3	231.1	*0.9	231.1
Transport and storage	16.6	*0.3	16.9	8.0	*1.3	9.5	26.3	6.2	20.2
Communication	*3.7	*0.3	*3.9	*2.3	*1.6	*3.9	7.8	7.2	*0.5
Finance, property, and business services	58.8	*4.0	63.1	46.4	20.5	68.1	131.2	6.1	125.1
Public administration and defence	13.9	*1.1	15.2	9.1	7.9	18.1	33.3	33.0	*0.3
Community services	40.9	6.2	48.1	60.7	57.6	126.9	175.0	77.2	97.8
Recreation, personal, and other services	19.2	5.9	26.1	14.4	14.5	31.8	57.9	*1.3	56.6
Total	432.8	38.8	476.9	245.6	172.6	439.0	915.9	141.2	774.7

TABLE 3.16 EMPLOYED WAGE AND SALARY EARNERS: INDUSTRY, FULL-TIME OR PART-TIME STATUS IN MAIN JOB, SECTOR, AND WHETHER A MEMBER OF A TRADE UNION, VICTORIA, AUGUST 1988 - continued
(^{'000})

Industry	Males			Females			Persons		
	Full-time	Part-time	Total (a)	Full-time	Part-time	Total (a)	Total (a)	Public	Private (b)
TOTAL (c)									
Agriculture, forestry, fishing and hunting	12.1	*0.8	14.0	*1.7	*1.2	*4.2	18.2	*0.3	17.9
Mining	*3.9	*0.0	*4.2	*0.8	*0.0	*0.8	5.1	*1.1	*4.0
Manufacturing	265.9	*4.0	270.9	92.6	19.5	113.6	384.6	12.6	372.0
Electricity, gas, and water	28.6	*0.5	29.1	*3.7	*0.2	*3.9	33.0	31.9	*1.2
Construction	66.3	*1.3	68.2	5.2	*4.2	10.6	78.8	8.1	70.7
Wholesale and retail trade	151.1	23.6	176.5	69.2	67.3	140.8	317.3	*1.7	315.7
Transport and storage	59.1	*0.3	59.6	10.9	*1.5	12.7	72.3	30.4	41.9
Communication	25.8	*0.3	26.1	6.4	*2.3	8.7	34.8	33.5	*1.3
Finance, property, and business services	84.5	4.8	89.9	70.1	26.2	97.5	187.4	21.9	165.5
Public administration and defence	46.8	*1.3	48.4	23.6	10.6	35.4	83.8	83.3	*0.5
Community services	98.4	7.6	107.8	125.9	79.7	215.2	323.0	192.7	130.3
Recreation, personal, and other services	27.0	7.2	35.2	20.4	20.6	43.9	79.1	*3.9	75.1
Total	869.4	51.8	930.0	430.4	233.2	687.5	1,617.5	421.3	1,196.1

(a) Includes persons for whom full-time or part-time status in main job could not be determined.

(b) Includes persons for whom sector could not be determined.

(c) Includes persons who did not know their membership status.

Trade union membership

At August 1988, trade union membership of employed wage and salary earners was 682,400 persons. The level of trade union membership had decreased from 46.0 per cent of employed wage and salary earners in August 1986 to 42.0 per cent in August 1988. Males comprised 64.5 per cent of total trade union members. Of employed male wage and salary earners, 47.3 per cent were trade union members, compared with the female rate of 35.3 per cent. Public sector employees comprised 65.7 per cent of trade union members. The two industry divisions with the highest percentage of trade union members were predominantly comprised of public sector employees. Electricity, gas and water had the highest concentration of trade union membership with 80.9 per cent of employees and Communication was the next highest division with a 75.6 per cent trade union membership. The industry divisions with the lowest trade union membership were Wholesale and retail trade (25.7 per cent) and Recreation, personal and other services (25.4 per cent). These divisions were predominantly comprised of private sector employees.

REFERENCES

Data sources

Currently, the ABS's principal sources of labour statistics are *household surveys* and *employer based surveys*. The ABS conducts a monthly household based labour force survey which provides estimates at a National, State and regional level. The major statistical indicators produced from the labour force

survey are persons employed and unemployed, classified by age, sex, and marital status, expressed as a proportion of the civilian population aged 15 years and over.

Emphasis in the labour force survey is placed on the regular collection of data on demographic and labour force characteristics, but additional questions to investigate particular aspects of the labour force are frequently included.

At present the ABS conducts sample surveys of employers, based on the ABS register of businesses and organisations. Since May 1983 the ABS has introduced new or upgraded quarterly surveys of: employment and earnings; average weekly earnings; overtime; job vacancies; and an annual Survey of employee earnings and hours.

During 1987 the ABS developed a range of labour costs surveys which are designed to identify the composition and rate of growth of labour costs. Currently the ABS is developing a training expenditure survey.

ABS publications

- Labour Statistics, Australia* (6101.0) (annual)
- A Guide to Labour Statistics* (6102.0)(irregular)
- The Labour Force, Australia, Preliminary* (6202.0) (monthly)
- The Labour Force, Victoria* (6202.2) (quarterly)
- The Labour Force, Australia* (6203.0) (monthly)
- The Labour Force, Australia, Historical Summary 1966 to 1989* (irregular)
- Labour Force Experience, Australia* (6206.0) (annual)
- Labour Mobility, Australia* (6209.0) (annual)
- Persons Not in the Labour Force, Australia* (6220.0) (annual)
- Job Search Experience of Unemployed Persons, Australia* (6222.0) (two yearly)
- Transition From Education to Work, Australia* (6227.0) (annual)
- Information Paper: Questionnaires Used in the Labour Force Survey, Australia* (6232.0)
- Labour Force Status and Educational Attainment, Australia* (6235.0)(annual)
- Employed Wage and Salary Earners, Australia* (6248.0) (quarterly)
- Information Paper: New Statistical Series: Employment, Average Weekly Earnings, Job Vacancies and Overtime* (6256.0)
- Underemployed Workers, Australia* (6265.0) (irregular)
- Persons Who Have Left the Labour Force, Australia* (6267.0) (irregular)
- Information Paper: Labour Force Survey - Measuring Teenage Unemployment* (6270.0)
- Labour Force Status and Educational Attendance, Australia* (6272.0)(annual)
- Persons Employed at Home, Australia* (6275.0) (irregular)
- Average Weekly Earnings, States and Australia* (6302.0) (quarterly)
- Average Earnings and Hours of Employees, Australia* (6304.0) (annual)
- Weekly Earnings of Employees (Distribution), Australia* (6310.0) (annual)
- Award Rates of Pay Indexes, Australia* (6312.0) (monthly)
- Superannuation, Australia* (6319.0) (irregular)
- Industrial Disputes, Australia (monthly)* (6321.0) (monthly)
- Industrial Disputes, Australia (quarterly)* (6322.0) (annual)
- Trade Union Statistics, Australia* (6323.0) (annual)
- Trade Union Members, Australia* (6325.0) (irregular)
- Major Labour Costs, Australia* (6348.0) (annual)